

NATIONAL

# FRAME

BUILDER

MAGAZINE

JAN 2020  
Vol.1 No.2

## 2020 NFBA FRAME BUILDING EXPO SCHEDULE PREVIEW

EXPO schedule, registration and show information  
pg 10-17

## TECHNOLOGY & RESEARCH

Two Story Post-Frame Buildings



**NFBA | FRAME  
BUILDING EXPO**

**FEB  
26-28  
DES MOINES  
IOWA**

## BUSINESS MANAGEMENT

Understanding the Pros and Cons of Your Business Structure

## LEGALLY SPEAKING

OSHA Is On My Jobsite  
What Shall I Do?



**NFBA** NATIONAL FRAME BUILDING ASSOC.

# BUILD THE EXCEPTIONAL WITH QUALITY DOORS & WINDOWS

By A.J. Manufacturing



## Designed for the Post Frame Industry

A.J. Manufacturing has been your partner in Products, Service and Innovation for over 50 years. Our dynamic and creative team is dedicated to service and quality. Even though we've brought many solutions to the post frame market, we're not stopping. We're always striving for a better solution to accommodate your business needs.

### Doors:

- 5100/7100 – Steel Frame
- R51SST – Stainless Steel
- R41/R51 – Responder Door
- 3100/3700 – Aluminum Frame
- 21A/21S – Partner Door
- Ceiling Access Door – CAD
- Attic Access Door – AAD

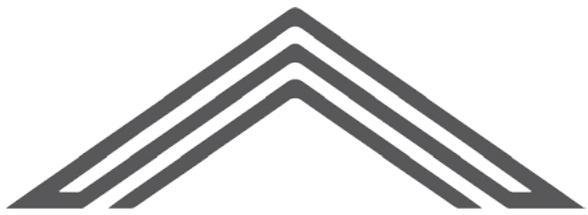
### Windows:

- Harmony Vinyl Windows
- Main Street Vinyl Windows
- EZ-v™ Trim and Flashing System



**Building Ideas**

☎ 800.328.9448 @ [www.ajdoor.com](http://www.ajdoor.com)



**NFBA** NATIONAL FRAME BUILDING ASSOC.

# LEGAL SERVICES PLAN



## WHAT IS IT?

The National Frame Building Association has entered into an agreement with the law firm of Auman, Mahan, and Furry to provide the NFBA membership with this unique service.

## HOW DO I USE THE PLAN?

Auman, Mahan, and Furry specializes in labor and employment law, discrimination, wage-hour, prevailing wage, workers' compensation, unemployment compensation, construction law, construction claims disputes, government contract disputes, occupational safety and health, pensions, fringe benefits, collective bargaining, litigation, and business law; including taxes and securities. The firm represents numerous business clients and various associations throughout the country, including NFBA.

## WHAT IF I NEED ADDITIONAL HELP?

If additional services are needed, members can either contact their own attorney or retain the services of an attorney at AMF at a preferred hourly rate. Court costs, filing fees, and miscellaneous disbursements would be paid for by the member, and itemized by the firm.

## WHAT DOES IT COVER?

The primary purpose of this service is to provide NFBA members the opportunity to discuss and identify legal problems, and to resolve general questions and concerns quickly through convenient access to specialized and qualified legal counsel. Each NFBA member is entitled to one 30 minute consultation per month either by telephone, email, or office conference, at no charge. It is understood that these consultations and conferences will be based on existing knowledge of the attorney without further research and analysis. When calling Auman, Mahan, and Furry, please ask for Gary Auman and identify yourself as a NFBA Member calling under the Legal Services Plan.

## HOW DO I CONTACT AUMAN, MAHAN, & FURRY?

**Auman  
Mahan + Furry**  
ATTORNEYS

**Gary Auman**

110 North Main Street Suite 1000  
Dayton, OH 45402-1738  
(937) 223-6003 ext. 3111  
gwa@amfdayton.com

**National Frame Building Association**  
7250 Poe Ave. Ste. 410  
Dayton, OH 45414  
www.nfba.org

800-557-6957  
937-278-0317  
info@nfba.org  
facebook.com/NtlFrameBuildingAssn

# Table of Contents



## 22-27

### Technology & Research Two Story Post-Frame Buildings

An often-overlooked feature of post-frame construction is the ability to easily incorporate a second story into the building. While there are items that need to be taken into consideration early in the design process, a two-story post-frame building can achieve the same desired results as other construction methods.

## 30-33

### OSHA Is On My Jobsite What Shall I Do? Part I

What happens when an OSHA compliance officer shows up for a site inspection? What to do and how to avoid violations, citations and costly penalties.



# 10-13

## 2020 NFBA FRAME BUILDING EXPO SCHEDULE

The NFBA Expo brings the industry to you and it is the only place where all the resources you need are available at the same time. The 2020 Frame Building Expo in Des Moines, IA is almost here! Check out this Issue for a detailed schedule and educational opportunities.



6-7	Letter from the Editor	
8	NFBA President's Message	
14-15	Expo Schedule at a Glance	
16-17	Expo Registration and Hotel Information	
18-19	Post-Frame Advantage Form	
20-21	Chicago Votes to Phase in \$15 Minimum Wage by 2021	
28-29	Understanding the Pros and Cons of Your Business Structure	
		34-35 Inside the Frame-Josh Nowlin
		36-38 Successful Post Frame Industry Websites That Build Long Term ROI
		40-43 NFBA Membership & Accredited Builder Application
		44-45 Calendar of Events

**EDITOR**  
RACHEL PINKUS  
RPINKUS@NFBA.ORG

**ADVERTISING SALES**  
CARROLL HAMANN  
CHAMANN@NFBA.ORG

**PUBLICATION DESIGNER**  
JOE D. WILLIAMS  
JWILLIAMS@NFBA.ORG

**PRODUCTION COORDINATOR**  
RACHEL PINKUS  
RPINKUSA@NFBA.ORG

**EXECUTIVE DIRECTOR**  
MEGAN MILLER  
MMILLER@NFBA.ORG

**ASSOCIATE DIRECTOR**  
ROBERT POPE  
BPOPE@NFBA.ORG

**MEMBER & SUBSCRIPTION SERVICES**  
MORGAN ARWOOD  
MARWOOD@NFBA.ORG

**LEGISLATIVE AFFAIRS**  
VALERIE POPE  
VPOPE@NFBA.ORG

**ACCOUNT MANAGER**  
CHRYSTAL BURRIS  
CBURRIS@NFBA.ORG

### NFBA Headquarters

7250 Poe Ave. Ste 410 | Dayton, OH 45414  
Phone: 800.557.6957 | Fax: 937.278.0317  
[www.nfba.org](http://www.nfba.org)

**Disclaimer:** The opinions and positions stated in articles published herein are those of the authors and not, by the fact of publication, necessarily those of NFBA. NFBA does not endorse building products or systems and shall not be deemed by anything herein to have recommended the use or non-use of any particular building system.

**FIND US**



# Hello & Welcome



In this Issue of the NFBA Frame Builder Magazine you will find your time is well-spent with our in-depth business and industry-related articles, but you will also notice that a large portion of the content focuses on the 53rd Annual Frame Building Expo... *THE* premier event for post-frame professionals. With the great success of the 2019 Expo in Louisville, the NFBA Board, Committees, and Staff are working to keep up the momentum. They are spreading the word about this great event to the whole country, with a focus on Iowa and its surrounding states, in preparation for the 2020 show. At the Frame Building Expo, attendees will find that everything they need to build their post-frame business has been assembled under one roof. From an expansive list of exhibitors ready to demonstrate the newest innovations to educational sessions led by deeply invested presenters and industry leaders, attendees can expect to make all of the connections necessary to make smarter business decisions, grow their bottom line, and enhance the credibility of their business. Not to mention the opportunity to experience the invaluable face-to-face networking opportunities that take place during all of the evening social events like the Plyco Reception, the Christians In Construction Reception, and the Expo Social!

The Expo's full Schedule of Events can be found at [www.nfba.org/expo2020](http://www.nfba.org/expo2020). It has been specially crafted to include education and learning opportunities for everyone in your business from owners, presidents, and CEO's to operations managers, safety and compliance managers, salespeople, supervisors and crew members.

Be sure to join us this year at the Iowa Events Center in Des Moines, IA, February 26-28, 2020. Registration is OPEN!

**Rachel Pinkus**  
Editor



**53<sup>RD</sup>  
ANNUAL**

**NFBA \ FRAME  
BUILDING EXPO**

**FEB**  
**26-28**  
DES MOINES  
**IOWA**

The NFBA Expo's full Schedule of Events can be found at [www.nfba.org/expo2020](http://www.nfba.org/expo2020)

# A MESSAGE FROM

## MATT GREINER PRESIDENT, NFBA BOARD OF DIRECTORS

January is upon us and we are excited to release the 2nd edition of the National Frame Builder Magazine! We had a solid Fall Board Meeting and have kept things pushing forward throughout November and December. Even though it has been a busy fall season for seemingly all post frame companies, NFBA staff and Board of Directors continue to make great progress toward elevating our industry to new heights. Most initiatives remain consistent with last month; because they are significant in scope, we continue to stay focused on completing those items.

The primary focus for NFBA staff at this time is preparation for the 2020 Expo to be held in Des Moines. You will find a lot of content in this edition regarding this event. The Expo Planning Committee has worked diligently with our new management to make it what we hope will be the best Expo yet. I am certainly excited to hear Coach Dan Gable, Olympic gold medal wrestler, speak at this event. I hope to meet you there and hope you enjoy your visit to my home state.

Our curriculum development project continues to make great progress. We have the second draft of the curriculum completed. We are engaged with several outside firms, exploring options to take this draft into its final, deliverable format. NFBA staff is doing an excellent job at driving this initiative forward while the Membership Committee provides input and oversight on a regular basis. Meanwhile, the Membership Committee plans to do a full review with probable edits to membership categories, registrations processes, etc. Be on the lookout for a few changes that are sure to benefit our Association.

Industry Promotion Committee who handles Post-Frame Advantage (formerly PFMI) is gearing up for their next committee call. They continue to focus on raising funds which are invested toward objectives that advance the post-frame industry. This will drive more business to all NFBA members. If you are willing, I encourage you to make a pledge toward this critically important campaign.



The Marketing Steering Committee has a lot on the docket; one important development we are sure to see is the availability of NFBA Accredited Builder decals that accredited builders can prominently display on their equipment. If your company is not already an accredited builder, please consider achieving this status as it will put you amongst the elite builders in the industry.

Last but certainly not least, I mentioned last Issue that we are all set to conduct an in-depth post frame safety study. That is set to begin in the coming weeks. This is sure to be a big breakthrough and is of utmost importance. We will release details and updates as they develop.

With that, I hope you enjoy this edition of the National Frame Builder Magazine and I look forward to seeing you in Des Moines. Happy New Year and stay safe and stay warm.

