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T&R UPDATE ASTM ROOFING RESEARCH AND STANDARDS DEVELOPMENT

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COMMERCIAL

2015



'JM TPO arrives like advertised, installs like advertised, and JM stands behind it.'

-Steve Little, Head Coach, KPost Company

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December 2015

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Year in Review

Larry Marshall, MRCA President

he MRCA 66th Annual Conference and Expo held in Kansas City is now history.

The "Buzz" throughout the educational conferences and on the floor of the Expo was extremely positive. The MRCA Foundation Auction was a standing room only event of contractors and roofing associates. It is great for all of us to witness the continued revival of the organization!

Your Board of Directors embraced a very ambitious agenda in 2015 to better serve our members as "The Contractor's Advocate."

It helps, now and then, to step back and review our accomplishments. While we never fully complete our agenda, we know seeds have been planted that will grow our Association. Consider the following 2015 MRCA highlights:

- The MRCA Strategic Plan was updated with 100% Board Participation. The result was the injection of new ideas and enthusiasm. Our plan is specific, measurable, achievable, realistic and time sensitive.
- Cash flow was improved by the implementation that all members dues be paid on a calendar year basis.
- Administration Operating expenses have been reduced by 30%, resulting in 2015 being a year that MRCA will be able to contribute back to reserves.
- The name of our annual conference has been changed to the annual "Conference and Expo" with the goal to improve how we market to our exhibitors and contractor attendees.
- Our MRCA/CERTA Task Force successfully negotiated a new working partnership agreement with NRCA with the plan of growing the CERTA Program for our members.
- We published and distributed the first Annual MRCA Financial and Informational Report. The report provides our membership a transparent review of our financials as well as a better understanding of the many member benefits.
- The "Elite" Contractor Program was launched at our Conference and Expo. This new Contractor Professional Development Program will formally help our members to "work -on-their-business" and grow.
- Board participation and recruitment has been enhanced by the creation of a formal Board Orientation Program.
- Five new AD Hoc Committees focused on the Architectural and Sheet Metal Market, Conference and Expo Promotion, Association Partners Communication, the Steep Slope Roofing Market, and New Revenue Opportunities. Their collective goal was to grow membership and improve member benefits.
- MRCA directed extra support to its core service of Technical Research. Through the continued success of the Foundation, T&R continues to be a dominant service of MRCA.
- The return of the Annual Past Presidents Dinner featured the creation of the Past Presidents Council. This new Council has been created to celebrate and enhance communication among those who continue to serve our Association in many ways.

This is what your Board of Directors is about as we celebrate the end of 2015. Future boards will water the seeds already planted, knowing that they hold future promise.

Our work may be incomplete. Significant steps have been made through the efforts of many. We are Prophets of the Future. We know because of the work of many who have provided their gift of service to us all ... MRCA has strong roots and a bright future. Best wishes for the new year ahead!

Gratefully,

Ramme P. Mushall

Lawrence P. Marshall 2015 MRCA President L. Marshall Roofing & Sheet Metal, Inc., Glenview, IL lpmarshall@lmarshallroofing.com



President's Message



Walking the Walk

Bob Schenkel, MRCA President

s the incoming President of the MRCA, I wish to let you know that the current Board of Directors, both existing and those directors newly seated, will be working this year to continue to bring quality programing to the MRCA membership. Just coming off of conference, it is always rewarding to network with fellow contractors who share the same issues that we all have in our perspective businesses. Whether the issues are project management and scheduling, cash flow, employees, succession planning or whatever it may be, rest assured, the friendships made throughout the MRCA appreciate in value over the years!

It is these same friendships that seem to be passed on down through the generations of contractors. From fathers to sons and daughters and from one company to another, these friendships endure. The MRCA is a family of contractors who mirror a like quality: Integrity! Integrity is more than simply honesty, which is certainly a key component. But integrity is a three legged stool. Walking the walk and talking the talk or demonstrating your expressed commitment is the second component. Do what you say you will do! The third component is execution. DO IT! Once all three of these components are satisfied, integrity is achieved.

It is apparent to me, that the founding fathers of the MRCA all shared this common value of integrity we all share today. Year after year, the MRCA Board of Directors, through their committees' endeavors, continue to put forth valuable programing such as CERTA, SHARP, the many contractor documents produced by the MRCA, Safety Award Recognition Program, T & R research white papers and the Young Contractors Council (YCC). The most recent program, the MRCA Elite Roofing Contractor Program, launched in Kansas City at the annual conference, is yet another quality program for the MRCA contractor. Please contact the MRCA staff to learn how your company can become an MRCA Elite Contractor.

