

Top 10 Homework Excuses

10. "My printer/computer is broken"
9. "Someone stole my flashdrive when I was in the cafeteria and it had all my work on it."
8. "I ate something bad and got poisoning"
7. "I accidentally grabbed my siblings backpack"
6. "My computer burned down."
5. "My mom accidentally threw it in the garbage. I have a note from her to prove it. (pause and search your pocket) Oh no. I can't believe I left the note at home."
4. "My dog ate it - seriously." (Note: "seriously" establishes newfound credibility for the oldest excuse in the book)
3. "I didn't understand it and asked my parents for help, but they didn't understand it either." (Burst into tears here if the teacher shows any doubt.)
2. "I left the homework in a hymn book when I went to church for early morning mass."

And the #1 Homework Excuse

1. "I dropped my flash drive in the toilet... seriously."

Upcoming Events

IAC is a member of a number organizations and associations throughout Montana and Wyoming. If you will be attending one of the events below, please stop by the IAC booth and introduce yourself to us!

September 1st	Closed for of Labor Day
September 8th – 9th	MECA Operations Conference – Billings, MT
Sept 29th – Oct 2nd	MECA Annual Meeting – Great Falls, MT
October 7th – 9th	81st Annual Montana Water School – Bozeman, MT
October 9th – 10th	MMEC Compete Smart Conference – Billings, MT
October 16th	MSU Career Fair – Bozeman, MT
October 27th – 30th	Peer Group Meeting – Denver, CO
November 27th	Closed for Thanksgiving Day

Member Association Spotlight

Montana Coal Council

The Montana Coal Council is a nonprofit industry association whose membership includes all major coal mine operators, holders of Montana coal reserves, those who ship coal, utilities who use coal, and numerous suppliers and businesses directly and indirectly involved in the coal industry. There are six major coal mines in Montana – five mining subbituminous coal and one

which mines lignite coal. The subbituminous coal mines are located in Big Horn, Rosebud, and Musselshell counties. The lignite mine is located in Richland County on the MT/ND border. The MCC's 38th Annual Convention was just held in mid-July in Kalispell, MT. IAC is proud to be the only Systems Integrator member of the MCC.



Website: www.iaconline.com
Phone: 406-285-4627
Three Forks, MT 59752
123 Main Street

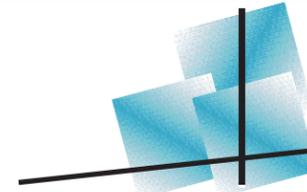
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FALL 2014

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Empty Nesters

In Montana at least, it seems like it takes forever for summer to get here. Sometimes we are lucky enough that in May everything begins to melt, the valley turns green, and bulbs peek out of the thawed earth, schools let out and summer "begins". More often though it's June when the days become warmer and you get brave enough to leave the house without a light jacket or sweater. For me, it still doesn't really feel like a summer day until mid-July when I'll finally get in the water to wakeboard (which usually includes me putting on the last skier's wet life jacket – brrrr!).

In 2014, summer officially began on June 21. But in the mountains it takes a while for everything to really be summer. You finally get a couple weeks of heat, the rivers threaten to flood, there's a couple months of mowing the lawn, weekend BBQs or camping trips, and I'm sure lots of you are working on the proverbial "honey do" list. It goes by fast. Suddenly we're into August and every store window is decorated for autumn and every commercial on TV is for back-to-school shopping. It's still summer on the calendar, but autumn is already here. I don't remember winter flying before my eyes this fast (no wait, those were snowflakes).

For students, autumn is an exciting time. You get new additions to your wardrobe, a new backpack and supplies, you get to start the school year fresh with an A (as some teachers

told me). There are a lot of firsts: mom lines you all up for a first-day-of-school picture, first year of kindergarten, junior-high or high-school begins for many, first year of college and choosing a career path for others...first time living on your own.

For parents, this may not be quite as exciting unless this is the first time you don't have to carpool. There are other positives: the first time you don't have to try to fix a take-with-you dinner so you can attend some afterschool activity, or the first time you can do all the laundry in your house in two loads. There's also the first year of the empty nest.

Chuck and Tina just returned from taking their youngest child to Carroll College in Helena. They left on a Tuesday and actually headed up to Missoula as Christine joined an ROTC program which she will coordinate with U of M to complete during her studies at Carroll College. From there, they drove southeast to Helena for the official goodbye parents/hello college hug.

Christine will be studying Anthrozoology, the study of man's interaction with animals. A major focus of anthrozoologic research is the quantifying of the positive effects of human-animal relationships on either party and the study of their interactions. Christine is also minoring in psychology.

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Do your trade journals go unread? We've selected these articles as the best of the best for issues that affect you, your employees, your process and your bottom line. You will also find helpful hints, humor, and tidbits throughout.