## NFBA BOARD OF DIRECTORS

**MATT GREINER, PRESIDENT**

GREINER BUILDINGS, INC.  
WASHINGTON, IA  
MGREINER@GBINC.NET

**MARK BILLSTROM, VICE PRESIDENT**

LESTER BUILDING SYSTEMS  
LESTER PAIRIE, MN  
MBILLSTROM@LESTERBUILDINGS.COM

**ROBYN OMMEN, SECRETARY/TREASURER**

SHERWIN-WILLIAMS COIL COATINGS  
MINNEAPOLIS, MN  
ROMMEN@VALSPAR.COM

**TODD CARLSON, PAST- PRESIDENT**

AJ MANUFACTURING INC  
BLOOMER, WI  
TCARLSON@AJDOOR.COM

**DWAYNE BORKHOLDER**

BORKHOLDER BUILDINGS & SUPPLY, LLC  
NAPPANEE, IN  
DWAYNE@BORKHOLDER.COM

**MONTE BRADFORD**

BRADFORD BUILDINGS  
WESTVILLE, OK  
BBSMBRADFORD@SBCGLOBAL.NET

**CRAIG COVELL**

EVERLAST ROOFING  
LEBANON, PA  
CRAIG@COVELL.CC

**ANGELA CRAGEL**

ATLAS BOLT AND SCREW CO  
ASHLAND, OH  
ACRAGEL@ATLASFASSTENERS.COM

**LARRY EDEMA**

LEDEMA@AOL.COM

**KELLY HUNTSMAN**

AMERICAN BUILDING COMPONENTS  
NORTH SALT LAKE, UT  
KHUNTSMAN@ABCMETAL.COM

**SCOTT HUTCHINGS**

SFS GROUP USA, INC  
WYOMISSING, PA  
SCOTT.HUTCHINGS@SFS.BIZ

**RANDY KIRTS**

BLITZ BUILDERS  
SHELBYVILLE, KY  
RANDYKIRTS@BLITZBUILDERS.COM

**MATT MURPHY**

PRECOAT METALS  
SAINT LOUIS, MO  
MATT\_MURPHY@PRECOAT.COM

**LYNN NOESSER**

BLUELINX CORP  
HOUSTON, TX  
LYNN.NOESSER@BLUELINXCO.COM

**JOSH NOWLIN**

QUALITY STRUCTURES, INC.  
RICHMOND, KS  
JOSH.NOWLIN@QUALITYSTRUCTURES.COM

**JIM POHTILLA**

PLYCO CORPORATION  
ELKHART LAKE, WI  
JPOHTILLA@PLYCO.COM

**STEVE SCHOUTEN**

REMUDA BUILDING, LTD  
CALGARY AB, CANADA  
STEVE@REMUDABUILDING.COM

**JOE SHIMP**

CONESTOGA BUILDINGS  
NEW HOLLAND, PA  
JSHIMP@CBSTRUCTURESINC.COM

**DAN WEDEVEN**

WEDEVEN BROS. CONSTRUCTION  
HAMILTON, MI  
DAN@WEDEVENBROS.COM

**LINDA YOUNG-VAP**

VAP CONSTRUCTION, INC.  
ATWOOD, KS  
LINDA@VAPCONSTRUCTION.COM

**TIM ROYER, T&R CHAIR**

TIMBER TECH ENGINEERING, INC.  
DENVER, PA  
TRR@TIMBERTECHENG.COM

**GARY AUMAN, LEGAL COUNSEL**

AUMAN MAHAN & FURRY  
DAYTON, OH  
GWA@AMFDAYTON.COM

**2020 NFBA**  
**FRAME BUILDING EXPO**  
**FEBRUARY 26-28**  
IOWA EVENTS CENTER | DES MOINES, IA



## TUESDAY, FEBRUARY 25

- 4-7 pm** Registration  
**5-7 pm** VIP Reception (Invitation Only)

## WEDNESDAY, FEBRUARY 26

- 6:30 am-5 pm** Registration  
**6:30-8:30 am** Continental Breakfast  
**7:30-8:30 am** Educational Breakout Sessions

### BUSINESS MANAGEMENT

#### Solutions for Skilled Labor Crisis

*Alan Kerschen*

Construction is a complex industry and Alan is in a unique position to offer an "ears to the ground" perspective on the skilled labor shortage as he hears first-hand reports of this problem from clients all over the country. 81% of employers are unable to find skilled labor for their projects and at the same time, younger employees are not looking at construction as a stable field of employment.

Recruiting construction professionals requires a thorough understanding of each specialized field within the industry. Your company will ultimately reap the benefits of a successful strategy for hiring skilled workers.

### SALES AND MARKETING

#### Post & Frame Construction on the Texas Gulf Coast

*Ken Sherman*

Post and Frame (P&F) inquiries and construction is on the rise along the Texas Gulf Coast as owners are starting to realize the cost difference between P&F and pre-engineered and stick built structures. This is creating an "open field" for marketing of P&F buildings due to the very limited number of P&F contractors on the coast. This session will help employers determine possible opportunities to expand their business into the Texas Gulf Coast areas, the requirements for construction in hurricane prone regions and in flood prone areas, and the special requirements of the Texas Department of Insurance Windstorm Division.

### SAFETY AND TECHNICAL KNOWLEDGE

#### Stopping the Toppling

*David Bohnhoff Ph.D, P.E.*

Geared toward non-engineers, this presentation provides an overview of components and systems used by post-frame building designers to handle horizontal components of building loads. This includes use of embedded posts, rigid frames, attached cladding/sheathing, diagonal bracing, diaphragm trusses, and shearwall trusses. Evolution, applicability, critical construction details, and pros and cons of these various techniques will be discussed. Learn why and how floating roof systems, open sidewalls and building dimensions affect overall building design.

**8:30-8:40 am** BREAK

**8:40-9:40 am** Educational Breakout Sessions

### BUSINESS MANAGEMENT

#### Best Practices for the Framing Industry

*Jim Vogt*

This presentation will address a number of issues related to permanent bracing of long span trusses by reviewing recent case studies. It will begin with a brief overview of the purpose of permanent bracing

and then go through certain challenges that construction industry professionals face when it comes to permanent bracing of long span trusses. Jim will also provide several tips for the safe and efficient handling and installing of long span trusses.

### SALES AND MARKETING

#### Striving for Excellence...The Key to Superior Customer Service

*Thomas Hudgin*

Here today, here tomorrow is everyone's dream for long term frame building business success. To achieve this goal, you must be superb and passionate in beating your competition and about becoming the best in customer service. This is critical not only to survive in today's challenging economy, but to also be on top. This presentation describes effective techniques in developing a superior customer service image at little or no cost. Topics include: five ground rules for a superior customer service team; ways to exceed customer expectations; fixing problems two ways; asking for constant feedback from customers; determining what your customers value most; getting rid of your telephone menu system; and figuring out why customers go to your competition.

### SAFETY AND TECHNICAL KNOWLEDGE

#### How to Respond to an OSHA Enforcement Inspection

*Gary Auman*

NFBA Legal Counsel, Gary Auman, will review the do's and don'ts of participating in an OSHA inspection, and the impact of post-inspection decisions. He will also review what differences you can expect if you are in a state plan vs. a federal OSHA state, and the areas that OSHA is likely to focus on during the compliance inspection of a post-frame job site.

**9:40-9:50 am** BREAK

**9:50-10:50 am** Educational Breakout Sessions

### BUSINESS MANAGEMENT

#### Working On Your Business Roundtables

*Mike McKinley & Todd Carlson*

This roundtable format will create an atmosphere where the exchange of key issues can be discussed at a rapid pace. This will allow participants in the room to get direct answers to their specific questions and information on the most critical issues related to labor, change, leadership, management and growth of their business.





## SALES AND MARKETING

### Diversify & Get Sticky

*Robert Tiffin*

As the pundits color in forecasts for 2020 to be a churning year with political and market unrest, we all need to look at our core business, and the opportunity to diversify to create stability and survivability. The key to diversifying successfully is having a well-established core business, doing research of potential new markets or channels, and ensuring you have the right people to help manage the strategy. To reduce risk in diversifying is to become sticky, by having the new venture that is strategically related to your existing lines of business. We will present the concepts of diversification, sticky, etc., and then walk through an industry offering of Laminated Fiberglass Insulation that provides diversity of products across several channels.

## SAFETY AND TECHNICAL KNOWLEDGE

### Insulating Foundations for Frost & Energy

*Caynen Klessig & Dan Pederson*

Caynen and Dan will go through the principals of frost protection and energy efficient foundation design as it relates to post-frame buildings. Examples will include embedded posts and posts on concrete, and a variety of methods to insulate them. Attendees will also be taught some calculations for insulation requirements.

**10:50-11 am**                      **BREAK**

**11am-12:30 pm**

## GENERAL SESSION WITH KEYNOTE PRESENTATION

### Life Lessons from an Olympic Hero

*Dan Gable*

Dan Gable is the legendary wrestler who ESPN refers to as possibly the most dominant athlete and coach of all time. Dan was an unscored upon Olympic Gold Medalist and 2x NCAA Champion. He has successfully coached 4 Olympic gold medalists and he led the

University of Iowa to 15 national championships. Gable will share his view on life, keys to success, and snippets from his autobiography: *A Wrestling Life*.

**12:30-5:30 pm**

**EXPO OPEN**

## EXPO FLOOR ACTIVITIES

**1-2 pm**

### Mortarless Masonry Systems Bringing Savings & Sustainability to the Industry

*James Haggerty*

Save Time! Save Money! Go Mortarless! Mortarless masonry can be installed year round, and practically in any weather in order to keep your project on schedule and on budget. The installation process is much faster than traditional masonry. No masons needed! Attendees will learn how homeowners and businesses now have more options for stone that make sense for their budget, how mortarless masonry pricing compares to traditional masonry, sales tactics, and construction tips.

**2:30-3:30 pm**

### Why Should You Insulate a Pole Barn?

*Christy Wolf*

Pole barns and post-frame buildings are great structures to house something of value and keep it safe and out of the elements, right?

In this session, attendees will learn the benefits of protecting these valuables by insulating the post-frame structure and how insulation adds value. Adding insulation is often the difference between a building with a comfortable, bright interior and a damp, dark undesirable building. Attendees will also learn how adding margin to their existing project is also a cost savings to the end-use when insulation is installed at the time of construction.

**4-4:30 pm**

### NFBA Member Benefits Presentation

*Morgan Arwood*

NFBA Membership Director, Morgan Arwood, will give a brief overview of the benefits of being a Member of the National Frame Building Association and will be able to answer any questions you may have about your membership, or how to join if your company is not already a Member of NFBA. Some of the many NFBA Member Benefits include: educational opportunities; networking opportunities; Frame Building Expo discounts; business referrals from customers who want to "Find a Builder," "Find a Supplier," or "Find a Designer" through NFBA's online lead generation program; advocacy benefits through your directory listing on the NFBA Website; use of the NFBA logo to establish increased prestige and confidence among customers; access to the NFBA Accredited Post-Frame Builder Program to demonstrate your industry knowledge and business integrity to your customers; and access to technical and legal experts that can provide free technical, legal and safety advice.

**5:15-5:30 pm**    **PRIZE DRAWING IN HALL**

**8pm-12 am**

### Plyco Reception

Enjoy entertainment, food, and beverages, compliments of Plyco Corporation, a leading supplier of products to the post-frame, metal-clad building and commercial construction industries.

## THURSDAY, FEBRUARY 27

**6:30 am-5 pm** Registration  
**6:30-8:30 am** Continental Breakfast  
**8-9 am** Educational Breakout Sessions

### BUSINESS MANAGEMENT

#### End the Chaos: Become a Personal Productivity Champion

*Randy Goruk*

"As a leader, how is your time management, or as our presenter Randy Goruk likes to refer to time management, how is your personal productivity?"

- Do you accomplish everything you set out to do in a day?
- Do you find yourself running from one thing to another?
- Do you know the time wasters in your day and how to deal with them?
- Do you have enough time for your family?
- Do you wish you had one more hour in a day?

It is essential for a leader's success, and health, to take full control of the time in their world. They need to become a personal productivity champion. Many of us in the frame building industry never seem to have the time to do everything we set out to do – we are constantly challenged with time pressures that never seem to go away. This interactive presentation is designed to share proven strategies and techniques that can be immediately implemented and help end the chaos

### SALES AND MARKETING

#### Retaining Key Employees by Creating a Self-Motivating Work Environment

*Thomas Hudgin*

Inspired, driven and talented employees - it's every frame builder's most important asset. Your top-performing employees will help your company survive the toughest economy. That's why now more than ever, it's critical to ensure that you are taking the steps to hire the right people and retain these key employees for the short and long term. You cannot tell people to be motivated, but you can create a work environment that fosters self-motivation. This informative talk will show you how to do just that. Examine the thought processes and emotions of key performers who stay versus those who move on to what they see as "greener pastures". Get advice on hiring strategies and motivational techniques to build the loyalty necessary to ensure key employees stay and thrive."

### SAFETY AND TECHNICAL KNOWLEDGE

#### Load, Spacing & Span Impacts on Structural Design for Non-Engineers

*Joe Zulovich*

The "area supported" method is a basic structural design procedure used to select the size of a simple structural member at a defined member span and spacing when given know load conditions. Post-frame structural systems analyses can use this "area supported" method to understand how the load on a given post-frame member or on a connection changes due to changes in load conditions, span or spacing of post-frame members. This presentation will include: an explanation on how the "area supported" method works, how the method applies to post-frame structural systems, different examples of load impact/load to be carried by a member at a given span and spacing, how a given building load affects the member load supported by a given member when the span and spacing change, and how a given building load affects the needed connection strength when member span and spacing change.



**9-9:10 am** BREAK

**9:10-10:10 am** Educational Breakout Sessions

### BUSINESS MANAGEMENT

#### The Seven Steps to Scale Up Your Business Successfully

*Kuldeep Persaud*

Helping businesses to successfully grow is not easy. Kuldeep Persaud as the magical 7 steps you need to know.

1. You must become clear on your vision for the future.
2. Are you good at running your existing business at the size level you currently are?
3. What is your brand promise?
4. Putting together a Strategic Plan that defines what the top of the mountain looks like.
5. Dealing with challenges to growth in the Post-frame Industry.
6. Capital Funding for growth: What you need, how much money and what is the funding source.
7. Risk Management: cash Management, regulatory compliance, legal liability exposure, safety and environmental regulations.

