

Aloha!



**2023 Annual Spring
Educational Conference**
Waikoloa Village
Kona, Hawaii

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National Association of
Elevator Contractors

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NAEC is committed to providing you with the highest level of customer service. We value your time and respect your online privacy. Please take notice that we will communicate important information via e-mail regarding meetings, conventions, and services that might be of interest to you and your company.

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A Quick Reminder About Using the NAEC Logo

We encourage members to use the NAEC logo on their internal and external marketing materials, advertisements, websites and other relevant communications and media. However, please ensure that you are using the most recent version of our logos, as shown below.



PROUD MEMBER OF
NAEC



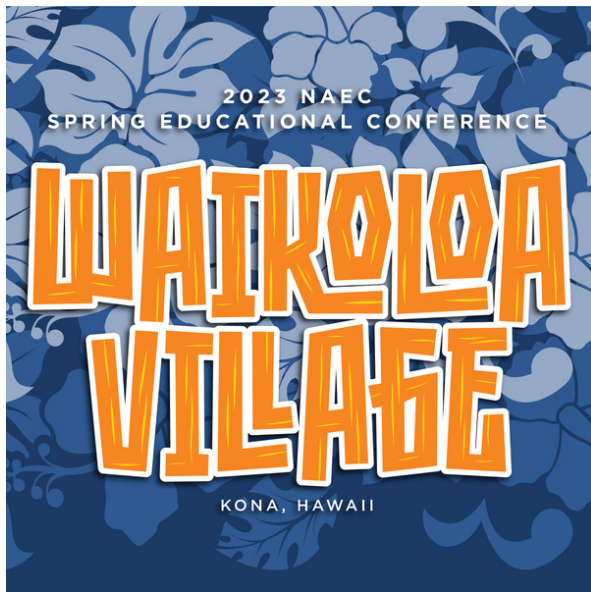
Yes, Please Use!



NATIONAL ASSOCIATION
OF ELEVATOR CONTRACTORS



Old, Do Not Use



NAEC's Spring Conference will take place **April 16-19, 2023**, at the Waikoloa Marriott in Waikoloa Village, Hawaii and promises to be a great opportunity for members and their families. The meeting will feature first-rate education sessions in a schedule that will allow members to enjoy the exciting activities Hawaii has to offer — all while gaining knowledge to take back to the office.

Save and register now! The early bird deadline ends on February 17!

[Registration Is Open](#)
[Click Here](#)

[Sponsorship Opportunities Still Available for the Spring Educational Conference](#)

The NAEC Spring Educational Conference draws major decision makers in the elevator industry. **Increase brand awareness, enhance customer relationships** and **connect with new business partners** through sponsorships. Click [here](#) for a descriptive list of the 2023 Spring Conference sponsorship offerings. Please contact NAEC National Development Officer, Lori Wolking, at Lori@naec.org or 301-852-8110 to reserve or customize your sponsorship package today.

Thanks to our Growing List of Conference Sponsors!

Kaiāulu Level 1 Sponsors



Kauhale Level 2 Sponsors



Kahua Level 3 Sponsors





Elevating Women in the Industry



Women in Motion strives to **“elevate” women in the elevator industry** by offering education, support and networking to help them advance their careers and become leaders.

Please reach out to Lori Wolking, National Development Officer, at lori@naec.org if you are interested in attending events or would like to be added to our mailing list.

Staying informed of our upcoming initiatives will help you connect with women around the country working in various positions within the industry.



Thank you to **Amy DiPaolo, Champion Elevator**, who continues to serve as our Chairman and lead this great group of women.

Mark Your Calendar!

Connect in person at one of our upcoming events to discuss Women in Motion's future.

