



Indiana Pest Management Association, Inc.

STEVE DURNIL/IPMA FAMILY SCHOLARSHIP

Applications are due April 30, 2016

See application form on page 16 of this newsletter or download at:

http://int.entm.purdue.edu/ext/IPMA/includes/pdfs/SteveDurnil_IPMAScholarship.pdf

2016 HALL OF FAME

Congratulations to Bonnie Everts who was inducted into the IPMA Hall of Fame.

Read more about our newest Hall of Famer on page 3.

IPMA SUMMER MEETING

Mark Your Calendar

July 15-17, 2016

THE SEASONS LODGE

Nashville, IN

Friday – Golf

Saturday – CCH Meeting

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Indiana Pest Management Association
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IPMA Board Pictured on Page 6.



BONNIE EVERTS - 2016 HALL OF FAME RECIPIENT

Born at home in Clark County, Indiana, Bonnie was the second of four children and the only girl. She grew up working in the barn and fields alongside her father, mother and brothers on a farm raising beef cattle, dairy cattle, pigs, chickens and cultivating corn, wheat, soybeans and tobacco. Bonnie started first grade in 1944 at the same school from which her mother had graduated high school ten years earlier.

The family had electricity installed in 1946 but used well water until 1957 when running water and indoor plumbing were installed at the farm her parents bought. The family was very thrifty and hard work was expected from all. The children were all firmly indoctrinated in the motto, "Use it up, wear it out, make do, or do without." Bonnie worked in the garden, helped her mother with household chores, helped milk the cows twice a day (4 a.m. and 4 p.m.) worked in tobacco, corn, carried in wood, gathered eggs and whatever else had to be done

Bonnie graduated high school in 1956 and enrolled at Butler University where she held three jobs and attended classes continuously; each semester, every summer and every post-summer session – and was able to graduate in four years with a degree in home economics education. She and Dan were married June 10, 1960, two days before graduation and, in the next eight years produced three children, all of whom would ultimately become licensed PCO's.

Dan invested in a commercial cleaning company while Bonnie had a day care and finished her masters' degree, preparing to be a school teacher. Dan eventually expanded into pest control. Then came the famous line "Honey, you can make more money working for me than teaching school." So, she did.....and, as they say, the rest is history.

At Dan's insistence, Bonnie became active in the IPCA and the NPCA and served on the latter's Education Committee when it first began formulating the Quality Pro Certification Program. She went on to become president of the IPCA in 1994 (Dan had served in that capacity in 1988 and son Paul would too in 2001) and eventually be elected Treasurer, Vice-President, and President of NPMA in 2000-2001.

Bonnie retired in 2005 and has since traveled to Europe and South America and the Panama Canal area. She also taught school (finally) with four-year old students and later with 7th through 12th grades in a Learning Center. She enjoys genealogy is very active at church and likes cooking and working really hard crossword puzzles. She and Dan have about two-dozen grandchildren and love spending time with them. One son, Paul, has remained active in pest control and now manages four branches for a company outside of Indiana. One son is in the medical field and their daughter is a school teacher.

BONNIE'S RESPONSE TO HALL OF FAME AWARD

I'm honored; thank you. Several years ago a man wrote a book "Everything I Needed to Know I Learned in Kindergarten." Let me tell you what I learned from IPMA. First, I learned what friends are. Remember when the Logsdons had the terrible tragedy where they lost half their family and half their staff. IPMA members pitched right in and helped them through that terrible time. And when Steve Durnil was struck down, a competitor - a friend - helped run his business until Steve's widow could make other plans. You all made "friends" an action word. I also learned how to make a business plan and how to project profits, two subjects about which I knew nothing. I learned how to run a business. And I learned that I actually liked to know more about bugs and their biology and learned that you were my friends and that you were good people and that I liked you. As I have gotten older, I might not remember every name but I remember you. Just this week I have been trying to come up with the last name of a PCO who we called Gregg and he had a wife and two sons and ran Ace Pest Control I finally had to pull up a copy of IPMA past presidents to come up with "Long". Remembering the name is not as important as remembering YOU and what I have retained about each of you is your goodness, your professionalism, your involvement in the industry.

Thank you again for this awesome award and I wish for each of you a very prosperous and profitable year.



David Edwards presents The IPMA Hall of Fame Award to Bonnie Everts on January 12, 2016 at the Purdue Pest Management Conference. Photo by John Underwood



MAKE THINGS HAPPEN*

Someone once said that there are three types of people – those who make things happen, those who watch things happen, and those who say, “What happened?” If you’re looking for a manager to “make things happen,” you need one with a good dose of the High D (or Type A) Working Style. High D’s are the energy behind a successful organization. High Ds makes things happen. High Ds create results. High Ds make good managers., A High D is a confident, goal oriented, energy generating, powerful manager whose focus is aimed at one thing – accomplishment! According to Florence Littauer, the motto of a high D is, “Let’s do it. Let’s do it now. And let’s do it my way.” High D’s come in different degrees. You can have a regular High D, and then you can have a Mega High D, and then you can have a High D on steroids. “D” stands for “Dominance” so when we say we have a High D, we say we have a person of “High Dominance.” Dominance itself is a strong word, so when we put the adjective “high” in front of it, just like the 1960’s candy bar, we’re working with a Powerhouse.

