

45TH ANNUAL SEAA NATIONAL
SEAA ★ 2017
Myrtle Beach
THU - SAT
APRIL 27-29
CONVENTION & TRADE SHOW

2017

STEEL ERECTORS ASSOCIATION OF AMERICA

Register at seaa.net. Click the Events tab for more information.





Tap into Old School Experience and 21st Century Ideas

Dear Convention Attendees, SEAA returns to Myrtle Beach, SC, for the 45th Annual National Convention & Trade Show. As an association with a rich history of connecting erectors and fabricators and general contractors, this meeting is like no other. Tackling the issues essential to steel erection, presentations are relevant to erectors, first and foremost.



This meeting is small enough to have one-on-one discussions with experts on business, practical, safety, and technical matters, but large enough to network and develop new relationships with some of the biggest players in steel construction. Program highlights include golf and ocean fishing excursions; dinner and music at the Gala and Awards Banquet; plus award-winning Project of the Year presentations. The Trade Show features essential products and services. Look for demonstrations and hands-on displays of cranes, software, welding equipment, and more.

If you think you know SEAA, think again. Over the last three years, the association has invested in first-class Craft Training and Apprenticeship programs for Ironworkers. Our nationwide network of training units and assessment sites now has 14 locations in 12 states. New in 2017 are NCCER endorsements for Rigger, Signal Person, and Mobile Crane Operator certifications and credentials.

Here's what one member had to say. "Attending the SEAA Convention introduced me to some of the best erectors in the country." *Bruce Basden, CEO of Basden Steel Corp., Burseson, TX.*



Register by March 26 to take advantage of the discounts. See you there!

Carrie Sopuch-Gulajan
Convention Committee Chairperson

Hotel Embassy Suites Myrtle Beach at Kingston Plantation

SEAA has reserved rooms in this beautiful complex of Myrtle Beach hotels, offering an array of amenities including nine swimming pools, Splash! Waterpark (water slides, lazy river, children's pools), full-service Royale Day Spa, and Sport and Health Club. Easy access to the Boardwalk, Broadway at the Beach, the House of Blues, Barefoot Landing, Tanger Outlet Mall. Over 100 Myrtle Beach golf courses nearby. Choose suites or condos from either of these two hotels:

1. Embassy Suites Myrtle Beach-Oceanfront Resort:

Two-room suites featuring:

- private balconies and picturesque views of the resort, North Myrtle Beach, and the Atlantic Ocean
- private bedroom, separate living room with sofa bed
- WiFi and a large table for a well-lit work space
- two flat-screen TVs, refrigerator, and microwave.

2. Kingston Plantation Condos:

Reserve a spacious oceanfront condo, lodge, or villa:

- options range from guest rooms in oceanfront towers to four-bedroom villas, many with full kitchens and washer/dryers
- all condos and villas provide private balconies with panoramic ocean, lake, or plantation views.

SEAA GROUP RATE: Expires March 26, 2017.

Thereafter, reservations are subject to availability and prevailing rates.

ROOM RATES: Starting at \$140+tax and fees, per night.

ADDRESS: 9800 Queensway Blvd., Myrtle Beach, SC 29572

PHONE: 800-876-0010

RESERVATIONS: Three ways to reserve your room(s):

1. Online: Use QR code to access:
2. Visit seaa.net and click on Events.
3. Call hotel directly: **800-876-0010**. SRP code: SEA.





How to Achieve Maximum Performance Through Trust & Accountability

Brent Gleeson, a U.S. Navy SEAL combat veteran, will address how trust and accountability are key to achieving high-performance teams. The result: measurable economic impact. He will provide tools for how erectors can improve trust within their organizations, as well as how to build a culture of accountability.

An acclaimed speaker and author, Gleeson has turned battlefield lessons to the world of business. He writes weekly online columns for *Inc.* and *Forbes* on entrepreneurship, marketing, and leadership. A dynamic personality, Gleeson has also starred in several reality shows, including NBC's *Stars Earn Stripes*, where special ops professionals are paired with celebrities to raise money for charities.

Gleeson has a background in finance and economics, and an MBA from the University of San Diego. He serves on the executive board of the Naval Special Warfare Family Foundation. His family is an Ambassador Family for March of Dimes.



