Second Growth Summer Conference attendees heard how to live a longer, healthier and more productive life!

This year’s Second Growth presenter Dan Miller engrossed conference attendees with his presentation on “How to be a Happy Healthy Human by Following Nature’s Rules.” Understanding the schedules of busy professionals, he incorporated tips on how to maximize the effectiveness program while taking time constraints into consideration.

The Thursday night opening reception and dinner also brought back the popular “Lumber Jeopardy” competition. Those at the dinner were challenged with questions on all things related to lumber, building materials, and forest history.

Following the Friday morning breakfast, the “Vendor Companies Showcase” was again part of the day’s program. Each company sponsoring the complete summer conference level had time to introduce themselves, their sales teams, and their products to the group.

Golf, networking and even time for relaxation was again part of this year’s conference.

OUR SINCERE THANKS TO THE SPONSORS FOR THIS YEAR’S SECOND GROWTH SUMMER CONFERENCE

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INSIDE THIS MONTH

- News from Washington DC
- Hayward Lumber celebrates 100 years
- More member news and events
When It Comes to IT Service, Take the Well-Worn Path

For decades, Scantron has designed, implemented, and supported reliable networks for lumber and building materials companies. Our customers enjoy predictable IT costs, robust systems with less downtime, and happy customers of their own. Join us.

Lumber and Building Materials Dealers Use Smart IT Outsourcing

Successful lumber and building material dealers claim that outsourcing to a preferred partner has reduced their expenses, lowered their risk of outages, and positioned them for growth over many years. Several popular business management software vendors recommend Scantron Technology Solutions (STS) to their dealer customers for network design and implementation, hardware maintenance and repair, and managed IT services.

Outsourcing to STS has saved some companies substantial money. “In this industry, the normal IT budget it usually about 3.7 percent of sales. Our budget is probably about 1.8 percent,” says Cas Rangel, CIO of Building Products, Inc. a Sioux Falls, S.D.-based dealer with 7 locations in the plains states. BPI has contracted with STS for almost 20 years.

“We’re probably up nine or ten percent this year, compared to last year. I have to give credit for at least part of it to our new efficiencies and the support we’ve gotten in implementing them,” says Bill Wommack of Peoples Supply in Hyattsville, Md. Peoples runs on a hosted business management platform and uses STS’s managed IT services.

According to Paul Howard, vice president of Sparr Building and Farm Supply, outsourcing IT is a strategic choice. “If you’re going to have tech, you need the right support. Scantron is a large resource that allows us to grow without IT service falling behind.” Sparr relies on STS for IT service at three locations in central Florida and is an emergency supplier to the state.

All told, STS supports hundreds of dealers at nearly 1,000 locations with prompt remote and onsite IT service. It has decades of experience helping dealers do more with less, including: Windows 10 migrations, cloud backup and recovery, security services, infrastructure upgrades, Office 365 implementations, and more.

Download case studies and learn more at www.scantron.com/lumberlog
NLBMDA encouraged by possible Affordable Housing Council

The National Lumber and Building Material Dealers Association (NLBMDA) views President Trump’s Executive Order to create the “White House Council on Eliminating Regulatory Barriers to Affordable Housing” as a positive for the industry.

The Council, which will be headed by the Department of Housing and Urban Development (HUD) Secretary Ben Carson, has been tasked with several directives including: engaging state, local, and tribal leaders to identify and remove obstacles that hinder the development of new affordable housing; and recommend solutions to reduce statutory, regulatory, and administrative burdens at every level of government that hamper affordable housing development.

With a deadline of January 2021 to meet all the tasks before them, NLBMDA president & CEO Jonathan Paine views the creation of a council as an opportunity, saying in a statement that, “Regulatory barriers at all levels of government, while well-intentioned in many cases, can impede the development of affordable housing.”

Paine also pledged that the NLBMDA is ready to work with the Administration to identify areas and strategies to help make housing more affordable to more Americans.

“Incentives such as the Low-Income Housing Tax Credit have been an effective means to expand the supply of affordable housing and we hope the Administration will complicated these incentives with smart regulatory reforms.”

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Cameron Ashley Building Products Opens Distribution Center in Arizona. Cameron Ashley Building Products announced the opening of its latest distribution center in Phoenix, Ariz. The location will serve customers in Phoenix, Tuscon, Prescott, and Flagstaff, Ariz. and surrounding local markets.

