

The

ADVOCATE



A Publication of the Missouri Pest Management Association

FROM THE PRESIDENT



Hello again!

It's that time of year. We call other PMP'S. Gripe about the weather changing from 70's one day to 50's the next. Anxiously waiting for termites to swarm! I've heard of a couple of swarms throughout the state but still waiting for that magical time of year to begin here in Southwest Missouri.

In the meantime I would like to recognize our education committee and every one else involved for staging another successful recertification meeting in Springfield last February. 50 PMP's were recertified. Missouri Pest Management Association has already planned another recertification opportunity in Jefferson City on August 17th at the Double Tree Hotel. The education committee has been hard at work putting together a great list of speakers. Speakers include Kyle Youngstrom with Bell Labs, Neil McNeil with Dow Agro Sciences, Travis Chambers with BASF, Nate Peterson from Bayer and Harry Connoyer with Harry's Consulting and Pest Supplies. Thanks fellows for volunteering your time!

If you need recertification and are planning on attending why not come a day early for our annual golf tournament? This tournament helps to fund our PAC fund. It's a shotgun start at 12:00. Bring a partner or we can team you up with someone. Later that evening a Bocce tournament will be held at Prison Brews starting at 6:00 PM. Its always good to mix in a little fun with business, I hope to see you there!

The MPMA is in the process of revamping our Facebook page. Our goal is to make it a useful tool for your business as well as a way to communicate and stay in touch with other PMP'S and members of the Missouri Pest Management Association. If you haven't already, like our page and feel free to participate!

Here's to a profitable Spring. Ready, Set, Swarm!

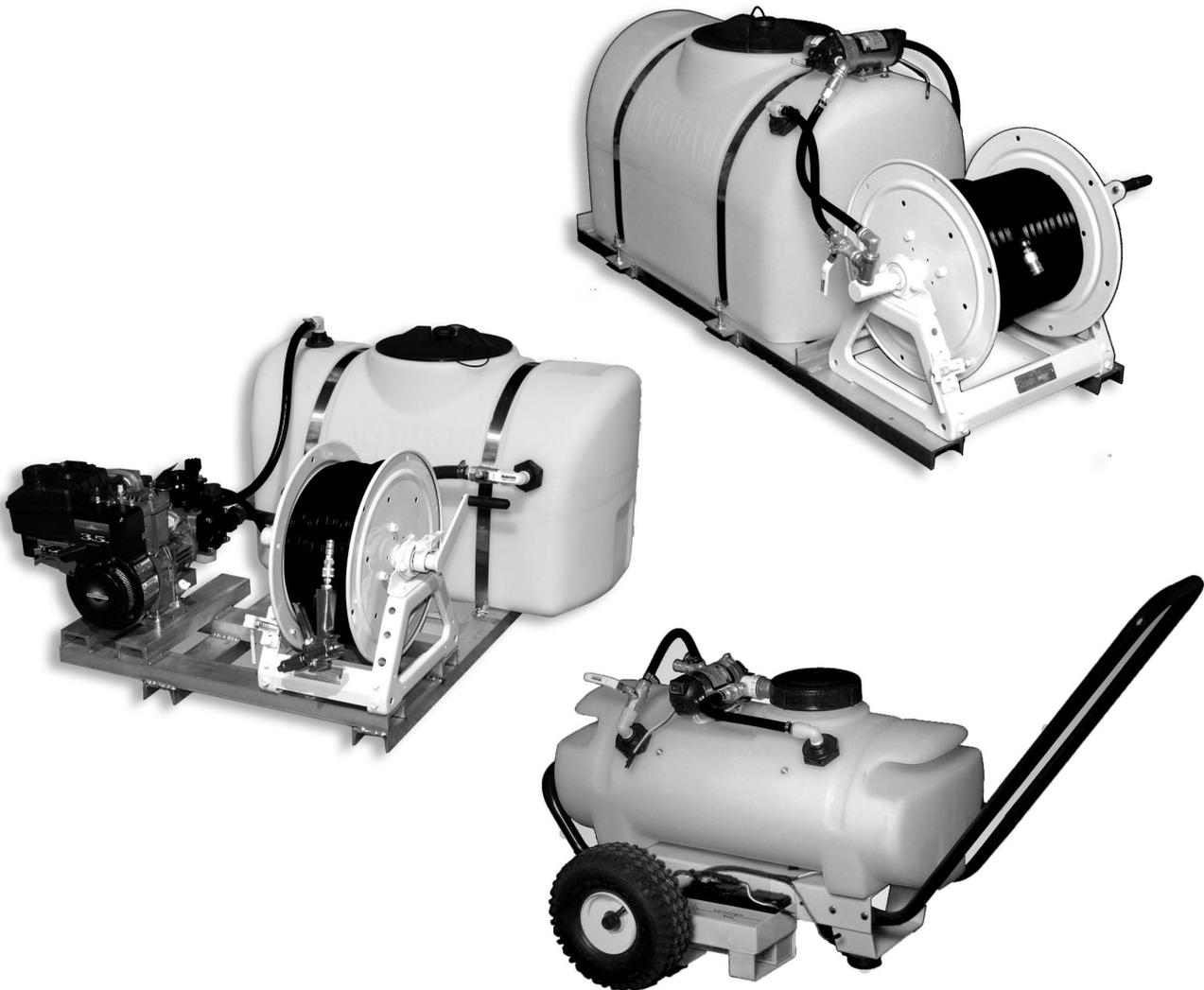
Respectfully,

Randy

Randy Coleman, ACE, MPMA President
Alert One Pest Control Inc.
www.Alertonepestcontrol.com

Oldham

chemicals company, inc



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1-800-888-5502

St. Louis Area Office:
103 Weldon Parkway
Maryland Heights, MO 65802
1-800-701-6635

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.

