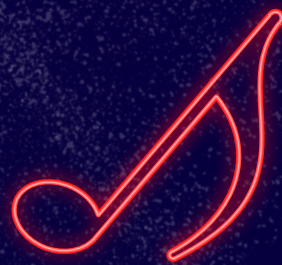




MCAA 25

FIND YOUR **RHYTHM**

JW Marriott Austin, TX | March 2-6, 2025





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THANK YOU TO OUR SPONSORS

BENEFACTOR



MAJOR



SUPPORTER



WELCOME

Crank it up to 11 and let's get rocking in the Live Music Capital of the World! Tune in to the latest industry trends, technologies and best practices, hear from a lineup of mic-dropping keynote speakers and foster connections that resonate long after the convention ends. Join us in Austin, Texas, for electrifying experiences and moments to unplug and let loose at MCAA25—where the rhythm of innovation meets the harmony of mechanical contracting excellence.

MCAA25: Find Your Rhythm.

See you in Austin.

Rick Gopffarth
MCAA President





SPEAKERS



MONDAY

OPENING GENERAL SESSION



FEATURING MCAA PRESIDENT RICK
GOPFFARTH, UA GENERAL PRESIDENT
MARK MCMANUS AND JEREMY GUTSCHE

Start the week off with president **Rick Gopffarth'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 3 | 8:00 A.M. – 10:15 A.M.

Doors Open at 7:45 a.m.

JW Grand Ballroom

MONDAY

OPENING
KEYNOTE
FEATURING
JEREMY
GUTSCHE



MONDAY, MARCH 3 | 8:00 A.M. – 10:15 A.M.

Doors Open at 7:45 a.m.

JW Grand Ballroom

Jeremy Gutsche possesses a unique perspective on innovation in the business context and draws on his background in both corporate strategy and AI to provide you with inspiration and tools to generate ideas, stimulate creativity and unlock potential. Jeremy is a creative globe-roamer with a broad appeal—an ambassador of transformational leadership for major groups. His website TrendHunter.com is the largest, most influential, most updated collection of cutting-edge ideas available anywhere.



Imagine the insight from a focus group made up of 285 million people. That's Trend Hunter—its custom innovation advisory is changing the way the world's most powerful brands innovate. As its founder, Jeremy relentlessly tracks and finds “The Next Big Thing”—that valuable but elusive commodity—for a global audience that generates millions of views a month. With phenomenal speed, he has grown Trend Hunter into a trusted showcase for “what's next” in marketing, design, technology and other categories.



MONDAY, MARCH 3 | 8:00 A.M. – 10:15 A.M.

Doors Open at 7:45 a.m.

JW Grand Ballroom

MONDAY

LUNCH FEATURING KENDALL TOOLE

SPONSORED BY SLOAN



MONDAY, MARCH 3 | 12:10 P.M. – 1:15 P.M.

Doors Open at 12:05 p.m. | Lunch served 12:10 p.m. – 12:30 p.m.

JW Grand Ballroom



Kendall Toole is a lightning rod of energy, natural-born fighter and dynamic athlete who knows how to harness the collective attention in any room. Kendall is a top fitness instructor, community builder, mental health advocate, content creator and lifestyle entrepreneur on a purpose-driven mission to empower others. Kendall has quickly become one of the most influential names in health/fitness and has amassed a loyal fanbase through her ability to stay “Never Knocked Out.” Outside of fitness, Kendall advocates for causes close to her heart. She’s most passionate about destigmatizing mental health and standing as a change-maker for how society approaches 360 wellness. Kendall is fueled by leaving a positive mark on fans by motivating those around her to find their voices and believe in their inner strength.

SPONSORED BY **SLOAN**

MONDAY, MARCH 3 | 12:10 P.M. – 1:15 P.M.

Doors Open at 12:05 p.m. | Lunch served 12:10 p.m. – 12:30 p.m.

JW Grand Ballroom

TUESDAY

BRUNCH FEATURING JAMES LAWRENCE

SPONSORED BY FERGUSON



TUESDAY, MARCH 4 | 10:00 A.M. – 11:15 A.M.

Doors Open at 9:45 a.m. | Brunch served 10:00 a.m. – 10:30 a.m.

JW Grand Ballroom



After breaking several Guinness World Records, **James Lawrence** wondered if he had truly found his mental and physical limits. He knew there was more. James earned his nickname as the Iron Cowboy after wearing a cowboy hat during the marathon portion of his Ironman races to be quickly identified by his children. With two Guinness World Records under his belt, James and his family attempted to do something every person deemed impossible: 50 full-distance triathlons, in 50 states, in 50 consecutive days (aka: 50.50.50). James's story of reaching new limits is one everyone can relate to. He is an ordinary guy whose extraordinary personal story will make you laugh, cry, reflect and be inspired to reach higher.

SPONSORED BY **FERGUSON**

TUESDAY, MARCH 4 | 10:00 A.M. – 11:15 A.M.

Doors Open at 9:45 a.m. | Brunch served 10:00 a.m. – 10:30 a.m.

JW Grand Ballroom

WEDNESDAY

AWARDS OF EXCELLENCE BREAKFAST FEATURING TIM TEBOW

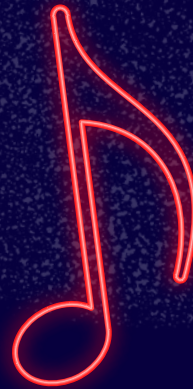
SPONSORED BY MILWAUKEE TOOL



WEDNESDAY, MARCH 5 | 7:00 A.M. – 9:00 A.M.

Doors Open at 6:45 a.m. | Breakfast served 7:00 a.m. – 7:30 a.m.

JW Grand Ballroom



Tim Tebow is a two-time national champion, Heisman Trophy winner, first-round NFL Draft pick and former professional baseball player. Now, he is a speaker and college football analyst with ESPN and the SEC Network and has written five New York Times Bestsellers. But most importantly, he is the founder and leader of the Tim Tebow Foundation (TTF) whose mission is to bring faith, hope and love to those needing a brighter day in their darkest hour. TTF is currently fighting for people who can't fight for themselves in more than 60 countries and counting.

SPONSORED BY **MILWAUKEE TOOL**

WEDNESDAY, MARCH 5 | 7:00 A.M. – 9:00 A.M.

Doors Open at 6:45 a.m. | Breakfast served 7:00 a.m. – 7:30 a.m.

JW Grand Ballroom

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

- ASC Engineered Solutions Annual 5K Fun Run & 1-Mile Walk
- Victaulic & Carrier Corporation Annual Golf Tournament
- NIBCO INC. Pickleball Tournament
- MCAA/CNA Safety Excellence Awards
- MCAA/MILWAUKEE TOOL Safety Professional of the Year Award
- Alan P. O'Shea Memorial Scholarship
- ATP Inspiring Future Leaders Scholarship
- Foster McCarl, Jr. Memorial Scholarship
- Geiling Family Scholarship
- Reilly Family Memorial Scholarship
- Robert J. Durr, Sr. – UA/NCPWB Partnering Scholarship
- William A. Bianco, Jr. Memorial Scholarship
- Thomas J. Wanner Scholarship
- Viega Scholarship
- Josam Endowed Scholarship
- Trimble Future Estimator Scholarship
- Ferguson Women in the Mechanical Industry Scholarship
- DEWALT Patriot Scholarship
- Donald V. Brown, Sr. Memorial Scholarship
- Robert T. Armistead Memorial Scholarship
- Ann Mattheis Memorial Scholarship
- Bolton Family Scholarship
- EVAPCO, Inc. Engineering Scholarship
- New MCAA Student Chapter Charters
- Educator of the Year Award
- Student Chapter of the Year Award
- MCAA Student Chapter Competition Awards, Sponsored by DEWALT Industrial Tool Company

WEDNESDAY, MARCH 5 | 7:00 A.M. – 9:00 A.M.

Doors Open at 6:45 a.m. | Breakfast served 7:00 a.m. – 7:30 a.m.

