

NATIONAL

# FRAME

B U I L D E R

M A G A Z I N E

NOV 2019  
Vol.1 No.1

## LEGALLY SPEAKING

U.S. Department of Labor announces change to salary threshold to determine which employees are eligible for overtime pay

## CHANGE YOUR LEADERSHIP MINDSET OR SUFFER THE CONSEQUENCES

5 Steps to Thrive in Our Unstable World

## TECHNOLOGY & RESEARCH

Wisconsin Snow Damage, Postframe Firewall & Mechanically Laminated Columns

## HOW CAN EMPLOYEE TURNOVER RETURN POSITIVE RESULTS?

Every business owner has something that's kept them up at night.

# 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.

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

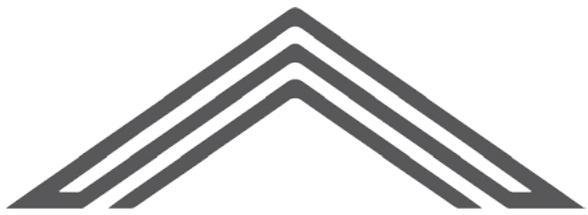
### Windows:

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**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?

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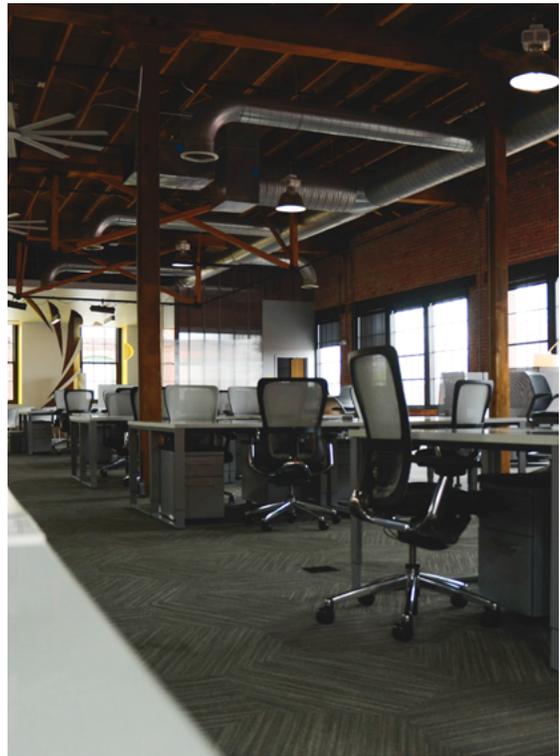
Our world of unpredictable and uncontrollable change presents a huge leadership challenge. How can we survive and even thrive when our environment turns against us? Here are 5 Steps to Thrive in Our Unstable World.



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**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



**W**elcome to the National Frame Builder Magazine, a new publication provided by the National Frame Building Association. After extensive collaboration of the NFBA Board of Directors, their fellow Members, Staff, and Industry Experts, we've created a new resource for NFBA Members and for the Post frame Industry as a whole.

This is YOUR Frame Builder, and it's packed with content designed to inform, engage, and entertain. Our format strives to expand your horizons locally and beyond. From educational opportunities to tools to enhance your business and educate prospective customers, we've got you covered. Be sure to check out the calendar section for all the latest events, webinars, and Affiliate Chapter events.

Building on over 50 years of legacy, NFBA continues to be committed to its Members, and remains a trusted resource for information about post-frame construction, workplace safety, business management, and navigating regulations and compliance.

This magazine is Member-driven, peer-reviewed, and contains the latest industry news. Also, we will keep you up-to-date with the various efforts of the NFBA Committees and Board to provide you with the best guidance possible for your success. In short, you are our focus. Your success is our goal!

Please consider this an open invitation to share your content ideas, portfolio photos, and feedback.

We hope you'll find this first issue to be a reflection of the value created when representatives from all aspects of the industry come together. This is the true spirit of an Association community, and of the NFBA.

**Rachel Pinkus**

Editor



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NFBA Award Winner: Howell Buildings Company  
Clinton Township Fire, Police and Administration  
Department Columbus, OH.

# A MESSAGE FROM

## MATT GREINER PRESIDENT, NFBA BOARD OF DIRECTORS

NFBA Staff and the Board of Directors are excited to deliver this first full-edition Official NFBA Publication! We are confident that you will consider it well-crafted, informative, and full of excitement. I hope for the opportunity to meet you personally and hear your opinions regarding this new publication. I also hope to get your perspective on all things post-frame and/or business-related. If I do not see you sooner, I hope to see you in Des Moines February of 2020 for the Annual Expo. It should be a great show with many new faces in a new place. The location and venue will be an excellent fit for this event. Please invite your family, friends, fellow competitors, and suppliers to join you!

There has been a lot of activity since I took the President position earlier this year. We have experienced an effective management change, new breakthroughs in safety and education, technical advancements, marketing and branding shifts, and renewed fundraising efforts that are dedicated to advancing the Post Frame Industry.

I recently had the distinct pleasure of meeting with several post-frame construction experts for a two-day curriculum development workshop. Here we made great strides toward the development of post-frame curriculum that will be key to combating the workforce shortage crisis many of us face today.

There was an excellent safety committee call held two weeks ago where we laid plans to conduct unprecedented research that will inevitably contribute to saving lives and making OSHA compliance more feasible for post-frame builders across the country.

We have a solid group working hard to raise money for the Post Frame Advantage campaign on behalf of our newly re-titled Industry Promotion Committee. These funds are dedicated to growing the industry and driving more business to dedicated NFBA members.



The NFBA Technical and Research Committee continues to be engaged in several initiatives. In order to further the value that our printed manuals have brought to those in the Post-Frame Industry, the T&R Committee is looking at ways to develop the content into educational courses. A detailed presentation will be made of the recently approved 3-hour fire wall at the Expo. They are also working to assess the snow collapse issues that have affected post-frame structures in the upper Midwest.

Next up is a call with the Marketing Steering Committee to discuss ways to promote the NFBA Brand, generate leads for our Members, and take us to new levels of accomplishment.

It's been a pleasure to serve you and our industry thus far in my term as President. Please feel free to reach out to me, my colleagues, or NFBA staff at any time. Again, be sure to book your trip to Des Moines and come enjoy a great upcoming Expo where we will continue working together to elevate the post-frame industry to unprecedented heights!

