

# The Advocate

A PUBLICATION OF THE MISSOURI PEST MANAGEMENT ASSOCIATION



## FROM THE PRESIDENT

FELLOW PCO's,

We had a recertification on August 23rd. The information gained by those attending was very informative. Thank you to our speakers, education committee and those attending. Keeping up with new innovations and thoughts regarding our profession is very important. I have a very close friend who just retired, lucky guy, and he was an architect. We went to the same schooling way back to learn drafting and blueprinting. The innovations that have come along have made my education in that field useless. You no longer have to print or even draw. "The system does that" is the answer. My point is that our fields of expertise change, sometimes gradually. So gradually that if we do not stay educated in our fields, we become antiquated. Our next recertification will be at the Joint Conference and Exposition in Independence Missouri on December 4-6, 2024. The Missouri recertification will take place on December 5 and Kansas on December 5 and 6. Please also check out the schedule on Wednesday, December 4 for additional classes and speakers. In addition, our vendors will have exhibits and as always are willing to share their thoughts and expertise.

We have a change that will require additional training and/or testing. As I have mentioned previously, we are attempting to keep our members and hopefully those who are not members informed of these changes. There is a new category that will affect a lot of technicians. This is the NRUP technician category. Since rodenticides will become restricted use products as of January 1, 2025, technicians that are not certified will have to either take the core test or attend training to use rodenticides. If the technician passes the core test, he will be good for three years in the NRUP category. If the technician attends training, he will be good for one year and then need to be retrained in the NRUP category. Missouri Department of Agriculture is working on suggested training for approval of training for this new category.

I would suggest that you incorporate the core training now for existing technicians in preparation for taking the core exam or take the exam. A core exam passed at this time is good for a 12-month period and will allow them to use this exam to apply for the NRUP when it becomes available. This will give them a 3-year retraining interval for the NRUP category if they pass. It seems to be the best option in my opinion. If you go to the MDA website ([www.mda.mo.gov](http://www.mda.mo.gov)), you can obtain and apply for testing. There will most likely be some changes in recertification of other categories. We will try to keep you informed.

My encouragement would be that if we, as a profession, embrace some of these changes, it can turn into a blessing. Thank you for your membership we truly appreciate it. Please share this information with those that may not be members also. It effects our "whole profession".

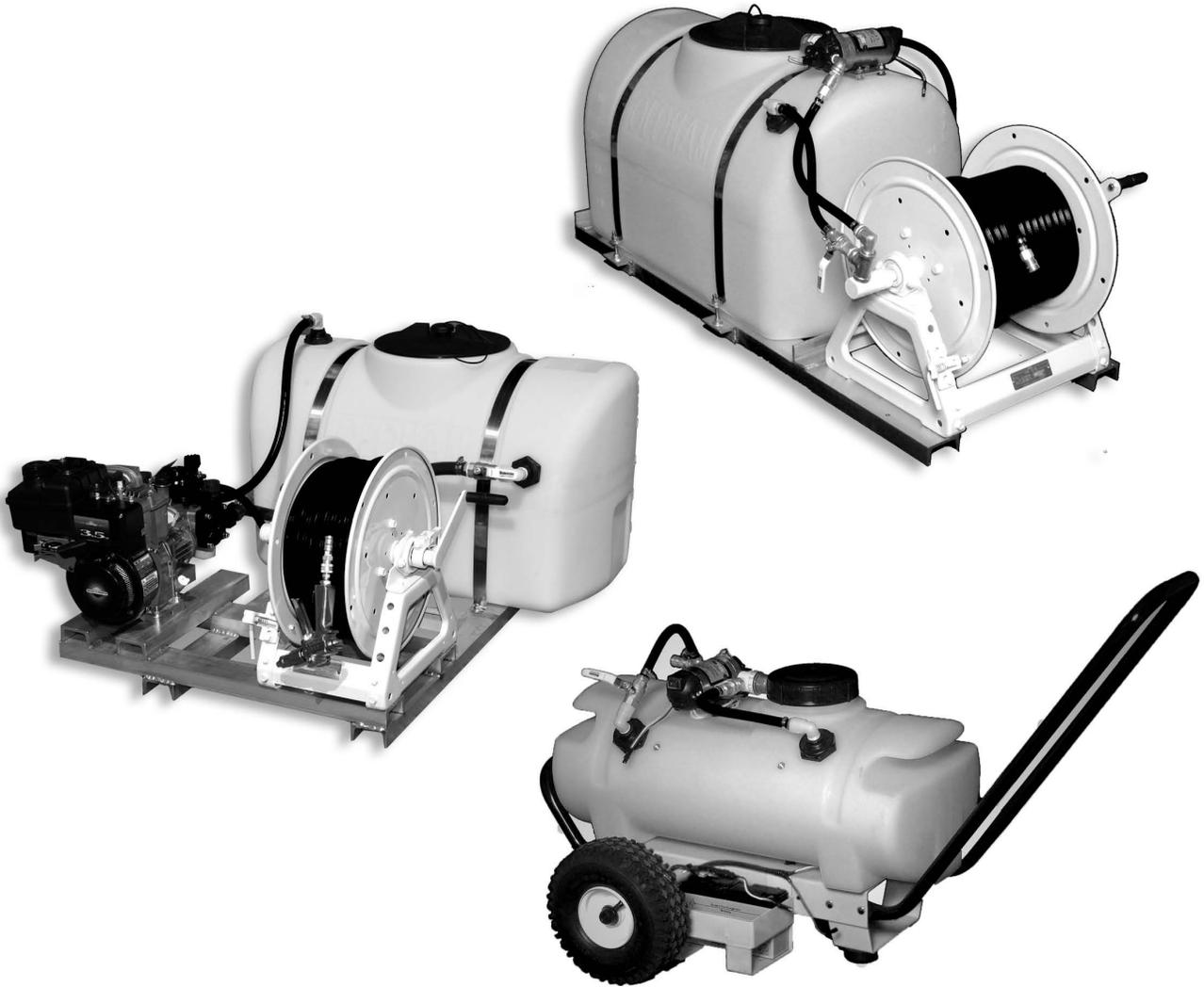
Have a wonderful fall and Holiday season!

*Steven*

Steven C. Arenz, ACE, MPMA President  
Arenz Pest Management Solutions, Inc.  
[arenzpest@gmail.com](mailto:arenzpest@gmail.com)

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Mark Your  
**CALENDAR**

**October 11, 2024**

**BOARD MEETING**

*MPMA Office (zoom)  
Jefferson City, MO*

**October 22-25, 2024**

**PESTWORLD 2024**

*Gaylord Rockies Resort &  
Convention Center  
Denver, CO*

**December 4-6, 2024**

**ANNUAL  
CONFERENCE  
& EXPOSITION**

*Stoney Creek Hotel  
Independence, MO*

See pages 8-11 for more information  
and a full speaker lineup.

**Registration is Now Open:**  
<http://mpmaconference.com>

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# LEGISLATIVE UPDATE

Senator Mike Bernskoetter (MPMA Past President)

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**September 6, 2024** - Next week marks 23 years since the tragedy of Sept. 11, 2001. That day was a stark and devastating blow to the nation, leading to the loss of nearly 3,000 lives and causing us, as a nation, to lose our sense of security in the world. The consequences of that day continue to be felt throughout every aspect of American life, from the personal grief many have felt to the national security of our nation. Most profoundly Sept. 11 has become a day of remembrance and reflection on how the actions of a few could have such profound impact on this nation.