Like any Association, revenue is required to keep the organization financially viable. The MRCA depends on the conference and membership for the association's greatest percentage of revenue. Your attendance at conference benefits the MRCA as well as you. From industry networking to the conference programing, you will most certainly come away with information that will benefit you as an owner or employee in the management of your business. We as MRCA members need to increase our membership to include other like-minded contractors. If I may ask each member to research your market areas for potential members and to recruit them, it will be to the benefit of all to expose these men and women to the MRCA.

Increasing Membership and the 2016 Conference attendance will remain my focus this year. Please mark your calendar today to attend and be a part of the MRCA'S annual conference in 2016 in Columbus, OH.

Looking forward to serving the MRCA membership this coming year!

Bob Schenkel CL Schust Company, Fort Wayne, IN rschenkel@clschust.com

Thanks to our 2015 MRCA Expo Exhibitors. Please support our partners who further MRCA's goal of creating a strong industry network!



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There have been one or two developments with OSHA since my last article. Probably the most significant is the language reported out of the most recent budget bill, signed on or about November 2, 2015. While everyone was looking at budgetary information concerning running the country for the next year, buried in the bill was language mandating OSHA to increase fines for violations by 82% by August 1, 2016. While the deadline is August 1, 2016, there is nothing to prevent OSHA from making those adjustments by an earlier date. This increase will raise the maximum fine for an Other Than Serious and Serious violation from \$7,000 to \$12,740 and for a willful or repeat violation from \$70,000 to \$127,400. This is a significant increase. For those of you in state OSHA states, it appears that your maximum fines will also increase under the theory that state OSHA programs have to be at least as strict as federal OSHA.

Recently OSHA seems to be starting fall protection fines at the maximum level and taking reductions from there. So, if you are a very small contractor with fewer than 25 employees you qualify for a 40% reduction in fines right off the top. In the case of a maximum fine today you would be looking to find your penalty at 40% below \$7,000 or \$4,200. But, in 2016, after the increase you will find yourself at \$7,644. While this might not seem significant, it all adds up. Very few employers, if being cited for fall protection will find themselves receiving just one citation. If nothing else these increases will make compliance that much more important. Not only will you have to deal with the impact of a serious or more egregious citation on your pre-quals, you will have the potential for significantly higher fines.

OSHA just published its proposed regulatory agenda for the first half of 2016. It is a

very ambitious agenda. I am not sure how many of the proposed deadlines OSHA will meet, but if they only meet a few, we in the construction industry will have much to consider. OSHA has stated that it plans to issue a final rule for crystalline silica in February 2016. It also plans to publish a final rule for the electronic filing of OSHA 300 forms in March 2016. These final rules will be accompanied by final rules for walking and working surfaces in April 2016; crane operator

G G buried in the bill was language mandating OSHA to increase fines for violations by 82% by August 1, 2016"

qualification in construction in March 2016; amendments to the crane and derrick standard in construction in April 2016 and a quantitative fit testing amendment to the final rule on respiratory protection in March of 2016. Finally OSHA has indicated a plan to publish an update on the rule for powered industrial trucks in 2016 and to hold a stakeholder meeting on the lock out tag out standard in September 2016.

All of this underscores the necessity for all contractors to have an up to date and tightly drawn safety program and to stay on top of new developments from a regulatory basis and update their safety programs as necessary.

We recently awarded a number of recognitions to member contractors at our annual convention in Kansas City. Each of these participating contractors received a detailed analytical letter from the grading committee as to how they can tighten up their safety program and make it more compliant, not only with the letter of the law, but also with an eye to the practicalities of providing a safe worksite for all employees. Only one of the thirty-two contractors who took advantage of this value added benefit to membership in the MRCA scored at the Platinum level. This means that the other participants can take the comments in their critique letters and work to achieve a higher level in 2016. Of course the Platinum level recipient is challenged to maintain their program at that high level!

Does this level of participation mean that only thirty-two of our members were concerned enough about the safety of their employees to undergo a critical, but confidential, review of their safety program; or does it mean that only thirty-two member contractors realized that even though they may have paid a significant cost to have their safety program developed, it may be not as good as they were lead to believe. If YOU did not participate, which one are you?

