

THE LEADING EDGE



United Application Standards Group



Note

From the President

"Those who never make mistakes work for those of us who do."

--Henry Ford

As we welcome the New Year in 2017, we continue to look inward and upward. Much like our country, the UASG also has new leadership. I am honored to have been appointed the new President of the organization, and am excited to have Mark Trumbull as Vice President. We are both very thankful for the faith that the UASG members and the Board of Directors have shown in our leadership. We have already started planning on how we can continue to ensure that the UASG is the premier certifying body in our trade.

As we continue to grow and develop the organization, we are always looking for help from our members. We appreciate suggestions for meeting topics, submissions for project spotlights and areas for which you might like to see the organization focus. We strongly encourage and appreciate member involvement, such as volunteering to serve on various committees. If you would like to participate, please drop me a line.

We have started a new Facebook group, exclusively for UASG members. To join, please visit www.facebook.com/groups/UnitedApplicationStandardsGroup/. This forum will allow real time collaboration between members. It will be an excellent way to seek out advice, offer tips and tricks and in general, to stay connected.

Last year, the UASG held the inaugural Commercial Graphics Innovation Summit (CGIS) in conjunction with 3M in St. Paul MN. The event was a massive success, with members from all over the country attending to advance their education, collaborate with their peers, attend the general meeting and we even squeezed in a charitable event where the UASG donated a wall wrap to the Washburn Center for Children. Attendees learned about 3M™ Di-Noc™ Architectural Film, saw presentations by experts in personal protection equipment and participated in panel discussions and roundtable lunches that covered topics such as hiring and employee retention, accounting and large project management. This event represents just another way that the UASG is working to further our trade and provide benefits to our members.

2017 is sure to bring new challenges, opportunities and successes. I can't wait to see what's in store!

Chris Prenovost



www.facebook.com/unitedapplicationstandardsgroup

Current Board of Directors

Chris Prenovost	President
Mark Trumbull	Vice-President
Al Chieco	Co-Chairman, Ethics Committee
Steve Reininger	Co-Chairman, Ethics Committee
John Carthey	Chairman, New Members
Lloyd Paxton	Chairman, Certification Committee
Mike Stavreff	3M Representative
Rick Paukert	3M Representative
Ward Schneider	
Greg Ford	
Julie Martin	
Mark Knoff	

Other

Sharon Paxton	Secretary, Certification Committee
Kip Johnson	Administrator, Treasurer
Jan Clippard	Secretary

Contact Us:

Questions / Comments: feedback@uasg.org
On The Web: www.uasg.org





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Washburn Center for Children



The Washburn Center for Children is located on the western edge of downtown Minneapolis and its 2-year-young facility is far from being your standard care center. Before introducing the uniqueness of this organization, a little history will enrich an understanding of this non-profit which we had an opportunity to serve yesterday.

The year is 1883 and the landscape is populated with flour mills. A tragic explosion occurs in one of the mills leaving many children without parents. But through a 300K dollar financial gift from the will of Cadwallader C. Washburn, co-founder of General Mills, the Washington Memorial Orphan Asylum was born. Over the years, the organization grew into foster care services and then provided diagnostic services and treatment to children with learning disabilities and behavioral problems. In 2007, the new name Washburn Center for Children was adopted.

Fast forward to 2016 . . . the Center cares for 2,700 children, ages 3 to 9, and their families per year. Mental health therapies and case management to provide stable housing and food sources are among their main services. The part the UASG played yesterday in the Center's continuing history was another "leaf," if you will, on their entry tree of gratitude to honor their donors.

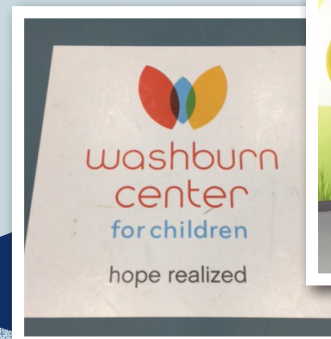
The emphasis upon nature runs throughout the facility. The building was created with 110% intentionality to provide children, their families, the clinicians and staff with an environment that promotes calming and healing through natural elements. . . that of natural light, soothing colors, curved walls, open spaces and creative play areas. It is indeed a hi-tech facility with a hi-touch impact.

Our UASG President, Julie Martin, contacted the Center to offer graphic installation services and that step became their answer to bring nature visually indoors into the small gym. Representing the UASG, John Carthey, Mark Trumbull, Greg Ford and Kip Johnson installed (8) 3M3555 panels to the large wall in 90 minutes.