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





**EXECUTIVE DIRECTOR**  
**MEGAN MILLER**

Megan serves as Executive Director of the National Frame Building Association. She has over 20 years of experience in Construction Trade Association Management, and is the lead staff person for the Post-Frame Advantage Initiative.



**MANAGING DIRECTOR**  
**RACHEL PINKUS**

Rachel serves as a Managing Director, Event Coordinator and Publication Editor. She has been a part of the team since 1998 and is primarily responsible for executing NFBA's events and Expo and well as overseeing the NFBA publications.



**LEGISLATIVE AFFAIRS**  
**VALERIE POPE**

Valerie serves as Government Relations Liaison and is the lead staff person for Government Advocacy. She brings 25 years of experience in Construction Trade Association Management to the team.



**MEMBERSHIP DIRECTOR**  
**MORGAN ARWOOD**

Morgan serves as Membership Director and Database Support Specialist. Morgan is responsible for overseeing strategies to both recruit and retain members, as well as building relationships with state and local Affiliate Association Chapters.

# MEET YOUR



# FBA NATIONAL FRAME BUILDING ASSOC. STAFF



## ASSOCIATE DIRECTOR **BOB POPE**

Bob serves as Associate Director and Staff Advisor. He has been managing Construction Trade Associations since 1974, and has been an integral part of developing and maintaining many apprentice, journeymen, and supervisor training programs.



## ACCOUNT MANAGER **CHRYSTAL BURRIS**

Chrystal serves as Senior Account Manager. She oversees all aspects of the NFBA Finance Department.



## DESIGN AND PRODUCTION **JOE WILLIAMS**

Joe specializes in graphic design, video production, and print production. He is also a professional photographer. He lends his creative eye and technical savvy to NFBA activities and publications including the NFBA Expo and this magazine.



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# PURSUIT OF GROWTH

PFA Post Frame Advantage Update

Formerly known as the Post-Frame Market Initiative (PFMI), Post Frame Advantage (PFA) is a program created to expand the use of post-frame construction in non-agricultural segments.

PFA focuses on educating architects, builders, designers, and end consumers about the benefits of post-frame construction through targeted marketing efforts and webinars.

Our industry is continuing to grow, but in order to keep it growing on a good path, funds are very much needed for promoting post-frame and educating various audiences about the quality option of post-frame construction.

It is our goal that your company will see more projects in the residential and commercial/non-ag market as a result. Funds from this program will generate more business through increased awareness of post-frame as a high quality and sustainable building choice.

Support the Post-Frame Industry now with a commitment to PFA

- With a contribution of \$500 or more, you will be recognized as a

Megan Miller  
NFBA Executive Director



Gold Contributor and will receive an enhanced listing on [nfba.org](http://nfba.org) that includes the Gold Contributor emblem.

- A contribution of \$2500 or more will be answered with those benefits, AND a copy of the Post-Frame Market Study that was recently conducted by NFBA and New Heights Research. This is a valuable tool that will be shared with you in exchange for your support.
- All contributors will be recognized at the annual expo, and will be listed in the NFBA magazine and on the NFBA Facebook page as a PFA supporter.

We can now accommodate additional payment options!

Semi-Annual, quarterly, monthly, and recurring payments for your contribution are available in addition to the one-time contribution option. For additional information about PFA, please contact Megan Miller at [mmiller@nfba.org](mailto:mmiller@nfba.org) or 800-557-6957

# WISCONSIN SNOW DAMAGE, POSTFRAME FIREWALL & MECHANICALLY LAMINATED COLUMNS

Last month the Technical & Research Committee (T&R) met in Chicago for our third meeting of the year. The T&R committee is made up of engineers and academia who are involved in the design of post-frame buildings or involved in research supporting the post-frame building industry. One of the projects that we are working on is a name change for the three post-frame standards that are referenced in the International Building Code (IBC). Each of these standards are essential for structural engineers who design code conforming post-frame buildings, most of which are residential or commercial buildings. These three standards are ASAE-EP484 “Diaphragm Design of Metal Clad Post-Frame Rectangular Buildings”, ASAE-EP486 “Shallow-Post foundation Design”, ASAE-EP559 “Design Requirements and Bending Properties for Mechanically Laminated Columns” and they are included in the IBC in Section 2306.1 and listed in Chapter 35. The names of these standards refer to the American Society of Agricultural and Biological Engineers (ASABE) and there has been some confusion regarding the application of these standards to residential and commercial buildings. Our committee is working with ASABE to include NFBA in the standard name, such as NFBA/ASAE-EP484. With this name change we are also hoping to get the National Frame Builders Association listed in IBC as a referenced standard organization in Chapter 35. This could happen

Timothy R. Royer, P.E.  
T&R Chair



as early as the next code cycle.

The 2015 International Energy Conservation Code defines an air barrier as “a single material or a combination of materials” joined together “to provide a barrier to air leakage through the building envelope” (International Code Council, 2015b). Some prescriptive air barriers are listed in the code and are discussed in this article. A basic understanding of air-barrier properties helps one develop a functional and effective air-barrier system.

Another project that the T&R committee is currently working on is the inclusion of glued laminated columns in the post-frame fire wall listing. Approved by Underwriter's Laboratory last year, UL V304 is a 3 hour rated post-frame firewall system that currently utilizes 5 ply mechanically laminated columns spaced 8 feet apart. The goal of this project is to provide fire test data to the Underwriters Laboratory to support the use of glulam columns as an acceptable alternative to the mechanically laminated columns that were used in the actual fire test. We are working with professionals in the glulam industry and engineers at the Underwriters Laboratory to determine if this alternative is acceptable.

