

THERMAL INSULATION ASSOCIATION OF ALBERTA  
**ANNUAL** REPORT  
2023



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# 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 nonpolitical and non-sectarian.

# 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.

# 2023 BOARD OF DIRECTORS

## Provincial Past President

Kelly Archuleta – *SPI Canada Distribution Inc.*

## Provincial President

David Reburn – *Brock White Canada*

## SOUTH CHAPTER

### President

Kyle Sippola – *Thomas Group Inc.*

### Vice President

Jonathan Forrest – *Westglas Insulation Ltd.*

### Director

Jack Litton – *Johns Manville*

## NORTH CHAPTER

### President

David Reburn – *Brock White Canada*

### Vice President

Mark Trevors – *ALUMASAFWAY*

### Director

Karl Metcalf – *Integrity Products & Supplies Inc.*

### Director

Jason Meikle – *Reflex Manufacturing Ltd*

### Director

Pat Pearson – *Infinity Thermal Systems Ltd.*

## COMMITTEES

### Alberta Provincial Skills Committee

Paul Blinzer/ Andrew Garrett

### Apprenticeship

Fred Savoie – *NAIT*

Jesse Villeneuve – *SAIT*

### Labour Relations

Pat Pearson – *Infinity Thermal Systems Ltd.*

### TIAC Representative

Mark Trevors – *ALUMASAFWAY*

### Innovators Committee

James Low – *Ideal Products of Canada Ltd*

### Social

Kelly Archuleta – *SPI Canada Distribution Inc.*

Jason Meikle – *Reflex Manufacturing Ltd.*

Kyle Sippola – *Thomas Group Inc.*

Dave Reburn – *Brock White Canada*

### CCA Representative

Sasha Cesto – *Westcal Insulation Ltd.*

### TIAA Division Committees

Pat Pearson – *Infinity Thermal Systems Ltd.*

James Low – *Ideal Products of Canada Ltd*

Kelly Archuleta – *SPI Canada Distribution Inc.*

# 2024 TIAA EVENT DATES

## Annual General Meeting

June 6, 2024 | Holiday Inn & Suites  
Red Deer

## South Chapter Golf Tournament

September 10, 2024  
Heritage Pointe, AB

## Golf Tournament

June 7, 2024 | River Bend Golf Course

## North Chapter Election Meeting

October 8, 2024 | Sandman Hotel  
Edmonton West

## Annual TIAC Conference

August 23-26, 2024 | St. John's, NL

## South Chapter Election Meeting

October 10, 2024

## North Chapter Golf Tournament

September 5, 2024  
Sturgeon County, AB

## Semi Annual & Elections

November 21, 2024 | Holiday Inn & Suites  
Red Deer

# PRESIDENT'S MESSAGE

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It is my pleasure to address the TIAA Membership with a 2023 update on behalf of our Board of Directors. As many continue to deal with the tail end of supply chain issues, and current labour shortages, there appears to be a lot of opportunity in our industry, currently. With restrictions from the pandemic completely behind us, we all have much to look forward to, as construction projects are back in full swing in Western Canada. We, as a Board, know our industry is extremely cyclical and hope that our membership companies are positioned well, as new construction and maintenance opportunities continue to surface for, hopefully, the foreseeable future.

Over the past year, the TIAA Board of Directors has continued to work extremely hard for our membership. One of the main highlights the Board has helped develop is the completion of our new website. We are pleased to announce, after a lot of hard work and feedback from our membership, the new website has successfully launched, adding many resources for our membership and Industry Partners to benefit from. One of the biggest changes to highlight is “Industry Resources” – List of Member Contractors, Suppliers and Manufacturers. This function helps create positive exposure for our member companies by enabling visitors to view all the different membership contacts and company’s website information in one place. The website also has a more modern look and feel and is much easier to navigate than its predecessor. We encourage you to have a look if you haven’t had the opportunity: [www.tiaa.ca](http://www.tiaa.ca).