We find High D’s in virtually every profession, including managers, doctors, nurses, bankers, ministers, pest management company owners, priests, engineers and pest control technicians and sales employees. If you are an effective manager of people or assets, you are surely a High D because research tells us that 40% of the general population consists of High D, but 90% of managers are High D. If you are a manager or supervisor, the odds are high that you have a good dose of High D.

The DISC Profile, or a similar tool, helps us identify Working Style in one of four categories – D (Dominance), I (Interpersonal Skills), S. (Stability) or C (Perfectionism), or a combination. High I’s are people people. High S’s like to focus in and do one thing at a time. High C’s have to “get it right”: and there is only one way for it to be right. And then there are the High D’s.

Are You a High D/Type A?

- Are you in a hurry most of the time?
- Do you grind your teeth?
- Do you usually read mail or sort papers while you’re on the phone?
- Do you read while you’re eating?
- Do you find it frustrating to wait in line or in traffic?
- Are your facial muscles tense much of the time?
- Do you interrupt others while they are talking?
- Do you leave the table as soon as you finish eating?
- Do you often get annoyed by the idiots on the road?
- Do you wake up in the middle of the night with your brain’s motor running?

If you answered “yes” to most of those questions, you’re probably a High D. If you answered, “Yes, of course” to most of those questions, you are almost assuredly a High D. If you thought those questions were idiotic because

everyone should know the answer is clearly “Yes,” then you are absolutely a High D! High D’s bring lots of nuclear energy to work. High D’s like the idea that they’re High D’s and are glad of it. High D’s think High D behavior is normal and they wonder why you don’t think so, too.

Characteristics of a High D

Most of the time, you can spot a High D immediately because the High D Working Style is so apparent. For example: Achievement. High D’s strive toward goals and objectives and are naturally goal oriented. One manager told me recently, “Just tell me what the target is and I will hit it.

Accomplishment. The most critical part of the job is “getting it done.” High D’s like to make To Do lists but, better yet, like to cross them off, because it’s “done.”

High D’s take charge. In almost every situation – meeting, conflict resolution, problem solving, going over the monthly reports, going out to dinner, playing a tennis match – the High D will take charge. If you have more than one High D, the Highest D will take charge. Even if a High D is in the passenger seat, he’ll tell you how to drive the car.

Do It Now. High D’s like things done immediately and want immediate results. If you say “I’ll get back to you on this,” the High D expects you in 5 minutes.

High D’s are Quick Decision Makers. High D’s don’t need all the information. In fact, they don’t want it – they what just enough information to make the decision, then they go on to the next thing.

High D’s are “fixers”. They see a problem and their immediate reaction is to fix it, even if it’s not their problem. Coming into your office, a High D might look around and say, “You know those pictures on the wall are crooked,,” and then proceed to straighten them.

Extremely time conscious. High D’s live their lives on a time schedule. They’re not good for long meetings, committees, or conferences that have no end and have a visceral need to know when a meeting will start and end. For a High D, the most feared five words in the English language are, “Now, are there any questions?”

Overexaggerated self-confidence. A High D will think, or perhaps articulate, “I will get this done. I’m not sure exactly how, but I’m sure I will get it done.” Everything is “doable” to a high D.

High D’s Know that Positive is Powerful. You won’t find negativity in High D because they are confident and forward thinking and don’t want to hear negative thoughts or ideas. In fact, negative words from others make a High D mad. High D’s are Nike people – “Just do it!”

[continued on next page](#)



MAKE THINGS HAPPEN* continued from page 4

Strengths vs. Weaknesses. High D's realize they have strengths and weaknesses but they think their weaknesses are strengths. One chap completed the assessment form and remarked, "I have all of these strengths and none of these weaknesses." Impatience is another example. "I'm not impatient if people would just do what I say!"

Little sympathy for emotions. High D's are not much for sympathy or emotions. If an employee becomes emotional, the High D may say, "Go back to your office until you can get yourself together and then we'll talk." With one exception – High Ds can move quickly to anger. Anger, properly direction, can be useful. Anger, unrestrained, can be disastrous. Aristotle once wrote, "Anybody can become angry, that is easy; but to be angry with the right person, and the right degree, and at the right time, and for the right purpose, and in the right way, that is not within everybody's power, that is not easy."

Variety is Good. To a High D, variety is essential. A High D loves to multi-task and can never do just one thing at a time. A High D takes a different road to work each day. A high D thrives on having multiple balls in the air at the same time.

How to Successfully Work with a High D – Yourself and/or Others

If a High D brings all this nuclear energy to the table, how do we harness this formidable power source for good?

