

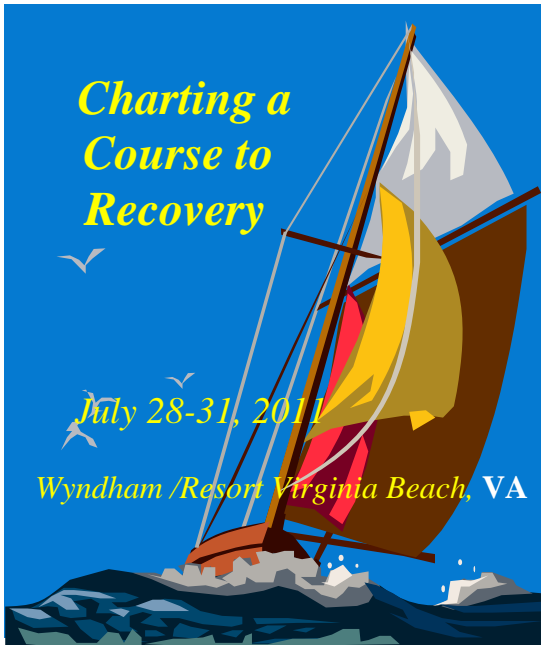


Nailed It!

Pointed News for You

Southern Building Material Association

May 2011



SBMA's Summer Conference

July 28-31

Wyndham Resort, Virginia Beach, VA

Cut out and put on your calendar

SBMA's Summer Conference
July 28-31
Wyndham Resort
Virginia Beach VA

Whether it's tennis, golf, fishing or just spending some time with long time friends or making new ones, plan on attending the **event of the year**...SBMA's summer conference is scheduled for July 28 – July 31 at Virginia Beach. Mark your calendars and plan to attend this *not to be missed* event! Registration material is enclosed. ***This is a very busy time at the beach, so be sure to make your room reservations NOW. It will be easier to cancel them if you must, than to get the room you want later.***

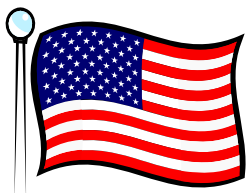
Mike Christian, SBMA Chairman, presents Tom Hartley, Past President of VBMA, with SBMA signed logo.

At SBMA's Summer Conference last summer, the attendees signed our logo to present to Tom Hartley. Thursday, April 14, Mike Christian presented Tom with the framed logo and a picture of the crowd gathered in Virginia Beach in his honor.

Thanks Tom, and Cindy, for all you do and have done for SBMA and VBMA.



Happy Memorial Day! Be Safe



To all graduates, congratulations and best wishes!

To all mothers, God Bless You!

Roadcheck 2011 is coming June 7-9, 2011

Roadcheck is the largest targeted enforcement program on commercial vehicles in the world, with approximately 14 trucks or buses being inspected, on average, every minute from Canada to Mexico during a 72-hour period in early June. During a 72-hour period in the second week of June, thousands of inspectors will be examining over 70,000 vehicles

Some facts to consider regarding last year's Roadcheck event:

- A record 72,782 inspections were conducted.
- Of the vehicles inspected, 19.6% were placed out of service for mechanical problems (that's about 14,130 vehicles).



Southern Building Material Association

MANAGEMENT NEWSLETTER

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From our Members

Sun Windows Plant Tours and River of Music Party

Sun Windows, Inc. Owensboro, Kentucky, will be hosting Plant Tours and Educational Sessions during the River of Music Party Wednesday June 22, Thursday June 23, and Friday, June 24. The educational sessions will include round table discussions of how to best serve one another's needs during these challenging times. Steve Martin and Emma Lou Harris will perform at ROMP. Sun is also planning a First Annual Fishing Tournament Saturday morning at beautiful Lakewood Valley, in Whitesville, Kentucky.

For more information on ROMP, visit <http://bluegrassmuseum.org/general/romp.php>



Chris Yenrick Named Grassroots Dealer Of The Year At NLBMDA Conference!



