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Lumber Co-operator Mission Statement:

Lumber Co-operator is committed to broadening awareness of critical issues shaping the lumber and building material industry. We promise to equip our readers with the necessary tools to compete in an ever-changing business environment.

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If you would like more information on how to become part of the *Lumber Co-operator's* Editorial Advisory Board, contact Rob Totaro at 518-880-6386.



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Message from the President

Rita Ferris, CAE



Are you on your way to omnichanneling?

This weeks' news included an announcement that Walmart acquired the online retailer Jet for \$3.3 billion. Instantly, the *Bloomberg Report, Wall Street Journal,* and *New York Times* speculated about how Jet could impact, or eventually even take down, the online giant Amazon. This reminded me of the online sales conversation our industry tends to start but doesn't finish, because it's not quite sure how it fits with our products and can't decide when the investment in technology will be worthwhile.

The Jet acquisition is a step to help Walmart master omnichannel selling, an integrated sales approach that creates a seamless shopping experience for customers online (via desktop or mobile device), by telephone, or in their brick-and-mortar stores. This differs from the multi-channel approach commonly used by businesses that connect with customers through various channels but don't coordinate engagement during every part of the process with the goal of providing a seamless experience.

Although omnichanneling is the goal of every large retailer today—Disney is cited as one of the best examples—by most accounts, it has not been perfected yet. Some examples of obstacles include customers not understanding that they have to share their personal information with retailers in order for technology to identify shopper's preferences and, in turn, retailers' reluctance to share their customers' information.

Today's remodelers are used to calling your store to ask if you have a specific quantity of Sheetrock in stock, but many also want to go online to see what you have in stock, and to find out how much it will cost, what incentives you offer, and if they can order it for same-day or next-day delivery. Can you accommodate those needs? Some dealers already enjoy these capabilities with their suppliers, and some offer them to their customers in part; however, there is a big opportunity for the companies that can offer the entire experience. In fact, Forrester (a firm specializing in B2B eCommerce) forecasts this will be a \$1.13 trillion market by 2020.

Will brick-and-mortar stores remain relevant? Absolutely. Personal interaction will be even more precious to cultivate loyalty, and that comes across most clearly in a brick-and-mortar store. When material is ordered over the phone or online, your company will personally deliver to the jobsite and make an important impression with your customer. Later on, personal interaction is especially important if your customer needs help to solve any issues that may arise.

Omnichanneling won't be perfected overnight, so you still have time to become

(Continued on pg. 88)

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What Are You Selling?

Rob Totaro, director of communications & P.R.



When my wife and I bought our first home in 2009, we were looking for a starter home to build a life and family together.

We knew there would be challenges in purchasing a 76-year-old home, but we were ready to face them together. We were scared by everything that we didn't know about the house and the remodeling process. We had a vision for what our home could become, but we didn't yet have the skill or experience to execute that vision. Nonetheless, remodeling our home was a formidable project for us to tackle together for the foreseeable future.

Every day your business faces similar opportunities to remodel. Your operations, marketing, and sales all function in a real-time environment where the only constant is change. Knowing that your level of expertise could affect the lives of your customers can be daunting; these are the realities of remodeling your home or any aspect of your business. As NRLA members know, knowledge is power. Industry expertise erases fear and uncertainty and gives hope for a brighter future, a more successful business, or making the perfect home a reality.

This brings me back to my original question—what are you selling? Lumber, decking, doors, and perhaps a vast array of windows like the ones highlighted in our product showcase (p. 36)? Yes, all of that and more. You are selling expertise, service, and hope for a better, happier house by helping a young family, like mine, make the best product choices they can.

My first remodeling experience was a success due in large part to a very handy father-in-law and an NRLA member who helped adjust my shopping list to ensure the building materials I was purchasing would meet all my needs.

As I sit in my remodeled basement and watch my 2-year-old son bounce off the walls, I am grateful for the knowledge of the independent lumber and building material dealers and NRLA's associate members who support the industry. I look forward to learning more about the industry and spreading the word about your expertise as NRLA's new director of communications & P.R.

Thank you,

Rob Totaro





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Deck shown in Vintage Cypress

NRLA Chair

Chuck Handley, Burke's Do It Best Home Center



Is it fall already? Where has the time gone? I hope you have enjoyed the beautiful summer weather and that your sales are reaching levels as high as the temperatures this year.

As always, the *Lumber Co-operator* has impeccable timing in addressing the remodeling market. While reading through the interesting articles in this issue, I naturally think of my own business during the recession. I remember how our staff focused on residential remodeling and repairs, which kept our business successful during difficult and trying times. In fact, that segment of the market has always been our strength, with new housing and commercial work being a bonus.

I would like to thank the state and local association officers and boards that have welcomed me with open arms this past summer at the many social events I was able to attend. It is great to see new and familiar faces at these gatherings. I benefited tremendously from being able to network with my fellow retailers and associates. Of course, I was not able to attend every event, but next year, I will try to participate in those that I missed this summer.

All departments of the NRLA are extremely busy working for you and your business, but please do not hesitate to call if you need assistance on any subject. This is your association, and we have the most knowledgeable staff in the LBM industry. Do not hesitate to take advantage of your membership and all of the valuable resources that come with it!

I hope you are making plans to attend the NRLA/NNYLDA Annual Meeting in Lake Placid, N.Y. on Friday, Oct. 21 and Saturday, Oct. 22. Lake Placid has a storied history of hosting two Winter Olympics and staging the greatest upset in sports history with the "Miracle on Ice." I am excited to celebrate the installation of NRLA's incoming Chair Bob Bicknell, the new members of your Executive Committee, and fresh faces to the NRLA Board of Directors.

As my time winds down, I look forward to welcoming new members to the Executive Committee and NRLA Board. We thank these volunteers who have accepted our invitations to step up and lead the association in the new fiscal year.

I hope to see everyone at the Annual Meeting in Lake Placid or at the state and local associations' Annual Meetings throughout the fall.

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NYLE President

Jordan Russin, Russin Lumber Corp.



The world, it seems, has gone mad. Every day it's a new calamity. Terrorist attacks. Police shootings. Brexit. Rising sea levels. Refugees. Putin, Assad, and Kim Jong Un. It seems that every morning, we wake up to more shocking news.

As if this isn't enough, it's election season, and our social media feeds drown us with vitriol about how Hillary, or Donald, or both, will ruin our country if the presidency swings in their direction.

It seems as if no matter which way you turn, we're being shown violent, scary images, and the only sure thing is impending doom. But we have day-to-day lives to live, families to raise, and businesses to run. How can we stay sane when the world around us is going nuts?

We hug our children tight and we teach them to love in the face of hatred. We teach them that while we may not agree on the little things, we all agree on the big stuff: that we want our kids to live better lives than we've had; we want them to grow up knowing peace, and we recognize that no matter your race, political affiliation, or ethnicity, we all deserve a chance to make our own success in this world.

But through it all, we still need to sell products, satisfy customers, and grow our businesses. The world is changing fast, and the LBM industry is no exception. NYLE continues to charge forward—our membership is at its highest level in years; we held the best-attended Spring Conference since the recession, and the Summer Outing is sold out. Whatever is going on outside, we don't ignore it—we persevere. Isn't that what this industry is all about?

One thing I find myself thinking about, and that NYLE has taken under much consideration, is how we can make the world just a little bit better. This year, NYLE worked with the Lumber Dealers Association of Connecticut in our first-ever Habitat for Humanity event: an effort to be mindful of our ability to improve the world outside our front doors. Many lumber dealers have charitable organizations they support in a big way, and many employees at retail and associate members are incredibly generous with their money and time to support the less fortunate.

We are a strong, vibrant industry, which has demonstrated tremendous resilience in the face of big challenges. As the world around us faces new struggles, and despite painful news reaching our TVs and smartphones every day, our industry will be a big part of the future. NYLE represents that future for this industry. I challenge you to invest in that future, to do a little more along the way to make the world a better, more secure place.

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Overtime Rule Poses Challenge for Dealers

By Ben Gann, director of legislative affairs & grassroots activities, NLBMDA



On May 18, the Department of Labor (DOL) announced a final rule that will dramatically increase the number of employees eligible for overtime pay. The rule increases the salary level under which full-time salaried "white collar" employees qualify for overtime pay from \$455 per week (\$23,660 annually) to \$913 per week (\$47,476 annually). The new rule takes effect on Dec. 1.

In addition, the threshold will automatically adjust every three years and be based on the 40th percentile of average earnings for salaried workers in the lowest wage census region, which is currently the South. This means DOL will next increase the threshold levels to take effect on Jan. 1, 2020, and post the new salary levels 150 days in advance of the effective date (Aug. 1, 2019). The White House estimates that the threshold will increase to \$51,000 in 2020.

As part of the new rule, 10 percent of the salary threshold for workers not classified as highly compensated employees (HCE) can be met by non-discretionary bonuses, incentive pay, or commissions, provided these payments are made on at least a quarterly basis.

Employers should continue to focus on the duties test, which was not changed. The three basic tests that a worker must meet in order to claim a white collar exemption are the following: 1) the employee must be paid on a salary basis not subject to reduction based on quality or quantity of work ("salary basis test"); 2) the salary must meet the applicable threshold amount ("salary level test"); and 3) the primary job duty must involve work associated with executive, administrative, or professional employees ("standard duties test").

There is still a general exemption from the rule for outside sales professionals provided the following criteria are met: 1) the employee's primary duty must be making sales or obtaining orders or contracts for services or for the use of facilities for which a compensation will be paid by the client or customer; and 2) the employee must customarily and regularly be engaged away from the employer's place or places of business. A general exemption also exists for drivers of commercial trucks involved in interstate commerce.

Employers should take steps over the next several months to comply with the rule by identifying exempt positions where employees earn less than the threshold and decide which positions to increase salaries above the new threshold. An important consideration for workers moving from salaried exempt to hourly non-exempt is whether their benefits will change as part of the reclassification. As has been mentioned to regulators and law-makers, workers converted to hourly non-exempt may see changes in their benefits and will likely have limited opportunities to earn overtime.

(Continued on pg. 89)









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NRLA Members Make "Employment Opportunities in the Industry" Video

By Louise Farbstein, NRLA executive coordinator

NRLA members put the finishing touches on an employment recruitment video designed to attract young people to the building material supply industry. Mandi Baierlein, showroom manager at r.k. MILES, Manchester, Vt., and Joe Cecarelli, president of Oxford Lumber and Building Materials, Oxford, Conn., met the crew from RPR Studios to share firsthand accounts of the opportunities provided throughout their careers. The final footage was filmed at Mario's Home Center in Valatie, N.Y., and GNH Lumber in Greenville, N.Y.



Joe Cecarelli, president, Oxford Lumber and Building Materials, during the filming of the Employment Opportunities in the Industry video.

Employment Opportunities in the Industry video filming with Mandi Baierlein, showroom manager, r.k. MILES, Inc.

The video, which is a product of the Employment Opportunities in the Industry Task Force chaired by Rod Wiles of Hammond Lumber, Belgrade, Maine, will promote the variety of career opportunities in the lumber and building material supply industry, employer-provided training, commitment to community, and teamwork, which is an integral part of the business. The new footage will be combined with content provided by several other NRLA members, including Koopman Lumber Company, Kuiken Brothers Company, GNH Lumber, Inc., Riverhead Building Supply, Fairhaven Lumber Company, and Reliable Truss.

Baierlein spoke of her transition from banking to lumber and building materials sales. Industry veteran Cecarelli discussed his career path to president of Oxford Lumber. Both were offered opportunities and training that would be hard to find in other industries.

The finished video, which generically features the membership, will be provided to all members to use on their website as a recruiting tool. It will also be posted on the career page of NRLA's website, YouTube, and social media. NRLA's next project will be a video to promote the benefits of associate membership to prospects and current members.

Special Thanks to the EOI Task Force Members:

Robert T. Bicknell Fordan Russin

Joe Cecarelli

Daniel Martin

Jay Pires

Jordan Russin Francis Saluti Jason Thacker Stephen Ciccone

Anne Cunic Rita Ferris David Gluck Tammy Wandler-Ginexi

Novik Names Dealer of the Year



Novik has awarded Duane Steinroeder, the president of BrightView Distribution, with the 2016 Dealer of the Year award. The award is based on annual volume and overall marketing support of the Novik product line. Since 2007, BrightView has been a supplier of Novik to construction professionals throughout greater Long Island. "We are very pleased to award BrightView with the Novik Dealer of the Year Award," said Ralph Bruno, president, Novik. "Their support of the NovikShake product line and value that Duane and his team bring to their customers is outstanding."

Benson Lumber purchases Bouila-Gorrell Lumber Co.

Benson Lumber & Hardware, a company with locations in Derry and Londonderry, N.H., has purchased Boulia-Gorrell Lumber Co., a family business that has lasted four generations. "We truly felt this was the right direction for the future of the company. We are very dedicated to our customers, and we wanted the same level of customer service to continue," said Sally McGarry, a member of the Veazey family that has operated Boulia-Gorrell. Benson Lumber & Hardware, which has been in business for 103 years and has also been family-owned for four generations, will retain the Boulia-Gorrell name, and staff will remain the same, the companies said.

(Continued on pg. 18)





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(Continued from pg. 16)

NRLA Welcomes New Retail Members

By Steve Ciccone, NRLA regional director

Lakeside Quality Building Products

Ontario, N.Y. www.lakesideroofingandsiding.com



Chris Connor, general manager, and Brad Burns, president and owner, Lakeside Building Products.

Lakeside Building Products is a second-generation company that was started in 1977. With its flagship location in Ontario, N.Y., and branch locations in Brockport and Hannibal, Lakeside services Upstate New York and northern Pennsylvania.

From humble beginnings with 3,000 square feet of space, one truck, and a forklift, Lakeside has grown to 40 trucks, 45 employees, and more than 100,000 square feet of stocked warehouses. In its almost 40 years in business, Lakeside has become a premier roofing, siding, and millwork company providing materials to homeowners, contractors, and large developers across the region.

Owner Brad Burns stated, "We are the last of the independent companies of our kind in the region and we want to support the rest of the independents in the area—it's what we're all about!"



Medina Lumber and Hardware

Medina, N.Y. www.medinalumberandhardware.com



Tom Snyder, owner of Medina Lumber and Hardware.

Medina Lumber was founded on June 2, 2009. Tom Snyder, owner, operator started as a contractor and landowner in the town of Medina and saw a need for a lumberyard. Purchasing the Somerset Lumber facility, which was closed, he filled that need.

"Whenever I needed to buy materials, I had to drive 20 miles away, and I wasn't the only one. So, I bought the yard. I know the products, I know the people, and knew I could help the community and run a good operation," said Snyder.

Medina Lumber concentrates on the remodeling market and services small to mid-sized contractors and do it yourselfers. As an Orgill distributor, you will find more than 6,000 products for sale here, including plumbing, gardening, electrical items, hand tools, paint, small engine replacement parts, keys, and much more.



(Continued on pg. 20)





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(Continued from pg. 18)

ONE MILLION HOURS AND STILL COUNTING

National Safety Council recognizes Hammond Lumber



Between May 2012 and November 2015, the employees of Hammond Lumber Company's Belgrade, Maine store worked more than one million consecutive hours without a job-related injury or illness that resulted in lost time. The National Safety Council (NSC) has recognized that accomplishment with its Million Work Hours Award.

