

THE WINNER'S CIRCLE



***"It is therefore
indisputable that the
limbs of architecture
are derived from the
limbs of man."***

DEEP
THOUGHTS

- Michelangelo

Welcome to the new and improved CSI Indy newsletter!

As we embark on our adventure of providing YOU with the most up-to-date (and relevant) information in the construction industry, we encourage you to provide us with any and all feedback. Good, bad, and even the ugly is welcome. What type of articles would you like to read? What type of events are you interested in? Anything you think the chapter should be aware of is welcome.

Your Humble Narrator,

A handwritten signature in black ink, appearing to read "Mike Halstead".

Mike Halstead
Indianapolis CSI Newsletter Co-Editor
mikeh@halstead-architects.com

Mild Mannered Reporter,

A handwritten signature in black ink, appearing to read "Ryan Muzzillo".

Ryan Muzzillo
Indianapolis CSI Newsletter Co-Editor
ryanm@halstead-architects.com

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THE INSIDER

No Indy 500? No Month of May? I'm not sure I can take this Covid 19 pandemic anymore. I have lost all sense of reality - or as Gearhart Wolfgang would say "Realitätsverlust". No CSI programs, no donuts and no product luncheons. I miss you people. Soylent Green - its people!

I can't even see my granddaughter - The Riddler! But we can see Bill McGuire again - he's back from his worldwide tour. Buy his lunch and I'm sure he will tell you all about it. Bill is like a dandelion - he keeps popping up.

It seems this has been a very bountiful spring for those pesky golden yard varmints. And now that I'm home more often I can search and destroy dandelions at an alarming pace. It used to be I could wait until the weekend to strike them down - but now I can't wait 15 seconds before I dig them up. And why is it we hate the dandelion so much? When did they become Public Enemy Number One? They are edible, have been used for centuries for medicinal purposes, make a good wine and have an otherwise beautiful yellow flower each spring (and yellow's my favorite color). Someone get back to me on that.

Thanks to all the newsletter contributors this month. This may be the thickest newsletter yet. You all must have a lot of time on your hands. We have CEU online courses, new members, new board members and directors - check em out - you might not recognize them because it has been so long. The CSI Indy machine continues.

Mother's Day? Was that cancelled too? I'm just glad Fed Ex, UPS and FTD flower shops were able to deliver - I hope you all sent your Mom's a nice gift package like I did. I also discovered that with Grub Hub you can send other people food - who knew - try that for father's day and send the Old Man a big steak with a side of peace and quiet.

Visit Our
Website

UPCOMING EVENTS



CSI Indianapolis Chapter Meeting

Stay Tuned... In the interest of flattening the curve with regard to the COVID-19 outbreak, the Indianapolis Chapter CSI is suspending the monthly meeting schedule until further notice.

TABLETOPS

The Indianapolis Chapter of CSI is accepting reservations for Table Tops for upcoming Chapter meetings. The list of programs for upcoming Chapter meetings and seminars is published in this newsletter, the web site, or contact Program chairman Jack Morgan - morwalsopl1@gmail.com , if you would like to target a particular meeting, be sure to make your reservation early. We do have a limit of four spaces available for Table Tops in a standard meeting room and 10 if we have a double room.

Table Tops are an opportunity to promote your company, products, or services to all attendees of our regular chapter meeting during the social hour. There is a maximum of 20 minutes for Table Top presentation at a regular Chapter meeting. You have the floor for maximum of five minutes after dinner before the speaker to communicate to the entire group if there are four presenters. If there is a greater demand, the 20 minutes will be divided by the number of presenters and rounded down to the nearest 30 seconds.

The Table Top presentations are FREE, one time, to new members, and cost current Indianapolis Chapter members only \$75. Non-members get the same opportunity for \$125. A 30 by 60 table with a cover and skirt will be included. All proceeds go to support the Chapter. Payment is due at the time of setup.

Another opportunity for a Table Top is during an Education Seminar. If you combine it with the Chapter meeting and Education Seminar the cost would be \$100 for current members and \$150 for non-members.

If you would like to schedule a Table Top for a future meeting contact:

Be sure to put 'Table Top Request' in the subject line

VIEW FROM THE TOWER

View from the Tower

May 2020 –

Spring and sunshine are always a welcomed change here in Indiana. Even with the current limitations, we are all finding ways to navigate. Praying again as you read this for the health safety of all our members and their loved ones. We have several things to update you on moving forward this year, including our transition to new leadership.

First, this month we will NOT be having an in-person meeting. I do apologize for any confusion that the automatic e-mail generated. We are planning on rescheduling the presentation on Mass Timber in the fall. In the meantime, however, we've found an alternative for this month's meeting. Our friends at Pella, and Mr. Pella himself (the great A.Z.) have created a great presentation that has not yet been offered to the masses since the start of Covid-19. This presentation will be a virtual meeting at our normal time on the third Thursday (21st) of May starting at 6:15pm and going to roughly 7:30pm. There will be a very brief portion of chapter news and updates, but we will then jump right into the presentation. Keep an eye out for a follow up e-mail. Please be sure to register so you can get the link required to attend!

In other Chapter news, you will all be receiving another e-mail introducing you to the 2020-2021 CSI Indianapolis Board of Directors. Since our chapter did not have more individuals nominated than open positions, an actual vote was not necessary. Rather, a vote of affirmation will happen at our next in person meeting. I have no doubt that Ivette and her team will continue to do great things as we move forward.

CSI Indianapolis has decided to follow the lead of the Columbus chapter and produce a document listing all the local consultants and representatives here in Indianapolis that offer AIA accredited virtual presentations. You should be seeing that very soon; we know that continuing education is a huge need for all professionals to keep their credentials current. Thank you, Michael Zunk, for spearheading this effort for our chapter!

Finally, I cannot say enough about the certification committee. The work they have done over the past few months and their "team-first" work ethic has been encouraging. I hope you will send thanks and show appreciation to them. Last week when I joined a session, there were over 30 attendees from at least 3 different states!

I hope you all have a great week and stay healthy –

David J. Fryman - ACE, BS, CSI - CDT
Architectural Consultant - CSI Indianapolis Chapter President

Lods Architectural Products, LLC

<https://www.lodsap.com> E-Mail: dave.lodsap@gmail.com

(317) 604 - 3807

2020 - 2021 CSI INDIANAPOLIS BOARD & OFFICERS

The following are our 2020- 2021 CSI Indianapolis Board and Officers. Please reach out to them to congratulate them.

We had three previous Board members retiring and three people interested in filling their positions on the Board. In the past, when we have had the number of nominees equal the number of open positions, we have held a vocal affirmation vote during a chapter meeting - each receiving essentially "one" vote. However, due to the Coronavirus Global Pandemic and stay at home orders, we have not met as a chapter in a couple of months. The Board held a teleconference meeting and voted them in. This was based on past experience of a slate of nominees equaling open positions never failing a vote. We are hoping to have more people interested in running for the Board than open positions next year. On a related topic, revisions to our Bylaws, including handling of Chapter Meetings and voting during times such as a Stay at Home Orders, will be addressed and emailed to membership for review and vote. Please be looking for that in your email soon.

We are excited that these new Board members have joined the Board and we look forward to their insight and leadership throughout the year.

