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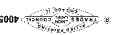
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Editorial and personalized news stories reflect the opinions of the writers, and not necessarily that of the Association. Neither the Association nor this magazine accepts responsibility for statements or claims made by advertisers for their products or services.

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# PRESIDENT'S THOUGHTS

by Terry McCarthy  
Illinois PHCC President

## Plans and Preparations Are Already Underway Now for our Annual Expo

Most "Illinois Master Plumber" readers have already attended the Illinois PHCC's annual Expo & Educational Day in the past. And because they've come before, they make it a point to return again year after year. It's worth it. I also assure you that those who will take part in this industry-focused day at the Drury Lane in Oakbrook Terrace on Friday, March 21 for the *first* time will leave impressed (and they'll be back again too). This exceptional event features the trade show (a.k.a., the "Expo") which rivals even its most elaborate *national* counterparts. Starting with registration handled by our efficient and loyal team of volunteers for the 4-hour/state approved "Continuing Education" (CE) class held in the facility's classy and comfortable theater, this is a day packed with information, learning, and networking that ends with an enjoyable reception and dinner you won't soon forget.

Frankly, it's easy to overlook how much planning and organization goes into putting on the *Expo & Educational Day* every spring. It's not like flipping on a switch. We're fortunate to have this tremendous industry function here in our own state, and we're grateful that both Bev Potts and Shelly Lott (along with trusted and valued assistance from our Auxiliary) are the pros 'behind the scenes' who make it all happen.

Our exhibitors are what (and who) comprise the Expo. Proving that it's never too early to set things in motion, this issue features the contract and floor plan for this year's show or you can visit [www.ilphcc.com](http://www.ilphcc.com) to reserve your booth(s). To our industry partners on whom we rely as suppliers, manufacturers, reps and vendors serving plumbing and HVAC contractors, please *do not delay* in

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securing your spot. Signing on as soon as you make your decision to commit means you can be assured that you'll have the opportunity to greet the scores of Expo attendees. Space is abundant—but it's limited.

Now that we're officially in the fall season, remember also to take advantage of the online CE classes that the Illinois PHCC is offering. See page 9 and watch the registration deadlines so you are able take part virtually and earn the credit you need for your plumbing license renewal. Our classes also count for the State hours that Certified Plumbing Inspectors are required to have.

Lastly – but importantly—beginning in October the PHCC National offers its 'Fall Special.' What it means is this: new members who join in the last three months of this year at the 2024 rate are also eligible to have their membership (national dues only) for all of 2025 included. It's both an incentive and also a “thank you” for new member contractors for putting their trust in the PHCC at the same time that they can begin to utilize and apply the many benefits, perks and resources that the national makes available. Please note also that the PHCC annual renewal notices to all current members will go out in the mail in October as well, and your continuation as a member (if your renewal is timely) also provides additional savings.

Our Association on the national, state and local levels is here for you. The PHCC's aim is to help, to guide, to teach, to listen, and to support members as they build and grow their companies. We say it because it's true: *The PHCC means business!*

*Terry*



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## FALL MEMBERSHIP SPECIAL

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If you are not currently a PHCC member, now is the perfect time to join! Any new member who joins PHCC between now and December 31st of 2024, will have their dues paid through December 31, 2025. That gives you free bonus months of membership benefits for FREE for the rest of 2024, and locks in your 2025 dues at the 2024 rate. See the membership application in this issue. Questions? Call or email the Illinois PHCC at 800-795-PHCC, bev@ilphcc.com or shelly@ilphcc.com.



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# ILLINOIS PHCC EXPO & EDUCATIONAL DAY

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*Friday, March 21, 2025*

*Drury Lane Conference Center*

*100 Drury Lane*

*Oakbrook Terrace, IL 60181*

*9:00 A.M. to 1:00 P.M. – CEU Class; Noon – 5 P.M. EXPO Trade Show*

Friday, March 21<sup>st</sup>, will provide you with a great opportunity to view new products, talk to manufacturers, learn new technologies, network with other plumbers and contractors, and also have some fun.

