

Dec 2017

A QUARTERLY PUBLICATION OF THE NEMEON COOPERATIVE

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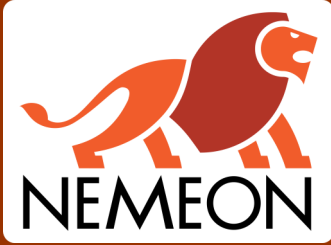
A letter from the Chairman of the Board

Jack Bone

To my NEMEON Teammates & Friends,

Wow...how time flies! Twelve months ago I had the privilege of writing about how the SIDA group and the NEMEON group had joined hands under the NEMEON logo to try and better both groups. I don't think it was just luck. We all managed to put together a new, larger group of hard working, smart, giving people that want to share with all our members. Kevin Link (Metro Roofing & Metal) has been a teammate on our Board of Directors for a year now. As chairman, and I know my fellow board members would agree, I am extremely proud of how he "fit right in" and has been a great asset to our NEMEON board and team, contributing unselfishly of himself despite dealing with an agonizing medical issue of chronic Lyme disease almost all year. So, Kevin, we all say, "Thank you and best wishes for a healthy recovery."

Our Next Gen. group recently returned from their 2+ day meeting in Nashville, Tennessee. I have had the privilege to attend these meetings since their inception in 2001. I unfortunately had to bow out at the last minute this year because a couple of crazy things that occurred at Bone Roofing Supply that forced me to be grounded in Chicago just before the meeting. I am very thankful that Mitch Cawley, a fellow board member and good friend, was able to step in for me. I have since talked to Mitch about the meeting. He feels the same way I do...he absolutely loves them. The energy level is unbelievable (I guess a few of us are getting older together). The next gen's desire to make NEMEON and all its members better able to compete in the future is obvious. The comradery shown by all is heartwarming. Mitch was very impressed by the record number (90) of actively engaged participants. He feels they are a confident, sharp group that is full of the entrepreneurial spirit. Mitch was witness to the excellent content of the meetings. Once again this young group was exposed to the wisdom of key note speaker Doug Lennick. As owners and managers, many of us have built our business from the ground up. We have "slugged it out" in the trenches with a "whatever it takes" attitude. Doug Lennick challenges us to get out of the trenches for a minute and think on a higher plain as he shared his significant successes AND failures while covering topics ranging from Winners & Losers, Lessons Learned, Engagement, and Leadership Insights. Mitch, representing your board of directors, has this take away from the Nashville meeting for all of his fellow Nemeon members: "Challenge your Next Gen to take the foundation you have already built for them, incorporate what they learn from Doug Lennick and others at these Next Gen meetings and let this engaged, enthusiastic group lead your business to the next level." I could not agree with Mitch more. Again, "Thanks Mitch for taking time out of a busy schedule to attend the Nashville Next Gen meeting. We all appreciate your wisdom."
 (con't on p3)



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Safety Training
Recap

In a continuing effort by your board to “better next year” and offer its members ideas and programs to help them compete with “the big boys,” your management team decided to offer two regional safety meetings this year. The first was held on Oct. 24th in the Chicago area and the second was conducted on the west coast on Nov. 14th. Training programs were put on by Owens Corning and Safety Check, Inc. Each one day training event covered the most important aspects of running a safe operation from inside of your facility, to on the job site, and even while driving. Alek Marijan of Owens Corning spoke about developing a “culture of safety” within your own company as O.C. did. In their 10 year program they have reduced employee accidents by almost TEN FOLD, which is nearly unbelievable! Alek explained how costs to implement such safety programs may seem high at the start, but in the long run safety program implementation will provide a huge competitive advantage, as it does at O.C.

Frank Marino of Safety Check also spoke about how important it is to develop a “culture of safety,” starting from the top down. He spoke about how Safety, Quality and Production all work together and how we in management should make them all of equal value. I thought one great idea he put out there for all of us to use and benefit from was: When an employee has an accident, rather than just pointing fingers as to “who did what wrong,” have that employee write what happened, how it happened, and what s/he is going to do in the future to stop it from happening again. Then, have a meeting with as many as possible and share that valuable information. What a fantastic plan for all of us!

In February, NEMEON will celebrate its 18 years of growth in Orlando, FL. Our year end meetings continue to get better and better. We can all thank our management staff for that. I sometimes wonder to myself, “How can we beat that?” yet, great people working hard together manage to do just that.

