



December 2019

A QUARTERLY PUBLICATION OF THE NEMEON COOPERATIVE

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A letter from the Chairman of the Board

Mitch Cawley



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Dear Nemeon Partners,

“Celebrating the Past, Creating a Force for the Future”.

What a great theme for our 20th Annual NEMEON Meeting. We have much to celebrate and the Fairmont Scottsdale Princess promises to be the perfect venue for the occasion. On behalf of the entire NEMEON membership I want to thank our loyal staff in advance for their countless hours of preparation to ensure an enjoyable and productive meeting.

Our meeting agenda promises to better prepare us for our future with topics including, but not limited to, risk proofing our business, planning to compete profitably, operational efficiencies, and of course numerous Face-to-Face meeting with our valued Preferred Vendors. Celebrate with a round of golf on the TPC Stadium Course, Sonoran Desert Jeep tour, ATV Excursion, or a day of shopping Scottsdale Fashion Square. That last one could get expensive gentlemen, so don't leave it all on the golf course.....

Reflecting on my first newsletter, the best part of the NEMEON Annual Meeting is where else can you be in the same room with a larger group of fiercely independent, stubbornly competitive, multi-tasking, risk taking, successful entrepreneurs? Where else can you spend quality business and social time with all of your Preferred Vendors to advance strategic plans for mutual and sustainable success? Together let's all commit to make our 20th a memorable celebration of the past, and a springboard for our future!

Between now and Scottsdale, however, it's that special time of year again. On behalf of your NEMEON Board I wish each of you a Blessed Holiday Season and Happy New Year. We all have much to be thankful for and there is no better time to step back and reflect on our many blessings. One final note; as you set your Christmas shopping budget remember Scottsdale Fashion Square is right around the corner!

“Celebrate and Create”





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A Season
for
Giving

With the year about to wrap up, we are still extremely busy preparing for the annual meeting, which you all know is earlier this year, along with all the other year end tasks and sometimes we just have to stop to take a breath and look around. We have all had challenging moments in 2019 coupled with lots of success; the same holds true for the NEMEON organization.

We are putting the finishing touches on the 20th anniversary meeting planning, making sure that all the little details are taken care of, along with the usual end of year preparations and all of us probably feel like we did in college cramming for finals. With everything that is going on I wanted to remind everyone that there are people in our communities that need help. The food banks are low on supplies, blood donations slow down, and most importantly organizations need people to help administer their services. I would like to encourage everyone to do one extra thing this holiday season over and above what you would normally do. For some organizations time is in more demand than money so if you have some extra time, ask a local charity how you can help to make the holidays a little better for their organization and the people they serve. As we all know from experience, we as donors end up getting more out of the time we give than the recipients. It's a win, win!

The NEMEON team is looking forward to seeing everyone in Arizona on January 12 at the Fairmont Scottsdale Princess; the property is the perfect place to celebrate our 20th anniversary. All of us want to wish you a happy holiday and continued prosperity in the new year both personally and professionally!



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On-line Security
And
Privacy

2-Factor
Authentication

If your level of anxiety over online security and privacy is on the low side, you probably already have multi factor or two-factor authentication (2FA) set up for your main accounts. Almost all major platforms offer some form of 2FA and if they don't, you should consider moving to a different provider. If you have not already started using 2FA you should consider activating it to help protect yourself and your business from phishing, hacks, and anybody who may want to steal your data.

Don't know what two-factor authentication is? Here are the basics: 2FA adds an extra layer of security to your online accounts. When activated, the account will ask you for something other than your username and password whenever you log in from a new device. That may be a code, a key, or to accept a prompt on your mobile phone. This way, if somebody gets your password, 2FA will help prevent them from getting into your account from a different computer. But deciding to activate 2FA is like deciding you want to start running; do you just want to jog a bit, train for a 5k, or get yourself in shape for an entire marathon? I remember when I first started using it and trying to decide how far to take it and at what point would I regret it. There are several options, including apps and security keys, that provide different levels of protection for all your security; you can use a single method or employ several depending on the account.

People most often use text messaging when deploying 2FA because it's so practical. The process is simple: you log into your account with your username and password, receive a text with a code, then type that code into the login screen to gain access to your account. There are drawbacks with text messaging because it can be compromised, and your six-digit code intercepted but it is a great place to start.

