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Did you know?

NRCA offers a wealth of information to help you understand the legalities of immigrant labor

by Ambika Puniani Reid



In “A practical assessment,” page 40, NRCA’s legal counsel Trent Cotney discusses the pros and cons of E-Verify, a web-based portal that compares information from a new hire’s Form I-9 against various government databases. Although E-Verify currently is not mandatory in all instances, Cotney notes: “Congress is debating the Accountability Through Electronic Verification Act, which would phase in a nationwide mandate and increase penalties for knowingly employing unauthorized labor.”

As the Trump administration continues its focus on illegal immigration, it becomes doubly important for roofing contractors to be aware of all laws and regulations regarding the employees they hire.

NRCA’s Employer Immigration Resources, which can be found at nrca.net/immigrantlabor, provides incredibly useful information

for those navigating hiring immigrant labor.

The site includes a handbook for employers and guides to help contractors prepare for inspections and visits by Immigration and Customs Enforcement, as well as a wallet card employees can use if confronted by ICE agents. NRCA members also can take advantage of 30 free minutes of legal advice from Cotney’s firm, Adams & Reese LLP, Tampa, Fla.

In addition, NRCA continues to provide guidance regarding immigrant labor through its Power Hour recordings, its digital newsletter NRCA E-News and other educational offerings.

I encourage you to take advantage of the information available to you. Being confronted by a government official without knowing the law and your options can feel intimidating and confusing. But NRCA’s resources can make any potential ICE situation seem less overwhelming.

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



CLOSE-UP

When NRCA member Guardian Roofing LLC, Auburn, Wash., named Fred and Rebecca Moore the 2025 recipients of its annual HALO Project, an annual initiative that provides free roof system repairs and replacements to families in need, it ignited a company-wide movement of compassion, collaboration and purpose.

Every employee from field crews to office staff participated in the planning and execution of the complete roof system replacement for the Moores' home. Fred Moore is a Vietnam veteran and retired pastor, and his wife, Rebecca, is a school bus driver and youth mentor.

Support from industry partners including Owens Corning, Toledo, Ohio; QXO, Herndon, Va.; and Velux Skylights, Fort Mill, S.C., helped make the project possible.

To submit a photo to Close-up, email professionalroofing@professionalroofing.net. Submittals should include a photo and a description of the photo. 📷🌟



NOVEMBER 2025
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FEATURES

24

Roofing under pressure

Emergency preparedness and crisis management are essential for disaster recovery

by Adrienne Anglin, CSP

30

Unintended consequences

The construction of more efficient homes can affect vapor movement in roofs

by Kaylen Handly

36

Fellowship of the roof

Paul Meissner Roofing, Dubuque, Iowa, helps renovate Unitarian Universalist Fellowship of Dubuque

by Chrystine Elle Hanus

40

A practical assessment

E-Verify has its strengths and weaknesses

by Trent Cotney

44

Play your cards right

The roofing industry reunites in Las Vegas for NRCA's 139th Annual Convention and the 2026 International Roofing Expo®

by Avery Timmons





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COLUMNS

3

Did you know?

NRCA offers a wealth of information to help you understand the legalities of immigrant labor

by *Ambika Puniani Reid*

12

Bonds that last

Roofing contractors form relationships that go beyond professional interactions

by *McKay Daniels*

16

Enhanced credibility

Transparent sustainability reporting builds trust in your business

by *Kurt Fester, BECxP, CxA+BE*

20

Blast from the past

Asbestos is still an issue for roofing contractors and their workers

by *Cheryl Ambrose, CHST, OHST*

DEPARTMENTS

4

Close-up

10

New Ideas

12

News + Views

16

Research + Tech

20

Rules + Regs

48

Briefings

54

Details

TEAM

Editor

Ambika Puniani Reid
areid@nrca.net

Associate Editor

Chrystine Elle Hanus
chanus@nrca.net

Editorial Assistant

Avery Timmons
atimmons@nrca.net

Creative Director

Nancy Davis
ndavis@nrca.net

Graphic Designers

Jairo Ayala
jayala@nrca.net

Oshla Gray

ogray@nrca.net

Morgan Grosvenor

mgrosvenor@nrca.net

Director of

Communications

Krista Berns
kberns@nrca.net

Manager of Online
Communications

Madison Mahoney
mmahoney@nrca.net

National Advertising
Sales Manager

Michael Stack
mstack@nrca.net
(847) 493-7554

CEO

McKay Daniels
mdaniels@nrca.net

Publisher

Jeff Jarvis
jjarvis@nrca.net

Digital editions: You can find additional editorial and images for this issue and past issues at professionalroofing.net.

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Stapler is durable

SENCO has launched a 1 1/2-inch cap stapler for professionals who install house wrap, roofing felt and foam board insulation.

The stapler's top-load cap magazine with a spring-loaded door keeps caps secure and protected from the elements, and wear guards protect the tool body from abrasive surfaces and improve durability.

Other features include a cap bypass switch that allows users to drive staples without caps; a dual-mode trigger for switching between contact and sequential firing modes; a tool-free depth adjustment for users to change depth of drive; an ergonomic, over-molded grip to reduce fatigue and increase control; and a 360-degree adjustable exhaust to direct air away from the user and work surface.



The stapler drives 18-gauge, 3/8-inch crown and 5/8- to 11/12-inch staples with plastic caps.

senco.com

Shingles feature updated colors



IKO has introduced two new shingle colors designed specifically for California requirements: Shoreline Grey in the Cambridge® Cool Colors Plus™ line and Harbor Black in the Dynasty® Cool Colors Plus™ line.



As part of the Dynasty Cool Colors Plus line, Harbor Black also features ArmourZone® technology for strong nail hold and wind resistance up to 130 mph.

iko.com

Underlayment resists extreme weather

APOC® has made available TUFF-GRIP,™ a synthetic roof underlayment.

Features of the 48-inch-wide underlayment include protection against wind-driven rain and moisture infiltration; a high-traction surface; synthetic construction that reportedly resists punctures, tears and stretching; flexibility in extreme conditions from -40 F to 240 F; and ultra-violet resistance.

apoc.com



Air and vapor barrier serves as temporary roof

Polyglass U.S.A. Inc. has introduced PolyVap SA S, an air and vapor barrier engineered for commercial low-slope roofing applications and ideal for use on gypsum, oriented strand board, plywood, steel and thermal boards.

With the ability to serve as a temporary roof up to 180 days, the barrier is impermeable to air, moisture and water and is self-adhering to prevent wind uplift. It also reportedly can be applied directly to metal decks without primer.

polyglass.us



Silicone coating fills cracks

MuleHide has made available its SL Base silicone surface-level coating.

Primarily designed for use on gravel built-up roof systems, the coating reportedly is free-flowing and can migrate to low parts of a roof to fill cracks and crevices. It also can be used on granulized polymer-modified bitumen roofs and concrete roofs.

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mulehide.com





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Bonds that last

Roofing contractors form relationships that go beyond professional interactions

by McKay Daniels

I recently attended the funeral services of a longtime NRCA member. He had volunteered with the association for decades, serving on committees and leadership roles for many years.

When I arrived at the visitation, there was a digital slideshow of photos highlighting moments from his life. I sat and watched it for some time. I was struck by how many scenes were from roofing industry events, association gatherings or activities with fellow roofing contractors.

A photo of a wedding or birthday celebration was followed by images of contractors working together, roofing families traveling together, or those same roofing friends at wedding or birthday celebrations.

I was surprised even more when I ran into a sizeable group of roofing contractors from all over the U.S. One contractor from three states away had been friends with the deceased since the 1990s; they had watched each other's kids grow and journeyed through life's various eras together. There were

friends and colleagues from the industry that I didn't even realize were his friends and colleagues. All were there to pay respect to a life well-lived and a leader who made a difference.

The next day at the service, the number of roofing industry attendees was roughly equal to the family section in the church pews.

I then realized: Roofing is family. Roofing is a lifestyle.

The life and journey of a contractor is one marred with struggle, resilience, gusto and an entrepreneurial spirit that I'm in awe of daily. That road is often not traveled solo but with peers, competitors, colleagues and friends ... brothers and sisters in arms joining along the way. They share fun times and hard times and big wins or ruinous losses. They are, in fact, a family.

Before NRCA, I worked in government and electoral politics. I would say it wasn't a job; it was a lifestyle. There wasn't a punch-in, punch-out structure; I was always on call. My birthday is in

October, and I'd joke that I only celebrate every odd-numbered year because even-numbered years were busy with work. Fourth of July or Saturdays were critical workdays. If a crisis, whether real or potential, erupted during a nice dinner out, I ended up on a cellphone in a restaurant bathroom.

Most of you reading this are no doubt saying: "That's roofing, too. Nothing special there."

Two weeks of storms can put you behind, but you push through during the weekend when it's sunny and clear. Holidays or other items on a calendar get punted or ignored to get jobs done.

I have seen firsthand how contractors need to step out of a meeting, arrive late or entirely miss an event because duty called. And yes, I've been at a fancy steak dinner with a group of contractors where one was in the bathroom on a cellphone for the entire meal because that's where he needed to be.

However, for most individuals, such challenging, interrupted times are offset

by a distinguished career and an honorable, purpose-driven life where you build something for your community, your employees and your family. Crafting that legacy is what sets apart the professionals from the pretenders.

Your extended roofing family notices those million little moments when you think nobody is watching. Those moments build over years and decades, and the accumulation is what is left in your obituary and in the memories and hearts of those you leave behind.

The relationships built through your engagement in this industry last a lifetime—and the memories even longer than that. The family that is this industry cares for one another deeply, and the legacy you leave behind is of your choosing. Make it count.

Because one day your peers, friends and colleagues—your toughest, most honest critics will say: "He or she did it right. And they were part of my family." 🌟🌟🌟

MCKAY DANIELS is NRCA's CEO.
MDANIELS@NRCA.NET

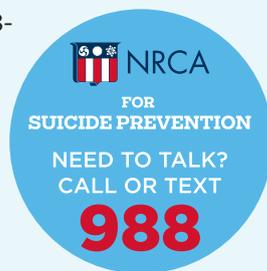
Normalize conversations about mental health among co-workers

A study conducted by Construction Dive from 2018-24 reported anxiety among construction workers grew from 12.6% to 18.4% and depression increased from 7.7% to 8%.

Additionally, the share of workers who said they needed mental health care but could not afford it rose from 2% to 5.6%.

In 2023, there were about 5,000 construction worker deaths by suicide and nearly 16,000 overdoses.