JW Grand Ballroom

THURSDAY

CLOSING GENERAL SESSION & CHANGING OF THE GUARD

FEATURING KEVIN GRIFFIN

SPEAKER SPONSORED BY
ZURN ELKAY WATER SOLUTIONS



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



THURSDAY, MARCH 6 | 9:00 A.M. – 10:30 A.M.

Doors Open at 8:30 a.m.

JW Grand Ballroom

THURSDAY

CLOSING KEYNOTE FEATURING KEVIN GRIFFIN

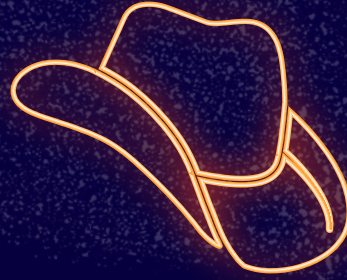
SPEAKER SPONSORED BY
ZURN ELKAY WATER SOLUTIONS



THURSDAY, MARCH 6 | 9:00 A.M. – 10:30 A.M.

Doors Open at 8:30 a.m.

JW Grand Ballroom



Better Than Ezra frontman **Kevin Griffin** has produced, written and co-written albums and songs that have sold more than 30 million copies for artists such as Taylor Swift, Train, Sugarland, Barenaked Ladies, Christina Perri and James Blunt, among others. He scored a #1 hit in 2005 with Howie Day's "Collide." In 2010, Griffin had Sugarland's #1 Country hit, "Stuck Like Glue," which became the 11th most downloaded country music song of all time. Recently, Kevin teamed with fellow songwriter Sam Hollander to form Band of Merrymakers. This rotating-cast Yuletide super group features today's biggest artists, such as Fitz and the Tantrums, Natasha Bedingfield and Neon Trees. Kevin is also involved in artist management, publishing and creative lectures, and this fall will be an adjunct professor and writer-in-residence at NYU's Clive Davis School of Music. He is a founder and partner, along with Justin Timberlake, in the Pilgrimage Music & Cultural Festival, a two-day event in Franklin, TN.

**SPEAKER SPONSORED BY
ZURN ELKAY WATER SOLUTIONS**

THURSDAY, MARCH 6 | 9:00 A.M. – 10:30 A.M.

Doors Open at 8:30 a.m.

JW Grand Ballroom



PROGRAM

Get ready to *Find Your Rhythm* with MCAA in Austin! Join us for five electrifying days, experiencing the perfect blend of inspiring speakers, immersive education seminars, dynamic entertainment and endless networking opportunities. Connect with motivated students eager to make their career debut and join us for social events that bring our vibrant community together. Dive into the program, plan your week and let the energy of Austin help you find your rhythm in the MCAA experience of a lifetime!

MCAA REGISTRATION & INFORMATION CENTER

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

Sunday, March 2, 6:30 a.m. – 7:00 p.m.

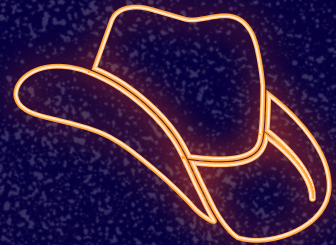
Monday, March 3, 7:00 a.m. – 5:00 p.m.

Tuesday, March 4, 7:00 a.m. – 5:00 p.m.

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

Thursday, March 6, 7:00 a.m. – 11:00 a.m.

Room 302



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 1, 1:00 p.m. – 6:00 p.m.

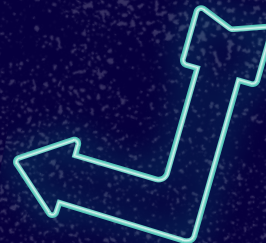
Sunday, March 2, 10:00 a.m. – 6:00 p.m.

Monday, March 3, 10:30 a.m. – 5:00 p.m.

Tuesday, March 4, 7:00 a.m. – 3:00 p.m.

Wednesday, March 5, 9:00 a.m. – 1:00 p.m.

Lone Star Ballroom Foyer



REFRESHMENT BREAKS

Monday, March 3, 10:00 a.m. – 10:30 a.m.

Lone Star Ballroom Foyer

Monday, March 3, 1:00 p.m. – 1:30 p.m.

Lone Star Ballroom Foyer

SPONSORED BY **TRANE**

Tuesday, March 4, 1:00 p.m. – 1:30 p.m.

JW Grand Ballroom Foyer

Wednesday, March 5, 9:00 a.m. – 9:30 a.m.

Lone Star Ballroom Foyer

SPONSORED BY **DEWALT INDUSTRIAL TOOL COMPANY**



MCAA HUB: EVENTS & EDUCATION

Visit the MCAA Hub: Events & Education to connect with MCAA Program Directors throughout the week. Our team is ready to answer your questions about specific programs, resources, and opportunities. Whether you're interested in exploring MCAA's diverse educational offerings or learning how to get more involved, stop by and let us guide you! Check the event app for a detailed schedule of directors and programs.

Saturday, March 1, 1:00 p.m. – 5:00 p.m.

Sunday, March 2, 12:00 p.m. – 5:00 p.m.

Monday, March 3, 10:00 a.m. – 3:00 p.m.

Tuesday, March 4, 11:00 a.m. – 4:00 p.m.

Wednesday, March 5, 9:00 a.m. – 3:00 p.m.

Room 305

Annual Golf Tournament

SUNDAY, MARCH 2, 6:15 A.M. – 1:00 P.M.

Falconhead Golf Club and Avery Ranch Golf Club

Sponsored by **Victaulic** and **Carrier Corporation**

- 6:15 a.m. Shuttle Departs for Falconhead Golf Club
- 6:15 a.m. Shuttle Departs for Avery Ranch Golf Club
- 7:00 a.m. Continental Breakfast
- 8:00 a.m. Shotgun Start

The Annual Golf Tournament will be held Sunday with an 8:00 a.m. shotgun start. This year we will be playing two beautiful courses, Falconhead Golf Club and Avery Ranch Golf Club.

Just west of Austin stands Falconhead Golf Club, which truly rises to meet the promise of its handsome site in the famous Hill Country of Texas. This is the perfect land for golf and Falconhead is the perfect layout for the Austin landscape. From its knobby oaks and cedars to the rolling hills and creeks and ponds, Falconhead is an Austin golf course that stands above all others.

Avery Ranch Golf Club is Texas Hill Country golf at its finest. Running along Lake Avery, the 18th is Austin's best-finishing hole and provides a unique view of the Texas Hill Country. It was rated as the "Top Luxury Course" in Central Texas by *Avid Golfer Magazine* and earned 4.5 stars and "Best Places to Play" from *Golf Digest*.

Pairings will be available at MCAA's Sports Desk on Saturday, March 1.

SUNDAY

4th Annual Pickleball Tournament

SUNDAY, MARCH 2, 6:30 A.M. – 12:00 P.M.

Eastside Paddle Club

Sponsored by **NIBCO INC.**

- | | |
|------------|---|
| 6:30 a.m. | Shuttle Service Picking Up at JW Marriott |
| 7:00 a.m. | Registration, Breakfast & Warm-Ups |
| 8:00 a.m. | Pickleball Tournament |
| 12:00 p.m. | Shuttle Service Returning to JW Marriott |

The 4th Annual Pickleball Tournament is always a fun convention event for enthusiasts of all ages and skill levels. Registration and breakfast will be available at 7:00 a.m. Pickleball will begin at 8:00 a.m. and conclude at 11:45 a.m. The Eastside Paddle Club is approximately 15 minutes from the JW Marriott. Transportation will be provided.

If you have not registered yet, sign up on site at the Sports Desk on Saturday, March 1.



SUNDAY

Annual 5K Fun Run & 1-Mile Walk

SUNDAY, MARCH 2, 6:45 A.M. – 11:30 A.M.

