

THE LEADING EDGE



United Application Standards Group



Note

From the President

Greetings All!

I hope this note finds everyone doing well personally and professionally as we prepare to wrap up 2019. Our economy at large continues to steam forward, and from what I'm hearing from the people that I speak to in our industry, graphics are certainly coming along for the ride.

We held our Board of Directors and general membership meeting in Greenville, SC in early November. It was awesome to get to meet some members that I hadn't known previously. The highlight of our time together had to be the BMW Driving Experience, where we got to pilot various BMW models around a closed track and compete against each other. It was a blast! If you didn't attend, you definitely missed out and I encourage you to attend next year's meeting(s).

A couple notable items from this year's Board of Directors' meetings:

- The Board wants to encourage participation from our members and create a culture of energy and ideas that keep the organization at the forefront in the accreditation world. To help with this, the Board has put term limits in place, starting with the 2020 organization year. Each Board member will be limited to serving two, three-year terms.
- We want to encourage and make it easier for members to participate so The Board is exploring the option of having two general membership meetings in 2020. A survey was sent out recently to gauge the interest on this.
- The Board will be setting an overarching vision for the organization in early 2020. This will help guide us forward and create clarity as we make various decisions.

Thank you all for continuing to be the best in the business! I'd like to wish everyone a Merry Christmas and a Happy New Year—here's to an amazing 2020!

Chris Prenovost

Join the Conversation!

To share ideas, thoughts and concerns among the UASG membership in a private setting, access our closed Face Book page: <https://www.facebook.com/groups/UnitedApplicationStandardsGroup/>



www.facebook.com/unitedapplicationstandardsgroup

Current Board of Directors

Chris Prenovost	President
Mark Trumbull	Vice-President
Steve Reininger	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	
Peter Beath	
Jonathan Crittenden	
George Carberry	Legal Counsel

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



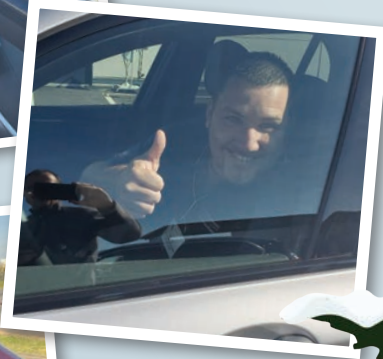


United Application Standards Group

Annual Membership Meeting Wrap-Up

I think it is safe to say that everyone had a fantastic time in November at the 2019 General Membership Meeting in Greenville, SC. There were a lot of new faces at this year's meeting, which was really exciting to see! We started with the extreme fun first, as everyone hopped on the bus to head out to the BMW performance center and geared up for a beautiful sunny 65 degree day.

In the morning, the attendees had an opportunity to check out the 3M Mobile Training Vehicle. They were able to work with and learn about materials, including the new 2080 series, talk to others in the industry about what they have found works best for them as a company, and introduce themselves to new friends. In the afternoon, the BMW engines revved as each person took a turn in one of several different types of amazing BMW's. Each driver was able to experience an off road drive in a X model, a timed event for friendly competition, a fun event called the Rat Race where one car competes against the other on a wet oval, a drive in an M model on a handling course, and take a ride at speed with a professional driver. Needless to say, everyone's adrenaline was pumping when the event was done!





United Application Standards Group

Annual Membership Meeting Wrap-Up (continued)

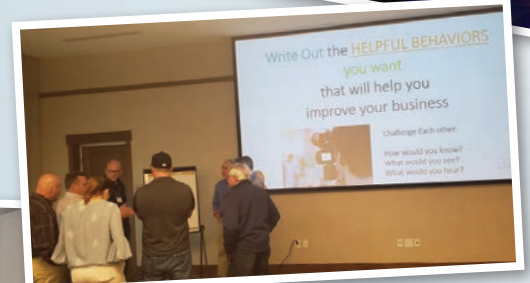
We continued in to the evening with a social at Fireforge Craft Brewery which was generously sponsored again this year by Trim USA. Trim USA, who is based out of Tobaccoville, NC, produces and distributes high quality films, application materials, accessories and tools for the graphics industry.