According to Hammond Safety Director Bruce Pelletier, the streak is still going. "We've now gone beyond 1,189,500 hours at the Belgrade facility," says Pelletier, "and the strong commitment to keep it going starts with the Hammond family's emphasis on keeping all of us safe. They really care about the people who work here and want to make sure that when we go home we're not missing out on playing with kids because of an injury."

Clifton "Skip" Hammond started the company as a three-man sawmill in 1953. Skip's focus on safety was shared by his wife, Verna, and it extended to their son Donald, grandson Michael, and son-in-law Bob Thing as Hammond Lumber grew into one of Maine's largest independent building suppliers. There are now 13 Hammond Lumber locations and 450 employees. Donald is now Hammond Lumber's president while Mike is vice president and Bob is the director of operations. Skip and Verna are retired but still involved.

On the wall of Pelletier's office are 45 certificates and plaques given to the company over the years from not only the NSC, but also from the Northeastern Lumber Manufacturers Association (NeLMA), Maine Employers Mutual Insurance Company (MEMIC), and various organizations within the building trades. One of the certificates is a previous Million Work Hours Award for a Belgrade streak extending from February 2005 to April 2008. "The Farmington and Skowhegan facilities," Pelletier points out, "are half to three-quarters of the way to a million hours, yet they have only 19 employees each. They haven't had a lost-time accident in more than 15 years."

Pelletier was hired by Hammond Lumber in 2005 as the company's first full-time safety director, and it is his sole focus. In addition to staying on top of government regulations and performing frequent inspections of all areas of all Hammond locations, he conducts safety orientations and ongoing training for the entire Hammond staff.

More information about Hammond Lumber Company's safety programs, as well as its products and services, is available at 1-866-HAMMOND and www.hammondlumber.com.

Relocation for GNH Lumber in Windham

The Catskill Watershed Corp. (CWC) Board of Directors on June 7 approved a grant of \$235,000 from the Flood Hazard Mitigation Implementation (FHMI) Program to purchase a 6.8-acre parcel of land for the relocation of GNH Lumber in Windham, N.Y. The action will help GNH move from its current site along the Bataviakill stream to a parcel outside the flood plain along Route 23 just east of the hamlet of Windham.



New CEO at Roseburg

Roseburg CEO, Allyn Ford has announced that he plans to step aside as Chief Executive Officer, effective Sept. 1.
Current company president, Grady Mulbery, will become president and CEO at that time. Ford will remain a key part of the company in his role as chairman of Roseburg's Board of Directors. "This transition has been in the works for a long time, and Grady and the executive team are ready and able to take it from here," Ford said. Ford recently celebrated his 50th anniversary with the company his father, Kenneth Ford, founded in 1936.

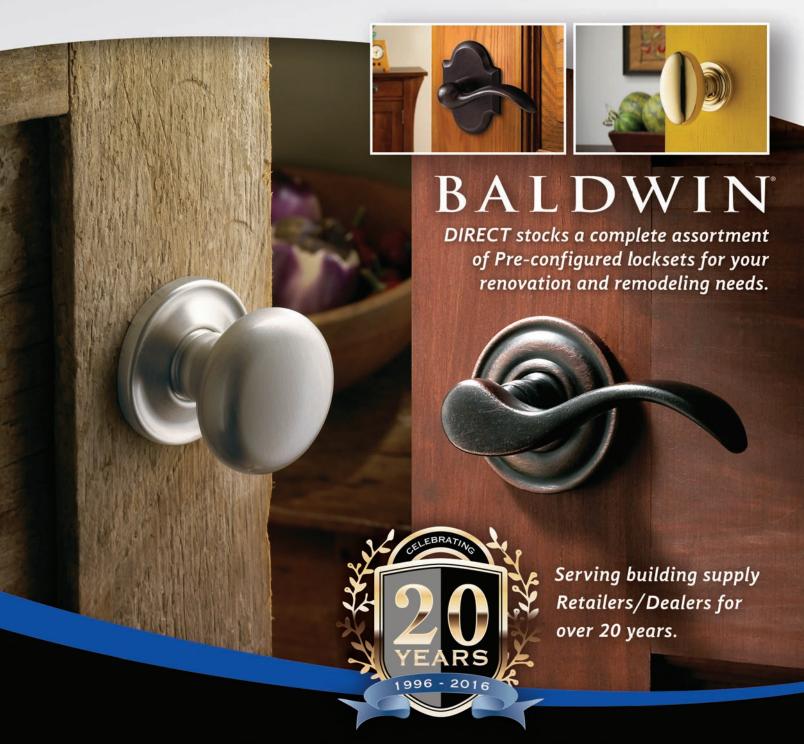
"I am honored and humbled that Allyn, the Ford family and the board have entrusted this role to me, and I plan to live up to that trust," Mulbery said. "Our core values, who we are as a company and what we do will not change. That is the legacy Allyn leaves as he retires. It's the legacy we want to build onto as the organization moves forward and seizes opportunities for internal and external growth."

(Continued on pg. 22)



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On the Move

NRLA Hires New Senior Accountant and Director of Communications & PR

NRLA announced the recent hiring of its newest team members—**Chrisanne Cirillo** and **Rob Totaro**.



Chrisanne Cirillo

Cirillo was hired as NRLA's senior accountant. In her prior endeavors Cirillo managed payroll, assisted with financial statements, performed journal entries, reconciled bank accounts, took charge of receivables, and performed general ledger account analysis. She most recently served as a staff accountant for the New England

Orthopedic Surgeons in Springfield, Mass. Cirillo holds a B.S. in Business Administration and an A.A.S. in Accounting.

Totaro was hired as NRLA's director of communications & PR.



Rob Totaro

He will be responsible for publishing the Lumber Co-operator and coordinating all modes of communication, including NRLA's website and Facebook, LinkedIn, and Twitter accounts. Totaro will also work to develop relationships with the press with the goal of putting a "face" on independent lumber dealers and attracting new people

to our industry. Most recently, he served as the director of communications for the Capital District YMCA.

National Nail Hires Director of Distribution

Steve Graff has recently joined **National Nail** as director of distribution. In his new position, Graff will lead the Distribution and Operations teams of National Nail to best disseminate its products nationwide, including products of its proprietary



Steve Graff

brands CAMO, PRO-FIT, and STINGER. "Steve is a great addition to the National Nail family," said W. Scott Baker, president and CEO. Graff gained years of distribution expertise at companies including Quality Edge, ODL, Huttig, and Georgia-Pacific.

American Lumber Announced Recent New Hires

Leann Stiller has joined American
Lumber Company in an inside sales and
customer support role, Charles Johnson
will be managing the Pennsylvania and
central New York sales territories, and
Mike Haas will be in an outside sales role
for western and southern New England.



Leann Stiller



Charles Johnson

U.S. LBM Promotes Young Nam to VP of Pricing & Procurement

U.S. LBM announced that **Young Nam** has been promoted to vice president of pricing and procurement. Nam joined U.S. LBM in 2015 as director of supply chain optimization. In this newly created role, Nam is responsible for leading the company's building materials procurement strategy to support the contin-



Young Nam

ued market growth of U.S. LBM's divisions. "Young has a deep understanding of building materials sourcing, procurement, and supply chain operations," said Jeff Umosella, COO of U.S. LBM and president of Universal Supply Company. "We're pleased that our divisions will continue to benefit from his knowledge and leadership."

Mid-State Lumber Adds Experience to its Growing Team



Mid-State Lumber has announced the addition of five employees to its team who will provide experience and growth to MSL.

Megan Carbone was hired as an inside sales representative, Scott Dunn and Sandra Mayglothling were hired in the Commodity Division, and both MaryLynn Heim and Rick Pierson were hired as territory managers for the New England region.

(Continued on pg. 24)











The new TimberTech® Tropical Collection combines warm and inviting looks with the durability and performance that homeowners demand. TimberTech's proprietary capping protects all four sides of the deck board against rot, weathering, mildew, and splinters—all backed by a limited, 25-year fade and stain warranty. Get samples of the new Tropical Collection at Timbertech.com.



(Continued from pg. 22)

Russin Lumber Adds Respected Veteran to Growing Sales Team



John Pappanikou

Russin Lumber has announced the addition of John Pappanikou to the company's sales team. John has a long history of success in the building supply industry and will be covering the state of Massachusetts in his new role with Russin.

"We were fortunate to add John to

our team," said Jordan Russin, VP of sales for the company. "He's a

strong seller with a tremendous background from many different facets of our industry, and I'm excited to see how he'll help Russin to grow. His expertise will make us a stronger organization."

Russin Lumber is a distributor of building materials covering 13 Northeast and Mid-Atlantic states. The company owns and operates manufacturing and distribution facilities in Montgomery, N.Y. 🚾

Sherry Innie and Bill Brown Join the Woodbrowser Team



Bill Brown

Bill Brown joins Woodbrowser as its .net developer. Brown is a veteran of the software industry and has previously worked in a variety of industries, including knowledge management, insurance, healthcare, aviation, and defense. Brown will use this experience to help improve the Woodbrowser lumber brokerage system. He will



Sherry Innie North Pacific.

software development to create and improve the inventory upload capabilities.

Sherry Innie joins Woodbrowser as its new operations manager. Innie has more than 30 years of experience in the lumber and building materials industry, having worked at Canfor, Kearns & Co., and

work alongside Mat Zannoni, the senior . net developer, doing



GRK Hires New Sales Reps

GRK Fasteners is pleased to announce two new recent hires to the Lumberyard Sales Team. Our two new sales representatives are Bryan Murray, responsible for GRK lumber yard sales in Mass., Conn., R.I., N.J. and Long Island, and Jared Sherwin, responsible for GRK lumber yard sales in N.Y. and Western Pa. We are excited, as they are, to continue supporting NRLA members with driving business through the lumber yards.



Boston Cedar Announces Additions to Team

Boston Cedar announced the addition of several seasoned professionals to its sales staff and management team.

Brad Morrow joins the Leadership Team in Mansfield, Mass., and will share strategic, operational, and sales

(Continued on pg. 89)

Parksite

Jim Coulter Named **Director Supply Chain**

Parksite, Inc. one of the nation's leading building product distributors with ten (10) facilities has promoted Jim Coulter to Director of Supply Chain. Jim is replacing Steven Schmidt who is retiring after a forty-one year career with Parksite. Jim brings to this role an extensive 25-year background in operations creating highly effective teams to facilitate growth. Jim is a recognized leader and will be instrumental in executing our vision and advancing our business", states Ron Heitzman, CEO.

In Memoriam

William G. Springer, 68, of West Wareham, Mass., formerly of Norton, died peacefully surrounded by his family at Beth Israel Deaconess Medical Center in Boston after complications due to hip surgery on Aug.13. Springer was raised in Fall River and graduated from Durfee High School in 1968. For forty years he was employed in sales and marketing for building materials.

(Continued on pg. 89)





INNOVATIONS THAT SAVE TIME

Explore our innovative one-piece and four-piece column wraps, which easily fold around a structural post with pre-mitered, interlocking joints.

Available in three styles, VERSATEX® Versawrap PVC column wraps save installation time and provide a beautiful, low maintenance finish that lasts much longer than wood. Our Classic and Raised Panel products fold around a structural wood post and lock together with friction fit lockmiter joints, while our Tapered wraps are designed as four panels with pre-cut locking joints. No more measuring and cutting each angle and joint! Looking for more aesthetic appeal? Dress up the column with our attractive, moisture resistant accent wraps, post caps, and moulding kits.

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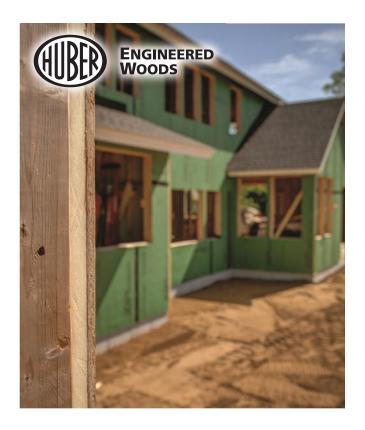
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Newest ZIP System® R-Sheathing, R-9 Product Helps Simplify 2015 Energy Code Compliance

Huber Engineered Woods LLC has introduced a new R-9 insulation thickness to its ZIP System R-sheathing line. ZIP System R-sheathing solutions for residential, multifamily, and light commercial construction are structurally approved engineered wood sheathing panels with built-in polyisocyanurate continuous foam insulation, which includes an integrated water-resistive barrier that eliminates the need for housewrap, and are completed with advanced acrylic ZIP System flashing tape to seal panel seams. ZIP System R-sheathing is available with a variety of insulation thicknesses to meet different levels of desired R-value. The new R-9 rated option was designed to help builders meet prescriptive continuous foam insulation R-value requirements outlined in the 2015 International Energy Conservation Code requirements. ZIP System R-sheathing with taped panel seams offers a streamlined approach to helping achieve the reduced air infiltration requirements. ZIP System R-sheathing and tape is available with the same quality 30-year system limited warranty customers have come to expect from ZIP System products.







American Lumber Distributing UltraShield Naturale Decking

American Lumber is now distributing UltraShield Naturale decking throughout the Northeast and Mid-Atlantic. UltraShield is a fully capped composite decking designed to be highly realistic in appearance and compellingly priced, and American now stocks it in seven colors.

New Clad-Wood Windows & Doors from JELD-WEN

Designers and architects can explore a new level of freedom and creativity with new JELD-WEN EpicVue contemporary cladwood windows and patio doors, which are now available through JELD-WEN dealers nationwide. "We consider these windows to be the cream of the crop across all of our product lines—the most luxurious combination of style, design, function, and durability," said Jim Parello, vice president of marketing for JELD-WEN.

New Paintable Grayne Engineered Shake & Shingle

TAPCO has announced a new paintable version of Grayne, where clients can customize a home exterior color to their exact vision. Providing the realistic look of 5-in. natural white cedar shingles, it features a new proprietary surface treatment to hold paint better and longer than cedar or other hardboard siding (100 percent acrylic latex paint is recommended). With paintable Grayne, customers have the beauty of natural cedar without the worries of insect infestation, mildew, rot, or warping.



A striking on-house appearance.

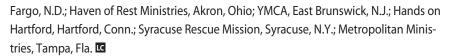
Season after Season, Year after Year.

Durable & Low-Maintenance • Limited 50-Year Warranty • 6 Natural Cedar Colors



Parksite Employee-Owners Collect School Supplies for Local Charities

During the month of July, Parksite's employee-owners donated hundreds of pens, crayons, markers, notebooks, and backpacks to its communities as part of its 2016 Volunteer Initiative. "An important part of the Parksite culture is to create and promote outreach opportunities in our communities for our employee-owners," stated Elizabeth Wheeler, communications manager for Parksite. Local charitable organizations benefiting from Parksite's school supply drive included: Granville Central High School, Stem, N.C.; St. Vincent DePaul, Baltimore, Md.; Hessed House, Aurora, Ill.; DuPage Township Food Pantry, Romeoville, Ill.; Nokomis Child Care centers,



Anthony Forest Products Plant Receives APA Safety Award



The Anthony Forest Products Georgia laminating plant has again won the APA-Engineered Wood Association Safety Award for the "Incident Free Honor Society." This means a zero incident rate or no

recordable accidents during 2015. Warren Newson, plant manager, Kim Winfrey, environmental health and safety coordinator/office manager, and the entire Washington team will be presented the award from the APA later this year at the plant.