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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

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October Issue - September 15

Advertising

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<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 is 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

May 17, 2018
Board Meeting
MPMA Office

August 16, 2018
Board Meeting and PAC Fundraisers
MPMA Office

August 17, 2018
August Recertification
Double Tree Hotel
Jefferson City, MO

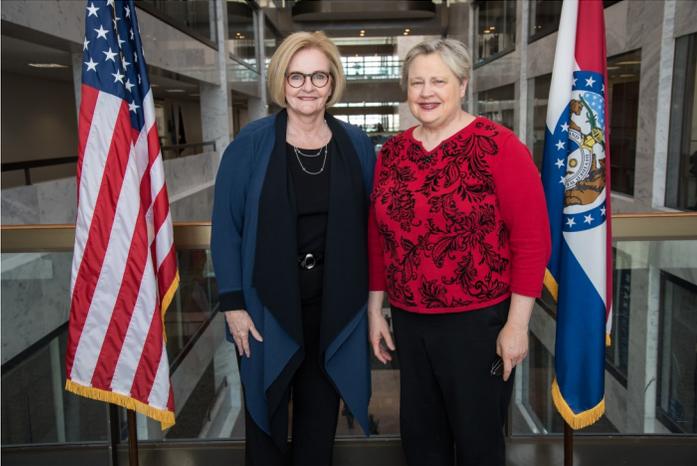
December 3-5, 2018
Joint Annual Conference
Missouri Pest Management
Association and
Kansas Pest Control Association
Stoney Creek Hotel &
Conference Center
Independence, MO

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LEGISLATIVE DAY REPORT 2018

ELIZABETH KNOTE



Elizabeth Knote picture with Senator Claire McCaskill while attending 'Coffee with Claire'



Elizabeth Knote pictured with Karl Rove, Deputy Chief of Staff and Senior Advisor for President George W. Bush

I would like to thank the association for allowing me to represent MPMA in Washington, DC. Here are the highlights of the conference and my trip on the "Hill".

STATE ASSOCIATION LEADERSHIP FORUM

Leadership strategist Cythia D'Amour, MBA presented the program "How to Turn "I don't Have Time" into "I Can't Wait to Be Involved!" Ms. D'Amour's program focused on methods to improve involvement in associations. Instead of "We've always done it that way!" look at other methods. Many times a small number of people do the majority of work. The idea is to "allow others to play!" She demonstrated a new brainstorming method to use at board meetings called "Yes And". We broke into groups of three and were assigned a topic. The first person gave an idea and added the second idea. The second person agreed with the first two ideas and added a third. The third person agreed with the first three ideas and added a fourth. Every person's ideas were accepted. For example, "how to obtain and maintain new members". The first person might say, "MPMA organizes an annual education meeting with industry experts as speakers. The next person would say "yes and the training hours count toward our retraining hours with the Department of Agriculture. The next person would say "yes and by joining MPMA, your company is also a member of NPMA." In this way, no one's idea is challenged. Next. We showcased the

value of involvement-hit hot buttons. The hot buttons were the reason an individual joins an organization. These were: 1. Learn new information for personal professional development, 2. Help-an individual want to contribute to the greater good., 3 Meet the community to learn from the experts. It is important to find the "Hot Button" for each member and record it. Use hot buttons in every message. Plan to make every minute of a meeting matter.

Do a 3-Color audits-On the association website, organize the message using the 3 Hot Buttons. Then use a different color for each hot button. Make the website mobile friendly. Check the website when the phone is upright. Make sure that the website can be read. Watch out for the banners. The event news must be timely. The Board meeting should be first on the list. Use photos and call to action. Invite people to join for the value and benefit first.

Lead a Team of Diverse Volunteers Successfully-
Stages of Team Development:

1. Forming-Go to the retreat and attend.
2. Storming-Figure out who does what.
3. Norming- Know the score, know who will do what.

(Continued on page 6)



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LEGISLATIVE DAY REPORT 2018 CONTINUED

4. Preforming-Do the Work.

Strategies that Work

1. Think facilitator-Pull ideas from others.
2. Celebrate an abundance of "right"-There is a lot of gray. Don't let one person dominate.
3. Focus on movement-Keep moving things forward.
4. Ask good questions-who, what, why, how. Put on the Agenda and send out a few days before the meeting. This way people can prepare talking points for the meeting.

It's important to remember that at meetings, we remember that all voices are created equal. Try not to shut meeting contributors down. The environment should be one to foster trust.

We broke into a group of 6 people for an exercise. We identified a team leader. The team leader was given 6 folded pieces of paper which were distributed to the 5 others who would play the role of a problematic association member. Only the recipient read their paper.

