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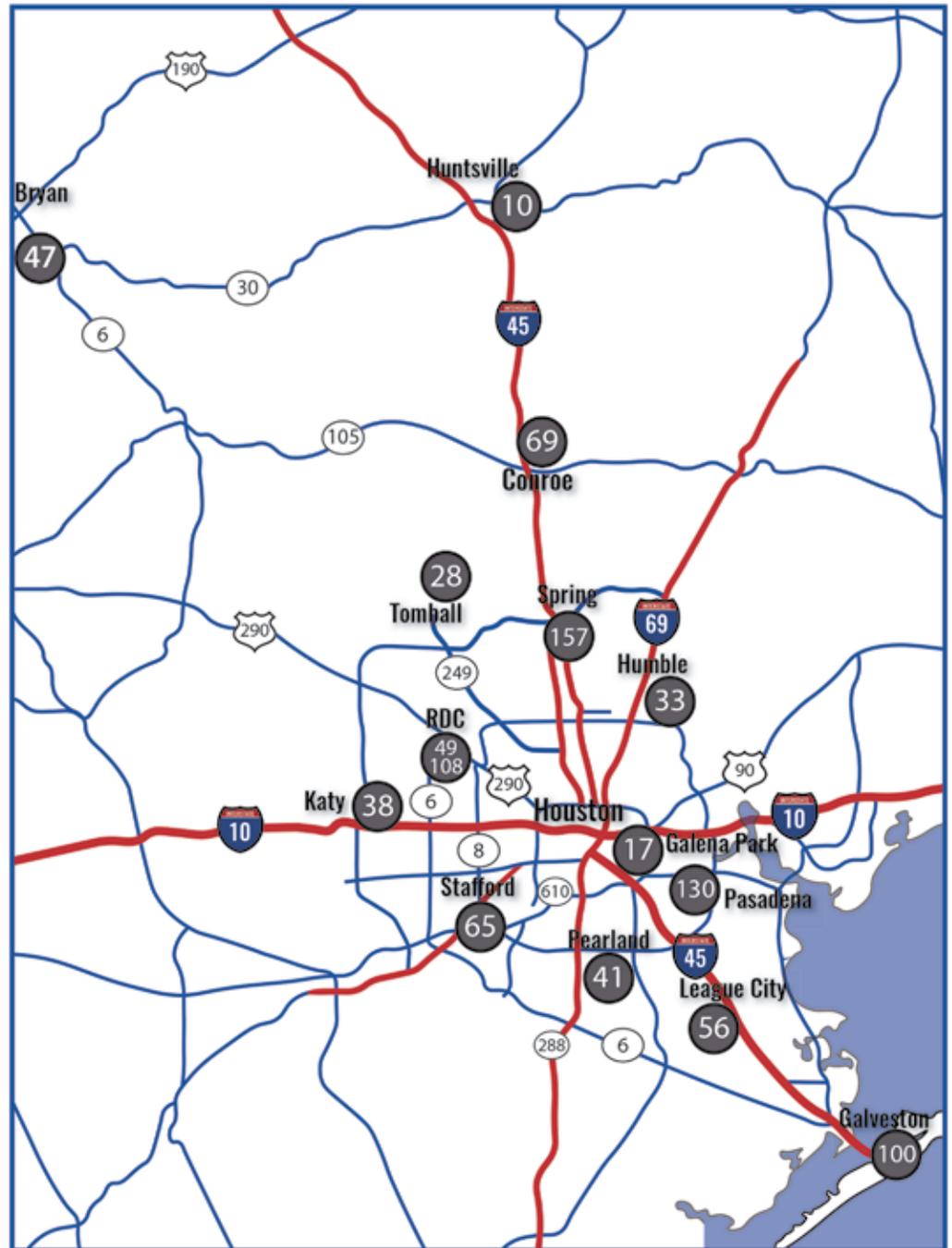
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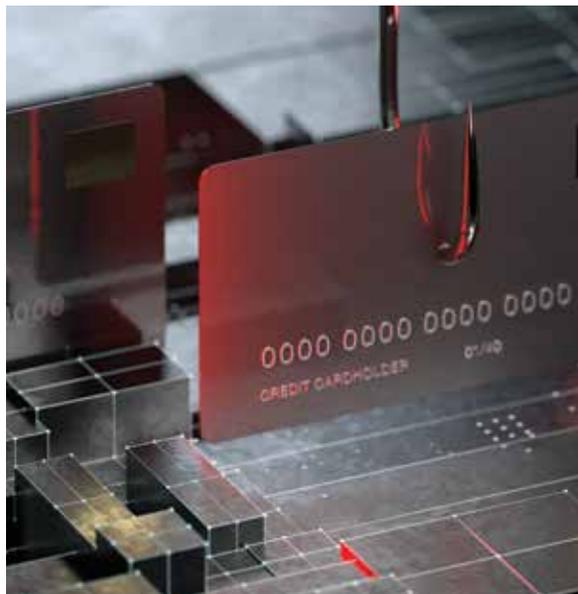
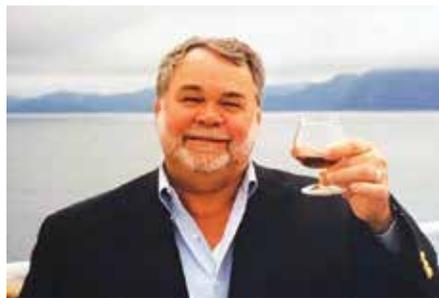
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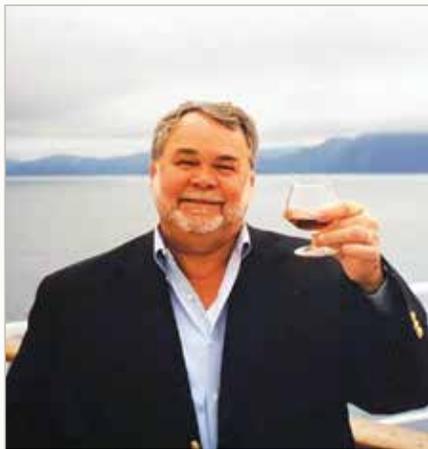


