

9300 CONTRACTOR

TCAA Announces Plans for 100th Anniversary Bash

Plans are being finalized for the 2003 TCAA Convention and 100th Anniversary Celebration. You won't want to miss this once-in-a-lifetime event. Mark your calendar now to join us at the Westin Savannah Resort & Spa, October 18-22.

We're pulling out all the stops this year. You'll find informative technical and business planning sessions, the latest products and services in our exhibit hall, and even the first IMI Contractor College held in conjunction with a TCAA convention.

And we haven't forgotten the fun, either. From golf at one of the nation's premier courses to tours of historic Savannah, there's something for everyone at this year's convention.

Most importantly, we will be celebrating 100 years of service to the ceramic tile industry. This celebration offers us the chance to reflect on the past, share memories and plan the next 100 years of TCAA.

TCAA's rich history will be unveiled in our 100th anniversary book, "Ceramic Tile in 20th

Century America". This beautifully illustrated history of our industry will be a valued addition to your library and a welcomed gift for your customers and colleagues. *(See insert for advance order information.)*

Those who have made their mark on our association and industry will be recognized as we honor past TCAA Presidents and Cesery Award winners. We'll also look to the future as we present the 2003 TCAA scholarship winners.

TCAA is family. What better way to celebrate this milestone than by bringing your family to this year's convention?

Sponsorship Opportunities

TCAA invites our supplier members to show their support by sponsoring an event at our 100th anniversary convention. Watch for details coming soon or call the TCAA offices for more information on how your company can participate in this once-in-a-lifetime event.

IMI Confers Honors on Sekora and Artisan Tile

Joan Calambokidis, President of International Masonry Institute, announced that John J. Sekora of Artisan Tile & Marble Co. of NJ, Inc. was awarded the designation of IMI Contractor College Graduate at the IMI Board of Trustees meeting on February 22nd in Bal Harbour, Florida. Mr. Sekora successfully completed the requirements proscribed by IMI's Contractor College Certification Committee to achieve this designation. He is a member of the inaugural graduating class of IMI's Contractor College.

Ms. Calambokidis also announced that Artisan Tile & Marble Co. of NJ, Inc. has been awarded the designation of IMI Certified Professional Contractor.

Our congratulations go out to John and the entire staff of Artisan Tile & Marble of NJ.

Interested contractors are invited to enroll in the IMI Contractor College. See Page 5 for details on Contractor College courses to be offered at the 2003 TCAA Convention.

From the President ...

What part of life or business is without challenges? I haven't found that quiet niche yet, have you?

Trying to "go it alone" has gotten better men than me in trouble before. When I take stock of my challenges, I see numerous opportunities to access the help of others. These others take the form of family, friends, pastors, co-workers, and peers. For the challenges of managing a tile contracting business, I find a great deal of support from my peers, the staff, and other members of the TCAA. Have you encountered an issue or problem recently that was just outside the scope of your experience or knowledge? Do you need a source of information and support? The depth and breadth of the experience and knowledge found in the diverse membership of TCAA forms an unequalled resource. We are here to help each other for the betterment of our industry. We are resolved to make this our highest priority.

At the annual winter meeting of the Board of Directors in January, we began the strategic planning process by identifying several key initiatives. We meet again in Orlando at Coverings to formalize plans in the following key areas:

1. The TCAA/IUBAC relationship – the Labor Committee and members of the Strategic Planning committee are working very closely with the union to identify our areas of common needs and interests. You will see fruit from these efforts shortly.
2. The TCAA's educational benefit – the content of our educational programs will be developed into a more formal curriculum, in partnership with others in our industry. These educational offerings will be a tremendous benefit of TCAA membership.
3. Consolidating our Influence and Networking – we are identifying our relationship opportunities with the intention of creating mutually beneficial partnerships for the advancement of TCAA and the industry. We will be asking our members to tell us the many other ways in which they serve the construction and tile industries both locally and nationally. From this information, we can formalize the TCAA mission beyond our current reach.
4. Partnering with manufacturers and distributors – with the help of John Turner, Sr. at Dal Tile, we will begin to address the interests of our vendor partners more completely. We identified an opportunity to strengthen our existing relationships, to attract additional vendor partners to the Association, and to give them all greater access to, and influence within, TCAA.

