Not even a rain storm can keep BMSA members and their families from having a blast at the summer conference in Virginia Beach! Ken Wilbanks offered insight on keeping employees motivated and engaged as well as how customer loyalty programs can boost sales, while Dr. Ed Seifried gave a welcome forecast of sunny skies in the future. In Sunday morning’s family business session, Dr. Jan Flynn led a discussion on steps to take when transitioning a company from one generation to the next.

Our Jimmy Buffett theme this year was a big hit with both dealers and exhibitors, from exhibit decorations to tropical shirts! Congratulations to Center-Line Trailers for winning the best-decorated booth award with honorable mention going to Culpeper Wood Preservers and Madison Wood Preservers. It was nearly a Siewers Lumber & Millwork Sweep Saturday morning: Lee Meacham, Sally Siewers & Beverley Ann Siewers all won $50 cash and John Siewers won a cooler from Weyerhaeuser. In addition, Xavier Gore (Guy C Lee) won $50 and Chris Yenrick (Smith Phillips) won a Yeti Cooler from Dancik International.

New this year: Guests could text their photos to be included in the Saturday evening slideshow. We received a lot of candid photos; thanks to all who participated!

Mark your calendars today for July 26-29, 2018. You don’t want to miss this popular family-friendly event! For more on this year’s summer conference, go to page 4.
Calendar of Events

September 25-27: CFO Roundtable, Albany, NY
September 28-29: Leadership Development Roundtable #2, Charleston, SC
  2-Day Estimating & Material Take Off Seminar, Location TBD
October 8-10: Roundtable #1, Hilton Head, SC
October 8-10: Roundtable #3, Charlotte, NC
October 17-19: NLBMDA ProDealer Industry Summit, Phoenix, AZ
October 23-24: Leadership Development Roundtable #1, Charlottesville, VA
October 25-27: Sales Managers Roundtable, Gatlinburg, TN
November 1-3: Roundtable #7, Nashville, TN
November 8: BMSA Executive Committee Meeting, Columbus, OH
November 9: BMSA Board of Directors Meeting, Columbus, OH
February 7-8: BMSA's Annual Building Products Show, Hickory, NC
February 27 - March 1: Installed Sales Roundtable, Asheville, NC
March 19-21: NLBMDA Legislative Conference, Washington, DC

2017-2018 Executive Committee

Chairman of the Board
Thad Shuler
Southern Lumber & Millwork
Charleston, SC

1st Vice Chairman
Jim O’Brien
The Lester Group
Martinsville, VA

2nd Vice Chairman
Bradley Huneycutt
Locust Lumber
Locust, NC

Treasurer
Bryan Strickland
Guy C. Lee Building Materials
Mt. Pleasant, SC

Immediate Past Chairman
George S. Miser
Lumber Service, Inc.
Carrollton, OH

BMSA President
Lynn Schwarz
Charlotte, NC

2017-2018 Board of Directors

North Carolina Directors
Pete Vitola
Beeson Hardware
High Point, NC
Bradley Huneycutt
Locust Lumber
Locust, NC

Ohio Directors
Evan Jones
Jones Lumber & Millwork
Columbus, OH
Terry Lahoski
Terry Lumber Company
Peninsula, OH

South Carolina Directors
Rob Crawford
Buck Lumber
Charleston, SC

Tennessee Directors
David Hunt
Tindell’s, Inc.
Knoxville, TN

Virginia Directors
Bruce Shelton
Capps Home Building Center
Moneta, VA

Michael Siewers
Siewers Lumber & Millwork
Richmond, VA

National Director
Mike Moore
TW Perry
Springfield, VA

SAVE THE DATE!
February 7-8, 2018
BMSA's 2018 Building Products Show
Hickory, NC
Reserve your booth today!
Contact Jane Gillespie @ 800-849-1503
or janeg@mybmsa.org.
BMSA Member News

DMSi Software welcomes Jordan Lynch as Sales Representative in the LBM market.

Epicor Software Corporation will host the Epicor Lumber and Building Materials User Conference at the Rosen Shingle Creek Resort in Orlando, FL on November 14-16, 2017.

Federated Insurance has named Nick Lower as Director of Marketing.

Huttig Building Products’ Greenville, SC branch held an open house for its customers June 14 at the Greenville Drive’s Fluor Field in downtown Greenville.

The open house was in the 500 Club along right field.

