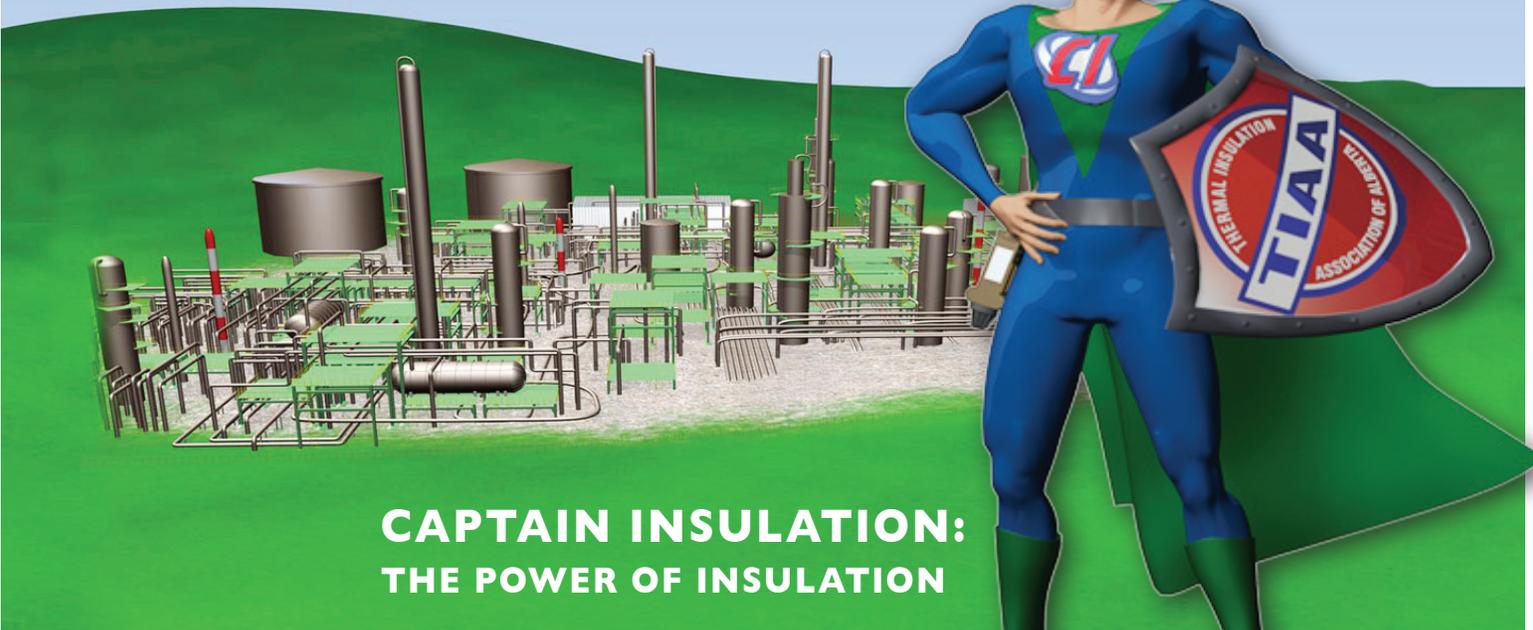




# 2011 ANNUAL REPORT



**CAPTAIN INSULATION:  
THE POWER OF INSULATION**





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## MISSION STATEMENT

*TIAA's mission is to improve and elevate the technical and general knowledge of the mechanical insulation industry in Alberta, promoting excellence in manufacture, application and installation of all insulation products and materials, with just and honorable practice in the conduct of business.*

## OBJECTIVES:

- 1. To promote the consideration and discussion of all matters affecting the insulation industry.*
- 2. To promote cooperation amongst the members on all matters affecting the insulation industry.*
- 3. To interact with and provide facilities for any public or private bodies in matters affecting the insulation industry.*
- 4. To improve and elevate the technical and general knowledge of persons engaged in the insulation industry.*
- 5. To promote excellence in the manufacture, application and installation of all insulation products and materials, together with just and honorable practice in the conduct of business and to suppress malpractice.*
- 6. Thermal Insulation Association of Alberta shall be non-political and non-sectarian.*

