

THE ROAR

A QUARTERLY PUBLICATION OF THE NEMEON COOPERATIVE

June 2021

A Letter from the Chairman of the Board

Dear NEMEON Partners,

In my previous letter to membership, we were on the leading edge of our industry's commercial supply chain issues. I stated we need to prepare for a long, challenging, and frustrating ride. If Nemeon had an "Understatement of the Year Award" that would make me the leader in the clubhouse. I would gladly accept that award because I am not sure how many more "it's worse than projected" body blows our members, vendors, and customers can tolerate.

A common theme in these letters is confession, so I will say the quiet part out loud. During this period of robust demand being thwarted by unprecedented residential and now commercial supply challenges I am often mentally and physically exhausted at the end of the day. While we are all professionals, seasoned by the school of hard knocks, these unique challenges test us in ways here-to-fore unknown. News flash – our employees, vendors, and customers are experiencing the same challenges and frustrations. Therefore (and I say this while looking in a mirror) it is incumbent on us to check our emotions at the door and project a sense of calm and reason as an example for our employees and to enhance our current and future relationships with our vendors and customers.

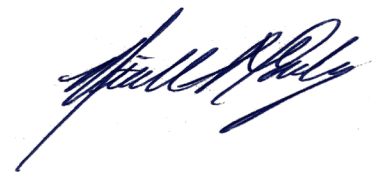
Face it, we live in the middle, so we routinely combat incoming from both directions 24/7. We have the

dual responsibility to accurately communicate our vendors dilemma to our contractors, and in

turn serve as our contractor's advocate with our vendors. In my not so humble opinion, no one fills this role more effectively than the Independent. So, keep doing what we are made to do, and reap a bountiful harvest tomorrow from the well nurtured seeds we plant today.

Speaking of tomorrow, why do our days seem to last forever, but months, quarters, and years fly by? If we are not paying close attention and fail to accurately anticipate the end of these supply chain challenges the backside could present a larger threat than the front. A micro example is servicing a market devastated by a hurricane. When the work dries up it happens suddenly. If you are not diligently monitoring the market while nurturing the afore mentioned seeds your harvest will consist of an overabundance of high-priced inventory and bad debt with over leveraged contractors. Thoughtful communication with our Preferred Vendors will be key. Keep it real and keep it straight along the way. Is it a real order, or a dummy order, what is the score every day? Use Nemeon as a vehicle to share what you learn, feel, and see. Information is power. An overused cliché, but when the barns empty, some days it is all we have.

HEAR THE ROAR!



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It feels like I just got finished writing the last newsletter and now here we are again. The time seems to fly by even more when the industry is the craziest it has been in the last twenty years. Some things seem to catch you by surprise. It seems like yesterday when I was introducing two new board members to the group in this newsletter back in 2015.... fast forward and I am here thanking them for their service to the organization.

NEMEON has two departing board members that I would like to thank whose terms are up at the end of June. I would like to thank Dale Houtman and Julius Krisanic for their commitment, service to NEMEON, our members, and the organizations goals. Getting to know the various board members over the years has been one of the highlights of my job. It has been great working with the both of you and I am sure we will be staying in touch. Dale Houtman of Cedar Grove Roofing Supply located in western Canada has been a NEMEON member for 10 years and served as the treasurer for much of his term. Julius Krisanic of Wholesale Siding Depot in St. Louis is the voice for our siding members, Julius has been a NEMEON member for 14 years. I cannot thank them enough; from their keen insight in strategic planning sessions to giving direction on the monthly board calls, their leadership has helped NEMEON remain one of the best cooperatives in the industry.

With their departure I also want to recognize two members who will be joining the board starting in July. Steve Gardener of LA Roofing Materials and Frank Ryan of Ryan Building Products were elected to serve during our virtual annual meeting held this past February.

Steve Gardner joined his family business after a successful career in the architectural design industry. Steve brings 30 years of experience in roofing distribution to the board and his commitment to the organization is apparent based on his participation in the Next Gen group and on various other NEMEON initiatives. Frank Ryan started his business from the ground up in 1979

delivering gutters to contractors. With his hard work and dedication his business developed and grew to be the premier supplier to contractors in the greater Boston area. Both Frank and Steve have already made an impact on the Board, and I am looking forward to working with you in the future.

