



# MCAA

Enrich ✨  
Engage ✨  
Enchant ✨

# 24

Grande Lakes Orlando  
March 17-21, 2024



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**CNA**





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# Thank you to OUR SPONSORS

## BENEFACTOR



## MAJOR



## SUPPORTER





# WELCOME

Orlando is a magical place. MCAA24 will build on that magic, offering learning, networking and discoveries throughout the week. From the speakers to the education sessions to the parties and connections, there is so much to explore—experiences that will enhance how you see your business, your opportunities, maybe even your life. All the things that can only be found by attending the MCAA Convention, where our members, our partners and their families are offered a chance to grow, interact and come away thoroughly refreshed.

MCAA24 will **enrich, engage, enchant.**

See you in Orlando.

Robert Beck  
MCAA President







# **WORLD-CLASS SPEAKERS**



# Opening General Session

Featuring MCAA President Robert Beck,  
UA General President Mark McManus  
and Jocko Willink



Start the week off with President **Robert Beck's** reflections on the past year and what he envisions for MCAA's future, followed by remarks from United Association General President **Mark McManus** on the UA's initiatives.



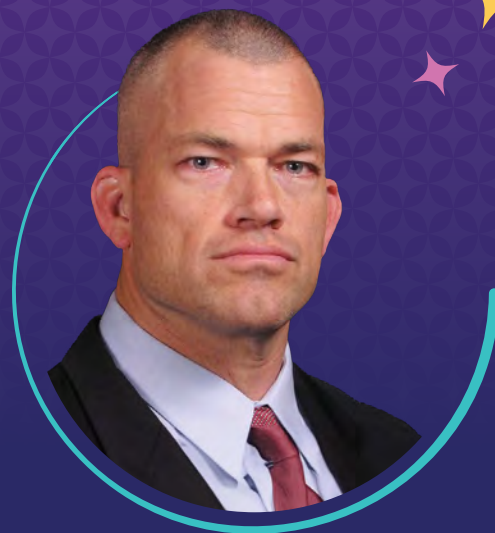
**MONDAY, MARCH 18 | 8:00 A.M. – 10:15 A.M.**

Doors Open at 7:45 a.m.

Coquina Ballroom


**MONDAY KEYNOTE SPEAKER**

**Jocko Willink** is a retired U.S. Navy SEAL officer, co-author of the #1 New York Times bestseller *Extreme Ownership: How U.S. Navy SEALs Lead and Win* and *The Dichotomy of Leadership*, host of the top-rated Jocko Podcast and co-founder of Echelon Front, where he serves as Chief Executive Officer, leadership instructor, speaker and strategic advisor. He spent 20 years in the SEAL Teams, starting as an enlisted SEAL and rose through the ranks to become a SEAL officer and commander of SEAL Team Three's Task Unit Bruiser. Task Unit Bruiser became the most highly decorated Special Operations Unit of the Iraq War. Willink returned from Iraq to serve as Officer-in-Charge of training for all West Coast SEAL Teams. There, he spearheaded the development of leadership training and personally instructed and mentored the next generation of SEAL leaders.





MONDAY FEATURED LUNCH SPEAKER



# Lunch Featuring Kevin Brown

Sponsored by SLOAN



*Lunch will  
be served.*



**MONDAY, MARCH 18 | 12:10 P.M. – 1:15 P.M.**

Doors Open at 12:05 p.m.

Coquina Ballroom

**MONDAY FEATURED LUNCH SPEAKER**

This program will help participants:

- Achieve greater results by eliminating “ordinary” thinking and mastering the habit of excellence.
- Own the moments that matter (and they all matter) by taking responsibility for their attitude, their actions and their results.
- Create meaningful relationships and deliver an extraordinary experience for every “customer” at work and at home.

**Kevin Brown**'s unconventional path to business and personal success has taught him that winning in business and in life requires anything but conventional thinking. With a streetwise aptitude and a never-quit attitude, he worked his way from the front lines of business to the executive boardroom. After a career in franchising that spanned 30 years, Brown decided to pursue his passion for bringing The HERO Effect® message to as many people and organizations as possible. The HERO Effect® is a simple philosophy that separates world-class organizations and high-performance people from everybody else. Brown now helps people expand their vision, develop their potential and grow their results. As the father of a child with autism, he knows firsthand how the principles of true success reach beyond the boardroom and into the lives of real people facing the challenges of everyday life.



TUESDAY KEYNOTE SPEAKER



# Brunch Featuring Soledad O'Brien

Sponsored by *Ferguson*



*Brunch will  
be served.*



**TUESDAY, MARCH 19 | 10:00 A.M. – 11:15 A.M.**

Doors Open at 9:45 a.m.

Coquina Ballroom



**TUESDAY KEYNOTE SPEAKER**

**Soledad O'Brien** is an award-winning documentarian, journalist, speaker, author, philanthropist and founder of Soledad O'Brien Productions, a media production company dedicated to telling empowering and authentic stories on a range of social issues. She is a correspondent for HBO Real Sports and an anchor and producer of "Matter of Fact with Soledad O'Brien," a political magazine program syndicated in 95% of the country for Hearst Television.



O'Brien and her husband, Brad, founded the PowHerful Foundation, in the wake of Hurricane Katrina, which has helped dozens of young women get to and through college and has connected thousands of young women with mentoring conferences.



# Awards of Excellence Breakfast Featuring Jim Kelly

Sponsored by  
*MILWAUKEE TOOL*



*Breakfast will  
be served.*



**WEDNESDAY, MARCH 20 | 7:00 A.M. – 9:00 A.M.**

Doors Open at 6:45 a.m.

**Coquina Ballroom**

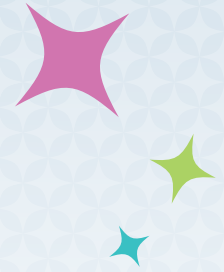
**WEDNESDAY KEYNOTE SPEAKER**

**Jim Kelly** is a Pro Football Hall of Fame quarterback who spent his entire NFL career as a Buffalo Bill. His hallmark as a player was his toughness. From growing up in East Brady, a small town in Pennsylvania, to facing a career-threatening injury in his college days, to leading the Buffalo Bills team to an unprecedented four straight AFC championships, Kelly's toughness has been tested time and time again. After his retirement, not only did he lose his only son Hunter at the age of eight to a disease called Krabbe Leukodystrophy, but he also survived three battles with cancer. Kelly speaks about the power of the four F's—Faith, Family, Friends and Fans—and what it really means to make a difference.





## Awards of Excellence Breakfast



Please join us to honor the achievements of our members and future professionals.

ASC Engineered Solutions Fun Run & Walk

Victaulic & Carrier Corporation Golf Tournament

NIBCO INC. Tennis & Pickleball Tournament

CNA/MCAA Safety Awards

MILWAUKEE TOOL/MCAA Safety Professional of the Year

ATP Inspiring Future Leaders Scholarship

Robert J. Durr, Sr. – UA/NCPWB Partnering Scholarship

Ann Mattheis Memorial Scholarship

Alan P. O'Shea Memorial Scholarship

Robert T. Armistead Memorial Scholarship

William A. Bianco, Jr. Memorial Scholarship

The Bolton Family Scholarship

Donald V. Brown, Sr. Family Memorial Scholarship

DEWALT Patriot Scholarship

Ferguson Women in the Mechanical Industry Scholarship

Foster McCarl, Jr. Memorial Scholarship

Reilly Family Memorial Scholarship

Trimble Future Estimator Scholarship

Viega Scholarship


Thomas J. Wanner Scholarship

Educator of the Year

Student Chapter of the Year

Student Chapter Competition MVP – Most Valuable Presenter

Student Chapter Competition 1st Place



# Closing General Session & Changing of the Guard Featuring Oz Pearlman

Speaker Sponsored by  
*Zurn Elkay Water Solutions*



MCAA President **Robert Beck** will pass the gavel to his successor, **Rick Gopffarth**, who will share his vision for the year ahead. We will recognize our outgoing and incoming Board of Directors and our new MCAA officers will be presented to the membership.



**THURSDAY, MARCH 21 | 9:00 A.M. – 10:30 A.M.**

Doors Open at 8:45 a.m.

