



# Professional Roofing

*the source for the roofing industry*

**TRAIN**  
to **GAIN**

Adding a full-time trainer can  
increase company revenue

# DON'T LET CALLBACKS GET IN THE WAY OF YOUR NEXT JOB

Jake and ryan  
both out until  
next week

URGENT  
FX!

Ray needs  
another repair  
715-423-1766

...unds kinda  
Angry?  
745-3217

Something  
is leaking?  
555-5586

second time  
today  
555-111-6513

Can't move  
out the mall job  
again

Kevin needs you  
to take a look at  
44 johnson drive

Lake shore job  
is running  
behind.  
Call Jim

Roof warping  
at hospital.  
Call Paul  
today

Ray called...  
Again...

Can't move  
out the  
mall job  
again

Says the roof is  
making a noise.  
345-1212

Fred is hoping  
you can stop  
by to take a  
look at a tear

John needs  
directions for  
tomorrow?

Matt says the  
hole is getting  
bigger

The crack  
is a bit  
bigger than  
expected  
-Jason



Visit [DensDeck.com/StopCallbacks](https://DensDeck.com/StopCallbacks)  
for more information and to talk it out.

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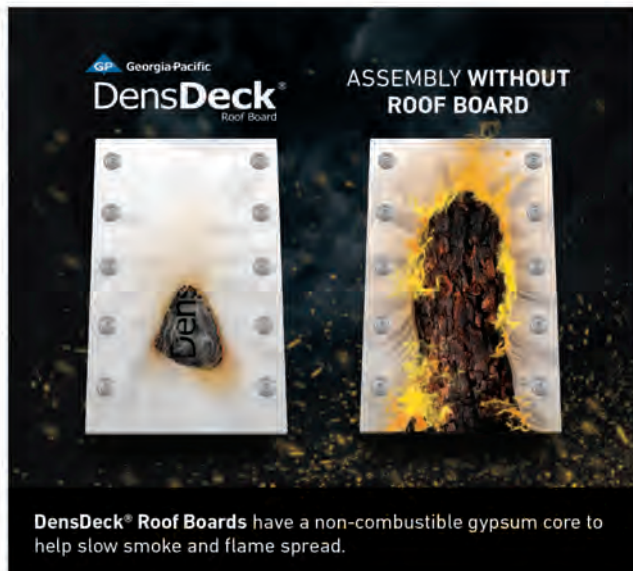
## AVOID DOUBLING BACK.

One of the most frustrating parts of commercial roof damage is knowing you could have helped prevent it. Doubling back to make repairs on a recently completed job can cost time and money. That's why value engineering gypsum roof board out of commercial jobs is a mistake. DensDeck® Roof Boards have a strong, non-combustible gypsum core. They help mitigate common roof risks like puncture damage from foot traffic and maintenance—while also giving you enhanced protection against wind, fire and hail.

Gypsum roof boards are an investment in your future. This way, your crews stay busy working on new roof jobs instead of dealing with costly callbacks. And more than just your roof is covered—DensDeck Roof Boards can help you stay profitable while protecting your reputation.



DensDeck® StormX™ Prime Roof Board was the first gypsum cover board to be FM classified for Very Severe Hail (VSH) in approved single-ply membrane assemblies.



DensDeck® Roof Boards have a non-combustible gypsum core to help slow smoke and flame spread.

## BEAT THE ELEMENTS.

Roof damage comes in all sizes, from the smallest puncture to the largest wind gust. As weather events intensify, your commercial roof assembly must adapt too. Georgia-Pacific sets the new standard for performance with DensDeck® StormX™ Prime Roof Board.

This premium cover board helps commercial rooftops hold strong under severe weather conditions. DensDeck StormX Prime Roof Board has increased density and reinforced glass mat to better protect from wind uplift, severe hail and other kinds of impact, like flying debris. It boasts enhanced moisture resistance and is FM classified for Very Severe Hail (VSH) in approved single-ply assemblies. DensDeck StormX Prime Roof Board can be installed in fully adhered, partially adhered and mechanically fastened assemblies.

## EARN THEIR TRUST.

Catastrophic weather events aren't the only threat to commercial roofs. Building owners may not realize the punishment their rooftop may take over its lifetime. HVAC installation and maintenance can be tough on a roof, while solar panels could increase the risk of fire. Green roofs also need versatile roofing systems with a rigid substrate to handle the load.

Let building owners know that rooftop enhancements call for the strength and versatility of DensDeck® Roof Boards. With three performance options based on design intent, you'll find a gypsum-tough solution for every commercial low slope roof.

We understand that sometimes you can know everything about roof board protection and still value engineer it out of a project. That's why we have a team of Building Envelope Specialists who can talk through your questions and help justify the value of keeping a gypsum cover board in your roof assembly.



DensDeck® Roof Boards help mitigate puncture damage from foot traffic and maintenance.

**NEW FROM**



**OMG.**  
**ReadySump™**  
RETRODRAIN® WITH INSULATED SUMP

**ReadySump™ RetroDrains®**

- Up to 33% Faster Install
- Vortex Breaker Technology Improves Flow
- Improves Rooftop Quality



**OMG.**  
**OlyBond500**  
Canisters™

**OlyBond500® Small Canisters Kit**

- Up to 10 Squares Coverage
- No Additional Equipment Needed
- 2 Canisters – 1 Box for Fast Setup



## It's time to brag

Sharing more about your accomplishments will do more good than harm

by Ambika Puniani Reid



*"It's hard to be humble when you're as great as I am."*  
—Muhammad Ali

Most of us have heard (and adhered to) the adage: "There is no 'I' in team," but according to a recent article in *The Wall Street Journal*, we all would be wise to be a little more like Muhammad Ali.

Whether you are up for a promotion, interviewing for a members-only club or wooing potential new clients, business advisers routinely say people are underplaying their self-worth for fear of not showing enough humility. But it's humility that could stand in the way of the very things we want.

In the article, "Brag at Work Without Sounding Like a Jerk," author Rachel Feintzeig writes: "In jobs where you have to win clients, they need reasons to choose you."

So talk about the many great projects and community work your company has done—and don't be shy to mention your charity work but avoid the humble brag like: "We gave \$3 million worth of roofing materials away. It was so hard to turn people down." (To read about charity work in the industry, see "Livin' on the edge," page 16.)

Feintzeig writes: "Faux humility usually fools no one. Research from Harvard Business School Professor Michael Norton and two co-authors found that humblebraggers were seen as less competent and likable than those who just straight-up boasted."

There are other ways to improve how you tout yourself.

Litigation consultant Alexis Knutson told Feintzeig she scans emails she sends for the word "we" and considers whether it should be an "I."

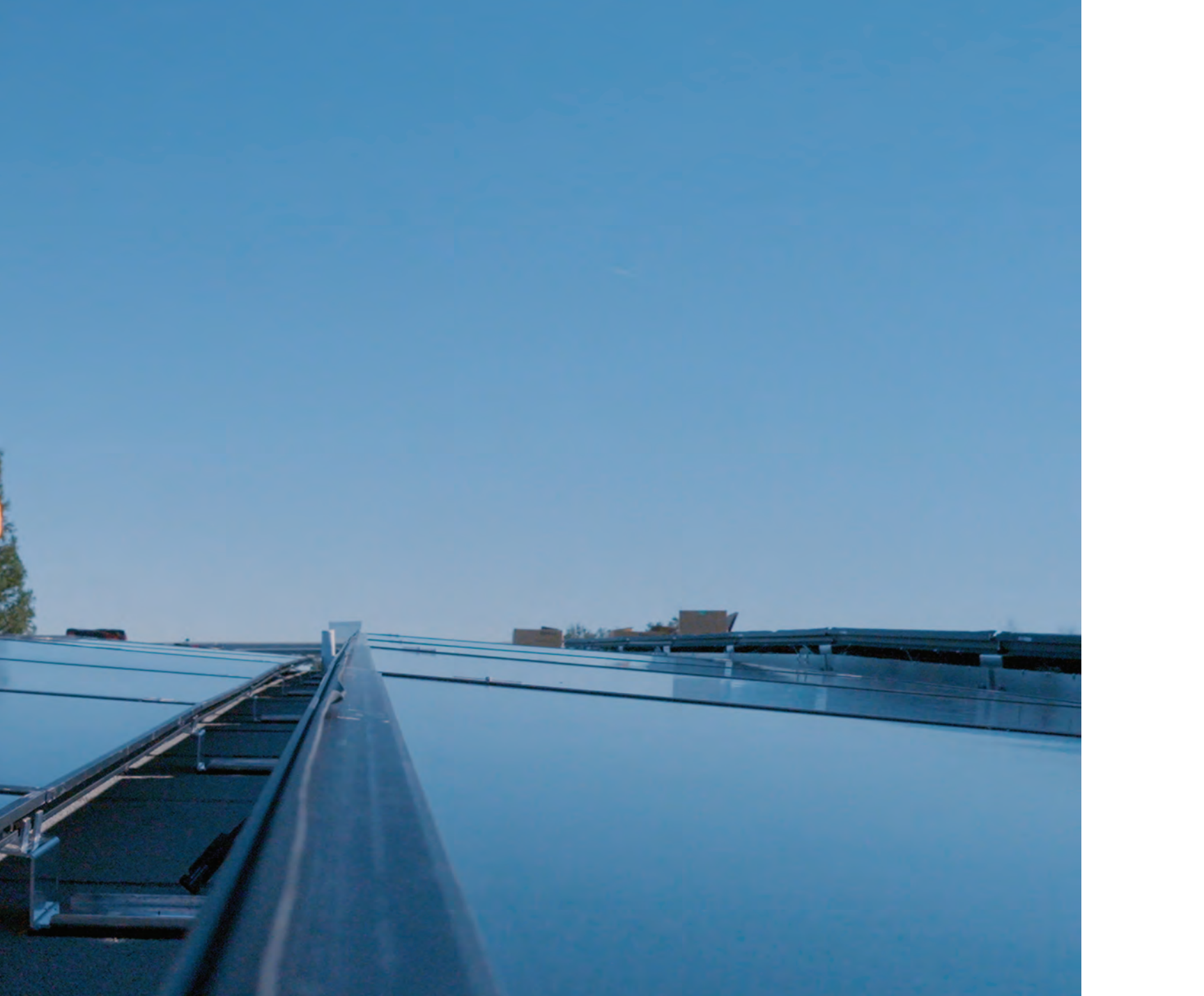
"Sometimes it was really just you," she told *The Wall Street Journal*. "I was able to get this done for you."

As Aliza Licht, author of the book *On Brand*, says: If you don't tell your own story, "people will just make up their own version."

*Ambika*

**AMBIKA PUNIANI REID** is editor of *Professional Roofing* and NRCA's vice president of communications.





**G**AF Energy LLC, San Jose, Calif., installed a 500-kilowatt solar system on the company's 112,000-square-foot research and development and manufacturing center in San Jose.

The new system will generate more than 750,000 kilowatt-hours at the facility that produces TimberlineSolar,<sup>™</sup> the first nailable solar shingle. GAF Energy completed the buildout and moved into the facility in mid-2021.

To submit a photo to Close-up, email [professionalroofing@professionalroofing.net](mailto:professionalroofing@professionalroofing.net). Submittals should include a photo, as well as a description of the photo.

# KEEP LIVING THE SMALL BUSINESS DREAM.

Progressive Casualty Ins. Co. & affiliates. Coverages and discounts not available in all states or situations. For all vehicles or coverage selections.

Protect your small business from reality with over 30+ customizable coverage options and personalized discounts. Get a quote in as little as 6 minutes at [ProgressiveCommercial.com](https://www.ProgressiveCommercial.com)

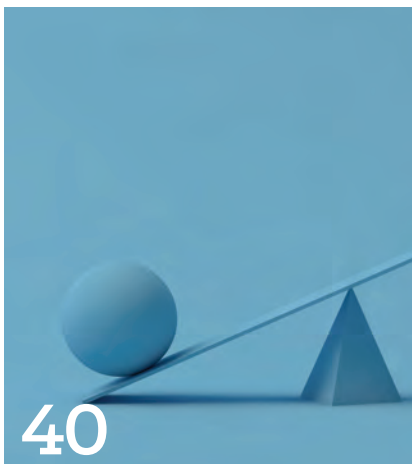
**PROGRESSIVE**  
COMMERCIAL



# CONTENTS

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## FEATURES

### 28 Train to gain

Adding a full-time trainer can increase your company's revenue.

by **Amy Staska**

### 32 An exciting offering

The roofing industry now has college-level courses for prospective new hires.

by **Dhaval Gajjar, Ph.D., FMP, SFP**

### 36 Legal eagle roofing

Renaissance Roofing Inc., Belvidere, Ill., restores the dome on Martin County Courthouse in Minnesota.

by **Christine Elle Hanus**

### 40 Home court advantage

You should know how the home court law affects construction litigation.

by **Trent Cotney**

# CONTENTS

## COLUMNS

### 5 Focus

Sharing more about your accomplishments will do more good than harm.

by **Ambika Puniani Reid**

### 16 Livin' on the edge

The roofing industry is bringing kindness and grace to confusing times.

by **McKay Daniels**

### 20 Getting closer to gutters

NRCA tests metal roof edge gutters and maintains a certification program.

by **Mark S. Graham**

### 24 A win-win opportunity

Hiring asylum seekers and refugees can help the roofing industry meet its workforce needs.

by **Duane L. Musser**

## DEPARTMENTS

### 6 Close-up

### 12 #Hashtag

### 14 New Ideas

### 16 News + Views

### 20 Research + Tech

### 24 Rules + Regs

### 44 Briefings

### 48 Marketplace

### 50 Details



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**Mission:** *Professional Roofing* provides information, insight and innovation to help every roofing professional thrive.

