

NIA’s 2023 Fall Summit
Wednesday, October 26, 2023 | 9:35–11:35 a.m. ET
Mandalay Bay
Merit Contractor Committee Meeting Agenda

1. Anti-Trust Policy Review, Roll Call, and Introductions Michael McCowan
2. Approval of 2023 Convention Meeting Minutes Michael McCowan
3. Regional Updates Discussion Michael McCowan
4. Update on NIA Programs and Improvements Leslie Emery
 - NIA’s Education Center (www.niaeducationcenter.org)
 - Read the bimonthly *E-News Bulletin* for the latest member news.
5. *Insulation Outlook* Magazine: Leslie Emery
Content by members, for engineers
 - We will continue to offer free member sections in 2024. Metal building lamination and HVAC products are coming up. What other topics should be included?
 - The 2024 media planner and editorial calendar are available. Visit www.insulation.org/io/authors for the 2024 editorial calendar. Email ads@insulation.org to sign up for your 2024 digital and print marketing plans with NIA by November 15, 2023, to avoid the 2024 price increase.
6. 2024 Convention Sustainability Panel— Leslie Emery
Feedback and Discussion
7. Industry Measurement Survey Feedback Leslie Emery
8. Speaker Topics and Election at 2024 Convention Leslie Emery
 - Potential Joint Merit/Union Meeting Topics
9. Committee Purposes/Objectives/Actions Items Michael McCowan
10. Upcoming Events Leslie Emery

December 5–6, 2023

[NIA’s Understanding Mechanical Insulation \(virtual\)](#)

Registration Deadline: November 13, 2023

December 5–6 and December 12–13, 2023

[NIA's Thermal Insulation Inspector Certification \(virtual\)](#)

Registration Deadline: November 13, 2023

April 17–19, 2024

[NIA's 68th Annual Convention](#)

Naples Grande Beach Resort, Naples, Florida

Hotel Reservation and Early-Bird Deadline: March 15, 2024

11. Group Picture

Leslie Emery

12. Adjourn

Michael McCowan

Merit Contractor Committee **Committee Purposes, Objectives and Action Items**

Chairman: Michael McCowan, L.C. Insulations, Inc.

Vice Chairman: Jordan Fiske, Anchor Insulation

Purpose: To promote the growth of the industrial and commercial merit contractor through education, training, and network exchange.

Key Objectives:

- Promote the implementation of worker training opportunities through associations available to merit contractors.
- Address the challenge of union organizing activities.
- Utilize the NIA website to communicate merit shop activities.

Actions:

1. Review the NIA website information regarding merit shop contractor opportunities.
2. Invite potential merit contractors to every meeting and have a committee member contact them by phone.
3. Develop a mentoring program for new merit shop members on the committee.
4. Develop a convention program to increase the value of membership.

**National Insulation Association
Anti-Trust Compliance Policy**

POLICY:

Any infraction of anti-trust laws could subject member companies and/or individuals to legal penalties, including possible fines, possible imprisonment, and liability for attorneys' fees.

It is the policy of the National Insulation Association (NIA), its board of directors, officers, and staff, and its active and associate members, to strictly comply with all laws applicable to its conduct, and specifically with federal and state antitrust laws. Compliance with these laws requires obedience both to the letter and spirit of the law.

A basic tenet of NIA's Anti-trust Compliance Policy is that no member shall enter into any understanding, agreement, plan, or scheme, whether express or implied, informal or formal, oral or written, with any competitor with respect to prices, terms or conditions of sale, output, production, distribution, territories, or customers. NIA policy absolutely prohibits any consultation between competitors relating to prices or terms and conditions of sale.

This brief statement is not intended to be a complete statement of all aspects of the anti-trust laws. Members should seek legal advice if they have any questions concerning antitrust law compliance.

PROCEDURE GUIDELINES:

1. Always have an agenda, have it reviewed by counsel well in advance of the meeting.
2. Stick to your agenda - do not get into general discussions concerning topics which are not on the agenda.
3. Do record, accurately, the minutes of all committee meetings sponsored by the NIA.
4. Have legal counsel present at any meetings in which information or topics, which may have an anti-trust significance, are likely to be discussed.
5. Retain copies of any and all documents exchanged or relied upon at any committee meeting.
6. Be very careful in language used on any document produced for a committee meeting, including minutes, memos, and letters. Avoid including potentially suspicious phrases in any meeting document such as "please destroy after reading."
7. Never discuss pricing information. This includes prices charged to customers, change in the pricing levels of raw materials, terms and conditions of sales, credit terms used by you or imposed upon you by your suppliers, etc.
8. Do not discuss prospective production plans, allocation of markets, and/or actions aimed at hindering competitors.
9. Do not disparage a competitor's or a supplier's product unless you have specific proof that your statements are correct.
10. Avoid joint ventures and research projects unless you have discussed the matter with counsel with regard to any possible anti-trust problems that may arise out of such ventures.
11. Do not enter into any agreements or understandings with a competitor concerning discounts, terms, or conditions of sales, profits, profit margins, shares of the market, bids, or intents to bid.
12. Do not exclude competing NIA members from any committee.