And a recent webinar conducted by CPWR-The Center for Construction Research and Training discussed the effects of suicide and overdoses on job sites and the need for workplace interventions. CPWR urged contractors to use tools such as mental health training, opioid awareness programs and alternative pain-management guides, as well as to normalize conversations about mental health.



The webinar highlighted that workplace culture can change when workers are willing to help peers and talk to each other about mental health issues.

"The more you encourage [construction workers] to engage with their co-workers and be a friend and be the helper, then I think that breaks down some barriers," says Amber Trueblood, CPWR's data center director. "The more they talk amongst themselves about it and the more they try to help their co-workers, the more likely they will be down the road to seek help if they need it."

CPWR also co-branded industry guidelines regarding suicide prevention language and offers downloadable infographics for workers and employers at cpwr.com/research. NRCA's mental health resources are available at betoughenough.org.

How to protect your business before selling

Planning and preparation before selling a business can be a challenge. Along with the mixed emotions of letting go of a business they have built, owners also want to be sure the sale will be the best for the company and its employees.

Inc. shares the following strategies to help protect your business when you are planning to sell.

1. **Know the real workload.** Many company owners underestimate the time and energy needed to sell a business. As a result, daily business operations can suffer when leadership is involved with time-consuming meetings related to the sale, which can affect the final valuation and put the seller in a more precarious position.

2. **Build operational resilience.** Work to ensure your business can run without your constant attention. Establish clear accountability structures and document processes for your team. You want to be able to show your business can thrive when you are minimally involved to help increase buyer confidence.
3. **Conduct mock due diligence.** Rather than scrambling to find documents for potential buyers, be proactive and gather all necessary paperwork—such as contracts, financial statements, customer agreements and operational data—to have available in a well-organized place. You also

could ask your accountants to perform a “quality of earnings” review to identify potential issues before negotiation begins.

4. **Assemble an experienced transaction team.** A knowledgeable team is crucial to a successful sale. Author Bruce Eckfeldt, a strategic business coach and *Inc.* 5000 CEO, recommends using “an investment banker familiar with your industry’s valuation models; a mergers and acquisitions attorney who closes deals regularly; a transaction-experienced accountant; and a personal wealth adviser who understands the tax implications of various deal structures.”

Essential skills for modern leaders

Gallup reports employee engagement hit a 10-year low in 2024, with only 31% of employees engaged. Leadership is not just about intelligence, authority and experience. Leaders need skills that build trust and keep people connected and engaged.

In an *Inc.* article, author Christie Smith, founder of the Humanity Studio, shares the following “power skills” all modern leaders need to succeed in the current work environment.

- **Suspend self-interest.** Leaders must have integrity and make decisions that are transparent, fair and driven by values. Smith says: “Trust is the foundation of high-performing teams, and it starts with leaders who put people and purpose ahead of personal gain. Great leaders do not seek control for its own sake. They focus on serving their teams, ensuring that decisions benefit the organization and its people—not just their personal ambitions.”
- **Master curiosity and context.** Excellent leaders take time to understand their team members’ strengths, motivations and aspirations. Leaders who know their

people well can connect them to meaningful work, which boosts engagement, trust and retention.

- **Build psychological safety.** When employees do not feel comfortable speaking up, sharing ideas and taking risks, they disengage. Great leaders communicate openly, admit their mistakes and encourage honest conversations so people feel valued and heard.
- **Stay emotionally agile.** When pressure is on, the best leaders do not panic; instead, they adapt, regulating their emotions and engaging their teams to make thoughtful decisions. “When leaders stay steady and engage their teams in decision-making, they build trust, even in the toughest moments,” Smith says.
- **Make excellence a habit.** Small, consistent actions can lead to long-term transformation. Excellent leaders demonstrate clarity, consistency and commitment daily, which can have strong, lasting effects.



Labor shortage in construction is main cause of project delays

A workforce survey conducted by the Associated General Contractors of America and National Center for Construction Education and Research shows construction workforce shortages are the leading cause of project delays, according to AGC.

Ninety-two percent of construction companies that are hiring report having difficulty finding qualified workers. Eighty-eight percent of companies report having openings for craft construction workers, and 80% have openings for salaried workers.

Fifty-seven percent of companies report available candidates are not qualified because they lack essential skills or do not have an appropriate license. Also, only 10% of firms use the H-2B visa program or other temporary work visa programs to hire salaried or hourly craft employees.

The survey shows new immigration enforcement efforts have affected nearly one-third of construction companies. Twenty-eight percent of respondents report being affected by immigration enforcement activities during the past six months; 5% report a job site or offsite location was visited by immigration agents; 10% say workers left or failed to appear because of actual or rumored immigration actions; and 20% report subcontractors lost workers.

Worker shortages are survey

respondents' most common reason for project delays. Forty-five percent of respondents report experiencing project delays because of their own shortages or subcontractors' worker shortages. Seventy-eight percent of companies report at least one project has been delayed during the past 12 months.

Contractors are trying to combat the labor shortage. Seven out of eight firms raised base pay for workers as much or more than they did a year earlier, and 42% initiated or increased spending on training and professional development during the past year. Additionally, 55% of companies used online strategies such as social media and digital advertising to connect with younger applicants, and 52% engaged with career-building programs at high schools, colleges, or career and technical education institutions.

Nearly 1,400 companies completed the Workforce Survey from a broad cross-section of the construction industry.

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Enhanced credibility

Transparent sustainability reporting builds trust in your business

by Kurt Fester, BECxP, CxA+BE

The roofing industry continues to show strong interest in sustainability, and one way roofing contractors are demonstrating their efforts is through voluntary environmental reporting.

Voluntary environmental reporting provides a way to grade efforts, establish baselines and track improvements over time in different aspects of a company's sustainability efforts, and building owners, potential clients, general contractors and the like are interested in seeing progress.

Highlighting the things that are being done well and being honest in the areas that still need work provides the transparency that helps build trust, and sharing a vision for future goals is an opportunity to write a company's sustainability narrative.

Some stakeholders may require formal reporting about sustainability or environmental social and governance, and some means of reporting are more cumbersome than others.

Carbon Disclosure Project is an international nonprofit



Voluntary environmental reporting provides a way to grade efforts, establish baselines and track improvements over time in different aspects of a company's sustainability efforts



that helps groups disclose their environmental effect. Carbon Disclosure Project reporting yields a score from D- to A and comes with time-restricted mandates as a result. Although Carbon Disclosure Project is recognized internationally, it requires a lot of resources to compile all the necessary data.

EcoVadis is another third-party platform that provides a score between 1 and 100 but with a wider scope, including human rights and ethics. Although this process may be easier to complete, it is not always as applicable for roofing contractors.

When deciding whether to voluntarily pursue one of these options or jobs that require them, it is important to consider the immediate, long-term consequences and weigh them against expected and potential future benefits. Larger companies and companies working with larger clients are more likely to have requirements regarding environmental reporting.

The Sustainability Accounting

Standards Board provides a framework for reporting. Its environmental social and governance reporting can be broken into the following categories; the italicized terms are ones the Sustainability Accounting Standards Board considers most relevant for the construction industry:

- **Environmental**
 - *Greenhouse gas emissions*
 - *Waste management*
 - *Air quality*
 - *Energy management*
 - *Water management*
 - *Biodiversity impacts*
- **Social**
 - *Workforce health and safety*
 - Employee development
 - Diversity and inclusion
 - Community impact
- **Governance**
 - *Product innovation*
 - *Pricing integrity and transparency*
 - Corporate governance and risk management
 - Supply chain management

Among these, waste management is an area where contractors can affect visible change daily and easily measure improvements. Because roofing contractors handle, install and dispose of tons of material and product packaging in the construction process, it is often their responsibility regarding what happens at the end of product's life. Properly documenting waste disposal

also may be required by state or local jurisdictions.

ASTM E3073-22, "Standard Guide for Development of Waste Management Plan for Construction, Deconstruction, or Demolition Projects," facilitates the development of a construction waste management plan and includes methods and required documentation in pre-construction and construction phases of building construction, renovation, deconstruction and demolition projects. ASTM E3073 or other standards may be a specification requirement provided by the designer or required by a local jurisdiction.

One aspect of waste management often required by jurisdictions is waste diversion. Waste

diversion refers to the redirecting of waste materials away from landfills via alternative paths such as recycling. Although waste diversion plans vary, Orange County, Calif., mandates either 65% of nonhazardous construction waste by weight needs to be diverted or tracked tonnage of waste needs to meet mandated maximums per square foot.

In new construction, roofing contractors often need to be aware of what is in the general contractor's documents relative to waste management and recycling and follow it, but in reroofing situations, roofing contractors often are left to figure it out themselves. Depending on the jurisdiction, a roofing contractor may need to provide proof of a demolition or disposal plan and provide a deposit to obtain a roof permit.

In some cases, policies or specifications may include progressive requirements for waste management before infrastructure has been put in place to

For links to some manufacturers' established take-back and recycling programs, go to professionalroofing.net.



DID YOU KNOW?
 The Construction Demolition and Recycling Association has developed a guide for asphalt shingle recycling. You can find it at shinglerecycling.org/resources.



make it feasible. In these situations, roofing product manufacturers help show more circular life cycles for their products.

Some manufacturers have takeback and recycling programs for their scrap and post-consumer materials, which they can repurpose or reuse.

Keep in mind, contractors can control how they receive the material they purchase.

Whether it comes shrink-wrapped, boxed or on pallets can affect how much waste is left to address afterward.

Sustainability reporting can be an effective way to garner trust and earn business. It also helps drive and prove growth over time with concrete metrics and, in some cases, time-sensitive requirements. 🌱🌿

To read more about Orange County's construction and demolition program, go to professionalroofing.net

KURT FESTER, BECxP, CxA+BE, is NRCA's project engineer.

Proposed standard focuses on sealant effectiveness

ASTM International's building seals and sealants committee is developing a proposed standard that will help provide details to users and manufacturers about

how sealant products perform as installed.

The standard also will simulate the installation of aerosol foam sealants in conjunction with air barrier materials used in construction. Testing described in the standard would help ensure air tightness is maintained during the designated life of construction.

More information about the proposed standard is available at astm.org.



Hiring managers sometimes reject applicants who use AI

A new TopResume report shows some hiring managers are rejecting job candidates who use artificial intelligence to write resumes and help in other ways when applying for jobs, according to the U.S. Chamber of Commerce.

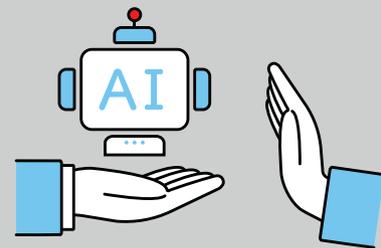
In a survey of 600 U.S. hiring managers, nearly 20% say they would reject a job candidate who used an AI-generated resume or cover letter, and 14.5% of managers believe candidates should not use AI at all when applying for a job.