First, the toughest job for a High D is realizing that he or she is so powerful and radiates so much energy. High D's will know they re High D's, they will like it and they may even know that they bring a lot of energy to the table. But they will not have a sense of how much pressure this puts on non-High D's. Non-High D's may feel hurt, or dismayed, or uncertain, or fearful, or nervous, or unconvinced or skeptical. A High D must be aware of the power of his or her energy level and, to the highest extent possible, moderate it or channel it in a positive direction. High D's have a huge potential for good but, left unharnessed, left unstrained, High D's have a huge potential to blow things up, at work and elsewhere.

Second, when you're dealing with a High D, be direct and get right to the facts of the matter. Don't ease into a situation, particularly if it's Bad News. As Johnny Cash sang, "Bad News travels like wildfire. Good news travels slow." If Bad News happens, High D's want the Bad News straight from the shoulder, unvarnished and immediately.

Third, High D's tend to make decisions based on instinct. They're usually right and they usually have a track record of being right because they have a built in instinct for sensing a situation.

Forth, the biggest "fear" of a High D is – being taken advantage of or thinking he or she has been taken advantage of. It is in the nature of High D's to treat people fairly and equally. If someone takes advantage of a High D, he or she

becomes furious and an important trust bond is broken. When Steve Spurrier was coach of the Florida Gators, one day he found some of his players wearing Notre Dame hats so he explained to them, "If Notre Dame is your favorite school, you need to go up there and play for them." The hats were gone pretty quickly.

Fifth, don't be afraid to challenge a High D with respect to mission, strategy, problem solving, etc. High D's usually respect other High D's who challenge them. There is nothing a High D likes better than a good challenge and they don't like those who kowtow to them. High D's like to have authority and prestige, not in a prideful way, but in a self confident way.

Sixth, some High D's are "nice." Or at least they appear to be, although sometimes this is a "mask." High D's are "nicer" when they also have a fairly High I (interpersonal skills) that softens the High D. We call this a person of "steel and velvet," because although the powerful High D characteristics are still present, they are softer. On the other hand, if you have a High D and a low I.....run for cover!

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MAKE THINGS HAPPEN*

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Shaping the Charge

Back in the Dark Ages when I was in the Army, in a tank battalion in the middle of Germany, 3rd Infantry Division, we had a round that was called a “shaped charge.” The idea was that the round was built in such a way as to force the explosion out of the round in one direction, not in a sphere, not 360 degrees in all directions, but in one specific direction. This “shaped charge” gets all the power going in the same direction, where you want it to go. It accomplishes the objective and none of the power is wasted. There is a sense in which the HighD Working Style is the same as a “shaped charge.” Whether the High D is “us” or someone we work with, we want to propel all this power and energy in the right direction, in a positive direction. If we do this, we will have Success.....and, probably, Success on Steroids!

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IPMA Board - Left to Right: Mark Swihart, President; Gary Bennett, Secretary; Tim Kafork, Director; Sarah Florey, Vice President; John Walton, Director; Doug Foster, Director; Joe Long, Director. Photo by John Underwood



