

THE ROAR

A LETTER FROM THE PRESIDENT & CEO

As Ross Riddle of South Coast Shingle concludes his term as Chairman of the Board at NEMEON, we want to take this opportunity to express our sincere appreciation for his leadership and service to our organization. His time as Chairman marks an important chapter in our cooperative's history — one defined by steady progress, collaboration, and a strengthened vision for the future.

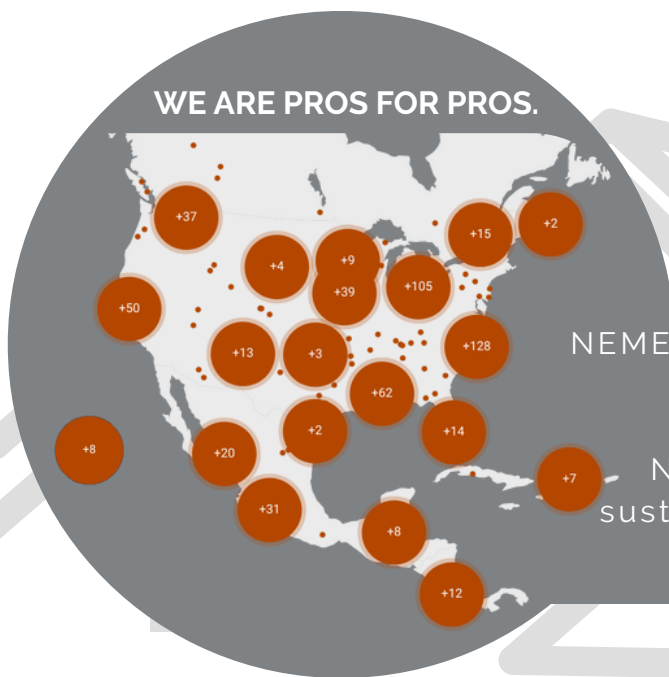
When NEMEON needed him most, Ross stepped forward without hesitation. He accepted the Chairman's role at a time of transition, when strong, experienced leadership was crucial to keeping us on course. From day one, he brought a calm, thoughtful presence to the boardroom, paired with a deep understanding of both our industry and NEMEON's mission.

Under his guidance, our cooperative navigated challenges, strengthened relationships with our members and Preferred Vendors, and worked together to position ourselves for long-term success. Ross played a key role in upholding the values that have long defined our organization, while also welcoming fresh ideas and new ways of thinking. His thoughtful leadership, willingness to listen, and decision-making (always with the best interests of the membership in mind) earned him the trust, respect, and appreciation of his fellow board members and members.

Beyond the board meetings and strategic decisions, Ross invested his time behind the scenes — advocating for our members and representing our cooperatives interests. His passion for the organization and unwavering commitment to its continued growth have left a legacy.

On behalf of the board of directors, our management team, and the entire membership, we extend our deepest thanks to Ross for his service, leadership, and the positive example he has set for all of us. We are grateful for everything he has done to help guide NEMEON to where we are today and we look forward to building upon the strong foundation he helped create.

Thank you, Ross, for your dedication, leadership, and friendship.



NEMEON is comprised of over 111 independent roofing and siding distributors with over 600 locations nationwide. With democracy and solidarity, the NEMEON members create mutually beneficial and sustainable partnerships with the industries' premier suppliers.

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We are pleased to announce that Jeff Muratori will assume the role of Chairman of the Board beginning July 2025.

A Tampa native and graduate of the University of Alabama with a degree in Personal Financial Planning, Jeff brings decades of leadership experience and a deep entrepreneurial spirit.

In 2008, he founded Division 7 Supply with just three employees and a rented truck. Under his guidance, the company has grown substantially—opening a 68,000 sq ft state-of-the-art warehouse and showroom in Cumming, GA in 2017, followed by new locations in Macon, GA (2020) and Birmingham, AL (2023).

Division 7 Supply is recognized for its operational excellence and unwavering commitment to customer service—values Jeff brings to his new role as Chairman. We look forward to Jeff's leadership as we continue to grow and evolve with purpose and integrity.