Koppers Announces New AWPA Standards



The 2016 AWPA Book of Standards has now been published and the new U1 Standard guidelines are now in effect, Koppers announced to its partners today. The AWPA U1 Standard change establishes new guidelines for when wood

should be treated to the UC4A Ground Contact General Use category in situations that simulate ground contact. In addition, the new AWPA Standard states that above-ground wood components, including joists and beams for decks and fresh water docks, shall be treated to Ground Contact UC4A. Also, the International Code Council (ICC) has revised the Koppers MicroPro MCA Evaluation Service Report (ESR-2240) to reflect the AWPA U1 Standard change guidelines.





Huber Sues Georgia-Pacific

Specialty products manufacturer Huber Engineered Woods LLC (HEW) has filed a patent infringement lawsuit against Georgia-Pacific Wood Products LLC alleging that the ForceField Air and Water Barrier System infringes HEW's patents for its ZIP System sheathing and tape products. "Our brands have won multiple national awards and received numerous accolades and recognition in the industry, and we will vigorously defend our patents against infringement", said HEW President Brian Carlson.



Business Inspired™

EPICOR Acquired By KKR

Epicor Software Corporation, a global provider of industry-specific enterprise software announced, that it has entered into a definitive agreement to be acquired by the global investment firm KKR from funds advised by Apax Partners. Financial terms of the transaction were not disclosed. Epicor provides industry-specific solutions to customers in the manufacturing, distribution, and retail sectors. "Our top priority continues to be delivering cloud-ready, market-leading solutions paired with a world-class customer experience," said Joe Cowan, president and CEO of Epicor. "KKR shares our vision of providing innovative technology with a clear focus on helping customers grow business, not software." LC



Product Expansion from MoistureShield

Advanced Environmental Recycling Technologies (A.E.R.T), is expanding the MoistureShield line with two new composite decking collections. The new lines, MoistureShield Refine, and MoistureShield Infuse, ensure the right innovative outdoor living solution for every lifestyle. design, and need.

Universal Forest Products Recognized by Forbes



Universal Forest Products

Universal Forest Products, Inc. has been named by *Forbes* magazine as the best performing company in Michigan, based on total returns. For the rating, Forbes tracked every publicly traded company, selecting the top performer in each of the 50 U.S. states by evaluating their returns from June 8, 2015, to June 8, 2016 (with the exception of companies that did not trade for the entire period). Universal had a total rate of return of 65.6 percent. "We're grateful for the recognition of the hard work of our people, who create success at the Universal family of companies," said CEO Matthew J. Missad.



Welcomes New Associate Members

RenoWare

Ontario, Canada | www.renoware.ca

Mariotti Building Products, Inc.

Old Forge, PA www.mariottibldgprod.com

American Original Building Products

Akron, OH

www.americanoriginalsiding.com

Northeast Marketing Group, LLC

Wallingford, CT www.northeastmarketing.com

Ecopoxy

Oldcastle, ON www.ecopoxy.com

Guardian Building Products

Greer, SC

www.guardianbp.com <a>

HAVE NEWS TO SHARE?

Email it to: rtotaro@nrla.org or contact Rob Totaro at 518.880.6386.



SoftPlan is the design & estimating tool of over 1,100 lumber yards in North America.

technologically advanced residential design software







s the housing market continues its long, slow recovery from the 2008 crash, there is one industry sector that is outpacing them all—and LBM dealers may not be doing all they can to cash in.

"By the middle of next year, the national remodeling market should be very close to a full recovery from its worst downturn on record," said Abbe Will, Research Analyst in the Remodeling Futures Program at the Joint Center for Housing Studies at Harvard University, in July of this year. "Annual spending is set to reach \$321 billion by then, which after adjusting for inflation is just shy of the previous peak set in 2006."

That's a stark contrast to home building, which continues to fall short of its pre-2008 levels. At the NRLA's LBM Expo last February, Kermit Baker, the Senior Research Fellow at the Joint Center, proclaimed, "Home improvement is presently bigger than the entire home building industry." That represents a sharp reversal of the usual 60/40 split in favor of building.

This is backed up by data from the Joint Center's 2015 "Emerging Trends in the Remodeling Market," the most recent available version of the biennial report. The report noted, "the U.S. home improvement and repair industry has fared much better than the broader housing market," and cited a number of factors to explain the discrepancy. After the housing bust, many homeowners that might have decided to trade up instead invested in improving their current homes. There were also a number of federal and state programs that incentivized energy-efficient upgrades. Then there's the rental market: with homeownership still down from 2008, there has been increased demand for rental properties. Many landlords have responded by mak-

(Continued on pg. 32)

(Continued from pg. 31)

ing improvements designed to attract tenants and command higher rents.

LBM dealers in the Northeast are uniquely positioned to take advantage of this upswing. Less land for new construction combined with aging housing stock means that while the region has lagged in housing starts, it's leading the way in remodeling. According to the Joint Center's data, the average per-owner remodeling expenditures in the Northeast far exceed the rest of the county at \$3,300. That's nearly 90 percent of the pre-recession peak. Compare that to \$2,600 in the West or \$2,300 in the South and Midwest, all of which are well below their previous highs. In short, if you're in New England, New York, or New Jersey and you're not trying to attract remodeling dollars, you're missing out on the industry's biggest growth opportunity.

We asked several NRLA members what they're doing to capitalize on the remodeling market, and the answers varied greatly. Some are taking proactive measures to target these customers. Others are simply finding remodelers walking through their doors and reacting accordingly. Still others admit that they know they should be doing more.

For Bruce Stout, general manager of Huston Lumber, which has two locations in New Jersey, home improvement is not simply a growth opportunity—it's the core of his business. "The remodeling customer base has long been the backbone of our success," he notes. "We love our new home builders, but through good times and lean times our loyal remodelers have provided the consistent support necessary to operate a profitable business."

Stout says that with few traditional builders remaining in his marketplace, remodelers are among his most valued customers. His staff works closely with them, providing the expertise and support they need to stay competitive—particularly

at a time when clients are increasingly using the internet to do their homework on contractors' product selections. "In many instances we are an extension of the remodeler's company," he says. "They depend on our highly skilled sales staff to educate them on the multitude of building materials available to them."

That shared product knowledge

"The remodeling customer base has long been the backbone of our success. We love our new home builders, but through good times and lean times our loyal remodelers have provided the consistent support necessary to operate a profitable business."

– Bruce Stout

works both ways. While many LBM dealers cite it as one of the factors that allows them to attract customers—especially in competition with the big boxes—they are just as quick to point out that they rely heavily on their suppliers to keep them abreast of the latest trends and products. "What draws customers in is the personalized attention. We have good people who know the product lines," says Steve Levine of Fallsburg Lumber in southern New York. But, he adds, "We learn from the companies that sell to us. They help us learn by coming in and showing us what's new."

Jason Larrabee of Larrabee's Building Supply in Vermont, a True Value dealer, seconds that. "We're up here where things move slower on trend. True Value keeps us informed about the latest and newest products," he says. He also cautions that following the trends is not always the right

fit for the market. "I don't always jump on board, because what's selling in Boston isn't necessarily selling in Danville, Vt. It comes down to knowing your customers."

He says that focusing on specialization within his staff is also a way to meet the needs of remodeling contractors. "I went to Vermont Tech for construction. My manager has a business background and has done construction and mechanical work. I've got one guy who did painting for many years, one guy who did electrical, another guy who's a shop teacher," he explains. "We have a pretty diverse crew, so I'm confident that we can answer any question."

Huston Lumber goes beyond specialized knowledge and into services, providing capacities that contractors may not have on their own. "These include having our own door hanging shop, providing custom millwork services to expedite the remodeler's projects, and offering installation training to our remodelers and builders," says Stout.

Kevin Medeiros of Goodrich Lumber in Kingston, Mass., says that going the extra mile in terms of customer support is an important way to build and grow relationships with remodelers. For him, this means functioning almost as a partner in his customers' projects. "We're helping them quote projects so they have a more complete price. They need to be profitable. This leads to discussing things like deposits, financing needs, and lead-times," he explains. It also extends to sales support: "Remodelers often send their customers in so we can better educate the end consumer about our value to them and their contractor."

Goodrich Lumber has even taken those support services a step further by cross-pollinating their sales opportunities. "We have set up vendor relationships with many of our customers," says Medeiros. "We hire them to make millwork items, countertops, cabinets, etc. to sell to our other customers."

LBM dealers are also finding that investments in their showrooms and product lines pay dividends in the remodeling market. Larrabee's Building Supply, for example, recently expanded and redesigned the shop, something that has helped attract not only remodeling contractors, but the DIY home improvement crowd as well. "We primarily have a contractor base, but we're hoping to catch more of the walk-in homeowner-type business. Since our expansion we have increased it," Jason Larrabee explains. That meant dressing up a store that previously had two different entrances marked by a ragged fence and roughly paved driveway. They've moved a lot of the contractor materials to the back of the building and put a nice lawn out front where they

sell flowers in the spring. "The biggest thing has been adding more curb appeal to the store. Now we find more female customers are apt to wheel in because we look more professional."

Louise Eddy of Saratoga Quality Hardware in New York finds that expanding her showroom led to an uptick in the DIY home improvement business without really trying. Originally just a hardware store, her shop only expanded as a lumber yard about 10 years ago. That has allowed them to supply projects they might not have before. "We haven't set out to pinpoint remodeling customers, but now we see a little more growth in terms of painting and small adjustments to interiors," she says. "It does make me want to expand out a little: get into cabinetry, bring on people with more knowledge of specialties and design to satisfy

the demands of the customer. There's opportunity out there."

At the end of the day, that might be the most important lesson for LBM dealers in the Northeast: There's opportunity out there. With predicted growth areas including adapting homes for Baby Boomers to age in place, making buildings greener and more energy efficient, reinvestment in rental stock, and an emerging Millennial generation that will soon be embarking on their own DIY home improvements, the remodeling industry will continue to be big business here in the Northeast. With the right combination of ever-evolving product knowledge, specialized services, customer supports expanded showrooms and product lines, and maybe even a few flowers, your business can find these opportunities before your competitors do.

Storage Solutions for Lumberyards & Building Products





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- Millwork Storage
 Systems
- Pallet Rack Systems
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Cantilever T-Shed



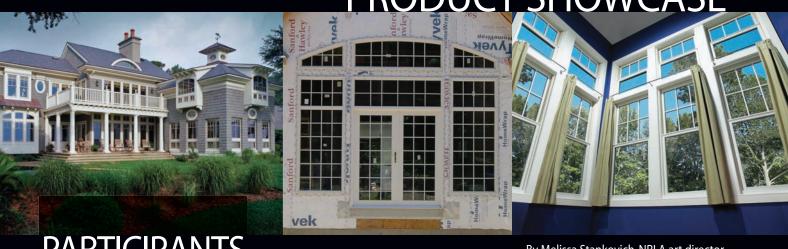


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PRODUCT SHOWCASE



PARTICIPANTS

By Melissa Stankovich, NRLA art director

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Sterais Windows & Doors, Inc36



Holden Humphrey Co.

Contact: Lance Humphrey **Email:** lance@holdenhumphrey.com **Phone:** 800-777-1053 **Website:** www.holdenhumphrey.com

What window products do you sell?

We distribute PVC trimboards and sill mouldings from Tapco/Kleer, HardieTrim boards and sill mouldings, Titebond caulking and sealants, and Henry Butyl and WB Flashings.

Do you offer any special incentives or services to customers?

We offer marketing and sales support; product knowledge, sales, and installation training for retailers, contractors, and architects; and stocking dealer incentives.









(Continued on pg. 36)



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Vycor® enV-S™ Building Wrap

Testing of Grace Vycor® enV-S™ fully-adhered weather resistive barrier by Oak Ridge National Laboratory, has shown annual energy savings up to a 56% over the leading mechanically-attached weather resistive barrier.

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Stergis Windows & Doors, Inc.

Contact: Ted Keating

Email: ted@stergis.com Phone: 508-958-1255

Website: www.stergis.com



What window products do you sell?

Stergis builds every type of aluminum and vinyl window for residential, commercial, historic, sound, security, and hurricane impact for any type of installation. Fully tested and engineered with Cardinal glass for the highest performance available.

Do you offer any special incentives or services to customers?

Our dealers get access to our lead generation program and free design, engineering, and shop drawings for their project. Seasonally we offer Low-E glass promotions. Using our free software, we offer five-day production on the usual products.





BROSCO

Contact: Chris French Email: cfrench@brosco.com Phone: 978-475-7100 Website: www.brosco.com



What window products do you sell?

BROSCO offers Windsor Windows, BROSCO wood window units, and specialty windows. There are three complete Windsor lines: Pinnacle wood clad, Legend cellular PVC, and Next dimension vinyl. Windsor recently introduced the new Revive pocket replacement window.

Do you offer any special incentives or services to customers?

Custom quoting/ordering, tiered pricing programs, electronic quote tool (PowerTools), dedicated sales, dealer training, builder/contractor training, complete marketing collateral, digital marketing program, *Book of Designs*, and field service support.



Andersen Corporation

Contact: Chip Decato **Email:** chip.decato@andersencorp.com **Phone:** 207-351-6207 **Website:** www.andersenwindows.com

What window products do you sell?

Andersen Corporation is the largest window and door manufacturer in North America. We sell seven window and door product lines. Whether you're looking for performance, beauty, value, or style, we have the right products for you and your home.

Do you offer any special incentives or services to customers?

When you choose Andersen, we not only provide you with high-performing, dependable products, we support them with exceptional service.

(Continued on pg. 38)

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Pollard Windows Inc.

Contact: Gary Pollard **Email:** gpollard@pollardwindows.com **Phone:** 800-846-4746 **Website:** www.pollardwndows.com



What window products do you sell?

Pollard Windows & Doors manufactures a variety of window and door products for the new construction, renovation, and replacement markets. Liberty Collection vinyl-clad wood windows and doors are available in oak, maple, and pine interiors. Advantage Line all-vinyl products are available in an array of split-finish exterior colors. Both product lines offer 17 exterior colors or custom color matching. Additionally, Pollard's lines feature 3-1/2" exterior flat casing or 1-1/8" exterior brickmold. Vinyl-clad and wood-framed steel and fiberglass door systems come standard with Pollard's unique interior drainage sill system. Pollard Windows' entire product line is Energy Star qualified.

Do you offer any special incentives or services to customers?

Currently, Pollard Windows is running a summer sales incentive program that rewards dealer sales with Omaha Steaks. In the past, seasonal purchase rebate programs have been used to support dealer sales. And through Pollard's Dealer Sales Assistance Programs, dealers can deliver further discounts to their customers based on three tiered levels. Pollard also offers co-op advertising and a sample rebate program to assist dealers in promoting. Pollard also boasts experienced local representation through fellow NRLA members, marketing, and sales associates.



Fontrick Door Inc.

Contact: Michele Wild Email: mwild@fontrickdoor.com Phone: 585-345-6032 Website: www.fontrickdoor.com



What window products do you sell?

We manufacture custom hardwood fixed, casement, awning, hopper, single-hung, double-hung, bi-folding, and lift-and-slide windows. Fontrick windows come standard in mahogany (other wood options available) and offer DP-50 and impact-rated options.

(Continued on pg. 40)

November *Lumber Co-operator*

SOFTWARE/ TECHNOLOGY PRODUCT SHOWCASE!