By signing on the attached page, you are in agreement with the Anti-Trust policy.

Representing the mechanical and specialty insulation industry

NIA's 67th Annual Convention
Friday, March 17, 2023 | 10:15 a.m. – 12:15 p.m.
Merit Contractor Committee Meeting Minutes DRAFT

Attendees:

Chair: Michael McCowan, L.C. Insulations, Inc.

Vice Chair: Jordan Fiske, Anchor Insulation Co.

Laura Dover, Dover Insulation, Inc.

Jasmine Davidson, Diamond Quality Insulations

Damian Drewery, Diamond Quality Insulations

Kenny Freeman, Petrin, LLC

Brooks Holmgren, Elite Insulation, Inc.

Mark McCowan, L.C. Insulations, Inc.

Raul Medrano, Mechanical Insulations by D&R

Andrea Osorno, Osorno Group Corp.

Felipe Osorno, Osorno Group Corp.

David Patrick, Apache Industrial Services, Inc.

Staff and Guest

Michele Jones, NIA Staff

Stephen Sasaki, SACK Defense, LLC.

1. Michael McCowan (L.C. Insulations, Inc.) called the meeting to order at 10:20 a.m. and Michele Jones (NIA) reviewed the anti-trust policy and circulated the sign-in sheet. There were 14 attendees, including staff and the speaker.
2. Michael McCowan asked attendees to review the 2022 Fall Summit minutes. Approval of the minutes was moved by David Patrick (Apache Industrial Services, Inc.) seconded by Laura Dover (Dover Insulation, Inc.), and approved unanimously.
3. Michele Jones shared information on the Convention app and encouraged members to download and use the app for communication, resources, and surveys.
4. Michele Jones introduced Stephen Sasaki, SACK Defense, LLC, who gave a presentation to attendees on Building an Effective Team.
5. Michael McCowan led a discussion of regional updates, including workforce issues, establishing a new business, training resources through NIA, plentiful workload, commercial projects such as hospitals and high rises, and an abundance of LNG work in the Gulf Coast.
6. The committee held elections. The nominee for Chair is Michael McCowan. David Patrick made a motion to approve and Laura Dover seconded. Michael McCowan was re-elected as Chair. The nominee for Vice Chair is Jordan Fiske

(Anchor Insulation). Brooks Holmgren (Elite Insulation, Inc.) made a motion to approve. Kenny Freeman (Petrin, LLC) seconded. Jordan Fiske was re-elected as Vice Chair.

7. Michael McCowan asked attendees to review the Committee's Purposes/Objectives/Actions Items. No changes were made.
8. Michele Jones provided an update on NIA programs and improvements, including asking for feedback on a NIA Safety Training Manual. Suggestions included a robust overall manual that can be picked through as a template for projects or be adapted to be company specific, and to have a system to provide updates to members regarding any changes year over year.
9. Michele Jones requested the group complete the speaker survey on the app.
10. With a motion to adjourn from Kenny Freeman and seconded by David Patrick, Michael McCowan adjourned the meeting at 12:15 p.m.

Minutes submitted by Jordan Fiske.

Merit Contractors Committee

Voting Member Companies

- Aislamientos Y Forros Industriales
- Diamond Quality Insulations, LLC
- Insulation Technologies, Inc.
- Iowa Insulation Inc.
- JC International
- Jergens Insulation
- Kelco Insulation, Inc.
- Kennedy Insulation Systems, Inc.
- Kerco, Inc.
- Kirby-Cundiff Insulation
- KMIS, LLC
- KMK Insulation, Inc.
- L & C Insulation, Inc.
- L.C. Insulations, Inc.
- Lanham Insulation, Inc.
- Ludeman Insulation & Supply, Inc.
- MAB Insulation Service Contractor, LLC
- Mac's Insulation Company, Inc.
- Marquis Construction Services
- Midwest Materials Company
- Minco (DBA Mechanical Insulating Contractors, Inc.)
- Nicholas Insulation Services, Inc.
- Nordic Industries Corp.
- North Country Mechanical Insulators
- Osorno Group Corp.
- PCS Insulation, LLC
- Petrin, LLC
- PG Insulation, Inc.
- PK Industrial, LLC
- Premier Insulation Contracting, Inc.
- Pro Insulation
- QCI Thermal Systems, Inc.
- R.B. Webb Insulation Co., Inc.
- RC Insulation Services, Inc.
- Register Insulation, Inc.
- Retro Insulation
- S K Mechanical, LLC
- Smith & Casady, Inc.
- Southern Tier Insulations, Inc.
- Star Insulation Company, Inc.
- Systems Undercover, Inc.
- Taurus Insulation, LLC
- Texoma Industrial Insulation, Inc.
- The Cajun Company, Inc.
- Thermal Insulation, Inc.
- Thermaltech, Inc.
- Therma-Save
- Trinity Insulation, LLC
- Unitherm, Inc.
- Upland Services, Inc.
- Waco, Inc.
- Wayne Insulation Co., Inc.