The new logo is splashed throughout the colorful wall mural and within it one can perhaps see a butterfly, flower, a W, an airplane or a rocket. The imagination soars with their new branding. All these are meant to inspire transformation and hope in the lives of those affected by the harsh challenges in life.

At the end of the day, that's what we all do as printers and installers. We make people's dreams and brands come to life. So keep caring. . . keep giving. And thank you to Vomela for the graphics donation and thank you to 3M for hosting the UASG gathering, so we were able to bring more hope to all those at Washburn Center for Children for years to come. #UASGCares





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Craftsmen Industries - St. Charles, Missouri

Craftsmen Industries partners with small businesses and large corporations across the nation including the local brand, Anheuser-Busch InBev. We recently produced a graphic wrap for a combine for the Anheuser-Busch Grower Days event.

The event is held at the Anheuser-Busch malting facility located in Idaho Falls where millions of bushels of barley are processed each year. Hundreds of barley growers attended to learn about new growing techniques, exchange practices and interact face-to-face with Anheuser-Busch. Speakers discussed Anheuser-Busch's recent research into new barley strains utilizing test fields and portable weather stations. Among the educational elements, the growers enjoyed live music, a flyover, the famous Clydesdales and the branded combine.

The combine wrap was printed on 3M IJ180CV3 vinyl with 3M8519 laminate in just seven hours.



Our installation team, along with the printed graphics, traveled to Idaho Falls and applied the wrap to the combine over two days. The combine stood tall and provided an impressive photo op at the celebratory event. It was a great addition in saying, "thank you" to the Anheuser Busch barley growers.

For 35 years, Craftsmen Industries has been the market leader in design, engineering and production of marketing vehicles, graphics and industrial mobile solutions. Throughout the years, we have updated our facility with GMG color-management software and cutting-edge printing, laminating and computer-cut vinyl technology allowing us to produce a wide array of products including large-format vehicle wraps, banners, signage and other displays. As a G7 Master Printer, Craftsmen guarantees high-quality products tailored to our clients' needs.

We are proud to connect with so many different brands and showcase all the unique ways that graphics can be used to promote, engage and inspire!



3M Certified
Graphics Installation Company



United Application Standards Group



Dimension Design - Jacksonville, Florida

Dimension Design Continues Down Its 'Inventing the Future' Path With Media Works Acquisition

In early October 2016, event and brand experience company, Dimension Design, expanded its footprint and capabilities, including adding 3M certified installation, by acquiring Jacksonville, FL based, Media Works.

The Media Works acquisition is part of Dimension Design's "Inventing the Future" initiative that was set in motion in 2014 to grow the firm. Inventing the Future is designed to encourage employees to elevate their game for clients and expand and enhance capabilities to better serve them.

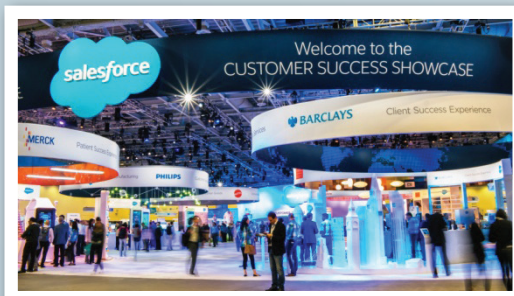
The acquisition follows Dimension Design's opening in 2015 of a 23,000 square-foot production center in Las Vegas to better support clients in the convention-rich Las Vegas and West Coast market. With comprehensive capabilities in Chicago, Las Vegas and now, Jacksonville, Dimension Design provides a broad set of branding support to clients across the country and regional access to most of the major convention cities.



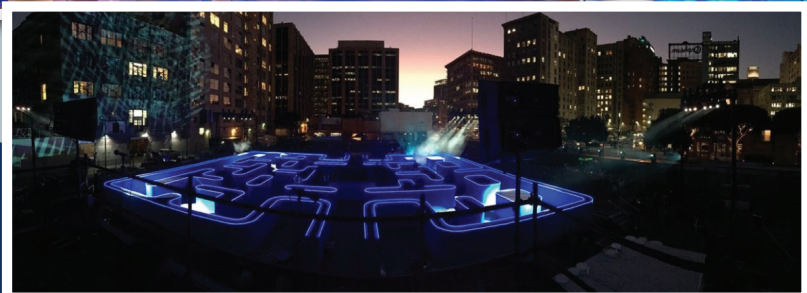
With the Media Works acquisition, Dimension Design enhanced its capabilities in several areas, most notably in vinyl surface wraps with 3M certified installation. Talent-rich Media Works also strengthened Dimension Design's capabilities in large format UV, latex and offset printing, commercial and retail design and decor, graphic and web design, and corporate meeting management.