At the convention the MRCA launched its Elite Contractor Program. This program will recognize contractors who are going several steps beyond the status quo to provide their customers and employees a better product. Recognizing safety as a key component in any program that recognizes the excellence in contractors, this new program requires a company to achieve at least the bronze level of achievement in the MRCA

C Now is the time to get your safety program reviewed so your company will be able to proudly display the MRCA Elite Contractor logo!"

safety recognition program. Now is the time to get your safety program reviewed so your company will be able to proudly display the MRCA Elite Contractor logo!

Remember with all of the changes that have occurred within OSHA in 2015 along with all that are planned for 2016, a key to working injury free as well as avoiding regulatory compliance issues is to have a solid, up-to-date safety program. And a cornerstone to achieving this goal is to enforce the program you have no matter how complete it is! Unless other events within the regulatory community intercede, I hope to visit this important topic in the next issue.

Take advantage of a great MRCA member benefit-complimentary legal advice on OSHA-related issues from MRCA Legal Counsel Gary Auman. Contact Gary at GWA@dmfdayton.com.



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CRCA ANNOUNCES 2015 AWARD RECIPIENTS

CRCA celebrated CRCA Member accomplishments on Friday, December 4, 2015 at the Hilton Oakbrook Hills Resort.

These awards recognize CRCA members for their dedication and commitment to the roofing industry, safety and service over many years.

Please join us in congratulating these individuals and firms!





To learn more about CRCA events, visit www.CRCA.org.











IRCA Save the Dates!

Spring Roundtable on April 6, 2016.

Golf outing on June 22, 2016.

IRCA Annual Meeting on November 10, 2016.

> Check out our new website! www.indianaroofing.org

NTRCA Save the Dates!

NTRCA January 2016 Lunch & Learn NTRCA hosts a monthly Lunch and Learn on the 2nd Wednesday of each month (except December and February) Wednesday, January 13, 2016 11:30am - 1pm **Topic -- Succession Planning** International Bowling Museum Arlington 621 Six Flags Dr. Arlington, TX 76011

NTRCA 2016 Annual Awards Banquet and Gala

The 16th Annual NTRCA Awards Banquet will be held February 6, 2016 at the Dallas Cowboys Stadium located at 1 AT&T Way in Arlington, Texas. The banquet will begin at 6:00 p.m. and will include cocktails, dinner, dancing, award presentations, raffles and casino night fun. NTRCA will also present its annual Golden Hammer Awards during the evening, to recognize outstanding roofing projects completed in 2015 and its annual Industry Leader of the Year Award and Industry Associate of the Year Award.

Tickets and more details are available at www.ntrca.com.





T&R Update

ASTM Eighth Symposium on Roofing Research and Standards Development

Matt Dupuis, PhD PE

n December 6th, 2015 the D08 committee on Roofing and Waterproofing of ASTM International gathered for a symposium. In all, eleven papers were selected for the symposium proceedings. This article will provide a brief synopsis of each paper that was presented. This is done in effort to keep the reader informed of the current state of peer reviewed roofing research. This should be differentiated from research sources such as white papers published online and trade magazine articles that are held to a much lower standard, if any peer review. Consequently these types of research papers can be where the concepts and data come from, that may eventually be incorporated into an industry standard, such as an ASTM standard.

In italics after each paper are summaries based on the author's recollection and any notes taken during the presentation. The full papers have not been made available as of this writing (Expected 12/14/15) as such reading the papers, when available, to confirm details is advised.

The papers delivered were:

1. Developing a Test Method for a Very Severe Hail Rating For Low Slope Roofing Assemblies D. A. Boardman,FM Approvals

FM Approvals looked at the effects of 2 inch ice ball impacts on low slope systems. These impacts contained double the energy of the more common steel ball test. The impacts were visually inspected after two impacts in the same area. Membrane over metal plates and screws fared the worst, while adhered systems with cover boards fared much better.

2. Understanding the Puncture Resistance of TPO Membranes

S. Bhawalkar, T. Yang, and T. J. Taylor, GAF GAF researchers primarily looked at two puncture mechanics for TPO membranes. A slow puncture, such as a person stepping on a sharp metal object. They also looked at a fast impact, such as a sharp metal object being dropped onto the membrane. This paper outlined experimental methods for evaluating these two types of puncture. In addition they also looked at hail impact mechanics for TPO membranes. Interestingly some of the impacts may have left the membrane undamaged, but the energy telegraphed through to the various substrates tested, causing damage below.