### SALES AND MARKETING

#### Do you know what YOU are doing for Work Tomorrow, Next Week, or Next Month? We do...Residential Metal Roofing!

*Todd Meinhold*

This session is designed to help attendees build confidence with customers, confidence to forecast budget and cash flow with a full work load, provide stable work for VALUED employees and price work based on your company talents, NOT the customer's budget. With this additional profit, you can work ON your business and NOT in the business.

## SAFETY AND TECHNICAL KNOWLEDGE

### OSHA Update

*Gary Auman*

What has been happening in the safety area from a regulatory standpoint? Not all changes in OSHA expectations and enforcement take place in the standard setting process. Many significant changes come in the form of OSHA policies, such as the multi-employer worksite policy. We will discuss the changes that have occurred in the preceding 12 months and how they may/still affect our members.

**10:10-10:20 am**

**BREAK**

**10:20-11:20 am**

**Educational Breakout Sessions**

## BUSINESS MANAGEMENT

### The Missing Link: Revolutionizing Performance Management

*Bruce Hodes*

This is a revolutionary strategy execution management process. It is part process, part implementation, and part roadmap. This methodology puts your company's strategic plan in action and helps your company bridge the gap between strategy and executing - the strerexecution point. This process ensures follow through and implementation of the strategic plan by: increasing communication between employees and managers, clarifying job responsibilities, setting goals with measurement criteria, tracking progress towards goals, initiatives and strategic plans, monitoring progress through graphic, customizable reports, encouraging regular performance feedback, and identifying performance trends.

## SALES AND MARKETING

### Inspire, Empower, Engage: Coaching Skills for Frame Building Professionals

*Randy Goruk*

Coaching doesn't come naturally or easy for many leaders in the construction industry. It's all about communicating effectively. This session will sharpen the coaching skills of the participants by providing easy to understand concepts and implementable techniques for inspiring, empowering, and engaging their teams.

## SAFETY AND TECHNICAL KNOWLEDGE

### Proper Snow Loads for Post-Frame Buildings

*Aaron Halberg*

This presentation will explain how to understand all environmental design loads, but focusing on snow loads, regarding life expectancy of the building, how the building design reliability (or safety factor) should be affected by the number of occupants in a building or valuable contents within the building, proper communication of the design loads and life expectancy assumptions to all stakeholders, including occupants, owners, builders, material suppliers, insurers, and financial lenders. Also, understanding the potential for a false sense of security provided by obtaining a building permit and a "code compliant building", when various levels of safety can be provided within the building code, and inherent limitations involved by following design standards based on past weather patterns to forecast what may happen in the future, during the design lifespan of a new post frame building

**11:20-11:45 am**

**BREAK**

**11:45-1:15 pm**

**Awards Luncheon**

**1:30-5:30 pm**

**EXPO OPEN**

## EXPO FLOOR ACTIVITIES

**2-3 pm**

### Firewalls & Installation

*Tim Royer*

As NFBA members' commercial business grew, so did the demand for expansion of post-frame fire-rated wall systems. Larger commercial buildings with larger areas and multiple occupancies required fire walls, fire barriers and fire partitions (which require fire ratings from both sides). Other recent code changes (2009 IBC, Table 602, and 2009 IBC 705.5) requiring an exterior fire-rated wall from both sides at separation distances of 10 feet or less (versus the former 5 feet) also added to the need for economical post-frame fire-resistant walls. With these circumstances, NFBA took on the challenge of pursuing efforts to obtain certification of a tested 3-hour load-bearing post-frame wall with fire protection from both sides that could be used for fire walls, fire barriers or fire partitions. After a successful 3-hour rating was obtained, the outlook for additional certifications was promising. Tim will have a mock-up of a 3-hour firewall on-hand for demonstration to attendees.

**4-5 pm**

### Building Stronger Structures with Mechanically Driven Fasteners

*Chad Giese*

Learn how to reduce wear and tear on your body, and build stronger buildings faster by using code prescribed mechanically driven fasteners to frame structures. Learn about the differences between nail types and styles and how they perform.

**5:15-5:30 pm**

**PRIZE DRAWING IN HALL**

**5:30-7:30 pm**

**Christians in Construction Reception**

**8-11 pm**

### Expo Social

Join us for an evening of entertainment, food and beverages. Bring your colleagues, friends and family members or entertain your customers and make new acquaintances. Let's come together, celebrate our industry and make some good memories!

## FRIDAY, FEBRUARY 28

**7:30-10:30 am**

**Registration**

**7:30-9:30 am**

**Continental Breakfast**

**7:30-9:00 am**

**Small Builder Breakfast**

*(Invitation Only)*

**8:30am - 12:30 pm**

**EXPO OPEN**

## EXPO FLOOR ACTIVITIES

**10-10:45 am**

**Screw-Driving Competition**

**11-11:45 am**

**Nail-Pounding Competition**

**12 pm**

**Grand Prize Drawing**

The **Business Management** Track of Education is for business owners, presidents, CEOs, operations managers, safety compliance managers, code officials, and industry professionals interested in education on leadership, business operations, and business development strategy.

The **Sales & Marketing** Track of Education is for salespeople and marketers, website designers, administrators, and managers interested in learning new strategies and techniques and increasing their overall sales and marketing knowledge relevant to the post-frame industry.

The **Technical & Safety** Track of Education is for builders and crew members, site supervisors, designers, architects, engineers, suppliers, building-material dealers, trade students, code officials, and industry professionals interested in learning the latest technical and safety information on building practices and applications.

The **EXPO Floor Education** will take place on the tradeshow floor and is for all attendees wishing to gain in-depth knowledge on various topics related to the post-frame industry.

## Tuesday, February 25

4:00 PM - 7:00 PM  
Registration Open

# REGISTRATION OPEN

## Wednesday, February 26

6:30 AM - 5:00 PM  
Registration Open

# REGISTRATION OPEN

	BUSINESS MANAGEMENT	SALES & MARKETING	TECHNICAL & SAFETY	EXPO FLOOR
<b>7:30 AM - 8:30 AM Breakout Sessions</b>	Alan Kerschenn - Solutions for Skilled Labor Crisis	Ken Sherman - Post & Frame Construction on the Texas Gulf Coast	David Bohnhoff - Stopping the Toppling	
<b>8:40 AM - 9:40 AM Breakout Sessions</b>	Jim Vogt - Best Practices for the Framing Industry	Thomas Hudgin - Striving for Excellence...The Key to Superior Customer Service	Gary Auman - How to Respond to an OSHA Enforcement Inspection	
<b>9:50 AM - 10:50 AM Breakout Sessions</b>	Mike McKinley & Todd Carlson - Working On Your Business Roundtables	Robert Tiffin - Diversify & Get Sticky	Caynen Klessig & Dan Pederson - Insulating Foundations for Frost & Energy	

11:00 AM - 12:30 PM  
General Session & Keynote Dan Gable

# KEYNOTE

12:30 PM - 5:30 PM  
EXPO OPEN

# EXPO OPEN

1:00 PM - 2:00 PM

James Haggerty - Mortarless Masonry Systems Bringing Savings & Sustainability to the Industry

2:30 PM - 3:30 PM

Christy Wolf - Why Should You Insulate a Pole Barn?

4:00 PM - 5:00 PM

NFBA Member Benefits Presentation with ROI

5:15 PM - 5:30 PM

Prize Drawing in Hall

8:00 PM - 12:00 AM  
Plyco Reception at Hilton

# PLYCO RECEPTION

# SCHEDULE AT A GLANCE



## Thursday, February 27

### 6:30 AM - 5:00 PM Registration Open

# REGISTRATION OPEN

	BUSINESS MANAGEMENT	SALES & MARKETING	TECHNICAL & SAFETY	EXPO FLOOR
8:00 AM - 9:00 AM	Randy Goruk - End the Chaos: Become a Personal Productivity Champion	Thomas Hudgin - Retaining Key Employees by Creating a Self-Motivating Work Environment	Joe Zulovich - Load, Spacing & Spam Impacts on Structural Design for Non-Engineers	
9:10 AM - 10:10 AM	Kuldeep Persaud - The Seven Steps to Scale Up Your Business Successfully	Todd Meinhold - Do you know what YOU are doing for Work Tomorrow, Next Week, or Next Month? We Do... Residential Metal Roofing!	Gary Auman - OSHA Update	
10:20 AM - 11:20 AM	Bruce Hodes - The Missing Link: Revolutionizing Performance Management	Randy Goruk - Inspire:Empower, Engage: Coaching Skills for Frame Building Professionals.	Aaron Halberg - "Proper Snow Loads for Post Frame Buildings".	

### 11:45 AM - 1:15 PM Awards Luncheon

# AWARDS LUNCHEON

### 1:30 PM - 5:30 PM EXPO OPEN

# EXPO OPEN

2:00 PM - 3:00 PM				Tim Royer - Firewalls & Installation
4:00 PM - 5:00 PM				Chad Giese - Building Stronger Structures with Mechanically Driven Fasteners
5:15 PM - 5:30 PM				Prize Drawing in Hall

### 5:30 PM - 7:30 PM Christians in Construction Reception

# CHRISTIANS IN CONSTRUCTION RECEPTION

### 8:00 PM - 11:00 PM EXPO Social

# EXPO SOCIAL

## Friday, February 28

### 7:30 AM - 10:30 AM Registration Open

# REGISTRATION OPEN

### 8:30 PM - 12:30 PM EXPO OPEN

# EXPO OPEN

10:00 AM - 10:45 AM				Screw-Driving Competition
11:00 AM - 11:45 AM				Nail-Pounding Competition
12:00 PM				Grand Prize Drawing



**2020 NFBA Frame Building Expo**  
**Attendee Registration Form**  
 February 26-28, 2020 | Iowa Events Center - Des Moines, IA

FOR OFFICE USE ONLY  
 Rcv'd by \_\_\_\_\_  
 Date \_\_\_\_\_

Please print clearly. Use a separate form for each registrant. Duplicate as necessary.

Complete name \_\_\_\_\_ First name for badge \_\_\_\_\_  
 Title \_\_\_\_\_ Company \_\_\_\_\_ Company city/state \_\_\_\_\_  
 Mailing address (  home  work ) \_\_\_\_\_  
 City \_\_\_\_\_ State \_\_\_\_\_ Zip code \_\_\_\_\_  
 Work phone \_\_\_\_\_ Cell phone \_\_\_\_\_ E-mail address (required\*) \_\_\_\_\_

\*Confirmation of your registration will be sent only via e-mail to the e-mail address you provide here.

This is my first Expo.  I have special needs. Please contact me.  I will need vegetarian meals.  I do not wish to be listed in the printed registration list.

**Not a member?** Join NFBA and receive up to 60% off Expo registration and 50% off NFBA dues. Visit [nfba.org](http://nfba.org) to **join and register**, or call 800.557.6957. Some exclusions apply.

**Builder Community** A

*Builders, students, design professionals, specifiers, and others engaged in the construction of post-frame or wood-column buildings must register under "Builder Community." Registration includes admission to educational sessions and the trade show. An additional fee is required to attend optional ticketed events and workshops in Box D.*

**Full Conference Registration**  
 (includes educational sessions and trade show)

	On or before 2/1/20	After 2/1/20
Member	<input type="checkbox"/> \$80	<input type="checkbox"/> \$120
Nonmember	<input type="checkbox"/> \$205	<input type="checkbox"/> \$290
Student (ID required)	<input type="checkbox"/> Free	<input type="checkbox"/> Free

**1-Day Conference Registration**  
 (includes educational sessions and trade show for 1 day only—choice of Wed., Thurs., or Fri.)