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# BUILT TO DO MORE... & LESS.

## Why a Malarkey Shingle?

Unlike standard roofing shingles, Malarkey shingles are made of **Rubberized Asphalt** for superior all-weather resilience, **Upcycled Rubber & Plastics** to reduce landfill waste, and **Smog-Reducing Granules** that help clean the air.

Better performance, and better for the environment –  
*why not a Malarkey shingle?*

WHEN IT MATTERS™



## Sheathing wrap for corners

**INDEVCO North America** has introduced Barricade® Thermo-Brace Guard, a structural continuous sheathing wrap for building envelope corners. The sheathing wrap reportedly joins walls and insulates corners for increased energy efficiency and eliminates the need for corner flashing. Wrapping a corner creates continuous insulation said to protect against air infiltration and prevent moisture build-up at the corner. Barricade Thermo-Brace Guard can be applied with Barricade Thermo-Brace lightweight structural sheathing or Barricade Thermo-Brace SIB (R3 or R5) reversible structural insulated sheathing.

**barricadebp.com**



## Harness allows user to sit after a fall

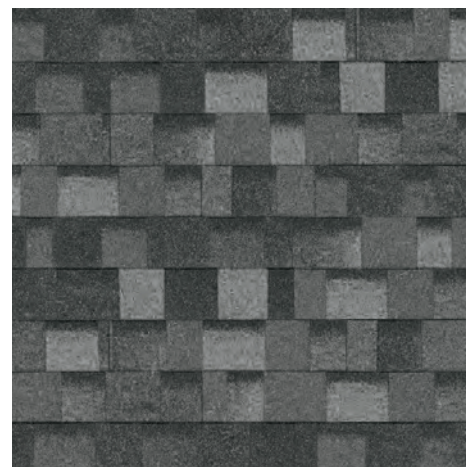
**Werner** has made available its ProForm™ SP Full Body Harness with SwitchPoint technology. Designed for post-fall safety, the harness features a hip-level deployment cord a user can activate to put him or her into a seated position with freedom of movement for rescue. Constructed from breathable fabrics, enhanced padding and moisture-wicking mesh lining, the harness is said to reduce heat and maximize user comfort. The ProForm SP Full Body Harness also features specially designed leg straps for freedom of movement, a stamped steel chest D-ring with integrated gear loops, aluminum cam torso adjuster for easy fit adjustments and an SRL bumper to protect a user's lower back from contact when wearing a personal self-retracting lifeline.

**wernerco.com/switchpoint**

## Shingle color is inspired by mountains

**IKO Industries** has added Summit Grey to its Dynasty® and Nordic™ Performance asphalt shingle lines. Inspired by the natural beauty of North America's mountain peaks, Summit Grey has a charcoal grey aesthetic. Dynasty and Nordic Performance shingles are equipped with ArmourZone® reinforcement said to protect against wind uplift and have strong impact resistance ratings. Dynasty shingles now are available in 13 colors, and Nordic shingles now are available in nine colors.

**iko.com**



## Wider TPO rolls reduce waste

**Mule-Hide Products Co. Inc.** has made available 16-foot-wide TPO rolls designed to help crews finish jobs faster. Ideally suited for larger roof systems without many penetrations or obstructions, the white rolls are available in 45-mil, 60-mil and 80-mil thicknesses. The 16-foot rolls cover 60% more roof area than 10-foot rolls, reducing the number of rolls that must be moved into place and reportedly reducing the number of seams that must be welded and inspected by more than 25%. Fewer rolls also results in less packaging and waste. The lightweight TPO rolls are reinforced to handle building thermal expansion and contraction and are said to resist tears, impact damage, punctures and wind uplift.

**mulehide.com**



## Kit can be transported easily

**OMG® Roofing Products** has added the OlyBond500 Small Canister Kit as an extension to the OlyBond500 lineup of insulation adhesives. OlyBond500 Small Canister Kits are compact pressurized canisters said to offer up to 10 squares of coverage. The kit allows for fast setup without additional equipment and can be transported with both canisters in the same box or via a carrying handle. OlyBond500 Small Canister Kits can be used for up to 30 days after opening, minimizing waste and maximizing cost effectiveness.

**omgroofing.com**

## Hook lifts handle up to 10,000 pounds

**BCA Industries** has introduced Smartlift, a line of commercial-grade hook lifts designed to increase roofing contractors' hauling capabilities. The Smartlift universal ground-loading roll-off system is designed to fit into any long- or short-bed pickup truck. The lifting mechanism can be installed with four bolts and safely operated via remote control by one person. The lift can load and unload the bin, positioning it over a truck bed without affecting the use of the tailgate or toolboxes. A swing-arm reportedly enables the Smartlift to lift up to 6,000 pounds. Smartlift 60, the largest option, can lift up to 10,000 pounds. Dump boxes are available in 2½-, 4-, 6- and 8-yard sizes, as well as custom sizes. The Smartlift container is about the size of a midsize car, which allows it to be placed in a driveway or tight space without causing an obstruction.

**smartliftusa.com**





## Livin' on the edge

The roofing industry is bringing kindness and grace to confusing times

by McKay Daniels

*"There's something wrong with the world today  
I don't know what it is  
Something's wrong with our eyes  
We're seeing things in a different way  
And God knows it ain't His  
It sure ain't no surprise,*

*We're livin' on the edge"  
—Aerosmith*

It seems as though we encounter bad news nearly constantly. Read, listen or watch the news, and it's a barrage of despair. And that's all without even touching Twitter where a scroll can be like a version of New York's Times Square in the 1980s before it was Disney'fied.

Crime. Tragedy. Depravity. It feels like much of what we hear going on will break your heart and callous the soul.

*"There's something wrong with the world today  
The light bulb's getting dim  
There's meltdown in the sky"*





But it's not all dim. It's not all conflict or blood sport for sports' sake. And I was reminded of that in a big way recently.

Each year, CNA Insurance, Chicago, partners with NRCA to select and honor roofing contracting companies that have made a difference in their local communities. The CNA/NRCA Community Involvement Award has been recognizing charitable acts for 10 years, and the winners have been amazing reminders of the human spirit's goodness.

The companies that win don't receive anything themselves; rather, the charity or organization they helped receives a donation from CNA

... so even in winning, good continues to pay forward.

Although the winning contractors are recognized, we don't hear as much about those companies that weren't ultimately selected. All the submissions are tremendous and deserve to be highlighted, too, not because of a public ego boost but because in absence of talking about the good, all we're left hearing about is the bad. And there's a heck of a lot of good going on in the roofing industry that should be talked about!

For example, Christine Bowen and the folks at Austin Roofing and Construction, Austin, Texas, completed roughly \$100,000 in free roofing work in 2022 on behalf of the Community First! Village, which helps house those who would otherwise be homeless.

And Bone Dry Roofing headquartered in Indianapolis began its annual Bone Dry Loves Pink project more than five years ago to raise money and awareness for breast cancer patients and survivors and fund research.

Springfield, Mo.-based Queen City Roofing & Contracting Co.'s CEO Larry Stock has been involved in the Leadership Springfield Program since it began in 1990. It touched him in his early life and helped him develop personal leadership skills and awareness of the importance of engaging in his community. For the past six years, he's been paying it forward as a supporter, educator, mentor and board member.

The Beldon Group in San Antonio, a contracting company in business for more than 70 years, sought to help students in its region improve their future opportunities. The Beldon family partnered with the Alamo Colleges District and the University of Texas Health Science Center to pilot a mental health initiative to assist those who might not pursue educational opportunities otherwise because of systemic hurdles in their way.

More than 1,300 students have been served by Alamo Colleges District's resources, and 43% of those were identified as having mental disorders but less than 5% had sought assistance. The Beldon family committed \$277,440 over a period of two years; in 2022, they donated \$215,000. Donations will help expand services and fund a psychiatric nurse practitioner. Other organizations have since added an additional \$250,000 to the initiative in response to the Beldons' leadership.

When the selection committee of CNA and NRCA representatives met to discuss the award submissions, several individuals commented on the tears that welled up in their eyes while reading the applications. They discussed the inspiration and pride they felt

“ The CNA/NRCA Community Involvement Award has been recognizing charitable acts for 10 years, and the winners have been amazing reminders of the human spirit's goodness. ”

in seeing the amazing work everyday superheroes were doing to help improve their communities. But though the roster of submissions was impressive, it did not scratch the surface of all the industry does each year.

Other submissions included Cedar Peak Roofing, Myrtle Beach, S.C., kicking off an initiative to provide affordable housing in its community and Foster Contracting, Indianapolis, which is serving as the general contractor (and labor in many cases) to completely rehab a residence to provide emergency shelter to children in need.

The Korellis Roofing team based in Hammond, Ind., has been staffing a food pantry monthly since 2021. Red Pointe Roofing, Orange, Calif., helped raise \$30,000 for the Alisa Ann Ruch Burn Foundation. Red Pointe Roofing has been active with the organization since 1982 helping to provide camp experiences for young burn victims. And Four Seasons Kanga Roof Co., Roseville, Mich., has raised funds and awareness for the American Cancer Society.

One unique submission came from Power Home Remodeling, Wynnewood, Pa.; the company has partnered with Alex's Lemonade Stand Foundation, a nonprofit dedicated to finding cures for various forms of childhood cancer. Power Home Remodeling and its employees have supported the organization since 2011 and during that time have raised more than \$6 million for the organization!

And these are contractors! The manufacturing and distribution segments give generously to so many projects they are too lengthy to even begin to list. The annual donations add up to untold millions of dollars.

And together, contractors, manufacturers and distributors give time and resources in sponsoring every freestanding Ronald McDonald House in the U.S. and help support Habitat for Humanity or Rebuilding Together. During the 2023 International Roofing Expo® in Dallas, the industry put on another successful service day with dozens of people from throughout the industry participating.

And though the daily news can be filled with nothing but dirty laundry, you can count on this great industry—filled with some of the best people we’ll ever have the chance to meet and work with—to lift us up.

We just need to remember to look for it because the good news doesn’t necessarily get the headlines they deserve. 🌟🌟🌟

**MCKAY DANIELS** is NRCA's CEO.  
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## NRCA outperforms nonprofit averages on social media

Recent data from social media management platform Sprout Social shows NRCA consistently outperformed other nonprofits, as well as overall industries, on its social media platforms in 2022.

When compared with other nonprofits, NRCA's total impressions in 2022 reached 2.3 million, which is 4.5% higher than the industry average of 2.2 million. NRCA also delivered more social media content with 3,800 posts in 2022, which is 192% higher than the industry average of 1,300 posts.

NRCA gained 3,000 social media followers in 2022—58% higher than the industry average of 1,900 followers. And NRCA's followers were engaged; the association had 69,400 engagements on social media in 2022.

NRCA also fared well when compared with the average from all industries in Sprout Social's report, boasting 217% more content and 50% more new followers.

You can follow NRCA on Facebook, Twitter, LinkedIn and Instagram.



## Top concerns for contractors in 2023

The Associated General Contractors of America's 2023 Construction Outlook National Survey shows supply chain issues, material costs, labor shortages and a recession are among contractors' top concerns for 2023, according to [constructiondive.com](http://constructiondive.com).

Supply chain uncertainty in the industry has led to negative effects that ultimately result in higher costs and lower profits. Contractors also are less confident about private sector work as inflation and the potential for a recession continue to be issues.

