



INSULATION CONTRACTORS



ASSOCIATION OF AMERICA

2021 ICAA Convention & Trade Show



JOIN US IN SAN ANTONIO FOR THE 2021 ICAA Convention & Trade Show

at the **JW Marriott San Antonio Hill Country Resort & Spa**
September 23–25, 2021

The ICAA Convention & Trade Show is back and better than ever in 2021! This year's venue will be the perfect welcoming backdrop as the insulation industry gathers together once again. Twenty miles outside the hustle and bustle of downtown San Antonio, we will be celebrating and unwinding at the breathtaking 600-acre JW Marriott San Antonio Hill Country Resort & Spa.

We can't wait to see you there!

ICAA 2021 is your one-stop shop to learn, network, and discover. This annual industry event is where the best in the business share their latest products and services directly with contractors and customers. Additionally, every year ICAA builds an educational program based on member feedback and industry trends. Our expert-led sessions run the gamut from best practices in business operations to cutting-edge building science. The accompanying ICAA Trade Show is definitely the star of the show, featuring a powerful lineup of the insulation industry's leading suppliers and manufacturers.

As the industry and the world work back to a new normal, ICAA and the JW Marriott have thoughtfully organized an educational program and event schedule that will take into account appropriate health & safety protocols.

We encourage all insulation contractors and suppliers to join us in San Antonio – you've earned it!

ICAA 2021 Schedule-at-a-Glance

Programming Note: In order to accommodate social distancing, Thursday & Friday educational sessions will repeat: once in the morning and again in the afternoon.

WEDNESDAY, SEPTEMBER 22

1:00 pm

ICAA 2021 Golf Outing

6:00 – 8:00 PM

ICAA 2021 Welcome Reception

THURSDAY, SEPTEMBER 23

9:30 – 10:00 am

Opening Remarks

10:00 am – 3:00 pm

ICAA Trade Show Open

10:00 – 11:00 am

Tomorrow's Markets: Getting Ready for 2022

11:00 am – Noon

Tips & Tactics: Proven Ways to Recruit and Retain Employees

Noon – 1:00 pm

Lunch

1:00 – 1:30 pm

Opening Remarks

1:30 – 2:30 pm

Tomorrow's Markets: Getting Ready for 2022

2:30 – 3:30 pm

Tips & Tactics: Proven Ways to Recruit and Retain Employees

4:00 – 6:00 pm

ICAA 2021 Happy Hour

FRIDAY, SEPTEMBER 24

10:00 am – 1:00 pm

ICAA Trade Show Open

10:00 – 11:00 am

Contracts: Negotiating from a Position of Strength

11:00 – Noon

Top 10 Labor Law Issues Keeping Insulators Up at Night

Noon – 1:00 pm

Lunch

1:00 – 2:00 pm

Contracts: Negotiating from a Position of Strength

2:00 – 3:00 pm

Top 10 Labor Law Issues Keeping Insulators Up at Night

SATURDAY, SEPTEMBER 25

9:30 – 11:00 am

SPF Applications: When, Where, How
BPI CEU credits earned with this session!



Photo by: Matt Flory - TPE San Antonio

ICAA 2021 Schedule Details

WEDNESDAY, SEPTEMBER 22

1:00 pm

ICAA 2021 Golf Outing

Join your industry colleagues on the links and reconnect before the show gets started! The gorgeous PGA-rated Canyons Course on the hotel premises will be the venue for the always popular ICAA golf outing.

Additional fee required for Golf Outing. See registration page.

6:00 – 8:00 PM

ICAA 2021 Welcome Reception

Join us on the resort’s Great Lawn area, just steps from the hotel lobby, as we gather to celebrate getting “Back in the Saddle” and coming together as an industry once again.