Chris Yenrick of Smith Phillips Building Supply in Winston-Salem,

NC was awarded the Grassroots Dealer of the Year Award at NLBMDA's annual Spring Meeting and Legislative Conference. The award from NLBMDA recognized Chris for his participation in legislative matters. His efforts to advance the legislative concerns of lumber and building material industry have made him well-known and very much appreciated not only in our association but across the country!

The award reads: "In recognition and deep appreciation for advancing the legislative priorities of the lumber and building materials industry through leadership in grassroots political movement." Congratulations, Chris!

Greg Gregory Wins Senate Seat

Gregory For Senate We're excited to announce that we have won the general election, and actually received 80% of the vote in Lancaster County. Overall, we received 77% of the vote. Special thanks goes out to Wendy Outlaw, Roxanne Catoe, and all our supporters who assisted during this 100 day effort. Greg is excited to get back to work...Greg is with Builders Supply in Lancaster, South Carolina
Congratulations, Greg!

Georgia-Pacific to Bring Approximately 150 Jobs to South Carolina



GP to Complete Construction of Clarendon County OSB Mill

The final construction phase has begun at GP's nearly complete oriented strand board (OSB) facility in Clarendon county, SC. The mill was part of the acquisition last May from Grant Forest Products. "We expect it will take most of this year to complete construction on the plant," said Mark Luetters, president GP wood products. Once completed, both Clarendon and Allendale (which also employs 150 people) will supply markets across the eastern United States with versatile building material used in residential construction.

Applications for about 150 permanent positions, including management, craft and production roles at the facility, will be accepted through the company's website at www.gp.com/careers and through One Stop Workforce at www.slworkforcedev.org beginning April 11.

Cedar Creek to Buy Epperson Lumber

Cedar Creek will purchase distribution company Epperson Lumber in Statesville, NC.

Mark Niewerth has been named branch General Manager for Epperson Cedar Creek in Statesville, NC. Mark, originally from Baltimore, graduated from the University of Maryland and began his career with Macmillan-Bloedel in Atlanta. He later became their General Manager in Dallas and opened MB locations in Kansas City and Denver. After MB was acquired by Weyerhaeuser, Mark became General Manager for North Texas and Oklahoma. In 2008, Mark joined Cedar Creek in Carrollton.

Spruce Integrates Two Vendors

Spruce Computer Systems has integrated two multi-vendor XML import functions that allow SpruceWare.Net users to directly import order information from a wide variety of popular millwork and building material vendors. WTS Paradigm Base Camp and Saberis XpressPOS imports are economical, with a low one-time

setup fee from Spruce, and they save users both time and money by accurately importing large orders in a matter of seconds.

"We are happy to bring our SpruceWare.NET users the ability to tie directly with a large number of door, window and kitchen manufacturers in one fell swoop through these XML Import functions," said Spruce President Rob Fitzpatrick. "Any time we can make it simple for customers to increase productivity and reduce errors, it becomes a priority for us to make the necessary additions. XpressPOS and Base Camp are excellent packages that allow customers to make a productivity leap with very little cost or difficulty."

Cox receives HUBZone certification

*Columbia Regional Business Report
Staff Report, Published April 13, 2011*

[Cox Industries Inc.](http://www.coxindustries.com), a manufacturer and distributor of treated outdoor wood products in Orangeburg, has received the U.S. Small Business Administration's Historically Underutilized Business Zone designation. Established in 1997, the purpose of the HUBZone program is to provide federal contracting assistance for qualified small businesses in an effort to increase employment opportunities, investment and economic development in such areas.

Qualified HUBZone small businesses are also recognized by numerous nongovernmental "supplier diversity" programs throughout the United States. The intent of these programs is to effectively expand business opportunities through outreach, purchasing exchanges and creation of partnerships with diverse suppliers.

Cox Industries operates 12 manufacturing facilities and 4 distribution yards and employs more than 300 people in 10 states. It produces a variety of wood products, such as decks, fences, framing, utility poles, docks, retaining walls and other specialty items.

In Memorium Ray Price

Ray Price, President of IBSA, passed away at Wake Medical Center on February 23 following a brief illness. Ray had been with IBSA 33 years and President for the last 12. In addition to a lifetime of service to the Church, he also served on many local boards including Johnston Health Foundation Board. Ray was known for his generosity and on many occasions came to the aid of those in need.