The Phoenix distribution center will provide sales, marketing, merchandising, and local inventory for continued growth in roofing, insulation, a other building materials in a new market for Cameron Ashley, according to the company. TAMKO Roofing, CertainTeed Roofing, Owens Corning, Knauf Insulation, Lomanco Ventilation, and Armstrong will be among the key suppliers for the distribution center.

The facility is the fourth distribution center Greensville, S.C.-based Cameron Ashley has opened in 2019. The distributor previously opened centers in Rocky Mount, N.C., and Macedonia, Ohio, in January, and an additional distribution center in Columbia, S.C., in February.

Cameron Ashley, a company of Pacific Avenue Capital Partners, is a distributor of roofing, insulation, gypsum, and other specialty building products with more than 35 distribution centers nationwide. In addition to the four distribution center openings in 2019, Cameron Ashley also announced its acquisition of St. Louis-based distributor Warrior Building Products in late January. Cameron Ashley has become active in expansions and acquisitions since Pacific Avenue has taken over ownership of the company in April 2018. The company changed its name from Guardian Building Products to Ashley Building Products at the beginning of the year.

Epicor Acquires Warehouse Management Solution Provider Majure Data. The acquisition will expand Epicor solution’s portfolio for lumber and building materials dealers and distributors.

Epicor Software Corporation, a global provider of industry-specific enterprise software to promote business growth, announced it has acquired Majure Data, a leading provider of warehouse management solutions for the lumber and building materials (LBM) industry. The transaction closed on July 1. Financial terms of the agreement were not disclosed.

Majure Data has over 35 years of experience in warehouse management and has developed their solutions with a focus on the lumber and building materials industry for more than 18 years.

Prior to completion of this acquisition, Epicor acted as a reseller for the Majure Data products “RF Navigator” and “RF Navigator Foundations.” Bringing Majure Data into the Epicor family continues to demonstrate Epicor’s commitment, focus and investment in the LBM industry. The acquisition allows Epicor to offer a powerful solution for LBM customers striving to improve their On Time In Full (OTIF) performance by increasing inventory accuracy and productivity, reducing shipping errors and providing direct insight into the daily operations of the warehouse, enabling them to better serve their customers.

Epicor Software Corporation, with more than 45 years of service, provides flexible, industry-specific software designed to fit the precise needs of manufacturing, distribution, retail, and service industry customers.
Jack Delaney named VP of sales at Boral. Boral Building Products, a provider of siding, trim, and exterior accessories to the residential and commercial construction markets, has promoted Jack Delaney to Vice President of Sales. In his new position, Delaney will lead the sales teams across all of Boral Building Products’ 12 brands, including Versetta Stone, TruExterior Siding & Trim, Kleer Lumber, Mid-America Siding Components, Tapco Tools, and Grayne engineered siding.

Delaney brings 35 years of experience in the building products industry to the position, with more than three decades of experience that includes key positions at Weyerhaeuser and Georgia-Pacific. He has served in sales roles within the Boral family of brands for the past 13 years, first as vice president of sales and marketing at Kleer Lumber and as national sales manager for Kleer Lumber and Clubhouse Decking under the Tapco Group prior to its acquisition by Boral in 2017. Following the acquisition, Delaney assumed the roles of national channel manager, director of retail and national accounts, and director of sales-east for Boral Building Products. He took the reins as vice president of sales at the end of May.

Jerry Dunn runs with the bulls

In an industry with any number of uncommon people, one of them is WCLBMA’s Jerry Dunn, part of HISIG Broker Partners. Jerry has run in the world famous Pamplona “encierrro,” known in English as a “bull run” a total of seven times. This year he says it is his last.

The Spanish bull run is a 957 yard run through four streets in the old part of the city of Pamplona and is part of nine-day festival of Sanfermines in honor of St. Fermin.

“I made my first run in 2001,” says Jerry. “I did this to celebrate my 70th birthday, which is August 21, and ran it on July 7 – the 7th day of the 7th month.” He also designed “panuelas” (bandanas) with “777” printed on them.

Why does he do this? If you know Jerry, you know why.