Another option is to get a security key—a tiny USB device you use the same way you would the keys to your office. Once you enter your username and password on a new device, the 2FA protocol will ask you to plug your security key into the device's USB port and tap it once to complete your login. These little gadgets are super useful and no harder to carry around than your car key. The most traditional security keys on the market are compatible with USB ports. This immediately leaves behind mobile devices such as smartphones and tablets, as well as tiny laptops such as the MacBook Air that don't have their own USB-A ports. There are USB-C security keys on the market, too, and they're compatible with newer mobile devices, but they tend to be a little pricier, going for \$40 to \$60 on Amazon. It's not uncommon for people to register multiple security keys for a single account. That way, they can store a spare in a secure place in case they lose one they use regularly.

As you can see, there are a lot of ways to use 2FA and you can choose which one works best for you. Different platforms support different methods, so check out Two Factor Auth to see which ones are available for your accounts. Keep in mind that you can—and should—enable more than one method of 2FA. It's always a good idea to have a backup in case you lose your phone or security key, or something is wrong with your connection. Just remember your security strategy will be as weak as the least-secure 2FA method you choose, so choose wisely, but choose something.

If you want to look smart when talking about protection, learn these common terms:

Smishing - text message version of those sketchy emails that claim to come from your bank and urge you to click a link.

Phishing - Phishing is the most common type of attack. It's those social engineering messages from a Nigerian princess or global lotteries that tell you that you now have access to untold riches

Spear phishing - Spear phishing attacks are more narrowly targeted than regular phishing attacks. These attacks pretend to be messages from trusted and recognizable sources, such as bank communications or your internal network resource, to get the user to respond to a message or link.

(con't on next page)

Please submit all
questions to:

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On-line Security And Privacy

Spoofing – Spoofing is a technique used to gain unauthorized access to computers, whereby the intruder sends messages to a computer with an IP address indicating that the message is coming from a trusted host.

Clone phishing – Clone phishing is the modification of an existing, legitimate email with a false link to trick the recipient into providing personal information.

Black Hat - Just like in the old westerns, these are the bad guys. A black hat is a cracker.

Keylogger – A keylogger is a non-destructive program that is designed to log every keystroke made on a computer.

Social Engineering – Is when you target a specific person to deceive them for the purpose of acquiring sensitive and personal information, this is often done through fake tech support sites.

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The NEMEON Cooperative provides its membership with a fully administered digital signage program. NEMEON Network currently has over 100 monitors in place throughout the country, 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.



Now, NEMEON is excited to officially announce the launch of our new NEMEON Network Video Selection resource. Designed with you in mind, the new Video Selection portion of NEMEON.com will allow for quick and easy viewing and selection of our available digital content. Now you can quickly and easily view our videos for quality and content prior to selecting them for your playlist.

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.

If you haven't seen the new Video Selection portal yet, check it out! We hope it will be a great tool for our Digital Signage Locations.



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Professional Contractor and
TV Host on HGTV and DIY Network

ATLAS



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Website:
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Washoe Building Supply is a family owned business; Jerry and Heather McGrath purchased Washoe Building Supply in 1981 after Jerry left the commercial banking industry. Washoe joined NEMEON in September 2001. Scott and Zach McGrath (Jerry and Heather's sons) recently purchased the business from their parents. They are continually looking for new and innovative ways to improve the industry.

Washoe specializes in roofing materials, but also offers a wide variety of other building products, including waterproofing, tools, fasteners and pavers, just to name a few. Special orders are never a problem! Washoe offers quality products at a competitive price.

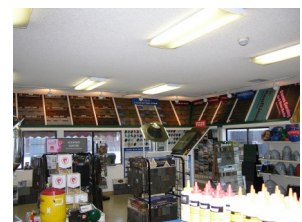
Superior customer service is a priority for Washoe; their competition can't accommodate last minute orders and deliveries the way Washoe can. They do everything they can to accommodate the customer's needs. When customers call, Washoe strives to do their very best to ensure their customers are taken care of in a timely manner. The sales staff at Washoe frequently will make deliveries and, on occasion, open the store on a weekend for a customer that may have forgotten to order or ran short on material. It is Washoe's firm belief that a satisfied customer cannot be bought but must be earned on a daily basis and the staff constantly work towards that goal.