On Tuesday morning, we had a membership meeting, which primarily focused on the key note speaker Jamie Parker. Jamie is a leadership coach who focused the membership on recognizing that, regardless of whether they were new to a leadership role or an experienced leader, they could learn and practice specific, simple behaviors that drive employee engagement, address unhelpful behaviors, and create an environment where employees feel valued. After discussing key components to achieve these outcomes, the membership broke in to groups to discuss how these problems arise and how negativity can affect our business. They identified key areas in our daily lives and ways of recognizing and positively reinforcing the things our employees do well.

If you want to know more about Jaime Parker and her services, please visit <https://processplusresults.com/>.

Although our time together this year was short, we were able to accomplish a lot of things, which is our main goal in bringing the membership together. The Board of Directors has discussed possibly having a spring meeting to offset the timing where members cannot attend the meeting in the fall. Stay tuned for more information regarding a Spring meeting schedule. Until then, we thank everyone that attended and hope everyone has a safe and happy holiday season! Until we meet again!





United Application Standards Group



UASG University was rolled out last October at the SGIA show in Las Vegas. Many of our members have already achieved the highest level, which is Bodhi status. The current levels of achievement are Novice, Master and Bodhi. If you have not already registered for access to the site, please get registered now to start the learning process.

To create an account, please visit university.uasg.org and signup using the following steps:

1. On the Login page, select Create Account and again on the next page
2. Select a role
3. Find Your Company
4. Select Your Location
5. Create New Account - Fill out your user information.
6. Check your email to validate the account
7. Start learning and earning status!

We will be rolling out the next wave of videos during the second quarter of 2020 and will be offering all installers who have achieved Bodhi status a chance to win some cool prizes. You'll not want to miss this opportunity. So if you are not registered yet, follow the easy steps above to get registered and start learning and earning the opportunity to win prizes.



SCIENCE OF INSTALLATION



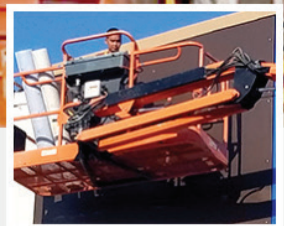
TRAILERS



VEHICLES



WALLS & FLOORS



TOOLS & SAFETY





United Application Standards Group

New Members (May - December 2019)



DTM Signs

Gregory Yatsevych - Owner

515 Sutter Avenue
Brooklyn NY 11207
347/312-5488

info@dtmsigns.com



Tested Installer:
Gregory Yatsevych

DTM SIGNS INC has been in business since 2013. We specialize in professional graphic printing and installation as well as color change of personal vehicles. We do everything from beginning to end, starting from design concepts, printing and finishing with installation. We provide only the best quality for our customers. We believe our work speaks for itself. We have been honored to show our professional skills at the 3M testing facility. DTM SIGNS INC is very excited to be part of the 3M and UASG families and looks forward to work together.



Kopytek, Inc.

Emir Dzaferagic – Installation Manager

9595 Dielman Rock Island
St. Louis MO 63132
314/432-2700 (o)
314/398-0569 (m)
emird@kopytek.com

Tested Installer:
Emir Dzaferagic

For over 30 years, Kopytek, Inc. and its wide format brand Print it Big!® have served the Midwest and beyond with specialized digital and wide format print services. Offering the latest in technology, we truly do Print it Big!® From fleets and entertainment venues to conventions and retail, there is no level of capacity Print it Big!® can't accommodate. Capable of producing thousands of square feet per hour, you can rest easily knowing your graphics will be completed every time on time, complimented by our standing as a 3M® Certified Graphics Installation status. Call on Kopytek, Inc. today - - we are ready to go!



AZ Rag Installation & Print Services, LLC

Louis Garza - Owner

3110 Henson Road, Suite 10
Knoxville TN 37921
865/291-0369

awesome@azragips.com



Tested Installer:
Louis Garza

"AZ Rag Installation & Print Services is East Tennessee's source for professionally installed vehicle wraps and graphics. From full-color change to brand identity vehicle wraps, we can meet your custom or visual needs.

AZ Rag I&PS is a full-service print shop that covers the entire process from A to Z. We quote the job, design and install the wrap and continue the customer relationship after the job is done.

AZ Rag I&PS provides custom created and spec print solutions for companies of all sizes. We produce quality work with high-impact and quick-turnaround.