Looking forward to when we can all meet in person again soon.

Ivette Ramirez Bruns CSI CDT CCS
President-Elect

2020/2021 CSI INDIANAPOLIS BOARD OFFICERS

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One man's trash is another man's treasure - contact archivist if you have any treasures.

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Drawings + Documents Archive
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University Libraries
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(765) 285-8441
rtorsell@bsu.edu

INDY CEU ONLINE COURSES

Here is a list of online education course options from your Indianapolis Chapter of CSI members. Contact the local representative listed. Presentations are either on-demand or scheduled webinars.

Division 4

[Understanding Poly-Ash Trim and the Other Categories of the Exterior Trim Market – BCI0001 1 LU/HSW](#)

Sponsored by Boral Building Products, Locally represented by Chris Harouff, Boral Building Products, P: 260-450-9840, Chris.Harouff@boral.com

[The Sustainable Attributes of Poly-Ash Trim and the Other Categories of the Exterior Trim Market – BCI0002 1 LU/HSW](#)

Sponsored by Boral Building Products, Locally represented by Chris Harouff, Boral Building Products, P: 260-450-9840, Chris.Harouff@boral.com

[Understanding Poly-Ash Siding and the Other Categories of the Exterior Siding Market – TES001 1 LU/HSW](#)

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[Synthetic Trim Materials – Emphasis on Cellular PVC Trim Products – TTG005 1 LU/HSW](#)

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[Engineered Specialty Composite Cladding is Here – The Ultimate Replacement for Natural Cedar – TTG006 1 LU/HSW](#)

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[Understanding Mortarless Stone Veneer and Other Stone Veneer Products – BVERSETTA001 1 LU/HSW](#)

Sponsored by Boral Building Products, Locally represented by Chris Harouff, Boral Building Products, P: 260-450-9840, Chris.Harouff@boral.com

Division 6

[Understanding Mortarless Stone Veneer and Other Stone Veneer Products – BVERSETTA001 1 LU/HSW](#)

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Division 7

[Addressing Moisture, Durability and Energy Performance in Roof Assemblies](#), Sponsored by GAF, Locally Represented by Michael Zunk, RoofTop Solutions, P: 317-603-9072, mzunk@rooftopsolutionsllc.com

[Air Barriers And Vapor Retarders: The Conundrum](#), Sponsored by GAF, Locally Represented by Michael Zunk, RoofTop Solutions, P: 317-603-9072, mzunk@rooftopsolutionsllc.com

[Building Energy Efficiency & Roof Design](#), Sponsored by GAF, Locally Represented by Michael Zunk, RoofTop Solutions, P: 317-603-9072, mzunk@rooftopsolutionsllc.com

[Commercial Rooftop Solar: Maximizing a Stellar Opportunity](#), Sponsored by GAF, Locally Represented by Michael Zunk, RoofTop Solutions, P: 317-603-9072, mzunk@rooftopsolutionsllc.com

[Low Slope Roofing: Why Choose Thermoplastic Single-Ply Roofing Systems?](#), Sponsored by GAF, Locally Represented by Michael Zunk, RoofTop Solutions, P: 317-603-9072, mzunk@rooftopsolutionsllc.com

[Parapet Predicaments and Roof Edge Conundrums](#), Sponsored by GAF, Locally Represented by Michael Zunk, RoofTop Solutions, P: 317-603-9072, mzunk@rooftopsolutionsllc.com

[R-Value Optimization for Low-Slope Roofs](#), Sponsored by GAF, Locally Represented by Michael Zunk, RoofTop Solutions, P: 317-603-9072, mzunk@rooftopsolutionsllc.com

[Retrofit Single-Ply Roof Systems over Metal Panel Roofs](#), Sponsored by GAF, Locally Represented by Michael Zunk, RoofTop Solutions, P: 317-603-9072, mzunk@rooftopsolutionsllc.com

[Single-Ply Roofing Systems Exposed](#), Sponsored by GAF, Locally Represented by Michael Zunk, RoofTop Solutions, P: 317-603-9072, mzunk@rooftopsolutionsllc.com

[Moisture Management in Commercial Building Enclosures](#), DuPont Performance Building Solutions, Locally represented by Colin Miller 317-501-8704, colinm@monsma.com

[Air Leakage Control in Commercial Building Enclosures](#), DuPont Performance Building Solutions, Locally represented by Colin Miller 317-501-8704, colinm@monsma.com

[High Performance Commercial Wall System Design](#), DuPont Performance Building Solutions, Locally represented by Colin Miller 317-501-8704, colinm@monsma.com

[Advanced Composite Siding: For a More Resilient and Sustainable Future](#), Sponsored by Chelsea Building Products, Locally represented by Colin Miller 317-501-8704, colinm@monsma.com

[Prefabrication Trends in Particular Factor-Applied Air Barriers](#), Sponsored by Tremco CPG, Locally represented by Steve Kelly, Tremco CPG, P: 812-360-9722, skelly@tremcoinc.com

[Below-Below Grade Waterproofing](#), Sponsored by Tremco CPG, Locally represented by Steve Kelly, Tremco CPG, P: 812-360-9722, skelly@tremcoinc.com

[Waterproofing/Coatings PMMA/PUMA Technology](#), Sponsored by Tremco CPG, Locally represented by Steve Kelly, Tremco CPG, P: 812-360-9722, skelly@tremcoinc.com

[Code-Compliance Conflicts in the Exterior Wall Assembly](#), Sponsored by Laminators, Inc. Locally represented by Adam Olson, Olson Architectural Products, P: 614-507-0023, adam@oapinc.us

[The Evolution of Water-Resistive and Air Barriers in Commercial Building Envelope Construction](#), sponsored by Georgia Pacific, Locally represented by Adam Olson, Olson Architectural Products, P: 614-507-0023, adam@oapinc.us

[Rooftop Solar Photovoltaic Systems: The Good, the Bad and the Ugly](#), Sponsored by Sika Sarnafil, Locally Represented by Pete Baker, 630-947-3427, baker.pete@us.sika.com The following AIA accredited presentations available as remote Webinar Mtgs: <https://usa.sika.com/content/dam/dms/us01/r/SIKA-USA-AIA-course-selection-brochure.pdf>

[Phenolic Panels for Durable Wall Coverings and Cladding](#), Sponsored by Stonewood Architectural Panels, Locally represented by Randy Harding, RMH Architectural Inc., P: 260-402-5315, metalroofrep@gmail.com

[Phenolic Architectural Panels: Creating Affordable Designs](#), Sponsored by Stonewood Architectural Panels, Locally represented by Randy Harding, RMH Architectural Inc., P: 260-402-5315, metalroofrep@gmail.com

[Testing, Certification, and Installation of Commercial Roofing Products that Meet Thermal, Fire, Wind and Impact Standards](#), Sponsored by Petersen Aluminum Corp., Locally represented by Randy Harding, RMH Architectural Inc., P: 260-402-5315, metalroofrep@gmail.com

[Architectural Metal Wall Panels for Curtainwalls, Storefront, and Wall Applications](#), Sponsored by Petersen Aluminum Corp., Locally represented by Randy Harding, RMH Architectural Inc., P: 260-402-5315, metalroofrep@gmail.com