Opening Session Speaker



Dean McKenzie, OSHA's new director of the Construction Directorate, will provide up-to-date insight into the regulatory agenda affecting steel erectors. Named to this position in 2016, McKenzie is an industrial construction professional with 34 years of experience. He joined OSHA's Directorate of Construction office in 2009.

Among the rulemaking items McKenzie is likely to discuss include crane operator certification/qualification (expected to be available for public comment in early 2017) and other anticipated changes to the crane rule, such as clarifying protections for employees working in the fall zone of equipment hoisted by cranes in certain situations.

Other rules on OSHA's Fall 2016 agenda of interest to safety managers are Powered Industrial Trucks, Noise in Construction and Hearing Protection, and Preventing Backover Injuries/Fatalities. Changes to Recordkeeping, Drug Testing, and Whistleblower Protection will be of interest to Employers and Managers.

Dean McKenzie

mckenzie.dean@dol.gov • osha.gov

Log onto **SEAA.net** and click the **Events** tab for more info on meeting and excursion registration. Make note of these important dates:

- Early Bird Registration Rate expires March 6.
- Hotel Group Rate expires March 26.
- Fishing Excursion deadline is April 21.

Key Dates

Activities

Sponsorship Opportunities still available... See page 7 for more information

THURSDAY, APRIL 27, 2017

★ GEORGE R. POCOCK MEMORIAL Arcadian Shores Golf Club GOLF TOURNAMENT

COST: (all-inclusive) **Members: \$175.00 / Non-Members: \$200.00**

TIME: 11:00AM Shuttle from hotel, 11:15AM – 12:30PM Lunch,
12:10PM Double Tee Times: Check with SEAA Registration Desk to confirm your tee time.

UNIQUELY DESIGNED WITH A PERSONALITY ALL ITS OWN: Experience championship golf the way renowned architect Rees Jones intended. In Jones' famous trademark style, the course is built to flow with the natural terrain instead of the other way around. The course carries a high degree of difficulty, but also offers an enjoyable golf experience for all handicaps. Wide and well-maintained Bermuda fairways and smooth, new Tifton greens give golfers a fair chance of making or breaking par – if they play their clubs right. Arcadian Shores receives accolades from *Golf Digest* and *Golf Magazine*, and two holes are fixtures on the "Dream 18" list of the Grand Strand's greatest holes.

Includes: green fee, cart, range balls, snacks, beverages, lunch and round-trip shuttle service. (Shuttle service provided by SEAA – reservations are required. See Golf form for more information.) Awards ceremony at Welcome Reception & Trade Show.

arcadianshoresmyrtlebeach.com • 710 Hilton Road • Myrtle Beach, SC 29572 • 888-302-4811
Questions: executivedirector@seaa.net



★ OCEAN FISHING EXCURSION Calabash Fishing Fleet

COST: \$200.00 per person (all inclusive)

TIME: 8:00AM – 12:30PM (Shuttle from hotel: 8:00AM)

A TRULY UNFORGETTABLE FISHING EXPERIENCE! Join this family owned and operated business as they cater to your comfort, safety, and adventure. Voted #1 in service in the Myrtle Beach area by their customers, Calabash Fishing Fleet strives to have the best, most courteous staff on all their boats and to be the #1 charter fleet available. The SEAA private charter is a well-equipped, comfortable boat that is super fast, which means less riding time – more fishing time! The full galley serves breakfast, snacks and drinks for the guests, while the staff provides custom tackle, ice, and bait for all the amazing fish you are about to catch. Whether a fishing beginner or expert, all are welcome on this excursion.

Includes: gear, bait, ice, fuel, drinks, sandwiches, fish cleaning, and round-trip shuttle. (Shuttle service provided by SEAA – reservations are required. See Fishing form for more information.) Awards ceremony at Welcome Reception & Trade Show.

calabashfishingfleet.com • 9945 Nance St. • Calabash, NC 28467 • 910-575-0017
Questions: executivedirector@seaa.net

Evening Feature

WELCOME RECEPTION & TRADE SHOW

TIME: 7:00PM – 9:30PM

Ease into the Myrtle Beach convention with a casual evening to eat, meet and greet. Enjoy some refreshments while you catch a sneak peek at the trade show exhibits. Celebrate the tournament awards from the golf and fishing adventures of earlier in the day.



