

The **ADVOCATE**

A Publication of the Missouri Pest Management Association

FROM THE PRESIDENT



Hello,

I hope this message finds you with a sigh of relief and a feeling of contentment regarding your operations performance as we begin to slow down for the winter months. As I reflect on 2019, I can't help but think about some of the challenges that each and every one of us faced this year. Damaging storms and torrential rains either directly or indirectly impacted each one of our operations. As we approach 2020 the challenges may be different but essentially, challenges still remain. As a young manager with Terminix, my regional Manager imparted some words of wisdom that I have always carried with me "be thankful for the problems and challenges that you encounter, if it were not for those, someone with less qualifications could perform your job". Bittersweet but true.

Please remember to mark December 3rd thru the 5th off your calendar and join us in St. Louis as we team up with the Greater St. Louis Pest Control Association for our Annual Conference and Exposition. Education committees for both organizations have been hard at work creating a great roster of speakers. I hope to see you there.

This quarter I would like to introduce you to Gary Schuessler. Gary is the President of Advanced Pest Control Systems in Cape Girardeau, MO. Advanced employs 21 employees and services both Missouri and Illinois. This will be Gary's 10th year on the MPMA board and his 40th year in our industry. He currently serves the board in the capacity of chairman for the Political Action Committee and is the President Elect for 2020. This will be my last address to you as President for the MPMA. It has been an honor to hold this position for the last two years. Equally an honor to serve with the men and women who donate their time and talent to make the MPMA a success.

I leave you in very capable hands!