Coquina Ballroom

Our closing general session continues with one of the most sought-after mentalists in the world. **Oz Pearlman** amazed the country on TV's #1-rated show, *America's Got Talent*. Week after week, he performed mind-blowing mentalism routines never seen before and quickly became a fan favorite, winning third place out of thousands of acts. His client list reads like a who's who of politicians, professional athletes, A-list celebrities and Fortune 500 companies. Pearlman has appeared on the *TODAY Show*, *Late Night with Jimmy Fallon*, *Harry Connick Jr. Show*, *Rachael Ray*, *Dr. Oz*, *CNBC Squawk Box*, *ABC World News*, *ESPN*, *CNBC*, *NFL Network*, *Bravo*, *Fox Business* and many more. In 2018, he had his own TV special on a major national network that won an Emmy Award the following year. Pearlman's unique blend of mind reading and mentalism creates an interactive experience that redefines the very nature of a magic show... one that truly needs to be seen to be believed!







# PROGRAM

MCAA invites you to celebrate five days of incredible speakers, education seminars, entertainment, networking opportunities, motivated students looking for jobs and social events! Explore the program and plan your week in Orlando.

# MCAA Registration & Information Center



Saturday, March 16, 1:00 p.m. – 6:00 p.m.

Sunday, March 17, 6:30 a.m. – 7:00 p.m.

Monday, March 18, 7:00 a.m. – 5:00 p.m.

Tuesday, March 19, 7:00 a.m. – 5:00 p.m.

Wednesday, March 20, 7:00 a.m. – 5:00 p.m.

Thursday, March 21, 7:00 a.m. – 11:00 a.m.

Grande Registration Desk

## Political Action Committee (PAC) Fundraiser

Stop by the PAC fundraiser to purchase your chance to win a signed guitar! Raffle tickets will be sold in the following denominations: \$50/1 ticket, \$250/6 tickets and \$500/15 tickets. The winner will be awarded the guitar at Thursday morning's Closing General Session.



Saturday, March 16, 1:00 p.m. – 6:00 p.m.

Sunday, March 17, 10:00 a.m. – 6:00 p.m.

Monday, March 18, 10:30 a.m. – 5:00 p.m.

Tuesday, March 19, 7:00 a.m. – 3:00 p.m.

Wednesday, March 20, 9:00 a.m. – 1:00 p.m.

Mediterranean Ballroom Foyer



# Annual Golf Tournament

Sponsored by *Victaulic* and *Carrier Corporation*



**SUNDAY, MARCH 17 | 6:40 A.M. – 1:00 P.M.**

**The Ritz-Carlton Golf Club and Shingle Creek Golf Club**

- 6:40 a.m. Shuttle Departs JW Marriott for Shingle Creek Golf Club
- 7:00 a.m. Shuttle Departs Ritz-Carlton for Shingle Creek Golf Club
- 7:00 a.m. Continental Breakfast
- 8:00 a.m. Shotgun Start

The Annual Golf Tournament will be held Sunday, March 17, 2024, with an 8:00 a.m. shotgun start. This year, we will play two beautiful courses, The Ritz-Carlton Golf Club and Shingle Creek Golf Club. The Central Florida landscape inspired legendary golf course designer Greg Norman, who worked with nature to create challenging greens, wide fairways and hazards of **The Ritz-Carlton Golf Club**.

The 18-hole championship course is a Certified Audubon Cooperative Sanctuary and tests the abilities of every skill level. The Ritz-Carlton Golf Club also hosts the PNC Championship.

It is golf reinvented, legendary and far from typical. Designed by the renowned Arnold Palmer Design Company, strategy and variety are at the front and center of **Shingle Creek Golf Club**. Elevated greens and strategically placed bunkers are surrounded by enchanting flora and wildlife. Green complexes with fairway-cut surrounds or runoff areas give golfers of all levels more forgiveness and entertaining strategic options.

***Pairings will be available at MCAA's Sports Desk on Saturday, March 16.***



# 47th Annual Round Robin Tennis & 3rd Annual Pickleball Tournament

Sponsored by *NIBCO INC.*



**SUNDAY, MARCH 17 | 7:00 A.M. – 11:00 A.M.**

Lake Cane Tennis Center



The 47th Annual Round Robin Tennis & 3rd Annual Pickleball Tournament is always a fun convention event for enthusiasts of all ages and skill levels. If you have not registered yet, sign up onsite at the Sports Desk on Saturday, March 16.

## TENNIS SCHEDULE

7:00 a.m.	Continental Breakfast & Check-In
8:45 a.m.	Mixed Doubles/Round Robin
11:00 a.m.	Team Pictures

## PICKLEBALL SCHEDULE

7:00 a.m.	Continental Breakfast & Check-In
8:00 a.m.	Rules, Demonstration & Practice
8:45 a.m.	Mixed Doubles/Round Robin
11:00 a.m.	Team Pictures

6:30 a.m. Shuttle #1 Arrives at JW Marriott  
6:45 a.m. Shuttle #1 Departs the JW Marriott  
6:45 a.m. Shuttle #1 Arrives at the Ritz-Carlton

7:00 a.m. Shuttle #2 Arrives at the JW Marriott  
7:15 a.m. Shuttle #2 Departs the JW Marriott  
7:15 a.m. Shuttle #2 Arrives at the Ritz-Carlton

*Shuttles will be available at the end of the tournament to return to both hotels.*



# Annual 5K Fun Run & 1-Mile Walk

Sponsored by *ASC Engineered Solutions*



**SUNDAY, MARCH 17 | 6:30 A.M. - 9:00 A.M.**

Valencia Lawn

6:30 a.m.	Registration
6:30 a.m.	Continental Breakfast
7:10 a.m.	Warm-Up Exercises
7:30 a.m.	Shotgun Start

Enjoy the beauty of an Orlando morning as you embark on a competitive 5K run or a less competitive one-mile walk. From the complimentary T-shirt to the warm-up exercises to the continental breakfast, everyone—participants and spectators alike—have fun at this annual event. The race and walk start from the Valencia Lawn on property at the JW Marriott Grande Lakes. If you have not registered yet, sign up onsite on Saturday, March 16, at the Sports Desk.

**WINNERS OF ALL SPORTS EVENTS WILL BE ANNOUNCED AT  
WEDNESDAY MORNING'S AWARDS OF EXCELLENCE BREAKFAST.**

## FEATURED SPEAKER

# The Power to Take Control of Your Life

Sponsored by *Aalberts IPS - Apollo Valves*



**MONDAY, MARCH 18 | 10:30 A.M. – 12:00 P.M.  
AND 1:30 P.M. – 3:00 P.M.**

**Mediterranean Ballroom 4 & 5**

We all have times in our personal and professional relationships when we're disappointed in the way people interact with us or treat us. Times when the reality of a situation doesn't align with the version or outcome we expected, and that's very frustrating. Unfortunately, many of these cases occur when we have unknowingly handed over the power we have within us to manage our emotions and fail to align our expectations with reality. In this enlightening presentation, we will learn how to use the power within us to build strong relationships, smooth over conflict and maintain a sense of self-worth.

***Dr. Christian Conte** is one of the country's most accomplished specialists in compassionate leadership and communications. His prodigious background in mental health and emotional management enables him to bring a unique and compelling perspective to his presentations, as well as valuable tools to leave behind for his audience.*

# Today's Mechanical Industry: Navigating the Risks of the Mechanical and Service Contractor




**MONDAY, MARCH 18 | 10:30 A.M. – 12:00 P.M.**

**Mediterranean Ballroom 6 - 8**

No business is without risk, but the mechanical and service contractor industry takes on a new level of daily surprises, controversies and obstacles. We can all relate to any of the following: industry-wide staffing shortages, supply chain issues, crazy schedules and difficult clients. A workday can be drastically upended in a moment's notice.

By attending this seminar, you will become part of a peer-driven interactive discussion on how to navigate the risks we all face daily. Led by a panel of industry leaders who have collectively navigated many industry challenges, we will share experiences and gain insight into successfully managing our daily risks and maybe even discover a few best practices to implement.

**Robert Bolton** is CEO and President of Arden Building Companies, LLC, a full-service mechanical, sheet metal and electrical contractor located in Pawtucket, RI, and serving the greater Boston, MA, Hartford, CT, and Providence, RI, markets. Additionally, Robert is MCAA's Immediate Past President and serves as Co-Chair of the Industrial Relations Council.



**Rick Gopffarth** is VP of Preconstruction in Dynamic Systems' North Texas Division and oversees business development, estimating and engineering activities. He manages mechanical projects within the semiconductor, pharmaceutical, mission-critical, healthcare, laboratory and large commercial industries. Additionally, Rick serves as President-Elect on MCAA's Executive Committee and Chair of MCAA's Education Committee.