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# Goodbye to a Friend



**A**fter a long, hard-fought battle for his LIFE, proud native Houstonian, Co-Owner of MH Technologies, and Past President of IEC Texas Gulf Coast, John Charles 'JC' Burch, left us on February 16, 2022 to join his heavenly family in the Great Beyond. Picture him now celebrating and rejoicing his celestial reunion with his cherished mother, Anginell Germany Burch, his favorite, fun-loving baby brother, Bryant Aaron Burch, and his most-beloved companion in life, his cat Smitty Smat.



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## John "JC" Charles Burch

AUGUST 20, 1941 – FEBRUARY 16, 2022

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JC was a proud Texan, born and raised in the Heights neighborhood of Houston, where he attended Love Elementary and John Reagan High School. Spending a majority of his youth on the South Texas Gulf with family and friends instilled in him an immeasurable love for boats and water, and also motivated him to enlist in the U.S. Navy after graduating high school. He proudly joined the rank of a Submarine Sailor, where he actively experienced the Cuban Missile Crisis of 1962; a 13-day political, military standoff over nuclear-armed Soviet missiles in Cuba. After spending four years submerged at sea, sharpening his strength of character and unwavering will, JC returned to Houston and decided to put a tiger in his tank. He joined his pioneering mother, Anginelle, working in the oil and gas industry for the Humble Oil Corporation, now named a leading Fortune 500 company—Exxon Mobil. Meanwhile, something big was being powered up in Houston. Jonn R. Fisk's electrical vision is what enticed JC to get on board and help light up the Gulf Coast. While working for Fisk Electric, a corporate leader in mass transit projects, JC was introduced to his lifelong partner in business and crime, Joe Heiman, and his constant friend and sister-by-default, Mary. Together they crossed continents, extended their families, and constructed dreams into reality through the establishment of their own successful company — MH Technologies. With their precise, strategic planning and their deeply rooted commitment to quality work, loyalty, and leadership, JC and Joe trail-blazed a legacy that will last for lifetimes in Houston's electrical industry.

Aside from business, JC was adventurous in love and marriage, but his soul and stomach never went unsatisfied once he met his Alabama pride — his loyal and loving bride of 29 years, June Jackson Burch. It was a Texas-BBQ love connection made at Pizzitola's, their famously favorite local lunch spot on North Shepherd Drive. The dynamic duo quickly and cleverly blended families and friends, expanding not only their lives, but the lives of those most near and dear to them. JC enjoyed his retirement with June, preparing delicious meals, floating and fishing the gulf, cruising the seas, and watching colorful Sargent sunsets together from the comfort of their

beautiful home on the bay. He took pleasure in a good scotch with his sons, Craig and Clay, short playful visits from his grandchildren and reading and watching anything historically inspired. He devoutly loved his furry-not-so-purphy friends: Emmy, Smitty, and last but certainly not least, Missy . . . "June you better take good care of HER!"

JC's memory will live on through those he is survived by: his wife, June, his sister, Darlene, his children, Craig, Clay and his wife, Shayla, Shelly and her husband, Joe, Mark and his partner, Renee, and his grandchildren, Alexa, Anniston, Adrian, Colton, Canaan, Bonnie, Bridgett, Bella, and Luke, as well as several nieces and nephews he loved dearly.

In lieu of flowers, memorial contributions may be made to The MD Anderson Cancer Center or Hospice of South Texas: [www.hospice-vic.org](http://www.hospice-vic.org).