3. Evaluation of Air Leakage Properties of Seam-Fastened Mechanically Attached Single-ply and Polymer Modified Bitumen Roof Membrane Assemblies

S. Molleti and A. Baskaran, National Research Council of Canada, et al.

This research focused on the air barrier potential of mechanically fastened single-ply membranes and polymer modified bitumen membranes. Using a state of the art method and equipment the NRC in Canada quantitatively measured the air leakage from these systems. The systems that were evaluated included typical roof details, such as curbs and drains. The net result of the testing was that the air leakage from these systems was 100 times less than that required by current energy codes. In short, they pass by a large margin.

4. Shear Resistance of Paving and Waterproofing Systems

P. Moser and G. Doelp, Simpson Gumpertz & Heger Inc., and J. Haydu, Bridge Preservation *The authors made an experimental investigation into the quantitative measurement of adhesion of hot mix asphalt to a waterproofing membrane installed over concrete. This paper was focused on waterproofing over vehicular bridge decks.*

5. Quantitatively Assessing the Life of 55% Al-Zn Alloy-Coated Steel Standing Seam Roof Systems

R. Dutton, Ron Dutton Consulting Services and Rob Haddock, The Metal Roof Advisory Group The authors conducted field and laboratory investigations of Galvalume standing seam metal roofs in several climate zones around the United States. From the samples collected the researchers reverse calculated corrosion rates and then extrapolated forward the life expectancy for this type of roof system. Time will be the true test if any of these roofs will last the over 100 years that the authors projected.

6. Thermal Performance Evaluation of Roofing Details to Improve Thermal Efficiency and

Condensation Resistance

E. K. Olson, Simpson Gumpertz & Heger et al This paper proved to be very interesting. The research team used 3D modeling thermal modeling software to create and analyze typical roof system details, such as drains, mechanical fasteners and stanchions. Using the thermal results of the individual components they were able to extrapolate the impact to what could be called the apparent R-value of the roof. We typically only consider the best case of pure insulation for doing this calculation. In doing so losses ranged from a few percent to a 17% R-value loss for utilizing mechanical fasteners in the roof system. If these models are ever validated, it could have an impact on energy code compliant roof construction in the future. One to watch for certain.

7. Moisture and Durability Performance of Lowsloped Roof Structures with Varying Surface Types and Ballast Layers

C. Buxbaum, W. Gallent, and S. Paulitsch, Carinthia University of Applied Sciences, et al. *Not Presented due to travel issues*

8. Accelerated Aging of TPO Membranes – Prediction of Actual Performance

T. J. Taylor and L. Xing, GAF

A peer reviewed version of the research project GAF presented at the 2015 MRCA convention. The increased heat aging temperature (270°F v 240°F) and weight loss criteria (1.5%) are currently being debated in the D6878 Standard Specification for Thermoplastic Polyolefin Based Sheet Roofing task group.

9. Long-term Reflective Performance of Roof Surfaces in the Chicago Area

M. Rupar and M. S. Graham, NRCA *The NRCA reported data and conclusions from a*

5 year field reflectivity measurement study on a collection of roofs in the Chicago metro area. One of the most stand out conclusions was the importance of increased slope in maintaining high reflectivity levels. In addition researchers noted temporary and or periodic increases in reflectivity from rain events.

10. Hydrothermal Analysis for Pitched Roof in Consideration of Water Penetration through Pinholes of Roofing Underlayment Assemblies

H. Saito, Ashikaga Institute of Technology A Japanese researcher reported an experiment to quantify the intrusion of wind driven rain and subsequent dry under clay tile roof systems. 11. Study on Hygrothermal Conditions in Attic Space of Wooden Houses with Eaves Ventilation during Winter Season in a Mild Climate Region of Japan

D. Matsuoka, Polus R&D Center of Life-Style A Japanese researcher reported on experimental efforts to measure and model ventilation air flow rates in attics. These air flow rates were used to predict air and moisture transport in and out of the insulation in the attic space.