[Achieving Design Objectives with Metal Roofs and Facades: How seven projects met performance, sustainability and aesthetic goals with metal cladding](#), Sponsored by Petersen Aluminum Corp., Locally represented by Randy Harding, RMH Architectural Inc., P: 260-402-5315, metalroofrep@gmail.com

Division 8

[AIA AD500 Understanding Accessible Doors and Hardware](#), Sponsored by ASSA ABLOY
Locally represented by Tom Tuttle, ASSA ABLOY, P: 317-864-7154, thomas.tuttle@assaabloy.com

[AIA AD501 Understanding Basic Fire Door Hardware Codes](#), Sponsored by ASSA ABLOY
Locally represented by Tom Tuttle, ASSA ABLOY, P: 317-864-7154, thomas.tuttle@assaabloy.com

[AIA AD502 Understanding Basic Egress Hardware](#), Sponsored by ASSA ABLOY
Locally represented by Tom Tuttle, ASSA ABLOY, P: 317-864-7154, thomas.tuttle@assaabloy.com

[AIA AD503 Understanding Access Controlled Egress Codes](#), Sponsored by ASSA ABLOY
Locally represented by Tom Tuttle, ASSA ABLOY, P: 317-864-7154, thomas.tuttle@assaabloy.com

[AIA AD504 - Calculating Occupant Load and Egress Width](#), Sponsored by ASSA ABLOY
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[AIA AD505 Understanding Controlled Egress](#), Sponsored by ASSA ABLOY
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[Designing with Fire Rated Glass](#), sponsored by SAFTI First
Locally represented by Adam Olson, Olson Architectural Products, P: 614-507-0023, adam@oapinc.us

[Digital Printing: Custom Architectural Glass Solutions](#), sponsored by Standard Bent Glass
Locally represented by Adam Olson, Olson Architectural Products, P: 614-507-0023, adam@oapinc.us

[Designing Building Spaces That Integrate Building Design And The Outdoors With Oversized Fenestration Products \(Print Course\)](#), Sponsored by Weather Shield Windows and Doors, Locally represented by Alan Broderick - Territory Manager, P: 715-965-3233, alan.broderick@weathershield.com

[Benefits Of High-Performance Windows In Historic Preservation And Renovation \(Print Course\)](#), Sponsored by Weather Shield Windows and Doors, Locally represented by Alan Broderick - Territory Manager, P: 715-965-3233, alan.broderick@weathershield.com

Ventilated Glass Facades & Rainscreens, sponsored by Bendheim **Please contact Janice Sanchez (jsanchez@bendheim.com) to schedule a remote meeting with one of our design consultants. Remote meetings are available on a "first come first served" basis for groups of 5 or larger. Currently, we will offer them through the end of May or until they are no longer necessary. Locally represented by Adam Olson, Olson Architectural Products, P: 614-507-0023, adam@oapinc.us

Channel Glass Facades, sponsored by Bendheim **Please contact Janice Sanchez (jsanchez@bendheim.com) to schedule a remote meeting with one of our design consultants. Remote meetings are available on a "first come first served" basis for groups of 5 or larger. Currently, we will offer them through the end of May or until they are no longer necessary. Locally represented by Adam Olson, Olson Architectural Products, P: 614-507-0023, adam@oapinc.us

[Making the Right Choice: Storefront, Window Wall, or Curtain Wall](#), sponsored by Oldcastle Building Envelope
Locally represented by Jason Clarkson, Oldcastle Building Envelope, P: 470-241-3562, jclarkson@obe.com

[The Value of Factory-Glazed Curtain Wall and Window Wall Systems and When to Use Them](#), sponsored by Oldcastle Building Envelope, Locally represented by Jason Clarkson, Oldcastle Building Envelope, P: 470-241-3562, jclarkson@obe.com

[Balancing Health and Performance Benefits through Natural Daylighting](#), sponsored by Oldcastle Building Envelope
Locally represented by Jason Clarkson, Oldcastle Building Envelope, P: 470-241-3562, jclarkson@obe.com

[Installation Best Practices](#), Sponsored by Andersen Windows & Doors, Locally represented by Shawn Demarest, CSI, CDT, Andersen Windows & Doors, P: 260.241.2514, shawn.demarest@andersencorp.com

[Glass: Select The Option For Your Project](#), Sponsored by Andersen Windows & Doors, Locally represented by Shawn Demarest, CSI, CDT, Andersen Windows & Doors, P: 260.241.2514, shawn.demarest@andersencorp.com

[Window Code Fundamentals](#), Sponsored by Andersen Windows & Doors, Locally represented by Shawn Demarest, CSI, CDT, Andersen Windows & Doors, P: 260.241.2514, shawn.demarest@andersencorp.com

[Large Doors: How to Select the Right Door](#), Sponsored by Andersen Windows & Doors, Locally represented by Shawn Demarest, CSI, CDT, Andersen Windows & Doors, P: 260.241.2514, shawn.demarest@andersencorp.com

[Selecting the Right Window Material for Any Application](#), Sponsored by Andersen Windows & Doors, Locally represented by Shawn Demarest, CSI, CDT, Andersen Windows & Doors, P: 260.241.2514, shawn.demarest@andersencorp.com

Commercial Architectural Window Replacement – 1LU – Sponsored by EFCO - Please contact the rep to setup a remote session, Locally represented by David J. Fryman, Clear Architectural Solutions, P: (317) 604–3807, Dave.LodsAP@Gmail.com

Curtain Wall vs Storefront - 1LU/HSW – 1LU/HSW – Sponsored by EFCO - Please contact the rep to setup a remote session, Locally represented by David J. Fryman, Clear Architectural Solutions, P: (317) 604–3807, Dave.LodsAP@Gmail.com

Accessible Windows and Doors – 1LU/HSW - Sponsored by EFCO - Please contact the rep to setup a remote session, Locally represented by David J. Fryman, Clear Architectural Solutions, P: (317) 604–3807, Dave.LodsAP@Gmail.com

Division 9

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[Phenolic Architectural Panels: Creating Affordable Designs](#), Sponsored by Stonewood Architectural Panels, Locally represented by Randy Harding, RMH Architectural Inc, P: 260-402-5315, metalroofrep@gmail.com

[AF118 Avoiding Common Paint Problems](#), sponsored by PPG Paints
Locally represented by Joshua Stinson, PPG Paints, P: 502-689-3376, j.stinson@ppg.com

[AF026 Commercial High Performance Coatings](#), sponsored by PPG Paints
Locally represented by Joshua Stinson, PPG Paints, P: 502-689-3376, j.stinson@ppg.com

[AF027 The Technology of Paints and Coatings](#), sponsored by PPG Paints
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[AF034 Coating Concrete](#), sponsored by PPG Paints
Locally represented by Joshua Stinson, PPG Paints, P: 502-689-3376, j.stinson@ppg.com

[AF028 The Economics of Paint](#), sponsored by PPG Paints
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[Paint 101 – Fundamentals of Architectural Paint and Coating Technology](#), sponsored by Sherwin-Williams
Locally represented by Angela Julian, CSI, CDT, Sherwin-Williams, P: 317-714-5610, angie.julian@sherwin.com
CEU's via on-line learning center at www.swceulearn.com.

