

SMACNA GREATER CHICAGO

METAL PRESS

ASSOCIATION NEWSLETTER



INDUSTRY GOALS AND INITIATIVES

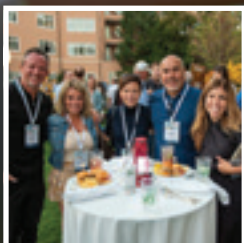
TONY ADOLFS, RAY SUGGS & JOHN DANIEL

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SMACNA
GREATER CHICAGO

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LETTER FROM THE PRESIDENT

INNOVATION, RECRUITMENT HELP ADVANCE INDUSTRY

Another SMACNA Annual Convention has come and gone, offering our members a world-class networking experience and the chance to discover more about the trends affecting our industry. Many attendees look forward to the Product Show each year, and this one didn't disappoint. It featured a variety of impressive innovations in technology, including Spot, an autonomous robot designed to provide real-time data collection in the field. Welding technology has also made huge strides in recent years, with laser welders becoming an option for contractors to invest their resources. Everything from safety training to labor-saving aspects was discussed during breakout sessions.

I'm humbled to have been inducted into the College of Fellows during the Annual Convention, following in the footsteps of many of our chapter's own regarded leaders. The significance of this honor is not lost on me, and I'm grateful for the opportunity to continue to contribute to our industry in meaningful ways.

Right on the heels of coming back from the Annual Convention, SMACNA Greater Chicago hosted our own premier networking event — the second annual SMACNAPALOOZA Industry Night! Leaders throughout our industry gathered for a fun evening of music and socializing, while learning more about the services our associate members can provide. Labor leaders from Local 265 and Local 73 also attended. For a recap and photos from the event, check out page 23.

As the year winds down and we look to 2023, adding manpower and working to better understand availability of materials will be among the top goals and initiatives. Our unions amped up their organizing efforts through the summer and did a great job bringing more qualified people into the fold. In both the field and the management side, early retirements have left huge experience gaps in many companies — my own included. With a collective eye toward strengthening our talent recruitment and retention strategies, we'll continue to work toward a diverse, engaged workforce and advance our industry.

Hank Artlip
President, SMACNA Greater Chicago



3 BIG THINGS: CHALLENGES, OPPORTUNITIES AS WE MOVE INTO 2023

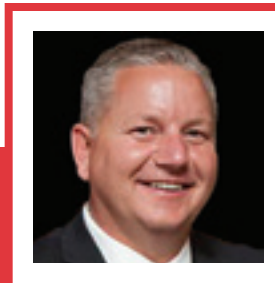
We checked in with Tony Adolfs (SMACNA Greater Chicago), Ray Suggs (Local 73) and John Daniel (Local 265) to see what issues these labor and management leaders are paying attention to during midterm elections and beyond.

BIG THINGS

CHALLENGES, OPPORTUNITIES AS WE MOVE INTO 2023

Moving into the midterm elections and beyond, there are a number of issues, challenges and exciting opportunities facing the HVAC and construction industry. Among them: Inflation Reduction Act tax credits, the Illinois Workers' Rights Amendment and measures to improve indoor air quality. We checked in with local labor and management leaders to see what issues they're paying attention to as we move into 2023.

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TONY ADOLFS
SMACNA GREATER CHICAGO

In 2023, contractors will be able to take advantage of several generous energy efficiency tax credits and deductions through the Inflation Reduction Act. These incentives will help stimulate the launch of energy efficient retrofits and new construction, a huge benefit to our industry.

- At least \$500 million in grants will provide funding for the modernization of critical public buildings, like libraries, museums and municipal government buildings.
- The General Services Administration will be able to distribute \$3.25 billion to invest in various projects, like converting federal buildings into high-performance green buildings.
- The framework for a two-year, \$12 billion climate bank will be created to award competitive grants that provide capital for quick deployment of efficiency upgrades, low and zero-emission products, technologies and services.



RAY SUGGS, LOCAL 73

The key issue for the fall campaign is the Illinois Workers' Rights Amendment. Management and labor are stronger when we work together toward common goals. Right to Work unnecessarily divides us and only leads to more non-union competition. Some contractors might view the Workers' Rights Amendment as benefiting only unions but that's not the case. Passing this amendment helps protect our contractors' market share by keeping workers' rights strong, and keeping our members - your employees - safe. In fact, studies show that wages and benefits are not only lower in Right to Work states, but jobsites are more dangerous. Weaker unions lead to less training, which means more on-the-job injuries. More jobsite injuries mean higher workers' compensation costs for our contractors.

The Illinois Workers' Rights Amendment is our opportunity to protect our common market share, protect sheet metal workers on the job, guarantee the right to collectively bargain and continue working collaboratively to keep the industry strong for ourselves and generations to come.