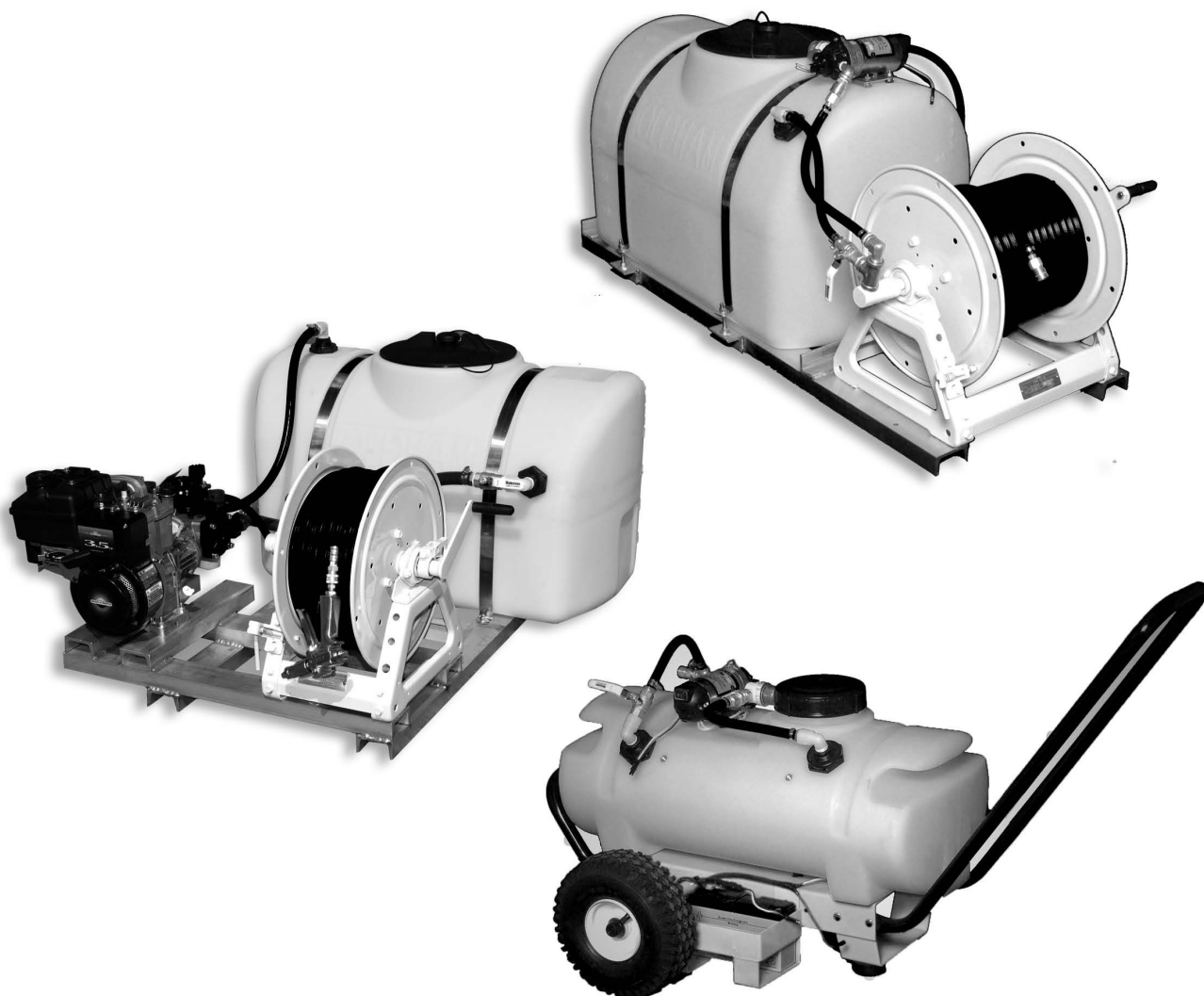
Respectfully

Randy

Randy Coleman, ACE, MPMA President
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www.Alertonepestcontrol.com

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NEWSLETTER
of the
MISSOURI PEST MANAGEMENT ASSOCIATION

Newsletter Editor - Ron Lang

Newsletter Publisher - Sandra Boeckman, Executive Director

Content & Editorial Policy

News and items and/or letters pertaining to the Pest Management profession are welcomed. The editor has the right to edit or reject all material received. An address and telephone number where the writer may be reached during normal business hours should also be included for verification purposes.

The views and opinions expressed are not necessarily representative of those held by this publication, MPMA, its staff, officers and contractors. All articles and news items, if accepted and published in the Advocate will be on the representation that the agency and/or author is authorized to publish the contents and subject matter. The agency and/or author will indemnify and hold the Publisher and Editor harmless from and against any loss or expenses arising out of publication of such items, including, without limitation, those resulting from claims of suits for liable, violation or right of privacy, plagiarism or infringement.

No responsibility is assumed for errors, misquotes or deletions as to this publication's content.

Distribution Changes

The Advocate is published four times per year - January, April, July and October.

Copy Deadlines will be as follows:

January Issue - December 15

April Issue - March 15

July Issue - June 15

October Issue - September 15

Advertising

Advertising deadlines will be the same as copy deadlines - no exceptions. Advertising rates are as follows:

<u>Size</u>	<u>One Issue</u>	<u>Four Issues</u>
Quarter Page	\$69.00/issue	\$240.00
Half Page	\$131.00/issue	\$500.00
Full Page	\$203.00/issue	\$750.00

Call for special Allied Member discount pricing at MPMA, 573-761-5771.

Address & Other Changes

Notify MPMA if you change your address or company name. Write to MPMA, 722 E. Capitol Avenue, Jefferson City, MO 65101 or call 573-761-5771.

Postmaster: Send address changes to: 722 E. Capitol Avenue, Jefferson City, MO 65101.