This year we undertake the launching of our second century as an association! At our annual convention in Savannah we will look both behind and ahead. The look at our history provided by the anniversary book project will help propel us forward. What emerges is an incredible opportunity to participate in a milestone event for our industry, and the chance to participate in defining its future. Remember, future industry participants and leaders will look back at us to evaluate, and hopefully celebrate, our efforts to improve the tile industry of the 21st Century. Maybe they'll even write a book!

Best regards,

Les Lippert

Second Generation TCAA President

EPA OFFERS GUIDE TO ENVIRONMENTAL MANAGEMENT

In January, the EPA announced that a new publication is available to help small businesses organize their environmental management responsibilities in a productive and cost-effective way. The publication, "Practical Guide to Environmental Management for Small Business", is the product of research, discussions and input from EPA staff, small business owners, trade and industry organizations and environmental management system experts from state environmental agencies. Written in plain, straightforward language and free of jargon, the Guide takes readers through the steps to put in place a functional, yet efficient environmental management program.

For a free copy of the "Practical Guide to Environmental Management for Small Business", call the EPA's Small Business Division at (800) 368-5888.

ICE Agreement

Jerry Leva, Sr. of E.G. Sackett & Company has made available a copy of the ICE agreement between his company and the IUBAC. If you would like to receive a copy of this agreement, call the TCAA offices at (800) 655-8453.

PROFILES OF THE PAST

**EXCERPTS FROM TCAA's ANNIVERSARY BOOK
"Ceramic Tile in 20th Century America"**

James E. Hegan – Founder of TCAA

1903 was a world much different than today's. There was little or no electricity, automobiles or bathrooms. Tile was used primarily on fireplaces, in kitchens or foyers.

Because there were certain detrimental conditions to the mantel and tile business, particularly in U.S. central and southern cities and realizing these conditions could only be dealt with through united efforts, James E. Hegan of Louisville, Kentucky, addressed a letter to several well known tile dealers in that area asking to form a trade organization. This marked the first stirrings of present day TCAA, the first and oldest continuous tile group in the United States. Mr. Hegan's promotion and drive led to the assembly of 17 tile dealers on March 21, 1904, in Nashville, Tennessee and the Interstate Wood Mantel and Tile Dealers' Association (IWMTDA) was established in the tile community. Before they would meet again the association had already dropped the word "Wood" from its heading.

James E. Hegan was a tile dealer. A tile dealer is primarily a tile contractor that maintains an inventory of unset tile for use on his own jobs and for sale to small tile contractors operating in his area who are not financially able to keep inventories of their own. At that time, dealers enjoyed a stable and secure market. Inventory control gave the tile dealer a labor "monopoly." Tile manufacturers operated from small factories that supplied tile to dealers in regional market areas. Tile was sold as an installed product. There were no importers, no distributors and practically no opposition from tilesetter unions. In fact, no unset tile ever reached the open market, a trend that would change during the next few decades as shapes, shades and designs increased.

The first annual IMTDA convention was held in St. Louis, Missouri, in July of 1904 where Charles P. Brecher of Louisville was elected as the first president.

James E. Hegan would never hold a position in the organization he founded.

Need Additional Newsletters?

If you would like to receive additional copies of 9300 Contractor for your company, call the TCAA offices at (800) 655-8453. We'll add your extra company representatives to our mailing list.

TCAA 2003 CONVENTION PRELIMINARY PROGRAM

Westin Savannah Harbor Resort and Spa October 18-22

Saturday October 18

12:00 pm-4:00 pm Board Meeting
6:00 pm-8:00 pm President's Reception

Sunday October 19

8:00 am-5:00 pm Registration
8:00 am-3:00 pm Exhibitor Set-up
8:00 am-5:00 pm Local Tours
6:30 pm-7:30 pm Reception in Exhibit Hall
7:30 pm-10:00 pm Dinner Dance
*Scholarship Awards/Recognition of
Past Presidents and Cesary Award
winners*

Monday October 20

7:30 am-5:00 pm Registration
7:30 am-9:00 am Breakfast in Exhibit Hall
9:00 am-11:00 am Technical Panel
12:00 pm-5:00 pm Local Tours
1:00 pm-6:00 pm Golf Tournament
The Club at Westin Savannah Resort
7:00 pm-10:00 pm Dal Tile Nite