JOHN DANIEL, LOCAL 265

The Bipartisan Infrastructure Law is a piece of historic legislation, investing billions of dollars in our nation's infrastructure — including improving ventilation and indoor air quality in residential and commercial buildings — and creating millions of jobs. The Department of Energy will award \$1.8 billion in grants and loans for energy audits, ventilation verification and HVAC energy efficiency upgrades. These grants have strong pro-union labor workforce standards and will help SMACNA contractors successfully secure these work opportunities.

The National Energy Management Institute (NEMI) has also created BetterAirInBuildings.org, which includes educational resources for Ventilation Verification and any available federal funding. The site also features a handy "Find a Contractor" tab for contractors who specialize in Ventilation Verification. For more information on how to be listed as a Ventilation Verification Contractor in your area, visit NEMIonline.org.



**LEGISLATIVE UPDATE:
WINTER 2022**

IMSCA continues to advocate on behalf of the Illinois subcontracting industry and has identified a number of legislative priorities and issues they'll monitor during the 2023 legislative session.

LEGISLATIVE UPDATE

WINTER 2022



Jessica Newbold Hoselton | jnewbold@boldnewstrat.com

The General Election on November 8 is quickly approaching. Every member of the Illinois General Assembly will appear on the ballot this fall to maintain their positions in the Illinois Senate and House of Representatives. Many candidates are facing fierce opposition and legislative turnover is expected. The 103rd General Assembly will be inaugurated on January 11, 2023.

IMSCA has identified the following legislative priorities and issues we'll fight on behalf of our members during the 2023 legislative session:

- Retainage is still withheld at an unreasonably high rate of 10% for most Illinois local government construction projects. To ease this financial burden, IMSCA will seek an amendment to the Public Construction Bond Act to provide a 5% cap on the amount of retainage that may be withheld by a local government entity. IMSCA's proposal will be sponsored by Assistant Majority Leader Linda Holmes.
- This spring, the Illinois General Assembly appropriated \$2.7 billion of Illinois' remaining American Rescue Plan Act (ARPA) funds toward paying down the nearly \$4 billion Unemployment Trust Fund deficit, which left a remaining deficit balance of nearly \$2 billion. Negotiators on behalf of organized labor and the business community announced in April that they had reached an agreement to delay employer tax increases and worker benefit reductions but were at an impasse on agreeing how to address the remaining deficit. SB 157 (P.A. 102-0700) was approved by the Illinois General Assembly and serves as a "stop-gap" to delay triggers in state law that will increase employer taxes and reduce employee benefits until January 1, 2023. IMSCA anticipates this issue will be debated during the upcoming November legislative session.
- IMSCA is also closely monitoring Comptroller Mendoza's public support for repealing the Prompt Payment Act (PPA). During a recent budget hearing the Comptroller argued that the PPA didn't serve as a deterrent during the budget impasse and the interest penalties accrued by

the state didn't force an agreement on a budget. Comptroller Mendoza added the PPA is harmful to taxpayers who are ultimately on the hook for paying accrued interest owed to vendors, and for these reasons, the PPA should be repealed. While no legislation was introduced specifically seeking to repeal the PPA, IMSCA joined a coalition of opponents who contacted Comptroller Mendoza to express our opposition and disagreement with her position.

- The International Union of Operating Engineers Local 150 recently floated draft legislation aimed at expanding prevailing wage beyond the public works project site. Should organized labor pursue this proposal in the coming months, IMSCA will maintain our opposition as we have in previous attempts.
- IMSCA recently learned that legislation seeking to expand the use of Public Private Partnerships for public works projects may be pursued as early as the November legislative session. IMSCA maintains the position that Public Private Partnerships can be helpful as an additional funding mechanism for necessary infrastructure projects, but safeguards must be included in enabling legislation to protect our subcontractor members. IMSCA will advocate for the inclusion of safeguards.

As the upcoming fall and spring legislative sessions get underway, IMSCA encourages everyone to pay close attention to Calls to Action and ways you can help communicate our message on these important issues to members of the Illinois General Assembly.

If you have any questions regarding this information, call Jessica Newbold Hoselton at 217-523-4361 or email jnewbold@boldnewstrat.com.



R.J. OLMEN COMPANY: A GLIMPSE INTO THE LONGSTANDING COMPANY'S RICH HISTORY

MEMBER FEATURE: R.J. OLMEN COMPANY

R.J. Olmen Company proudly celebrated its milestone 50-year anniversary earlier this year. With the company's earliest roots tracing back to 1913, they've spent decades honing their craft and earning an unparalleled reputation in the sheet metal industry.

The earliest roots of The R.J. Olmen Company can be traced back to the Krieger-Jamar Company back in 1913. Located in Duluth, Minnesota, the company's principal business was asbestos goods and insulation, with a Sheet Metal fabrication capability added some years later. In 1917, the company's name changed to the Walker Jamar Company (W. J. Co.).