Each paper gave the person a role to play. Yes person who agrees with everything the leader says. Challenger who came up with an idea different from the leader. Old Timer who is set in their ways and does not want any change. The questioner who asks "why" about everything the leader says. The quiet person who has ideas but never contributes anything unless specifically asked.

In our exercise, the leader had to try to get this group to work together on volunteer recruitment and it was very challenging as these roles were well played.

At the end of the exercise, we reviewed how to deal with each type of person and engage them to ensure that they come back.

Yes person- tell them it's ok to have their own voice, but you appreciate the support.

Challenger- ask this type of member after each part of the meeting "did I miss anything?" this will allow the challenger to share without interrupting and the challenger will feel like they are contributing.

Old Timer- ask specifically what the issue is and address it rather than a broadcast statement that no change is good. Acknowledge the issue with a yes and...

The questioner who asks "why" put their questions in a "parking space" and come back to it.

The quiet person can be engaged by asking the person for their thoughts. You can identify quiet people by keeping a seating chart and making a hashmark next to each name when they talk so you can more easily identify who is talking and who is not. Those who do not may feel they need permission to speak, so ensure that they feel comfortable.

Strategies to facilitate strategic conversations more smoothly:

1. Be supportive
2. Put up post it papers to help group visualize what you are saying. Use Zoom or some other visual aide while talking.
3. Talk about strategies and ideas in advance of any actual changes. Mention the idea, next meeting discuss in more detail and send reminders in between so members get familiar with and use to the idea.
4. Don't focus on what is good for you or another member but is the best solution for the entire group. Let that be the guise for all decisions that are made.
5. 5-4-3-2-1 voting. This system allows you to quickly evaluate members thoughts on an idea. 5=Awesome 4= Great 3=Good 2 Its not what I want but I will vote for it and 1 is No. So you can ask what number the group is and if most are 5s and 4s and 3s you move forward but of course if most are 2s and 1s you know there is more work to be done.

LEGISLATIVE DAY REPORT 2018 CONTINUED

Cynthia ended with a story about how a leader engaged a member and found out she wanted to help and of course gave her a job to do.

At the end of the meeting, this member was applauded and she felt great. At the end of the day the member, who was a mother went home ask her son how his day was and the son was delighted because his mother hadn't ask how he was doing in a long time. He told his mom he was having trouble with his school work and the mother helped the son with his homework. The next morning the teacher began collecting the homework and because she knew this student usually did not have his homework and approached him a negative attitude, but when he did hand her his completed homework, the teacher was more excited than ever to help the student continue to do well. The teacher showed him how to continue good homework habits and he went on to college and became a doctor. He helped many people. Her point was that little things that we do in our association have a bigger impact than we will ever know. We have no idea what's going on in our members' personal lives and how our encouragement can help them.

NPMA president spoke about new rates for membership sure. There will be a webinar on April 10th at 3:30pm to outline the process and proposal.

PWIPM COUNCIL MEETING

Service Pro sponsored the lunch meeting. The website PWIPM.org was launched. PWIPM will sponsor a summer workshop "Wellness in the Work Place" at the 2018 Academy. The committee meeting will be July 17, 2018 and the conference dates are July 18-20, 2018.

PWIPM wants to donate the funds from the Pest World 2018 5k "Walk/Run to a new charity.

The proposed criteria for the charity :

- Must be a national charity when 75% or more of the proceeds go to the charity (not overhead).
- Would be nice if affiliated NPMA give a program. The charity will acknowledge our contributions. Case made that benefits women.

There is an open call to the industry to submit charity applications. The PWIPM Council will pick the top 2. Then engage people to vote on those 3 at the Academy & social media.

PUBLIC POLICY COMMITTEE MEETING

The EPA's budget has been cut by \$1 Billion. **The Agency has 725 pesticides to reregister by 2022 .** The comments for re-registration of neonicotinoids closes in April. Pyrethroids and fumigants are also under review. The EPA lost 40% of the staff that reviewed pesticide registrations. Endangered Species Act (ESA)-when evaluation pesticides, the EPA will use real world use patterns not theoretical assumptions. For one pesticide, the "assumed use" was large than the **amount produced** by the manufacturer. More on the Endangered Species Act in the briefing section.

ONLINE PESTICIDE SALES

The seller (such as Amazon) will now be responsible for illegal sales. Some Japanese products have been sold online in California. The purchases could not read the labels. There were products for mountain lions.

25B products need baseline testing to show the products work. There is also support to simplify labels by going to the SMART LABEL. Thirty page long labels are not readable. There were discussions for labeling dry ice for moles.

SPAR MEETING

REGULATION UNIFORMITY

In 45 states the State is the final regulatory authority for pesticides. While Congress clearly intended for the States, not local governments, to regulate pesticides, the Supreme Court has interpreted

LEGISLATIVE DAY REPORT 2018 CONTINUED

otherwise. With 89,000 local governments, it would be difficult for PMPs to know and follow regulation for all the communities. It is important for Congress to specify that the States have primacy over local governments.

Neonic Bans

Illinois 4994-the outdoor Neonic Ban-Chris Haggerty will be testifying in front of the legislature. Maryland's Neonic Bill became law. Virginia's bill was defeated. California's rodenticide Ban was defeated in 2016 and 2017.