FRIDAY, APRIL 28, 2017

2016 EXHIBITORS · CONCORD, NC

★ SEAA TRADE SHOW & CONVENTION

TIME: 7:30AM – 5:00PM **LUNCH:** 11:45AM – 1:00PM (served in the Trade Show area)

The 2017 SEAA Convention Trade Show Exhibit Hall is your chance to interact with the key decision-makers in the structural steel industry. When it comes to steel erection and construction, these key industry players come to find out what's new, who's got it, and how it can work for them. Don't be left out. Join other top suppliers and manufacturers in reaching these key industry leaders. Attendees are seeking to maintain a competitive edge for the future – information they can only get at the SEAA Trade Show.

Exhibitor Benefits

- Exposure to more than 500 industry professionals
- Sponsorship opportunities
- Two complimentary registrations per booth
- Exhibitor workshop opportunities
- Listing in the *SEAA Connector*® magazine, the Show issue
- Listing and booth location in final program
- Priority line for next year's show
- Post-conference list of attendees and mailing addresses

Targeted Audience

- Erectors
- Fabricators
- Detailers
- Engineers
- Architects
- Crane & Rigging
- General Contractors
- Other construction professionals

To Register as an Exhibitor for 2017

Complete and mail the enclosed Exhibitor form, or register online at seaa.net.

★ KEYNOTE ADDRESS

TIME: 9:00AM – 10:20AM

BRENT GLEESON: Upon leaving SEAL Team 5, Gleeson turned his discipline and battlefield lessons to the world of business and has become an accomplished entrepreneur, writer, and speaker.



★ OPENING SESSION

TIME: 10:30AM – 11:45AM

DEAN MCKENZIE: OSHA's new director of the Construction Directorate will provide up-to-date insight into the regulatory agenda affecting steel erectors.

★ MANAGEMENT & TECHNICAL SESSIONS

TIME: 1:15PM – 4:30PM

Gain a competitive advantage by hearing cutting-edge programs and case study insights. See the latest equipment, trends, and innovations making our industry safer, greener, more precise. Discover creative technologies to stretch your dollars and leverage your company a cut above. Network with the most forward-thinking leaders in the industry. Exchange ideas for team building and collaboration to drive business growth. See pages 8-11 for a schedule and topic summaries.

- ACA-GPS, LLC
- AISC
- Altec Cranes
- Arc3 Gases – Raleigh
- Ashley Sling, Inc.
- Atema Inc.
- CLC Lodging
- Columbia Safety
- Design Data
- DICA Outrigger Pads
- ESTES Express Lines
- Freedom Tools, LLC
- FSP USA
- Garrison Steel Fabricators
- General Equipment & Supply
- G.W.Y., Inc.
- H&E Equipment Services, Inc.
- Hanes Supply, Inc.
- Hilti, Inc.
- House of Threads
- IFast Group / Infasco
- IMPACT
- JLG Industries, Inc.
- LeJeune Bolt Company
- Lifting Gear Hire
- Lincoln Electric
- Lindapter USA
- M&P Specialty Insurance
- Mazzella Companies /
INDUSCO
- ML Cranes & Equipment
- NCCCO
- NCCER
- New Millennium Building
Systems
- NISD
- Nucor - Vulcraft / Verco Group
- Pneutek, Inc.
- Preferred Safety Products, Inc.
- Rapidrill
- Red-D-Arc Welderentals
- Rigid Global Buildings
- SEAA Connector*®
- SEAA Ironworker Craft Training
- SidePlate Systems, Inc.
- Simpson Strong-Tie
- St. Louis Screw & Bolt /
Haydon Bolts, Inc./
Bluearc Stud Welding
- Steel Estimating Solutions
- Steel Joist Institute
- Superior Cranes
- Tennessee Galvanizing, Inc.
- Trimble Solutions USA, Inc./
Tekla, Inc.
- TRYSTAR
- United Rentals
- Yokomori Stairs

Evening Feature

PRE-GALA COCKTAIL RECEPTION

TIME: 6:30PM – 7:30PM

GALA DINNER & AWARDS CEREMONY

TIME: 7:30PM – 10:30PM

It's a big night to let loose and soak up the party atmosphere! The celebration with dinner and dancing will also feature the announcements and presentations of the 2016 Project of the Year, the Person of the Year Award, and the William Davis Service Award.