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CURRENT IAC PROJECTS

Anaconda-Deer Lodge WW Dept. – Wastewater Effluent SCADA Design	City of Three Forks – Wastewater Treatment Design
Cannon Power Group – Wind Farm Upgrades	Idaho Pole – HMI Replacement
City of Billings – High Service Pump Station	Imerys - Houston – PLC5 to CLX Migration
City of Billings – Backup Power Phase 3	Imerys - Ontario – Polaris Dryer Project
City of Red Lodge – Water System Upgrades Ph.1	Park Electric Cooperative, Inc. – Machine to Machine Upgrade
City of Sheridan – Big Goose WTP Improvements	Spring Creek Coal – Water System Additions & Modifications
	Yellowstone Valley Electric Co-op - SCADA Telemetry

IAC is a CSIA Certified control systems integrator specializing in automation engineering, security and information management. From plant floor to management's door, IAC has the expertise you are looking for to provide the seamless integration of technology into your operation.

Outdoors

1) The Art of Training Bear Dogs

Wind River Trails & Trails and the Wind River Bear Institute train Karelian bear dogs to be teachers, while living side by side with the Rocky Mountain bear population.

www.meca.com
(Rural Montana Magazine, 5/2014)

2) Water Providers Sign a Conservation Agreement

Feds and municipal water providers in Colorado, Arizona, Nevada and California agree to conserve the Colorado River.

www.watertechonline.com
(Water Technology, 8/14/2014)

3) Welcome to Montana Elk Hunting

Advice for residents and nonresidents on where to hunt, reliable information, and licensing.

www.fwp.mt.gov/mtoutdoors
(Camping Life, 4/21/2014)

continued from page 1

For many parents, this is a difficult transition. Sure, it's one you know you'll eventually face one day but how do you really prepare for it? It may feel like the end of a relationship. After all, you probably spent almost every day for the last 18 years or so together! Parents may question if they've prepared their children for individual responsibility well enough. It may simply be hard to accept that you aren't able to do something for your child now that they are on their own. Did you, as a parent, finish your parental "honey do" list and send a responsible adult into the world?

Fortunately for Chuck and Tina, empty nest syndrome isn't a real medical condition. Feelings of emptiness will dissipate. They'll either learn to cook smaller meals, end up eating a lot of leftovers, or fill the quiet void by inviting over friends or family to supper. They will definitely find ways to occupy their "down time" (if you know any of the Wambeke's you'll know they don't really have "down time"). They will learn to embrace this next chapter in their lives.

Some of you may also be trudging through this stage in your life, and I want you to remember that you're not alone. Just as the summers fly by each year in the blink of an eye while the winters tend to last a bit longer, this too shall pass. If you are struggling with this new phase in life, give Chuck a call for some pointers...or maybe setup an overdue trip to Three Forks. Just remember to bring your fly rod.

You know you are suffering from "Empty Nest Syndrome" if.....

You have thrown out the better part of the last several one-gallon jugs of milk, but still can't bring yourself to buy the one-quart cartons.

You called the power company and asked them to check your meter, because the hot-water bill has been way too low.

You suddenly realize that you no longer need to include video late fees as part of the monthly budget.

You are shocked when you notice you can push the buttons on the car radio and KNOW what station you will get.

The bottle of shampoo has been in the shower so long you are starting to think it might be a mystical experience - kind of a loaves-and-fishes thing.

They've been gone three years and you still cook enough for your husband to have seconds and thirds ... and fourths.

You ask the mechanic to check why your car is costing so little to run.

Your cupboards overflow with uneaten school lunch treats.

You still hide your best make-up.

Credit: cybersalt.org

Information Systems

1) Another Botched Microsoft Patch

Second month in a row of botched automatic Office patch.

www.infoworld.com
(InfoWorld Daily, 7/28/14)

2) Smart Fitness Apparel

Companies are creating smart clothing capable of measuring heart rate, breathing, calories burned and other vital statistics.

www.theweek.com
(The Week, 6/13/14)

3) 9 Essentials for a Complete Cloud-to-Cloud Backup Solution

The title says it all..

www.spanning.com
(Spanning White Paper, 3/2013)

4) Wyoming to Close Data Center in Cloud Shift

The first state to deploy Google Apps makes its next step in moving its computing resources to the cloud.

www.infoworld.com
(InfoWorld, 8/14/14)

Tech Tip

Speed up Chrome Browser on Android

If Chrome on your Android device is slower than you would like, there is a setting that can be changed that may help. Changing how much memory is allocated to the app, you can speed it back up.

Open a new Chrome tab and type: "chrome://flags/#max-tiles-for-interest-area". A menu will pop up, and you can select up to 512 instead of the default of 128. This is the max memory that you can give Chrome (depending on the age of your device, you might want to select 256). Next, tap the "Relaunch now" button to restart the browser, and you should see improved scrolling and navigation performance. If your browser is acting slow or lags, try giving this tweak a shot.