[Paint 201: High Performance Coatings for Commercial Spaces](#), sponsored by Sherwin-Williams
Locally represented by Angela Julian, CSI, CDT, Sherwin-Williams, P: 317-714-5610, angie.julian@sherwin.com
CEU's via on-line learning center at www.swceulearn.com.

Division 10

Acoustics in Design – 1LU, Sponsored by Infinium, - Please contact the rep to setup a remote session,
Locally represented by David J. Fryman, Clear Solutions, P: (317) 604–3807, ClearSolutionsAP@Gmail.com

The Science Behind Lighting Design – 1LU, Sponsored by Infinium, - Please contact the rep to setup a remote session,
Locally represented by David J. Fryman, Clear Solutions, P: (317) 604–3807, ClearSolutionsAP@Gmail.com

Division 12

[Design Seating Spaces for Auditoriums](#), Sponsored by Irwin Seating Company, Locally represented by Diane Schildknecht, Irwin Seating Company, P: 317.575.8610, M: 317.339.9448, diane.schildknecht@irwinseating.com

Division 22

[Rethink Water Heating](#), Sponsored by Eemax
Locally represented by Bryan Lee, Aspinall Associates, Inc., P: 502-655-0474, blee@aspinall.com

[Tepid Water](#), Sponsored by Eemax
Locally represented by Bryan Lee, Aspinall Associates, Inc., P: 502-655-0474, blee@aspinall.com

[The Restroom of the Future: Designing Connected, User-Friendly, and Sustainable Commercial Restrooms](#), Sponsored by Sloan, Locally represented by Bryan Lee, Aspinall Associates, Inc., P: 502-655-0474, blee@aspinall.com

[Sink Selection for Sustainability and Accessibility](#), Sponsored by Sloan
Locally represented by Bryan Lee, Aspinall Associates, Inc., P: 502-655-0474, blee@aspinall.com

[Specifying Plumbing Fixtures for K-12 and Higher Education Facilities](#), Sponsored by Sloan
Locally represented by Bryan Lee, Aspinall Associates, Inc., P: 502-655-0474, blee@aspinall.com

[Selecting Plumbing Fixtures for Commercial Restrooms in Healthcare Facilities](#), Sponsored by Sloan
Locally represented by Bryan Lee, Aspinall Associates, Inc., P: 502-655-0474, blee@aspinall.com

[Electronic Sensor Faucets Improve Hygiene and Conserve Water in Commercial Restrooms](#), Sponsored by Sloan
Locally represented by Bryan Lee, Aspinall Associates, Inc., P: 502-655-0474, blee@aspinall.com

INDIANAPOLIS CHAPTER CSI EDUCATION
FOUNDATION



The 2020 fiscal year for the Foundation is coming to an end. Nominations for the 2021 board are open until 4pm Thursday, May 28. If you would like to nominate someone or are interested in joining the board, please email [Glen Baines](mailto:Glen.Baines@csieducationfoundation.org) before nominations close. The directors of the foundation board serve a three-year term.

Also, The CSI Indianapolis Chapter Education Foundation would like to thank the following individuals for their support of the Foundation through membership in the C-Note Club for the 2020 fiscal year.

Glen Baines
Pete Baker
Steve Cain
David Fryman
Drew Huehls
Tony Julian
Jack Morgan

Anthony Muriel
Scott Perez
Josh Stinson
Chuck Thompson
D. Blake Wagner
Kristin Welty
Michael Zunk

If you would like to join the C-Note Club, with a \$100 donation to the CSI Indianapolis Chapter Education Foundation, please find the link below to pay online via PayPal.

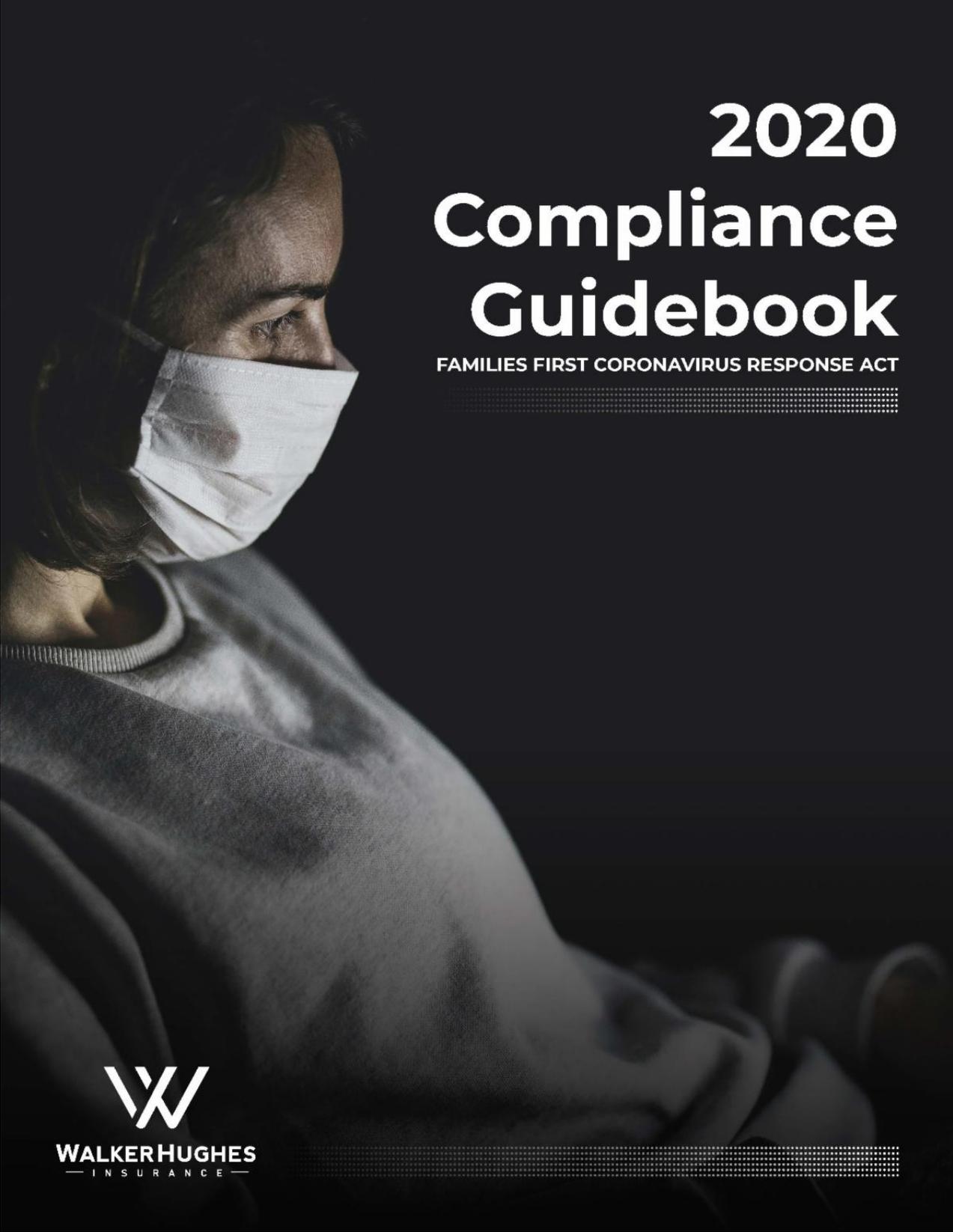
https://www.paypal.com/cgi-bin/webscr?cmd=s-xclick&hosted_button_id=JLDK5DZQLFGH4