THURSDAY, SEPTEMBER 23

Programming Note: *In order to accommodate social distancing, Thursday & Friday educational sessions will repeat: once in the morning and again in the afternoon.*

9:30 – 10:00 am

Opening Remarks

ICAA President Terry Burnham and ICAA Executive Director Michael Kwart will officially open the event and welcome us “Back in the Saddle.”

10:00 am – 3:00 pm

ICAA Trade Show Open

10:00 – 11:00 am

Tomorrow’s Markets: Getting Ready for 2022

Join Dr. Peter Andersen as he highlights what’s next for the U.S. economy, including an overview of the recovery to expansion, the housing cycle, inflation and interest rates, and more. Dr. Andersen will skillfully separate key signals from the noise and highlight the economic issues of the day as he puts expert economic analysis into usable terms.



11:00 am – Noon

Tips & Tactics: Proven Ways to Recruit and Retain Employees

You’ll hear about low- or no-cost, practical, action-oriented recommendations to find employees, and you’ll learn about the power of networking and new recruiting techniques. We’ll help you understand the elements of a “stay interview” so you can understand what to do to keep your star employees, and to learn to identify the five red flags that can derail your recruiting and hiring process.

Noon – 1:00 pm

Lunch

1:00 – 1:30 pm

Opening Remarks

1:30 – 2:30 pm

Tomorrow’s Markets: Getting Ready for 2022

2:30 – 3:30 pm

Tips & Tactics: Proven Ways to Recruit and Retain Employees

4:00 – 6:00 pm

ICAA 2021 Happy Hour

Tonight we’ll gather on the River Bend Pavilion Lawn and toast the official opening of ICAA 2021.

FRIDAY, SEPTEMBER 24

Programming Note: In order to accommodate social distancing, Thursday & Friday educational sessions will repeat: once in the morning and again in the afternoon.

10:00 am – 1:00 pm

ICAA Trade Show Open

10:00 – 11:00 am

Contracts: Negotiating from a Position of Strength

Love it or hate it, every insulator has to review contracts, and this only gets tougher as contracts become more sophisticated. We'll break down general contractor (GC) contract terms to help you redirect risk and liability; explain key terms, conditions, and problematic clauses; and identify tactics to use in your next contract negotiation with the GC. Learn what to insist on and where you can be flexible. In addition, we'll highlight ICAA Standard Exclusions and Clarifications, the new ICAA Standard Terms and Conditions Addendum, ICAA Model Disclaimers, and the AIA 401 Standard Form and Consensus Docs. Because dealing with homeowners is a lot different than dealing with GCs, we'll also address the Terms and Conditions for new construction vs. retrofit projects. Finally, in light of recent supply chain disruptions, we'll show you how to compensate for scarcity of materials and raw material cost increases in your contracts.

11:00 – Noon

Top 10 Labor Law Issues Keeping Insulators Up at Night

In this session, we'll run the gamut from demonstrating arm's length agreements when hiring independent contractors, to your obligations under Davis-Bacon for prevailing wage jobs, to the overtime rule under the Fair Labor Standards Act. We'll also answer the following questions:

- ▶ Must we pay our employees for lunch periods and/or non-meal breaks?
- ▶ How do we correctly pay overtime on piece rate?
- ▶ When employees arrive to work earlier than scheduled, does their pay begin when they arrive or when they begin working?
- ▶ Is it legal for us to furnish I-9 forms to a GC who demands them?
- ▶ Are we liable for penalties resulting from an independent contractor's failure to comply with OSHA and insurance requirements?
- ▶ How do we maintain an arm's length relationship with an independent contractor?
- ▶ Are H-2B Visas an option for insulation contractors in need of employees?
- ▶ Now that marijuana is legal in my state, what can I do to ensure my employees are not high on the job??



Photo by: Barbara Kraft

NOON – 1:00 pm

Lunch

1:00 – 2:00 pm

Contracts: Negotiating from a Position of Strength

2:00 – 3:00 pm

Top 10 Labor Law Issues Keeping Insulators Up at Night

SATURDAY, SEPTEMBER 25

9:30 – 11:00 am

**SPF Applications:
When, Where, How**

BPI CEU credits earned with this session!