Thank you to our
outgoing board
members and
welcome to our
new board members



Podcast episode #14 now available

In Ep. 14 Vic speaks with Stan Bastic, VP Sales & Marketing at Atlas Roofing. Stan has some valuable insight for our members.

Take a listen to this or any of the 13 other podcasts and pass them along to anyone in your organization.



Over the past decade, social media use has become increasingly pervasive; 72 percent of Americans indicate that they are active on at least one social media platform. In our connected environment with platforms, it is only natural for people to engage with social media while at work. Because engagement with social media is typically seen as a relaxation activity, a debate has endured over the years as to whether it is an appropriate workplace behavior.

The Pros: Creativity and Productivity

Many studies have found social media in the workplace has a positive impact on workers' attitudes and performance. A study in the Harvard Business Review found that in a group of healthcare employees surveyed and observed, employees who interacted with their coworkers through social media demonstrated higher levels of motivation and a greater propensity to generate creative and innovative ideas than workers who did not. A 2017 study in Computers in Human Behavior similarly found a positive link between time spent on social media and employee job satisfaction. Many businesses today benefit from their own corporate use of social media channels as well. A well-maintained social media presence can be an effective marketing tool for any business, and some companies also utilize social media to contact employees about policy changes, company events and other announcements.

The Cons: Legal issues and Turnover Potential

While fears that the use of social media in the workplace serves as a "productivity killer" seem to be misplaced, there are still potential drawbacks to its use. Interactions between coworkers on social media can create HR issues in cases where such employee interaction can lead to harassment or other inappropriate behavior. In addition, accessing social media networks on company-owned devices can create security issues, creating pathways for hackers or viruses to find sensitive internal data.

Additionally, the same study that found that creativity and morale were boosted by social media use at work also indicated that employees who engaged more frequently in social media activity were more likely to leave their organization in the near future. This was attributed to the workers ability to grow their professional network through these channels, as well as to search directly for new jobs on sites like LinkedIn.

Management Solutions for Social Media in the Workplace

Given the mix of positive and negative implications that social media can have for companies, a strong policy dictating its appropriate usage is important. Blocking social media totally on company computers tends to be counterproductive to morale and employees will still access these channels on their own personal devices, and they might be more inclined to discuss your organization in a negative light on personal devices over company owned machines.

A flexible policy outlining appropriate behaviors is the most effective strategy for managing the use of social media in the workplace. A clear, well worded policy will educate employees about the potential risks of accessing social media at work, describe interactions and content that are appropriate for the workplace and those that are not, and set standards for permissible amounts of access time. Social media is too powerful and potentially beneficial to prohibit entirely, so tech savvy companies will strive to utilize it to their benefit. Perhaps the best way to understand social media in the workplace is not as a problem in the way of employees work habits, but as part of a broader change in the way our culture interacts. As we are increasingly connected, we are experiencing a blurring between labor and leisure time in many settings and that should be embraced. Workers today are just as likely to check their work email on their phone when they wake up in the morning or over breakfast as they are to update their Instagram status while working on a spreadsheet.

Social Media at Work - Is it Really that Bad?



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The 7 Stages of Grief

"Are You Sure Hank Done It This Way"

This space in the NEMEON newsletter is usually reserved for topics that revolve around the commercial roofing portion of our business. In the past, things usually did not change rapidly in this business if they changed at all. Relationships, declining price, over capacity etc. was the long-standing norm and everyone accepted it. Wow, that all changed in the span of what seemed like five minutes earlier in 2021. History is usually a great teacher, but not in this case.

At the end of 2020, the NEMEON Commercial Roofing Products Preferred Vendors, for the most part, were expressing concern over the prospects for 2021. With all the discussions about the future of office buildings, retail space and other public use facilities, there was little to no consensus on where the commercial business was headed. There was some guarded optimism that this year would be slightly better than last. It is safe to say that no one was overly excited about the new year.

Then everything changed! Price increase notices were published so rapidly that if we were still relying on printed paper to send them out, we would have wiped out much of the forested land in the US. Amazon would have to stop shipping packages due to the lack of cardboard boxes. Then lead times began to stretch out to infinity. Raw material and labor shortages rocked the industry at all levels. When rising costs could not be covered with price increase announcements, line-item surcharges became fashionable. Freight costs and trucking availability continued to be the usual repeat offenders.

It appears that the industry is going through the **Seven States of Grief**. It has been amazing to watch. First there was the **Disbelief and Shock**. No one could remember a time when everything was this screwed up. Then came **Denial**. This is not happening because it has never happened before where almost every product required to install a commercial roof was affected. No one's costs were really going up, all of this was just an excuse to raise prices.

Next was **Guilt and Pain** because jobs were not stocked, orders were pushed out past request dates, and job quotes became meaningless. Some resorted to **Bargaining**. Yep, everyone wants to be your new

best friend now. When that did not work **Anger** set in. Can you even remember the last time you were on a call with a customer or vendor, and no one was yelling?

For some folks, they are firmly entrenched in stage six officially known as **Depression**. A lot of contractors are in stage six as they realize there are no price escalation clauses in their contracts with the building owners, but there are firm completion dates along with financial penalties for failure to perform. Everyone else is depressed from getting yelled at all the time.

Not a lot of folks have reached stage seven which is **Acceptance**. They are still looking for someone other than themselves to blame for this mess. These are the people that need to better understand how their business practices over the years have negatively impacted the industry and their company. The problems are not limited solely to folks playing the blame game.

What needs to happen going forward is a deep examination into how the commercial roofing business is managed at all levels. The structural deficiencies that prevent real cost increases from being passed along, unrealistic service requirements coupled with a general lack of loyalty are just a few of the contributing factors that need to be reevaluated as we move forward. The list of issues is long, deep, wide, and continuous.

As the industry works through the current conditions, will it try to better itself? Crisis can lead to improvement. The same mistakes should not be repeated. This is a high-risk industry for all the participating parties. That risk deserves reasonable rewards.

All of this reminds me of a couple of lines from a song Waylon Jennings wrote about Nashville:

*"It's been the same way for years.
We need to change."*

Vic Anthony

As the industry works through the current conditions, will it try to better itself? Crisis can lead to improvement.



Reach out to Andi Voelker at avoelker@nemeon.com to learn more about LGU.

LionGUARD University is available for you and your team at no charge! Preferred Vendors are able to offer courses as part of their annual sponsorship. This is a great resource for you to have your entire team learn about the products you sell. In addition, LGU offers courses on compliance and professional development training.

What would you like to learn today?

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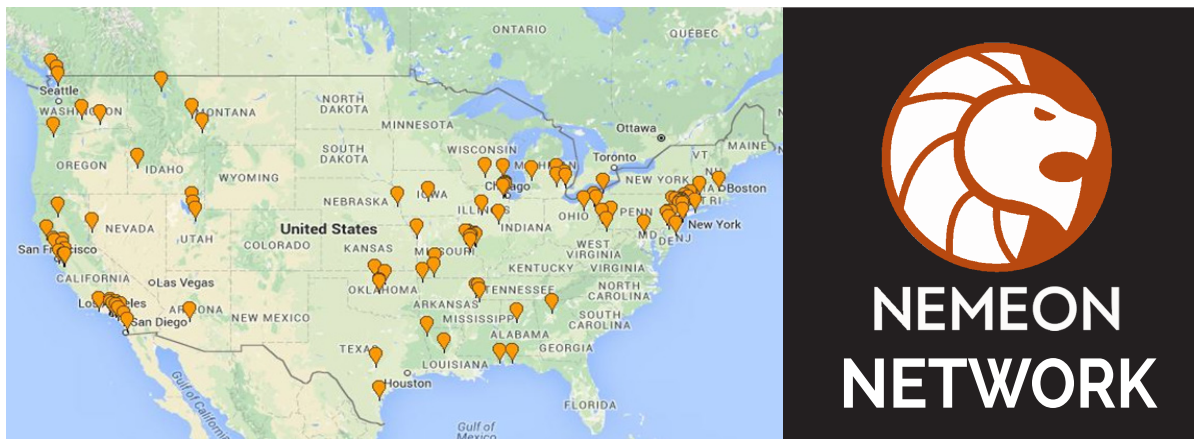
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NEMEON Network currently has over 100 monitors in place throughout the US and Canada, and we continue to grow. The content list is growing every day, and currently, we have over 400 Preferred Vendor commercials and over 20 hours of content available.

With the recent launch of our new NEMEON Network Video Selection resource on NEMEON.com, maintaining your personal playlist is easier than ever! Designed with you in mind, this new tool allows for quick and easy viewing of our available digital media, which can then be added or removed from your playlist with a single mouse click!



Additionally, we've added a new feature which allows you to assign a member of your staff to update the content of an individual location or across all your yards, while keeping the more confidential portions of the site private.

If you haven't seen the new Video Selection portal yet, we encourage you to check it out! We hope it will be a great tool for our Digital Signage Locations. And if you're not a current digital signage user, reach out to Scott Snowball or John Reynolds to schedule a demo today!

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Roofing Supply, Inc. Houston officially started in 2019 out of a need for a friendly independent roofing distributor in Houston, TX. RSI was started by Darren Breaux, Darren Kennedy, and Jeff Smejkal who have been in the roofing industry since 1991. RSI ownership finally had enough of the big corporate distribution that talked about caring for the customer and employees but truly only caring about themselves.

Darren Breaux began his roofing career in 1991 straight out of college, going to work for his family's business at Roofing Supply Group which was founded by his father Ron Pugh. Darren worked in all facets of the business from sales, purchasing, operations, and management. While at RSG, Mr. Breaux opened multiple branches from Texas to Florida during the years 1997 to 2010 before leaving the company in 2019.

Darren Kennedy joined RSI as Vice President from its start in March of 2019. He brings 17 years of construction experience as well as knowledge of multiple sides of the industry including contracting, distribution, and manufacturing. After playing professional golf for over 7 years, Darren entered the building material industry at the lumberyard level at the age of 25. He worked in distribution across NY and PA for 6 years. Darren and his wife Shannon owned and operated their own lumberyard in North Central, Pennsylvania.



In the summer of 2014, Darren, Shannon and their 5 children relocated to Houston, Texas to work as a territory manager for TAMKO Building Products. A short while later, he joined CertainTeed as a territory manager covering Houston and Dallas Fort/Worth. Darren excels in building relationships and educating his customers. With a "Never say NO" attitude, Darren makes sure that you will only experience the best in customer service.

Jeff Smejkal is an experienced roofing distribution specialist who partners with business professionals in the roofing industry to help their businesses grow. After spending 12 years in the roofing distribution with RSG and Beacon Roofing Supply, Jeff decided to become a partner in a family-owned business and joined Roofing Supply Inc. to focus on customer service and building relationships. Outside of work, Jeff loves to spend time with his wife Jacklyn and their three children Jack, Joy, and Jenna. He also enjoys playing golf and attending all sporting events. Jeff aspires to treat his customers with great customer service and taking care of their needs.

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cwelding@hawkeyedistributioninc.com

States Serviced: IA, NE, MN, SD

Categories: Roofing, Caulking & Adhesives, Insulation, Ventilation, Siding & Accessories, Insulated sheathing, Foam board, Sil Seal, House wrap, Poly, Concrete/Foundation, Area walls & posts, Gypsum products, Fasteners, Ag. Building products, Roof edge and flashing, Lumber, Decking, Millwork - Doors and Windows



BADGER CORRUGATING CO.
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WISCONSIN

Badger Corrugating Co.
www.badgerlax.com
Brian Mlsna (608) 788-0100
bmlsna@badgerlax.com

States Serviced: WI, MN, IL, IA

Categories: Lumber, Roofing, Siding, Exterior/Indoor Millwork, Windows /Doors, Construction Materials



Britton Lumber Company

Britton Lumber Company
www.brittonlumber.com
Bill Morvan (802) 333-4388
wmorvan@brittonlumber.com

States Serviced: VT, NH ME, Northeastern NY, Western & Northeastern MA

Categories: Our Own Pine, Roofing, Spruce & Treated Lumber, Gypsum, Insulation boards, and Misc. Building Materials



weekes
FOREST PRODUCTS, INC.