CALENDAR OF EVENTS

December 2-4, 2019
Annual Conference & Exposition
River City Casino
St. Louis, MO

February 27, 2020
Board Meeting
MPMA Office
Jefferson City, MO

February 28, 2020
Winter School
Oasis Convention Center
Springfield, MO

May 14, 2020
Board Meeting
MPMA Office
Jefferson City, MO

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YOU HAVE TO HAVE AN EMPLOYMENT MANUAL, AND A LAWYER. HERE'S WHY

There was a time in my career if someone in the company did something wrong, I assumed others were doing the same thing. Each company meeting had a section informing the group about whatever had happened that week and the proper way to handle that situation in the future. I'm speaking of things like backing into a birdbath, leaving the gate open (always a problem!!), or not getting the service ticket signed. Nothing too personal, just day to day complaints. I have not completely decided this is a bad way to address things but the reality was that nobody wanted to come to company meetings. It was viewed as a punishment and people felt 'beat down' instead of better informed! If I had a company today I would still have a "close the gate" meeting at least once a quarter, but only because I have personally chased a lot of mutts! However, that is not the topic today.

Perhaps a better way of dealing with bad behavior and/or mistakes is to take the individual into your office and show them in the employment manual where the subject is highlighted. Ideally, it will point out the company stance on the way that particular issue is addressed. Take the birdbath example. Your manual would say something like: whenever possible, back into any parking space making sure to survey the area you are backing into. Look out for children, pets or objects that could be hurt or damaged - and be especially careful in this situation.

Then, when Bob is sitting in your office because he was not careful backing, you point out the appropriate section in the manual and discuss it with him. Once he thoroughly understands his error, you have him sign a prepared statement affirming that he will abide by the policy and what the consequence might be if he doesn't. Then move on with your day. This can only work if you HAVE a policy manual.

Giving an employee a manual and expecting them to read it is a mistake. That will never happen. I think a better way is to break it into sections and review it all

year as a group. Assign a different person each meeting to spend 5-10 minutes on a specific section. This person should interview you or the HR director about the meaning of the section and then present it to the group. That way it doesn't feel like **you** are scolding the entire company. Let this person know you expect a well thought out presentation and give them a 25 dollar gift card for their effort once the task is completed. You are going to have to continually review the manual because new and different situations will be added all the time. Plus you will have new employees. Make sure your manual is on a word document that can be easily edited and distribute the new pages as these edits take place. Yes, it's a pain. But it might save your company when an employee decides to sue you.

It should go without saying that anything in your manual should meet current legal employment standards. These standards change and you need to be informed and change your policies accordingly. I remember a man with a beard applied for a technician position while wearing a black leather skirt and pink sweater. Twenty years ago we didn't think twice about telling him he would not be a good fit for our conservative-housewife clientele. I haven't checked recently but I would be concerned about saying that now. You may not like it, but the law changes and you'd better be sure you know what the current status is and that your written policies address these situations. If you don't have a lawyer to check with you should develop that relationship very soon! Any time something seems controversial, an employment lawyer should advise you. If you don't have one, start looking now...before you need one!

To comment on this or any other topic, you can reach Pat at discoveryretreat@aol.com.



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SYNGENTA SIMPLIFIES COCKROACH CONTROL WITH THE NEW SECURE CHOICE COCKROACH ASSURANCE PROGRAM

PROVEN COMBINATION OF PRODUCTS AND PROTOCOLS PROVIDES GUARANTEED CONTROL OF PREVAILING COCKROACH SPECIES

To better equip pest management professionals (PMPs) to efficiently control cockroaches, Syngenta has launched its new SecureChoiceSM Cockroach Assurance Program. This program gives PMPs a proven, integrated pest management (IPM) approach to tackling German and other prevailing cockroach species for guaranteed results.

The SecureChoice Cockroach Assurance Program guides PMPs through three phases of a cockroach treatment: an initial visit, follow-up visits, and continued maintenance and prevention. As part of the program, Syngenta also includes best practices for steps like inspection and monitoring, which are critical components of an IPM approach. By following the recommended SecureChoice Cockroach IPM Guide, Syngenta guarantees a reduction of at least 90% of the cockroach infestation during the first four visits over a 60-day period. If adequate reduction is not achieved, Syngenta will provide the needed Syngenta products for retreatment.