"We added a really talented team, especially the [3M certification]. They'll continue serving existing and new clients with a high-level of attention to detail," said Dimension Design President and Chief Innovation Officer Chad McNeal. "This allows us to offer a full suite of complementary services to clients nationwide."

Established in 2002, Dimension Design is an innovative branding partner that delivers custom environments to support the face-to-face marketing activities of respected exhibit houses, marketing agencies, production and event companies and business brands. The company's work highlights brands, products and services at events and trade shows, in corporate and retail venues and other exhibition environments. The company is based in Glenview, IL, has regional production facilities in Las Vegas and Jacksonville, FL and field sales offices in Philadelphia and Los Angeles.



3M Certified
Graphics Installation Company





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New Members (Fourth Quarter 2016)



Sign Pro (MN)

Jim Bianco, Owner

5250 West 74th Street, Suite 121
Edina MN 55439 • 952/896-5276

jbianco@signprowg.com

Sign Pro is a full-service sign company with over 12 years of large format experience. From design, production to installation, we help our customers make the best possible impression. We use premium materials and state of the art technologies and are dedicated to timeliness, exceptional customer service and a constant quest for perfection! Our company is also a member in good standing of the worldwide Sign Biz Network, and our owner sits on the Sign Biz Advisory Board.



Tested Installer:
Tony Tudisco



Panaprint, Inc.

Christian Collins, Vice President

7979 N.E. Industrial Blvd.
Macon GA 31216
478/788-0676

ctcollins@panaprint.com

Panaprint is one of the leading commercial printers in the Southeastern United States, employing over 100 skilled employees. In business for 43 years, Panaprint uses the most innovative technology to create unique, eye-catching and inspiring print projects and is regionally known for its high quality print work. Panaprint recently expanded its in-house printing capabilities to include wide format printing. The new product line offers both indoor and outdoor printing solutions on a variety of rigid and flexible media utilizing fast-setting, fade-resistant UV inks for sharp image detail and durability.



Tested Installer:
Blake Payne



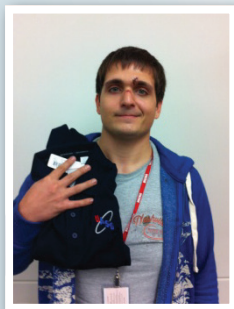
SpeedPro Imaging Charlotte Center

Brion Blais, President

2732-A Interstate Street
Charlotte, NC 28208 • 704.392.1776

bblais@speedpro.com

SpeedPro Imaging Charlotte Center is one of 125+ studios in the SpeedPro network across the U.S. Our studio opened in 2010 and we have enjoyed strong growth even through the recession thanks in part to a terrific team and hard work. SpeedPro has expertise in multiple business lines, including vehicles, murals, display hardware and more. We are delighted to be a new member in UASG and to have our 3M Certified Graphics Installation Company credentials.



Tested Installer:
Jonathon Hartley



SS Graphics (CA)

Nick Soto – Co-Owner

335 North Carvol Avenue
West Covina CA 91790
626/512-1730

nick@ssgrfx.com

SS Graphics is family owned and operated for over 30 years. Being one of the first installation companies to start using vinyl film products, we obtained the knowledge and expertise to have had the pleasure to work with major brands such as Target, K-Mart, Chevron, Budweiser, Living Spaces, Goodwill, NHRA, Penske, Ryder and many small businesses. Being 3M Certified is one of our testaments in providing quality, longevity, customer satisfaction, and new products for years to come.



Tested Installer:
Nick Soto

Wrap Guru

Ali Khalfan, President

2 Pond View Drive
Syosset NY 11791 • 646/643-5225

ali@wrapguru.com

Tested Installer:
Ali Khalfan





FEDERAL COURTS BLOCK DOL'S NEW OVERTIME RULES

As some of you might have already heard, a Federal judge in Texas issued a nationwide preliminary injunction temporarily blocking implementation of the new FLSA rule. Therefore, the December 1st deadline no longer applies and employers may continue to follow the existing overtime regulations until further notice.

