



CONTRACTOR CONNECTION



July August September 2018

Indiana PHCC Convention 2018: Strategies and Solutions

Focusing on your business is what gets you ahead. You can learn specific strategies that will help your business grow at this year's Indiana PHCC Convention and you can do it in a compressed format.

Great ideas and products come from people, not from equipment, buildings or capital. And Indiana PHCC is full of great people.

Our speakers are top notch and there will be lots of time to get to know how people from all over the state are adjusting to become employers of choice.

You can learn how to “**Rockstar Your Business**” with our keynote speaker Susan Frew. You will leave with a plan in hand to make changes in your company upon your return on Monday morning. Susan knows what she's taking about -- she took her p-h-c company from the ground up to \$3 million in less than 5 years!

Talent acquisition is key to your success and you can take back 4 specific strategies to win the war with talent from John Bain, Onyx & East.

Many of our members are family owned businesses and struggle with succession planning. John Gehan, Federated Insurance will provide a session on how to avoid pitfalls when exiting your business.

We are also offering roundtables for Apprentice Coordinators and Local Executives. Learn from your peers!

Our President's Reception will close the event and our auction items will help support our Workforce Development initiatives. It's a win-win!

The real value of the convention lies in you and what you will get out of it.

French Lick is a great location because it is nestled in the heart of the Hoosier National Forest with two beautiful hotels, championship golf, a world-class spa and a casino!

It is an historic location with modern amenities. You will come back refreshed with new ideas.

We have a new event on Thursday that is designed to get you moving in a new direction! The **Amazing Race** will have you working in teams to scour the property looking to solve clues. Big prizes await the winning team.

Please join us. Our **room block ends August 14th** so don't delay. The registration form is included on pages 6 and 7.

PHCC 18

Sept. 13-14 French Lick Springs Hotel

We have seven roundtable topics that will be presented by contractors for contractors. All the topics are things that are on your radar screen: *Tools & Inventory Control; How Technology Can Impact Your Business; Transferring Philosophies of Business to the Next Generation; Managing the Company Grapevine; Key Employee Retention; Effective Safety Programs; and How To Develop Key People.*

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THE PRESIDENT'S PERSPECTIVE

Randy Lynch is President of the Indiana PHCC. Randy is a licensed plumbing contractor PC89100339 with Brenneco Plumbing.



Randy Lynch
Indiana PHCC President

The Professional

Do you see yourself as a professional? Well you should.

WOW how time flies. It seems just yesterday we were down at French Lick at the 2017 INPHCC Convention. I was surrounded by professionals. And I thought to myself these are some brilliant people and the connections made really helps keep me get charged up. Now we are a whole year later and getting ready to travel down there again for the 2018 Indiana PHCC Convention and I find myself thinking it's getting time for a recharge.

SO I ask you again. DO you see yourself as a professional? In my year as your president I have gotten the privilege or getting to know some of you and I can honestly say without a doubt that I see you as a professional. I see the licensed tradesperson as the professional that this industry wants and needs.

The dictionary says a professional is

one who is: "Engaged in a specific activity as ones main paid occupation rather than as a past time." It also says, "a person engaged or qualified in a profession."

I have met a lot of qualified people in the last year as your president. We are professionals. As company owners and managers we "get it", we understand that being a professional is a way of life. We solve problems on a daily basis. We handle situations in our daily work for other people in our area of expertise. We gladly shoulder the responsibility of creating a work environment so our employees can make a living and take care of their families. We're proud of our trade and willing to invest in it daily. I see this day in and day out. It makes me proud to call a lot of you "friend."

So the thing I have been wondering is this: ***Are we passing that passion on down to the next generation of professional tradespeople that are coming up through the ranks?***

Are we actively grooming the next in line with the ability to carry on and to be successful?

I think without a doubt we want to, but are we doing all we can do to preserve the "profession"?

Are we training our field people to just be plumbers or heating guys or are we incorporating life skills that puts them on the road to being a professional not only in the trades but also in their communities where they live?