The Driveway Motorsports Track

Sponsored by **ASC Engineered Solutions**

- 6:45 a.m. Breakfast, Photos, Registration, Waivers & Bib Collection at JW Marriott Lone Star Ballroom A - C
- 9:00 a.m. Bus Boarding
- 9:20 a.m. Shuttle Departs for The Driveway Motorsports Track
- 9:40 a.m. Self Warm-Up, Intro & Safety Briefing
- 10:00 a.m. Shotgun Start
- 11:30 a.m. Shuttle Returns to JW Marriott

Enjoy the beauty of an Austin morning as you embark on a competitive 5k run or slower paced one-mile walk. From the complimentary t-shirt to the warm-up exercises and continental breakfast, everyone—participants and spectators alike—has fun at this annual event.

If you have not registered yet, sign up on site at the Sports Desk on Saturday, March 1.

Winners of all sports events will be announced at Wednesday morning's Awards of Excellence Breakfast.



SUNDAY

Opening Party

SUNDAY, MARCH 2, 6:30 P.M. – 9:00 P.M.

JW Grand Ballroom

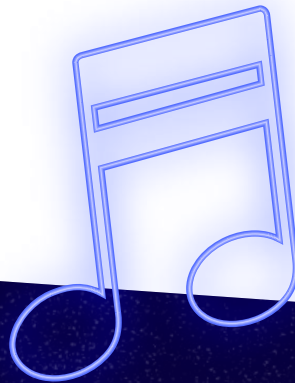
*Beverages Sponsored by **SIEMENS***

*Dinner Sponsored by **GF Uponor***

*Souvenir Photos Sponsored by **EVAPCO, Inc.***

*Souvenir Western Hats Sponsored by **Procore***

Shine your boots, pack your denim and ten-gallon and giddy up to the Sunday Opening Party Saloon. At MCAA25, the Opening Party will be 100% Texas, from the drinks to the food to the foot-stomping entertainment. This party marks the official start to MCAA25 and it's a party you won't want to miss. Catch up with old friends and make new ones while flaunting your best Texas look.





FEATURED SPEAKER

Gold Medal Mindset with Olympian Shannon Miller

MONDAY, MARCH 3, 10:30 A.M. – 12:00 P.M. & 1:30 P.M. – 3:00 P.M.

Lone Star Ballroom D & E

Shannon discusses how the gold medal mindset leads to victory on the competition floor, in the boardroom and in our personal lives. With seven Olympic medals, Shannon uses her critical insight to share what it takes to be a winner: the importance of goal setting, teamwork, maintaining a positive attitude and commitment to excellence. Through her Olympic and personal experiences, Shannon explains ways we can overcome even the most difficult obstacles to our success. While she may not have been the most talented, flexible or even the strongest athlete, Shannon Miller was able to use these concepts to become one of the most decorated Olympic gymnasts in United States history! Your audience will leave empowered to seal the deal with that next client, work together for a positive outcome and understand the steps it takes to be a successful leader in work and life.

***Shannon Miller** competed in two Olympic Games, earning seven medals, and is the only female athlete to be inducted into the US Olympic Hall of Fame—twice! After retiring from Olympic competition, Shannon received her undergraduate degrees in marketing and entrepreneurship from the University of Houston and her law degree from Boston College.*

In 2010, Shannon launched her company, which is devoted to helping women make their health a priority. In 2011, she was diagnosed with a rare form of ovarian cancer and had a baseball-sized tumor removed successfully. Shannon's passion is to help encourage and empower others to break through and overcome their own personal challenges.

MONDAY

Today's Mechanical Industry: An Interactive Look at Being a Mechanical Contractor

MONDAY, MARCH 3, 10:30 A.M. – 12:00 P.M.

Lone Star Ballroom A - C

There are many things impacting our industry and us as mechanical contractors—more than ever before. We are continuously navigating uncertain times in the construction industry, trying to succeed in the aftermath of supply chain challenges and facing unrealistic workforce and scheduling needs, all while overseeing the daily demands of our companies, employees and families. In many instances, we can't do it all and sometimes fall short. This highly interactive session is designed with that busy mechanical contractor in mind.

Led by MCAA's esteemed volunteer leaders, Curtis Harbour (MCAA Executive Committee), Robert Beck (MCAA Executive Committee & Past President), Brian Helm (MCAA Past President) and Mark Rogers (MCAA Past President), attendees will have the opportunity to learn how these contractors manage to successfully juggle their own obstacles in the field and on the home front. Attendees should come prepared to share and discuss these and their own problems and triumphs and pass on their tricks and knowledge that make them successful not only in our industry, but also as persons.

By listening and learning from each other, attendees will walk away with their own plans to excel in and out of the office.



Brian Helm is President of Helm Group, Inc., one of the largest specialty contractors in the Midwest, serving 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.

Curtis Harbour is Vice President, Labor Relations with Southland Industries, based in Houston, Texas. Additionally, Curtis serves as Senior VP and Treasurer of MCAA's Executive Committee and Past President of the Dallas, Houston and Texas MCAs.

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. Mark is an MCAA Past President and recipient of the 2017 Distinguished Service Award, MCAA's highest honor. He is currently a speaker with MCAA's National Education Initiative and travels the country educating about leadership and our industry.

Robert Beck is CEO of the John W. Danforth Company, one of the largest mechanical contractors in the Eastern United States and serves as Immediate Past President on MCAA's Executive Committee. Additionally, Robert serves as co-chair of the MCAA/UA Strategic Planning Committee.



MONDAY

Talent-Driven Growth™: Charting a Course from Random Results to Predictable Profits

MONDAY, MARCH 3, 10:30 A.M. – 12:00 P.M.

Rooms 203 & 204

Leadership isn't about managing the present—it's about creating a scalable future. In this session, Dr. Valutis explains how and why you need to rethink your job and evolve your model for growth. This session challenges conventional approaches to people, leadership and scaling a business. In doing so, Chip targets several aspects of your mindset and perspectives for leading a business. More specifically, he'll help you to evolve your leadership approach:

- From muscling results to facilitating movement
- From opportunity-driven growth to talent-driven growth
- From managing people to nurturing talent

These subtle but powerful transformations culminate into a compelling playbook to help you navigate the complexities of growth. You'll leave the session with a clear understanding of how you must make deliberate and targeted efforts to turn down the distracting noise in your day so you can *Find Your Rhythm* toward predictable profits! Join Dr. Valutis and build a mindset and toolbox to achieve scalable growth and predictable profits.

Dr. Chip Valutis has dedicated over 30 years to helping businesses achieve deliberate and scalable growth. A seasoned psychologist and management consultant, he simplifies complex organizational challenges with a blend of academic expertise and practical solutions. Dr. Valutis is the author of the best-seller *Talent-Driven Growth: Your Blueprint for Scalable Organizational Success* and the voice behind the forthcoming podcast, *Decoding the C-Suite*. Known for his engaging style, he equips leaders with the tools to thrive in today's dynamic business landscape.



Align Resources for the Rise Ahead

MONDAY, MARCH 3, 10:30 A.M. – 12:00 P.M.

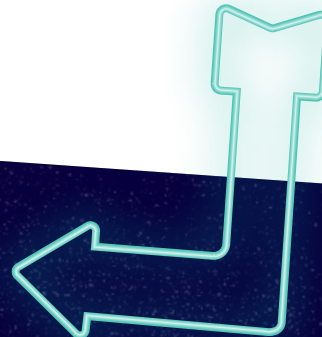
Lone Star Ballroom F - H

Sponsored by **Baltimore Aircoil Company**

2025 looks to be a year of recovery for some markets, real growth for others, and some cyclical decline for still others. Attendees will be able to see the future so scarce resources can be properly allocated. Tracking the leading indicators and being nimble are imperative as plans are drawn for beyond 2025.

The winds of growth, inflation and interest rates are likely to shift as we go beyond 2025. We will present our forecasts for inflation and interest rates and our outlook for the forces that drive your markets. This outlook will require a change in perspective so you can effectively plan and adapt to maximize profits in the near and longer terms.

Brian Beaulieu has served as CEO and Chief Economist of ITR Economics™ since 1987, where he researches business cycles and economic forecasting as tools for improving profitability. Brian has shared his highly valued research results via presentations, workshops and seminars in numerous countries to hundreds of thousands of business owners and executives for the last 40 years.



How to Fix a Broken Project: Habits and Practices of a Superstar Project Manager

MONDAY, MARCH 3, 10:30 A.M. – 12:00 P.M.