For NRLA associate members only. Contact Jim Reynolds at jreynolds@nrla.org or 518.880.6366.



BEFORE OWNERS CREATE A LOOK INSIDE THE HOME, BUILDERS MUST CRAFT A LOOK OUTSIDE. AVAILABLE IN AN INDUSTRY-LEADING ARRAY OF COLORS, SIZES AND ARCHITECTURAL STYLES, MID-AMERICA SIDING ACCESSORIES HELP YOU CREATE STUNNING, LONG-LASTING EXTERIORS. PROVING, ONCE AGAIN, THAT MID-AMERICA KNOWS THE BUSINESS OF SIDING DETAILS, INSIDE AND OUT.

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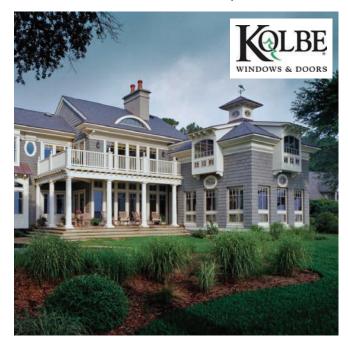
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Cleary Millwork

Contact: Susan Gurry **Email:** sgurry@northatlanticcorp.com **Phone:** 800-486-7600 **Website:** www.clearymillwork.com



What window products do you sell?

Kolbe Windows & Doors—based out of Wausau, Wis., for more than 70 years—builds professional-grade windows and doors to the highest standards and that come with a seemingly endless variety of options. Wood, aluminum-clad, and vinyl windows and doors available for new construction, renovations, commercial buildings, and historic restorations. Expert craftsmanship, dedication to quality, and commitment to innovation are integral characteristics of Kolbe.

Do you offer any special incentives or services to customers? Offering years of expertise in architectural windows and custom millwork.



Boise Cascade

Contact: Dave Steinberg / Amanda Galarneau

Email: davesteinberg@bc.com / amandagalarneau@bc.co

Phone: 877-462-6473 / 603-431-6955 **Website:** www.bc.com/bmd



What window products do you sell?

GCP Applied Technologies Vycor flashing tape and Huber Stretch Tape.

Do you offer any special incentives or services to customers? Marketing support, advertising assistance, product training, and trade show support.

(Continued on pg. 42)

"If a window of opportunity appears, don't pull down the shade." - Tom Peters

ATLANTECH PATIO DOORS

The wide panels of the 370 Series give you the look of a French door and the practicality of a slider.





In stock at Cleary Millwork

- One Lite, available with or without integrated blinds, GBG
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Serving Lumberyards and Millwork Dealers throughout New England and New York.



www.ClearyMillwork.com





JELD-WEN

Contact: Media purposes: Colby Reade, APR

Email: jeld-wen@cmdagency.com Phone: Media Purposes: 503-488-4209 / Customer Service: 800.535.3936

Website: www.jeld-wen.com



What window products do you sell?

Wood, custom wood, clad-wood, vinyl, vinyl clad-aluminum hybrid, aluminum clad-wood.



CORRECTION: In the July/August issue we ran a product showcase for Direct Security Supply that featured incorrect information. Below is the correct information.





Direct Security Supply

Contact(s): Theodore Stoia, pres. / Matthew Stoia, vice president

Email: sales@dirsecinc.com

Phone: 800-252-5757 Website: www.directsecuritysupply.com











What Hardware/Hardlines products/brands or services do you sell?

Direct Security Supply provides sales and technical support to LBM dealers and retailers with over 40 premium residential and commercial brands including: Baldwin, IVES, Schlage, Von Duprin, LCN, Falcon, KABA/Simplex, and many more.

Do you offer any special incentives or services to your LBM customers?

With more than 800,000 SKUs to offer we have the products on our shelves ready to ship and the technical knowledge to support them. Direct Security Supply's technical sales staff provide your company with an unparalleled resource for any door hardware or access control configuration you may have.

What is the most critical issue facing the LBM business today and how are you helping LBM retailers/dealers address it?

LBM retailers and dealers need a partner they can count on to deliver the correct hardware in the proper finish and function on time to allow them to complete their jobs on schedule. Direct Security Supply helps make this happen by providing the tools necessary such as a live online inventory with customer specific pricing and an unmatched easy to use web order system which helps LBM dealers and retailers get the information they need when the need it.

What are the key selling points of your Hardware/Hardlines products and/or programs?

Regardless of whether you are dealing with residential or commercial, electrical or mechanical, Direct Security Supply has the inventory and knowledge required to help you get the job done right the first time.



Uncompromised Performance.

Built with Ultrex® fiberglass, Integrity windows and doors are the perfect choice for any replacement project.

A smart investment for any home, their beauty endures by resisting fading, warping, chalking and cracking.







By Scott Temple
Director of
Convention &
Meetings
stemple@nrla.org
518-880-6360

Why Do Attendees Go To Trade Shows?

We know why most companies exhibit at trade shows—to gather leads for new business. According to Exhibit Surveys, Inc., 67 percent of all trade show attendees represent new prospects and potential customers for exhibiting companies. That is a number not to be overlooked or taken lightly. But do LBM Expo exhibitors know why those potential customers are attending? If not, your company is missing a great opportunity to respond to the specific needs of your customers, build better relationships, and close sales.

Surveys illustrate over and over that prospects and customers are attending trade shows to learn. In fact, survey results¹ show:

- 66 percent want to increase their own professional knowledge, and
- they spend an average of 8.3 hours per show viewing exhibits to do so.

Here's My Point

Making retailer/customer education part of your marketing strategy is your ultimate relationship-building goal.

- Customer education is an excellent tool for building relationships and generating sales.
- Successful people (influencers and decision makers) know that professional learning is a continuous process, and they value those who help them continue on this path.
- Trade shows represent the ideal venue for implementing customer education because attendees are already open to being educated.
- Exhibits provide personal customer education—face-to-face, at your booth, in theater-style settings, in seminars, and at off-site events.

LBM Expo '17 is a great way for companies of all sizes to find new customers and keep pace with the competition.

Trade shows make it possible to consolidate the purchasing process from a few weeks—or months, in some cases—down to a single day. It's an ideal platform for raising brand awareness, launching new products, conducting live demonstrations, and meeting face-to-face with prospects, referral sources, and industry experts.

Over the past two years, I have spoken to



retailers who have avoided trade shows for a variety of reasons, but one reason I hear again and again is that they are too expensive. What they don't realize, however, is that not attending ends up costing more. Missing out on your industry's trade shows can impact your business success in a variety of ways, including missing opportunities to find new vendors, losing the edge to your competition, and not expanding your store's inventory based on market trends and proven data.

Sometimes, it seems like it's impossible to devote the better part of a week outside the office to attending LBM Expo. Is it really worth it? Does it provide you with the tools you need to move your business forward?

My response is yes, it can definitely be worth it, and yes, it can help you move your business forward.

COME TOGETHER at LBM Expo '17 on Feb. 15-17 at the Rhode Island Convention Center, Providence R.I.

¹ Trade Show Executive.



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FEBRUARY 15-17, 2017
RHODE ISLAND CONVENTION CENTER Providence, RI

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By Shannon Rabbett

Drug and Alcohol Testing Program Basics

f you employ a CDL driver who operates a commercial motor vehicle with a Gross Vehicle Weight rating of 26,001 or more pounds, transports 16 or more passengers including the driver, or transports hazardous materials, the Department of Transportation (DOT) requires you to establish a drug and alcohol testing program for your drivers.

While I strongly encourage everyone to read the DOT Drug and Alcohol testing regulations, they are more than 100 pages long. In case you are too busy running your business to read all that, I will lay out a few of the most critical program requirements and common questions received from members of the NRLA testing program. Your drug testing administrator should provide everything you need for training and support of your program. If you do not currently have a program in place or would like to know more about how the NRLA drug and alcohol testing program works, contact Shannon Rabbett at 518-800-6354 or drugtesting@nrla.org.

Who gets tested? In 2016 the DOT lowered the drug testing requirement from 50 percent of the pool of drivers in a given year to 25 percent. The rate for alcohol testing stayed at 10 percent. They made the change due to a drop in positive drug test results over previous years. The DOT will continue to assess and adjust the percentage as needed. Regardless of job titles, people are chosen for testing based solely on their job function. Only DOT safety-sensitive employees may be part of the DOT random pool. DOT and non-DOT random testing pools must be completely separate.

How are employees selected for testing? This is a question that comes up often, especially when an employer has one employee selected multiple times, and another that has never been chosen. Everyone in the pool must have an equal chance of being selected and tested in each selection period. In a truly random selection process, a high probability exists that some employees will be selected several times while others may never be selected, because after each selection, the employee's name is returned to the same pool, and they become just as likely as anyone else to be selected next time. The selection method must be scientifically valid such as a random number generation program. Throwing darts at a board or picking names from a hat are NOT considered valid methods.



What happens after an employee is notified of a random test? Once you notify the employee of the test, he or she must proceed immediately to the collection site. Immediately does not mean after lunch or sometime that day. Immediately means once notification takes place, all the employee's actions must lead directly to specimen collection. Your company policy should spell out exactly what is required from the employee when they are notified of testing.

How does the testing process work? When an employee is selected for either drug or alcohol testing, the employer should send him or her to the lab with the proper chain of custody form (as required by your drug test administrator). For a drug test, the lab collects the sample, tests it for proper body temperature, and sends it off to the medical review officer. The (Continued on pg. 88)

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Get to Know Your Lobbyist: VRLDA

y name is William (Bill) S. Smith, Esq., and I am the contract lobbyist for Vermont Retail Lumber Dealers Association/NRLA in the state of Vermont. I have proudly represented VRLDA since 2005 when I was a partner at Miller & Smith, LLP. In 2013, I started Smith Government Relations, LLC, to focus on lobbying for clients in the state of Vermont. At the same time I formed Law Office of William S. Smith to focus on the legal needs of the Northfield, Vt. community.

I am a graduate of the University of Vermont and Vermont Law School, and a native of Vermont; raised in Plainfield. I have been a practicing attorney in Vermont since 1992, but before going to law school I was a farm hand and a construction worker. Prior to contract lobbying, I was an assistant clerk of the Vermont House of Representatives from 1994-1996, and from 1996-1999 I was legislative director and lobbyist for the Home Builders Association of Vermont.

Recently, VRLDA has focused on building relationships with both sides of the political aisle and to

help educate legislators on the business and needs of the retail building material industry. As we have become more proactive in introducing legislation and commenting on legislation, we have found that many legislators were unaware of the issues the industry faces. While many legislators know of your businesses, they are now learning how complex the operations are and how much they contribute to the local communities. These outreaches have gone extremely well, and during our annual legislative reception, we had Governor Shumlin attend a private roundtable, and the candidates running for governor in 2016 came in for private Q&A sessions.

I currently live in Northfield with my wife, Nanette, and our four children. When I am not lobbying or practicing law, I like to spend time with my wife, usually riding our Harleys, and to spend time with my kids boating, fishing, hunting, and watching their sports events and theater productions.

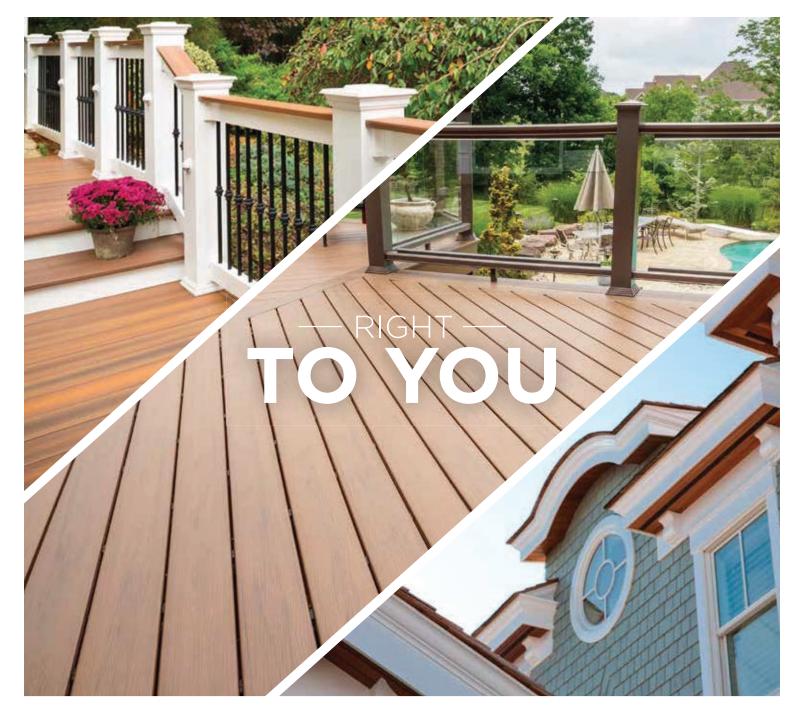


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WNYLDA Advertising Program -5 Years Running History and Future



ears ago, the Western New York Lumber Dealers
Association (WNYLDA) saw a need for marketing
and brand recognition for its members. Starting in
2011, WNYLDA filled that need by creating radio
commercials, TV commercials, and an independent lumber
dealer website to promote its members as the industry experts to
the general public and contractors.

In 2010, WNYLDA rejuvenated discussions to advertise members and reestablish the image of the independent building materials suppliers in the marketplace. Twenty or so years ago, the novelty was to check out that new box store that just opened up in town. Today, in large part, it is the norm to see DIYers and new contractors flooding into those stores buying products that we sell. "We will help to change the paradigm back around," says WNYLDA Advertising Committee Chairman John Krueger from HEP Sales/North Main Lumber. "We are the place to go for your building materials needs!"

In 2011, the program kicked off by airing radio commercials tagged with member companies on various stations across the Western New York region. With tremendous interest from members, more commercials were produced and run through 2013.

With increased exposure and even more interest from members, the program was expanded in 2014 to include cable TV ads and a brand new dealer locator website called localbuildingmaterials.com. The message is simple:

- Buy local
- Community support
- Unparalleled service
- Knowledgeable, helpful staff
- Competitive prices due to membership in billion dollar buying groups
- · Personal delivery
- · Choice of the biggest builders
- Personal investment in the town, having built it from the start Consistent with the 2016 election year, this year's

commercials showcase a series of highly entertaining debate ads between our members and a big box representative. The series of debate can be viewed on localbuildingmaterials.com.

As with radio, all TV ads are tagged with various member yards in rotation. Partnering with Time Warner Cable has allowed WNYLDA to buy discounted airtime rates, and the ads are broadcast in primetime slots on stations such as ESPN, Discovery,

FX, HGTV, and local cable news channels.

In addition to tagging members, localbuildingmaterials.com is also highlighted in every ad, driving viewers to the newly revamped website. This past spring, the website was redesigned to include more useful tools, giving visitors a more productive experience. The point of the website remains to drive consumers and contractors to member websites, stores, and, ultimately, more sales.

Constantly gaining momentum since its inception, the program is simple: members pay one price, are tagged on commercials in their selected zone(s), and are placed on the website's dealer locator with a link to their own websites. This year, 72 retail members are participating across the WNYLDA, CNYRLDA, and NNYLDA territories—that's 73% of members in those regions. Members are paying between \$1,000 and \$1,500 to participate for the year depending on their territory. The fall run will kick off in September.