Over time, I believe we have all processed that feeling of vulnerability, and how the idea that terrorism was something that happened to other countries, but not us, has been lost. It is remarkable that in the years since 9/11 we have not seen another attack of that magnitude on our home soil. I am grateful that men and women of law enforcement and of the military are willing to continue to serve and protect us.

Sept. 11 serves as a somber reminder of the fragility of life and the strength of the national unity in the face of adversity. Those horrible attacks united us as a nation with a common purpose. We must never forget the importance of Sept. 11, the sacrifice of those to protect us, and the higher calling that can unite us all as Americans.

## VETO SESSION

**September 13, 2024** - This last week the General Assembly again gathered in Jefferson City for our constitutionally mandated Veto Session. This session is held every year on the Wednesday following the second Monday in September. The purpose of Veto Session is for the General Assembly to have an opportunity to override any vetoes the governor has made to legislation that was passed during the Legislative Session for that year held from January to May.

A veto is an action by the governor to stop a piece of legislation from becoming law. The General Assembly then has a chance to override the governor's veto by a two-thirds vote in both chambers. If only two-thirds of one chamber votes, but the other does not then the veto stands. The beauty of the American governing system is the ability of the different branches to provide checks and balances to the other. It provides this nation with the unique ability to ensure one branch of government does not get out of control.

This year the governor did not veto any statutory bills, but he did veto several different line items in the budget. His reasoning was Senate Bill 727, the education bill passed during session, will cost too much to fully implement and therefore cuts to the budget needed to happen. The General Assembly agreed with the governor and did not override any of his budgetary vetoes.

*Please feel free to contact my office at 573-751-2076. For information about my committee assignments or sponsored legislation, please visit my official Missouri Senate website at [senate.mo.gov/Bernskoetter](http://senate.mo.gov/Bernskoetter).*



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MISSOURI PEST MANAGEMENT ASSOCIATION

# Annual Recertification with Golf Tournament & Bocce Fundraiser

## WINNERS



Bocce Tournament (left to right): Doug Bennett and Mitch Kluwe (second place), Andrej Branc and Will Shively (first place)



Golf Tournament  
FIRST PLACE  
Jeff Archer and Kevin Mattson

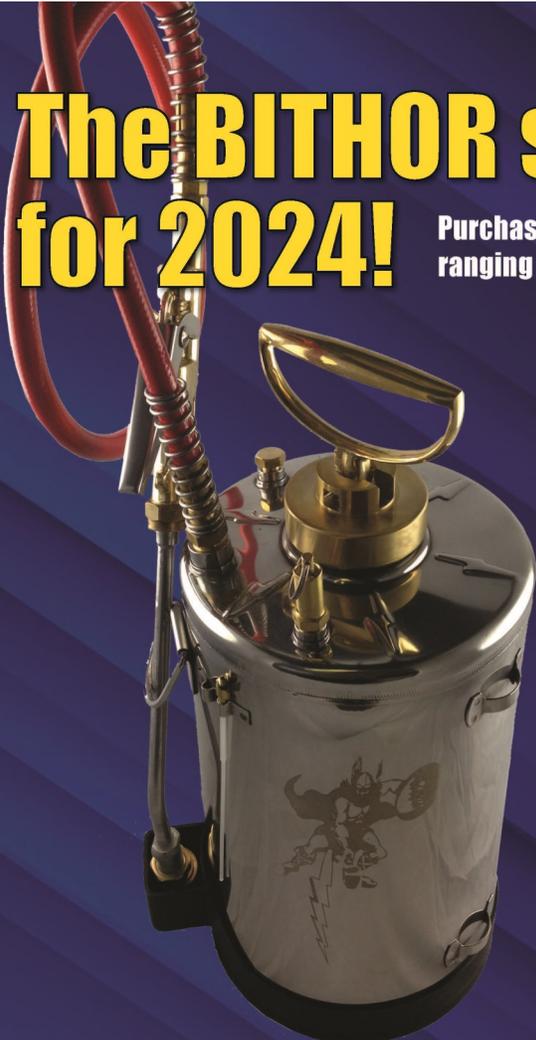


Golf Tournament  
SECOND PLACE  
Jay Everett and Heath Kern



# The BITHOR special is back for 2024!

Purchase BITHOR **April 1 - August 31, 2024** to earn rewards ranging from flashlights to high-performance spray rigs!



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Free with purchase of five BITHOR cases during promotion

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# JOINT CONFERENCE & EXPOSITION

*Hosted by*

MISSOURI PEST MANAGEMENT ASSOCIATION

*and* KANSAS PEST CONTROL ASSOCIATION

## DECEMBER 4-6, 2024

Stoney Creek Hotel  
18011 Bass Pro Drive  
Independence, MO 64055

### SESSION TOPICS

#### ACE TRAINING

AI, IoT and Innovation in Pest Management

PANEL DISCUSSION: Updates and Rules

FlyQ - Insect Light Trap Selection, Placement, and Innovation

Rodent Guest Management 3.0

Cockroaches, Mosquitos, Ants, Wood Destroying Insects and More!

Registrations is NOW OPEN Online

<http://mpmaconference.com>

## JOINT CONFERENCE & EXPOSITION

# Speakers



**Allison Allen, BCE**  
VP Membership & Certification  
National Pest Management Association

**Dr. Sang-Bin Lee**  
Assistant Urban IPM Advisor  
University of California-Oakland



**Dr. Bob Davis, BCE**  
Technical Services Representative  
BASF

**Dr. Stuart (Doc) Mitchell, BCE**  
PestWest USA



**Emily Groner**  
Certification Coordinator  
Missouri Department of Agriculture

**Jeffery Preece, BCE, PHE**  
Founder  
ZipZap Termite & Pest Control



**Shawn Hackett**  
FIFRA Project Officer for MO  
Environmental Protection Agency (EPA)

**Tommy D. Reeves**  
Oldham Chemicals



**Dr. Tim Husen, BCE, PHE, PCQI**  
Technical Services Manager  
Syngenta

**Dr. Jamel S. Sandidge, BCE, MA**  
National Director of Technical Services  
Nisus Corporation



**Wrylie Guffey**  
General Curator and Elephant Manager  
Topeka Zoo

## RE-CERTIFICATION CREDITS

**MISSOURI: APPROVED** for recertification credit in 7A-General Structural Pest Control and 7B-Termite Pest Control.

**KANSAS: PENDING** for 7 hours 7e Thursday, 7 hours 7D/8 Thursday and 7 hours 7A Friday.

**ILLINOIS: PENDING** for 7 CEUs on 12/5 and for 5 CEUs on 12/6.

**ARKANSAS: APPROVED** for recertification credits.

**OKLAHOMA: PENDING** for recertification credits.

## HOTEL ACCOMMODATIONS

A block of rooms has been reserved at the **Stoney Creek Hotel**,  
18011 Bass Pro Drive, Independence, MO 64055, for \$120.00 for Queen/King Room.

The cutoff date to make your reservations is **Monday, November 4, 2024**.

Call **816-908-9600** and mention the **"Missouri Pest Management Association"** to receive your discount.