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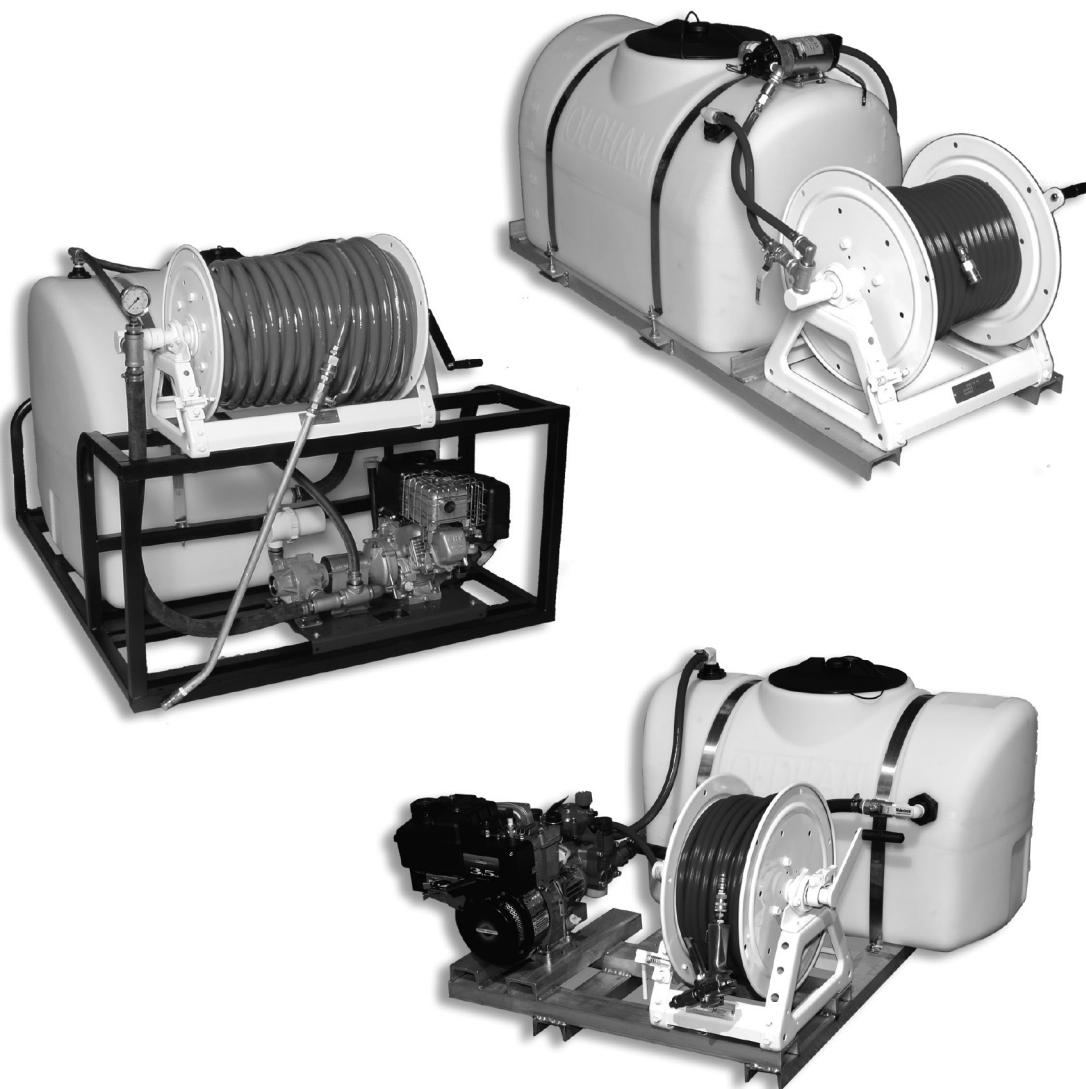
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NOTES FROM RECENT REGULATORY MEETINGS

Notes from December 2015 IPMA Liaison Meeting with OISC

Pollinator Protection Plan (P³) – Comments regarding (P³) from the last IPMA Board Meeting were presented with the following points addressed based on the current draft of P³.

- IPMA would adopt NPMA's Pollinator Protection Best Management Practices for structural pest management.
- Incorporate language into plan that would allow for an emergency application if an immediate health risk existed.
- The Pollinator Awareness Zone associated with structural pesticide applications is acceptable with the exclusion of pesticides not identified on the product label as toxic to bees.
- Recommend applicators register with Bee Check™ and make a reasonable attempt to contact registered site managers in the pollinator awareness zone and a minimum of 24 hours prior to anticipated pesticide application.

Dave Scott indicated our comments would be included into the next draft which should be available by IPRB meeting 1-14-16.

Based on last IPMA Board meeting comments, we stated that IPMA would encourage members to support this workable, voluntary plan.

EPA Certification and Training Rule revision – This topic was also discussed at the last IPMA board meeting with the suggestion the liaison committee meet with OISC to get further input on the rule revisions before submitting IPMA comments.

Dave Scott indicated this revision has been in the works for some time and not the result of recent fumigation fatalities. Leo Reed, manager of Certification and Licensing with OISC strongly encouraged the IPMA to provide comments before deadline of December 23, 2015. Leo also commented that although EPA only has jurisdiction over RUP's, no state will try to run two separate programs of GUP's and RUP's.

We discussed many of the proposed changes and how they would impact our companies in daily operations and present more financial burdens.

IPMA officially submitted comments to EPA on 12-16-15. A copy of these comments should be available on IPMA website.

After reviewing these comments if you would want to submit your own comments based on proposed rule revisions and how they might affect your company it would be very helpful.

Update on Category 7A exam – OISC announced that the revised version of Category 7A exam went live on 12-1-15.

Update on Remote Testing Sites – OISC announced that a new vendor for remote testing sites is being looked at with the possibility of more sites for less cost.

*From Greg Long, Chair, IPMA Regulatory Committee



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NOTES FROM JANUARY 14, 2016 INDIANA PESTICIDE REVIEW BOARD MEETING

School Rule. *Teachers using wasp and hornet spray for self defense.* Dave Scott reported that emails have gone viral suggesting wasp spray draws less attention than pepper spray and is effective against violence. A school district in Texas was inspecting its campuses when the IPM coordinators kept noticing cans of wasp spray in offices of school secretaries. Apparently, the secretaries had heard from a law enforcement person who said a can of wasp spray could injure an attacker at 10 feet and therefore would be a way to keep an intruder from school. Dave listed many reasons why wasp spray should not be used for defense including: (a) violation of FIFRA; (b) illegal (finable offense) for anyone to recommend a use other than labeled use (c) have not been tested on humans; (d) personal liability significant for spraying another person with a pesticide.