Stan and Wendy Olmen, owners, have wonderful letters written to them from the originating W. J. Co. owner about his company's history and the Jamar-Olmen merger. According to these family historical documents, the W. J. Co.'s Chicago branch opened sometime in the late 1920s with Phil Olmen operating as Manager. The letters indicate W. J. Co., like many during the Depression Era, struggled through financially tough times. However, as they helped build and construct "The Skyride" (with its sheet metal siding of the two towers and its head houses) as part of the "Century of Progress" Exhibition at the 1933 Chicago World's Fair — they were offered payment terms. Because financing at that time was quite difficult, W. J. Co. was offered stock in "The Skyride" — which was the most popular attraction at the Fair due to its proximity to the scandalous Sally Rand Show (as she was scantily clad, except for two large feathers). W. J. Co. was paid in full, and quickly for their portion of the sheet metal work!

By the late 1940s, the Chicago branch had become a separate entity, operating under the Jamar-Olmen Company name with offices in Chicago, New York City, Houston and Kansas City. By this time, Jamar-Olmen Company had established itself as one of the largest HVAC firms in America. The post-World War II Industrial Boom then saw Ronald J. Olmen as sheet metal worker and subsequent Manager of Chicago's Jamar-Olmen Company, working proudly alongside his uncle, Phil Olmen. Shortly after Phil retired and Ron worked his way up to Vice President, he and his wife, Patricia, realized their dream of becoming business owners.

In 1972, they took out a second mortgage on their \$15,000 home and proudly founded R.J. Olmen Company based on the same core values as it operates today: Hard work, integrity, quality and trust.

"It's important to capture the beginning, middle and in-progress phases of our sheet metal industry to understand who we are today," Wendy Olmen said. "In short, our industry cannot be anywhere but 'Made in America.'"

Their team can be found performing work for some of Chicago's most prestigious universities, hospitals, school districts and more.

"We are represented today by the proud and hardworking sheet metal workers from Local Union 73, who train in an exceptional educational facility," Wendy said. "It is because of their experience and commitment that the R.J. Olmen company has earned an unparalleled reputation and trusted presence in the sheet metal industry."

The Olmen family is deeply proud of their storied history and, in keeping with tradition, they continue to operate under the same philosophy of original founding fathers Walker Jamar, Phil Olmen and Ronald J. Olmen: "Get a good customer and work hard to keep him."



"WE ARE REPRESENTED TODAY BY THE PROUD AND HARDWORKING SHEET METAL WORKERS FROM LOCAL UNION 73, WHO TRAIN IN AN EXCEPTIONAL EDUCATIONAL FACILITY."

Wendy Olmen | Owner, R.J. Olmen Company

In April 2022, R.J. Olmen Company commemorated 50 years as a full-service commercial HVAC contracting company. With its fourth and fifth generations on their way up, they have come a long way from their World's Fair days. They provide a wide range of ventilation contracting services to customers, including plan and spec work, ductwork fabrication, replacements of rooftop air handling units and all aspects of HVAC general contracting.

LEARN MORE ABOUT R.J. OLMEN

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WHAT DOES IT MEAN TO HAVE A SAFETY CULTURE?

WHAT DOES IT MEAN TO HAVE A SAFETY CULTURE?

The construction industry only makes up about 4% of the U.S. workforce, yet accounts for one in five fatalities. Nonfatal injuries are also 71% higher than all industries. Establishing a safety culture can go a long way to help reduce this disproportionate number of injuries in the workplace.

When things get busier on the jobsite, the number of injuries always seems to creep up. Rushing to get a job done can not only create extra work in the long run, but it can also put workers at risk.

According to MDPI research, the construction industry only makes up about 4% of the U.S. workforce, yet accounts for one in five fatalities. Additionally, the construction industry rate of nonfatal injuries was 71% higher than all industries as a whole. Establishing a safety culture can go a long way to help reduce this disproportionate number of injuries in the workplace.

Defined as the combination of beliefs, perceptions and attitudes of employees toward the safety of workers and the overall safety of the work environment, an effective safety culture requires involvement from everyone within your organization — from the CEO to the newest hire — because safety is everyone’s job.

Here are some tips to start building a culture of safety within your organization.



1. START WITH A SAFETY COMMITTEE

(If you don’t already have one, that is). This committee should consist of the people who work in the field and face safety concerns every day. Their input is invaluable when it comes to the creation of your company’s safety policies.



2. COMMUNICATE, COMMUNICATE, COMMUNICATE

Developing safety policies is a great place to start, but it won’t do you any good if no one knows about them. Make safety and health a priority! Incorporate them into your company’s mission statement, core values, etc. Getting your workers home safely at the end of each day is critical to building a successful safety culture.



3. ENCOURAGE ENGAGEMENT

Safety used to be (and, in some cases, still is) more about hosting toolbox talks simply to comply with OSHA standards and regulations. Workers attend because it’s mandatory, then head back to the jobsite. A successful safety culture should be about connecting people, and encouraging them to make informed decisions rather than go along with “how it’s always been done.” By creating a positive safety culture, you’ll not only help reduce risks but also boost company morale by helping employees feel safe in performing their job duties.



