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NEWS

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January - February 2026

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ILLINOIS LICA CONVENTION & MEMBERS' MTG. JAN. 21-23

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NATIONAL LICA WINTER CONVENTION FEB. 28-MARCH 2

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The *ILICA News* is the official publication of Illinois Land Improvement Contractors Association, Inc. at 112 Exchange St., Ste. 2, Galva, IL 61434. (309) 932-1230.

Subscription price is \$50.00/year, issued bi-monthly: Jan.-Feb.; Mar.-Apr.; May-June; July-Aug.; Sept.-Oct.; Nov.-Dec., and also includes one annual directory.

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PRESIDENT'S MESSAGE



Most businesses today, especially small ones, struggle to find and retain good employees. As if things weren't challenging enough, throw in a pandemic when the government was paying some people to stay at home, combined with a generation of many that lack a work ethic, things aren't getting any easier!

Conexpo-Con/Agg is North America's largest construction trade show. It's so large that it's only held every three years. Every heavy equipment manufacturer is there (Case, CAT, John Deere, Komatsu, Liebherr, Sany, Volvo), usually with their biggest and best on display, as well as all of the "wannabe" companies producing specialized equipment and attachments. The crane displays are what amaze me the most. There was a 1600-ton Liebherr crane with a 400-foot lattice boom that required 39 semi loads for transporting it there and hundreds of man hours to assemble.

Fifteen years ago, Veronica and I were attending the National Convention in conjunction with Conexpo in Las Vegas when we ran into Bruce Barnhart, a fellow LICA contractor from Iowa. We've known Bruce, and his wife Shelly, for probably 30 years from attending National LICA conventions together. Bruce is a true leader in our organization. He's been past president, and he currently chairs several national committees. I have a great amount of respect for Bruce and his wisdom in business and in life in general. While making small talk with Bruce and Shelly at the convention, we discovered that their entire crew was coming out to join them at the trade show. At that time, I thought to myself, "we could do that," so that's what we've done for every Conexpo since, including the next one in March 2026.

Aside from the traditional employee benefits of health and vision insurance, matching 401K retirement, holiday pay, paid-time-off, and uniforms, we also invite them on an all-expense-paid weeklong trip to Las Vegas and Conexpo, as a benefit that our employees look forward to every three years. Lately, we've been booking large enough Airbnb's to house all of us in one location. Our only requirement is that they attend the trade show during the hours of operation and return with suggestions of products that might help our business run more efficiently and to become more profitable.

If possible, consider attending this year's National LICA convention and Conexpo in Las Vegas, and invite your employees to go with you. Don't forget to use promo code LICA26 to save 40% on your registration. If Las Vegas isn't in the cards, our Illinois LICA convention in Bloomington may be just as much fun. Invite your employees as a great way to retain them!

"I have always believed that the way you treat your employees is the way they will treat your customers, and that people flourish when they are praised." -Sir Richard Branson

Jon SeEVERS

2025 BOARD / MEMBERS' MTG. ATTENDANCE

A = absent P = present C = cancelled meeting						
Area / Director	Jan	March	May	July	Sep	Nov
Pres: Jon SeEVERS	P	P	P	P	P	P
VP: Tyler Seals	P	A	P	A	P	A
1st VP: LaVerne Weber	P	P	P	P	P	P
Area 1 - Brian Brooks	P	P	P	P	A	A
Area 1 - LaVerne Weber	P	P	P	P	P	P
Area 2 - Steve Anderson	P	P	P	P	P	P
Area 2 - Stuart Anderson	P	P	P	A	P	P
Area 3 - Grant Curtis	A	A	A	A	A	A
Area 3 - Joe Streitmatter	P	P	P	P	A	P
Area 4 - David Kennedy	A	P	P	A	P	A
Area 4 - Lee Bunting	P	P	P	P	P	A
Area 5 - Rick Maguire	P	P	A	A	P	A
Area 5 - Earl Mast	P	A	P	A	A	P
Area 6 - Scott Day	P	P	P	A	P	A
Area 6 - Bill Dean	P	A	A	P	A	A
Area 7 - John Barttelbort	-	-	P	A	P	A
Area 8 - Tom Beyers	A	P	P	P	P	P
Area 8 - Tyler Seals	P	A	P	A	P	A
Associate Director: Kyle Dentino	A	P	A	A	A	A

BOARD & MEMBERS' MEETING SCHEDULE

Unless changed by the Board during the year, the ILICA business meetings are scheduled as follows:

Jan. 21, 2026 - Final Board & Annual Members' Mtgs.:
DoubleTree, Bloomington

March 14, 2026 - Regular Meeting of the Board:
TBD

Exact location, meeting times & other details will be published in the ILICA News and sent to members via mail and/or email.

NEW MEMBERS

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NATIONAL LICA WELCOMES DENNIS MIKULA, JR. AS NEW CHIEF EXECUTIVE OFFICER

Lisle, Illinois — November 18, 2025 — The National Land Improvement Contractors of America (LICA) is pleased to announce the appointment of Dennis Mikula, Jr., as its new Chief Executive Officer, effective January 1, 2026.

Mikula joins National LICA with nearly three decades of leadership experience in the land improvement, construction, and business sectors. As President of Mikula Contracting, Inc., a third-generation, family-owned excavation, demolition, and environmental services company established in 1946, he has guided the organization through consistent growth while modernizing operations with technology and best practices. Mikula will assume the role of Chairman of Mikula Contracting as he commences his duties as CEO of National LICA.

Under his leadership, Mikula Contracting has earned multiple honors, including being named New Jersey Family Business of the Year (2020) by Fairleigh Dickinson University's Rothman Institute of Innovation and Entrepreneurship. The company has also received numerous NJLICA Safety Awards and Commerce and Industry Association of New Jersey (CIANJ) "Companies That Care" Awards for community outreach.

Currently serving as President of the New Jersey Land Improvement Contractors of America (NJLICA), Mikula has been a vocal advocate for contractors and the broader construction industry. He also has an extensive history of civic and business leadership through his roles on the Executive Boards of the Commerce and Industry Association of New

Jersey, Meadowlands Chamber of Commerce, Bergen New Bridge Medical Center Foundation, and the New Jersey Policy Research Organization (NJPRO).

Beyond his professional accomplishments, Mikula is deeply committed to community service and mentorship. He helps coordinate the Meadowlands Chamber Basket Brigade Program, providing Thanksgiving meals to over 300 families each year. He also continues to mentor young professionals, a passion shaped by more than 20 years of coaching high school and college football.