Sincerely,

Glen Baines, CSI, CCPR
CSI Indianapolis Chapter Education Foundation, Inc. President

CSI Indianapolis Chapter Education Foundation, Inc.
Box 55751 Indianapolis, Indiana 46205
www.csieducationfoundation.org

WALKER HUGHES FFCRA GUIDE



2020 Compliance Guidebook

FAMILIES FIRST CORONAVIRUS RESPONSE ACT



WALKERHUGHES
— INSURANCE —

INTRODUCTION

Late on March 18, President Trump signed into law the Families First Coronavirus Response Act (FFCRA), which is aimed at containing the widening effects of COVID-19. Among other things, the FFCRA creates several significant new leave and sick pay obligations for covered employers.

OVERVIEW

- The FFCRA provides new employee leave benefits, including paid sick and extended family leave for employees who work for employers with **fewer than 500 employees**.
- These rules will apply starting April 1, 2020 through December 31, 2020.
- For all employees:
 - **Two weeks** of paid sick time at the employee's **regular rate of pay** where the employee is unable to work because the **employee** is quarantined.
 - **Two weeks** of paid sick time at **two-thirds the employee's regular rate of pay** because the employee is unable to work because of a need to **care for an individual** subject to quarantine.
- For those employed for at least 30 days:
 - Up to an **additional 10 weeks** of paid family leave at **two-thirds the employee's regular rate of pay** when an employee is unable to work due to a need for leave to **care for a child whose school is closed**.
- Requirements are **not retroactive**. An employer therefore cannot count paid leave given to an employee before the FFCRA takes effect.

The information provided in this guide does not, and is not intended to, constitute legal advice. All information is for general informational purposes only. Contact your attorney to obtain advice with respect to any particular legal matter.

EMERGENCY PAID SICK LEAVE

The FFCRA creates the Emergency Paid Sick Leave Act which requires employers to provide paid sick time to employees who are unable to work due to the COVID-19 outbreak.

WHICH EMPLOYERS MUST COMPLY?

Employers with **fewer than 500 employees** are covered. Healthcare providers and emergency responders can be excluded.

WHO IS ELIGIBLE?

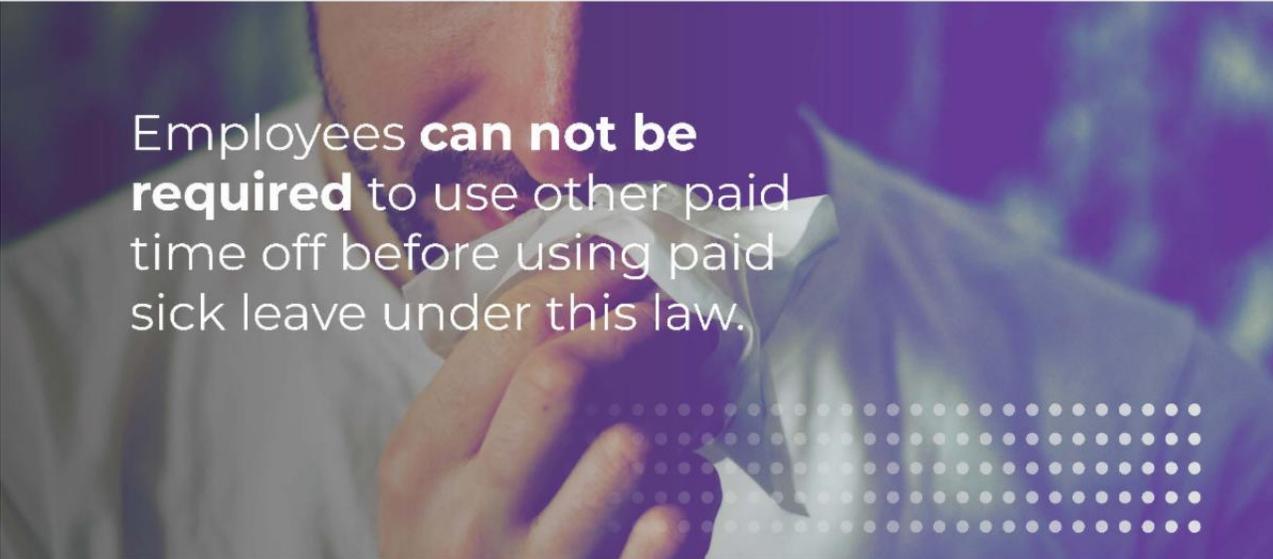
All **full and part-time employees** are eligible, regardless of how long they have been employed.

HOW MUCH LEAVE IS PROVIDED?

- Full-time employees can take up to 2-weeks of paid leave.
- Part-time employees can take paid leave equal to the average number of hours that the employee works over a 2-week period.

EMPLOYEE COUNT:

The term "employee" is defined in the same way as in the Fair Labor Standards Act. Generally, if they are currently on your payroll, then you would count them.



Employees **can not be required** to use other paid time off before using paid sick leave under this law.

WHAT ARE ELIGIBLE REASONS FOR PAID SICK LEAVE?

As related to the COVID-19 outbreak, employees can take paid leave for the reasons listed below.



When quarantined or isolated subject to federal, state, or local quarantine/isolation order

**REGULAR
RATE OF PAY**
\$511 MAX
PER DAY
**2 WEEKS
DURATION**



When advised by a health care provider to self-quarantine

**REGULAR
RATE OF PAY**
\$511 MAX
PER DAY
**2 WEEKS
DURATION**



When experiencing symptoms and seeking medical diagnosis

**REGULAR
RATE OF PAY**
\$511 MAX
PER DAY
**2 WEEKS
DURATION**



When caring for an individual when quarantined or advised by health care provider to self-quarantine

**REGULAR
RATE OF PAY**
\$200 MAX
PER DAY
**2 WEEKS
DURATION**



When caring for a child whose school or place of care is closed (or child care provider is unavailable)

**2/3 REGULAR
RATE OF PAY**
\$200 MAX
PER DAY
**12 WEEKS
DURATION***



When experiencing any other substantially-similar condition specified by the Secretary of HHS in consultation with the Secretaries of Labor and Treasury

**2/3 REGULAR
RATE OF PAY**
\$200 MAX
PER DAY
**2 WEEKS
DURATION**

* First 2-weeks (10 days) can be unpaid

EXPANDED FAMILY AND MEDICAL LEAVE

The FFCRA also creates the Emergency Family and Medical Leave Expansion Act which gives employees the right to paid leave when they are unable to work because they need to care for their child whose school or place of care has been closed due to COVID-19.

WHICH EMPLOYERS MUST COMPLY?

Employers with **fewer than 500 employees** are covered. Healthcare providers and emergency responders can be excluded.

WHO IS ELIGIBLE?

All full and part-time employees that have been employed **for at least 30 days**.

HOW MUCH LEAVE?