Rooms 201 & 202

A good project manager knows how to steer smooth projects to a healthy bottom line. A superstar project manager also knows how to achieve great results for turbulent projects. Construction lawyers Dan Fierstein and Matt Gioffre have guided contractors through numerous such projects. They are eager to identify early warning signs of a problem project and teach project managers the techniques to become superstars.

Attendees will learn how to:

1. Identify the most important provisions in your construction contract and work around and through them;
2. Monitor the project through your boots on the ground;
3. Manage change orders;
4. Put your customer on notice for project impacts such as delay, inefficiency and the cumulative impact of change orders; and
5. Document and preserve claims.



Dan Fierstein is a construction lawyer with Cohen Seglias, representing industry members throughout the country, including owners/developers, general contractors/construction managers, trade subcontractors and everyone in between. Dan helps his construction clients navigate their day-to-day issues with an eye to avoiding costly legal disputes. When cases require legal action, Dan prosecutes and defends major construction disputes in all forums.

Matt Gioffre is a construction lawyer with Cohen Seglias. Throughout his career, Matt has consulted with clients on their most problematic projects. He has advised them on strategies to comply with their contracts and the law, minimize their risks and best position themselves to turn difficult projects into successful ones. These consultations are based on Matt's years of experience litigating and trying cases to verdict or award against developers, general contractors and public owners, and his preparation and negotiation of many contracts worth hundreds of millions of dollars.





THE CULTURE SHIFT!

Creating a Culture in Which People Can Come to Work and Be the Best Version of Themselves

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

Lone Star Ballroom A - C

No matter the type of organization, regardless of how big or small, culture is what makes an organization effective. Research shows that culture is not only a differentiator but also an asset!

Culture impacts everything we do, everything we are and everything we become. It even impacts your company's bottom line. More importantly, it affects the health and safety—physical and psychological—of an organization's people. People's quality of life is directly influenced and heavily impacted by their work culture.

Yet, a positive culture is the thing we seem to have the toughest time creating and maintaining. Culture is defined by the individuals on your team—their personalities, values and weirdness. How do we navigate through all that to create the kind of culture that will endure and help people be their best?

No matter what you have thought about team and culture before, it is time to RETHINK!

***Steve Thomas** invests his life in helping organizations build leadership, develop people and create teams. He helps people navigate through the complexities of human weirdness. He genuinely wants to see people live better lives and has a passion to develop people to get the most out of their leadership and life.*

Becoming a Data-Enhanced Contractor

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

Rooms 203 & 204

As family-owned contracting businesses grow and evolve, so too must their approach to business management. This session will delve into the critical need for a robust data strategy to drive success in the modern construction landscape. Moving beyond the traditional focus on low margins and labor management, this session will highlight how managing project data, leveraging Key Performance Indicators (KPIs) and homing in on productivity can revolutionize your business operations.

***Jeff Elwell** is the Chief Technology Officer at E.M. Duggan, a leading mechanical contractor based in Greater Boston. With over a decade of experience in construction technology (ConTech), Jeff has established himself as a prominent figure in the industry, particularly in the areas of Building Information Modeling (BIM), automation and field technology.*

***Jeff Sample** has devoted the past 25+ years to transforming companies. He optimizes companies throughout the construction industry by designing solutions, maximizing strategic advantages and breaking down information silos. His passion for outdoor adventure and Ironman competitions garnered him the moniker “The Ironman of IT.”*

***Will McManus** serves as the Vice President and Chief Information Officer at Dynamic Systems, Inc. (DSI), where he has been a pivotal team member since 1992. With a career spanning over three decades, Will has played a crucial role in keeping DSI at the forefront of technological advancements within the mechanical construction industry.*



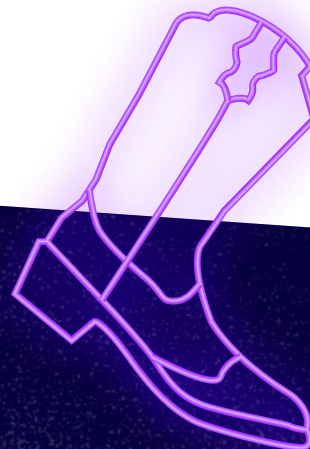
The Foundation of the Black Swan Method

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

Lone Star Ballroom F - H

The Black Swan Method is a communication approach designed to demonstrate tactical empathy, build rapport and achieve trust-based influence. Negotiation isn't just for hostage situations. Whenever there's a want or need involved, you're in a negotiation. You'll gain a fundamental understanding of our core skills, their purpose and how they can be used.

***Derek Gaunt** is a lecturer, the author of *Ego, Authority, Failure*® and a trainer with 29 years of law enforcement experience—20 as a team member, leader and commander of hostage negotiations teams in the Washington, D.C., metropolitan area. As a member of the Black Swan Group, he is a negotiation trainer and personal coach and has trained throughout the U.S. and around the world, instructing business organizations on how to apply hostage negotiation practices and principles to their world.*



Lessons Learned, Legacies Earned: A Family Business Saga

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

Rooms 201 & 202

Jim and Foster McCarl, a dynamic father and son duo, share the rich 80-year history of The McCarl Group and the enduring legacy of the McCarl Family. Through their experiences, they will share best business practices implemented and managed throughout the company's growth. Providing engaging anecdotes and firsthand accounts, they will give attendees insight into the values that fuel success.

***Jim and Foster McCarl** are a father-son duo representing the second and third generations leading The McCarl Group, a renowned family contracting business with a rich history and commitment to excellence.*

Founded in 1946 by Foster McCarl, Jr., The McCarl Group grew to become a trusted name in the industry. As a full-service integrated industrial contractor, it has grown its expertise in a wide range of mechanical contracting services, including pipe fabrication, industrial construction and engineering services.



Annual Manufacturer/ Supplier Council Exhibit

TUESDAY, MARCH 4, 7:00 A.M. – 10:00 A.M.

Griffin Hall

Come see the latest products and services emerging in our industry. MCAA's Manufacturer/Supplier Council representatives 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 into new levels of success. You may even discover a new approach to using software or a device in the office or in the field, which will significantly increase productivity and bottom-line results.

It's all about relationship building. 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.

“Hire Me” Job Fair at the Manufacturer/Supplier Council Exhibit

TUESDAY, MARCH 4, 7:00 A.M. – 10:00 A.M.

Griffin Hall Foyer

*Sponsored by **Viega***

Students looking for internships, co-ops or full-time positions will be wearing “Hire Me” pins throughout MCAA25. Three tables will be set up in the foyer space of 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 to the area that best represents your company and find your next great hire!



LUNCH & LEARN

Navigating the Uncomfortable— Building Skills for Difficult Conversations

TUESDAY, MARCH 4, 11:30 A.M. – 12:30 P.M.

Lone Star Ballroom D & E

Sponsored by *Women in the Mechanical Industry*

In this interactive 60-minute training session, participants will explore the concept of discomfort in professional settings, learn about the 4 Lenses personality framework and apply these insights to manage challenging conversations more effectively. Through a combination of presentations, group discussions, personal reflection and role-playing activities, attendees will gain practical understanding of how different personalities perceive and deal with discomfort, and how these perspectives can be navigated to foster a more empathetic and productive workplace environment.

Alex Willis, founder and CEO of Leadership Surge, is a dynamic speaker, motivator and innovator of corporate and frontline change management programming. Willis honed his unique perspective during his college and professional football career at the University of Florida and with the Tampa Bay Buccaneers. He founded Leadership Surge based on the belief that a great culture is built to last when every team member embraces winning values, behaviors and practices.



LUNCH & LEARN

Small Projects in Plumbing Have a Big Impact in Your Business

TUESDAY, MARCH 4, 11:30 A.M. – 12:30 P.M.

Lone Star Ballroom A - C

*Sponsored by **Plumbing Contractors of America***

Join us for an insightful session with PCA Board members Kevin Walsh and James Lowder on how to effectively start and manage a Special Projects division within your business. This session will cover essential topics to ensure your Special Projects division becomes the most profitable part of your company.