**Tuesday, April 18
7:30-8:30 a.m.**

NAEC Spring Conference Hawaii

**Tuesday, April 25
2:00-3:30 pm.**

Villa Barone Manor
The Bronx, NY

Note: This is the day prior to the ECNY Show

Follow the NAEC on Social Media



NEXGEN

NATIONAL ASSOCIATION OF ELEVATOR CONTRACTORS

2023 Educational Retreat

GRADUATE HOTEL

Nashville, TN
MAY 22 - 24, 2023

May 22: Welcome Mixer

May 23: Education and
Evening Event at Ole
Red

May 24: Education and
Closing Reception

**LEARN MORE AND
REGISTER TODAY**

**SPONSORSHIP
OPPORTUNITIES NOW
AVAILABLE!**



What Is Workplace Conflict and How Can You Resolve It?

According to the Society for Human Resource Management (SHRM), workplace conflict is defined as “any workplace disagreement that disrupts the flow of work.” Additionally, SHRM has mentioned that this type of conflict “is inevitable when employees of various backgrounds and different work styles are brought together for a shared business purpose.” Fortunately, workplace conflict can be resolved when proper action is taken. Not only that, but workplace conflict can also be managed in ways that minimize the likelihood of further conflict transpiring in the future.



First, let’s examine the causes behind workplace conflict. An SHRM survey has shown that workplace conflict typically arises as the result of the following causes:

- A lack of needs being met at work
- Employees who find co-workers to behave in irritating ways
- Differences in work styles, approaches and overall goals
- Personality differences that clash
- Poor communication or conversation styles between co-workers
- The perception that resource-related distribution is not fair
- Unclear roles or lack of purpose in the workplace

These are only a few of the potential causes of workplace conflict. There are several other reasons that could bring workplace conflict to fruition.

What are the consequences of workplace conflict?

A study put forth by CPP Inc. in 2008 stated that U.S. employees allocate more than 2.8 hours per week, per person, toward the management of workplace conflict. In total, more than \$359 billion is put toward the hours employees spend managing workplace conflict.

“U.S. employees allocate more than 2.8 hours per week, per person, toward managing workplace conflict.”

Furthermore, the study showed that approximately 85% of employees have come in contact with workplace conflict at some point in their careers. While some instances of workplace conflict are seemingly minor, other instances involve problems that have resulted in personal attacks, physical injuries, illnesses, absence from work and failure to either complete or advance certain projects.

It may seem hard to believe, but conflict is prevalent among employees who operate in remote work environments as well. You might be wondering how it’s possible to experience workplace conflict when you work from home, but research has shown that more than 80% of remote employees have experienced conflict as part of their jobs.

As mentioned, there are very steep costs imposed upon employers as a result of workplace conflict. Due to the expensive nature of workplace conflict, it is absolutely necessary for businesses to address, manage, resolve and prevent workplace conflict to the best of their ability.

Here are four conflict resolution techniques

Understand that everyone views fairness differently based on their own biased perceptions of what equality means. When conflict arises, both parties are usually of the opinion that they are in the right and the opposing party is in the wrong.

This is due to the fact that neither party involved can view the situation objectively because their emotions are clouding their judgment. That's why an unbiased mediator can help you. With their objective approach, mediators can ensure that fairness is the angle being taken in the process of resolving workplace conflict.

Go beneath the surface and focus on the root of the problem. When conflict is present, it means there are factors involved in the situation that the two parties do not see eye to eye on.

Beyond these factors, there might even be a few negative emotions in the mix, such as frustration, anger or even sadness. When you seek to identify as well as address all of the factors that are at play, you can seek the heart of the deeper issues and then eliminate them so that employees are not in constant conflict with each other.

Call upon the HR division of your company when appropriate. In certain cases, conflict can be resolved between the employees themselves if not by their managers or supervisors.

However, in the majority of workplace conflict cases, HR departments have to step in and help facilitate the resolution.

For instance, calling in HR is often necessary when the conflict becomes personal, employees feel disrespected, co-workers threaten to quit because of the unresolved issues and the conflict puts morale in harm's way.

Know when it is time to rely on the support of professionals and outside help. In many cases, the issue behind workplace conflict can be resolved internally. However, there are times when it is necessary to enlist the help of external resources and outside assistance, which can be in the form of attorneys, mediators or arbitrators, among others.