We also have the following events planned for the summer of 2024. If you’re available, please sign up:

- June 6, 2024 - TIAA Annual General Meeting Red Deer
- June 7, 2024 - TIAA Annual Golf Tournament Red Deer
- September 5, 2024 – TIAA North Chapter Golf Tournament
- September 10, 2024 – TIAA South Chapter Golf Tournament
- August 23-26, 2024 – TIAC Conference in St. Johns, NL

On behalf of our 2024 TIAA Board of Directors, we wish you all a safe and enjoyable year ahead!

**Kyle Sippola**  
TIAA 2024 Provincial President



# THERMAL INSULATION ASSOCIATION OF ALBERTA

## NOTICE OF ANNUAL GENERAL MEETING

Thursday, June 6, 2024  
2:00 pm – 6:00 pm

# AGENDA

2:00 - 3:30 | **Innovators Committee Meeting**

3:30 - 4:30 | **Breakout Sessions | Suppliers, Contractors, Manufacturers**

1. Call to Order, Proxies Announced and Confirmation of Quorum
2. Motion to Accept the Agenda
3. Approval of the Minutes of the June 1, 2023 Annual General Meeting
4. Treasurer's Report
  - a. Motion to Approve the Reviewed Year-end 2023 Financials
  - b. Motion to Approve Murray Hunter Prof Corp to Review 2024 financials
3. Breakout Session Reports
  - Contractors
  - Manufacturers
  - Suppliers
6. Committee Reports
  - Apprenticeship (NAIT, SAIT)
  - ATCC
  - Calgary Construction Association
  - Innovators Committee
  - Labour
  - Skills Canada Alberta
  - Social
  - TIAC
7. Other Business
8. Adjournment



# AGM

**Thursday, June 1, 2023**

**4:30 pm**

## MEETING MINUTES

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13:30 - 14:30 | Breakout Sessions | Suppliers, Contractors, Manufacturers

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

D. Reburn called the meeting to order at 4:46 pm.

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

Moved by Brent Plume to approve the agenda as circulated

Seconded by Louis Basque

Carried.

### **3. Approval of Previous Meeting Minutes**

Approval of the Minutes of the June 2, 2022 as circulated

Moved by B. Plume to approve the June 2, 2022 AGM minutes as circulated

Seconded by Geoff Harrison

Carried.

### **4. Treasurer's Report**

The following was summarized for the 2022 year:

- Assets \$520,000
- Liabilities \$8730
- Over loss for the year \$40,530 vs budgeted loss \$109,000 due to less events (just started getting together in person, and no scholarships awarded)
- Overall Net Assets now \$136,280 (plus the \$375,000 internally restricted funds)
- 2023 budget will be closer to break even

#### **a. Motion to approve the yearend audited Financials as at December 31, 2022**

Moved by L. Basque to approve the yearend audited financials as at December 31, 2022

Seconded by Corey Kitchen

Carried.

#### **b. Motion to approve Murray Hunter Corp to review the 2023 financials**

Moved by Mark Trevors to approve Murray Hunter Corp to review the 2023 financials

Seconded by Jason Meikle

Carried.

## 5. Breakout Session Reports

### Contractors

There was conversations as follows:

- Method of Measurement – latest version has not been fully endorsed by TIAC yet as they are concerned about copyright infringement
- Tristan, TIAC Rep spoke about the TIAC conference in Whistler, BC
- Trying to create value for the association

### Manufacturers

There were conversations around:

- Quality assurance was also a topic for them, which they are interested in
- How to get insulation blankets into a quality assurance program

### Suppliers

There were conversations such as:

- Quality control program for commercial contractors

## 6. Committee Reports

### Apprenticeship | SAIT & NAIT | As Circulated in the Annual Report:

#### NAIT

- A.I.T. has opened up final exams beginning this fall.
- If the need arises for more classes, they have flexibility to host them
- They're hosting an industry engagement night with staff, Dean etc. Tristan will send a link to the office for distribution
- Overall uptake is still slow with single classes vs double for the last 3-4 years