The 2025 Market Trend Report by Career Group Companies shows about two-thirds of job candidates say they use AI when applying for jobs, including for resume and cover letter writing, interview practice and career guidance. They reportedly are using AI for resumes and cover letters because they believe algorithms are screening their resumes instead of people.

A ServiceNow survey reports 65% of people are uncomfortable with companies using AI when recruiting and hiring, and 90% want them to be upfront about how they use AI for hiring. Although hiring managers believe applicants should not use AI, more than 60% of companies use AI tools as part of their recruiting or hiring process. About 20% of companies use AI to screen resumes. Companies also use AI for tasks such as writing job advertisements and drafting interview questions.

The TopResume report shows 33.5% of hiring managers say they can quickly detect resumes created with AI, often within just 20 seconds. Twenty percent would reject AI-created resumes, and another 20% say candidates relying on AI is a "red flag." Fifty-two percent of hiring managers say it is acceptable to use AI for proofreading or support when drafting documents but believe the final product should be produced by a human.

Hiring managers also are concerned about job candidates using AI to help them answer job interview questions. Fifty-seven percent say tools such as answer-generating apps should never be used during an interview and do not allow a manager to truly assess an individual. Hiring managers especially consider AI unacceptable during skills assessment (40.8%), for resume writing (30.3%) and for cover letters (25%).



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Blast from the past

Asbestos is still an issue for roofing contractors and their workers

by Cheryl Ambrose, CHST, OHST

Asbestos may be viewed as a problem of the past, but for roofing contractors, it remains part of the present. Many older structures contain asbestos in roofing felts, flashings, mastics, adhesives and cement products. Anytime roofing workers step onto a reroofing, repair or demolition job, the risk of encountering asbestos-containing material is real, and the rules around it are changing.

Asbestos ban

In 2024, the Environmental Protection Agency issued a sweeping ban on chrysotile asbestos, the last form of asbestos still legally imported and used in the U.S. Until then, asbestos was only partially banned for many years. The full ban is a landmark regulatory action under the Toxic Substances Control Act. Although most roofing products haven't contained new asbestos for decades, the ban was seen as a final step toward "closing the book" on the dangerous mineral. It also reinforced what roofing workers already practice: When



Whether EPA ultimately maintains, adjusts or loosens the ban, the best course of action is to safeguard crews and clients with solid asbestos practices



asbestos is discovered on a job, it must be handled, abated and disposed of in accordance with strict safety standards.

But earlier this year, legal challenges and a recent decision by the U.S. Court of Appeals for the Fifth Circuit have paused the ban; industry groups argue the EPA exceeded its statutory authority under the Toxic Substances Control Act by imposing a ban rather than relying on a risk-based approach, which considers workplace exposure limits and other risk management measures.

EPA indicated it might reconsider parts of the ban, opening up the possibility of revised timelines or exemptions. But in July, the agency announced it would defend the 2024 ban instead of rewriting it and requested the court hold the litigation in abeyance for six months to allow EPA to undertake a new rulemaking process. With a formal review—including public comment and stakeholder engagement—the process could take more than two years. For roofing contractors, this means the ban technically remains in effect but its long-term future stays uncertain.

Stay alert

On job sites, roofing contractors should continue to assume older roofs may contain asbestos, remaining alert to the potential presence of asbestos in imported materials, adhering to proper inspection and sampling procedures, and ensuring trained abatement experts manage any removal. Maintaining detailed records, conducting air monitoring and documenting disposal are essential, especially with high regulatory scrutiny and industry oversight.

Whether EPA ultimately maintains, adjusts or loosens the ban, the best course of action is to safeguard crews and clients with solid asbestos practices and stay flexible in case compliance requirements or deadlines shift.

Although EPA regulations are changing, Occupational Safety and Health Administration standards and state and local rules remain enforceable. Roofing contractors should adhere to the strictest relevant standards in their areas and be prepared to provide regulators with detailed records about how asbestos was identified, handled and disposed. 🚧🔍

CHERYL AMBROSE, CHST, OHST, is NRCA's vice president of enterprise risk management.



Compliance checklist

EPA

- ✓ Follow the 2024 asbestos ban as if fully in effect.
- ✓ Stay alert for updates during EPA's ongoing review.
- ✓ Maintain disposal documentation. Asbestos-containing roofing waste must be handled as hazardous material.

OSHA 29 CFR 1926.1101

- ✓ Conduct exposure assessments when asbestos is suspected.
- ✓ Provide proper respiratory protection, personal protective equipment and hygiene facilities.
- ✓ Ensure only trained and certified workers handle asbestos removal.
- ✓ Keep training, air monitoring and medical surveillance records up to date.

State and local requirements

- ✓ Verify whether your state or local jurisdiction requires asbestos-control programs, licensing or training that exceed federal requirements (for example, California, Michigan and New York).
- ✓ Check with local building departments and health agencies for required notifications before disturbing asbestos-containing materials.
- ✓ Confirm the disposal site is approved to accept asbestos waste by checking with county or regional landfills before transport.

Visit nrca.net for asbestos-containing roofing materials resources or contact Adrienne D. Anglin, CSP, NRCA's director of safety and risk management, at aanglin@nrca.net or Rich Trewyn, NRCA's director of risk education and training, at rtrewyn@nrca.net for additional information.



How to respond to job-site opioid overdoses

The National Safety Council has released a new resource intended to help employers establish an opioid overdose response plan, according to *Safety+Health* magazine.

The Overdose Emergency Planning Tool guides employers with developing a response plan that includes having naloxone, an opioid overdose reversal medication, readily available.

Drug overdoses represent 10% of workplace deaths, yet 72% of employers don't have an adequate supply of naloxone, according to NSC.

To use the planning tool, users provide information such as industry, maximum number of employees on-site per shift, number of floors in the building with active workers and estimated emergency medical services response time. The tool then generates detailed recommendations and information about topics such as naloxone storage and placement considerations, relevant laws and how to start an opioid overdose response program.

"Just as we expect to find fire extinguishers and automated external defibrillators in workplaces, naloxone should be part of every organization's emergency preparedness plan," says Lorraine Martin, NSC's CEO. "This tool empowers employers to take proactive, evidence-based steps to ensure they are ready to respond during an opioid overdose emergency."

The Overdose Emergency Planning Tool is available at nsc.org/overdosetool.

Fall protection is OSHA's most-cited violation for 2025

Fall protection—general requirements is the Occupational Safety and Health Administration's most frequently cited standard for the 15th consecutive fiscal year, according to *Safety+Health* magazine. The standards that make up the remainder of the top 10 remained unchanged from fiscal year 2024.

Following are the top 10 most-cited violations for fiscal year 2025.

1. Fall protection—general requirements: 5,914 violations
2. Hazard communication: 2,546 violations
3. Ladders: 2,405 violations
4. Lockout/tagout: 2,177 violations
5. Respiratory protection: 1,953 violations
6. Fall protection—training requirements: 1,907 violations
7. Scaffolding: 1,905 violations

8. Powered industrial trucks: 1,826 violations
9. Personal protective and lifesaving equipment—eye and face protection: 1,665 violations
10. Machine guarding: 1,239 violations

"While progress has been made, the consistency in citation rankings year after year signals that yesterday's hazards are still today's vulnerabilities," says Lorraine M. Martin, CEO of the National Safety Council. "Employers, safety professionals and communities must intensify efforts through robust training, regular hazard assessments and leadership accountability to protect workers and save lives."

NRCA offers a variety of information to ensure you properly train your employees and can keep them safe. Visit shop.nrca.net for more information.

DOL intends to repeal independent contractor rule

The Department of Labor intends to rescind a 2024 rule regarding independent contractor classification, according to Construction Dive. The rule is used to determine whether a worker is an independent contractor or a full-time employee owed benefits by their employer.

The current framework uses a "totality of circumstances" method, weighing six major factors considered by DOL to determine employer status, including:

- Worker opportunity for profit or loss
- Investments made by the worker and employer

- Degree of permanence of the work relationship
- Nature and degree of control over performance of the work
- Extent to which the work performed is an integral part of the employer's business
- Use of the worker's skill and initiative

The previous rule approached workers' control and profit-loss opportunity.

"We anticipated this move," says Brian Turmail, vice president of public affairs and workforce for the Associated General Contractors of America. "We would welcome a rule that offers a clear and consistent federal clarification of status and preserves the legitimate use of independent contractors."

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ROOFING UNDER

Emergency preparedness and crisis management are essential for disaster recovery

by Adrienne D. Anglin, CSP

PRESSURE



From 2006 to 2021, there were 444 deaths nationwide caused by lightning, and 18% of those were characterized as on-the-job incidents, according to the Centers for Disease Control and Prevention. Roofing work is specifically listed among high-risk outdoor trades by the CDC and National Lightning Safety Council, which includes roofing in its “deadly dozen.” According to the National Lightning Safety Council, roofing is the sixth deadliest activity.

In addition, the National Safety Council reports 50% of all construction site injuries are related to slips, trips and falls from heights—hazards roofing workers face daily. Severe weather events compound this risk: In 2024, the National Oceanic and Atmospheric Administration recorded more than 18,000 severe storm reports affecting construction projects nationwide. Of these, dozens involved roofing sites that led to evacuations, injuries and/or property losses.

Roofing workers operate in high-risk environments where emergencies and crises can arise unexpectedly. Proper emergency response and crisis management are crucial to roofing companies and preparing for both scenarios will help your company and workers successfully navigate any emergency or crisis.

EMERGENCY RESPONSE

Emergency response refers to the immediate actions taken during an incident to protect lives and property. Emergency response focuses on swift, on-site actions during an incident. In roofing, this could mean responding to immediate dangers such as worker accidents, sudden severe weather or fires on a job site. The primary goal is to ensure safety and limit damage in the moment.