For instance, if the root cause of workplace conflict involves legal matters or topics pertaining to discrimination, then external help from experienced professionals is key. Other examples include circumstances in which HR cannot handle the problem, the workplace has become toxic or a certain cause of conflict continues to take place.

Workplace conflict is undoubtedly a widespread and complex issue that involves far more factors than those we have listed in this article. The goal is to take this information and tailor it to your company's workplace, culture and operations.

If you find yourself experiencing ongoing problems that you are not sure how to address or solve, it is wise to turn to experienced workplace consultants and psychologists who may be able to help you put an end to workplace conflict.

©2023

Expert Assistance for a More Diverse Workplace

The Hopkins Group is both a member of NAEC and a benefit to other members! If you think your company could use some help with evaluating and improving your recruiting, hiring, and retention practices, The Hopkins Group is here to help! We help small and medium-sized businesses evaluate their hiring practices. This includes helping your company recruit skilled employees. If you need HR expertise to assist you in creating a more diverse workplace, contact today at info@hopkinshr.com or visit our website at hopkinshr.com.



Thank you to our Annual Premium Sponsors !



**And thank you to our Official Media and
Continuing Education Partner**



Membership Development Committee Updates

- During 2022, 60 new members joined NAEC!
- The committee will virtually host its New Member Meet & Greet on Feb. 16 at 2:00 p.m.
- The committee is planning a New Member Recruitment Drive during Summer 2023.



Photos: New Member reception at the 2022 Fall Convention & Expo in Louisville, Ky.

Out & About



Mike Ryan from Peelle visiting the NAEC office in Metro Atlanta. He is standing in front of a historic Peelle photo (along with other photos donning the walls of the new office) with Amanda Smith, NAEC Deputy Director and Chief Operating Officer.



Aloha, baby! Last week, NAEC staff were in Conyers, Ga., to host a baby shower for Danielle Miller, NAEC Membership & Registration Manager. Danielle is having a baby girl, whose name will be Sadie. Please join us in congratulating Danielle!



Exhibit at the
LARGEST vertical
transportation show in
North America!

Why exhibit?

- Managers and field personnel from *multi-national companies* will be there.
- *Consultants* and *inspectors* will be there.
- *Universities with elevator maintenance divisions* will be there.
- Most importantly, *your competition* will be there.

Why do Elevator Professionals attend?

- To see what you have to offer!
- Networking with peers and suppliers.
- Looking for new ideas and technology options.
- To attend educational classes that offer continuing education credits for CET, CAT, QEI & NEEIP.
- To explore what *your competition* is offering.

To find out more about exhibiting at the 2023 Convention and Expo, contact Lori Wolking at Lori@naec.org.

You must be an active member of NAEC to exhibit at the annual Expo.

Not a member? Visit our [WEBSITE HERE](#) to join the strongest force in our industry.

Interested in sponsoring? Contact Lori@naec.org about the variety of creative and effective ways to get your brand in front of thousands of attendees.

September 10-13, 2023
Reno-Sparks Convention Center
Reno, NV

2023 brings you an in-person event featuring the newest technology and products in the elevator industry. Network with your industry peers from across the globe, attend dynamic educational sessions and expand your team's knowledge base. The exposition houses nearly 200 exhibits. Connect with industry experts who can advise you how to be more effective in your position.



Registration opens
April 2023!



Our next Regional Workshop is April 27-28 at the Elevator Learning Center in Queens, NY. In addition to **networking**, attendees gain the **technical training and code compliance** information critical to success. The same workshop, including presentations, will be offered on two days. Each day offers 8 hours of continuing education credit that can be applied for state licensing **CEU's and CET renewals**.



[Click for Agenda](#)

[Register Here](#)

Thank you to our Regional Workshop sponsors!



Properly Prepped



AN AEG COMPANY



NATIONAL ASSOCIATION OF ELEVATOR CONTRACTORS

On January 3, attendees gathered at Kencor Elevator in West Chester, Penn. to participate in the QEI prep course. During this one-day Code Prep seminar, participants learned how to navigate code books, read questions, and decide which resource to utilize. Thank you to Kencor Elevator for hosting this event!