"I'm honored to serve as CEO of National LICA at such a pivotal moment for our industry and our association," said Mikula. "We have an opportunity to modernize our structure, strengthen national-state alignment, and deliver even greater value to our

members nationwide. I'm committed to leading with transparency, collaboration, and a bold vision that positions LICA as the nation's top voice for land improvement and conservation."

National LICA President Jeff Schell said, "Dennis brings a rare blend of operational excellence, industry leadership, and community spirit. His experience leading a family-owned contracting business and his deep roots in the LICA network make him uniquely qualified to guide our organization into its next chapter."

Mikula lives in New Jersey with his wife, Diana, and their daughter, Lucy.



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ILICA Ladies' Page



13 Things to Throw Out That You've Been Desperately Clinging To

Go ahead and chuck these without guilt, intense spousal consultation, or lingering regret.

We're drowning in stuff. We desperately need to get rid of some stuff. And there should be an easier way to go about it. Marie Kondo (who's actually come around after having kids) made an empire out of ditching everything that doesn't "spark joy." But my vacuum and dish rags do not spark joy. Once in a while, my children don't spark joy, either. I cannot Kondo any of them out of my house, no matter how much, some days, I might want to.

Any time I've embarked on a massive decluttering spree, I've regretted the epic scale and whirlwind effort later. Yes, I really chucked all my winter clothes in the middle of summer more than once, because, unlike lab rats, I do not learn from experience. Do not follow my lead—there's no need to go all in.

Instead, let's focus on certain categories of items that can be purged without repercussions. You can chuck these without guilt, intense spousal consultation, or lingering regret. Donate and recycle what you can, and trash what you can't. You can do this; I believe in you.

1. All that art

Picasso probably created 50,000 works of art in his lifetime. Your kid appears to be headed in that direction, too. We know your son or daughter is precious, but do you need to keep every single drawing they have scrawled in their lifetime? Keep the best, maybe one from each month, and throw out the rest. Your kid doesn't want you to keep them all. My mother-in-law gave us reams of my husband's childhood scribbles. I wish she had kept it to a few—they would mean more.

2. The bad pictures

You have a million billion photos of your kid. In some of them, they're making a weird face or scratching their butt or ducking under the table. You don't need these pictures in your life. Do future you a favor: Narrow it down from 57 ever-so-slightly-

different snaps to a handful of winners from every event—big or small—or day. (Psst, the Tinybeans app can help with that.) You'll feel less overwhelmed, I swear.

3. The presents you feel guilty for hating

Someone gave you a thing. They put thought into the thing. You want to like the thing, but you don't like the thing, and you feel really bad, you do, and it's such a sweet thought, but it's not your thing. Donating the thing is not disavowing the kind thoughts. It is passing on the kind thoughts. Just donate the thing and stop the guilt freight train. It's just running you over every time you peek under your dresser.

4. That thing your kid loved but has ignored, and it's now developmentally inappropriate, and they won't notice if you chuck it

I don't care how much they loved it. They don't need it, and they don't want it, and it's taking up space in your house. Caveat: You can keep it if it's a stuffie. You are allowed to keep a stuffie or six.

5. That iPhone box

The impulse to keep iPhone boxes remains a great American mystery.

6. Birthday cards

One day, you imagine, your child will want every birthday card they ever received. Pause. Think about your end game. Do you want to hoard every birthday card you've ever received? You wouldn't look at them. You'd vaguely resent them. Don't be that mother who saves all of her kid's, then calls them in 20 years and attempts to pass the torch. Throw them out now and save the argument later.

7. Those clothes your kids refuse to wear

My oldest wouldn't wear jeans. He had a drawerful. Instead, he favored ratty athletic pants or shorts. Why would I keep a literal drawer full of clothes (jeans take up a lot of space) when I could fill them with clothes he'd actually use? The same goes for your toddler who insists on wearing a dress every day and hasn't touched her sweatsuits in ages. Let. Them. Go. Eventually, I purged all my kids' closets—or rather, I let them do it because they're old enough that I can't force them to wear what I pick any longer (cue dramatic, tearful sniff). We traded with friends for clothes the kids liked. Then I bought my oldest cargo pants.

8. The fair/amusement park tickets of yore

Once, you visited a magical land of child slot machines. Yes, you said as you dragged your spawn from the blinking hellscape, wishing there was a matching version of Gamblers Anonymous. We will return one day to use the approximately three dollars and 25 cents worth of tickets you can trade for a loud, plastic toy. Do not think about how much money you dropped to earn those tickets: They're banking on that. The game was always rigged, and your kid had fun at the arcade. Ditch 'em.

ILICA Ladies' Page (cont.)

9. The mud-caked shoes

Sometimes, no matter how much you spray a pair of white sneakers, you can't get the mud out of the cracks. Sometimes, you're too icked out to scrub it with a toothbrush. This is not about the mud. This is about the sneakers: They're ancient and they smell bad, and you can use the mud as a convenient excuse to toss them. Your children will not argue because mud is disgusting, and they think those shoes are hopelessly contaminated anyway.

10. The old magazines

You will never look at that issue of Southern Living again. Admit it. You're not going to cook the squash casserole, okay? Your kid would cheerfully choose cannibalism over zucchini. Pulp the magazines and back away slowly.

11. Tupperware without lids

Where do the lids go? That's a trick question. You will never ever find out. Accept what you cannot change—the lids are gone—and even if they do appear at the bottom of a cabinet, they'll be dusty and gross and you won't want to use them.

12. Sippy cups and bottles

To confront them is to confront mortality. Be brave. Remember: Sippy cups come with grubby paws and sticky faces and diapers. Lots of diapers. Remember those diapers and the screaming nights and the times you never slept? Maybe you don't. You didn't sleep. You do not want to return there. Ditch the cups and bottles as soon as you're able. You are not going back. And if you're still in that season of life when you're drowning in dozens of parts, keep the faith! Your day will come soon enough.

13. The idea of achieving a perfectly clean space

Throw this one away while you're at it, too. It's not going to happen. You have children and a life, and work's never done. Get rid of the idea that you're getting rid of everything. Nothing's ever perfect. Your to-do list never ends, and you'll drive yourself batty if you think it will. Sing the Frozen "Let it Go" song. You're doing the best you can, and honestly, that's plenty!