DIVISION 7 SUPPLY



NEMEON

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Microsoft and the Future of Passwords

Microsoft is leading the charge toward a passwordless future — and for good reason. Traditional passwords have long been a weak point in cybersecurity. They're often reused, easy to guess, or stolen through phishing attacks and data breaches. Despite best practices, users frequently choose convenience over security, putting sensitive data at risk. Cybercriminals know we are like this and exploit this vulnerability to gain unauthorized access to personal and corporate accounts.

Microsoft is shifting away from passwords to reduce these risks and improve both security and user convenience, phasing out traditional passwords in favor of more secure, user-friendly alternatives. The move is part of a broader effort to enhance cybersecurity and reduce reliance on one of the weakest links in digital security: the password.

To combat these risks, Microsoft is promoting a passwordless future across all of its systems, including Windows 11, Microsoft 365, and Azure Active Directory. Instead of passwords, users will start authenticating using:

- **Biometrics** (fingerprint or facial recognition via Windows Hello)
- **Microsoft Authenticator app** (approval prompts sent to your mobile device)
- **Hardware security keys** (physical devices like YubiKeys)
- **One-time codes** sent via email or SMS (as a backup)

This may seem like an inconvenience to many, but this strategy improves security by requiring something you are or have, rather than something you *know*.

GETTING READY

Here are some steps to prepare for a passwordless future:

- **Download the Microsoft Authenticator App**

If you are not already doing so, set up your Microsoft account to approve sign-ins with a tap.

- **Enable Windows Hello**

If your device supports it, activate facial recognition or fingerprint login.

- **Use a Security Key**

Consider purchasing a physical security key if you manage sensitive or business data. It may be an additional cost, but many of you probably use something like this for your business banking.

- **Update Your Microsoft Account Settings**

When you are ready go to account.microsoft.com and enable passwordless sign-in under "Advanced Security Options."

- **Educate Your Team**

Ensure users are trained and supported in transitioning away from passwords.

Microsoft's passwordless initiative is a major step forward in protecting users and data in our increasingly digital world. By taking a few proactive steps, individuals and organizations can benefit from better security—and fewer password headaches.

John Reynolds
IT Manager



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Benchmarking

One of the more daunting tasks for the independent business owner is comparing their results to similar sized business in the related industry. This information is difficult to come by and the usefulness of the available data is questionable. Targeting areas for improvement in every organization is key to long term success. Benchmarking is a proven solution to these problems. NEMEON now offers benchmarking to the entire membership at no direct cost. Profit Planning Group, a proven leader in the collection and analysis of benchmarking data, will provide these services to NEMEON members.

The process starts when the member completes the confidential online survey provided to NEMEON by Profit Planning Group, with the financial results from the prior year. The member's confidential data is analyzed, and a detailed report is prepared that compares the key operating results in the various categories. The report targets the areas for improvement, along with the areas that are performing well for the submitted reporting period. In addition, the member's data will be anonymously compared to other NEMEON members for the same reporting period. The comparison to like sized businesses in roofing and siding distribution is invaluable. Members that currently use benchmarking report that it is the single most helpful tool they use in the day to day management of their business.

EDI

The E.D.I. program delivers Preferred Vendor invoices to you electronically. Your company will have its own secure web-based Document Center available to you. This is set up and ready for you to access once you fill out the Member Designated Contact Information form. With your own company document center, you will have on-line access to twenty-four months of invoice history, and you can store, print or view invoices. Not all of the Preferred Vendors are currently in the program; but as vendors join this project, they will discontinue sending you paper invoices and send them electronically only. You will be notified in advance of the participating vendors.

LionGUARD University

LionGUARD University is a training initiative that has proven to be successful in helping NEMEON reach our primary objective of connecting NEMEON Distributor Members with our Preferred Vendors.

The University was launched in February 2013 as a platform to bring cost effective Preferred Vendor Training to our Members. LGU allows Suppliers to post training modules (new products, repair training,

safety training) allowing Member Distributor Salesperson training online 24 hours a day 7 days a week. Each module includes a quiz to ensure students understand and can apply the training on future sales calls. LionGUARD University has turned out to be a very cost-effective training method with no cost to the membership.

