From bone chilling winds to sheets of rain that lead to large areas of flooding, it has been an interesting start to 2019. However, though recent weather events appear to struggle in making its mind up, springtime is quickly approaching, and with it, increased activity.

It also signals the start of daylight savings time, which increases outdoor activities. With daylight saving time comes warmer weather, and children will be out later, and excited about being able to enjoy the outside. We should remind our associates to practice safe driving habits to assure we are aware of increased safety hazards.

The Arkansas Pest Management Association and specifically the Government Affairs Committee, has been hard at work for you. Recent meetings with the Arkansas State Plant Board have resulted in proposed regulation changes, and the association is working toward final approval of them. Our desire is to make sure that any changes will benefit the industry as a whole.

The association, in partnership with NPMA, has also been involved in reviewing newer

Continued on page 3
"Arrow perfectly matched the way I ran my company. Nader’s was family-run for 21 years, and I always believed in promoting a family culture in my business through our hiring, training and our relationships with customers and employees. I sold my company to Arrow in 2010, and they followed through 100% on everything promised."

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

Family-owned and operated since 1964, Atlanta-based Arrow Exterminators has grown to become the 6th largest pest control company in the United States with revenues exceeding $220 million. Now with the third generation of the Thomas family at the helm, Arrow is poised to achieve our vision of becoming the largest privately held pest and termite control company in the country.

With you, we can.

Call today for your confidential conversation.

Kevin Burns | 800-281-8978
kburns@arrowexterminators.com
arrowexterminators.com/mergers
legislation recently introduced that could impact our industry. For example, recent legislation introduced may have an impact on reciprocal agreements with other states and the issuance of licenses. The committee will continue to monitor these issues and others that could impact our businesses.

Our spring recertification schools have been well received and well attended. A big “Thank You” to association members and our executive team for helping put these together and making them a success. Don’t forget the last minute recertification school in early June if you still require CEU’s for license renewals for the 2019-2020 licensing period.

Our industry is constantly changing and we, as the APMA, want to stay informed and involved in all issues that may impact it. The quarterly association general membership meetings are a great time to talk about any of these issues. We encourage your attendance and participation. The more involved you become in the association, the louder our voice can be as we speak to matters that impact our businesses.

We look forward to your input on any and all issues affecting our industry, as well as having the opportunity to network with you and other members. We hope to see at the next meeting on April 19!

Dwight Reynolds, APMA President
Lynn Hopper
Memorial Scholarship Application

First Name _____________________ Middle ___ Last ________________________
Address ______________________________________________________________
City ________________________ State _______ Zip _____ Phone(s) ______
Age _____ Year of Graduation _____ ACT Score ______
Parent/Guardian _______________________________________________________
Occupation of Father ________________________________________________
Annual Income of Father ______________________________________________
Occupation of Mother _________________________________________________
Annual Income of Mother ______________________________________________
How much financial assistance do you qualify for? _________________________
Explain any special reasons for financial need in your case
(Attach to Application)
College ____________________________ Intended Major ______________
Does a family member work in the pest management industry? Y/N
If so, who and where do they work _______________________________________

Eligibility/Criteria
1. Applicant must have a 2.5 GPA or GED equivalent.
2. Applicant must plan to carry a minimum of 12 hours each semester (of fall & spring semesters).
3. Applicant must be seeking a degree in School of Business with a minor in Pest Management.
4. Applicant must be a resident of the State of Arkansas and planning to work in the Pest Management industry in Arkansas for 2 years after completion of degree.
5. Applicants that are family members of a pest management firm that is a member in good standing of the APMA will be given first consideration.
6. Three letters of recommendation are required and must be from individuals who have known the applicant for 3 or more years. Letters should be submitted with application.
7. An essay of applicant’s future plans should be submitted with application. Applicant will not be considered without essay completed and submitted with application.
8. Applicant must be willing to meet in Little Rock to be interviewed by selection committee if so asked.
9. Applicants that have been awarded this scholarship in the past are welcome to apply again.
10. The selection committee can make a decision based on applicants. There may be times when they have a candidate that may or may not meet all the criteria. The committee reserves the right to make that adjustment for that year. It must be a unanimous decision.
11. Application deadline is February 1st of each year.
12. Applicant must maintain a GPA of 2.5 for the year (cumulative of fall & spring semesters), and provide a transcript at the end of the year.

Mail completed form to:
Arkansas Pest Management Association
PO Box 26243
Little Rock, AR 72221

NEW FOR 2019:
Monthly ELECTRONIC NEWSLETTER
Advertising Options!
3” x 2.5” $40 per issue / $400 per yr.
6” x 2.5” $75 per issue / $750 per yr.

