

## EBMDEF, we put the *FUN* in Fundraiser...

Alta Miller of Peachy Builders in Huntingdon, PA and EBMDA Chairman hosted the September 14th Eastern Building Material Dealers Education Foundation Fundraiser. Members attending the fundraiser enjoyed wine-tasting, home-made dinner and desserts, golf cart rides along the Juniata River, a brief lecture by Denis McInay (author of *Juniata River of Sorrows*), and a fun round of Texas Hold 'Em poker. The proceeds from this fundraiser helped make the past years' educational events, including Building Materials Estimating Seminars, Disaster Planning Seminars, and Health insurance Benefits Seminars, possible. The Eastern Building Material Dealers Education Foundation will also help sponsor events throughout 2007.

Thank you to all of those who attended the fundraiser, including our exhibitors, Fairway Vinyl Products; 7-D Industries; Babcock Lumber; Peachy Builders, Inc.; and Federated Insurance. We would like to extend a special thanks to our sponsors, Roehrs & Co., Inc., and Pennsylvania Lumbermens Mutual Insurance, without whom this and future events would not be possible.



## Save the Date!

**What: EBMDA Educational Seminar & Annual Board Meeting**

**When: November 30 - December 1, 2006**

**Where: Loews Hotel, Annapolis, MD**

### November 30, 2006

1:00-5:00pm	Selling is Not Telling, Educational Session Austin McGonigle, Lee Resources
2:00pm	Education Foundation Committee Meeting
3:00-5:00pm	Eastern Retirement Trust (ERT) Meeting
5:30-6:30 pm	Reception for members and invited guests (including seminar participants)
7:00pm	Dinner

### December 1, 2006

8:00-9:00am	Executive Committee Meeting (closed)
9:00 am-Noon	Board of Directors Meeting/Annual Meeting (open)

**A more detailed itinerary will be in the mail shortly!**

Companies wishing to sponsor an event are encouraged to contact MaryEllen Parmer at 800-296-3278 or maryellen@wannerassoc.com.

# Message from the Executive Director

With the constant barrage of negative news about lower housing starts, consolidation, big box competition and all other bad news stories that keep the building material industry family up at night, we often lose site of the value of what is in front of us. It was refreshing to receive a recent e-mail with a long list of things that people complain about that was turned into something positive. For example, "I am thankful for the lady behind me at church who sings off key because it means I can hear, or being thankful for a lawn to mow, windows to clean, and gutters that need fixed because it means I have a home.

It is using a positive approach that EBMDA looks towards its future – and its 115<sup>th</sup> year serving the lumber and building material industry. In troubled economic times, it is the investment into your association that will pay the highest dividend. EBMDA has much to offer its' membership that will assist in keeping you, and EBMDA, relevant. By gathering together to share common problems and solutions, we grow our business potential.

I encourage you to learn the positive power of networking and education by attending the next EBMDA education program and Annual meeting, November 30 to December 1 at the Loews Hotel, Annapolis, MD. Our November 30<sup>th</sup> educational program is entitled:

## SELLING IS NOT TELLING

Many sales programs help salespeople "feel good" but often do little to effect permanent behavior. Austin McGonigle, Lee Resources, Greenville, SC will use coaching and teaching skills to increase the confidence and comfort level of your salespeople in dealing with contractors and builders.

More details will be sent to our readers about this innovative program designed for your sales staff. The end result will be increased sales and profits for your building supply business.

Until the next time, I hope you take a moment and reflect on the positive impact you and the EBMDA can make on our industry.

Sincerely,



Pamela J. Hinton  
Executive Director, EBMDA  
800.296.3278  
[pamhinton@wannerassoc.com](mailto:pamhinton@wannerassoc.com)



Austin McGonigle, Lee Resources

## Perception & Reality:

the lighter side

The lumber dealer was dismayed when a brand new business much like his own opened up next door and erected a huge sign which read ... BEST DEALS.

He was horrified when another competitor opened up on his right, and announced its arrival with an even larger sign, reading ... LOWEST PRICES.

The dealer was panicked, until he got an idea. He put the biggest sign of all over his own shop. It read ... MAIN ENTRANCE.