As soon as an emergency occurs, rapid action often is needed to mitigate the incident, and roofing crews must be prepared to act. Some common emergencies in the roofing industry include:

- **Medical events:** Falls from roofs or scaffolds, tool accidents, heart attacks or electrocutions all require immediate response. Crews should be prepared to handle personal medical emergencies and work-related injuries, which require planning and training in rescue, first aid and contacting emergency services. Prompt emergency medical response can make a significant difference in cases involving serious injury. For example, Occupational Safety and Health Administration fatality data shows dozens of roofing workers lose their lives each year from falls, so having a practiced procedure for fall emergencies with the right equipment on-site is important to consider before a fall occurs.
- **Severe weather events:** Roofing workers are exposed to the elements. Sudden thunderstorms, high winds, hail and tornadoes can create an emergency on a roof. Severe weather emergency response means getting workers to safety and quickly securing a worksite. Having a plan to protect the work area from water damage, securing loose materials and equipment and getting to a safe location is imperative. Crew members need to know when and how to shift from conducting construction work to emergency mode where they work to protect themselves, the people around them and the work area, always prioritizing human life.
- **Fires on the roof:** Roofing operations (torch applications, for example) can carry a fire risk. If a fire ignites, the roofing crew must be prepared to recognize and respond. This includes recognizing the signs of fire in the early stages, how and when to use a fire extinguisher, having a plan to alert crews and building occupants if there is a need to evacuate, and knowing when and how to contact the fire department. Fires can spread rapidly, so containment in the first moments is vital. Roofing crews often are required to maintain a “fire watch” after performing hot work; this involves someone who is trained to recognize and react to potential flare-ups. Measures like these are part of emergency response preparedness that includes training and advance planning to prevent a disaster when a potential fire (smoke or smoldering) is noticed.

OSHA regulations mandate a fire extinguisher be immediately available during hot work such as roofing torch operations that present a higher risk of fire, underscoring the importance of preparedness in emergency response. The priority is always human life followed by immediate hazard control in these situations.

OSHA also requires employers to maintain a written emergency action plan under 29 CFR 1910.38 (general industry) and 29 CFR 1926.35 (construction). The plan should outline the procedures and designated actions employees must take for foreseeable emergencies such as fires, falls or severe weather.

For example, your company’s plan should detail evacuation routes, how to shut down equipment, who is responsible for calling emergency services and where your crew should assemble after evacuating. All crew members should be trained in these procedures so they know exactly what to do when an alarm sounds or an accident happens. Having a robust emergency action procedure is more than a paperwork exercise—it’s a lifesaving blueprint that guides employees, avoiding confusion when seconds count. A solid emergency action plan includes the following:

NEED ADDITIONAL RESOURCES?

There are a variety of sources for safety information:

- Visit nrca.net/safety for more information specific to the roofing industry.
- NRCA's Fall-protection Trainer Course for Roofing is a great resource for learning and establishing procedures for fall emergencies. And NRCA's CERTA program can help roofing crews learn how to mitigate the fire risk associated with torch-applied roofing operations. Both courses are available at nrca.net/education.
- NRCA toolbox talks, available at shop.nrca.net, offer additional safety tips for workers.
- The Occupational Safety and Health Administration offers step-by-step guidance about emergency planning and creating an emergency action plan at osha.gov. OSHA's detailed emergency action plan, eTool, guides users through requirements and best practices for developing and

implementing a workplace-specific emergency action plan.

- In addition, the ready.gov website managed by the Federal Emergency Management Agency provides toolkits and printable guides to help businesses prepare for natural and manmade emergencies.

If you have questions about workplace emergency planning or crisis management, contact Adrienne D. Anglin, CSP, NRCA's director of safety and risk management, at aanglin@nrca.net or (847) 493-7536.



- **Risk assessment:** Identify specific hazards at job sites. Understanding the unique dangers of each project will guide your planning efforts.
- **Roles and responsibilities:** Assign clear duties to crew members. Consider who calls emergency responders, leads evacuations and coordinates response.
- **Communication plan:** Establish reliable methods for alerting workers and contacting emergency services that everyone understands. Language should never be a barrier in an emergency—make sure your communication tools meet the multilingual needs of your employees. Consider tools such as alarms and radios while working on-site. Additionally, think through procedures for contacting family members in an emergency situation.
- **Evacuation procedures:** Clearly marked exits, assembly points and routes save time when it matters most. Training crew members can be as simple as regular walk-throughs on a job site that may change throughout the project. Ladder access, egress points and building penthouse access should be visible and pre-determined.
- **Medical response:** Be detailed in the steps

for treating injuries as clarity can save lives.

Equipping sites with easily accessible first-aid kits and ensuring crews are trained to recognize medical situations and respond appropriately on every shift can greatly increase the likelihood of a successful response in an emergency medical situation.

- **Training and drills:** Regular practice instills confidence, ensuring your team knows how to respond in a real emergency. Making emergency drills a routine part of your schedule is imperative as practice makes the procedures instinctive when seconds count.

A well-executed emergency response aims to minimize injury and damage in the moment.

Actions taken in the first few minutes of an incident are what an emergency response is all about. Emergency responses are inherently reactive; it's the reflexive execution of emergency plans and training when an incident erupts.

CRISIS MANAGEMENT

Crisis management is a broader process that addresses the wider fallout and ensures a business survives an incident. Emergency response ends when the immediate danger is controlled.

Crisis management involves strategies and actions to handle the ongoing effects of a serious incident that may threaten an organization's reputation, legal standing, operations and financial health. Key aspects of crisis management include protecting the business and reputation, mitigating long-term effects, and team structure and planning.

PROTECTING THE BUSINESS AND REPUTATION

Unlike emergency response that focuses on safety in the moment, crisis management focuses on a company's viability and public image in the aftermath. For example, if your roofing company experiences a fatal accident or serious OSHA violation, it not only faces the tragedy of the event but also potential reputational damage, liability and loss of trust from clients.

Crisis management aims to contain such long-term consequences. In practice, this means your company needs to plan for how to respond publicly and organizationally after an incident. This could involve public statements, handling news media inquiries, communicating with clients about project delays, or demonstrating compassion and responsibility within the organization itself after an incident.

Crisis management includes owning the narrative and considering the optics of a situation; an open, timely response can prevent rumors and help to maintain trust.

MITIGATING LONG-TERM EFFECTS

Crises in roofing can stem from the same events that trigger emergency responses, but they also extend into issues such as lawsuits, regulatory penalties, loss of business or community outrage. Crisis management addresses these extended effects.

For instance, if a roofing worker is severely injured or killed, the emergency response might be contacting an ambulance and notifying OSHA the day of the accident. Crisis management is what follows: cooperating with OSHA investigations, possibly facing citations or fines, communicating with the employee and/or their family, dealing with legal

actions or insurance claims, and reassuring other employees and clients that work can continue safely.

Having a crisis management plan in place before such an event is key in these situations. Trying to figure out a plan in the middle of a crisis is too late. Instead, prepare a framework in advance so your company knows who will handle the various aspects in the middle of a crisis as well as in the aftermath of an emergency. This may include designating a company spokesperson to handle press inquiries, having legal counsel ready to advise and a protocol for internal communication and support after a traumatic incident.

TEAM STRUCTURE AND PLANNING

Effective crisis management is proactive. It happens before, during and after a crisis. You should create a crisis management team and provide a written plan in advance so team members know their roles and responsibilities during a crisis. Crisis management teams typically include senior management, safety officers, legal counsel and communications personnel with each member having a role.

For example, the safety manager may be assigned with gathering facts about the incident; the attorney may be handling regulators and liability issues; and the spokesperson crafts messages to employees, clients and media. By planning roles and communication channels ahead of time, your company can respond cohesively when something occurs.

Key aspects of a crisis management plan include:

- **Risk assessment:** Identify which crises are most likely for your company. You might highlight falls, severe storm impacts, fires or customer disputes as your risks.
- **Response procedures:** Establish easy-to-follow checklists for different scenarios and have template statements ready. Creating crisis communication templates, such as drafted press releases or customer inquiry responses, allows an organization to respond quickly with accurate information.
- **Training and drills:** Just as crews drill for emergencies, management teams can benefit from simulated crises. Conducting mock

For an article related to this topic, see "Times of crisis," March 2008 issue.



media interviews or talking through a mock response with your team can reveal gaps in the plan and build confidence within the team. Regularly reviewing the plan, at least annually, can help keep contact lists and procedures fresh.

- **Communication strategy:** Deciding when and how to communicate is key. An organization must balance transparency with legal considerations. Consistent messaging helps control the narrative. It's also important to determine how you will communicate with employees, key clients and even the public if necessary. Often, a company will start with a timely communication to prevent rumors and follow up with more details if needed.

A strong crisis management approach can mean the difference between a one-time incident your company overcomes versus an incident that permanently cripples the business. Planning for a crisis can reduce downtime, preserve your good reputation and help your roofing company emerge from a disaster more resilient. In an industry where trust is vital and word-of-mouth and reputation often determine success, crisis management planning is essential.