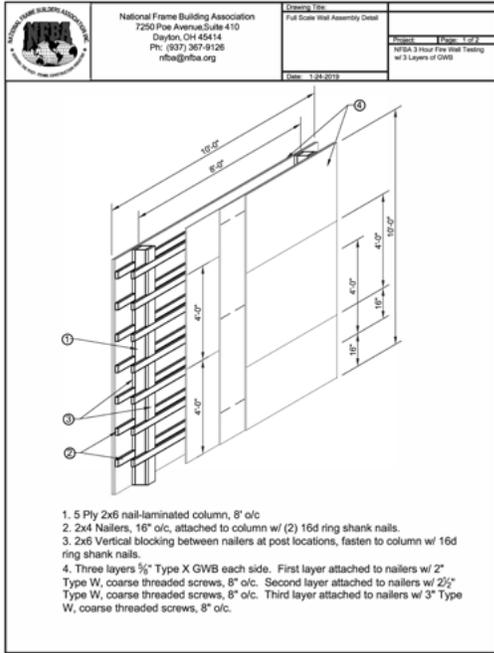
Related to this project is a post-frame firewall demonstration that will be prepared for the upcoming NFBA/Frame Building Expo at Des

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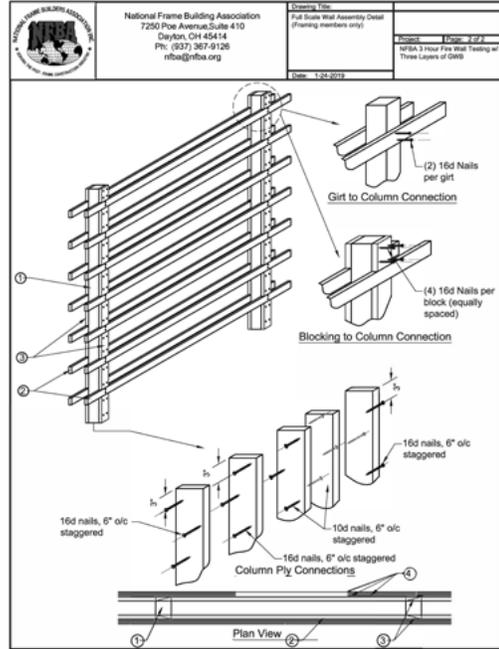


Minnesota Gov. Tim Walz, second from right, and U.S. Sen. Tina Smith, right, talk with Katie and Rob Kreidermacher while looking at a damaged barn during a visit to the Kreidermachers' farm on Saturday near Altura, Minn. The Kreidermachers lost 10 cows when the roof collapsed from heavy snow. Andrew Link | Rochester Post-Bulletin

Andrew Krueger March 9, 2019 11:20 a.m. Heavy, wet snow causing roofs to collapse in Minnesota, North Dakota



NFBA 3 Hour Fire Wall Testing with Three Layers of GWB Page 1 of 2



NFBA 3 Hour Fire Wall Testing with Three Layers of GWB Page 1 of 2

Moines Iowa, February 26th through the 28th 2020. This demonstration will be performed on the trade show floor and will include a full-scale model of a post-frame firewall. We will discuss construction techniques and tips such as how to protect the fire rated drywall from the elements while under construction, the materials and methods that are required by the UL listing, and answer questions from the audience concerning their experience with the post-frame firewall.

A large portion of our meeting was spent discussing the snow damage that occurred this past winter in the Upper Midwest region. The Wisconsin chapter of the NFBA and the University of Wisconsin extension have been working together to collect data on the collapses that happened during this past winter. While all construction types experienced collapses (steel, masonry, and wood), the majority of these collapses involved agricultural buildings. Most agricultural buildings are exempt from the building code and as a result a large number of agricultural buildings are built without structural engineering. Other factors such as the age of the buildings, maintenance of the structural framing system, and the extreme

heavy snow loads that this region experienced all contributed to the high number of failures. In order to better understand what happened and how to accurately recommend improve building practices, a survey has been prepared by the University of Wisconsin extension and will be utilized to collect data directly from farmers who experienced failure. This data will be used to create a recommended practices brochure and will be presented at the upcoming NFBA Expo and other speaking events with industry stakeholders such as the insurance industry and financing providers.

Lastly, we discussed working with a university to prepare a curriculum for teaching the methods that were presented in the newly published Non-diaphragm Building Design Manual. This manual was published last year by NFBA and provides detailed description post-frame building design without utilizing the strength of shear walls and roof diaphragms. The manual is currently available as a digital download and hard copy from the NFBA website. The short course curriculum would provide an opportunity for students learn how to design post-frame buildings with this procedure.

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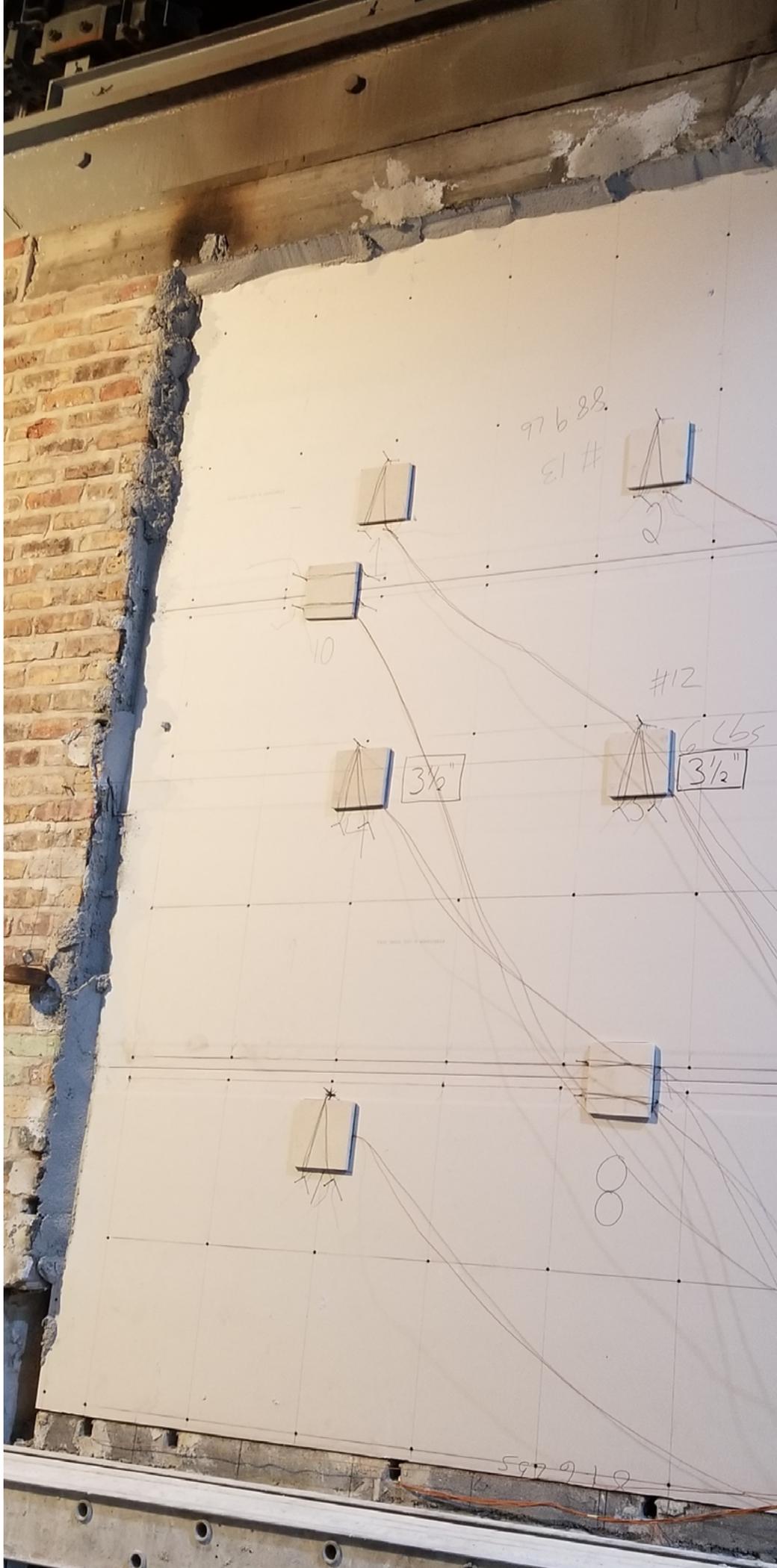
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NFBA 3 Hour Fire Wall Testing