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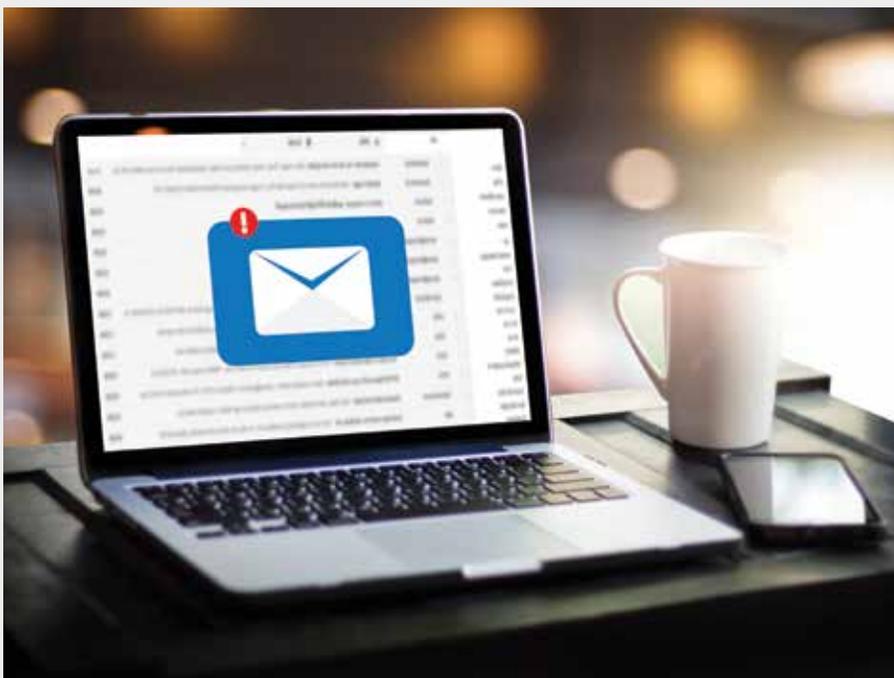
# Common Excuses for Nonpayment

AND WHAT TO DO ABOUT THEM



BY BRYAN MASON, EDITORIAL ASSOCIATE - NACM

Customers who don't pay on time often provide excuses when it comes time to follow up. **"We never received an invoice"** was the number one answer (88%) for not paying on time, according to a recent eNews poll. The second most-common excuse (78%) was "We cannot pay until our customer pays us."



## Other Excuses Included:

- The invoice is incorrect. (45%)
- The materials were damaged or defective. (35%)
- Other filled-in excuses. (18%)
- We never received the order. (15%)
- Our systems are down. (13%)

So, what's the best way to respond to these excuses, and what measures can you take to limit the number of excuses you receive? Several credit professionals pointed out that it starts with knowing your customers' businesses and maintaining continuous communication.

Find out if the customer's excuse is legit and whether your company needs to correct something, said Andreas Schmitt, director of group credit management at Rational AG (Germany). Get to the point where you can ask, "Now that this has been clarified, when can we expect the payment?" he said.

If a customer claims it never received an invoice, immediately resend it, said Tim Pearson, credit manager at Bama Concrete Products Company, Inc. (Alabaster, AL). More than 50% of his invoices go out automatically, but his department manually resends those that customers say they didn't get to make sure they are received.



Schmitt resends them via email and again asks when payment will be made. Always try to finalize your follow-up with an agreement on an exact payment date, he added.

**If payment is for a large project and a customer says it cannot pay until its customer pays,** Betsy Rhodes, CCE, treasurer at Metal Specialties, Inc. (Odessa, TX), tries to work with her customer to maintain a positive working relationship. For example, this could mean establishing a payment plan.

Pearson, however, monitors a customer's situation closely after they note that they cannot pay until they receive payment. For him, that sometimes means putting more pressure on the customer by sending notice letters throughout the process.

#### **Some of the other excuses provided by credit professionals included:**

- The accounts payable department has COVID-19, so no one can do anything.
- We are changing accounting systems.
- Another company is buying the customer's company, and the new owner is reluctant to pay.

With these types of situations, Rhodes suggests contacting customers weekly to ask follow-up questions that might get you paid — even if it is only because they want you to stop contacting them.

Knowing your customer can help you avoid some of these situations. “If you know your customer's financial situation is rather weak and it is involved in a big project where its customers usually pay after 60 days, it does not make sense to grant a payment term of only 30 days,” Schmitt said.

#### **“Know your customer's business, and grant terms that are challenging but also fair and achievable.”**

Check credit reports and with trade groups and industry groups, Rhodes said. “I put more stock on that than credit references on credit applications.” It also helps to establish and maintain a positive working relationship from the start, she continued.

“Do not just communicate with your customers when they are past due — let them know you appreciate their orders and their business,” she said. “When we have a new customer and the invoice is sent to them, we will call them and ask, ‘Did you get it? Did we do everything you wanted us to? Is there anything we can do to make your job easier?’”

Before selling, credit professionals also can push for establishing payment bonds, Pearson said. “This makes everyone on the job aware that you are applying pressure for them to pay.”

#### **Schmitt suggested three additional steps for reducing the number of excuses from customers by sending:**

- **Invoices electronically** — use emails with PDF attachments instead of sending invoices via snail mail.
- **Regular account statements** — add a friendly comment such as “Please check your postings against this statement and come back to us in case of deviations, so we can clarify this before running into overdues.”
- **Pre-mature reminders** — for the well-known late-payers, call a couple of days before the due date of substantial invoices.



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# Come Join Us for the IEC Battle of the Bay

**REGISTER BY MAY 6, 2022 at 5:00PM**

## SCHEDULE OF EVENTS:

### Captain's Party

**When:** May 11 — 5pm–9pm

**Where:** Hobby Event Center

### Tournament

**When:** May 13 — Begins at 6am

    Weigh-In: 1pm–2pm

    Weigh-In Party: 11am–4pm

**Where:** Topwater Grill, San Leon

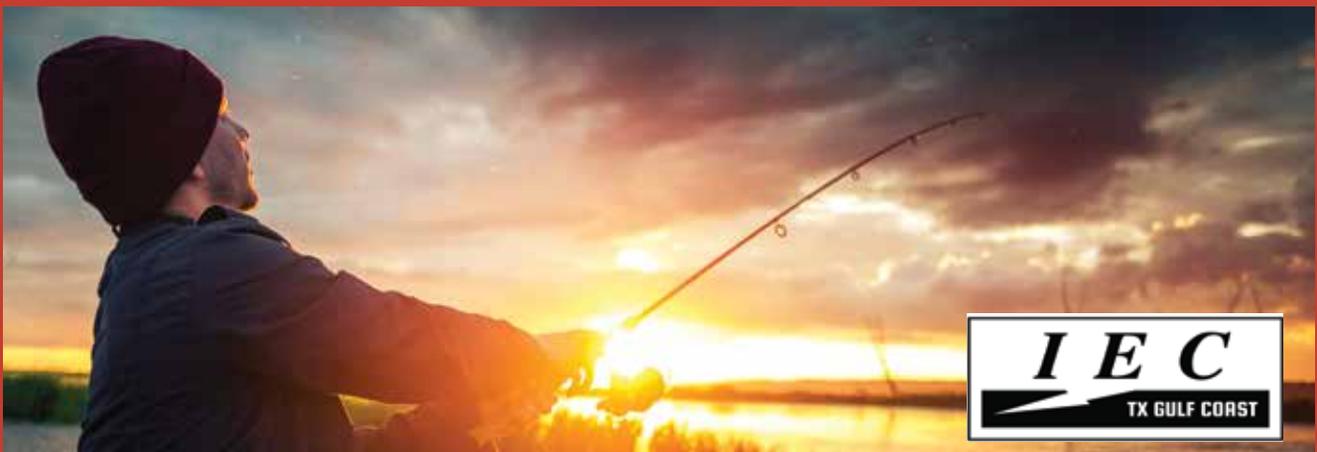
## REGISTRATION ITEMS:

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*"Good things come to those who bait!"*

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# An Employee Retention Strategy

CONTENT PROVIDED BY FEDERATED INSURANCE

The U.S. continues to experience a labor shortage across many industries and roles. Since April 2021, the number of people quitting their jobs each month has hit record levels — over 38 million people voluntarily left their jobs in 2021.<sup>1</sup> Employees may quit for a variety of reasons, including a lack of recognition, or unsatisfactory salary or pay. Recognition can come in many forms: job titles, years of service awards, or public announcements of a job well done. You can also raise an employee's salary over time — but those ideas have a short shelf-life. An employee won't stay long-term if they feel they can get more somewhere else.

Federated recognizes employee retention as a business risk that may be managed. To reward good performance while encouraging long-term employment, Federated has a plan to help you recognize your best employees: the Triple Protection Plan<sup>SM</sup>.

This plan can help address your employee retention concerns and help protect against the financial impact of an employee death. It can also provide a benefit for an employee's family. There are three components:

**1. A Private Bonus Plan.** This helps retain employees — it's a program you design that would pay selected employees set bonuses in specific years. The plan can be informally funded with a cash value life insurance policy, and it can help protect against the employee's voluntary departure by providing a strong incentive to stay. The business applies for, owns, and pays the premiums on a life insurance policy on the key employee to informally fund the private bonus plan. The business can then withdraw policy cash values as needed, and in accordance with policy terms to pay the scheduled bonuses.

**2. Key Person Coverage.** This can help protect against financial losses associated with a key employee's death. The proceeds from the same life insurance policy can be used to recruit, hire, and train a replacement. It can also be used for business continuation or overhead expenses.