Weekes Forest Products, Inc.
www.weekesforest.com
Scott Gardner (651) 644-9804
scott.gardner@weekesforest.com

States Services: MN, ND, SD, IA, NE, WI, IL, IN, MI , FL

Categories: Lumber, Panels, Engineered Wood, Composite Decking & Accessories Fiber Cement Siding, Composite Trim, House wrap, Building Materials



CAROLINA ATLANTIC

Carolina Atlantic Distributors
www.carolinaatlantic.com
Lisa Meadows (800) 672-3555
lisameadows@carolinaatlantic.com

States Serviced: VA, NC, SC, GA, TN, MS

Categories: Roofing, Felts, Decking, Railing, Sheathing, Ventilation, Insulation



East Side
Lumberyard Supply

East Side Lumberyard Supply Co. Inc.
www.eastidelbr.com
Dave Reis (618) 942-3281
dave@eastidelbr.com

States Serviced: MO, IL, Western KY, Northwest TN

Categories: Roofing, Siding, Soffit, Drywall, Metal Products, Porch, Railing, Gutter, Decking, Fasteners, House Wrap, Coil Pipe, Poly, Tapco / MidAmerica



Key
Wholesale

Key Wholesale Bldg. Products, Inc.
www.keywholesale.net
Chris Smith (641) 423-0544
Chris.smith@keywholesale.net

States Serviced: IA, MN, WI (North of I 80 and South of I 90)

Categories: Roofing, Insulation, Steel Roofing, Vinyl Siding, Sheetrock, Caulking



Lumbermen's
INCORPORATED
"An Employee Owned Company"

Lumbermen's Inc.
www.lumbermens-inc.com
Shawn Montague (616) 648-8962
shawnmontague@lumbermens-inc.com

States Serviced: MI, OH, IN, Northern KY

Categories: Roofing, Doors, Deck and Railing, Siding, Windows, Trim, Hardware, Ventilation, Cabinets, Countertops



RAFFERTY
WHOLESALE

Rafferty Wholesale Building Materials
www.raffertyaluminum.com
Sean Lorden (800) 732-5473
info@raffertyaluminum.com

States Services: All of New England (parts of NY & NJ)

Categories: Rain Carrying products & Acc.: Lead, Copper & Aluminum Flashing, Louvers & Vents, Ventilation Caps, Coatings & Cements, Adhesives & Sealants




PALMER DONAVIN

Palmer-Donavin
www.palmerdonavin.com
Robyn Pollina (614) 317-0070
Robyn.Pollina@palmerdonavin.com

States Serviced: OH, IN, KY, MI, PA, WV, IL, WI, MN, IA

Categories: Ag Products, Cabinets, Caulks|Adhesives, Connectors| Fasteners, Deck|Rail, Exterior Doors, Exterior Trim|Moulding, Flooring, Insulation|Housewrap, Interior Moulding, Metal Products, Roofing Products, Siding Products, Wall|Ceiling, Windows



WAUSAU
SUPPLY COMPANY
Innovation in Distribution

Wausau Supply Company
www.wausausupply.com
Ken McLaughlen(800) 236-1528
ken.mcglauhlen@wausausupply.com

States Serviced: MT, WY, CO, ND, SD, NE, KS, OK, MN, IA, MO, AR, WI, MI , IL, IN

Categories: Adhesives, Decking, Engineered Wood , House Wrap, Insulation, Millwork, Roofing, Siding, Stone & Brick, Ventilation