The papers from these events can have profound and sometimes unexpected results on the roofing industry. The sagest advice for any member of the roofing industry is to at least be aware of these papers and pass any questions to your technical committees for consideration and or action.

Matt Dupuis, PhD PE, of SRI in Middleton, WI, can be reached at MDupuis@sri-engineering.com. Dupuis serves on MRCA's Technical and Research Committee.

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Congratulations to our 2015 Award Winners

James Q. McCawley Award Winner Bill Good, NRCA Chief Executive Officer

The James Q. McCawley Award is given to an individual in recognition of their devotion to the roofing industry and is the most prestigious award given by MRCA. This award was first presented in 1969 and is a long standing tradition of MRCA.

This past November at the MRCA's 66th Annual Conference & Expo, Bill Good was presented with this award. Bill Good is chief executive officer of the National Roofing Contractors Association, a position Bill has held for 27 years. Bill has also been actively involved in the association community, having served as the chairman of the board of the Association Forum of Chicagoland and as an officer and director of the American Society of Association Executives. He



currently serves on the board of directors of the American Society of Association Executives and the U.S. Chamber's foundation, as well as on the Chamber's prestigious Association Committee of 100. Bill's volunteer activities include serving a two-year term as national board chairman of Rebuilding Together, a charity that rehabilitates homes for low-income homeowners and veterans, and as president of the Chicago Christian Industrial League, one of the oldest rehabilitation and training facilities in the city.

Industry Innovation Award Winners EagleView Technologies

The award is for EagleView's Construct[®] product which is a new cloudbased software that enables roofing contractors to construct important documentation, including bills of material, using real-time, individual pricing currently from the ABC Supply product catalog. Designed to integrate Eagle View roof measurement reports with contractor pricing, Construct automatically calculates the quantities of materials needed for roofing projects. The program allows users to build bills of material from scratch or import them from a spreadsheet while also creating basic sales proposals from the items on the list. Contractors can email, print, or export lists while also utilizing functionality to change lists before placing



orders. Templates make the process easy and fast, allowing contractors to accurately order materials right from their computer. The cloud-based software platform is easy to use and fully integrated into the current EagleView workflow. Bills of material and product orders utilizing individual pricing are sent directly to local branches for fulfillment and delivery. From measurements to material order to the roof, Eagle View connects contractors with everything they need for successful roofing projects any time of the day or night.

Leading Edge Safety Integrated Lightning Protection

Leading Edge Safety Integrated Lightning Protection is a new and innovative lightning protection system designed to replace traditional lightning protection systems when building a new structure or reroofing an existing structure. When building a new structure Integrated Lightning Protection systems can be designed and included by the architect of the building eliminating the need for traditional lightning protection systems. Once installed the Integrated Lightning Protection system can be used during the construction process. The Integrated lightning Protection system is built into the permanent guard rail system reducing the need for the traditional lightning protection systems to be removed, reinstalled and recertified, which means a reduction in the cost of a reroofing project. These systems are custom designed to look like part of the building and still meet all of the requirements of 29 CFR 1926 Subpart M. Fall protection OSHA requirements.



ARE YOU?



ELITE ROOFING CONTRACTOR PROGRAM

FIND OUT IF YOU QUALIFY APPLY TODAY! Contact valerie dahlberg at vdahlberg@mrca.org

STRONG ROOTS PRODUCE NEW LEAVES OF SERVICE

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Young Contractors

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Hispanic Hiring Kit

Aileron

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SHARP *

Safety

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& Training

Your Committees and the MRCA Board of Directors have set a challenging pace for themselves this past year, to provide new member services.



The MRCA Elite Roofing Contractor Program will be introduced at the MRCA Business Meeting held at the Annual Conference. This is the result of a joint effort by the Business Management Committee and Operations and Safety Committee. You definitely need to learn more about this new unique professional development and marketing tool provided for MRCA Members.



MRCA has joined with Aileron to provide MRCA members with an avenue for growth in professional management capabilities through Course for Presidents, which will in turn, fuel company growth. Aileron is a not-for-profit organization dedicated to assist entrepreneurs (MRCA Members) to make their companies better places to work, a source of innovation, and provide for growth through the use of business tools provided by professional management principals. MRCA's program with Aileron will be presented at the MRCA Annual Business Meeting as well. This program comes highly rated by all those that have participated and Aileron comes with the highest of credentials recognized nationwide.