Deregulation Laws

In Arkansas, the deregulation of "hair braiding" as a licensed occupation is potentially expanding to every occupation (doctors, accountants). NPMA wrote a comment to Arkansas's Occupation Licensing Task Force to exclude structural pest management applicators from the "deregulation". If PMP's were not licensed in the state, they would be regulated by the EPA in Dallas, Texas. It would create a nightmare for Arkansas PMPs to travel to Dallas for testing.

In 26 states, the legislatures are attempting to charge sales taxes on services. In 2016, charging sales taxes on services failed in Missouri. NPMA started a grass roots campaign in North Carolina to prevent the taxing of services.

NPMA ISSUES BRIEFING FOR VISIT ON THE "HILL"

The reauthorization of the Farm Bill in 2018 is providing an opportunity to deregulate pesticide issues. First, the budget request for \$1 trillion dollars (over 10 years) has been cut to \$856 billion. Second, 80% of the Farm Bill pays for the **FOOD STAMP PROGRAM**. A way to save funding would be to reduce funds to regulate pesticides. The first issue was regulatory clarity. NPMA proposed that Congress codify the exclusive role of States Lead Agencies as pesticide co-regulators. Missouri Department of Agriculture does a good job of regulating. They have the expertise and resources to regulate pesticides while local governments do not. Communities can

however specify what product can be used on community owned property.

Endangered Species Act

Bring Clarity to the FIFRA/EAS Intersection. Fix the broken pesticide consultation process. When EPA registers a product, the pesticide may not cause any unreasonable adverse effects to the environment. This takes into account the economic, social, and environmental costs and benefits of the use of any pesticide. The Endangered Species Act (ESA) provides for the conservation of species that are endangered. The U.S. Fish and Wildlife Services and the National Marine Fisheries Services (the Services) administer ESA. When a pesticide is undergoing registration or re-registration, a consultation between the EPA and the Services is triggered if the pesticide may affect the listed species. The EPA and the Services have conducted wasteful duplication of complicated study reviews and few pesticides have completed the process.

I asked that Congress support legislation in the 2018 Farm Bill to fix the broken pesticide consultation process between the federal agencies

NPDES

When congress passed the Clean Water Act (CWA), they intended for the National Pollutant Discharge and Elimination System (NPDES) permits would be required for point source pollutants like municipal sewage. Although the EPA opposed requiring NPDES permits for PMPS, the courts overturned EPA's policy. Imposing NPDES permits on PMPs are unnecessary. Since chemical manufacturers do exhaustive testing to insure their products do not harm the plant and animal life in water, the NPDES is a **DOUBLE PERMIT!** The NPDES permit requirement could prevent PMPs from eliminating a potential disease outbreak from mosquitoes.

In the House, I thanked the Members for passing the Reducing Regulatory Burdens Acts that eliminate the NPDES requirement. If the Senate does not pass the

LEGISLATIVE DAY REPORT 2018 CONTINUED

ACRE Act, I asked the House to place the elimination of NPDES permit language on the 2018 Farm Bill.

In the Senate, I asked for support of the Agriculture Creates Real Employment (ACRE) Act. If the ACRE Act does not pass, I asked for the elimination of NPDES permits language to be placed on the 2018 Farm Bill.

RESULTS ON THE "HILL"

SENATORS

CLAIRE MCCASKILL:

- STATE PRIMACY-She is for State Primacy.
- ESA- She is pen to Improve communication.
- There is a resource challenge at the Services.
- Need to Tweak the budget.
- NPDES-she believer that NPDES permits are duplicative and unnecessary for PMPs. She has not taken a position on the ACRE ACT. She is not willing to risk the 2018 Farm Bill to place the NPDES elimination on the Farm Bill. She has worked with Senator Grapple on this issue.

ROY BLUNT

- STATE PRIMACY-HE IS SUPPORTS
- ESA -SUPPORTS IMPPROVEMENT OF COMMUNICATION
- NPDES-The ACRE ACT just came out. He has already co-sponsored 2 issue in the Act. May go with the Acre Act.

HOUSE MEMBERS

ANN WAGNER

- STATE PRIMACY-She Supports
- ESA-She Supports improved communication
- NPDES-supports

JASON SMITH

- STATE PRIMACY-He supports
- ESA-He supports improved communication
- NPDES- He supports

SAM GRAVES

- STATE PRIMACY-He supports

- ESA-Andre Bray from NPMA needs to talk to Nick Christensen about the language for the Farm Bill
- NPDES-Supports LLY LONG:
- STATE PRIMACY: He supports
- ESA-He supports improved communication
- NPDES-He supports

BLAINE LUETKEMEYER

- STATE PRIMACY-He supports
- ESA-He would Andrew Bray (NPMA) to contact Mitch Erdel
- NPDES- He supports

VICKY HARTZLER

- STATE PRIMACY-She supports
- ESA-Andrew Bray need to talk to Joe Tvrdy about the language needed
- NPDES-She supports

EMMANUELLE CLEAVER

- STATE PRIMACY-Needs to talk to Congressman but potentially supports
- NPDES-Needs to talk to congressman

WILLIAM LACEY CLAY

- STATE PRIMACY-He will support- Need to send language on FIFRA
- ESA- He is thinking about the issue.
- NPDES-He is thinking about the issue

Missouri Pest Management Association
**Annual Recertification &
Golf Tournament Fundraiser**

August 16-17, 2018 ~ DoubleTree Hotel ~ Jefferson City, MO

Thursday, August 16

- 10:00 am Board of Directors Meeting
MPMA Office
- 12:00 Noon PAC Fund-Raiser Golf Tournament
Railwood Golf Club (shot gun start)
- 6:00 pm Bocce Tournament (2-person teams), Prison Brews

Mark Your Calendar!