4. ENSURE PROPER TRAINING

Obviously, the biggest benefit of enhancing the safety culture within your workplace is a reduction of accidents and injuries. How does that happen? By taking the time to properly train employees in all capacities, making sure everyone is clear on best practices and guidelines. Make sure to train employees on how to assess equipment before using, and also recognize the signs of fatigue.

A safety culture will happen whether it’s company-recognized or not ... the question is whether the culture that’s emerged is helpful or harmful. The construction industry naturally poses a number of health and safety risks to workers and protecting them should be a primary goal. Worker safety is crucial to keeping your organization running now and into the future.

SAFETY CONTINUES TO BE A HIGH PRIORITY FOR CONTRACTORS

Safety is a No. 1 priority within our industry. We're proud to see so many SMACNA Greater Chicago member companies recognized during the SMACNA Annual Convention for promoting a culture of safety in the office and on the jobsite!

DOWNLOAD: SMACNA GREATER CHICAGO APP

The SMACNA Greater Chicago app is your go-to resource for educational offerings, networking events, industry news and more!

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SAFETY CONTINUES TO BE A HIGH PRIORITY FOR CONTRACTORS

Each year, SMACNA National recognizes companies for outstanding performance in occupational safety and health as determined by results of the annual Safety Excellence Award Program. First place winners were presented with trophies during the 2022 SMACNA Annual Convention in September.

Join us in congratulating CT Mechanical, LLC, who secured the top honor in the 50,001-100,000 hours category! They also reported zero incidents, along with 74 other contractors, and received a Zero Injury Award based on those efforts.

OTHER SMACNA GREATER CHICAGO MEMBERS RECOGNIZED AS PROMOTING A CULTURE OF SAFETY IN THE OFFICE AND ON THE JOBSITE



MIDWEST MECHANICAL

Third place in the 300,001-400,000 hours category



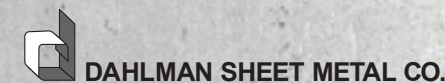
WESTSIDE MECHANICAL, INC.

Second place in the 200,001-300,000 hours category
Zero Injury Award winner



ARTLIP AND SONS, INC.

Third place in the 25,001-50,000 hours category
Zero Injury Award winner



DAHLMAN SHEET METAL CO.

Zero Injury Award winner



LUSE THERMAL TECHNOLOGIES

Zero Injury Award winner

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BUILDING A CYBERSECURITY RESPONSE PLAN

Today's technology helps make our industry faster, safer and more efficient. But technology also makes us more vulnerable to cybersecurity incidents, phishing attacks and more. Don't wait until a breach occurs — fill critical security gaps by building a cybersecurity awareness and response program.



BUILDING A CYBERSECURITY RESPONSE PLAN

Today's technology benefits us in ways we couldn't have imagined even a decade ago. It allows us to visualize buildings through intelligent modeling systems, resulting in better quality and improved delivery. It makes collaboration among stakeholders easier and helps reduce errors. It streamlines data processing and improves accuracy. Overall, technology makes us more efficient.

But it also has its drawbacks; specifically, it can open us up to cyberattacks and data security incidents. Remember Target's infamous data breach back in 2014 — the one that compromised the sensitive information of a ballpark 110 million customers? Eventually, it was traced back to an unsuspecting HVAC contractor who helped manage the retail giant's smart thermostats.

According to Security Today, the average cost of a data breach amounts to over \$3.5 million. If that's not troubling enough, a recent IBM Ponemon study found that 74% of construction-related organizations are neither prepared for a cyberattack, nor do they have a response plan in place to protect themselves.

Don't wait until a breach occurs. Start filling critical security gaps now by implementing a cyber awareness program throughout your company.

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WAYS TO AVOID CYBERATTACKS IN CONSTRUCTION



1. TRAIN YOUR EMPLOYEES

Experts estimate that 95% of cybersecurity issues are the result of human error. That's why training is critical! Proper cyber training should include training for all employees, no matter their level or scope of work, and should include:

- Emphasizing the importance of each employee's role in protecting company data
- Reminding them to periodically change their passwords
- Making sure no one installs any unauthorized/unlicensed software that could corrupt data
- Teaching them to safeguard any company electronics and backups by storing them in a secure place

**Keep in mind, employees with a higher level of access are more valuable targets, so their training should be more in-depth.*



2. ENABLE MULTIFACTOR AUTHENTICATION

Multifactor authentication (MFA) is one of the most effective ways to protect your organization against cybersecurity threats. For example, if a user is trying to access one of your business applications from an unknown device or geolocation, they'll be prompted to enter a one-time code that only they'll have access to. It's just another layer of protection that helps close cyber vulnerabilities. MFA can also be used to secure physical buildings — for example, requiring an authorized badge and facial recognition to enter secure rooms with sensitive networking or telecommunications devices.



