

April 2018

A QUARTERLY PUBLICATION OF THE NEMEON COOPERATIVE

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A letter from the Chairman of the Board

Jack Bone

Dear NEMEON Teammates:

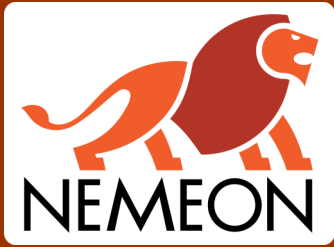
I am writing to you the day after the close of our 2018 NEMEON annual meeting at Marriott's World Center Resort in Orlando, Florida. Once again, the board of directors cannot thank our management team enough for putting together and pulling off our best meeting ever. Year after year I ponder, "How do they do that?" Yet, year after year they manage to do just that. The good Lord must have been looking over us. Besides the beautiful resort, great meetings, and great speakers, we had near perfect weather... mostly sunny and 85 degrees every day.

When we started these year-end meetings, many years ago, I believe the biggest thing on the board's mind was to create an environment where each of our members could meet with their particular vendors on a one on one basis. Our "face to face" meetings were born out of this mindset. Each NEMEON member has an opportunity to meet with at least 24 vendors over a two-day period. In these meetings, our members have an incredible opportunity to solidify their relationships with each and every vendor. Your management team, as well as your board of directors, hears nothing but good things that come from these one on one meetings.

At last year's annual meeting we introduced Al Bates of The Profit Planning Group, a company that provides various industry and wholesale benchmarking services...information about "how you're doing" among your peers. The NEMEON team got 54 Nemeon distributors to sign up (at ZERO-dollar cost to each) and submit their financial information. During the second half of 2017, each of our 54 NEMEON subscribers got back a report showing how they were doing in relation to their peers. As you digest the reports, you have a perfect opportunity to see in what areas your company may be doing quite well, where it may be doing about the same as many of your peers, and in what areas it may need some extra attention. Our long time NEMEON associate (and soon to be our newest board member), Dino Pappas of Roofing Supply, Inc., Utah, gave us a 30-minute impassioned editorial of how well this benchmarking program has helped improve his financials at his company. Thank you, Dino!

Also invited to our meeting was Paul St. Germain. Paul shared with our NEMEON members a huge wealth of information on how we all face the forces of change and disruption over the next three to six years. He is an expert on how to navigate many paths forward and implement strategies that lead to greater success and prosperity. He brilliantly shared his ideas with a lot of NEMEON ears listening attentively.





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Table of Contents

Inside this issue: April 2018

<i>Letter from Chairman - Jack Bone</i>	Front Cover, p. 3
<i>CEO / President Letter - Dave O'Donnell</i>	5
<i>IT Department - Computer Viruses</i>	6
<i>NEMEON Network</i>	7
<i>Vendor Highlight - Bilco</i>	9
<i>Member Spotlight - CB Wholesale</i>	10
<i>NEMEON Mission Statement</i>	11
<i>Current Member Listing</i>	12
<i>2 - Step Distributor Listing</i>	13
<i>Current Preferred Vendors Listing</i>	15
<i>Commercial Corner - Vice President, Vic Anthony</i>	16
<i>2018 Annual Meeting</i>	17
<i>LionGuard University</i>	18
<i>LionGuard University - New Resources</i>	19
<i>2018 Annual Meeting</i>	20-23
<i>We are NEMEON!</i>	Back Cover



Safety Training
Recap

2018
Annual Meeting

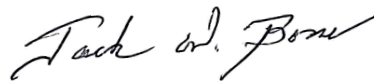
Our last speaker was David Levy. David was the gentleman your board engaged over a year ago to help us develop our new 5-year strategic plan. He has an uncanny ability to bring out the best in all of us on almost any subject. He moderated our group meeting (and I must proudly say it was a very large group given that it was our last meeting of the week) on “best practices”.

Everything discussed, from how to find good drivers, to new DOT regulations, to installing cameras on trucks belonging to you, helped all those attending solve very current problems and issues we all face in our own companies. I know all NEMEON attendees left that meeting with a wealth of information of how they can pass on better practices within their own companies.

It's time I quit bragging about our 2018 Annual Meeting. I am just on cloud nine and elated about what our team put together this year for all NEMEON attendees' benefit. To our NEMEON members who could not be in Orlando with us this year, PLEASE try and meet us in Dallas next January. I guarantee you will be happy and satisfied that you did.

To our staff that all worked so hard to “pull off our best meeting yet,” you succeeded, THANK YOU!