Tuesday October 21

7:30 am-9:00 am Breakfast in Exhibit Hall
9:00 am-11:30 am Contractors Annual Meeting
11:30 am-1:15 pm Cesery Luncheon
1:30 pm-2:45 pm Strategic Plan Presentation
2:45 pm-3:30 pm Theme Break in Exhibit Hall
3:30 pm-4:45 pm Successful Succession
Planning (*Leon and Terrence
Resnick, Resnick and Associates*)

Free Night

Wednesday October 22

7:30 am-9:00 am Breakfast in Exhibit Hall
7:30 am-9:00 am Board Meeting
9:00 am-4:20 pm IMI Contractor College
9:00 am-5:00 pm Local Tours
7:00 pm-9:00 pm Closing Reception

100th Anniversary Book Now on Sale

Advance orders are now being accepted for the TCAA 100th anniversary book, "Ceramic Tile in 20th Century America". This beautifully illustrated book makes a welcomed addition to your library or gift for colleagues, family and friends.

EARLY BIRD OFFER!

Order 3 books before June 1, 2003 and received one additional book FREE!

For more information on how to order "Ceramic Tile in 20th Century America", see the order form at the end of this newsletter.

Snaps From DCTCA “Sweetheart Ball”

Over 200 local contractor members, key employees, associate members, suppliers and local and international BAC representatives attended the annual Detroit Ceramic Tile Contractors Association “Sweetheart Ball” on Saturday, February 9. The sell-out event, now in its 5th year, is organized by the DCTCA board.



From left: Jennifer Panning, Mike Maiuri, Bob Michielutti, Ron Capp, Jack Digiovanni and Phil Bianchini

Roy Bianchini was presented DCTCA’s Lifetime Achievement Award. Mr. Bianchini is the founder of Empire Tile, East Pointe, Michigan. Sons Phil and Rocky now run the business.



Karen and Mike Maiuri



Carol and Bob Michielutti

DON'T DO IT!!!

Practical Things NOT To Do While Building Your Business

Don't work half of every day for free. Don't work half your lifetime for free. Without proper estate, succession and liquidity planning, an estimated two-thirds of TCAA members are doing just that!

TCAA is proud to announce that Leon and Terrence Resnick, nationally recognized financial management experts, will present a seminar on Practical Yet Powerful Planning Strategies and Techniques at the upcoming 2003 Convention in Savannah, GA. Topics to be explored include:

- ⇒ Making sure the family business stays in the family
- ⇒ Paying estate taxes in the most cost-efficient manner
- ⇒ Life insurance tips that could save you millions of dollars
- ⇒ Addressing active and inactive children in a family business.

Make plans now to attend this powerful seminar at the 2003 TCAA Convention.

TCAA Website Takes Award

TCAA's website (www.tcaainc.org) was recently recognized by the St. Louis Web Developers Association. The site was awarded 3rd Place in the category of Most Usable Sites. A field of 57 nominated sites vied for top honors in that category.

The TCAA website is maintained by ThoughtProcess.net, Inc. of St. Louis and overseen by the TCAA Web Committee, chaired by Emily Williams of

Share the Benefits

Do you know a contractor or supplier who could benefit from TCAA membership? If so, forward contact information for your prospective member to our staff. They'll follow up with your referral to “seal the deal”.

9300 Contractor is a quarterly publication of the Tile Contractors' Association of America, Inc. To submit an article or story idea, contact Carole Damon, Editor.

TCAA is a membership-based organization serving the needs of the Ceramic Tile industry since 1903. Annual membership dues are \$800 for contractors (payable in quarterly installments of \$200); \$300 for suppliers; and \$25 for retired contractors.

*Tile Contractors' Association of America
4 E. 113th Terrace
Kansas City, MO 64114
Toll free: (800) 855-6453
Fax: (816) 767-0194
Email: info@tcaainc.org
Website: www.tcaainc.org*

IMI to Offer Contractor College at TCAA Convention

The International Masonry Institute (IMI) has announced it will offer a day-long session of its Contractor College at the TCAA 2003 Convention (see schedule and course descriptions below).

IMI launched Contractor College in February, 2000 and has had strong participation ever since. Its inaugural class of 24 graduates was honored at ceremonies on February 22, 2003. There are currently over 150 candidates enrolled in the Contractor College.

The program, which serves firms of all sizes, uses an ongoing curriculum to help contractors develop business tools for growth and to learn “best practices”. Contractors who enroll in the College gain expanded knowledge of contemporary construction practices, nationally recognized certification of their knowledge and skills, and marketable credentials leading to a branded competitive advantage for IMI Certified Professional Contractors.