(Note: just typing in chrome://flags/ gives you a whole raft of custom "experimental" settings to tweak, but be careful, it may cause problems!)

Controls/ Automation

1) In a Crisis, Are Machines Better than Humans?

Machines don't panic, and they always do what they're told, but they can't react to all situations.

www.controlglobal.com
(Control, 8/2014)

2) Next-Gen 18-W LED Power Supplies Shrink to Fit Space-Constrained Apps

Technology continues to evolve on a daily basis.

www.electronicdesign.com
(Electronic Design, 6/24/14)

3) Process the Analog Variables..

Selecting the right sensor/instrument to measure process variables can be a daunting task.

www.controldesign.com
(Control Design, 8/8/14)

4) 15 Cool Tech Tools for Education Market Differentiation

From 3D visualization to using big data to prevent school tragedies, check out these cool technology tools.

www.crm.com
(CRM Custom Systems, 8/20/14)

Verizon Humor

This doesn't quite fit into the tech articles we'd normally bring you, so I'm adding it here instead. If you are with Verizon this won't be quite as funny if you (like the author mentions) download 2 Netflix titles and a game or two a month, update your Facebook status or play a little too much Farmville. But I found this author's take on it too funny not to share! If you use more than 4.7GB/month, you may want to rethink your usage...or carrier.

"V is for Verizon: void of value"

www.infoworld.com/t/cringely 7/29/2014

The Funny Side of Parenting

Two kids are talking to each other. One says, "I'm really worried. My dad works 12 hours a day to give me a nice home and good food. My mom spends the whole day cleaning and cooking for me!" The other kid says, "What have you got to worry about? Sounds to me like you've got it made!" The first kids says, "What is they try to escape?!"

Legal Pitfalls to Avoid During Interviews

(Associated Employers 3/2014)

Hiring managers and HR departments are typically responsible for selecting new employees and holding interviews. While it may appear to be a simple task, there are many legal pitfalls that interviewers must be aware of so they don't legally compromise the company.

Health concerns – Stay away from questions that ask about the applicant's health, including how frequently the applicant takes sick days. If the applicant does not get the position, they can blame it on disability discrimination. If the position requires a certain level of performance, such as heavy lifting or constant standing, it is appropriate to inquire about the applicant's health related to the job responsibilities.

Family topics – Be cautious with questions and topics related to family situations, childcare responsibilities and children in general. Interviewers can ask whether the applicant can fulfill the established work schedule, but cannot ask how many children they have or what their childcare schedule is like. In addition, since women are most often the primary caretakers for children, these questions can open the realm of sexual discrimination.

Religion – Refrain from questions and comments that refer to an applicant's religious ties, denomination, or even religious holidays observed. Even something as simple as complimenting a cross necklace can have legal implications.

Race/Ancestry – Anything related to where the applicant was born, customs, origin, etc. must be avoided. It's even illegal to request a birth certificate or proof of citizenship before employment.

EMPLOYEE SPOTLIGHT



Hello: David Jones

IAC is pleased to welcome David Jones, Controls Engineer. David is a 2014 graduate of Montana State University with a B.S. in Electrical Engineering. He joined our team in May and jumped right in on project work including drafting/ updating drawings and helping on project startups. David is originally from Cut Bank, MT but is now calling Three Forks his home. He enjoys motorcycling, working

out, video games and watching/playing sports. He has been active in volunteering with the FIRSTLEGO League® which is designed to get children excited about science and technology – learning programming in robotics.

Farewell: Crystal Turner

I have been with IAC since March of 2011. I am the Office Administrator – answering/directing your calls, coordinating travel plans, assembling submittals and O&M's, tracking project budgets, acting as the HR "department", organizing Lunch & Learns (and preparing the lunch), and administering A/R and A/P. I have had the pleasure of bringing you this newsletter for the last year and a half, however I have taken the position of City Clerk for the City of Three Forks so this is my last newsletter. I have learned so much at IAC and enjoyed meeting our clients and working with the peer group. I will greatly miss my coworkers. But, I'll just be across the street! To those of you I know personally, and to those I've had the pleasure of working with via email or over the phone, thank you and take care.



How can I cope with empty nest syndrome?

If you're experiencing feelings of loss due to empty nest syndrome, take action. For example:

- Accept the timing. Avoid comparing your child's timetable to your own personal experience. Instead, focus on what you can do to help your child succeed when he or she does leave home.
- Keep in touch. You can continue to be close to your children even when you live apart. Make an effort to maintain regular contact through visits, phone calls, emails, texts or video chats.
- Seek support. If you're having a difficult time dealing with an empty nest, lean on loved ones and other close contacts for support. Share your feelings. If you feel depressed, consult your doctor or a mental health provider.
- Stay positive. Thinking about the extra time and energy you might have to devote to your marriage or personal interests after your last child leaves home might help you adapt to this major life change.

Credit: mayoclinic.org