Employees can take **up to 12 weeks** of leave.

WHAT QUALIFIES?

Employees qualify when they are unable to work because they **need to care for their minor child whose school or place of care has been closed** due to a COVID-19 emergency.

IMPORTANT:

The original version of the bill allowing for leave due to an employee exhibiting symptoms of COVID-19 were **removed** from the final legislation.



Employees **qualify for both** paid sick leave and expanded family and medical leave to care for a child whose school or place of care is closed due to COVID-19.

IS EXPANDED FAMILY AND MEDICAL LEAVE PAID?

Employees are entitled to 2/3 of their regular pay after the first 2-weeks (ten workdays) of extended family leave. Employees may elect to use paid sick leave for the first 2-weeks (ten workdays), or may substitute any accrued vacation leave, personal leave, or medical or sick leave available under their employer's policy.



IS EMPLOYMENT GUARANTEED UPON RETURN?

Employees taking leave would be entitled to job restoration. The same reinstatement provisions apply as apply under the traditional FMLA. However, restoration to position does not apply to employers with fewer than 25 employees if certain conditions are met:

1. The **job no longer exists** because of changes affecting employment caused by an economic downturn or other operating conditions that affect employment caused by a public health emergency; **and**
2. The employer makes **reasonable efforts** to return the employee to an equivalent position, and makes efforts to contact a displaced employee if anything comes up within a year of when they would have returned to work.

EMPLOYEE POSTER

Employers must post a notice of employee rights under the FFCRA in a conspicuous place.

EMPLOYEE RIGHTS
PAID SICK LEAVE AND EXPANDED FAMILY AND MEDICAL LEAVE
UNDER THE FAMILIES FIRST CORONAVIRUS RESPONSE ACT

The Families First Coronavirus Response Act (FFCRA or Act) requires certain employers to provide their employees with paid sick leave and expanded family and medical leave for specified reasons related to COVID-19. These provisions will apply from April 1, 2020 through December 31, 2020.

PAID LEAVE ENTITLEMENTS
Generally, employers covered under the Act must provide employees:
Up to two weeks (80 hours, or a part-time employee's two-week equivalent) of paid sick leave based on the higher of their regular rate of pay, or the applicable state or Federal minimum wage, paid at:

- 100% for qualifying reasons #1-3 below, up to \$511 daily and \$5,110 total;
- 75% for qualifying reasons #4 and 6 below, up to \$200 daily and \$2,000 total; and
- Up to 12 weeks of paid sick leave and expanded family and medical leave paid at 75% for qualifying reason #5 below for up to \$200 daily and \$12,000 total.

A part-time employee is eligible for leave for the number of hours that the employee is normally scheduled to work over that period.

ELIGIBLE EMPLOYEES
In general, employees of private sector employers with fewer than 500 employees, and certain public sector employees, are eligible for up to two weeks of fully or partially paid sick leave for COVID-19 related reasons (see below). *See employees who have been employed for at least 30 days prior to their leave request may be eligible for up to an additional 10 weeks of partially paid expanded family and medical leave for reason #6 below.*

QUALIFYING REASONS FOR LEAVE RELATED TO COVID-19
An employee is entitled to take leave related to COVID-19 if the employee is unable to work, including unable to telework, because the employee:

1. is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;	5. is caring for his or her child whose school or place of care is closed (or child care provider is unavailable) due to COVID-19 related reasons; or
2. has been advised by a health care provider to self-quarantine related to COVID-19;	6. is experiencing any other substantially similar condition specified by the U.S. Department of Health and Human Services.
3. is experiencing COVID-19 symptoms and is seeking a medical diagnosis;	
4. is caring for an individual subject to an order described in (1) or self-quarantine as described in (2);	

ENFORCEMENT
The U.S. Department of Labor's Wage and Hour Division (WHD) has the authority to investigate and enforce compliance with the FFCRA. Employers may not discharge, discipline, or otherwise discriminate against any employee who lawfully takes paid sick leave or expanded family and medical leave under the FFCRA, files a complaint, or institutes a proceeding under or related to the Act. Employees in violation of the provisions of the FFCRA will be subject to penalties and enforcement by WHD.

For additional information or to file a complaint:
1-866-487-9243
TTY: 1-877-889-5627
[dhs.gov/e-verify/whd](https://www.dhs.gov/e-verify/)

WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR

WH14-12 REV 03/20

TELEWORKERS:

An employer may satisfy this requirement **by emailing or direct mailing this notice to employees**, or posting this notice on an employee information internal or external website for those workforces **who are currently teleworking off premises.**

You can download this poster at <https://emergeapps.click/FFCRA-poster>

WALKERHUGHES INSURANCE



PAYROLL TAX CREDIT

Employers will be provided tax relief for amounts paid to employees for Paid Sick Leave and FMLA leave.

- To take immediate advantage of the paid leave credits, businesses can **retain and access funds** that they would otherwise pay to the IRS in payroll taxes.
- If those amounts are not sufficient to cover the cost of paid leave, employers can seek an **expedited advance from the IRS** by submitting a streamlined claim form.

SICK LEAVE TAX CREDIT

An emergency paid sick leave quarterly payroll tax credit may be claimed by employers equal to 100 percent of the amount of sick leave wages paid to employees per payment and duration schedule outlined in the FFCRA.

(See Page 11: APPENDIX A)

FMLA LEAVE EXTENSION TAX CREDIT

For those employers who provide public health emergency FMLA leave wages, a separate payroll tax provision allows a 100% credit against the employer's share of the payroll tax for each employee, capped at \$200 per day (\$10,000 total) per employee.



CLOSED WORKPLACE?

Employers **do not have to** provide paid sick leave or expanded family leave if they close their worksite due to lack of work or because they were required to close pursuant to a Federal, State, or local directive. Employees may be eligible for unemployment insurance benefits.

If an employer closes while employees are on paid sick leave or expanded family and medical leave, the employer must pay for any paid sick leave or expanded family and medical leave used before the employer closed.



HEALTH BENEFITS CONTINUATION

If an employee elects to take paid sick leave, an employer must **continue health coverage**.

Employees are entitled to **continued group health coverage** during expanded family and medical leave on the same terms as if they continued to work.

Whether an employee's **other benefits** will continue if the employee takes leave for a public health emergency depends on the terms of the benefit plan documents and leave policies.

PENALTIES AND ENFORCEMENT

Employers may not discharge, discipline, or otherwise discriminate against any employee who takes paid sick leave under the FFCRA.

Employers in violation will be subject to the penalties and enforcement of the Fair Labor Standards Act and the Family and Medical Leave Act.

There will be a temporary period of **non-enforcement for the first 30 days**, so long as the employer has acted reasonably and in good faith to comply.



APPENDIX A: FCCRA PAY AND LEAVE MATRIX

Summary Diagram of the Paid Leave Available to Employees Under this Act.

