BMSA’s Summer Conference is a unique blend of learning opportunities to help you grow your business and relaxing time to have fun with your family and friends.

**Fun for the Entire Family:**

In addition to the beach, the Doubletree Resort offers multiple outdoor pools, two lazy rivers, miniature golf and bike rentals right on the property.

On Friday, BMSA offers the following activities to further enhance your conference experience:

- **WonderWorks Adventure** - Includes 100 interactive exhibits, indoor and outdoor ropes courses, laser tag, and a two-way zip-line.
- **Water Adventures** - Two hours of fun on the water! Choose from Kayaking, Stand Up Paddle Boarding and Surf Lessons.
- **Annual Golf Tournament** - Enjoy playing on Myrtlewood Golf Club’s Palmetto Course.

BMSA has all of this and much more in store for you throughout the conference! Make your plans today to join your fellow members at BMSA’s Summer Conference July 25-28 in Myrtle Beach!

For more information go to www.mybmsa.org or call the BMSA office at 800.849.1503.

Check out our Education Line-Up on page 3.
Many Thanks
To Our
Spring Roundtable
Sponsors!

Culpeper Wood Preservers
DMSi Software
ECi Spruce Computers
Federated Insurance
LJS Solutions
Pennsylvania Lumbermans Mutual Insurance Company

BMSA Member News

Professional Builders Supply was recently named a 2019 Best Employer in the State of North Carolina. The award, from Business NC Magazine, is based on employee surveys which address various topics ranging from recruiting practices to recognition programs.

Garden State Lumber recently opened a 170,000 square foot distribution center in West Columbia, SC to expand its brands into the southeastern United States including North Carolina, South Carolina and Georgia.

Smith Millwork, Lexington, NC, is celebrating is 40th anniversary of business this year. Congratulations!
**Session 1:** Will 2020’s Economy be a Ferris Wheel Ride or the Hurler? Speaker Dr. Ed Seifried

Sponsored by Blue Cross Blue Shield of SC

We are on the edge of our seats to find out the forecast for our financial future. Many markets are growing at this time; when will things change? We have heard 2019 is the year to put money in the bank, so what is coming in 2020? How long will this market continue at the current speed? Get the answers!

**Session 2:** Boardwalk Over Adversity
Speaker Nick Hays

Leadership at Every Level: Build the Ultimate Team using Navy SEAL skills in: Decision making - critical thinking - overcoming adversity - accountability - teach-ability - motivation - adapting & overcoming challenges.

**Session 3:** Be the Pioneer Millennial Magnet
Speaker Jeff Butler

• Discover the 3 phases of millenial recruitment - attention, interest, commitment.

• Hear about the best practies of managing and retaining employees who are impatient, unmotivated and entitled.

• Learn tactical strategies for managing remote teams.

**Session 4:** Multi-Generational Management of the 20-some’s through the 60-some’s Speaker Jeff Butler

Sponsored by Pennsylvania Lumbermens Mutual Insurance Company

• Discover potential points of generational conflict and tactics to handle them.

• Learn how to strengthen cross-generational communication.

• Obtain specific strategies to leverage multi-generational opportunities.

**Session 5:** The 411 on Family-Owned Businesses Competing with Chains in 2020
Facilitator Craig Webb

Craig Webb will share his insight into what characterizes the strongest family-owned lumber yards in the country. He’ll provide real-life examples of businesses that have successfully maneuvered through family challenges to prosper from generation to generation.

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**The BMSA office will be closed on Thursday, July 4th.**

Your BMSA staff wishes you a happy 4th!
The scholarship Committee selected Shadra Hamsher and Sarita Pattisam to receive BMSA’s Evan & Pam Jones Student Scholarship for the 2019-2020 academic year. Each of these women will receive $1,000 to further their education.