Review of Pollinator Protection Plan (P³) for Indiana. *New draft was introduced with some comments made.* (a) Suggestion was made to include native plants in the list of suggested plants for pollinator forage. (b) Suggestion to provide links for IBAT plan and P³ (c) Voluntary web-based registry BeeCheck™ <https://beecheck.org> is reporting more registrations for applicators and beekeepers but still some apprehension to post locations of hives. (d) IPMA endorsed its support of current (P³) draft. <http://oisc.purdue.edu/pesticide/iprb.html>

Request for review of civil penalty rule regarding bulk storage and containment. Board is going to review the non mitigatable statement attached to some civil

penalties in fine schedule. Dave will draft a revision to be reviewed at next board meeting.

OISC & AAPCO comments on proposed EPA certification & training rule

Reasons for EPA to propose revisions: exposure incidents, environmental impacts, some state certification programs have moved beyond federal plans, need to catch up.

EPA goals for revisions: reduce exposure and environmental effects, ensure competency with RUP products, encourage reciprocity among states.

OISC Comments: Current rule has been progressively developed since 1974; Indiana rules apply to both General Use Products and Restricted Use Products, Core training is sufficient for PA license working on a static site with very few pesticides, States that already reciprocate will continue, those that don't will most likely not in the future; If extensive modification of current Indiana Rule is required for approval of a "state plan" OISC may be forced to relinquish implementation of federal program back to USEPA.

Deadline for public comment has been delayed to January 22, 2016. OISC has currently developed a 36 page comment to be submitted.

Next IPRB meeting is set for April 20, 2016. Site: To be announced

Greg Long, Chair, IPMA Regulatory Committee

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Randy Nader,
 Business Development Manager
 Former owner of Nader's Pest Raiders



AVOIDING WORKPLACE VIOLENCE*

On the heels of the Paris terror bombings and other tragedies this year, it may be useful to review seven basic tips for preventing workplace violence. These tips are by no means all-inclusive, and there may be many other best practices for preventing and dealing with violence in the workplace.

TIP 1: Develop appropriate policies

The cornerstones of any workplace prevention and response program are the written policies the employer has in place. A comprehensive workplace security/violence policy should address on- and off-duty conduct and include, among other things, a reporting procedure.

Another policy should address firearms, weapons and other dangerous instrumentalities. Safety and other rules of conduct should address specific types of prohibited conduct, as well.

To the maximum extent allowed by applicable laws, the employer should expressly reserve the rights to inspect persons and property coming onto its premises and in its vehicles and to engage in surveillance of the real property, telephones and other electronic communications.

TIP 2: Assess your exposure areas

Visit OSHA's Enforcement Guidance on Workplace Violence and consult professionals who can thoroughly assess the risks of violence in your workplace.

As you begin your analysis, consider the sources of workplace violence: strangers, such as robbery; customers, clients or patients, employees.

In other words, who are the likely actors? Then, consider some of the common risk factors:

Working alone or in isolation (convenience stores, domestic workers, installers, real estate agents, etc.) ; working after hours, late night or early morning; working with cash; delivering passengers, services or goods, operating out of a mobile workplace; working in high-crime area; guarding property; dealing with potentially volatile members of the public, such as an emergency room; working in secured settings such as correctional facilities or mental health facilities.

continued on next page

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AVOIDING WORKPLACE VIOLENCE*

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OSHA'S Workplace Violence page provides good advice about how to evaluate your basic security, access and egress. There are countless other sources for similar information available on the Web. The following are just a few examples from OSHA of areas to check: --Does the exterior lighting system provide adequate illumination? --Is the lighting system well maintained? --Is there an adequate key control procedure? --Are locks changed following employee terminations? --Are employees familiarized with emergency procedures and in alarm system operation? --Are existing alarm systems adequate? --Are alarm systems tested and properly maintained? --Are door and window locks suitable and operational? --Have you evaluated when and why employees work alone? --Are high risk areas adequately visible? --Are high risk areas under video surveillance? --Is there an access control procedure? --Are visitors required to register at a central reception area? --Are receptionists trained in emergency response procedures and activation of alarm systems? --Is vegetation trimmed back in order to eliminate hiding places? --In public access facilities are rear doors properly secured during evening hours? --Are self-closing doors operational and provided with locks? --Are employees discouraged from wearing jewelry and/or valuable clothing? --Are bullet-proof enclosures needed in certain areas? --Are escorts provided in parking areas after hours? --Is guard service feasible? --Are guards trained in company security procedures? --Are security fences in good condition? --Are locks provided? --Is the company active in community crime watch programs? --Are company owned- vehicles properly maintained? --Are terminated employees prohibited from returning to their work area? --Are terminated employees treated with dignity? --Are terminations handled in a secure location which is located near the exit?

Tip 3: Write an emergency response plan & practice it.