NAEC
Member Services Committee
All Member Town Hall

March 7
2:00 pm - 3:30 pm EST

A Conversation with Property and Facility Managers

Have you ever wondered what your property or facility management company is thinking? Our panel of property and facility management experts will share:

- What they believe elevator contractors do well and areas of improvement
- What they are looking for in an elevator contractor
- New technologies that they wish elevator contractors had available

Our confirmed panelists are: **Robert Baughman**, Facilities Operations and Development, Ohio State University; **Jennifer Christakes**, LEED AP O+M, RPA, New England Property Management Lead, JLL; and **Melissa Barczak**, Director of Global Sourcing, CBRE.

We hope that you can join us for what will be another insightful discussion. This virtual event is for all NAEC members and is brought to you by the NAEC Member Services Committee.

[Click here to join us at the time of the event.](#)

Webinar ID: 814 7073 7092

Or Telephone US: +1 646 558 8656

New Member Spotlight: Summit Elevator

Summit Elevator is a new elevator company based in Reno, NV. Founded in August 2022 by Nick and Rachel Koch, they specialize in residential elevators and other ADA equipment. Nick brings more than 10 years of experience in residential elevators to the company. He began his career at his family-owned commercial elevator company, but the opportunity presented to branch out and establish his own business.

Summit Elevator currently has four employees, including two "awesome field guys." "Having reliable field guys makes all the difference in the world," said Nick, adding that they played a big part in Summit being recognized by their elevator vendor as the number 3 dealer in the nation. With annual numbers of 40-50 elevator installs and around 75 stairlifts, the work of the field mechanics is invaluable. "It is a challenge to find the right employees, but our employees are more like family," said Nick.

One of the biggest rewards that Summit Elevator enjoys is helping veterans. The company works with their local VA to make sure veterans can access all levels of their house through stair chair installs. Nick often brings home inspiring stories from his chats with the veterans they encounter. "We love the feeling of giving back to the community through serving our veterans," said Rachel. "Also, the fact that we install American-made elevators is important to us and our economy."

Summit is also excited to offer a new product — the Stiliz Elevator, which they can install in an existing home with little renovation. "Keeping people in their homes longer and out of nursing homes has been a game changer for a lot of our clients," said Nick. "We are looking forward to what the future holds for Summit Elevator and how we can serve our Reno/Tahoe area and beyond for years to come."



Nick (center) and Rachel Koch founded Summit Elevator in August 2022.

Summit is proud to install American-made elevators and to work with their local VA to install stair chairs for veterans.

Welcome New Members

Eastern Elevator of New York

Alter Weinberger
Alter@easternelevatorny.com

Edco Ray LLC

Edwin Fogle
edcoelevators@aol.com

Ascension

Claudia Ratto
cratto@agmcontainer.com

CAP Elevator, LLC

Thomas Capotorto
info@capelevator.com

Kingdom Elevator Co.

Kern Sankar
kingdomelevator@verizon.net

Summit Elevator

Nick Koch
nick@summitelevator.us



Our members are our mission, and that's why we love expanding our community. Please join us in welcoming our **first new member of 2023, CAP Elevator** in Randolph, NJ to the NAEC family!

CONGRATS!

The New Member WINNER of our 2022 Membership Drive is Nick and Rachel Koch with Summit Elevator in Reno, Nevada! Congrats to Summit Elevator and thank you all for your participation!



Helping NAEC Members Thrive A Whole New 401(k) Experience

NAEC is committed to providing our members the right solutions for your businesses – solutions that bring you economy of scale, help reduce risk, and help you show your employees that you value what matters to them. That’s why we’re thrilled to announce our partnership with Lincoln Financial Group and Merrill Lynch to deliver a new, refreshed NAEC 401(k) program. **Here’s what you’ll experience with the new NAEC 401(k) program:**

- Access to potential pricing and service efficiencies – economies of scale
- Less administrative work, as you hand off many of the responsibilities that come with running a 401(k), including filing Form 5500 and employee loans
- Relief from many fiduciary obligations, while maintaining your current plan design – or changing to a plan design that works for you

Why Lincoln? Partnering with Lincoln delivers benefits that go beyond the retirement plan itself.