# Thank you to the 2010 – 2011 Board

## **TIAA Northern Chapter**

President - Mark Trevors

Vice President - Dan Gagne

Director - Pat Pearson

Past President (Provincial) & Treasurer - Ron Richards

## **TIAA Southern Chapter**

President (Provincial) - Laurie Peloquin

Vice President - Murray Wedhorn

Director - Wheeler Boys

Director - Doug Warnick

# Welcome to the 2012 Board & Committee Members

## **TIAA Northern Chapter**

President (Provincial) - Mark Trevors

Vice President - Pat Pearson

Director - Dan Gagne

Director - Rob Davis

## **TIAA Southern Chapter**

President - Laurie Peloquin

Vice President - Wheeler Boys

Director - Doug Warnick

Director - Murray Wedhorn

## **Committees:**

Labour Relations - Pat Pearson

Apprenticeship - Paul Blinzer (NAIT) and  
Duane Sylvester (SAIT)

Skills Committee - Paul Blinzer; Geoff Harrison,  
John Garman, Ron Milich

Occupational Health & Safety - Ron Conroy

TIAC Contractor's Representative - Mark Trevors

Social    North Chapter - Jason Meikle  
             South Chapter - Murray Wedhorn

TIAA Scholarships - Paul Blinzer; Mark Trevors,  
Bill Book

TIAA Trade Promotion (PITA) - Bill Book,  
Geoff Harrison, Murray Wedhorn



# 2012 Annual General Meeting

RED DEER LODGE • RED DEER, ALBERTA

Thursday, May 24, 2012 • 4:00 PM

## AGENDA

1. Call to Order, Proxies Announced and Confirmation of Quorum
2. Introduction of New Members
3. Motion to Accept the Agenda
4. Approval of the Minutes of the 2010 Annual General Meeting
5. Old Business
  - Marketing Plan Update
6. Committee Reports
  - Labour
  - Apprenticeship
  - OH & S
  - Social
  - AEEA Representative
  - TIAC Report
7. Treasurer's Report
  - Financial Statements and Auditors Report
  - Appointment of an Auditor for the 2012 Year
8. Other Business
  - TIAC Conference Draw
9. Adjournment



# 2010 Annual General Meeting Minutes

RED DEER LODGE • RED DEER, ALBERTA

Thursday, November 25, 2010

## In attendance:

Adler Insulation (2005) Ltd.

Alberta Heat Savers Inc.

Albrico Kaefer Services Ltd.

Altair Contracting

Book Insulations Ltd

Burnaby Insulations/SPI

Crossroads C & I Distributors

FibreX Insulations Inc.

Fuller Austin Inc.

Hallbook Enterprises

ITW Insulation Systems Canada

Key Thermal Inc.

NAIT

Northern Industrial Insulation Contractors

Nu-West Construction Products

Reflex Manufacturing Ltd.

Steels Industrial Products Ltd.

Tempro Tec Inc.

Thomas Insulation Inc.

Westerra Insulation Inc.

TIAA Office

Caleb Schoepp

Hal Hargreaves

Wheeler Boys  
Ray Brown

Mark Trevors

Bill Book

Guy Mondor  
Emilio Sharez

Derek Haun  
Korey Haun  
Adam Miller  
Mike Noel  
Murray Wedhorn

Ted Bartman

Ron Richards

Travis Book

Greg Kamprath  
Bo Spellman

Kevin Botha

Marcel Prefontaine  
Paul Blinzer  
John Garman  
Jamie Willis

Andrew Buchanan

Sheldon Dobish  
John Conti  
Scott Norton

Jason Meikle

Geoff Harrison  
David Ieruella

Gerald Hodder  
Doug Warnick

Laurie Peloquin

Daniel Gagne  
John McKnight

Erika Rauser

## Members absent:

3M Canada Company

Aecon Lockerbie Industrial Inc.