Member Insurance has appointed Jay Brown as Account Ambassador. In this newly-created role, Brown will be working with major retail businesses in the hardware store and lumber and building material industries throughout North America.

Tindell’s Building Materials held a 125-year celebration on June 23 at their Truss Plant in Knoxville.

Welcome New Members

BMSA is pleased to welcome the following new Dealer Members:

S.J. Neathawk Lumber
3235 N. Jefferson Street
Lewisburg, WV 24901
Janet Neathawk & Doug Goodwin
304-645-1351
www.neathawklumber.com

Wills Ridge Supply
202 Lumber Lane NE
Floyd, VA 24091
Joe Gallimore
540-745-2044
www.willsridge.com

And Welcome Back:

GBS Building Supply
11 Geneva Court
Greenville, SC 29607
Amy Hemelgarn
864-404-3458
www.gbsbuilding.com

BMSA is pleased to welcome the following new Associate Members:

LJS Solutions
740 N. Wise Drive
Sumter, SC 29153
Bill Lawson
919-607-5488
www.ljs-solutions.com

Mitek Industries
9725 Reidville Road
Greer, SC 29651
Tony Lowrimore
540-480-3163
www.mii.com

Trebnick Systems, Inc.
215 S. Pioneer Blvd.
Springboro, OH 45088
Gregg & Linda Trebnick
937-743-1550
www.trebnick.com

Wesco Distribution
490 17th Avenue Drive NE
Hickory, NC 28601
Kent Anderson
828-962-1376
www.wesco.com
And a GREAT Time Was Had By All!

Lots of families played TopGolf again this year.

First-Timers Gina & Casey Parker (Center-Line Trailers)

First-Timers Kent Anderson (Wesco Distribution) and Gregg Trebnick (Trebnick Systems).

First-Timers Jason Tew & Family (Home Builders Supply)

We even had our very own mermaid!

First-Timers Norwood Morrison & Family (Culpeper Wood Preservers).

Jeanne & Alec Mecionis (ECMD), Sean Ellis & Family (Wholesale Millwork) and Brandon Branes (ECMD) at dinner Saturday evening.

2017 Summer Conference Exhibitors

4ME Group
Amelia Lumber
BlueLinx
Carl Rogers & Associates
Cedar Creek
Center-Line Trailers
Cox Industries
Culpeper Wood Preservers
Dancik International
Diamond Hill Plywood
ECMD
Emery Waterhouse
The Empire Company
Federated Insurance

Fortress Wood Products
Hannah, Sheridan, Loughridge & Cochran
LBM Advantage
LJS Solutions
LMC
Madison Wood Preservers
Member Insurance
Mitek
Norbord
Parksite
Pennsylvania Lumbermens Mutual Insurance Company
Rader Solutions

Rocco Building Supplies
Royal Building Products
Smith Millwork
Spruce Computers
Style Crest
Superior Plastic Products
Trebnick Systems, Inc.
U.S. Lumber
UFPI Elizabeth City
Vann Attorneys
Wesco Distribution
Weyerhaeuser
Wholesale Millwork
BMSA has several Associate members that went the extra mile to make our conference a success. **THANK YOU!**

- Cox Industries and Weyerhaeuser for co-sponsoring the Welcome Reception
- ECMD for sponsoring the Continental Breakfast Saturday morning.
- Federated Insurance for sponsoring the President’s Reception and Saturday’s dinner, dance and casino night.
- Culpeper Wood Preservers for sponsoring the Golf Beverage Cart and Dr. Ed’s seminar.
- Spruce Computers for sponsoring the Friday morning transportation to TopGolf.
- BlueTarp Financial & Wholesale Millwork for sponsoring the Golf Luncheon.
- Pennsylvania Lumbermens Mutual Insurance Company for sponsoring both of Ken Wilbanks’ programs.
- TAH Benefits for sponsoring the Sunday morning family business session.
- Huttig Building Products for sponsoring the Kids’ Hospitality Room.
- Vann Attorneys for sponsoring the conference T-shirts.