If a workplace has not repeatedly practiced an evacuation drill or other emergency response, emotions and shock will probably prevent employees from responding appropriately and swiftly enough.

Tip 4: Educate employees to be aware of risks and to prevent incidents.

Some professionals believe co-workers can predict when someone is about to break even better than a psychologist. So, train employees about possible signs that may indicate someone is at risk for violent behavior.

Emphasize that employees may use the hotline or tip line that are increasingly used by employers to encourage employees to report concerns about unethical behavior, discrimination or harassment. In many explosive acts of workplace violence, the individual is suffering from tremendous stress and there is often a triggering event, such as a divorce or job loss that leads to the workplace crisis.

Tip 5: Don't tolerate misconduct, especially abusive or violent behavior

An employee may claim that an underlying condition causes outburst, and the National Labor Relations Board now scrutinizes policies requiring "courtesy"

or "professional behavior" as chilling protected action. Nevertheless, establish policies demanding professionalism, including courtesy, and enforce them.

An employer may still prohibit employees from cursing, disparaging, threatening and otherwise acting inappropriately in the workplace. Create an atmosphere where employees expect one another to behave in a professional manner.

Tip 6: Evaluate potentially dangerous suspects

Exactly how do you evaluate whether someone is really dangerous or merely an immature jerk? Visit the websites that describe behaviors and signs that an employee, their family or a member of the public may present a threat. Even trained psychologists have difficulty making such a determination, much less employer representatives.

Consult with a medical care professional, such as a psychiatrist or a psychologist, or a security professional. However, recognize that in most cases the professional will probably require an in-person evaluation to determine if the person is a threat to himself or others.

Tip 7: Don't delay investigation

Don't flip out every time a co-worker raises a concern or you witness angry spouses arguing. But if an employee is concerned enough to raise the subject, investigate the facts. There may be risks of defamation if you broadly query everyone in sight, and under the ADA, you may be creating evidence that an employee has a disability condition or that the employer wrongly perceives them as such.

Recognize the legal parameters, obtain counsel and approach the investigation as you would a harassment or similar investigation. Not to be trite, but better safe than sorry. And don't forget to follow legal and professional guidelines in your investigation.

Conclusion

These tips roughly track the same activities that proactive employers should follow in trying to prevent, respond to and minimize the impact of other workplace crises such as allegations of harassment, retaliation, drug use and theft. Broadly categorized, these steps are to conduct a self-audit; develop policies, practices, procedures; educate employees; consult professional advisors and conduct investigations.

While other tips may apply, employers who follow the seven basic tips outlined in this article should have an improved likelihood of keeping their employees safe.

*By D. A. Brannen; <http://exclusive.multibriefs.com>



MINUTES - PURDUE MEETING - JANUARY 12, 2016

President Mark Swihart called the meeting to order.

Gary Bennett reported on the minutes of the Merrillville Summer Meeting (which were approved as printed) and presented the Treasurer's report, which was approved.

Committee Reports:

Scholarship: Gary Bennett reported that the IPMA memorial Scholarship was awarded to Kabita Karel, a PhD student from Nepal studying stored product pests, and that the Duane Edwards/Arab Pest Control Scholarship went to Aaron Myers, a PhD student in Urban Entomology.

Education Committee:

Mark Swihart reported for Scott Robbins. CCH Meetings are planned for later in 2016.

Summer Meeting:

Gary Bennett reported for Syed Shah. The meeting is July 15-17, 2016, in Nashville, IN, at the Seasons Lodge. There will be the annual golf outing on

Friday, July 15, with a CCH meeting on Saturday, July 16. There are many family activities that will be scheduled over the next few months. Everyone is encouraged to attend for a great weekend.

Liaison:

Greg Long reported on the activities related to the state pollinator plan and the EPA Proposed Certification Plan (see other parts of this newsletter for details).

Audit:

Mike Corbitt reported that the IPMA finances are in order.

Hall of Fame:

David Edwards introduced Bonnie Edwards as the newest member of the IPMA Hall of Fame (see details in other parts of this newsletter). Bonnie can be reached at 3972 South 700 West, New Palestine, IN 46163, email: pestcoprez2@aol.com Please drop her a note of congratulations. She would certainly like to hear from you.

The meeting was then adjourned.

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PESTICIDES CERTIFICATION

INDIANA PEST MANAGEMENT ASSOCIATION

December 16, 2015

Mr. Jack Housenger
Director, Office of Pesticide Programs
Environmental Protection Agency
1200 N.W. Pennsylvania Avenue
Washington, DC 20460-001

RE: Docket ID No. EPA-HQ-OPP-2011-0183; RIN: 2070-AJ20

Pesticides: Certification of Pesticide Applicators

Dear Mr. Housenger:

The Indiana Pest Management Association (IPMA), the state trade group for the structural pest management industry, appreciates this opportunity to comment on the U.S. Environmental Protection Agency proposed rule *Pesticides: Certification of Pesticide Applicators*.

