



PLUMBING-HEATING-COOLING
CONTRACTORS ASSOCIATION
Best People. Best Practices.

2017-2018 Annual Report

PLUMBING-HEATING-COOLING CONTRACTORS NATIONAL ASSOCIATION

The **Power** of **A**

*Preparing plumbing and HVACR professionals with skills and providing relevant resources means leveraging the Power of A:
Apprenticeship, Advocacy, Awareness and Access.*

Here's a glimpse of our top accomplishments in 2017-2018...

2017

NOVEMBER

- **Launched a number of comprehensive membership and industry research studies** that guided the development of important strategic membership and marketing initiatives for the entire Federation.

2018

JANUARY

- **Introduced PHCC's online HVAC Business Interest Group**, giving members 24/7 access to HVAC-specific information, resources and discussion opportunities.
- **Developed the second generation of PHCC's Water Supply Calculator App.**



PHCC Member Kevin Tindall (5th from left) Participates in President's Progress Report on Deregulation.

- **More than 860 attendees at CONNECT 2017** collaborated among the industry's best, including special tours of nearby Milwaukee Tool and Kohler Co. facilities.

- **PHCC leaders attended the first of a series of 11 important White House meetings** about the need for additional workers in our industry, the benefits of tax and regulatory reform, and the importance of including water and sewage systems as part of the infrastructure investment.
- **Responded to the secretaries of Labor and Education regarding the Department of Labor Task Force on Apprenticeship Expansion.** PHCC stressed that "current apprenticeship standards must remain in place to ensure that competent plumbing and HVAC professionals are maintaining the integrity of potable water systems, sanitary drainage systems, and heating and air conditioning systems that are protecting the health and safety of our nation and preserving the environment."

- **Announced a new Company Safety Program builder – phccweb.org/CompanySafetyProgram** – from PHCC Corporate Partner Federated Insurance that can be modified and adapted for contractors' needs.
- **Began year-long celebration of 30-year partnership** with Federated Insurance.



OCTOBER

2017

DECEMBER

2017

FEBRUARY

2018

2018

MARCH

- Developed customizable Earn While You Learn ads and posters that members can use to recruit new talent, make the public more aware of the professionalism and respect associated with the p-h-c trades, and even market their own companies!
- Employed a marketing manager to increase PHCC's in-house capability to modernize and diversify our outreach.

2018

MAY

- Delivered a unified message on the need for tax reform, workforce development and infrastructure (water quality) investment during the PHCC Legislative Conference on Capitol Hill, attended by more than 100 PHCC members.
- Brought together 40 PHCC executive officers and volunteer leaders for the PHCC Leadership Conference, where these vital PHCC professionals reviewed marketing research data and learned how to maximize the impact of marketing tools, resources and relationships to strengthen their respective chapters and their own professional development.



PHCC Member Universal Plumbing & Heating Co. Shares How Tax Reform is Benefitting U.S. Employees During Live-Streamed White House Event.

- Enhanced the Educational Foundation's popular HVAC and Plumbing Pre-Apprenticeship Program. The six-module course is now available on the online PHCC Academy®, offering easier access and an improved user experience.
- Launched an online Apprentice & Student community to give more than 300 students and apprentices a head start on building their careers. This 24/7 portal exposes young folks to our industry and to PHCC, plus gives them access to instructors and other professionals in the plumbing and HVACR community who can help them along the way.

- Promoted growth in apprentice schools across the country. For example, PHCC of Indiana reported the accomplishments of 78 graduating plumbing apprentices this year from Mechanical Skills Apprenticeship School.
- Saw a nearly 700-percent increase in the PHCC Educational Foundation's Plumbing and HVACR eLearning Courses since June 2014! Bonus: Several participants in the course have joined PHCC!
- Transferred the National Standard Plumbing Code™ (NSPC) to the International Association of Plumbing & Mechanical Officials® (IAPMO).

APRIL

2018

JUNE

2018



Timeline continued on next page

2018

JULY

- **Started structuring a potential national Association Health Plan for PHCC members** now that ERISA rules governing Multiple Employer Welfare Arrangements have changed. Although litigation has delayed the process, the plan would potentially help PHCC members gain many of the cost-saving advantages enjoyed by large group employers. PHCC is also currently exploring ways to work with states to develop their own state health plans.
- **Achieved a huge advocacy success with the passage of the \$1.2 billion Carl D. Perkins Career and Technical Education Act** that was reauthorized by Congress and signed by the president, with additional funding over the next five years.

2018

SEPTEMBER

- **Launched a strategic membership marketing campaign: "We Mean Business."**



PHCC Representatives (2nd row of audience) Participated in Special White House Economic Summit to Discuss the Economy's Positive Impact on Small Business.

- **Improved access, eased navigation and enhanced overall user experience with the launch of PHCC's new website – phccweb.org.**
- **Refreshed the PHCC Online e-newsletter** with a modern look with focused content that is relevant to contractors' businesses.