Qualifying Reason for Leave	Pay and Duration
<ul style="list-style-type: none"> Employee is subject to a government quarantine or isolation order. Employee has been advised by a health care provider to self-quarantine. Employee is experiencing symptoms and is seeking a medical diagnosis. 	<p>Pay:</p> <ul style="list-style-type: none"> Regular Rate of Pay Up to \$511 a day (\$5,110 max over 2-weeks) <p>Duration:</p> <ul style="list-style-type: none"> Full-time EEs can take up to 2 weeks (80 hours) Part-time EEs can take paid leave equal to the average number of hours that the employee works over a 2-week period.
<ul style="list-style-type: none"> Employee is caring for an individual that is subject to government quarantine or isolation order; or been advised by a health care provider to self-quarantine. Employee is experiencing any other substantially-similar condition specified by the Secretary of HHS, in consultation with the Secretaries of Labor and Treasury. 	<p>Pay:</p> <ul style="list-style-type: none"> 2/3 Regular Rate of Pay Up to \$200 a day (\$2,000 max over 2-weeks). <p>Duration:</p> <ul style="list-style-type: none"> Full-time EEs can take up to 2 weeks (80 hours) Part-time EEs can take paid leave equal to the average number of hours that the employee works over a 2-week period.
<ul style="list-style-type: none"> Employee is caring for a child whose school or place of care is closed (or child care provider is unavailable) for reasons related to COVID-19. 	<p>Pay:</p> <ul style="list-style-type: none"> 2/3 their regular rate or 2/3 the applicable minimum wage, whichever is higher Up to \$200 per day and \$12,000 in total (over a 12-week period—two weeks of paid sick leave followed by up to 10 weeks of paid expanded family and medical leave). <p>Duration:</p> <ul style="list-style-type: none"> Full-time EEs can take up to 12-weeks (40 hrs/wk) Part-time EEs can take leave for the number of hours that the employee is normally scheduled to work over that period.



APPENDIX B: FFCRA COMMON QUESTIONS

Below are various questions we have received from Emerge Apps' clients.

1. I have more than 500 employees, am I required to offer emergency paid sick leave or emergency FMLA leave as outlined by the FFCRA?

No. The FFCRA only applies to employers with less than 500 employees.

2. Our company already offers two weeks paid sick leave, do we need to offer an additional two weeks of paid leave?

Yes. The FFCRA grants eligible employees paid sick leave "in addition to" any preexisting leave accrued.

3. Can I require my employees to first use their PTO before providing paid sick time?

No. The FFCRA specifically prohibits employers from requiring employees to exhaust their existing PTO before using any new paid sick leave.

4. My employees work variable hours, how do I calculate paid sick leave for my hourly employees?

Employers must look at the preceding six-month period to determine the employee's average hours.

5. If the employee's employment is terminated, do I have to pay them for paid sick time that is unused?

No. The FFCRA does not require financial or other reimbursement to an employee upon the employee's termination, resignation, retirement, or other separation from employment for unused paid sick time under this Act.

6. Do I have to pay employees for emergency paid sick leave if employees are unable to work because I have decided to close my business or made a business determination that employees should not be working?

No. If an employer makes a decision to close or cancel work shifts for business reasons (i.e. lack of work), emergency paid sick leave will not have to be paid.

7. Do I have to provide FMLA leave if employees are unable to work because I have decided to close my business or made a business determination that employees should not be working?

No. If an employer makes a decision to close the business, the employee will not be entitled to COVID-19 Qualifying FMLA leave.

8. I have an employee that has already taken 12 weeks of FMLA leave this year, are they eligible for an additional 12 weeks of leave to stay home with their kids?

No. The FFCRA does not expand an eligible employee's FMLA leave entitlement to greater than 12 workweeks during any 12-month period.

9. Can emergency FMLA leave run concurrently with emergency paid sick leave?

If available, the paid sick leave may be used to cover the first 10 days of FMLA leave for COVID-19.

10. If employees are on FMLA leave for non-COVID-19 reasons, do I now have to pay them?

No. The 2/3 payment requirement only applies to emergency FMLA leave related to COVID-19.

WALKERHUGHES INSURANCE



CERTIFICATION QUIZ

Jack P. Morgan
Indianapolis Chapter Quizmaster

1. The design stage of a Project includes all of the following except which one?
 - a. Preliminary Project Description Feasibility Studies.
 - b. Engineering design criteria.
 - c. Feasibility studies.

- d. Outline specifications.
2. Typical components of a Project Financial Study do not include:
 - a. Owner's financial condition.
 - b. Life cycle costs.
 - c. Contractor financial status.
 - d. Available funding.
3. BIM (Building Information Modeling) is the basis of how design and construction documents should be prepared and used when using what Project Delivery Method?
 - a. Design-Bid-Build.
 - b. Design-Negotiate-Build.
 - c. Owner-Build.
 - d. Integrated Project Delivery.
4. These graphic documents show the quantitative extent and relationship of elements to one another?
 - a. Drawings.
 - b. Specifications.
 - c. Elevations.
 - d. Details.
5. Which of the following is the recommended sequence of an Addendum?
 - a. Changes to Procurement Requirements, changes to previous Addenda, changes to the Conditions of the Contract, changes to the Agreement.
 - b. Changes to previous Addenda, changes to Procurement Requirements changes to Agreements and other Contract Forms, Changes to Specifications, and Drawings.
 - c. Changes to Specifications, changes to Drawings, changes to previous Addenda.
 - d. Contract Documents, changes to Specifications.
6. When did Ellis Island open as an immigration station?