Source: Reprinted with permission from author, Elizabeth Broadbent, "13 Things to Throw Out That You've Been Desperately Clinging To"
- <https://tinybeans.com/things-parents-should-throw-out/>

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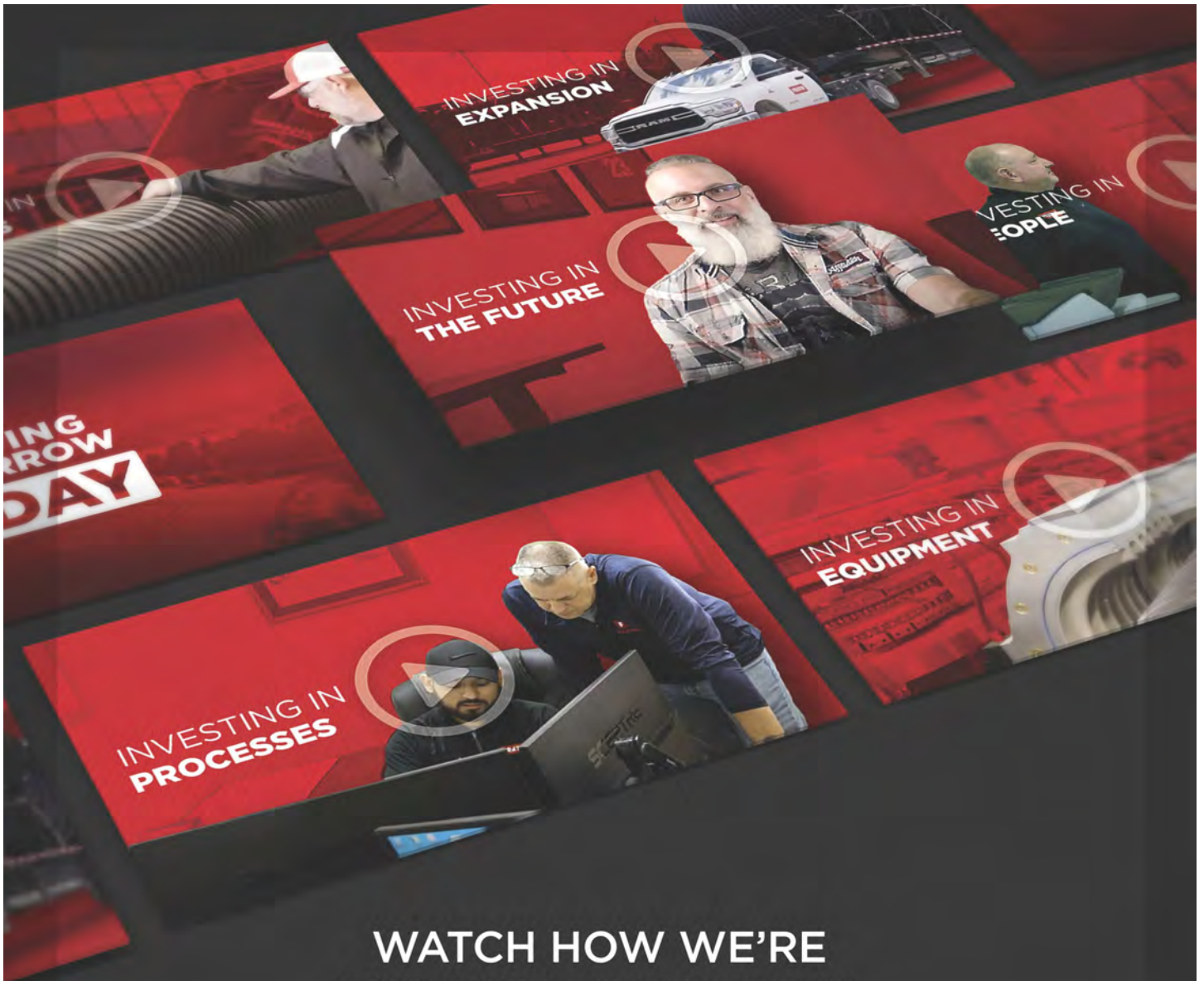
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¹The College of Engineering, College of Agricultural and Natural Resources, Department of Biosystems and Agricultural Engineering, Michigan State University

²The Grainger College of Engineering, College of Agricultural, Consumer and Environmental Sciences, Department of Agricultural and Biological Engineering, University of Illinois at Urbana Champaign

AUTOMATED GIS-BASED MAPPING OF CONTROLLED DRAINAGE AND SUBIRRIGATION INFLUENCE REGIONS

By Anamelechi Falasy¹ and Richard Cooke²

Introduction

Controlled drainage and subirrigation systems (CDSS) are central to modern agricultural water management, influencing crop productivity, soil health, and water quality. Traditionally, determining a tile system's region of influence (ROI) has been a manual, time-intensive process prone to inaccuracies. Recent advances in geospatial analytics and precision agriculture highlight the importance of integrating terrain-based data with engineered drainage layouts to optimize water distribution and improve design efficiency. Elevation variability significantly affects hydraulic gradients and water movement, making the specification of zone elevation intervals a critical factor in CDSS performance.

Methodology

Figure 1 presents a drainage design process flowchart modified for CDSS. Key modifications include:

- Specifying zone elevation intervals
- Mapping resulting water management zones
- Laying out drainage systems within each zone
- Determining the intersection of each tile drainage system with its corresponding water management zone(s)

We developed a new geospatial analytics tool in QGIS that builds on outputs generated by the Terrain Zones tool (Falasy and Cooke, 2023), which classifies landscapes into elevation-based zones. This automated tool determines tile system ROI and computes the spatial intersection of water management zones with tile system ROI. The intersection defines the region of influence of a control structure.

This approach accelerates analysis, enhances accuracy, and enables practitioners to make data-driven decisions for CDSS design. By leveraging GIS-based workflows, the tool transforms complex terrain/tile interactions into actionable insights, supporting sustainable water management strategies across diverse landscapes.