Professional Development: Added to LionGUARD University in 2017, this resource offers our members a wide variety of courses in Management, Software, Human Resources, etc. These courses are geared for your office, sales and warehouse personal. You can find these courses on the LionGUARD University website.

NEMEON Network

The NEMEON Cooperative provides its membership with a turnkey, fully administered digital signage program. This is a tool that is used to advertise, highlight products, and educate your customers. Choose from hundreds of content options, including the weather, trivia, headline news, "how-to" videos, and product details and information. The content list is growing every day and currently we have over 400 Preferred Vendor commercials and 22 hours of content available. The Network is fully customizable to your specifications and can be updated by your company on demand. The program will be administered on your behalf from our office. Joining is easy, with little to no out-of-pocket expenses.

Acquire4Hire

Starting in 2021 NEMEON started offering *both* Members *and* Vendors the add on benefit of a one-stop hiring solution. Acquire 4 Hire is a program that assists in distributing job posts across the web and manages the applicants all in one place. The app offers a full circle solution by providing job posting templates, salary suggestions, then as applicants apply you are able to track the hiring process and customize the workflow all the way to the job offer.

Savings4Members

Our long-standing relationship has saved Member's thousands of dollars by providing vetted solution partners for the everyday business needs. Their sole purpose is to save your business money by leveraging the tools you use every day to run your business. With over 20 partnerships designed to save you money, it is worth reaching out to see how they can help you. Some examples include credit card processing, fleet fuel cards, financing, office supplies, shipping, uniforms, waste and recycling just to name a few.



PREFERRED ROOFING SUPPLY

Preferred Brands - Preferred Prices

In the highly competitive world of building supplies, one company in Atlanta is standing tall—not just for its products, but for its purpose. Meet Preferred Roofing Supply, a thriving, Latino-owned business serving the Atlanta metro area with four locations in Smyrna, Tucker, and Jonesboro. They celebrate opening their newest location in Gainesville, Georgia, this month.

Founded over 12 years ago by Paul Salamanca, CEO, and his wife Daniela Salamanca, CFO, the company began as a leap of faith. With no prior roofing experience, the Salamancas started with a modest 5,000-square-foot warehouse, driven by the vision of Daniela's father, who recognized an urgent need for a supplier that truly understood and supported the Latino contractor community.



Today, that vision has flourished into a business anchored in trust, customer service, and community. Preferred Roofing Supply now operates a 60,000-square-foot facility in Tucker, proudly offering a full range of roofing and siding materials, tools, and accessories—all at competitive prices.



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LionGUARD University is your online learning resource. It offers everything from Preferred Vendor education, professional development, and compliance courses. In an effort to complete vendor education opportunities, we have recently added direct access to their education platforms. You will need to create separate logins for each.



Atlas Roofing offers learning opportunities for both Distributors and Contractors. Create an account and start learning.



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OCU offers learning opportunities for both Distributors and Contractors. Create an account and start learning

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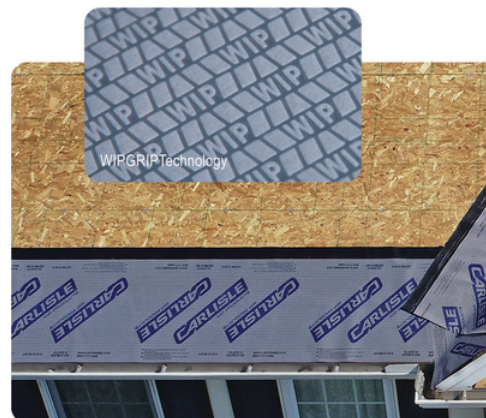
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"The NEMEON Network is a welcome addition to our showroom. Nothing but positive feedback from our vendors and customers thus far. Every NEMEON Member should be a part of the Network!" - Ross Riddle, South Coast Shingle

WHY INVEST IN DIGITAL SIGNAGE



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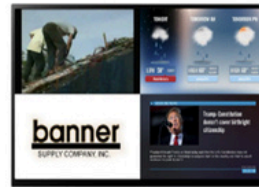


Digital Signage has a **higher recall rate** (52%) than television ads (32%), radio ads, 27%, magazines (21%), and billboard (30%).