Key Topics:

1. **Starting Up a Special Projects Division:** Learn the steps to establish a successful Special Projects division, including strategic planning and resource allocation.
2. **Hiring the Right People:** Understand the unique skill sets required for Special Projects personnel and how they differ from typical construction staff. Gain insights into recruiting and retaining top talent.
3. **Maximizing Profitability:** Discover strategies to make your Special Projects division the most profitable aspect of your business, including cost management, pricing strategies and efficient project execution.
4. **Integration with Existing Divisions:** Determine the optimal placement of Special Projects division within your organization: construction, service or a standalone entity. Explore the benefits and challenges of each option.
5. **Navigating the National Service Agreement:** Learn how to effectively navigate it and use it to your advantage for Special Projects. Understand the contractual nuances and leverage them for better project outcomes.

This session is a must-attend for plumbing businesses looking to diversify their services, enhance profitability and streamline special projects operations!

James Lowder is President of All Temperature Service Air Conditioning, Inc. and has over 20 years of experience in the HVAC industry. He is the President of the Northern California MCA, an MCAA Board Member, Chair of MCAA's Management Methods Committee and a PCA Board Member.

Kevin Walsh has over 37 years in the plumbing industry. He began his career as an apprentice with UA Local 12 and, through hard work and dedication, progressed to his current role of Chief Operating Officer at E.M. Duggan, Inc.



LUNCH & LEARN

National Agreements

TUESDAY, MARCH 4, 11:30 A.M. – 12:30 P.M.

Lone Star Ballroom F - H

Join us to learn about the benefits and pitfalls of these 4 National Agreements: National Service & Maintenance Agreement (NSMA), Pipe Fabrication Agreement (PFA), National Construction Agreement (NCA/General Presidents Agreement) and National Maintenance Agreement (NMA).

Ed Kommers is the Owner of Kommers Services, PLLC, and the former Executive Director for the Mechanical Contractors Association of Western Washington (MCAWW). His experience includes facilitating labor relations, serving as a trustee on various Taft Hartley benefit trusts, participating in industry training programs, and providing guidance on legislative matters. Ed has participated on numerous building trades collective bargaining committees. He is also a member and past Chair of the Washington State Apprenticeship and Training Council and serves as its Hearing Officer. He has mediated a variety of labor disputes including jurisdictional disputes between multiple unions.

Michael Pleasant has been a member of the United Association for more than 34 years, learning the skills of his trade and rising to the highest levels of leadership in the UA. Mike completed his apprenticeship with Local 157 in Terre Haute, Indiana, and earned an associate degree in applied science from Ivy Tech State College. In 2011, Mike was named United Association Director of Trade Jurisdiction. In 2012, Mike was elected President and Labor Co-Chair of the National Maintenance Agreements Policy Committee (NMAPC), further strengthening the UA's position in the union construction industry.

In 2013, he was named Administrative Assistant to the General President, responsible for interpreting the United Association Constitution. In 2014, The General Executive Board elected Mike as Assistant General President (AGP) to finish the term of the former AGP, and in 2016, he was elected to a five-year term. In addition to that role, he continues to serve as President and Labor Co-Chair of the NMAPC and administers the UA/IBEW Instrument Tech Agreement and the UA National Specialty Agreement.



Renee Fiorelli is a second-generation owner of Peterson Service Company, a commercial HVAC and smart building controls company operating out of Medford, New Jersey. 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 Past Chair of MSCA.

Steve Hinshaw is the current Director of Business Development at P1 Construction located in Lenexa, KS. He also serves as an operations manager overseeing the VDC Department and the mechanical fabrication shops (plumbing, piping and sheet metal) for P1 Construction. Steve has a BS in Mechanical Engineering from the University of Kansas. He has been in the mechanical contracting industry for 32 years. He is a 12-year member of PFI (Pipe Fabrication Institute), Steve is a past Chairman of PFI and is the current Labor Chairman of PFI.





Student Chapter Competition

TUESDAY, MARCH 4, 1:30 P.M. – 3:30 P.M.

JW Grand Ballroom

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, sponsored by *DEWALT Industrial Tool Company*, with the first-place team going home with \$10,000! These accomplished students secured their Final Four spots by submitting written proposals that rose to the top of 25+ chapter submissions for a real-world project bid (contributed by Fresh Meadow Mechanical Corporation, Fresh Meadows, NY).

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 an additional 10 minutes of live Q&A from the judges.

Don't miss your opportunity to vote for the MVP—Most Valuable Presenter—and cheer on your favorite team!



FEATURED SPEAKER

No Fail Trust[®]: The Flight Plan to Cultivating a High-Performance Team

WEDNESDAY, MARCH 5, 9:15 A.M. – 10:45 A.M. & 11:00 A.M. – 12:30 P.M.

Lone Star Ballroom D & E

This transformative keynote empowers leaders and teams to deliver consistently excellent results through a culture of No Fail Trust[®]. Jason shares tactics, techniques and practical tools for navigating the inevitable turbulence of life and cultivating high-flying levels of empowerment, commitment and accountability across your organization.

This program is perfect for leaders and teams:

- Seeing a lack of engagement and trust but unsure how to foster greater connection and collaboration;
- Struggling to improve their team's performance and productivity (or their own!); and
- Needing practical strategies for navigating the ever-changing challenges of life and business.



The audience will leave with:

- A new understanding of the critical role trust plays in improving engagement, collaboration and performance;
- A clear framework for cultivating unparalleled trust and enabling greater empowerment, commitment and accountability;
- Practical techniques for adapting to unexpected conditions and challenges while maintaining a high level of trust; and
- Immediately actionable steps for improving their collaboration, productivity and job satisfaction.

Lieutenant Colonel (retired) Jason Harris is a fourth-generation military member with a career in the U.S. Air Force that spanned nearly three decades. He served on active duty and as a member of the Air Force Reserve Command from 2001 to 2003. After graduating from the U.S. Air Force Academy, he flew multiple aircraft over the course of his career, including 11 deployments with more than 2,000 combat hours. These high-risk combat experiences served as the launching point for his proprietary “No Fail Trust[®]” methodology. His proven methodology serves as a tool to empower executives and team members to foster an environment of mutual trust, responsibility and productivity.



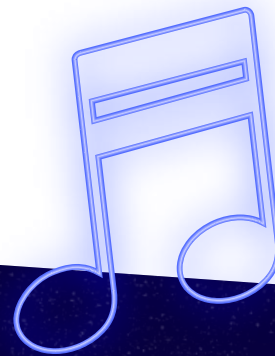
Practical Applications of Artificial Intelligence

WEDNESDAY, MARCH 5, 9:15 A.M. – 10:45 A.M.

Lone Star Ballroom F - H

Artificial intelligence (AI) might not put you out of business, but a contractor using AI just might. AI is transforming the construction industry, offering contractors new solutions to enhance efficiency, analysis and project management. This session will explore how AI technologies are being integrated into construction companies, providing real-world examples of their business applications. Join us to discover practical AI tools and applications that mechanical and plumbing contractors can start using today.

New AI tools are being developed and used in all areas of the business, with varying levels of success. This seminar will address the opportunities, limitations and failures of available AI tools in this rapidly changing field. Learn how to navigate this evolving landscape and leverage AI to stay competitive in the industry.



Jake Olsen, P.E., has worked in the construction industry as an engineer and entrepreneur for over 20 years in the U.S. and abroad, performing engineering, building teams, starting companies, launching products and developing software for the builders of tomorrow. Throughout his career, Jake has worked on projects of all scales, from residential remodels to healthcare, manufacturing and mega infrastructure projects. Jake is currently the CEO of Stratus, the leading software provider for MEP contractors.

Jeff Elwell is the Chief Technology Officer at E.M. Duggan, a leading mechanical contractor based in Greater Boston. With over a decade of experience in construction technology (ConTech), Jeff has established himself as a prominent figure in the industry, particularly in the areas of Building Information Modeling (BIM), automation and field technology.