# JOINT CONFERENCE & EXPOSITION *Agenda*

## Wednesday, December 4, 2024

10:00 am	Registration Opens
10:00 - 1:00 pm	<i>Exhibitor Setup</i>
10:00 - 2:00 pm	<b>ACE TRAINING &amp; TESTING</b> <i>Jeffery Preece, BCE, PHE, ZipZap Termite &amp; Pest Control</i>
1:00 - 1:45 pm	<b>Artificial Intelligence (AI), Internet of Things (IoT), and Innovation in Pest Management</b> <i>Dr. Stuart (Doc) Mitchell, PestWest USA</i>
1:45 - 2:30 pm	<b>Completing Paperwork to Mitigate Legal Risk</b> <i>Dr. Stuart (Doc) Mitchell, PestWest USA</i>
2:30 - 2:45 pm	Break
2:45 - 3:45 pm	<b>What NPMA Has For You</b> <i>Allison Allen, BCE, VP Membership &amp; Certification, National Pest Management Association</i>
3:45 pm	<b>PANEL DISCUSSION: UPDATES and RULES</b> <i>Allison Allen, BCE, VP Membership &amp; Certification, NPMA; Shawn Hackett, FIFRA Project Officer for Missouri, EPA; Emily Groner, Certification Coordinator, Missouri Department of Agriculture</i>
5:30 pm	MPMA and KPCA Board Meetings
5:30 - 6:30 pm	<i>Reception with Exhibitors</i>

## Thursday, December 5, 2024

7:00 am	Registration Opens
7:00 - 8:00 am	<i>Breakfast with Exhibitors</i> (included with Thursday registration)
8:00 - 9:00 am	<b>Formidable Formicidae (Ants!)</b> <i>Allison Allen, BCE, VP Membership &amp; Certification, NPMA</i>
9:00 - 10:00 am	<b>MOSQUITOS</b> <i>Allison Allen, BCE, VP Membership &amp; Certification, NPMA</i>
10:00 - 10:20 am	<i>Break with Exhibitors</i>
10:20 - 11:20 am	<b>FlyQ - Insect Light Trap Selection, Placement, and Innovation</b> <i>Dr. Stuart (Doc) Mitchell, PestWest USA</i>
11:20 - 12:20 pm	<b>Rodent Guest Management 3.0</b> <i>Dr. Stuart (Doc) Mitchell, PestWest USA</i>
12:20 - 1:20 pm	<i>Luncheon</i> (included with Thursday registration)

# JOINT CONFERENCE & EXPOSITION *Agenda*

1:20 - 2:20 pm **Cancelling Callbacks - German Cockroach Management Best Practices**  
*Dr. Tim Husen, Syngenta*

## MISSOURI BREAKOUT SESSIONS

2:30 - 3:30 pm **Termites Behaving Badly**  
*Dr. Bob Davis, BASF*

3:30 - 3:50 pm *Break with Exhibitors*

3:50 - 4:50 pm **SAFETY and LABELS**  
*Tommy Reeves, Oldham Chemicals*

4:50 - 5:50 pm **MISSOURI CORE HOUR**  
*Missouri Department of Agriculture*

5:50 pm **MPMA Annual Meeting**

## KANSAS BREAKOUT SESSIONS

**Pest Management in Zoos**  
*Wrylie Guffey, General Curator and Elephant Manager, Topeka Zoo*

**Rooftop Pest Control - Stupid Kills**  
*Dr. Stuart (Doc) Mitchell, PestWest USA*

**KANSAS CORE HOUR**  
*Kansas Department of Agriculture*

## **Friday, December 6, 2024**

7:00 am Registration Opens

7:00 - 8:00 am *Breakfast with Exhibitors* (included with Friday registration)

8:00 - 8:50 am **KANSAS CORE HOUR**  
*Kansas Department of Agriculture*

8:55 - 9:45 am **Winning the Game - Managing Carpenter Ants Around Structures**  
*Dr. Tim Husen, Syngenta*

9:45 - 10:35 am **Buzz Off - Managing Carpenter Bees Around Structures**  
*Dr. Tim Husen, Syngenta*

10:35 - 11:25 am **Drywood Termites and Other Wood Destroying Insects**  
*Dr. Sang-Bin Lee, University of California, Oakland*

11:25 - 11:45 am *Break with Exhibitors*

11:45 - 12:40 am **Top Ten Quality Termite Treatment Actions**  
*Dr. Bob Davis, BASF*

12:40 - 1:30 pm *Luncheon* (included with Friday registration)

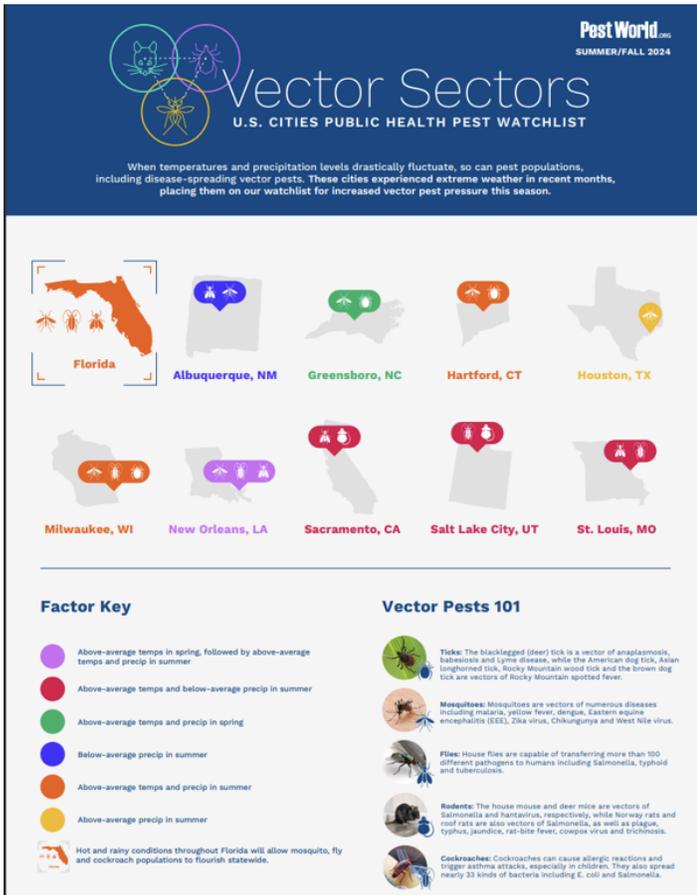
1:30 - 2:20 pm **Top Ten Quality Termite Treatment Actions continued**

2:20 - 3:10 pm **WOOD BORING BEETLES**  
*Dr. Jamel Sandidge, National Director, Nisus Corporation*

3:10 - 5:20 pm **Subterranean Termite Behavior and Control**  
*Dr. Sang-Bin Lee, University of California, Oakland*

# Experts List Top U.S. Cities Bracing for Pest Surges This Fall

**National Pest Management Association warns of increased vector pest activity from extreme, erratic weather patterns**



The National Pest Management Association (NPMA) has released its bi-annual Vector Sectors™ list, identifying U.S. cities most likely to face disease-carrying pest surges this fall. With weather patterns across the country ranging from extreme heat and drought to unprecedented rainfall, these conditions are likely to influence an increase in pest populations including ticks, mosquitoes, flies and cockroaches.

For the second consecutive year, the seasonal report includes a mosquito pressure warning for the entire state of Florida, where warm and rainy conditions intensified by Hurricanes Debby and Ernesto have created ideal breeding grounds for these disease-transmitting insects.

“As summer gives way to fall, it’s not just cooler temperatures we need to prepare for,” said Dr. Jim Fredericks, Senior Vice President of Public Affairs for

NPMA. “Weather patterns can impact pest activity, including the rise of vector pests like mosquitoes and ticks, which are known carriers of serious diseases. Taking preventive measures is key to protecting your health. Simple steps like trimming tall grasses, removing standing water around your property, sealing windows and doors, and storing food in airtight containers can go a long way in preventing these pests at home.”

The Centers for Disease Control and Prevention (CDC) reports that vector-borne diseases have increased significantly in the United States since 2004, with over 1 million cases reported between 2001 and 2023. Dengue is another concern, especially for those traveling internationally. The CDC advises protecting against mosquito bites during and after visits to destinations with frequent or continuous outbreaks.