Memorials may be made to Johnston Union OFWB Church, P.O. Box 1851, Smithfield, NC 27577. SBMA extends our prayers and sympathies to the family and friends of Ray Price.

John H. Monger

John Henry Monger, 92, of R.S. Monger & Sons, Inc, Harrisonburg, Virginia, passed away on Thursday March 17, 2011, at Rockingham Memorial Hospital. Upon returning from his time in World War II, he joined the family business, R.S. Monger & Sons, Inc., with his parents and brother and later with his sons. He and several others worked to reorganize the National Guard in Harrisonburg. He greatly enjoyed flying, hunting and playing golf.

A celebration of life service was held on Monday March 21, 2011, at 2:30 p.m. at the Kyger Funeral Home in Harrisonburg. In lieu of flowers, memorial contributions may be made to the charity of choice.

Online condolences may be sent to the Monger family by visiting www.kygers.com. SBMA extends our prayers and sympathies to the friends and family of John Monger.

For the Manager

Clear Rules on Vacation Policy

Source: Sherry Robertson, Answers4HR, LLC,
The Horn, April, 2011



According to Parker Poe, the Charlotte Observer recently reported on an issue with a long-term Mecklenburg County employee accused of misconduct, who was paid almost \$50,000 in accrued, but unused, paid time off following her termination. This situation caused county commissioners to find out why employees are allowed to save such large amounts of accrued time.

This should remind employers to review, and possibly amend, their vacation/PTO policies to avoid unintended liabilities. In North Carolina, South Carolina and Tennessee, employers are generally free to establish conditions for payment and forfeiture of paid time off, typically through employee handbook procedures. However, if the policies don't cover these points, the policy will be interpreted in favor of the employee. In addition to how PTO is accrued but unused time at the end of the year, paying employees a portion of their wages for unused time.

These policies should explain what happens to accrued but unused time at the end of the year. The employer can establish a "use it or lose it" policy, requiring forfeiture of unused time, or could permit a rollover and accumulation of time in future years. This accumulation can be capped at a maximum level. Some employers "cash out" accrued but unused time at the end of the year, paying employees a portion of their wages for unused time.

The vacation/PTO policy should also explain payouts to employees upon departure from employment. Unlike some states, North Carolina, South Carolina and Tennessee allow employers to decline to any accrued time off balances if the policy clearly sets forth this choice. Some employers establish conditions for payment, such as an employee who resigns providing some amount of advance notice. Some establish forfeiture of payment for termination, due to violation of company policies.

Employers that change vacation/PTO policies cannot deprive employees of fully accrued benefits. However, the payout rules can be changed if the employee is permitted a reasonable opportunity to use accumulated time. What does your handbook say?

Keep Your Computers Tuned Up, Backed Up and Cleaned Up *The Horn, April 2011*

Most small business owners probably own an automobile that they maintain properly for optimal performance. The same logic should apply to your computer network and other devices. After all, who can afford disruptions, data loss, or downtime?



Estimates suggest 40% of businesses will suffer a business interruption fail within five years. The following are a few essential guidelines for ensuring your network and computing and communications systems run smoothly.

► **Be diligent about data backup.**

International Data Corp. reports that about half of all corporate data residing on PCs and laptops is not regularly backed up. If your business does not have a backup strategy, you should develop one immediately. Once in place, ensure your backups are running, either locally to a tape drive or on a secondary external hard disk, for your networked users. If many of your employees work remotely or save important files locally, use backup software that allows both local backups as well as replication to a secure online backup location.

► **Practice good PC hygiene.** Ensure Windows updates are running, either automatically or manually. Run a schedule or manual full antivirus scan using the latest definitions. Clean up your PC “mess” by running a tool to remove temporary Internet files, cookies, Internet history, recent document lists, cache files, clipboard, etc. Scan for malware and malicious applications on the PC by updating and running a tool that scans for and removes infections that are not defined as a virus.

The consistent use of these easy and cost-effective practices will ensure your

business can run in the fast lane and avoid costly and frustrating breakdowns.