Shadra Hamsher is the granddaughter of Phil Simmons of BMSA member E.P. Gerber & Sons. Shadra’s career goal is to become an occupational therapist and she will attend Heidelberg University this fall. Shadra graduated from high school 9th in her class with 10 varsity letters as a four-year pivotal member of the girls’ softball, volleyball and basketball teams.

Sarita Pattisam is the daughter of Donna Nier of BMSA member Palmer-Donavin Manufacturing Company. Sarita plans to study biology at Otterbein University with the goal of becoming a veterinarian. In high school, Sarita was President of the Environmental Club, Treasurer of the National Honor Society and Secretary of the 4-H Club.

Congratulations to both Shadra & Sarita!

The scholarship selection committee evaluates applicants anonymously based on academic merit, extracurricular activities, work history, essays, and recommendations. Applications for next year’s Evan & Pam Jones Student Scholarship will be available in early January 2020.

2019 Calendar of Events

July 25-28: BMSA’s Summer Conference, Myrtle Beach, SC
September 25-27: Leadership Graduates Roundtable, Greenville, SC
September 29-October 1: Roundtable #1, Charlotte, NC
October 8-10: NLBMDA Pro Dealer Industry Summit, Colorado Springs, CO
October 9-11: CFO Roundtable, North Myrtle Beach, SC
October 10-11: Operations Manager Roundtable A, Hilton Head, SC
October 16-18: Roundtable #3, Charlotte, NC
October 23-25: Sales Manager Roundtable, Hilton Head, SC
November 6-8: Roundtable #7, Raleigh, NC

BMSA Mission:
To strengthen independent building material dealers through advocacy, communication & education.

Monthly Subscriptions Now Available for BMSA Members!
Only $59 Per Month!

More than 170 topics that cover building materials, construction, estimating, selling skills, customer service, inventory management, supervisory skills and computer skills.

Learn Anytime, Anywhere … on the job or at home on your computer, tablet or mobile device.

Take advantage of this convenient and versatile education tool!

For more information:
www.BMSALMS.com or contact Robert Brooks at Robert@BSCiLMS.com or 502-376-0405.
June is National Safety Month - Emphasize Safety with Regular Meetings

Workplace safety has no end point — only a goal: to reduce the frequency of unsafe practices that threaten employees’ well-being and a business’ ability to complete its work. Businesses should emphasize safety as a priority and educate workers on how to avoid workplace accidents. One of the most common and effective methods of accomplishing this objective is the safety meeting, a short, regular gathering of managers and employees that addresses potential hazards on the job.

Timing is important. Hold safety meetings as often as it makes sense, but not so often that you lose your employees’ engagement. Schedule the meetings for a time and place that’s convenient for everyone. Unless an issue needs immediate attention, the first thing in the morning or directly after lunch work well. Employees will likely be gathered in one place and the work day will be least interrupted.

Keep the meetings short. Take enough time to make sure your message is understood. If you give too much information, your employees will lose concentration, and everyone’s time will be wasted. Up to a half-hour is a good length for the main presentation.

Focus your agenda. Don’t try to cover too much in each meeting. Choose a topic that is timely and relevant, and addresses hazardous operating practices. Using real examples helps workers connect the lessons with their own work. Speak as specifically as possible while making sure you don’t call out specific employees. The aim is to raise awareness of hazards, not embarrass your workers. Consider including the following in your meeting:

- Recent injuries — What happened? Why did it happen? What should have been done differently?
- Recent safety violations — What was the violation? What hazard did it create? What are the possible injuries that could have resulted?

Make it interesting. Know your material — don’t just read from a clipboard. You’ll be more conversational and engaging. Use visual aids, too. If you’re talking about ladder safety, for example, bring a ladder for demonstration. Whatever you do, make your talk memorable.

Wrap it up. After you’ve delivered your main message, summarize the main points to reinforce the importance of what they just heard. Plan some time for discussion or questions.

Keep an attendance record. This is not for discipline. Knowing who was at the meeting will help you ensure that everyone receives your message. If an employee missed the meeting, follow up later.