Friday, August 17

- 7:30 am Registration
- 8:00 - 9:00 am **Rodents** by Kyle Youngstrom, Bell Laboratories
- 9:00 - 10:00 am **Termite Baiting and Biology** by Neil McNeill, Dow Agro Sciences
- 10:00 am Break
- 10:15 - 11:15 am **Bed Bugs Biology and Control** by Travis Chambers, BASF
- 11:15 - 12:15 pm **Ants** by Nate Peterson, Bayer
- 12:30 pm Lunch
- 1:15 - 2:45 pm **Spiders** by Nate Peterson, Bayer
- 2:45 - 3:45 pm **Mosquitos** by Jake Clabaugh, Zoecon
- 3:45 - 4:45 pm **Safety and Labels, Pesticide Waste Disposal, Container Cleaning and Disposal and Spill Reporting** by Harry Connoyer, Harry's Consulting and Pest Supplies
- 4:45-5:15 pm **Missouri Department of Agriculture** by Dan Judy and Mark Nachreiner, Missouri Department of Agriculture
(Sources of Groundwater Contamination handouts will be distributed.)

Missouri Pest Management Association Annual **Recertification** & **Golf Tournament Fundraiser**

August 16-17, 2018 ~ DoubleTree Hotel ~ Jefferson City, MO

Recertification Credits

- ⇒ **Kansas Department of Agriculture** approved for: 2 hours in 7A-Wood Destroying Pest Control; 4 hours in 7D-Health Related Pest Control; 5.5 hours in 7E-Structural Pest Control; 4 hours in 8-Public Health Pest Control
- ⇒ **Missouri Department of Agriculture** approved for: Certified applicators and pesticide technicians licensed in category 7A-General Structural Pest Control and category 7b-Termite Pest Control.
- ⇒ **Illinois Department of Public Health** approved for: 6 hours of recertification credit under the provisions of the Structural Pest Control Act and Code. "Missouri Department of Agriculture" topic is not approved for Illinois technicians.
- ⇒ **Arkansas State Plant Board** approved for: all structural categories.

Hotel Information

DoubleTree Hotel, 422 Monroe Street, Jefferson City, Missouri 65101, has a block of rooms reserved at a special rate of \$99.00 for single or double occupancy until July 18, 2018. Call 573-632-4142 for reservations and ask for the MPMA Special Block Rate.

Golf Tournament

The PAC fundraiser golf tournament is planned for August 16 at the Railwood Golf Club, 12925 County Road 4037, Holts Summit, Missouri 65043. It will be a shotgun start at 1:00 p.m.

Bocce Tournament

The Bocce tournament is planned for August 16 at Prison Brews, 305 Ash Street, Jefferson City, Missouri 65101. It is \$20 for a team of two participants.

More Information to Come!

FEES	
<input type="checkbox"/> \$100	Member Fees <i>(includes materials, breaks and lunch)</i>
<input type="checkbox"/> \$175	Non Member Fees <i>(includes materials, breaks and lunch)</i>
<input type="checkbox"/> \$65	Golf Tournament
<input type="checkbox"/> \$20 per team	Bocce Tournament <i>Teammate _____</i>

TECHNICIANS - THIS ONE'S FOR YOU

PAT VANHOOSER

I'm often asked by working technicians how to get promoted or how to move up in a company. Let's talk about it.

If you are working some place that the management is happy with where you are and what they are paying you, then it doesn't matter what you do - you're stuck. But if you are working in a growing company that wants to provide opportunities with a ladder to climb, here are some things you should be doing.

You know those industry magazines every office has sitting in the breakroom? Take them and read them cover to cover. There is a LOT of great information in them presented by experts in the field. Even if the article is about a service or pest that your company doesn't

currently cover it will still broaden your knowledge. In addition, you will find out who the movers and shakers are and you'd be surprised how easily you might find a mentor to help with your career.

The Internet is a great resource. Pick a pest each week and look it up. What are the habits, where do they live, what do they eat, and different ways to treat for them... become your own professor.

Here's one - read the labels of the pesticides you use. It is astounding the information you will find there. Most technicians were "trained" by someone in the use of a specific pesticide and they don't have any first-hand knowledge of what the label really says. Read them top to bottom.

make some great contacts.

Google certification quizzes from different states. You can find many practice tests posted online. This will get you ready to take your own state test and will teach you about test taking as well as types of questions you are likely to encounter.

Finally, ask for a meeting with your company manager and owner once you have done some of the above activities. Tell them what you have been doing to be a better pest technician. Show them the quizzes you've taken. Let them know that you want to be the spider expert (or whatever you decided on) and give them a **written protocol** of the way you would design the service and what the company should charge for it.