**Brian Helm** is President of Helm Group, Inc., one of the largest specialty contractors in the Midwest, serving primarily Chicago, Milwaukee, Kansas City and Omaha. Additionally, Brian is President of MCAA's John R. Gentile Foundation, an MCAA Past President and the recipient of the 2022 Distinguished Service Award, MCAA's highest industry honor.

**Mark Rogers** is President and Founder of West Chester Mechanical Contractors, an HVAC, service and plumbing contractor that serves the Philadelphia area, specializing in private commercial work in the healthcare and educational arenas. Additionally, Mark is Co-Chair of the UA/MCAA Strategic Planning Committee, an MCAA Past President and the recipient of the 2017 Distinguished Service Award, MCAA's highest industry honor.





# Finding and Managing the Hidden Risks in Your Contracts

Sponsored by *Baltimore Aircoil Company*



**MONDAY, MARCH 18 | 10:30 A.M. – 12:00 P.M.**

**Mediterranean Ballroom 1 - 3**

In today's world, contractual risk-shifting provisions are one of the biggest challenges to the successful completion of every commercial contract. What you don't know can and will hurt you! This seminar will focus on how to find the risk-shifting provisions buried in the hundreds of pages of contract documents, how to negotiate reasonable modifications and how to manage those risks during the construction process.

**Chip Mitchell** is the founder and principal of Blue Fence Advisors and a senior level executive with more than 30 years of combined business and legal experience. He also serves as a private arbitrator and mediator, and he is a panel member with the American Arbitration Association.



# Use the Good China



**MONDAY, MARCH 18 | 10:30 A.M. – 12:00 P.M.**

Segura 1 - 4



We are all endowed with gifts, talents and abilities that are uniquely ours. Unfortunately, we don't always recognize our value or understand the positive impact we can make on the world. Stop resisting, ignoring and hiding your gifts. Learn the mindset and the skills to embrace your inner light and be the STAR you were born to be. Learn to:

- Embrace your natural talents and unique gifts
- Understand how working on your strengths instead of your weaknesses can explode your impact
- Find the freedom to explore your true capacity

***Star Bobatoon's** background as an employment attorney gives her valuable insight into HR and corporate management issues. With over a decade of performance on stage, television and the big screen, Star delivers that insight in a high-energy and engaging style that makes a lasting impact on her audiences and clients. Star was trained as a motivational speaker by world-renowned motivational speaker Les Brown, and she also ran his speaker training program. As the top-selling trainer for a national training company, Star helped corporate audiences all over the country achieve higher standards of personal and professional excellence.*

# The Economy Through Our Industry's Eyes



**MONDAY, MARCH 18 | 1:30 P.M. – 3:00 P.M.**

**Mediterranean Ballroom 1 - 3**

Join us and learn how to navigate the nuanced intersections between the construction industry and the broader economy, including an analysis of how economic trends will shape the future of these sectors. We will engage in a conversation with top industry leaders for a lively and data-packed session on forecasting, policy, labor and real estate markets. This is an opportunity to glean actionable perspectives and strategic foresight that will empower your business through 2024 and beyond.

**Christopher Thornberg** founded Beacon Economics LLC in 2006. Under his leadership, the firm has become one of the most respected research organizations in California. He also served as Director of the UC Riverside School of Business Center for Economic Forecasting and Development and was an Adjunct Professor at the school from 2015-2023.



# Applying AI in Construction



**MONDAY, MARCH 18 | 1:30 P.M. – 3:00 P.M.**

**Mediterranean Ballroom 6 - 8**



Chat GPT. LLM. Generative AI. AI/ML. Bard. LLaMA. We have seen an explosion of new tools leveraging various forms of artificial intelligence entering the construction industry. AI experts and evangelists have painted both doomsday and transcendent pictures of how AI will change human life in the upcoming years. While generative AI may not directly take your job anytime soon, a project manager using AI just might.

Join this session to get an overview of AI, and learn how this technology is being incorporated into construction projects and, most importantly, learn some practical tools and applications for AI that you can start leveraging today during estimating, design, project management and construction. Join us, and let's turn this impending AI-apocalypse into a career opportunity. After all, if you can't beat 'em, confuse 'em and then control 'em!

**Jake Olsen, P.E.**, has worked in the construction industry as an engineer and entrepreneur for over 20 years in the USA and abroad. He is currently the CEO of GTP Software, the leading software provider for MEP contractors looking to improve their design, fabrication and field construction workflows with tools such as Stratus, FieldOrderz and Wireworks.



**Alice Leung** is Vice President, Platform & Product Strategy at Brick & Mortar Ventures. She holds a B.S. in Electrical Engineering from Brown University where she was on the Formula SAE racecar team and worked in a materials science lab researching lead-free piezoelectrics.

**Sean McGuire** is MCAA's Executive Director of Innovative Technologies & Fabrication. He works with the MCAA Technology Committee to create research and education on new technology, tools and processes that can impact MCAA members. He is also the liaison for the MCAA Fabrication Committee and the John R. Gentile Foundation.



# Decide. Believe. Take Action: Keys to Resilience



**MONDAY, MARCH 18 | 1:30 P.M. – 3:00 P.M.**

Segura 1 - 4

*Decide, Believe, Take Action* is about finding strength and clarity amid chaos, facing obstacles head-on and turning them into advantages. It offers inspiration and practical tools to remain resilient against any obstacles.

Audiences will acquire tools to:

- View challenging situations differently
- Move past their fears and doubts to accomplish goals
- Renew determination toward ambitions
- Be more successful in any area of life

***Star Bobatoon's** background as an employment attorney gives her valuable insight into HR and corporate management issues. With over a decade of performance on stage, television and the big screen, Star delivers that insight in a high-energy and engaging style that makes a lasting impact on her audiences and clients. Star was trained as a motivational speaker by world-renowned motivational speaker Les Brown, and she also ran his speaker training program. As the top-selling trainer for a national training company, Star helped corporate audiences all over the country achieve higher standards of personal and professional excellence.*

# Annual Manufacturer/ Supplier Council Exhibit



**TUESDAY, MARCH 19 | 7:00 A.M. – 10:00 A.M.**

Palazzo Ballroom

Come see the latest products and services emerging in our industry. Representatives of MCAA's Manufacturer/Supplier Council will be available to meet and discuss experiences with their products and services.

This is your opportunity to gain new insights and knowledge about how your business can grow with products and services that cut costs, save time and reduce errors. You'll learn how innovation could move you ahead of your competition and onto new levels of success. You may even discover a new approach to using software or a device in the office, or the field, that will significantly increase productivity and bottom-line results.

It's all about building relationships. At MCAA, our Manufacturer/Supplier Council members are equal members of our association and participate in many events. Their executives build deep and lasting relationships with many of our contractor members. Don't miss this opportunity to connect with them!

*A continental breakfast will be available.*

## STUDENTS LOOKING FOR INTERNSHIPS, CO-OPS OR FULL-TIME POSITIONS WILL BE WEARING "HIRE ME" PINS THROUGHOUT MCAA24.

Three tables will be set up outside the M/SC Exhibit with students eager to learn about employment opportunities at your company. The tables will be geographically split by west, central and east. Make your way over to the area that best represents your company and find your next great hire!

# Student Chapter Competition

**TUESDAY, MARCH 19 | 1:30 P.M. – 3:30 P.M.**

Mediterranean Ballroom 4 & 5

Witness our industry's emerging leaders as they compete in the annual MCAA Student Chapter Competition. Four teams will compete for a total prize package of \$26,500, with the first-place team going home with \$10,000! These accomplished students secured their Final Four spot by submitting a written proposal that rose to the top of 25+ chapter submissions for a real-world project bid (contributed by MMC Contractors of Kansas City, Mo.

Students will display their impressive presentation skills and insightful knowledge of mechanical systems as they take the stage for Round 2 of the competition. Following their 10-minute formal presentation, each team will be put on the spot for a live round of Q&A from the judges. Don't miss your opportunity to vote for the MVP – Most Valuable Presenter.





# Curiosity Unleashed: Ignite the Innovator Within Lunch & Learn

Sponsored by *Women in the Mechanical Industry*



**TUESDAY, MARCH 19 | 11:30 A.M. – 12:30 P.M.**

**Mediterranean Ballroom 1 - 3**

In today's ever-changing business climate, your roles have evolved far past your job descriptions. You face a volatile external environment, encounter pressure to stay relevant to customers, experience challenging workforce issues and are being asked to do a lot more with a lot less. All of this is asking you to be an innovator. The big question is, are you doing it the hard way or the easy way?