“What many people don’t realize is that certain pests can pose significant threats to our health,” said Dr. Jorge Parada, Medical Advisor for NPMA. “Vector pests like mosquitoes can transmit West Nile virus, ticks can spread Lyme disease, and cockroaches and flies are known to spread foodborne illnesses like salmonella, among others. These pests are more than a nuisance, and cases of the diseases they spread are increasing in the U.S. Understanding those risks is the first step in protecting you and your family’s health.”

The top U.S. cities\* named to NPMA’s Vector Sectors list include:

- Albuquerque, NM:** Drier conditions expected throughout the summer could draw fly and mosquito populations closer to residential areas in search of water sources.
- Greensboro, NC:** The warm, wet spring created ideal breeding conditions for ticks and mosquitoes leading into the summer months. Populations could remain high if similar conditions persist through the summer.
- Hartford, CT:** With an unusually warm start to spring followed by above-average precipitation throughout the summer, tick and mosquito populations are likely to increase and thrive here.
- Houston, TX:** This area recently experienced severe storms and flooding. As a result, mosquitoes are expected to be drawn to residential and urban areas where standing water sources will serve as ideal breeding grounds.
- Milwaukee, WI:** Hot and wet weather creates ideal conditions for mosquitoes and cockroaches. The

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## Experts List Top U.S. Cities Bracing for Pest Surges This Fall

increased rain may encourage foliage growth, creating more harborage areas for ticks.

6. **Multiple cities across Florida:** The warm start to spring followed by record-breaking summer temperatures and precipitation creates easy opportunities for pests across the state. Florida cities should be on the lookout for increased mosquito, cockroach, and fly populations this summer, as these pests will likely thrive in the warm and humid conditions that early summer has provided.
7. **New Orleans, LA:** An extremely warm start to spring followed by above-average temperatures and precipitation throughout the summer could allow for increased mosquito, cockroach, and fly pressures around residential areas.
8. **Sacramento, CA:** Prolonged drought-like conditions in the region could lead to an increase in fly and rodent pressures around homes as these pests desperately look for moisture.
9. **Salt Lake City, UT:** A very hot summer and drier-than-average conditions put pressure on pests to search for alternative sources of food and water. The area could

see an increase in cockroach and rodent pressure as these pests head indoors for more easily accessible food and water sources.

10. **St. Louis, MO:** Exceptionally warm and dry conditions this summer may send fly and cockroach populations indoors in search of food and water.

\*Listed in alphabetical order, no numeric ranking.

While cities like San Diego and Phoenix didn't make the final list this year, homeowners in these regions and across the country should stay vigilant as variable weather patterns could still lead to increased pest activity.

If pests are an issue in or around your home, be sure to contact a qualified pest control professional to help properly identify and treat the issue. For more information on NPMA's Vector Sectors list and to learn more about protecting against vector pests, visit [PestWorld.org](http://PestWorld.org).

*Reprinted from pestworld.org*

### Syngenta Welcomes New Territory Manager in the Southeast for Professional Pest Management

*New territory manager Rick Anglian brings a robust background in pest management and business development*

Syngenta is proud to welcome Rick Anglian to its Professional Pest Management (PPM) business as the territory manager covering Georgia, Tennessee, Alabama, Mississippi and the Florida panhandle.

Anglian joins Syngenta with 11 years of experience in pest management, working as a technician and in leadership positions involving application training and certification, sales, and business development. Anglian is also a military veteran having served 12 years in the U.S. Army and Army Reserves.

"We're thrilled to have Rick join the PPM sales team," said Berry Cothorn, regional manager for PPM at Syngenta in North America. "He's well-equipped to manage customer needs and help them drive growth for their businesses. We have no doubt that his experience and market expertise will be assets to customers in his region."



# Reducing Insurance Costs for Pest Control Companies: The Power of Safe Driving Programs

Jerry Lesh, Millennium Brokers Insurance Group



## Introduction

Running a pest control company involves numerous challenges, and one significant aspect that requires careful attention is managing insurance costs.

Insurance premiums can place a considerable burden on business owners, impacting profitability and overall

sustainability. However, by implementing safe driving programs, pest control company owners can significantly control insurance expenses while promoting safety on the roads. In this article, we will explore the benefits of safe driving programs and how they can help mitigate insurance costs for pest control companies.

## The Importance of Safe Driving Programs

Safe driving programs are comprehensive initiatives designed to enhance driver safety, reduce accidents, and minimize risks associated with on-road activities. By prioritizing safety, pest control companies can protect their employees, clients, and the general public while simultaneously reducing insurance costs.

1. **Accident Prevention:** Safe driving programs instill a culture of safe behavior among employees, emphasizing the importance of defensive driving techniques, adherence to traffic laws, and the avoidance of distractions. By proactively addressing potential hazards, companies can significantly reduce the frequency of accidents and subsequent insurance claims.
2. **Lower Insurance Premiums:** Insurance companies typically consider a company's claims history and risk factors when determining premium rates. By implementing safe driving programs, pest control companies can demonstrate their commitment to risk management, thereby reducing the likelihood of accidents and qualifying for lower insurance premiums.
3. **Enhanced Reputation:** Companies that prioritize safety not only protect their bottom line but also build a positive reputation within the industry. Demonstrating a commitment to safe

driving practices can attract customers who value reliable and responsible service providers, further enhancing the company's brand image.

## Key Components of Safe Driving Programs

Implementing a successful safe driving program requires careful planning and execution. Here are some key components to consider:

1. **Driver Training:** Conduct comprehensive driver training programs that cover defensive driving techniques, hazard awareness, and adherence to traffic laws. These programs should be regularly updated to incorporate the latest best practices and industry standards.
2. **Monitoring and Evaluation:** Utilize technology such as telematics and GPS tracking to monitor driver behavior, including speed, harsh braking, and acceleration. Regularly evaluate driver performance and provide feedback and coaching to encourage safer driving practices.
3. **Incentives and Rewards:** Establish a system of incentives and rewards to motivate drivers to maintain safe driving habits. This could include recognition for exemplary driving records, monetary bonuses, or other forms of recognition that highlight the importance of safe behavior.
4. **Maintenance and Vehicle Safety:** Regularly maintain and inspect company vehicles to ensure they meet safety standards. Address any maintenance issues promptly to prevent accidents caused by vehicle malfunctions.
5. **Ongoing Communication:** Foster a culture of safety through regular communication and reminders about safe driving practices. Utilize newsletters, safety bulletins, and meetings to keep employees engaged and informed about the importance of safe driving.

## Conclusion

Implementing safe driving programs is an effective strategy for pest control company owners to control insurance costs while promoting driver safety. By prioritizing accident prevention and demonstrating a commitment to risk management, companies can enjoy reduced insurance premiums, improved reputation, and overall financial stability. Investing in driver training, monitoring and evaluation, incentives, vehicle safety, and ongoing communication are essential steps toward establishing a robust safe driving program.

(Continued on page 15)

# Reducing Insurance Costs for Pest Control Companies: The Power of Safe Driving Programs

Jerry Lesh, Millennium Brokers Insurance Group

Remember, promoting safe driving not only protects your employees and the public but also contributes to the long-term success of your pest control business. By making safety a priority, you can navigate the roads with confidence and peace of mind while keeping insurance costs under control.

