



The 2023 Summer Conference
& Products Show



HYATT
REGENCY

HILL COUNTRY
RESORT AND SPA

San Antonio, Texas
July 26 - 30, 2023

Co-Hosts of the 2023 Conference, our Diamond and Platinum Sponsors

The Products Show has grown significantly in recent years and offers you an excellent opportunity to explore new products and services, as well as catch up with friends and business partners!

The Products Show is Friday, July 28th, 4:00 pm - 7:00 pm, Hill Country Ballroom

Diamond Sponsors



Platinum Sponsors



Gold Sponsors



Our 2023 Diamond, Platinum, and Gold Sponsor companies are our industry partners! Many of them are long time supporters and have been with us for many years, through good economic times and bad. Please let them know just how much you appreciate their partnership with our Association.

Social Events and Entertainment this year:

The **Opening Reception** features a chance to catch up with old friends and make some new ones! Hors d'oeuvres and hosted bar. Open to all fully registered attendees.

Wednesday, July 26, 6:30 pm, Independence 1-4

Dinner Party Open to all fully registered attendees.

Thursday, July 27, 7:00 pm, Independence 4

Dessert and Ice Cream Party Open to all fully registered attendees.

Thursday, July 27, 8:00 pm, Windmill Plaza/Independence 1-3

Casino Night We'll serve buffet dinner starting at 7:00 pm. Our Casino, with all the glitz and glamour of Las Vegas will come alive at 8:00 pm. Enjoy a night of authentic casino gaming tables and professional dealers! Drawings for prizes with tickets issued for winnings. Open to all fully registered attendees.

Friday, July 28, 7:00 pm, Independence 1-4

The Children's Party We'll feature Jovie - Specialty childcare ; Children will have the opportunity to play games and activities and watch movies; Pizza buffet; Ages 4 (potty trained) to 12.

Friday, July 28, 6:30pm - 11:00 pm, Independence 6-8

2023 Golf Tournament

Saturday, July 29

7:00 am Breakfast, Kerrville Dining Room

8:00 am Shotgun Start, Hill Country Golf Club

Lunch and Awards follow upon conclusion of the Tournament

Annual Meeting Reception and Dinner Enjoy our Reception and Dinner, along with the Annual Business Meeting, as we celebrate the closing of our 2023 Conference. Open to all fully registered attendees.

Saturday, July 29, 6:30 pm, Independence 5-8

Annual Meeting Entertainment Open to all fully registered attendees.

Saturday, July 29, 9:00 pm, Independence 1-4



Texas Song writer and singer Kevin Fowler and his band will help us close out the 2023 Summer Conference in style! We'll have seating and a dance floor for those of you looking for the party.

This concert is for registered guests of the MCA Texas Summer Conference and wrist bands will be required for entry.

2023 Conference Education Programs

These Programs are open and available to all registered attendees



Breakfast with Robert Beck

Thursday, July 27, 7:30 am, Independence 4

Meet the newly elected president and hear of the latest efforts and initiatives from your National Association. We will be joined by Robert Beck, the President of MCAA for 2023. Robert is the CEO of John W. Danforth Company, of Tonawanda, New York.

The Confidence to Get Knocked Down & The Resilience to Get Back Up

Sara Ross

Thursday, July 27, 9:00 am, Independence 5

"What would you do if you could not fail?" This is a good, thought-provoking question, but unfortunately, it is inherently flawed. If you are going to take on bold goals, get outside of your comfort zone, try new things, and build new skills - it will be hard and you will fail along the way. Instead, "What would you do if you knew that *even if you failed*, you'd be okay?" This is what it means to have the confidence to get knocked down and the resilience to get back up; stronger, faster, and healthier each time.

While researching for her upcoming book, "Dear Work, Something Has To Change" Sara Ross found that in a time of record-setting stress, uncertainty, and change, those most successful didn't fail less often. Instead, they learned better. It's the connection between confidence and resilience that frees people to consistently stretch their potential to innovate, adapt, and thrive – even in the most stressful times.

Too many people miss out on opportunities in work and life because they lack the confidence to try. It might be taking on a new role, adjusting to changing client expectations and competitive market landscapes, or simply seeking feedback. All because they fear that they aren't equipped to handle the obstacles that come with each. In this session, Sara will change that by taking the audience through a practical four-step method to strengthen their confidence - resilience loop by:

1. Explaining the brain science of emotions under stress and sharing a strategy to address the three thieves of confidence: perfection, comparison, and the fear of judgment.
2. Addressing common misconceptions about what confidence and resilience are and how each is built and maintained.
3. Identifying where mindset shifts will help change the narrative of the story people tell themselves when it's keeping them stuck, scared, discouraged, and overwhelmed.
4. Building a "resilience resume" to highlight strengths and experiences to draw from when faced with obstacles and channel both into positive, momentum-creating action.



Sara Ross is a Speaker and the Chief Vitality Officer at BrainAMPED, a research and strategy firm dedicated to redefining how we succeed at work and thrive in life by sharing brain-based, vitality-enhancing strategies to create healthier, happier, high performing leaders and workplaces. Sara is a contributor at Thrive Global and her work is earning her a reputation as a fresh and thought-provoking voice in the discussions of leadership, work-life balance, emotional intelligence and organizational health. Balancing relevance and practicality with a contagious energy, Sara integrates cutting-edge science with real-life stories of success and failures. Her approach is guaranteed to challenge the status quo, provide new insights and inspiration, and most importantly, leave audiences with a blueprint of actionable strategies. Sara has a Master of Science (MSc.) Graduate Degree.

Building Mental Wellness - Defining the Problem / Return on Investment

Teresa Magnus & Kathryn Ely

Thursday, July 27, 10:30 am, Independence 5

Construction workers are SIX times more likely to die by suicide than workplace accidents.