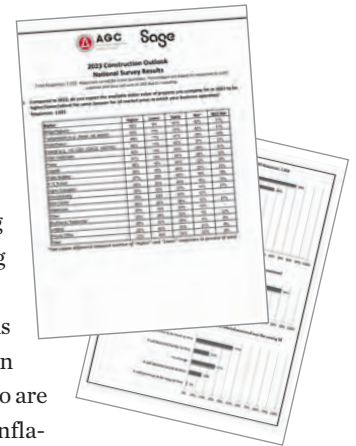
“Even when we’ve had recessions or slow growth expectations for the economy, contractors are by nature optimists,” says Ken Simonson, chief economist for Associated General Contractors of America. “But it is notable that in nearly all of these categories, particularly on the private side, contractors have lower net positive readings or deeper negative readings than they did in previous years.”

Contractors' biggest concern for this year is the supply chain issue, which causes project delays, logistical problems and rising material prices. To respond to this issue in 2022, 70% of survey respondents said they accelerated purchases after winning contracts; about half turned to alternative suppliers or used alternative materials or products; and 22% stockpiled items before winning contracts.

Labor shortages are expected to persist. Sixty-nine percent of contractors said they expect to hire in 2023 and only 11% expect to reduce their staffs. In 2022, 72% of contractors increased base pay rates more than in 2021 and about one-third boosted bonuses and benefits to attract workers.

Still, 80% of contractors report they currently are having difficulty finding workers, and most respondents expect those challenges to continue. Also, 83% of contractors are concerned the labor shortage and resulting inexperienced skilled labor pool will affect the safety and health of their workers.

The survey shows contractors are more optimistic about infrastructure and other public work even though only 5% of respondents are working on new projects funded by the Infrastructure Investment and Jobs Act. Six percent have won bids but have not started work; 5% have bid on projects but have not won awards yet; and 21% said they plan to bid on projects but nothing suitable has been offered yet.



To view the 2023 Construction Outlook National Survey, go to [professionalroofing.net](http://professionalroofing.net).

## Holcim to acquire Duro-Last®

Holcim, Zug, Switzerland, has signed an agreement to acquire roof systems manufacturer Duro-Last Inc., Saginaw, Mich., in a \$1.29 billion transaction. Duro-Last specializes in commercial roof systems and has annual sales of about \$540 million.

“Over the past 45 years, our family business has continually reinvested in Duro-Last to create the solid, financially strong and well-recognized company we are today,” says Tom Saeli, CEO of Duro-Last. “We are delighted to be joining the Holcim family, and we look to the future to accelerate our success. Holcim recognizes the opportunities at Duro-Last, and we are confident it will support us in our future growth plans.”

The deal follows other recent acquisitions by Holcim in North America and is its biggest since it bought Malarkey Roofing Products in December 2021. As a result of the acquisition, sales at Holcim’s roofing systems division will exceed \$4 billion by the end of 2025.

“Duro-Last is a perfect strategic fit for our roofing business,” says Jan Jenisch, CEO of Holcim. “Its proprietary technologies and premium brands complement our offering in the North American market. Its energy-efficient systems and excellence in recycling will further advance our leadership in sustainability. I am excited to further strengthen the Duro-Last brand and welcome all 840 employees to the Holcim family.”



Join the  
**National Safety  
Stand-Down**  
To Prevent Falls in Construction  
**MAY 1-5, 2023**

## OSHA to hold annual safety stand-down May 1-5

The Occupational Safety and Health Administration’s 10th annual National Safety Stand-Down will be May 1-5 to raise awareness among employers and workers about the hazards of falls in the construction industry.

OSHA, NRCA, the National Institute for Occupational Safety and Health, the National Occupational Research Agenda and CPWR—The Center for Construction Research and Training, among other groups, will lead the effort to encourage employers to pause during their workdays for topic discussions, demonstrations, and training regarding how to recognize hazards and prevent falls.

OSHA encourages people to use #StandDown4Safety to promote the event on social media, share feedback after their events and obtain a personalized certificate of participation. Additional information is available at [osha.gov/stop-falls-stand-down](https://osha.gov/stop-falls-stand-down).

NRCA will again hold three fall-protection webinars during the week in support of the National Safety Stand-Down.

## Construction industry fatalities fell slightly in 2021

On Dec. 16, 2022, the Bureau of Labor Statistics released its annual National Census of Fatal Occupational Injuries report for 2021, which showed the construction industry had 1,015 fatal injuries for the year—down 1.8% from 1,034 fatal injuries in 2020, according to [enr.com](https://enr.com). Another metric shows construction workplace deaths declined to 986 in 2021 from 1,008 in 2020—a 2.2% decrease.

Additionally, the industry’s 2021 fatal injury rate fell to 9.1 per 100,000 full-time equivalent workers from 10 in 2020. The fatal injury rate is viewed as a key safety indicator because it adjusts for yearly changes in the overall number of workers and amount of construction work.

In an email to *Engineering News-Record*, Brian Turmail, Associated General Contractors of America vice president of public affairs and strategic initiatives, wrote: “There is a temptation to see a decline in the fatality numbers as something to celebrate. It isn’t. There is nothing acceptable about more than 1,000 people losing their lives in our industry.”

Overall, BLS reported the total number of fatal occupational injuries in the U.S. was up 8.9%, rising from 4,764 in 2020 to 5,190 in 2021. The national work fatality rate rose to 3.6 per 1,000 full-time employees in 2021 from 3.4 in 2020.

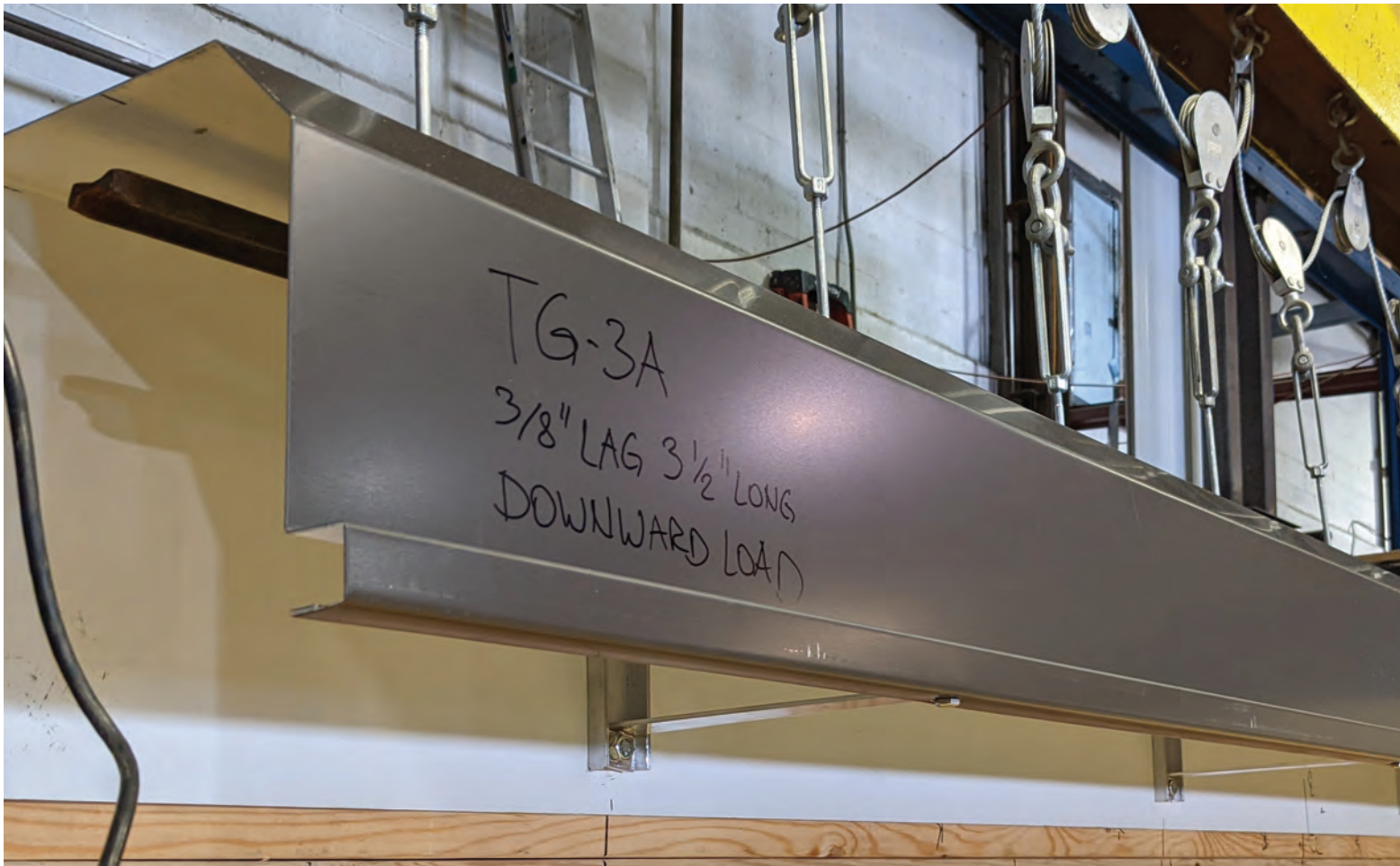


## Massachusetts tops ranking for LEED green building

Massachusetts topped the U.S. Green Building Council’s annual ranking of states for LEED green building in 2022 after ranking No. 3 on the list in 2021, according to [usgbc.org](https://usgbc.org).

States were ranked based on the number of LEED-certified square feet per capita in the state. In 2022, Massachusetts certified 96 LEED projects for a total of 3.7 square feet of LEED-certified building per person. The top 10 states certified 1,255 projects and nearly 353 million gross square feet under LEED.

The states following Massachusetts in the Top 10 included Illinois, New York, California, Maryland, Georgia, Colorado, Virginia, Texas and Oregon. USGBC notes Washington, D.C., would have the highest ranking with 46.06 green square feet per capita and 116 green building projects, but it is not included because it is not a state.



## Getting closer to gutters

NRCA tests metal roof edge gutters and maintains certification programs

by Mark S. Graham

NRCA has conducted testing of metal roof edge gutters according to ANSI/SPRI GT-1-2016, “Test Standard for Gutter Systems.” If you design, shop fabricate and/or install gutters for low-slope membrane roof systems, you should be aware of ANSI/SPRI GT-1, the building code requirement that requires gutter testing, and NRCA’s gutter testing and certification programs.

### ANSI/SPRI GT-1

ANSI/SPRI GT-1 provides a methodology for testing static load resistances of exterior hanging gutters used with low-slope roof systems. Gutter resistances are tested in three directions as shown in the figure.

Test G-1 tests a gutter’s resistance to a horizontal outward load, such as an outward wind load. Test G-2 tests a gutter’s resistance to a vertical upward load, such as an upward wind load. Test G-3 tests a gutter’s resistance to a downward load, such as the weight of water, snow and ice.

The test method does not assess a gutter’s water-carrying capacity or water removal.

ANSI/SPRI GT-1 was developed and is promulgated as a national



consensus standard by SPRI Inc. The test standard can be downloaded for free from spri.org.

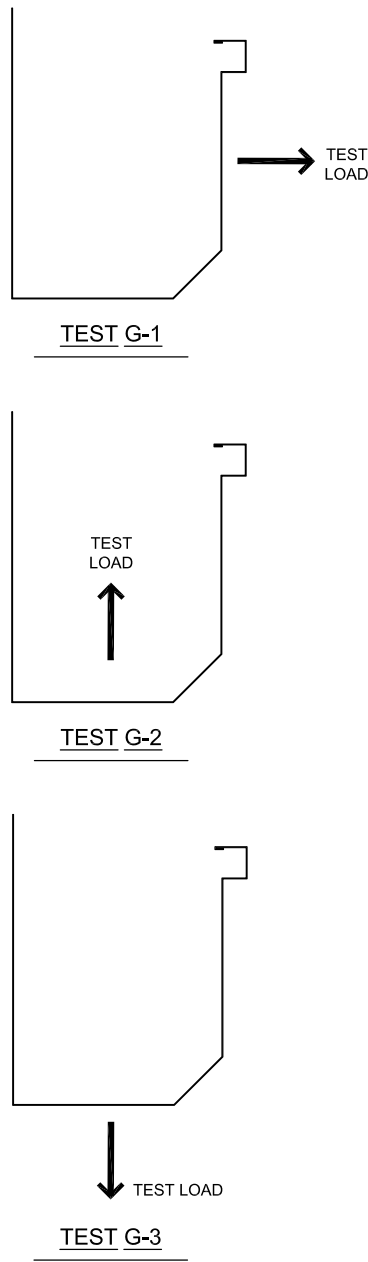
### Code requirement

The *International Building Code*,<sup>®</sup> 2021 Edition, includes the following requirement specific to gutters: **“1504.6.1 Gutter securement for low-slope roofs.** Gutters that are used to secure the perimeter edge of the roof membrane on low-slope (less than 2:12 slope) built-up, modified bitumen, and single-ply roofs, shall be designed, constructed and installed to resist wind loads in accordance with Section 1609 and shall be tested in accordance

with Test Methods G-1 and G-2 of SPRI GT-1.”