NFBA provides Members with free information and answers to your post-frame building questions.

Just email your technical questions to [info@nfba.org](mailto:info@nfba.org). State that you are an NFBA member and that you have a question for NFBA's technical experts on post-frame construction.

*Timothy R. Royer is the president and sole owner of Timber Tech Engineering Inc., which he founded in 1990. He graduated from the Pennsylvania State University in 1983 with a B.S. degree in Agricultural Engineering with a Structures Emphasis including Structural Design, Agricultural Structures, Agricultural Systems, Strength of Materials, Heat Transfer, and Mechanical Drafting. Prior to founding Timber Tech Engineering Inc., Tim worked for Rigidply Rafters, Inc. of Richland, Pennsylvania as their head Engineer for six years.*



# POST FRAME DID YOU KNOW?

For our readers who are new to the post-frame industry, this section offers a little bit of background and basics.

**P**ost-frame building systems were first developed in the 1930's as "pole buildings". They were constructed with pressure treated round wood posts and used primarily for agricultural facilities and small accessory buildings. Fast forward to the late 70's – mid 80's: post-frame structures evolved into a finely-tuned engineered building system. Development and documentation of diaphragm design methodologies in the 1980's to mid 1990's improved the structural efficiency of post-frame building systems and launched the adoption of post-frame into the commercial and residential building sectors.

**Post-frame accommodates a variety of foundation options**, including concrete walls, concrete piers, thickened edges of concrete slabs and other products.

**Post-frame buildings are exceptionally resistant to wind, snow, and seismic loads.** The entire structure works as a diaphragm to provide superior lateral load-resistance properties. If a design professional does not account for the diaphragm action provided by post-frame buildings, he or she may significantly over-engineer the building. Engineers who may not be familiar with how to account for diaphragm action may also mistakenly conclude that a post-frame building will not meet prescribed load criteria. Incorporation of diaphragm design concepts and construction details reduces post sizes and foundation embedment depth requirements for post-frame building systems.

For additional information about post-frame construction, check out our manuals and webinars listed in the NFBA Technical and Educational Resources section of [nfba.org](http://nfba.org)



POST FRAME DID YOU KNOW?

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To learn more about the advantages of post-frame construction or to discuss your next project with a local post-frame builder, use our “**Find a Provider**” feature and be put in contact with a post-frame builder in your area today!

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# NEW OVERTIME RULE IS FINALLY HERE

The U.S. Department of Labor (“DOL”) announced a change to the salary threshold used to determine which employees are eligible for overtime pay.



LEGALLY SPEAKING

Effective January 1, 2020, employees will be eligible for overtime pay if they make less than \$684 per week (\$35,568 per year), regardless of whether they perform the types of duties that fall within the executive, administrative, and/or professional exemptions to the federal overtime rule.

The current salary threshold of \$455 per week (\$23,660 per year) has been in effect for many years. The announced increase is significant, but it is not to the level that had been discussed

during the Obama Administration, which had considered potentially doubling the current threshold to over \$900 per week.

The new rule also does not alter the “duties tests” for the so-called white collar overtime exemptions referenced above, and it does not contain any automatic increase to the salary threshold. A provision containing an automatic annual increase is a concept that was floated by the Obama-era DOL as part of a new overtime rule. The new

BY Gary Auman  
NFBA Legal Council





Effective January 1, 2020, employees will be eligible for overtime pay if they make less than \$684 per week

rule also contains a few other changes that had been predicted, such as a modest increase to the salary threshold applicable to highly compensated employees (from \$100,000 per year to \$107,432 per year, of which \$684 must be paid weekly).

So what are your next steps as an employer in response to this announcement? First, determine if you have any currently exempt employees whose overtime eligibility may be affected by this change to the salary threshold – i.e., do you have exempt employees making less than \$684 week or \$35,568 per year? If the answer is yes, the second step would be to determine how your organization wants to address the issue as to each affected employee.

Your labor and employment counsel can offer some options, which could include adjusting an affected employee's salary to meet the new threshold, or reclassifying the employee to non-exempt status and paying overtime. Another step would be to review other currently exempt positions that you may be hiring for in the near future, which also could be impacted by this new rule.

*Attorneys from Auman Mahan + Furry's Labor and Employment Practice Group are ready to assist employers as they respond to today's announcement from the DOL. Use your NFBA Legal Services Plan and reach AM+F attorneys Gary Auman, Steve Watring, Amy Mitchell, or Matt Bakota at 937-223-6003.*



2016 NFBA 1st Place Building of the Year Award for the Veterinary Clinic in Navarre, OH

# FOREMAN OF THE MONTH **WILLIAM J HOSTETLER,** K&M BUILDERS LTD

Congratulations to NFBA “Crew Foreman of the Month”, William J. Hostetler of K & M Builders, Ltd. located in Kidron, OH.