Washoe has 27 employees, two of which have been with the company for 30 years. Scott has been with the company for 27 years and Zach has been with the company for 25 years. There are several others who have been there for 10 plus years. Scott and Zach have been running the company for the last 10 years and between the two of them have worked every position in the company starting out as laborers, which included packing sheetrock and loading roofs from scissor lift trucks with planks. With that amount of experience between all the employees, there are few, if any, issues that Washoe can't take care of.

In addition to taking care of the customer, Washoe takes care of their employees. They strive for a fun and healthy employee atmosphere. Lunch is provided to their employees often. Bagels and donuts are brought in every Friday for customers and employees. A yearly potluck is held during the holidays. Shirts, jackets, and sweatshirts with the company logo are given out frequently, especially during the colder months to keep our outside staff comfortable. Employees' children are always welcome, as well as pets. They have several customers that bring their dogs in to visit and get snacks. The employees also bring their own dogs at times, which helps keep stress down. They are proud of the work family they have created.

We are Washoe Building Supply, Inc.

...Roofs and a whole lot more!



How Do You Feel About 2019?

As the calendar moves forward and a new decade arrives, this is a great time for a “gut check” on 2019 before we look forward to 2020. Shortly, we will begin the data gathering and entering process for the 2020 NEMEON Benchmarking Survey, but a quick “gut check” can tell us a lot about the previous year while it’s still fresh in our minds.

Some basic questions to ask are listed here. This obviously isn’t a complete list, I’m sure you have many questions you ask yourself and your various team members on a regular basis, so let’s start with these.

How did the year “feel” to you? Did you feel like you worked a lot harder to make the same or less profit than previous year, or was this a banner year for your company?

What were the problems and opportunities that stick out in your mind as you look back on the year? How did you handle them and were you satisfied with the outcome?

What did you do to make your company a better place for every employee? This is a question everyone that is reading this newsletter should ask themselves. It doesn’t matter if you are an owner or employee, manager or member of the staff, everyone can work to make their company a better place to work.

What are your concerns going into the new year? How do you plan to address those concerns? Have you discussed your thoughts with your organization? Have you asked for suggestions and ideas from every employee and given the input serious consideration? Have you communicated those ideas back to the organization and given credit to folks that provided the suggestions to you? If you haven’t, what are you waiting for?

What makes you feel good about how your organization is positioned for the new decade? Are you communicating that positive attitude to everyone else? This is the perfect time to stress the positives you see every day in your company, the people you work with, your vendors and your customers. Let everyone know how you feel, your positive attitude is contagious.

This is purposely a short list. Everyone has their own list of hot buttons and issues that help make up their “gut feel”. The most important point is to communicate to the people you work with how you feel about things and why. There will be an opportunity in a few months to discuss the numbers produced in your NEMEON Benchmarking Survey Reports. If you combine the numbers with your “gut feel”, the end result will be much more impactful on everyone.

Wishing you much success in the new year and new decade.



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 Valley & Aetna Building Products
 Wake Supply Company Inc.
 Walker Brothers
 Washoe Building Supply Inc.
 Wausau Supply Co.
 Weekes Forest Products, Inc.
 Western Gravel & Rfg Supply Co.
 Western Materials Inc.
 Western Roofing Supply
 Whitco Wholesale Inc.
 Wholesale Distributing dba Boise
 Supply
 Wholesale Siding Depot
 Willards Wholesale Roofing Co
 Worth Supply LLC




Member to Member Purchasing Opportunity Through 2-Step Distributor Members

In an effort to increase and ease Member to Member purchasing opportunities we are listing the contact information for all NEMEON 2-Step Distributor Members.

Go to www.NEMEON.com to get additional information on these companies and their line sheets.

 **Dealers Warehouse Corp**
www.dwc-k.com
 Les Mirts 865-546-3040

leslie@dwc-k.com
 States Serviced: 200 mile radius of our main facility in Knoxville, TN
 Categories: Roofing, Siding, Doors, Windows, Insulation, Composite Decking, Millwork, Ventilation, Fireplaces, Foundation, Hardware, Weatherization, Stone, and Railings

 **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

 **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

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

 **Lumbermen's Inc.**
www.lumbermens-inc.com
 Rick Woltjer (616) 261-3200
richardw@lumbermens-inc.com

States Serviced: MI, OH, IN, Northern KY
 Categories: Roofing, Doors, Deck and Railing, Siding, Windows, Trim, Hardware, Ventilation, Cabinets, Countertops

 **Palmer-Donavin Mfg. Co.**
www.palmerdonavin.com
 Ron Calhoun (614) 486-9657
ron.calhoun@palmerdonavin.com


States Serviced: OH, IN, Western PA, Northern KY, Southern MI
 Categories: Roofing, Gutter, Ventilation, Residential Siding, Windows & Doors, Flooring, Interior Products, Composite Deck & Rail, Fasteners, Insulation, Sheathing, Caulks and Sealants

 **Hawkeye Distribution LLC**
www.hawkdist.com
 Chad Welding (712) 277-4001
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.