Tool Capabilities

The new "Region of Influence" tool (Figure 2) offers several key features:

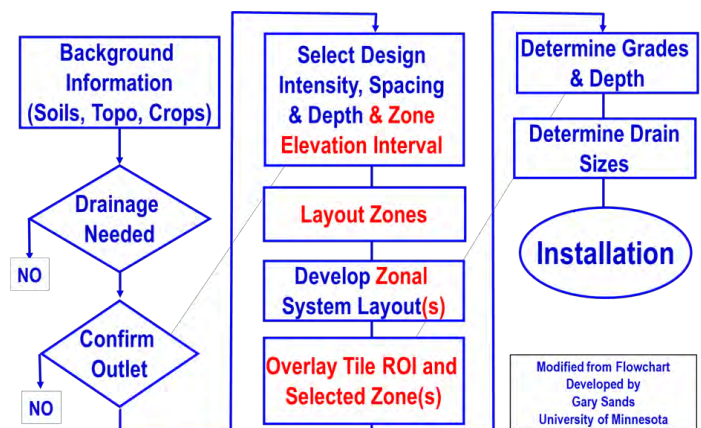


Figure 1. Drainage Design Process Flowchart Modified for Controlled Drainage and Subirrigation. Modifications are shown in red.

- **Automated Spatial Intersection:** Overlays tile layout footprints with elevation-zone maps to compute relevant areas with high spatial accuracy.
- **Dynamic Zone Selection:** Users can select any elevation interval from the zone map, enabling flexible scenario testing across diverse terrain conditions.
- **Clear, Actionable Outputs:** Results are delivered as summarized spatial layers and area calculations, ready for integration into reports, modeling workflows, or design evaluations.

In practical terms, the tool takes the zone map produced from the "Terrain Zones" routine and, using a tile layout system (field drains or subsurface tiles), it determines **exactly how much of a tile system's ROI falls within one or more user-selected water management zones**. The tile system ROI is modeled as a buffer or catchment derived from the tile geometry.

Application Example

Figure 3 illustrates a field with 0.5-foot contour lines and 1-foot water management zones, created using the Terrain Zones tool. The tool allows users to set minimum zone levels and to specify elevation intervals. In this example, areas below the 687.5' contour were excluded to maximize zone coverage.

Figure 4 shows selected zones and the tile system to be

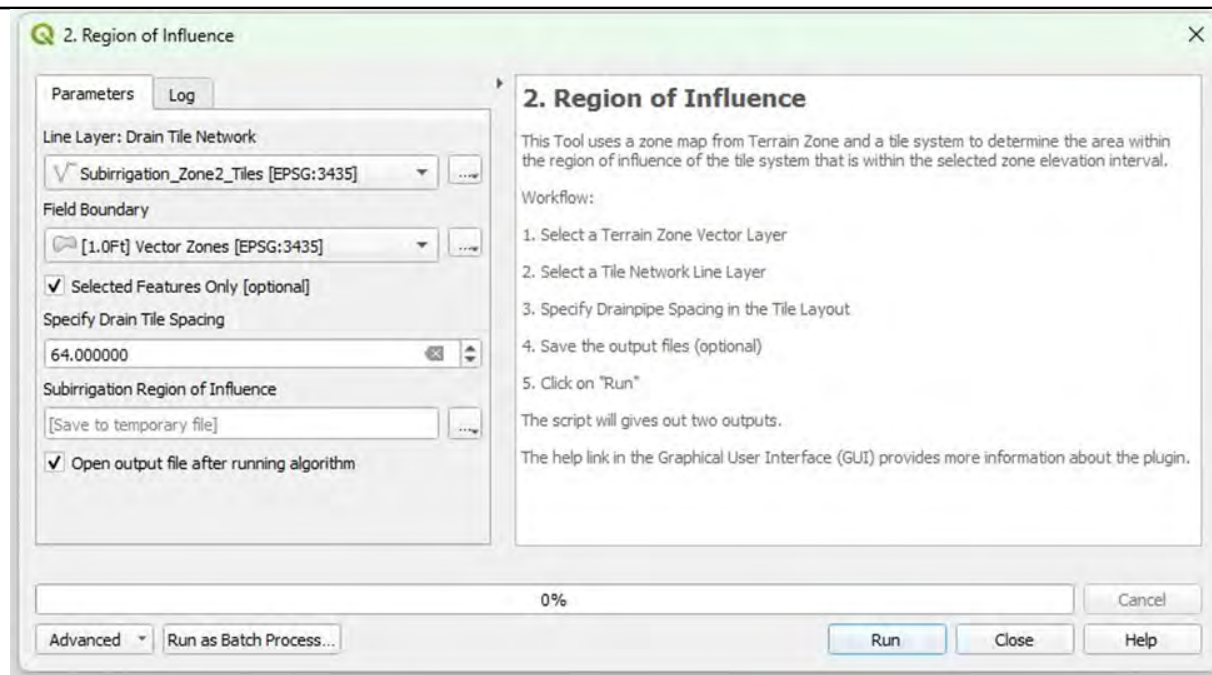


Figure 2. The GUI of the New "Region of Influence" Tool

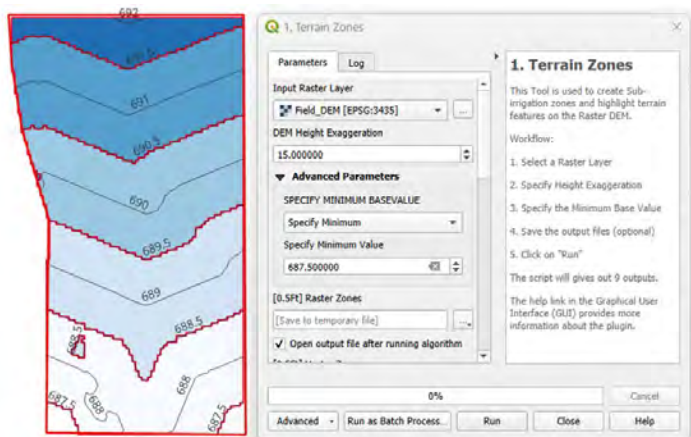


Figure 3. Field with 1-foot water management zones and 0.5 feet contours.

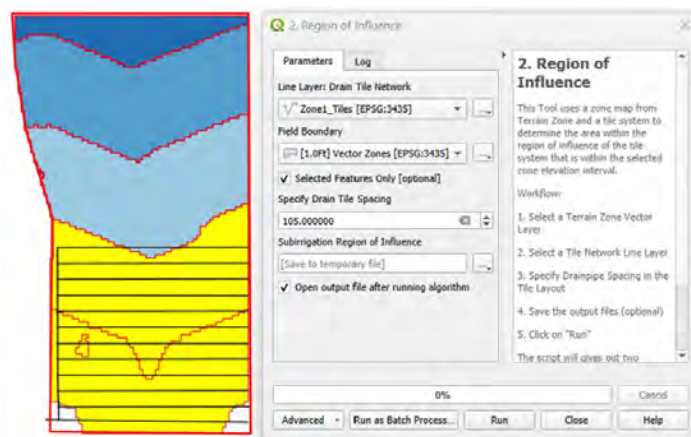


Figure 4. Tile system and selected water management zones.

intersected, along with tool settings. Multiple zones can be selected simultaneously. Figure 5 displays the intersection region superimposed on both the tile system ROI and the selected water management zones.