3. BACKUP YOUR DATA

In our data-rich industry, losing any amount of it can not only compromise customer relationships, but it can damage your reputation. Take precautions against possible data breaches by regularly backing up your sensitive data and storing it off-site or on a remote server that you can access (just in case). Take time now to evaluate your current backup system and consider upgrading your security measures if necessary. You may even consider hiring an outside firm to test your software and systems for weaknesses.

When it comes to cybercrime and security threats, the question isn't if it'll happen — it's when. By creating and implementing a cybersecurity plan now, you'll be better positioned to react when an incident occurs and minimize the impact.

TURN UP THE HEAT: HVAC WORK IS TRENDING UP



The HVAC system market is heating up, with growth projected to reach \$455.96 billion by 2028. In an increasingly competitive market, following a digital-first strategy will help you build a strong online presence, boost viable website leads and establish your company as one of the leading providers in your area.



TURN UP THE HEAT: HVAC WORK IS TRENDING UP

The HVAC system market is projected to reach \$455.96 billion by 2028 — a huge bump in demand from \$246.10 billion in 2022.

This projected 10.8% CAGR (compound annual growth rate) jump in HVAC work is momentous and cannot be ignored, especially when North America is leading the global charge. Construction industry growth in the U.S. alone is already impacting HVAC market growth trends. So, how can you harness the benefits of this business boom?

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A LOOK BEHIND THE SHEET METAL

First, consider what's behind the numbers:

- GLOBAL WARMING AND THE DESIRE FOR DECREASING GREENHOUSE GAS EMISSIONS
- BOUNCING BACK FROM PANDEMIC SHORTAGES
- GROWING COMMERCIAL BUILDING NEEDS
- INCREASING DEMAND FOR SMART HOMES, INCLUDING SMART HVAC SYSTEMS
- OUTDATED EQUIPMENT
- MAINTENANCE CONTRACTS

... And the list goes on.



If you're in the business of addressing these issues, the good news is: It's your time to shine. But it's going to take a little elbow grease to excel at marketing your company in an increasingly competitive market. If you haven't yet explored digital marketing, now's the time to start. By following a digital-first strategy (including an attractive, mobile-friendly website), you'll build a strong online presence, boost viable website leads and establish yourself as one of the leading providers in your area.

When it comes to existing customers in the commercial space, consider checking back with them. If you installed their unit 10+ years ago, your timing could be perfect. Perhaps their needs have changed and they're ready to upgrade or go green. Contractors specializing in residential work will likely find increased work soon due to tax incentives for homeowners to become more energy efficient. Either way, those older systems are probably long overdue for maintenance, if not a full overhaul.

TURN UP THE HEAT: HVAC WORK IS TRENDING UP CONTINUED ...



GROWING REVENUE IN THE DIGITAL SPACE

New customers are out there, but you need to meet them where they are (online). Take a look at some of the best ways to start growing your presence and capitalizing on the benefits of a digital presence:

- Create a digital marketing strategy (or hire someone to help). This can include search engine optimization (SEO), pay-per-click ads (PPC), other digital ads (such as retargeting), video marketing and social media campaigns — or combine all of these for a more robust plan.
- Launch a well-crafted email marketing campaign to retarget established customers (because we know it's easier and more cost-effective to retain an existing customer than to acquire a new one).
- Analyze your web metrics. This information is priceless as there is so much to glean from visitor behavior on your website — everything from what time your visitors are active to how long they're spending on your pages ... and more!
- Update your website (content, blogs, etc.) and logo. A new look and feel that shows your professionalism, expertise and authenticity are crucial to building trust, particularly with younger customers.
- Implement a customer referral program — because your best salesperson is a happy customer.

HELM GROUP RECEIVES ACCOLADES FOR RECENT PROJECTS

Congratulations to SMACNA Greater Chicago member Helm Group, whose team has recently received industry recognition for several large-scale projects.

LEARN MORE ABOUT HELM GROUP

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HELM GROUP RECEIVES ACCOLADES FOR RECENT PROJECTS

Congratulations to SMACNA Greater Chicago member Helm Group, who recently earned the designation of ENR's Top Specialty Contractor for 2022!

One of the projects Helm served as HVAC contractor on was the Joan and Paul Rubschlager Building at Rush University Medical Center in Chicago. Completed in 2022, the Rubschlager Building is a center for cancer and neuroscience care. The \$450 million building includes a 10-story, 480,000-sq-ft, \$32 million outpatient care center with diagnostic imaging, radiation therapy, infusion therapy and integrative medicine. The project also included an adjacent six-story, 900-space parking facility.

Another major undertaking was the approximately 500-acre DeKalb Data Center, a LEED Gold Certified project that will set the standard for data centers across the country. Helm's scope of work began with strong collaboration early in the design phase. At 2,300,000 square feet and a tight production schedule, VDC/BIM became a top priority. Throughout the project which included 300,000 feet of piping and 1,200,000 pounds of ductwork, Helm performed mechanical, plumbing and other specialty services.

Congratulations to the team at Helm Group on their recent industry recognition!





