Kimberly Akre, Pacific Building Center Installed as WBMA’s 2017 President

On Wednesday, November 9th, Western Building Material Association installed its first female President, Kimberly Akre, Pacific Building Center, Blaine, WA.

Kimberly is co-owner of Pacific Building Center, a family business spanning three generations. Kimberly and her family took over Pacific Building Center in Blaine, WA on January 1st 1997. At that time the store was just a 3500 square foot retail space in the local shopping center with the 4 family members running it.

In March of 2000, the family purchased an old tavern with the idea of cleaning it up and turning it in to a lumberyard. It took 8 months of serious remodeling and cleanup but they were able to move into the new 5000 square foot location in November 2000.

The Christianson’s again decided to add on, this time adding another 5000 square feet of retail space to the store which expanded the lawn and garden department and added a full rental department.

Aside from the business, the family has made the decision to be active in their community, supporting the Blaine Community Chamber of Commerce, the City of Blaine, Blaine Boys & Girls Club, the Pacific Arts Association, as well as coaching youth sports.

Kimberly served as YWC’s 2006 President and her family received the Distinguished Dealer of the Year Award in 2006. Kimberly has served on WBMA’s Board of Directors and Executive Committee and we are thrilled to welcome her as WBMA’s first female President.

Other WBMA Members Elected to Office Include:
1st Vice President Trent Withers, Withers Lumber Company - Woodburn, OR
2nd Vice President Brett LaMar, Lake Chelan Building Supply - Manson, WA

Executive Committeeman
Rick Jensen, Bayview Building Materials - Elma, WA
David Stordahl, Triple S Building Center - Butte, MT

Board of Directors
Matt Bettilyon, Boise Cascade, Woodinville, WA
Dana Cowart, Tum A Lum Lumber Company, Hood River, OR
Rod Hughes, Building Material Construction & Services, Boise, ID
Bill Kraut, Hadlock Building Supply, Port Hadlock, WA
Scott Munson, ProBuild, Tacoma, WA
Tad VanderGriend, Vander Griend Lumber, Lynden, WA
Distinguished Dealer of the Year:
Rick Jensen - Bayview Bldg Materials
Elma, Washington

Rick serves on WBMA’s Board of Directors and just stepped up his commitment to our association by becoming a member of our Executive Committee. He has been an avid supporter of WBMA’s training programs, regularly sending attendees to our sessions.

Rick and his partner Jim DePretto, purchased Bayview Building Materials of Elma in 2003 from Rick Bush. The store was originally part of the family of Bayview Building Materials operations started by company founder Robert E Bush, a Congressional Medal of Honor recipient.

Rick has dedicated Bayview’s annual customer appreciation golf event The Robert E. Bush Memorial Golf Tournament, in honor of Robert Bush and his service to our country.

In 2013, Rick updated his facilities by adding over 5,000 sf to the store and showroom. Additionally they upgraded the exteriors, giving their store a fresh new appearance.

They not only provide lumber and building materials for new construction, but also a full line of hardware, plumbing, electrical, lawn & garden, plus a rental department. They are a full service home center providing a wide variety of products and an outstanding level of service to support their small community.

They annually host a special ladies-only night, featuring special pricing, how to seminars and door prizes with food and fun for all. This year their event drew over 300 customers to their store.

Rick has twice served as President of the Elma Chamber of Commerce. Bayview is a gold member sponsor of the county fair, supporting 4H and the Future Farmers Educational Fund. Additionally they sponsor kids sports programs and donate to Senior Night at Elma High School.

Rick is joined in the business by his son Jared.

Supplier Member of the Year:
Disdero Lumber Company

In 1953, Al Disdero founded the Disdero Lumber Company, in a small, tin-covered building in southeast Portland.

Al was an enthusiastic promoter of lumber for both commercial and residential construction, and he was often referred to as “Mr. Lumber” by the local press. Al believed that quality building products provided great value to his customers because they lasted indefinitely and seldom had to be replaced. He said often, “Top quality costs less—to build the best, buy the best!”

Disdero moved to their Clackamas distribution facility in April 2002, 49 years after Al founded the business. Within a day or two, Al arrived to inspect the new facility and make sure it was being run according to his high standards. His inspection complete and obviously satisfied, he walked out the door with a final comment, “Good job men!”

Al passed away later that year at the age of 90, but Disdero remains as committed to his vision of selling quality building products as he was in 1953. Quality materials, competitive pricing, and the best customer service we can provide are still the cornerstones of our business. It was a good business plan for “Mr. Lumber” and they see no reason to change it today.

Disdero Lumber Company has over 60 years of experience and maintains one of the largest inventories of clear lumber and specialty wood products in the Western United States.

Disdero’s Ryan Kline has been a supportive member of WBMA for many years, attending our annual Conventions, participating on our Suppliers Council and currently serves on WBMA Board’s of Directors.
In January, we have three days of high level employee education scheduled with industry expert Ken Wilbanks.

Sessions are designed for your Management, Sales and Purchasing personnel...

**January 10th, 2017 - Executive Imperative**
In our Leadership Series we have addressed Marketing, Financials and now will feature a program on Management.