Arkansas Pest Management Association • Spring 2019
Each year the APMA hosts regional recertification classes around the state. Classes for 2019 were held in Paragould, Fayetteville, Little Rock, and El Dorado. Attendees heard presentations on topics such as spiders, bed bugs, and Turkistan roaches. The classes were a big success this year with over 330 technicians and operators receiving training. We also held a special Termite Field Day in which attendees had hands-on training in the afternoon, after a morning in the classroom.

Special thank you to our speakers for donating their time at each location to provide the necessary training: Paul Strickland with Bayer, Eric Ham with FMC, Karl Kibodeaux with Control Solutions, Gary Ross with Zoecon, Hank Robison with Oldham, Shaun Gilman with Univar, John Fortino with Oldham, Gary Ross with Zoecon; Howard Franklin with LiphaTech, Christian Wilcox with McCauley Services, and Seth Dunlap with the AR State Plant Board.
As a member of the National Pest Management Association, you have access to a multitude of programs and benefits that will help you accomplish your business goals.

For a full list of services available, please visit www.npmaestworld.org or reach out to the NPMA team at 800-678-6722 or npma@pestworld.org.
In March 2018 the Board of Directors of the National Pest Management Association (NPMA) voted to accept a large-scale sustainable platform for the future of the association, including a dues restructuring proposal developed by an appointed blue ribbon task force.

During the May 2016 industry strategic planning summit, nicknamed “P3,” industry leaders identified assessing the NPMA membership dues structure as a high priority to ensure the future of the association. The dues structure had not been addressed for more than 20 years.

The new dues schedule will take effect July 1, 2019, for fiscal renewal.

The NPMA addresses the notion that it’s merely trying to increase its revenue. That is not the case; rather, the NPMA has projected an initial membership revenue loss, with an overall increase in membership dues revenue of less than 10 percent by 2023. In spite of the initial projected loss, the NPMA will continue to place a significant focus on developing resources for its members to help them grow their business; train, hire and keep qualified employees; and be protected from unwieldy regulations. It has also invested in technology to serve members today and in future, including online education, with an eye to providing quality training and elevating the professionalism of the industry.

Dues for the state of Arkansas will remain at $125. To calculate your dues for 2019/2020, add $125 to the NPMA dues listed on the right.

<table>
<thead>
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<th>Annual Sales Volume</th>
<th>NPMA Dues</th>
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<td>$4,125</td>
</tr>
</tbody>
</table>

Safe Driving Tips!

With daylight saving time comes warmer weather, and children will be out later and excited about being able to enjoy the outside. When driving in neighborhoods, around playgrounds, schools, and parks we must intensify our safe driving habits to assure we are aware of our surroundings. When we start out in the mornings, it will be dark and always a good habit to use your head lights to assure higher visibility.

Most other drivers do not have driver training or skills we instill, and other drivers will be less focused on driving in general. They are often distracted and more concerned about what activity they will take part in, given they have more daylight and potentially warmer weather.

Fatigue

Our associates may work later in the afternoon which also creates issues relating to rushing to complete work schedules. This can add to driver fatigue, impacting reaction times and awareness of surroundings.
APMA 2019 “Last Minute” Recertification
June 5th
Operator & Technician Registration Form

Little Rock, AR
Hampton Inn & Suites – West Little Rock
1301 S. Shackleford Road, Little Rock, Arkansas 72214
8:30 A.M. - 3:00 P.M.

The program will meet certification requirements for operators and technicians in Arkansas.

Pre-registration is strongly recommended to help us plan for food properly and print certificates.

The deadline to pre-register is Friday, May 24, 2019.

Make checks payable to APMA at P.O. Box 26243, Little Rock, AR 72221
For more information or to register online, go to www.arkansaspest.org, or call 501-224-4840.

Registration Fee:

<table>
<thead>
<tr>
<th></th>
<th>Operators:</th>
<th></th>
<th>Technicians:</th>
</tr>
</thead>
<tbody>
<tr>
<td>APMA members</td>
<td>$170.00 x ___ = $ _____</td>
<td>APMA members</td>
<td>$100.00 x ___ = $ _____</td>
</tr>
<tr>
<td>Non members</td>
<td>$295.00 x ___ = $ _____</td>
<td>Non members</td>
<td>$130.00 x ___ = $ _____</td>
</tr>
</tbody>
</table>

TOTAL PAID = $ ________

PRE-REGISTRATION ENDS May 24th
An additional $35.00 per attendee will be charged after this date and for on-site registrations.