The company as a whole feels that William J. Hostetler deserves to be recognized many times over as an exemplary Crew Foreman. William has been with the company for 30 years and is highly respected by the owner of the company, his crew members, co-workers and their clients. “He is the one we look to when any question should arise. Not only is he a phenomenal Post Frame Builder for our company in Residential Garages, Barns, and Commercial Projects but he also draws up our clients’ Home Plans. He is a very talented craftsman and is a very valuable asset to our company.” says Loretta Wyss, Office Manager at K & M Builders.

K & M Builders was established in 1988 by Dan J. Miller and Partners and is located in Kidron Ohio. They have 5 Crews that Build Residential and Commercial Buildings throughout Ohio and Surrounding States. K & M is a 20yr member of the National Frame Builders Association (NFBA) and are Members of the Home Builders Association of Wayne and Holmes Counties (HBA). They also have a “10yr Accredited Business” Status with The Better Business Bureau as of 2017.



Receptionist Office of the Veterinary Clinic in Navarre, OH



2016 NFBA 1st Place Building of the Year Award for the Veterinary Clinic in Navarre, OH

### Who Should Be the next NFBA Crew Foreman of the Month?

How would you like to hand your exceptional crew foreman a check for \$250 or even \$1000 while receiving wide-reaching no-cost promotion for your company? All you have to do is nominate them for the NFBA Crew Foreman of the Month Award. Winners are chosen every January, April, June, August and November and each Crew Foreman of the Month not only receives \$250 but is also featured in an article in the National Frame Builder Magazine. And that's not all - a Crew Foreman of the Year will be selected from the pool of monthly winners and receive \$1000 as well as be honored at the annual Frame Building Expo.

Give your crew foreman the recognition they deserve. Nominate them for consideration now! Just go to [www.NFBA.org](http://www.NFBA.org) and click on “Awards”. The NFBA Crew Foreman Awards are sponsored by:



**CHANGE YOUR LEADERSHIP MINDSET**



The key mindset shift by the leaders is to focus on the things that lie in your area of control rather than constantly reacting to things out of your control

# CHANGE YOUR LEADERSHIP MINDSET OR SUFFER THE CONSEQUENCES

5 Steps to Thrive in Our Unstable World

BY Brad Wolff  
Managing Partner of PeopleMax



**O**ur world of unpredictable and uncontrollable change presents a huge leadership challenge. How can we survive and even thrive when our environment turns against us?

“You’re trying to create a proverbial win-win for both parties,” Cudmore said, with the two sides in question being the homebuilder and the buyer.

Bob Miller was the CEO of Rocky Roads Corporation, the dominant regional provider of rocks used for building roads. After 18 highly profitable years, they suddenly dropped behind two competitors. Due to a combination of unforeseen changes, sales plunged from \$60mm to \$30mm. They went from \$6mm profit to a loss of \$2mm in only two years. Bob hired a firm that helps companies thrive in a changing environment. After one year of working together, Rocky Roads reached break-even. In two years, they climbed to a \$7 million profit. Their engagement levels are now higher than the “good years,” and Bob enjoys his job more than ever.

## **Become a Flexible, Adaptive, Learning Organization**

The pivotal point was when Bob’s mindset changed. He realized that what led to success in the past often doesn’t work today. The primary leadership driven characteristics needed to thrive now are

1. Flexibility – The willingness to change or compromise.

2. Adaptability – The ability to utilize flexibility to meet the demands of new conditions.

3. Learnability – The ability to quickly learn new knowledge and skills that are required to meet the demands of new conditions.

As a leader, implementing these traits, as allow you to become a Flexible, Adaptive, Learning Organization (FALO). A FALO provides a unique competitive edge in an unstable environment. The key mindset shift by the leaders is to focus on the things that lie in your area of control rather than constantly reacting to things out of your control. Instead of things getting easier, you get better!

How do you develop a FALO?

Below is a five-step process to creating a FALO:

1. Shift your mindset from solving problems via processes and technologies to solving people problems first. All business problems (including process and technology problems) are people problems at their root since people select, develop, operate and manage your processes and technologies. The perfect processes and technologies with the wrong people or with people who are not using them properly will never work. A process and technology focus is a convenient distraction away from the more challenging arena of human beings. However, starting with processes and technologies is treating the symptoms, not the cause. Your solutions will always be suboptimal

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with this approach.

Step 2: Create a personal development mindset as an organizational strategy

The key to your growth as a leader is your personal growth and development. We take ourselves with us everywhere we go, and your self-awareness, skills and character traits are your only tools. It's critical to realize that these elements of personal growth are developed not inborn. Certainly, you have inborn gifts. However, none are very useful until they've been developed over time.

History's most successful CEOs such as Jack Welch of GE, Lou Gerstner of IBM and Ray Dalio of Bridgewater shared a common leadership philosophy. They recognized that as people work on their personal development, they contribute far more productivity, collaboration, and positive energy/engagement as benefits. Each of these benefits enhances the others to create a multiplier effect throughout the organization. As people develop, they also adapt much better to ongoing life challenges. The organization's knowledge and skills (learning) increase while becoming more flexible and adaptive.

Step 3: Develop a culture that supports ongoing personal development

Developing a strategy of personal growth requires that you develop a culture that supports this strategy. Organizations frequently fail to execute their strategies due to lacking a culture that supports these strategies. Peter Drucker said that "Culture eats strategy for lunch."

Google provides one of many examples of an organization that focuses on culture as a key driver of its success. Here are their "three principles for a top-notch culture":

1. Mission that matters – A clear mission and vision statement to motivate and unify employees.
2. Transparency of Leaders – A crucial element to build safety, trust and collaboration that

requires openness and vulnerability.

3. Giving everyone a voice – A perspective that values everyone's opinion and point of view

Do these principles apply to other companies? Yes, in fact, it's more difficult to apply these principles in large organizations like Google due to increased layers of complexity

Step 4: Starting with the leadership, take an open, honest inventory of weaknesses

A weakness is any habitual behavior that impairs your effectiveness, which prevents you from becoming who you want to be. Having weaknesses is an unavoidable part of being human. The key is to deliberately identify and acknowledge these habits rather than trying to hide or cover-up. Your weaknesses are obvious to others anyway, so attempting to deny or hide them impairs our growth and relationships.