**3. Family Protection.** This allows the business the opportunity to share life insurance protection with the employee's family. With the right documentation, the death benefit on the policy used for the bonuses is split between the business and a personal beneficiary. The company remains in control of the policy while offering some financial resources for the key employee's family with a portion of the death benefit. Employee retention of a key person is a concern for business owners. To help the employee feel they are a valued part of the business, the Triple Protection Plan offers employers an opportunity to prove their appreciation with a unique bonus plan and financial resources for their family.

Consider using a Triple Protection Plan to help enhance your efforts to incentivize talented employees to stay. It's one plan to help address three problems.

Source:

1. Bureau of Labor Statistics

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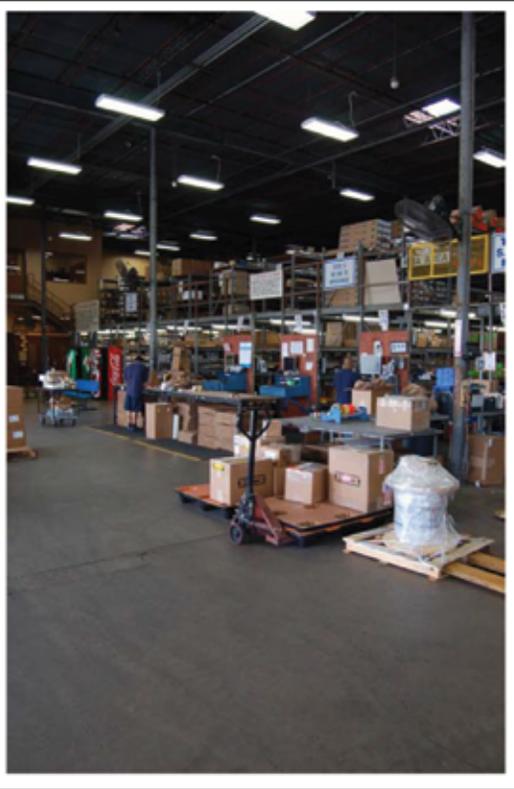
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## IEC FOUNDATION PROGRAMS:



### The Home Depot ProXTra Program

- Through the ProXTra Program, The Home Depot is able to contribute 0.5% of every dollar spent by IEC Members to the IEC Foundation. The IEC Foundation uses those funds for Scholarships, Apprentice Education, Chapter Development, Facility Improvements, and other programs.

### The Equipment Grant Program

- IEC Foundation seeks to support not-for-profit organizations, to create opportunities introducing and guiding men and women to successful and satisfying careers in the electrical and communications industries through Equipment Grants.

### IEC Foundation Scholarship Fund

- The IEC Foundation formed the scholarship fund exclusively for the charitable and educational purpose to award deserving and qualified students who have demonstrated drive, dedication and leadership in their pursuit of careers in the electrical industry.

### Disaster Relief Fund

- The IEC Foundation has developed a special fund dedicated to supporting IEC chapters, chapter staff, instructors, and apprentices that have been affected by a natural disaster, serious accident, or catastrophic life event. By donating a tax-deductible contribution to the IEC Foundation Disaster Relief Fund, you can help those in need. Donations will be directly appropriated to a managed fund of the IEC.

IEC Foundation stakeholders provide critical support to IECF grants and scholarships. IEC's programs are regarded as among the best in the industry, and are recognized by the U.S. Department of Labor and State Apprenticeship Councils across the country.

"IEC and the Foundation helped me with tuition and became the perfect conduit to put me in touch with my current employer as one of their new engineers. I can't express in words how much I truly appreciate the help and support I have received, and still receive today from the IEC. I am also happy to have the chance to give back, whether it is sharing my story, going to high school career days, or community service events. I look forward to what the future holds for IEC, scholarship recipients, members, and my career which was jump-started with the help of IEC."

—Ross Sielhammer, IECF Scholarship Recipient

For more information, visit [www.iec-foundation.org](http://www.iec-foundation.org).



# IS THE **GREAT ENGAGEMENT** AN ANSWER TO THE LABOR SHORTAGE?

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BY BERNADETTE PALUMBO, SENIOR VICE PRESIDENT OF HUMAN RESOURCES,  
SONEPAR NORTH AMERICA

## **Sonepar's Senior Vice President of Human Resources says it's the paradigm shift we need.**

The message from the contractors at the recent IEC Annual Convention was crystal clear: Help raise the profile of the industry to put careers in the electrical field on the map, and help sustain the current workforce. We heard you.

The Great Resignation was an unexpected plot twist in the story that unfolded during the pandemic. It started as a drumbeat and hit a crescendo just as companies started to figure out new ways of getting things done.