The code requires gutters’ tested resistances to be greater than their buildings’ design wind loads, which typically are determined using ASCE 7-16, “Minimum Design Loads and Associated Criteria for Buildings and Other Structures.” The code doesn’t specifically require a safety factor be applied to tested resistances; however, use of a safety factor of 2.0 is good practice when using the allowable stress design method.

The code’s gutter testing requirement is more limiting than ANSI/SPRI GT-1’s scope and specifically applies to exterior perimeter edge gutters used with built-up, polymer-modified bitumen or single-ply membrane roof systems installed at less than 2:12 slope. Also, ANSI/SPRI GT-1’s GT-3 downward resistance test does not apply to the code’s requirement.



ANSI/SPRI GT-1 test configurations

### NRCA testing and certification

NRCA has tested a limited number of gutter profiles and materials using ANSI/SPRI GT-1.

NRCA tested five, Style D exterior 6- and 8-inch-wide gutter profiles fabricated from galvanized steel and aluminum using exterior gutter brackets or internal stiffeners depending on gutter size and material.

The results of NRCA’s testing are provided in the shop-fabricated edge metal flashings section of nrca.net.

NRCA also has obtained and maintains third-party certifications for compliance with ANSI/SPRI GT-1 by UL Solutions and Intertek Testing Services based on this testing. Additional information about these certifications is available in UL’s Product iQ<sup>®</sup> and Intertek Testing Services’ SpecDIRECT<sup>™</sup> applications, respectively.

### Closing thoughts

NRCA is conducting additional testing and maintains its UL and Intertek Testing Services certifications to provide roof system designers with baseline data and fabricators and installers a means of complying with IBC 2021’s requirements for gutters.

Additional information about shop-fabricated architectural metal flashings, including gutters, is provided in the Architectural Metal Flashing Section of *The NRCA Roofing Manual: Architectural Metal Flashing and Condensation and Air Leakage Control—2022*, which can be purchased or is available as a free member download at shop.nrca.net. 📄🔗



For links to NRCA’s gutter testing results, UL’s Product iQ<sup>®</sup> and Intertek Testing Services’ SpecDIRECT<sup>™</sup> applications, go to professionalroofing.net.

**MARK S. GRAHAM** is NRCA’s vice president of technical services.

 @MarkGrahamNRCA



## CPWR warns of safety concerns regarding drone use in construction

Researchers from CPWR—The Center for Construction Research and Training recently analyzed the behaviors of 153 participants with construction experience in a virtual construction site regarding drone use, according to [safetyandhealthmagazine.com](https://safetyandhealthmagazine.com).

The study's findings show working with or near drones "reduces the attention workers devote to the task at hand, which could result in falls when they are at height." Workers operating while drones were 12 feet and 25 feet away looked away from job tasks more frequently than when drones were 1½ feet and 4 feet away.



Access the CPWR study at [professionalroofing.net](https://professionalroofing.net).

Researchers also found working with drones at any distance contributes to significant psychological and/or emotional distress because workers

may feel they are constantly being monitored and fear being struck by a drone as they work in high-risk environments at height.

To help ensure safe use of drones in construction, CPWR advises employers to:

- Train workers, especially because there currently are no specific Occupational Safety and Health Administration guidelines regarding use of drones on construction sites. It is key to educate workers about drones and familiarize them with working alongside drones, and CPWR suggests virtual reality training.
- Design drones to limit the frequency and severity of risks they pose to workers and minimize crash impact.
- Prepare job sites to ensure drones work efficiently and safely around workers, accounting for factors such as drone size and shape, flight path and weather conditions.

CPWR also suggests scheduling tasks so employees are not working in areas in which drones are operating and only using drones for operations that provide significant benefits compared with traditional work methods.



## Half of companies lack budget necessary to mitigate cybersecurity risks

A recent study conducted by the Neustar International Security Council, Reston, Va., revealed only about half of companies have the budgets necessary to meet current cybersecurity requirements, according to [constructiondive.com](https://constructiondive.com). Conducted in autumn 2022, the survey involved 304 senior professionals in the U.S., Europe, the Middle East and Africa.

Less than one-third of IT and security professionals said their cybersecurity budgets would remain the same in 2023 and 6% of respondents expect their budgets to decrease. Of those, 44% said the budget stagnation or cuts will expose their businesses to more cyber risk, the study showed.

More major businesses in the U.S. and abroad are cutting budgets because of the uncertain economic environment. High-profile companies including Alphabet, Amazon and Microsoft have recently announced thousands of job cuts.

"Macroeconomic issues are driving down spending across all sectors, and the way a lot of leaders are handling it is by cutting across all programs without careful consideration for where they're making their cuts," says Carlos Morales, senior vice president of solutions at Neustar Security Services.

The study showed four in five executives believe leaders at their organizations understand the existing threat levels, but more than two-thirds of respondents agreed constraints on their budgets would limit their ability to respond to the threats.

Sixty percent of respondents said the most current risk is the rising sophistication of cyberattacks. More than half of respondents also are wary of the rising number of attacks.

Long-term hybrid work, where employees work from home several days per week, has added to long-term cybersecurity risks for companies. Geographically widespread deployment of workers has made it more challenging to secure the workplace from outside threats. Morales says companies increasingly are turning to managed service providers to provide cloud-based security.

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## A win-win opportunity

Hiring asylum seekers and refugees can help the roofing industry meet its workforce needs

by Duane L. Musser

**A**s workforce shortages become more acute within the U.S. roofing industry, NRCA continues to explore innovative ways to address members' workforce needs. One strategy to consider is sponsoring and hiring individuals who come to the U.S. as refugees or asylum seekers from countries experiencing political or economic crises. Now is an opportune time to consider these options because there are several new developments in federal initiatives that facilitate the resettlement of such individuals within the U.S.

### Parole program

In January, the Department of Homeland Security announced the expansion of a program aimed at addressing migration and security issues at the U.S. southern border. Under the expanded program, individuals from Cuba, Haiti and Nicaragua can request advance authorization for temporary parole in the U.S. This opportunity first was provided in autumn 2022 to individuals fleeing political and economic turmoil in Venezuela.

The temporary parole status includes work authorization and is initially permitted for a period of two years with the possibility of extension. There is a cap of 30,000 visas per month for parolees from these four countries.





The program is being implemented simultaneously with expanded enforcement efforts by U.S. and Mexican authorities to prevent unauthorized border crossings that have increased dramatically in recent years.

To be eligible for the program, an individual must have a designated supporter in the U.S. who will provide financial assistance and other support to ensure successful legal migration. Individuals also must pass rigorous national security and public safety vetting to qualify for sponsorship.

The program essentially is a stop-gap measure designed to better manage the sit-

uation at the U.S. southern border as Congress has failed to address these problems through legislation. NRCA continues advocating for immigration reform that bolsters border security, provides enough visas to meet workforce needs and reforms asylum laws, but it is unclear when the political impasse on immigration policy in Congress will be resolved.

### Refugee resettlement

Another strategy to consider involves U.S. efforts to resettle refugees from parts of the world experiencing war and civil strife. The federal government and private sector organizations have been working cooperatively for decades to resettle refugees, defined as individuals who are “unable to return to [their] home country due to a well-founded fear of

persecution based on race, religion, nationality, political opinion or social group.” Refugees are subject to security checks and extensive vetting before they are admitted to the U.S. Unlike parolees, once individuals obtain refugee status, they are usually granted permanent legal status to remain in the U.S. indefinitely.

Refugees can bring enormous value to companies, especially when firms are struggling to fill open positions. Experience has shown that with proper support during their transition and resettlement, refugees can become highly motivated, dependable employees.

Employers interested in exploring opportunities to hire refugees for roofing roles can find more information in the U.S. Employers’ Guide to Hiring Refugees. Published by Lutheran Immigration and Refugee Service and the Tent Partnership for Refugees, the guide covers everything an employer needs to know to hire refugees through the resettlement process. Employers will learn how refugees are vetted before they enter the U.S. and how they are assigned to one of nine private resettlement agencies that partner with the federal government to provide resettlement services, including assistance in finding employment. The guide also covers how employers that hire refugees may qualify for federal tax credits through the Work Opportunity Tax Credit.

Another resource for employers is the federal Office of Refugee Resettlement, which works with private resettlement agencies to help refugees find jobs and integrate into their communities. These organizations have staff dedicated to assisting employers in the hiring process as staff works to match refugees’ skills with suitable employment.

### Welcome Corps

To improve the refugee resettlement program, in January, the Department of State created the Welcome Corps, a new private sponsorship program designed to facilitate the resettlement of refugees. The Welcome Corps is designed to create new opportunities for U.S. citizens to engage directly in refugee

resettlement through private sponsorship that is independent of and complementary to existing avenues for volunteering with resettlement agencies. It is an effort to strengthen, modernize and expand existing capabilities based on recent experience with resettlement operations involving Afghans, Ukrainians and other refugees.

In the coming months, the Welcome Corps rollout will occur in two phases. First, participating private sponsors will be matched with refugees whose cases already are approved for resettlement under the U.S. Refugee Admissions Program. Second, private sponsors will be able to identify refugees to refer for resettlement and support the refugees they have identified. The Department of State is funding a consortium of

nonprofit organizations with expertise in welcoming, resettling and integrating refugees into the U.S.

Additionally, private community organizations and institutions will be able to apply to participate in the Welcome Corps as private sponsor organizations for the purpose of mobilizing, supporting and overseeing private sponsors.

The establishment of the Welcome Corps is a major development in refugee resettlement aimed at leveraging the capabilities of individuals and private sector organizations to maximize opportunities as need grows.

### A meaningful option

Giving refugees or asylum seekers an opportunity to work within the dynamic roofing industry can be rewarding on many levels, and NRCA expects opportunities to increase substantially in the future. NRCA urges members to consider this unique way to supplement their workforce development strategies and stands ready to assist in such efforts. 🏠🌟



To access relevant resources, go to [professionalroofing.net](https://professionalroofing.net).

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**DUANE L. MUSSER** is NRCA's vice president of government relations in Washington, D.C.

## OSHA adjusts civil penalty amounts

The Occupational Safety and Health Administration's civil penalty amounts for violations of workplace safety and health standards increased in 2023 based on cost-of-living adjustments, according to [osha.gov](https://www.osha.gov). The adjusted maximum penalty amounts took effect Jan. 17.

New maximum penalties for willful or repeated violations increased from \$145,027 per violation to \$156,259 per violation. Maximum penalties

for serious and other-than-serious violations increased from \$14,502 per violation to \$15,625 per violation. Failure to abate violations are \$15,625 per day beyond the abatement date.

OSHA state-plan agencies must adopt maximum penalty amounts that are at least as effective as federal OSHA's penalty amounts.

Additional information is available at [osha.gov/penalties](https://www.osha.gov/penalties).

## OSHA withdraws proposal to reconsider Arizona state plan

The Occupational Safety and Health Administration will withdraw its proposal to reconsider and revoke final approval of Arizona's state plan for occupational safety and health and leave the state's current plan in place.

NRCA submitted comments on behalf of its members regarding OSHA's proposal and is pleased the issue has been resolved without revocation.

The announcement follows OSHA's publication of a *Federal Register* notice April 21, 2022, that proposed reconsideration and revocation because of the Arizona state plan's nearly decade-long pattern of failures to adopt adequate maximum penalty levels, occupational safety and health standards, National Emphasis Programs and the COVID-19 Healthcare Emergency Temporary Standard.

OSHA accepted public comments on the revocation proposal through July 5, 2022. Arizona submitted a public comment advising OSHA the state's plan had completed significant actions to address OSHA's concerns, including adopting outstanding federal standards and directives, enacting state laws to ensure Arizona's future maximum and minimum penalty levels track with OSHA federal levels, and authorizing adoption of an emergency temporary standard when OSHA or the Industrial Commission of Arizona determines grave danger criteria are met.

OSHA will withdraw its proposal despite recent reports of a downward trend in inspections in Arizona's enforcement program. OSHA is working with the Arizona state plan to address these issues.