#### Calgary Construction Association

#### Innovators Committee | no report

#### Labour

- The collective agreement has finally been signed in May

#### Skills Alberta

- Paul Blinzer noted it was a tight competition this year. Colton Tremblay won 1st place, Robin Sharples 2<sup>nd</sup> place, and Shalagh O'Brein 3rd place. The safety award went to Albert Arye.
- Try a Trade had 800-1000 kids making Koozies; water bottles were given to everyone

#### Social

- September 7 North Chapter golf tournament – Sturgeon, St. Albert
- September 20 South Chapter golf tournament – Heritage Point, Calgary
  - Heritage Point, Calgary
  - 80 spots for a shotgun start
  - Will only sell in full teams
  - Anyone welcome, bring your customers
  - Plan to start marketing in 2 weeks
  - November 23 is the semi annual in Red Deer

## TIAC

- The conference is at Whistler, BC in September
- Speaker list is almost complete; Lisa Longball is one of the speakers who will also sit at one of the holes at the golf tournament and hit your long drive for those that donate to the Mesothelioma charity
- It was noted that the hotel room block is already sold out so they arranged more rooms at different hotels that are close to each other
- Also be sure to add on your activities as soon as you can, as they will also sell out
- 2024 conference is in Newfoundland, which usually draws the highest attendance of any conference
- QAQC - there is a program in place in Quebec being translated into English along with the MICA Manual

## 7. Other Business

### Website Update

- K. Sippola updated the members on the revamp of the website currently underway
- We are also pursuing a trademark registration of the web url tiaa.ca
- With the new site, they hope to post documents that members find value in purchasing, under a Members Only section; this should offer more value to contractors

### TIAC Rep - Tristan

- Tristan has been connecting with members across Canada to obtain feedback and identify issues contractors have that TIAC may be able to provide support with
- Minister of Skilled Trading and Professions ...online Trade & Apprenticeship community .....perhaps he can provide an update at a future meeting

### Membership list is in the Annual Report

- New Members | Local 110, Skyway and NCC, with AW-NRG coming back
- Membership renewal | 35 Companies with 7 still to pay/renew

### Thank you to our sponsors:

- Nu-West – Dinner
- Knauf – Wine
- Hole sponsors – Nu-West, NCC and Ideal Products

## 8. Adjournment

J. Meikle called for adjournment at 5:41 pm

Seconded by Jordan King

Carried.





## Committee Reports

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### TIAC

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#### THERMAL INSULATION ASSOCIATION OF ALBERTA

The TIAC conference was held in Whistler, B.C. from August 23rd to the 26th at the Westin Hotel & Spa. There was approximately 200 total to this conference including spouses and partners. There was a good mix of contractors, manufacturers and Distributors. Wednesday morning was the outgoing board meeting that lasted all day. That night was the Manufacturer & Distributor reception.

The first real day of the conference on Thursday was a full day by all. We had 3 great presentations in the morning especially the Disruption and Innovation in the Construction Industry given by Jim Harris which applied to all of our industries we are in.

The afternoon was our breakout sessions for our 3 divisions. The Contractors section started at 1:45pm and was finished at 3:40pm. We had over 40 contractor members from all parts of our industry with good discussions. Every province gave a detailed report on manpower, future projects along with material and of course manpower concerns for the future. We also discussed chilled systems and the use of Victaulic piping is creating condensation concerns. Methods were communicated and shared.

Outside of Alberta, it is expecting lots of new construction work for both industrial and commercial projects. Alberta expects to have lots still in maintenance work for this year and 2024. New construction projects should pick up for Alberta starting in the 2nd quarter of 2024. It was all agreed that we need to keep close communication with distributors and manufacturers moving forward to get our projects finished on time and on budget.

New Vice chair was voted on in the sectional meeting and Matt Vanos was voted in to replace Robert Gray. Robert has decided to step down to give a younger generation a chance to grow in our organization. Cory Gray is now the contractors representative for Manitoba.