*The Executive Imperatives* is NOT a somber droning of the responsibilities of managers. Offered in this powerful Masters Class format, participants will be engaged through a blend of world class instruction from Proven Industry Coach Ken Wilbanks, open dialogue and individual tactical planning to put new attitudes and actions to work immediately.

*The Executive Imperatives* is an inspirational clarification of what it takes to be THE leader we know we must be and will prove to be THE catalyzing, inspirational educational event for any professional leader desiring a revival in purpose, skill, and determination.

**January 11th, 2017**
**Beat Last Year - Targeted Growth Essentials**
This class is guaranteed to equip your team to Beat Last Year even in the most challenging business climate. The simple, easy to understand principles in this dynamic program will yield immediate and lasting results in your teams Attitude, Skills and Actions improving sales and profits right away.

This class is geared for Pro Customer Sales Staff, Sales Managers, Buying Staff and Senior Executives who know that sales success begins and ends with their teams ability to SELL!

**January 12th, 2017**
**Management of Special Order Processing**
This workshop brings the totality of the special order opportunity into the spotlight educating participants into a margin producing mindset, measurements and benchmarks for targeting optimum gross margin achievement in every special order, detailed checklists for all costs associated with a special order and receiving best practices that stop losses from mishandling. A fresh attitude and potent new skills for raising the confidence and performance of your entire team of buyers and sales staff toward the ever important objective of raising gross margins.

Registrations enclosed as well as downloadable from our website home page at www.wbma.org

**NLBMDA Free Member Webinar:**
**Post-Election Briefing and Update**
*What does it all mean for the LBM Industry?*
The NLBMDA government relations team is holding a **FREE members only** Post Election and Washington Update webinar for members only on Wednesday, December 14 from 11:00 am to 12:00 pm PT.

Not only will we discuss the results for President, Senate and House of Representatives, we will examine the new makeup of Congress in 2017 and analyze its impact on NLBMDA's legislative and regulatory agenda. There will also be a discussion of what to expect in the lame-duck session of Congress. We will also review some of the key legislative and regulatory issues NLBMDA has been working on in 2016.

Speakers:
Jonathan M. Paine, President/CEO
Ben Gann, VP of Legislative & Political Affairs
Frank Moore, NLBMDA Regulatory Counsel

The briefing is free to attend, but registration is required and space is limited, so register early.

Questions? Please send an email to membersupport@dealer.org.

**NLBMDA Launches Transportation and Fleet Safety Toolkit**
As part of the 2015-2017 Strategic Plan, we are launching NLBMDA's Transportation and Fleet Safety Toolkit at dealer.org. The toolkit is organized around the elements of the Federal Motor Carrier Safety Administration's (FMCSA's) Compliance-Safety-Accountability (CSA) safety compliance and enforcement program.

Who should care about the CSA program?
Carriers who operate with US DOT Number are subject to CSA and its Safety Measurement System, a points system used by the FMCSA to identify unsafe carriers that should receive intervention.

What are the Safety Measurement System’s BASICS?
The points system is based on seven Behavior Analysis and Safety Improvement Categories (BASICS): Unsafe Driving, Crash Indicator, Hours-of-Service Compliance, Vehicle Maintenance, Controlled Substances/Alcohol, Hazardous Materials Compliance (HM), and Driver Fitness.

The BASICS incorporate violations of the Federal Motor Carrier Safety Regulations (FMCSR) and the Hazardous Materials Regulations (HMR), and are organized to focus on behaviors that may cause or increase the severity of crashes.

The HOS Compliance BASIC focuses on the operation of CMVs by drivers who are ill, fatigued, or in noncompliance with HOS regulations.
Federal District Court Judge Puts Hold on Labor Department's Implementation of Final Overtime Rule; Employers May Choose to Wait and See
The Department of Labor's (DOL) Final Overtime Rule has been put on hold with a temporary injunction issued by a Federal District Court Judge on November 22, 2016. The rule was scheduled to go into effect on December 1. The court will next consider the underlying merits of the two cases brought against the Final Rule. In the meantime, there is also the possibility that Congress will address this issue during the injunction period. With a new Administration, the Department may choose to not vigorously defend the Final Rule. Employers who have already raised the pay for certain employees in order to retain their exempt status will likely find it difficult to reverse that decision; however, employers may find it possible to put on hold or reconsider reclassification of employees from exempt to non-exempt.

What Happened
A U.S. District Judge from the Eastern District of Texas has issued a preliminary injunction requested by twenty-one states ("State Plaintiffs") preventing the implementation of the DOL's Final Rule increasing the salary level requirements for the overtime regulation's "white collar" exemption. The court did not specifically address the change made to Highly Compensated Employees; however, the entire Final Rule is put on hold with this temporary injunction.

What Happens Next
By issuing the injunction, the court signaled that the plaintiffs case is likely to succeed on its merits. At stake is whether DOL has the statutory authority to change the minimum salary requirements for the "white collar" exemption. That also puts at risk the automatic adjustments scheduled every three years under the Final Rule.

