Come join your fellow members at BMSA's Annual Learning Exchange & LBM Expo (formerly called BMSA's Building Products Show)! Hickory, NC is the place to be the first full week of February 2019 for learning and networking opportunities with your peers, and current and potential suppliers.

The most popular benefit of BMSA membership is access to multiple forums to share best practices and exchange ideas with others in our industry. Knowledge is Power!

Check out our Learning Line-Up in conjunction with our 2-Day Vendor Expo:

- **Introduction to Building Material Sales Seminar. Monday.**
- **2-Day Blue Print Reading and Material Take-Off Seminar. Tuesday & Wednesday.**
- **LEAN Process Improvement – Panel of dealers who have made lean processes a practice in their lumber yards. Wednesday morning.**
- **Dealer/Vendor Relationships in 2020, where are we headed? Wednesday morning.**
- **Economic Update from economist Robert Dietz, National Association Home Builders, at our Membership Breakfast Thursday morning.**
- **Advanced Estimating Seminar. Thursday.**
- **Human Resources Pressing Issues Seminar. Thursday afternoon.**
- **OSHA’s Top 10 Violations Seminar. Thursday afternoon.**
- **Simpson Strong-Tie’s Estimating/Take Off Program Demonstration. Thursday afternoon.**
- **Spruce Users Group. Thursday afternoon.**
- **Purchasing Manager Roundtable. Thursday afternoon and Friday.**

Take advantage of these learning opportunities and our Vendor Expo! Register Today!

We will have a Grand Prize Drawing at the closing of the show on BOTH Wednesday and Thursday. Be sure to stay until 5 pm Wednesday and noon Thursday for your chance to win a **CASH PRIZE!**
2019 Calendar of Events (as of 11/30/2018)

February 4: Introduction to Building Material Sales, Hickory, NC
February 5: BMSA Executive Committee & Board of Directors Meetings, Hickory, NC
February 5-6: 2-Day Estimating Seminar, Hickory, NC
February 6-7: BMSA’s Learning Exchange & LBM Expo, Hickory, NC
February 7: Post Expo Lunch & Learn Seminars, Hickory, NC
February 7-8: Purchasing Manager Roundtable, Hickory, NC
March 7-8: Installed Sales Roundtable, Warner Robins, GA
March 11-15: Yard & Delivery Manager Seminar, Roanoke, VA
March 11-15: Leadership Graduates Roundtable #1, Roanoke, VA
March 11-15: Leadership Development Roundtable #2, Roanoke, VA
March 14-15: Operations Manager B Roundtable, North Charleston, SC
March 20-22: CFO Roundtable, Scottsdale, AZ
March 21-22: Operations Manager A Roundtable, Cashiers, NC
March 27-29: Roundtable # 3, Greenville, SC
March 27-29: Sales Manager Roundtable, Nashville, TN
April 1-3: NLBMDA Legislative Conference, Washington, DC
April 7-9: Roundtable # 1, Charlotte, NC
April 15-17: 2-Day Estimating Seminar, Columbus, OH
May 1-3: Roundtable # 7, Richmond, VA
July 25-28: BMSA’s Summer Conference, Myrtle Beach, SC

BMSA Mission:
To strengthen independent building material dealers through advocacy, communication & education.
Welcome New Members
BMSA is pleased to welcome the following
Dealer Members:

Capital Supply of Columbia, Inc.
Columbia, SC
Tammy Cashdollar
803-256-6338
www.capitalsupplysc.com

Micalline Products, Inc.
Columbia, SC
Ernie Williams
803-783-5110
www.micalline.com

BMSA is pleased to welcome the following
Associate Members:

Garden State Lumber
Oakland, NJ
Alex McClearn
800-526-4708
www.gardenstatalumber.com

Hood Distribution
High Point, NC
Bryan Kirit
803-627-5640
www.hooddistribution.com

Palmetto Paper Tube
Hemingway, SC 29554
Keith McMillan
843-558-5903

Peak Auctioneering
Kansas City, MO
Carole Huber
816-474-1982
www.peakauction.com

SAVE THE DATE!
February 6-7, 2019
BMSA’s 2019 Learning Exchange & LBM Expo
Hickory, NC
Reserve your booth today!
Contact Jane Gillespie @ 800-849-1503
or janeg@mybmsa.org.