If you need your required **4 hours of continuing education credit for your 2025 license renewal**, this would a great opportunity to get it. This class, like all IL PHCC CEU classes, applies to the State hours that Illinois Certified Plumbing Inspectors are required to have. Multiple speakers will be presenting on a variety of industry topics. All of the day’s activities are free of charge, with the exception of a \$35.00 fee for the 4-hour CEU class. **You must bring your most recent plumbing license with you to the class. Pre-registration is required for the CEU class.**

The **highlight of the day** will be the annual **Illinois PHCC trade show from 12:00-5:00 P.M.** Come see over 160 booths of the **latest products, tools, trucks and technologies.** Admittance to the **2025 Expo is free of charge.**

After a busy day of education and visiting the Expo, relax and unwind at the **Illinois PHCC sponsored “After Expo” Reception** where there will be lots of food and prizes.

A block of **rooms** has been reserved at the Hilton Suites at a **special Expo rate** of \$139.00 single/double occupancy plus tax. Hotel reservations can be made by calling the **Hilton Suites at 1-630-941-0100.** Be sure to mention the Illinois PHCC to get the special rate.

Go to **www.ilphcc.com** for more information and to register for the CEU class.



# Illinois Association of Plumbing-Heating-Cooling Contractors Application for Membership

Please print or type

Business Name \_\_\_\_\_

Contact Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ County \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone \_\_\_\_\_ Fax \_\_\_\_\_ Email \_\_\_\_\_

Illinois Plumbing Contractor's Registration Number \_\_\_\_\_

(For those involved in Plumbing Contracting)

Union Shop    Open Shop

### Type of Business Activities

(CHECK ALL THAT APPLY)

- |   |  |
|---|--|
| <input type="checkbox"/> Plumbing               | <input type="checkbox"/> Backflow Inspection...EPA Backflow                          |
| <input type="checkbox"/> HVAC                   | Cert. # _____  |
| <input type="checkbox"/> Hydronics              | <input type="checkbox"/> Refrigeration   |
| <input type="checkbox"/> Process Piping         | <input type="checkbox"/> Commercial  |
| <input type="checkbox"/> Fire Sprinkler Systems | <input type="checkbox"/> Industrial  |
| <input type="checkbox"/> Underground Utilities  | <input type="checkbox"/> Residential   |
|   | <input type="checkbox"/> Service/Repair..... <input type="checkbox"/> 24 hr. service |

Signed \_\_\_\_\_ Date \_\_\_\_\_

The State Investment is \$245.00. The National Membership Investment is \$543.00. State and National are presented as a package for \$788.00 and may not be split. The Investment period is January 1 through December 31 and may be prorated on a monthly basis. Please make checks payable to Illinois PHCC, 821 South Grand Avenue, West, Springfield, IL 62704.

Please Note: Dues, contributions or gifts to PHCC are not deductible as charitable contributions. However they may be tax deductible as ordinary and necessary business expenses.

As per the Revenue Reconciliation Act of 1993, 5% of the Illinois PHCC and 5% of PHCC-NA dues are attributable to lobbying expense and are not deductible as an ordinary and necessary business expense.

**QUESTIONS....1.800.795.7422**

# CALENDAR OF EVENTS

**OCTOBER 18, 2024**

IL PHCC Online CEU Class

**FEBRUARY 22, 2025**

IL PHCC Online CEU Class

**OCTOBER 24, 2024**

Backflow Symposium  
Doubletree Hotel  
Bloomington, IL

**MARCH 21, 2025**

IL PHCC Expo & Educational Day  
Drury Lane Conference Center  
Oakbrook Terrace, IL

**OCTOBER 25, 2024**

IL PHCC Board Meeting  
Doubletree Hotel  
Bloomington, IL

**MARCH 22, 2025**

IL PHCC Expo & Auxiliary Board Meetings  
Hilton Suites  
Oakbrook Terrace, IL

**NOVEMBER 15, 2024**

IL PHCC Online CEU Class

**APRIL 25, 2025**

IL PHCC Online CEU Class

**JANUARY 17, 2025**

IL PHCC Online CEU Class

**JUNE, 2025 DATE & TIME TBD**

IL PHCC Annual & Board Meetings



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# 2024/25 ILLINOIS PHCC CEU SCHEDULE

The Illinois PHCC schedule for online and in-person classes for the 2025 renewal year is listed below. These classes offer a minimum of 3 different speakers and topics in each class.

All Illinois PHCC classes will provide State hours for Certified Inspectors and Licensed Plumbers.

Please visit our website at [www.ilphcc.com](http://www.ilphcc.com) for the latest information and to register for a class. Registration links will be live at least 6 weeks prior to the class date.