 **Britton Lumber Company, LLC**
www.brittonlumber.com
 Sterling Golder (802) 333-8106
sgolder@brittonlumber.com


States Serviced: VT, NH ME, Northeastern NY, Western & Northeastern MA
 Categories: Our Own Pina, Roofing, Spruce & Treated Lumber, Gypsum, Insulation boards, and Misc. Building Materials

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


States Serviced: VA, NC, SC, GA, TN
 Categories: Roofing, Felts, Decking, Railing, Sheathing, Ventilation, Insulation

 **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

 **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

 **Wausau Supply Company**
www.wausausupply.com
 Jody Maier (800) 236-1528 ext. 13328
jody.maier@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

NEMEON

Preferred Vendor Committee:



Bill Baldauf
Lakefront Supply
773-509-0400

bbaldauf@lakefrontsupply.com



Regan Walker
CB Wholesale
306-738-3992

regans@cbwholesale.com



Jay Moffitt
Dealers Supply Company
503-390-5511

jay@dealerssupply.com



Brandon Riddle
South Coast Shingle
949-347-7444

brandon@southcoastshingle.com



Rick Pogue
Arrowhead Bldg Supply
636-970-1976

rickp@arrowheadbuildingsupply.com

NEMEON Preferred Vendors

<p>Air Vent Alsco APOC Atlas EPS Atlas Roofing Benjamin Obdyke Berger Building Products Best Quality Cedar Products, Ltd BILCO Savings4members <i>powered by BizUnite</i> ADP acquire4hire C2C Resources CardConnect Circle K Constant Contact Esso Exxon Mobil Federal International Ferrellgas Global Payments Lamprey Systems MSC Industrial Supply Co. Office Depot Penske Phillips 66, Conoco & 76 Sprint Staples Advantage Sunoco & Stripes Synchrony Financial UniFirst UPS, YRC, Estes & Coy ote United Tranz Actions Wex</p>	<p>CertainTeed Insulation CertainTeed Roofing Products CertainTeed Siding Cedar Impressions Deck & Rail Fence House Wrap Millwork Vinyl Vytec ChemLink Clarus Merchant Services Continental Materials Copper Cat DaVinci Roofscapes DCI Products Discovery Design, Inc DMSi Software Duraflor - IPEX USA EagleView Technologies EcoStar LLC Epicor Exterior Portfolio FCS Control Fabral Flamco Flashco Manufacturing Franklin International Gaco Western GAF Materials GenFlex Roofing Systems Geocel Gibraltar Building Products Guardian Building Products Henkel HIAB USA (Cargotec) Hitachi Power Tools Hunter Panels Hunter Warfield Hussey Copper Huttig Building Products IKO Sales Insulfoam Karnak Kingspan Linzer Products LOMANCO MALCO Tools MAX USA</p>	<p>Metal Sales Manufacturing Mid-States Asphalt Modova Healthcare National Nail National Shelter Products Novagard Solutions Oatey OMG Roofing Products Owens Corning Palfinger USA Penn. Lumbermens Ins Plateau Forest Products Ply Gem Building Products Ply Gem Window Group Ply Gem Mastic Ply Gem Variform Ply Gem Napco Ply Gem Mitten Polar Industries Polyglass USA PrimeSource Building Products ProKeep Quality Edge Roofmaster Products Royal Adhesives and Sealants/HB Fuller Royal Building Products S & W Forest Products Seal Corp USA Skylands Transaction Mgmt Steel & Wire Products Sun-Tek Skylights System Components TAMKO TITANIUM by Interwrap United Asphalts United States Gypsum Van Mark VELUX America Versico Roofing Systems / Weatherbond Werner Worth Supply LLC</p>
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Termed Vendors: ESP Low-E, Distributor Marketing



E-newsletter Available at:
www.NEMEON.com

Cut Costs Like a Pro with Savings4Members

The easiest way to lower expenses with your NEMEON Membership

Your business has operational costs, but could some of them be lower?