Alberta Insulation Supply & Service

Amity Insulation Group Inc.

Brock White Canada Company

C.J. Metal Erectors Ltd.

Connelly Industrial Insulation

Dewar Western Inc.

HADROB Contracting Ltd.

Ideal Products of Canada Ltd.

Insul Covers Inc.

Inter City Insulation

Johns Manville Corporation

Knauf Insulation

Manson Insulation Products

Matkovic Holdings Ltd.

Park Derochie Coatings Ltd.

Plasti Fab

Pro Insul Limited

R & M Insulation Ltd.

REPPSCO Services Ltd.

Thermal Systems KWC Insulation

Tri Western Insulation Ltd.

Westcal Insulation Ltd.

Westcor Services Limited

Western Viking – SPI

Westgate Insulation (1993) Ltd.

Westglas Insulation Ltd.

Wil-Therm Insulation Inc.

Wrapex Industrial Services

## **1. Call to Order, Proxies Announced and Confirmation of Quorum**

Quorum was verified by Erika Rauser. Laurie Peloquin called the meeting to order at 4:05 pm.

Proxies received:

- Johns Manville Corporation has assigned their proxy to Murray Wedhorn
- Knauf Insulation has assigned their proxy to Guy Mondor
- Thermal Systems KWC Insulation Ltd. has assigned their proxy to Murray Wedhorn
- Tri Western Insulation has assigned their proxy to Murray Wedhorn
- Westcal Insulation has assigned their proxy to Murray Wedhorn

## **2. Introduction of New Members**

Travis Book with Hallbook Enterprises was introduced to the membership and presented with his membership plaque.

## **3. Motion to Accept the Agenda**

Moved by Guy Mondor that the agenda be approved as circulated

Seconded by Corey Haun

Carried.

## **4. Approval of the Minutes of the 2009 Annual General Meeting**

Reflex Manufacturing is reflected as both present and absent in the minutes – this will be amended to show them as present only.

Moved by Curtis Schoepp that the minutes of November 26, 2009 be approved as amended

Seconded by Ted Bartman

Carried.

## **5. Old Business**

- TIAA Website Update

The new website was presented to those in attendance. Suggestions for potential site enhancements include adding a photo gallery and adding an online scholarship application. Also recommended was to add the NAIT apprenticeship course cost and timeline information for easy access.

## **6. Correspondence Received/Sent**

- Update on the Alberta Energy and Efficiency Alliance

Glen Belyea from Nu-West Glen BeConstruction provided the following update on the November 4 Alberta Energy and Efficiency Alliance:

“Our industry was fairly well represented as Pat Tilley (Heat and Frost), Ted Bartman (Fibrex) and Jim Flower (Pro-Insul) accompanied Steve Clayman (TIAC) and they had some product on display at a table top stand in the foyer. Also Lionel Williams from Altair was there as was Jeff Passay (Crossroads) and myself. There were several lighting people, engineers, government officials, developers, energy auditors (non-insulation) among others.

Steve Clayman had the opportunity to talk briefly as a part of the Building and Construction panel. A gentleman from a sister company of Altair in the US (cannot recall name) also discussed mechanical insulation.

This association appears to be on the right path, but I am not sure they fully understand or value what our industry can offer in the way of energy savings. Energy Efficiency encompasses a wide cross section of construction including residential, commercial, institutional and industrial and I think our industry needs to keep a voice in this association. I would strongly recommend that TIAA becomes a member (if they are not already) and should have someone from their board at every meeting. We have a pretty strong message to deliver and this may require an increased effort from TIAA.”

Continued on page 8

Continued from page 7

L. Peloquin announced that the board had passed a motion to join the Alberta Energy and Efficiency Alliance at the board meeting earlier that day and that Doug Warnick will be the representative for this organization on behalf of TIAA.

## **7. Committee Reports**

### **• Labour**

See November 2010 TIAA Labour Report (page 10).