A hundred years ago the tradespeople were the pillars of the community. They took care of things. They built

things and maintained the components that make up our world as we know it today. If you look back on history tradesman professionals were behind the scenes on almost every aspect of everything and anything that has or will be built yesterday, today and tomorrow. And guess what?? The tradesman professional is STILL there. Maintaining those places. Fixing what needs fixing and replacing what needs replacing.

As we move forward with the coming years I truly believe we need to not only invest in our employees technical training, but we also need to keep investing in their health, spiritual and mental wellbeing as well so they can be the best trades professional they can be. Their families are depending on it, their communities are depending on it, and our country is depending on it.

Our world today has changed from what it was in the past. We are bombarded with information on anything and everything you can imagine. We can watch news 24/7/365 days a year and a lot of it is negative. But one thing has not changed and that's the professional tradesperson. We're still here. Fixing what needs fixing and replacing what needs replacing.

So I challenge you to be the positive in todays world. Be the professional that this country needs. BE the pillar of your community. Each and every one of us has it in us. It's time we took John F Kennedy's quote to heart "ask not what your country can do for you; ask what you can do for your country."

God Bless you all. *Randy Lynch*

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TO 60'
ON 2" PVC

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The new degree of comfort.®

Rheem.com/TanklessInnovation



IT'S YOUR LIFE

Leveraging the New Flat 21% Tax Bracket for C-Corporations

Tax rates for C-Corporations are at an all-time low. Since the tax tide frequently changes, now might be a good opportunity to take advantage of these lower tax rates before they go back up.

Previously, C-Corporations were taxed at up to 39% (federal). Some C-Corporations may have moved this higher taxed income into lower individual tax brackets by increasing the owners' salaries, paying bonuses and paying higher rent on personally owned business real estate.

Now, the C-Corporation is in a 21% bracket no matter how much income it generates. The employee/shareholders, however, could be in a personal federal tax bracket as high as 40.8%. A bonus could lead to higher overall tax.

Cross-Purchase Funding

Life insurance funding for a cross-purchase buy-sell agreement has traditionally been done with bonuses paid to the shareholders. This may no longer be advised. In addition to higher individual tax rates, the bonus may be subject to FICA and other employment taxes that both the business and employee must pay.

Consider a dividend instead of the bonus. While a dividend is not tax deductible to the business, the shareholder is taxed at between 0% and 20% (depending on other income), rather than at his or her marginal tax rate. Additionally, there are no FICA or other payroll taxes on dividends. The dividend's "double taxation" (once at the corporate level and again at the shareholder level) maybe less than the taxation of a bonus.

Accumulated Earning Tax

Businesses have tended to accumulate earnings inside the company in an effort to avoid the double taxation of a dividend to the shareholders. Now might be the time to pay out some of the accumulated earnings while corporate tax rates are low and dividends are taxed at a favorable rate.

Split Dollar Life Insurance

If a C-Corporation shareholder needs personal life insurance, consider an endorsement split dollar arrangement. Premiums on a company-owned policy are paid with corporate after-tax (21%) dollars and the cash accumulation in these policies can be used to fund a non-qualified retirement plan or other benefit plan for the owners. The plan can also provide some or all of the death benefit to the owner's beneficiary income tax free.

Recent changes in the tax law bring a wide range of both questions and opportunities for business owners. Talk to your attorney and/or CPA for information about how the new corporate tax rate might impact you and your business based on your individual situation.

* All products and services may not be available in all states

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INDIANA PHCC STATE CONVENTION: REGISTRATION FORM

September 13-14, 2018

French Lick Springs Hotel



Thursday, September 13, 2018

Noon - Registration Desk Open
Clifton Foyer - Lower Level

3:00 - 5:00 p.m. **Amazing Race**
(Meet at registration area for instructions)

Working in teams, participants will solve a variety of clues leading them across the resort. Along the way teams will face a wide range of challenges they must complete before moving along to the next clue. Put together your own team or we will put you in one. Either way there are **BIG** prizes to the winning team!



6:30 - 8:00 p.m.
Opening cocktail reception
Clifton Room
Annual Business Meeting & Election

Evening free for dinners, casino, etc.