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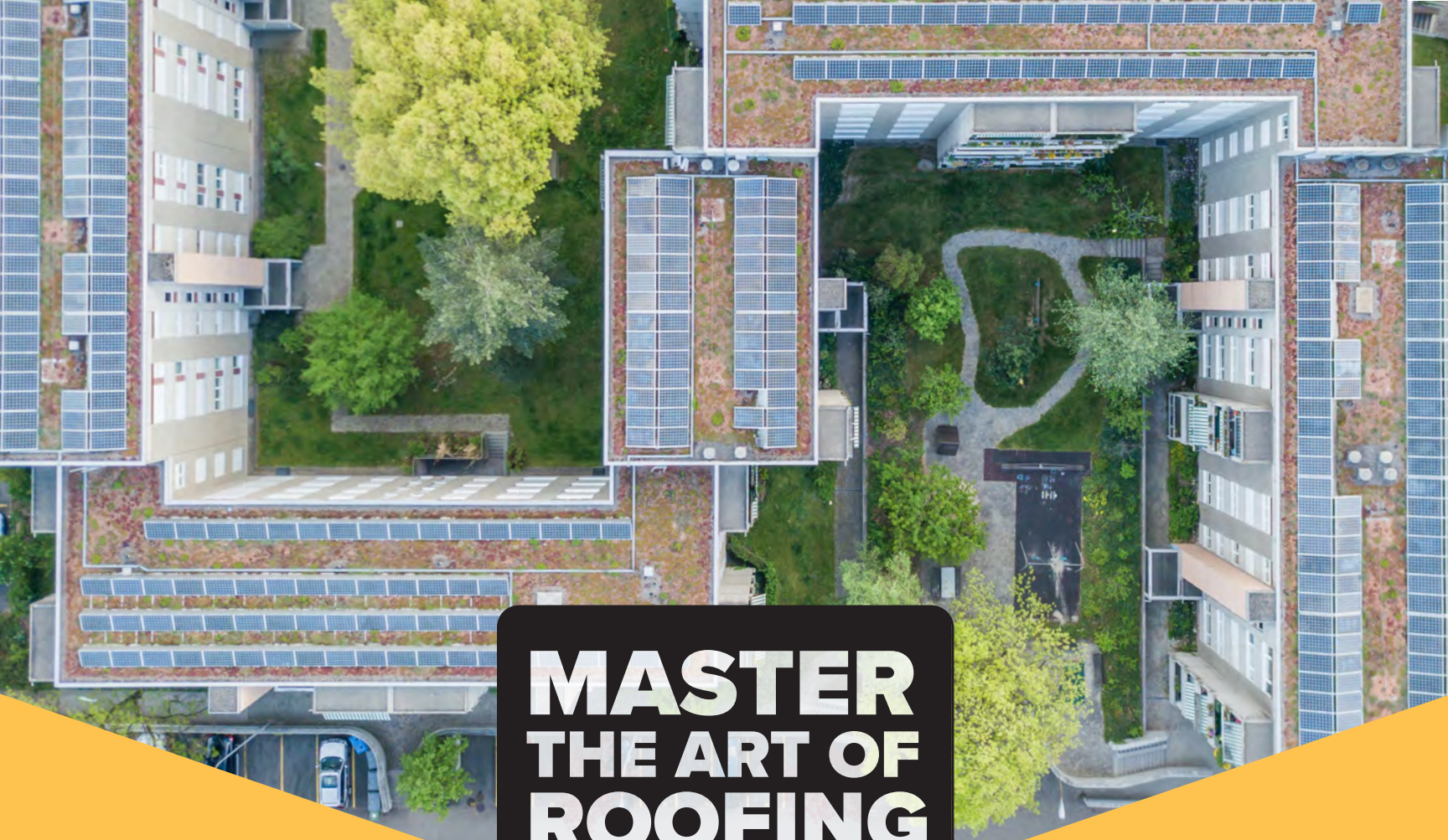


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**M**any sectors of the U.S. are experiencing labor shortages, and it's hitting especially hard in the roofing industry. More than 97% of respondents in the 2019 Roofing Alliance study "A Study of the U.S. Roofing Industry and Its Workforce" agree there is a shortage of skilled labor. And this shortage is forcing contractors to turn down work (69%) and manage increased costs (63%).

# TRAIN TO GAIN

Adding a full-time trainer can increase company revenue

by Amy Staska

Other effects of the labor shortage respondents identify include the following, listed in order of frequency:

1. Project delays and overruns
2. Increased employee turnover rates
3. Slowdown in business growth
4. Strain on current skilled workers
5. Reduced quality of workmanship
6. Additional expenditures for advertising
7. Reduced customer satisfaction
8. Increased accidents and injuries

Although sobering, this data shows there is plenty of room for improvement, and finding ways to attract and retain workers can help the industry—and your company—continue to thrive.

## ADDING A FULL-TIME TRAINER

Maintaining a full-time trainer will help you retain new workers, and it is worthwhile to also examine the revenue potential. The figure on page 30 shows a sample analysis of the revenue effects of a full-time trainer for three companies of different sizes. You can create a similar chart and adjust the numbers for your company.

The Roofing Alliance study asked contractors and roofing employees how long it takes to train a new employee to the level of a general laborer. About 85% of each group said up to a year, and 15% said one to two years.

Josh Bersin, founder of Bersin by Deloitte, New York, studies human resources data across industries. In a 2013



**Sample revenue effects of a full-time qualified trainer**

Company profile	Company A	Company B	Company C
Revenue	\$20 million	\$10 million	\$3.5 million
Field staff	75	38	14
Revenue per field staff	\$266,667	\$263,158	\$250,000
<b>Typical novice profile</b>			
	<b>New hires with no experience</b>		
Assumed effectiveness in the first 12 months relative to experienced roof system installers	25%	25%	25%
Representative revenue for one year	\$66,667	\$65,789	\$62,500
<b>Novice profile with full-time qualified trainer</b>			
	<b>Novice whose first year includes regular, intentional engagement with a full-time qualified trainer</b>		
Assumed effectiveness in one year	50%	50%	50%
Revenue in one year	\$133,333	\$131,579	\$125,000
<b>Full-time qualified trainer profile</b>			
	<b>Company A</b>	<b>Company B</b>	<b>Company C</b>
The number of trainees a trainer might train in one year	10	5	1
Potential revenue of novice with a trainer	\$1.3 million	\$657,895	\$125,000

LinkedIn article, “Employee Retention Now a Big Issue: Why the Tide has Turned,” Bersin asserts: “It may take a new employee one to two years to reach the productivity of an existing person, resulting in indirect costs to your organization.”

If you were to compare your new workers with your experienced employees, the new workers’ effectiveness likely is lower because they do not yet have the necessary skills to succeed. The sooner a new hire receives training

and begins crafting his or her roofing skills, the sooner he or she will become an asset to your company.

The overall effect of training pays dividends far more impressive than a first-year revenue increase. Increased effectiveness in future years and a better chance novices will turn into long-term employees also are meaningful benefits.

Does it seem crazy to propose hiring a full-time trainer who might only train one person per year? Maybe. A small company might only have one new employee to train at any given time; the point is all new employees who receive dedicated training will benefit their companies more than those who do not.

Training even one novice in a year may increase your company’s revenue enough to cover all or most of a trainer’s salary and benefits.

## INDIRECT BENEFITS

There are additional benefits of training, especially for employee retention.

Gerardo Rodriguez is a full-time trainer with Nations Roof of Illinois, Villa Park. His company invested in developing him as a trainer when he was serving as the company’s warehouse manager. After his training, Rodriguez was promoted to a full-time trainer.

“We have seen our workers get better and show more pride in their work since Rodriguez has been up and running,” says Doug Duncan, president of Nations Roof of Illinois. “We see better quality installations with fewer issues along the way.”

Rodriguez recognizes the positive effects his role has on his team members.

“The training we provide is helping employees build a career in the roofing industry,” he says. “NRCA ProCertification® and Training for Roof Application Careers are helping our workforce prepare not just to work safely but also build careers in the roofing industry. Having a dedicated in-house trainer helps develop new employees’ potential and skills. In addition to the pros of the training new employees go through, it helps us know who shares our core values to help build a stronger team.”



Duncan and Rodriguez articulate benefits that have long-lasting repercussions for the company's bottom line. Nations Roof of Illinois is developing employees who not only will help increase the company's revenue capacities but also are working safely, aligning with company values and building careers with the company.

Losing employees costs companies dearly, above and beyond lost direct revenue. Bersin lists several costs that affect companies when employees leave. These costs include:

- **Recruitment:** The costs of hiring new employees include job posting/advertising, interviewing, screening and hiring.
- **Onboarding:** The cost of onboarding new employees includes not only training but also significant management time.
- **Lost productivity:** It may take a new employee one to two years to reach the productivity of an existing worker.
- **Lost engagement and effect on employee morale:** Other employees who see high turnover tend to disengage and lose focus on productivity, affecting team morale.
- **Customer service and errors:** New employees take longer to complete their work and are less adept at solving problems.

When you add up these costs, it becomes clear a pattern of employee turnover wreaks havoc on companies' bottom lines, and some of that havoc can be minimized with the addition of a dedicated trainer.

According to Geoff Mitchell, CEO of Mid-South Roof Systems, Forest Park, Ga., "We need to be able to put developmental steps in front of every employee who joins our team or industry. This is an unmistakable opportunity to retain great people and grow our industry. Part of being a great place to work is undoubtedly being able to help employees develop their skills and find what they enjoy doing. Having a person in charge of training and development allows us to focus on this."

Mitchell echoes what many company leaders know: Showing new employees the company will help them

develop skills is critical. And when a company cares about developing employees' skills and helping them identify how their unique talents and interests can fit within the company, employees start realizing there is more for them than just a paycheck. Employees start treating their work as a career with a future and the company as *their* company.

## NRCA CAN HELP

If you already have a full-time trainer or decide to hire one for your company, consider sending your trainer to an NRCA Qualified Trainer Conference. NRCA's Qualified Trainer Conference is a two-day experience conducted virtually or in person that provides content and experiences to help participants develop classroom facilitation and hands-on coaching skills.

During the conference, participants learn the value of intentional, focused training and are provided with NRCA-developed hands-on training plans and skills to create their own plans. The overall goal is to empower trainers to advocate for intentional, regularly spaced training aimed at making new employees fully functional team members as soon as possible.

An NRCA Qualified Trainer is a beneficial addition to your team, but a trainer does not need to be an NRCA Qualified Trainer. Anyone conducting regular, intentional training should see similar benefits.

## SEE FOR YOURSELF

To help combat the workforce shortage challenge and increase your company's revenue, consider adding a designated trainer to your team. Adjust the numbers in the figure to see the financial benefits for yourself.

When you factor in additional advantages such as overall employee satisfaction and retention, it becomes apparent a dedicated trainer is an important role for every roofing company. 🏠🔧

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**AMY STASKA** is vice president of NRCA University.



# an exciting offering



by Dhaval Gajjar, Ph.D., FMP, SFP



**The U.S. construction industry** continues to face a declining workforce—studies of age-related demographics show the industry will not be able to meet its future workforce demands under current conditions. As one of the construction industry’s most essential sectors, the roofing industry faces an even greater challenge than other sectors because roofing-related education is only covered (if at all) for a few hours in college and university four-year construction management curricula.

To improve this situation, Clemson University’s Nieri Department of Construction, Development and Planning, Clemson, S.C., and the Roofing Alliance developed the first nine-credit, three-course roofing certificate program for construction management schools to expose roofing as a potential career option for college students.

### Initial survey

The first step to creating the courses included surveying roofing industry professionals to learn what they think about roofing curricula in higher education. During this phase, a task force of nine roofing professionals was created to provide industry expertise and feedback. Three of the industry’s key sectors (contractor, manufacturer and distributor) were represented on the task force.

The survey was distributed to 400 Roofing Alliance and NRCA members.

Of these 400 roofing professionals, 167 responded, and 92% of respondents either strongly agree or agree a lack of workforce is a major challenge for the roofing industry.

In addition, 84% of participants either strongly agree or agree university graduates lack basic knowledge regarding the roofing industry; 84% strongly agree or agree educating university students about the roofing industry could help tackle workforce issues; and 86% of participants strongly agree or agree university programs should include roofing courses as part of their curricula.

Also, 93.4% of participants responded they would be more likely to provide employment opportunities for students with some type of formal roofing education in an academic setting.

### Curriculum

Because roofing is a diverse, specialized field, one of the challenges of developing a curriculum framework was to understand the content and concepts that were necessary to be included. To do that, a second survey was developed and distributed to the same 167 respondents for their input about topics that should be covered with a special emphasis on the specific skill sets required of a college graduate before entering the roofing workforce.

The figure on page 34 shows the combined ranking of 20 curriculum topics from all roofing industry sectors.