As you are aware, the Federal Insecticide Fungicide and Rodenticide Act (FIFRA) gives authority to individual states to regulate, certify and train applicators using restricted use pesticides (RUPs). The proposed rule is an extensive overhaul of 40 CFR 171 and one which we feel on many points is unnecessary to the applicators of the State of Indiana. While we recognize the necessity for some of the proposed changes to raise standards for applicator competency in regards to some state regulatory bodies, it is our opinion such extensive changes would place multiple undue burdens on our state lead regulator agency, the Office of the Indiana State Chemist (OISC). Some of these are as follows:

- The implementation of required concurrent certifications in what the EPA has defined as supporting categories as well as the creation of core certification and distinctive categories would require more testing and certification tracking by OISC and affected applicators. It is our member experience in some states with these systems that obtaining certain category specific CEUs creates a burden on the applicator by lack of training availability due to narrowness of scope of allowed training content.
- Reducing certification period from 5 years to 3 years and requiring half of points in last 18 months will require a top-down revamp of tracking software and extra administrative personnel to ensure compliance. Indiana's point system over five years requires as many or more CEU points than many of our neighbors in comparison. If the intent of the 18 month provision is to keep training current, the fact is that the vast majority of content (i.e. research, technology and regulatory changes) do not occur rapidly enough to justify this.
- The proposed rule has no provision for Indiana's Registered Technician requalification.
- Requirements for states to provide reciprocity are loosely defined and assume some measure of the ability this rule to codify an acceptable training standard for the entire country while not allowing for real world regional variations in application practices and environmental concerns.

The end result of these additional burdens to OISC will undoubtedly result in a considerable increase in certification fees while producing no considerable improvement in the quality of Indiana's certification process. Pest management professionals in Indiana enjoy a vibrant relationship with OISC thanks in part to the efforts of IPMA. Unlike many stakeholder groups, IPMA members are always present at Indiana Pesticide Review Board meetings and some selected individuals are active participants in the certification process, participating in exam training courses and exam development committees along with OISC and Purdue Pesticide Programs. We at IPMA would wager our state's exams and study materials undergo review at a shorter interval than any of our neighboring states.

Making the continuing education process more burdensome on the applicator will result in more applicators defaulting to retesting rather than attending training events where the latest in products, application practices and regulatory issues are discussed. This would be counterproductive if the intent of the rule update is truly safer for applicators and applications.

continued on next page



PESTICIDES CERTIFICATION

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As stated earlier, we fully recognize some state regulatory agencies, for whatever reasons, have not been as progressive and successful as OISC in procuring industry support and maintaining modern practices in their certification exams. A baseline expectation of required skillsets would be in the best interest of the industry, the applicator, the general public and the environment and we do not dispute that some agencies have fallen behind. We do not consider this to be the case in Indiana. Therefore, we believe a reasonable compromise would be for the EPA to determine and allow a state equivalency standard. This review process would ensure these minimum expectations are met while allowing the state lead agencies that have been operating in the best interests of their constituents are allowed to continue without the increased burden of infrastructure changes and subsequent expenses. Such a measure should be implemented through a centralized clearing house at EPA headquarters to maintain consistency rather than accomplished at a regional level.

An issue which we feel bears more needed detail is the definition of "use". "Arranging for the application of the pesticide" could broadly be determined as any salesperson getting a signature on a contract as well as any scheduler setting an appointment for service. Likewise, 'necessary preparations' could involve the setup of air circulation equipment for a grain bin fumigation which could no longer be performed by the farmer's 17 year old son. Such an expanded definition of 'use' would truly have a negligible effect on application safety since those items would be overseen or performed as required by the RUP product label by the certified applicator. The rule change is said to only apply to RUP products but, how could such a definition not then also apply to General Use products if accepted? This would introduce a large financial burden on applicators for training and certification of many more additional personnel in supporting roles. Furthermore, regulation of 'use' under such an expansion would conceivably be beyond the current charter of the OISC, which primarily oversees product application and recordkeeping practices.

Another area which requires further explanation is the requirement of site specific instructions. Again, would the label for most structural RUPs not negate this need as these products must be applied by the certified applicator or under his/her direct supervision? Developing site-specific detailed instructions would require a visit by the certified applicator. Would a system similar to the OISC Site Assessment Forms not meet the spirit of this requirement if implemented? An onsite visit by a certified applicator would undoubtedly require an increase in the number of certifications required to do business and the cost of acquiring and maintaining those certifications would ultimately fall upon our customers. The poorest of those with the most needs struggle now to afford professional services and would resort to do-it-yourself tactics which, in the hands of the untrained, could do more harm than good and therefore subvert the basic purpose for this rule change.

If such a system of general and specific category requirements and continuing education were implemented, would it not make more sense to standardize a system of reciprocity regionally or at least for neighboring states? Allowing individual states to continue a system of individual points requirements puts additional unnecessary financial burden on applicators. Relieving some of this burden may help offset some of the resulting expense this rule change will incur. Ultimately, we still feel such a generalized standard undermines the regulatory authority of individual states instilled in them by FIFRA.