Significance

Understanding how elevation profiles interact with tile layouts is essential for effective land-management planning, hydrologic design, and terrain-sensitive engineering. By automating what was previously a manual overlay process, the tool:

- Provides faster insights
- Reduces errors
- Supports more confident decision-making

This release reflects our ongoing commitment to developing robust, user-friendly QGIS-based geospatial tools that deliver real-world value.

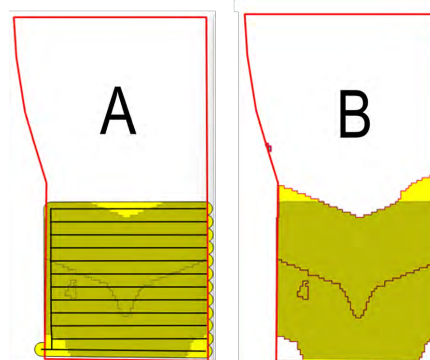


Figure 5. Intersection region superimposed on A. tile system region of influence and B. Selected water management zones.

References: Falasy, A., Cooke, R.A. 2023 Terrain Zones: A QGIS Plugin for the Creation of Elevation Zones for Subirrigation Design. Extension Connection Articles. Illinois Chapter of Land Improvement Contractors of America (ILICA Newsletter, November-December Issue, 2023), pp. 12-13.
https://www.illica.net/files/ugd/f15a8b_29b53402ebcc4c1ea574e9816509e477.pdf



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We invite you to join us at the 2026 Illinois LICA Annual Convention & Members' Meeting, where we'll be "Turning Soil into Success!" At this year's event, you'll be able to tour the Bloomington Center for the Performing Arts and the Grossinger Motors Arena, attend informative and applicable education sessions, earn septic license CEUs, and explore the large trade show featuring over 40 vendors. After the sun sets, the fun really gets going. Celebrate our ILICA award recipients at the banquet, participate in the lively auction to support the ILICA scholarship, sing-a-long or request a song at the dueling pianos show, grab a drink in the hospitality room, and so much more. We can't wait to see you there!

ILLINOIS

CHAPTER

Land Improvement Contractors
of America**LICA**DEDICATED TO PROFESSIONAL
CONDUCT AND SERVICE

ILLINOIS LICA

Convention Agenda

Wednesday, January 21

2:00 pm - 6:00 pm

Registration

3 pm; 4 pm; 4:30 pm

Convention, Nomination, Awards Comm. Mtgs.

5:00 pm - 5:30 pm

Final Regular Board of Directors Meeting

6:00 pm - 10:00 pm

Members' Dinner Meeting & Election of Officers

All members are encouraged to participate. Members will be given updates from our various committees, as well as have the opportunity to guide Illinois LICA through 2026.

Thursday, January 22

7:00 am - 4:00 pm

Registration

7:30 am - 8:00 am

Devotions

Jump start your morning with scripture, testimony, and hymns.

8:00 am - 12:00 pm

Septic Training

Installers, pumpers, and portable sanitation technicians receive 3 CEUs from this inclusive training provided by Doug Ebelherr, Contractor Training Store.

8:30 am - 12:00 pm

Tours: Grossinger Motors Arena & Bloomington Center for Performing Arts

Jump on the bus with other members to head down the road to tour Grossinger Motors Arena and the Bloomington Center for Performing Arts.

10:00 am - 10:30 am

Morning Break

Thursday, January 22 (Continued)

12:00 pm

Welcome Luncheon

Convention committee chairman welcome and new member recognition.

1:00 pm - 3:00 pm

Ladies Activity

Join the ILICA Ladies for an afternoon of laughs, art, and relaxation at the "Paint with Erin Boggs" experience. Whether you're a first-timer at the canvas or a Vincent van Gogh, Erin will help guide you through painting a wonderful winter scene to enjoy.

1:00 pm - 4:00 pm

FREE Trade Show

Explore 40+ industry vendors and connect with Associate members showcasing the latest in equipment, technology, and products. Your name may even be drawn to win \$250 trade show dough!

2:30 pm - 3:00 pm

Afternoon Break

5:00 pm - 6:00 pm

Happy Hour

Speculate over the 2025 award recipients with a drink.

6:00 pm - 8:00 pm

Awards Banquet

Help us recognize those individuals and entities that have contributed so much to the Association over the past year during this formal event. Friends and family welcome.

8:00 pm - 10:00 pm

Live Auction

Bid on your favorite items from model toys to tools and everything in between during the Live Auction hosted by BigIron! All proceeds fund the ILICA scholarship.

10:00 pm - 1:00 am

Associate Hospitality Room

Before you turn in for the night, pop on in to the Associate Hospitality Room to congratulate the 2025 award winners one more time. We know they would appreciate it!

Friday, January 23

7:00 am - 4:00 pm

Registration

7:30 am - 8:30 am

Devotions

Using God's Word in song to spread the message of salvation, Mark & Pam Fisher are back again to uplift, encourage, and entertain you with their Gospel music! Their high-energy, toe-tapping presentation incorporates Southern Gospel, traditional, contemporary, and country styles. Named the Illinois Country Music Association's "2009 Gospel Duo/Group of the Year," they have a rich musical history of motivating listeners and stirring hearts!

9:00 am - 11:00 am

FREE Trade Show

Take advantage of your last opportunity to visit over 40 industry vendors and to win \$250 trade show dough!

10:00 am - 2:30 pm

Ladies Outing

Join the ILICA Ladies for a day of shopping and lunch at Rosie's Pub. Enjoy good company while strolling through a myriad of local artisan and thrift shops, including Cross Roads, Spice Works, Painted Tree, and more. Meet at the registration desk for car pooling.

10:00 am - 10:30 am

Morning Break

11:00 am

Associates Committee Meeting

11:00 am - 12:00 pm

IDOT Commercial Vehicle Regulations

Learn all about the various commercial vehicle rules and regulations to keep your company in compliance and prevent downtime. Illinois State Police CVEO, Trooper Ross Drennan, will cover CDL requirements, physical requirements, load securement, weight regulations, hours of service and inspections, safety scores, audits, and more.