Enacted in May 2016 under the Fair Labor Standards Act (FLSA), the proposed rule would have extended overtime pay to an estimated 4.2 million additional workers by drastically raising the salary threshold used to determine exempt status. Currently, workers earning up to \$23,660 per year are considered non-exempt and therefore eligible for time-and-a-half pay when they work more than 40 hours in a week. The new rule would have more than doubled this salary amount to \$47,476 and provided for automatic increases every three years. For months, opponents of the rule have expressed concern that it would impose a crushing burden on employers, particularly small businesses and non-profit organizations.

The surprise November 22nd ruling from Judge Amos Mazzant of the U.S. District Court for the Eastern District of Texas is the result of two consolidated lawsuits—one on behalf of 21 states and the other on behalf of the U.S. Chamber of Commerce and 50 other business groups—against the Department of Labor (DOL). The plaintiffs claimed that the DOL did not have the authority to so aggressively raise the salary threshold for overtime pay.

Judge Mazzant noted that the preliminary injunction will “preserve the status quo while the court determines the department’s authority to make the final rule as well as the final rule’s validity.” His decision was based on the notion that the new salary threshold would effectively supplant the FLSA’s duties test, which exempts executive, administrative and professional employees from overtime protections. The authority to take such an action would rest with Congress rather than the DOL.

The DOL is likely to challenge the injunction and the future of this expansive rule currently remains uncertain. Although employers may continue to comply with the existing overtime pay regulations, they should prepare for the possibility—however slim—that the controversial rule will be implemented in the future.

Many employers have already either raised exempt employees’ salaries to meet the new threshold or reclassified employees who are still earning less to non-exempt status. Employers will likely want to leave decisions in place if they have already provided salary increases to employees in order to maintain their exempt status, as it would be difficult to take that back, although, there is no legal obligation to do so. Many employers also took this as an opportunity to address misclassification issues, in which case, employers should continue with the change to non-exempt to be in compliance.



3M Advanced Installer Training Classes

- Quarterly training (UASG applicants and existing members only)
- Discounted rates: \$1,200.00 (regularly \$1,500.00)

Fee for the 3M Advanced Installer Training class is payable directly to 3M. Contact Sharon Paxton (sharonp@uasg.org) to obtain the necessary application form that must be submitted and the address at 3M for payment. Payment must be made at least 28 days prior to the commencement of the training class.

If testing is desired upon the completion of training, it will take place on the Thursday and Friday following the training dates. A \$500.00 fee is required to be paid to the UASG if testing is for a replacement or additional installer. Verification of the installer’s employment must be provided (a current paystub) as well as evidence that the installer has been employed for a minimum of six months (copy of first paystub or Form W-4 completed at time of hire). Payment needs to be made at least two weeks prior to the testing date. Contact Sharon Paxton at sharonp@uasg.org for scheduling.

2017 Training/Testing Dates

April: Training (10-12) – Testing (13 & 14)

July: Training (24-26) – Testing (27 & 28)

October: Training (9-11) – Testing (12 & 13)





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3M

CORNER

3M™ Code of Conduct

The annual agreement between 3M and our 3M Certified Graphic Installation Companies includes terms about compliance with 3M's business conduct policies. The full document is located at the following website and may be helpful for development of your own company code of conduct:

3M.com/businessconduct



3M's Code of Conduct

Be Good

Obey the law and 3M's Code of Conduct.

Be Honest

Act with uncompromising honesty and integrity.

Be Fair

Play by the rules, whether working with government, customers, or suppliers.

Be Loyal

Protect 3M's interests, assets, and information.

Be Accurate

Keep complete and accurate business records.

Be Respectful

Respect one another and our social and physical environment around the world.

4

Report a concern at 3M Ethics.com or call 1-877-3M-ETHICS (1-877-963-6442) in the United States.

The Core

The Core is a new on-line offering from 3M Commercial Solutions Division. It connects graphic manufacturers and installers to the things that will be at the core of your growing business. From exclusive information about 3M products, tools that help drive sales and insights that help your business grow. Connecting you to the limits you want to push - that's The Core.

How Can You Sign Up?

Becoming a member is free and easy.

Go to www.theCore.3M.com and start growing your graphics business today.

3M Science.
Applied to Life.™

Become a FREE member of

The Core

So your
business
can do
more.

TheCore.3M.com

Members are granted
preferred access to:

- Exclusive Promotions
- Industry Best-Practices
- Market Insights and Trends
- Educational Resources
- New 3M Product Information





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NEW! 3M™ Print Wrap Films

We are excited to announce the availability of several new print wrap films! These wrap films will accelerate installation and provide more design options.