### **• Apprenticeship**

See November 2010 Apprenticeship Report (page 11).

### **• OH & S**

See November 2010 OH&S Report (pages 12-14).

### **• Social**

The north and south chapters are looking at potentially doing a combined winter event in 2011. Additional details will be provided.

### **• TIAC**

See TIAC Report (page 13).

## **8. Treasurer's Report**

Gary Pears Professional Corporation undertook a review engagement of the October 31, 2010 year-end financial statements. Highlights from the financials were shared with the membership.

Moved by John McKnight that the year-end reviewed financial statements as at October 31, 2010 be accepted as presented

Seconded by Bill Book

Carried.

Moved by M. Wedhorn that Gryzko Harper Bouw be appointed as the auditing firm for the 2010/2011 fiscal year

Seconded by R. Richards

Carried.

The budget for 2010/2011 was finalized at the board meeting and was presented to the membership. It was noted that there will be a strong focus during the coming year on promotion of the insulation industry and garnering public awareness.

Moved by Mike Noel that the 2010/2011 budget be accepted as presented

Seconded by Ray Brown

Carried.

## **9. Bylaw Amendments**

The membership was asked to consider a motion to repeal and replace the bylaws as filed April 25, 2001 with updated bylaws that include the following changes:

- Removal of objects – these are no longer permitted to be embedded in the bylaws, Corporate Registries now requires that these are kept separate from the bylaws
- Change fiscal year from November 1 – October 31 to January 1 – December 31. This will facilitate accounting and will coincide with the membership year
- Clauses 3.1.1 and 3.2.1: membership dues are not a true receivable so this clause has been reworded
- Clause 3.1.2 Membership Sections: this clause has been removed since it was unnecessary
- Clause 3.4.1: this clause has been removed and replaced with a policy

- Clause 3.7: no current code of ethics exists, so this clause has been amended accordingly, and references to fines have been removed
- Clause 5.1: Change AGM to be held within six months of the fiscal year end rather than four months, so that it can be held in May
- Clause 6.2 Membership Dues: this clause has been removed since the annual membership dues would be included in the budget which is ratified by the membership at the Annual General Meeting
- Clause 7.3: Update clause re borrowing of funds to align with Societies Act requirements
- Clause 8.8.4: Requirement that in order for any member to be eligible for nomination as President must have served on the board previously for at least one year
- Clause 8.8.4: The Past President to assume the role of Treasurer
- Clause 8.9: Allow for option for removal of a board member by majority vote at a board meeting if they miss more than two board meetings in a fiscal year
- Clause 8.10: term of office changed to a two year term from a one year term
- Clause 9.1: updated the standing committees
- Clause 11.1: Specify that the books and financial records must be audited once per year
- Clause 15.1: Members wishing to inspect the Association books can do so at the Association office rather than at the Annual General Meeting

Moved by M. Wedhorn that the current TIAA bylaws as filed on April 25, 2001 be replaced with the bylaws as provided to the membership on November 25, 2010

Seconded by M. Trevors

Carried.

#### **10. Appointment of the 2010/2011 Board of Directors**

The 2010/2011 board of directors as elected/appointed at the October 12 North Chapter and October 14 South chapter meetings was introduced to the membership:

##### **TIAA Northern Chapter**

|                            |              |
|----------------------------|--------------|
| President                  | Mark Trevors |
| Vice President             | Dan Gagne    |
| Director                   | Pat Pearson  |
| Past President             | Ron Richards |
| (Provincial) and Treasurer |              |

##### **TIAA Southern Chapter**

|                        |                 |
|------------------------|-----------------|
| President (Provincial) | Laurie Peloquin |
| Vice President         | Murray Wedhorn  |
| Director               | Wheeler Boys    |
| Director               | Doug Warnick    |