12:00 pm

Luncheon

1:00 pm - 2:00 pm

Understanding the Positive Response Requirement for Excavators

The use of JULIE's Positive Response System became an enforceable requirement on January 1, 2026, meaning excavators must verify and document responses from utility companies before breaking ground. This presentation by

Friday, January 23 (Continued)

JULIE's Brian MacKenzie will explain what excavators need to know about the new mandate, how to properly use PRS, why it matters for safety and legal compliance, and how it protects operators from violations and liability.

2:00 pm - 3:00 pm

Job Costing Edge of Field Practices

Interested in adding conservation drainage practices to your list of construction services for clients or to diversify your company business model? Learn what it takes to install and job cost these practices, including bioreactors and saturated buffers, from fellow contractors leading the charge in Illinois - Jon Seevers, Seevers Farm Drainage; LaVerne Weber, Grade Solutions; Joe Streitmatter, Streitmatter Land Improvement

3:00 pm - 3:30 pm

Afternoon Break

Grab a sweet treat at the ice cream social.

3:30 pm - 4:30 pm

One Big Beautiful Bill

Passed in May 2025, the "One Big Beautiful Bill" made many changes to US tax policy & spending. Get all the latest updates on how these changes apply to your company from Dustin Courson, Courson & Associates.

4:30 pm - 5:30 pm

LICA Insurance Programs: Past, Present, & Future

Like all industries, the insurance sector has currently been experiencing various changes with impacts to operations and underwriting that ultimately affect your company's coverages and policies. Join Prins Insurance's Amber Bosma to hear about all these dynamics at play within the industry, as well as to gather insight into LICA's insurance program benefits from over the years and into the future.

5:30 pm - 6:30 pm

Happy Hour

6:30 pm - 9:00 pm

Dinner & Dueling Pianos

What's the best way to wrap up a great convention? Dinner and a show! Grab some sustenance and enjoy Howl at the Moon's world famous dueling piano show. You can make requests, dance, sing, back-flip, or get your groove on in any manner you prefer, as long as you do it safely and in good company.

9:00 pm - 1:00 am

Associate Hospitality Room

Pop into the Associate Hospitality Room one last time before calling it a night to chat about the day's events and to close out the event in the company of friends.

Hotel Info

The DoubleTree Hotel Bloomington is offering a room rate of \$169 per night for a standard king or a double queen, plus applicable state and local taxes. To take advantage of this block room rate, please visit: <https://tinyurl.com/y5mxumtu>

Or call 309-664-6446 and simply ask for the IL Land Improvement Contractors Association room block. This rate will expire on January 6, 2026, so reserve your room as soon as possible!

Hotel Reservations



Tours



Join us for two exclusive & unique tours in the Bloomington area!

Take an exclusive behind-the-scenes tour of a City of Bloomington architectural wonder, the Bloomington Center for the Performing Arts (BCPA). The Behind the Curtain tour gives you the chance to discover the history, legends, and lore of a local national treasure. Walk on one of the largest performance stages west of New York City, enjoy the beautiful Neo-Classical interior design, see the renowned "Green Room Artist Wall," and explore the BCPA Sub-Stage.

The Grossinger Motors Arena first opened its doors to the public nearly twenty years ago (then known as the U.S. Cellular Coliseum). Serving as the home venue for several hockey, indoor football, and basketball teams throughout the years, Grossinger Motors Arena hosts the Illinois State Redbird Hockey Club. In addition to its sports tenants, Grossinger Motors Arena also hosts various other events, including concerts, family shows, ice shows, motor sport shows, trade shows, graduations, weddings, and more.

Ladies' Outing



Calling all LICA Ladies, grab your keys and your shopping spirit! Lunch at Rosie's Pub kicks off a day of treasure hunting through local artisan and thrift shops. Everything's close by, so we'll carpool to keep things simple. Don't miss the fun!

Cross Roads: www.crossroadshandcrafts.com

Spice Works: www.bloomingtonspiceworks.com

Painted Tree: paintedtree.com

Two \$250 Drawings!



Attend the 2026 ILICA Trade Show for a chance to win one of two \$250 vouchers redeemable at the participating vendor of your choice! One winner will be drawn each day. Must be present to win.

ILICA CONVENTION
Details & Registration

ilica.net/ilica-convention





Illinois LICA's Annual Convention & Members' Meeting January 21 - 23, 2026

Double Tree - 10 Brickyard Dr, Bloomington, IL

Trade Show | Education | Live Auction | Tours | Meals | Hospitality | Dueling Pianos

Registration Deadline: Jan. 9, 2026

(\$100 late fee after deadline)

Full Participation: Jan 21-23

(all meals, activities, & trainings, except septic)

Individual	#	_____	x \$205 =	_____
Couple	#	_____	x \$315 =	_____
Child (5-12)	#	_____	x \$90 =	_____
Tour	#	_____	x \$40 =	_____
Total			=	_____

**FREE
Admission**

☐ **Trade Show Only**

Thursday, Jan. 22 1-4 PM

Friday, Jan. 23 9-11 AM

**Heavy Equipment | Drainage Supplies | Engineering Consulting
Environmental Support | Erosion Control Products | Waste Mgmt. Products
Rental Equipment | Insurance | Laser/GPS Products | Safety Equipment**

Attend the 2026 ILICA Trade Show for a chance to win a \$250
voucher redeemable at the participating vendor of your choice!
One winner will be drawn each day | Must be present to win



Tours: January 22 | 8:30 am - 12 pm



Entertainment: Live Auction | Dueling Pianos



Attendee Name: _____

Spouse's Name: _____

Address: _____

City: _____

State: _____

Phone: _____

Company Name: _____

Additional Attendee Name(s): _____

Total Enclosed: \$ _____

(\$100 late fee after Jan. 9th)

Payable to: ILICA

112 Exchange St., Ste. 2

Galva, IL 61434

Email: michelle@illica.net

Fax: 309.932.1231

Hotel Reservations



Reserve your hotel room today to ensure a guaranteed room rate of \$169/night, plus tax!

Call 309-664-6446 and simply ask for the IL Land Improvement Contractors Association room block or book online [here](#).