Your Chairman,
Jack W. Bone



Jack Bone (Chairman—BOD)





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2018
Annual
Meeting

If there was a year to celebrate it, the year certainly was 2017 and celebrate we did. Our Decades Party at the Hard Rock was the perfect event to network and get to spend some time with our Preferred Vendors. As usual, the pressure is on the NEMEON team to make next year's event in Dallas even better.

After returning from the meeting in Orlando, I took some time to reflect on the successes of last year and how we can carry the momentum into and through 2018. We talked about the areas the independents excel versus our larger competitors and about some of the tools that are available at NEMEON to help your company achieve its goals. We had some great speakers talk about the economy, how to manage the myriad of forces in your market, and how to make a few small changes that will have a big impact on your business in the coming years. There were a lot of great ideas exchanged during the best practice session; I heard from many members who have already started implementing changes within their organizations. These are just a few things that will help us carry the momentum over to 2018.

Challenges

Our Preferred Vendors are faced with some challenges in 2018 which will filter down to distribution as well. Raw material costs are quickly rising, new tariffs have been put in place, rising transportation costs, and the availability of trucking are all causing prices to rise. We have seen price increases in roofing, vinyl siding, aluminum products, wood products, and nails from China. A second round of roofing increases has already been announced for May and we haven't seen the first increase get passed on as of this writing. Everyone should be informing their customers to expect increases in the near future and throughout the year. Managing these increases will be a big challenge for the entire industry.

Benchmarking

The NEMEON 2017 benchmarking survey was just released and I want to encourage everyone to participate this year. We had good level of participation last year and are expecting to see an increase in 2018. Everyone who attended the annual meeting got a chance to see the results and hear some firsthand information of how beneficial the benchmarking program is to your business. This program is one of the most valuable programs that Nemeon offers, and don't forget it is free to any member. If you want to increase your profits, and I know you do, you need to participate in the survey as this is the only way to get a confidential report on your business with recommendations on how to increase your profits.

Next Gen
Initiative

Lastly, I wanted to mention the NEMEON Next-Gen Charity Drive benefiting the St. Jude Children's Hospital. The charity drive will be held from May through June and I am asking that you participate in this great cause. St. Jude's is heavily involved with the fight against cancer for children; they administer cancer treatment free of charge and are a great source of research as well. You will be hearing more about this in the coming weeks and I wanted to thank you for participating




Jack Bone (Chairman—BOD) & Dave O'Donnell (President)

**New
NEMEON
IT
Manager**

Please submit all
questions to:

John Reynolds
jreynolds@nemeon.com

Hello NEMEON members!

I had the pleasure of meeting many of you in February at the meeting in Orlando, but I wanted to take a moment to formally introduce myself and say how happy I am to have joined the NEMEON Team. I look forward to working with each of you as we explore new ways to bring the benefits of technology to your business.

Email. Love it or hate it, you have to use it. Even in 2018, there's no replacement for email. It's still the standard communications method used by almost every company out there – and that's unlikely to change anytime soon.

With the convenience of email communication comes the risk of infecting your computer and network with malware, viruses, and ransomware. As the data collected by companies becomes more and more valuable, scammers and cybercriminals are looking to get their hands on it – and turn a profit. To help you avoid common infections and security risks, we've put together this quick list of email safety best practices. Share and follow these simple rules to help ensure that your emails don't fall victim to cybercrime.

- NEVER download attachments from unknown senders, if you were not expecting it don't open it.
- Beware of Word doc files. They are a common method for delivery of malware. Word doc files can contain macro files that can be used to deliver a dangerous virus.
- Never share personal information in an email. A qualified IT person will never ask for your password or sensitive data.
- NEVER click a link in an email unless you first take a moment to hover over the link to see where it is really sending you. Scammers are getting very good at sending emails that look like legitimate emails from sources you normally do business with. Do not blindly trust the source!
- Pay attention to the language of incoming emails. Often, the sender is from another country, and they write with broken English. This should be a red flag!
- Keep abreast of common email scams – If it seems too good to be true it probably is.
- Use a strong and up-to-date antivirus software on your computer.
- Change your password regularly (every 3 months).

If you are interested in specific ways to protect your company from email fraud, please feel free to reach out for a more personalized recommendation and evaluation.



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With the continuing support of the Preferred Vendors of NEMEON, the NEMEON Network has reached over 18 hours of content and continues to grow. If you would like to see some of the content we carry, visit us at: www.nemeon.coop/networkvideos to see a preview of what the NEMEON Network offers.