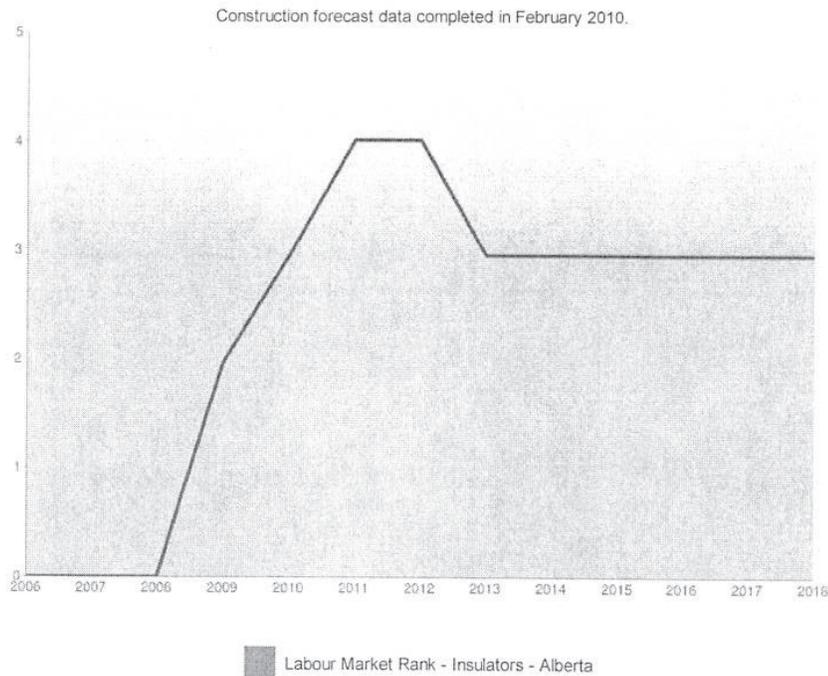
Meeting adjourned at 4:55 pm.

# Labour Report

NOVEMBER 2010

## News

- Oil sands projects continue with new announcements that sustain and gradually increase the high level of activity. Other non-residential activity in commercial and institutional keeps the same even pace of growth. By the end of the 2011 year, non-residential construction employment rises about 10 percent above the 2008 peak.
- Alberta's economic growth averages 2 percent to 2013 and then picks up to average 2.2 percent per year thereafter, driven to a large extent by the return of higher oil and gas prices, stronger trading partner growth, and rising oil sands investment.
- Limited job losses in 2009 are followed by strong recovery in industrial projects. These demands are partly offset by the average age profile for insulators. Recruiting outside of construction will be required, especially in 2011 and 2012, as unemployment drops below normal levels.
- At the present time there is still over 120 insulators required for work at Shell Canada sites.
- Over 100 insulators required for Suncor projects.
- Below is a supply and demand forecast for insulators which shows excess demand for next couple of years.



For Labour Market Rankings: 1=Excess supply... 5=Excess demand (?)

Sources: Construction Sector Council (2009 - 2018), Statistics Canada, Bank of Canada, CMHC, HRSDC.

# Apprenticeship Report

NOVEMBER 2010

There is presently a class of 20 3rd Year students who have started their classes on October 25 and 24 2nd year students who have started their classes on November 1. The rest of the classes are listed as follows.

| Class    | Date             | Capacity | Enrolled |
|----------|------------------|----------|----------|
| 1st Year | Jan 10 – Feb 18  | 24       | 24       |
| 3rd Year | Jan 03 – Feb 25  | 24       | 24       |
| 1st Year | Feb 28 – Apr 08  | 24       | 24       |
| 2nd Year | Feb 28 – Apr 08  | 24       | 24       |
| 1st Year | Apr 11 – May 20  | 24       | 4        |
| 2nd Year | Apr 11 – May 20  | 24       | 6        |
| 1st Year | May 24 – June 30 | 24       | 2        |
| 2nd Year | May 24 – June 30 | 24       | 1        |

Asbestos Removal and Abatement classes are being offered at NAIT on the following dates: December 4, 5, 2010, March 5, 6, 2011, April 16, 17, 2011 and June 4, 5, 2011. NAIT is also offering Asbestos Courses and Asbestos Recertification Exams on request. For more information contact the Continuing Education at 780-378-5383.