With an existing catalog of five radio commercials, 12 TV commercials and a first-class website, WNYLDA continues to produce cutting-edge commercials and will begin creating internet advertising later this year to drive even more traffic to localbuildingmaterials.com.

Debbie Smith, WNYLDA President from Smith Lumber, stated, "We are fully invested in this program. This is a great way we can help our members. Many of our members don't have an advertising department and are overwhelmed with the prospect of marketing their business. We have created and offer a turnkey program that helps us all!"









Offered here is the Western New York Lumber Dealers 2016 debate series commercials.

The series consists of 5 professionally produced commercials:

- (1) Introduction of the Independent Store Vs. the Big Box Store
- (2) Debate about products and pricing
- (3) Debate about supporting the community
- (4) Debate about why you should shop with an independent
- (5) Debate about the differences of shopping with an independent
- (6) Bonus 4 minute full debate great for your website!

Order Today! Don't miss this great opportunity

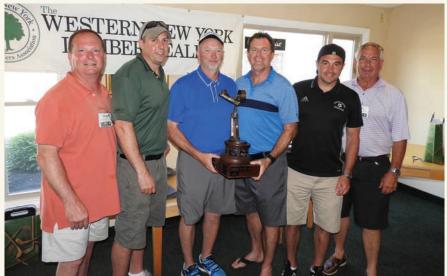
ALL COMMERCIALS, PRICING AND ORDER FORM CAN BE VIEWED AT WWW.WNYLDA.ORG.





WNYLDA Annual Golf Tournament and Clambake

The Western New York Lumber Dealers Association (WNYLDA) held its Annual Golf Tournament on June 20 at Centerpointe Golf Club in Canandaigua, N.Y. Sixty-seven attendees, a 90-degree sunny day, a great course, and the addition of littleneck clams for dinner culminated in a highly successful event. Twenty retail companies and 16 vendors were represented.



Tournament Champions Reserve Supply of CNY. Pictured L to R: Golf Co-Chair Doug Fields of Matthews & Fields presenting the trophy to Tom Staub of Boise Cascade, Jamie Evans of Reserve Supply of CNY, Pat Hartough, Don Siracusa of Johns Manville. With the tournament winners was WNYLDA golf chair Kevin Kilbourne of Rogers & Tenbrook.







The winner of the tournament was Reserve Supply of Central New York.

Other winners were:

Second Place Team:

BWI/Matthews & Fields Lumber Team Doug Fields Mike Brown Brett Moyer

Tyler Sheely

Long Drives:

Pat Hartough, Reserve Supply of CNY Mark O'Connor, Atlas Roofing

Closest to the Pin:

Jamie Evans, Reserve Supply of CNY Brett Moyer, Masonite

50/50 Winner:

Doug Allen, Plassche Lumber

WNYLDA Golf Chair Kevin Kilbourne of Rogers & Tenbrook emceed the festivities.













RILBMDA Golf Outing and Clambake

The Rhode Island Lumber and Building Materials Dealers Association (RILBMDA) celebrated its 70th Annual Golf Outing and Clambake on July 13.

One hundred twenty-three golfers teed off at the Green Valley Country Club in Portsmouth, R.I. A light breeze throughout the day kept the links cool and the balls moving. To keep players engaged along the course, golfers could take a chance to win a 50/50 by getting their ball on the green, win \$10,000 if they could get a hole in one, use a NYLE mulligan if their shot was not quite perfect, and contribute to Rhode Island-based nonprofit A Wish Come True. NRLA's own Rita Ferris and Josh Ruhle of Reeb Millwork smashed the longest drives, while Kirsten Schuler of Portland Stone Ware and Joe Bacola of National Lumber won second place honors. The top team was Brian White, Coastal Forest Products, Jeff Hanley, Arnold Lumber, Paul delRosario, Liberty Cedar, and Ed Linehan, Coastal Forest Products.



More than 200 members and friends concluded the day with a traditional New England clambake at historical Kempenaar's in Middletown, hosted by the warm and welcoming Judy Murray of Boston Cedar. The games continued with serious competitions on the horseshoe pit and cornhole pitch. In addition to recognizing the winning golfers, the 50/50 prizes went to Greg Pignolet of Riverhead Building Supply and Rich Fontaine of Huttig Building Products. Thanks to the generosity of RILBMDA retail and associate members, raffle winners won fabulous prizes including golf swag, gift cards, logo gear, tools, and a beautiful planter made by the team at Liberty Cedar.

See everyone on July 12, 2017, for the 71st Annual RILBMDA Golf Outing and Clambake!



A Picture Perfect Day for the ENYLDA Golf Outing

an Patten Golf Club was the location for the 2016 Eastern New York Lumber Dealers Association (ENYLDA) Annual Golf Outing on June 15. Sixty golfers enjoyed a picture-perfect day.



The winning team. Pictured from L to R: Bruce McLean of Macleod's Lumber & Hardware, Joe Hill of Pro-Build, Kevin Porter of Hood Distribution Group/McQuesten Group, and Rick Flaherty of Harvest Homes.



Second place team. Pictured from L to R: Joseph Michael, Patrick Neath, Adam Martin, Scott VanBrunt, all from Ed Herrington, Inc.

Results were as follows:

First place team after match cards with a score of 63:

Rick Flaherty, Harvest Homes
Joe Hill, ProBuild
Bruce McLean, MacLeod's Lumber
& Hardware

Kevin Porter, Hood Distribution Group/
McQuesten Group

Second place team with a score of 63:

Adam Martin, Ed Herrington, Inc. Joe Michael, Ed Herrington, Inc. Patrick Neath, Ed Herrington, Inc. Scott VanBrunt, Ed Herrington, Inc.

Longest Drive #18:

Gary Hammond, Ed Herrington, Inc.

Closest to the Pin #6:

Scott Temple, NRLA

Putting Contest:

Bruce McLean, MacLeod's Lumber & Hardware.



Pictured from L to R: Joe Hirt of Warren Trask, NRLA Chair Chuck Handley of Burke's Do It Best Home Center, and Tammy Wandler-Ginexi of NRLA.



ENYLDA Clay Shoot & Lobster Boil Dinner





he Eastern New York Lumber Dealers Association (ENYLDA) held its 4th Annual Clay Shoot on July 28. This year's event was held at a new location, Guan Ho Ha Fish & Game Club, Scotia, N.Y.

The event included a lobster boil dinner, complete with shrimp, clams, corn, potatoes, and kielbasa sponsored by Boise Cascade.

Proceeds from this charitable event benefit the First Baptist Church of Ballston Spa Food Pantry. Many of the attendees also brought in non-perishable food items to donate.

ENYLDA wishes to thank Mark Johnson of Boise Cascade for his hard work that made this fun and successful event possible! Mark provides the food and cooks for all of the attendees each year. ENYLDA thanks Boise Cascade for sponsoring the dinner.





Pastor Gene Hickok from First Baptist Church of Ballston Spa thanks ENYLDA for its donation to the food pantry.

Lumber Barn Cleans Up at 28th Annual NHRLA Golf Outing

Doug Webb and his Lumber Barn crew of Steve Haselton, Tracy Van Dyne, and Brian Cloud dominated play at the 28th Annual New Hampshire Retail Lumber Association (NHRLA) Golf Outing held on July 14 at the Lake Sunapee Country Club. Team Lumber Barn claimed the Best Ball Gross prize with a 68. Webb himself earned Closest to the Pin on #12 and the Longest Drive to the Line on #11. Steve Haselton also stroked the Longest Drive on #16 and took home the Individual Low Gross prize with a 71.



Pictured L to R: Scott Benson of Benson Lumber & Hardware, Ken Schmitt of Huttig Building Products, Lauren Litwin of Russin Lumber, and Mark Brassard of Huttig Building Products.



Pictured L to R: The juggernaut Lumber Barn crew of Brian Cloud, Steve Haselton, Tracy Van Dyne, and Doug Webb.



Pictured L to R: Jamie Pouliot and Mike Kelly of Coastal Forest Products, Ken Hamshaw of Hamshaw Lumber, and Steve Guertin of Coastal Forest Products.



Pictured L to R: Tim Fish, Belletete's, Dave Loretta and Rodger Eckstrom of Timber Trading, and Matt Shea of Belletete's.



Pictured L to R: NHRLA president John Voter of Benson Lumber & Hardware with current Lumber Person of the Year Charlie Desmarais of P.J. Currier, and golf outing chair Dave MacFarland of Moynihan Lumber.

The complete list of award winners is as follows:

Team Best Ball Gross-68:

Doug Webb, Steve Haselton, Tracy Van Dyne, and Brian Cloud, all from Lumber Barn

Team Best Ball Callaway-68:

Ethan Abitz and Hank Martineau of Belletete's, Bill Kopecky of Boston Cedar, and Brad Martineau of Jackson Lumber & Millwork

Team Best Ball Scramble: First Place- 62:

Tim Lyons of BROSCO, Louis Trottier of Simpson Door, Jim Druding of Pelham Building Supply, and Ed Olsen of Belletete's

Second Place-68:

Herb Danis, Rick Greene, Robert Marois, and Matt McPhearson, all from Beau-Trusses

Individual Low Gross-71:

Steve Haselton, Lumber Barn

Closest to the Pin:

#4-6'4": Chuck Handley, Burke's Do It Best

#8- 14': Jay Kilban, Boise Cascade

#12-9'5": Doug Webb, Lumber Barn

#15-4': Ethan Abitz, Belletete's

#15-41': Lauren Litwin, Russin Lumber

Longest Putt:

#17-21'2": Jay Kilban, Boise Cascade

Longest Drive to Line:

#11- Doug Webb, Lumber Barn

Woman's Longest Drive:

#14- Lauren Litwin, Russin Lumber

Men's Longest Drive:

#16- Steve Haselton, Lumber Barn

NHRLA Door Prize:

Steve Guertin, Coastal Forest Products

Putting Contest:

Dwayne Biehl, Windsor Windows & Doors

NYLE 50/50 Drawing:

\$350 prize to Garrett Cole, Woodbrowser



The New Hampshire Retail Lumber Association would like to thank the following 2016 sponsors

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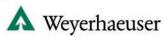














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Lamb & Ritchie Co. Langevin Forest Products **Leonard Lumber Company** Maibec Mathews Brothers McCrillis & Eldredge Insurance Millbrook Lumber The Quikrete Companies Rafferty Wholesale Russin Lumber Corp.

MRLDA Packs Pinehills for 53rd Annual Golf Outing

Two hundred thirteen participants packed both world-class courses at the Pinehills Golf Club in Plymouth, Mass., for the 53rd Annual Massachusetts Retail Lumber Dealers Association (MRLDA) Golf Outing on Aug. 1. The two championship courses were each named for their designers, the Jones Course for Rees Jones and the Nicklaus Course for Nicklaus Design and the legendary "Golden Bear," Jack Nicklaus.

In individual play on the Jones Course, Mark and Jay Torrisi of Jackson Lumber & Millwork each claimed a Dennis Vasquezi Memorial Prize, once again sponsored by Boston Cedar. Mark as Low Retailer Gross with an 86 and Jay as Low Retailer Net with a 74.

In scramble play on the Nicklaus Course, the team of Rick Post, WOLF, and Peter Hennessy, Koopman Lumber, fired a 12-under par 60 to claim top honors.

The gorgeous and challenging tracks, combined with the phenomenal Pinehills cuisine, made the outing a hit among the attendees with many commenting that they

couldn't wait for next year's outing!



The first place scramble team of Rick Post of WOLF, and Peter Hennessy of Koopman Lumber.



MRLDA President Paul Tarca (far left) congratulates all the Closest to the Pin winners.



Paul Murphy of Boston Cedar (center) presents the Dennis Vasquezi Memorial Awards to Low Net Retailer Jay Torrisi (left) and Low Gross Retailer Mark Torrisi (right), both of Jackson Lumber & Millwork.



MRLDA President Paul Tarca (center) congratulates Low Net Associate Kevin Brockmyre of National Nail Corp., (left), and Low Gross Associate Jack Cortese of BWI (right).



The second place scramble team of Cliff Lord of Moynihan Lumber, Bill Kopecky of Boston Cedar, and Rob McKean of Building Center of Gloucester.



Susie Boretti of RSM, Janet Zampini of Robert N. Karpp, Paul Peso of Consigli Construction, and Jack LeBlanc of Robert N. Karpp.

A complete list of award winners is as follows:

SCRAMBLE PLAY:

First Place-60: Peter Hennessy of Koopman Lumber and Rick Post of WOLF Second Place-63: Bill Kopecky of Boston Cedar, Cliff Lord of Moynihan Lumber, and Rob McKean of Building Center of Gloucester Last Place-84: Mark Grabek and Katie McGuire of ABC Supply Co., and Jerry Osbourn and Jon Solinsky of Boise Cascade

INDIVIDUAL PLAY:

Retailer Low Gross-86:

Mark Torrisi, Jackson Lumber & Millwork Retailer Low Net-74:

Jay Torrisi, Jackson Lumber & Millwork

Associate Low Gross-79:

Jack Cortese, Bridgewater Wholesalers, Inc.

Associate Low Net-71:

Kevin Brockmyre, National Nail Corp.

PROXIMITY WINNERS:

Longest Drive, Jones Course:

Retail Men:

Rich Goulding, New England Building Supply Associate Men: T.J. Bond, Andersen Windows

Longest Drive, Nicklaus Course:

Retail Men:

Jason Clifford, Shepley Wood Products

Associate Men:

Prestin Ryan, Emery-Waterhouse **Women:** Lauren Litwin, Russin Lumber

Straightest Drive, Jones Course:

Men: Jon Solinsky, Boise Cascade

Straightest Drive, Nicklaus Course:

Men: Jim Folan, Coastal Forest Products

Women: Lydia Smith, BROSCO

Closest to the Pin, Jones Course:

Associate: Ed Linehan, Coastal Forest

Products

Associate: Mike Kelly, Coastal Forest

Products

Retail: Greg Doyle, Doyle Lumber **Retail:** Andy Pelletier, Doyle Lumber (Continued on pg. 88)



Thank you 2016 Sponsors!















































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Mathews Brothers Mid-State Lumber Corp. Millbrook Lumber Inc. Princeton Forest Products Inc. The Quikrete Companies Rex Lumber Co. Russin Lumber Corp. Sherwood Lumber Corp.

NHRLA Scholarships

The New Hampshire Retail Lumber Association (NHRLA) Board is proud to once again announce and congratulate the recipients of their four \$2,000 NHRLA Scholarships and single \$1,000 Ron Schuler Sr. Family Scholarship. This year, the selection process was extremely difficult, with excellent applications received from all corners of the state.

NHRLA would like to thank all applicants and encourage those who weren't selected to try again next year! Ultimately, the NHRLA Scholarship Committee made the difficult decision and selected the recipients listed below along with their member sponsors:

Elizabeth K. Sweeney of Somersworth, N.H.

(Coastal Forest Products - Merrimack, N.H.)

Kristi M. Perreault of Andover, N.H.

(Huttig Building Products - Hooksett, N.H.)

Chelsey R. Caron of Berlin, N.H.

(Caron Building Center - Berlin, N.H.)

Rebecca E. Torrisi of West Newbury, Mass.

(Jackson Lumber - Raymond, N.H.)

RON SCHULER SR. FAMILY SCHOLARSHIP AWARD RECIPIENT -

Shannon M. Bradley of Stratham, N.H.

(BlueLinx - Stratham, N.H.)