Activities

SATURDAY, APRIL 29, 2017

★ SEAA BUSINESS MEETING

TIME: 9:00AM – 9:30AM



★ PROJECT OF THE YEAR 2016

TIME: 9:30AM – 10:30AM

THE SEAA PROJECT OF THE YEAR COMPETITION has grown in popularity, from a handful of entries in the first year (2004) to 30+ uniquely qualified complex projects nominated last year. Members clearly enjoy having their projects acknowledged in the *SEAA Connector*® magazine.

The 2016 Project of the Year winners are to be announced at the Gala and Awards Ceremony on Friday evening. This morning we will hear presentations from the 2016 winners, and appreciate why their projects were selected by the judges as the top construction projects for 2016.

★ CLOSING SESSIONS

Sharpening Tools for Employers: A Partner for Addressing the Opioid Epidemic

TIME: 10:45AM – 11:15AM Melanie Armstrong

This session will address how employers can partner with insurance providers to address the pain reliever epidemic.

Enhancing Craft Worker Recruitment Efforts

TIME: 11:15AM – 12:00PM Patty Bird

This NCCER session will offer suggestions for working with secondary and post-secondary schools, military veterans, career centers, and more, to tap into the right talent pool.

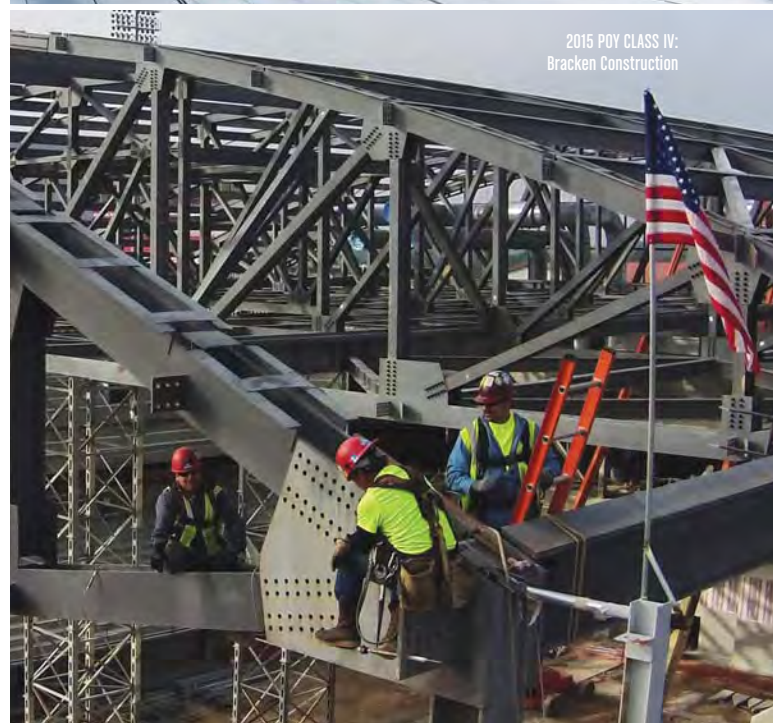
Project OF THE Year 2016

NATIONAL AWARDS PROGRAM

Sponsored by
Steel Erectors Association of America



2015 POY CLASS II:
Gabriel Steel Erectors
RENDERING CREDIT:
March



2015 POY CLASS IV:
Bracken Construction

Evening Social & Dinner

This social is a wonderful opportunity to unwind and mingle one last time before the 45th Annual SEAA Convention comes to a close.

LOCATION: To be announced. See Final Program.