AZ Rag I&PS specializes in wraps for vehicles, fleet, environmental and print advertisements. Visit our website at www.azragips.com or Instagram: @azragips"

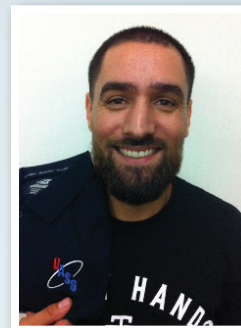


EastBay Wraps & Signs, Inc.

Javier Gonzalez - Owner

2455 Bates Avenue, Suite "O"
Concord CA 94520
510/833-3787 (o)
510/566-8805 (m)

javier@eastbaywraps.com



Tested Installer:
Javier Gonzalez

Eastbay Wraps & Sign Co., Inc. is a professional sign installation company specializing in wide format vinyl installations and vehicle wraps. Our talented team has over 12 years of experience in the industry. We are a licensed contractor based in northern California. To learn more about how we can help your business advertise, please visit us on our website at eastbaywraps.com



United Application Standards Group

New Members (May - December 2019)

Signs2U

Signs2U

Mark Warner – President/Owner

4828 W. Emerald Street

Boise ID 83706

208-345-7446 (o)

208-890-7263 (m)

mark@signs2uboises.com

Signs2U is Boise, Idaho's trusted source for custom signs, vehicle wraps and window, wall and floor graphics. Founded in 2007, Signs2U is a growing, innovative sign company focused on professionalism, while maintaining a personal touch. Our mission is to provide the highest quality products and exceptional service to our customers through innovation, creativity and the dedication of our entire team.

Signs2U has a custom production facility including state-of-the-art large format printing and finishing equipment and oversized, climate-controlled garage bays for vehicle wrap installations. We are equipped to print and fabricate all types of signage including electrical signs, dimensional lettering, vehicle wraps and vinyl graphics. A significant part of our business includes local and regional installation projects for national graphic suppliers. Our installers are available to travel throughout southern Idaho and eastern Oregon.



Tested Installer:
Josh Hinton



Signs for Success

Vanessa Bogensberger – President

6824 N. Market Street

Spokane WA 99217

509/489-4200 (o)

vanessa@signsforsuccess.biz

Signs for Success has been a full-service sign and graphics company since 2001. Located in Spokane, WA with over 12,000 sq. ft. of facilities, Signs for Success can produce and install any project. Utilizing our 16' tall doors and 60' deep bays, we can accommodate virtually any size vehicle that doesn't require special permits. We have solvent, latex and UV printers, wide format plotters and laminators as well as CNC capability. Our staff includes sales, project managers, designers, fabricators and installers who can take the customer's vision and needs quickly through proofing, production and installation. We also install projects shipped in from other industry partners from around the region and nationally.

Signs for Success is dedicated to guiding our customers to a successful outcome regardless of the project type. We have found that communications both externally and internally make the difference in the customer experience and final results of the projects we complete. We are excited about being a part of the UASG family, the learning opportunities available and are confident we will be a great reflection on the organization and industry as a whole.



Tested Installer:
Chris Kowski





United Application Standards Group

SPOTLIGHT MEMBER

Wrap City Graphics
Hopkins, MN
Kimberly Korb

No Vehicle Outlines for this Vehicle!

This summer, Wrap City Graphics was contacted by The University of Minnesota Solar Vehicle Project Team to wrap their newest car, Eos II, the student group's two-seat vehicle. Given our owner's commitment to sustainability and the environment, we jumped at the chance to help the super smart and creative team of next-generation green-thinking engineers.

They supplied engineering drawings and photos of the vehicle so we would have some idea of what we would be wrapping. Next came vinyl selection. Since 3M is a major sponsor of this initiative, it only made sense to use 3M 1080 materials. The students selected an awesome palette emulating the school's colors. We contacted our good friend, Allen Miller at 3M and fortunately, he was able to source and donate the materials on a really short timeline. Thankfully, the materials arrived just in time - the afternoon before the wrap was to be installed. Yea!!

Eos II was delivered by trailer and pushed into our shop the morning of July 17th. We had one day to complete the project, so it was all hands-on deck! With the buzz of the interviews, setting up of the cameras and wrapping, it was a fun and energy filled day at Wrap City Graphics, with a great positive vibe. It was also interesting to learn about the process of building a solar vehicle.