LUSE HOLDINGS, INC.: FIVE GENERATIONS OF QUALITY SOLUTIONS



ASSOCIATE MEMBER FEATURE: LUSE HOLDINGS, INC.

Family-owned Luse Holdings, Inc. is proud to celebrate 100 years of business in 2023. Headquartered in Chicago, the Luse family of companies collaborates to provide construction and safety services to commercial and industrial clients.

Data from the U.S. Census Bureau shows that only 12% of companies are older than 26 years old — and much, much less (about 0.5%) have what it takes to make it to 100 years. Family-owned Luse Holdings, Inc. is proud to be among that small handful of companies, set to celebrate its centennial birthday in 2023.

“As a legacy business that’s turning 100 next year, we’ve been through a lot of ups and downs, including World Wars and pandemics, not to mention our original founder and his successor each passed away with no succession plan in place,” said Ashley Luse, President of Luse Contracting Group. “To have made it this far, we certainly recognize how important it is to be healthy as a business. We have a lot of longevity in the Chicago market.”

“AS A 100-YEAR-OLD BUSINESS, WE HAVE SUCH A SENSE OF GRATITUDE TOWARD OUR WORK FAMILY, EMPLOYEES, COMMUNITY, CLIENTS, OUR GOD AND OUR FAITH. IT CERTAINLY INSPIRES OUR DESIRE TO GIVE BACK.”

Ashley Luse | President, Luse Contracting Group

THREE COMPANIES. ONE FAMILY. ONE VISION.

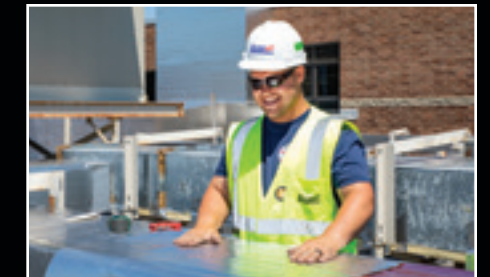
What began as a roofing contractor has grown into a family of companies, with each branch collaborating to provide construction and safety services to clients. Three companies are included under the Luse Holdings parent company:

projects of any size, ranging from one day to many years, and several million dollars in scope. Particularly in the heavy industrial space — including power generation, manufacturing and refining — Luse is recognized for the team’s ability to assist and manage projects from conception through completion.

Luse has been a signatory contractor with local sheet metal unions, but more often outsources heavy duty lagging to sheet metal contractors.

“WORKING, GROWING, GIVING...TOGETHER”

In addition to the Luse family’s commitment to safety and



LUSE THERMAL TECHNOLOGIES

A comprehensive, turnkey mechanical insulation contractor.

LUSE ENVIRONMENTAL SERVICES

An environmental remediation (asbestos/lead/mold) company that aims to create safer and healthier environments for customers.

AMERISAFE GROUP

A full-service safety consulting, staffing and training company, including services like site supervision, first aid, drug testing and confined space rescue.

Headquartered in Chicago, the company also has offices in Pittsburg and Milwaukee. The Luse Contracting Group division is a fully capable mechanical insulation contractor that can handle commercial and industrial

“We’re fairly well-known among contractors for our quality of work. They know us and they’re willing to pay for our work product,” said Kristina Bostian, Business Development. “There are certain applications where our quality really matters to the customer, especially in laboratories, processing and heavy industrial, and that’s where we really shine.”

Recently, the Luse team has completed state-of-the-art walking beam furnace installations at two steel mills: Cleveland-Cliffs in Burns Harbor, and the Nucor Steel Kankakee modernization project. They also performed insulation and lagging on combustion ductwork up to 135 inches in diameter. According to Gordon Vierck, General Manager of Luse Thermal Technologies,

delivering products and services that exceed their customers’ expectations, they encourage employees to find ways to serve the community and give back. Luse partners with a corporate fund to award annual philanthropic grants and donations, as well as supports employee causes through a matching gift program and volunteer outings.

“As a 100-year-old business, we have such a sense of gratitude toward our work family, community, clients, our God and our faith. Gratitude is what inspires our desire to give back,” Luse said. “We are most honored to give to causes that our employees and customers care about, and 10% of our profits each year go into a fund that’s ready to deploy whenever we’re asked.”

LEARN MORE ABOUT LUSE

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2022 GOLF OUTING RECAP

More than 130 SMACNA Greater Chicago members and industry partners joined us for a drizzly but fun day of golfing at Stonebridge Country Club in August.



ANNUAL GOLF OUTING 2022

The weather struggled a bit on the day of our 2022 SMACNA Greater Chicago Golf Outing, but Mother Nature eventually came through so we could enjoy the sold-out event!

Stonebridge Country Club, an Illinois Top 25 golf course designed by world-renowned golf course architect Tom Fazio, hosted the event for the first time. More than 130 golfers turned out for a round of friendly competition, followed by cocktails, dinner and networking.