Notably, 59.2% of participants agreed to assist in developing the courses by providing lecture content, product donations, site visits, project case studies, and online and in-person guest lectures.

### Implementation

Based on the curriculum development, three roofing courses were offered as electives to Clemson University undergraduate and graduate students for three semesters.

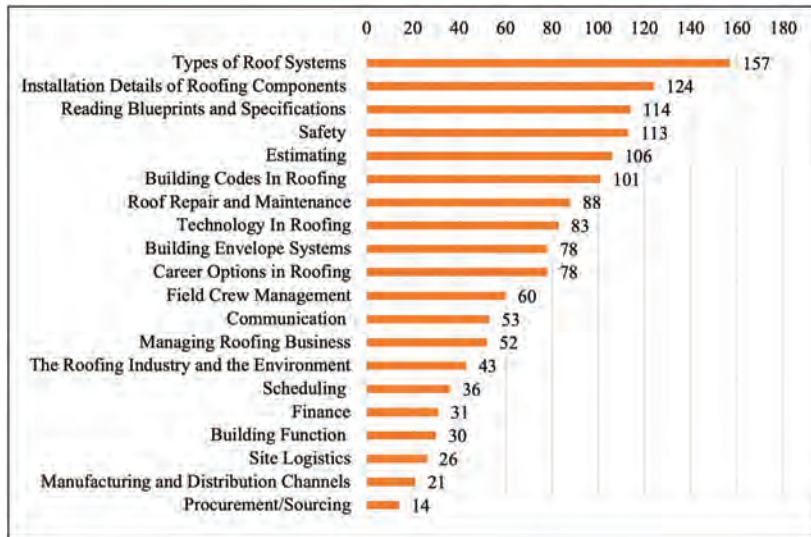
Eighty students enrolled in the courses, and 39 roofing companies participated as guest lecturers. Moreover, the roofing courses became one of the most popular and among the highest enrolled elective courses at Clemson University.

One of the important components of the implementation phase was understanding the effects these courses had on students’ learning and their perceptions about the roofing industry. Perception surveys were conducted at the beginning and end of the semester. A comparative analysis between preferred aspects and the perception questions of the surveys also was performed.

The first student survey was created to understand the students’ backgrounds and current knowledge about the roofing industry, students’ interest in enrolling in the course and perceptions about the roofing industry before the course. The survey was distributed during the second week of the semester.

Most students had no prior experience working in the roofing industry and had not enrolled in any roofing-specific courses. The students who had some experience in the roofing industry received their knowledge from general contractors. The students who had enrolled in a

The roofing industry now has college-level courses for prospective new hires



The ranking of 20 curriculum topics from all roofing industry sectors

roofing-specific course before the formal course offerings had been part of the university's national roofing competition team.

The survey also aimed to understand the students' motivation for enrolling in the course. Curiosity about the roofing industry, various topics covered in the course and industry members' participation were the top three reasons students enrolled. The survey showed the roofing industry members' involvement in curriculum development and course implementation was a critical factor for student enrollment.

The second student survey was created to understand what students liked about the course, how the course affected student learning about the roofing industry, the perception of the roofing industry, overall course satisfaction and interest in additional courses.

Industry professionals' involvement in delivering guest lectures, the variety of topics covered, and the layout and structure of the class were the top three most liked aspects.

Students also were asked to rate how much they learned about each topic presented during the course. Students said they had gained in-depth learning about all roofing topics from the three courses.

Analysis of the class surveys showed that before the courses, 30% had some knowledge and information regarding the roofing industry and only 14% had adequate knowledge about the salary, benefits and career advancement opportunities within the roofing industry.

However, this improved significantly after the three roofing courses were completed. Upon course completion, 74 students (93%) said they have some knowledge and

information regarding the roofing industry. There also was a significant improvement in students' knowledge about the salary, benefits and career advancement opportunities within the roofing industry (69 students [86%] at the end of the courses compared with 11 students [14%] at the beginning). There also was increased interest in seeking employment in the roofing industry.

Students said they loved interacting with industry professionals; thought the courses were among the best in the construction management program; never knew roofing could be so interesting; are excited to start a career in the roofing industry; and learned a subcontracting aspect of construction that previously had not been covered in other classes.

## Opportunities

The framework that was chosen to develop the three courses can be implemented free of charge at other construction management schools with ease. The three-course package includes the syllabus, PowerPoint lectures, notes, online video modules, quizzes, assignments, projects and answer keys.

The courses also are available to current roofing professionals as part of the Roofing Professional Management Certificate program offered by the Roofing Alliance and Clemson University. Each course will be available online and self-paced with a total of eight hours of learning content. There will be a test at the end of each course that will require a minimum passing grade of 75%.

Individual certificates will be awarded by Clemson University and the Roofing Alliance for roofing professionals who complete any or all three courses. The first course, Roofing Fundamentals, launched in February. The second and third courses, Roofing Management and Roofing Business Principles and Leadership, will be released in July.

For more information, contact Roofing Alliance Executive Director Alison L. LaValley at [alavalley@nrca.net](mailto:alavalley@nrca.net) or me at [dgajjar@clemson.edu](mailto:dgajjar@clemson.edu).

**DHAVAL GAJJAR, Ph.D., FMP, SFP**, is assistant professor and undergraduate program director for the Nieri Department of Construction, Development and Planning College of Architecture, Arts and Humanities at Clemson University, Clemson, S.C.



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**Project name:** Martin County Courthouse

**Project location:** Fairmont, Minn.

**Project duration:** July 2020-December 2022

**Roofing contractor:** Renaissance Roofing Inc.,  
Belvidere, Ill.

**Roof system types:** Copper and KEE membrane

**Roofing manufacturers:** FiberTite® Roofing Systems

Seaman Corp., Wooster, Ohio; GCP Applied  
Technologies Inc., New Haven, Conn.; Revere  
Copper Products Inc., Rome, N.Y.

# LEGAL EAGLE ROOFING

## Renaissance Roofing helps restore the dome on Martin County Courthouse in Minnesota

by Chrystine Elle Hanus

**M**artin County Courthouse sits atop a hill overlooking Lake Sisseton in Fairmont, Minn. Designed by Charles E. Bell, the three-story Beaux-Arts-style building was built by J.B. Nelson in 1907.

The first floor is made of Marquette sandstone in a reddish hue from Michigan, and the second and third floors are constructed of Bedford limestone from Indiana. The building is topped with a 50-foot-tall copper dome that rests on a 58-foot-high structure with pillars and arches. In 1977, the courthouse was placed on the National Register of Historic Places.

After 113 years of service, the dome began to disintegrate. The steel supports were rusting, and the wood was rotting. In 2020, Renaissance Roofing Inc., Belvidere, Ill., restored the dome before it succumbed to complete deterioration.

### Feasibility study

In 2018, ISG, an architecture, engineering, environmental and planning firm headquartered in Mankato, Minn., conducted a feasibility study to assess the copper dome and courthouse roof conditions.

As only minor improvements had been made to the building during its century in service, ISG recommended full dome and roof system replacement. ISG used 3D scanning technology to provide exact details when developing plans for reconstructing a new 20-foot-wide dome and 7,700-square-foot roof system. In addition to plans and specifications, ISG provided project oversight and construction administration for the project.

### Copper dome

The Renaissance Roofing team handled on-site roof system tear-off and installation. The dome features four 7-foot-tall glass clockfaces and dials with eagles perched on globes on the corners of the dome structure.

Workers began by removing the existing copper down to the metal substrate. Portions were salvaged and cleaned to create patterns for fabricating new copper pieces.

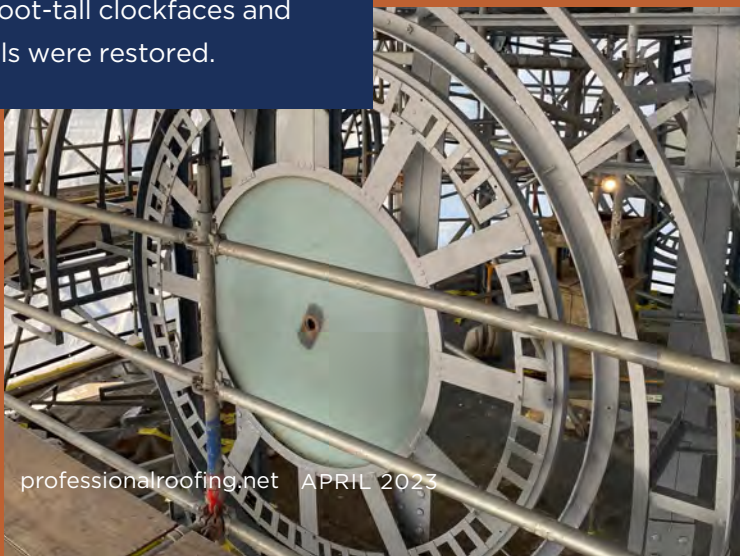
There was no sheathing under the copper, and its underside had an asbestos coating. The steel structure and multiple dome surfaces also had asbestos coatings, requiring a specialized, dustless, pressurized blasting process. Designated containment areas were set up to ensure safety.



Wood sheathing was added to the dome structure to support new copper.



Top to bottom: Craftsmen fabricated four new copper eagles from two remaining eagles; the dome's four 7-foot-tall clockfaces and dials were restored.



Structural damage from water leaking through holes and cracks in deteriorated copper required replacing half the horizontal structural members.

“The lantern framing and dome’s cornice also were replaced as a result of rust and lack of structural integrity,” says Bob Mickelson, senior project manager for ISG. “Wood sheathing was added to the dome structure to support the new copper roofing. Additional blocking was added under the major dome ribs and other copper details to provide a more durable support that wasn’t present on the original roof. All steel also was primed and painted to offer additional protection.”

Once repairs were complete, the team placed GRACE ULTRA™ self-adhering butyl underlayment over the entire dome and blocking. Because of the large amount of copper soldering required on the dome, PYRO-KURE™ 650 flame-retardant paper was laid over the underlayment and acted as a slip sheet.

All copper on the dome was fabricated and soldered by Renaissance Roofing craftsmen to match historical details.

Inside the dome, a mechanical ventilation system was installed to control moisture. Artist Franz Edward Rohrbeck furnished a massive six-piece mural representing the culture of law on the dome’s underside.

## Copper eagles

The dome’s four copper eagles were fabricated by Renaissance Roofing craftsmen from two remaining original eagles to match the original statues. The team carefully disassembled the eagles and used about 50 molds to stamp new eagles. Each part needed to be heated and stamped four to five times to avoid tearing the copper sheets. Each of the eagles has a wingspan of about 6 feet.

“We also added new trims and flashing to ensure watertightness and improve expansion capabilities of the copper roofing,” Mickelson says. “Careful attention was given to maintaining the extensive, historically significant details in the copper work of the dome and eagles.”

The original clock and clock dials were restored by Rory DeMasy at Mechanical Watch Supply, Minneapolis.

## Safety

An extensive scaffolding system and schedule were key safety precautions used throughout the project. After significant dome restoration was completed in 2021, scaffolding around the dome was removed and reinstalled around the rest of the building to allow safe access to the



All copper on the dome was fabricated and installed to match historical details.

courthouse's main roof. Scaffolding included doorways for building access to keep occupants safe.

"Keeping the building operational and accessible was accomplished with careful design of the scaffolding around facility entrances," Mickelson explains. "While working in winter weather conditions, the dome and scaffolding were enclosed to ensure watertightness."

## Main roof

Work on Martin County Courthouse's main roof began in September 2021. The original copper on this roof was attached directly to a concrete deck.

"The original standing-seam copper panels had been flattened and a mineral-coated, rolled roofing was installed on top," Mickelson says. "The roof cement used for the rolled roofing contained asbestos. All the copper and rolled roofing had to be completely abated."

When workers removed the copper from the main roof, the original gutter system was discovered.

"We fabricated a new gutter system using modern fabrication techniques and materials to provide a more robust drainage system," Mickelson says.

Renaissance Roofing craftsmen fabricated and installed all the standing-seam copper for the main roof. Because of limited access around the courthouse, the craftsmen lifted materials into place by crane.

The condition of the concrete roof deck was a challenge as it had crumbled in some areas because of freeze-thaw cycles. The team added an adjustable furring system to attach plywood sheathing before applying GRACE ULTRA self-adhering butyl underlayment.

In addition to the roof deck, the parapets also were

found to be in poor condition. The team carefully removed the existing parapets and limestone, rebuilt new parapet walls from concrete masonry units and reinstalled the original limestone.

The utmost upper portions of the roof were of such minimal slope, it would have been difficult for copper to remain watertight. HVAC units in those areas also require regular servicing, so the teams used FiberTite® ELVALOY™ KEE membrane as it is better suited for the low slope and occasional foot traffic.