IPMA appreciates the opportunity to comment on Pesticides: Certification of Applicators, Docket ID No. EPA-HQ-OPP-2011-0183. While we fully acknowledge the recent catalytic events and lack of modernization by some regulatory bodies, we do not feel the actions of the few warrant the financial burden on our industry and on taxpayers to implement a rule change which common sense would indicate is unnecessary in the State of Indiana.

Respectfully submitted,

Scott Robbins, A.C.E.

Past President

Indiana Pest Management Association



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THE STEVE DURNIL/INDIANA PEST MANAGEMENT ASSOCIATION FAMILY SCHOLARSHIP APPLICATION

THIS PORTION TO BE COMPLETED BY THE LICENSED IPMA MEMBER FIRM

I do hereby nominate _____ for
(Full name)

The Steve Durnil/Indiana Pest Management Association Family Scholarship. The nominee is

_____ of _____ who has been employed by
(Relationship) (Parent, Guardian, or Spouse)
our firm for _____ years as a _____
(Job title)

Our firm, _____ has been an active IPMA member in good standing for _____ years.

Owner/Manager Signature _____

IN ADDITION TO THIS NOMINATION THE APPLICANT MUST SUBMIT THE FOLLOWING

1. The Steve Durnil/IPMA Family Scholarship Application
2. Letter of Application including:
 - a. Qualifications
 - b. Summary in 350 words or less as to why you should receive the scholarship. Also include any other circumstances which may have a bearing on this application
3. Two supporting letters of recommendation.
 - a. One from a high school teacher or principal
 - b. One from an acquaintance (non-family member)
4. Copy of applicant's most recent high school transcript.
5. Institute of higher learning acceptance letter (copies acceptable).
6. List of other scholarships applicant has applied for, other financial aid applicant is receiving, and an explanation of each type of aid received.

THE APPLICATION AND ALL SUPPLEMENTARY MATERIALS MUST BE POSTMARKED ON OR BEFORE APRIL 30TH. THE APPLICATION SHOULD BE MAILED TO:

Indiana Pest Management Association
c/o Gary Bennett
Department of Entomology
Purdue University
901 West State Street
West Lafayette, IN 47907-2054

To access the application form go to

http://int.entm.purdue.edu/ext/IPMA/includes/pdfs/SteveDurnil_IPMAScholarship.pdf



THE STEVE DURNIL/INDIANA PEST MANAGEMENT ASSOCIATION FAMILY SCHOLARSHIP - SELECTION RULES AND REGULATIONS

I. ELIGIBILITY

- A. Applicant must be an IPMA member in good standing, or an employee of an IPMA member in good standing, or the spouse, child, step-child, grandchild, niece, or nephew of an IPMA member in good standing.
- B. Graduating high school seniors, other high school graduates, and applicants with G.E.D. equivalent will be considered.
- C. Applicant must attend an accredited college, university, trade school, or institute of higher learning.
- D. Applicant should be scholastically capable of college or trade.

II. OPERATING RULES

- A. This money will be awarded to the applicant to be applied against educational expenses while attending the institution named in the application.
- B. Student must complete the entire application and submit it with a completed nomination form in order to have their application considered.
- C. This scholarship is awarded as a one-time outright grant. Eligibility does not carry over from one year to the next and no repayment is expected or necessary.
- D. Applications are not held from one year to the next. In order to be eligible for consideration applicants must submit a new nomination and application each year.
- E. The amount awarded and the applicant it is awarded to will be determined each year by the Indiana Pest Management Association Scholarship Committee and will be disbursed by the IPMA Treasurer at the beginning of the fall semester or quarter.

III. MISCELLANEOUS

- A. The applicant's qualification and scholastic standing will be reviewed prior to awarding the scholarship and at the end of the each school year in which an applicant reapplies.

- B. Applications may be obtained from the IPMA Treasurer, from a member of the IPMA Scholarship Committee or on the IPMA website (<http://www.ipma.us>)
- C. The decision of the IPMA Scholarship Committee is final. No appeals will be accepted.
- D. Any unusual circumstances or questions of default will be reviewed by the IPMA Scholarship Committee. If the selected applicant has become ineligible or other circumstances prevent acceptance of the grant another applicant may be selected at the discretion of the IPMA Scholarship Committee.
- E. Applications must be postmarked no later April 30th of the year being applied for. Applications postmarked later than April 30th will not be considered.
- F. The awarded applicant will be notified in writing by July 1st or at the IPMA Scholarship Committee's discretion.
- G. Submission of an application is considered an agreement for the Indiana Pest Management Association to publish the applicant's name, photograph, and other personal information. The IPMA may also request a public acceptance of the award at a time and location acceptable to both the applicant and IPMA.



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