NAIT held their annual Open House on October 15 and 16 and it was a great opportunity to meet with people looking for a career in the Insulation Trade.

Canada Career Week Fair was held on November 19 and 20 at the Edmonton Expo Center where I had an opportunity to meet with Minister Thomas Lukazuk and to meet with prospective workers for our trade.

Rob Berger and I attended the RAP Awards Ceremony on November 5 where we had the chance to meet administrators and students involved in the RAP Program among which was Tate Logan of Alberico Kaefer Services Ltd.

If there are any questions or comments you can direct them through me at (780) 378-7322.

Thank you.  
Paul Blinzer  
NAIT Insulation Program

## AEI Employer Data Publication

### Alberta Employer Performance Data

Starting in September 2010, Alberta Employment and Immigration (AE&I) will be posting annual performance information about Alberta employers. The first report will include data from 2005 to 2009.

### What the report includes

This report includes occupational fatality numbers, the lost-time claim numbers, and lost-time claim rates for employers in Alberta who are required to have a WCB-Alberta account.

A lost-time claim rate can serve as an indicator of a company's safety performance but it is not a conclusive measure by itself.

WCB-Alberta provides AE&I with data collected as part of its administration of the Workers' Compensation Act. For the purposes of the new employer performance reports, WCB-Alberta provides the following data as of March 31 for each year:

- Industry codes
- Number of claims accepted
- Number of fatality claims
- Insurable earnings for the year (payroll)

This is point-in-time information. If changes are made to claims status, industry codes, or insurable earnings after March 31, the data in WCB-Alberta's records may differ from the published reports.

The workers' compensation system is a no-fault mutual insurance system, so the data collected does not attribute fault.

### Interpreting the data

#### Lost-time claims

The number of lost-time claims shown on the current report have been accepted by WCB-Alberta as of March 31, 2010. Claims can be registered by an employer, an injured worker, or a health care provider within two years of the incident, so these numbers may change slightly over time. WCB-Alberta regularly audits employers to ensure they are reporting claims properly.

Lost-time claims are cases where a worker was injured seriously enough to miss time from work. WCB-Alberta managed approximately 27,000 lost-time claims in 2009.

#### Insurable earnings

Insurable earnings figures can change if employers modify the figures they have reported to WCB-Alberta, or if WCB-Alberta conducts an audit. Industry codes may also change as a result of employers changing their operations.

Website: [www.wcb.ab.ca](http://www.wcb.ab.ca)  
Toll-free: 1-866-922-9221 (within AB)  
Edmonton Ph: 780-498-3999  
Calgary: Ph: 403-517-6000

E-mail: [contactcentre@wcb.ab.ca](mailto:contactcentre@wcb.ab.ca)  
1-800-661-9608 (outside AB)  
Fax: 780-498-7999  
Fax: 403-517-6201

Box 2415, 9912-107 Street  
Edmonton, AB T5J 2S5

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WCB-559



### Fatality claims

The number of fatalities shown on the report have been accepted by WCB-Alberta as of March 31 of each year. The fatalities are shown in the year they were accepted, not by the year that they occurred.

With the publication of fatality claim data, it is important to understand a few key elements about work place fatalities:

- Fatality is a work place incident that results in a worker's death.
- A delayed fatality is a situation where a work place incident leads to a worker's death months or years after the original incident. For example:
  - a. An incident resulting in severe injury to the worker requiring extensive treatment. Years later, a related surgery results in the worker's death from surgical complications. The fatality is investigated and accepted. The fatality date is the date of acceptance.
  - b. An incident results in a severe injury resulting in paraplegia. Gradual onset of medical conditions related to the paraplegia ultimately result in the worker's death many years after the initial injury. Again the fatality date is the date of acceptance.
- In many of those cases, a worker may not be connected to his or her original workplace and may have lost touch with his employer. This means there may cases where a fatality has been assigned to an employer, although the employer may be unaware.
- The date of a fatality is the date WCB-Alberta has confirmed the death is work related and accepts the claim. This is different from the date of death (DOD) or the date of accident (DOA)
- Occupational disease fatalities may be assigned to an employer or, in most cases, to an industry. Assignment of the case from employer to industry reflects the long-term exposure required for the development of the occupational disease. Exposure often involves more than one workplace in a worker's lifetime.