You must reserve your room by calling the hotel by August 14th!



See reverse side for reservation information

Visit iaphcc.com for updated information

Friday, September 14, 2018

7:30 - 9:00 a.m. - **Breakfast Buffet** in Grand Colonnade

9:00 - 10:00 a.m. - **Keynote**
Taggart 100 - Lower Level
How To Rockstar Your Business

Susan Frew
Sunshine Plbg, Htg, Air
Denver, CO



Are you struggling in a hyper competitive market? Feeling like you have to compete on price? Susan Frew shows how to **"Rockstar Your Business"** by using "out of the box" and even some "off the field" ideas for making your business stand out from the pack. You will leave energized and have a plan IN HAND to go back to your company on Monday and ROCKSTAR your own business. She uses real life examples of how she grew her company from the ground up to 3M in less than 5 years.

10:15 - 11:15 a.m. - Taggart 100
4 Strategies To Win With Talent
John Bain - Onyx & East

Few of us have ever seen a more competitive market for talent at all levels than we are in now. The new market requires organizations to change and adapt or risk falling behind. This session will equip you with 4 proven strategies to win the war for talent.



11:15 - 11:45 a.m. - Taggart 100
Planning Your Future, Promises Kept
John Gehan - Federated Insurance

As a business owner, you need to protect yourself, your family, and your business. Business succession and estate planning can be overwhelming. Take the first step to find out how to avoid frustration, taxation and litigation when it comes time to exit your business.



11:45 - 1:30 p.m. - Clifton Room

Lunch & Sponsor Awards

Guest speaker: Josh Bleill



While serving in Iraq a bomb exploded under the vehicle Josh was riding in. He woke up five days later to the realization that he had lost two friends and both of his legs in the blast. Corporal Josh Bleill is a walking, talking, symbol of hope, using his story to motivate and inspire others. Even with all he's been through, Josh doesn't just believe in the American dream. He's living it!

1:30 - 3:00 p.m. - Taggart 100
Contractor Roundtables
Learn from Indiana's Best Contractors in a speed session that garners you 7 different topics:

- **Tools & Inventory Control**
- **How Technology Can Impact Your Business**
- **Transferring Philosophies of Business to the Next Generation**
- **Managing the Company Grapevine**
- **Key Employee Retention**
- **Effective Safety Programs**
- **How To Develop Key People**

1:30 - 3:00 p.m. - Murdock 101
Apprentice Coordinator Roundtables
Local Executives Roundtables

Get your questions answered and learn from your peers!

3:00 - 6:00 p.m. - **Free Time!**
Enjoy the beautiful resort setting.

6:30 - 10:30 p.m. - Clifton Room
President's Dinner, Installation and Auction

Enjoy cocktails, a fabulous dinner, watch the new PHCC officers get installed, and bid on amazing auction items. We will also announce our PHCC Contractor of the Year!

2018 Indiana PHCC Convention Registration Form

Company Name: _____

Contact Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Phone: _____ Fax: _____

E-Mail: _____

1. Full Registrant Name(s) (\$289):

2. Spouse Name(s) (\$179):

3. Amazing Race Name(s)

	Qty	@	=
Full Registrant	___	\$289	_____
Spouse	___	\$179	_____
Ala Carte Opening Recep	___	\$ 75	_____
Ala Carte Lunch	___	\$ 60	_____
Ala Carte President's Dinner	___	\$120	_____
Seminars/Lunch Only	___	\$125	_____
TOTAL			_____

Check Enclosed (Make check payable to **Indiana PHCC**)
 Bill Me (IN PHCC Members Only)

Discover Visa MasterCard American Express

Card # _____

Exp Date _____

V Code _____

Signature _____

Address associated with credit card if different than above:

Mail to: IN PHCC, 9595 Whitley Dr, Ste 208, Indianapolis, IN 46240

Questions? Call (317) 575-9292



How To Register:
 Online: www.iaphcc.com/convention
 or complete this form and
 E-Mail: brenda@iaphcc.com

French Lick Resort Hotel Reservations -
Must Be Made by August 14, 2018 by calling 888-936-9360.
 Group code is 0918IAP to get the \$159 group rate.
 You can also make reservations online at www.iaphcc.com/convention



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- Greater Indianapolis PHCC
- Manufacturers Marketing, Inc.
- PHCC Educational Foundation
- P-M & Associates, Inc.
- South Central IN PHCC
- TOP Marketing
- Viega
- Wayne Pipe & Supply
- Winsupply of Indianapolis
- Winthrop Supply Co., Inc.