Hotel reservation deadline: January 6, 2026



Private Sewage Disposal Contractor Training

January 22, 2026
DoubleTree - Bloomington, IL



Contractor Training Store

Installer, Pumper, Portable Sanitation Technician CEU's

The Contractor Training Store and Illinois LICA are pleased to announce a 3 CEU training required for the renewal of Illinois Septic Licenses at a **discounted rate of \$55 for single, \$85 for dual or \$115 for all 3 licenses for ILICA members & employees** during the 2026 ILICA convention.

Plus, Illinois LICA is **offering a single license training FREE for any non-members that join Illinois LICA at the training**. So, be sure to invite fellow septic contractor service providers to the training and the free convention trade show, too!

Training Schedule:

8 am-12 pm: 3 Hour IDPH approved CEU course for Private Sewage Disposal Contractors
(includes sign-in, breaks between sessions, sign-out, workshop evaluations and certificate distribution)

In addition to the septic training fees, the following Convention charges may apply:

8 am - 10 pm: **Single Day Registration:** Trade Show, Breaks, Lunch, Banquet Dinner,
and Live Auction. **\$100.00**
12 pm - 5 pm: **1/2 Day Registration:** Lunch & Trade Show **\$25.00**
(+\$15 late fee after Jan. 9th)

Name: _____

Company: _____

Address: _____

City/State/Zip: _____

Phone: _____

Email Address: _____

IDPH Installation Contractor License #: **049** - _____

IDPH Pumping Contractor License #: **054** - _____

IDPH Certified Portable Sanitation Technician #: **901** - _____

Single License Training - \$55

2 License Training - \$85

3 License Training - \$115

Septic Training: \$ _____

Convention Registration: \$ _____

Total: \$ _____

Please complete this form and mail it along with a check for your participation to:

Illinois LICA
112 Exchange St., Ste. 2
Galva, IL 61434



Saturday, February 28

7:00 pm - 10:00 pm Executive Committee

Sunday, March 1

7:00 am - 6:00 pm Committee Meetings

1:00 pm Lunch

2:00 pm - 5:00 pm Executive Directors

6:00 pm DINNER ON YOUR OWN

8:00 pm - 10:00 pm Associates' Night

Monday, March 2

8:00 am Breakfast

9:00 am - 10:00 am Delegates' Meeting

10:00 am - 12:00 pm Board Meeting

6:00 pm - 10:00 pm Reception & Awards Banquet



Join us from March 3-7, 2026, at Conexpo Con/ Agg ! Explore a vast array of equipment and services from 2,000 exhibitors across more than 2.9 million square feet of exhibit space.

Visit LICA's Booth in the Grand Lobby:
Booth# GL-20204

Winter Convention Registration Includes

Registration provides access to all meal functions, Associates' Night, committee meetings, and the Board & Delegates' Meetings.

Upon check-in, each registered member will receive a name badge and program. The name badge serves as your official admission ticket and must be worn for entry into all convention events.

For a list of committees and their functions, please visit LICANational.org.

Attire

The attire for our Winter Convention is mostly casual. Members do wear "dressier" attire for the Awards Banquet Monday evening. Slacks, dresses, and nice shoes are often worn, but not required.

Associates' Night (Exhibition)

Sunday, March 1st - 8:00 pm - 10:00 pm
Hosted bar service (no meal included)

Join us for Associates Night, an exciting evening of networking and innovation! This event offers a perfect opportunity to connect and explore the latest products and technologies presented by our esteemed Associates.

While the event features a bar service only, you can enjoy a delightful dinner beforehand at one of the many nearby dining options.

Don't miss out on this unique chance to mingle and stay ahead with the latest industry trends!



2026 National LICA

Winter Convention

February 28 - March 2 | Harrah's Casino Hotel | Las Vegas



Name _____	Name _____
Company _____	Name _____
City _____ State _____	Name _____
Email _____	Name _____

EARLY Bird Rate Postmarked by February 13, 2026	Price	# Attending	Total
Contractor Member, Spouse or Associate Member. Includes: Associates' Night, Sunday Lunch, Monday Breakfast, Reception & Awards Banquet	\$425.00		
Youth: 13 Years & Under	FREE		
Registration Postmarked After February 13, 2026			
Contractor Member, Spouse or Associate Member. Includes: Associates' Night, Sunday Lunch, Monday Breakfast, Reception & Awards Banquet	\$475.00		
Youth: 13 Years & Under	FREE		
Total:	\$		

Hotel Information

Harrah's Las Vegas

3475 S Las Vegas Blvd; Las Vegas, NV 89109

\$171/night (plus taxes & resort fees)

Reserve by: Wednesday, January 28th

Call: (888) 458-8471

Use group code: LICA-Winter 2026 OR SHLIC6

Amount: \$ _____

Cardholder: _____

Card Number: _____

Exp.: _____

3-Digit Code: _____

Billing Zip: _____

Make check payable to: LICA
3080 Ogden Ave. Suite 300, Lisle, IL 60532

**Scan code to make hotel
reservations online.**



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ILICA TRIVIA

How many acres of pattern tile
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Be the first to submit the correct
answer to michelle@illica.net

One lucky winner will receive a prize!

Nov/Dec Answer: 12 Loads



CALENDAR OF EVENTS

Illinois

Contractor Training Store & Illinois LICA
Virtual Septic Training
January 8, 2026

8 - 11:30 am

Register: <https://form.jotform.com/210405973758159>
or via QR code on page 26

2026 ILICA Convention & Annual Mtg.
January 21 - 23, 2026

DoubleTree by Hilton Bloomington

10 Brickyard Dr, Bloomington, IL 61701

Register: <https://form.jotform.com/222925682060051>
or via page 18

IDOT Trucking Regs. Workshop Series

Feb. 6: Springfield, IL

Feb. 13: Rock Island, IL

Feb. 20: Noble, IL

9 am - 1pm

Register via QR code on page 9: www.illica.net/events

Contractor Training Store & Illinois LICA
Virtual Septic Training

Feb. 19, 2026

8 - 11:30 am

Register: <https://form.jotform.com/210405973758159>
or via QR code on page 26

National

2026 National LICA Winter Convention
Feb. 28 - March 2, 2026

Harrah's Hotel & Casino

\$171/night (plus taxes & fees); Call: 888-458-8471

Code: LICA – Winter 2026 or SHLIC6

Reserve by: Jan. 28, 2026

Register for the event via page 21.