Pick a pest or two that interests you and become an expert about it: bedbugs, spiders, rodents, roaches or whatever. The great thing about this industry is you can teach yourself so much of what there is to know. You don't have to spend thousands of dollars to become truly educated. And check out the online forums where other pest professionals help you with questions you may have. You'll

What this boils down to is investing in yourself; don't expect others to if you won't. Employees who show up without putting in any real effort to prove they are serious are a dime a dozen. Stand out by being the one who is prepared, professional and ready for the opportunity. Maybe it won't be with your current company. But someone will jump at the chance to help you grow into an even better pro and compensate you for your hard work.

If you have comments about this article or suggestions for future ones, email Pat at discoveryretreat@aol.com

Discovery Retreat

Learn to Earn by Sharing Information



Pat VanHooser - 40 year professional PCO

Discovery Retreats

For more than 15 years the Discovery Retreats have put pest professionals together in one spot to help each other. If you want the straight scoop from someone who has "been there, done that", this could be the opportunity to change your business for the better!

Pat VanHooser has held just about every job in the pest management field: technician, trainer, manager, office specialist and janitor. She is a straight forward coach with the answers you may not want to hear - but need to.

Join us in Dallas this summer for up-coming retreats. We want you to be part of this dynamic group of professionals.

Call Pat for any questions and registration information. 816-888-9146

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Top ten benefits of membership.



+ Health Insurance Exchange program



+ Online Education at the NPMA Resource Center



+ Complimentary Human Resource Consulting

+ Employee Recruitment Tools



+ Discounted Trucks Through Nissan

+ Free Royalty-Free Professional Pictures

+ Background Screening



+ Collections Services

+ NPMA Community Web Site



+ National Consumer Exposure to Help Grow Your Business

DON'T FORGET TO UPDATE YOUR MEMBER PROFILE!

You can:

- Identify the topics that are important to you so that we can send you information you want to hear about
- Update your service area zip codes for Find-a-Pro
- Add or remove employees from your company roster
- Download your membership certificate

Questions on any of these programs? Email npma@pestworld.org for information or visit the online member center at npmapestworld.org.



Upcoming Events

To learn more about any of these events,
please visit www.npmapestworld.org.

July 18-20, 2018

NPMA Academy 2018

PGA National Resort and Spa Palm Beach Gardens, FL

October 23-26, 2018

PestWorld 2018

Walt Disney World Swan & Dolphin Resort Orlando, FL

November 27-28, 2018

Global Bed Bug Summit

Sheraton Denver Downtown Hotel Denver, CO



ZOECON PROFESSIONAL PRODUCTS INTRODUCES READY-TO-USE LAVA-LOR GRANULAR BAIT

The Zoëcon Professional Products division of Central Life Sciences announces the launch of Lava-Lor™ Granular Bait. This new addition can be used indoors and out, providing effective control of cockroaches*, crickets, nuisance ants** and other listed crawling pests through multiple modes of action.

“Lava-Lor Granular Bait is ideal for tough cockroach and cricket infestations in sensitive sites,” said Tony Schultz, business manager for Zoëcon Professional Products. “This solution provides pest control professionals with quick knockdown in an easy-to-apply bait.”

Lava-Lor™ Granular Bait is a versatile formulation, featuring two active ingredients, hydramethylnon and imidacloprid; a pairing never before combined for control. This ready-to-use bait is approved for indoor void and crack-and-crevice treatments in sensitive areas, including food handling and processing facilities. Lava-Lor™ Granular Bait can also be used to control listed pests outdoors for turf and perimeter treatments with no “watering-in” necessary. Available in two sizes, a 10-oz. bottle and 25-lb. pail, the new bait can be used in a bait station, or applied via shaker or spreader for flexible application options.

To learn more about Lava-Lor™ Granular Bait and the comprehensive lineup offered by Zoëcon Professional Products, visit Zoecon.com.

*Excluding American cockroaches

**Excluding Carpet, Fire, Harvester, and Pharaoh ants

JOINT ANNUAL CONFERENCE **Missouri Pest Management** **Association &** **Kansas Pest Control Association**

Stoney Creek Hotel & Conference Center
Independence, MO
December 3-5, 2018

SYNGENTA EXTENDS PESTPARTNERS 365 QUALIFICATION PERIOD IN AREAS AFFECTED BY RECENT SNOW STORMS

PMPs in six Northeastern U.S. states can qualify for the PestPartnersSM 365 Program through April 13, 2018. Affected PMPs can also earn a Cockroach Gel Bait Bonus through this date.

GREENSBORO, N.C., USA, March 29, 2018 – Because of the snow storms that have impacted the Northeast in March, Syngenta is extending the Qualification Period for the 2018 PestPartnersSM 365 Program and Cockroach Gel Bait Bonus to affected Pest Management Professionals (PMPs). PMPs living in Connecticut, Massachusetts, New Jersey, New York, Pennsylvania and Rhode Island can still qualify for PestPartners 365 and the Cockroach Gel Bait Bonus through April 13, 2018.

“PMPs in the Northeast have been battered with snow this season, which has affected their business operations and personal lives,” said Dave Ravel, head of sales for turf, ornamental and professional pest management at Syngenta in North America. “It’s important for these PMPs and companies to have extra time to get back to business, and still have the opportunity to qualify for yearlong rebates.”

PMPs in these states who purchase Syngenta products from an Authorized Syngenta Channel Partner between Oct. 1, 2017, and April 13, 2018, will have their purchases count toward program qualification. Total purchases during this time will determine the corresponding rebates PMPs will receive on all Syngenta purchases made during the Program Year (Oct. 1, 2017 - Sept. 30, 2018). As part of the Cockroach Gel Bait Bonus, PMPs in these states can also earn a rebate of \$0.25 per syringe, when they purchase at least 400 syringes of select Syngenta cockroach gel baits by April 13, 2018.

PMPs in the rest of the country still have the opportunity to qualify for the program and the Cockroach Gel Bait Bonus through March 31, 2018.

For more information about the PestPartners 365 Program, visit www.PestPartners365.com.

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NISUS INCREASES TERRITORY MANAGEMENT EFFICIENCY WITH STRATEGIC TEAM MEMBER PLACEMENT



Nisus Corporation, known for its sustainable pest control and wood preservative products, is shifting their North American pest control sales territory to strengthen positive relationships with their customers. As a result of these changes, long-time employee Harry Bryan, will be taking on the strategic role of accelerating growth in the mountain territory that will benefit from Bryan's years of customer service management and product knowledge.

Bryan has been with Nisus Corporation for over 20 years and will be responsible for account management in Tennessee and Kentucky. He will also work to develop the mountain territory consisting of Arizona, New Mexico, Colorado, Utah, Wyoming, Idaho and Montana. His consistent success lies in his remarkable ability to build strong relationships with both distributors and pest management professionals. Bryan will continue to drive sales but will also promote Nisus products with PMP training and social media channels in the Pest Control community.

"Bryan's product knowledge and deep desire to educate clients demonstrates the dedication and support that starts at the representation level," says Lee Barrett, Vice President of Nisus Corporation's Pest Control Division "His skill in finding clients the absolute best options and thinking outside the box is invaluable."

"I am excited about trail-blazing and sharing our approach to various pest challenges with an audience that includes my home state," says Bryan.

Nisus Corporation is the leading manufacturer of sustainable pest control products and also provides sustainable wood preservatives to the railroad, utility and lumber industries from its headquarters in the foothills of the Smoky Mountains in Rockford, Tennessee. Nisus has experienced rapid growth since its beginning in 1990 and distributes more than 30 products to eight different industries across the United States and in seven international markets. With proactive planning and technical expertise, Nisus is poised to continue its leadership role in sustainable pest control and wood preservative solutions.