Sean McGuire is the Executive Director of Innovative Technologies and Fabrication at MCAA. In this role, he collaborates with the MCAA Technology Committee to develop research and educational resources on emerging technologies, tools and processes that benefit MCAA members. Additionally, Sean serves as the liaison for the MCAA Fabrication Committee and the John R. Gentile Foundation, focusing on advancing the industry's technological capabilities and promoting innovation.





STUCK HAPPENS!

Rethinking Leadership and Moving Beyond Stuck to Create the Story You Want Told

WEDNESDAY, MARCH 5, 9:15 A.M. – 10:45 A.M.

Lone Star Ballroom A - C

Most people, teams and organizations have a vision or a goal of something they would like to accomplish. But, from time to time, we can get “stuck” in almost every area of our lives. In this seminar, we’ll discuss the six stages that all people, teams and organizations go through, one of them being “stuck,” and how to recognize and navigate that space. We will chat about ways to navigate through “stuck” by taking the right steps for you and your organization. You’ll leave with a greater understanding of the principles and best practices that effective leaders and organizations use, leading to an enhanced level of influence, more fulfillment and satisfaction and lower stress levels.

***Steve Thomas** invests his life in helping organizations build leadership, develop people and create teams. He helps people navigate through the complexities of human weirdness. He genuinely wants to see people live better lives and has a passion to develop people to get the most out of their leadership and life.*

How to Create Your Service Dream Team

WEDNESDAY, MARCH 5, 9:15 A.M. – 10:45 A.M.

Griffin Hall

Join us for an insightful education seminar designed to equip you with the knowledge and tools needed to build an efficient and effective service team. Dive deep with a lively discussion on service sales, with a focus on Preventive Maintenance Agreements and how to pull through service work from your construction projects. Also explore the crucial role of dispatchers in ensuring smooth operations and retaining your service techs.

With a panel of service contractors from the MSCA Board of Managers and MSCA Education Committee, you will hear from some of the best in the industry about how to create a cohesive and high-performing service team that drives customer satisfaction and grows your business!

***Adam Wallenstein** is the Co-President and a third-generation owner of Neptune Plumbing & Heating Co., where he has served for over 16 years. Under the leadership of Adam and his brother Michael, Neptune Plumbing has achieved significant advancements in technology, employee training and community engagement. Adam has been involved with MSCA since 2012 and will assume the role of MSCA Board of Managers Chair at the conclusion of the 2024 MSCA Conference.*



Lindsey Grilec is an accomplished business operations manager with over 17 years of experience in the mechanical service industry. She spent over 16 years as the Business Operations Manager and Service Consultant at Southwest Town Mechanical, where she honed her skills in customer service management and workplace safety. She currently serves as the Group Business Operations Manager at PremiStar, following their acquisition of Southwest Town Mechanical in 2023. Lindsey's career is marked by her dedication to improving business operations and ensuring a safe and efficient workplace.

Mike Hupp has over three decades of dedicated service experience. As VP of Service, Michael manages a diverse portfolio of clients, overseeing day-to-day service operations with precision and care. Throughout his tenure, he has spearheaded key initiatives that drove significant growth and innovation at Harrell-Fish, Inc. (HFI). From expanding personnel numbers and revenue to launching new divisions, his visionary leadership has positioned HFI as a trailblazer in the industry.

Ryan Leahy, Senior Director of Facility Service Operations at ACCO Engineered Systems, joined ACCO in 2014, serving as Assistant Project Engineer, Project Manager, Strategic Accounts Manager for National Accounts, Sales & Operations Manager for National Accounts and Director of Business Processes for the Facility Services Group Southern Region. In his current role, Ryan oversees facility service operations, ensuring efficient and effective service delivery across various projects and accounts.

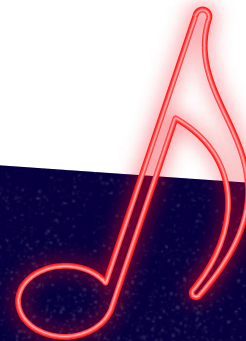


Driving Organizational Performance and Innovation Through Peer Groups

WEDNESDAY, MARCH 5, 9:15 A.M. – 10:45 A.M.

Rooms 201 & 202

Peer groups are considered one of the best forms of executive learning. They provide the opportunity to learn from top-performing organizations and access the experience of successful construction leaders in your discipline and vertical markets. Peer groups offer the opportunity to have open and candid conversations about business challenges and openly benchmark against financials, compensation, insurance and other key areas to identify opportunities for improvement. The fast pace of change in our industry necessitates a broader lens and deep exposure to how other companies are adapting technology, leveraging AI, overcoming workforce shortages, improving margins and increasing the enterprise value of the company. Come explore what peer groups are all about, how best-in-class groups are run and the results they generate.



Learning Objectives:

- Understand different peer group formats and how they drive organizational performance and innovation.
- See benchmarking tools in action and how they shine a light on underperforming areas of the business.
- Understand how peer groups grow and gain a larger footprint in your business as more leaders are exposed to the group.
- Understand how accountability for change and improvements are driven.

Shaabini Alford is the Director at Maxim Consulting Group and is responsible for assessing, evaluating, and implementing client processes. Shaabini works with various-sized construction firms to train, educate and inspire leaders. Having over 20 years of experience, Shaabini has faced and managed many difficult situations to a successful conclusion, specifically in jobsite crisis management, contract terms and conditions and legal negotiations in multi-million dollar change order settlements. She is an operations expert and enjoys analyzing current business processes for areas of improvement and opportunity, such as procurement, detailing, fabrication, field engagement, risk mitigation and team dynamics. She is skilled in building highly effective teams and improving their performance by documenting SOPs for precise and repeatable execution of work. She enjoys the challenge of taking on ugly projects and leading project teams to successful and profitable ends.





People First: The Next Evolution of Construction for Culture, Performance & Profit

WEDNESDAY, MARCH 5, 11:00 A.M. – 12:30 P.M.

Lone Star Ballroom A - C

This program focuses on the hard choices and key strategies contractors must consider to remain relevant and competitive in a market that is struggling to attract qualified workers. Today's contractors are attempting to market themselves more attractively to the next generation of leaders and have been focused on recruitment, retention, cultivation and development rather than overpaying for mediocre talent. Using culture as an advantage is critical in setting your company apart from the competition.

Learn the best practices of some of the industry's top contractors, many of whom have been at this for more than ten years, placing themselves ahead of the curve. Bring your leadership team to empower them to start taking more ownership and action on these priorities. Find effective and immediate takeaways that can be integrated into your talent pipeline and development process. The next evolution of construction is already here—find out where you are on the success curve for making it work.

Mark Breslin is an author, speaker, CEO and influencer inspiring change for workplace success across all levels of business. Mark has improved leadership, accountability, innovation and engagement for organizations and individuals. He has spoken to more than 400,000 people and sold hundreds of thousands of his books on leadership and workplace culture.

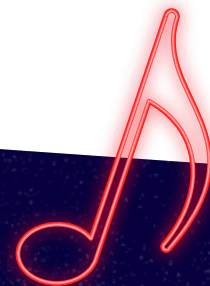
M/SC - Artificial Intelligence in Construction

WEDNESDAY, MARCH 5, 11:00 A.M. – 12:30 P.M.

Lone Star Ballroom F - H

Let's understand AI and how it applies to construction. Data and tech are maturing, so what about the NOW and the NEXT? With this panel, you will learn how best-in-class companies drive digital transformation to leverage the power of AI in HVAC System design and how AI development and use will impact facilities supporting AI's timeline and construction schedule. Learn how to use AI to begin automating the quoting process internally. Explore where AI fits into marketing initiatives, the project scope, estimating write-ups, submittal activity and more!

*With a background spanning over 18 years in the architecture and construction sector, **Andy Kim** serves as the Director of Virtual Design & Construction at Victaulic, a renowned leader in the mechanical pipe joining systems industry. In this role, he leads the implementation of Victaulic's global VDC strategy across diverse projects, drawing on his passion in Building Information Modeling (BIM), Virtual Design and Construction (VDC), multi-discipline coordination and Revit, and his background in construction management and architectural design.*



Chad Salge has over 19 years of industry experience and is currently the Vice President of Virtual Design and Engineering for the Brandt Companies, a Southland Industries Company. Brandt is one of the largest MEP Design-Build contractors in the state of Texas. Chad's current role at Brandt is to provide oversight of the Engineering, VDC and Commissioning groups across the state. The full-service offering that Brandt provides puts Chad in a unique position to moderate the discussion and lend insights on the impacts of Artificial Intelligence on the Mechanical Contracting Industry.