On average, one additional on-premise sign results in an **increase in annual sales** revenue of 4.75%.

Examples of content being shared:



NEWS

News, sports and home repair channels entertain visitors during showroom wait times.



WEATHER

Informative weather graphs show current radar conditions as well as hourly and daily forecasts



SPECIALS & UPCOMING EVENTS

Sales often spike after suppliers' feature products or advertise new product discounts.



VIDEOS

Installation and DIY videos give visitors a firsthand look into showroom products out in the field.

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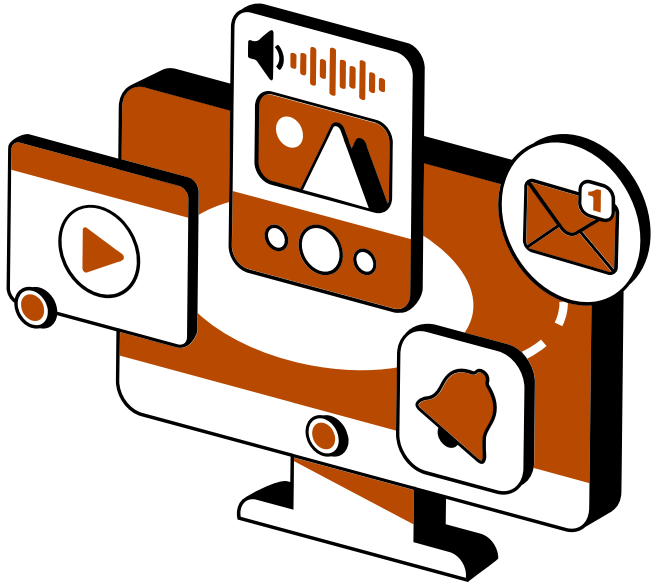
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 Savings4members -
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 C2C Resources
 CardConnect
 Constant Contact
 Esso
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 Exxon Mobil

Savings4members - Cont.
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 Field Aware
 GlobalTranz
 GPS Insight
 Lamprey Systems
 Lincoln Waste
 Industrial Fleet Mgmt.
 Moblico
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 Tapco Tools
 The Foundry
 Versetta Stone
 Wellcraft
 Worth Supply LLC



NEMEON

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- Reference Job Post Library of 1000+ popular posts

✓ 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
- Custom hiring workflows
- Automatic courtesy emails to applicants

The screenshot shows a dashboard with a table of job posts. The table has columns for Postid, ID, Title, Location, Views, Submitted, Incoming, Candidates, and Status. A central hub diagram shows a magnifying glass icon connected to logos for Indeed, SimplyHired, jobrapids, adzuna, careerJET, LinkedIn, and Google.

Postid	ID	Title	Location	Views	Submitted	Incoming	Candidates	Status
2		Director of Marketing for New Business Ventures	Manchester, NH	265	24	0	1	Paused 2-11-2019
		IT Engineer, Cloud Developer	Manchester, NH	182	6	0	0	Paused 9-12-2018
			Manchester, NH	75	6	0	0	Paused 12-4-2019
			Manchester, NH	212	32	30	1	Paused 4-30-2019
			Manchester, NH	0	0	0	0	Paused 6-14-2019
			Manchester, NH	106	8	0	0	Paused 10-27-2019
			Manchester, NH	1	1	0	0	Paused 10-29-2019
			Manchester, NH	1	0	0	0	Paused 10-29-2019
			Manchester, NH	4	0	0	0	Paused 10-29-2019
			Manchester, NH	0	0	0	0	Paused 10-29-2019
			Manchester, NH	1	0	0	0	Paused 10-29-2019
			Manchester, NH	3	0	0	0	Paused 10-29-2019

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- 3M® Cooling Technology

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Pinnacle® Impact
Lasting Beauty that Weathers the Storm



- Signature Select® System Eligible
- Scotchgard™ Shingle Protector
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- 3M® Smog-Reducing Technology

BEST

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Cool Roof Technology that Fights Smog



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- Class 3 Impact Resistance
- 3M® Smog-Reducing Technology
- 3M® Cool Roof Technology

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