Michael MacDonald is our new Atlantic province contractor representative for this area of Canada.

The Manufacturers and Distributors sectional meetings was also well attended and of course material delivers, freight and upcoming projects were discussed along with shortage of manpower and working from home.

Due structure was discussed in both meetings.

Thursday night was a gathering by all for a dinner at the roundhouse lodge on top of the mountain. It was a great place to meet and mingle with everyone. The gondola ride up was breath taking along with at the top.

Friday had 3 other great sessions before the golf and our free day.

Friday night was our free night.

Saturday morning was our annual general meeting followed by 2 more great speakers on basically technology in our construction and thermal insulation industry. It was well received by all. The afternoon was our incoming board meeting with lots of new faces and positions. Rob Bertram is now our new President of TIAC for the next 2 years. The president's dinner and dance were the end of the conference.

Hats off to an overall great conference lead by Chris Ishkanian.

In other news, Dave Reburn has also stepped down as Secretary and Katie McFadden has taken on this position with guidance from Dave.

The conferences coming up are as follows:

|      |              |   |
|------|--------------|---|
| 2024 | ST JOHNS, NL | August 21 <sup>st</sup> to 24 <sup>th</sup>     |
| 2025 | WHITEHORSE   | August 13 <sup>th</sup> to 16 <sup>th</sup>     |
| 2026 | QUEBEC CITY  | August 19 <sup>th</sup> to 22 <sup>nd</sup>     |
| 2027 | MEXICO       | unknown location and date, probably November??? |

**Mark Trevors**

TIAC Representative 2023

## Committee Reports



# APPRENTICESHIP

## NAIT REPORT

NAIT's Insulator Program is continuing to champion student success that is relevant and responsive to the needs of industry.

NAIT is continuing to run hybrid courses allowing students the flexibility to learn from home while still gaining hand skills and training in a shop setting. Our classes have remained single classes throughout the year, but we are maintaining open slots to allow for more classes if we get student numbers for a waiting list. Apprentice numbers are still down as we are finishing up a 3<sup>rd</sup> year class next week with 17 students and in our next 2<sup>nd</sup> year class starting May 6th, we have 5 registered in it.

NAIT has chosen 3 of our students to participate in skills this year and we are eager to let them loose to showcase their abilities to the rest of the participants! The fall class is September 3<sup>rd</sup>, and it will be a 1<sup>st</sup> year class to jump start the season followed by a 3<sup>rd</sup>, 2<sup>nd</sup>, 3<sup>rd</sup>, and a 2<sup>nd</sup>. Our instructors are still working on Note Package material, always fine tuning lesson plans for virtual class along with looking to move forward on the next steps of the harmonization process for the insulator trade with a targeted implementation date of August 1, 2025.

The NAIT Insulator Program is still open for business for visits from Industry as well as Asbestos Removal courses continue to be offered at NAIT either through Continuing Education or Corporate and International Training. If you have any questions regarding Asbestos Removal courses or our Apprenticeship Program, we would be happy to answer them!

NAIT Insulator program staff are always looking for opportunities to visit Industry and to tour facilities to see what new technology and advanced practices you are incorporating into your projects. We are always on the lookout for pictures of workmanship and projects to showcase to our students and to incorporate into our curriculum. The NAIT Insulator Program has an open-door policy for visitors that would like to view our shop and projects and the coffee is always on!

Thank you for your continued support!

**Fred Savoie**  
Program Chair  
Insulator RSE/BSE Journeyman  
School of Skilled Trades



## APPRENTICESHIP

### SAIT TRAINING REPORT

Although our enrollment numbers are down 35% from 2022/23, 2023/24 has some positive facts to take away:

- a. AIFP Program has a 17% enrollment for female students – that is one of the highest percentages of female students in any of the Trades at SAIT
- b. 100% of our students passed the SAIT program and 94% passed the provincial exam on the 1st attempt
- c. Some other activities included:



This February the 3rd year Apprentices were thrilled to receive their SAIT / TIAA Sponsored hoodies.