United Application Standards Group

SPOTLIGHT MEMBER

Wrap City Graphics
Hopkins, MN
Kimberly Korb

The students first build many molds using tooling foam. Then, the molds are taken to a Delta Airline Composite Shop to create the car's carbon fiber shell. Once the shell is put together, a carbon fiber chassis frame is installed so the solar car stays together. Then, the car's suspension, steering, wheels, electronics, doors, solar array and any other additional components the car needs are added. All of the components are designed from scratch by the student team. The team also makes a lithium ion-battery pack that is safe and reliable, no small feat. The group also creates an electric motor that will enable the solar car to drive up to 70 mph and for the upcoming race, driving over 3,000 km across the Australian Outback, using only the power of the sun for fuel.



Because we were using 3M 1080 media, there were no installation challenges except for the tight timeline. The installers used backing paper to make templates for the “swooshes” and knifeless tape for the styling. Overall, it was a fun and unique project. We wish the U of MN team the best of luck in the race, will follow them on social media, encourage you to do as well and look forward to seeing what they build next year: Freya I, a four-seater vehicle.

This is a link with more information about the race in Australia:
https://www.worldsolarchallenge.org/about_wsc/overview

This is a link to the movie we made that day:

Wrap City UMN Solar Vehicle Installation

https://www.facebook.com/WRAPCITYGRAPHICS/videos/210267099893996/?eid=ARAnxZt4qJQ4S2u8IU7fQiCie4GgzQslqVALOWc5-mQjDrLIs2qpTmr6OiGRc_fDh7T1yLhqo4nJ7NeM





United Application Standards Group



Bus Wrap by Sticky Business

Design, print and installed by longtime member, Sticky Business.





CORNER

We are pleased to announce the introduction of 3M™ Wrap Film Series 2080!

3M™ Wrap Film Series 2080 Features and Advantages

We're changing the wrap experience. 3M is committed to providing our loyal customers with the best in product innovation, performance and quality. We never stop thinking of new ways to add value to the vehicle color change market and this announcement is exceptionally exciting for us. 3M™ Wrap Film Series 2080 delivers all that you love about 3M™ Wrap Film Series 1080, but delivers more features and advantages, such as:

- 1:** A protective film layer on gloss colors which stays on during installation then is removed quickly, easily and cleanly after install to reduce surface impressions and scratches.
- 2:** Unique, conformable film layers which provide a better fit around curves and in channels for sleek appearance and easier installation.
- 3:** An improved warranty which gives your customers confidence with up to seven years of protection on vertical applications.

3M™ Wrap Film Series 2080 Launch Waves & Colors

We are launching 3M™ Wrap Film Series 2080 colors in three waves. The first wave is underway. The second wave and its set of colors should launch around December. We expect the third and final wave launch in the first half of 2020.

It is important to note that the new Series 2080 colors will replace the equivalent matching 3M™ Wrap Film Series 1080 colors.

3M has taken great care to match the new Series 2080 colors to the Series 1080 colors. Please be sure to review the new 3M Wrap Film Series 2080 swatch color deck to see and confirm actual color choices. 3M will continue to sell Series 1080 colors as long as supplies last. Series 1080 will be fully discontinued after the final wave is completed and supply is sold.

3M™ Wrap Film Series 2080 - Six New Colors!

Series 2080 will also deliver six new and exciting colors, including:

2080-G16 *Gloss Light Green*
2080-G24 *Gloss Deep Orange*
2080-G53 *Gloss Flame Red*
2080-G55 *Gloss Lucid Yellow*
2080-M212 *Matte Black Metallic*
2080-M217 *Matte Slate Blue Metallic*





IT'S ALMOST MEMBERSHIP RENEWAL TIME

Sharon Paxton

That time of year is almost upon us – dues invoices for the 2020 membership renewal will be sent to your company's UASG contact in mid-January from kip@gkipland.com. Just a reminder about the renewal process. Payment of your dues, either by credit card or check, does **NOT** complete the renewal process. In order to save time for both your company and the UASG, the following steps should be followed:

FIRST, you will need to log-on to the UASG website (www.uasg.org). Once the "Welcome" page appears, scroll down to "Membership Renewal" icon at the bottom of the page to complete the Membership Renewal form. Verification of employment for your tested installer must be provided as part of this step. This process has been simplified by providing the ability for you to now upload your tested installer's current paystub rather than e-mailing or faxing it. The employment verification consists of the installer's most current paystub. We are not interested in salary, so if you wish, you may block out any monetary information.