“Cockroaches are a notoriously difficult pest to eliminate,” says Marshall Gaster, market manager for Professional Pest Management (PPM) at Syngenta. “Our program pairs flexible and sustainable IPM strategies with effective products to give PMPs the level of control they need for

their customers. Plus, PMPs have the peace of mind that their investment is assured by Syngenta.”

The SecureChoice Cockroach Assurance Program features multiple active ingredients and formulations to help manage insecticide resistance and bait aversion. It recommends using Advion[®] WDG insecticide with Optigard[®] Cockroach Gel Bait, and then rotating this combination with Optigard Flex liquid insecticide and Advion Evolution Cockroach Gel Bait every 90 days. The non-repellent liquid insecticides can be used with the gel baits for more thorough control, and all of the recommended products also qualify for yearlong savings through the PestPartnersSM 365 Program.

“Syngenta did the hard work of testing this protocol so PMPs don’t have to,” says Nicky Gallagher, technical manager for PPM at Syngenta. “By taking the guesswork out of cockroach control, we’re enabling PMPs to spend less time on trial and error and more time taking care of their customers.”

To learn more about the new program, including terms and conditions, visit SyngentaPMP.com/Cockroach. Join the Twitter[®] discussion using #SecureChoiceProgram.



SPRAYABLE ADVION WDG FROM SYNGENTA CONTROLS INSECTS ANYWHERE ADVION GET BAITS CAN - AND MORE

TRUSTED ACTIVE INGREDIENT IN A SPRAYABLE FORMULATION IDEAL FOR COMMERCIAL AND RESIDENTIAL ACCOUNTS.

Syngenta has introduced Advion® WDG insecticide – a sprayable formulation of the Advion brand. This product will give pest management professionals (PMPs) a more versatile, non-pyrethroid, non-neonicotinoid solution for commercial and residential areas.

Advion WDG controls a broad range of targeted insects, including large-colony ants, cockroaches and termites. It also features a MetaActive™ effect that activates the insecticidal properties of the active ingredient, *indoxacarb*, once it reacts with enzymes only found in target insects, meaning non-target organisms are less likely to be affected by the product.

“Our MetaActive effect is an advantage for PMPs,” says Marshall Gaster, market manager for Professional Pest Management (PPM) at Syngenta. “It offers peace of mind by providing the targeted control their customers expect.”

Advion WDG is a versatile product that can go anywhere Advion gel baits can go — and more. In addition to flexible indoor uses, it can be applied as a

perimeter band outdoors up to 10 ft., making it ideal for applications around single- and multi-family residential buildings and commercial facilities. Advion WDG can also be used with Syngenta gel baits to enhance efficacy against target pests.

Additionally, the Advion WDG label allows for use in food-handling areas. This means PMPs can bring the sprayable protection of the Advion brand into a variety of commercial spaces, like commercial kitchens, and as spot and crack-and-crevice treatments in food-processing facilities while the facility is running.

“PMPs have used the Advion bait products for many years, and we’re proud to provide the same reliability in a sprayable formulation,” says Pat Willenbrock, head of marketing for PPM at Syngenta. “Adding Advion WDG to a pest management rotation should be an easy decision for PMPs who are familiar with the Advion brand.”

To learn more, visit SyngentaPMP.com/AdvionWDG. Join the Twitter® discussion using #AdvionWDG.

ADVION IS NOW SPRAYABLE

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← FROM RESIDENTIAL TO COMMERCIAL →



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Missouri Pest Management Association and Greater Saint Louis Pest Control Association Annual Conference & Exposition

December 3-5, 2019



777 River City Casino Boulevard
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See pages 12-14 for more information!

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SELLING TO WOMEN FOR MEN AND WOMEN 5 KEY STRATEGIES

NANCY FRIEDMAN, THE TELEPHONE DOCTOR

Yes, selling to women is different. These tips came from surveys in my programs from the women themselves. If you pay attention to the needs – you'll see a difference and it could mean more business.