Krzysztof Kudzia was the TIAA Sponsored Deans Award winner for 2023/24 3rd Year apprentices and will be invited to SAIT's 2025 Deans Award Banquet (TIAA also sponsors this event).

To the right is our New Insulator Pull up Banner that we have taken to 4 High School Career fairs in the Calgary Area in an attempt to drum up support for the Trade

SAIT's School of Construction extends our gratitude for TIAAs unwavering support of the AIFP program. Your dedication has propelled the students forward, fostering collaboration, innovation, and growth.

As we look towards the new 2024/25 Academic Year together, we'll achieved remarkable milestones for our students and the future of the industry, we look forward to continued success in the year ahead. Thank you for your outstanding support.

**David Moody**  
SAIT Academic Chair, School of Construction



# Committee Report

## SKILLS ALBERTA

This year the Skills Alberta Competition took place on May 8th and 9th at the Northlands EXPO Centre, showcasing the trades for thousands of visitors and allowing them to experience the trades in a hands-on fashion.

At the Mechanical Insulation pavilion, spectators watched apprentices compete and were able to explore their skills through our Try-A-Trade event which included making drink coozies from Armaflex insulation and Armaflex 520 adhesive. We will also provide them with a bottle of water and the chance to experiment use a thermal imaging camera to witness the real-time, real-world effectiveness of insulative materials.

We had five competitors from across the province representing both commercial and industrial sectors. They showed up in good spirits, a competitive streak, and eager to demonstrate our trade to those visiting the Skills Competition. A few competitors were only 1st Year Apprentices and felt unsure of their skills, but they gave it their best efforts and all of them did quite well, and the scores were close.

Congratulation and recognition are due to all of our competitors:

|                 |                    |                   |
|-----------------|--------------------|-------------------|
| 1 <sup>st</sup> | Elijah Rivard      | (Carbonex)        |
| 2 <sup>nd</sup> | Laurianne Snickers | (AlumaSafway)     |
| 3 <sup>rd</sup> | Hope DeVries       | (AlumaSafway)     |
| 4 <sup>th</sup> | Leah Burke         | (Skyhigh)         |
| 5 <sup>th</sup> | Omar Orabi         | (ICON Insulation) |

Check out the CTV news segment on the Skills competition featuring our insulators and a [brief interview with our winner](#), Elijah Rivard:



Thank You

**Andrew Garrett**  
TIAA 2024 Skills Chair

# Committee Report

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## LABOUR REPORT

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As the second quarter of 2024 is almost complete, open shop Contractors continue to see a lack of skilled labour resources able to contribute to their projects in Western Canada. As a result, hiring incentives have been passed onto the end user in the form of Project specific compensation mechanisms, such as, but not necessarily limited to, wage uplifts, additional travel time benefits, as well as safety and retention programs, for the direct labour force, in an effort, to attract talent to their Projects. As Employers continue to navigate the shortage of skilled labour, prices to perform the work are expected to continue to increase. In all likelihood, many will not be able to support certain projects and temporary foreign workers will become the reality to help some of the larger Projects over the finish line. One Project in particular absorbing much of the insulation talent from Alberta, is LNG Canada in Kitimat, British Columbia. The current Phase of this Project is almost completed mechanically, however with the bulk of insulation application being cold work and cryogenic, there are continued attempts to attract qualified Insulators from all over the Country so they can commission by desired deadlines. It will be interesting to see over the course of 2024 how employers and end users collaborate and continue to navigate the shortage of skilled labour.

**Kyle Sippola**  
TIAA 2023 South Chapter President

# Committee Report

## INNOVATORS

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The Innovators Committee continues to focus its efforts on re-engaging our members, supporting technological upgrades, and expanding our overall value to TIAA's members through creative and new ideas.

The committee last met in-person on November 23, 2023, during the semi-annual meetings held in Red Deer. This was the first meeting in about a year. Since then, members of the group have met at-hoc to work on various initiatives including event planning.