So why should you listen to me? First, I am one of you. I'm a certified applicator for the past 25 years and I've been where you are today. I have owned and operated a Pest Control company as well as other businesses. Secondly, I am a Commercial Advisor where I provide Functional Risk Management and Insurance Placement for the Pest Control Industry. I am a part of Millennium Brokers Insurance Group where we help our clients find the best coverage with the best carrier at the best price for our clients situation. We are your partners in the Pest Control Industry!



LOSE THE LIQUIDS | DITCH THE TRENCHES | ELIMINATE COLONIES

## THE STANDALONE SOLUTION

Boost profits, optimize efficiencies and eliminate colonies — all with one simple product. The Sentricon® system is THE Standalone Solution for both active infestations and preventative situations.

Sentricon in-ground and above-ground stations eliminate termite colonies and your need for other treatment options. Backed by 70+ scientific studies and 25+ years of proven performance, the Sentricon system is guaranteed termite protection that homeowners trust.

Sentricon is all you need. For proven protection, colony elimination and bottom-line growth, visit [Sentricon.com](http://Sentricon.com).



# iQ With Food Safety Angle

It's estimated that rodents contaminate 20% of the world's food supply each year.

Beyond this, they can infect both consumers and food industry workers with over 35 diseases.

To ensure proper food safety, pest control technicians can depend on Bell's 24/7® iQ® trap, powered by Bell Sensing Technologies.

The 24/7 iQ is a durable multi-use trap that allows technicians to spend less time checking empty traps, and more time solving rodent problems with their expertise. 24/7 iQ timestamps rodent activity and uses Bluetooth technology to send rodent

activity data to pest control technicians' phones. A technician can access that data through the free Bell Sensing Portal to identify rodent hotspots and improve their service.

Built from durable, recycled plastic, the 24/7 iQ has a sleek design that can blend into any environment. The traps can hold Trapper LTD disposable glue boards for monitoring and fast clean-up.

For more information, contact your local Bell representative or visit [BellLabs.com](http://BellLabs.com).

**Pro-Pest® Roach & Crawling Insect Trap**  
Pre-Baited, Ready to Use

- ✓ Specifically designed for forced monitoring and initial clean out of all cockroaches & other crawling insects
- ✓ Black Interior
- ✓ Contains **powerful** food attractant
- ✓ Designed to Catch & Keep
- ✓ Instructions are printed on traps in **both English and Spanish**

*This trap photo is from a residential account, taken by Jeff McGovern, The Pest Coach. We call this kind of catch a **Raging Success!!***

Scan QR code for more info & informative video

**NPMA**  
National Pest Management Association

**PESTWORLD**  
October 22-25  
Denver, CO  
Booth #1119

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Private label available

## CERTIFIED ENTOMOLOGISTS OF MID-AMERICA GATHER IN KEARNEY, MISSOURI

The Certified Entomologists of Mid-America (CEMA), a chapter of the Entomological Society of America, held its annual meeting on Friday and Saturday, August 2nd and 3rd, in Kearney, Missouri.



Pictured (left to right): Shripat Kamble, Phil Sloderbeck with Russel, Jae Horn, Tim Nowatzki, Brad Dutoit, Jeffery Preece, and Casey Burks

The event kicked off with a social gathering and dinner on Friday evening, providing an opportunity for members to reconnect and network. On Saturday, the group embarked on a fascinating tour of the Jesse James Birthplace farm, where they explored the diverse insect life surrounding the historic site.

Attendees represented all four states within the CEMA region: Missouri, Kansas, Nebraska, and Iowa. Additionally, a student from the University of Nebraska-Lincoln participated in the event.

### About Certified Entomologists of Mid-America (CEMA)

CEMA is a regional chapter of the Entomological Society of America dedicated to promoting the study and understanding of entomology in Missouri, Kansas, Nebraska, and Iowa.

### CEMA: A Hub for Entomologists

The Certified Entomologists of Mid-America (CEMA) provides a valuable platform for entomologists to connect, collaborate, and expand their knowledge. Open to both Associate Certified Entomologists (ACE) and Board Certified Entomologists (BCE) in Missouri, Kansas, Nebraska, and Iowa, CEMA fosters a diverse community of professionals.

Members come from a wide range of backgrounds, including academia, research and development, product manufacturing, consulting, and pest management. This rich diversity of expertise creates a dynamic environment for learning and sharing insights.

CEMA also supports the advancement of entomology by sponsoring several awards annually for outstanding extension projects within the Entomological Society's North Central Branch.



## Overview

More than 96% of all manufactured goods depend on chemicals in some way. These chemicals are used, manufactured, stored, and transported across global supply chains, forming the bedrock of industries that touch nearly every aspect of American life—from microchips to food processing. Many of these chemicals that businesses interact with every day are dangerous chemicals that could be used in a terrorist attack.



Whether a small business or an international company, everyone who interacts with these chemicals has a role to play in understanding the risk and taking collective action to prevent chemicals being weaponized by terrorists. The Cybersecurity and Infrastructure Security Agency's (CISA) ChemLock program is a completely voluntary program that provides facilities that possess dangerous chemicals no-cost services and tools to help them better understand the risks they face and improve their chemical security posture in a way that works for their business model.

## Chemical Threat and Risk

Facilities with dangerous chemicals have long been attractive targets for terrorists around the world who aspire to conduct sensational attacks that could potentially cause a significant number of deaths and injuries. Threats include physical attacks, theft or diversion of chemicals, cyberattacks, unauthorized drone activity, and malicious activities by facility personnel, among others.



The risk of an unwanted outcome resulting from an incident or event involving dangerous chemicals has three components: the threat of a dangerous chemical being weaponized, the vulnerability of a facility to an attack, and the consequences of an incident if the threat were to occur. Mitigating any of these three components lowers the specific risks that on-site chemicals present.

### What is your organization's chemical security posture?

- ▶ Which of your chemicals pose potential security risks?
- ▶ Does your current security posture make sense for the risks you face?
- ▶ What are industry best practices to mitigate existing or potential risks?
- ▶ What is your organization's security plan?

## Access CISA's Chemical Security Expertise

CISA is a recognized international leader in chemical security with more than a decade of experience assisting facilities in building tailored security plans to prevent terrorist exploitation of their chemicals. From on-site consultations to chemical security resources, the CISA ChemLock program offers scalable, tailored options for facilities looking to enhance their chemical security posture. Sign up to receive any of these services and tools at [cisa.gov/chemlock](https://cisa.gov/chemlock).

## On-Site Chemical Security Assessments and Assistance

Using CISA's extensive knowledge of chemical security best practices, chemical security personnel can work virtually or on-site to help facilities identify the specific security risks their chemicals present and offer suggestions for which security measures will best enhance their security posture based on their circumstances.

## ChemLock Resources

CISA's ChemLock resources are no-cost, publicly available guidance documents, templates, fact sheets, and best practices to help facilities enhance the cyber and physical security surrounding their chemicals.

## Chemical Security Exercises and Drills

Do you have a plan in place on how to handle a security incident concerning your chemicals? CISA's ChemLock exercises can help you test that plan. CISA offers CISA Tabletop Exercise Packages (CTEPs), drills, and general materials to help facilities conduct exercises that are tailored specifically for chemical security. The packages are no-cost to download and include the scenario-specific situation manual, planner handbook, facilitator/evaluator handbook, and assorted forms and templates. Facilities can also request CISA expertise in facilitating a live tailored tabletop exercise.

- Active shooter
- Drone threat
- Cyberattacks
- Fire as a weapon
- Vehicle ramming
- Theft and diversion
- Insider threat
- Civil unrest

## Chemical Security Training

CISA offers live, on-demand training to assist owners, operators, facility personnel, and retailers with understanding the threats that chemicals pose and what security measures can be put into place to reduce the risk of dangerous chemicals being weaponized. Currently, CISA offers two courses on general chemical security awareness and chemical security planning for facilities.

