2017 NLBMDA Legislative Conference
NLBMDA’s Spring Meeting and Legislative Conference was held in March at the Renaissance Dupont Circle Hotel in Washington, DC.

WBMA members attending included: WBMA President Kimberly Akre and family, Pacific Building Center, Blaine, WA; NLBMDA Board representative Bruce Abel, Don Abel Building Supplies, Juneau, AK and WBMA Members Curtis Jack, Coquille Building Supply, Coquille, OR; WBMA member Rick Lierz, Franklin Building Supply, Boise, ID; Steve Cloyd, Franklin Building Supply, Boise, ID; Levi Smith, Franklin Building Supply, Boise, ID and WBMA Executive Director Casey Voorhees. WBMA members met with their legislators and key federal agency officials to discuss industry policy priorities on Capitol Hill in Washington.

NLBMDA welcomed briefings from Congressman Ted Budd (R-NC-13) and Congressman Morgan Griffith (R-VA-9). Attendees also had the opportunity to attend breakout sessions on 2017 Tax Reform and US Trade Policy and NAFTA.

NLBMDA is working with the new Congress and Trump Administration to advance policies that will strengthen small businesses and protect the many multi-generational family-owned businesses in the industry.

“Together we’re better.”
Building A Competitive Edge
Strategies for Outside Sales Success
With Bill Lee

Wednesday, April 26th - Olympia, WA

This is an opportune program for our regular members’ contractor sales personnel and supplier members’ outside sales representatives.

Salespeople will leave this workshop equipped to deal with customer objections, especially price objections. They will also be better prepared to make high quality prospect calls and they will understand the importance of new business to both their success as well as their company’s success.

Bill will address the following areas:

- Sales Obstacles
- Gross Margin Enhancement
  - This segment will cover the top five factors salespeople control that significantly influence gross margin
- Price Savvy: The Elephant in the Room
  - Negotiating Tactics, Price Objections, Ways many salespeople shoot themselves in the foot.
- New Business is the Key to Consistent Sales Growth
  - Customers die, retire or leave; how does your customer list compare from 10 years ago.
- Prospecting for New Business
  - Many salespeople talk too much. When you are talking, you are not learning.
  - Learn to ask open-ended questions and listen to the answer.

WBMA President Akre Attends Women in Lumber Leadership Conference

WBMA’s President Kimberly Akre participated in CSA’s Women in Lumber Leadership Conference March 31st - April 2nd in Boloxi, MS.

This program was specifically designed for women in management positions in the industry. This unique opportunity allowed attendees to join other female peers to explore and develop strategies for increasing management skills and ability to influence others.

This initial session focused on learning something new, learning something about yourself as a leader, and learning from each other.

Estimating and Intro Workshops Held

WBMA brought the introduction to Building Material Sales and Estimating Workshops to Salem, OR and held the Estimating Workshop in partnership with the Empire Building Show in Bozeman, MT. WBMA President Kimberly Akre attended and visited some of our Montana members.

WBMA Member firms who participated in our education programs included:

- Angeles Millwork
- Beaverhead Home Ctr
- Bloedorn Lumber
- Conrad Building Ctr
- Disdero Lumber
- Ennis Lumber
- Freres Building Supply
- International Wood Prod
- Kenyon Noble Lbr
- Matheus Lumber
- Milwaukee Lumber
- Norman Distribution
- ProBuild
- Triple S Building Ctr
- Tum A Lum Lumber
- Van Well Bldg Supply

Left: WBMA President Kimberly Akre with Empire’s Anthony Tangaro and Christine Meland.

Right: Doug and Stordahl give a tour of Triple S Building Center in Butte, MT to our President Kimberly Akre
Roger Fouts Retires With Surprise Party!
Withers Lumber Company, Woodburn, OR

Roger has been a very active member of WBMA serving on our Board of Directors, Executive Committee and then as WBMA President in 2000. He also served as our National Director as well as participated in many Conventions and programs. Roger and Withers Lumber was recognized in 2012 as WBMA’s Distinguished Dealer of the Year. (Pictured right: Trent Withers, Bob Withers, Roger Fouts and Ryan Brock)

Roger started with Withers Lumber in 1974 after graduating from OSU and spending 4 years in the Marines. He started in the yard to get a feel for things but quickly advanced to the position of yard manager at the Woodburn location.

Somewhere around the 80's he became General Manager while maintaining his duties at Woodburn. We don't know exactly when because it happened in deed way before the title was given. Roger always stepped in where there was a void. The company had become large enough that a full-time GM was needed and Roger simply took on the responsibilities. As he became more and more valuable and gathered more authority over the company as a whole he let go of the Woodburn location duties and instead focused on all company operations.

During the 90s Roger handled virtually all day to day operations until Bob Withers' retirement in 1998 when son Trent took over.