A notable outcome from the Innovators meetings is the increased interest among attendees in volunteering for various events and membership initiatives. This surge in volunteerism is a positive indicator of our growing community engagement and commitment.

### **Website and Online Exposure:**

The group recently provided feedback on the redesign and enhancement of our new website, and will provide continuous feedback to ensure the platform is user-friendly and serves the needs of our members effectively. Additionally, we continue to explore strategies on increasing our online visibility to attract a broader audience and foster greater interaction.

### **Industry Insights:**

Tristan Bertram from the Thermal Insulation Association of Canada (TIAC) has been a key participant in our discussions, offering valuable perspectives based on his national experience. His insights have helped us identify common challenges and opportunities across the country, extending even across the border.

### **Challenges and Opportunities:**

Our discussions frequently revolve around critical issues such as member engagement, labor shortages, and broader exposure. These challenges are not unique to our region but are mirrored by several provincial associations, highlighting the need for a coordinated approach to these common issues.

### **Future Outlook:**

The committee is enthusiastic about continuing to generate innovative ideas and contribute significantly to the association's events and initiatives. We aim to enhance the value provided to our members and to remain actively engaged in addressing the evolving challenges of our industry.

### **Conclusion:**

Our committee remains committed to the mission of fostering a vibrant and engaged community. We look forward to another productive year of making impactful contributions to our association and the industry at large.

**James Low**

TIAA Innovators Chair



# Committee Report

## SOCIAL

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The TIAA social committee has been hard at work making adjustments to previous year events and seeing what worked well. We have trialed a number of ideas with some success and plan to continue to bring new ideas to the table in order to create as much value to our members as possible.

With that being said we have had successful events already which I am proud of the team for putting together. The Winter Getaway went amazing with 26 people in attendance. We spent the weekend in Jasper with many laughs throughout. We plan to build on that success through the summer months with our golf tournaments in Edmonton, Red Deer and Calgary.

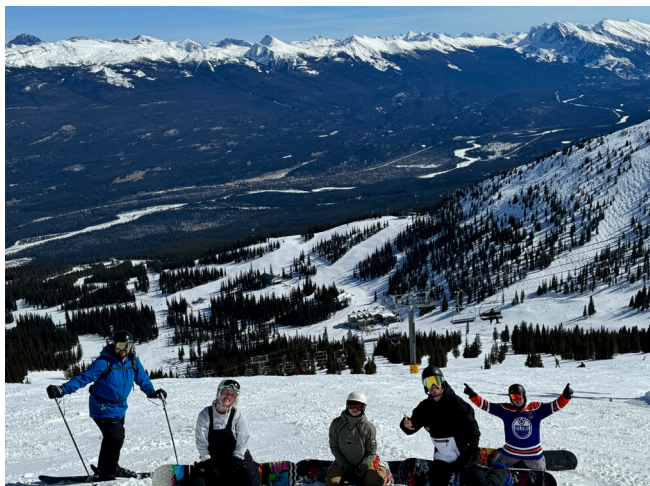
Some new additions to the golf tournaments is a charity portion which we are excited to see how it is received. We have partnered with both the Food Bank and United Way to do what we can to help those in need. Our industry and organization does a great job at supporting the communities around us so we thought this would be a great addition to our events. The charities can change but these two are a start.

Like all events, we meet afterwards and go over what went well and what did not. We are still in the process of seeing what works at each event as we are not trying to recreate the wheel. The Winter Getaway gave us some great takeaways for future years and we plan to do the same with each golf tournament/Semi Annual meeting in 2024.

Our plan is to provide as much notice as humanly possibly for all TIAA events and itineraries in order to drive as much engagement as possible. We want our members to look forward to these events knowing we have planned meaningful events in the past. Our hope is to use these events to build our membership totals with new members by having existing members pass along the value that this organization is putting forward.

We value everyone's input for all social events being put on and I do appreciate the support we have received to date. We can't change too much all at once but please do not hesitate to reach out if you have an idea you think would fit into the goals we have set for our social committee and organization.