## CISA Security Resources

- ChemLock: [cisa.gov/chemlock](https://cisa.gov/chemlock)
- ChemLock: Secure Your Chemicals: [cisa.gov/chemlock-security-plan](https://cisa.gov/chemlock-security-plan)
- Chemical Sector Resources: [cisa.gov/chemical-sector-resources](https://cisa.gov/chemical-sector-resources)
- Cyber Resource Hub: [cisa.gov/cyber-resource-hub](https://cisa.gov/cyber-resource-hub)
- Cyber Hygiene Services: [cisa.gov/cyber-hygiene-services](https://cisa.gov/cyber-hygiene-services)
- Active Shooter Preparedness: [cisa.gov/active-shooter-preparedness](https://cisa.gov/active-shooter-preparedness)
- Bomb-Making Materials Awareness Program (BMAP): [cisa.gov/bmap](https://cisa.gov/bmap)
- Counter-Improvised Explosive Device (IED) Training Courses: [cisa.gov/bombing-prevention-training-courses](https://cisa.gov/bombing-prevention-training-courses)
- Insider Threat Mitigation: [cisa.gov/insider-threat-mitigation](https://cisa.gov/insider-threat-mitigation)
- CISA Exercises: [cisa.gov/critical-infrastructure-exercises](https://cisa.gov/critical-infrastructure-exercises)

Note: Participation in any portion of CISA's ChemLock program does not replace any reporting or compliance requirements under CISA's Chemical Facility Anti-Terrorism Standards (CFATS) regulation (6 CFR part 27). Some ChemLock activities may fulfill CFATS requirements, depending on your specific security plan. Contact local CISA Chemical Security personnel or visit [cisa.gov/cfats](https://cisa.gov/cfats) to learn more about CFATS regulatory requirements.

## ChemLock Services and Tools



On-Site Assessments  
and Assistance



ChemLock Resources



Exercises and Drills



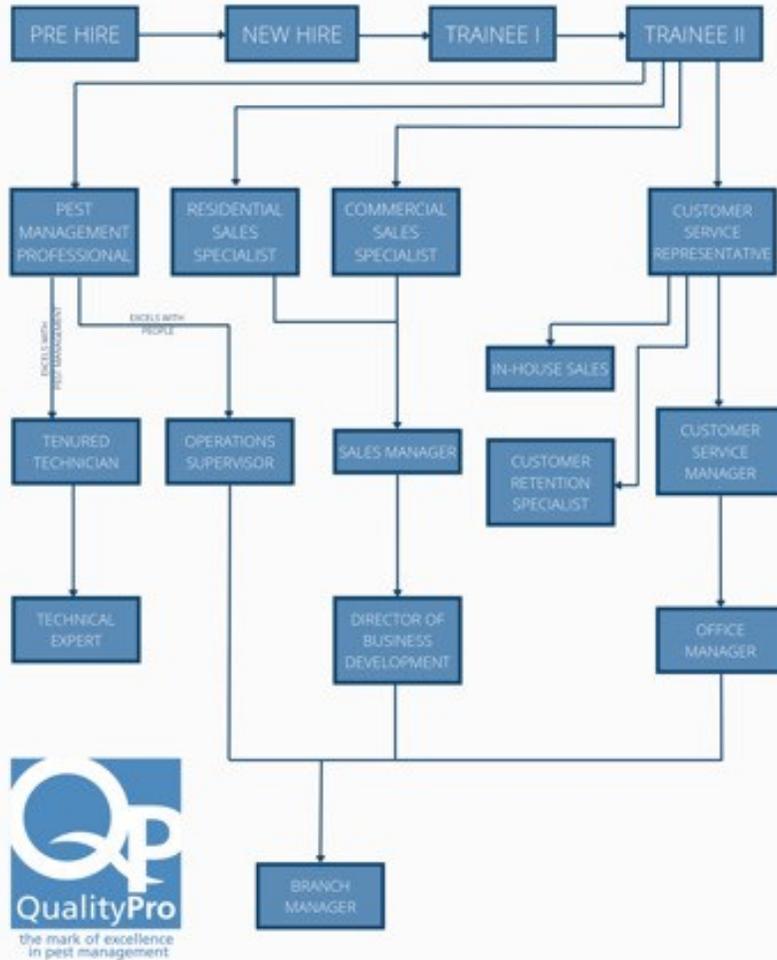
Training Courses



Special Access to CISA  
Services

# Credentials Elevate Employee Recruitment and Management

## QualityPro Model Career Pathway



At the heart of this pathway lie credentials—tangible markers of proficiency and dedication. These certifications provide employees with clear waypoints to aspire to, setting achievable goals that propel career advancement. With credentials including GreenPro, QualityPro Schools, QualityPro Food Safety, Rodent Specialist, and Mosquito Specialist, employees have a diverse array of options to specialize in, catering to their unique skills and interests.

One of the primary benefits of credentials is the external verification of skill. As employees earn certifications, they garner recognition from industry peers and customers alike. This external validation not only boosts morale but also instills a sense of pride and accomplishment within the workforce. Employees become ambassadors of excellence, embodying the highest standards of professionalism in the pest management industry.

Moreover, credentials serve as a mark of credibility for companies. By supporting and encouraging employees to earn national certifications, pest management firms showcase their commitment to quality and expertise. This not only enhances their reputation within the industry but also sets them apart as

In the dynamic landscape of pest management, where expertise and professionalism are paramount, continuing education and credentialing are crucial for the success of companies of all sizes. The NPMA recognizes this, and in collaboration with QualityPro, the leading credentialing body in the industry, underscores the significance of credentials in shaping career paths for employees.

QualityPro offers a comprehensive model career pathway that serves as a reference for pest management companies striving to develop structured career trajectories for their workforce. Whether an employee is inclined toward technical prowess, has sales acumen, or excels in administrative roles, QualityPro’s model is adaptable, ensuring inclusivity and growth opportunities for all.

employers of choice in the eyes of prospective talent.

In the race to new employees, companies that prioritize credentialing gain a distinct advantage. Job seekers are increasingly discerning, seeking employers who invest in their professional development and offer clear pathways for growth. By aligning with QualityPro’s model career pathway and endorsing national exams, companies demonstrate their dedication to nurturing talent and fostering a culture of continuous learning.

Furthermore, credentials from QualityPro are designed to be inclusive and accessible to employees at all levels. Whether an entry-level technician or a seasoned manager, there are

(Continued on page 21)

## Credentials Elevate Employee Recruitment and Management

certification options tailored to every stage of one's career journey. This inclusivity promotes upward mobility within the organization, empowering employees to chart their course toward success.

The integration of credentials into employee management practices is instrumental in shaping the future of the pest management industry. QualityPro's model career pathway—coupled with the national exams in categories mentioned earlier—offers a blueprint for companies to cultivate talent and foster professional excellence. By embracing credentials, companies not only elevate their workforce but also solidify their position as industry leaders committed to excellence and innovation. Receive a copy of the model career pathway by emailing [qualitypro@pestworld.org](mailto:qualitypro@pestworld.org).

QualityPro is administered by the Foundation for Professional Pest Management, an independent organization that has been developing good business practices and standards since 2004. Designed specifically for pest management companies in the U.S. and Canada, we are proud to certify over 500 of the best companies in the pest management industry. QualityPro is endorsed by the NPMA. Learn more at [www.npmaqualitypro.org](http://www.npmaqualitypro.org) or reach us at [qualitypro@pestworld.org](mailto:qualitypro@pestworld.org).