MRLDA Congratulates 2016 Scholarship Recipients

The Massachusetts Retail Lumber Dealers Association (MRLDA) has awarded 20 applicants with its 2016 MRLDA Scholarship. Each recipient will receive \$1,000 for post-secondary education.

Madison Bruegger, C&S Lumber

Dylan Campbell, Shepley Wood Products

Meaghan Ekstrom, Timber Trading Group

Amanda Grossi, National Lumber

Emma Guyette, BROSCO

Christine Marcotte, National Lumber

Edward Martinos, Ideal Concrete Block Co.

Kaitlyn McCarthy, Hingham Lumber

Aileen Morley-McLaughlin, Flagship Forest Products

Leah Murphy, Shepley Wood Products

Elise Nicastro, The Building Center

Sydney Proctor, AMA Nantucket

Jack Rogers, Shepley Wood Products

Taylor Rowles, Holden Humphrey Co.

Samantha Rudnik, Huttig Building Products

Joshua Schneider, Koopman Lumber

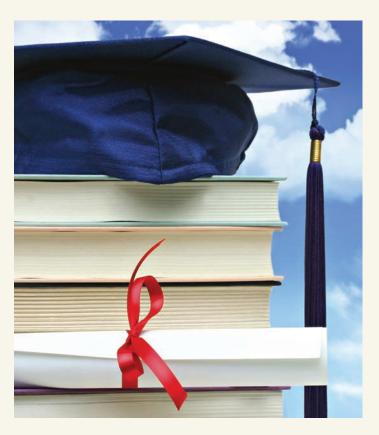
Alyssa Signs, Shepley Wood Products

Elizabeth Sinclair, Holden Humphrey Co.

David Thomas II, National Lumber

Brittany Wickham, Holden Humphrey Co.

Thank you to all applicants!



Results were as follows:

First place team with a score of 60:

Michael Margiotta, H.G. Page & Sons Sean O'Donnell, O'Donnell & Sons Henry Page, III, H.G. Page & Sons Tim Snyder, Universal Forest Products

Second place team with a score of 61:

Josh Barney, Bridgewater Wholesalers, Inc. Nolan Levine, Fallsburg Lumber Steve Levine, Fallsburg Lumber Matt Medoff, Russin Lumber Corp.

Third place team with a score of 65:

Bryant Coogan, Henry Co.
Paul Facciola, ProBuild
Thomas Fasanello, Holden Humphrey
Steve Rosenblum, ProBuild

Longest Drive #12:

Gary Embler, Messco Building Supply

Closest to the Pin #16:

Butch Lockwood, King Lumber

Straightest Drive #1:

Peter Lockwood, King Lumber

Keith W. Page Scholarship recipient Rheanna Fiddle (center) accepts her award from Henry Page, III and Karen Page of H.G. Page & Sons.

MHLDA Golf Outing

The Mid-Hudson Lumber Dealers Association (MHLDA) held its annual golf outing on July 18th at the Powelton Club in Newburgh, N.Y. Even with a short rain delay mid-day, more than 70 golfers still had a great day of golf and networking. The networking continued after with a reception and dinner. The 2016 Keith W. Page Memorial Scholarship was presented at the dinner to this year's recipient, Rheanna Fiddle, who attends SUNY Oneonta.



First place team. Pictured from L to R: Michael Margiotta of H.G. Page & Sons, Fred Seeger, golf chair, Henry Page, III of H.G. Page & Sons, Sean O'Donnell of O'Donnell & Sons, and Tim Snyder of Universal Forest Products.



Second place team. Pictured from L to R: Matt Medoff of Russin Lumber, Gof Chair Fred Seeger, Nolan Levine of Fallsburg Lumber, and Steve Levine of Fallburg Lumber. Not pictured: Josh Barney, Bridgewater Wholesalers, Inc.

CNYRLDA Night at the Races 10th Annual Event at Oswego Raceway

Central New York Retail Lumber Dealers Association (CNYRLDA) Race Day at Oswego Speedway was held on July 16. Thirteen member companies were represented by a total of 275 people who attended with customers, family, and friends to watch the races. In addition to watching the Supermodifieds race at over 160 mph on the 5/8-mile oval track, attendees were also treated to a special demolition derby following the race. Admission was free for all NRLA members and guests compliments of CNYRLDA and NRLA Chair Chuck Handley, Burke's Do It Best Home Center, who direct the drivers from the tower.



275 NRLA members and guests fill the Oswego Raceway stands!



Some members visited the tower and viewed the race from special box seats overlooking the track. Pictured L to R: Cheri Martel, Terri Russo, and Patrick Kime of Kime Hardware, Chuck Handley of Burke's Do It Best Home Center, George Hoke and Bob Burt of Burt's Lumber.



NRLA Chair Chuck Handley of Burke's Do It Best Home Center calls the race!



The 2016 tournament winners are the BlueLinx/Crawford Door & Windows Team.

Other winners are as follows:

Second place team:

Marvin Windows & Doors/Baker-Miller

Lumber Team:

Doug Bower, Dannon Hayes, Steve Hicks, and Mark Chase

Longest Drive:

Dick Secor, contractor

Closest to the Pin:

Drew Sienko, Mid-State Lumber

50/50 Winner:

Darren Leonard, Tully Building Supply





CNYRLDA Annual Golf Tournament

The Central New York Retail Lumber Dealers Association (CNYRLDA) Annual Golf Tournament was held on June 16 at Northern Pines Golf Club in Cicero, N.Y. It was a clear sunny day, and there was a great turnout with 64 golfers. The scramble tournament included lunch on the course, and dinner and awards following. Twelve retail companies and 15 vendors were represented. Members from NNYLDA joined for a combined tournament.



Tournament winners: BlueLinx/Crawford Windows & Doors Team. Dick Secor, contractor, Casper Gottuso of BlueLinx, Shawn Secor, contractor, Bill Titus of Crawford Windows & Doors. CNYRLDA Golf Chair Jim Pelowski of Marvin Windows of NY, and Golf Co-Chair Jamie Evans of Reserve Supply of CNY, presenting.

Jim Pelowski, Marvin Windows of N.Y., with the help of Jamie Evans, Reserve Supply of CNY, chaired the tournament and emceed the awards ceremony at the end of the day following the buffet dinner.



Wiles' Perfect Shot Caps Perfect Day for RLDAM

Marty Wiles of BlueLinx didn't see his Nike ball drop into the cup, but when his playing



Ace Wiles of BlueLinx, finds his drive in the cup of

partners started going crazy, he knew he'd hit the shot of a lifetime.

He didn't swing hard. He didn't have to. Marty had chosen to hit his driver into the strong headwind on the 171-yard par-3 17th hole at the Belgrade Lakes Golf Club specifically for that reason. "With that wind, I knew I had to use something different," Wiles recalled later. The wind held the ball up a bit. It landed, bounced, and the jubilation soon began! Marty's efforts earned him a \$1,000 Amex gift card. "Even a blind squirrel finds a nut once in a while!" he quipped.

One of Marty's playing partners,

Donnie Beckman of EBS Building Supplies, also had a memorable shot on the "Closest to the Rope" contest hole, where his ball came to rest 1" from the rope. Wiles and Beckman helped power their team, along with Bob Jancewicz, also of EBS, and Steve Parent of The Dow Chemical Co., to a second place finish in the tournament with a 63. Despite their best efforts, they could not unseat perennial champs Nick Clauson of Boise Cascade, Paul Trufont of James Hardie Building Products, and Pete Nadeau and Jake Webb of Hammond Lumber, who cruised to another victory with an 11-under par 60.

Altogether, 86 golfers participated in the 20th Annual Retail Lumber Dealers Association Golf Outing held on June 21, which helped support RLDAM's Brian C. Thayer Memorial Scholarships for deserving Maine Community College students in construction-related fields.



The first place team. Pictured L to R: Paul Trufont of James Hardie Building Products, Peter Nadeau of Hammond Lumber, Nick Clauson of Boise Cascade, and Jake Webb of Hammond Lumber.



The second place team. Pictured L to R: Bob Jancewicz and Donnie Beckman of EBS Building Supplies, Marty Wiles of BlueLinx, and Steve Parent of The Dow Chemical Co.

Full results are as follows: First place team with 60:

Nick Clauson, Boise Cascade
Paul Trufont, James Hardie Building Products
Peter Nadeau & Jake Webb, Hammond Lumber

Second place team with 63:

Marty Wiles, BlueLinx, Steve Parent, The Dow Chemical Co., Bob Jancewicz and Donnie Beckman, EBS Building Supplies

Third place team with 64:

Keith Davis and Chris Joy, Emery-Waterhouse, Jason Dupuis, Dupuis Hardware, and Eric Gosline, Gosline Hardware

Closest to the Pin #2:

Kim Farquhar, Acadia Insurance

Closest to the Pin #5:

Pete Nadeau, Hammond Lumber

Closest to the Pine #8:

Jon LaBrie, Rufus Deering

Closest to the Pin #13:

Alex Carroll, Mathews Brothers

Closest to the Pin #17:

Ace Wiles, BlueLinx

Closest to the Rope #4:

Donnie Beckman, EBS Building Supplies

Mens' Longest Drive #1:

Alex Carroll, Mathews Brothers

Womens' Longest Drive #1:

Sue Pare, Hammond Lumber

Mens' Longest Drive #11:

Peter Krauss, Hancock Lumber

Womens' Longest Drive #11:

Charlene Batista, Acadia Insurance

Putting Contest:

Donald Preston, Mathews Brothers

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Is YOUR Goal, a S•M•A•R•T Goal?

By Greg Branecky

he practice of goal-setting is helpful in the pursuit of happiness. Psychologists tell us that people who make consistent progress toward meaningful goals live happier, more satisfied lives.

If you don't have written goals, I encourage you to make an appointment on your calendar to work on them. You can get a rough draft done in as little as an hour or two. Few things in life pay such rich dividends for such a modest investment.

A SMART goal is an acronym for achieving your commitments. Below are the five meanings:



SPECIFIC

Your goals must identify exactly what you want to accomplish in as much specificity as you can muster.



MEASURABLE

If possible, try to quantify the result. You want to know absolutely, positively whether or not you hit the goal.



ACTIONABLE

Every goal should start with an action verb (accomplish, organize, increase, develop, budget, etc.) rather than a to-be verb (am, be, have, etc.)



REALISTIC

A good goal should stretch you, but you have to add a dose of common sense. Go right up to the edge of your comfort zone and then step over it.



TIME-BOUND

Every goal needs a date associated with it. Make sure that every goal ends with a "by when" date.

Your next steps are as follows:

- 1. Write them down. This is critical. There is huge power in writing down your goals.
- 2. Review them frequently. Writing your goals down makes them real, but the key is to review them on a regular basis and break them down into actionable tasks.
- 3. Share them selectively. Sharing them with those that are important to you and someone to whom you can be accountable.



Greg Branecky, of Miner's, Inc. in Canton, Conn., is president of the Lumber and Building Materials Dealers Foundation (LBMDF).

¹ Michael Hyatt and Daniel Harkavy, Living forward: a proven plan to stop drifting and get the life you want (Baker Books, 2016), 95

Family owned and operated, serving contract hardware and lumber dealers since 1953

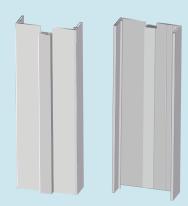


Interior Aluminum Frames

ASSA ABLOY



Knockdown frames and stock length glazing material are available to accomodate a wide array of design possibilities.



Type II Frame System

In Stock and Available Here

ASSA ABLOY has partnered with Wholesale Doors to inventory and distribute Frameworks product. This program provides immediate availability of knockdown frames, boxed sidelite units, and stock length glazing components.

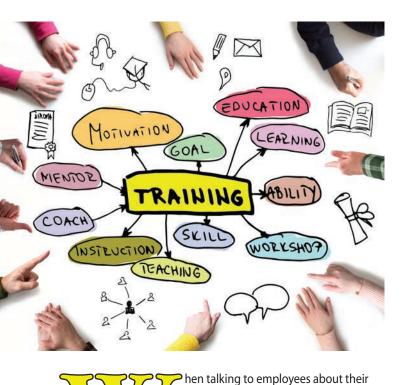
WDI is stocking three of the most common frame locations – Steelcraft, Ceco and Curries.

WDI's shop is up and running for special fabrication requirements. This partnership offers you many benefits and advantages.

- Service includes delivery on WDI's standard trucking schedule or pickup at WDI's warehouse
- No more LTL freight damages
- Instant availability for small, fast paced projects
- Quick replacements for damages
- Flexibility for design-build projects
- Immediate solution to final punch list

Frameworks Aluminum Frames compliment other WDI products and services, including Graham Wood Doors. Contact your ASSA ABLOY or WDI representative for more details.

Makin By Kylie Fay, employee resources associate, HireElements



own professional development, it's pretty common to hear retorts like "I'm too busy,""I can't be away from my desk right now," or "I'll catch the next class." I think we can agree at one time or another, we have fallen prey to thinking that our personal development comes second to our daily work. We often get so caught up in the here and now we fail to see the long-term bene-

Managers, one of the most important (and easiest) ways you can retain and strengthen your work force is by endorsing employee development. Participating in your employees' professional development is a simple way to ensure that they stay up-to-date and proficient at their job. Strong, talented employees

fits of taking the time to better ourselves professionally.

naturally want to expand their knowledge and experience and greatly appreciate managerial support throughout the process. When employees show an interest in their own development they are proving that they are investing in the organization and want to become more versatile and valuable to the company. Unfortunately, when such employees don't get the support or opportunities they are desiring, they will find another company that will provide them with what they need.

With that in mind, I have come up with a few ways to strengthen employee development within your own organization:

- 1. Offer training sessions on employee soft skills. While the name itself makes it seem unimportant, soft skills are the building blocks to every employee's development. Offering trainings on topics such as emotional intelligence, conflict resolution, and time management will do wonders toward improving employee communication and cohesion throughout the organization.
- 2. Support formal professional training. If you don't offer formal professional training in-house, offer employees the time to attend seminars, conferences, and lectures on topics relevant to their job. Depending on their area of expertise, there may be professional organizations employees can join to receive extra education. Many of these organizations offer e-learning and free webinars that could be done at the employee's desk. The information is out there—encourage employees to access it!
- 3. Develop a mentoring program. Connecting newer or younger employees with those in more advanced positions allows for both employees to grow. Newer employees aren't always so comfortable going to their

(Continued on pg. 88)



Kylie Fay is an employees resources associate with HireElements, the recruitment network for A.W. Hastings & Co. As a strategic partner, HireElements aligns people and opportunities, leveraging a thorough understanding of its clients' corporate environment to provide the best human resources services for its culture. For more information, visit www.hireelements.com.

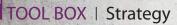


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HERE ARE THE THINGS WE KNOW.

- Access to information has become incredibly efficient.
- Consolidation and change are happening at unprecedented speed.
- Independent stores will never match the scale of big box stores.
- There is a constant buzz in the air, one that often feels like a looming threat of 'adapt or fold'.

But adapt how? Change what? Consolidate when, and based on what information?