Learn about proper applications for a variety of conditions, substrates, and climates, including



curing guidance and line flushing protocols. We'll cover which foam applications work best for metal buildings, inspecting installs, setting up an optimal SPF rig, maintaining A:B ratios, and ensuring efficient spray techniques, even under extreme conditions.



Thank you to our ICAA 2021 Convention & Trade Show Sponsors!

Sponsors as of 7/5/21

PLATINUM

DIAMOND

GOLD

SILVER

BRONZE

Photo by: Sarah Keever-SK Photography

Hotel Information



JW MARRIOTT

SAN ANTONIO HILL COUNTRY

**JW Marriott San Antonio Hill Country
Resort & Spa**
23808 Resort Parkway
San Antonio, Texas 78261



Rate

\$256 per night (single/double), plus tax
Complimentary WiFi included in room

Reservations

Online: <http://bit.ly/icaa2021hotel>
Phone: 877-622-3140

If making reservations by phone, be sure to reference the ICAA Convention & Trade Show.

Book hotel rooms as early as possible to secure room availability and discounted group rate.

Please note: *Unauthorized groups falsely representing themselves as agents of ICAA or JW Marriott may solicit attendees to book guest rooms. The ONLY official way to book rooms is by using the link or phone number above. Rooms booked on your behalf through an alternative method could carry hidden costs and are not guaranteed.*

Transportation

The resort is 14 miles NE of the airport and drive time is estimated at 20 minutes. Please note that the resort does not operate an airport shuttle.

For questions about the JW Marriott San Antonio Hill Country Resort & Spa, please visit <http://bit.ly/icaa2021hotelfaqs>.



Nestled amid 600 acres of oak-covered hills and surrounded by a natural landscape of Southwestern splendor, JW Marriott San Antonio Hill Country Resort & Spa provides an inspired retreat. The resort strives to spark the imagination with well-curated, immersive experiences designed to deepen your journey in Texas Hill Country.

This award-winning San Antonio resort replenishes spirits with intuitive service and cultivated amenities. From modern rooms with countryside views to renowned on-site culinary concepts, each moment of your stay has been carefully choreographed. Indulge in soothing spa treatments, play a round at one of two PGA-certified golf courses, and delight in a sprawling aquatic park. These artfully selected offerings, along with an attention to craft and detail, have garnered endless acclaim for the Hill Country resort.

Need more convincing?!

The JW Marriott San Antonio Hill Country Resort and Spa offers seven distinctive restaurants, featuring juicy steaks, Sunday brunch, delectable local fare and hand-crafted cocktails. The resort's rejuvenating Lantana Spa embraces the spirit and traditions of Latin American Curanderos with a full menu of massage, beauty, and wellness therapies. Family fun awaits at the River Bluff Experience, a nine-acre onsite water park featuring a 1,100-foot lazy river, and a relaxing parents' getaway is available at the adults-only infinity pool. The Hill Country resort also includes outdoor tennis courts, nature trails, table tennis, a whirlpool spa, and more.

The JW Marriott San Antonio Hill Country Resort & Spa is an inspiring destination with something for everyone – from a luxurious spa to hiking & biking to golf – all onsite and offering quiet luxury in the beautiful Texas Hill Country.

**Join us for the ICAA 2021 Golf Outing
Wednesday, September 23, 2021
1:00 pm**

The Canyons Course, designed by the renowned golf course architect Pete Dye, considered by many to be the most influential golf course architect of the past five decades, stands on its own as a tournament venue in terms of design, strategy, and beauty.

Working with PGA TOUR player consultant Bruce Lietzke, Dye crafted the par-72, 7,106-yard Canyons Course. Dye's signature wide fairways, stately stands of oak and cedar trees and panoramic views of the adjacent Cibolo Canyons create a breathtakingly beautiful and enjoyable challenge for scratch golfers and novices alike.