The authenticity of leaders about their weaknesses builds trust and respect and creates a culture where people feel safe to do the same. Research and experience consistently demonstrate the importance of people safe feeling safe. People won't allow themselves to be open about their weaknesses until they feel safe from ridicule or punishment.

Step 5: Commit to a process of ongoing improvement

The key is that the leaders' commit with both their hearts (emotions) and minds (thoughts). Developing new habits that serve you better than the old ones requires committed effort over time. Demonstrating this commitment helps develop a culture of people committed to their personal and professional growth.

It's also important to develop a culture of constructive feedback and encouragement since you often don't realize when you revert to old habits. Ongoing improvement is difficult without a culture that supports people making a consistent effort.

continued on next page



Developing a FALO is not complicated. It starts with a mindset shift from focusing on the external environment to focusing on the source of your success and power—the ongoing development of human beings. You can try to control your external environment or adapt to meet (or exceed) the demands. Which approach will you choose?

*Brad Wolff specializes in leadership development to increase productivity, profitability and engagement. 25 years in recruiting and retention taught him how leaders' actions impact results with their people. Brad's passion is making the science of human potential simple and practical to achieve greater success with less stress and more satisfaction. He's a speaker and author of, *People Problems? How to Create People Solutions for a Competitive Advantage*. For more information please visit: [www.PeopleMaximizers.com](http://www.PeopleMaximizers.com) or email him at [bwolff@peoplemaximizers.com](mailto:bwolff@peoplemaximizers.com).*

# JOHN HILL

## LEADING BY EXAMPLE

Each year NFBA recognizes one individual with the highest honor of the association—the Bernon G. Perkins Award, named in honor of a true pioneer of the post-frame industry. Perkins furthered the pole building’s evolution from a temporary structure into a long-lasting one. We keep his legacy at the forefront by annually recognizing an individual that has shown exemplary dedication to the post-frame industry.

The 2018 Bernon G. Perkins Award Recipient was John Hill. John first became involved in the post-frame industry back in 1988 when he was named General Manager of Lester Buildings’ Clear Brook, Virginia operation. In those early years, John focused on expanding a strong Midwestern brand to the east coast. Over the years, as he assumed broader responsibilities in the company, he was charged with growing the Lester business by increasing the application of post-frame construction to markets that had not traditionally been served. As National Accounts Manager in the late 90’s, John developed relationships that resulted in the rollout of national commercial building programs such as Purina Mills America’s Country Store, Sears Hometown Stores, and Best Friends Pet Care facilities.

In 2004, John joined the Board of Directors of the National Frame Building Association and eventually became Chairman, a position he held from 2009-2011.

He brought an admirable spirit of collaboration and that aforementioned work ethic to his role. He worked with others to expand the use of post-frame construction into the commercial marketplace, and played an integral role

in the development of the NFBA’s Post-Frame Marketing Initiative. This first-of-its-kind collaborative industry marketing effort was aimed squarely at providing new opportunities for everyone operating in the post-frame construction space.

John truly believed that if it was good for post frame it was good for Lester and freely shared insights gathered at Lester with the association in an effort to benefit the industry as a whole.

He willingly challenged the industry by leading by example; contributing financially and asking others to follow.

Today, John is President of Lester Buildings. Outside of work, he thoroughly enjoys spending time with his growing family, golf, pheasant hunting, Kansas City Chiefs football, Kansas Jayhawks basketball and home improvement.

John is not only an amazing husband, father and grandparent but a tremendous ambassador for post frame.

If you know of someone deserving of the Bernon G. Perkins Award in 2020, nominate them by visiting [www.nfba.org](http://www.nfba.org) and clicking on the “Awards” tab. Questions? Call NFBA at 800-557-6957. Nominations are due by January 11, 2020.

SPECIAL RECOGNITION

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2018 BERNON G. PERKINS  
AWARD RECIPIENT  
JOHN HILL



John Hill President of Lester Buildings



NFBA is working to develop a universal fall protection system for post frame contractors

## NFBA SAFETY COMMITTEE UPDATE

The NFBA Safety Committee has continued to work to identify safety issues that confront our industry. We completed and issued an NFBA safety template to our members at the 2019 Expo. This template provides a framework for our members to develop their own safety programs to provide a greater degree of safety for all of their employees. In addition, the committee continues to work on tool box talks, address post-frame specific hazards, and raise awareness to NFBA members.

The committee identified a need to develop a fall protection system all post frame contractors could afford and use to protect employees from fall hazards during the erection of post frame buildings. The committee's efforts to work with safety equipment manufacturers did not result in a useable product. Their efforts were redirected and they began working with an internationally known safety engineering firm to develop a universal fall protection system for post frame contractors, or a white paper the NFBA could use to seek other relief from the existing OSHA fall protection standards. The ultimate goal of the committee is to provide usable safety information to all post frame contractors to enable them to develop a strong safety culture within their companies.

## NFBA MEMBERSHIP COMMITTEE UPDATE



NFBA Membership Committee Meeting at Greiner Buildings in September

The membership committee has had a busy year working diligently to write a post-frame curriculum that can be used in conjunction with construction programs in Community Colleges, Tech Schools and High Schools as well as to further train our current workforce. The ultimate goal is to create a DOL approved post-frame apprenticeship program. Creating this curriculum will bring more attention to post-frame construction as a career and help ease the workforce development issues we all face.

The Membership Committee always works hard to engage our members to help identify their challenges and needs. By understanding the needs of the membership, this committee is able to find relevant solutions to common problems.

## INDUSTRY NEWS

The 30th Annual Wisconsin Frame Builders Association Golf Outing was held August 7, 2019 at the exquisite Par 4 Resort in Waupaca, WI. The Winners of the Outing were:



- Picture 1:  
Jacob Kraus  
Doug Ready  
Todd Carlson  
Garry Matz  
Jerry Harer



- Picture 2:  
Carl Huth  
Todd Carlson  
Curt Barnett  
Doyle Pokorny  
Chris Kooiman



For more information about the WFBA, go to [www.wisconsinframebuilders.org](http://www.wisconsinframebuilders.org)

**EMPLOYEE TURNOVER POSITIVE RESULTS**



“My fear of losing employees turned into reality when the one person who I didn’t want to lose, ended up leaving,” says Bernard.