Women control a lot of the business decisions. Often behind the scenes as well as up front.

Ask a few women if they've been ignored when going with their husband/partner/etc. and you'll see the reaction. It's fairly common. We're fairly easy to please. Check out a few of the things we value.

1. **Eye contact.** Not staring, a few glances to the eye, vs. watching what's going on around you, will work.
2. **A firm handshake.** This is a biggie. We DO NOT like the loose fish type handshake where you hold on to 3 fingers. On the other hand, no need to break our bones either. We like a firm handshake.
3. **Sympathy.** An understanding you LISTEN.

Sometimes you 'hear,' but you don't listen. Empathy ONLY if you, too, have been in our shoes. And that's real doubtful. You cannot really 'understand' something you've not experienced yourself. More on this later. It's a biggy.

4. **A compliment.** Don't hit on us; however, there is not a woman alive that won't react positively to a kind, gentle comment. Something like: "Good color on you," "That's a great looking watch you've got." A generic, kind comment. It's soooo easy.
5. **A smile.** This is really number 1, We left this to the last, so you'll remember it. As a woman, we are taught at a very young age to smile. We used it on our DADDY most of the time. We enjoy being smiled at. Not being hit on, not an idiot grin, just a nice enjoyable smile. It's so important in sales. Really, anywhere.

Ladies, let's hear from you... what else shall we add to this list?

SERVICEMARK LICENSED BY NPMA TO PRINT FORM NPMA-33

ServiceMark Communications has been licensed by the National Pest Management Association to print the newly updated and copyrighted National Wood Destroying Insect Report form NPMA-33. The new version, revised July 1, 2019, may be used for WDI inspections immediately but MUST be used for all inspections on or after January 1, 2020. The previous version of form NPMA-33 will become obsolete after December 31, 2019.

ServiceMark offers economical and convenient solutions for multi-part carbonless and laser compatible business forms, including form NPMA-33 and many other pest control business related documents. Packages of ServiceMark's 50 ct. NPMA-33 forms are available as individual forms or bound in receiptstyle books from pest management suppliers nationwide. Personalized forms imprinted with an inspection company's information can be ordered

directly from ServiceMark Communications at www.servicemarkonline.com in quantities as low as 100 reports.

Next year ServiceMark Communications will celebrate 25 years of providing printing and marketing products and graphics services to the pest management and home inspection industries. Owner Clinton Kemp began his career as Communications & Training Director for B&G Chemicals & Equipment (now Target Specialty Products) in 1992. Recognizing and need for economical business form printing solutions and advertising and marketing services for the pest control industry, he officially founded ServiceMark in 1995. "It's been a rewarding experience assisting companies over the past nearly 25 years with their business printing and marketing needs and watching so many of them grow into leaders in their market," Kemp said.

Missouri Pest Management Association Greater Saint Louis Pest Control Association

Annual Conference & Exposition

Agenda

Tuesday, December 3, 2019

7:00 am	Registration, Continental Breakfast and Exhibitor Set-Up
8:00 am	MPMA General Membership Meeting
8:30 am	ACE TRAINING
9:00 - 10:00 am	Employee Hire and Retention to Include Quality Pro Hiring Standards <i>Speaker: Rottler</i>
10:00 - 11:00 am	What Practices Do Good Managers Perform Daily That I Should Be Doing Also <i>Speaker: Flores</i>
11:00 - 12:00 noon	Insurance-With Growth Comes Questions
12:00 noon	Luncheon with Exhibitors
1:00 - 2:00 pm	Safety Net Preparation
2:00 - 3:00 pm	TBD
3:00 - 4:00 pm	TBD
5:00 pm	Cocktail Reception with Exhibitors (cash bar)

Hotel Information

The River City Casino & Hotel is the location for the MPMA/GSLPCA Annual Conference and Exposition. A special hotel rate of \$119.00 single/double occupancy will be available to those participating in the Annual Conference. Deadline for hotel reservations is Saturday, November 2, 2019. For reservations call 888-578-7289 or <http://www.rivercity.com/hotel/rooms> and use code MOPL19A to receive the group rate.