The BMSA office will be closed on
December 25 & 26, 2018 and
January 1, 2019.

Your BMSA Staff
Wishes You & Yours
a Safe & Happy
Holiday Season!

Many Thanks to Our
Fall Roundtable Sponsors

- BlueTarp Financial
- Culpeper Wood Preservers
- DMSi
- ECi Spruce Computers
- ECMD
- Federated Insurance
- LJS Solutions
- Snavely Forest Products
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.

Tell us about your company.
Founded in 1902, Snavely Forest Products is a recognized leader in the wholesale lumber and building products industry, with distribution facilities throughout the U.S. The North Carolina division is centrally located 15 minutes south of Greensboro, in Liberty, NC. The company was privately owned by the Snavely family until January 2018, when it was sold to Weekes Forest Products - a McArthur Company. We are now part of a billion dollar company.

What is your current role/responsibility at the company?
I am the General Manager of the North Carolina division and Shareholder in the company.

How and when did you become involved with your company?
I was the Manager of Westwood Forest Products, and remained with the company when it was purchased by Snavely Forest Products in 1999.

What do you like most about your job? What do you like least?
The very best part of my job is working with the wonderful team of people at my division, and helping our customers reach their goals. I have made many friends in the 34 years I have worked in the markets we service. I enjoy visiting them, making new ones and being in the field selling with my team. What I like least about my position, is the tons of emails and paperwork that go along with the job.

Where are you from? Where did you grow up and go to school?
I was born, raised, went to school and lived my entire life right here in Greensboro, NC.

What are your favorite books and movies?
My favorite book will always be the Holy Bible. Joe Gibbs made a huge impact on my life with his book Fourth and One, and I thoroughly enjoyed the Left Behind Series by Tim LaHaye and Jerry B. Jenkins. My favorite movies are Midway - because I went to see it with my father, and Transformers - because I went to see it with my sons. But, I also enjoy watching The Hunt for Red October or anything starring John Wayne.

What are you reading now?
My Bible and Principles to Fortune by Scott J. Bintz.

What are you most proud of?
My two sons! Both are Eagle Scouts and graduates of NC State University. My oldest son, Christopher, is an Aerospace Engineer, and my youngest son, Daniel, is a Computer Software Engineer.

How would you like to be remembered?
As a strong man of faith, loving husband, father and provider, and an employer who cared more about his staff than himself.

What’s the one thing about you few people know?
I was a Boy Scout Leader for over 20 years. As a Scoutmaster, I would use a week of my vacation to take my scouts to Boy Scout Camp, even after my own sons were grown. I spent a lot of time teaching three little words - Lead By Example!

What are your pet peeves (in other words, the things that bug you the most)?
People who text and drive, and use the left lane with no courtesy for others.

Tell us about your family?
I have been married to my loving wife Anna for 35 years. My son Christopher, his wife and daughter live in Maryland, and my son Daniel lives in Greensboro.

If you have pets, tell us about them.
We have an 18-year-old sun conure (small parrot) named Mango that blows kisses and says hello and goodnight. We also have a herd of deer that visit us in our back yard several times a day to eat. Mango likes to squawk at them when they beg in the window.

What’s the one thing about you few people know?
When I get home, I walk on the treadmill, eat dinner and then play an online video game with my sons, and other friends and family.

Based on what you’ve learned in your career, what advice would you give a young person entering the building products industry today?
Learn everything you can about all areas of the business: administration, operations, customer service and sales. Knowledge is king.

What does belonging to BMSA mean to you? How have you & your company benefitted from membership in BMSA?
BMSA membership gives you the opportunity to be part of something larger than yourself or your company. You get a chance to network with a wide range of people from all over the eastern United States. Snavely has been a member for more than 20 years, and that membership has played a large part in helping us grow our business. I have been fortunate enough to serve as a member of the BMSA show committee for 7 years. The show continues to be an important opportunity to introduce our company and new products to buyers in our market every year.