2026 CONEXPO

March 3-7, 2026

Las Vegas, NV

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FEATURED ILICA BENEFIT: FREE CONVENTION REGISTRATION FOR NEW CONTRACTOR MEMBERS

Are you a new contractor member that just joined the Association in 2025/2026? If so, you are eligible to receive a FREE full convention registration. That's right, all 3 days of meals, activities, and entertainment included! The Illinois LICA Annual Convention and Members' Meeting will be held at the DoubleTree Hotel Bloomington on January 21-23 (see pages

14-19 for event details). Come for the trade show, education, entertainment, and hospitality Wednesday through Friday...or just come on whichever day works best for your schedule! Bring your spouse or partner along (additional registrations may apply) and have lunch and dinner on us. We can't wait to see you there!



69th Annual ILICA Convention & Members' Meeting

This card entitles a new active contractor member (or his/her company designee) to **one (1)**

FREE full participation at the 2026 ILICA Convention: **\$205 value!**

Register at illica.net/events and use code: **SOIL26**
or

Return this card with the convention registration by Jan 9, 2026 to:



Full Details

illica.net/illica-convention

Illinois LICA
112 Exchange St., Ste 2
Galva, IL 61434

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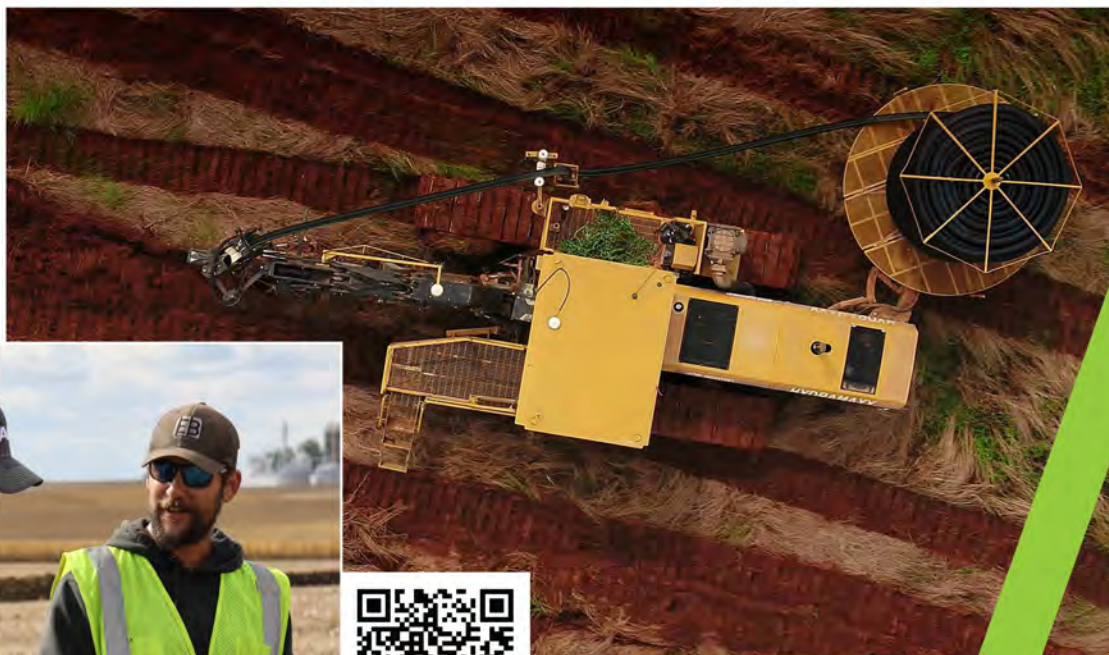


ILLINOIS LOCATIONS

Springfield 217-789-7711	Marengo 815-923-4966
Bolingbrook 630-739-7474	Carterville 618-985-3399
	East Peoria 309-694-3764



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ADS
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SAFETY FEATURE: PROMOTE A SAFETY-MINDED CULTURE



Do the employees at your company actively speak up and bring safety concerns to management's attention? Do they recognize personal and organizational hazards? Do they believe safety is a team effort and that everyone must do their part?

If you answered no to any of these questions, or are unsure, you may need to work on promoting a safety-minded culture.

Basically, a safety-minded culture is one where every employee, from upper management on down the ranks, has a set of shared workplace values, interests in safety, and behavioral norms. It is a culture where employees are rewarded for erring on the side of safety, even if it turns out they were wrong or misjudged the situation.

There are several advantages to promoting this type of workplace environment. Most important, a well-implemented safety program and training will lower your incident rate. Employees who know about workplace risks and take responsibility for safety will make fewer careless mistakes.

Also, it will produce more conscientious employees. They will be mindful of all their actions and will not be shy about correcting others who are developing potentially dangerous habits.

Here are some tips for planting and growing this culture in the workplace:

- Get top management and other personnel in high levels of the organization to articulate an intense commitment to safety – the goal is for the mindset to trickle down to employees.


- Provide all the necessary resources to make this initiative happen – if you don't have the proper personal protective equipment (PPE) in stock, employees will become discouraged.
- Consider incentive and reward programs for employees displaying the best commitment and highest standards of safety.
- Require frequent, candid conversation between workers and across all levels of the company.
- Create an openness surrounding errors and problems – discuss them and encourage employees' suggestions on how the problem could have been avoided.
- Encourage employees to report problems and errors – do this by rewarding, not punishing, for receiving this important safety information.
- Shift the focus from blame on the organization or individual to what everyone can do better next time.

In Order to Succeed, Train, Train Again...

Statistics from the U.S. Bureau of Labor Statistics are clear – continuous training is the best way to prevent on-the-job injuries for all employees. Once is not enough, because the employees getting hurt the most have been on the job between 1 and 5 years. Though employees may feel they already know everything they need to, refresher courses are important. They benefit everyone, including the long-term workers who may not be as familiar with newer technologies or procedures. In your training refresher courses, be sure to touch on most of these subjects:

- Personal protective equipment (PPE) use
- Machine handling and guarding
- Ergonomics
- Hazard communication, including bloodborne pathogens
- Hazardous materials

Source: SafetyZone - Safety Manager's Issue from Prins Insurance LICA Portal



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---	---

Virtual

SEPTIC TRAINING

JAN 8th & FEB 19th
8 - 11:30 AM

1 License Training: \$85
2 License Training: \$115
3 License Training: \$145
4% convenience fee applies





ILICA.NET/EVENTS

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120 East Martin Dr
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