Juliette Armour-Wilson is a Group Product Manager on the Titan Intelligence team at ServiceTitan. Titan Intelligence is the header under which all AI/Machine Learning/Data features and products live within the ServiceTitan ecosystem. Juliette is responsible for bringing AI tools and products to life within dispatch, pricebook, and commercial and construction workflows. Juliette has been with ServiceTitan for just over two years and spent the prior eight years working as a data scientist building AI algorithms (including almost five years at Procore Technologies).

Kris Lengieza is the VP of Global Partnerships & Alliances at Procore Technologies, overseeing an ecosystem that spans across channel, ISV, public and association partnerships. Considered one of the Top 40 Construction Professionals Under 40 by ENR and BD&C, Kris joined Procore after 15 years in construction as an early technology adopter, ready to integrate data across all of the construction solutions available as a way to push the industry forward.

Scott Huffmaster is the Vice President and General Manager for Smart Services at Trane, where he leads the company's comprehensive portfolio of building services, including predictive maintenance, technician excellence, and cutting-edge technologies designed to optimize equipment and building performance. With over 20 years in the HVAC industry, Scott spearheads growth strategies that leverage cutting-edge innovations, disruptive trends, and innovative business models aimed at helping customers achieve their business outcomes, including decarbonization, energy efficiency, and resiliency for the lifecycle of a building. Under Scott's guidance, Trane continues to excel with its industry-leading smart services.

Tom Sullivan has over 40 years of experience in the construction industry, 35 years with Ferguson supply-side, and time in the mechanical contracting and manufacturing areas. Tom's focus today is the development and implementation of value-added services that offer Ferguson's customers the opportunity to improve efficiency, digitally connect with Ferguson and streamline "disconnected" operational and construction workflows.

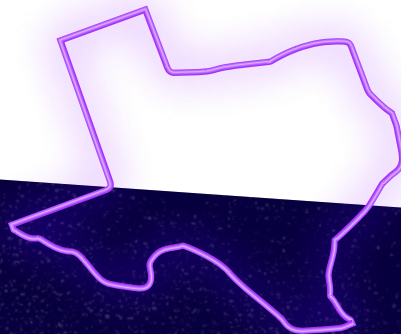


How Mergers and Acquisitions Are Shaping the Industry

WEDNESDAY, MARCH 5, 11:00 A.M. – 12:30 P.M.

Griffin Hall

This session will explore the key trends contractors are experiencing across the country, offering insights into the current market landscape. Attendees will learn about the benefits and opportunities for both buyers and sellers in the industry, as well as the challenges and roadblocks that can arise during transactions. From the buyer's perspective, the session will address what they are seeking in potential acquisitions, and from the seller's side, what concerns arise, particularly for those who have been long involved in the business. Additionally, we will discuss the mindset of contractors who are stepping aside after decades of involvement and whether they have concerns about the future of their companies post-sale. This comprehensive discussion will help contractors understand the market dynamics and the implications of selling or buying in today's environment.



Andy Hosler has over 25 years of experience in the construction industry, stemming from his hands-on work on marine terminal maintenance and construction crews. He's participated at every level of the construction process and relies on his extensive experience to guide his leadership as President and CEO for Performance Mechanical Inc., a premier provider of Heavy Industrial Construction services on the West Coast. Andy graduated with a bachelor's degree in construction management from California State University, Chico. He's a current active member and past President of the Northern California MCA, is currently an active member of the MCAA National Education Committee and has served on the MCAA Labor Estimating Manual Committee. He's also a licensed general building contractor, a licensed general mechanical contractor, and a licensed boiler/pressure vessel contractor in the states of California, Washington and Hawaii.

Alan Milby is a seasoned leader with over 25 years of experience in the mechanical contracting industry, currently serving as the Senior Vice President of Pre-Construction Services and a member of the executive leadership team at MIINC L.P. After completing a degree in Architectural Engineering at the University of Texas, Alan joined MIINC in 1998. He has held pivotal roles including Pre-Construction, Project Manager, Business Development, and Vice President of Operations. This has allowed him to experience many aspects of the mechanical contracting industry, including managing project teams, budgets, schedules, safety, quality, and contracts for a wide range of projects. This expertise enables MIINC to deliver innovative and cost-effective solutions that meet client needs and exceed expectations. Alan is the current President of MCA Texas and an Education Committee member for MCAA. He is committed to advancing the mechanical contracting field, sharing his expertise and fostering the next generation of construction professionals.

Curtis Harbour is Vice President, Labor Relations with Southland Industries based in Houston, Texas. Curtis serves as Senior VP and Treasurer of MCAA's Executive Committee and is the Past President of the Dallas, Houston and Texas MCAs.

Joe Kirmser is CEO of PremiStar, a leader in commercial HVAC, mechanical services and building automation solutions for commercial and industrial facilities. Founded in 1930 as Reedy Industries, PremiStar today employs more than 2,000 people, including over 1,700 field-based technicians. Since joining the company in 2019, Joe has created and overseen the implementation of a new business strategy that resulted in a 250% increase in revenues, a 300% increase in EBITDA, and 30 acquisitions that have expanded the company's footprint throughout the Midwest and entered the Mountain West, Southwest and Southeast regions.

Ted Lynch, CEO of Southland Industries since 2011, leads the company's strategic operations and growth of the company with a vision, passion, and dedication anchored by the company's Board of Directors. He demonstrates this commitment by always striving for superior solutions, pushing for innovation and excellence in results for clients. With extensive experience in developing the design-build-maintain delivery method, Ted's insight has contributed greatly to Southland's growth and reputation. Following a series of graduate internships, he joined the company full-time in 1996, managing several large and challenging projects in Las Vegas. Ted received a bachelor's degree and doctoral degree in architectural engineering from The Pennsylvania State University. As a co-founder of the Partnership for Achieving Construction Excellence (PACE), he remains highly involved with the industry-university alliance focused on education, research, and interaction.



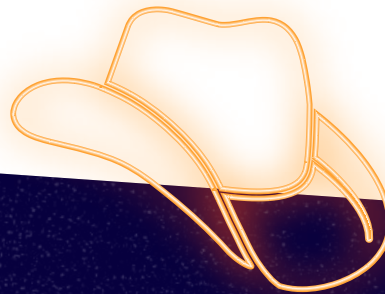
What Mechanical Contractors Need to Know About Piping Codes & Customer Specifications

WEDNESDAY, MARCH 5, 11:00 A.M. – 12:30 P.M.

Rooms 203 & 204

This presentation will help mechanical contractor managers learn how understanding the rules in the ASME B31 Piping Code can reduce risk—and how subtle provisions in customer specifications can lead to unanticipated rework.

***Walter Sperko** (Sperko Engineering) provides engineering consulting services to customers in the metal fabrication industries in the technical areas of welding, metallurgy, manufacturing processes, piping and pressure vessel design, inspection and quality assurance. Sperko Engineering also prepares and conducts training programs in piping, welding and metallurgy for the Center for Professional Advancement and ASME, as well as custom-tailored programs related to metal fabrication.*





ENTERTAINMENT



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 and Concert.

WEDNESDAY, MARCH 5, 4:00 P.M. – 6:00 P.M.

Lone Star Ballroom Foyer



CLOSING DINNER

BEVERAGES SPONSORED BY **DAIKIN GROUP**
DINNER SPONSORED BY **WATTS WATER TECHNOLOGIES**

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

WEDNESDAY, MARCH 5, 6:30 P.M. – 8:00 P.M.