The membrane's terracotta color matches the newly installed copper roofing for a seamless aesthetic appearance.

## Another century

In November 2022, Renaissance Roofing completed work on Martin County Courthouse's \$2.5 million renovation project. Although the project took longer than anticipated because of construction complexities discovered when the original roofing materials were removed, the courthouse was successfully restored to its original appearance and improved using modern construction techniques.

Thanks to dedicated teams at ISG and Renaissance Roofing who diligently worked to renovate the landmark, the courthouse stands ready to serve future generations.

"Being instrumental to the successful restoration of this historic property and working with the professionals at Martin County and ISG was truly rewarding," says Lon Gorsch, project manager and sheet metal specialist for Renaissance Roofing. 🌟🔧

**CHRISTINE ELLE HANUS** is *Professional Roofing's* associate editor and an NRCA director of communications.

# Home court ADVANTAGE







## How the home court law affects construction litigation

by Trent Cotney

*Editor's note: This article is for general educational purposes only and does not constitute legal advice.*

**A**s a contractor, you need to be familiar with the home court rule of construction. Essentially, this law stipulates any construction disputes must be arbitrated or litigated in the state where the project is located and that state's laws must be followed. If you are operating in a state with a home court law, it is critical you are aware of its details and limitations.

### Which states have it?

Currently, 31 states have home court laws, but the statutes vary. In most states, the forum for litigation must occur in that state and the home state's laws govern such litigation. However, in four states (Florida, South Carolina, Utah and Virginia), the law stipulates the forum must be in the home state but is not subject to the home state's laws. In contrast, Colorado calls for the governing state's law to be followed but does not require the forum be in the home state.

### What this means

When construction contracts are drafted, provisions for forum selection and choice of law often are included to give the parties control over where litigation can occur and what rules will govern disputes. However, in states with home court laws, contract provisions requiring arbitration or litigation in another state or per another state's governance will be declared unenforceable and void. In addition, the home court law may invalidate any provisions stipulating mediation can occur outside the home state.

“Several federal courts have ruled the Federal Arbitration Act can preempt home court laws. This means if parties have contractually agreed to submit their disputes to arbitration in a state outside the home state, the home court law cannot void that agreement.”

### The exceptions

Although the home court law seems straightforward, some situations call for exceptions. For example, there may be instances when disputes between certain parties (such as a roofing contractor and an architect) fall outside the scope of the home court law. Also, if a project is located on federal property, such as a military base, a state's home court law should not apply. In addition, if a dispute occurs outside the home state but is in the state contractually stipulated as the preferred forum, the home court law may not be enforced.

### Federal arbitration

Several federal courts have ruled the Federal Arbitration Act can preempt home court laws. This means if parties have contractually agreed to submit their disputes to arbitration in a state outside the home state, the home court law cannot void that agreement. Therefore, if parties want to prevent the home court law from invalidating their forum selection clause, they should stipulate in the contract their project involves interstate commerce and any resulting dispute will be arbitrated in keeping with the Federal Arbitration Act.

### Advice

The home court law was created with good intentions. Primarily, it came about as a way to protect subcontractors. Advocates argued if subcontractors were forced to participate in litigation or arbitration in other states,

subcontractors would incur higher costs and perhaps choose not to pursue legal remedies.

That is a legitimate reason for the law, but there are times when enforcing it is impractical for the parties involved.

It is essential you know which states have home court laws and understand those states' rules. If all parties agree to litigate disputes in their home state and under that law, they should ensure their contract designates their state as the preferred forum and include language about the home court statute. In contrast, if the parties do not prefer their home state and its laws for litigation, they could choose arbitration under the Federal Arbitration Act to resolve any disputes. If that is the case, the contract should include language about interstate commerce involvement and clearly state the parties' agreement about arbitration.

The interplay of home court laws with multiparty construction litigation is a subject of many reported case decisions. As you can imagine, whenever an owner, contractor and its subcontractors, manufacturers, design professionals and surety are involved, there may be a fight over venue and forum for dispute resolution. Make sure to pay close attention to venue and choice of law provision in any contract because it could end up saving you litigation costs and potentially provide you with more favorable laws. 📍🔍\*

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**TRENT COTNEY** is a partner and practice group leader at the law firm Adams and Reese LLP, Tampa, Fla., and NRCA's general counsel.

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## MANUFACTURER NEWS

### Malarkey Roofing Products® acquires manufacturing facility

**Malarkey Roofing Products**, Portland, Ore., has acquired a fiberglass mat manufacturing facility in Williamsport, Md., from seller GlassTech Materials, Williamsport.

“Fiberglass mat is a primary component in the production of asphalt roofing shingles,” says Dale Rushing, president of Malarkey Roofing Products. “The acquisition not only expands Malarkey Roofing Products’ fiberglass mat production capabilities to better serve our customers, it also improves the vertical integration of our raw material supply to accelerate the growth of the company.”

As the foundation of each shingle, fiberglass mat is saturated with Malarkey Roofing Products’ NEX® Polymer Modified (Rubberized) Asphalt technology made with virgin rubber polymers and recycled rubber and plastic polymers to increase shingles’ tear strength. The shingles’ asphalt core provides all-weather resilience and reduces landfill waste.

Malarkey Roofing Products currently produces fiberglass mat at its Portland facility. Increased product and raw material demand initiated the company’s need to build additional capacity in its operations for fiberglass mat production. Malarkey Roofing Products intends to start production at the new facility later this year. The new facility also has the capability to produce coated glass facer used for premium polyisocyanurate boards.

### TAMKO® Building Products donates to tornado relief

**TAMKO Building Products LLC**, Galena, Kan., donated \$250,000 to the Houston chapter of the American Red Cross for disaster relief efforts to help people affected by a devastating tornado in Deer Park and Pasadena, Texas. Jeff Beyer, TAMKO Building Products’ chief operating officer, presented a check to Red Cross officials Jan. 28.

The EF3 tornado ripped through swaths of the area around Houston Jan. 24. The tornado, estimated to be more than a half-mile wide with wind speeds up to 140 mph, carved a path on the ground for 18 miles.

In 2011, the Joplin, Mo., town where TAMKO Building Products was founded was ravaged by an EF5 tornado. Since then, the company has found ways to assist others whose lives have been affected by the tragic effects of deadly tornadoes.

“After living through a tornado, you will never be the same,” says David Humphreys, chairman and CEO of TAMKO Building Products. “I know all too well what tornadoes do to towns, businesses, homes and how they can destroy everything in a matter of moments. Rebuilding begins with helping the people, and our donation to Red Cross will go directly to those efforts in Houston.”

TAMKO Building Products has donated to the Red Cross many times for disaster recovery efforts, including \$1 million in 2011 for Joplin tornado recovery; \$100,000 in 2011 for Alabama tornado recovery; \$100,000 after the 2014 tornadoes in Baxter Springs, Kan., and Quapaw, Okla.; \$200,000 in 2017 for hurricanes Harvey and Maria relief efforts; and \$100,000 in 2019 for tornado recovery in the southwest Missouri towns of Carl Junction, Golden City and Oronogo.



Jeff Beyer (far left), TAMKO Building Products’ chief operating officer, presents a check to Red Cross officials.

### Saint-Gobain acquires shingle recycling technology

**Saint-Gobain North America**, Malvern, Pa., through its subsidiary CertainTeed Roofing, has acquired the rights to technology from recycling partner Asphaltica, Sheridan, Wyo., allowing the company to divert asphalt shingle waste from landfills via recycling.

The technology will allow Saint-Gobain to pelletize post-industrial and post-consumer shingle waste. The process creates pellets out of ground shingles that blend well in hot mix asphalt and are an ideal component in asphalt paving mix. In addition, the pellets are highly water-resistant and can be used in variable climate conditions.

The initiative comes as Saint-Gobain continues implementing its global Grow and Impact strategy, which includes reducing waste and increasing the circularity of raw materials in its production processes with a goal to achieve a net-zero carbon footprint by 2050. The technology also will help the company contribute to the Asphalt Roofing Manufacturers Association’s goals to reduce landfill disposal of asphalt-based roofing materials to 50% by 2035 and approach 0% by 2050.

In addition, CertainTeed has unveiled its new brand identity intended to reinforce the company’s offerings of sustainable building solutions and systems and strengthen how the company supports and educates building professionals regarding its commercial and residential products. Elements created for the rebranding include a new logo, visual identity, market mission and Futurebuilt™ building solutions. Futurebuilt is the company’s resolve to building a more sustainable, comfortable and safe future. Learn more about CertainTeed’s Futurebuilt at [certainteed.com/futurebuilt](https://certainteed.com/futurebuilt).

## CONTRACTOR NEWS

### NRCA board member passes away

NRCA board member Kevin Gwaltney, president of Diamond Roofing, Dodge City, Kan., passed away Jan. 29. He was 45.

After playing NCAA Division I basketball for one season at Wichita State University and then for two years at Fort Hays State University, Gwaltney received a bachelor's degree in business/finance from Kansas State University. After college, he returned to Dodge City to contribute his knowledge and experience to his family's roofing business.

Gwaltney began running Diamond Roofing in Dodge City when his parents moved to Manhattan, Kan., to further serve the Kansas roofing market. He took the reins of the business when his father passed away in 2011 and continued its success.

During the past 16 years, Gwaltney continually served in leadership roles for the Midwest Roofing Contractors Association, including committees, the board of directors and serving as president in 2019. Most recently, he served on NRCA's board of directors and on NRCA's CTE/Workforce Development Committee, Manual Update Committee, Legal Resource Center Committee and NRCA University Operations Committee.

Gwaltney is survived by his wife of 19 years, Dr. Jordan Gwaltney; three daughters, Madison (16), Alyssa (13) and Raegan (8); mother, Patricia Gwaltney; sisters, Laura Gwaltney Mead, Monica Cameron (Marc) and Andrea Platt (Ryan); and several nieces and nephews.

Donations in Gwaltney's memory made be made to Hospice of the Prairie in care of the funeral home, Swaim Funeral Chapels, swaimfuneralhome.com.



Gwaltney

## DISTRIBUTOR NEWS

### ABC Supply to acquire wallboard divisions

**ABC Supply Co. Inc.**, Beloit, Wis., has entered into a definitive agreement to acquire the stand-alone wallboard divisions of Buffalo Grove, Ill.-based US LBM Holdings Inc.: Coastal Roofing Supply, Feldman Lumber, Richardson Gypsum, Rosen Materials and Wallboard Supply Co. The stock transaction is subject to customary closing conditions and expected to close during the second quarter of this year.

ABC Supply also is expanding its business relationship with HOVER, a San Francisco-based technology company that transforms smartphone photos and blueprint property designs into scaled 3D models. ABC Supply's customers now can access HOVER's suite of solutions with preferred rates through myABCsupply and can bill HOVER jobs directly to an ABC Supply account, making it easier for contractors to place accurate roofing and siding material orders. Additional information is available at [abcsupply.hover.to](http://abcsupply.hover.to).

In addition, ABC Supply has opened a new location in Lawton, Okla. The location will supply roofing products and other exterior building products and materials to local contractors and is ABC Supply's eighth location in Oklahoma.

## OTHER NEWS

### MCA announces award winners

The **Metal Construction Association** presented its annual Patrick R. Bush Service Award to LeeAnn Slattery, sales support manager for ATAS International, and its Larry A. Swaney Award to Scott Kriner, MCA's former technical consultant, in appreciation for their service to MCA and the industry. The winners were announced Jan.

24 during MCA's 40th anniversary dinner and celebration in Clearwater, Fla.

The Patrick R. Bush Award recognizes an individual from an MCA member company who has made a significant volunteer contribution to MCA. Slattery's contributions to the MCA development committee have led to significant improvements in MCA's efforts, including launching the Metal Architecture Academy on Architectural Record's Continuing Education Center, expanding MCA's social media and reimagining the monthly MCA e-newsletter to attract more architects. Slattery also was named to the MCA board serving as secretary.

The Larry A. Swaney Award is bestowed upon an outstanding industry professional for contributions to the success of the association and the betterment of the industry. Kriner served as MCA's technical consultant from 2017-19, planning and directing technical support for the association and overcoming obstacles regarding the use of metal in construction. Kriner was a dedicated advocate for the environment and the benefits of building green and played a key role in developing MCA's environmental product declarations. He served as founding chairman of the Cool Metal Roof Coalition. Kriner suffered from Alzheimer's disease in recent years and passed away days after the award was presented.