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To better serve its customers, BILCO has added manufacturing facilities and strategic distribution throughout the world, along with establishing an extensive international network of factory-trained representatives. BILCO's representatives, along with its highly-skilled and dedicated personnel, ensure a level of customer service that is unequalled in the industry.

The company uses natural resources, including raw materials, energy, and water as efficiently as possible. In its commitment to protect the environment and health and safety of its employees, BILCO complies with all environment regulations, strives to minimize or eliminate the generation of waste, and sources materials from environmentally conscience vendors and suppliers. The business also uses alternate transportation for the delivery of raw materials.

A NEMEON member since 2004, The BILCO Company is the organization's preferred vendor for roof hatches, automatic smoke vents, and roof hatch safety accessory items. BILCO offers an aggressive discount and rebate program to NEMEON members and currently hosts a training presentation on LionGUARD University.

In addition to its roofing products, the company offers a line of floor access doors for the commercial construction market, and basement doors and egress window wells for the residential construction market. For more on The BILCO Company, visit its website at www.bilco.com.



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Member Spotlight

If I had a Boat...
The Changing of the Captains at CB Wholesale
by
Vic Anthony

Lyle Lovett wrote a song about a boat. His song had a different twist to it. He sang if he ever got a boat and the pony he dreamed of, he would take the pony with him on his boat. Lot's of us dream about having a boat and sailing away at some point in time. Can't say that anyone other than Lyle has talked about taking a pony with them.

One of NEMEON's "founding fathers" is going on his boat. Brent Walker of CB Wholesale in Bellingham Washington has retired from the daily rigors of running his business. He has turned those duties over to his daughter Regan. Spending more time on his boat in the waters off the Great Northwest Coast is one of his main priorities now.

Brent was an early supporter of NEMEON. He is also a member of a drywall co-op. Brent knows the value NEMEON brings to his business. CB Wholesale was part of the group of founding members when NEMEON started. His participation at various levels within NEMEON was a key factor in the growth of this organization over the years. Brent is a past member of the Board of Directors. He served in that capacity for eleven years. Brent has been charting this course for a while. Keeping the family business independent and in the family has always been a key component in Brent's retirement planning. The business is in great hands with Regan at the helm.

Spending more time with the grand kids, taking the boat to the special places that haven't been visited in a while and doing the things we all put off doing for far too long are now at the top of his list. Maybe he should get the grand kids a pony and take them all on his boat. Lyle Lovett would be pleased.

If I had a boat

by Lyle Lovett

And if I had a boat

I'd go out on the ocean

And if I had a pony

I'd ride him on my boat

And we could all together

Go out on the ocean

I said me upon my pony on my boat



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



Carolina Atlantic Distributors
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 90 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

Commercial Roofing

Commercial Roofing 2018 Outlook:

The first quarter of 2018 has gotten off to a fast start in many parts of the country. Unfortunately, weather has delayed the start of the roofing season in the rest of USA and Canada. Strong attendance at the IRA in New Orleans in February is reflective of the optimism for another growth year in commercial roofing. The consensus from the manufacturers and contractors we talked to at the show forecasts a mid to high single digit growth rate for commercial roofing product sales in 2018 versus last year.

Commercial Roofing Vendor Committee

Commercial Roofing Vendor Committee:

Here at NEMEON, we have special focus this year on growing both the sales of commercial products and the rebate support from our current and some new vendors. This initiative is being driven by the newly formed Commercial Roofing Vendor Committee.

The committee held its first meeting during the NEMEON Annual Meeting this year in Orlando. An initial survey was prepared and emailed to all members to determine the areas of opportunity for new products and vendors. With almost one hundred responses to the survey submitted, the committee held its second meeting via conference call the last week of March to review the results and agree on a move forward strategy. Four areas of focus for new products and vendors came out of the survey and are now being explored. In addition, the existing membrane and insulation suppliers are being targeted for potential pass-through buying opportunities in the second quarter of this year. Any pass-through opportunities will be announced via email and telephone calls with the vendor's existing member customers.

Be sure and review closely the 2018 rebate programs and note the positive changes and additions to Hunter Products, Gaco, GAF and Karnak offerings.

Benchmarking Survey

2018 NEMEON Benchmarking Survey:

The 2018 NEMEON Benchmarking Survey was sent out to membership in early March. The due date to submit the completed surveys directly to The Profit Planning Group is April 10, 2018.

If you participated in last year's survey, you only need to provide your financial for 2017. If you did not participate last year, you can provide your financial data for 2015, 2016 and 2017 on this year's survey. By providing multiple year information, your report will contain trend information that compare's your company's performance over several years. There is a drop-down menu with tabs for each year.