## 2024-2025 Continuing Education Dates

**Friday, October 18, 2024**  
12:00 pm – 4:00 pm (Online)

**Friday, November 15, 2024**  
12:00 pm – 4:00 pm (Online)

**Friday, January 17, 2025**  
12:00 pm – 4:00 pm (Online)

**Saturday, February 22, 2025**  
8:00 am – 12:00 pm (Online)

**Friday, March 21, 2025**  
9:00 am – 1:00 pm  
**Drury Lane Conference Center**  
**Oakbrook Terrace, IL (In person)**

**Friday, April 25, 2025**  
12:00 pm – 4:00 pm (Online)



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## UA LOCAL 149 WORKER WINS INTERNATIONAL CHAMPIONSHIP

Just five years after he began his plumbing career, an East Central Illinois resident has been named one of the best in the industry, winning an international competition. Andrew Hall, a member of United Association Local 149, won the union's International Apprentice Contest, earning the honor after a week of multiple written tests, hands-on projects and interviews with international leaders.

He had previously won the local, state and district competitions, open to more than 50,000 apprentices. At the August competition in Ann Arbor, Mich., he bested the work of six other finalists from the U.S., Canada and Australia – the first international title in Local 149 history. At the international competition, Hall and the other finalists spent five days competing in both classroom and hands-on tests, answering hundreds of questions that were both written and posed to them by the union's top training officials. They were also tasked with solving complicated plumbing projects and scenarios. All finalists received a silver ring for advancing and Hall will now get a gold ring, set to be delivered later this year.

Hall is in his fifth year with Local 149 and graduated from the union's apprentice training program in June. In each of those years, apprentices spend 240 hours in class and 1,700 hours on the job, earning the right to become journeymen. The Montrose native and Dieterich High School graduate spent his career at United Mechanical in Champaign (a PHCC member) before beginning a path earlier this year as a traveling plumber, selecting to work at various construction sites across the country.





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# EXHIBITORS – REGISTER NOW FOR THE 2025 IL PHCC EXPO

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*Registration is now available online or by mail for the Illinois PHCC Expo & Educational Day annual trade show scheduled for **Friday, March 21, 2025**. The EXPO will once again be held at the **Drury Lane Conference Center** in Oakbrook Terrace, Illinois.*

*The March 21<sup>st</sup> date will be a day for educational opportunities and attending the EXPO. A 4-hour continuing education program will be offered on Friday morning. This will be held in the theatre and will allow us to provide up to 800 people with their CEU credit. This class will also provide Certified Plumbing Inspectors with their State hours. **Exhibitors and attendees** are both invited to the after-EXPO party where there will be prizes and free food.*

***ASPE Chicago** will again be co-locating their annual event with us. They will offer education for the design profession and also participate in the tradeshow. More information will be coming out from ASPE in the near future.*

*We expect a big and enthusiastic crowd. Attendance was steady throughout the 2024 show and the quality of the attendees was superb. We work to upgrade our contact lists so that we include **every facet of the p-h-c industry**.*

*In this issue you will find the **contract for the 2025 EXPO**. Booths are selling quickly, so act now to reserve your space for the event of the year. **Both pages of the hardcopy contract MUST be signed and returned to the Illinois PHCC either by email or mail in order for the space to be held.** Please visit our website at [www.ilphcc.com/expo](http://www.ilphcc.com/expo) to pay on-line by credit card or you can mail in a check with your contract. The discounts for four or more booths will calculate automatically after you make your selection on the form.*

*Thank you for your past support of the Illinois PHCC and we look forward to your participation in this great industry event.*



## 2025 Exposition Application & Contract March 21, 2025

Company Name: \_\_\_\_\_  
Type or Print Company Name as it is to appear on Printed Material

Booth Preference: Indicate Booth Preference as Shown on Floor Plan.

# of 8'x10' Booth spaces \_\_\_\_\_ Choices 1. \_\_\_\_\_ 2. \_\_\_\_\_ 3. \_\_\_\_\_ 4. \_\_\_\_\_

**All distribution of materials and placement of signs MUST stay within your assigned booth space. No solicitation will be allowed outside of your booth space. No trucks, trailers or displays will be allowed outside the entrance of Drury Lane without the permission of the Illinois PHCC.**

**Booth Costs:** One to three booths - \$1195 each. Four or more booths - \$1155 each.

**Discount price for Illinois PHCC Associate Members:**

One to three booths - \$995 each. Four or more booths - \$955 each.