TIME: 5:30PM – 7:30PM

Sponsor

SEAA NATIONAL CONVENTION SPONSORSHIP

The SEAA Convention provides worthwhile educational opportunities and networking opportunities for industry constructors and vendors. By becoming a sponsor, your company can help continue the high level of quality programs and events in addition to gaining valuable exposure to a highly concentrated target market. There are numerous sponsorship levels available at any number of events including the golf and fishing outings. Sponsorships are sold on a first come first serve basis.



| | | Signage Throughout Sponsored Event | Sponsor Ribbon on Designated Company Badges | Sponsor Sign at Exhibit Booth | Company-Provided Literature Inserted in Welcome Bag | Sponsor Name Listed in Full-Page SEAA Connector® Magazine Ad | Sponsor Name Listed on SEAA Website | Sponsor Name Listed on Thank You Signage Exiting Exhibit Hall | Hyper-link to Company Homepage from SEAA Website | Sponsor Name Listed in Conference/Gala Programs |
|----------------|--|------------------------------------|---|-------------------------------|---|--|-------------------------------------|---|--|---|
| \$7,500 | Thursday Evening Welcome Hospitality Reception | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| \$1,500 | Friday Morning Continental Breakfast (1 available) | ✓ | ✓ | ✓ | | ✓ | ✓ | | | ✓ |
| \$1,200 | Friday Morning Coffee Break | ✓ | ✓ | ✓ | | ✓ | ✓ | | | ✓ |
| \$2,500 | Friday Trade Show Luncheon (3 available) | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | ✓ |
| \$1,200 | Friday Afternoon Coffee Break | ✓ | ✓ | ✓ | | ✓ | ✓ | | | ✓ |
| \$2,500 | Friday Pre-Gala Cocktail Reception | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| \$1,500 | Friday Evening Gala Decorations | ✓ | ✓ | ✓ | | ✓ | ✓ | | | ✓ |
| \$1,500 | Saturday Morning Continental Breakfast | ✓ | ✓ | ✓ | | ✓ | ✓ | | | ✓ |
| \$1,200 | Saturday Morning Coffee Break | ✓ | ✓ | ✓ | | ✓ | ✓ | | | ✓ |
| \$500 | Saturday Afternoon Social | ✓ | ✓ | ✓ | | ✓ | ✓ | | | ✓ |
| \$1,200 | Steel Sponsor | | ✓ | ✓ | | ✓ | ✓ | | | ✓ |
| \$1,000 | Platinum Sponsor | | ✓ | ✓ | | ✓ | ✓ | | | ✓ |
| \$750 | Gold Sponsor | | ✓ | ✓ | | ✓ | ✓ | | | ✓ |
| \$500 | Silver Sponsor | | ✓ | ✓ | | ✓ | ✓ | | | ✓ |
| \$250 | Bronze Sponsor | | ✓ | ✓ | | ✓ | ✓ | | | ✓ |

Please contact the SEAA office at 336-294-8880 for other sponsorship opportunities.

Convention

at a glance

SEAA REGISTRATION DESK HOURS

| | | |
|-----------|----------|--------------------------------------|
| Wednesday | April 26 | 4:00PM - 6:30PM |
| Thursday | April 27 | 10:00AM - 12:00PM 3:00PM - 8:30PM |
| Friday | April 28 | 7:30AM - 11:00AM 1:00PM - 5:00PM |
| Saturday | April 29 | 8:00AM - 12:00PM |

THURSDAY, APRIL 27, 2017

| | |
|------------------|---|
| 8:00AM – 12:00PM | SHOW MANAGEMENT SET-UP |
| 8:00AM – 12:30PM | EXCURSION: OCEAN FISHING Shuttle Provided: Leaving at 8:00AM Calabash Fishing Fleet • 910-575-0017 9945 Nance Street • Calabash, NC 28467 |
| 11:00AM – 6:00PM | EXCURSION: GEORGE R. POCOCK MEMORIAL GOLF TOURNAMENT Shuttle Provided: Leaving at 11:00AM Lunch 11:15AM, Double Tee Times 12:10PM Arcadian Shores Golf Club • 843-449-5217 710 Hilton Road • Myrtle Beach, SC 29572 |
| 12:00PM – 6:30PM | TRADE SHOW EXHIBITOR SET-UP |
| 7:00PM – 9:30PM | WELCOME RECEPTION & TRADE SHOW |