In 2009, WCB- Alberta accepted 110 work-related fatalities.

### Person years

AE&I uses WCB-Alberta data to calculate the person-years estimate and lost-time claim rates for employers.

### Reporting differences

AE&I and WCB-Alberta have different business reporting requirements, so the statistics released by AE&I and by WCB-Alberta are not expected to be identical.

### Where to find more information

For questions about the five-year employer lost-time claims and fatality reports, employers should contact AE&I at 1-866-415-8690. AE&I can supply details about this information, including claims, what the insurable earnings figures are and how the person years were determined.

Website: [www.wcb.ab.ca](http://www.wcb.ab.ca)  
 Toll-free: 1-866-922-9221 (within AB)  
 Edmonton Ph: 780-498-3999  
 Calgary: Ph: 403-517-6000

E-mail: [contactcentre@wcb.ab.ca](mailto:contactcentre@wcb.ab.ca)  
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# TIAC Report

NOVEMBER 19, 2009

The TIAC Conference was held in Kelowna, BC from Saturday, September 18th to Tuesday, September 21st. Approximately 100 companies were representative with 200 people attending. All of the Sectional meetings were well attended and good suggestions and recommendations came out of them all. Attached are the contractor's sectional meeting minutes. The Contractors section had 25 representatives from 19 companies. Fortunately or unfortunately, almost half the contractors were from Alberta. The manpower shortages were mainly in the western provinces for both the union and non-union sectors. I have been nominated for another year as the Contractors Chair with Perry Pugh staying on as the alternate.

The hot topic was the mechanicals/general mechanicals signing agreements directly with the insulator unions and hiring insulators directly. This is not a positive action for our future work and survival in the business.

The conferences coming up are as follows:

- 2011 MAUI, HAWAII, NOVEMBER 13-16
- 2012 QUEBEC CITY, QUEBEC, SEPTEMBER
- 2013 THUNDER BAY, ONTARIO, AUGUST
- 2014 VICTORIA, BC

The Willow Management Group is still working out very well for TIAC and items are being done in a quick and professional way.

TIAC Times is being produced by a third party (Point One Media) and the articles produced make sense for our business.

Mike MacDonald is our President and is serving his second year of his two year term. First Vice President is Gerald Hodder. The 2nd Vice President is Perry Pugh. Chris Ishkanian is the Past President. Financially, I believe that TIAC is in the best shape it has been in for the last 10 years with actual goals to achieve in selling the insulation market as a whole.

TIAC is developing a new brochure which the draft copy is attached. Some minor changes to some wording are being done. NIA has a brochure out – *“THE POWER OF INSULATION”*– which is a great brochure developed with aspects to all of our industry. I believe that TIAA needs to review this and try to get this similar one done up to pass onto the government and owners.

Mark Trevors

# The Year in Review

## A lot can happen in a year....

Well, technically, a year and a half, since due to the bylaw amendments passed at the November 2010 TIAA Annual General Meeting changing the fiscal year, there was no Annual General Meeting in 2011. Let's have a look at a few of the things that have been keeping the TIAA board busy since our last Annual General Meeting:

- **A superhero has been born.** Specifically, Captain Insulation! An initiative coming out of TIAA's marketing plan, most members had the opportunity to meet Captain Insulation at the May 12 TIAA 50th Anniversary Gala. Captain Insulation will also be representing TIAA at the Global Petroleum Show in Calgary June 11 – 13, as well as at future industry events. And like all good superheroes, Captain Insulation even has his own video – if you have not already done so, be sure to check it out at [www.captaininsulation.ca/](http://www.captaininsulation.ca/).
- **Halfway to a hundred...** TIAA turned 50 in 2012, and we celebrated with a big bash at the Westerner Park in Red Deer on Saturday, May 12. Over 150 members of industry, old and new, came out to the festivities, which included caricaturists, photo stations and lots of catching up.