Past President's Council

As a part of the strategic planning process, the MRCA Board recognized the contributions made to the Association by those who have served the Association as its President. Those individuals have much they can contribute to the future successes the Association. So in order to harness this resource to assist the Association as it grows, the Board established the Past Presidents' Council. The Council will be introduced at the Past Presidents Dinner held in conjunction with the Annual Conference and Expo.



Another new leaf added this past year to the MRCA tree of services is the Hispanic Hiring Kit. The kit has already been a useful service to many MRCA members. Over the past month, Webinars featuring program founder, Ricardo Gonzales. Find out how this program can assist your Human Resources Department in meeting your workforce needs.

MRCA BENEFITS: GROW YOUR FUTURE

Congratulations to our 2015 Sharp Safety Award Winners



Platinum Safety Award Winner

Gwaltney, Inc. dba Diamond Roofing – Dodge City, KS

Gold Safety Award Winners

Advanced Industrial Roofing, Inc. – Massillon, OH Boone Brothers Roofing – Omaha, NE C. L. Schust Co., Inc. – Ft. Wayne, IN E.D. Chase Company, Incorporated – Oshkosh, WI Kirberg Company – St. Louis, MO KPost Company – Dallas, TX L Marshall Roofing & Sheet Metal, Inc. – Glenview, IL Langer Roofing & Sheet Metal, Inc. – Glenview, IL Quality Roofing Contractors of SEMO, Inc. – Senath, MO R. Adams Roofing, Inc. – Indianapolis, IN Sprague Roofing Co. – Lincoln, NE T & K Roofing & Sheet Metal Company, Inc. – Ely, IA Waukegan Roofing Co., Inc. – Waukegan, IL

Silver Safety Award Winners

Delta Innovative Services – Kansas City, KS Empire Roofing – Ft. Worth, TX F.J.A. Christiansen Roofing Co., Inc. - Milwaukee, WI Kaw Roofing and Sheet Metal – Kansas City, KS Ketcher and Company, Inc. – North Little Rock, AR Knickerbocker Roofing & Paving Co., Inc. – Harvey, IL Kreiling Roofing Co. – Peoria, IL RSS – Roofing Services & Solutions – Louisville, KY The Quality Roofing Company – Kansas City, MO

Bronze Safety Award Winners

Commonwealth Roofing Corp. – Louisville, KY Harness Roofing, Inc. – Mabelvale, AR Interstate Roofing & WRP, Inc. – Onalaska, WI Queen City Roofing – Springfield, MO





























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The YCC Front

On Wednesday, November 11th at the MRCA 66th Annual Conference & Expo, the YCC held a Community Service Event at Harvesters Community Food Network in Kansas City, MO.

This organization feeds roughly 141,500 people every month and relies heavily on the hard work of volunteers who bring their hearts and hands to the job of feeding hungry people. Volunteers spent the morning sorting non-perishable items for the needy families in Kansas City.

The purpose of the Young Contractors Council (YCC) is to help young roofing professionals establish contacts and develop leadership skills to succeed within the roofing industry.

The MRCA Young Contractors Council (YCC) is designed for roofing professionals younger than 40 who are looking to meet with peers, share best practices, learn more about the industry, and network with others forging roofing careers.

If you're interested in joining this dynamic group of future leaders, complete and return the YCC Membership Form at www.mrca.org











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CERTA NEWS



On-the-job training methods typically focus on application skills without adequately addressing safety concerns. The need for focused safety training addressing torching activities became apparent. In 1986, the Midwest Roofing Contractors Association (MRCA) in conjunction with industry organizations (the Asphalt Roofing Manufacturers Association, and United Union of Roofers, Waterproofers and Allied Workers) developed a curriculum to train roofing workers in the safe application of torch-applied roof systems. This program was named the Certified Roofing Torch Applicator program.

The CERTA training program is ideal for contractors whose work involves torch applications. The full-day



program trains experienced roof system installers on the safe use of roofing torches used to apply polymermodified bitumen roofing products. CERTA training shows how proper roof system configuration design and application techniques can result in fire-safe installations.

At the MRCA 66th Annual Conference & Expo last month in Kansas City, MO, 28 individuals attended the CERTA Train-the-Trainer course and 8 individuals attended the CERTA Applicator course.

> For more information, contact Bob Pope, MRCA Executive Director at: (800) 497-6722 or mrca@mrca.org

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