**Jordan King**  
TIAA Social Committee Chair



# TIAA SEMI ANNUAL NOVEMBER 23, 2023 HOLIDAY INN & SUITES RED DEER SOUTH





## Member Insulator Scholarships

The Thermal Insulation Association of Alberta has a member scholarship program in place designed to recognize and support those first, second and third year apprenticeship students employed by current TIAA member companies. In recognition of the hard work undertaken by the students in the NAIT and SAIT Thermal Insulator Apprenticeship Program and in order to help them achieve their maximum potential without being hindered by financial hardships, TIAA offers a number of scholarships every year, ranging from \$1,200 to \$2,000.

After a few years of no applications, TIAA was happy to approve scholarships in 2023 as follows:

- Paolo Jacinto Senerpida, *Westcal Insulation*, \$1395
- Matt Eaglesham, *Hallbook Enterprises Ltd*, \$1410
- Ethan Dunn, *Hallbook Enterprises Ltd*, \$1530

### DEADLINE & ELIGIBILITY

Scholarship applications are accepted for review by the scholarship committee based on submissions received by March 31, July 31 and November 30 and applications must be submitted within 6 months of students finishing their last course.

Some of the other eligibility criteria is as follows and is subject to change at any time.

Applicants must:

- Be a Canadian and an Alberta resident.
- Be a registered Alberta apprentice in the Insulator trade who is or was employed by a contractor member of TIAA during, or just prior to their apprenticeship training period.
- Have completed their first, second or third year period of technical training, and be registered in the next period of technical training.
- Demonstrate their financial need.
- Submit a 100-word summary along with any other requirements on the application form.
- Have their employer complete the Employer Recommendation and Certification as outlined in the application.
- Submit a NAIT/SAIT transcript of marks or copy of government confirmation letter of marks that is sent to all apprentices upon completing a technical training term.

# 2023 MEMBERS

## AFFILIATES

Local 110  
National Construction Council (NCC)  
Northern Alberta Institute of Technology  
SAIT Polytechnic

## CONTRACTORS

ALUMASAFWAY  
Arrowhead Industrial Insulators Ltd.  
AW-NRG Insulation Services Inc.  
Brock Canada Services Limited  
Concept Insulation Inc.  
Connelly Industrial Insulation Services (2004) Ltd.  
Dewar Western Inc.  
Kandrea Insulation & Scaffolding  
Northern Industrial Insulation Contractors Inc.  
Skyway Canada  
Thermal Works Insulation Inc.  
Thomas Group Inc.  
Tracer Industries Canada Ltd.  
Westcal Insulation Ltd.  
Westglas Insulation Ltd.

## MANUFACTURERS

Armocell Canada  
Aspen Aerogels Inc.  
Bison IBI  
Ideal Products of Canada Ltd.  
Johns Manville Industrial Insulation Group  
Knauf Insulation North America  
Reflex Manufacturing Ltd.  
Rockwool Technical Insulation

## SUPPLIERS

Amity Insulation Group Inc.  
Brock White Canada ULC  
Crossroads C & I Distributors Inc  
Edmonton Valve & Fitting Inc.  
Genfour Thermal Solutions  
Insul Covers Inc.  
Integrity Products & Supplies  
Nu-West Construction Products Inc.  
SPI Canada Distribution Inc.

## HONOURARY MEMBERS

Bill Book  
David Braund  
Ken Chan  
Maurice Ewanek  
Nester Ewanek  
Jim Flower  
Gerry Germscheid  
Jerry Hanson  
Bill Haun  
Charles Jolicoeur  
Ron Martineau  
Dieter Mohr  
Terry Monette  
Eugene Patrick  
Gary Sadler  
Ozzie Sonnenberg  
Bill Strickland  
John Warning  
Murray Wedhorn  
Erhardt Tutto







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*Associations Plus Inc.*

PERFORMANCE PLUS COMMITMENT