**\$250.00 deposit per booth must accompany application form. 3% discount if full amount of booth cost is paid prior to December 31, 2024. BALANCE MUST BE PAID NO LATER THAN FEBRUARY 15, 2025.**

**Make check payable to: Illinois PHCC, 821 South Grand Ave. West, Springfield, IL 62704**

Company \_\_\_\_\_

Street Address or P.O. Box \_\_\_\_\_

City / State / Zip \_\_\_\_\_

Contact \_\_\_\_\_

Phone Number \_\_\_\_\_ Cell Number \_\_\_\_\_

E-mail \_\_\_\_\_ Website \_\_\_\_\_

Signature \_\_\_\_\_

The following products or services will be displayed: \_\_\_\_\_

Space assigned on a first come, first served basis. Please furnish all information requested. Cancellation must be by mutual consent of the applicant and the Illinois PHCC. A copy of the accepted contract will be mailed to you. If the contract is canceled prior to January 1, 2025 a full refund will be made. No refunds after January 2, 2025. Booth space contracted without deposit will be made available as space is needed. Illinois PHCC will not be responsible for lost, stolen or damaged goods or damage to the Drury Lane Conference Center. *In compliance with the Americans with Disabilities Act of 1990, the Illinois PHCC Association will make all reasonable efforts to accommodate persons with disabilities at its meetings. Please call 800-795-7422 with any special requests.*

Booth Assignment(s) \_\_\_\_\_

Date \_\_\_\_ / \_\_\_\_ / \_\_\_\_ Signed: \_\_\_\_\_

Illinois PHCC Executive Director/Show Manager

## Illinois PHCC Exhibitor Terms and Conditions

**Management:** This event is sponsored by the Illinois Plumbing, Heating, Cooling Contractors Association (IL PHCC), herein designated as the "Management". Management has the sole authority to accept or reject an application to exhibit in any Illinois PHCC Expo and to determine which exhibitors are the best fit for attendees. An Exhibitor is an applicant for booth space that has been accepted for participation in the trade show by Management.

**Booth Assignment:** Management reserves the right to make all final decisions for booth assignment, layout, and configuration. Every effort will be made to assign the exhibitor's requested booth choices. Participation is at the sole discretion of Management and reserves the right to cancel any exhibitor.

**Display Restrictions:** All products, services, or literature displayed must fit within the allotted 8' x 10' booth space. Exhibits may not project beyond the space allotted or interfere with traffic, other exhibits, including line of sight. Exhibits may not extend into any aisle. Management reserves the right without recourse to prohibit any portion of any exhibit, which in its opinion is not suitable, or in keeping with the character of the event. This reservation of rights by Management applies to persons, things, conduct, printed matter, catalogs, and any other material relating to or affecting the event. No signs, banners, or flyers may be displayed or distributed outside of assigned booth space. The use of any public area outside of assigned booth space for the display of signage, solicitation, products, services, demonstrations, distribution of circulars, or other material is prohibited. Anyone not assigned a booth space will not be permitted to solicit business or distribute information/samples on the show floor or anywhere inside or outside the tradeshow facility. No trucks, trailers, or displays will be allowed outside the entrance of or in the parking area of the Drury Lane Conference Center without permission of the Management.

**Food and Beverage:** Absolutely **no** alcohol is to be given out or sold in any booth. Alcohol must be purchased from the bars provided and staffed by the trade show facility. Food and beverages must be purchased from the facility and only with prior approval of Management. Snack size or smaller candy or snacks may be given out. There is to be no use of popcorn machines, chocolate fountains, microwaves, etc. without written approval by the Management and the facility.

**Liability and Insurance:** Neither the Management nor the Drury Lane Conference Center will not be responsible for lost, stolen or damaged goods, or damage to the Drury Lane Conference Center. It is the sole responsibility of the exhibitor to obtain such insurance. Exhibitors are liable for the cost of repairing any damage to the facility caused by the exhibitor, its employees, representatives, or agents.