Attendees will learn key skills and habits that make innovation easier and a lot more fun by harnessing the power of curiosity to unlock new possibilities and drive business growth. Attendees will leave this seminar identifying as innovators and seeking opportunities to use their new skills.

*As a New York Times best-selling author and innovation consultant, **Diana Kander** has spent her career challenging assumptions and asking big questions—what kind of culture needs to exist in an organization to ensure innovative ideas and practices? As a serial entrepreneur who entered the United States as a refugee at the age of eight, she has launched and sold millions of dollars worth of products and services.*

# National Agreements Lunch & Learn



**TUESDAY, MARCH 19 | 11:30 A.M. – 12:30 P.M.**

**Segura 1 - 4**



Join us as we talk about the benefits and pitfalls of these four National Agreements: National Service Maintenance (NSM), Pipe Fabrication Agreement (PFA), National Construction Agreement (NCA/General Presidents Agreement) and the National Maintenance Agreement (NMA).

**Renee Fiorelli** is President and second-generation owner of Peterson Service Company. Peterson Service is a certified Women's Business Enterprise with customers including healthcare, schools, municipalities and industrial sites in the New Jersey and Philadelphia marketplace. Renee is very active in the mechanical contracting industry and currently serves as Co-Chair for the International Training Fund and Chair of MSCA.

**Anthony Gallagher** serves as the Director of Trade Jurisdiction for the UA, a position he has filled since November 1, 2019. At the UA 40th UA General Convention, in August 2021, he was elected unanimously and continues in his Director role. Prior to this appointment, he had served as an International Representative for the heating, ventilation, air conditioning and refrigeration (HVACR) sector of the United Association, effective October 23, 2019. Brother Gallagher had the privilege to serve Steamfitters Local 420, Philadelphia, PA, in various positions as both an elected (Business Agent and Business Manager) and appointed official.

**Steve Hinshaw** is the current Director of Business Development at P1 Construction, in Lenexa, KS. He also serves as an operations manager overseeing the VDC Department and the mechanical fabrication shops (plumbing, piping, sheet metal and millwright) for P1 Construction. Steve has been in the mechanical contracting industry for 31 years. He is an 11-year member of the Pipe Fabrication Institute (PFI) and is the current Chair of PFI.

**Michael A. Pleasant** was elected by the UA General Executive Board as the Assistant General President in July 2014, and has since been unanimously re-elected twice; first in August 2016 at the 39th General Convention, and second in August 2021 at the 40th General Convention. Prior to this appointment, he served as Administrative Assistant to the General President and Director of Trade Jurisdiction. Brother Pleasant had the privilege to serve Plumbers and Pipefitters Local 157 in Terre Haute, IN. Brother Pleasant currently serves as a trustee on The Plumbers and Pipefitters National Pension Fund, the Local Union Officers and Employees Pension Fund and the General Officers and Employees Pension Fund.



# Growing Plumbing Service Lunch & Learn

Sponsored by *Plumbing Contractors Association of America*



**TUESDAY, MARCH 19 | 11:30 A.M. – 12:30 P.M.**

**Mediterranean Ballroom 6 - 8**

Learn the essential steps and invaluable knowledge needed to grow and expand your plumbing service business in this session led by PCA Board members. This session includes key factors required for expanding plumbing services, while also sharing insights on:

- How to set your business up to expand into plumbing service
- How to convert service calls into sales opportunities
- How to hire the right dispatcher

**John Geiling** is President of JPG Plumbing & Mechanical Services located in Jessup, MD. He is a member of the MCAA Board of Directors, current chair of the PCA committee and a past member of the MSCA Education Committee.

**Kori Gormley-Huppert** is President and fourth-generation owner of Gormley Plumbing + Mechanical, based in McMinnville, OR. She is a member of the MCAA Board of Directors and PCA Board.

**Michael Wallenstein** is Co-President of Neptune Plumbing located in Cleveland, Ohio. He is a member of the PCA Board.





FEATURED SPEAKER



# Get More Out of Your Team in a Changing World: From Micromanagement to Purpose



**WEDNESDAY, MARCH 20 | 9:15 A.M. – 10:45 A.M.  
AND 11:00 A.M. – 12:30 P.M.**

Mediterranean Ballroom 4 & 5

Can micromanagement be effective? Are there better ways to build and manage a team in this rapidly changing world? This session will explore one leader's journey, from looking over everyone's shoulder to building a purpose-driven team.

***Chieh Huang** is an entrepreneur and visionary leader who is passionate about using his experience to help others succeed. He has been featured in many media outlets and was named to Goldman Sach's "100 Most Intriguing Entrepreneurs."*



# Understanding How to Operate a Service Business Inside a Mechanical Construction Business



**WEDNESDAY, MARCH 20 | 9:15 A.M. – 10:45 A.M.**

**Mediterranean Ballroom 6 - 8**

Most mechanical contractors have a service element inside the construction-focused operation. This may be through a start-up department or warranty concerns. This session will dive into how to operate a true core service group within a construction-focused business. This panel is made up of people who drive service operations in large construction-facing organizations.

**Kane Armistead** is Vice President, Operations, at AMI Services, Inc., where he is responsible for all daily operations and profitability. Kane serves as a Trustee for UA Local 373 and serves on the MCAA Education Committee and the MSCA Labor Relations Committee.

**Chris Carter** is Executive Vice President of Murphy Company, as well as a member of the MCAA Board of Directors and a member of the MCA of Eastern Missouri's Joint Apprenticeship Training and Industry Improvement Committees.

**Brian Hughes** is President of Hughes Environmental Engineering, a fourth-generation family company. Brian serves as Senior VP/Treasurer on MCAA's Executive Committee, Vice President of the John R. Gentile Foundation and as a board member for the MCA of New Jersey.

**Al May** is President with North Mechanical Services in Indianapolis, IN. Al's 32 years of experience began in residential/light commercial service, moved to BAS construction and then into leading service in 2001. Since 2012, the North service division has grown from 12 people in the field to 115 with four locations in Indiana.

**Michael Potts** is Senior Vice President of ACCO Engineered Systems. Additionally, he contributes to the advancement of the industry as a board member for Northern California MCA and serves on the MCAA Education Committee.



# Preparing MCAA Members for an ESG World



**WEDNESDAY, MARCH 20 | 9:15 A.M. – 10:45 A.M.**

**Mediterranean Ballroom 1 - 3**

The Manufacturer/Supplier Council wants MCAA members to grow, compete and thrive. We are building awareness of the emerging Environmental, Social & Governance (ESG) regulatory framework that is ever-present in our daily lives. Join subject matter experts, contractors and manufacturer and supplier members to bring awareness, and learn of the resources available to you and the next steps you can take.

**Brian Helm** is President of Helm Group, Inc., one of the largest specialty contractors in the Midwest, serving primarily Chicago, Milwaukee, Kansas City and Omaha. Additionally, Brian is President of MCAA's John R. Gentile Foundation, an MCAA Past President and the recipient of the 2022 Distinguished Service Award, MCAA's highest industry honor.

**Dr. Paul Sambanis** is currently an Adjunct Assistant Professor, Director of the Emergency Management and Continuity Planning Program at UIC's School of Public Health and Vice President of Sustainability at Sloan. His current position at Sloan involves developing, managing and constantly improving the sustainability program across the company, as well as developing the company's corporate social responsibility strategy, implementing programs to drive citizenship performance and elevating Sloan Valve Company's profile as a leading corporate citizen.



**Aidan Niggel** serves as the Director of Sustainability at Victaulic, headquartered in Easton, PA. With a background in Chemical Engineering from Drexel University, Aidan brings a wealth of experience to his role. Prior to joining Victaulic in 2010, he held key positions at Occidental Chemical, ICI Americas, and WL Gore and Associates.

**Denise Vaughn** is the Vice President of Environmental, Social and Governance (ESG) for Ferguson, a \$29.7 billion value-added distributor in North America. As a member of Ferguson's executive leadership team, Denise is responsible for the company's overarching ESG strategy, ensuring integration into business strategy and operations.

**Kasey Boxleitner** is the Decarbonization Sales Leader of the Commercial HVAC Americas business for Trane Technologies plc. In this role, Kasey has responsibility for driving growth in the decarbonization space. She aids internal efforts to develop and implement standard work practices for strategic growth initiatives while supporting customer efforts to reduce carbon emissions.