Air Vent
 AlSCO
 APOC
 Atlas Molded Products
 Atlas Roofing
 Benjamin Obdyke
 Berger Building Products
 BILCO
 Boral Building Products
 Atlantic Shutters
 Kleer Lumber
 Mid-America
 Tapco Tools
 The Foundry
 Versetta Stone
 Wellcraft
 Boss Products
 Carlisle Residential
 CertainTeed Insulation
 CertainTeed Roofing Products
 CertainTeed Siding
 Cedar Impressions
 Deck & Rail
 Fence
 House Wrap
 Millwork
 Vinyl
 Vytac
 ChemLink
 Clarus Merchant Services
 Continental Materials
 Cornerstone Building Products
 Ply Gem Mastic
 Ply Gem Variform
 Ply Gem Mitten
 DaVinci Roofscapes
 DCI Products
 Discovery Design Truck Body &
 Equipment, Inc.
 DMSi Software
 Duraflo - IPEX USA/Canplas

EagleView Technologies
 EcoStar LLC
 Epicor
 FCS Control
 Fabral
 Flamco
 Flashco Manufacturing
 Franklin International
 Gaco
 GAF Materials
 Geocel
 Gibraltar Building Products
 H.B. Fuller Construction Adhesives
 Henkel
 HIAB USA (Cargotec)
 Hunter Panels
 Hunter Warfield
 Hussey Copper
 Huttig Building Products
 IKO Roofing
 Insulfoam
 Karnak
 Kingspan
 Linzer Products
 LOMANCO
 Makita Tools
 MALCO Tools
 MAX USA
 Metal Sales Manufacturing
 Metabo HPT
 Mid-States Asphalt
 Modova Healthcare
 National Nail
 National Shelter Products
 Novagard Solutions
 Oatey
 OMG Roofing Products
 Owens Corning
 TITANIUM
 Palfinger USA
 Penn. Lumbermens Ins
 Polar Industries
 Polyglass USA
 PrimeSource Building Products

ProKeep
 Quality Edge
 Roofmaster Products
 Royal Building Products
 Exterior Portfolio
 S & W Forest Products
 Savings4members - powered by BizUnit
 Ace Hardware
 ADP
 Acquire4Hire
 C2C Resources
 CardConnect
 Constant Contact
 Esso
 Exxon Mobil
 Ferrellgas
 Global Payments
 Lamprey Systems
 Industrial Fleet Mgmt.
 Office Depot
 Penske
 Phillips 66, Conoco & 76
 Shell
 Staples Advantage
 Sunoco & Stripes
 Synchrony Financial
 UniFirst
 UPS, YRC
 United Tranz Actions
 Waste Focus
 Wex Fleet Card
 Seal Corp USA
 Skylands Transaction Mgmt
 Steel & Wire Products
 Sun-Tek Skylights
 System Components
 TAMKO
 United Asphalts
 United States Gypsum
 Van Mark
 VELUX America
 Versico Roofing Systems/Weatherbond
 Werner
 Worth Supply LLC



NEMEON

Preferred Vendor Committee



Bill Baldauf
 LakefrontSupply
 773-509-0400
 bbaldauf@lakefrontsupply.com



Alan Hopper
 Hopper Roofing & Siding Supply
 219-696-6621
 alan@hoppersupply.com



Jay Moffit
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 503-390-5511
 jay@dealerssupply.com



Brandon Riddle
 South Coast Shingle
 949-347-7444
 brandon@southcoastshingle.com



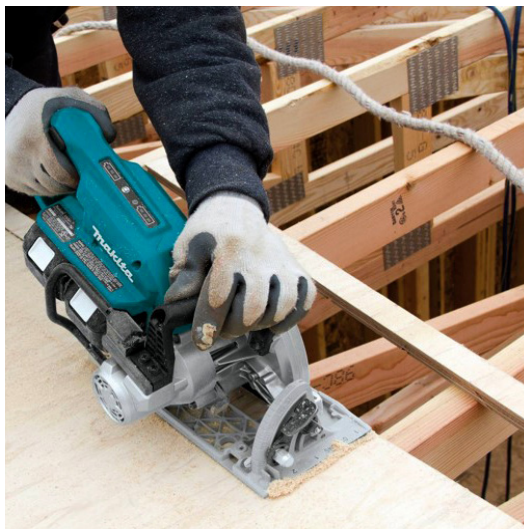
John Rogan
 Passaic Metal & Bldg Supplies Co.
 973-546-9000
 jrogan@pampco.com



Makita is a worldwide manufacturer of industrial power tools, pneumatics, power equipment and accessories. Trusted for over 100 years, Makita has built a legacy of unmatched quality in the industry. From tool to tool and job to job, Makita® Products are built for power and performance, allowing users to build better than ever before.