# HOW CAN EMPLOYEE TURNOVER RETURN POSITIVE RESULTS?

Every business owner has something that's kept them up at night. For Bernard Dalichau, President of Lavender Home Care Solutions, it was the thought of losing his employees. "I put so much effort into hiring them, and I put so much effort into developing them, the fear of losing people was a huge anxiety point I had," he says.



**T**he principles to overcoming fear may be simple, but the practice takes commitment and support. Here's how Bernard confronted his fear and used it to grow and advance his business.

## **"A Toxic Environment"**

With a focus on company growth, Bernard's attention had slowly been pulled away from spending as much time on company culture. "I took my eyes off of the concept of values and mission and culture, explains Bernard, "and before I knew it, a toxic environment had grown within the company."

Bernard began to see his staff acting in ways that benefited them as individuals, and not as a team. Having worked to bring together a unique set of individuals who were each selected for a specific role within his growth strategy, it was concerning to see how the culture was shifting.

"My fear turned into anxiety because, at that time, I felt that I could not bring them together and that's when my fear of losing [employees] really started to expound further and cause more stress," he says. He was especially worried about losing a top sales person who was a positive influence on the company culture (and the bottom line).

"My fear of losing employees turned into reality when the one person who I didn't want to lose, ended up leaving," says Bernard.

## **Facing the Fear**

Bernard says it was an important step to be honest with himself about the anxiety he was experiencing. He was able to identify the true source of the fear by working with certified Leadership Coach and Aileron President Joni Fedders. "The fear of losing people was actually a personal fear of not being adequate enough to train or give them enough information to continue to grow," says Bernard.

"Once I understood where that fear was coming from, then I could learn how to talk about it, and how to act in ways that would instill confidence in the staff," he adds.

## **Re-focusing on Culture**

To overcome the fear and anxiety, Bernard refocused his energy to work on company culture. During this process, he saw how the majority of people were not a cultural fit for the company.

"Finding out that I had to terminate the majority of [those who were not a cultural fit], turned into a vigorous protection of the mission, vision, and values that I spent so much time to build," says Bernard.

Once he was able to realign with the mission and values, he was able to protect them for the sake of the company.

"Before, my anxiety had crippled me from making decisions based on our mission and values. But

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after this shift, people who were hired were selected based on those stipulations,” he explains.

Ultimately, it was the company culture that helped his people become dedicated and committed to the business. “Our mission and values are really what re-dedicated people to the business and brought forward a positive response to growth and teamwork,” says Bernard. “They now have the mindset of, ‘Whatever is good for the company, is good for all of us.’”

### Using Empowering Questions

Although Bernard’s staff was devoted to the company, he realized growth is accelerated when employees can make effective decisions and are empowered to problem-solve on their own.

Bernard attended a workshop where he learned how to use open-ended questions; the techniques he learned not only helped him to challenge his thoughts and assumptions, but it has helped his employees to problem-solve. “It’s about asking

the questions and not interjecting,” he explains.

“Sitting back calmly and listening has been one of the most important things that has allowed people to feel empowered in our company.”

Examples of these empowering questions include:

- What can you do about that?
- How do you envision the outcome?
- What about that makes it work?
- What would you like to see happen?
- What do you think is holding you back?
- What’s another way to look at that?

In the past, Bernard may have used empowering questions without noticing it, but now he uses them with intention. “Now I am specifically and strategically using empowering questions to allow room for growth for my own staff. It’s pretty amazing to watch someone get asked a question, and let them answer it themselves, and



Bernard Dalichau, President of Lavender Home Care Solutions

then finding out along with them, that they are perfectly capable of handling difficult situations.”

**“A big pillar of leadership is not telling people what to do, but asking them how to do it,”** says Bernard, “and seeing where they can take it. It’s not the end-all be-all answer to everybody’s questions, but it is one major part of growth which allows the company to become a living entity.”

“I’m enjoying watching people grow and come up with an idea that is truly theirs, and that I have nothing to do with. And they’re smiling after our conversation because it’s their idea.”

### Showing Employees Your Appreciation

Examining the source of his fear allowed Bernard to re-assess how he recognized, appreciated, and rewarded his employees, which he knows is a critical piece in retaining them. Beyond reducing turnover, the benefits of a culture of appreciation include improved productivity, greater customer satisfaction, more positive relationships with colleagues, and a better overall workplace culture.

**No matter a person’s position, they want to feel appreciated at work and they want to feel their work is valuable to the company.** Bernard looks to genuinely acknowledge and appreciate every employees’ contributions to the company. Part of that process is rewarding them in ways that matter to them.

“Not everybody wants the same thing and there’s different ways to talk to different people, and so we are intentional about uncovering that,” says Bernard.

For example, Bernard knows that for one of his employees, having the flexibility to spend time with family is what she values most. “Her grandchildren are very important to her. She wants to be able to go and spend time with her grandchildren once a quarter, and that matters to her more than a raise,” he says.

Leaders can do the same by asking:

- What do each of my employees value most?
- How well am I doing in showing (and communicating) my genuine appreciation for employees?
- In what ways am I recognizing behaviors that are good for individuals and good for the team as a whole?

### Embracing Vulnerability

Bernard is more open and transparent with his staff, and because of that approach, he’s seen his relationships grow with employees. **Leading with vulnerability is not just about opening up about fears or doubts, it’s also about sharing information and knowledge.**

Recently Bernard worked on a Business Model Canvas for the company, and realized it was an opportunity to involve his team in the process.

“The staff I have now is much more open. They understand the vision, they understand the mission of the company, and I can ask them questions [to understand their thinking]. The more that I give to them, the more hungry they become to provide for the company,” says Bernard.

Bernard says the first time he heard an employee say, “This is my company,” it surprised him, but it was a moment where he felt gratitude and validation for the process he had been through—a process that started with facing his fear head-on.

“Through this process fear has turned into something really positive,” says Bernard. “And it has really brought us to the point where we are today.”