Allie Allen, BCE  
Vice President of Membership and Certification,  
National Pest Management Association  
Executive Director, QualityPro

*Reprinted from [pestworld.org](http://pestworld.org)  
September October 2024, PestWorld Magazine*

## PPMA Launches Video Series to Show How Pests Can Put Your Health At Risk

**NEW VIDEO PROJECT REVEALS THE DISEASES PESTS CARRY, EMPHASIZING THE DANGERS OF PEST-BORNE ILLNESSES.**

In a new series titled, "What Grows There," the Professional Pest Management Alliance (PPMA), which serves as the consumer marketing and public outreach arm of the National Pest Management Association (NPMA), is uncovering the alarming reality that pests like mice, cockroaches and house flies can carry dangerous bacteria and diseases that are often invisible to the naked eye.

PPMA, in partnership with the New Orleans Mosquito, Termite & Rodent Control Board, took a closer look – literally – at these threats by swabbing the feet, tails, and underbellies of pests to demonstrate the potential dangers lurking within our homes.

"Our goal is to show the full picture of the health risks they pose," said Jim Fredericks, Executive Director of PPMA. "As pest professionals, we understand these dangers all too well, but we want to help the public see and understand the seriousness of pest infestations. It's not just about removing pests – it's about educating people on the unseen dangers and providing them with the knowledge to protect their health and homes."

The video series will be available on @PestWorld's social channels and website. PPMA is encouraging all pest control companies to join this awareness initiative by utilizing an exclusive toolkit. Now available to Mainframe subscribers, this includes suggested social media content, logos, and high-resolution photography and video, all of which can be downloaded at [PPMAMainframe.org](http://PPMAMainframe.org).

*Reprinted from [pestworld.org](http://pestworld.org) | September 9, 2024*

# Hall of Fame Nominations

## CRITERIA

- Time of service to the industry
- Contributions to the industry past and present
  - o Technological innovations within the industry
  - o Lobbying efforts to the industry
  - o Efforts to expand the industry's perception in the public eye
- Awards and recognitions received
- Recommendations from pest management professionals other than the nominating party
- Applicants will be interview by the committee members

**\*\* Deadline for Submissions is November 1<sup>st</sup> \*\***

Recipient will be recognized at annual meeting with plaque, and names will appear on the website and Facebook on a virtual plaque for year-round viewing.



## Nomination Form

Nominees Name \_\_\_\_\_

Industry Contribution(s) \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Awards and Recognitions \_\_\_\_\_

\_\_\_\_\_

Recommended by \_\_\_\_\_

The nominee is a MPMA Current Member:  Yes  No



# COMPANY SPOTLIGHT

Let us **SPOTLIGHT YOUR COMPANY** in the next issue of *The Advocate*, the official newsletter of the Missouri Pest Management Association.

Answer the questions below and send them to MPMA. Your story will be featured in the subsequent issue of the newsletter, which is printed quarterly and distributed to the membership by email.

- ◆ When, how, and why did you get into the pest control business?
- ◆ Is your family involved in the business?
- ◆ What types of services does your firm provide?
- ◆ What do you like best about the pest control industry?
- ◆ What do you like least about the pest control industry?
- ◆ What is the biggest change in the pest control industry since you've been in business?
- ◆ Who do you admire in the pest control industry and why?
- ◆ Why did you join the National and Missouri Pest Management Associations?
- ◆ Have you been involved in WCA, NPMA, or any other civic or industry related organizations?
- ◆ Everyone enjoys fun facts and funny stories, include the best of them!
- ◆ Any other insight or comments, we would love to read all about it!

Your company spotlight can be emailed to [missouripest@gmail.com](mailto:missouripest@gmail.com) or mailed to the MPMA office.

## AWARD CATEGORIES

Do you know someone in the Pest Management Industry who has worked hard for the industry? Maybe they have done something beyond the call of duty, something to help not only the Pest Management Industry, but their fellow man. Think about it and help us recognize that individual for their contributions to our industry. Complete the nomination form on the next page and include a short letter stating why you feel your nominee should receive an award. Keep the award criteria in mind when making your nominations. All award nominations must be received no later than November 1st. The awards are then presented to the nominee during the Joint Annual Conference which is held in December each year.

- ⇒ **Dr. Wilbur Enns Man/Woman of the Year** is given to a person who has been outstanding in their contribution of time, talent, and innovation causing a positive result in the betterment of the Association and its' membership.
- ⇒ **John Veatch Award** may be awarded to anyone who has made an outstanding contribution to the Pest Management Industry. The recipient does not have to be a member of the Association.
- ⇒ **Special Award** is an open category and any criteria of interest to the Association will be considered. (Past awards include the Legislator of the Year and the Presidential Service Award).
- ⇒ **Hall of Fame Award** is presented to someone based on their service to the industry, their contributions to the industry both past and present, and they have to come highly recommended by pest management professions.

Email [missouripest@gmail.com](mailto:missouripest@gmail.com) for award nomination form. All award nominations must be received no later than November 1st.

# SpringGreen

LAWN · PEST · TREE

## Explore with us!

- ✓ Sell your existing business
- ✓ Integrate Spring Green with your current business
- ✓ Retired with Pest Licensing? Connect with us!



LAWN



PEST



TREE

## Spring Green is now offering Pest Control Services!

Spring Green's Total Home Pest Control Program can provide year-round protection in and around your home against ants, roaches, spiders, rodents and more than 30 additional types of pests.



## Let's Talk!

800-777-8608  
mpotocki@spring-green.com  
[springgreenfranchise.com](http://springgreenfranchise.com)

- ✓ Total Home Pest Control
- ✓ Rodent Control
- ✓ Flea and Tick Control
- ✓ Mosquito Control
- ✓ Perimeter Pest Control

# The Advocate

A PUBLICATION OF THE MISSOURI PEST MANAGEMENT ASSOCIATION

## ADVERTISING DATES AND RATES

SIZE	DIMENSIONS (W X H)	1-TIME RATE	4-TIME RATE (ANNUAL)
Full Page	7.5" X 10"	<input type="checkbox"/> \$203.00	<input type="checkbox"/> \$750.00
1/2 Page (horizontal)	7.5" X 4.85"	<input type="checkbox"/> \$131.00	<input type="checkbox"/> \$500.00
1/4 Page	3.6" X 4.85"	<input type="checkbox"/> \$69.00	<input type="checkbox"/> \$240.00

### CONTRACT TERMS

Ads must be in full color camera ready high resolution 300+ dpi jpeg. All ads must be paid in full in advance of placement with check or credit card. Send all applicable insertion orders and/or a copy along with a copy of this ad sheet prior to the deadline date. No ads will be inserted that are received after deadline date. If using multiple ads please indicate which ad is to appear in which issue. MPMA emails the newsletter to all current members with email addresses and mails the remaining newsletters by USPS to members without an email address. Newsletters are posted to our website at [www.mopma.org](http://www.mopma.org).

### DEADLINE & SPECS

Issue	Ad Deadline
January	December 15
April	March 15
July	June 15
October	September 15

*All materials to be published must be received no later than the dates listed.*

### OUR MISSION

MPMA abides by the code of ethics of the NPMA. In addition, MPMA holds the pest management profession in high esteem and strives to enhance its prestige.

### OUR MEMBERS

MPMA consists of approximately 150 active member companies engaged in pest management service work and over 30 allied members engaged in promoting products to these companies.

### OUR MAGAZINE

The Advocate is the official publication of MPMA and is sent out quarterly, free of charge, to current members and prospective members with emails. It is also available online at [www.mopma.org](http://www.mopma.org).