This is the 'noise' that has driven many independent retailers to anguish over how to compete in a rapidly evolving market. It is overwhelming—and often discouraging—trying to make sense of, keep track of, and respond to the statistics, trends, and advice offered by industry experts. It is easy to feel a bit like David, except Goliath refuses to fall. While lost in

all the well-meaning recommendations, we tend to overanalyze business strategies as we endeavor to find the right direction. As a result, a critical component of success might be overlooked: The fundamentals of good business. The basic and important principles of commerce have not and will not change, regardless of trends. Hype is fleeting. Core values are not.

Most independent retailers can easily name their core principles. Service. Value. Experience. Community. Trust. We are familiar with these foundational standards that cross the boundaries of industry and location. But no one has more insight into your specific market than your business

(Continued on pg. 72)



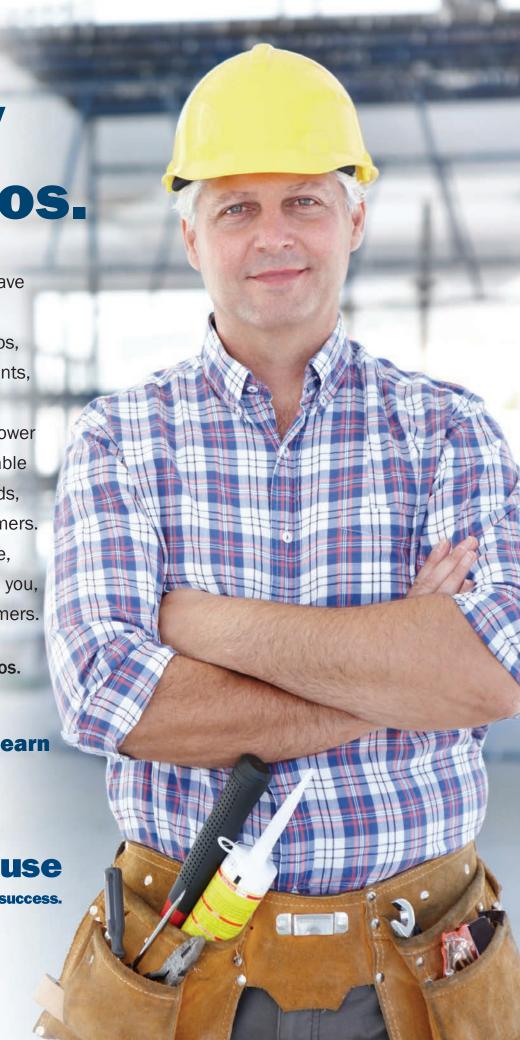
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(Continued from pg. 70)

does. You know your customers, your neighborhood, your environment. In a heat wave or a blizzard, you suffer alongside neighbors and supply the tools to weather the storm. You endure challenges together, celebrate local achievements, experience regional developments. It is this common bond—this established foundation—that allows you to roll with the punches. This doesn't mean you can ignore the punches. It means you already know how to duck, cover, and, when the time is right, fight back.

This kind of invaluable regional market insight has become a growth initiative for the Goliaths of our industry. Take Amazon as our first example. The online giant is getting ready to open its second brick-andmortar book store—the first is in Seattle, the second will be in San Diego—to sell books, Amazon-brand electronics, and other related products. And why has the ruler of online sales decided to open shops? Because publishing industry experts confidently say physical stores are still the best way to drive discovery of books. And because data show people might actually value the written word on paper more than the digital version of it, including stereotypically screen-happy millennials. It turns out shoppers of all ages often want an in-store experience, and they value brick-and-mortar as much as online shopping. Amazon, it seems, has decided to experiment with

becoming part of a physical community, not just an online one. And it's likely, if they do open more stores, they'll use the same kind of regional market data you've been using for years to best position themselves for success.

Let's also consider the most recent strategy of big box home improvement centers, whose first quarter performance of 2016 was strong and second quarter looks promising. They attribute their success to a new emphasis on the pro customer, and they cite stocking brand name products, leveraging vendor insights and relationships, and delivering product to contractors when they need it as key components in their growth. If we look at each of these deliverables as they relate to the independent retailer, we see ourselves already well positioned to meet the big boxes head to head. Chances are you're already stocking brand names and delivering products efficiently to contractors. If you haven't fully leveraged your vendors, you should. They are knowledgeable not only about their merchandise, but also about the markets they serve. While big boxes are laboring to pave regional inroads, you can be comfortably cruising along your own main street

by offering a consistently positive in-store experience built on excellent customer service and product expertise. You have what online retailers and big box competitors are trying to achieve—an understanding of your marketplace and the needs of your customers—so use it to your fullest advantage.

These concepts are not unique to the LBM retailer. They move up and down the value chain, affecting suppliers, customers, and manufacturers. As a distributor, we know what emery waterhouse did in the past may not get us where we need to go in the future. The application of our fundamental values must evolve, but we cannot lose sight of our customer-centric approach. Your customers, like ours, have to meet the changing demands of the building industry. We certainly can't ignore trends, and there is great value in adaptability. The goal is to use your foundation to support your business through whatever the market throws at you. Without a solid base, little else can be built.

We know how the story of David and Goliath ends. The seemingly weak man





THANK YOU FOR SUPPORTING LIFT!

The Disaster Assistance Committee (DAC) would like to recognize and thank our 2016 donors. LIFT has helped 44 families throughout the northeast.

Please help us continue to support NRLA member families in need.

(List reflects Oct. 2015-Sept. 2016)

NRLA and State and Locals

Lumber Dealers Assn. of Connecticut Mid-Hudson Lumber Dealers Assn. New Hampshire Retail Lumber Assn.

Eastern New York Lumber Dealers Assn. New Jersey Building Materials Dealers Assn. New York & Long Island Lumber Assn. Northeastern Retail Lumber Assn. Northeastern Young Lumber Execs

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The Lumber Industry Fund for Today (LIFT) is an industryspecific fund and member benefit established by the NRLA through its Lumber and Building Material Dealers Foundation (LBMDF) to provide immediate financial assistance and peer support to NRLA member employees significantly impacted by a fire or natural disaster resulting in a loss of shelter.

I have an employee who has lost their home to a fire- how can LIFT help?

LIFT will provide up to \$2,000 as a tax free, debt-free gift to your employee who has a qualifying loss. You will be asked to donate 25% of the gift, LIFT will cover the rest. Use of the gift is at the discretion of the employee for immediate needs such as food, clothing, temporary shelter and security deposits.



HOW CAN I SUPPORT LIFT?

Individuals or corporations can contribute to LIFT. YOUR CONTRIBUTION MAY BE TAX DEDUCTIBLE LBMDF c/o LIFT 585 North Greenbush Rd. Rensselaer, NY 12144

Contact the NRLA director of education for additional information. to make a donation, or to report an employee loss at 800.292.6752 or education@nrla.org or contact:

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Tel: 781-461-6000 marie@curtisnewtonlumber.com JEFF LARSON, DISASTER ASSISTANCE CHAIR Gilmore Home Center

> Tel: 802-468-5676 jeff@gilmorehomecenter.com





What Matters Most to Your Banker

How to Stay in Good Graces Through Good Times and Bad

By Scott Simpson, president and CEO, BlueTarp Financial

ost dealers have a line of credit (LOC) in place as a necessary tool to buffer the peaks and valleys of their A/R or to make capital investments. But once a LOC is in place, that should be the beginning, not the end, of your relationship with a banker. In fact, you should treat your banker as a partner that you keep informed of company developments. Here's one good reason: You may want to extend your LOC in preparation for an investment or infrastructure improvement, or to prepare for a possible recession.

WHAT DO BANKS CARE ABOUT? HERE ARE A FEW KEY ITEMS.

ASSET DECLARATION: Your LOC is collateralized by your assets, so keep your bank apprised if those assets change, negatively or positively. If you acquire or create new assets (e.g., land, buildings), let your banker know.

FINANCIAL STATEMENTS: You likely presented three years of historical financial statements when originating your LOC, but keep these statements current. Instead of using a local bookkeeper or someone in-house, seek out a third party CPA who uses GAAP methods. Don't diminish troubles that you are experiencing now or have had in past years. Be candid. The financial statements will show how you handled yourself in a downturn, and (hopefully) how you managed to recover.

TTM: In addition to the GAAP financials, prepare trailing 12 months' financials (called "TTM"), which shows where you are, say, mid-year, as opposed to the snapshot presented by statements from the previous fiscal year. Update TTM statements monthly.

PRO-GRADE: Banks are looking for professional-grade systems, including inventory and point-of-sale software. If you don't have solid software, you may not be accurately "feeding" your accounting, which weakens the credibility of the financial statements. Show the bank a description of your software system.

LEGAL REPRESENTATION: Do you have a good law firm? If not, establish a relationship with a reputable firm, so the bank has confidence that you can get competent legal advice in the event you need it.

COMPLIANCE: Demonstrate that you have regulatory compliance systems in place, whether for government regulatory compliance or financial compliance for your state and federal tax services. **MANAGEMENT:** Banks like to see that you have quality, stable, loyal management. A document that offers short, professional biographies and length of employment for key employees will be impressive.

CREDIT MANAGEMENT: I saved the most important item for last. Banks are very keen to see that you have disciplined A/R management systems in place and are not "being the banker" for your customers. That's why many banks like to see a credit management solution in place. Credit management services like BlueTarp pay you upfront for all B2B sales, while assuming the risk of bad pays. A credit management service increases cash flow (because you are not waiting to get paid), while dramatically lowering the risk of cash constriction. Moreover, the service can strengthen A/R by bringing it current, which reduces stress on the covenants that the bank has in place for your LOC. The banker can rest at ease and even readily extend your LOC, knowing you have a credit management service in place.

All of the above steps are really an effort to be transparent with your bank. They foster a partnership, rather than an adversarial relationship, and a partnership with your bank is what you need to succeed.



Scott Simpson is president and CEO of BlueTarp Financial, a leading provider of B2B credit management services to the building supply industry.







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FORKLIFT SAFETY:

Facts and Best Practices

By Acadia Insurance

id you know that more than one in ten forklifts will be involved in an accident each year? Noting this, OSHA estimates forklifts cause about 85 fatal accidents per year; 34,900 accidents result in serious injury; and 61,800 are classified as non-serious. Further, it is estimated that 90% of all forklifts will be involved in some type of accident during their useful life (estimated at eight years). Lower Your Risk.

Training

Taking steps to improve worker and public safety while operating or being near a forklift requires training, planning, and education. OSHA requires operators to receive training for each type of powered industrial truck (PIT) they will be operating, including the use of any attachment (e.g., manlifts, drum attachments, etc.). The training also must include the conditions under which the vehicle will be operated, such as surface conditions, ramps and slopes, hazardous locations, visibility, and pedestrian traffic. Because these factors are different from workplace to workplace, OSHA requires the training to be site-specific. For complete details on the OSHA required training (1910.178(l)(3)), visit https://www.osha.gov/SLTC/etools/pit/assistance/index.html.

Additionally, refresher training should be given to drivers every three years. It may be needed more frequently in certain situations: ²

- 1. Whenever an operator is observed operating unsafely
- 2. When an operator has been involved in an accident or near-miss incident
- 3. When an operator receives an unsatisfactory evaluation
- 4. When an operator is assigned to a different type of PIT

Stay Safe on the Floor

Whether operating a forklift or working near one, employee and public safety should be the top priorities for organizations. When operating a forklift near other employees or around pedestrians, implement one or a combination of the safety steps below to help prevent an accident:

- Temporarily close areas to prohibit pedestrian access
- · Establish designated/marked travel lanes for equipment
- Set up ropes, cones, sawhorses, or other barriers to keep the area clear of pedestrians
- · Put up warning signs or cones
- · Use spotters/helpers to direct the forklift driver
- · Schedule delivery trucks to avoid busiest times

When employees operate a forklift around pedestrians, make sure to stress the following:

- Give pedestrians the right of way
- Stop, or do not move, if they don't see you
- Make a complete stop:
 - o when at blind corners
 - o when entering areas used by other traffic
 - o when at all stop signs
 - o before entering main aisles or roadways
 - o before reversing direction
- · Make direct eye contact when approaching a pedestrian
- Sound the horn to alert others
- Do not allow any person to pass under elevated equipment, loaded or empty
- Do not drive or back up to any person standing in front of a fixed object

Learn from Mistakes

Near misses and close calls provide important learning opportunities. Make sure all employees know to report all close-calls or potential dangers so safety procedures can be re-evaluated as needed. In addition, any collision with objects should be reported and investigated to determine what can be done to prevent future occurrences. Reporting these incidents and near misses can help prevent a serious accident in the future.

Acadia insureds have access to additional safety resources, including safety videos. Log-in to MyAcadia at my.acadiainsurance.com or contact your local independent insurance agent or Acadia Insurance loss control representative for assistance.

Acadia Insurance is pleased to share the material in this article. Please note, however, that nothing herein should be construed as legal advice or the provision of professional consulting services. This material is for general informational purposes only, and while reasonable care has been utilized in compiling this information, no warranty or representation is made as to accuracy or completeness.

¹OSHA - www.osha.gov ²www.osha.gov 1910.178(I)(4)

SEPTEMBER/OCTOBER 2016 LUMBER CO-OPERATOR



By Michael L. Abitabilo, Esq., a Principal in the White Plains Office of Jackson Lewis P.C. t's that four letter word that no employer wants to hear. You know, the one that sends shivers down the spine of industry employers across the country: OSHA. But as 2016 draws to a close, employers must be aware of a series of new requirements that impact the workplace.

WWW.NRLA.ORG

Like so many other federal agencies, the Occupational Safety and Health Administration recently issued new/revised regulations that create additional protections for employees, while imposing additional obligations on employers. While the primary focus of the revised regulations deals with the electronic submission of certain injury and illness data, OSHA has also amended its regulation regarding the manner and method by which employers must inform employees of their right to report work-related injuries and illnesses.

The Anti-Retaliation Provisions

The new rule contains three provisions that OSHA says are designed "to promote complete and accurate reporting of work-related injuries and illnesses."These changes went into effect on Aug. 10, 2016. The first of these provisions requires employers to inform employees of their right to report work-related injuries and illnesses free from employer retaliation. Posting OSHA's worker rights poster from April 2015 or later will satisfy this obligation. The second provision adds text to the existing rule to clarify that reporting procedures must be reasonable and that a procedure that would deter or discourage reporting is not reasonable. The third anti-retaliation provision expands on the existing anti-discrimination prohibition in section 11(c) of OSHA's governing statute. Section 11(c) of the Occupational Safety and Health Act prohibits any employer from discharging, retaliating against, or discriminating against any employee "because such employee has filed any complaint or instituted or caused to be instituted any proceeding under or related to this Act or has testified or is about to testify in any such proceeding or because of the exercise by such employee on behalf of himself or others of any right afforded by this Act." This new provision, which OSHA describes as "an additional enforcement tool," allows inspectors to cite an employer for retaliation and require abatement even if no section 11(c) complaint has been filed. A separate provision at § 1904.36 clarifies that section 11(c) also prohibits retaliation for injury and illness reporting.

The Recordkeeping Provisions

The remaining changes set forth in the final rule will be phased in over the next two years. Establishments with at least 250 employees in industries covered by the recordkeeping regulation will be required to submit information from their 2016 Form 300A by July 1, 2017, and from all 2017 forms (300A, 300, and 301) by July 1, 2018. Beginning in 2019, and every year thereafter, the information

must be submitted by March 2. Those compliance dates also apply to establishments with 20-249 employees in certain high-risk industries, but only for the 300A form.