NAME_________________________________________AR License # _____________________
COMPANY NAME_______________________________________________________________________
COMPANY ADDRESS________________________________ CITY________________ST_____ ZIP_____
E-MAIL ADDRESS________________________________ OFFICE PHONE __________________

Additional Registrants
NAME_________________________________________AR License # _____________________
NAME_________________________________________AR License # _____________________

Mail Payment to:
APMA
P.O. Box 26243
Little Rock, AR 72221
Or Fax to 501-224-0988

Payment Options:
Check # _______________          Visa    MasterCard    Discover
CC #: ___________ - ___________ - ___________ - ___________
Exp. Date: ___________ CVV (last 3 digits on back): _________
Name on Card: ____________________________________________
Billing Address (If diff from above): ____________________________

CANCELLATIONS/REFUNDS must be requested in writing 5 business days prior to the date attending.
Refunds will be subject to a $25 administration fee.
Remainder compliant with labor and employment regulations is crucial to the success of every pest management business, whether big or small. Failing to adhere to these ever-changing laws can result in a damaged reputation and significant financial loss from potential lawsuits. Unfortunately, this is one area of business operations where it can be challenging to keep up.

As we enter a new year, it is inevitable that new laws pertaining to hiring practices will be implemented primarily at the state level, while those already in place may be updated. QualityPro, the only recognized and accepted credentialing authority of the pest management industry, encourages companies to pay special attention to the following two regulations, especially as peak hiring (and pest) season kicks into full gear.

CRIMINAL CONVICTION
Did you know that there are specific limits pertaining to the use of criminal records in employment? According to the U.S. Equal Employment Opportunity Commission (EEOC), federal law does not prohibit employers from asking about criminal history, but state and local laws may bar the common hiring practice.

Today, more than 45 states and cities have laws in place that prohibit employers from asking about arrest records on employment applications or require them to wait until late in the hiring process to inquire about criminal conviction. New York City, Philadelphia, Atlanta, Boston and Chicago are among the big cities that have “banned the box.”

The “Ban the Box” civil rights movement picked up steam in 2012 when the EEOC updated its Enforcement Guidance on the Consideration of Arrest and Conviction Records in Employment Decisions Under Title VII of the Civil Rights Act of 1964, which seeks to ensure that criminal history information is not used in a discriminatory way. In the same year, the commission investigated Pepsi Beverages for possible hiring discrimination and found that the company’s use of criminal background checks discriminated based on race. As a result, Pepsi Beverages agreed to pay $3.13 million and provide job offers and training to applicants, according to an EEOC press release.

To prevent a similar issue from occurring in the pest management industry, transparency is best. Companies should forgo asking criminal conviction questions on employment applications but let prospective employees know that a criminal background check will be part of the hiring process. Knowing this may deter some job seekers from applying, saving everyone time. Once a conditional job offer has been made, conduct a criminal background check on the prospective employee. NPMA members receive a discount on background checks from Reference Services. If the background check reveals anything suspect, call Seay Management Associates, NPMA’s member benefit human resources consulting firm, to talk through the employment decision.

COMPENSATION HISTORY
The question about compensation history in an employment application has long been dreaded by job applicants. However, employers continue to ask it because it provides them with valuable insights into the pay expectations of potential candidates and allows them to determine a fair compensation for new hires based on experience and qualifications.

Until recently, asking about compensation history was an acceptable part of any interview process. In 2017, however, many states considered measures that would prohibit employers from asking the question, and some even banned it. Today, more than 15 states and localities have passed laws that address this specific hiring practice with Oregon, Connecticut and Hawaii expected to join the growing list early this year.

Pest management companies that do business in the locations impacted by this regulation should remove any questions dealing with pay history from employment applications and refrain from asking candidates about previous compensation during the interview process. Seay Management Consultants notes that refraining from asking for compensation history has become a trend that is expected to spread. The firm states that the trend “underlines and emphasizes the importance of every employer having a comprehensive Compensation Management and Administration Program, complete with job descriptions, job evaluation, pay grades with minimums and maximums, and a performance evaluation system, on which to base pay rates that are fair, equitable and competitive.”

NPMA member companies have access to Seay Management Consultants for professional consultation and advice related to compensation plans and other human resources topics like hiring decisions, terminations, layoffs, overtime, etc. Furthermore, the firm is available to QualityPro accredited companies to provide the guidance needed to ensure adherence to the 16 QualityPro standards and compliance with state and federal employment regulations. This is one of the many benefits that come with QualityPro accreditation. To learn more about QualityPro or apply, visit NPMAQualityPro.org.
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Lasts where others won’t.

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food-handling areas // barrier treatments // mosquito control

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