**NEMEON
Preferred Vendor
Committee:**



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Chad Deja
Schultz Roofing
Supply
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dejachad@aol.com

E-newsletter Available at:
www.NEMEON.com

NEMEON Preferred Vendors

*** New Preferred Vendor**

Air Vent
AlSCO
APOC
ARFCO
Atlas EPS
Atlas Roofing
Benjamin Obdyke
Berger Building Products
BILCO
Savings4members powered by BizUnite
ADP
AIP Solutions
CareerBuilder
Circle K
Constant Contact
Exxon Mobil
Federal International
Ferrellgas
Ignite / First Data
Lamprey Systems
MSC Industrial Supply Co.
Office Depot
Panera Catering
Phillips 66, Conoco & 76
Sprint
Staples Advantage
Sunoco & Stripes
Synchrony Financial
UniFirst
UPS, YRC, Estes & Coyote Logistics
United Tranz Actions
Wex
Boss Products
Carlisle Residential
CertainTeed Insulation
CertainTeed Roofing Products
CertainTeed Siding
CT Siding—Cedar Impressions
CT Siding—Deck
CT Siding—Fence
CT Siding—House Wrap
CT Siding—Rail

CT Siding—Millwork
CT Siding—Vinyl
CT Siding—Vytec
ChemLink
Clarus Merchant Services
Continental Materials
DaVinci Roofscapes
DCI Products
Discovery Design, Inc
Distributor Marketing Management
DMSi Software
Duraflo - IPEX USA
EagleView Technologies
EcoStar LLC
Epicor
ESP LOW-E
Exterior Portfolio
Fabral
Flamco
Flashco Manufacturing
Franklin International
Gaco Western
GAF Materials
GenFlex Roofing Systems
Geocel
Gibraltar Building Products
Guilbert Express, Inc.
Guardian Fall Products*
Henkel
HIAB USA (Cargotec)
Hitachi Power Tools
Hunter Panels
Hunter Warfield
Hussey Copper
IKO Sales
Insulfoam
Karnak
Kingspan
Linzer Products
LOMANCO
MALCO Tools
Mastic / ALCOA - Ply Gem Group
MAX USA

Metal Sales Manufacturing
Mid-States Asphalt
Mitten - Ply Gem Group
NAPCO - Ply Gem Group
National Nail
National Shelter Products
Novagard Solutions
OMG Roofing Products
Owens Corning
Palfinger USA
Penn. Lumbermens Ins
Ply Gem Window Group
Polar Industries
Polyglass USA
PrimeSource Building Products
Quality Edge
Roofmaster Products
Royal Adhesives and Sealants
Royal Building Products
S & W Forest Products
Seal Corp USA
Skylands Transaction Mgmt
Steal & Wire Products
Sun-Tek Skylights
System Components
TAMKO
The Tapco Group / Boral
Atlantic Shutters
Mid-America
Tapco Tools
The Foundry
Versetta Stone
Wellcraft
TITANIUM by Interwrap
United Asphalts
United States Gypsum
Van Mark
Variform - Ply Gem Group
VELUX America
Versico Roofing Systems / Weatherbond
Werner
Worth Supply LLC

Termed Vendors: No termed Vendors



Next Gen Charitable Initiative

St. Jude Children's Research Hospital

As most of you know, I am proud to serve on the NEMEON Board of Directors as the Next-Gen Board chair. The Next-Gen group consists of the up and coming partners to be the next business leaders in their represented organization. Last year the Next-Gen group had an outstanding meeting in Nashville, TN. We took away quite a bit from the meeting; a lot of great information from Doug Lennick, new ideas and solutions for problems from the roundtable discussions and of course, great networking opportunities.

During this meeting, an excellent idea emerged about us giving back to our communities as a group. After numerous phone calls and conversations, the Next-Gen group decided to create **The NEMEON Next-Gen Gives Back Initiative**. We had many fantastic suggestions for charitable causes from these conversations. **St. Jude Children's Hospital** has been selected to be our focus charity this year. We anticipate an impressive response from your employees and customers to help make this year's donation a success. As for those who were at the NEMEON Annual meeting, many thanks for the generous contributions that were made in the raffle. The initial kick off raffle generated **\$3,360.00** for St. Jude.

Here is a little information about St. Jude Children's hospital, for those who aren't very familiar with their movement to end childhood cancer.