River City Casino & Hotel
777 River City Casino Boulevard
St. Louis, MO 63125.

Agenda

Wednesday, December 4, 2019

7:00 am	Registration and Continental Breakfast
8:00 - 9:00 am	BED BUG BIOLOGY, MANAGEMENT, CHEMICAL RESISTANCE AND IMPLEMENTATION <i>Speaker: Nina Jenkins, Penn State</i>
9:00 - 10:00 am	BIOLOGY AND CONTROL OF PROBLEM ANTS <i>Speaker: Nate Peterson, BASF</i>
10:00 - 10:30 am	Break
10:30 - 11:30 am	MOSQUITOS-BORNE DISEASE AND CONTROL <i>Speakers: Mike Weissman, Syngenta</i>
11:30 - 12:30 pm	TERMITE BIOLOGY AND CONTROL <i>Speakers: Neil McNeill, Corteva Agriscience</i>
12:30 - 1:00 pm	Luncheon
1:00 - 2:00 am	WOOD DESTROYING INSECTS—IT'S NOT JUST TERMITES <i>Speaker: Neil McNeill, Corteva Agriscience</i>
2:00 - 3:00 pm	RODENT MANAGEMENT <i>Speaker: Terry Wolak, Corteva Agrosience</i>
3:00 - 4:00 pm	SEVEN SECRETS OF COCKROACH MANAGEMENT <i>Speaker: Janis Reed, Control Solutions</i>
4:00 - 4:30 pm	SAFETY & LABELS <i>Speakers: Harry Connoyer, Harry's Consulting and Pest Supplies, LLC</i>
4:30 - 5:00 pm	Missouri Department of Agriculture
5:00 pm	Adjourn

A Groundwater Protection handout will be available as well as a handout on Endangered Species Protection Program for Pesticides in each attendee's packet.

Cancellation Policy

MPMA and GSLPCA reserve the right to cancel this program and return all fees in the event of insufficient registration. A participant may cancel a registration at any time, a \$25 processing fee will be applied to all refunds. **NO REFUNDS will be given after November 22, 2019.**

Recertification Credits

ARKANSAS - Recertification has been APPROVED for all structural categories.

ILLINOIS - Recertification has been APPROVED for 7 hours.

KANSAS - Recertification hours are PENDING.

MISSOURI - Recertification has been APPROVED.

Registration

(please complete a registration form for each person attending)

Name _____

Company _____

Address _____

City, State _____ Zip _____

Phone _____ Email _____

Full registration fee includes all conference handouts, all breaks, exhibit hall access, lunch each day, two continental breakfasts and a welcome reception.

Registration Fees

	MEMBER	NON MEMBER
ACE Training - Tuesday, December 3	<input type="checkbox"/> \$85	<input type="checkbox"/> \$100
Entire Conference	<input type="checkbox"/> \$200	<input type="checkbox"/> \$225
One Day - Tuesday, December 3	<input type="checkbox"/> \$100	<input type="checkbox"/> \$125
One Day - Wednesday, December 4	<input type="checkbox"/> \$100	<input type="checkbox"/> \$125
Wednesday Morning Only (includes lunch)	<input type="checkbox"/> \$55	<input type="checkbox"/> \$70
Wednesday Afternoon Only	<input type="checkbox"/> \$45	<input type="checkbox"/> \$55
Registrations received after 11/22 add 10% processing fee	\$ _____	\$ _____
Total Amount	\$ _____	

Payment Options

☐ Check Enclosed ☐ Invoice my Company ☐ MasterCard/Visa/Discover

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Mail Registration Form and Payment to MPMA
722 E. Capitol Avenue, Jefferson City, MO 65101
Phone: 573-761-5771
Fax: 573-635-7823
Email: missouripest@gmail.com

No Refunds will be given after November 22, 2019

2019 AWARDS NOMINATION FORM

Do you know someone in the Pest Management Industry who has worked hard for the industry? Maybe they have done something beyond the call of duty. Maybe they have done something to help not only the Pest Management Industry, but their fellow man. Think about it! I am sure each of us knows someone who deserves to be recognized for their contribution to our industry.