# How to Convert Your Second Largest Overhead Item (Insurance) Into Investments vs. a Sunk Cost

Sponsored by *Management Methods Committee*



**WEDNESDAY, MARCH 20 | 9:15 A.M. – 10:45 A.M.**

Palazzo Ballroom A - C

A captive insurance group in the construction industry involves a consortium of construction companies that create their own insurance company to cover their collective risks. This approach allows them to tailor coverage to their specific needs, often resulting in cost savings, better risk management and improved claims handling. By pooling resources, these companies can gain greater control over their insurance, mitigate risks effectively and potentially enjoy financial advantages through reduced premiums and investment income. This approach requires careful management and compliance with regulatory requirements, but it can offer substantial benefits for construction firms.

**Michael McLin** is the Managing Director at Maxim Consulting Group responsible for leading the business and guiding the strategic direction. Michael works with construction-related firms of all sizes to evaluate business practices and assist with management challenges.

# Ever Changing Labor Trends



**WEDNESDAY, MARCH 20 | 11:00 A.M. – 12:30 P.M.**

**Mediterranean Ballroom 6 - 8**



Join this interactive session to learn and discuss the current demographics of trades across the United States. What are you seeing? What are the motivators? Does technology fit into your job? How can we handle the demographic changes? What are the best practices moving forward?

**Omar Abdallah** is the Chief Operating Officer and Executive Vice President of D.V. Brown & Associates, located in Tonawanda, NY. Omar serves as a member of MCAA's Education Committee.

**Chris Hutchings** is President of MMC Contractors National located in Kansas City, MO. Chris is a member of MCAA's Board of Directors, the Project Management Education Committee and President of the MCA of Kansas City.

**Joe Pesci** is a manager at GEM Inc., headquartered in Walbridge, Ohio, where he supervises project managers, estimators and project engineers. He is a graduate of the MCAA's IPM, AIPM and ALI programs. He is also Vice Chair of the Project Management Education Committee.

**John Koontz** has over four decades of wide-ranging mechanical industry experience in contracting, academics and consulting.

# Building a Solid Foundation Through SOPs



**WEDNESDAY, MARCH 20 | 11:00 A.M. – 12:30 P.M.**

**Mediterranean Ballroom 1 - 3**



Interact with this contractor-led session to educate and share best practices on creating a solid foundation by following standard operating procedures. Creating strong company SOPs, such as the candidate screening process, working with current employees, the preconstruction aspect, operations, specific standards for fabrication, VDC, service, budget development, etc., is what sets successful companies apart from others.

**Andy Hosler** has over 25 years of experience in the construction industry and is currently President and CEO for Performance Mechanical, Inc. Andy is a past President of the Northern California MCA and serves on MCAA's Education and Labor Estimating Manual Committees.

**Michael Potts** is Senior Vice President of ACCO Engineered Systems and has more than 25 years in the HVAC industry in construction and service aspects. Michael serves as a board member for the Northern California MCA and on MCAA's Education Committee.

**Jason Strickle** is the Vice President and Market Sales Manager for Danforth's Columbus, Ohio, regional office where he is responsible for overseeing operational functions and business development, as well as leads the construction operations.



# Bridging the Workforce Gap Panel



**WEDNESDAY, MARCH 20 | 11:00 A.M. – 12:30 P.M.**

Palazzo Ballroom D



Wouldn't it be wonderful if there was a simple solution to the current workforce supply issue that could also ensure the next generation has the skills, leadership experience and training your company is looking to translate onto future projects? If you haven't considered an intern, you're creating roadblocks when you could be revving your company's engines across the bridge to success.

Panel discussions include:

- Redlight/Greenlight: When to search for/hire an intern? Whatever you do, don't get stuck 'ghosting' them on yellow!
- Tune Up: What does Gen Z really want? Are you offering the right perks and speaking their language in your offers?
- Utilize GPS: Grow your company by promoting the industry to students. Fellow MCAA members aren't the enemy. Help make connections.
- Know When to Consult a Map: Utilize available resources, such as the new MCAA Internship Guide, and don't be scared to pull out the Hot Sauce Guide as your compass.

**Sarabeth Gandara** is a Preconstruction Manager of U.S. Engineering Construction in Denver, CO. She is heavily involved in planning and recruiting for their internship program. She is a member of the MCAA Career Development Committee and is committed to helping students find their fit in the construction industry.

**Brian Helm** is President of Helm Group, Inc., one of the largest specialty contractors in the Midwest, serving primarily Chicago, Milwaukee, Kansas City and Omaha. Additionally, Brian is President of MCAA's John R. Gentile Foundation, an MCAA Past President and the recipient of the 2022 Distinguished Service Award, MCAA's highest industry honor.

**Rory Olson** is President of Building Services at MacDonald-Miller Facility Solutions, one of the largest mechanical contractors in the Pacific Northwest. He is active with the MCA of Western Washington and an affiliate instructor at the University of Washington. He is the faculty advisor to the university's student chapter.

**Andrew Palcan** is a Project Manager with Helm Group, Inc. one of the largest specialty contractors in the Midwest, serving primarily Chicago, Milwaukee, Kansas City and Omaha. He has served on the MCAA Career Development Committee for three years, taking on the role of Chair in 2021.





**ENTERTAINMENT**



# Sunday Opening Party

Souvenir Photos Sponsored by *EVAPCO, Inc.*

Beverages Sponsored by *SIEMENS*

Dinner Sponsored by *Uponor*

Join your friends and colleagues at MCAA24's first official event: the Opening Party. This year's party will wow and entertain attendees of all ages as they enter the carnival-themed evening complete with performers, games, a little mystery and a lot of fun.



**SUNDAY, MARCH 17 | 6:30 P.M. – 8:30 P.M.**

Mediterranean Ballroom & Porte-Cochere



# Dessert Afterglow and Fireworks Show

Immediately following the Opening Party, we will continue the festivities on the Valencia Lawn for an assortment of carnival-themed desserts and a special fireworks show to honor President Beck, held exclusively for MCAA attendees.



**SUNDAY, MARCH 17 | 8:30 P.M. – 9:30 P.M.**

Valencia Terrace & Lawn



# Wednesday Closing Reception

Hosted by *MILWAUKEE TOOL*

Join your friends and colleagues at the Closing Reception hosted by MILWAUKEE TOOL, the perfect prequel to the Closing Dinner & Concert. Everyone is sure to have a good time watching the sun set on another magical convention.



**WEDNESDAY, MARCH 20 | 4:00 P.M. – 6:00 P.M.**

Valencia Terrace & Lawn





# Wednesday Closing Dinner

Beverages Sponsored by *Daikin Group*

Dinner Sponsored by *Watts Water Technologies*

The Closing Dinner offers the opportunity for one more meal shared with your MCAA family and friends. Dinner seating is based on your registered state, so please be sure to check your registration packet for specific dinner location information.



**WEDNESDAY, MARCH 20 | 6:30 P.M. – 8:00 P.M.**

Mediterranean Ballroom & Porte-Cochere



**BARENAKED LADIES**

# Wednesday Closing Concert

Beverages Sponsored by *Daikin Group*

Over the course of 35 years, the Toronto quartet has sold 15 million records worldwide and built up an arsenal of hits such as “If I Had \$1,000,000,” “One Week,” “Pinch Me” and “The Big Bang Theory Theme.” Widely acknowledged as one of the best live acts on the planet, Barenaked Ladies has hosted a cruise, had its own ice cream flavor, won eight JUNO Awards and was inducted into the Canadian Music Hall of Fame in 2018. In 2021, the band released their latest album, “Detour de Force.” The band is currently in the studio working on their 17th studio album.



**WEDNESDAY, MARCH 20 | 8:30 P.M. – 9:30 P.M.**

Coquina Ballroom





# STUDENT ACTIVITIES

## Student Chapter Registration



Sunday, March 17, 1:00 p.m. – 3:30 p.m.  
Del Lago Foyer

Students and faculty will have their own registration desk near Orientation. Schools arriving on Saturday may visit the Sports Desk (1:00 p.m. – 6:00 p.m.) for onsite Fun Run/Walk and Tennis/Pickleball registration.



## Student Chapter Orientation

*Sponsored by Viega*



Sunday, March 17, 3:30 p.m. – 4:30 p.m.  
Segura 1-4

Students and faculty will review program highlights, logistics and expectations. The Marco Polo matching game will return for a second year (with prizes)—don't be late! This peer-to-peer networking game is somewhat chaotic, but that's all part of the fun!