Amazing Race Sponsor: PHCC-North Central
Breakfast Sponsor: Southwestern PHCC
 Sponsors as of 7/10/2018

FEE SCHEDULE	
Full Registration	\$289
Includes:	
Amazing Race	
Opening Reception	
Annual Meeting	
Breakfast	
Luncheon	
All Seminars	
Roundtables	
President's Dinner	
Auction	
Spouse Registration	\$179
(Same as above)	
Event Only (Ala Carte)	
Registration:	
Opening Reception	\$75
Lunch	\$60
President's Dinner	\$125
Seminars/Lunch	\$125



IN PHCC - Well Driller /Pump Installer License Workshop

Approved for 6 hours of CEU from Indiana DNR



Friday, October 19, 2018

8:30 a.m. - 4:15 p.m.

Primo's Banquet Hall*2615 E National Ave, Indianapolis, IN 46227

PLUMBING-HEATING-COOLING CONTRACTORS ASSOCIATION
Best People. Best Practices.™

A person who has held a well driller and/or pump installer license for at least one (1) calendar year must complete at least six (6) hours of approved continuing education during each two year cycle to be eligible for license renewal. Hours are due by December 31 of 2018 in order for a licensed individual to be eligible to renew a license for 2019. This workshop has been **approved for 6 hours of credit for Well Drillers and Pump Installers** and participants will receive a certificate upon completion of the course. Sign up now. Class size is limited!

WORKSHOP SCHEDULE

8:30 a.m. - 9:00 a.m.	Registration
9:00 a.m. - 10:00 a.m.	Well Driller/Pump Installer Licensing, Water Rights, Water Use, Water Well Web Viewer <i>Mark Basch, Vanessa Gonzalez</i>
10:00 a.m. - 11:00 a.m.	Bacteria In Water Wells <i>Ron Turco, Purdue University</i>
11:00 a.m. - 11:15 a.m.	Break
11:15 a.m. - 12:15 p.m.	Meters 101 - <i>Dan Featherstone, Pentair</i>
12:15 p.m. - 1:00 p.m.	Lunch provided onsite
1:00 p.m. - 2:30 p.m.	Centrical Motors - <i>Dan Featherstone, Pentair</i>
2:30 p.m. - 2:45 p.m.	Break
2:45 p.m. - 4:15 p.m.	Electrical Water Systems - <i>Dan Featherstone, Pentair</i>

REGISTRATION:

Mail: Indiana PHCC, 9595 Whitley Drive, Suite 208, Indianapolis, IN 46240
Fax: (317) 575-9378 E-Mail: brenda@iaphcc.com

Name (s):

Company:

Mailing Address: _____

City: _____ State: _____ Zip: _____

Email: _____ Telephone: _____

Questions? Indiana PHCC (317) 575-9292

CANCELLATION POLICY:

50% refund if cancellation occurs 10 or more days in advance of the class. No refund thereafter. No refunds for no shows.