NEXT, once the on-line form has been completed and the verification of employment uploaded, payment of the dues should then be made. Payment may be made by continuing on the Membership Renewal page by selecting the credit card method for payment. If this is the method selected, you will be taken to the payment page to input your credit card data. If you select to pay via check, it should be mailed to:

UASG
Attn: Sharon Paxton
8265 E. Serene Ridge Lane
Anaheim CA 92808

Your cooperation in following the above procedure will make the renewal process a much easier task for all of us!





United Application Standards Group

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 payment information and address at 3M for payment. Payment must be made at least 28 days prior to the commencement of the training class selected.

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 (for up to 2 installers) 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.

2020 Training and Testing Dates

February

Training - Feb 3 – 5

Testing - Feb 6 – 7

March/April

Training - Mar 30 – April 1

Testing - April 2 – 3

June

Training - June 1 – 3

Testing - June 4 – 5

August

Training - Aug 3 – 5

Testing - Aug 6 – 7

September/October

Training - Sept 28 – 30

Testing - Oct 1 – 2

PLEASE NOTE:

Availability for any training class or testing session is not guaranteed without receipt of confirmation from Sharon Paxton that there is space available. This includes any existing member wishing to send one or more installers to become additional tested installers for their company or the requirement to send a replacement installer to test if the current tested installer leaves the company's employ for any reason. This situation should be reported to Sharon Paxton immediately upon the tested installer's departure from the company. Please check with Sharon Paxton (sharonp@uasg.org) to be sure there is space available for the particular session you wish to have your installer attend prior to making any plans to attend.





United Application Standards Group

Employee Assessments (Is Your Company Hiring?)

Carolina Profiles, Inc.
info@carolinaprofiles.com
828 - 295 -0091

We are a job assessment company operating in Blowing Rock, North Carolina. We are a part of Wiley Publishing and our assessments are designed to give a “total person” perspective of your employees and candidates to see how well they fit your job descriptions and your company’s culture, not only for hiring, but for on-boarding and coaching as well!

Our assessments cover thinking styles, behavioral traits, and top interests. We use real data and show real results based on the specifics that we get from you and your company. We have a wide range of assessments that will help in hiring for any position and they are ADA and EEOC compliant. Everything we do is custom to you and your company.

We offer training and maintenance on your account and we are available to you Monday through Friday, 9 a.m. to 5 p.m. We have clients all over the country. Wherever you are, this will work for you!

How much does employee turnover cost your company? According to The Society for Human Resource Management (SHRM), based on a \$30k/year salary, the direct costs of employee turnover are approximately \$2,700. The indirect costs are approximately \$6,300. Additionally, high turnover can decrease morale, trigger more employees to leave, damage a company’s reputation and even result in lost clients! Our assessments help you hire the right people for the job and reduce your turnover.

Our PXT Select Assessment is our newest product. This assessment is computer adaptive and comes with a Comprehensive Selection Report that not only dives into the mind and personality of your candidate, it also provides ADA and EEOC compliant interview questions that are customized to each specific candidate. This report also highlights “problem areas” that you can focus on during the very crucial interview process.

This report, paired with the Coaching Report provides a complete on-boarding guide that is available to you at any time.

Installer position: \$75

Please send employee’s name, e-mail address and position to:
info@carolinaprofiles.com

Include billing information





WHAT TO DO IF YOUR TESTED INSTALLER LEAVES

If your tested installer should, for any reason, leave the employ of your company, you need to notify Sharon Paxton (sharonp@uasg.org) immediately so that arrangements may be made for you to send a replacement installer to test. In order for your company to maintain its 3M Certified Graphics Installation

Company status, it must continue to employ at least one tested installer on staff at all times. If the tested installer that leaves your employ was the only tested installer, testing of a replacement installer must occur within six months of the departure of that former tested installer.

You need to go through the uasg to arrange testing, as we must maintain current records of all member company's tested installers.

Additionally, sharon paxton is the only uasg representative that maintains current information regarding the availability of testing dates.