The Labor Department last changed the overtime rule in 2004 when it created the current three-pronged test: 1) work must be executive, administrative, or professional in nature; 2) the worker must be paid on a salary basis not dependent on work performed; and 3) the worker must be paid at least $455 per week ($23,660 annually). President Obama issued a March 2014 Executive Order directing the Department to update the overtime rule, representing what many commenters said was an attempt to go around congressional authority. The court seems to agree with this position saying, "If Congress intended the salary requirement to supplant the duties test, then Congress, and not the Department, should make that change."

An incoming Republican Congress will attempt to permanently halt the rule, possibly by using the Congressional Review Act once convening in January. Politico reports that President-elect Trump would like to exempt small businesses from the regulation. The Hill noted some political risk associated with completely undermining the Final Rule and suggested a compromise level for a new salary threshold is a possibility.

What Must Employers Do
For now, employers need not make any changes to the status of employees before December 1 as contemplated by the Final Rule. Although not permanent, the temporary injunction preserves the existing overtime rule employers are currently subject to. Until the court considers the case on its merits, the Final Rule is not effective and the 2004 salary level is in place.

The Society for Human Resource Management (SHRM) observes that many employers will have already implemented strategies to meet the Final Rule's requirements: "Employers will likely want to leave decisions in place if they have already provided salary increases to employees in order to maintain their exempt status." The Wall Street Journal (WSJ) reported that Wal-Mart recently increased the salaries of its assistant managers from $45,000 to $48,500 to avoid having to pay time-and-a-half.

While it would be difficult to walk back a salary increase, it may be possible to reconsider other strategies - those whose triggers have been pulled and those whose triggers were due to be pulled on December 1. For example, employers who planned to reclassify certain employees from exempt to non-exempt (or have already done so), from salaried to hourly, or some combination of the various options, may choose to wait (or return to the status quo ante) and let the litigation play out. SHRM warns, "Employers shouldn't assume however that the overtime rule will be permanently barred. They should still have a plan to move forward if necessary in the future."
Thank you to the Following WBMA Members for Participating in the Raffle, Silent and Live Auctions to Support the Educational Link Scholarship Fund. Contributions During This Year’s Event Raised $12,975 for Our Fund.

Allweather Wood
Adam Akre, Pacific Bldg Center
Kimberly Akre, Pacific Bldg Center
Alex Anerson, Allweather Wood
Melissa Bazala, Builders Hardware
Austin Beebe, HUB International
Jason Behunin, ProBuild
Bell-Anderson Insurance, George Kupets
Matt Bettilyon, Boise Cascade
Boise Cascade
Brian Bowen, McFarland Cascade
Ryan Brock, Withers Lumber Company
Adam Brown, Allweather Wood
Blair Buchanan, Allweather Wood
BlueTarp Financial
Builders Hardware & Supply
Dana Cowart, Tum A Lum Lumber
Central Pre-Mix
Bob & Pam Christianson
Mike Dawson, Horizon Distribution
Disdero Lumber
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Shawn Fernandez, Paint Sundries Solutions
Kelly Fox, Lumber Traders
Eric Fritch, Chinook Lumber
Jerry Gaulroger, Boise Cascade
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Rick and Vivian Jensen, Bayview Elma
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Rick Lierz, Franklin Building Supply
Lincoln Industrial
Bill & Jean Mackie, Madison Lumber Co.
McFarland Cascade
Dennis McWhirter, Exterior Wood
Charley Miller, Miller Lumber Company
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Stephanie Munden, Pacific Bldg Center
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Bob & Becky Perrin, Capital Lumber
Jeff Peterson, Western Wood Preserving
Tom Peterson, Jensen Distribution
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Paul Quandy, HUB International
Kelley Rivers, Rivers Wood
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Mike Russell, Federated Insurance
Paul Rust, Huttig Building Products
Greg Schmitt, Simpson Door
Phil Schumock, McFarland Cascade
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Jeff Swan, Evergreen Lumber
Michelle Thayer, Spruce
Tom Tremper, Hall Forest Products
Christina Tremper, International Wood Products
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Cameon Viebrock, Lake Chelan Building Supply
Tim Walsh, International Wood Products
Ed Waite, ProBuild
Erica Watson, Exterior Wood
Weatherly’s Inc.
Dennis McWhirter, Exterior Wood
Tom Weber, Levee Lumber
Mike Werner, Builders Alliance
Western Wood Preserving
Trent Withers, Withers Lumber Company
Matt Wittscheibe, McFarland Cascade
Carl & Patty VanWell, Van Well Building Supply

We want to thank everyone who contributed and participated this year in raising money for the Link Educational Scholarship Fund. A huge Thank You to Jeff Mancheni of Central PreMix for helping with our Silent Auction and our Exhibitors for their generous auction prizes. WBMA’s members helped raise over $12,975 during the Annual Convention. This year the Fund will be awarding four $3,000 scholarships. The deadline is March 24th.
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The Pacific Building Center
Blaine, Washington

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Withers Lumber Company
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Justin Boyer • Allweather Wood

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