Across Sonepar, we reacted quickly to the jolt of the unexpected labor shortage. Before the drumbeat was loudest, we held transparent discussions about the increasing trends on demand for talent and began anticipating the next phase of the organizational challenge — the Great Reset. We weren't immune to the resignations or career reset mentality but, instead of ruminating on the problem, we moved to brainstorming an anecdote — the Great Engagement. Though we don't have all the answers, and haven't stemmed all the issues, we are accelerating our focus on a productive response and sharing our ambitions across as many channels of communication as possible — internally and externally. The Great Resignation was a wake-up call motivating us all to ensure we fuel the pipeline of talented people for this great industry.

What are we doing now to engage the current and future workforce? As the largest B-to-B distributor of electrical products, systems, and services, we're making purposeful strides.

## **1. Stay Interviews**

There are very talented and dedicated people in this industry, and keeping them needs to be a top priority. People remain the greatest asset an organization has. In years past, we may not have always articulated or demonstrated the value of their contributions to the success and sustainability of the company. In one fell swoop, the conversation changed, and dialogue with associates took a front-row seat.

With the outside world full of uncertainty, employers quickly became a lighthouse in the storm as associates looked for stability, clarity, and leadership. At Sonepar companies, we began, and continue to ramp up, the concept of stay interviews. Stay interviews are conducted more informally and frequently to take a pulse check on what the associate feels we are doing well or where there is room for improvement. In organizations both big and small, for a variety of reasons, we tend to not seek feedback often enough. But seeking feedback and having a real dialogue is going to determine who stays and who leaves. Isn't it better to ask them while they're here rather than asking them on their way out the door?

Stay interviews also enable us to demonstrate our interest in inclusion — including more associates in dialogues around how we're doing as leaders, as mentors, and as business managers. It's proven to be a great way to build trust and create regular feedback loops between those on the front line and leadership.



## 2. Overcommunicating

In line with stay interviews, the remoteness of life required more communication. More relevant to work-from-home staff, internal communications elevated. New policies, new procedures, new needs, fast problem-solving — the work-arounds and problem-solving across the industry and world were astounding. As we return to normalcy, our feeling is that we shouldn't leave anyone behind. Take the pivot in communications and institutionalize it. The best relationships are between parties who feel briefed and included ongoing, not just in times of crisis.

And we'll never forget the associate who told us upon their exit from the warehouse position — "Say hello." Sometimes we get so busy in the day-to-day that we forget we're real people who need affirmation that we are seen and appreciated. Frequent validation is a new expectation of employment that is here to stay.

## 3. Compensation & Benefits

Ensuring our pay structure is competitive is a constant. Beyond pay, we've been mindful of enhancing our health insurance program, adding another floating holiday to celebrate cultures, developing more formal recognition programs, and evaluating our paid time-off policies. Recognizing and celebrating are crucial. So is considering mental health, another topic that was discussed from a variety of angles at the convention. The more we socialize that it is okay not to feel okay, the better chance we have in encouraging treatment. Mental health checkups are a topic we mention often in our internal communications.

## 4. Development

Some of our operating companies have implemented an associate warehouse development program to help reduce turnover on our warehouse and logistics team. The online and on-the-job learning activities within the program are designed to develop core competencies necessary to meet and surpass the job expectations of the material handler warehouse role. Programs like these encourage and support managers and associates working collaboratively to ensure the successful learning and integration of these skills in day-to-day warehouse activities. Fundamentally, the goals of the program are to facilitate performance improvement, develop hard and soft skills, which benefit warehouse associates and enhance the operational effectiveness of the work location, while rewarding and retaining those individuals who complete the program. Pay incentives can also be layered on to the program.

Whether you can establish programs, or simply pair a mentor with a mentee, demonstrating investment in the individual's growth and well-being is a must. Investing in those on the front lines is critical to retaining our workforce.

## 5. Marketing

In 2020, we launched a customer marketing campaign called Pros Need Pros to position ourselves as the go-to resource company for experts in the field. We are looking to elevate that campaign in 2022 and do more around championing what a great industry this is to join. Electrical workers are an absolute necessity in a field that needs to be more celebrated. While the appreciation of frontliners reached an all-time high during the pandemic, we want to be intentional in helping that torch burn bright in the future. As workers look to find more flexibility and meaning in what they do in the day-to-day, this industry has a lot to offer. For the ambitious, this field could not be a better place to build a career. Collectively, we need to tout the merits earlier in middle and secondary schools. Additionally, we need to highlight the opportunities to learn, grow, and earn. The electrical trade is more recession-proof than most and offers earning ability also competitive to many other options. Great selling points.

## 6. Partnership

We continue to invest in the IEC mission as a premium partner. Whether it's through chapter board membership or sponsorship of IEC graduate programs, partnership with the local chapters is a focus for our organization.

## 7. Recruiting

I intentionally saved the hardest topic for last because everything I shared prior to this point falls under having your house in order and being ready to attract and retain qualified talent.