Built for Cutting

The 36V (18V X2) LXT® Brushless Rear Handle 7-1/4" Circular Saw (XSR01) gives users corded power with cordless convenience. It can make up to 558 cross-cuts per charge in 2x4 SPF lumber using two fully charged 5.0Ah batteries. The saw features a large 2-9/16" cutting capacity at 90-degrees that will cut 3X lumber in a single pass.



Built for Nailing

The 1-3/4" Roofing Coil Nailer (AN454) combines rugged construction and robust performance with less weight. It offers faster nail driving speed for maximum performance. Pair this nailer with a Big Bore™ Electric Air Compressors (MAC5501G and MAC5200) to tackle the job. Big Bore™ Electric Air Compressors are contractor favorites for their faster recovery time, lower noise, longer tool life, and consistent job site performance. The piston and cylinder are larger than those in standard compressors, thereby compressing more air on each stroke.

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Built for Clean-Up

Clean-ups just got easier with the 36V (18V X2) LXT Cordless Blower (XBU02). The power and portability, with lower noise, make it ideal to rid your job site of debris.

Built for Roofing

Makita's LXT® System also offers an array of caulking/adhesive guns, drills, and fan jackets. The system has over 275 cordless products to complete the job.

Whether using pneumatic or Makita's LXT® System, the world's largest tool system powered by 18V lithium-ion slide-style batteries, Makita Products allow users to build better.

For more information about our company, visit www.makitatools.com



Save the Date!

Next Gen Meeting 2021
(Back Where It Began Redo)

Join us where it all began 10 years
(+ 1 COVID year) ago.

September 20 - 22, 2021
Chicago, IL



Registration will be available the end of June, 2021



Well Done, Cross Country Distributing!

On May 18, 2021, Cross Country Distributing held their 32nd Annual Crusade for Children Charity Golf Outing fundraiser. Approximately 20 golf teams consisting of customers, vendors, and friends of Cross Country Distributing, including our own Dave O'Donnell, gathered at Lake Forest Country Club in Louisville, KY to take a swing at childhood afflictions. The teams enjoyed a beautiful day of golf followed by an evening of great food, awards, and a live and silent auction.



Over the past 32 years, Cross Country Distributing has raised over \$1.1 million in total for WHAS Crusade for Children.

Since 1954, generous donations of Louisville businesses, fire departments and other community partners, have raised over \$200 million to make life better for children with special needs.



Great job and well done to all who worked very hard on this event to raise such a generous amount!

The event raised \$50,000 for the charity, and owner/operator Steve Hancock presented the check to the WHAS Crusade for Children during their live streaming event on June 5, 2021.

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Streamline hiring across locations

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✓ **Post jobs across the web with a single click**

- Jobs instantly added to top Job Boards
- Career Page automatically populated with open jobs

✓ **Manage applicants all in one place**

- Multi-user applicant tracking system
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A single solution to distribute job posts across the web and manage applicants all in one place

Posted	ID	Title	Location	Views	Submitted	Incoming	Candidates	Status
2		Director of Marketing for New Business Ventures	Manchester, NH	265	24	0	1	Paused 2-11-2018
		UX/UI Designer	Manchester, NH	152	6	5	0	Paused 9-12-2018
		UX/UI Designer	Manchester, NH	75	6	0	0	Paused 12-4-2019
		UX/UI Designer	Manchester, NH	212	32	30	1	Paused 4-30-2019
		UX/UI Designer	Manchester, NH	0	0	0	0	Paused 6-14-2019
		UX/UI Designer	Manchester, NH	109	8	0	0	Paused 10-27-2019
		UX/UI Designer	Manchester, NH	1	1	0	0	Paused 10-28-2019
		UX/UI Designer	Manchester, NH	1	0	0	0	Paused 10-29-2019
		UX/UI Designer	Manchester, NH	4	0	0	0	Paused 10-29-2019
		UX/UI Designer	Manchester, NH	0	0	0	0	Paused 10-29-2019
		UX/UI Designer	Manchester, NH	1	0	0	0	Paused 10-29-2019
		UX/UI Designer	Manchester, NH	3	0	0	0	Paused 10-29-2019

The diagram shows a central search icon with arrows pointing to various job boards: Indeed, SimplyHired, jobrapido, adzuna, careerJET, LinkedIn, Google, and Woodle.