A Busy Year for OSHA

2016 has been a busy year for OSHA. Pursuant to legislation signed into law by President Obama at the end of 2015, OSHA civil penalties were increased by 78% effective Aug. 2. This marked the first time OSHA's civil penalties were increased since 1990. Going forward, OSHA will continue to adjust its penalties for inflation each year based on the Consumer Price Index.

OSHA also issued a final rule designed to limit workers' exposure to respirable crystalline silica. OSHA estimates that about 2.3 million workers are exposed to respirable crystalline silica in their workplaces, including 2 million construction workers who drill, cut, crush, or grind silica-containing materials. The key provisions of the rule reduce the permissible exposure limit for respirable crystalline and require employers to implement certain preventive/protective measures.

Earlier in the year, OSHA accepted public comments and held a public meeting regarding its revised Safety and Health Program Management Guidelines, which were released in Nov. 2015. Originally released in 1989, OSHA attempted to update the guidelines to reflect modern technology and practices, as well as incorporate approaches taken in two OSHA programs: the Voluntary Protection Program (VPP) and Safety and Health Achievement Recognition Program (SHARP). While the guidelines are voluntary, OSHA frequently requires that employers implement them as part of settlement of citations.

Conclusion

Employers must be proactive in preparing for current and future changes to the law and interpretive guidance. Employers should review their workplace safety policies and practices. Doing so may help reduce the possibility of significant civil penalties. Remember: a healthy and safe workplace is best for employees and employers alike.

This Update is provided for informational purposes only. It is not intended as legal advice nor does it create an attorney/client relationship between Jackson Lewis and any readers or recipients. Readers should consult counsel of their own choosing to discuss how these matters relate to their individual circumstances. This Update may be considered attorney advertising in some states. To that end, prior results do not guarantee a similar outcome.

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Joe Begnoche, ProBuild: "Almost 90% of our suppliers are NRLA Associate Members, and it

makes a difference to us."



Jon Hallgren, Curtis Lumber: "We feel that NRLA Associate Members represent the leaders in our industry and promote the sustainability of the Independent Building Materials Supplier."

Want to know more about NRLA Associate Membership? Contact Jim Reynolds at jreynolds@nrla.org or 518.880.6366.

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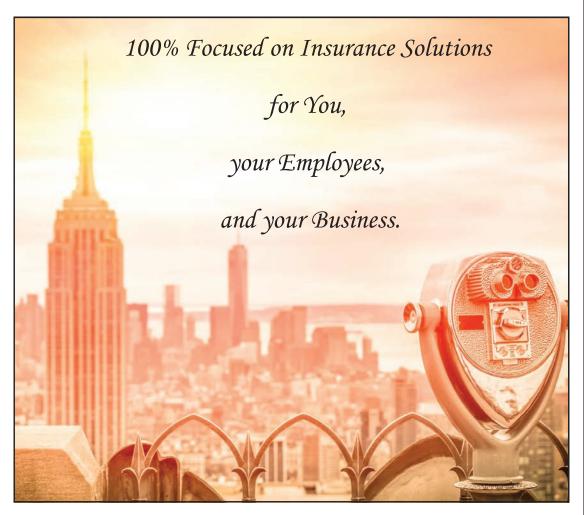
NYLE Timber Tour Sept. 27-30 Louisiana



NRLA/NNYLDA Annual Meeting Oct. 21 & 22 High Peaks Resort Lake Placid, N.Y.

SEPTEMBER	2016	October 11	ENYLDA Board of Directors Meeting
September 15	CNYRLDA Board of Directors Meeting Strada Mia, Syracuse, NY		1 - 4 pm Holiday Inn, Saratoga Springs, NY
September 15	VRLDA Board of Directors Meeting Zoom Video Conference	October 12-14	Roundtable #1 Kennebunkport, ME
September 28	RILBMDA Bowling Night 5 - 9 pm	October 13	CNYRLDA Board of Directors Meeting Retreat Restaurant, Liverpool, NY
	Lang's Bowlarama, Cranston, RI	October 14-16	Roundtable #3
September 21	NNYLDA Board of Directors Meeting		Beaufort Hotel, Gloucester, MA
	Lake Placid, NY	October 21& 22	NRLA/NNYLDA 2016 Annual Meeting
September 22	VRLDA Annual Meeting/Golf Tournament		High Peaks Resort, Lake Placid, NY
	10:30 am - 7 pm Green Mountain National, Killington, VT	October 25	MRLDA 2016 Annual Meeting The Sheraton Needham Hotel, Needham, MA
September 23	ENYLDA Annual Meeting Queensbury Hotel, Glens Falls, NY	October 25	MRLDA Board of Directors Meeting
C(•	OCCUBE! 23	Sheraton Needham Hotel, Needham, MA
September 27-30	ONYLE Timber Tour Louisiana	October 26	WNYLDA Board of Directors Meeting
September 28	WNYLDA Board of Directors Meeting 4 - 5:30 pm		4 - 5:30 pm DoubleTree Hotel, Rochester, NY
	ARTISANworks, Rochester, NY	October 26	RILBMDA Dinner Meeting
OCTOBER 20	16	4:30 - 8 pm	
October 3	Roundtable #11- Fall 2016	_	BLU on the Water, East Greenwich, RI
	Holiday Inn Express, Owego, NY	October 26	Roundtable #12- Fall 2016
October 5	LDAC Board Meeting		Double Tree by Hilton Boston Rockland, Rockland, MA
	Acadia Insurance, Rocky Hill, CT NJBMDA Annual Meeting Raritan Valley Country Club, Bridgewater, NJ	October 27	NYLILA Annual Meeting Crest Hollow Country Club Woodbury, N.Y.
October 6			
		October 28	MHLDA Annual Meeting Location TBA





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MRLDA GOLF OUTING...

(Continued from pg. 58)

Closest to the Pin, Nicklaus Course:

Associate: Paul Spillane, BROSCO **Associate:** John Junod, Hood Distribution **Retail:** Tom Dennison, Shepley Wood

Products

Retail: Paul Peso, Consigli Construction

Mulligans: \$695 was raised for NYLE's Scott Robert Vasquezi Memorial Scholarship Fund.

50/50 Drawing: \$825 was won by David

O'Connor of Hingham Lumber.

STICK TO THE FUNDAMENTALS...

(Continued from pg. 72)

takes on the over-confident giant, and the underdog wins. But according to Malcom Gladwell's book "David and Goliath: Underdogs, Misfits, and the Art of Battling Giants," this timeless—and often clichéd—story regularly loses its true meaning. David didn't beat Goliath against all odds. He was better positioned to win in the first place.

Sources: Cleveland Research on Home Center Growth; David and Goliath: Underdogs, Misfits, and the Art of Battling Giant by Malcom Gladwell; The Signal and the Noise by Nate Silver; New York Times online: A Trip Through Amazon's First Physical Store by Alexandra Alter and Nick Wingfield

DRUG TESTING...

(Continued from pg. 46)

medical review office tests the sample and reviews the results. The test results are then provided to the employer to be kept in the employee's file. Alcohol testing can be done either through breath (most common) or saliva. The results are known immediately and a copy will be sent to the employer to be kept in the driver's file.

What happens if an employee tests positive? Remove the driver from any safety-sensitive duties. Provide the driver a list of substance abuse professionals (SAP) in the area for the employee to arrange an evaluation. If the driver complies with the recommendation of the SAP and has a negative return-to-duty drug test,

he or she is allowed to return to the job. The employer is also required to send the employee for random follow-up testing six times over the subsequent 12 months. Positive test results must be retained for five years. This is another critical area you will want to have well documented in your policy manual and ensure the employee understands.

No two questions we get regarding employees, drug testing, and positive test results are ever the same. If you are an NRLA member, you have free access to the services of Jackson Lewis P.C., a nationally recognized labor relations law firm, as labor counsel to offer members advice on generic employment and workplace issues. Call the hotline at 914.328.0404.

EMPLOYEE DEVELOPMENT...

(Continued from pg. 68)

manager for advice on the job, so by matching them with more seasoned coworkers you are encouraging not only employee camaraderie but also a learning initiative. Employees can turn to their mentor for advice or to bounce ideas off of, and all the while the mentor is gaining valuable coaching skills that can be used in other areas of their job.

So the next time you think you or your employees don't have the time for development, think again. Employee development is an ever-growing area of focus for successful organizations, and when done well it can improve employee engagement and overall performance within the company. Everyone has time for that.

NEWS & VIEWS (FERRIS)...

(Continued from pg. 6)

involved. The important thing is to get started! Identify a professional that understands the retail lumber business and can help you take the first steps. You may already have a great partner, but if you don't, NRLA recommends KathodeRay Media, a marketing agency with proven success. Information regarding KathodeRay can be found on our website at www.nrla.org, can be obtained by calling 518.880.6352, by emailing me at rferris@ nrla.org, or by stopping by the NRLA headquarters!

As always, thank you for the opportunity to serve you,



COMING NEXT YEAR!

The *Lumber Co-operator* Celebrates its 100th year!

NATIONAL PERSPECTIVE...

(Continued from pg. 14)

The Obama Administration estimates the new rule will extend overtime protections to 4.2 million more Americans who are not currently eligible under federal law, and boost wages for workers by \$12 billion over the next 10 years. Employers from a variety of sectors have disputed this, arguing that it will force more employees to be converted from exempt to non-exempt without increasing annual wages. In addition, it will reduce flexibility work arrangements and advancement opportunities.

This spring before the rule was finalized, NLBMDA met with the White House's Office of Management Budget (OMB) Office of Information of Regulatory Affairs (OIRA) stating its opposition to the rule. NLBMDA noted that the new rule—then

a proposal—failed to consider regional differences for overtime pay, and that DOL's analysis lacked proper attention to the impact on small business and was devoid of any empirical data linking earnings data to the realities of local economies, markets, and sectors. NLBMDA also submitted written comments to DOL in Sept. 2015 opposing the rule.

Legislation was introduced in March in both the House of Representatives and Senate that would delay the Overtime Rule. The Protecting Workplace Advancement and Opportunity Act (H.R. 4773, S. 2707) would halt the changes to overtime pay eligibility criteria and require DOL to conduct a comprehensive economic analysis on the impact of mandatory overtime expansion to small businesses, nonprofits, and public employers.

More recently, in July, the Overtime

Reform and Enhancement Act (H.R. 5813) was introduced that would phase-in the increase over three years and eliminate the automatic increase. The legislation introduced by Rep. Kurt Schrader (D-OR) is seen as the best chance to modify the overtime rule before it is scheduled to take effect on Dec. 1.

Dealers are encouraged to visit NLB-MDA's Legislative Action Center at http://cqrcengage.com/dealer/ and send a letter to their representative asking for support and passage of H.R. 5813. NLBMDA continues to seek a legislative remedy limiting or repealing the changes to the Overtime Rule; however, dealers should take steps now to ensure compliance when the new rule takes effect.

IN MEMORIAM...

(Continued from pg. 24)

David White Chapman, 61, of Litchfield, Conn., died unexpectedly on Aug. 11 at Yale New Haven Hospital. Chapman was the president and co-owner of Chapman Lumber alongside his brother Stuart Chapman, also of Litchfield. The family business was originated by his parents and has operated in Thomaston, Conn. since 1981.

Thomas R. Kerr II, 55, of Bethlehem, Pa., passed away on July 27. He was the loving husband of 23 years to Janice M. (Rehn)

Kerr. Born in Gloucester, Mass., he was the son of Thomas R. Kerr and the late Harriet (Hoffman) Kerr. Kerr worked in sales and purchasing for Reeb Millwork in Bethlehem, for more than 30 years.

Seth Pottish passed away on July 23. Seth frequently attended NYLILA events and most recently was with Long Island Wholesalers, Nassau Suffolk, Inc., where he sold numerous product lines to retail lumber yards.

Andy Maclaughlin, former owner and president of Winde-McCormick, Inc. in Woburn, Mass. passed away on June 27. Andy

was a long-time and fervent supporter of the NRLA and an avid member of the Sliver Club and the Concatenated Order of the Hoo-Hoo.

Brian V. Morey of Monroe, Conn., went to be with the Lord on June 16 at age 57. Brian had worked for Ring's End and Hatch & Bailey Company.

Robert C. Gallagher passed away peacefully at his home on Sunday morning, April 10 at the age of 95. Robert was the VRLDA Lumber Person of the Year in 1988.

ON THE MOVE...

(Continued from pg. 24)

management responsibilities. **Matt Veroneau** joins Boston Cedar in an outside sales capacity with responsibility for the state of Maine. **Dave Baldino** returns to Boston Cedar with outside sales responsibilities in Conn. and N.Y. **John Hogan** comes to Boston Cedar with a long track record on Long Island and will represent the company in that territory.

HAVE NEWS TO SHARE?

Email it to: rtotaro@nrla.org or contact Rob Totaro at 518.880.6386.

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NOVEMBER CO-OPERATOR NOVEMBER ISSUE LBM CAREERS SOFTWARE & TECHNOLOGY



SPACE RESERVATIONS: OCT. 7 MATERIALS DUE: OCT. 14

TWO HOT TOPICS, ONE GREAT ISSUE!

CAREERS IN THE LUMBER AND BUILDING MATERIALS INDUSTRY

PRODUCT SHOWCASE: Software & Technology

(Promote your products and services to NRLA retailers/dealers.)



Joe Cecarelli, Oxford Lumber:

"The Lumber Co-operator provides precise articles on industry trends, product changes, and an overview of LBM marketing ideas and insights."



Carrie Gurowitz

Age: 30

Location: Water Mill, N.Y. **Position:** Controller, Water Mill Building Supply



HOW DID YOU BEGIN YOUR CAREER IN THE LBM INDUSTRY?

I started my career auditing at Ernst & Young but knew I wanted to be part of an organization where my efforts and contributions could influence its direction and success. I never envisioned working in the lumber industry. However, Water Mill Building Supply provided me the opportunity to be involved in every aspect of a business and work with outstanding people in a great culture.

WHAT ARE SOME OF THE RESPONSIBILITIES OF YOUR POSITION?

I manage all of the day-to-day accounting functions, including credit, accounts payable, preparation and presentation of financial statements, and financial analysis. I utilize this knowledge to expand my analysis to the sales and business operations. By engaging with the entire staff from operator to driver I am able to provide opportunities for improvement in all aspects of the company.

WHAT ARE SOME OF THE BIGGEST CHALLENGES YOU FACE IN YOUR CAREER?

The biggest challenge is being able to attract and develop talented individuals that don't see the opportunities that working in a small to mid-size company provides. My focus is on trying to expose employees to all areas of the business and to show how they can really make a difference.

WHAT HAVE YOU LEARNED SINCE WORKING IN THE INDUSTRY?

I understand now what is involved in operating a successful company. I realize that fiscal responsibility is only one aspect. Company culture and leadership are major components that ultimately determine the success of a company. I learned that a company needs contributions from the entire team to be successful and have seen my efforts influence the business.

WHAT ADVICE WOULD YOU GIVE TO ANYONE NEW TO THE INDUSTRY?

For anyone new to the industry, I would suggest getting involved as much as possible, whether it's attending industry events or learning from other departments. The more knowledge you have and the more you network, the quicker you will grow within the industry.

WHAT ARE YOUR PASSIONS OUTSIDE OF THE OFFICE?

I enjoy spending time with friends and family. I try to travel as much as possible. I also like to keep active, whether it's going to the gym, running, or playing sports.



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