These year-end meetings are one of the most important benefits that our Nemeon co-op brings to our members and our preferred vendors. They also provide an excellent way to get “in tune” with our industry. After attending the Nemeon year-end meeting, I guarantee you will not feel “marooned” on an island fighting the tidal wave of big competition by yourself. Rather, you’ll learn the best methods to survive that tidal wave and to thrive afterwards. In that vein, we have hired keynote speaker, Paul St. Germain. He will speak to us in Orlando on facing the forces of change, and navigating the seas of disruptions. We all are looking forward to hearing Paul’s ideas as well as listening to Dr. Bates who will be presenting a summary of our benchmarking program we began this past year.

We will be staying at a beautiful hotel, The Marriott World Center, in a beautiful part of the world. Bring your business partners and your family if you can. This year end meeting provides an unbelievable opportunity to meet new friends that do the same thing you do every day. It also provides a great opportunity to network with fellow members from all over the country who share the same common problems and successes. The friendships developed and the comradery felt are very heartwarming.

In my 15 years of attending these year-end meetings, I have never heard one person say they were a waste of time or money. Rather, I have had many people express their gratefulness for the content saying they should have been going for years. With all this in mind, please join your fellow Nemeon partners and friends in Orlando, you will NOT be disappointed!

Jack W. Bone



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2017

The holiday season is upon us and with that comes the end of a very productive year for NEMEON and its members. It seems like it was yesterday when we were all together for our annual meeting in Palm Springs. We announced quite a few initiatives that we planned to implement during 2017 and I'm proud to say that we got a lot done during that time. I should start off by thanking all NEMEON team members for their dedication and hard work this year. Like all of you know it seems that there is never enough time in the day to get everything done.

Benchmarking

The benchmarking program was introduced early in the year with many members participating by submitting the survey data for previous two years. This gave us all a head start and puts you in a great position when we add the 2017 results to the survey. I had numerous phone calls from members after the survey was released letting me know that the information was invaluable and will be put to good use. Many members have been using the survey results to enhance their business as it spotlights areas where you are performing well and areas where improvements can be made. Checking the survey on a regular basis is a great way to make sure that you are focusing on areas that will benefit you in the long run. Our plans are to continue with the benchmarking program well into the future; the report is like having a personal consultant on hand to review key data points within your business.

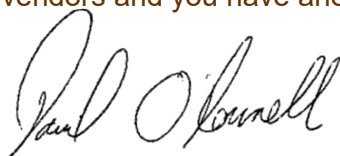
LionGuard University

We made two big additions to the LionGUARD University training platform. The Professional Development courses were added at the beginning of the year enabling the members to get top notch training right in their offices without having to spend thousands by sending employees away from your business for extended periods of time. We also held the first two off site training sessions for the membership with the training sessions focusing on safety training. Approximately 70 members employees attended these sessions and everyone had many takeaways from these meetings. NEMEON will be holding more training sessions throughout 2018 and we will be asking you for your opinions on ideas for what you would like to see included in these training meetings.

Another initiative that we have are working on is creating greater member involvement in the stronger bonds with their counterparts across the country. Committees are being organized and implemented over the next few years. If you are interested in participating on a committee, please let any of the NEMEON team members know.

2018
Annual
Meeting

The 2018 annual meeting is almost here, we have a fantastic meeting planned for all of you. There is still time to register, but you need to act fast. The Orlando World Center Marriott is one of the premier resorts in the Orlando area and offers lots of options for entertainment if you are planning to include family members in this trip. We have also added something new to this years meeting, a joint session with members and preferred vendors. This session will be held just before the first face to face meeting, Alan Beaulieu from ITR Economics will review the economic forecast and answer our questions. I have seen Alan speak and I know everyone will get a lot out of this and be entertained as well. Hard Rock Live at Universal City Walk will host the NEMEON Decades Party so make sure to dress in your 50's, 60's, or 70's attire and be ready to have a rocking good time. The member meeting day will feature Dr. Al Bates reviewing the benchmarking survey and Paul St. Germain's discussion on the topic of "Facing the Forces of Change, Navigating the Seas of disruption". Couple these with all the networking functions and visiting with the members and vendors and you have another meeting that will be one you don't want to miss.




NEMEON Network Update

All New NEMEON Website

Please submit all questions to:

Scott Snowball
561-449-1580
ssnowball@nemeon.com



As you may have heard, our IT Manager Fernando Prieto has left NEMEON for another opportunity. We were very sorry to see him go, but wish him all the best in his new endeavors. While we look for a suitable replacement, I've taken on the IT role and have gained a renewed respect for Fernando's ability. He will be missed!

We have been working on several projects and are excited about releasing them in the new year.