	On or before 2/1/20	After 2/1/20
Member	<input type="checkbox"/> \$35	<input type="checkbox"/> \$65
Nonmember	<input type="checkbox"/> \$90	<input type="checkbox"/> \$150
Student (ID required)	<input type="checkbox"/> Free	<input type="checkbox"/> Free

Check the day you will attend.  Wednesday  Thursday  Friday

**Subtotal A \$** \_\_\_\_\_

**Spouse/Guest Name Badges** C

*Spouses, non-industry-related guests, and children under age 16 are free to attend the trade show **only** and will not be admitted into educational sessions. An additional fee is required to attend optional ticketed events. List the name(s) of guest(s) below.*

Name(s) \_\_\_\_\_  
 Name(s) \_\_\_\_\_  
 Name(s) \_\_\_\_\_

**Optional Ticketed Events (Expo Registration Required)** D

**Awards Luncheon (LUNCH), Thursday, February 27th 11:45 am–1:15 pm**  
 Member tickets at \$55 ea = \$ \_\_\_\_\_.  Nonmember tickets at \$65 ea = \$ \_\_\_\_\_.  
**Christians in Construction Reception (REC), Thursday, February 27th, 5:30–7 pm**  
 (Free) # of tickets \_\_\_\_\_

**Subtotal D \$** \_\_\_\_\_

**Non-Exhibiting Supplier/Dealer Community** B

*Non-exhibiting suppliers or dealers engaged in the manufacturing or sale of materials, equipment, machinery, or services to the post-frame construction industry must register under "Non-Exhibiting Supplier/Dealer Community." Registration includes admission to educational sessions and the trade show. An additional fee is required to attend optional ticketed events and workshops in Box D.*

	On or before 2/1/20	After 2/1/20
Member	<input type="checkbox"/> \$320	<input type="checkbox"/> \$420
Nonmember	<input type="checkbox"/> \$800	<input type="checkbox"/> \$930

**Subtotal B \$** \_\_\_\_\_

**Attendee Information** E

<b>Primary Business Activity (Check one.)</b>	<b>What is your role? (Check one.)</b>
<input type="checkbox"/> Post-Frame Builder	<input type="checkbox"/> Manufacturer/Supplier
<input type="checkbox"/> Metal Frame Builder	<input type="checkbox"/> Architect/Engineer
<input type="checkbox"/> General Contractor	<input type="checkbox"/> Code Official
<input type="checkbox"/> Lumberyard/Distributor	<input type="checkbox"/> Student
	<input type="checkbox"/> Owner/President/Sr. Mgr.
	<input type="checkbox"/> Crew Leader
	<input type="checkbox"/> Crew Member
	<input type="checkbox"/> Sales/Marketing
	<input type="checkbox"/> Technical
	<input type="checkbox"/> Other

**Total Amount Due** F

**(A or B) + D = \$** \_\_\_\_\_

**Photography Disclosure**

As at past expos, a professional photographer may take photos or videos of participants at NFBA's 2020 programs and events. These photos and videos are for NFBA's use only and may appear on NFBA's website, in printed brochures, or in other promotional materials. Attendee registration grants NFBA permission and consent for use of this photography.

**4 Ways to Register**

**Online\*:** [www.nfba.org](http://www.nfba.org) **Fax\*:** 937-278-0317 **Phone\*:** 800.557.6957  
**Mail:** NFBA - 7250 Poe Ave. Suite 410 - Dayton, OH 45414

\*Credit card payment only

**Cancellation policy:** All cancellations must be received in writing. A \$40 processing fee applies to all cancellations. No refunds will be made for cancellations postmarked after February 17, 2020, or for cancellations of 1-day meeting registrations. All refunds will be processed after the Expo.

**Payment**

**Check** (enclosed) • Make check payable to NFBA. • Checks not in U.S. funds will be returned. • A charge of \$25 will apply to checks returned for insufficient funds.  
 **MasterCard**  **VISA**  **Discover**  **American Express** • If rebilling of a credit card charge is necessary, a \$25 processing fee will be charged.

Account number \_\_\_\_\_ Exp. date \_\_\_\_\_  
 Signature \_\_\_\_\_ Cardholder's name (please print) \_\_\_\_\_

I authorize NFBA to charge the above-listed credit card amounts deemed by NFBA to be accurate and appropriate. **If payment does not accompany this form, your registration will not be processed.**

## SHOW LOCATION AND HOTEL

The 53rd Annual NFBA Post Frame Expo will be held at the Iowa Events Center and attached Hilton.

### Iowa Events Center

730 3rd St.  
Des Moines, IA 50309  
www.iowaeventscenter.com

### Hilton Des Moines Downtown

435 Park St.  
Des Moines, IA 50309  
The Hilton (Host Hotel) is currently **SOLD OUT** of hotel rooms. NFBA has a room block available until sold out at the Des Moines Marriott Downtown.

### Des Moines Marriott Downtown

700 Grand Avenue  
Des Moines, IA, 50309  
Standard Room Rate \$194.00 + taxes (12%)  
Make reservations directly with Marriott at 1 (800) 228-9290 or (515) 245-5500  
Room Block CUT-OFF DATE: Tuesday, February 4, 2020

**If the Marriott becomes sold out of rooms, you can contact one of the following nearby hotels:**

### Hyatt Place Des Moines Downtown

418 6th Avenue  
Des Moines, IA, 50309  
Guest Reservations: (866) 238-4218

### Renaissance Des Moines Savery Hotel

401 Locust St.  
Des Moines, Iowa 50309  
Guest Reservations: (844) 684-9427

### Parking

There are many options for parking in Downtown Des Moines. You can find 3,500 metered parking spots. View parking meter zones and pricing at [www.parkdowntowndesmoines.org](http://www.parkdowntowndesmoines.org).

Public parking garage hourly rates are \$1/hour with a \$10 daily max. The Garages at 3rd and Court, 4th and Grand and 8th and Mulberry will charge a \$5 flat rate fee for the Downtown Farmers' Market. For a complete list of parking garages in downtown Des Moines, go to [www.dsm.city/](http://www.dsm.city/)

Nearly 300 FREE off-street parking spaces can be found in Court Avenue District. Parking is free on the bridges over the Des Moines River, including Grand Avenue, Locust Street, Walnut Street and Court Avenue. Spaces with a green bag over the meter are free 24/7. Spaces without those bags are free after 6 p.m. and all day weekends.

## HOW DO I REGISTER?

### Phone 800.557.6957

Get personalized support by calling 800-557-6957

### Fax 937.278.0317

Fax a separate registration form for each employee and send all forms together.

**Mail** Complete a separate registration form for each employee and mail them together.

**NFBA**  
7250 Poe Ave. Ste. 410  
Dayton, OH 45414

**Online** [www.nfba.org](http://www.nfba.org)

### Program Changes and Cancellations:

NFBA reserves the right to substitute speakers or to cancel and reschedule events due to any unforeseen circumstances. If NFBA must cancel a show, registrants will receive a full credit or refund of their paid registration fee. No refunds will be made for lodging, airfare, or any other related expenses.

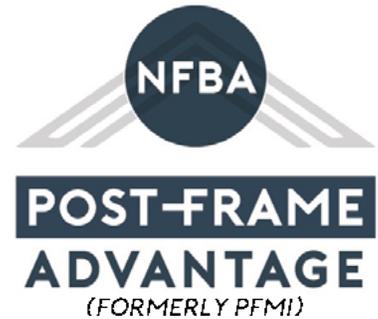
**Deductibility of Expenses:** Consult your tax advisor for information regarding the deductibility of registration and membership expenses.





Your contribution to the Post Frame Advantage Program directly funds educational marketing.

# NFBA 2020 POST-FRAME ADVANTAGE COMMITMENT FORM



Name: \_\_\_\_\_

Company: \_\_\_\_\_

(Please list your company name as you would like it to appear on recognition materials)

### Commitment Level:

- \$25,000       \$2,500 (\*\*PLATINUM CONTRIBUTOR LEVEL)
- \$12,500       \$1,000
- \$10,000       \$500 (\*GOLD CONTRIBUTOR LEVEL)
- \$5,000       \$Other \_\_\_\_\_

### **As a PFA Program Contributor, you will be:**

- ◆ Recognized as a supporter on nfba.org
- ◆ Recognized with signage at the Annual Conference and Expo
- ◆ \*Gold Contributors will receive an enhanced listing on nfba.org that includes the Gold Contributor emblem
- ◆ \*\*Platinum Contributors will receive Gold Contributor Level benefits with Platinum Contributor emblem, will be recognized in the Conference and Expo *program and on Expo signage*, **AND** they will receive either a half-page ad in the NFBA National Frame Builder Magazine or 2 complimentary full registrations to the 2021 NFBA Conference and Expo!

### **Support your Industry and support your business!**

Your contribution to the Post-Frame Advantage Program directly funds educational marketing. This marketing is designed to let building “decision makers” and consumers know that post-frame can be the best choice for their projects.

Your support also funds post-frame research, design tools, standards development, and technical programs that educate the engineering, design, and code official community on post-frame building systems.



We now offer more payment options than ever!

I would like my contribution payment(s) to be made via the following frequency:

- Annual (full amount)     Semi-Annually     Quarterly     Monthly

I would like to pay via:  Check made out to NFBA    or     Visa, MC, Discover, or American Express

**Recurring credit card payments** are also now available! Please check this box if you would like to make your payments automatically recurring:  YES make my credit card payment automatically recurring

With an end date of : \_\_\_\_\_ or  No end date

Billing address: \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Email \_\_\_\_\_ Phone \_\_\_\_\_

Return completed form to NFBA: mmiller@nfba.org    937-278-0317  
 NFBA 7250 Poe Ave. Suite 410 Dayton, OH 45414

# CHICAGO VOTES TO PHASE IN \$15 MINIMUM WAGE BY 2021

- Accelerates pay boost governor approved Feb. 19
- Concerns of wage violations, harassment remain

An ordinance the Chicago City Council approved Nov. 26 to increase the city's minimum wage to \$15 an hour included a controversial lower-tier minimum wage for workers receiving tips.

Illinois earlier this year became the first Midwestern state to enact a minimum wage of \$15 an hour, with phased-in increases between 2020 and 2025. The Chicago City Council Nov. 26 adopted a more aggressive wage increase schedule, approving on a 39-11 vote a citywide \$15-an-hour minimum wage by 2021. Chicago's current minimum wage is \$13 an hour.

Both the state and city standards contain a lower minimum wage for workers who receive gratuities from customers; in Chicago, that rate is now \$6.40 and will increase to \$8.40 by 2021. The Chicago ordinance requires all workers to earn \$15 an hour once it's phased in completely. If a tipped worker's salary plus tips don't equal at least \$15 an hour, the employer must make up the difference.

Supporters of the higher Chicago measure said they were disappointed by the lower wage for tipped staff. But they also said the City Council soon might consider a "one fair wage" ordinance to eliminate the lower wage tier for tipped staff. They also applauded what they said is a meaningful change for low-income workers across the city, who will see an annual increase in pay of about \$3,600 from the higher minimum wage.

BY Stephen Joyce  
Bloomberg Law



"We're very happy with the vast majority of this ordinance. By boosting the wage to \$15, we are lifting 100,000 Chicago residents out of poverty," Mackenzie Thurman, spokesman for ordinance sponsor Alderman Sophia King, said in an interview.

Opponents of the lower-tier minimum wage said the move leaves tipped employees behind.

"Instead of increasing the exploitative subminimum tipped wage to the full minimum wage and lifting thousands of working families out of poverty and combating racial and gender injustice, the Council listened to the corporate restaurant lobby," Nataki Rhodes, lead organizer for Restaurant Opportunities Centers United Chicago, said in a statement.

## Phase-In Schedule

The ordinance sets out pay raises for three different groups. For Chicago companies employing more than 20 workers, a \$14-an-hour minimum wage takes effect July 1, 2020. A year after that, the rate moves to \$15 an hour. The ordinance also mandates hourly increases after the \$15-an-hour threshold is met: beginning in 2022, the city's hourly rate will increase each year based on a consumer price index but will be capped at 2.5%.

Employers with more than three but fewer than 21 workers are required to increase minimum pay by 50 cents each year until wages reach \$15 an hour



The separate minimum wage for workers younger than 18 will reach \$15 an hour in July 2024.

in 2023. The separate minimum wage for workers younger than 18 will reach \$15 an hour in July 2024.

The ordinance requires employers paying their workers the lower minimum wage because they receive tips to make up any difference between what workers earn in wages plus tips and \$15. Critics of the ordinance, however, said they expect enforcement to be inadequate and “wage theft” from employers.

Critics of the ordinance also said workers’ continual dependence on tips to earn the city’s minimum wage gives customers an economic leverage that can lead to sexual harassment.

“In other words, the higher the income from wages, the lower the probability for tolerance of sexual and other workplace harassment,” Eva Putzova, a Restaurant Opportunities Center United

spokeswoman, said in an email. The restaurant industry is the number one source of sexual harassment claims filed with the federal Equal Employment Opportunity Commission, she said.

The ordinance doesn’t cover students at accredited universities already covered under the Fair Labor Standards Act, some camp counselors, and others specifically carved out by the ordinance. Contractors, as defined by federal Internal Revenue Service guidelines, are also not covered by the ordinance.