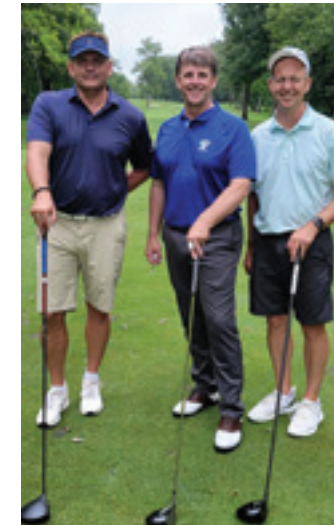
2022 GOLF OUTING BY THE NUMBERS

130+

ATTENDEES

0

COURSE RECORDS



CONGRATS TO THE WINNERS!



WOMEN'S LONGEST DRIVE

Jennifer Niemiec, Sun Mechanical Systems, Inc.

MEN'S LONGEST DRIVE

Jim Greco, Energy Improvement Products



CLOSEST TO THE PIN

Joe Bowers, Windy City Representatives
Bill Ryan, Windy City Representatives



LONGEST PUTT

Joe Angone, Advance Mechanical Systems, Inc.



WOMEN'S LOW GROSS

Alison Ward, Westside Mechanical, Inc.

MEN'S LOW GROSS

Jerry Manta, F.E. Moran, Inc.



WOMEN'S LOW NET

Lindsay Goodman, Morgan Lewis & Brockius, LLP

MEN'S LOW NET

Mike Crnkovich, Admiral Heating & Ventilating, Inc.

THANK YOU TO OUR 2022 GOLF SPONSORS

EVENT SPONSORS

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- FAB-RITE SHEET METAL
- HARTWIG MECHANICAL, INC.
- MORGAN LEWIS & BOCKIUS, LLP
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RECAP: SMACNAPALOOZA - 2022 INDUSTRY NIGHT

Our second annual SMACNAPALOOZA Industry Night event was another success! More than 130 members networked and socialized at Joe's Live in September, and had the opportunity to visit with 12 exhibitors to check out the latest industry services and solutions.



2022 SMACNAPALOOZA INDUSTRY NIGHT RECAP

We had a terrific turnout for our 2nd annual SMACNAPALOOZA Industry Night event at Joe's Live in September! More than 130 members and 12 exhibitors attended, including industry partners SMART Local 73 and SMART Local 265. It was a great night for networking and learning about our industry's latest products and services.

Last year's giveaway contest was so popular, we expanded on it and chose three winners during the event! Members were randomly drawn to win Ticketmaster gift cards in varying amounts to use toward a concert or event of their choosing. See page 25 for the lucky winners!



VIEW MORE INDUSTRY NIGHT PHOTOS



- 1. Open your camera
- 2. Hover it over this

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2022 SMACNAPALOOZA INDUSTRY NIGHT RECAP CONTINUED ...

SEPTEMBER MEMBERSHIP MEETING RECAP

We welcomed Warren Jacobsen, president and founder of Horizon Capital Advisors, LLC, as our featured speaker during the September membership meeting. Warren discussed the topic of succession planning and exit strategies to more than 50 interested members.

THANK YOU TO OUR ASSOCIATE MEMBERS & INDUSTRY PARTNERS WHO PARTICIPATED AS EXHIBITORS DURING THE EVENT

- Albany Steel & Brass Corp.
- DeWALT
- Energy Improvement Products, Inc.
- Everest Energy & Control Technologies
- Long Supply, Inc.
- Mestek Machinery, Inc.
- Midwest Applied Solutions
- Milwaukee Tool
- SMART Local 73
- SMART Local 265
- Thermosystems, LLC
- Trimble

CONGRATS TO OUR GIVEAWAY WINNERS!

- \$100 GIFT CARD WINNER**
Paul Aloisio, *Fab-Rite Sheet Metal*
- \$200 GIFT CARD WINNER**
Nicholas Muscolino, *Aero Service Test & Balancing*
- \$300 GIFT CARD WINNER**
Mike Suggs, *Synergy Mechanical, Inc.*



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RECAP: SEPTEMBER MEMBERSHIP MEETING

SMACNA Greater Chicago welcomed Warren Jacobsen, president and founder of Horizon Capital Advisors, LLC, to our September 6 membership meeting. Warren delivered a thought-provoking presentation on the topic of exit planning strategies to more than 50 members in attendance. He began by posing the question: If something were to happen to you today, who would own and manage your business tomorrow?

Too often, succession planning is an overlooked or brushed off until “tomorrow.” Warren cited a statistic that, of an estimated 5.5 million family-owned businesses in the industry, 40% of those owners are expected to retire by the year’s end — and less than half have selected a successor. No one wants to talk about their eventual retirement until the time comes, but it takes effort and planning to ensure the smooth (and profitable) transition of any business.

The importance of performing a business valuation during exit planning was discussed during lunch, along with the major value drivers when selling a business (profitable, experienced management, up-to-date IT infrastructure, accurate and audited financial statements and more). Private investors typically like to see a minimum of \$2 million EBITDA (Earnings Before Interest, Taxes, Depreciation and Amortization), which is a general representation of a company’s profitability.