**THANK YOU**

2017 Summer Conference Sponsors & Prize Donors

Amelia Lumber  
BlueTarp Financial  
Center-Line Trailers  
Cox Industries  
Culpeper Wood Preservers  
Dancik International  
ECMD  
The Empire Company  
Federated Insurance  
Fortress Wood Products  
Huttig Building Products  
LBM Advantage  
LMC  
Madison Wood Preservers  
Parksite  
Pennsylvania Lumbermens Mutual Insurance Company  
Rader Solutions  
R.C. Goodwyn & Sons  
Randolph-Bundy  
Rocco Building Supplies  
Royal Building Products  
Smith Millwork  
Spruce Computers  
TAH Benefits  
TW Perry  
Vann Attorneys  
Weyerhaeuser  
Wholesale Millwork
The Many Faces of BMSA:
In each issue of TimberTalk, we feature members to help you get to know the many faces of your association.

Meet Your Chairman: Thad Shuler – Southern Lumber & Millwork, Charleston, SC

Tell us about your company.
Founded in 1941 in my grandfather’s garage, Southern Lumber & Millwork has been providing Charleston area customers quality products and top-notch service for over 76 years. Originally the company focused on custom millwork products, but with time, the focus expanded to Lumber and Window & Door sales. The company now has a state-of-the-art production facility, where the majority of mouldings and special order millwork items are produced in-house. Additionally, the company has found success in the expanded areas, and has received multiple accolades through various vendors. Southern Lumber & Millwork continues to experience growth, and is looking forward to what the future holds.

What is your current role/responsibility at the company?
President

How and when did you become involved with your company?
Since birth 😊. I worked Summer jobs since I was 14. I was recruited back to the company in 2007.

What do you like most about your job? What do you like least?
The people. The people 😊.

Where are you from? Where did you grow up and go to school?
Charleston, born and raised. I went to Virginia Tech and Clemson and studied abroad in Germany. I lived and worked in Germany for 6 years.

What are your favorite books and movies?
The Alchemist by Paulo Coelho, Five Dysfunctions of a Team by Patrick Lencioni and The Count of Monte Cristo (book and movie).

What are you reading now?
Emthy by Michael Gerber.

What are you most proud of?
My family.

How would you like to be remembered?
I would like to be remembered as a fun-loving person with an optimistic approach to life and work.

What’s the one thing about you few people know?
I speak fluent German.

What are your pet peeves (in other words, the things that bug you the most)?
Left lane slow drivers…move over!

Tell us about your family.
My wife Meredith & I have been married since 2005. Our daughter Sydney is 6 years old and our son Thaddeus is 5 years old.

If you have pets, tell us about them?
We have a dog named Neymar (after the Brazilian soccer player).

What is your favorite vacation location and why?
I like to go to Europe to see old friends and taking friends and family with me.

What is your favorite way to unwind after a hard day?
Spend time with the wife and kids playing sports or outside. Kick back and watch a movie sometimes with the family and catch up on the news or college football.

Based on what you’ve learned in your career, what advice would you give a young person entering the building products industry today?
Work hard and ask lots of questions. Put in the time while you are young and do not have additional obligations in the afternoon or evenings. People are always watching, which can be good or bad. It is up to you to make it good exposure. We work in a simple industry where good, hard-working people can prosper. Always provide a solution to problems to your boss and keep it simple.

What does belonging to BMSA mean to you? How have you & your company benefitted from membership in BMSA?
Running any business is difficult. Working in a family business can be very difficult. Meeting others who are experiencing some of the same challenges day in and day out is very rewarding. Being able to exchange ideas, thoughts, and stories is always educational and even enjoyable. We run our businesses independently of each other, but just knowing that we are not alone on an island can be comforting and reassuring that we are doing things the right way and for the right reasons.

Meet John Ramsey – Diamond Hill Plywood, Darlington, SC

Tell us about your company.
DHP is a wholesale building materials distributor founded in 1945 with 5 Distribution Centers located in the Carolinas, Tennessee and Virginia.

What is your current role/responsibility at the company?
DHP is a third generation family-owned company and my role is Chief Executive Officer.

How and when did you become involved with your company?
As a family-owned business, I followed in my father’s footsteps and joined the company over 40 years ago, learning all aspects of the business from warehouse/delivery, sales, branch management, etc.

What do you like most about your job?
The most enjoyable part of my job is meeting our customers, visiting with them during my travels throughout our footprint as well as attending their customer events and industry trade shows, etc.
Where are you from? Where did you grow up and go to school? I grew up in Darlington, SC where our company is headquartered and I attended public schools in our hometown. For college, I attended and graduated from Charleston Southern University.