To contact the reporter on this story: Stephen Joyce in Chicago at [sjoyce@bloombergglaw.com](mailto:sjoyce@bloombergglaw.com)

To contact the editors responsible for this story: Martha Mueller Neff at [mmuellerneff@bloombergglaw.com](mailto:mmuellerneff@bloombergglaw.com); Jay-Anne B. Casuga at [jcasuga@bloombergglaw.com](mailto:jcasuga@bloombergglaw.com)

# TWO STORY POST-FRAME BUILDINGS

Post-frame construction has several characteristics that make it a great choice for all types of applications, whether it is commercial, residential, or agricultural. The goal of any building project is to design a building that meets all of the owners needs in the most efficient way possible. A multi-story building is often an appealing solution for projects since it adds usable space without increasing the overall footprint of the building. An often-overlooked feature of post-frame construction is the ability to easily incorporate a second story into the building. While there are items that need to be taken into consideration early in the design process, a two-story post-frame building can achieve the same desired results as other construction methods.

The International Building Code (IBC), which applies to commercial buildings, does have specific requirements related to multi-story buildings. Chapter 5 & 6 of the IBC provides the design constraints based upon the occupancy/use group classification and construction types, which are the primary factors in determining most of the other building code requirements found in later chapters. The types of construction are based upon whether the primary structural components of a building are combustible or non-combustible or offer a fire resistance rating. Typical post-frame construction is classified as wood frame construction with no level of fire rated protection on the primary components. This is known as Type VB. The other sub-category for type V construction is VA. VA construction provides a 1-hour fire resistant rating to the primary structural components. Ways to achieve a 1-hour rated assembly for wood

Dimitry Reznik PE  
Timbertech



Amanda Stauffer  
Timbertech



Eric Wriglesworth PE  
Timbertech



construction can be done per a UL tested assembly or per a calculated method in Section 722 of the IBC. An additional resource for the calculated fire resistance rating of exposed wood members and wood decking is chapter 16 of the ANSI/AF&PA National Design Specification for Wood Construction (NDS). Generally, the fire resistance of a wood frame assembly is equal to the sum of the time assigned to the membrane on the fire exposed side, the time assigned to the framing members, and the time assigned for additional items such as insulation (IBC section 722.6.2.1). UL designs U528 and V304 are examples of a post-frame 1-hour wall assembly. Since type VB construction can limit buildings to a single story for several commercial uses, VA is the alternative option for using wood/combustible materials and being permitted to have an additional story.

If a full second story is not feasible with the building code requirements, a mezzanine may still be an option. While the structural framing of a mezzanine is similar to framing for a second floor, the building code looks at these two spaces differently and has different requirements. By definition, a mezzanine is an intermediate level between the floor and ceiling of any story. A mezzanine is limited in size to 1/3 of the area of the space below that it is open to. A mezzanine is also required to be open, not enclosed. As always,

continued on page: 24

Example 1 Figure 1: TJI floor joist installation



Example 1 Figure 2: View of glulam beams tied into building sidewall



Example 1 Figure 3: Exterior of building



the building code does allow exceptions, most of which are dependent upon occupant load and egress. A story is that portion of a building included between the upper surface of a floor and the upper surface of the floor or roof next above.

A second floor system is designed to satisfy the strength and deflection requirements of the International Building Code (IBC). In post-frame buildings, the second floor framing consists generally of dimensional lumber or manufactured joists (i-joists, floor trusses), dimensional lumber, glulam, laminated veneer lumber (LVL) or steel girders, and dimensional lumber or LVL ledgers. The girders are supported by wood or steel columns on a thickened concrete slab, spread footings below the slab, or a round shallow post foundation. The design of wood framing and connections is governed by the National Design Specification for Wood Construction (NDS). The design of steel and concrete components is governed by the Specification for Structural Steel Buildings (ANSI/AISC 360) and Building Code Requirements for Structural Concrete (ACI 318), respectively.

The loading on the floor framing is determined by the intended use of the space. For example, the live load for office use is 50 psf. Structural design

is more challenging for warehouses that use the second floor area for warehouse-type storage. The IBC separates warehouse storage loads into “heavy” and “light” categories with minimum live loading of 250 psf and 125 psf, respectively (see also additional requirement for concentrated point loads).

The outside perimeter of the second floor framing can be supported by the side and end wall columns. The most common detail for this type of support includes a single or doubled ledger board fastened to the wood columns with nails or structural screws. A support below the ledger may be required if the ledger cannot fit the required quantity of fasteners. The floor joists are attached to the ledger board with joist hangers.

The designer should also consider the effects of the second floor system on the lateral force resisting system of the building. The effects may be negligible, positive or negative. If the floor system is a small mezzanine near the end of a building, the effects are likely negligible. However, if the floor system takes up all or most of the building footprint, the effects on the lateral force resisting system are likely significant. The floor system in the latter case is a diaphragm located somewhere between the main floor below and the ceiling or

roof above. In a typical post-frame building, without a second floor system, approximately 50% to 63% of wind pressures on the sidewalls are taken down into the foundation, while the remaining 50% to 37% are taken up into the roof diaphragm. The roof diaphragm collects lateral wind loads from the sidewall columns and transfers the loads into the endwalls according to the stiffness relationship of all the involved components. This process is discussed in *Diaphragm Design of Metal-Clad, Wood-Frame Rectangular Buildings (ASAE EP484)* and referenced in the IBC. When a large second floor system is introduced, approximately 25% of wind pressures on the sidewalls are transferred down into the foundation, while approximately 75% is transferred up into the floor and roof diaphragms (see Figure 1-1 & 1-2). A large second floor system may increase the lateral stiffness of the building and thereby reduce lateral deflections due to wind and seismic loading. In the process of stiffening the building, however, the shear loads in the endwall may increase by 100 or more percent. To ensure that the endwalls are not overloaded, it is not recommended that the effects of the second floor system are ignored, even when the roof diaphragm and all other components of the lateral force resisting

system are sufficiently stiff and strong and do not require help from the second floor diaphragm.

The following are two design examples of post-frame buildings that included a second floor or mezzanine. Since the focus of this article is on two-story post-frame buildings, the design examples selected showcase a variety of options that can be used to frame a second floor while still working in conjunction with typical post-frame methods.

Design examples-

**Example 1:** 60'x120'x22' Middlesex County Fair building- The post-frame building was built in 2013 by Tri-State Buildings, LLC of Stevens, PA. The building is used by the Middlesex County Fair Association to store antique farm equipment. The building was designed under the 2009 IBC as an S-2 use using VB construction. There is a large u-shaped mezzanine in the building. The floor framing consists of TJI floor joists supported by glulam beams and steel columns. The framing is also tied into the sidewall of the building and is supported by glulam columns found in that wall. (photos courtesy of Tri-State Buildings, LLC)

continued on page 26

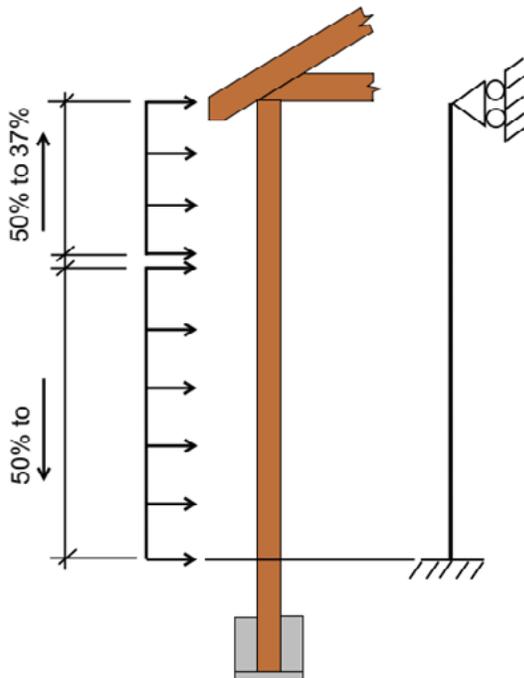


Figure 1-1 Wind pressure diagram in a single story post-frame building

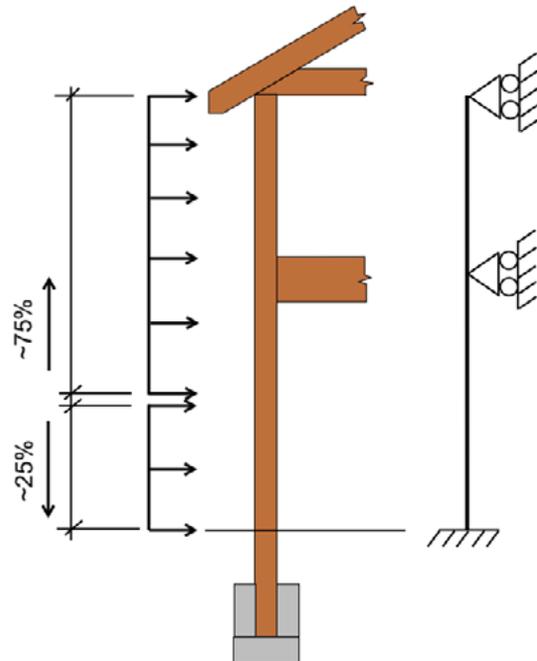


Figure 1-2 Wind pressure diagram in a two-story post-frame building

Example 2 Figure 1 - Exterior of the Building



The structural design of this building utilized wall and roof diaphragms to resist lateral loading based on the procedures described in the ASAE EP484 Diaphragm Design of Metal Clad, Wood Frame Rectangular Buildings. Steel roof panels were fastened to 2x4 roof purlins that were attached to the roof trusses. Roof trusses and roof rafters were installed 4' on center and were designed to bear on 2x12 headers which span between the 8' on center wood glulam posts. Steel siding was installed on 2x4 wall girts which were fastened to the wood posts. Design of the wood members and their connections was completed according to the National Design Specification (NDS) for Wood Construction as published by the American Wood Council. The second floor framing consisted of wood I-joists that were supported by wood glulam beams. The second floor glulam beams were supported by glulam posts within the perimeter walls and steel columns at interior areas. In this case the client preferred steel columns to minimize their size but wood glulam columns were also an option. The second floor added an additional structural benefit to the design by increasing overall building stiffness. In this building the second floor was designed for a substantial commercial storage load of 125 psf live load and 15 psf dead load. The main wood post-frame portion of this building utilized embedded post foundations with concrete collars around the

post for lateral and uplift resistance. The embedded post foundations were designed according to ASAE EP486 Shallow Post and Pier Foundation Design.

**Example 2:** 67'x78'x14' Post-Frame Building for Attaboyz Archery Center located in Marysville, OH. This unique post-frame building is an archery facility that contains an indoor archery range as well as a bow shop and retail area. There is a second floor area that contains a few offices and a break room. The building was constructed by Kennedy Construction in 2018 (photos courtesy of Kennedy Construction and Attaboyz Archery).

The structural design of this building utilized wall and roof diaphragms to resist lateral loading based on the procedures described in the ASAE EP484 Diaphragm Design of Metal Clad, Wood Frame Rectangular Buildings. Steel roof panels were fastened to 2x4 roof purlins that were attached to the roof trusses. Roof trusses were installed 4' on center and were designed to bear on 2x12 headers which span between the 8' on center wood glulam posts. The wood posts were fastened to pre-cast concrete Perma-Column post bases, which extend below grade as a typical post foundation. The main wood post-frame portion of this building utilized embedded post foundations with concrete collars around the Perma-Column post base for lateral and uplift resistance. The embedded post foundations

continued on page: 27



Example 2 Figure 2 - Interior framing of 2nd floor area

were designed according to ASAE EP486 Shallow Post and Pier Foundation Design. In this case the client was interested in avoiding wood to ground contact so the Perma-Column post base offered a good solution. Steel siding was installed on 2x4 wall girts which were fastened to the wood posts. The building also included various architectural exterior finishes such as stone veneer. Design of the wood members and their connections was completed according to the National Design Specification (NDS) for Wood Construction as published by the American Wood Council. The roof trusses had a sloped bottom chord, which provided the increased ceiling height near the center of the building, where the second floor was located. The second floor consisted of 2x10 floor joists supported by stud frame walls below. The stud frame walls bear on thickened slab footings. Part of the second floor was supported by glulam posts and headers, with the posts attached to the thickened slab concrete footing by Sturdi-wall brackets. In this building the second floor was designed with a live load of 80psf and 15 psf dead load. In this case a large second floor area was not necessary, however the size of the second floor could have easily been expanded if desired.

*For a more technically in-depth version of this article and to see additional Examples and Figures, go to [www.nfba.org/resources/technical](http://www.nfba.org/resources/technical) and click on the "Technical Article" tab.*

# UNDERSTANDING THE PROS AND CONS OF YOUR BUSINESS STRUCTURE

An important decision for business owners is choosing the type of business entity to operate as during the course of business. Each type of business structure has various pros and cons in relation to organization and business operations.

## Sole Proprietorship

A sole proprietorship is a popular choice for businesses due to the ease and low cost to set up. A sole proprietorship is owned by one individual who is in charge of business operations and is not hindered by requirements to hold annual meetings or consult with other individuals on the direction of the business.

Another benefit of a sole proprietorship is that there is not a separate tax return to be filed. The profit or loss is reported on the owner's individual return on a schedule C or E. For legal and accounting purposes, there is no separation between the business and the individual which could present problems due to an accident or a loss.

The owner of a sole proprietorship has unlimited liability and is therefore responsible for all losses that may be incurred by the business as a result of roofing accidents and lack of profit. The losses extend to the individual, which could result in loss of personal property to cover the loss.

## Limited Liability Company (LLC)

An LLC is a unique business structure because it can be taxed as either a partnership or an S-Corporation and it provides protection for the

business owner by limiting the liability to only the business which can protect them from business losses.

An LLC taxed as a partnership can prove beneficial for growing businesses because there is an opportunity to have multiple owners who can contribute capital to the business. In a partnership, responsibilities can be shared which will alleviate the stress of one person trying to run the entire business on their own. This also means that owners share gains and losses incurred in the business between each other regardless of who is responsible for them.

An LLC taxed as an S-Corp allows a business to be incorporated while still retaining the benefits of an LLC. An S-Corp can be comprised of one shareholder or up to one hundred shareholders which could provide opportunities to generate additional capital to fund business operations. A shareholder can take distributions from the business which are not subject to tax. With an S-Corp, shareholders are taxed on their portion of profit or loss.

Whether the LLC is taxed as a partnership or an S-Corp, both are considered pass-through entities. A pass-through entity is an entity where the profit or loss is taxed at the individual level as opposed to the business level. Unlike a sole proprietorship, both entities require filing a separate tax return in addition to an owner or shareholder's personal tax return.

BY Brian Oles  
Oles & Associates





In a partnership, responsibilities can be shared which will alleviate the stress of one person trying to run the entire business on their own.

### **Qualified Business Income Deduction for Pass Through Entities**

A significant benefit of a pass-through entity like those described above is it allows the owners or shareholders the ability to take advantage of the new tax deduction for qualifying businesses. This new deduction allows individuals who qualify to deduct up to twenty percent of qualifying business income in order to lower the individual's taxable income. The qualified business income deduction is not available for C-Corporations.

### **C-Corporation**

A C-Corporation is the most complex business structure which requires multiple documents to be filed with the federal and state governments in order to be granted a C-Corp status. Like LLCs, a C-Corp offers owners and shareholders protection against losses and debt incurred by the business.

An advantage of a C-Corp is the ease of generating capital because it can issue various classes of stock offering greater control over ownership of the

company. C-Corps also benefit from a flat tax rate of twenty-one percent on profits from the business.

A C-Corp has a perpetual existence which means it will exist indefinitely regardless of if an owner or shareholder leaves or dies. This makes it easy to transfer ownership because the transfer is done through the exchange of stock.

### **Conclusion**

While each type of structure has pros and cons, an important aspect to consider is where the business is going in the future and how complex the owners need the business structure to be. For more information on which business entity is right for you, feel free to reach out to our office at (614)-487-0774 or visit us online at [www.oles-cpa.com](http://www.oles-cpa.com).

**About Us**  **Oles + Associates**  
CERTIFIED PUBLIC ACCOUNTANTS

Oles and Associates is a mid-sized accounting firm located in Columbus Ohio. We focus on helping individuals and businesses with their financial reporting, accounting, and tax needs.



Most compliance officers will announce their presence on the jobsite and ask to speak to whomever is in charge.

# OSHA IS ON MY JOBSITE – WHAT SHALL I DO? –

## Part I

BY Gary Auman  
NFBA Legal Council



I just finished a program which included a mock OSHA site inspection, a mock informal conference, and a mock OSHA trial for one of my clients. This was intended as a teaching effort for those who had never been through the OSHA site inspection process. I was surprised at the questions I was asked by the attendees at this session, but I was even more surprised by the number of attendees who felt this type of experience should be made available at each annual gathering of this group. The comment and the questions confirmed my belief that very few employers, if any, who have never been through an OSHA inspection, have any idea about what is involved in the inspection and after.

So, I am going to take a few paragraphs to walk you through this process. First, we have the arrival of the compliance officer to the job site. Most compliance officers will announce their presence on the jobsite and ask to speak to whomever is in charge. However, be aware that there are times when a compliance officer will sit in his/her vehicle observing the crew working for a period of time before he/she confronts anyone. For this reason, the site supervisor should always keep his/her eyes open, and if he/she sees an unfamiliar vehicle pull into the crew parking or walk up to the jobsite from “down the road”, they should approach the individual and ask if they can be of assistance. There is nothing wrong with asking the unidentified person who he/she is. If they are an OSHA compliance officer they must admit to

that fact. This suggested approach applies whether the person is in or out of their vehicle. If nothing else, the crew leader should point out to the unidentified person that since this is a construction site, visitors are not permitted, and that the person should leave the area. If, as it usually is and the site is private property, the site supervisor might suggest that fact and point out that the person is trespassing and again, should leave the area. Of course, if the person is parked on public property such as along a public road, you will not be able to make them leave. Should they elect to stay, and the supervisor knows that they are an OSHA compliance officer, I suggest that the crew be directed to take an unscheduled break while the site supervisor contacts company management for directions. **DO NOT FORGET** if you keep working, and any of your employees are working unsafely, the compliance officer is bound to issue a citation for the observed unsafe activity. This may occur even if you have not permitted the inspection to proceed, or if the compliance officer is not on the property on which you are working.

As we proceeded with the mock inspection, the first question I was asked addressed the idea that the employer can have the compliance officer (hereinafter the CSHO) wait a reasonable period of time for a management representative to get to the site to direct the company’s involvement in the inspection. But, what can you do? You, the

continued on page: 32

employer, have the right to have a management person on site during a compliance inspection. The CSHO will wait a reasonable amount of time for such a representative to get to the jobsite. I have found in my experience, that four hours is considered a reasonable period of time for a management representative to get to the job site. I feel very strongly that the employer should have someone, who is familiar with the employer's rights during an OSHA compliance inspection on site for the duration of the inspection.

But I am getting a little ahead of myself. When the site supervisor approaches the unidentified individual, he/she should ask to see their credentials identifying them as a CSHO. After that is confirmed, the site supervisor should ask the reason for the visit. This is important. This information will be useful for management to determine whether they should oppose the inspection or permit it to proceed, and if they decide to permit it to proceed, whether they should place any limits on the scope of the inspection. There was a time just after OSHA came into being that most employers regularly demanded that the CSHO obtain a search warrant before proceeding with an inspection. Today this is still a right you have as an employer, but because of decisions that have defined probable cause, this right is only exercised in extreme cases. Do not forget that if your crew continues to work while you are deciding whether or not to permit the inspection, any safety violation by anyone on the crew that is observed by the CSHO will give him/her the probable cause they will need to get a warrant if you require one. So, after you determine why the CSHO is on your jobsite, you should decide very quickly how you will proceed. If you have any hesitancy in permitting the inspection to proceed whether or not you are on the site, you should contact your OSHA attorney and ask their advice. It is better to get good advice early rather than permit an inspection to begin with no control while also spending a lot of money later either defending yourself or in settling the OSHA fines that may

be issued. As you can see, you should treat any OSHA compliance inspection as you would any other occurrence that might take place on the jobsite which may adversely affect your company.

You are now on the jobsite; what should you do first? First, seek out the CSHO (he/she will probably find you) and ask them how they want to proceed. In all likelihood they will want to hold an opening conference. At the opening conference, the CSHO will take a few minutes to outline why they are there, but first they will want an employee representative to be included. After an employee representative has been selected and arrives at the opening conference, the CSHO will again present his/her credentials. If they are there as the result of an employee complaint, they must provide you with a redacted copy of the complaint. This means that anything on the complaint that could identify the complainant will have been removed or blacked out. The identity of the complainant is confidential and protected by OSHA. The CSHO will then discuss how they want to conduct the inspection. It is at this point that you should insist that the CSHO comply fully with your company's safety rules, especially as they pertain to PPE and fall protection. The CSHO will probably also indicate a desire to do confidential interviews of employees on the jobsite. You might avoid problems later if you can reach an agreement with the CSHO at this point as to the number of witness interviews the CSHO will conduct. At this time the CSHO will also probably request copies of your Safety Program, your Emergency Action Plan (EAP), your hazard communication program, and your OSHA 300 forms for the year of the inspection and the preceding three years. You must produce the OSHA 300 forms within four business hours of the request unless you reach an agreement with the CSHO for more time. If you do reach such an agreement, it is a good idea to make a written note of it and have the CSHO sign off on it. Before you begin the walk around map out the route you want to take based on the compliant items. You should avoid, if possible, any work areas not noted on

continued on next page



# INSIDE THE FRAME JOSH NOWLIN

Each Issue of Frame Builder Magazine will feature an article by NFBA Membership Director, Morgan Arwood, giving an inside, personal look at the lives of one of the many volunteer members that dedicate their time and treasure to NFBA and the post-frame industry.

BY Morgan Arwood  
NFBA Membership Director



QSI, QUALITY STRUCTURES  
RICHMOND, KS  
BUSINESS DEVELOPMENT MANAGER  
NFBA BOARD OF DIRECTORS  
NFBA MEMBERSHIP CHAIR  
HEARTLAND CHAPTER PRESIDENT



**CONTACT US**  
QSI, QUALITY STRUCTURES  
167 HIGHWAY 59  
RICHMOND, KS 66080  
josh.nowlin@qualitystructures.com  
(573) 355-4651

Josh Nowlin grew up in Hammond, Illinois. The oldest of five siblings, Josh has three brothers and a sister. Josh was an active kid while attending Atwood-Hammond High School as he played football, basketball and baseball.

Josh and his wife, Shelly, have been married for 16 years and have four beautiful children. Nick is an aspiring

musician, Alayna is a cheerleader, Isabelle plays competitive fast pitch softball and Harper is also a cheerleader and his wife, Shelly, is a Kindergarten teacher. They take great pride being a part of the United Studies exchange student program. They host teenage children from all over the world, so that they can experience life and school in the United States.

In his spare time, Josh enjoys coaching and playing softball. On a rare free day, Josh can be found on the golf course working to lower his handicap. He also serves his

community as a Planning Commissioner.

Josh's first exposure to the NFBA was in his early 20's. He worked for a local co-op building post frame structures and they took his crew to an NFBA expo in Indianapolis. Josh decided then, that he would someday be involved with our industry association. Josh said "Several years later while working for McElroy Metal, a lifelong supporter of the NFBA, I got involved with the Heartland Chapter of the NFBA and I have been involved since."

"NFBA will always be a part of my life. It is not an option for me to work in this industry and not serve the NFBA. I challenge myself regularly to make an impact on the industry and create a value for our members." Josh's commitment to post-frame extends to education at the high school and collegiate levels, "Several times a year I speak at area high schools to educate the kids on post frame and what our industry has to offer high school grads as well as college grads." As NFBA's Membership Committee Chair, Josh is actively working with his committee to create a post frame specific curriculum that will be used at high schools, tech schools and within our industry.



Josh Nowlin NFBA Board of Directors & NFBA Membership Chair



The number one way to attract website visitors to your website is by creating blog content that answers a very specific question that your audience is entering into a search engine

# CHARACTERISTICS OF SUCCESSFUL POST FRAME INDUSTRY WEBSITES THAT BUILD LONG TERM ROI

The post frame marketing landscape has been shifting and will continue to transition into 2020 and beyond. In the post frame industry, new business has traditionally come from word of mouth referrals and ended with a handshake. In 2020, the post frame customer is doing more internet research than ever before, and successfully using a website to attract visitors that turn into customers is exceedingly important.

BY Laura Benjamin  
President of Satellite Six LLC



**W**eather, seasonality, and fluctuating material costs can have an impact on the revenue cycle of manufacturers, builders, suppliers, and other post frame professionals. Having an effective website that consistently brings users to your business and gives them the value they're looking for can help build trust and smooth out the ebbs and flows of normal fluctuations in the industry.