# 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 | <input type="checkbox"/> Products   | <input type="checkbox"/> Software              |
| <input type="checkbox"/> Business Resources         | <input type="checkbox"/> Framing    | <input type="checkbox"/> Storm Management      |
| <input type="checkbox"/> Chemicals                  | <input type="checkbox"/> Products   | <input type="checkbox"/> 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

CALENDAR OF EVENTS

OCT  
30<sup>TH</sup>



NFBA \ WEBINARS

### 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

NOV  
6<sup>TH</sup>



NFBA \ WEBINARS

### 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

NOV  
20<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

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.OHIOPOSTFRAME.ORG

JAN  
28-29



2020 WFBA CONFERENCE & TOUR

### 2020 WFBA CONFERENCE & TOUR

WISCONSIN FRAME BUILDERS ASSOCIATION

MADISON, WI

715-577-3377 OR ABURESH.WFBA@GMAIL.COM

WWW.WISCONSINFRAMEBUILDERS.ORG

FEB  
26-28



NFBA \ FRAME BUILDING EXPO

### NFBA FRAME BUILDING EXPO

WISCONSIN FRAME BUILDERS ASSOCIATION

DES MOINES, IA

800-557-6957 OR MMILLER@NFBA.COM

WWW.NFBA.ORG/EXPO2020

CALL TO ADVERTISE YOUR EVENT: 800-557-6957

# WHATS NEXT



NOV  
20-22

### MRCA ANNUAL CONFERENCE AND EXPO

MIDWEST ROOFING CONTRACTORS ASSOCIATION  
OVERLAND PARK, KS  
800-497-6722 OR INFO@MRCA.ORG  
WWW.MRCA.ORG/AWS/MRCA/PT/SP/CONFERENCE



DEC  
11<sup>TH</sup>

### NFBA WEBINAR

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



DEC  
18<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

**METAL BUILDING**  
CONTRACTORS & ERECTORS ASSOCIATION

### MBCEA CONFERENCE 2020

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



CALL TO ADVERTISE YOUR EVENT: 800-557-6957

# CLASSIFIEDS

## SERVICES

OSHA Visit?

Contract Problems?

Labor Issues?

### It's the NFBA Legal Services Plan to the Rescue!

All Members are entitled to a free consultation each month with NFBA Legal Counsel, Gary Auman. Consultations can last up to 30 minutes via phone, email, or office visit. Don't go at it alone! Serious issues call for expert guidance. Get the help you need and get on the right path by contacting Gary at 937-223-6003 ext. 3111 or at gwa@amfdayton.com and state that you are calling under your NFBA Legal Services Plan.

## HELP WANTED

### Framing Carpenter

Full Time  
LAFAYETTE, IN, US  
Responsible for the construction of post-frame buildings.  
Qualifications:

- High school diploma or GED
- Be a problem-solver and possess good people skills and good basic construction knowledge
- Be able to climb and maintain balance at heights of 24 feet
- May be required to lift, carry, handle or pull up 75 pounds several times a day
- Be able to work in various weather conditions, a hard worker and dependable
- Experience in framing a plus Human Resources Department  
Attn: Doug Brunton  
FBi Buildings, Inc.  
3823 W. 1800 S.  
Remington, IN 47977

### Seeking Employment in the Post Frame Industry

If your company is the type of company that believes that helping others succeed by serving them with impeccable morals and ethics is the catalyst for financial success, I would like the opportunity to serve the customers, employees, vendors, and leadership of your company.

Experience:

- Metal Roofing and Building Consultant: September 2014 - May 2019, PortaGrace Mfg., Hopkinsville, KY
- Territory Manager: January 2011 - April 2014, American Building Components, Oskaloosa, IA
- Production Line Worker: August 1999 - April 2010, Pella Corporation, Pella, IA
- Assistant Pastor May 1999 - August 2008, Jubilee Family Church, Oskaloosa, IA
- Safety Consultant 1995 - 1997, MWS/ Noah Safety Consulting, Oskaloosa, IA

For a full detailed resume, contact Rob Noah at PH: 641-660-5659 or 24u2resq@gmail.com

### Construction Crew - Post Frame

WICK BUILDINGS LLC  
www.wickbuildings.atsondemand.com  
Job Location: Marshall, MO  
Boonville, MO,  
Carrollton, MO  
Job Level: Entry Level (less than 2 years) Level of Education: High School/GED  
Job Type: Full-Time/Regular  
Date Updated: October 17, 2019  
Years of Experience: Less Than 1 Year  
Starting Date: ASAP  
If safety and quality are part of your DNA, we want you to join our team! Wick Buildings has a strong history of 65 years in the business

of satisfying customers across the Midwest. With over 75,000 buildings built - we are a solid, respected company that is great to work with.

We are looking for enthusiastic and competent construction workers to join our crew based in the Marshall, MO area. The area is very busy and we need you to meet the demand for our quality Wick Buildings. If you have the drive, the ambition, and a positive attitude - join us!

www.wickbuildings.atsondemand.com

### Construction Crew Member - Experienced

Lester Building Systems, LLC2 reviews - Buffalo, MN

\$22 an hour

\*\*\*\*\$1,000 Sign-on Bonus\*\*\*\*

We offer a competitive pay rate starting at \$22.00/hour based on experience, a full benefits package (Medical, Dental, Vision, Life Insurance, PTO and Holiday Pay, Incentive Bonus Plans, 401k Savings Plan, Short and Long Term Disability, and Tuition Reimbursement). Opportunities for advancement!

Full-time Construction Crew Member - Experienced Opportunities Eden Valley, MN

The position is responsible for assisting the Construction Foreman in planning, organizing, and the construction of post-frame buildings while working on a 3-4 member crew and ensuring all safety policies and procedures are followed.

Assist with job tasks for crew members in a manner which provides for success and business profit. Complete projects on time and within budget.

Assists in the technical and safety training of Construction Crew Members, including new hires.

Responsible for constructing a quality building including but

not limited to: installing footings, framing, installing building accessories, and sheathing of structure.

Apply online at: www.lesterbuildings.com under the Construction Crew Member - Experienced - Eden Valley, MN posting.

## EQUIPMENT

### Ritchie Bros. Auctioneers

Get ready for another Ritchie Bros. unreserved truck and equipment auction! Buy heavy equipment, trucks and more—with no minimum bids or reserve prices. You can buy equipment in person or online!

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## INSTRUCTION

Each day we want to send our employees home in the same condition they arrived.

Job site safety is everyone's responsibility. Improving your company's safety culture shows your crew that getting them through each day safely is a priority for you.

Take your safety program to the next level with the exclusive NFBA Safety Manual Template! This guide takes you through critical areas of safety-related practices that should be a part of every employee's daily practice.

Contact NFBA Staff to get this Members-only manual today!  
800-557-6957 / safety@nfba.org

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