What are your favorite books and movies? My favorite books are “Well Done” by Dave Thomas and “History of Piedmont Airlines”. Favorite movies include “Out of Time”, “Man on Fire”, “The Equalizer”, “The Presidio”, “Taken”, “The Glass House”, and “Magnificent Seven”.

What are you most proud of? I am most proud that our business is thriving at over 70 years in the industry as a privately held, family-owned company. To this day, we still have a relationship with suppliers and customers from our inception in 1945. In addition, we have enjoyed the loyalty of great employees throughout the company for many, many years.

What’s the one thing about you few people know? Many of our customers, vendors and business associations don’t realize that my brother, Jim, and I have worked as reserve deputies for Darlington County for over 35 years.

Tell us about your family. My wife, Jane, and I have one son, Brandon. Brandon lives in Darlington and is also involved in the family business.

What is your favorite vacation location and why? One of my favorite places to visit for business is Scottsdale, AZ. For pleasure, my family and I enjoy our beach house in Garden City, SC.

What is your favorite way to unwind after a hard day? To de-stress from the day, I go to our local YMCA and walk on the treadmill.

What does belonging to BMSA mean to you? How have you & your company benefitted from membership in BMSA? Our company has been a long-standing member of BMSA. It has been a great resource for continuing education, relationship-building with our customers as well as suppliers and support throughout the industry.

HR Question: Pay new hires for onboarding prior to start date?

Question: We will soon be implementing pre-employment online onboarding. As such, individuals who have accepted an offer for employment, but are not yet employed, will complete pre-employment paperwork including I-9, W-4, etc. on a one-time basis. They will also familiarize themselves with a few select policies. The paperwork is not burdensome. They can complete the paperwork on their own time at home and at any time prior to their first day. The paperwork is not part of the worker’s assigned job duties. Do the soon-to-be employees need to be compensated for the time it takes for them to complete the paperwork?

Response: Yes. Generally, any time an individual spends under the direction and control of the employer is compensable, and this also would include time spent completing new-hire paperwork, training, testing and/or being oriented to a new job, even if this occurs prior to commencing duties. The best practice is to have employees report for work on the first day and go through the regular orientation and paperwork process, training, etc., thus making the “hire” and “start” or “onboarding” date the same day. In summary, the employer must ensure that new hires are properly paid for all time spent “working,” even if this is only to fill out new hire paperwork and undergo training or orientation before commencing actual work and even if such tasks are completed from home.

© 2014 Advisors Law Group, All Rights Reserved

This article provided courtesy of Federated Mutual Insurance Company, your association’s recommended insurer for property & casualty.

This article is intended to provide general information and recommendations regarding risk prevention only. There is no guarantee that following these guidelines will result in reduced losses or eliminate any risks. This information may be subject to regulations and restrictions in your state and should not be considered legal advice. Qualified counsel should be sought regarding questions specific to your circumstances and applicable state laws. All rights reserved.

BMSA Services & Resources

All BMSA Services & Resources are designed to help our members grow their businesses and be more successful.

- **Online Training** – [www.bmsatraining.org](http://www.bmsatraining.org) – This online tool provides our members access to more than 150 topics/courses for salespeople, yard workers, and front-line supervisors. This is a learn anytime, learn anywhere opportunity for managers and employees.

- **RefCheck** – An affordable and thorough background and reference checking service. BMSA Members receive a 15% discount off RefCheck’s standard fees.

- **Lumber & Building Material Reference Manual** – Available in English & Spanish – The pocket-size reference manual was developed for all building material employees including sales, warehousing, purchasing and receiving. An industry staple for many years!

- **Safety/DOT/OSHA Manual** – Newly Updated! – This manual was designed specifically for the building material industry with the latest OSHA regulations to keep your business in compliance.

- **Promotional Products** – BMSA can help you find the perfect products to promote your business at no additional cost.

For more information on all of BMSA’s Services & Resources, please call 800-849-1503 or email janeg@mybmsa.org.
#THANKAFRAMER

Their hard work and craftsmanship keep us sheltered and safe. And yet framers are the unsung heroes of homebuilding. Norbord intends to change that on September 1st. Thank A Framer Month begins by honoring the American framer with our celebratory video and #thankaframer social media campaign. Why do this? Because we believe that framers are inextricably built into the American Dream. We invite you to join us in a national show of gratitude.

VISIT WWW.THANKAFRAMER.COM
WATCH THE VIDEO, GET THE COMPLETE STORY AND ENTER THE PRIZE DRAW.