For the last 20 years, Roger served as a mentor and guide for Trent and handled even more duties. He has been a most trusted co-worker and confidante and helped Trent both learn the business and focus on sales which was his passion more so than ongoing operations. In that way they made a great team.

"After 43 years, we don't know what we'll do without Roger's steady hand and leadership but he does plan to help us as needed. We are all very grateful for that. So is Meredi, his wife of 47 years. She doesn't want him home ALL the time," said Trent Withers.

In retirement, Roger and Meredi are looking forward to spending more time on their farm, travelling and of course drinking wine!

Compton Lumber Celebrates 125 Years
Since it’s founding in 1892, Compton Lumber, a fifth-generation family business, has played a pivotal role in supporting the growth of the Seattle landscape, partnering with the pillars of local business, community organizations and the arts.

“Horace F. Compton, my great grandfather and founder of the company, got his start by working at the lumber mill run by Seattle pioneer, David F. Denny,” said John Compton, President of Compton Lumber. “In the face of a severe economic depression in 1892, Horace harnessed his entrepreneurial spirit, and with a capital investment of $300 established the first retail lumber business west of the Mississippi.”

From its early beginnings, Compton Lumber placed great value on providing its customers with not just high quality lumber and building materials, but also with superior customer service. This emphasis has boded well for the company, allowing it to withstand the ups and downs of the building industry over the years. Many of its current customers date back to the 1900’s, including Nordstrom, the University of Washington and Bartell Drug Stores.

“Creating partnerships through understanding the needs of our customers has been paramount to our success,” continued Compton, who earned his first penny of allowance working for the family business. “This approach has been supported by five generations of the Compton family and all of our employees.”

“Compton Is not just a vendor, but an active part of our team,” said Michael Moore, Scenic Studios Manager for the Seattle Opera. “For over 40 years, Compton has been part of nearly every set seen on our stage.”

The sales team at Compton makes a point of treating everyone as an extension of the company’s family, providing expert advice and finding just-right solutions. Today’s modest-sized sales team of nine is made up of people with in-depth industry knowledge, including some with more than 20 years at Compton alone.

Compton’s growth over the last 125 years has necessitated several moves from its original spot at the foot of Columbia Street, but the business has always remained within the city. Compton has been at its current SODO location for 31 years, and is one of the rare lumberyards left in an urban setting.
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Kimberly Akre  
The Pacific Building Center  
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Withers Lumber Company  
Woodburn, Oregon  

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Lake Chelan Building Supply  
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Ryan Kline • Disdero Lumber  
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Matt Peterson • Bayview Building Materials  
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**Executive Director:** Casey Voorhees  
**Office Manager:** Stephanie Masters

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**A Guide to Drug Testing and Drug-Free Workplaces in the Era of “Legal” Marijuana**

*Source: Genie Payroll Services - HR Advisor Newsletter*

With medical and recreational marijuana use becoming legal in more states nationwide, you may be wondering what kind of drug-testing policy your business should have. The answer to that question depends on several factors: the types of jobs that are done and the degree to which they’re safety-sensitive, legal requirements that may apply to your business, and your company culture. In this article, we’ll give you a general overview of these considerations so you can determine what policy is right for your organization.

### Prohibiting Drug Use

Many employers opt for a no tolerance or other very strict policy to help ensure a workplace free of drugs. Employers who choose or are required to take this stance should have a written and consistently enforced workplace policy tailored to meet their specific needs. When crafting a company drug-testing policy, you should consider the following questions:

- **Who will be tested** (e.g., staff, job applicants, employees in safety-sensitive positions)?
- **When will tests be conducted** (e.g., pre-employment, upon reasonable suspicion or for-cause, post-accident, randomly, periodically, post-rehabilitation)?
- **Which controlled substances or drugs will be tested** for?
- **What will the outcome** be for positive drug tests (e.g., discipline, termination)?

You should be familiar with any local, state, and federal laws that may affect when, where, and how testing is performed. Given all the legal ins and outs, employers may want to seek legal counsel before starting a testing program.

Some matters of testing, however, are straightforward. If you observe suspicious behavior, don’t jump to conclusions. Instead, get another manager or HR representative to corroborate the observations. If you determine a drug test is warranted, you should not administer it yourself, but instead send the employee to a nearby clinic that’s certified to perform drug testing. Do not have the employee drive themselves to the testing facility; take them yourself, have another manager drive them, or call a cab.

To establish your right to test an employee when you have reasonable suspicion that they are under the influence, you need to have put them on notice that such testing is a possibility. A written policy that has been distributed to all employees and acknowledged with their signature is essential.

### Supervisor Responsibilities

The responsibilities of supervisors should include monitoring employees’ performance, staying alert to and documenting performance problems, and enforcing the policy. Supervisors should not, however, be expected to diagnose drug-related problems or provide counseling to employees who may have them. If supervisors are responsible for making referrals for drug testing based on reasonable suspicion, they also must be trained on how to make that determination.