**No Conflicts:** There shall be no activities planned in conflict with this event.

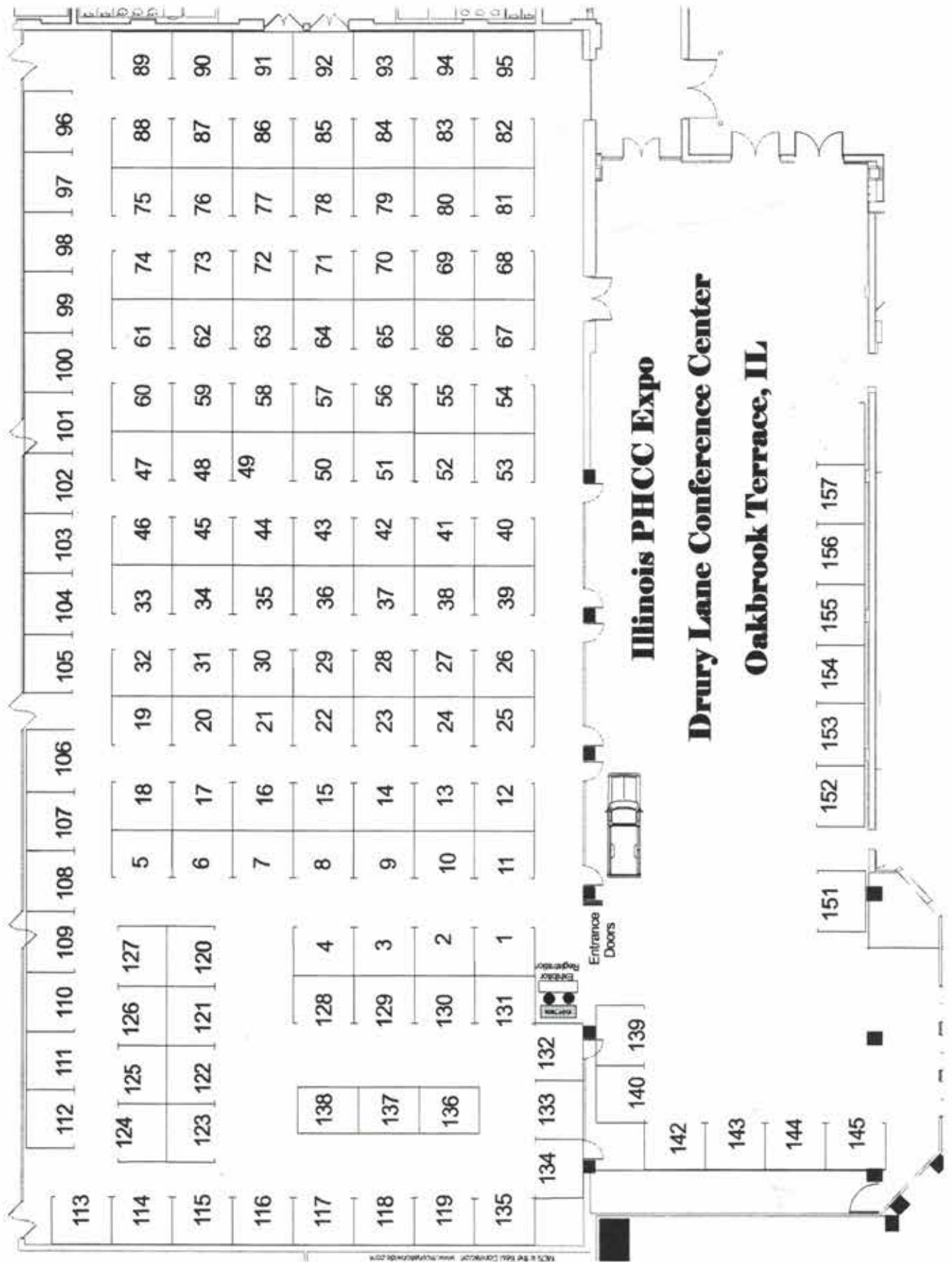
**Force Majeure:** If the event venue or any part of the exhibit area is unavailable whether for the entire event, or a portion of the event as a result of wind, fire, flood, natural disaster or any other such cause or as a result of governmental intervention, malicious damage, acts of war, terrorism, strike, lockout, riot or other cause or agency over which Management has no control, or should Management decide that because of any such cause it is necessary to cancel, postpone, or re-site the event or reduce the exhibit time, Management shall not be liable to indemnify or reimburse the Exhibitor in respect of any damage, loss, direct or indirect, arising as a result thereof.