You could spend countless hours gathering quotes and comparing costs. Or you could use your member benefits to do the due diligence for you.

By partnering with Savings4Members and their network of organizations like NEMEON, members like you gain two important things: buying power that goes straight to your bottom line, and a team focused on handling the details for you.

Here's how it works:

1 Access

Connect with your Savings Team directly via email, phone, and live-chat or explore opportunities to put your membership to work with your Savings Dashboard at myS4M.com/nemeon

2 Activate

After finding opportunities to save, your Savings Team handles the details - from working with vendors to collecting & submitting necessary information.

3 Add It Up

With pre-negotiated discounts in over 20+ categories, the average member saves \$14,000 a year. Ready to add-up your savings?

Visit myS4M.com/NEMEON to get Started



Or Visit with Veronica at Nemeon's 2020 Annual Meeting

Here's what members have to say...

I've been doing business with Veronica and her team at Savings4Members for many years through Nemeon. In that time, **they have saved me two very important things: Time and Money!** I am of the opinion it will be well worth your time to learn more about the products and services this valuable membership benefit has to offer.



Mitch Crowley // Chairman
ROOFERS MART SOUTHEAST, INC.



Ron Calhoun // CEO
THE PALMER-DONAVIN
MANUFACTURING COMPANY

With our Savings4Members benefits, IFM's specialized expertise provided us a great deal of insight into our fleet and the many potential pitfalls in lease agreements. We have a great deal of confidence knowing that our fleet agreements are appropriate and competitive.



For more information, contact:

Savings4Members

Veronica Pratt

vp Pratt@savings4members.com

603-628-2337

E-newsletter Available at:

www.NEMEON.com

Contacts:

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vanthony@NEMEON.com

Andi Voelker
MBR Services/ Marketing
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avoelker@NEMEON.com

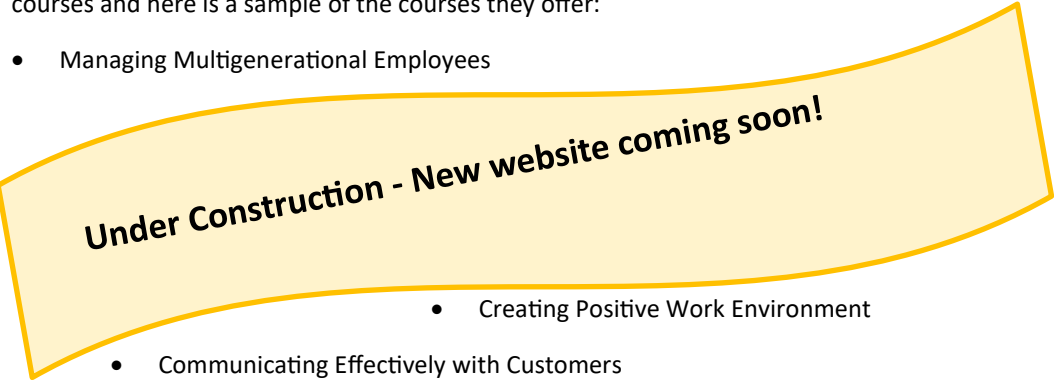
LionGUARD University was launched in February 2013 as a platform to bring cost effective Preferred Vendor Training to our Members. This is still the main focus of the University, but we have now added Professional Development and Safety Training to the mix.

NEMEON has partnered with SkillSoft for the Professional Development and Safety Training courses and here is a sample of the courses they offer:

- Managing Multigenerational Employees
- Creating Positive Work Environment
- Communicating Effectively with Customers
- Hand and Power Tool Safety
- Back Safety and Injury Prevention
- Crane Signaling and Communications
- Defensive Driving: Truck Safety

Plus, there are over 20 Preferred Vendor partners offering courses in LGU on new products, features & benefits and installation processes. This list is constantly growing so check back often.

If you would like to add team members to the university, please contact Andi at avoelker@NEMEON.com



E-newsletter Available at:
www.NEMEON.com

Silicone and Hybrid Construction Sealants






NovaBond Hybrid Construction Sealant is now available in textured! novagard.com

Fairmont

SCOTTSDALE PRINCESS



2020 ANNUAL MEETING
Scottsdale, AZ
JANUARY 12 - 15, 2020