## Effort to Revive Estate Tax Reform Fails to Get Off the Ground

Pro-business advocates on Capitol Hill have abandoned the attempt to pass a comprehensive Estate Tax reform package before Congress adjourns for the year. This came after several attempts by Senate Majority Leader, Bill Frist (R-TN) to attract the last three Democratic votes needed to invoke cloture to push an Estate Tax reform bill through the Senate.

Both chambers of Congress have been working together throughout the second half of the 109th Congress to put together an Estate Tax package that would garner enough bipartisan support to pass the legislation through Congress. Such bipartisan incentives incorporated the inclusion of language on timber capitol gains cuts, the opening of the Continental Shelf to oil and natural gas production, and a reduction of physician payments under Medicare.

Senator Frist, and House Majority Leader, John Boehner (R-OH) are continuing their dedication to Estate Tax reform, and have vowed to bring this issue up again after Congress reconvenes after the November mid-term elections.

For more information on the estate tax and NLBMDA's other government affairs initiatives please visit [www.buildthevote.org](http://www.buildthevote.org).

## Innocent Sellers Fairness Act Update

The Innocent Sellers Fairness Act (H.R. 5500), ISFA, has seen great success throughout the 109th Congress, gaining 22 bipartisan cosponsors, with many more legislators in both the House and Senate showing interest in joining on. This could not have been done without the help of dealers like you; your contributions and letters have allowed NLBMDA to show your legislators how this common sense legislation protects both you and your business from predatory lawsuits.

NLBMDA would like to thank all the dealers from across the country for joining the ISFA Team and for having helped make ISFA's introduction such a success. Every little bit helps, be it a donation through NLBMDA's Call to Action campaign, or a letter to your representatives.

If you haven't already done so and would like to find out how you can join the ISFA Team go to [www.buildthevote.org](http://www.buildthevote.org) or contact Laura Levitan at [laura@dealer.org](mailto:laura@dealer.org) or at 800.634.8645.

## NLBMDA Accepting Applications for 2007 Blair Collings Internship

The Blair Collings intern will have the opportunity to spend 8 weeks in the summer at NLBMDA's headquarters, in Washington, DC, where he or she will receive a hands-on education in government affairs. To apply for this exciting opportunity contact Laura Levitan at 800-634-8645 or at [laura@dealer.org](mailto:laura@dealer.org) or download the **Blair Collings Internship Application** now from [www.dealer.org](http://www.dealer.org).

## Asbestos Legislative Resolution

**Objective:** The NLBMDA supports the passing of the Fairness in Asbestos Injury Resolution (FAIR) Act (S. 852) to establish medical-based criteria for asbestos claims and a system that will expedite a fair resolution of asbestos-related suits.

**Current Status:** Versions of the Fairness in Asbestos Injury Resolution (FAIR) Act have been introduced in both the House and Senate (H.R. 1360, S. 852). Senate Majority Leader Bill Frist (R-TN) made the FAIR Act the first priority in the second term of the 109th Congress, bringing the bill to the Senate floor in mid-February. The bill was pulled from the floor after a procedural vote. Senator Arlen Specter (R-PA), Chairman of the Judiciary Committee, has vowed to continue working to bring the bill back to the floor later this year. The House has yet to see major action on their version of the bill; thus far their strategy has been to wait to see what can be passed out of the Senate. More modest proposals have been offered that would merely establish medical criteria that must be met before a case could be filed. Another version, H.R. 1957 introduced by Rep. Chris Cannon (R-UT), would explicitly exempt retailers from liability.

# FROM THE CHAIR

## ANNOUNCING: NEW AWARD PROGRAM!

Harold Smick, Jr.  
Young Leader of the Year Award



EBMDA wants to get noticed by a younger audience and steer them towards leadership positions within the EBMDA. To assist in that effort, the Board of Directors has approved the creation of a program for building material dealers under the age of 40. This award will be an honor for the nominees, the nominator, and EBMDA. The award program is open to members *and* non-members. The award is named after one of our leaders, Harold Smick Jr., because of his success in the building material industry, the community in which he lives, and the country he loves.

**How does the program work?** Nominations are made from Associate members and any (non-member) supplier on the EBMDA mailing list. Nominators can be outside of EBMDA's jurisdiction but will be required to nominate individuals from within the Association's region.