Lone Star Ballroom & Griffin Hall



BRYAN ADAMS IN CONCERT

BEVERAGES SPONSORED BY **DAIKIN GROUP**

Bryan Adams has the reputation of being one the most exciting live musicians in the world. He has 17 studio albums including his latest, Grammy-nominated album “So Happy It Hurts,” “Pretty Woman–The Musical,” Classic pt. I and pt. II, which feature new recordings of his greatest hits, released digitally and in ATMOS with Platoon, also available physically with BMG. His song writing has garnered numerous awards and accolades including three Academy Award nominations, five Golden Globe nominations, a Grammy Award and 20 Juno Awards.

WEDNESDAY, MARCH 5, 8:30 P.M. – 9:30 P.M.

Doors Open at 8:00 p.m.

JW Grand Ballroom



STUDENT ACTIVITIES

Student Chapter Connection Corner

Lone Star Ballroom Foyer East

Sunday, March 2, 9:00 a.m. – 3:00 p.m.

Monday, March 3, 7:00 a.m. – 3:00 p.m.

Tuesday, March 4, 10:00 a.m. – 3:00 p.m.

Wednesday, March 5, 9:00 a.m. – 3:00 p.m.

Thursday, March 6, 7:00 a.m. – 9:00 a.m.

Curious which chapters are at MCAA25? Stop by the Connection Corner lounge to network with students during session breaks and note the “We’re Here” banner for a list of represented universities.

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.

On Tuesday morning, connect with students at the Job Fair, located in the Griffin Hall Foyer.



Student Chapter Registration

SUNDAY, MARCH 2, 1:00 P.M. – 3:30 P.M.

Lone Star Ballroom Foyer F

On Sunday, students and faculty will have their own registration desk in the foyer outside Orientation. Schools arriving on Saturday may visit the Sports Desk (1:00 p.m. – 6:00 p.m.) for onsite Fun Run/Walk and Pickleball registration.

Faculty & Industry Advisor Meeting

SUNDAY, MARCH 2, 2:00 P.M. – 3:00 P.M.

Rooms 303 & 304

First-timers to veteran twenty-year advisors are all encouraged to attend this brief meeting to review upcoming calendars and deadlines, and learn about new resources, such as the Student Chapter Recruitment Guide.

Faculty Advisors = On-Campus Advisor

Industry Advisors = Local Association Exec or designated MCAA Member Advisor



Student Chapter Orientation

SUNDAY, MARCH 2, 3:30 P.M. – 4:30 P.M.

Lone Star Ballroom F & G

*Sponsored by **Viega***

Students and faculty will review MCAA25 program highlights and logistics, plus an alumni panel will share their personal roadmaps for creating a successful convention experience. The Marco Polo matching game will also return (with prizes)—don't be late! This peer-to-peer networking game is somewhat chaotic, but that's all part of the fun!



MICHAEL LEE EVANS

PANEL MODERATOR

MILWAUKEE TOOL –
GROUP MANAGER,
TRAINING &
DEVELOPMENT



ALEXIS BROWN

MCA-OMAHA –
ASSOCIATE EXECUTIVE
(UNIVERSITY OF
NEBRASKA ALUMNI)



DERICK RAUSCH

A&A INDUSTRIAL PIPING,
INC. – PROJECT MANAGER
(FAIRLEIGH DICKINSON
UNIVERSITY ALUMNI)



SARABETH GANDARA

U.S. ENGINEERING
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ANDREW PALCAN

ORIENTATION EMCEE

MCAA CAREER
DEVELOPMENT
COMMITTEE – CHAIR
HELM GROUP –
PROJECT MANAGER

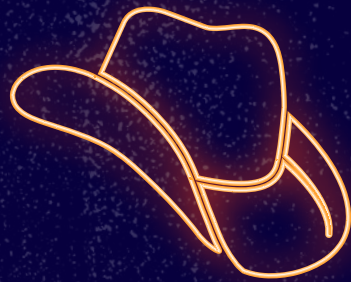
Student Chapter Networking Reception

SUNDAY, MARCH 2, 4:30 P.M. – 6:00 P.M.

Lone Star Ballroom Foyer East

*Sponsored by **Viega***

Student chapter members and advisors are encouraged to head over to the Networking Reception immediately following Orientation to continue building their peer-to-peer relationships. Anyone involved with a student chapter or wanting to be involved is welcome to attend. Swing by and say hello to the future leaders of MCAA!



“Hire Me” Job Fair at the Manufacturer/Supplier Council Exhibit

Griffin Hall Foyer

TUESDAY, MARCH 4, 7:00 A.M. – 10:00 A.M.

Sponsored by Viega

Students looking for internships, co-ops or full-time positions will be wearing “Hire Me” pins throughout MCAA25. Three tables will be set up in the foyer space of 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 4, 1:30 P.M. – 3:30 P.M.

JW Grand Ballroom

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, sponsored by *DEWALT Industrial Tool Company*, with the first-place team going home with \$10,000! These accomplished students secured their Final Four spots by submitting written proposals that rose to the top of 25+ chapter submissions for a real-world project bid (contributed by Fresh Meadow Mechanical Corporation, Fresh Meadows, NY).

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 presentations, each team will be put on the spot for an additional 10 minutes of live Q&A from the judges.

Don't miss your opportunity to vote for the MVP—Most Valuable Presenter—and cheer on your favorite team!

Student Chapter Presidents Lunch & Meeting

WEDNESDAY, MARCH 5, 12:45 P.M. – 2:00 P.M.

Rooms 201 & 202

Two student leadership representatives from each chapter are encouraged to attend and share ideas to assist MCAA's Career Development Committee in planning relevant experiences at the annual GreatFutures Forum and give feedback on areas of needed support to elevate local and national student chapter programming.

HOTEL INFORMATION

JW Marriott Austin*

110 East 2nd Street
Austin, TX 78701

Austin Marriott Downtown

304 East Cesar Chavez Street
Austin, TX 78701



**All official MCAA25 events and meetings
will take place at the JW Marriott Austin.*

App & Education Seminar Handouts

Handouts sponsored by EVAPCO, Inc.

App sponsored by NIBCO INC.

Registered attendees have received an email invitation to join the **MCAA Community** app.

After logging in, be sure to download the MCAA25 Convention guide to access the full agenda and all convention details. Education seminar handouts will be available on the app.

Complimentary WiFi

Sponsored by Aalberts IPS – Apollo Valves

Network Name: MCAA25

Password: apollovalves

SPECIAL THANKS TO OUR SPONSORS

BENEFACTOR

- Aalberts IPS – Apollo Valves: Convention WiFi
- 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 James Lawrence
- Johnson Controls, Inc.: Bento Lunchbox
- LAARS, a Bradford White Company: Convention Souvenir Bag
- MILWAUKEE TOOL: Wednesday Night Reception & Awards of Excellence Breakfast
- Procore: Souvenir Western Hat
- SLOAN: Monday Featured Lunch Speaker Kendall Toole
- GF 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 Kevin Griffin

MAJOR

- ASC Engineered Solutions: Annual 5k Fun Run & 1-Mile Walk & Weekend Austin Vibes Live Music
- Baltimore Aircoil Company: Education Seminar Speaker
- BuildOps: Wireless Charging Mousepad
- Carrier Corporation: Annual Golf Tournament Co-Sponsor, Avery Ranch Golf Club
- Morris Group International: Convention Lanyards
- Mueller Industries: Closing Breakfast
- NIBCO INC.: 4th Annual Pickleball Tournament & Convention App
- Reece: Convention Sponsor
- Service Titan: Program-at-a-Glance
- SIEMENS: Sunday Night Opening Party Beverages
- Victaulic: Annual Golf Tournament Co-Sponsor, Falconhead Golf Club
- Weldbend Corporation: Convention Souvenir Journal
- Winsupply: Sunday Night Turndown Gift

SUPPORTER

- Aquatherm LP: Convention Souvenir
- Charlotte Pipe & Foundry : Convention Souvenir
- nVent: Convention Souvenir
- Trane: Refreshment Break
- Tyler Pipe & Coupling: Convention Souvenir



MCAA26

March 15–19, 2026

JW Marriott Desert Ridge
Phoenix, AZ

MCAA

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301 869 5800 | mcaa.org