"To say Scott's role in advancing the metal construction industry is indispensable is an understatement," says MCA Chairman Brian Partyka. "His achievements and the success of the metal construction industry are one and the same. His vision and hard work helped bring MCA to the forefront and make our industry stronger. His memory and legacy will live on through those of us who knew him and through the Metal Construction Association's commitment to furthering his work."



Slattery

Kriner

## ARMA announces Excellence in Asphalt Roofing Awards winners

The **Asphalt Roofing Manufacturers Association** has announced the winning projects of the 2023 Excellence in Asphalt Roofing Awards Program. The program recognizes low- and steep-slope asphalt roofing projects in North America based on four categories: reasons for selecting asphalt, performance, beauty and distinction.

KJN Restoration LLC, Hamden, Conn., received the gold award for 7th Day Adventist Church, New Haven, Conn. NRCA member Achten's Quality Roofing, Tacoma, Wash., received the silver award for the Seaside Sequim Residence located in the coastal region of the Pacific Northwest. Smith Builders Roofing, Glenburn, Maine, received the bronze award for its work on Schooner Head, an 8,000-square-foot residence high on the rocky cliffs of coastal Maine.

Additionally, ARMA recognized four projects as honorable mentions: the North Georgia Equestrian Paradise by Greater American Roofing, Dawsonville, Ga.; the Cobourg Project, Cobourg, Ontario, by Penney's Roofing & General Contracting, Port Hope, Ontario; the Scott Residence in northern California by NRCA member Wedge Roofing Inc., Petaluma, Calif.; and McNab Elementary School, Pompano Beach, Fla., by NRCA member Advanced Roofing Inc., Fort Lauderdale, Fla.

The winning projects can be viewed at [asphaltroofing.org](http://asphaltroofing.org).



7th Day Adventist Church



Seaside Sequim Residence



Schooner Head

## THE INDUSTRY ONLINE

Triangle Fastener Corp. has launched its new website, **[trianglefastener.com](http://trianglefastener.com)**. The design provides easy access to product information, technical information and installation tips for fastening systems, product videos and a search tool.

## EVENTS

### APRIL

12-13

#### Virtual Qualified Trainer Conference

NRCA

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18-19

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### MAY

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### JUNE

28

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### JULY

11-14

#### NRCA's Midyear Meetings

NRCA

Chicago

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 Geohazards Forensic Engineering LLC, Gainesville, Fla.  
 Lets Roof, Orlando, Fla.  
 O & S Associates, Blue Bell, Pa.  
 O'Donnell Architects PC, Ocean Grove, N.J.  
 Pierce Engineering, Allenwood, N.J.  
 Roofing Resources Inc., Kennett Square, Pa.  
 Swift Public Adjusters, Story City, Iowa  
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**CONTRACTORS**

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 AAA Roofing and Waterproofing, Caldwell, Idaho  
 AAA Roofing and Waterproofing, Milpitas, Calif.  
 AJ Exteriors & Roofing Inc., Orland Park, Ill.  
 Alpha Construction Services, Oklahoma City  
 AR Exteriors & Roofing, The Woodlands, Texas  
 Best Roofing Kansas City Inc., Overland Park, Kan.  
 Blue Hill Roofing & Construction, Fort Worth, Texas  
 Bruton Consulting LLC, Churchville, N.Y.  
 Crown Cap Roofing, Los Angeles  
 D Project Inc., Glen Burnie, Md.  
 Division 7 Building Contractors Inc., Kalamazoo, Mich.  
 Eric's Roofing, Sun Valley, Calif.  
 Factory Direct Roofing LLC, Maricopa, Ariz.  
 Fisher Roofing of Kearney, Kearney, Neb.  
 Five Star Roofers, Hinesburg, Vt.  
 G & JDOM Co. LLC, Fort Worth, Texas  
 Global Roofing Group, Denver

Global Roofing Group, Las Vegas  
 Global Roofing Group, Tucson, Ariz.  
 Golden Tree Roofing and Construction LLC, Dallas  
 HPM Sheet Metal, Houston  
 Invicta Construction LLC, Elberton, Ga.  
 Jenkins Restorations, Chantilly, Va.  
 Landmark Roofing Systems Inc., Indianapolis  
 Layne Tech Roofing, Abilene, Texas  
 McCallum Roofing Ltd., Brandon, Manitoba  
 Metal Alliance Inc., Huntingdon Valley, Pa.  
 Osage Creek Exteriors LLC, Cave Springs, Ark.  
 Pebblestone GreenTek Property Solutions, Tampa, Fla.  
 Porter Roofing & Restoration, Indianapolis  
 Robles Roofing, Buellton, Calif.  
 Rock Roof LLC, Wilmington, Del.  
 Roof Solutions LLC, Cane Ridge, Tenn.  
 RST Roofing and Renovations, Decatur, Ga.  
 Ryckman Realty & Construction LLC, Keller, Texas  
 Schoendienst & Co LLC, d.b.a. St. Louis Exteriors,  
 Cahokia, Ill.  
 Simplex Roof Repair LLC, Metairie, La.  
 Sunnyside Roofing Services, Clackamas, Ore.  
 Tanner Roofing Inc., Belton, Texas  
 TSE Commercial Roofing, Gainesville, Ga.  
 U Name It Roofing and Construction, Byron, Ga.  
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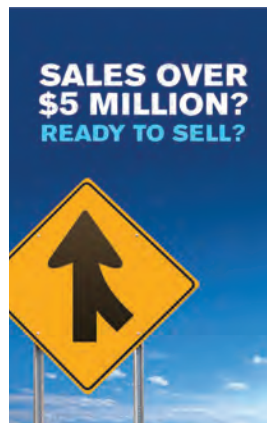
## Malarkey Vista® AR Shingles with NEX® rubberized asphalt

The Vista AR is **Malarkey's** most popular laminate roofing shingle. Designed in the architectural style and made with the industry-leading NEX rubberized asphalt, Vista AR (algae-resistant) shingles deliver excellent all-weather resilience and a Class 3 hail impact rating and include granules that help clean the air of emission pollutants. NEX polymer-modified (rubberized) asphalt combines asphalt for weathering with rubber and plastic polymers for added strength and durability. Malarkey shingles like the Vista AR are engineered to outperform and outlast.



## Are you considering selling your roofing, sheet metal and/or HVAC business?

Join us. With a solid financial base, available capital and an appreciation for what's already working in your business, our group has a solid track record of creating successful alliances. We can tailor the sale to meet your needs. If you have an interest, please email [acquisition.pr@gmail.com](mailto:acquisition.pr@gmail.com). All responses will be kept confidential.



## Your boss bad? Your quality bad? Your service bad? Your environment bad?

Are you a hardworking, intelligent, experienced, likable and successful commercial estimator/project manager who wants to be part of a professional roofing organization that has maintained a heritage of excellence since 1913?

You need to call Larry at (847) 774-1972 and email a personal application letter with your resume today to [lpmarshall@lmarshallroofing.com](mailto:lpmarshall@lmarshallroofing.com). All information will remain confidential.



## Ace Screws adapt to your needs

**Ace Screws** is a New Jersey-based commercial roofing material supplier that offers high-quality screws and plates. We offer competitive prices for our products along with superior customer service to ensure you have the right information to make your decision.

Your label, our screws:

- FATnSTRONG
- SKINNYnSTRONG
- FLATass
- POINTYass

Coming soon 2023:

- #14 FITnSTRONG Fasteners
- Purdy Purlins
- TOUGHnSTRONG Term Bar

Contact us for more information about how to diversify and stabilize your supply chain with Ace Screws.



## Exceptional worker training from NRCA

NRCA's Training for Roof Application Careers is a great way to onboard workers. Your one-time TRAC package purchase provides you with unlimited use of NRCA's training materials—in English and Spanish—so you can train your employees whenever it's best for you. And get this—they start at just \$199! Make sure to check them out, including the newly released Clay and Concrete Tile Installation package, at [nrca.net/trac](http://nrca.net/trac).



**NRCA**  
UNIVERSITY



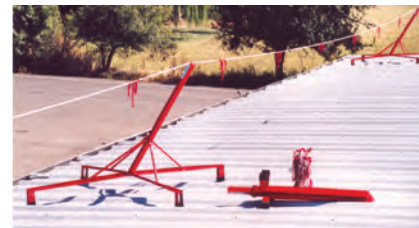
### One-component liquid flashing compound!

PolyFlash® 1C is a one-component, moisture-cured silane-modified polyurethane, white flashing compound designed for sealing various roofing and waterproofing details such as walls, curbs, vents, roof drains, pitch pans and unusually shaped penetrations. When combined with PolyBrite Reinforcing Polyester, this product can easily solve typical and challenging flashing needs. Learn more at [polyglass.us/product/polyflash-1C](http://polyglass.us/product/polyflash-1C).



### SpeedStand speeds up jobs

Quicksilver Engineering's SpeedStand for metal roof systems makes protecting workers from falls quick and easy. One-piece stands set up instantly and feature rubber pads that bridge standing seams and ribs and protect the metal finish. The welded steel stands are spaced 40 feet apart, meet OSHA requirements and can be used on low-slope roof systems, too! They are engineered to save labor job after job. To see why SpeedStand has been the industry standard for 18 years, call (800) 460-7579 or visit [qe-1.com](http://qe-1.com).



# ROOFING DAY IN D.C. 2023

REGISTER NOW!

[nrca.net/roofingday](http://nrca.net/roofingday)



**APRIL 18-19**  
YOUR VOICE MATTERS

# DAVID RANDOLPH



WHAT IS YOUR POSITION WITHIN YOUR COMPANY? I am director of manufacturing for PABCO Roofing Products, Tacoma, Wash.

WHY DID YOU BECOME INVOLVED IN THE ROOFING INDUSTRY? I started working for a roofing manufacturing company while attending college. At the time, I considered it a temporary job, but as I began to progress through the organization, I discovered how interesting the work is, and I never left the industry. I've worked at nine manufacturing plants over the years and still love it.



WHAT IS YOUR ROOFING INDUSTRY INVOLVEMENT? I am involved with NRCA, the Asphalt Roofing Manufacturers Association and Western States Roofing Contractors Association.

WHAT QUALITY DO YOU MOST ADMIRE IN A PERSON? Integrity—You can never be effective interacting with others if you don't have it.

WHAT DO YOU CONSIDER A WASTE OF TIME? People who complain but do not offer potential solutions

WHAT SONGS ARE YOU LISTENING TO OVER AND OVER? My music tastes run from jazz, rock and country to inspirational and blues depending on my mood.

WHAT WAS YOUR FIRST JOB? Delivering newspapers for the Waukegan, Ill., *News Sun*

WHEN YOU WERE A CHILD, WHAT DID YOU WANT TO BE WHEN YOU GREW UP? A funeral director. The ones I saw always helped people in their time of need (and they just happened to be the best-dressed people in town).

PEOPLE WOULD BE SURPRISED TO KNOW ... I was an avid table tennis player and won a state championship in Illinois when I was 12 years old.

MY FAVORITE PART ABOUT WORKING IN THE ROOFING INDUSTRY IS ... People who enter the industry tend to stay in it for a long time. I have made a lot of friendships over the years that continue to this day. People always have been generous with their time and talents and willing to reach out and help each other, which is refreshing.



WHAT IS YOUR FAVORITE STRESS RELIEVER? Giving back to the community—helping other people through prison ministry, homeless ministry, working with a national dropout prevention organization—helps me center myself.



WHAT IS YOUR FAVORITE FOOD? Anything Cajun or Jamaican. I like my food spicy.



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\*\*Private labeling must go through the proper FM PLA process

# Go beyond for your customers and your business



**GAF** Timberline<sup>®</sup> UHDZ<sup>™</sup>  
Ultra High Definition Shingles



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## Timberline<sup>®</sup> UHDZ<sup>™</sup> is now our premium laminate shingle.

Featuring our patent-pending Dual Shadow Line, LayerLock<sup>®</sup> Technology and the StrikeZone<sup>®</sup> Nailing Area, 20% heavier weight, new 30-year StainGuard Plus PRO<sup>™</sup>\* limited warranty against blue-green algae discoloration, and the opportunity for Master Elite<sup>®</sup> contractors to offer 30 years of workmanship coverage, Timberline<sup>®</sup> UHDZ<sup>™</sup> shingles go beyond any GAF shingle you've been able to offer to date. Visit [gaf.com/uhdz](https://gaf.com/uhdz)

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We protect what matters most<sup>™</sup>



\* 30-year StainGuard Plus PRO<sup>™</sup> Algae Protection Limited Warranty against blue-green algae discoloration is available only on products sold in packages bearing the StainGuard Plus PRO<sup>™</sup> logo. See GAF Shingle & Accessory Limited Warranty for complete coverage and restrictions, and qualifying products.