These awards will be presented at our Annual Conference which is being held in St. Louis in December. Three types of awards are planned. Listed below are the types of awards and their respective criteria. Please fill out the form and include a short letter stating why you feel your nominee should receive an award.

Mail the nomination form below and your letter to:

Ron Lang, Chairman

Havener's Termite & Insect Control, Inc.

819 W. Jackson

Owensville, MO 65066

Phone: 573-437-2031

Or **Sandra Boeckman**, Executive Director

Missouri Pest Management Association

722 E. Capitol, Jefferson City, MO 65101

Phone: 573-761-5771

Email: missouripest@aol.com

AWARD CATEGORIES

Dr. Wilbur Enns Man/Woman of the Year ~ The award will be given to a person who has been outstanding in their contribution of time, talent, and innovation causing a positive result in the betterment of the Association and its' membership.

John Veatch Award ~ May be awarded to anyone who has made an outstanding contribution to the Pest Management Industry. Recipient does not have to be a member of the MPMA.

Special Award ~ This is an open category. Any criteria of interest to our association will be considered.

Keep the award criteria in mind when making your nominations. If you know someone who is deserving one of these awards or deserves some type of recognition please bring it to our attention. All award nominations must be received no later than November 1.

NOMINATION INFORMATION

Company Name _____

Your Name _____

Company Address _____

Name of Person Being Nominated _____

Name of Nominee Company _____

Address of Nominee Company _____

Award Nominated For _____

Hall of Fame

Nominations

CRITERIA

- Time of service to the industry
- Contributions to the industry past and present
 - Technological innovations within the industry
 - Lobbying efforts to the industry
 - Efforts to expand the industry's perception in the public eye
- Awards and recognitions received
- Recommendations from pest management professionals other than the nominating party
- Applicants will be interviewed by the committee members

.....
Deadline for submissions -October 1st each year

Recipient will be recognized at annual meeting with plaque, and names will appear on the website and Facebook on a virtual plaque for year-round viewing.



Nomination Form

Name _____

Industry Contribution(s) _____

Awards and Recognitions _____

Recommended by _____

MPMA current member: ☐ Yes ☐ No



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"Arrow perfectly matched the way I ran my company. Nader's was family-run for 21 years, and I always believed in promoting a family culture in my business through our hiring, training and our relationships with customers and employees. I sold my company to Arrow in 2010, and they followed through 100% on everything promised."

Randy Nader
Former owner of Nader's Pest Raiders

The

ADVOCATE



The Official Publication of the Missouri Pest Management Association

2019 Advertising Dates and Rates

SIZE	DIMENSIONS (W X H)	1-TIME RATE	4-TIME RATE (ANNUAL)
Full Page	7.5" X 10"	<input type="checkbox"/> \$203.00	<input type="checkbox"/> \$750.00
1/2 Page (horizontal)	7.5" X 4.85"	<input type="checkbox"/> \$131.00	<input type="checkbox"/> \$500.00
1/4 Page	3.6" X 4.85"	<input type="checkbox"/> \$69.00	<input type="checkbox"/> \$240.00

CONTRACT TERMS

Ads must be in full color camera ready high resolution pdf format, or a 300+ dpi jpeg. All ads must be paid in full in advance of placement with check or credit card. Send all applicable insertion orders and/or a copy along with a copy of this ad sheet prior to the deadline date. No ads will be inserted that are received after deadline date. If using multiple ads please indicate which ad is to appear in which issue. MPMA emails the newsletter to all members with email addresses and U.S. mails the remaining newsletters to members without an email address. It is then posted to our website at www.mopma.org.