1. The suicide rate of Construction Managers is double the average.
2. 33% of construction industry workers suffer from anxiety, depression, and unmanageable stress.
3. Industry workers experience high rates of divorce, alcohol and drug abuse, and poor physical health.
4. Studies in Canada project poor mental health to cost the economy \$2.5T by 2041.

Impacts of Ill-Mental Health

Absenteeism	Reduced Productivity	Employee Turnover	Conflict and Incident Costs
Presenteeism	Increased LTD & STD Claims	Toxic Environments	Management Costs

ROI on the Implementation of a Mental Wellness Program

- The average ROI is 230-410% with the construction industry achieving higher results.
- Public companies with wellness programs outperform the S&P 500 Index 235% to 159%
- Better talent recruitment and retention.

Road Map to Building Mental Wellness in Your Organization:

- Assess the Psychological Safety of your “Workplaces” based on 12 well-defined factors.
- Conduct a Hazard Analysis of the risk factors that cannot be eliminated in your “Workplaces”
- Design a Wellness Program addressing both a corporate level initiative and individual support.
 - Adopt practices for each Psychological Safety Factor to improve corporate performance and implement risk mitigation strategies for those hazards that cannot be eliminated.
 - Provide tools to your workforce designed to increase resilience, ability to cope with stress, and alignment with personal values, while also improving the feeling of control over their lives.
- Create a Communication Plan and Identify the Internal Champions.
- Develop appropriate measures - Key Performance Indicators.

Teresa Magnus is the Principal consultant of Magnus & Company, a construction and management advisory firm committed to improving the industry’s experience by challenging conventional business models through unique thinking, creative solutions, and intelligent execution. Over the past 25 years, Teresa’s work experience has focused on planning and managing major construction programs, workforce and labor strategy, business growth and expansion, contract strategy, administration, prevention, and complex claims resolution. Teresa

has held previous roles for the Southern Company, served as CEO of Vulcan Industrial Contractors, and worked as a dispute resolution consultant with Price Waterhouse and Arthur Andersen. Teresa earned a Bachelor of Science in accountancy from Miami University in Oxford, Ohio, and is a CPA licensed in Ohio. She holds a Juris Doctor from the Samford University Cumberland School of Law and is admitted to the Georgia Bar.



Kathryn Ely is a licensed counselor and Mental Health and Wellness consultant, with her own practice, Empower Counseling LLC, in Birmingham, Alabama. After spending most of her life limited by anxiety and perfectionism, Kathryn searched out the most proven methods for treating both disorders. By combining the research of others with consistently tracking the results of her own clients, Kathryn has created a highly effective and efficient process of

helping clients who not only suffer from anxiety and depression, but who also feel lost, looking for purpose, or are simply unsatisfied with their lives. She earned a master's degree in Clinical Mental Health from the University of Alabama at Birmingham, a Juris Doctor from the University of Alabama School of Law, and a bachelor's degree in Political Science with a minor in Psychology from Birmingham Southern College. During law school, Kathryn was named to the Law and Psychology Review.

Texas Legislative Session Report / Ask the Attorney

Ben Westcott and Chris Love

Thursday, July 27, Noon, Independence 4

Ben Westcott is Co-Managing Shareholder of Andrews Myers, PC. The firm is recognized widely as one of Texas' preeminent construction law firms. Chris Love will join him, and together they will address the significant legislation that will have impact upon the Texas Construction Industry, that came out of the recently concluded 2023 Texas Legislative Session. In addition, Ben and Chris will take your questions in advance for an "Ask the Attorney" portion of the presentation.



Show Me the Money (Supply) Anirban Basu

Friday, July 28, 8:00 am, Independence 4

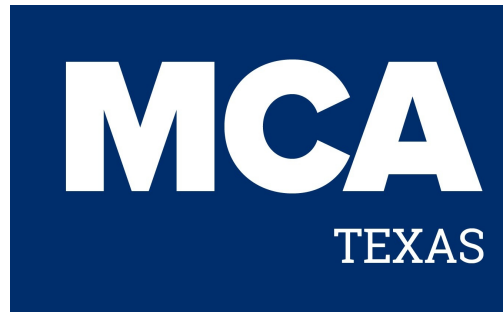
Soft landing? Something harder? Whither inflation? This presentation will supply in-depth analysis of the major factors shaping economic outcomes, including central bank policymaking, worker attitudes, business confidence, and geopolitics. It will then turn toward a forecast for the year to come, highlighting the major risks that economic stakeholders will likely encounter.

Anirban Basu is Chairman & CEO of Sage Policy Group, Inc., an economic and policy consulting firm headquartered in Baltimore, Maryland with an office in Orlando, Florida. The firm provides strategic analytical services to energy suppliers, law firms, medical systems, government agencies, and real estate developers among others. He serves the Chief Economist function for the Sheet Metal and Air Conditioning Contractors Association, Associated Builders and Contractors, the Construction Financial Management Association, the Modular Building Institute, the Maryland Bankers Association, and several others.



He has taught at several universities, most frequently at the Johns Hopkins University. He currently teaches History of Economic Thought at Goucher College as their Distinguished Economist in Residence.

Dr. Basu earned his B.S. in Foreign Service at Georgetown University. He earned his Master's in Public Policy from Harvard University's John F. Kennedy School of Government, and his Master's in Economics from the University of Maryland, College Park. He acquired his Juris Doctor at the University of Maryland School of Law. He completed his doctoral work at UMBC with a concentration in health economics.



Save these dates for the
Mechanical Contractors Associations of Texas
2024 Summer Conference and Products Show

July 24 - 28, 2024

J W Marriott San Antonio Hill Country Resort
San Antonio

Mechanical Contractors Associations of Texas

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