We've just completed the upgrade to the NEMEON Network, and are receiving a lot of great feedback on the new system. It's a much more stable system, and looks fantastic in over 100 member showrooms across the country. If you do not have your replacement computer yet, please contact me as soon as possible so that I can switch you over to the new system. If you are not a current Network location, and are interested in becoming one, call or email me for more information.

The content for the NEMEON Network is our next focus. We're working with our Preferred Vendors to provide more product specific video content, and will be adding those videos to our library as they become available. Watch for those email announcements.

We are also nearing completion on an all new NEMEON website, with more features and functionality than ever before! With a single web address and login, you'll have access to every aspect of your NEMEON membership... Member benefits, contact lists, program details, calendar of events, newsletters, and so much more. We'll be rolling this out very early in the new year, so watch for more details soon.

We're looking forward to 2018, and wish you a very successful year!



NEMEON Network

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.

Don't forget you can choose which Preferred Vendors products you want to promote to your customers. Change the commercials at any frequency. Show specials, upcoming events, special order items, make it your own; this is your digital signage system!

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Be a part of the NEMEON Network today. Contact Scott Snowball or Dave O'Donnell for more information.



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If any questions please contact:

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Roofers Supply Inc

It might be difficult to find a seat at the Pappas' dinner table these days, but that's just fine with the entire family. With a sister and three brothers involved in the daily activities of Roofers Supply and the family owned trucking company, that translates into a lot of "family" time spent together. Add in the future generation's participation and it's easy to see that Roofers Supply, with six locations around Salt Lake City Utah, is truly a family run independent business.

Roofers Supply Inc

Roofers Supply was started in Salt Lake City Utah in 1994 and has grown to become the largest roofing supply business in Utah. The business has grown over 75% since 2011. While the national chains have moved into Utah, Roofers Supply continued its rapid growth. Product offerings include residential and commercial roofing along with metal roofing and a full complement of accessories.

Salt Lake City, UT

Dino Pappas

The stunning results Roofers Supply posts year after year could not be achieved without the support and hard work of all the family members and the dedicated employees. The list of accomplishments is long and growing. Roofers Supply has been named a finalist in Utah's Ernst and Young Entrepreneur of the Year. Utah Business Magazine has acknowledged Roofers Supply as one of the 100 fastest growing companies in Utah. Inc. Magazine has listed Roofers Supply as one of the 5000 fastest growing private companies in America.

Office:
(801) 266-1311

The Pappas family strives to create a work place that is safe, offers personal and career advancement along with compensation plans that reward everyone for their contribution to the company's success. These plans include quarterly bonus programs and end of the year profit sharing programs.

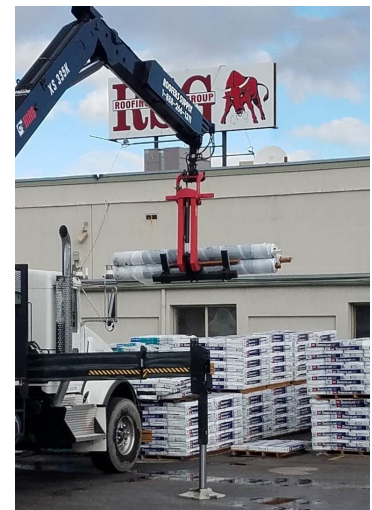
Website:
RoofersUtah.com

Proof of the commitment to the employees was recognized by the Department of Workforce Services Work/Life Award and the Workers Compensation Fund of Utah Safety Award.

Everyone talks about "superior service" now days. How do you measure your service versus your competition? Can you provide proof of superior service to your customers? Here is one way Roofers Supply can prove they have great service. It seems that the land lord for one of Roofers Supply's competitors needed a new roof on the competitors leased building. Instead of buying the products from their tenant, the landlord chose Roofers Supply for the project.

If you are traveling near Salt Lake City, make it a point to visit Roofers Supply and tour their facilities. You will not be disappointed. Keep in mind that if you stay for dinner, there may not be any extra seats at the dinner table.

Everybody Buys from Roofers Supply!



NEMEON

Mission

Statement

Mission Statement

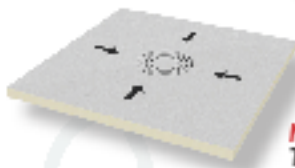
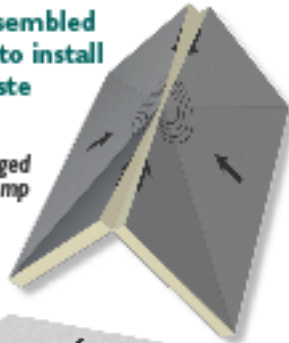
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Categories: Roofing, Siding, Soffit, Drywall, Metal Products, Porch, Railing, Gutter, Decking, Fasteners, House Wrap, Coil Pipe, Poly, Tapco / MidAmerica

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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**
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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, Inc.