When you hold effective safety meetings, you’re sending a message: safety is a priority. Your employees will ultimately appreciate your concern, and you can focus on running a successful business.

Observed annually in June, National Safety Month focuses on reducing leading causes of injury and death at work, on the road and in our homes and communities. The National Safety Council provides downloadable resources highlighting a different safety topic for each week in June. Topics for 2019 are Hazard Recognition, Slips, Trips and Falls, Fatigue and Impairment.

This article is for general information and risk prevention only and should not be considered legal or other expert advice. The recommendations herein may help reduce, but are not guaranteed to eliminate, any or all risk of loss. The information herein may be subject to, and is not a substitute for, any laws or regulations that may apply. Qualified counsel should be sought with questions specific to your circumstances. © 2019 Federated Mutual Insurance Company.

ONE STOP SHOPPING...

Would you like to have pens, carpenter pencils, insulated cups or nail aprons to give to your customers? Lunch boxes and company shirts for employees? BMSA can help you with all of your branded, promotional needs! There’s no mark up or hidden costs for members.

For more information or a free quote, please contact Jane Gillespie at 800-849-1503, janeg@mybmsa.org.
The Many Faces of BMSA: Meet Your Fellow Members

In each issue of TimberTalk, we feature members to help you get to know the many faces of your Association.

Gene Gable – Premier Metals

Tell us about your company. Premier Metals is a two-location, family-owned business located in the rolling hills of Ohio’s Amish Country. We offer general building materials to both contractors and the DIY market. We also have a metal roll forming facility that manufactures metal siding and roofing.

What is your current role/responsibility at the company? I am the buyer, responsible for purchasing all stock material including lumber, panels and general lines.

How and when did you become involved with your company? I have been with our company, in various capacities, since 2004.

What do you like most about your job? What do you like least? I enjoy the challenge of buying the commodities, as there’s never a dull moment when trying to outguess the market! Also learning about new products that are being introduced. The positive changes and building material advancement in our industry over the last 25 years is truly amazing!

What are you reading now? I just finished reading Leadership and Self Deception written by The Arbinger Institute.

What are you most proud of? I am proud of the fact that due to our customer service and high quality products our company continues to experience growth, even in the midst of the stiff competition in our area.

What’s the one thing about you few people know? I was born and raised on a farm, and I still enjoy agriculture so much I actually operate a farm as well. So remember….if you ate today, thank a farmer!!

What are your pet peeves (in other words, the things that bug you the most)? I find it a challenge to work with people who will not accept responsibility for their actions or mistakes. Also people who are not open to new ideas and ways of doing things. Both are passing up opportunities to learn and make themselves better.

What is your favorite vacation location and why? We enjoy going along the southeastern coastline, it’s hard to beat the seafood and the southern hospitality!

Based on what you’ve learned in your career, what advice would you give a young person entering the building products industry today? My advice would be to stay with the industry and put yourself in a position to learn different aspects of it as there is a lot of potential for personal and career growth. There will always be opportunities as people will always need a place to live or stay and those structures are built with the materials we offer and represent.

What does belonging to BMSA mean to you? How have you & your company benefited from membership in BMSA? Being a part of BMSA is very beneficial. They are an invaluable source of information, and an excellent advocate to have on one’s team. We appreciate the newsletters and the networking that’s available.

Norwood Morrison – Culpeper Wood Preservers

Tell us about your company. Founded in 1976 by Joseph R. Daniel, Culpeper Wood Preservers began as a local pressure treating company with a single location in historic Culpeper, Virginia and today is one of the largest producers of pressure treated lumber in the United States. We are a leading manufacturer of pressure treated products to the residential, commercial, industrial and marine markets and employ more than 400 people. Culpeper Wood Preservers’ brand name products are sold exclusively through independent lumber dealers throughout the Mid-Atlantic, Northeast, Mid-West and South. We currently operate 10 plants strategically located in Culpeper, VA, Fredericksburg, VA, Shelbyville, IN, Columbia, SC, Orangeburg, SC, Branchville, SC, Coleridge, NC, Cove City, NC, Roanoke Rapids, NC and Federalsburg, MD.