Ten Proven Methods to Pass Your Business to the Next Generation Successfully

Mike Henning, Henning Family Business Center

1. Plan and follow a successor’s career development program.
2. You & your family members need to know the value of your estate.
3. Devise a will and update it every 3-5 years.
4. Use a trust to shield your estate from taxes.
5. Maintain an emergency plan in case of an accident, illness or death.
6. View the business as a challenge, not a gift.
7. “Fair” is that which everyone accepts as being “fair.”
8. Use business dollars to create “Fairness.”
9. Non-active should share in what Dad/Mom build, but not in what their brother/sister built.
10. Communication is the “key” and hold regular family meetings.

BONUS: Justice is determined by values. Identify your group of values, define the rules, then discuss goals.

Ask Your Staff to Write Personal Mission Statements

Many companies have mission statements – documents where the goals of the company are outlined, as well as the means by which it hopes to achieve them. Why not have individual employees write mission statements of their own? Ask them to write out a paragraph describing their professional ambitions and goals. It’s a good way to find out where your employees want to go, and how they plan to get there.

To Succeed, be Both Honorable and Sage

A businessman told his son that the secrets to success were honor and sagacity.

“What do you mean by honor?” asked the lad.

“Honor means always, no matter what the cost, living up to your promises after you’ve given your word.”

“And Sagacity?”

“Never giving it.”

From NLBMDA

NLBMDA Applauds Senate's Repeal of 1099 Rules

By Kclark

The **National Lumber and Building Material Dealers Association (NLBMDA)** praised the actions of the United States Senate for passing the crucial 1099 Repeal Legislation. The Senate passed H.R.4, the Comprehensive 1099 Taxpayer Protection and Repayment of Exchange Subsidy Overpayments Act without changing anything in the House-passed bill.

The bill now goes to the desk of President Obama.

"After a hard-fought, year-long battle on the 1099 legislation, the vote is a huge victory for all LBM dealers across the country," said Scott Lynch, NLBMDA executive VP. "Thanks to all of the hard work from all of the NLBMDA members for really pressing this issue with their respective representatives and senators and to those who traveled to Washington for the NLBMDA Legislative Conference to make the case in person."

While the administration has not officially put out a statement on what President Obama will do, the President has said on more than one occasion that the 1099 mandate should be repealed. The NLBMDA urges President Obama to sign the repeal legislation, he said.

Under existing tax law, a business taxpayer making payments to a service provider aggregating to \$600 or more for services in the course of a trade or business in a year is required to send an information return to the IRS (and to the service provider-payee) setting forth the amount, as well as the name and address of the recipient of the payment (generally on IRS Form 1099). Under the law, the business taxpayer is not required to issue a

Form 1099 to a corporation that provides services to it.

The new healthcare reform law made two changes to those rules. The first is to require businesses to issue the Forms 1099 to corporations, as well as all persons in a trade or business. The second is to expand significantly the scope by requiring the issuance for payments made to "property" providers, as well as service providers. The changes were to take effect for payments made after Dec. 31, 2011.

On the Lighter Side

When the usher noticed a man stretched across three seats in the theater, he walked over and whispered, "Sorry, sir, but you are allowed only one seat."

The man moaned but didn't budge.

"Sir, if you don't move, I'll have to call the manager," said the usher more loudly.

The man moaned again but stayed where he was.

The usher left and returned with the manager, who, after several attempts at dislodging the fellow, called the police.

The cop looked at the reclining man and said, "All right, what's your name joker?"

"Joe," he mumbled.

"And where are you from, Joe?"

"The balcony."

Before you try to close a sale, make sure you know the customer's problems, needs and wants. You will save yourself time and know what you need to talk about to close the sale.

Bob Janet Bob@bobjanet.com

The Difference Between Wit and Charm

A woman who had dined with the great English statesman Gladstone one night and his rival Disraeli on another was asked to compare them

"When I left the dining room after sitting next to Mr. Gladstone, I thought he was the cleverest man in England. But after sitting next to Mr. Disraeli, I thought I was the cleverest woman in England."