BILL MCGUIRE ROAD TRIP

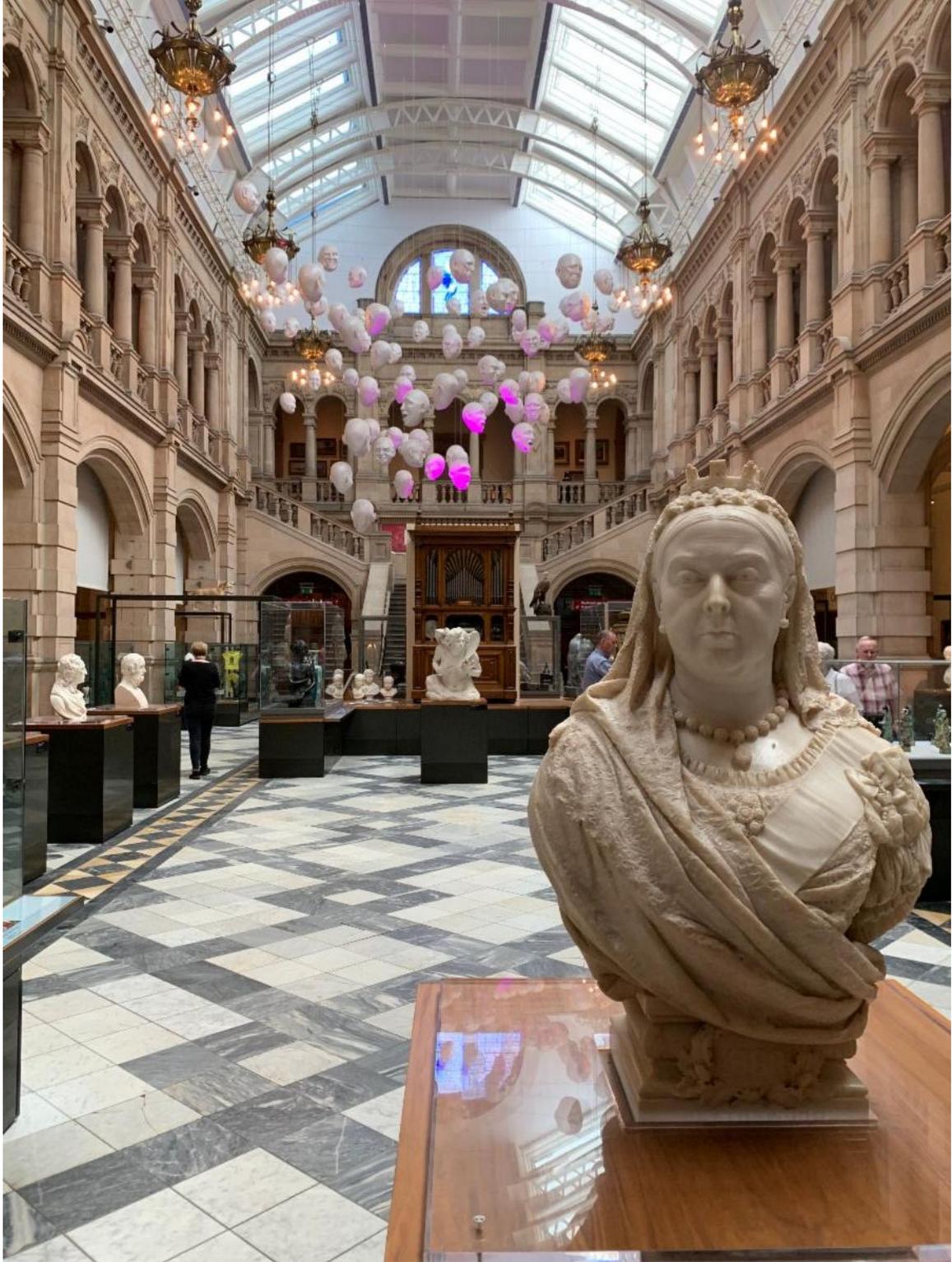
It is I, Bill McGuire locked down like many of you. I left the chapter last year in May to travel the world with my daughter - and we did that! We both kicked it off last May through Chicago, seeing Hamilton and experiencing the Art Institute of Chicago. A world class museum, high scores in Wow art. Then a night flight to Iceland. Iceland has great food, incredible cultural sites, and the Blue Lagoon spa remains a must-do item. We spent three days in Iceland, then two weeks in and around London. I spent 3 straight days in the British Museum - I only moved on because WOW has many places in London. The National Art Gallery was another place to become joyfully lost. Traveling England, we skipped the fenced off Stonehenge - and went to Avebury. Far more impressive in size and artifacts. Lessons for next time? 1st day jet-lag is always uncomfortable. Stopping in Iceland softens the impact; however, I wish I had started our city-pass right away in Reykjavík- we could have spent the day at the spa-like city swimming pool - instead of the hotel chairs waiting for our room to open. Get a music subscription service and good ear buds - outstanding music playing with all the eye candy about does much to soften loud children, pushy tourists, and the travails of travel. After London was a flight to Dublin and our trek continued through Ireland and Scotland. I eyed the kilts and those beautiful pleats thinking "maybe?" when my daughter leans over and quips, "Dad, you know our folk wore trousers." The Irish wear kilts for military regiments or county: not by clan. Read it in a museum - museums are cool.



Peyton and I are discovering Iceland falls.



They finished the Sheep dog demonstration with a bucket of puppies. Hard to beat that!



Glasgow Kelvingrove Art Gallery & Museum



Interesting bridge design in Glasgow

CSI SPEC ARCHIVE

INTERPERTATION OF SPECIFICATIONS

The Plans and Speserfications are to be took tergether. Anythin showed on the plans and not menshuned in the speserfications and not showed on the plans is to be considered as both showed and spercified, and anythin wanted by the Arketekt or any of his friends or anybody else (essept the kontrakter) shall be considered as showed, spesified, implied and required, and shall be pervided by the kontrakter without no expence to nobody but hissself.

If the work has bene don without no expence to the kontrakter, the work shall be took down and don over and over agin, til the expence is situsfactory to the arketekt.

Anythin that is wright on the plans is probably an axcident. Anythin that is rong shall be descovred by the kontrakter and be don wright without a'tellin the arketekt, indercatin it on the bill.

Anythin that is forgot or left out of the plans or the speserfications, but whick is nessersary for the conveyence of the owner shall be pervided without extry cost to noboddy but the kontrakter. The arketekt reserves the wright to change his mind about what is best.

Any evidince of satesfaction on the part of the kontrackter shal be concired just cos for withholdin' finel payment.

DAY 30 OF WORK FROM HOME



Rumors of the picture being me are greatly exaggerated.

Note: A buddy of mine in Indy said it looked like I had lost some weight. It's times like these that make you appreciate your friends.

Thank you,
Gary Gaiser

SPONSORSHIP

Sponsorship Benefits	Platinum (\$1,500)	Gold (\$750)	Silver (\$500)	Partner (\$250)
Custom CSI sponsor logo on CSI Indy marketing materials.	Yes	-	-	-
CSI Indy award plaque presented at award banquet.	Yes	-	-	-
Company logo and website link in CSI Indy e-newsletter.	Yes	Yes	Yes	Yes
Company profile, or article (provided by Sponsor), featured in one (1) CSI Indy Newsletter. Platinum level Sponsor receives two (2).	Yes	Yes	-	-
Custom banner and website link to sponsoring company on CSI website.	Yes	Yes	-	-
Verbal recognition at monthly CSI Indy Chapter meeting.	Yes	Yes	Yes	-
Company logo and sponsorship level on Sponsor banner at CSI Indy meetings and events.	Yes	Yes	Yes	-
Event promotion in CSI Indy e-newsletter.	2 Events	2 Events	1 Event	-

First choice of Tradeshow booth (free tradeshow booth).	1 Tradeshow Booth	-	-	-
Free tabletop at CSI Indy Chapter Meeting to showcase your company and a 5-minute presentation to members.	3 Tabletops	3 Tabletops	1 Tabletop	10-15 Minute presentation at Indy Chapter Meeting
Special Event Sponsorships (Awards, Seminars, Golf, Holiday)	Contact individual event for sponsorship opportunities.			
*Sponsorships are valid for one calendar year from date of Renewal or Application				

MINUTES

Minutes of the Indianapolis Chapter CSI Board of Directors can be read [HERE](#). Please contact the president with any comments or questions.

HAPPY HOLIDAYS!!!!

SOCIAL DISTANCING WORLD CHAMPION



QUIZ ANSWERS

1. - c [PDPG 8.1 and Table 2.1*]
2. - c [PDPG 8.2.2.1*]
3. - d [PDPG 7.7.2*]
4. - a [PDPG 11.2*]
5. - b [PDPG Fig 13.1*]
6. January 1, 1892

The Indianapolis Chapter, CSI was founded in 1961 and continues serving the local construction community. The Chapter is currently the largest chapter in the Great Lakes Region. Our membership is made up of architects, engineers, interior designers, facilities managers, contractors, product manufactures and representatives, and others involved in the construction industry.



**Indianapolis Chapter
Of**

The Construction Specifications Institute

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STAY CONNECTED:

