



Scene...in a flash

EXPO EDITION

December 2013
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Classified Ads

Help Wanted

Do it Best Corp. is hiring a Senior Lumber Sales Trader in Burnsville Minnesota. Responsibilities include negotiating pricing programs for dealers, bringing market information and new product opportunities to Members. Ideal candidate should have multiple years with lumber industry sales/purchasing experience.

We offer excellent compensation benefits including pension and profit sharing, merchandise discounts, and more.

Apply online at
www.doitbestcorp.com
position 170-400

Expanding Building Material Retailer is seeking a self-motivated, energetic person for inside sales/account manager. Must have sales experience and knowledge of the building trade. Duties would include, but are not limited to, managing of contractor accounts, securing new sales/customers, estimating and assisting walk in trade. Full-time, Salary plus commission, health, dental, life, retirement, paid vacation/sick leave. Please reply with resumes or questions to cdeblieck@stpeterlumber.com

Lyman Lumber Wisconsin has an opening for a Sales Representative at their Eau Claire facility to promote and sell building materials to professional builders. 3+ years experience in industry/sales required, extensive product knowledge, and excellent communication skills are a must. For consideration please send resume and recent salary history to Kaylie Joseph at jobs@lymanlumber.com or for more information visit our

NETWORKING - CONVENTIONS

2014 Northwestern Building Products Expo
January 13-14, 2014
Rivers Edge Convention Center
St. Cloud, Minnesota



The 2014 Expo is right around the corner and we hope all of you are planning to attend. We have so many great things happening at the upcoming convention as well as the return of some successful past convention features! Read on for a summary of just *some* of the fantastic things happening at the 2014 Expo!

BUYING EVENT ON MONDAY

The 2014 Northwestern Building Products Expo will kick off on Monday with the Buying Event from 3:00 pm to 7:00 pm, a return event entering its 3rd year. Retailers can walk the trade show floor to see the new products and show specials offered by suppliers and spend some extra one-on-one time with them. **No contractors or builders will be allowed on the trade show floor during this time**, so potential buyers and suppliers can openly discuss pricing, incentives, discounts, etc. in a comfortable and casual buying atmosphere. Contractors and builders are welcome to attend the trade show on Tuesday.

GRAND RECEPTION ON MONDAY

Once again, the Grand Reception will be taking place during the second half of the Buying Event in the center of the trade show floor from 5:00 pm to 7:00 pm on Monday. Grab a hors d'oeuvre and beverage while continuing your conversations with the suppliers and checking out their products, services, and specials. The evening will wrap up early, allowing you to partake in the St. Cloud nightlife with your friends, colleagues, and business associates. Or stop by one of several hospitality suites sponsored by suppliers at the Best Western. There is no charge to attend the Grand Reception this year and no tickets are required for entry.

SEMINARS

Uncover the Legal Landmines That Can Blow Up Your Business

Speakers: Michael J. DuPont & Jeffrey S. Nicolet
Tuesday, January 14, 2014 9:30 am - 10:30 am

Key Learning Points:

- An overview of tools that can be used to minimize and manage risk
- Identify issues and solutions for reducing bad debt, avoiding litigation, and improving cash flow
- Understand the importance of contract terms and conditions, liens and bonds in construction projects, and the litigation process

Merchandising For LMB Dealers

Speaker: Ken Wilbanks

Tuesday, January 14, 2014 9:30 am -10:30 am

Key Learning Points:

website at www.lymanlumber-wi.com

CONTRACTOR SALESMAN / INSIDE SALES:

Full-time position with benefits. Position includes take-offs, estimating, and assisting contractors and their customers. Applicants must be ambitious, goal driven and possess good communication skills. A valid driver's license is required. Contact Darwin or Pat at Bismarck Lumber, 701-223-2145 ordfischer@bismarcklumber.com or rpizidon@bismarcklumber.com

Assistant Branch Manager

Our client, Building Products Inc., located in Waterloo, Iowa, has a career opportunity for an Assistant Branch Manager. The successful candidate will be responsible for:

- Accomplishing organizational goals by accepting ownership
- Exploring opportunities to add value to job accomplishments
- Overseeing the sales and office personnel including following staff workloads, managing schedules, and documenting personnel issues
- Developing and maintaining vendor relationships

Qualifications include a 4 year degree in business or related field with 5 plus years working experience and proven supervisory involvement.

The ideal candidate:

- Will have the ability to work on multiple projects and meet deadlines in a fast paced environment
- Helps to budget and allocate finances for various departments within the company
- Works towards increasing sales and productivity of the branch
- Is experienced in hiring new employees
- Can motivate employees to achieve set goals
- Will establish and maintain effective working relationships with co-workers
- Has strong knowledge of the building industry

This position offers a competitive compensation and benefits package. For consideration please send resume with recent salary history to Kari Yonke, kyonke@eidebailly.com



BUY, SELL, MERGE. Even in these financially stretched times we are still completing deals. We have more buyer interest than our inventory supports. If you are interested in selling, please contact the Dillon Group, Ltd., info@dillon-ma.com, (913) 888-8001

Business Forms , Invoices, Purchase Orders , A/P Checks, Custom Forms, no set up charges, best pricing available! Do a price comparison - contact Melanie at NLA at (763) 595-4050 or email mhultman@nlassn.org.

- The five cornerstones of a powerful first impression
- Ten points to a great end cap and how to make your end caps more profitable
- Creating a true relentless merchant culture focused in merchandising excellence
- Clutter and how it is killing your business
- Getting your whole team involved

Trends in Today's Homes

Speaker: Teresa St. Amant, St. Amant Design

Tuesday, January 14, 2014 10:45 am -11:45 am

Key Learning Points:

- How to stay in the forefront of trends
- Latest trends in today's home design including flexible design, multigenerational living, green design, outdoor living, and value design
- What dealers can do to take advantage of what is happening now and get ready for what is to come in housing

Balanced Inventory

Speaker: Ken Wilbanks

Tuesday, January 14, 2014 10:45 am -11:45 am

Key Learning Points:

- Choking to death vs. Starving to death - How much is enough product?
- How to effectively deal with stuck-with special orders
- Effective methods of eliminating outdated and obsolete inventory
- When to buy lean and when to invest boldly for sales and profits
- The crooked and cull lumber trap
- Getting your entire team involved and invested in right-sized inventories

MEMBERSHIP MEETING & LUNCH

KEYNOTE - "Gen Y"

Speaker: Larry Hillman, Dream Restoration, Training, and Development

Tuesday, January 14, 2014 Noon - 1:30pm

National trainer Larry Hillman will share with you the knowledge and tools that you need to successfully communicate with Generation Y employees and customers. Discover "how did we get here" and four basic communication styles. Learn what you can do to take advantage of the strengths of this generation. Reserve your seat for this engaging program by ordering your membership meal ticket when registering. Lunch tickets will **NOT** be available onsite.



Keynote Speaker Larry Hillman

DEALERS - NEW CONTESTS AND WAYS TO WIN \$\$

Dealers will find new ways to win big bucks this year that will involve interaction from the suppliers as well. This year at Expo, all dealers will receive a "Signature Card" in their registration envelope. Stop by a selected number of exhibitor booths, get a company representative to sign your card, and turn your completed card in at the NLA booth on the exhibit floor for your chance to win one of several \$100 drawings throughout the convention!

Also, stop and take a photo with one of our EXPO SPONSORS this year (all sponsors are identified with booth signage and bright yellow ribbons on their badges.) Email your picture in to NLA for your chance to win \$50.00! Details will be available at the show.

And finally, register yourself and your staff no later than December 13th to be entered into a

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JOSEPH D. McMILLIAN
PRO SALES DEALER
FORT WORTH, TX

Are You Ready for an I-9 Audit?

Every employee, no matter what size, has to deal with human resource issues, regulations, and employment law changes. Contact your local marketing representative to learn how Federated Insurance can provide you with resources to help with employment law issues like harassment, discrimination, hiring and firing practices, and employment eligibility documentation.

Visit www.federatedinsurance.com to find a representative near you.