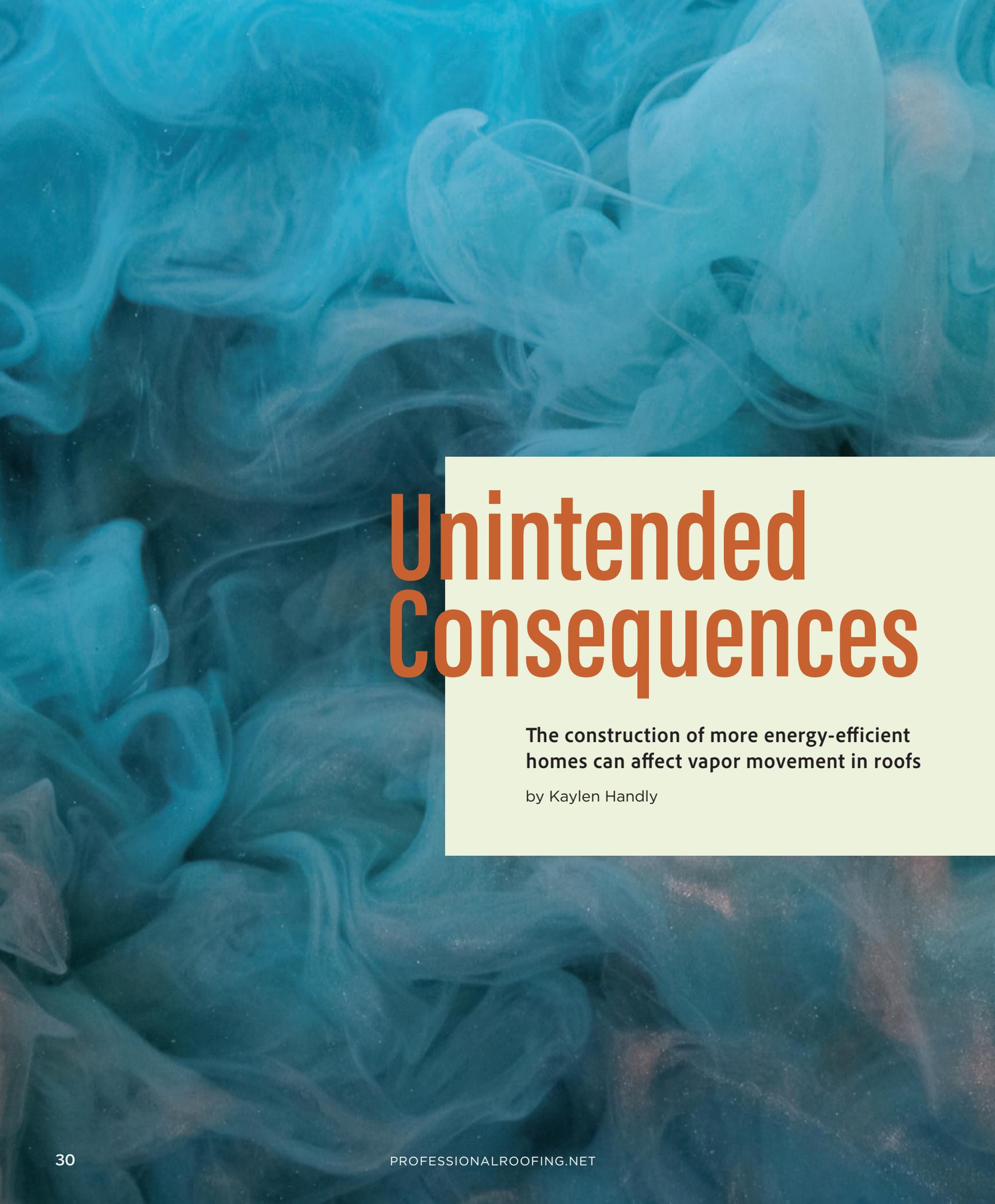
NEXT STEPS

Preparedness is not a one-time task, it's an ongoing commitment that should be woven into the foundation of your company. Start by updating your current plans or creating ones tailored to your work. Assign a leader to oversee planning and implementation and ensure equipment and procedures are up to date. Invest in comprehensive training for your team, emphasizing practical, scenario-based sessions that solidify knowledge and confidence. Equipping your employees with the right tools and keeping communication channels open can make a difference in an emergency.

By prioritizing preparedness, you can protect lives, property and your reputation. 🧰🔧

ADRIANNE D. ANGLIN, CSP, is NRCA's director of safety and risk management.



The background of the page is a close-up, high-angle shot of crumpled, translucent blue plastic. The plastic is piled up, creating deep shadows and bright highlights that emphasize its texture and folds. The overall color palette is a range of blues, from light cyan to deep, dark navy.

Unintended Consequences

The construction of more energy-efficient homes can affect vapor movement in roofs

by Kaylen Handly

From the walls to the roof, moisture is the enemy of a building envelope. Understanding how moisture moves—and how to manage that movement—is important to designing and installing roof systems that are durable, long-lasting, and protect the occupants and contents within.

As houses become more energy-efficient, the changes in design may unintendedly affect roof systems. For example, conditioned attics are an increasingly popular option to increase energy efficiency. Unfortunately, they often are not designed with proper vapor permeability nor adequate ventilation in mind, which can lead to long-term roof problems.

Digging into the science of how moisture and moisture vapor move is a helpful first step to designing and building roof systems that best manage that challenge.



Photos courtesy of Benjamin Obdyke Inc., Horsham, Pa.

A self-adhering, vapor-permeable roof underlayment can allow trapped moisture to migrate and increase drying potential.

How does moisture move?

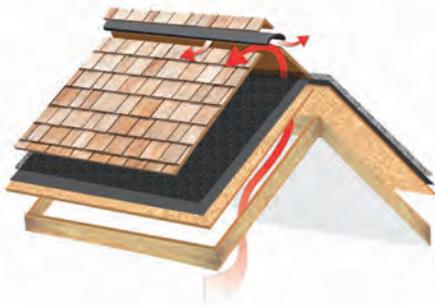
Although it is a common belief that shingles, coupled with an underlayment, form an impenetrable barrier against moisture reaching the roof deck, it is important to assume that moisture may get where you don't want it to. There are two scenarios in which water or vapor can infiltrate a roof deck:

- *From the exterior:* Water typically finds its way to roof decks through a compromised underlayment, a common vulnerability in roof systems. But that's not the only way. Mechanically attached roof underlayments, despite their utility, introduce potential pitfalls such as nail holes and a discontinuous layer that trapped moisture can seep through, leading to saturation of the sheathing. Once sheathing is damp, conventional impermeable underlayments hinder the drying process, resulting in structural degradation over time.
- *From the interior:* Interior moisture is a byproduct of routine activities such as talking, showering and cooking, as well as the presence of indoor plants. As warm air rises, it carries moisture vapor with it. This moisture can build up and become trapped in the sheathing layer by a nonpermeable underlayment.

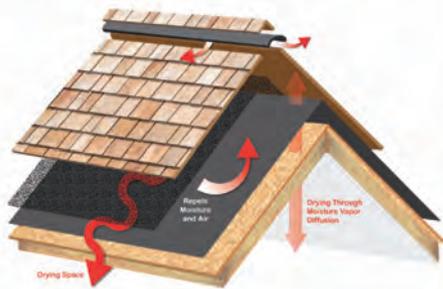
Why is this important?

Understanding the vapor profile of a roof or wall assembly is important as the industry continues to see an increase in designing for air tightness and thermal resistance. In the past, houses had less insulation and poor air barriers, which allowed heat and water vapor to move through assemblies. Roof ventilation alone was once thought to be enough to remove excess moisture from attic spaces.

However, builders are increasingly moving to conditioned, well-sealed attic spaces with mechanical systems in the attic to create consistent environments. A side effect of this trend is an accumulation of interior water vapor as warm air moves toward the roof peak. With vapor-closed underlayments, water vapor cannot escape, leading to high moisture content in roof sheathing that can contribute to rot and failure, reducing a roof assembly's life span.



An example of a cold-roof assembly



An example of a hot-roof assembly

What is vapor diffusion?

Vapor diffusion is the net movement of vapor molecules from an area of higher concentration to an area of lower concentration or from a warm area to a cooler area. Vapor diffusion is the environmental force that affects roof systems from inside.

Vapor diffusion does not require an air pressure difference to move moisture through a wall or roof assembly; it only requires a difference in vapor pressure or temperature between the inside and the outside of the structure. Joseph Lstiburek explains this concept in “Insulations, sheathings and vapor retarders,” which was published in *Builder’s Guide for Cold Climates*.

Lstiburek, principal of Building Science Corp., Westford, Mass., says during a hot, humid summer, the exterior of a house has high vapor pressure and high temperature while the interior is often air-conditioned so it is cooler and has lower vapor pressure. In this scenario, water vapor moves from the exterior (high pressure/high temperature) to the interior (low pressure, low temperature).

The reverse occurs in the winter when vapor drives from the warm interior to the cold exterior.

Although moisture vapor may not be as big of a problem as rain or other water entering the envelope, it is something that should be addressed throughout the design and build process. When water vapor passes through an assembly and encounters a surface that has a temperature below the dew point (the temperature at which water vapor condenses), it becomes liquid. This can lead to wood sheathing rotting, molding and decaying.

Again, unventilated attics are one potential problem area. When warm, humid air rises into an attic, a vapor-closed roof membrane, such as

a self-adhering ice and water barrier, synthetic underlayment or closed-cell spray polyurethane foam insulation, can trap moisture, which can lead to condensation, mold and premature roof failure.

Designers and contractors should consider adjusting their long-standing practices to accommodate these types of design changes. For unventilated attics, for example, roofs need vapor permeance much like walls, so a vapor-permeable roof covering becomes essential.

Designers and installers could:

- Use a ventilated roof system (ventilated space directly under the roofing material) for a conditioned attic to reduce condensation risk
- Use a self-adhering, vapor-permeable roof underlayment for vented and unvented roof assemblies
- For best practice, use ventilation and a vapor-permeable underlayment (for example, a ventilation mat plus a self-adhering, vapor-permeable membrane)

Hot versus cold roofs

Cold and hot roofs can be categorized as vented versus unvented roof assemblies. Knowing which is which will help ensure the right products are specified to allow a roof system to perform properly.

Cold roof assemblies include ventilation, often through ridge vents and soffits, and allow air to flow beneath the roof sheathing. A cold roof draws cool, dry air through the eaves and pushes hot, moist air up and out the ridge vent.

This airflow helps roof sheathing stay cold and dry compared with the hot, humid interior space, which can prevent issues such as moisture buildup and condensation. Insulation typically is installed between the ceiling joists that form the floor of the attic, creating a barrier between the interior space and attic.

In contrast, hot roof assemblies forego ventilation in favor of increased insulation directly against the roof deck in the attic. Hot roof assemblies have grown in popularity because of their easy

air-sealing capabilities and the demand for more energy-efficient and net-zero homes.

This design maximizes energy efficiency by minimizing heat transfer between the interior and exterior environments. Spray polyurethane foam or other high-performance insulation materials often are used in hot roof assemblies, allowing for superior thermal performance and air tightness. However, the absence of ventilation raises concerns about moisture management and potential condensation issues, especially with conditioned attics.

How to manage vapor

Materials that comprise a building envelope each manage vapor differently. Those that are vapor-permeable let vapor pass through and dry out. Those considered vapor retarders or barriers slow or stop vapor movement.

But there is a difference between a vapor barrier and vapor retarder. And specifying the wrong one can lead to moisture issues.

A vapor barrier blocks vapor diffusion movement, and a vapor retarder regulates moisture in a gas state by limiting water vapor movement. A vapor retarder can help prevent water vapor from moving into building assemblies where it can condense into liquid water within the structure.

Vapor retarders come in a range of permeance levels, as follows:

- Class I vapor retarders (0.1 perms or less) include sheet metal, glass, polyethylene sheets and rubber membranes.
- Class II vapor retarders (more than 0.1 perms and equal to or less than 1.0 perms) can be extruded polystyrene or unfaced expanded polystyrene, 30-pound asphalt-coated paper, bitumen-coated kraft paper and plywood.
- Class III vapor retarders (more than 1.0 perms and equal to or less than 10 perms) consist of concrete block, gypsum board, board lumber, brick or 15-pound asphalt coated paper.

Vapor retarders are one of the methods to meet code requirements for roof assemblies in cold

climates. A vapor retarder should be installed on a building's interior.

How to incorporate vapor permeability

Protecting a roof system from the effects of trapped water vapor requires professionals to install each component with other components in mind.

Green Building Advisor, an online resource for building professionals, recommends examining a structure's vapor profile in four steps:

1. Determine the vapor permeability of each component in the assembly
2. Identify the least vapor permeable component(s)
3. Assess the extent and direction of the vapor drive
4. Assess the moisture storage capacity and drying potential of the assembly

HOW TO CHOOSE THE RIGHT UNDERLAYMENT

When weighing the pros and cons of each type of roof underlayment, you'll want to consider a number of factors:

- **Roofing material type:** What underlayment does the roofing material manufacturer recommend? Ensure you follow manufacturer requirements or you could risk voiding the warranty.
- **Cost:** Cost is always going to be a consideration. But it's important to not let budget completely dictate a decision. Ensure homeowners understand the importance of building a quality, high-performance roof system. The roof is the first line of defense for the house, so it's worth making a larger investment even if it means sacrificing an interior design feature.
- **Climate:** Not all roof systems require all the bells and whistles if you don't need them. In much of Arizona, for example, moisture may not be as big of a concern, and asphalt-based underlayment might be a suitable choice. But in Florida, which is plagued by wind and rain, designers should assume rain may get in under the shingles; therefore, a more robust underlayment, such as a self-adhering vapor-permeable roofing membrane, might be worth the investment.
- **Attic:** If a home's attic is conditioned, moisture from the rising heat within will need a way to escape. A vapor-permeable underlayment will help the moisture exit the roof system, helping it dry out and protecting the wood from rot.
- **Installation trade-offs:** Asphalt-based underlayment is a go-to choice because it meets code and is less expensive. But it's also prone to tearing and wrinkling. The extra steps to fix these issues may not be worth the lower price.
- **Air control:** If a roof deck is part of the air-control strategy, a self-adhering underlayment will self-seal around all fasteners.
- **Roof exposure:** Most asphalt-based underlayment needs to be covered immediately with the roof covering material. Other underlayment options may extend the exposure allowances for more complex designs.

Green Building Advisor notes this method is not exact. More definitive answers may be found by consulting a building scientist or using a quantitative analysis tool (such as WUFI computer modeling software).

Choosing a proper underlayment is an important consideration for managing vapor, and a product's vapor permeability must be considered along with its other features and benefits.

Vapor-permeable underlayments include roofing felt and self-adhering acrylic underlayment (acrylic adhesives are designed to be vapor permeable, and common adhesives such as asphalt or butyl are commonly vapor closed).

Impermeable materials include synthetic roof underlayments (mechanically attached, laminated polypropylene or polyethylene plastic materials) and self-adhering asphalt roof underlayments. Self-adhering asphalt roof underlayments are developed to protect vulnerable areas on a roof from ice and water damage and may not be appropriate for covering an entire roof.

For wood and metal roofing materials, another essential component for managing moisture is creating adequate ventilation space of 1/4 of an inch between the roofing material and underlayment to allow for drainage and drying. Condensation can occur on the underside of these roofing materials. When condensation combines with cold air, it could corrode or decay roofing materials. By designing a system with an airspace between the roof deck and roofing material, trapped moisture can dry out or more easily drain away.

There are several methods for creating an airspace. One is double-strapping. Much like traditional furring strips or battens in a wall system, double-strapping separates a roofing material from the sheathing to create an airspace. Roofing workers install the first layer of furring strips parallel to the rake to create vertical channels that will ensure proper airflow and moisture drainage. Then, they install the second layer parallel to the eave.

Another option is to install a roof ventilation mat, which adds an air gap between the roof deck and panels; when combined with a ridge vent, this

helps create convective airflow to help dry out a space. A roof ventilation mat also levels out imperfections in a roof, so it can help address oil canning that sometimes occurs with standing-seam metal roofs.

Communicate and collaborate

The complexities of building construction are changing the way roofing professionals approach projects. When it comes to working on a roof and understanding complex details, it's vital to communicate across crews ahead of time. Before arriving at a job site, it's important to talk about the roof and wall details and look at the entire building envelope to evaluate how everything is designed to work together. Addressing potential modifications early in the process is more effective than making adjustments during installation. This approach ensures roofing workers receive proper education about the specifics and execute installations with precision.

This includes coordinating across different subcontractors to ensure proper installation sequencing to promote proper moisture drainage and drying. For example, who will install the finish fascia and ensure proper shingle overlapping occurs between the roof underlayment and the drip edge? When will roof system penetrations be added, and how will that affect flashing around those areas?

Implementing proactive measures should include preconstruction meetings with architects, installers, contractors, manufacturers and builders. Local training events from manufacturers and product representatives can teach installers and contractors proper techniques, providing hands-on experience along with the opportunity to ask questions in real time.

Above all, remember each product and design element works with and affects others. Understanding how moisture moves and how those elements respond is critical to managing water and water vapor for the life of the home. 🏠🔧

KAYLEN HANDLY is technical innovation manager for Benjamin Obdyke Inc., Horsham, Pa.

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Deadline: Jan. 30, 2026

Who's eligible:

- Employees of roofing industry companies, including their spouses and their dependent children
- Construction management students enrolled at the undergraduate level
- Students enrolled in CTE programs or schools (regardless of industry affiliation)

To learn more about all Roofing Alliance efforts, visit roofingalliance.net



FELLOWSHIP OF THE ROOF



Paul Meissner Roofing helps renovate Unitarian Universalist Fellowship of Dubuque

by Chrystine Elle Hanus

Project name:

Unitarian Universalist Fellowship of Dubuque

Project location:

Dubuque, Iowa

Project duration:

June 2021-December 2023

Roofing contractor:

Paul Meissner Roofing, Dubuque, Iowa

Roof system type:

Cedar shake and shingle

Roofing distributor:

ABC Supply Co. Inc., Beloit, Wis.

Roofing manufacturers:

Benjamin Obdyke Inc., Horsham, Pa.; CertainTeed LLC, Malvern, Pa.; United Asphalt Co., Williamstown Junction, N.J.

Construction manager:

Gronen Restoration, Dubuque, Iowa

Constructed in 1885, German Methodist Church, Dubuque, Iowa, was built in Carpenter Gothic-style that features a gable roof, arched windows, wainscoting and trim, which became possible with the invention of the powered scroll saw.

Carpenter Gothic buildings often were built in rural communities using predominately wood materials. Wood shingles on the roof and siding incorporated varying shingle patterns to create interesting textures and designs, but repairs made to the German church throughout several decades ultimately hid the structure's historical qualities.



Photos courtesy of Bob Felderman Photography, Dubuque, Iowa.



The church before the steeple was returned to the roof



In 2004, the Unitarian Universalist Fellowship of Dubuque purchased the building, and in 2020, members began fundraising for a major renovation. The fellowship contracted with Heritage Works Inc., Dubuque, to apply for grants and tax credits and ensure compliance with funding requirements; Jeff Morton, architect with Stickley Morton Architects, Dubuque, to create plans to restore and preserve the building’s past while accommodating current and future space needs of the congregation; and Gronen Restoration, Dubuque, to serve as the construction manager for the project, ensuring the rehabilitation met historical preservation standards

Paul Meissner Roofing, Dubuque, was selected as the roofing contractor for the project to restore the roof and walls to the church’s original design.

WinterGuard® PRO™ underlayment along eaves, valleys and penetrations. Next, workers placed United Asphalt 30-pound asphalt-saturated organic felt over the entire roof deck surface and tacked it down followed by nailing Benjamin Obdyke Cedar Breather® underlayment.

To complete the roof system, the crew installed Western Red Cedar Certigrade® No. 1 Blue Label Premium shingles following Cedar Shake and Shingle Bureau guidelines, which involved hand-nailing every shingle with stainless-steel nails.

The team also installed a new built-in gutter system, copper drip edges, valleys and step flashing. From the building’s walls, crew members removed deteriorated cedar shingles and replaced them with Certi-Last® pressure preservative-treated red cedar shingles to match the original design.

“The Unitarian Universalist Fellowship of Dubuque is a unique Carpenter Gothic design that incorporates masonry and wood frame construction,” says Terri Droessler, project manager for Gronen Restoration. “Wood shingles are an important character and defining feature on the cladding of the upper portions of the exterior walls and on the roof. Restoring such a building with wood shingles is an important element of the design and it’s important to employ skilled craftsmen, such as the team at Paul Meissner Roofing, who understand the proper installation methods of wood shingles, the placement and patterns of the wood shingle design and the finish details on ridges, valleys and wall flashings.”

The project also included restoring original wood moldings and windows; reconstructing the chimney to the original design and dimensions; repointing the entire building’s masonry façade with lime-based mortar, matching original color and aggregate; and replacing the original steeple that was clad with Certi-Last preservative-treated red cedar shingles.

In the mid-1970s, the original belfry was removed because of severe structural issues. A new belfry was replicated from historical photos and constructed by Rob Droessler Construction, Cuba City, Wis. The structure was built off-site and transported to the job site and lifted to the roof via crane.

The journey

In June 2021, work began on the \$2.1 million Unitarian Universalist Fellowship rehabilitation project. Before commencing on-site work, the Paul Meissner Roofing team spent countless hours studying historical photos to recreate shingle patterns and the overall feel and intent of the original structure’s design.

Once on-site, the team worked from safety harnesses, boom lifts and cranes to remove the existing laminated asphalt shingles and underlayment from the 65,000-square-foot roof and then placed self-adhering CertainTeed



Aerial view of the completed buildings



Close-up of completed cedar shingle work

An adjoining rectory, known as Emerson House, also was part of rehabilitation work. The building's original wood moldings, façade and masonry were restored according to historical details. The Paul Meissner Roofing team removed the existing cedar shakes on the 1,100-square-foot roof area and replaced them with Certi-Last cedar shakes. Copper flashings and details also were replicated and replaced.

A meticulous finish

After an immense amount of effort to ensure every detail was accurate on the historical project, in December 2023, the Paul Meissner Roofing team completed work on Unitarian Universalist Fellowship of Dubuque.



Replicated historical details

“Our craftsmen went to great lengths to recreate the skilled and proper placement and patterns of the wood shingle design and finished details on ridges, valleys and wall flashings,” says Paul Meissner, owner of Paul Meissner Roofing.

In May 2023, the project received several historical preservation awards from the City of Dubuque Historic Preservation Commission, County Historic Commission of Dubuque and Preservation Iowa.

“It was rewarding to be part of something so transforming for the community,” Meissner says. “Every week people stopped by to tell us ‘Great job!’ or yell out their car windows to say, ‘It looks beautiful!’ as they drove by while we worked. We received so many compliments from passersby and other contractors, it was uplifting and I could feel that optimism and pride spread throughout the neighborhood. The Gronen Restoration team are top-notch professionals, and we are honored to have been part of the project team.” 🌟🌟

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



Photos courtesy of Gronen Restoration, Dubuque, Iowa.