DEADLINE & SPECS

<u>Issue</u>	<u>Ad Deadline</u>
January	December 15
April	March 15
July	June 15
October	September 15

All materials to be published must be received no later than the dates listed.

OUR MISSION

MPMA abides by the code of ethics of the NPMA. In addition, MPMA holds the pest management profession in high esteem and strives to enhance its prestige.

OUR MEMBERS

MPMA consists of approximately 150 active member companies engaged in pest management service work and over 30 allied members engaged in promoting products to these companies.

OUR MAGAZINE

The Advocate is the official publication of MPMA and is sent out quarterly, free of charge, to members and prospective members. It is also available online at www.mopma.org.

MPMA The Advocate

NEWSLETTER ADVERTISING CONTACT & PAYMENT INFORMATION

Company Name

Company Contact

Address

City/State/Zip

Phone

Fax

Email

Ad Agency Name/Contact

Address

City/State/Zip

Phone

Fax

Email

TOTAL AMOUNT \$ _____ ☐ Check Enclosed ☐ Credit Card (MC/V/D/AE)

Card Number

CVV Code

Exp. Date

Name on Card

Signature

Send completed contract and payment to MPMA, 722 E. Capitol Ave., Jefferson City, MO 65101.
Fax: 573.635.7823 ~ Phone: 573.761.5771 ~ Email: missouripest@gmail.com.

2019-2020 BOARD OF DIRECTORS

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COMMITTEES & CHAIRPERSONS

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Larry Hodson, John Myers, Janet Preece

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Elizabeth Knot

Political Action (PAC)

Gary Schuessler

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Ron Lang

Membership/Public Relations

Regional VPs

Missouri Housing Industry Alliance

Steve Arenz

Newsletter/Website

Brian Pickens

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Jeremiah Ryden, Mitch Kluwe,
Brad Dutiot, Darryl Franke

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Association**

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Jefferson City, MO 65101
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missouripest@gmail.com

2019-2020 MEMBERSHIP RENEWAL/APPLICATION

Dues run July 1 through June 30. Please complete the information listed below, verify information with your signature and mail in the corresponding dues amount. Make check payable to MPMA and mail to: 722 E. Capitol Avenue, Jefferson City, MO 65101. If you have questions, call 573-761-5771.

Company Name: _____

Company Representative: _____

Address: _____

City/State/Zip: _____

Phone: _____ Fax: _____ Email: _____

For Companies with Annual Sales Volume of...	Annual MPMA/NPMA Dues are...
<input type="checkbox"/> \$0 - \$100,000	\$275
<input type="checkbox"/> \$100,001 - \$400,000	\$335
<input type="checkbox"/> \$400,001 - \$500,000	\$560
<input type="checkbox"/> \$500,001 - \$600,000	\$660
<input type="checkbox"/> \$600,001 - \$700,000	\$735
(Membership dues increase effective July 1, 2019)	

Allied,
Affiliated,
and Limited
Members
☐ \$150

Signature: _____ Date: _____

- ☐ **Active Members:** Any person, firm or corporation engaged in pest management service work, for hire to the public at large shall be eligible for membership in this Association.
- ☐ **Affiliated Members:** Any active member that operates or controls another firm, and/or business location actively engaged in the pest management service business.
- ☐ **Limited Members:** Any person, firm or corporation not fully conforming with qualifications for Active members. A limited member shall automatically become an Active member upon meeting the qualifications set forth for Active Membership.
- ☐ **Allied Members:** Any person, firm or corporation not engaged in pest management service work but which manufactures or supplies products, equipment, materials or provides services used by the pest management industry shall be eligible for Allied membership.
- ☐ **Honorary Members:** Any person who has made a contribution of material benefit to the pest management industry may become an honorary member by three-fourth (3/4) vote of the members of the Association in annual meeting assembled.