What's Coming Up

January 8 & 8, 2014

Blueprint Reading & Material Take-off

Roseville (St. Paul), MN

January 13, 2014

"Beat Last Year" Sales Team Workshop

Rivers Edge Convention Center &
Best Western Kelly Inn
St. Cloud, MN

January 13, 2014

"How to Sell Value" Sales Team Workshop

Rivers Edge Convention Center &
Best Western Kelly Inn
St. Cloud, MN

January 13-14, 2014

Northwestern Building Products Expo

Rivers Edge Convention Center & Best Western Kelly Inn
St. Cloud, MN

January 15-16, 2014

Sales Person Roundtable

Best Western Kelly Inn

\$50.00 early bird drawing. Winners will be notified and must show up to the convention to collect their cash! Click on the corresponding links below to register.

2014 Expo Sponsors As of November 22, 2013

Platinum

Bayer Built Woodworks, Inc.

CertainTeed Corporation

Gold

Federated Insurance

Pennsylvania Lumbermen's Mutual
Insurance Company

Silver

Building Products, Inc. - South Dakota

Bronze

DMSI Software
Manion's Wholesale Building Supplies
Real Closet, Inc.

2014 EXPO LINKS

SCHEDULE OF EVENTS
CURRENT LIST OF EXHIBITORS
CURRENT FLOOR PLAN

DEALERS: PRINTABLE REGISTRATION FORM
DEALERS: MEMBER ONLINE REGISTRATION
DEALERS: NONMEMBER ONLINE REGISTRATION

SUPPLIERS: PRINTABLE REGISTRATION FORM
SUPPLIERS: NEW ONLINE REGISTRATION
SUPPLIERS: CONVENTION SPONSORSHIP FORM



• Email Marketing
• Event Marketing
• Online Survey

Get a **\$30** credit
when you become a
paying customer

Try it **FREE** for 60 days

PROFESSIONAL DEVELOPMENT

Professional Development Opportunities

Further your career with NLA professional development programs. Upcoming classes include:

Yard & Delivery Managers Workshop

January 20 & 21, Tomah, WI
March 20 & 21, York, NE
March 24 & 25, St. Cloud, MN

Sales Team Workshops -

"Beat Last Year" and "How to Sell Value in a Tough Market"

Monday, January 13, St. Cloud, MN

NEW - Blueprint Reading & Material Take-Off*

January 8 & 9, Roseville (St. Paul), MN
February 24 & 25, Omaha, NE
February 27 & 28, Cedar Rapids, IA

**NLA will only have three classes this winter. Because of the individual attention required for this workshop, class size will be limited. Reservations will be on a first-come, first-served basis.*

St. Cloud, MN

January 20 & 21, 2013

Yard & Delivery Managers Workshop

Tomah, WI

February 5-6, 2014

Wisconsin Lumber Dealers Convention

Marriott Madison West
Middleton, WI

February 19-20, 2014

Iowa Lumber Convention

The Meadows
Altoona, IA

February 24 & 25, 2014

Blueprint Reading & Material Take-off

Omaha, NE

February 27 & 28, 2014

Blueprint Reading & Material Take-off

Cedar Rapids, IA

March 11-12, 2014

Nebraska Lumber Dealers Convention

Embassy Suites
Lavista, NE

March 20 & 21, 2014

Yard & Delivery Managers Workshop

York, NE

March 24 & 25, 2014

Yard & Delivery Managers Workshop

St. Cloud, MN

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Beth Stoll

CONNECTION Editor

Check out your convention brochures for additional professional development opportunities at the 2014 NLA conventions.

For registration form, click on the title of each class.

Future Lumber Leaders



Up-and-coming executives, join NLA's Future Lumber Leaders to experience a fun, educational, and motivational meeting. Mark your calendar for the next chapter meetings which will include speakers and group discussions that will help develop skills and provide tools needed to be an informed professional. Watch the upcoming Scene Newsletters for additional details and registration information.

Minnesota/Dakotas Chapter Meeting - February 14, Burnsville, MN

Nebraska Chapter Meeting - February 21, Norfolk, NE

For more information, contact Cody Nuernberg (763) 595-4052

Science Museum of MN- Receive \$30 off a computer class!

For over 30 years, the Science Museum of MN Computer Education Center has offered quality computer training. As our valued member, we invite you to take advantage of this special discount!

Visit comped.smm.org/coupon for offer details and a complete list of classes. Enter coupon code **MSAE** to receive your discount.

Nebraska Scholarships

The Nebraska Lumber Dealers Association (NLDA) is making available four - \$250 scholarships for the 2014-2015 academic year. Nebraska high school seniors interested in working in the lumber and building materials industry are encouraged to apply. Applications were mailed to retail yards and can be downloaded from the NLA website at www.nlassn.org.