- **Announced a new education corporate partnership with the International Code Council**, providing opportunities for state and local associations whose members use the I-Codes to access discounted resources to provide code training to their members.
- **Partnered with the Refrigeration Service Engineers Society (RSES) and the Radiant Professionals Alliance (RPA)** to provide a collaborative CONNECT 2018 experience for the nearly 820 attendees in Albuquerque, New Mexico.



AUGUST

2018

OCTOBER

2018

Our Wheels Don't Stop Turning!

PHCC had a banner year, accomplishing so much to ensure that PHCC continues to be recognized equally by plumbing and HVACR professionals as *the* source for their continued success at all stages of their careers. Looking ahead, we have some exciting initiatives planned, focusing on membership growth, expanded communications, continued workforce development, expanded education opportunities, and more collaborative efforts with other trade associations.

With the building blocks of Apprenticeship, Advocacy, Awareness and Access, PHCC will continue to protect and advance our industry...and to educate and support all those who work within it. We Mean Business!

PHCC'S ENHANCED SERVICE GROUPS

Being a PHCC member provides you with countless resources and multiple opportunities to keep your business growing. PHCC also gives you access to more targeted Enhanced Service Groups, designed to meet the specialized needs in your industry segment. Get involved, and gain greater market insight into the specific challenges these segments face with additional networking opportunities and valuable member-specific information.



Construction Contractors' Alliance (CCA)

Celebrating its 20th anniversary this year, CCA serves a group of progressive, larger plumbing and mechanical contractors specializing in residential, industrial, commercial and institutional new construction. For its spring meeting this year, CCA returned to Dallas, the city of its *first* meeting 20 years ago. The 2018 meeting gave attendees a valuable opportunity to evaluate their daily effectiveness, including learning how to "reduce the noise" that causes them to spend less than 20 percent of their time doing what actually results in the *greatest* value to their organizations. CCA headed to Chicago, Sept. 19-21, for its second in-person meeting of the year, where they heard why it's "It's All About the People," as well as learned how to plan for the new tax code. phccweb.org/cca



Quality Service Contractors (QSC)

QSC helps service and repair contractors run their businesses better and more profitably, serve their clients more personally, enhance their brand reputation, and meet the challenges of an ever-changing world. QSC does this by providing education and training, ready-to-use tools and resources, peer networking and world-class business coaching. Highlights this year included



a spring Power Meeting in Georgia, where attendees learned how to "future proof" their businesses; targeted opportunities for service and repair contractors at CONNECT 2018, including a one-day Strategic Planning Workshop; valuable podcasts with tips on how to achieve plumbing and HVAC business success; a Front Line Service Training program that helps contractors develop a team of all-star technicians; and Pillars of Success, a new business development and management system. phccweb.org/qsc

Union-Affiliated Contractors (UAC)

UAC represents a unified voice for the signatory contractors within PHCC to ensure that their unique needs are presented. It is comprised of signatory contractors, association executives, and representatives of the United Association (UA) committed to addressing the special concerns of union-employing contractors and bettering the working relationship with the UA. This February, UAC convened in central Florida for Unity 2018, an exclusive educational and networking event with interactive sessions on successfully negotiating contracts, boosting productivity with project management software, planning for retirement, understanding and using UA's National Agreements, achieving higher-revenue service calls, and more. phccweb.org/uac



PLUMBING-HEATING-COOLING CONTRACTORS NATIONAL ASSOCIATION

BALANCE SHEETS**

as of June 30, 2017

	2017	2016	Change
ASSETS			
Current Assets			
Cash – Checking & Savings	\$ 969,497	\$ 582,198	\$ 387,299
Accounts Receivable	280,547	225,979	54,568
Inventory		41,310	(41,310)
Prepaid Items	126,746	95,249	31,497
Other – Intercompany	155,623	272,359	(116,736)
TOTAL CURRENT ASSETS	1,532,413	1,217,095	315,318
Investments at Market Value*	2,958,127	2,686,179	271,948
Fixed Assets – Net (Land, Building, FF&E)	970,289	1,072,413	(102,124)
TOTAL ASSETS	\$ 5,460,829	\$ 4,975,687	\$ 485,142
LIABILITIES AND NET ASSETS			
Liabilities			
Accounts Payable & Accrued Expenses	\$ 238,754	\$ 219,869	\$ 18,885
Deferred Membership Dues & Other Deferred Income	1,485,672	1,441,793	43,879
TOTAL CURRENT LIABILITIES	1,724,426	1,661,662	62,764
Net Assets			
Unrestricted			
Undesignated	3,279,603	2,857,225	422,378
Board Reserve	200,000	200,000	–
Building Reserve	250,000	250,000	–
Total Unrestricted Net Assets	3,729,603	3,307,225	422,378
Temporarily Restricted Net Assets	6,800	6,800	–
TOTAL NET ASSETS	3,736,403	3,314,025	422,378
TOTAL LIABILITIES AND MEMBERS' EQUITY	\$ 5,460,829	\$ 4,975,687	\$ 485,142

*Change due to market fluctuation.

**Consolidated with PHCC Enhanced Service Groups.