Contents of time capsule

Time capsule discovery

While renovating Unitarian Universalist Fellowship of Dubuque, masons from Gronen Restoration, Dubuque, Iowa, discovered a 136-year-old time capsule. A tin box was placed underneath the cornerstone on June 14, 1885, according to documents found inside.

The box contained German publications, including a Sunday school pamphlet; a journal titled “Haus und Herd” (German for Home and Hearth); a Dubuque Sunday Times in broadsheet format; and a letter signed by the church’s secretary, Fred J. Wirth.

Also found inside was a 5-cent piece and a \$5 Wisconsin Territories note endorsed by Wirth. Wirth’s letter mentioned the population of “the beautiful city” of Dubuque at the time was 32,000 and the cost of building the church was \$4,000.

In June 2022, workers uncovered another historical gem: Trompe l’oeil artwork (a painting technique that creates a 3D illusion) on the ceiling of the church. Two years later, in August 2024, the artwork was restored by Historic Surfaces LLC, Grosse Point Park, Mich.

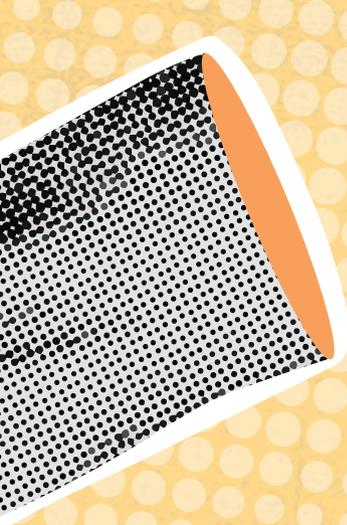


Removing the discovered box



The opened tin box





A practical Assessment

E-Verify has its strengths and weaknesses

by Trent Cotney

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

The U.S. roofing industry has long relied on a mobile, labor-intensive workforce that intersects daily with immigration law. Although federal law does not yet compel every private employer to run new hires through E-Verify, the system is mandatory on covered federal projects and increasingly required by several states. You should become familiar with the principal advantages and risks of E-Verify from a construction law perspective and know how to mitigate exposure while maximizing competitive benefits.

How it works

E-Verify is a web-based portal administered by U.S. Citizenship and Immigration Services that compares information from a new hire's Form I-9 against Social Security Administration and Department of Homeland Security databases. Federal contractors whose agreements incorporate FAR 22.18 must run E-Verify on all employees assigned to the covered contract and on all new hires companywide, a requirement rooted in a 2009 executive order.

At the state level, the patchwork is expanding. California expressly prohibits the state or its subdivisions from requiring private employers to use E-Verify, but as of July 2025, the following jurisdictions obligate most private employers to participate:

- Alabama, Arizona and South Carolina: All private employers
- Florida, North Carolina and Tennessee: Private employers meeting minimum workforce thresholds (25 employees in Florida and North Carolina; 35 in Tennessee)

In Georgia, all public works contractors and every private employer with more than 10 employees must use E-Verify to obtain/renew their business licenses; and in Utah, public works contractors must use E-Verify. In addition, private employers with more than 150 employees must enroll.

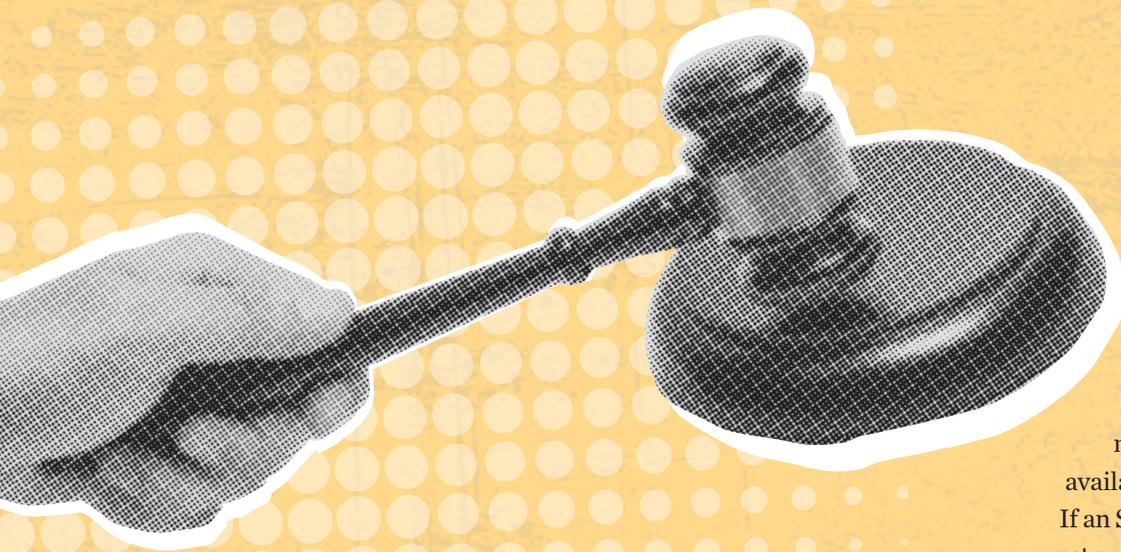
A growing number of states including Colorado, Idaho, Indiana, Oklahoma and Pennsylvania compel the use of E-Verify for state agencies and many public contractors even if private-sector mandates do not yet reach every roofing contractor.

Given this lattice of requirements, multistate contractors cannot assume federal voluntariness translates to local immunity; in some jurisdictions, failure to enroll can trigger license suspension, bid disqualification or even felony charges.

The case for E-Verify

There are several ways E-Verify can help your business.

For instance, you gain contract eligibility and competitive advantage. Compliance is simply the



price of admission on federal work and in numerous state and municipal procurement projects. With government reroofing outlays elevated by post-pandemic infrastructure programs, refusing to adopt E-Verify can exclude a company from lucrative bid lists.

In addition, E-Verify offers a documentary safe harbor. It should be noted E-Verify is not 100% accurate and mistakes can be made. However, when properly used, E-Verify creates a dated transaction record confirming an employer took affirmative steps beyond a good-faith Form I-9 review. Although not an absolute defense, the Department of Justice's Immigrant and Employee Rights Section routinely weighs diligent E-Verify use when assessing whether to file "known" or "should have known" charges.

E-Verify also standardizes hiring workflow. Because the portal enforces field validations (for example, a user cannot upload expired documents or inconsistent name and Social Security number formats), it helps decentralized field offices apply uniform practices. The immediate feedback also reduces inadvertent paperwork errors that commonly surface during Immigration and Customs Enforcement audits.

In addition, many owners, developers and bonding companies increasingly view voluntary enrollment as evidence of a contractor's compliance culture, an intangible benefit that can differentiate bidders without adding material cost.

Risks and drawbacks

But the E-Verify process is not without its problems.

For instance, E-Verify validates documents match government records; it does not confirm the

presenter is the rightful owner. Recent enforcement sweeps have uncovered entire crews whose stolen identities sailed through E-Verify. If you rely exclusively on the system, you risk overlooking the need for visual document inspection and photo-matching when available.

If an SSA or DHS record mismatch occurs, you must provide the employee a "Further Action Notice," pause adverse action and allow up to eight federal business days for resolution. Technical glitches, such as a mismatch outage that occurred this past spring, can extend these timelines and complicate crew mobilization.

E-Verify also can leave a company vulnerable to discrimination exposure. Overzealous attempts to verify a worker's eligibility can violate anti-discrimination rules. Common pitfalls include pre-screening before a job offer, selective use based on perceived ethnicity or premature termination upon a mismatch alert. DOJ's settlement roster shows back pay and civil penalties exceeding \$100,000 per case in the construction sector.

The E-Verify Memorandum of Understanding binds employers to secure personal information and limit access to "designated users." Lax password controls, mobile screenshots or printed material left on clipboards can trigger breach liability under state privacy statutes, especially in California and Colorado where biometric data and driver-license images attract heightened scrutiny.

In addition, small-sized contractors may lack human resources staff to manage account reverifications, rehires within three years and annual E-Verify tutorials. Worse, once a company is enrolled in E-Verify, failure to run any new hire through the process can be construed as conscious avoidance, potentially harsher than never enrolling at all. A 2023 Government Accountability Office report criticized federal agencies for unevenly monitoring contractor compliance, signaling more aggressive audits ahead.

The variance of the law also is a burden. Employers operating in multiple jurisdictions must juggle

DID YOU KNOW?

NRCA offers a wealth of resources to help you address employee immigrant status. Learn more at nrca.net/immigrantlabor.

divergent retention periods, notification templates and penalty structures. Alabama authorizes business-license revocation; Florida imposes fines of \$1,000 per day for noncompliance after a third finding of nonuse within any 24 month period; and Tennessee conducts random audits with a 45-day window to produce evidence of compliance before daily penalties begin. The resulting administrative mosaic rivals multistate sales tax complexity.

Mitigation strategies

To decrease chances of running afoul of the law, you should:

- Develop an “all locations” compliance matrix mapping which divisions, joint ventures and supplier entities fall under federal or state mandates. This should be updated quarterly as headcounts fluctuate.
- Institute dual Form I-9/E-Verify reviews so a second approver audits each submission, confirming Form I-9 Section 2 is complete, document photos match the individual and the case number is recorded.
- Centralize entry or outsource to an E-Verify employer agent so foremen never handle portal credentials.
- Embed anti-discrimination training at orientation and annual safety days, reiterating that no adverse action occurs until a mismatch is fully resolved.
- Adopt incident-response protocols with templated Further Action Notices and logs of contest dates. If a mismatch persists beyond 10 federal workdays, consult counsel before discharging an applicant or employee.
- Layer identity-fraud safeguards, such as bar-code readers, to compensate for E-Verify’s single-factor limitations.
- Document subcontractor flow-down clauses requiring enrollment, weekly verification logs and indemnities covering penalties arising from noncompliance.
- Store Form I-9s and confirmations electronically for the longer of three years after hire

or one year after termination using encrypted repositories that time-stamp edits. Check state laws regarding additional record-keeping requirements.

Looking ahead

Congress is debating the Accountability Through Electronic Verification Act, which would phase in a nationwide mandate and increase penalties for knowingly employing unauthorized labor.

USCIS has rolled out a pilot program, E-Verify+, a single online portal that merges the Form I-9 completion process with the standard E-Verify check, allowing employers to handle both steps in one streamlined workflow with further advancements expected in the future.