Recently, Sonepar refreshed our logo to be more easily identifiable and our values to be more easily understood and embraced. Potential hires today want to know what they are getting themselves into. Is the public-facing side of your company a great silent salesperson? Is it clear the type of work you do, the performance expectations, and the type of people who work for your company? Being a visible part of the communities in which you do business is one way to encourage word-of-mouth chatter about your company.

We plan to address our employer brand in 2022 and focus heavily on highlighting why candidates will feel they belong here, that they have a purpose. We plan to invest in recruitment marketing tools and recruit from sources we've not tapped before to reach women, veterans, and other underrepresented pools of talent.

We are more cognizant than ever that we all need to be part of the solution. In sharing our journey, we hope we can connect with others to problem-solve the key obstacles the industry faces.



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# SOCIAL ENGINEERING

— A RISK YOU CAN'T IGNORE

CONTENT PROVIDED BY LEAVITT GROUP



**CYBER ATTACKS ARE CONTINUALLY ON THE RISE, AND 98% OF CYBER ATTACKS RELY ON SOCIAL ENGINEERING. THIS RISK IS NOT UNIQUE TO LARGE BUSINESSES — 43% OF DATA BREACH VICTIMS ARE SMALL BUSINESSES.**

## WHAT IS SOCIAL ENGINEERING?

Social engineering is the “use of deception to manipulate individuals into divulging confidential or personal information that may be used for fraudulent purposes.” A hacker who is attempting social engineering might use email, postal mail, phone, or direct contact to gain illegal access to your computer system, convince you to give away sensitive information, or gain access to crucial company data. Social engineering is particularly dangerous because it takes advantage of human error rather than weaknesses in software and operating systems.

Social engineering is the art of manipulating people so they give up confidential information — these tactics are popular among cyber criminals because it is easier to exploit a person’s natural inclination to trust than it is to discover ways to hack your software.

## EXAMPLES OF SOCIAL ENGINEERING INCLUDE THE FOLLOWING:

**Phishing:** These are emails, phone calls, or text messages from someone posing as a legitimate organization with the goal of convincing individuals to provide sensitive information.

**Pretexting:** This is a scam where the perpetrator will create a fabricated scenario to build trust in order to convince their victim to willingly hand over sensitive information.

**Baiting:** This is similar to phishing, but the baiter will offer an item or good to entice the victim to provide certain information.

**Quid Pro Quo:** These attacks promise a benefit in exchange for information. The difference between this and baiting is that baiting promises something in the form of a good, whereas quid pro quo promises a service.



# 98%

OF CYBER ATTACKS RELY  
ON SOCIAL ENGINEERING

# 43%

OF DATA BREACH VICTIMS  
ARE SMALL BUSINESSES

### THE FOLLOWING REAL-LIFE SCENARIO ILLUSTRATES HOW EASILY THIS CRIME CAN OCCUR:

A 20-employee manufacturing facility in a small rural town was nearly the victim of a social engineering scheme. This company has vendors and clients internationally and uses a third-party foreign exchange service for large transactions. A hacker was able to infiltrate the email of the manufacturer's chief of sales and discovered this relationship with the foreign exchange service.

Acting as the chief of sales, the hacker started a conversation with the account manager of the exchange service and attempted to initiate a transfer to a "new vendor" (presumably himself and his associates). Following their established protocol, the account manager at the exchange service mentioned that he would call later that day for voice verification. The perpetrator then gave the account manager a "new mobile number" because he was "on the road." The account manager called that number, talked with the perpetrator posing as the chief of sales, and verified the transaction.

Luckily for the manufacturer, the account manager still felt like something wasn't right and decided to call the manufacturer directly. At this point, the jig was up, and no transfer was initiated. Upon further investigation, the perpetrator had set up email "rules" so all emails in the conversation with the account manager at the exchange service were automatically sent to the "trash" folder. The chief of sales had been using his email at the same time as a hacker and had no idea.

If it were not for two-factor verification on the part of the foreign exchange service, this small-town manufacturer would have lost tens of thousands of

dollars. The manufacturer has since set up two-factor authentication on all email accounts to hopefully prevent something like this from happening again.

### INSURANCE COVERAGE FOR SOCIAL ENGINEERING RISKS:

Due to the nature of social engineering, cyber and crime insurance policies do not generally cover losses that result from this risk. To protect your business, you need to have a "social engineering fraud coverage extension" added to your crime policy. When considering this type of coverage, it is important to thoroughly review the policy language to make sure you understand what is covered and what is not. Discuss this policy with your insurance agent to ensure you have the coverage you need to protect your business.

Social engineering coverage extensions vary among insurance companies. Options to look for include coverage for the following:

- Vendor or supplier impersonation
- Executive impersonation
- Client impersonation
- Losses beyond use of computer, email, or phone
- Mitigating risk and protecting your business

While it is difficult to completely prevent the risk of fraud by social engineering, there are steps you can take to protect your business. Social engineering tactics are constantly evolving and becoming more sophisticated, so it is important to stay informed and be aware of current techniques.