Here are 6 characteristics of successful post frame industry websites that attract online visitors, generate sales, and build long term ROI:

## 1. Use a visualizer tool if you're a builder, designer, or supplier

Businesses who provide the best personalized and customized building information tailored to the potential customer tend to generate more sales. If you're a post frame builder, designer, or material supplier, having a high quality visualizer tool on your website is no longer a luxury, it's a necessary tool that customers expect.

Consumer and business level customers expect to visualize the layout, colors, and other accessory options of a building that they are considering. More and more post frame professionals have visualizer tools embedded on their website for users to interact with as it's becoming more important to meet the needs of potential customers

## 2. Focus your messaging on customer success not your company's success

It's tempting to showcase your awards, achievements, and qualities on your website homepage. A builder or consumer is on your website and you'd love to tell them why your business is the best. Counterintuitively, the companies that successfully inspire their audience to make a purchase year after year are those that make the customer the hero, not their own company.

Use your homepage to create a picture of what customer success looks like. It may be a distributor who has builders lining up to purchase products or it may be a homeowner who is spending quality time with his family in a once-in-a-lifetime recreational building. Resist the temptation to tell visitors why you're great. Make them the hero and you may win over a new customer.

## 3. Use video to showcase your people and products

The most meaningful connections in life and business happen face to face. Using videos on your website, especially your home page, can be a way to build strong face-to-face connections with prospects and customers.

Consider a "Hello From The President" video, a testimonial from an actual customer who loves

continued on page: 38

your business, or a product overview from an engineer or designer.

#### 4. Place strong calls-to-action in key places

It's important to use your website to move potential customers into strategic decisions or pages on your website. If you don't have high-profile and compelling calls-to-action on your website, you may be losing visitors who would be ready to consider a decision.

Place your CTA's in prominent places with big text and consider opportunities such as "Request a Quote Today", "Visualize Your Building", or "Speak With a Designer".

#### 5. Inspire users with beautiful portfolio photos and real life customer stories

In our industry, there are a lot of design options, color variations, quality options, trim styles and more. While comparing spec sheets and product options, it can be difficult to envision the beauty of the final product.

Use a portfolio page on your website to update regular photos of beautiful completed projects. A perfectly designed and executed post frame building creates a "wow" effect that just can't be felt in a product catalog. If you have the resources, turn your best projects into "case studies" that

include a story, a testimonial, and photos.

#### 6. Write regular blog content to earn free Google traffic

The number one way to attract website visitors to your website is by creating blog content that answers a very specific question that your audience is entering into a search engine. Maybe your ideal customer is Googling "how to insulate a pole barn" researching "metal roof thickness" or comparing "post frame siding options".

By writing a strong piece of content that clearly and thoroughly answers their questions, search engines like Google may put your blog post in the top results which gives your company free clicks, awareness, and the opportunity to make a sale.

#### Website Strategy as a Tool For Business Growth

We would all love for the telephone to ring constantly with potential customers. In today's digital landscape, however, hours upon hours of online research are being done by your potential customers long before they ever consider making a phone call.

Your website can be a strategic sales tool. By implementing some of these tactics, it will move visitors toward a purchasing decision and build long term revenue opportunities.



If you don't have high-profile and compelling calls-to-action on your website, you may be losing visitors

**NOTHING**  
beats our color!



Ceramel  
**XT-40S**<sup>™</sup>

**Dura Coat**

P R O D U C T S

An Axalta Coating Systems Company

High-performance siliconized polyester system.

[www.DuraCoatProducts.com](http://www.DuraCoatProducts.com)

# Become an Accredited Post-Frame Builder

and be publicly recognized for your commitment to professionalism  
and quality in ethical business practices, safety, and education



The Accredited Post-Frame Builder (APFB) Program recognizes builders who embrace programs and policies that promote quality and customer satisfaction. APFB status sets your company apart from the competition and entitles you to use the APFB logo on your company letterhead, business cards, and other marketing materials. In addition, your company is highlighted in the “Find a Builder” section of the National Frame Building Association (NFBA) website ([www.nfba.org](http://www.nfba.org)), in the membership directory, and at the Frame Building Expo.

As an Accredited Post-Frame Builder, you are authorized to use the following language on all bid documents:

*(Your Company Name)* has been recognized by the National Frame Building Association as an Accredited Post-Frame Builder for its commitment to ethical business practices, safety, training, and quality service.

To renew your accreditation every 2 years, one or more employees of your company must earn 12 continuing education units (CEUs) within that time by attending educational programs at the Frame Building Expo, NFBA webinars or chapter programs, or other preapproved events.

As industry professionals, we want our customers and the general public to know that we care about industry standards, high-quality workmanship, safety, and ethical business practices. Set your company apart from the competition by completing the application and returning it with payment.

Complete the application form on the following page and become an Accredited Post-Frame Builder today!

## Standards of Professional Conduct

Inasmuch as it is my belief that my reputation in the building industry is dependent upon my devotion to the highest ideals of honesty, courtesy, and integrity, as evidenced by my willingness to conduct business in a spirit of fairness and equality for all, and inasmuch as the National Frame Building Association has dedicated itself to the same high ideals of professional responsibility, I hereby agree to abide by and to conduct business in accordance with the following Code of Ethics:

1. I shall at all times **exercise the utmost integrity** in all of my business transactions and in all my relations with customers, employees, suppliers, and competitors.
2. I shall **refrain from the use of false or misleading advertising** and will honor the written and approved purchase agreement of my customers.
3. I shall **make no false statements** or circulate harmful rumors about my competitors' product, business, or financial or personal standing.
4. I shall endeavor to **abide by present and future building standards** of the National Frame Building Association.
5. I shall make every effort to **preserve my customers' trust and good faith** by providing the service and repair parts that they may need.
6. I shall dedicate myself to the **promotion of professionalism** within my industry, and I shall work diligently to build and perpetuate continuing consumer faith and trust in the National Frame Building Association builders.
7. I shall faithfully **stand behind the work I perform** and the products I sell in accordance with manufacturers' recommendations and warranty.
8. I shall, in good faith, furnish to the proper building authorities all certifications regarding professional or structural engineering and loading standards that are required of me.
9. I shall **encourage my fellow employees, my fellow members** of the National Frame Building Association, and **my colleagues to adhere to this Code of Ethics.**



**Help grow your business by joining this distinguished group of post-frame builders.”**

—Bob Brisky, Fingerlakes Construction, Clyde, NY



# Application Form

To become an Accredited Post-Frame Builder, please read the following, fill in the required information, and signify compliance by signing below.

Checklist for Accredited Post-Frame Builder applicants:

- Our signature confirms that we have been granted 12 CEUs by attending educational sessions at the Frame Building Expo, webinars, or other NFBA-approved events during the past 24 months.
- Our signature attests to our adherence to the NFBA Standards of Professional Conduct.
- We have included three letters of recommendation from customers.
- We have included credit card information or a check payable to NFBA.

Company name \_\_\_\_\_

Company address \_\_\_\_\_

City/State/Zip Code \_\_\_\_\_

Phone \_\_\_\_\_ Fax \_\_\_\_\_ E-mail \_\_\_\_\_

Name of company principal

Signature of company principal

\_\_\_\_\_

\_\_\_\_\_

Application fee (valid for 2 years) ..... \$150

Additional per-member branch or dealership fee\* (valid for 2 years) ..... \$50

*\*A member branch or dealer must be managed and operated by the same parent company.*

Name(s) of branch(es) or dealer(s)

\_\_\_\_\_

\_\_\_\_\_

Amount enclosed \_\_\_\_\_

Payment information (select one):

- Check enclosed       Visa       MasterCard       AMEX       Discover

Name on card (please print): \_\_\_\_\_

Account Number

Expiration Date

Signature

Date

Please return completed application (with three letters of recommendation from customers) to

**NFBA 7250 POE AVE, SUITE 410 DAYTON, OH 45414-2698**

Phone 800.557.6957 • Fax 937.278.0317 • E-mail [info@nfba.org](mailto:info@nfba.org) • [www.nfba.org](http://www.nfba.org)

Application fees are nonrefundable. Applications that are not approved will be returned with an explanation.





# National Frame Building Association Membership Application

This application must be completed in its entirety, or your membership cannot be processed.

Company Name \_\_\_\_\_  
 Company Address \_\_\_\_\_  
 City, State, Zip Code \_\_\_\_\_  
 Phone \_\_\_\_\_ Fax \_\_\_\_\_  
 Company E-mail (example: info@) \_\_\_\_\_  
 Primary Contact (will also be billing contact) \_\_\_\_\_  
 Title \_\_\_\_\_  
 E-mail \_\_\_\_\_

Referred by \_\_\_\_\_ Company \_\_\_\_\_  
 E-mail \_\_\_\_\_

## Additional Company Contacts

Company Owner's Name \_\_\_\_\_  
 E-mail \_\_\_\_\_  
 Marketing Contact Name \_\_\_\_\_  
 E-mail \_\_\_\_\_  
 Technical Contact Name \_\_\_\_\_  
 E-mail \_\_\_\_\_

## A. Membership Level

### Builder Membership

Select category according to your annual gross business volume (in millions).

0-1 \$475       1+ to 3 \$700       3+ to 6 \$1,280

6+ to 10 \$2,000       10+ \$3,300

Please indicate below what type of structures you erect or work on:

- Agricultural Buildings     Commercial Buildings     Residential Buildings  
 Industrial Buildings       Horse Barns/Facilities     Suburban Garages  
 Institutions (churches, schools, public buildings) Other \_\_\_\_\_

**National Supplier Partner Membership**       \$1,625

(\$1,125 Membership Dues, \$500 PFMI Assessment)

**Regional Supplier Partner Membership**       \$1,325

(\$825 Membership Dues, \$500 PFMI Assessment)

**Building Material Dealer Partner Membership**       \$570

(\$350 Membership Dues, \$220 PFMI Assessment)

Please indicate below which products or services you provide or work on:

- |   |                                     |  |
|---|-------------------------------------|--|
| <input type="checkbox"/> Building Accessories       | <input type="checkbox"/> Foundation | <input type="checkbox"/> Skylights             |
| <input type="checkbox"/> Building Posts and Columns | Products                            | <input type="checkbox"/> Software              |
| <input type="checkbox"/> Business Resources         | <input type="checkbox"/> Framing    | <input type="checkbox"/> Storm Management      |
| <input type="checkbox"/> Chemicals                  | Products                            | Products                                       |
| <input type="checkbox"/> Coatings                   | <input type="checkbox"/> Hardware   | <input type="checkbox"/> Structural Components |
| <input type="checkbox"/> DIY Building Packages      | <input type="checkbox"/> HVAC       | <input type="checkbox"/> Tools                 |
| <input type="checkbox"/> Doors                      | <input type="checkbox"/> Insulation | <input type="checkbox"/> Trusses               |
| <input type="checkbox"/> Engineered Components      | <input type="checkbox"/> Lumber     | <input type="checkbox"/> Walls                 |
| <input type="checkbox"/> Equine                     | <input type="checkbox"/> Machinery  | <input type="checkbox"/> Windows               |
| <input type="checkbox"/> Fasteners                  | <input type="checkbox"/> Roofing    | <input type="checkbox"/> Other                 |
|   | <input type="checkbox"/> Siding     |  |

**Branch/Dealer Membership (Dealer 1st Year Only)**       \$100

Above, write the name and location of the parent NFBA member company's head office.

**Design/Code Professional Membership**       \$120

Please indicate below which services you offer:

- Academic     Engineering     Architecture     Design Consulting  
 Structural Analysis    Other: \_\_\_\_\_

Please indicate the types of structures you can work on:

- Agricultural Buildings       Commercial Buildings  
 Residential Buildings       Industrial Buildings  
 Horse Barns/Facilities       Suburban Garages  
 Institutions (churches, schools, public buildings)

**Academic Membership**       \$100

**Associate Membership**       \$325

**Section A Total \$** \_\_\_\_\_

## B. Unified Chapter Dues (Mandatory)

Companies located in unified chapter states must pay an additional \$25 for chapter membership. These companies will hold membership in both their local chapter and the national organization. If you are located in a unified chapter state, please select your local chapter:

**Atlantic Northeast (CT, MA, ME, NH, NJ, NY, PA, RI, VT)**       \$25

**Mid Atlantic (DE, MD, NC, SC, VA, WV)**       \$25

**Heartland (AR, KS, LA, MO, OK, TX)**       \$25

**Section B Total \$** \_\_\_\_\_

## C. Statewide Listing (Optional)

Please indicate on the line below the additional statewide listings you would like to purchase. (Cost for each additional listing is \$100.)