In addition, there will be a limited number of \$150 Employee Scholarships available to employees of NLDA members in 2014. These scholarships are for employees of NLDA members who wish to enhance their professional skills through education and training. The scholarship may be used for association classes or for classes at an area college, vocational-technical school, or for other related seminars. These scholarships will be awarded on a first-come, first-served basis.

New Training Modules

Here's what's new on Knowledge Central this month (effective Nov. 15, 2013):



Employee Training

1. Good Housekeeping
2. General Office Safety
3. Safe Lifting
4. Tips on First Aid
5. Workplace Bullying - One of the fastest growing areas of litigation today
6. Forklift Safety
7. Tools and Equipment Safety
8. Electrical Hazards Safety

Management Training

1. Investigating Harassment Claims - Part III
2. Investigating Harassment Claims - Part IV

Northwestern Lumber Association's new online training, testing, and performance tracking system service - Knowledge Central - is available to you at NO COST as a benefit of membership with NLA. For more information on this new service contact Connie Johnson at (763) 595-4045.

Reach out to 1,200 monthly with your ad here!

(800) 896-5131

www.nlassn.org

(888) 544-6822

Fax (763) 595-4060

Contact Betsy today!

Call (763) 295-5420 or click [HERE](#) to email her.

LEGISLATION & REGULATORY

NLBMDA Alert: Encourage Your Members of Congress to Support the Homeowner Flood Insurance Affordability Act

Click Here to Contact Your Members of Congress!

The implementation of the Biggert-Waters Flood Insurance Reform Act (Biggert-Waters Act) has raised serious concerns about dramatic flood insurance premium increases, and how the Federal Emergency Management Agency (FEMA) is managing the remapping of the Flood Insurance Rate Maps (FIRM). If not corrected, these issues will continue to severely impact the sale, construction, and remodeling of homes in many communities across the nation.

Members in both the House and the Senate have introduced the Homeowners Flood Insurance Affordability Act (H.R. 3370, S. 1610) to address the problems created by implementation of the Biggert-Waters Act. These identical bills will delay higher premium rates for four years; require FEMA to create more accurate flood maps; and ensure that consumers can be reimbursed for successful map appeals.

NLBMDA members are encouraged to contact their Representative and Senators to ask them to co-sponsor the Homeowners Flood Insurance Affordability Act.

Two Ways to Act:

- * Call your Representative and Senators at (202) 224-3121;
- * Write your Representative and Senators at [NLBMDA's Legislative Action Center](#).

If you have any questions or feedback on this issue, please email Ben Gann at atben@dealer.org.



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BUSINESS DEVELOPMENT - LBM EXECUTIVE

The Seven-Year Itch

It's getting harder and harder to find reasons why the U.S. economy is screwed, blued, and tattooed. But experts keep trying; one new study even claims homeownership is destroying Western civilization. The LBM channel actually does have a serious problem, though: As housing recovers, eventually you're going to need fresh talent-and after seven years in the dumps, the pipeline is bone dry.



Click [HERE](#) to read the entire issue of the November LBM Executive.

BUSINESS DEVELOPMENT - FEATURED PROGRAM

Do You Have the Labor Law Posters You Need?

Businesses are required to post federal & state labor law postings in common areas frequented by employees and applicants. NLA provides all Minnesota state & federal labor laws combined into one poster. All other state posters are available online through the following websites:

Iowa: www.state.ia.us/government/crc/publications/posters.html

Nebraska: www.dol.nebraska.gov Search: Labor Law Posters

North Dakota: www.nd.gov/labor/publications/required.html

South Dakota: www.dlr.sd.gov/employerserv/postingrequirements.aspx

Wisconsin: www.dwd.wisconsin.gov/dwd/posters.htm

North Dakota & Minnesota recently had a mandatory change to their Minimum Wage & Work Conditions notice. Make sure you have the most recent poster!

Call Melanie at (763) 595-4050 with questions or to order.

The Chinese use two brush strokes to write the word 'crisis.' One brush stroke stands for danger; the other for opportunity. In a crisis, be aware of the danger - but recognize the opportunity.

- John F. Kennedy