### **Nominator benefits:**

- EBMDA will pay **one-year dues** for the nominator who nominates the award winner (new membership, or pay for current associate member dues).
- The individual who nominates the award recipient will receive an **all expense paid trip** for the nominator and his/her spouse to the EBMDA 2008 off-shore meeting.
- **Publicity** within the industry via press release, articles, etc.

### **Nominee benefits:**

- **Publicity** for the nominee and his company.
- An **all expense paid trip** for the award recipient and his/her spouse to the EBMDA 2008 off-shore meeting.

### **Criteria:**

- Nominee is under 40 years of age at the time of nomination.
- The position the individual holds can be on the retail side, contractor relations, sales, yard, etc.
- Must be full-time employee in a lumber/building supply store/yard and has worked in the industry for a minimum of 2 years.
- Has improved the building material retail industry.

Specific eligibility requirements and nomination rules will be mailed to suppliers in January 2007. The nomination process will occur throughout the year with an announcement of the award winner in September 2007.

The Board of Directors is working on several more initiatives throughout 2007 to increase the value of the EBMDA to younger professionals. If you have program ideas that would assist in this effort, we would like to hear from you.

May God Bless and Keep You,  
Alta Miller, EBMDA Chairman

## Welcome New Members...

Regular Member

Cape 47 Lumber Co.

Contact: Robert Shore or Kelly Mackey

101 E. Roberts Avenue  
Wildwood, NJ 08260  
609-522-8395 ~ Fax: 609-522-8113

Associate Member

AmeriHealth Casualty Services

Contact: Glenn Dotterer

1717 Arch Street, 45th Floor  
Philadelphia, PA 19103  
215-507-1283 ~ Fax: 215-587-1826  
Glenn.Dotterer@compserviceinc.com

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## Thank you to Barrons Enterprises for hosting the Dealer-to-Dealer Roundtable on September 12, 2006!

### True Roundtables Are Like a Board of Directors

(Everyone in the roundtable has your best interests at heart)

**WHAT IF** there existed a group of ten to twelve non-competing companies with whom you could openly and candidly discuss industry "best practices?"

**WHAT IF** the owner of each "best practice" shared with you how to implement the practice in your business? And **WHAT IF** all of this was done in a non-judgmental supportive fashion? What would happen to your sales? Your profits? Your attitude?

On October 12<sup>th</sup>, eight company business owners and managers sat down with a group of like-minded business owners to dig into the issues impacting their business. To make the Roundtable effective, the group cannot contain competitors. The group that met at Barrons Enterprises did include competitors – but the spirit of the Roundtable still worked! EBMDA Members will determine whether or not they want to continue the formal Roundtable format and form non-competing groups that will meet in the Spring of 2007. There is a fee and a commitment to attend two sessions each year.

William "Sandy" Sawyer moderated the group. Sandy has his roots in the lumber and building materials industry. He spent his first years working in a lumber yard and then spent 15 years selling computer systems to lumber yards. Prior to lumber yard facilitating, he spent six years as a facilitator for IBM's largest distributor. He has a technological background and believes the value of roundtables comes from sharing business practices and experiences, and then setting goals to achieve above average results. His company, SAWCO LLC, provides roundtable facilitation and consulting services.

EBMDA would like to extend a sincere thank you to BlueLinX for sponsoring the delicious lunch and to Barrons Lumber for hosting the event!



# Insurance News!

*Clifton T. Whitehead, CPCU, SVP, Roehrs & Co.*

The EBMDA Property & Casualty Plan underwritten by Pennsylvania Lumbermens Mutual is doing better! The loss experience is much improved over 2005. Dividends in excess of \$13,000,000 have been returned to EBMDA members since 1986. We will be announcing the results for 2006 in the spring of 2007.

Pennsylvania Lumbermens Mutual has distributed "A Disaster Planning Toolkit" to policy holders. This has been prepared by the Institute for Business & Safety. IBHS is a nonprofit initiative of the insurance industry to reduce deaths, injuries, property damage, economic loss, and human suffering caused by disasters. PLM is commended for this effort to assist the industry. For more information contact our office at 888-467-3557.

