



## Virtual Program 2021

[www.zoom.us/j/784616229](http://www.zoom.us/j/784616229)

**Passcode**  
**43196158**



Thursday, May 6, 2021

3:00—4:00 p.m.

### **Electrification, Solid Fuel Threat, Tax Credits, and More**

by HPBA's John Crouch and Rachel Feinstein

*Electrification or the push to ban gas usage and only build for electricity is sweeping the country. There is a **new major threat** to our solid fuel products. Learn how we are trying to work on these critical issues. Also get answers to the wood and pellet tax credit for 2021-2023 and more.*

NFI-CEU— 1.0 Technical



### **Avoiding Legal Landmines for Small Businesses**

Nicole Marklein

Cross, Jenks, Mercer & Maffei LLP  
Baraboo, WI

*Being a small business owner requires wearing a lot of hats. Dealing with personnel matters, legal compliance, accounting contracts, getting paid...Oh yeah, and actually providing goods and services to our customers! This presentation is designed for small business owners and their management to address two major legal issues that can affect a company's bottom line. We will discuss common pitfalls in employment law and proposal/contract processes to help ensure that you get paid for every job.*

NFI-CEU 1.0 S/H/L

Annual Meeting and Program for  
2021.

Thursday, May 13, 2021

3:00 p.m. for Annual Meeting

4:00 p.m. Program

Thursday, May 20, 2021

3:00 p.m.

### **Maximizing Employee Skills and Talents as Expeditiously as Possible in the Hearth Industry**

Kirt Schwarm  
SBI-International  
Appleton WI

*As I visit "Hearth Shops", the number one complaint I hear is a "lack of good employees". This presentation will address issues as to why some fireplace shops seem to have problems finding, keeping motivating, and training employees. Most of this presentation might appear to just be "common sense" approach to this topic, but I guarantee most attendees will see some glaring mistakes they are making with employees. My suggestions come from "real world" experiences and are directed at the "small businesses" we refer to as a Hearth Shop.*

NFI-CEU 1.0 Elective