# Student Chapter Networking Reception



Sunday, March 17, 4:30 p.m. – 6:00 p.m.  
Palazzo Ballroom Foyer

Student chapter members and advisors are encouraged to stick around following orientation to continue building their peer-to-peer relationships. Anyone involved with a student chapter or who wants to be involved is welcome to attend. This includes:

- Alumni – participated in a student chapter
- Industry Advisors – local association executives
- Student Chapter Ambassadors – contractors who mentor student chapters
- Student Chapter Competition Advisors – contractors specifically tasked with being a competition resource for a chapter

## Student Chapter Connection Corner



Monday, March 18, 7:00 a.m. – 4:00 p.m.  
Tuesday, March 19, 10:00 a.m. – 4:00 p.m.  
Palazzo Ballroom Foyer



Curious about which chapters are at MCAA24? Stop by the Connection Corner lounge to network with students during session breaks and note the “We’re Here” banner for a listing of represented universities.

New to MCAA24, this space is perfect for contractor/student casual employment conversations as well as student peer-to-peer meetups for chapters looking to discuss best practices and share ideas. Blank business cards will be available as an easy way to share contact information.





## **‘Hire Me’ Job Fair at the Manufacturer/Supplier Council Exhibit**



Tuesday, March 19, 7:00 a.m. – 10:00 a.m.  
Palazzo Ballroom Foyer

Students looking for internships, co-ops or full-time positions will be wearing “Hire Me” pins throughout MCAA24. Three tables will be set up outside the M/SC Exhibit with students eager to learn about employment opportunities at your company. The tables will be geographically split by west, central and east. Make your way over to the area that best represents your company and find your next great hire!



## Student Chapter Competition



Tuesday, March 19, 1:30 p.m. – 3:30 p.m.  
Mediterranean Ballroom 4 & 5

Witness our industry's emerging leaders as they compete in the Annual MCAA Student Chapter Competition. Four teams will compete for a total prize package of \$26,500, with the first-place team going home with \$10,000! These accomplished students secured their Final Four spot by submitting a written proposal that rose to the top of 25+ chapter submissions for a real-world project bid (contributed by MMC Contractors of Kansas City, MO).

Students will display their impressive presentation skills and insightful knowledge of mechanical systems as they take the stage for Round 2 of the competition. Following their 10-minute formal presentation, each team will be put on the spot for a live round of Q&A from the judges.

Don't miss your opportunity to vote for the MVP – Most Valuable Presenter.





# Bridging the Workforce Gap Panel



Wednesday, March 20, 11:00 a.m. – 12:30 p.m.

Palazzo Ballroom D

Wouldn't it be wonderful if there was a simple solution to the current workforce supply issue that could also ensure the next generation has the skills, leadership experience and training your company is looking to translate onto future projects? If you haven't ever considered an intern, you're creating roadblocks when you could be revving your company's engines across the bridge to success.

Panel discussions include:

- Redlight/Greenlight: When to search for/hire an intern? Whatever you do, don't be stuck 'ghosting' them on yellow!
- Tune Up: What does Gen Z really want? Are you offering the right perks and speaking their language in your offers?
- Utilize GPS: Grow your company by Promoting the industry to Students... fellow MCAA Members aren't the enemy, help make connections.
- Know When to Consult a Map: Utilize available resources such as the new MCAA Internship Guide and don't be scared to pull out the Hot Sauce Guide as your compass.





## **Student Chapter Presidents Lunch and Meeting**

Wednesday, March 20, 12:45 p.m. – 2:00 p.m.  
Del Lago 1 & 2

Two leadership representatives from each chapter are encouraged to attend and share ideas to assist MCAA's Career Development Committee in planning relevant educational seminars at Convention and the GreatFutures Forum, as well as give feedback on areas of needed support to elevate your local and national student chapter experience.







## Ritz Kids Club

**Monday, March 18, 10:00 a.m. – 2:00 p.m.**

**Tuesday, March 19, 9:30 a.m. – 12:00 p.m.**

**Wednesday, March 20, 5:00 p.m. – 10:00 p.m.**

Ritz-Carlton, Ritz-Kids Club



MCAA is proud to partner with Ritz Kids at MCAA24 to provide a fun and safe environment for our younger attendees during some of our peak convention events. Ritz Kids is sure to keep their guests entertained with captivating opportunities through storytelling, lessons on animal care, arts and crafts and much more.

Please note the following guidelines for participation:

- Ritz Kids is available to children ages 4 – 12.
- Children must be registered for MCAA24 to participate in Ritz Kids during the MCAA hosted dates and times.
- Each time slot is limited to 50 children. MCAA will be managing the interest list to ensure as many interested children as possible are accommodated.
- Parents/Guardians must remain on the property while their children are at Ritz Kids.
- Children must be fully potty trained.
- Children must wear closed-toed shoes.
- If a child requires medication, a parent/guardian must return to administer the medication.
- A child who presents with symptoms of illness cannot be accepted.
- Any child with physical needs, autism, hyperactiveness, etc. cannot be accepted unless accompanied and supervised by their parent/guardian.
- Ritz Kids staff reserve the right to ask for a child to be picked up for bad behavior.

*The Ritz Kids Club is currently full. Any parent wishing to enroll their child should stop by the MCAA Registration & Information Center to check for last minute openings.*

## Take a Walk on the Wild Side



Wednesday, March 20  
11:00 a.m. – 12:30 p.m.

Segura 1 & 2

At MCAA24 registered kids (and adults too!) will have the opportunity to participate in an exclusive meet and greet with some of nature's coolest critters. Join Sid the Sloth, Swampy the Alligator, Blu the Bird and Sonic the Hedgehog for photographs and fun facts about their lives in the wild.







# SCHEDULE

FRIDAY, MARCH 15

8:00 A.M. - 12:00 P.M.	MCAA Executive Committee Breakfast & Meeting	Milagro Boardroom
12:15 P.M. - 2:00 P.M.	IAMCA Lunch & Meeting	Cordova 5 & 6
6:00 P.M. - 9:00 P.M.	MCAA Board of Directors, Past Presidents and Invited Guests Reception & Dinner	Ritz-Carlton - Knife & Spoon

SATURDAY, MARCH 16

7:00 A.M. - 8:00 A.M.	MCAA Board of Directors Breakfast	Palazzo Ballroom C
8:00 A.M. - 12:00 P.M.	MCAA Board of Directors Meeting	Palazzo Ballroom A & B
8:30 A.M. - 12:00 P.M.	MCAA Board of Directors, Past Presidents and Invited Guests Partners' Breakfast & Activity	Segura 1 - 4
12:15 P.M. - 1:30 P.M.	MCAA Board of Directors Lunch with Allied National Associations	Palazzo Ballroom C
1:00 P.M. - 6:00 P.M.	MCAA Registration & Information Center	Grande Registration Desk
	Golf Pairings Desk	Mediterranean Ballroom Foyer
	ASC Engineered Solutions Fun Run/Walk Registration Desk	Mediterranean Ballroom Foyer
	NIBCO, INC. Tennis & Pickleball Desk	Mediterranean Ballroom Foyer
1:00 P.M. - 6:00 P.M.	MCAA Education Center	Mediterranean Registration Desk
1:00 P.M. - 6:00 P.M.	Political Action Committee Fundraiser	Mediterranean Ballroom Foyer
2:30 P.M. - 4:00 P.M.	MCAA Executive Committee Meeting with Local Association Executives & Presidents, Moderated by Steve Thomas	Ritz-Carlton Tuscany Ballroom E - H

SUNDAY, MARCH 17

6:30 A.M. - 7:00 P.M.	MCAA Registration & Information Center	Grande Registration Desk
6:30 A.M. - 9:00 A.M.	Annual 5K Fun Run & 1-Mile Walk	Valencia Lawn
	Sponsored by <i>ASC Engineered Solutions</i>	
6:30 A.M.	Registration	
6:30 A.M.	Continental Breakfast	
7:10 A.M.	Warm-up Exercises	
7:30 A.M.	Shotgun Start	
6:30 A.M. - 11:00 A.M.	47th Annual Round Robin Tennis & 3rd Annual Pickleball Tournament	Lake Cane Tennis Center
	Sponsored by <i>NIBCO INC.</i>	
	Shuttle Schedule	Tennis Schedule
	6:30 a.m. Shuttle #1 Arrives at JW Marriott	7:00 A.M. Continental Breakfast & Check-In
	6:45 a.m. Shuttle #1 Departs the JW Marriott	8:00 A.M. Warm-Up Drills
	6:45 a.m. Shuttle #1 Arrives at the Ritz-Carlton	8:45 A.M. Mixed Doubles/Round Robin
	7:00 a.m. Shuttle #2 Arrives at the JW Marriott	11:00 A.M. Team Pictures
	7:15 a.m. Shuttle #2 Departs the JW Marriott	
	7:15 a.m. Shuttle #2 Arrives at the Ritz-Carlton	
		Pickleball Schedule
		Continental Breakfast & Check-In
		Rules, Demonstration & Practice
		Mixed Doubles/Round Robin
		Team Pictures
6:40 A.M. - 1:00 P.M.	Annual Golf Tournament	The Ritz-Carlton Golf Club & Shingle Creek Golf Club
	Sponsored by <i>Victaulic &amp; Carrier Corporation</i>	
6:40 A.M.	Shuttle Departs JW Marriott for Shingle Creek Golf Club	7:00 A.M. Continental Breakfast
7:00 A.M.	Shuttle Departs Ritz-Carlton for Shingle Creek Golf Club	8:00 A.M. Shotgun Start
9:00 A.M. - 3:00 P.M.	MCAA Education Center	Mediterranean Registration Desk