3M™ Print Wrap Film IJ180mC-10 - The industry leader is fine-tuned for wraps. Accelerate installs!

3M™ Print Wrap Film IJ180mC-114 - A printable clear wrap film for a unique look. Max design options!

3M™ Print Wrap Film IJ180mC-120 - A printable metallic wrap film for an edgier look. Add wow factor!

Product Performance Advantages

- Slide ability fine-tuned for wraps
- Initial tack optimized for wraps
- Comply™ Adhesive with micro technology provides excellent air release with a smooth appearance
- Stretch 130% without primer, no lifting
- Easier liner release

Go to 3M.com/IJ180mC for more information.

IJ180mC-114 Clear



IJ180mC-120 metallic and IJ180mC-10 white





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3M Science.
Applied to Life.

3M Commercial Solutions Division

3M Advanced Installation Training Class – Diversity Scholarship

3M Diversity Scholarship (Applications are due by January 9, 2017)

In 2017, the 3M Commercial Solutions Division will provide up to three scholarships to attend the 3M Advanced Installer Training class without fee (standard fee is \$1500/person in 2016). This is a 3-day hands-on course with some free tools provided at the end of the class. Up to three individual scholarships will be given to separate companies that meet the criteria and provide an application to be reviewed by a judging committee. (Transportation/hotel/food is not included.)

To participate, the 3M Certified Graphics Installation Company should have executed programs during 2016 that have addressed recruiting and hiring of diverse talent during this year. The hiring of minority or diverse employees during 2016 will also be considered.

Please contact Mike Stavreffe to request a copy of the application form (MfStavreffe@MMM.com).

Introduction:

While the goal of this scholarship is to encourage our installation community to hire more from minority groups with higher than normal unemployment rates, the scholarship could be awarded to companies that are establishing programs to support hiring diverse talent. Local community needs can also be considered such as hiring veterans or refugees.

Companies will be categorized as small, medium and large based on typical size of our installation companies and by the range of scholarship applicants themselves. The goal is to award a scholarship to each one these categories.

Award:

Scholarship to 3M Advanced Installer Training class – 3 day course

Who Can Participate?:

To participate, the 3M Certified Graphics Installation Company should have executed programs during 2016 that have addressed recruiting and hiring of diverse talent during this year. The hiring of minority or diverse employees during 2016 will also be considered.

Some examples of programs are the following:

- A company's hiring program(s) established to increase workforce diversity and results
- A company's hiring program(s) established to recruit and hire of minority individuals with higher unemployment rates in their community and results
- Other relevant factors could be considered during judging.

Key Dates:

October 7th – announce Scholarship at UASG member meeting, start accepting applications

January 9th – last date to accept proposals for the 2017 Scholarship

January 31st – announce scholarship awardees for the 2017 classes

Submit entry form attached to this newsletter (last page) by January 9, 2017 to:

Mike Stavreffe, (MfStavreffe@mmm.com)

3M Center Building 280-3E-34

Maplewood, MN 55144-1000.





2017 MEMBERSHIP RENEWAL

It's almost that time of year again! The dues invoice for your company's 2017 UASG membership renewal will be sent to you in mid-January and should be paid within 30 days of receipt. You should watch for an e-mail from kip@gkipland.com containing this dues invoice. Before paying your dues,

PLEASE BE SURE THAT YOU COMPLETE THE RENEWAL FORM PRIOR TO MAKING PAYMENT.

In order to complete the Renewal Form, you need to log onto the UASG website (www.uasg.org) with the user name (e-mail address of your company's contact person) and password. Since the website has been completely updated since last year's renewal, new security features are in place and I no longer have access to your password. For some reason, should you not have access to the password, just click on "Lost Password?" and an e-mail from uasgorg@1301.bluehost.com will be sent to the e-mail address of the contact person for your company.

Since the completion of the Renewal Form is a bit different, once you are logged on, please scroll down to the bottom of your company's profile page where you will find an icon for "Membership Renewal" in the bottom right-hand corner. After agreeing to the terms (which include providing evidence of your tested installer's current employment verification – a current paystub), you will be prompted to pay via credit card or by sending a check.

Please contact me should you encounter any issues or problems – sharonp@uasg.org or 714/329-6156.



APPLICATION FORM FOR THE 3M ADVANCED INSTALLATION CLASS - DIVERSITY SCHOLARSHIP FORM for 2017

ENTRY INFORMATION:

Scholarship candidate (installer):

Describe your company's diversity hiring program (below or attach):

This image shows a blank sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.