Rick Renshaw – Snavely Forest Products
BMSA is YOUR Safety Resource

BMSA is pleased to now offer a wide range of safety and consulting services to help members comply with OSHA regulations and improve the safety of their facilities. We welcomed Barb Strickland to the BMSA staff earlier this year and she hit the ground running as our Director of Member and Safety Services. As an OSHA certified Safety and Health Specialist—General Industry, Barb will work with your company to determine which of the resources below will best meet your safety needs:

• **On-site Safety Audit**: Our safety specialist will thoroughly assess your company’s current safety practices and compliance with OSHA regulations. A detailed report will let you know where you fall short and provide you with recommendations to remedy your safety weaknesses. This on-site audit will cover such issues as workplace hazards, emergency procedures, DOT compliance, safety policies and procedures.

• **Comprehensive Safety Program**: If you want more help than a mere on-site audit provides, BMSA’s safety specialist will follow up the initial audit with three more quarterly visits to your facility to ensure you’re following the latest safety methods and to provide additional training and resources.

• **Customized Safety Policy & Procedure Manual**: For years, BMSA has sold this manual to guide members in compliance, but customizing the manual was up to the member. Now, with the purchase of this manual, BMSA will customize the manual to fit your exact needs and operation.

• **On-site American Red Cross Training**: Barb is certified through the American Red Cross to teach CPR, First Aid and AED. This will give you the peace of mind that your employees are trained to handle health emergencies.

• **Customized Training Sessions**: If you need a speaker at your safety meetings, BMSA’s safety specialist can teach sessions on a variety of topics, such as hazard communication, proper lifting techniques, how to avoid heat-related illness, etc.

• **Safety Communications**: Through the Association’s Safety First! Newsletter & timely safety alerts, you will learn about the latest regulations and procedures for creating and maintaining a safe workplace.

• **Safety Hotline**: Call BMSA’s safety specialist to get your compliance questions answered quickly.

Some of these safety resources are available at no additional cost to members; for others there is a nominal fee depending on the service. To learn more about BMSA’s new safety resources, contact Barb at barbs@mybmsa.org or call the Association office at: (800) 849-1503.

*Let BMSA help you before OSHA comes calling!*
Member News

Congratulations to Dustin Hudson for being named to Federated Insurance’s prestigious Monthly Leadership Council. Members of the Leadership Council are recognized for their total job performance, including exceptional service to clients and outstanding sales achievements.

The National Lumber and Building Material Dealers Association (NLBMDA) honored John Smith for his contributions to the association and the lumber and building materials industry during NLBMDA’s ProDealer Industry Summit held in Chicago, Illinois.

Smith is currently President and CEO at Pennsylvania Lumbermens Mutual Insurance Company (PLM) and has been with the firm since 1998. Under Smith’s leadership, PLM has grown from a regional player to a market leader in the “wood niche” of insurance. PLM insures 6,000 wood-related businesses in 48 states, developing over $230 million of written premium.

My Experience at the Risk Management Academy

by Barb Strickland, BMSA’s Director of Member & Safety Services

Whether or not Federated is your insurance provider, you can attend their Risk Management Academy like I did in August. Being new to this industry, I didn’t know quite what to expect from my time in the big city of Owatonna, MN and while I certainly didn’t expect to leave with a full page of “Action Plan Ideas”, I did. Here are a few of the things on my list…

1. Worker’s Compensation
   • Have a supervisor attend all doctor visits so they’ll know EXACTLY what the doctor says about light duty, return to work, etc. This is NOT a HIPAA (Health Insurance Portability and Accountability Act) violation since it falls under Worker’s Comp.
   • Create a policy requiring drug testing after EVERY accident or clearly define when it will be done.
   • You may think it makes more sense to have someone like a forklift driver stay home when injured since he can’t do his normal job, but think again. Returning employees to work quickly helps to reduce costs for replacement workers, facilitates good employer/employee relationships and may lower your Experience Modification Rate (EMR—the number used by insurance companies to gauge both past cost of injuries and future chances of risk which has an impact upon a business). The lower the EMR of your business, the lower your worker compensation insurance premiums will be.
   • Write a specific job description for those on light duty who can’t perform their normal duties. It’s a good way to get some of those tasks completed that tend to fall off the “to do” list because of the tyranny of the urgent.