- Demonstrated value – Surveyed Lincoln plan sponsors rated their overall satisfaction at 90% in 2019,* and their award-winning websites help make your experience even easier.
- Deep experience – Lincoln has been in business since 1905, is a recognized leader in the retirement plan space and has group 401(k) program experience dating back to 1995.

**Lincoln Financial Group, “Annual Plan Sponsor Satisfaction Research,” 2019.*

Are you in?

- Already have a retirement plan? Now’s a perfect opportunity to reach out to Brian Croutier at Merrill Lynch, who will review and benchmark your plan and assess whether it’s meeting your goals – or if transitioning to the NAEC 401(k) program could better meet your needs.
- Considering a retirement plan? A 401(k) can be a powerful tool for keeping the quality people you have on board and bringing new talent into the fold. Joining the NAEC 401(k) program could be the most cost-efficient solution.

Schedule time with Brian Croutier to talk through next steps. Reach him at brian.j.croutier@ml.com, or by phone at 631-361-3240.



Check out [this video](#) to learn more about the value of group 401(k) programs.

New Provisions Affecting Retirement Plans and IRAs



On December 29, 2022, President Biden signed into law the \$1.7 trillion Consolidated Appropriation Act, 2023. Included in the over 4,000 pages of legislation are various spending and appropriations bills, provisions for additional aid to Ukraine, changes and clarifications to the Electoral College voting procedure, and a long-anticipated retirement saving bill known as SECURE 2.0 Act of 2022.

This article provides a summary of many of the key changes enacted under SECURE 2.0. In total, SECURE 2.0 includes 92 new or modified retirement provisions. In some respects, this new law is a continuation and amplification of the changes made under the SECURE Act passed in 2019, but also included are many new provisions that attempt to address deficiencies in retirement plan participation and savings among workers.

Increase in Age for Required Beginning Date for Required Minimum Distributions

Tax deferred retirement plans generally require account owners to begin taking distributions, and pay the corresponding deferred income taxes, during their lifetime.

These mandatory distributions are referred to as required minimum distributions (RMDs). The deadline for commencing RMDs is known as the required beginning date (RBD). This deadline is intended to limit the amount of time assets can grow on a tax-deferred basis in the retirement account. However, with many workers choosing to retire later in life, more and more individuals are reaching their RBD while still working.

Recognizing that forcing distributions from retirement accounts while many individuals are still working conflicts with the goal of encouraging saving for retirement, the first SECURE Act extended the RBD to April 1 of the year after the account owner turns 72.

[Click Here for the Full Article](#)



INDUSTRY CALENDAR & NAEC EVENTS

2023

April
16-19

National Association of Elevator Contractors (NAEC)

NAEC Spring Conference
Waikoloa Marriott
Waikoloa Village, Hawaii
naec.org/conference

2023

April
26

ECNY Supplier Showcase Bronx, NY

ecnyweb.com

2023

April
27-28

NAEC Regional Workshop Queens, NY

<https://www.naec.org/events/regional-workshops>

2023

MAY
22-24

NAEC NexGen Educational Retreat

Nashville, TN
naec.org/events/nexgen

2023

MAY
23-26

Int'l. Association of Elevator Consultants

2023 Forum
Las Vegas, Nevada
iaec.org

2023

June
13-16

Canadian Elevator Contractors Association (CECA)

Annual Convention
Halifax, Canada
ceca-acea.org

2023

SEPT
10-13

NAEC Convention & Expo

Reno, NV
naeconvention.com

2023

OCT
17-20

Interlift

Messe Augsburg
Augsburg, Germany
<https://www.interlift.de/en/>

**Want to be seen in Mainline? Know
of an event that should be listed or
have an article idea?**

Submit your photos and submissions to Lori Wolking
at lori@naec.org.