## MPMA The Advocate

### NEWSLETTER ADVERTISING CONTACT & PAYMENT INFORMATION

Company Name \_\_\_\_\_

Company Contact \_\_\_\_\_

Address \_\_\_\_\_

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

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

Ad Agency Name/Contact \_\_\_\_\_

Address \_\_\_\_\_

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

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

TOTAL AMOUNT \$ \_\_\_\_\_  Check Enclosed  Credit Card (MCN/Disc/AmX)

Card Number \_\_\_\_\_ CVV Code \_\_\_\_\_

Exp. Date \_\_\_\_\_ Name on Card/Signature \_\_\_\_\_

Send completed contract and payment to MPMA, 722 E. Capitol Ave., Jefferson City, MO 65101.  
Fax: 573.635.7823 ~ Phone: 573.761.5771 ~ Email: [staff@mopma.org](mailto:staff@mopma.org)

# Missouri Membership provides

## NATIONAL LEVEL BENEFITS...

### NPMA works every day to elevate the pest management profession in many ways:

- Offering world-class education and certification programs designed to create a well-trained workforce
- Developing best practices and offering timely, informative technical resources
- Providing a unified voice for the pest management industry to promote a positive regulatory and legislative climate
- Connecting members to unparalleled networking opportunities
- Promoting a positive public image and building awareness of the pest management industry

### NATIONAL BENEFITS

#### Available to you when you renew your membership:

#### Money Saving Programs

- Employee Hiring and Development Tracking
- Credit Card Processing Discounts
- Payment Processing Discounts
- Human Resources Consulting Service
- Background Screening Services
- Fleet Management Discounts
- Discounted Fleet Graphics
- Prescription Discount Card
- Virtual Physician Network
- Discounted Small Package Shipping
- Insurance Solutions
- Collections Services
- National Fit Testing Service

#### Business Growth Opportunities

- Workforce Development
- Find-a-Pro Locator
- Pest Gazette

#### Tools and Resources

- Bugstore
- Business Operations

- Government Affairs
- Marketing
- Pest Pictures
- Download the NPMA Logo
- my.NPMApestWorld.org
- Download the NPMA mobile app
- Small Business Toolbox

#### Professional Development

- ACE Certification
- Career Connection
- Mentor Match
- Executive Leadership Program
- NPMA on Demand
- Online Learning Center
- Testing and Certification
- my.NPMApestWorld.org

#### Technical Assistance

- Information Central Hotline (800-678-6722)
- OSHA Toolbox
- NPMA Mobile Field Guide PRO
- Pest Identification Form
- Model Contracts
- Online Forms

### MISSOURI BENEFITS

#### Available to you when you renew your membership:

- Professionally Run Office
- Executive Director to Assist Members
- Annual Membership Handbook (at request)
- Use of MPMA/NPMA Logos
- Newsletters - 4 Quarterly Issues
- Missouri Department of Agriculture Approved Technician Trainings/Training Resources
- Governmental Affairs
- Conferences
- Joint Membership Discounts
- Networking Opportunities
- Certificate Test Dates

# 2024-2025 MEMBERSHIP APPLICATION

Missouri Pest Management Association dues run July 1 through June 30. Please complete the information listed below, verify information with your signature and mail in the corresponding dues amount. Make check payable to MPMA and mail to: 722 E. Capitol Avenue, Jefferson City, MO 65101. If you have questions, call 573-761-5771.

Company Name \_\_\_\_\_

Company Representative \_\_\_\_\_

Address \_\_\_\_\_

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

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

TABLE A: MPMA DUES		
DUES CLASS	ANNUAL SALES VOLUME	MPMA DUES
<input type="checkbox"/> A	\$0 – 99,999	\$90
<input type="checkbox"/> B	\$100,000 – 399,999	\$150
<input type="checkbox"/> C	\$400,000 – 499,999	\$185
<input type="checkbox"/> D	\$500,000 – 999,999	\$210
<input type="checkbox"/> E	\$1M – 2.49M	\$240
<input type="checkbox"/> F	\$2.5M – 4.9M	\$300
<input type="checkbox"/> G	\$5M – 8.9M	\$510
<input type="checkbox"/> H	Over \$9M	\$550

TABLE B: NPMA DUES					
DUES CLASS	ANNUAL SALES VOLUME	NPMA DUES	DUES CLASS	ANNUAL SALES VOLUME	NPMA DUES
<input type="checkbox"/> A	\$0 – 499,999	\$195	<input type="checkbox"/> N	\$4.5M – 4.9M	\$2,170
<input type="checkbox"/> B	\$500,000 – 599,999	\$395	<input type="checkbox"/> O	\$5M – 5.9M	\$2,365
<input type="checkbox"/> C	\$600,000 – 699,999	\$475	<input type="checkbox"/> P	\$6M – 6.9M	\$2,760
<input type="checkbox"/> D	\$700,000 – 799,999	\$555	<input type="checkbox"/> Q	\$7M – 7.9M	\$3,150
<input type="checkbox"/> E	\$800,000 – 899,999	\$630	<input type="checkbox"/> R	\$8M – 8.9M	\$3,545
<input type="checkbox"/> F	\$900,000 – 999,999	\$710	<input type="checkbox"/> S	\$9M – 9.9M	\$3,940
<input type="checkbox"/> G	\$1M – 1.49M	\$790	<input type="checkbox"/> T	\$10M – 10.9M	\$4,335
<input type="checkbox"/> H	\$1.5M – 1.9M	\$985	<input type="checkbox"/> U	\$11M – 11.9M	\$4,725
<input type="checkbox"/> I	\$2M – 2.49M	\$1,185	<input type="checkbox"/> V	\$12M – 12.9M	\$5,120
<input type="checkbox"/> J	\$2.5M – 2.9M	\$1,385	<input type="checkbox"/> W	\$13M – 13.9M	\$5,515
<input type="checkbox"/> K	\$3M – 3.49M	\$1,575	<input type="checkbox"/> X	\$14M – 14.9M	\$5,910
<input type="checkbox"/> L	\$3.5M – 3.9M	\$1,775	<input type="checkbox"/> Y	\$15M – 19.9M	\$6,300
<input type="checkbox"/> M	\$4M – 4.49M	\$1,970	Over \$20M – Call NPMA		

**ALLIED MEMBERS,**  
Affiliated & Limited  
 \$150

**Active Members:** Any person, firm or corporation engaged in pest management service work, for hire to the public at large shall be eligible for membership in this Association.

**Affiliated Members:** Any active member that operates or controls another firm, and/or business location actively engaged in the pest management service business.

**Limited Members:** Any person, firm or corporation not fully conforming with qualifications for Active members. A limited member shall automatically become an Active member upon meeting the qualifications set forth for Active Membership.

**Allied Members:** Any person, firm or corporation not engaged in pest management service work but which manufactures or supplies products, equipment, materials or provides services used by the pest management industry shall be eligible for Allied membership.

**Honorary Members:** Any person who has made a contribution of material benefit to the pest management industry may become an honorary member by three-fourth (3/4) vote of the members of the Association in annual meeting assembled.



A Publication of the  
Missouri Pest Management Association  
722 East Capitol Avenue  
Jefferson City, MO 65101  
573-761-5771 | Fax: 573-635-7823  
missouripest@gmail.com

*Mark Your Calendar!*  
**JOINT CONFERENCE & EXPOSITION**

*Hosted by*

**MISSOURI PEST MANAGEMENT ASSOCIATION**

*and* **KANSAS PEST CONTROL ASSOCIATION**

**DECEMBER 4-6, 2024**

Stoney Creek Hotel | Independence, Missouri