## SUNDAY, MARCH 17 (CONTINUED)

10:00 A.M. - 6:00 P.M.	Political Action Committee Fundraiser	Mediterranean Ballroom Foyer
1:00 P.M. - 3:30 P.M.	Student Chapter Registration	Del Lago Foyer
2:00 P.M. - 3:00 P.M.	Student Chapter Faculty and Industry Advisors Meeting	Del Lago 3 & 4
3:30 P.M. - 4:30 P.M.	Student Chapter Orientation <i>Sponsored by <b>Viega</b></i>	Segura 1 - 4
4:30 P.M. - 5:30 P.M.	First Time Convention Attendee Reception	Citrus Garden
4:30 P.M. - 6:00 P.M.	Student Chapter Networking Reception	Palazzo Ballroom Foyer
<b>6:30 P.M. - 8:30 P.M.</b>	<b>Opening Party</b> <i>Beverages Sponsored by <b>SIEMENS</b></i> <i>Dinner Sponsored by <b>Uponor</b></i> <i>Souvenir Photos Sponsored by <b>EVAPCO, Inc.</b></i>	Mediterranean Ballroom & Porte-Cochere
<b>8:30 P.M. - 9:30 P.M.</b>	<b>Dessert Afterglow and Fireworks Show</b>	Valencia Terrace & Lawn

## MONDAY, MARCH 18

7:00 A.M. - 5:00 P.M.	<b>MCAA Registration &amp; Information Center</b>	Grande Registration Desk
7:00 A.M. - 5:00 P.M.	<b>MCAA Education Center</b>	Mediterranean Registration Desk
7:00 A.M. - 4:00 P.M.	Student Chapter Connection Corner	Palazzo Ballroom Foyer
7:00 A.M. - 7:45 A.M.	<b>Opening Breakfast</b> <i>Sponsored by <b>Johnson Controls</b></i>	Mediterranean Ballroom
8:00 A.M. - 10:15 A.M.	<b>Opening General Session featuring President Robert Beck, UA General President Mark McManus and Jocko Willink</b>	Coquina Ballroom
7:45 A.M.	Doors Open	
10:00 A.M. - 10:30 A.M.	Refreshment Break <i>Sponsored by <b>Trane</b></i>	Mediterranean Ballroom Foyer
10:00 A.M. - 2:00 P.M.	Ritz Kids Club	Ritz-Carlton, Ritz-Kids Club
<b>10:30 A.M. - 12:00 P.M.</b>	<b>Education Seminars</b>	
	Featured Speaker: The Power to Take Control of Your Life <i>Dr. Christian Conte</i> <i>Sponsored by <b>Aalberts IPS - Apollo Valves</b></i>	Mediterranean Ballroom 4 & 5
	Today's Mechanical Industry: Navigating the Risks of the Mechanical and Service Contractor <i>Robert Bolton, Rick Gopffarth, Brian Helm and Mark Rogers</i>	Mediterranean Ballroom 6 - 8
	Finding and Managing the Hidden Risks in Your Contracts <i>Chip Mitchell</i> <i>Sponsored by <b>Baltimore Aircoil Company</b></i>	Mediterranean Ballroom 1 - 3
	Use the Good China <i>Star Bobatoon</i>	Segura 1 - 4
10:30 A.M. - 5:00 P.M.	Political Action Committee Fundraiser	Mediterranean Ballroom Foyer
<b>12:10 P.M. - 1:15 P.M.</b>	<b>Lunch with Kevin Brown</b> <i>Sponsored by <b>SLOAN</b></i>	Coquina Ballroom
12:05 P.M.	Doors Open	
12:15 P.M. - 1:15 P.M.	PCA Board Lunch & Meeting	Del Lago 1
12:15 P.M. - 1:15 P.M.	Industry Funds Committee Lunch & Meeting	Del Lago 2
12:15 P.M. - 1:15 P.M.	Career Development Committee Lunch & Meeting	Del Lago 3
1:00 P.M. - 1:30 P.M.	Refreshment Break <i>Sponsored by <b>Trane</b></i>	Mediterranean Ballroom Foyer

## MONDAY, MARCH 18 (CONTINUED)

1:30 P.M. - 3:00 P.M.	<b>Education Seminars</b>	
	Featured Speaker: The Power to Take Control of Your Life _____ <i>Dr. Christian Conte</i> <i>Sponsored by Aalberts IPS - Apollo Valves</i>	Mediterranean Ballroom 4 & 5
	Applying AI in Construction _____ <i>Alice Leung, Jake Olsen and Sean McGuire</i>	Mediterranean Ballroom 6 - 8
	The Economy Through Our Industry's Eyes _____ <i>Christopher Thornberg</i>	Mediterranean Ballroom 1 - 3
	Decide. Believe. Take Action: Keys to Resilience _____ <i>Star Bobatoon</i>	Segura 1 - 4
3:00 P.M. - 4:00 P.M.	Advanced Leadership Institute Graduates Reception _____	Del Lago 1 & 2
3:00 P.M. - 4:00 P.M.	Women in the Mechanical Industry Reception _____	Del Lago 3 & 4
EVENING	Open for Private Events	

## TUESDAY, MARCH 19

7:00 A.M. - 5:00 P.M.	<b>MCAA Registration &amp; Information Center</b> _____	Grande Registration Desk
7:00 A.M. - 5:00 P.M.	<b>MCAA Education Center</b> _____	Mediterranean Registration Desk
7:00 A.M. - 3:00 P.M.	Political Action Committee Fundraiser _____	Mediterranean Ballroom Foyer
7:00 A.M. - 10:00 A.M.	<b>Annual Manufacturer/Supplier Council Exhibit</b> _____	Palazzo Ballroom
	'Hire Me' Job Fair at the Manufacturer/Supplier Council Exhibit _____	Palazzo Ballroom Foyer
9:00 A.M. - 10:00 A.M.	Association Executives Council Business Meeting _____	Del Lago 1 & 2
9:30 A.M. - 12:00 P.M.	Ritz Kids Club _____	Ritz-Carlton - Ritz Kids Club
10:00 A.M. - 4:00 P.M.	Student Chapter Connection Corner _____	Palazzo Ballroom Foyer
10:00 A.M. - 11:15 A.M.	<b>Brunch Featuring Soledad O'Brien</b> _____ <i>Sponsored by Ferguson</i>	Coquina Ballroom
9:45 A.M.	Doors Open	
11:30 A.M. - 12:30 P.M.	Lunch & Learn: Curiosity Unleashed: Ignite the Innovator Within _____ <i>Diana Kander</i> <i>Sponsored by Women in the Mechanical Industry</i>	Mediterranean Ballroom 1 - 3
11:30 A.M. - 12:30 P.M.	Lunch & Learn: Growing Plumbing Service _____ <i>John Geiling, Kori Gormley-Huppert and Michael Wallenstein</i> <i>Sponsored by Plumbing Contractors Association of America</i>	Mediterranean Ballroom 6 - 8
11:30 A.M. - 12:30 P.M.	Lunch & Learn: National Agreements _____ <i>Renee Fiorelli, Anthony Gallagher, Steve Hinshaw, and Michael Pleasant</i>	Segura 1 - 4
11:45 A.M. - 12:45 P.M.	Manufacturer/Supplier Council Annual Meeting _____	Del Lago 1 & 2
12:30 P.M. - 5:00 P.M.	Nominating Committee Meeting _____	Milagro Boardroom
1:00 P.M. - 1:30 P.M.	Refreshment Break _____ <i>Sponsored by DEWALT Industrial Tool Company</i>	Mediterranean Ballroom Foyer
1:30 P.M. - 3:30 P.M.	<b>Student Chapter Competition</b> _____	Mediterranean Ballroom 4 & 5
EVENING	Open for Private Events	