I agree to the above terms and conditions as well as those included on the contract.

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Date \_\_\_\_\_





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# MANDATORY SEXUAL HARASSMENT PREVENTION TRAINING

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Public Act 101-0221 (commonly referred to as the Workplace Transparency Act), requires Illinois employers to provide sexual harassment prevention training to their employees on an annual basis, regardless of the size of the company.

**Under this law, Illinois employers have until December 31st each year to train employees on sexual harassment prevention.** The Act provides minimum standards that must be included in the training. To assist your business in complying with this new law, the Illinois Department of Human Rights has posted the following information on its website:

- A FAQ for Sexual Harassment Prevention Training
- Minimum Sexual Harassment Prevention Training Standards for All Employers

Employers must either develop their own sexual harassment prevention training program that equals or exceeds the minimum standards for sexual harassment prevention training outlined in Section 2-109(B) of the Illinois Human Rights Act, or they may use the model training provided by the IDHR. The model training program can be downloaded by visiting <https://www2.illinois.gov/dhr/Training/Pages/State-of-Illinois-Sexual-Harassment-Prevention-Training-Model.aspx>

For more information, please visit IDHR's website at [www.illinois.gov/dhr/training](http://www.illinois.gov/dhr/training).





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**Cost \$60.95/Code Book**  
(includes tabs, Plumbing License Law, Plumbers Licensing Code,  
Plumbing Contractor Registration Code and  
Lawn Irrigation Contractor & Lawn Sprinkler Code)

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**Total amount enclosed \$ \_\_\_\_\_**

**Mail form with payment to:**  
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**821 South Grand Avenue, West**  
**Springfield, IL 62704**

**Make checks payable to the Illinois PHCC.**

**There will be a \$40.00 service charge for any checks returned due to insufficient funds.**

**Questions? Contact the Illinois PHCC at [bev@ilphcc.com](mailto:bev@ilphcc.com) or [shelly@ilphcc.com](mailto:shelly@ilphcc.com)**

**(217) 522-7219**



# HR Question OF THE MONTH

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## FMLA Leave for Childcare

### Question

With the start of the school year, multiple employees have requested to use Family and Medical Leave Act (FMLA) leave to take care of their children when they have days off from school. These employees have not brought up any medical condition; our understanding is that they do not want to arrange for childcare and want to take days off to watch their kids themselves. Are we required to provide them with FMLA leave for regular childcare reasons?

### ANSWER

The federal FMLA provides eligible employees with up to 12 workweeks of unpaid leave a year. Employees may use leave to, among other reasons, care for an immediate family member (including a child) with a serious health condition. When it is medically necessary, employees may take FMLA leave intermittently or on a reduced leave schedule. The need to watch children when they have a day off from school, without a medical reason involved, would not entitle an employee to FMLA leave.

However, employers should ensure that there is no medical issue involved before denying an employee's request to use FMLA leave to care for their child. When an employee requests leave, they are required to provide enough information for the employer to know that the leave may be covered by the FMLA. The employer may ask additional questions to determine if the leave is FMLA-qualifying.

Employers should check state and local laws for any additional protections that may apply. It is also advisable for employers to work with local counsel to ensure they are complying with all legal obligations.



# Suicide Prevention in Construction

## 5 Things You Should Know



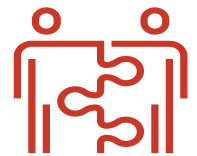
The construction industry has one of the highest suicide rates of any occupation. Suicide deeply impacts workers, families, and communities. Fortunately, like other workplace fatalities, suicides can be prevented. Everyone in the construction industry has a role to play in suicide prevention. Below are 5 things to know about preventing suicide.

# 1

BE AWARE

### Everyone can help prevent loss by suicide.

Mental health and suicide can be difficult to talk about—especially with work colleagues—but your actions can make a difference. When you work closely with others, you may sense when something is wrong.



# 2

PAY ATTENTION

### Know the warning signs of suicide.

There is no single cause for suicide but there are warning signs. Changes in behavior, mood, social media posts, or even what they say may signal someone is at risk. Take these signs seriously. It could save a life.



# 3

REACH OUT

### Ask "Are you okay?"

If you are concerned about a coworker, talk with them privately, be compassionate, and listen without judgment. Encourage them to reach out to your Employee Assistance Program (EAP), Member Assistance Program (MAP), the human resources (HR) department, or a mental health professional.