The EBMDA Board of Directors approved a new Workers Compensation Plan in May 2006. This is offered by AmeriHealth Casualty, a wholly owned subsidiary of Independence Blue Cross. The program is approaching \$1,000,000 in premium. Please note some of the benefits:

- Utilization of health networks to reduce medical costs
- Direct claim reporting via phone, fax, or internet
- Competitive premiums and potential dividend returns
- Industry specific safety services: yard, drivers, shop
- Assistance with selection of physician/clinic panel
- Assistance with formation of Safety Committees
- Claims handled by your own team of experienced & qualified staff
- Nurse Case Manager on call and available for all non-business and weekend hours
- Coverage available from your own agent or through Roehrs & Co.

For information on any of the EBMDA Plans, contact Clif Whitehead or Jackie DelCollo at Roehrs & Co. (610) 363-7999.

## Pennsylvania Lumbermens Mutual Insurance Company Named to the 2006 Ward's 50 Group for Second Consecutive Year

Philadelphia, PA – Pennsylvania Lumbermens Mutual Insurance Company (PLM) has been named to the 2006 Ward's 50 group of top performers for property-casualty insurance companies for the second consecutive year.

Ward Group is an operational consulting firm specializing in the insurance industry. The objectives of the analysis are to recognize the 50 companies that have excelled at balancing safety, consistency and performance over the past five years (2001-2005). This year more than 3,000 property-casualty companies were analyzed. For more information on the Ward's 50 Group, logon to their website at [www.wardinc.com](http://www.wardinc.com).

PLM was established in 1895 and continues to focus solely on property and casualty insurance exclusively to the lumber, woodworking and building materials industries. PLM began as an eastern based company, and are now writing in thirty-eight states. In 2006, expansion is planned for five more western states. Learn more about PLM and the services they offer online at [www.palumbermens.com](http://www.palumbermens.com).

# Safe Job Applications

One of the first contacts you have with a prospective employee is a job application. This document communicates information about the employer to the applicant, and in turn, provides information about the applicant to the employer. The information gathered in an application should help you select the best candidate for a particular position. It should not, however, put your company at risk of liability.

## WHAT TO INCLUDE

Application forms can have a variety of designs and layouts, but most include common information, such as the following:

- Personal information
- Training or education background
- Special skills
- Work experience
- References
- Authorization to verify information
- Waivers
- Certification of truthfulness of the applicant's information
- Signature

The information should be restricted to job-related information. Often, employers will include an at-will statement on their job applications.

## WHAT NOT TO INCLUDE

Employers try to gather as much information from applications as possible; however, too much information can get them in trouble. You should avoid asking for information related to the applicant's gender, race, age, national origin, religion, children, marital status, or health/disability. This includes information on workers' compensation claims.

Most states have restrictions on what can be asked in an application, and you should be familiar with and comply with the laws of each state in which the application will be used.

## RETENTION

You may have a policy to retain employment applications for a period of time, even if the candidate is not hired. In fact, federal laws such as the Americans with Disabilities Act (ADA), Title VII of the Civil Rights Act, and the Equal Pay Act, require applications to be kept on file for at least one year. However, this does not mean that all applications need to remain active for that long.

In fact, doing so may open the employer to certain risks (see *Douglas v. California Department of Youth Authority* – 9th Circuit, 2001, in which an employer who kept applications active for two years became involved in an ADA lawsuit).

Instead, shorten the length of time that a candidate's application will be kept active — a few months, for example. If the candidate becomes a good prospect after that date, contact him or her and ask that another application be filled out if the candidate is still interested.

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## Save the Company's Money

A company in Rochester, New York, put up a suggestion board announcing a \$100 reward for any idea that would save the company money. The first winner: an employee who suggested cutting the award to \$50.

\* Source unknown

# Announcing 2007 Teacher Forestry Tours!



The Temperate Forest Foundation is a 501(c)3 nonprofit organization dedicated to promoting public awareness of sustainable forestry. Over the years, the Foundation has provided scientifically-based educational materials to educators, researchers, decision makers, government organizations and students across North America. The Foundation has also developed and hosted 41 Teacher Forestry Tours specifically geared for K-12 science and environmental educators across Canada and the United States since 1994. To date, over 6,000 teachers have completed these and other legacy tours. We are proud to announce our 2007 Teacher Forestry Tours:

June 2007: Pacific Northwest – Portland, Oregon  
July 2007: Lake States – Quinnesec, Michigan  
August 2007: Northeast – Saranac Lake, New York

If you would like to sponsor a teacher or would like to nominate or recruit teachers for any of our tours, please contact us at the following:

Temperate Forest Foundation  
14780 SW Osprey Drive, Suite 355  
Beaverton, OR 97007  
(503) 579-6762  
[office@forestinfo.org](mailto:office@forestinfo.org)  
[www.forestinfo.org](http://www.forestinfo.org)

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## A Thank you from Teacher

The following is a copy of a letter that was sent from Jeanine Bryce. Ms. Bryce attended a Teacher Tour offered by the Temperate Forest Foundation, and was sponsored by EBMDA member Hamilton Building Supply, Hamilton, NJ.