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**


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 Pine, Roofing, Spruce & Treated Lumber, Gypsum, Insulation boards, and Misc. 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
Categories: Roofing, Felts, Decking, Railing, Sheathing, Ventilation, Insulation

 **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

 **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

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

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306-738-3992

reganw@cbwholesale.com



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Supply
636-970-1976

rickp@arrowheadbuildingsupply.com



Chad Deja
Schultz Roofing
Supply
269-983-2613

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EagleView Technologies
EcoStar LLC
Epicor
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Termed Vendors: No termed Vendors



Safety Training

I want to change topics for this installment of Commercial Corner and talk about the two recent onsite training sessions offered to the membership through LionGuard University (LGU). This is the first of a continuing program to move LGU from a strictly on-line training portal and offer off site professional training on a variety of subjects that our members tell us are important to their business. The first two sessions were conducted in Chicago Illinois and Bakersfield California. The topic for the sessions was safety training. Each day long session was presented by Owens Corning and Safety Check.

Chicago, IL
Bakersfield, CA

Owens Corning lead off the session with Alek Marijan presenting the details on how OC changed the mindset of the company to make safety an integral part of the daily operations. Safety is no longer viewed as an added expense to the business. Worker safety in all areas of the company have been addressed and the focus has changed to preventing accidents and not just placing blame after an accident occurs. All aspects of work place issues are reviewed regularly, and every employee has the power to make necessary changes to remove hazards.

Owens Corning is now expanding the safety discussions to include lifestyle choices made by employees. The effects of fatigue, lack of sleep and other unhealthy lifestyle choices and their effect on worker safety are a major focus of concern. One example of the changes that have resulted from these discussions is cell phone use while driving. Every OC employee is now expected to pull over to conduct a cell phone call or text message. Alek presented data that shows hands free cell phone usage offers no reduction in auto accidents that are the result of distracted driving.

Safety Check Incorporated presented the second session and focused on the key safety issues facing NEMEON members in their businesses. As the company's name implies, Safety Check Inc. offers comprehensive assistance in developing and implementing workplace safety programs along with accident investigations and help dealing with OSHA rules and fines. Safety Check currently works with several of our members in the Chicago area as well as many roofing contractors.

Job site safety, warehouse and driver training issues were discussed in detail. Examples of actual job site accidents were presented along with the contributing circumstances and discussions relating to how the accidents could have been prevented. The additional area of focus for Safety Check's training dealt with OSHA fall protection requirements and how they apply to roofing distribution. Dealing with OSHA after an accident and proper development and maintenance of training programs for the roofing distributor were also reviewed.

LionGuard University off site training programs will continue in 2018. In addition to safety training, sales training will be an area of focus for the upcoming sessions. These sessions will be conducted in various locations. The only cost for NEMEON members is travel to the locations.



2018

Annual
Meeting

Registration
Open
Thru
Dec 22

BUILDING ON THE BEST



2018 Annual Meeting

Orlando, FL

February 19th - 22nd, 2018

Orlando World Center Marriott

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Orlando, FL 32821

407-239-4200



**Registration is
open till
December 22nd**

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MBR Services/ Marketing
651-229-6455
avoelker@nemeon.com

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

NEMEON LionGUARD University was launched in February 2013 as a platform to bring cost effective Preferred Vendor Training to our Members. Historically, training has been done by suppliers in a “face to face” environment which means that Suppliers and Member Distributors have to travel to conduct or attend training. Distributor sales people travel to a Suppliers location for a 1 or 2 day training session, or Suppliers and sales reps or regional managers to the Distributors’ location to conduct hands on training. Although this training is effective, it is expensive and timing can be an issue with the continual introduction of new products/ applications. Ultimately Suppliers need to get their customers trained and up to date on their offering without “waiting to train” due to busy calendars. LionGUARD University 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 insure students understand and can apply the training on future sales call. LionGUARD University has turned out to be a very cost effective training method, with the average cost per student trained at under \$10 per student! Typical hands on training runs \$50 to \$250 per student.

As of December 1st, LionGUARD University has over 1,300 distributor member students taking courses and that number is constantly growing. There are 40 courses available for students and many suppliers preparing to offer their first course to the member community.

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

Contact Brandon Maskew with BlueVolt, the company that hosts LionGUARD University with questions about getting involved!

Brandon.Maskew@bluevolt.com



LionGUARD
University
Onsite Safety
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SAFETY CHECK, INC.

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

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