## WEDNESDAY, MARCH 20

7:00 A.M. - 5:00 P.M.	<b>MCAA Registration &amp; Information Center</b>	Grande Registration Desk
7:00 A.M. - 1:00 P.M.	<b>MCAA Education Center</b>	Mediterranean Registration Desk
7:00 A.M. - 9:00 A.M.	<b>Awards of Excellence Breakfast featuring Jim Kelly</b> <i>Sponsored by MILWAUKEE TOOL</i>	Coquina Ballroom
6:45 A.M.	Doors Open	
9:00 A.M. - 1:00 P.M.	Political Action Committee Fundraiser	Mediterranean Ballroom Foyer
9:00 A.M. - 9:30 A.M.	Refreshment Break <i>Sponsored by DEWALT Industrial Tool Company</i>	Mediterranean Ballroom Foyer
9:15 A.M. - 10:45 A.M.	<b>Education Seminars</b>	
	Featured Speaker: Get More Out of Your Team in a Changing World: From Micromanagement to Purpose <i>Chieh Huang</i>	Mediterranean Ballroom 4 & 5
	Understanding How to Operate a Service Business Inside a Mechanical Construction Business <i>Kane Armistead, Chris Carter, Brian Hughes, Al May &amp; Michael Potts</i>	Mediterranean Ballroom 6 - 8
	Preparing MCAA Members for an ESG World <i>Kasey Boxleitner, Aidan Niggel, Paul Sambanis, Denise Vaughn,</i> <i>Moderated by Brian Helm</i>	Mediterranean Ballroom 1 - 3
	How to Convert Your Second Largest Overhead Item (Insurance) Into an Investment vs. a Sunk Cost <i>Michael McLin</i> <i>Sponsored by Management Methods Committee</i>	Palazzo Ballroom A - C
11:00 A.M. - 12:30 P.M.	<b>Education Seminars</b>	
	Featured Speaker: Get More Out of Your Team in a Changing World: From Micromanagement to Purpose <i>Chieh Huang</i>	Mediterranean Ballroom 4 & 5
	Ever Changing Labor Trends <i>Omar Abdallah, Chris Hutchings, John Koontz and Joe Pesci</i>	Mediterranean Ballroom 6 - 8
	Building a Solid Foundation Through SOPs <i>Andy Hosler, Michael Potts and Jason Strickle</i>	Mediterranean Ballroom 1 - 3
	Bridging the Workforce Gap Panel <i>Sarabeth Gandara, Brian Helm, Rory Olson and Andrew Palcan</i>	Palazzo Ballroom D
11:00 A.M. - 12:30 P.M.	Special Session for Registered Convention Youth: Take a Walk on the Wild Side - Animal Meet & Greet	Segura 1 & 2
12:45 P.M. - 2:00 P.M.	Student Chapter Presidents Lunch & Meeting	Del Lago 1 & 2
12:45 P.M. - 2:00 P.M.	Fabrication Committee Lunch & Meeting	Cordova 2
12:45 P.M. - 2:00 P.M.	Executive Committee and Past Presidents Lunch & Meeting	Del Lago 3 & 4
12:45 P.M. - 2:00 P.M.	Women in the Mechanical Industry Committee Lunch & Meeting	Cordova 3
4:00 P.M. - 6:00 P.M.	<b>Closing Reception</b> <i>Hosted by MILWAUKEE TOOL</i>	Valencia Terrace & Lawn
5:00 P.M. - 10:00 P.M.	Ritz Kids Club	Ritz-Carlton, Ritz Kids Club
6:30 P.M. - 8:00 P.M.	<b>Closing Dinner</b> <i>Beverages Sponsored by Daikin Group</i> <i>Dinner Sponsored by Watts Water Technologies</i>	Mediterranean Ballroom & Porte-Cochere
6:30 P.M. - 8:00 P.M.	Student Chapter Closing Dinner	Segura 1 - 4
8:30 P.M. - 9:30 P.M.	<b>Barenaked Ladies in Concert</b> <i>Beverages Sponsored by Daikin Group</i>	Coquina Ballroom



THURSDAY, MARCH 21

7:00 A.M. - 11:00 A.M.	MCAA Registration & Information Center	Grande Registration Desk
7:30 A.M. - 8:00 A.M.	Annual Business Meeting	Segura 1 & 2
8:00 A.M. - 8:45 A.M.	Closing Breakfast <i>Sponsored by Mueller Industries, Inc.</i>	Mediterranean Ballroom
9:00 A.M. - 10:30 A.M.	Closing General Session & Changing of the Guard featuring Oz Pearlman <i>Closing Session Speaker Sponsored by Zurn Elkay Water Solutions</i>	Coquina Ballroom
8:45 A.M.	Doors Open	
11:00 A.M. - 11:30 A.M.	Board of Directors Closing Meeting	Segura 1 & 2
11:00 A.M. - 11:30 A.M.	Board and Past Presidents' Partners Reception	Del Lago 3 & 4





## Hotel Information

### **JW Marriott Orlando Grande Lakes**

4040 Central Florida Parkway  
Orlando, FL 32837

### **Ritz-Carlton Orlando Grande Lakes**

4012 Central Florida Parkway  
Orlando, FL 32837

## MCAA24 App & Education Session Materials

Handouts sponsored by *EVAPCO, Inc.*

App sponsored by *NIBCO INC.*

Attendees can find the app in the Apple or Google Play stores with the keyword MCAA24.

After downloading it, open the app and tap on the three dots at the top right of your screen. If you are a guest rather than a primary registrant and your email isn't on file with us, simply use the email address of the main registrant to log in. Education session materials will be available on the app.

Username: The Email Address You Used to Register

Password: mcaa24

## Complimentary WiFi

Network Name: MCAA24

Password: mcaa24

# Special Thanks to Our Convention Sponsors:

## BENEFACTOR

### Aalberts IPS—Apollo Valves:

Monday Featured Speaker,  
Dr. Christian Conte

**Daikin Group**—Wednesday  
Night Closing Dinner &  
Concert Beverages

### DEWALT Industrial Tool

**Company**—Hotel Room Key  
Cards & Refreshment Break

**EVAPCO, Inc.**—Souvenir  
Photos & Education Seminar  
Handouts

**Ferguson**—Tuesday Brunch  
Featuring Soledad O'Brien

**Johnson Controls, Inc.**—  
Monday Opening Breakfast

**LAARS, a Bradford White  
Company**—Convention  
Souvenir Bag

**MILWAUKEE TOOL**—  
Wednesday Night Reception  
& Awards of Excellence  
Breakfast

**SLOAN**—Monday Featured  
Lunch Speaker, Kevin Brown

**Uponor**—Sunday Night  
Opening Party Dinner

**Viega**—Student Chapter  
Activities

**Watts Water Technologies**—  
Wednesday Night Closing  
Dinner

**Zurn Elkay Water Solutions**—  
Thursday Closing General  
Session Speaker

## MAJOR

**ASC Engineered Solutions**—  
Annual 5k Fun Run & 1-Mile  
Walk

**Baltimore Aircoil Company**—  
Education Seminar Speaker—  
Chip Mitchell “Finding and  
Managing the Hidden Risks  
in Your Contracts”

**Carrier Corporation**—Annual  
Golf Tournament Co-  
Sponsor—Shingle Creek Golf  
Club

**Morris Group International**—  
Convention Lanyards

**Mueller Industries**—Closing  
Breakfast

**NIBCO INC.**—47th Annual  
Round Robin Tennis & 3rd  
Annual Pickleball Tournament  
& Convention App

**ServiceTitan**—Program at  
a Glance

**SIEMENS**—Sunday Night  
Opening Party Beverages

**Victaulic**—Annual Golf  
Tournament Co-Sponsor—  
Ritz-Carlton Golf Club

**Weldbend Corporation**—  
Convention Souvenir Journal

**Winsupply**—Sunday Night  
Turndown Gift

## SUPPORTER

**Aquatherm LP**—Convention  
Souvenir

**Charlotte Pipe & Foundry**—  
Convention Souvenir

**CNA**—Final Program

**nVent**—Convention Souvenir

**Trane**—Refreshment Break

**Tyler Pipe & Coupling**—  
Convention Souvenir







# MCAA25

**March 2-6, 2025**  
JW Marriott Austin  
110 E 2nd Street,  
Austin, Texas

**MCAA**

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301 869 5800 | [mcaa.org](http://mcaa.org)