Additional fee required for Golf Outing.
See registration page.



Course Information

- ▶ 18 holes, 7,106 yards
- ▶ Par for course: 72
- ▶ Designed by Pete Dye
- ▶ Register for the ICAA 2021 Golf Outing at www.insulate.org/icaa2021



San Antonio: Alive with Innovation and Excitement

A city rich in history, bursting with culture, and booming with expanding attractions and events, San Antonio has something for everyone. Start with the Alamo and UNESCO World Heritage Missions and discover contemporary spaces like Pearl and Southtown – the city offers a level of innovative food, events, and culture that is second to none.

Few destinations provide a sense of place like San Antonio. Here, the bell towers of Spanish colonial missions have greeted mornings for almost 300 years. Mexican, European, and Western cultures blend into a unique personality.

Much of the city's unforgettable landscape has grown along the banks of the River Walk where stone paths run aside the San Antonio River connecting hotels, restaurants, and shops. The 15-mile River Walk also links Spanish Colonial Missions (a World Heritage Site, along with the Alamo), museums, public art, and the Pearl, a former brewery reborn into an eclectic mix of shops, restaurants, and entertainment.

Famed for Tex-Mex, San Antonio is gaining attention for *Tex-Next* as the nation's next big culinary destination. From notable restaurants to the Culinary Institute of America, there's something to satiate every palate. Plus, over 50 golf courses and theme parks like SeaWorld San Antonio and Six Flags Fiesta Texas make the city a wonderful place for families.



All Photos Courtesy of Visit San Antonio



Registration Information

Register Online at www.insulate.org/icaa2021

REGISTRATION FEES

	Before Aug 1	After Aug 1
ICAA Member	\$495	\$545
Each additional attendee from same member company	\$445	\$495
Non-Member	\$695	\$745
Each additional attendee from same non-member company	\$645	\$695
Spouse	\$135	\$135
Child (16 and under)	\$45	\$45
Golf Outing	\$189	\$189

Golf registration fee includes green and cart fees, practice balls and use of practice facility, service charge, and tax. Clubs available at \$79 per set. To order clubs, contact Andy Cuellar at 210-491-5820 or andycuellar@pgatourtpc.com. Club rental fee will be paid directly to JW Marriott.



Photo by: Barbara Kraft

Not an ICAA Member? Join today!
New Members get a FREE registration!
www.insulate.org/join

The Fine Print

Registration fees include entrance to the Trade Show, reception/happy hour and scheduled meals, and all educational sessions.

Cancellation Policy: Registration fees for cancellations received in writing by August 1, 2021 will be credited toward next year's Convention (minus a \$100 processing fee). Cancellations after this date or no-shows will forfeit registration fee. Educational sessions subject to change.

Special Cancellation Notice: If ICAA cancels due to COVID-19/pandemic restrictions, registrants will be credited full amounts paid.

ALL ATTENDEES must follow all additional health & safety protocols put in place by JW Marriott and/or ICAA.

CONTRACTOR BOGO SPECIAL!

Buy one registration, get one for \$150 BOGO discount applied in online registration.

All contractors eligible. BOGO not available for golf registration.



Photo by: Kody Melton



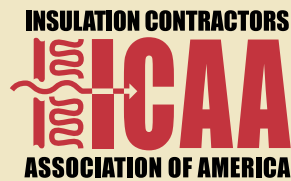
Photo by: Kody Melton

Come to the
2021 ICAA Convention & Trade Show
JW Marriott San Antonio Hill Country Resort & Spa | September 23–25, 2021

Your one-stop shop to learn, network, and discover!
Register Online at www.insulate.org/icaa2021



Photo by: Chemistry Atlanta



901 King Street, Ste. 101
Alexandria, VA 22314
703-739-0356

icaa@insulate.org
www.insulate.org