3 MOST COMMON EXIT OPTIONS

- 1 INSIDE SALE**
If legacy is important, this is the best route to take. This can include a generational transfer, management buy-in or ESOP.
- 2 SELLING TO A THIRD PARTY**
To get maximum value, selling to a third party is beneficial. Private equity buyers are most likely to keep your existing management, while strategic buyers are most likely to pay the most.
- 3 HOLDING ON**
Warren called this the lifestyle option, which benefits owners with regular dividends and leveraged recapitalization.

If a company transition is on the horizon, the time to start planning your exit strategy is now.

RECAP: 2022 SMACNA ANNUAL CONVENTION

In September, SMACNA Greater Chicago members met with leaders from other chapters across the country and spent several days learning about the technologies and trends influencing our industry, networking and socializing.



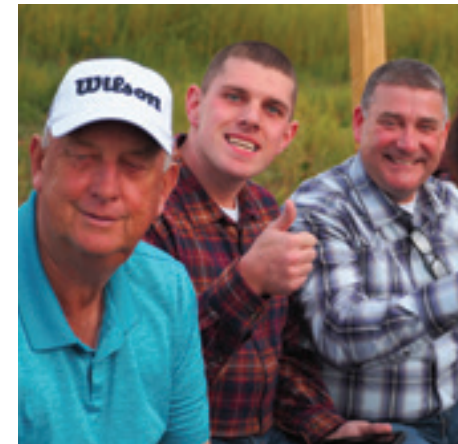
2022 SMACNA ANNUAL CONVENTION RECAP

The 2022 SMACNA Annual Convention took place at The Broadmoor in Colorado Springs. SMACNA Greater Chicago members met with leaders from other chapters across the country and spent several days learning about the technologies and trends influencing our industry, networking and socializing.

Congratulations to our president Hank Artlip, who was inducted into SMACNA's College of Fellows, and to CT Mechanical, who was a first-place winner in SMACNA's Safety Award Program. Mike Stevenson was on hand to receive the honor. Kudos also go to two members, David Pikey of The Hill Group and Tom Mascari of Mendel Plumbing & Heating, for leading educational sessions during the event.

As a chapter, our members enjoyed a tour of the Garden of the Gods, a natural landmark with dramatic views and spectacular geologic formations. We also hosted a chapter dinner at Colorado's premier farm to table ranch, which included a hayride and falconry demonstration.

We're thankful to have such a strong group of members to represent the sheet metal and HVAC industry!



VIEW MORE ANNUAL CONVENTION PHOTOS



- 1. Open your camera
- 2. Hover it over this

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MARK YOUR CALENDAR:
UPCOMING MEETINGS
& EVENTS

Save these dates for some of the most anticipated chapter and industry events this winter.



MARK YOUR CALENDAR:
UPCOMING MEETINGS
& EVENTS

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NOV | 08

NOVEMBER MEMBERSHIP MEETING

Gibsons Oak Brook
Noon

Our membership meetings are designed to bring value to our contractor and associate members by presenting information on topics and trends affecting our industry today. The featured speaker for our November meeting is Aaron Hilger, SMACNA CEO. We're excited to bring him to Chicago so he can provide an in-person update on the current status of our national association.

Register online at SMACNAGreaterChicago.org/meeting-sign-up



DEC | 10

2022 HOLIDAY DINNER DANCE

Hotel Arista
Cocktails at 6:30 p.m.
Dinner at 7:30 p.m.

Join us to celebrate the end of another successful year! This year's venue will be the boutique Hotel Arista, a stylishly modern Four Diamond hotel in Naperville. Mingle with fellow members over cocktails, then enjoy a delicious dining experience and dancing the night away to a live band.

Formal invitations have been mailed. Please RSVP by December 2.



FEB | 23

APPRENTICE FOR A DAY

SMART Local 265
8 a.m. – 1 p.m.

Our YES Steering Committee is proud to bring back the Apprentice for a Day event in 2023, hosted at the Sheet Metal Workers' Local 265 training center. Engineers, estimators, project managers and office staff will spend half a day experiencing what it's like to be a SMART Local 265 apprentice. Instructors will perform demonstrations of various processes, and attendees will have hands-on learning opportunities.

Register by February 9, 2023 at SMACNAGreaterChicago.org/ApprenticeForADay



MAR | 09

MARCH YES EVENT

Puttshack Oakbrook Center
4-7 p.m.

Get your game face ready for a tech-infused game of mini golf, tasty bites, cocktails and an exciting presentation by dynamic speaker Alex Willis. Alex will join our YES group to talk about "The Have It All Lifestyle." Our society loves achievement, qualifications, status and success ... but what's the point if you're always stressed, overwhelmed and don't get to see the people who matter most? His training session looks at the whole person and the whole life in context.

Watch for registration details coming soon at SMACNAGreaterChicago.org

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