*Kip,*

*I wanted to thank you for your sponsorship. I am still bragging about the experience. I truly learned a lot and have altered my beliefs about logging. I went into this program as a preservationist and have left as a conservationist. This experience was not only educational but I met a great group of people. It was one of those exceptional times in life that I will always remember.*

*With much gratitude,  
Jeanine Bryce*



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 e-mail: office@ebmda.org

## EBMDA Officers

### Chairman of the Board, EBMDA

Alta Miller  
 Peachey Builders Inc.  
 Belleville, PA

### Chairman Eastern Retirement Trust (ERT)

Charles Bowers  
 Bowers Lumber Co.  
 Woodsboro, MD

### Chairman Eastern States Management Services (ESMS)

Phil Skarada  
 Your Building Centers, Inc.  
 Altoona, PA

### Chairman Eastern Building Material Dealers Education Foundation (EBMDEF)

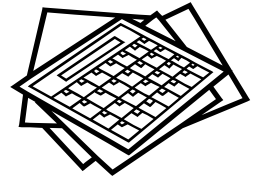
Steve Mitchell  
 G.R. Mitchell, Inc.  
 Willow Street, PA

### Staff

Pamela J. Hinton  
**Executive Director**

MaryEllen B. Parmer  
**Managing Director**

# Industry Calendar of Meetings & Events



### October 12, 2006

Dealer to Dealer Roundtable  
 Barrons Lumber  
 Gaithersburg, MD

### October 26-28, 2006

NLBMDA/Pro Sales Industry Summit  
 The Westin Kierland Resort & Spa  
 Scottsdale, AZ

### November 30, 2006

Eastern Retirement Trust Meeting  
 Annapolis, MD  
 Loews Hotel

### December 1, 2006

EBMDA Board Meetings  
 Annapolis, MD  
 Lowes Hotel

### January 18, 2006

Educational Seminar - TBA  
 Wilmington, DE  
 TBA

### February 7-9, 2007

NAHB International Builders Show  
 Orlando, FL

### March 14-17, 2007

ENAP 40th Anniversary Mtg & Trade Show  
 Gaylord Texan Resort & Conv. Ctr.  
 Grapevine, TX

### March 21-25, 2007

ABC National Meeting  
 Nashville, TN

### March 25, 2007

NAHB National Green Building Conference  
 St. Louis, MO

### October 14-17, 2006

Do it Best October Market  
 Indianapolis Conv. Ctr.  
 Indianapolis, IN

### November 9-10, 2006

2006 Forest Products Meeting  
 Philadelphia, PA

### November 30, 2006

Selling is Not Telling, Educational Session  
 Annapolis, MD  
 Loews Hotel

### January 7-9, 2007

True Value Market  
 Orlando, FL

### Jan. 25-February 2, 2007

Guardian Building Products Show  
 Paris Las Vegas and Casino  
 Las Vegas, NV

### February 9-13, 2007

EBMDA ERT, Board Meetings  
 TBA

### March 15-17, 2007

ACE Hardware Spring Show  
 Las Vegas, NV

### March 23-25, 2007

True Value Market  
 Chicago, IL

### March 29, 2007

EBMDA Educational Seminar  
 TBA

Thank you again to  
our EBMDEF  
Fundraiser Sponsors!



**R&Co.**  
Roehrs & Company, Inc.

## Save the Date

**November 30 -  
December 1, 2006**

- EBMDA Educational Seminar - *Selling is Not Telling*
- ERT Meeting
- EBMDA Annual & Board Meeting

Loews Annapolis Hotel

126 West Street

Annapolis, MD 21401

Phone: 410-263-7777

Toll Free Reservations:

866-LOEWS-WB (563-9792)

Eastern Building Material

Dealers Association

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Harrisburg, PA 17102

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