**Visit the TIAA website at [www.tiaa.cc](http://www.tiaa.cc) to see more 50th anniversary photos, as well as pics highlighting other TIAA events!**



# TIAA Membership - On the Grow!

TIAA would like to thank its member companies for their continued support of the association and involvement in the thermal insulation industry.

## CONTRACTOR

ADLER INSULATION (2005) LTD.  
AECON INDUSTRIAL WESTERN INC.  
ALBERTA HEAT SAVERS INC.  
ALBERTA INSULATION SUP & SERVICES LTD.  
ALBRICO KAEFER SERVICES LTD.  
ALTAIR CONTRACTING ULC  
BOOK INSULATIONS LTD.  
C.J. METAL ERECTORS LTD.  
CONNELLY INDUSTRIAL INSULATION SER. LTD.  
DEWAR WESTERN INC.  
FULLER AUSTIN INC.  
HADROB CONTRACTING LTD.  
HALLBOOK ENTERPRISES LTD.  
INSUL COVERS INC.  
INTER CITY INSULATION LTD.  
MATKOVIC CONTRACTING LTD  
MATKOVIC HOLDINGS LTD.  
MAVERICK INSULATION AND MAINTENANCE LTD.  
NORTHERN INDUSTRIAL INSULATION CONTRACTORS INC  
PARK DEROCHIE INC.  
PARKER KAEFER WESTERN LTD.  
PRO INSUL LIMITED  
PRO-TECH INSULATION  
R & M INSULATION LTD.  
REFLEX MANUFACTURING LTD.  
REPPSCO SERVICES LTD.  
SILVERLINE INSULATION 2005 LTD  
SMITS INSULATION  
THERMAL SYSTEMS KWC INSULATION LTD.  
THOMAS INSULATION INC.  
TRI WESTERN INSULATION LTD.  
WESTCAL INSULATION LTD.  
WESTCOR SERVICES LIMITED  
WESTERRA INSULATION INC.  
WESTGATE INSULATION (1993) LTD.  
WESTGLAS INSULATION LTD.  
WRAPLEX INDUSTRIAL SERVICES LTD.

## SUPPLIER

3M CANADA COMPANY  
AMITY INSULATION GROUP INC  
BARRIER INSULATION  
BROCK WHITE CANADA COMPANY  
BURNABY INSULATIONSPI  
CROSSROADS C & I DISTRIBUTORS INC.  
FIRWIN  
IDEAL PRODUCTS OF CANADA LTD.  
IIG-LLC  
ITW INSULATION SYSTEMS CANADA  
JOHNS MANVILLE CORPORATION INC.  
KNAUF INSULATION  
MANSON INSULATION PRODUCTS LTD.  
NU-WEST CONSTRUCTION PRODUCTS INC.  
PLASTI-FAB LTD.  
ROXUL INSULATION  
STEELS INDUSTRIAL PRODUCTS LTD.  
TEMPRO TEC INC.  
TOTAL - R INC  
WESTERN VIKING SUPPLY INC.  
WIL-THERM INSULATION INC.

## AFFILIATE

NAIT INSULATION PROGRAM  
SAIT INSULATION PROGRAM

## HONOURARY

|                 |                  |
|-----------------|------------------|
| JOHN BINNINGER  | CHUCK JOLICOEUR  |
| DAVID BRAUND    | DIETER MOHR      |
| LLOYD BROWN     | TERRY MONETTE    |
| KEN CHAN        | EUGENE PATRICK   |
| NESTER EWANEK   | GARY SADLER      |
| MAURICE EWANEK  | OZZIE SONNENBERG |
| JIM FLOWER      | BILL STRICKLAND  |
| GARY GERMSCHIED | DOUG WILSON      |