FRIDAY, APRIL 28, 2017

FIELD TRACKS IN GREEN MANAGEMENT TRACKS IN BLUE

| | |
|-------------------|--|
| 8:00AM – 9:00AM | BREAKFAST: Trade Show area |
| 8:00AM – 4:00PM | TRADE SHOW |
| 8:45AM – 9:00AM | WELCOME & OPENING REMARKS |
| 9:00AM – 10:20AM | KEYNOTE ADDRESS: Brent Gleeson, U.S. Navy SEAL Veteran |
| 10:20AM – 10:30AM | BREAK: Trade Show area |
| 10:30AM – 11:45AM | OPENING SESSION: HOW OSHA'S CURRENT REGULATORY AGENDA AFFECTS ERECTORS Dean McKenzie, Director of the Construction Directorate, OSHA |
| 11:45AM – 1:00PM | TRADE SHOW LUNCH – RAFFLE PRIZES at 1:00PM |
| 1:15PM – 2:15PM | SESSION #2: FIELD: TAKING A FRESH APPROACH TO FALL PROTECTION Bryan McClure, CPLP and Senior Consultant, MSC Safety Solutions |
| 1:15PM – 2:15PM | SESSION #2: MANAGEMENT: SHARES, LIKES, AND TWEETS: THE IMPACT OF NEW SOCIAL MEDIA COMMUNICATION LAWS ON BUSINESS Frank Kollman, Attorney At Law, Kollman & Saucier, P.A. |
| 2:15PM – 2:30PM | BREAK: Trade Show area |
| 2:30PM – 4:30PM | SESSION #3: FIELD: NEW STANDARDS WILL CHANGE HOW ERECTORS TRAIN AERIAL WORK PLATFORM USERS Tony Groat, North America Manager, International Powered Access Federation SESSION #3: FIELD: WHAT ERECTORS NEED TO KNOW: THE SILICA STANDARD Troy Clark, President, MSC Safety Solutions |
| 2:30PM – 4:30PM | SESSION #3: MANAGEMENT: THE FUTURE OF SKILLED LABOR: WHAT CAN AND SHOULD BE DONE BY CONTRACTORS AND OWNERS TO REDUCE WORKER SHORTAGES Daniel Groves, CEO, Construction Industry Resources LLC SESSION #3: MANAGEMENT: INCENTIVIZED VETERAN EMPLOYMENT, AN INNOVATIVE WORKFORCE STRATEGY Nick Morgan, President, Adaptive Construction Solutions |
| 4:00PM – 6:00PM | TRADE SHOW EXHIBITOR MOVE-OUT |
| 6:30PM – 7:30PM | PRE-GALA COCKTAIL RECEPTION |
| 7:30PM – 10:30PM | GALA DINNER & AWARDS BANQUET |

Convention

at a glance



SATURDAY, APRIL 29, 2017

| | |
|-------------------|--|
| 8:00AM – 9:00AM | BREAKFAST |
| 9:00AM – 9:30AM | SEAA BUSINESS MEETING |
| 9:30AM – 10:30AM | PROJECT OF THE YEAR PRESENTATIONS 2016 2016 Winners: To Be Announced at Friday evening Gala Dinner & Awards Banquet |
| 10:30AM – 10:45AM | BREAK |
| 10:45AM – 11:15AM | SESSION #4: MANAGEMENT: SHARPENING TOOLS FOR EMPLOYERS: A PARTNER FOR ADDRESSING THE OPIOID EPIDEMIC Melanie Armstrong, Medical Services Manager and RN, BSN, American Mining Insurance Group LLC |
| 11:15AM – 12:00PM | SESSION #4: FIELD: ENHANCING CRAFT WORKER RECRUITMENT EFFORTS Patty Bird, Senior Manager of Projects, NCCER |
| 12:00PM | ADJOURNMENT (Lunch on your own) |
| 12:00PM – 5:30PM | GOLF / TOURS* / BEACH TIME (On your own) * If you've been searching for something that's new, fun and exciting then a "biplane tour" is sure to scratch the itch! The experience of flying in an open-air cockpit is second to none. Visit mbairtours.com or call 843-427-7351. |
| 5:30PM – 7:30PM | SATURDAY SOCIAL / DINNER |



Management Sessions

SHARES, LIKES & TWEETS: THE IMPACT OF NEW SOCIAL MEDIA COMMUNICATION LAWS ON BUSINESSES

Frank Kollman, a management labor law attorney and litigator, says you may never “Like” or Re-Tweet again after hearing what’s happening in legal circles. Federal and State courts are starting to prohibit employer access, disciplinary action, and other aspects of employees’ social media use and internet posts. Employers themselves use these channels, which compounds the problem. If your company wants to take action regarding employee social media activity, this is a must attend session.