# 4

TAKE ACTION

### If someone is in crisis, stay with them and get help.

If you believe a coworker is at immediate risk of suicide, stay with them until you can get further help. Contact emergency services or the [988 Suicide & Crisis Lifeline](https://www.988lifeline.org/).



# 5

LEARN MORE

### Suicide prevention resources are available.

- Call or text the Suicide & Crisis Lifeline at 988.
- Visit the American Foundation for Suicide Prevention website ([www.afsp.org](https://www.afsp.org)) and the Construction Industry Alliance for Suicide Prevention website ([www.preventconstructionsuicide.com](https://www.preventconstructionsuicide.com)) to learn more about suicide risk factors, warning signs, and what you can do to help prevent suicide.
- Visit OSHA's website ([www.osha.gov/preventingsuicides](https://www.osha.gov/preventingsuicides)).







# Test Gauge Inc. & ERTC Present

## 35<sup>th</sup> Illinois Backflow Symposium

Thursday October 24<sup>th</sup>, 2024

Doubletree Hotel and Conference Center in Bloomington, IL

6.0 State Continuing Education Hours Awarded

Tickets: \$130

Register at [www.siu.edu/ertc](http://www.siu.edu/ertc)

Ph: 618-650-2030 - Walk Ins Welcome

*\*Pre-registration required to guarantee meal\**



### Schedule of Events:

7:30am	Registration and Continental Breakfast Courtesy of Test Gauge Inc.
7:30am	Vendor Area Opens – Brickyard #4
8:30am	IEPA; Chris Johnston – Impacts of PFAS in Drinking Water
9:00am	IRWA; Dave McMillan – EPA Revisions to LCR
9:30am	Bob Schafer – Special Considerations for Backflow Installations
10:00am	Break – Vendor Area Open
10:15am	Illinois PHCC; Bev Potts – Illinois Plumbing Contractor Update
10:30am	IDPH & ILAG - ADA Compliant Restrooms and Drinking Fountains
12:00pm	Catered Southern BBQ Lunch – Vendor Area Open
1:15pm	Kyle Rehkemper; Mack McClain – Backflow & Fire Systems
2:00pm	Rick Marvel; Test Gauge – Managing Pressure Fluctuations
3:00pm	ERTC Training Update & Adjournment

- **Join us Wednesday evening from 6pm-9pm for complimentary cocktails and appetizers in the vendor reception area located in Brickyard 4.**
- **Test Gauge Calibration Drop Off Available**
- **Limited block of discounted hotel rooms. Ref. “Backflow Symposium” when booking.**



## Consistency is Key for Fire Prevention

As a businessowner, you know that one fire could destroy everything you've worked for, potentially leading to devastating consequences for you, your employees, business operations, and the clients and community you serve.

### What actions do you regularly take to help keep your business flame-free?

**Fire Prevention Safety Checklist:** Consistent use of a fire prevention safety checklist can be an easy way to reduce hazards at your workplace. Examples of questions to ask yourself include:

- Is your fire extinguisher marked, properly recharged, and regularly serviced?
- Are heat-producing pieces of equipment and appliances properly used and maintained?
- Do your electrical plugs, power strips, switches, and cords meet standard operating codes and are they in good repair?

**Regular Business Walkthroughs:** Conducting regular walkthroughs of your business to ensure everything is in safe working order can help you catch potential risks. It also sets a great example to your employees that staying vigilant for fire hazards and taking action right away is everyone's responsibility.

Looking for additional fire resources, hazard guides, and safety guides? Check out [mySHIELD®](#), your one-stop-shop for risk management resources, sample plans, and more. Not on mySHIELD? [Your local Federated® marketing representative](#) can help you get started.

*This article is for general information and risk prevention only and should not be considered legal or other expert advice. The recommendations herein may help reduce, but are not guaranteed to eliminate, any or all risk of loss. The information herein may be subject to, and is not a substitute for, any laws or regulations that may apply. Some of the services referenced herein may be provided by third parties wholly independent of Federated. Federated provides access to these services with the understanding that neither Federated nor its employees provide legal or other expert advice. All products and services not available in all states. Qualified counsel should be sought with questions specific to your circumstances and applicable laws.*

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