Fees:

Training Class:

PHCC members:

_____ @ \$125 each

NON-Members:

_____ @ \$165 each

Payment must accompany registration

___ Check enclosed

___ Bill Me (Members Only)

Charge Visa/Mastercard/Discover
Card #: _____

Expiration Date: _____

3 digits on back: _____

Name as it appears on credit card:

Signature of card holder

Address associated with credit card if different:





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BWPHC0718

Revised Refrigerant Rules for 2018 by Chuck White, VP of Regulatory Affairs



The U.S. Environmental Protection Agency (EPA) has issued changes to Section 608 and 609 refrigerant rules with some specific languages for technician. One of these changes extends the current refrigerant handling procedures to substitute or non-ozone depleting refrigerants. Effective Jan. 1, 2018, substitute refrigerant sales are limited to certified technicians

and certification exams and are being expanded to cover these products as well. The new exam rules would require technicians to:

- Pass a certification exam offered by an approved technician certification program in order to maintain, service, repair, or dispose of appliances containing Ozone Depleting Substances or substitute refrigerants. The certification exam will be updated to reflect the new rules and new refrigerants prior to this date.
- Keep a copy of their certificate at their place of business.
- Maintain a copy of their certificate until three years after no longer operating as a technician. Existing certified technicians will maintain their status; no additional examination will be required. Technicians are now required additional recordkeeping duties for systems between five and 50 pounds of refrigerant.
- The location, date of recovery, and type of refrigerant recovered for each disposed appliance;
- The quantity of refrigerant, and type, transferred for reclamation or destruction, the person to whom it was transferred and the date of transfer.

The updated Section 608 regulations include new leak inspection and verification test requirements for owners/operators that will affect technicians after Jan. 1, 2019.

SOAR TO NEW HEIGHTS AT CONNECT 2018 OCT. 10-12 - ALBUQUERQUE

New in 2018 CONNECT 2018 will be co-located with the 2018 RSES Conference & HVACR Technology Expo, bringing you:

- An expanded Product & Technology Showcase
- Additional business connections
- Enhanced education opportunities
- NEW Service Contractor Central and Service Contractor Solutions Pavilion powered by QSC!
- Catch a glimpse into the industry's future during two days of plumbing and HVAC apprentice contest action!

This year the Radiant Professionals Alliance have joined to host a radiant/hydronics education track.

The timing of CONNECT couldn't be better ... with Albuquerque's famed International Balloon Fiesta inspiring you to rise above the rest ... and set new standards in service and success.

Albuquerque offers exceptional cuisine, culture and history to explore. Experience world-class museums, stroll along Central Avenue under the vintage neon glow of Route 66, or soar high above the city in the hot air ballooning capital of the world.



CONNECT 2018

OCT. 10-12, 2018



THE SKY'S THE LIMIT!

Albuquerque Convention Center
Albuquerque, New Mexico



phccweb.org/connect

PHCC-LOCAL CHAPTER CONTACTS

Fort Wayne

Chapter President is Ray Abbott, Korte Does It All
Executive Secretary is Sherry Elward, fwaphcc@gmail.com

Greater Indianapolis PHCC

Marie Barr is the new Executive Secretary. She can be reached at giphcc1@gmail.com.
Chapter president is Jamie Carter, Carter's My Plumber.

The chapter will hold their annual golf outing on August 10th at Eagle Creek Golf Club in Indianapolis.

North Central IN Chapter

Chuck Dippon, Ritter Electric, Heating, Cooling & Plumbing is the new President of the chapter.
Chapter exec is Nickey Shively, phcc@phcc-ncia.com

Northwest

Contact is Clint Mann, Mann Made Plumbing, mmp@10974

South Central

President: Phil Schroering, Schroering Plumbing, Heating, & A/C
Chapter Contact: Beth Gudorf

Southeastern

Contact is Tony Phillips; A.C. Phillips Plumbing & Heating;
email@acphillipsplumbing.com

St. Joe Valley PHCC/MCAI

Tim Stuver, Ideal Consolidated, Inc. is the new President as of July 1. He will serve a two-year term. Executive chapter exec is Jerilyn Spahn, info@stjoevalleyphcc.com.

Southwestern

Chapter President is Randy Meny, SR Meny, info@srmeny.com.

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Noblesville
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TOP Marketing
Tom Kientz, Pat Nowakowski

Wm. J. Ciriello Plumbing Co.
Beech Grove
#8106131

*The individual firms listed, each a member of Indiana PHCC, have pledged their financial support toward the continued operation of this publication as they believe it is an asset to the Association and the p-h-c industry.