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If you do something interesting, different, fun or inspiring or know someone in the lumber and building materials industry who does any of these, let Ken Dunham know so they can be highlighted in WCLBMA publications. Call Ken at 800/266-4344 or at kend@lumberassociation.org
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Hayward Lumber to celebrate 100 year anniversary

One of California’s best known lumber companies will celebrate its 100\textsuperscript{th} anniversary on Saturday September 7, 2019 from 10 AM to 3 PM at the Madonna Inn Expo Center in San Luis Obispo. The Homer T. Hayward Lumber Company began in 1919 in Salinas, at the corner of Monterey and East Alisal Streets before moving to their current Front Street location just a few years later in 1928. The company has been through the Great Depression, a World War, building busts and booms, and massive changes in technology.

Founder Homer T. Hayward spent 34 years as a partner in the Hayward Lumber and Investment Co. in Los Angeles before tiring of Southern California. After selling his interest in the business, he and his wife Maude moved north. They bought the Porter Lumber Company in Salinas in 1919 and changed the name to the Homer T. Hayward Lumber Company. Homer served as its president from 1919 to 1928. Over the years they purchased existing lumberyards in Pacific Grove, Santa Cruz, Watsonville, Hollister, Paso Robles and Atascadero.

One of the biggest jobs Hayward Lumber had in the early years was providing the lumber for The Giant Dipper on the Santa Cruz Beach Boardwalk in 1924. 322,000 feet of lumber was shipped, mill cut to order and delivered by boat to Santa Cruz.

In 1928, Arthur C. Hayward became president of the Homer T. Hayward Lumber Company, and he continued in this role until 1946. Arthur succeeded in keeping the business operating and thriving through the Great Depression and World War II. He became ill during World War II, and he died a week after his son Homer M. Hayward returned from military service. Arthur C. Hayward died four months before Homer T. Hayward. Homer M. Hayward, at 24, returned from the war and had to take charge of the Hayward Lumber Company business operations, at a time when the company was prospering.

In 1993, William E. (Bill) Hayward became chairman, president and chief executive officer of Hayward lumber at 36 years old. He continues as chief executive officer and chief innovation officer today.

Hayward Corporation is now based in Monterey and includes seven lumberyards from San Francisco Bay Area to Santa Barbara as well as six Design Centers, and a truss manufacturing facility (Hayward Building Systems in Guadalupe).

Have something going on at your company? Let Ken Dunham know so it can be highlighted in WCLBMA publications. Call Ken at 800/266-4344 or at kend@lumberassociation.org
We encourage members to utilize the WCLBMA logo on company materials, business cards, letterhead, imprinted clothing and more.

Contact Ken Dunham for more information and assistance.
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SELECT EQUIPMENT IS AN ACTIVE MEMBER OF THE WEST COAST LUMBER & BUILDING MATERIAL ASSOCIATION
Can you afford the loss of a key employee?

If you’re like most business owners, you have go-to employees when it comes to the day-to-day operation of your company. They have the management skills, technical know-how, experience, or customer relationships upon which you rely — you trust them to make the right decisions when you’re not available. They can be at any level or in any position, but they are people your business can’t do without. Now that you have them on your team, what would happen if you were to lose one of them due to a premature death, long-term illness or disability, or another employment opportunity?

Fortunately, you can offset the financial burdens your business may face as the result of the loss of a key employee. The first step is to identify them. In general, key employees are individuals whose departure could create genuine setbacks for the company, both logistically and financially. They may have years of experience with your company or the industry. Perhaps they have specialized skills that require extensive training and knowledge that would be difficult to replace. Is there someone for whom you don’t have a back-up? Don’t forget to include yourself — you are a key person too!

Once you have identified the people, consider the cost of replacing them. You will need to advertise to recruit potential replacements. In the current job market, you may need to adjust pay or offer a signing bonus to attract candidates with the skills and work experience you need. In addition to the monetary costs associated with hiring and training a replacement, the process will also require your time. It’s estimated that the cost to replace mid- to high-level employees can range from one-and-a-half to four times their annual salary. Can your business absorb those costs, especially with little notice?

After you have determined the people and the cost, consider your options for mitigating the risks you could face. Life insurance is a cost-effective solution to help provide financial support toward your company’s need to replace a key employee. Life insurance can help to keep the business running and growing, provide funds to attract, recruit, and train a replacement, and replace lost profits. It can also provide time and flexibility for survivors to make necessary business continuation decisions if the key person is you or another owner. While the policy death benefit will provide a lump sum in the event of the insured employee’s death, the cash value of a permanent policy can also be accessed through policy loans and withdrawal during the employee’s lifetime.

Don’t risk the short- and long-term success of your business by not planning for the loss of a key employee. Consider permanent life insurance on your most important team members as part of your overall risk management strategy.