**Tailgating:** This type of risk is different from other types of social engineering as it involves the perpetrator physically entering your business. It is one of the most common and innocent-appearing security breaches. Tailgating occurs when someone who lacks proper authority follows an employee into a restricted area of the company.

**Wire Fraud Through Social Engineering:** Wire fraud is one of the crimes that is committed through social engineering. This can occur when a criminal deceives employees to wire money to pay phony vendors. This is not your typical "foreign prince" type of email that screams fraud. These types of sophisticated events occur when a criminal gains access to an email account belonging to someone in the business who has access to company finances. The criminal will silently monitor emails, waiting for an opportunity when financials are being discussed.

**HERE ARE A FEW TIPS TO HELP PROTECT YOUR BUSINESS:**

**Develop specific protocols including dual control, separation of duties, and two-step verification for activities that involve access to sensitive information or company finances.** Enforce these guidelines, and regularly educate employees on new or continuing risks.

**Be on the lookout for red flags, such as requests to change account numbers, expedited requests, or requests for unusual amounts, and regularly update your antivirus/anti-malware software.**

**Limit information that is shared publicly.**

For example, if you are out of the office and not checking emails, do not broadcast this on social media. Be careful with information that is shared publicly about specific job duties. Job descriptions that are publicly available should be reviewed to ensure no sensitive information is included.

**Be aware of red flags in emails, such as the following:**

- Email sent at an unusual time, such as 3:00 a.m.
- Subject line that is irrelevant or doesn't match the message content.
- Attachment included that you were not expecting or that doesn't match the message content.
- Poor grammar or spelling errors in email subject line or message content.
- Misspelling in hyperlink.
- Emails that only have long hyperlinks with no further information in the message body.

**Be suspicious of tempting offers** — if it sounds too good to be true, it could likely be an attempt at social engineering fraud.

Remember, social engineers carry out their schemes by manipulating human feelings, such as curiosity or fear. If you feel alarmed by an email or a request, trust your gut. Paying attention and being alert can help protect against many social engineering attacks.

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*Contact your Leavitt Group insurance advisor to discuss this risk and ensure you have the right coverage to protect your business.*

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## PUBLISHER'S COMMENTARY: INDUSTRY INSIGHTS



## Technological Advances in Security for Job Sites

BY MOLLY MUTH, E&M CONSULTING, INC.

Innovations in job-site technology are helping to increase security. One of the concerns being addressed by new technology is tools disappearing or being misplaced — a concern made more important by the rising cost of improved tool technology.<sup>1</sup> Losing equipment can lead to project cost increases, timeline delays, and even the loss of jobs or businesses.<sup>2</sup>

Tools are some of the easiest pieces of equipment to lose on a job site. Hand tools such as cordless drills, impacts, and saws need to be secured and easy to track in case they get misplaced or stolen.<sup>3</sup> It is recommended to register all equipment, of any size, and to utilize any available security measures to protect property.

Some security companies offer monitoring apps, GPS systems with centralized control, and cellular monitoring options.<sup>4</sup> These options allow businesses to keep track of every piece of their valuable equipment. Other security companies recommend video surveillance with motion-recording cameras, long-range thermal detection, and analytics.<sup>5</sup> The right combination of security technologies is different for every job site, and it is important to research the available options.

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# *Federated Insurance Makes the 2022 National Corporate Mentoring Honor Roll*

CONTENT PROVIDED BY FEDERATED INSURANCE

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Federated Insurance was named to MENTOR's — a national leader and go-to resource on quality youth mentoring — National Corporate Mentoring Honor Roll in 2022.

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The Honor Roll recognizes outstanding corporations across the United States that support youth mentoring. Federated Insurance believes in supporting and guiding America's youth. And perhaps one of the best examples of this belief in action is the company's annual Federated Challenge®. In 2021, the Federated Challenge raised a record-breaking \$3,316,000. Every dollar went to support Minnesota's three Big Brothers Big Sisters® agencies and Big Brothers Big Sisters of America®.

"Youth mentoring is very close to our heart," said Julie Rethemeier, Vice President-Director of Public Affairs and Advertising. "We're once again thrilled to stand side-by-side with organizations that share our belief that investing in our youth is investing in our future."

The Honor Roll was first launched in 2011 by First Lady Michelle Obama as a challenge to companies to encourage employees to become volunteer youth mentors. And since its launch, corporate engagement in youth mentoring has grown.

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# UPCOMING CALENDAR OF EVENTS



## TBA

Fall Registration of Apprenticeship School

## April 20

General Membership Meeting

11:30am–1pm (Lunch included)

## May 11

Captain's Party for Fishing Tournament

## May 13

Fishing Tournament

## May 18

General Membership Meeting

11:30am–1pm (Lunch included)

## June 1

Wire-Off

4pm–8pm

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