NEW MIDWEST TERRITORY MANAGER BRINGS STRONG CUSTOMER SERVICE EXPERIENCE TO NISUS

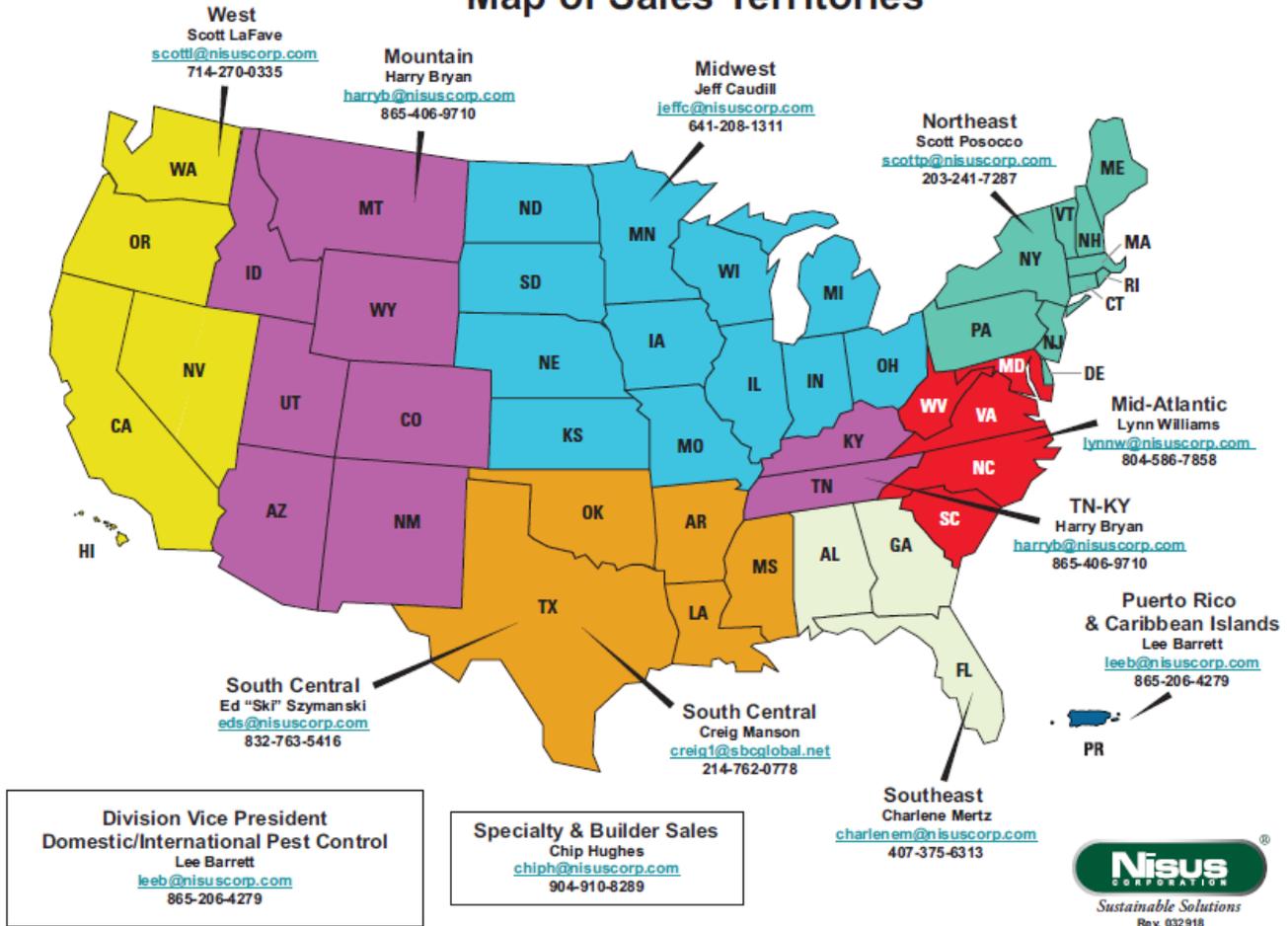


Nisus Corporation is pleased to announce the addition of Midwest Territory Manager Jeff Caudill to their sales team.

Caudill's main role at Nisus will be developing and maintaining a positive relationship with the company's Midwest customer base and increasing brand engagement with core customers as well as introducing Nisus products to new pest control companies. His 15 years of successful sales and account management experience will assist him in delivering client-focused solutions. Current Midwest Territory Manager Harry Bryan will be working with Caudill for an extended period of time to introduce him to customers and ensure a smooth transition to the territory. Once this is accomplished, Bryan will be serving a newly created territory. Caudill

(Continued on page 19)

Map of Sales Territories



NEW MIDWEST TERRITORY CONTINUED

comes to Nisus from Kness Manufacturing, where he served as a Sales Manager of their Western United States territory, covering 16 states.

"Jeff brings great energy, customer education experience and tenacity to our sales team which will solidify our support and commitment to our clients. His experience is crucial to the industry and he has proven success in developing strategic sales plans, identifying new points of sales and increasing sales of current product lines," says Lee Barrett, Vice President of Nisus Corporation's Pest Control Division.

"I am excited to join the Nisus team, a dynamic group of talented professionals. Nisus' product offering is robust and sustainable, and helps pest management professionals provide exceptional services using quality products," says Caudill.

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SYNGENTA ADDS NEW TALENT TO PEST MANAGEMENT TEAM IN 2018

John Chaney, Eric Paysen and Marshall Gaster bring extensive pest industry experience, Chaney to provide customer support in new Mountain West sales territory.

As part of its ongoing focus to better support the pest control market across the country, Syngenta has enhanced its Professional Pest Management (PPM) team to include new marketing, sales and technical managers.

As territory sales manager for the newly added Mountain West territory, John Chaney will assist customers with their pest management needs in the western U.S. He was most recently the vice president of Pest Control Supplies (PCS). Prior to that position, he managed PCS offices in Kansas City, Missouri and Chicago and attended Pittsburg State University.

“John has a long history on the distribution side of the pest control industry,” said Dave Ravel, head of sales for turf, ornamental and PPM at Syngenta in North America. “His broad industry experience will help provide not only exceptional customer support, but also valuable insights as we continue to bring new innovations to the market.”

Eric Paysen, Ph.D., has been named technical services manager and will be responsible for providing technical support for customers in an 18-state territory in the western U.S. He spent eight years developing technical protocols and providing support as a technical director for Lloyd Pest Control. Most recently, Dr. Paysen served as an area sales manager for Bayer. He holds a bachelor’s degree in biology

from Winthrop University and a master’s and doctorate degree in urban entomology from Clemson University.

“Eric is an extremely talented entomologist with many years of experience in the pest control market,” said Mark Coffelt, head of technical services for turf, ornamental and PPM at Syngenta in the Americas. “His extensive knowledge of the industry will help Syngenta provide advanced technical support for our customers.”

Marshall Gaster joins the PPM marketing team as the new market manager in Greensboro, North Carolina. He has extensive experience supporting commercial and marketing activities across Syngenta, and will be able to contribute strategic insights that will help bring beneficial tools and pest control solutions to the market. He holds a bachelor’s degree in information systems and operations management from the University of North Carolina at Greensboro.

“Marshall joins our team with considerable experience that will be valuable for developing, implementing and executing strategic marketing plans for Syngenta,” said Pat Willenbrock, head of marketing for PPM at Syngenta in North America. “We look forward to ringing in the New Year by providing pest management professionals with even greater support in 2018.”

To learn more about Syngenta, visit www.SyngentaPMP.com.





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2018 MEMBERSHIP RENEWAL/APPLICATION

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- 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 wet 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.