- **Treatments invented at St. Jude have helped push the overall childhood cancer survival rate from 20% to 80% since they opened 50 years ago.**
- **St. Jude freely shares the discoveries they make. Every child saved at St. Jude means doctors and scientists worldwide can use that knowledge to save thousands more children.**
- **Families never receive a bill from St. Jude - for treatment, travel, housing or food.**
- **St Jude sees more than 7800 kids each year.**
- **St Jude conducts more clinical trials for cancer than any other children's hospital across the US and around the world.**

Please help the NEMEON Next-Gen Gives Back Initiative with their inaugural drive coming up this next month. We will be sending out labels to put on a bucket/can of your choice for your sales counters for change donations. We have also set up a website where your donations and NEMEON's overall donation can be tracked. These websites can be shared over all your social media platforms to show how we are helping and to encourage more giving.

Thanks for joining the Next-Gen Gives Back Initiative to help support this year's charity.

Brett Berry
Next-Gen Board Member



**St. Jude
Children's
Research
Hospital**

**Nemeon Members Helping St. Jude Children's Research
Hospital**

Families never receive a bill from St. Jude for treatment, travel, housing or food – because all a family should worry about is helping their child live.

St. Jude has helped push the childhood **cancer survival rate from less than 20% when we opened to 80% today.** We won't stop until no child dies from cancer.

How you can help St. Jude kids

An easy to implement fundraiser is the Change for St. Jude Kids fundraiser.

Simply take the St. Jude label provided and place on a container of your choice.

Set your collection date end and take any change/donations to the bank to convert any cash into bank/company check that you will send to Nemeon



Together, we can end childhood cancer.



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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 a new organization for the Professional Development and Safety Training courses this year. You will notice some significant changes to the course offerings. We have decided to add these courses in small chunks so that it will be a bit easier to navigate all of the options. By the time we are done there will be over 500 options!

In the Professional Development area, the courses will focus on Leadership. In addition to the videos there are now books available. One available title is: "Mindfulness at Work: How to Avoid Stress, Achieve More, and Enjoy Life!" - Who could say no to that!

The other area of focus will be Safety. Currently there are over 50 courses available. A few of the course options include: forklift operation, first aid, safe driving, security, fall protection; the list goes on and on.

Don't forget 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

As of April 1st, LionGUARD University has over 1,500 distributor member students taking courses and that number is constantly growing. There are over 150 courses to take. Many brand new; check it out and learn something new today!

Contact Vic Anthony, Andi Voelker, or any team member at NEMEON to submit your employee list or to learn more about offering courses through LionGUARD University!



Thank you all our Preferred Vendors that participate in our Newsletter Advertising

YOU ARE APPRECIATED!

If you would like more information on how to participate in advertising please contact:

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(651)788-7812
mhaupt@nemeon.com

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NEMEON 2018 Annual Meeting

Something for Everyone



NEMEON 2018 Annual Meeting

Member & Vendor Award Winners



Retiring Chairman of the Board—Jack Bone



Retiring Board Member—Janice Meyr



Vendor of the Year—Certainteed Roofing



Vendor of the Year—Carlisle



Reach for the Stars—Arrowhead

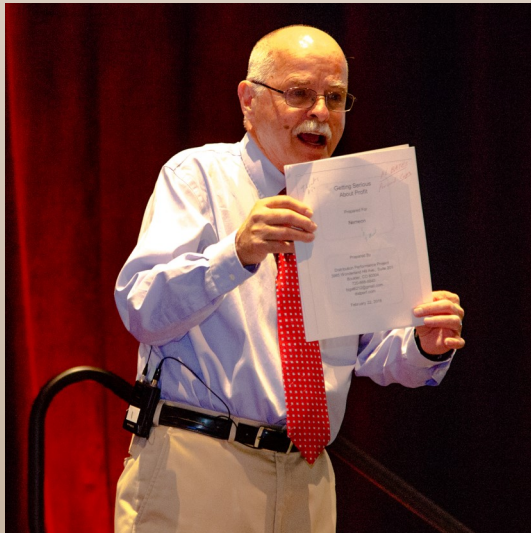


Reach for the Stars—Crossroads Building Supply

NEMEON 2018 Annual Meeting

Face-to-Face

Member Meeting



We are NEMEON



If you would like to participate in the "We are NEMEON" campaign - take photos of your company and employees and send your photo(s) to Andi!

Get creative and have fun while standing proud with NEMEON!

If you have any questions please contact Andi Voelker - (651) 229-6455 or avoelker@nemeon.com

FEEL THE PRIDE!!