   Examples of job duties:
   – Revise/update policy manual
   – Video inventory of yard/shop (important in case of insurance loss claims)
   – Lead/assist with safety meetings
   – Revise orientation/training materials for new employees

2. Distracted Driving-video and other resources are available from Federated
   • Institute a complete cell phone ban while driving on work time or work assignment.
   • Make it a policy that cannot be denied in court in the case of an accident caused by distracted driving.

3. “Driver’s Monitoring Service”
   • Federated partners with a driving monitoring service, named iiX Driver Monitoring, which keeps track of a driver’s viola-

ESTIMATING ... It’s As Easy As 1, 2, 3!

1. Introduction to Building Material Sales –
   Monday, February 4, 2019
2. Basic Blueprint Reading & Material Take-Off –
   Tuesday, Feb. 5 and Wednesday, Feb. 6, 2019

These popular classes will be held in Hickory, NC in conjunction with our Annual Learning Exchange & LBM Expo.

For more information, contact Susie VanLandingham at 800-849-1503 or susiev@mybmsa.org.

Nineteen people attended our last 2-day basic blueprint reading held August 29 & 30 at Stewart Builder Supply in Dickson, TN.

continued on page 7
BUILDING A BETTER ASSOCIATION THROUGH COMMUNICATION

To experience the best customer service in the industry, AND lower your fees, contact BASYS today!

Additional topics covered during the academy:

- Employment practices to avoid litigation
  - “40% of employment-related claims are made against employers with fewer than 100 employees”
- Claims Management
  - Prompt reporting and working with an adjuster or nurse to assist with claims management can reduce costs from $10,000 to $900
- Underwriting Your Business
  - Do you know what an underwriter looks for when determining your insurance premiums?

Throughout the entire Risk Management Academy, I kept wishing the room had been filled with all of BMSA’s members. The topics discussed were so pertinent and important that I’m confident that no one will regret taking the 2.5 days to attend this FREE conference.

Save the date for one of next year’s Risk Management Academies....

August 6-8, 2019 and November 12-14, 2019

For more information on Federated’s Risk Management Academy, contact Barb Strickland, BMSA’s Director of Member & Safety Services at 800-849-1503 or barbs@mybmsa.org.

STOP PAYING TOO MUCH FOR CREDIT CARD PROCESSING

BASYS PROCESSING MAKES ACCEPTING CREDIT CARDS AND DEBIT CARDS CONVENIENT, SAFE & AFFORDABLE.

Melissa Lewis
(800) 386-0711 x 182 • basyspro.com/bmsa

visions, motor vehicle record changes, etc. in real-time. The cost is approximately $1/employee/month for Federated clients. Employers will be notified immediately with any driving status changes from employees.

4. Disaster Planning:

- Be prepared to get back to business after a catastrophic event.
- Federated has a video regarding this topic and tools to help prepare BEFORE such an event occurs. (ie: offsite lists of employee and supplier contacts, inventory lists, prompting questions to help you identify who might be able to help provide equipment replacement, etc.)

5. Replace Power Strips!!

- Did you know power strips are only good for 5 years? Date them and replace on a regular basis.

6. Federated’s Online Resources Available To You:

- 7 minute safety talks for safety/staff meetings
- Attorney services
- Incident reporting instructions
- Safety signage, posters and videos
- HR resources (Pre-termination checklist, candidate selection tips, hiring practices)
HOW
#THANKAFRAMER
IS GIVING AMERICA MORE FRAMERS TO THANK.

In launching #THANKAFRAMER last Labor Day, we didn’t expect our video saluting American framers to get millions of views. Or that framers would thank us for caring. Why do we care? Because we’re nothing without framers. They install what we make. And there aren’t enough of them. This slows house construction, hurting our customers and the economy.

To help, we’re supporting the Home Builders Institute in training hundreds of new framers. We’re dedicated to helping unemployed, underemployed and underserved youth become framers.

WATCH THE VIDEO AND GET THE FULL STORY AT: WWW.THANKAFRAMER.COM