\_\_\_\_\_ additional listing(s) at \$100 each

**Section C Total \$** \_\_\_\_\_

**Total of sections A, B, C**      **\$** \_\_\_\_\_

The undersigned hereby certifies that the above information is true and that, if accepted for membership by the National Frame Building Association, I/we will abide by the bylaws of the association and voluntarily agree to adhere to the association's Standards of Professional Conduct.

Signature \_\_\_\_\_

Date \_\_\_\_\_

Payment Information (select one):

Check enclosed     Visa     MasterCard     AMEX     Discover

Name on card (please print) \_\_\_\_\_

Account Number \_\_\_\_\_

Expiration Date \_\_\_\_\_

Billing Zip Code \_\_\_\_\_

Signature \_\_\_\_\_

For more than 40 years, the National Frame Building Association (NFBA) has represented the interests of builders, suppliers, distributors, academics, and code and design professionals serving the U.S. post-frame industry. Its mission is to lead and support members in their efforts to promote the growth and expansion of post-frame construction projects.

## Join NFBA for access to resources that help you build your post-frame business.

### Education

With the right information you can make smarter business decisions. You'll stay ahead of the competition while impressing your customers.

- **Technical Resources**—Learn best practices and new developments directly relevant to your business.
- **Frame Building Expo Seminars**—Attend discounted seminars at the Frame Building Expo.
- **Industry Trend Data**—Benchmark your performance against peers' performance and identify growth opportunities.

### Growth

Opportunities abound for you to increase your business's bottom line.

- **Business Referrals**—Lead-generation programs send referrals straight to your inbox.
- **Penetration of New Markets**—NFBA's market development program advances post frame into new markets.
- **Exposure**—Be seen in directory listings in the **NFBA Directory** and on the **NFBA website**.

### Advocacy

NFBA is the voice of the post-frame industry, and members gain instant credibility when they join.

- **Legal and Technical Expertise**—Obtain guidance from NFBA's experts at no additional charge.
- **Safety Programs**—Show your commitment to safety and earn goodwill from employers and customers.
- **Credibility**—Participate in the Accredited Post-Frame Builder program to earn credibility with customers.

## NFBA Membership Categories

### • **BUILDER MEMBERSHIP (\$475-\$3,300)**

Any individual proprietorship, corporation, or other legal entity that is engaged in the business of manufacturing, distributing, marketing, or constructing of post-frame buildings or post-frame building packages. Dues are structured incrementally by annual gross volume of business in millions of dollars.

### • **NATIONAL SUPPLIER PARTNER MEMBERSHIP (\$1,625)**

Any individual proprietorship, corporation, or other legal entity that is engaged in the manufacture or supply of post-frame building components but is not selling building packages and assuming design responsibility for the building. *This category applies to supplier companies that provide services or products in seven states or more. Includes a \$500 assessment that will be put toward the **Post-Frame Advantage Initiative**.*

### • **REGIONAL SUPPLIER PARTNER MEMBERSHIP (\$1,325)**

Any individual proprietorship, corporation, or other legal entity that is engaged in the manufacture or supply of post-frame building components but is not selling building packages and assuming design responsibility for the building. *This category applies to supplier companies that provide services or products in six states or fewer. Includes a \$500 assessment that will be put toward the **Post-Frame Advantage Initiative**.*

• **BUILDING MATERIAL DEALER PARTNER MEMBERSHIP (\$570)** Any individual proprietorship, corporation, or other legal entity that is engaged in the sale or distribution of lumber, trusses, or building kits to the post-frame building industry. *Includes a \$220 assessment that will be put toward the **Post-Frame Advantage Initiative**.*

### • **BRANCH/DEALER MEMBERSHIP (\$100) (Dealer 1st Year Only)**

Any individual proprietorship, corporation, or other legal entity that operates as a branch office (i.e., is wholly owned by, and operates under the same name as, a regular NFBA member) or as a dealer for another company with a different name that is a regular NFBA member in good standing.

### • **DESIGN/CODE PROFESSIONAL MEMBERSHIP (\$120)**

Any individual who is engaged in the business of building design, is a licensed professional engineer or architect, or is involved in building inspection or code development and enforcement.

### • **ACADEMIC MEMBERSHIP (\$100)**

Any individual who is primarily associated with an academic institution and has a particular interest in the post-frame building industry.

### • **ASSOCIATE MEMBERSHIP (\$325)**

Any company engaged in a business rendering service to the industry but not qualifying for any other membership division.

### • **STATEWIDE LISTINGS (\$100 each)**

Market your business in multiple states in which you provide services by purchasing statewide listings. Listings in all states, excluding Alaska and Hawaii, are available for purchase. Your organization will appear in all selected states in the "Find a Provider" NFBA website search results and in the **NFBA directory**.

# WHATS NEXT

JAN 15<sup>TH</sup>



NFBA WEBINARS

**NFBA WEBINAR**

UNIVERSAL METHOD FOR SHALLOW POST AND PIER FOUNDATION DESIGN  
 1:00PM - 2:00PM CENTRAL  
 ONLINE  
 800-557-6957 OR MMILLER@NFBA.COM  
 WWW.NFBA.ORG/INDEX.PHP/CALENDAR

JAN 16<sup>TH</sup>



ANNUAL BFBA POST FRAME EXPO

**ANNUAL BFBA POST FRAME EXPO**

BUCKEYE FRAME BUILDING ASSOCIATION  
 BUCKEYE COMMUNITY CENTER SHILOH, OHIO  
 800-294-0084 OR BFBA@ASSNSOFFICE.COM  
 WWW.OHIOPSTFRAME.ORG

JAN 29<sup>TH</sup>



NFBA WEBINARS

**NFBA WEBINAR**

DESIGN AID FOR SHALLOW POST & PIER FOUNDATIONS  
 1:00PM - 2:00PM CENTRAL  
 ONLINE  
 800-557-6957 OR MMILLER@NFBA.COM  
 WWW.NFBA.ORG/INDEX.PHP/CALENDAR

FEB 19<sup>TH</sup>



NFBA WEBINARS

**NFBA WEBINAR**

2015 POST-FRAME BUILDING DESIGN MANUAL (2ND ED)  
 1:00PM - 2:00PM CENTRAL  
 ONLINE  
 800-557-6957 OR MMILLER@NFBA.COM  
 WWW.NFBA.ORG/INDEX.PHP/CALENDAR

FEB 12-15



NATIONAL FARM MACHINERY SHOW

**NATIONAL FARM MACHINERY SHOW**

9:00A.M. - 6:00P.M. DAILY (EST)  
 KENTUCKY EXPOSITION CENTER, LOUISVILLE, KY  
 WWW.FARMMACHINERYSHOW.ORG

FEB 26-28



NFBA FRAME BUILDING EXPO

**NFBA FRAME BUILDING EXPO**

NATIONAL FRAME BUILDING ASSOCIATION  
 DES MOINES, IA  
 800-557-6957 OR MMILLER@NFBA.COM  
 WWW.NFBA.ORG/EXPO2020

MAR-APR 31-2



WPS FARM SHOW

**WPS FARM SHOW**

WISCONSIN PUBLIC SERVICE  
 EAA GROUNDS  
 OSHKOSH, WI  
 715-577-3377 OR ABURESH.WFBA@GMAIL.COM  
 WWW.ACCEL.WISCONSINPUBLICSERVICE.COM/BUSINESS/SHOW.ASPX

APR 8<sup>TH</sup>



NFBA WEBINARS

**NFBA WEBINAR**

DIAPHRAGM DESIGN OF POST FRAME USING SWAY & SHEAR MODIFIERS – ENGINEERING DETAILS  
 1:00PM - 2:00PM CENTRAL  
 ONLINE  
 800-557-6957 OR MMILLER@NFBA.COM  
 WWW.NFBA.ORG/INDEX.PHP/CALENDAR

APR 29<sup>TH</sup>



NFBA WEBINARS

**NFBA WEBINAR**

DIAPHRAGM DESIGN OF POST FRAME USING DAFI – ENGINEERING DETAILS  
 1:00PM - 2:00PM CENTRAL  
 ONLINE  
 800-557-6957 OR MMILLER@NFBA.COM  
 WWW.NFBA.ORG/INDEX.PHP/CALENDAR

CALL TO ADVERTISE YOUR EVENT: 800-557-6957

# WHATS NEXT



JAN  
28-29

## 2020 WFBA CONFERENCE & TOUR

WISCONSIN FRAME BUILDERS ASSOCIATION  
MADISON, WI  
715-577-3377 OR ABURESH.WFBA@GMAIL.COM  
WWW.WISCONSINFRAMEBUILDERS.ORG



FEB  
12<sup>TH</sup>

## NFBA WEBINAR

INTRODUCTION TO POST-FRAME BUILDING SYSTEMS  
1:00PM - 2:00PM CENTRAL  
ONLINE  
800-557-6957 OR MMILLER@NFBA.COM  
WWW.NFBA.ORG/INDEX.PHP/CALENDAR



MAR  
11<sup>TH</sup>

## NFBA WEBINAR

ARCHITECTURAL ALTERNATIVES FOR POST-FRAME BUILDING SYSTEMS  
1:00PM - 2:00PM CENTRAL  
ONLINE  
800-557-6957 OR MMILLER@NFBA.COM  
WWW.NFBA.ORG/INDEX.PHP/CALENDAR

NORTH AMERICAN  
FARM & POWER SHOW

MAR  
19-21

## NORTH AMERICAN FARM & POWER SHOW

9:00A.M. - 5:00P.M. THU-FRI  
9:00A.M. - 4:00P.M. SAT  
FOUR SEASONS CENTRE OWATONNA, MN  
WWW.TRADEXPOS.COM/NORTH-AMERICAN-FARM-POWER-SHOW/



MAR  
25<sup>TH</sup>

## NFBA WEBINAR

MODERN POST-FRAME STRUCTURAL DESIGN PRACTICE: AN INTRODUCTION  
1:00PM - 2:00PM CENTRAL  
ONLINE  
800-557-6957 OR MMILLER@NFBA.COM  
WWW.NFBA.ORG/INDEX.PHP/CALENDAR



MAY  
6<sup>TH</sup>

## NFBA WEBINAR

SIMPLIFIED METHOD FOR SHALLOW POST AND PIER FOUNDATION DESIGN  
1:00PM - 2:00PM CENTRAL  
ONLINE  
800-557-6957 OR MMILLER@NFBA.COM  
WWW.NFBA.ORG/INDEX.PHP/CALENDAR



MAY  
7-9

## MBCEA CONFERENCE 2020

METAL BUILDING CONTRACTORS & ERECTORS ASSOCIATION  
AURORA, CO  
484-239-3337 OR SDEMYAN@MBCEA.ORG  
WWW.MBCEA.ORG



MAY  
20<sup>TH</sup>

## NFBA WEBINAR

UNIVERSAL METHOD FOR SHALLOW POST AND PIER FOUNDATION DESIGN  
1:00PM - 2:00PM CENTRAL  
ONLINE  
800-557-6957 OR MMILLER@NFBA.COM  
WWW.NFBA.ORG/INDEX.PHP/CALENDAR

CALL TO ADVERTISE YOUR EVENT: 800-557-6957



Become an **Accredited Post-Frame Builder** and demonstrate to customers your commitment to corporate responsibility, ethical business practices, and education.

Learn more at [nfba.org](http://nfba.org).





**MADE IN  
AMERICA**



# Making a World of Difference *with Quality & Service*

Since 1951, Plyco has stood by you and their products. Plyco offers a complete line of building products that surpass building codes and customer expectations. At Plyco, we've become the leader by delivering the quality products you and your customers demand.



# PLYCO

**CORPORATION**

## **BUILDING CONNECTIONS**

**800.558.5895** ♦ **www.plyco.com**

DOORS • WINDOWS • CUPOLAS • FASTENERS • RIDGE VENTS • SDR PACKAGES



**NFBA** NATIONAL FRAME  
BUILDING ASSOC.  
NATIONAL FRAME BUILDING ASSOCIATION

7250 Poe Ave. Ste 410  
Dayton, Ohio 45414

800.557.6957  
info@nfba.org  
www.nfba.org

PRESORT STD  
US POSTAGE  
**PAID**  
PERMIT NO. 966  
DAYTON, OH

# OMNI™ FOR THE NEXT GENERATION



Creating the next generation of metal roofing is not simple. This task is why we created CECI® and Heat Forming™ then combined it with AZM® and the best paint system on the market.

So while others say their panels are just like ours, they don't have our name to live up to — The OMNI™ panel **ONLY** by Everlast Roofing, Inc.

[EVERLASTROOFING.COM](http://EVERLASTROOFING.COM) | 888.339.0059

**Everlast**  
Roofing, Inc.  
OUR NAME SAYS IT ALL