Kollman & Saucier, P.A. is recognized nationally. Its members have authored many books on labor and employment law, and occupational safety and health. Frank Kollman has the highest rating of AV from Martindale Hubbel, is recognized by Chambers and Partners ratings firm, and is a Maryland “Superlawyer.”

Frank Kollman
fkollman@kollmanlaw.com • kollmanlaw.com

WHAT CAN AND SHOULD BE DONE BY CONTRACTORS AND OWNERS TO REDUCE WORKER SHORTAGES

This session will provide a forecast of the workforce demand and supply outlook. More importantly, this session will offer solutions for contractors as they seek to solve workforce shortages. Some of those ideas include improving employment and recruiting, finding ways to do more with less labor, and how owners can take an active role in planning and sustainability.

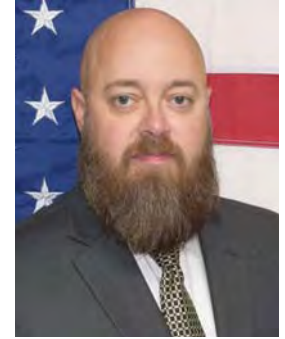


CIR (Construction Industry Resources) provides market intelligence and project risk mitigation solutions for owners, contractors, unions, labor providers, and other industry stakeholders, including Construction Labor Market Analyzer (CLMA) and the construction *20/20 Foresight Report*. Daniel Groves, CEO of CIR, was named by *ENR (Engineering News Record) Magazine* as a global Top 25 Newsmaker for his work in developing the CLMA. He is also Director of Operations and a workforce consultant for Construction Users Roundtable (CURT).

Daniel Groves
dgroves@myclma.com • myCLMA.com

INCENTIVIZED VETERAN EMPLOYMENT: AN INNOVATIVE WORKFORCE STRATEGY

Adaptive Construction Solutions is a veteran owned and staffed company uniquely positioned to recruit, train, and support veterans for the steel erection industry. This session will share how the company accesses government programs, such as Work Opportunity Tax Credits, to fund training. Case studies will provide examples of how ACS is successfully recruiting, training, and placing veterans as ironworkers on job sites. One firm recently hired more than 100 veterans with 87% retention at the 90-day mark.



Nick Morgan, who is also owner and president of a property and casualty insurance agency and has combat and active duty experience in the U.S. Army, will present this session along with U.S. Marine Corps veterans Carlos Pulido and Chuck Bagnato (former executive director of Lone Star Veterans Association).

Nicholas Morgan, Founder and President
Carlos Pulido, Director of Operations and Risk
Chuck Bagnato, Director of Talent Acquisition
Nicholas@acstexas.com • acstexas.com

SHARPENING TOOLS FOR EMPLOYERS: A PARTNER FOR ADDRESSING THE OPIOID EPIDEMIC

More than 300,000 Americans have lost their lives to opioids since 2000. The most commonly prescribed opioid pain relievers, oxycodone and hydrocodone, continue to be involved in more overdose deaths than any other type. This session will address how employers can partner with insurance providers to address the epidemic.



Melanie Armstrong, RN, BSN, is passionate about this topic. She has more than 30 years of experience in healthcare, as well as group and workers compensation insurance. Her vast clinical experience helps to inform her work in medical program development, contracted medical vendor relationships, cost containment strategy, provider networks, and American Mining Insurance Group’s utilization review and case management programs, where she serves as medical services manager. She is a Summa Cum Laude graduate of the Ida V. Moffett School of Nursing at Samford University.

Melanie Armstrong
marmstrong@americanmining.com • americanmining.com