What is your current role/responsibility at the company? I am a Director of Sales.
**How and when did you become involved with your company?** I switched from another treating company to Culpeper five years ago. I have always had a good relationship with Culpeper’s President, Jonathan Jenkins. When the opportunity presented itself to work together, I considered myself lucky.

**What do you like most about your job?** I like the people we get to interact with on a daily basis, from customers to other vendors. We work in a great industry, with great people.

**Where are you from? Where did you grow up and go to school?** I was born in Charleston, WV, but moved to Lynchburg, VA in 1980. This has been home since then. I attended the College of Charleston in South Carolina.

**What are your favorite books and movies?** I like to mentally escape in movies and books like big action movies and spy thrillers. James Bond movies, Jason Bourne Series, Mission Impossible, etc.

**What are you reading now?** I’m reading *ELITE: High Performance Lessons & Habits from a Former Navy SEAL* by Nick Hays. I’m excited that Nick will be speaking at BMSA’s Summer Conference and that Culpeper is sponsoring this session.

**What are you most proud of?** I am most proud of my family. I have great kids with three very different independent personalities. I am also incredibly proud of my wife, who manages our house and has a full-time job as a television news anchor.

**What’s the one thing about you few people know?** In addition to being a Junior Olympic swimmer when I was younger, I was also ordained as the youngest Eucharistic Minister in the Episcopalian Church at 16 years old.

**Tell us about your family?** My wife Danner is a local news anchor for ABC in Lynchburg, and an avid runner. My oldest, Luke is nine and just finished 3rd grade. He is a competitive swimmer and a great student. Mac, six, just finished kindergarten, and is on both soccer and basketball teams. Dabney, four, will be in Pre-K next year. She is now immersed into ballet, and recently had her first performance.

**If you have pets, tell us about them?** The kids got two rescue cats named Miley Cyrus and Milo Morrison for Christmas.

**What is your favorite vacation location and why?** We vacation most in the mountains of Western Virginia on a small river. We canoe, fish, tube, and hike most everyday with NO CELL SERVICE!! We also really like going out to the Matthews/Port Haywood area of the Chesapeake Bay. Great white beach with lake-like water. Great for the kids!

**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, do what you say you are going to do, and work on building trusting relationships. We are in a relationship business still, and these relationships can last for decades.

**What does belonging to BMSA mean to you? How have you & your company benefited from membership in BMSA?** The BMSA has been a catalyst for the majority of my relationships in this business. It has been great for my family as well, with the relationships we have built at the Summer Conference. Culpeper Wood Preservers values the continued support of the dealer members and the organization as a whole. In our area, there is no other organization like BMSA that is so organized. We look forward to continuing our sponsorships and attending BMSA events.

**Welcome New Members!**

BMSA is pleased to welcome the following new Dealer member:

**Hochstetler Milling**
Loudonville, OH
Nathan Hochstetler
419-368-0005
www.hochstetlerloghomes.com

**Sawdust & Blade Installed Sales**
Mt. Pleasant, SC
Jason Hodge
803-747-0024

BMSA is pleased to welcome the following new Associate member:

**True Value Corporation**
Chicago, IL
Paul Bernard
616-633-7396
www.TrueValue.com

**And Welcome Back:**

**Metwood, Inc.**
Boones Mill, VA
540-334-4294
www.metwood.com
HOLD YOUR EDGE
RAIN OR SHINE

Durastrand pointSIX premium sub-floor’s patented tapered edge holds the line on all four edges. Engineered for strength, durability, overall performance, and backed by our 1-year no-sand guarantee, nothing can hold you back. Visit www.Norbord.com/Durastrand