For more information and support visit acquire4hire.com
 Log in and access your hiring solution at app.acquire4hire.com

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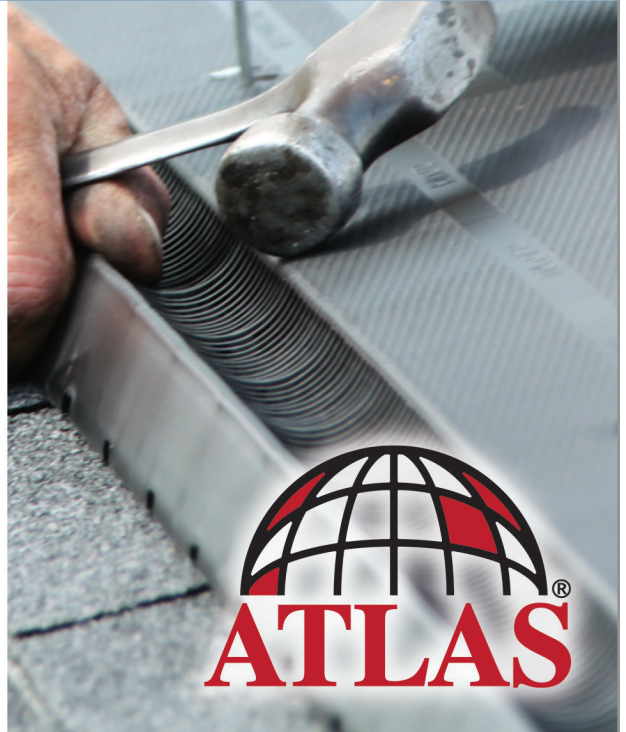
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Atlas Ventilation is Signature Select[®]
System Warranty Eligible.

AtlasRoofing.com/Roof-Ventilation

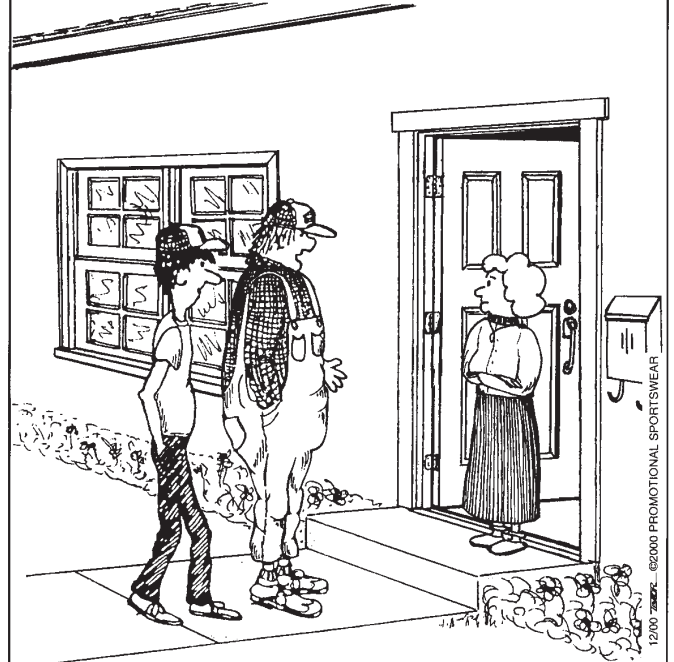


RUFUS LEAKIN by SOUTH COAST SHINGLE CO., INC.



"The 'Businessman's Lunch', sir? Perhaps if I could see some identification."

RUFUS LEAKIN by SOUTH COAST SHINGLE CO., INC.



"Look, Lady, if I bid it any cheaper I'd have to give you a 'virtual reality' roof!"