According to Larry Darling of IMI, “Contractor College is a process, not a place. The focus is not on making small contractors bigger, but rather on making all contractors better.” Enrollment in Contractor College is free of charge to all signatory union contractors. A similar curriculum for current and potential supervisory personnel, the Supervisor Certification Program (SCP), is now being launched by IMI.

For more information on Contractor College, contact Larry Darling at IMI (734-769-1654). And watch your mail for details on how to register for Contractor College at the TCAA Convention.

Contractor College Schedule and Course Descriptions Wednesday, October 22, 2003

9:00-9:30 **Continental Breakfast (*Sponsored by IMI*), Registration and Introductions**

9:30-11:30 **HR 200 Human Resources - Leadership & Motivation**
Motivating employees, assembling work teams, supervisory requirements and developing and maximizing performance at the field level. Presented by Larry Darling.

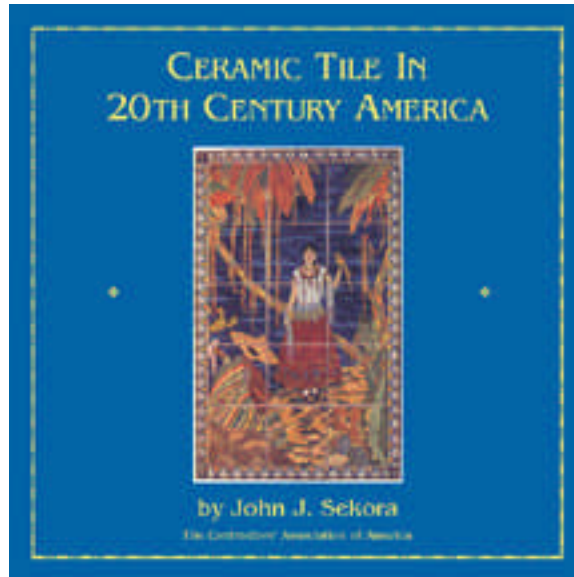
11:30-12:30 pm **Lunch and Contractors Study Session (*Sponsored by IMI*)**
Each table of contractors and guests will be charged with the responsibility of developing a list of critical issues and benefits to owners that IMI can further leverage into even greater market advantage through promotion, programs and education.

12:30-2:20 **TE 820 Technical Issues - Tile & Grout**
An investigation into contemporary problems and the resulting solutions in an open seminar format. Presented by Wayne Hoerning and John Trendell.

2:20-2:30 **Break**

2:30-4:20 **FM 200 Financial Management - Change Orders and Project Records**
Accurately pricing change orders and alternatives, unit, lump sum and T&M pricing, extra work, field changes, cardinal changes and supporting documentation. Presented by Pete Loughney.

**Limited
Quantities**



**Advance
Sales
Only**

In celebration of its 100th anniversary, The Tile Contractors' Association of America is pleased to announce the publication of **Ceramic Tile in 20th Century America**. This beautifully crafted 264-page, oversized coffee table book features over 400 full color photographs and illustrations. A gorgeous tribute to the industry, this book is a timeless treasure for all who love the unique artistry of tile and ceramics.

Consistent attention is paid to the human side of many personal recollections, which help to create a magnificent tile mural of facts, dates, individual observations, anecdotal stories and vignettes that share with you a balanced view of just how and why the tile industry arrived where it is today.

Informative, descriptive, highly detailed, visually stunning - *the perfect gift for anyone* - this first edition book will be sold only through advance orders.

**ORDER 3 OR MORE BOOKS BEFORE JUNE 1, 2003
AND RECEIVE AN ADDITIONAL BOOK FREE!!!!**

Complete the coupon below and mail with a check payable to: **Tile Contractors' Association of America**
TCAA Book, Dept-N
4 East 113th Terrace
Kansas City, MO 64114-5448

Name _____

Address _____

Phone _____ Fax _____ Email _____

Quantity	x Price	=	Total Enclosed	Check #
_____	x \$58.00 (includes shipping)	=	\$ _____	_____

 1 **FREE BOOK WITH ORDERS OF 3 OR MORE!**
(Order must be received by June 1, 2003 to qualify for free book offer.)

Call TCAA toll-free at 1-800-655-TILE for more information. Confirmation of orders will be mailed within 2 weeks of receipt of check.