E-Verify is neither a panacea nor a minefield; it is a compliance tool whose value depends on disciplined execution. Those who master the system can bid seamlessly across federal, state and municipal projects, document good-faith hiring, and gain reputational capital with customers and regulators alike. Those that enroll casually or unevenly risk discrimination claims, license jeopardy and the embarrassment of ICE raids exposing identity-fraud blind spots.

Many roofing contractors grapple with whether to enroll in E-Verify because the traditional Form I-9 process permits a largely passive approach: You can accept documents that appear genuine and need not dig deeper unless a government agency later intervenes. Adopting E-Verify upends that balance. Once enrolled, you must either dismiss any employee whose work authorization cannot be confirmed or risk criminal liability for knowingly retaining an unauthorized worker. In the current enforcement climate, this is a difficult, high stakes choice for every business. 🌀🌪️

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

PLAY YOUR



CARDS RIGHT

THE ROOFING INDUSTRY REUNITES IN LAS VEGAS FOR NRCA'S 139TH ANNUAL CONVENTION AND THE 2026 INTERNATIONAL ROOFING EXPO®

by Avery Timmons

NNRCA invites all industry professionals to Las Vegas to attend its 139th annual convention and Sarasota, Fla.-based Informa's 2026 International Roofing Expo Jan. 20-22. The convention will be held at the Las Vegas Convention Center, which boasts more than 2.5 million square feet of exhibit space.

"After the overwhelming success of the 2025 IRE in San Antonio, it's exciting to be heading to Las Vegas and its new convention center," says McKay Daniels, NRCA's CEO. "With new products, old friends and some of the best educational sessions in the industry, it's sure to be the event of the year!"

BEFORE THE CONVENTION

The tenth annual National Women in Roofing Days, a conference for multidisciplinary female professionals, will be held in advance of IRE Saturday, Jan. 17, from 2-6 p.m., and Sunday, Jan. 18, from 8 a.m.-5:30 p.m. at the Sahara Hotel. The two-day program offers participants an opportunity to network with peers while learning about the latest business strategies, tactics and secrets to success. Additional information is available at nationalwomeninroofing.org.

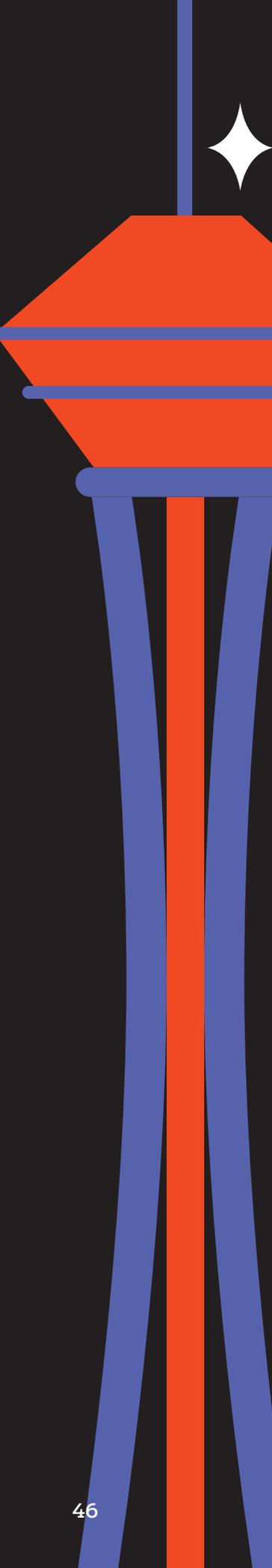
NRCA events begin Monday, Jan. 19, with NRCA's Executive Committee meeting from 8 a.m.-1 p.m. and NRCA's board of directors meeting from 1:30-4 p.m., held at Resorts World. NRCA's Affiliate Executives meeting will take place the following day from 11 a.m.-2 p.m. at the Las Vegas Convention Center.

To ensure roofing professionals attending the expo for the first time will make the most of their experience, a First-Time Attendees Reception will be held Tuesday, Jan. 20, from 4:30-5 p.m. at the terrace of the Las Vegas Convention Center's West Hall, where participants can network with peers and chat with NRCA and IRE staff.

EDUCATIONAL OPPORTUNITIES

Roofing professionals can increase their knowledge and skills by participating in NRCA educational programs during the convention and expo.

On Tuesday, Jan. 20, an NRCA Safety Leadership Workshop will be held from 8 a.m.-4 p.m. Attendees will learn about a variety of safety and health topics including safety culture, legal and regulatory issues.



On Wednesday, Jan. 21, NRCA will hold its Foreman Leadership Training, Level 1, program from 8 a.m.-5 p.m. Field managers and foremen will learn how to manage and lead effectively, work well with all types of people, handle tough situations tactfully and motivate workers to improve job-site productivity.

COMMUNITY SERVICE DAY

IRE's 17th annual Community Service Day will be held Monday, Jan. 19, from 7:30 a.m.-2:30 p.m. Sponsored by Sika® Sarnafil, Canton, Mass., and hosted by IRE and Rebuilding Together® Southern Nevada, volunteers will help renovate and repair the homes of Las Vegas residents in need. A volunteer registration fee will cover the costs of transportation, breakfast, lunch and beverages.

Attendees also can donate to help reach a goal of \$10,000 to fund home repairs and spread the word about Community Service Day. To volunteer or make a donation, visit theroofingexpo.com/en/events.html or contact Brandi McElhaney, Informa's senior conference manager, at brandi.mcelhaney@informa.com.

AT THE EXPO

On Tuesday, Jan. 20, a guest speaker will give the keynote address from 9:30-10:50 a.m. at the Las Vegas Convention Center.

The EmpowerAll Together Reception will be held Tuesday, Jan. 20, from 4-5 p.m. Attendees can connect with industry leaders and peers to celebrate unity in the roofing community.

A welcome party will be held at the terrace of the Las Vegas Convention Center's West Hall Tuesday, Jan. 20, from 5-7 p.m. Guests are invited to relax and connect with friends and peers while enjoying drinks and appetizers.

During the trade show, NRCA staff and members will be at NRCA Booth 2345 to speak about the benefits of NRCA membership and offerings.

ROOFPAC

On Monday, Jan. 19, ROOFPAC, NRCA's political action committee, will host its fundraising event from 4:30-6:30 p.m. Attendees are invited to enjoy a cocktail reception and live auction with opportunities to bid on vacations, artwork and more.

ROOFPAC's annual silent auction will be held Tuesday, Jan. 20, from 11 a.m.-5 p.m. and Wednesday, Jan. 21, from 11 a.m.-4 p.m. Participants can view silent auction items at NRCA Booth 2345 and place bids via roofpac26.givesmart.com. All proceeds will support ROOFPAC. For more information and to register, contact Teri Dorn, NRCA's director of political affairs, at (202) 510-0929 or tdorn@nrca.net.

STUDENT COMPETITION

The Roofing Alliance's 12th annual Construction Management Student Competition will be held Wednesday, Jan. 21, from 8-11:30 a.m. where five finalist teams selected by the competition's judges will have 15 minutes each for oral presentations. The Cannery Casino and Hotel has been selected as this year's student project. The competition is designed to challenge students' roofing knowledge, construction management skills, time management, and organizational and presentation skills.

HONORS AND AWARDS

Join NRCA in recognizing the recipients of the roofing industry's most prestigious awards during NRCA's Industry Awards and Celebration Wednesday, Jan. 21, from 5-7 p.m.

During the ceremony, the winning teams of the Roofing Alliance's Construction Management Student Competition will be announced and NRCA's Future Executives Institute—Class 11 will graduate after meeting twice during the week and completing their three-year-program.

A highlight of the event will be the presentation of the industry's top awards: NRCA's J.A. Piper Award; NRCA's John Bradford Volunteer

Registration information:

For more information and to register for NRCA's 139th Annual Convention and the 2026 International Roofing Expo,[®] contact IRE's Registration Customer Service team at (866) 860-1970 or (224) 563-3147 for individuals outside the U.S. You also can visit IRE's website, theroofingexpo.com.

For more information about NRCA events and classes, contact the following:

- **NRCA convention events and the Roofing Alliance:** Alison L. LaValley, CAE, NRCA's vice president of strategic initiatives and partnerships and the Roofing Alliance's executive director, at (847) 493-7573 or alavalley@nrca.net
- **Workforce development:** Amy Staska, NRCA's vice president of workforce development, at (847) 493-7566 or astaska@nrca.net
- **ROOFPAC:** Duane Musser, NRCA's vice president of government relations, at (202) 400-2592 or dmusser@nrca.net

Award; the CNA/NRCA Community Involvement Award; NRCA's Gold Circle Awards; and the Roofing Alliance's Most Valuable Player Awards.

The J.A. Piper Award was established in 1947 to honor former NRCA President J.A. Piper's extraordinary efforts to keep the association alive during the Great Depression. The award is presented annually to a roofing professional who has demonstrated outstanding service to NRCA and the industry. Previous winners have included NRCA presidents/chairmen of the board, committee members and other professionals who have dedicated their lives to advancing the industry.

Established by NRCA's Awards Committee and named after a former NRCA president, the John Bradford Volunteer Award will be presented to a roofing industry professional who has demonstrated exceptional volunteerism with NRCA and in his or her community.

The annual CNA/NRCA Community Involvement Awards, a collaboration between CNA Insurance, Chicago, and NRCA, recognizes charitable works performed by NRCA contractor member companies between Jan. 1 and Oct. 1, 2025. The winning charity will receive \$7,500; a second-place winner will receive \$5,000; and a third-place winner will receive \$2,500. A People's Choice winning charity selected via online voting will receive \$1,500.

NRCA's Gold Circle Awards honors members

for their outstanding contributions to the industry in the form of unique roofing projects, programs and services. The 2025 award categories include Outstanding Workmanship and Innovative Solutions.

The Roofing Alliance's MVP Awards recognize roofing professionals who achieve work-related and personal goals to which others aspire. Recipients are recognized for their outstanding performance/leadership and community involvement. One MVP Awards winner will be named *Professional Roofing's* Best of the Best—an elite recognition co-sponsored by *Professional Roofing* magazine and OMG[®] Roofing Products, Agawam, Mass.—and will be featured in an article in *Professional Roofing*.

All convention and expo attendees are invited to the ceremony to honor the winners and enjoy a cocktail reception during which complimentary beer, wine, soft drinks and hors d'oeuvres will be provided. The event is free though advance registration is requested.

DON'T MISS IT!

You won't want to miss out on learning about roofing industry advancements and connecting with other professionals during NRCA's 139th Annual Convention and the 2026 IRE. 📍🌟

AVERY TIMMONS is *Professional Roofing's* editorial assistant.

MANUFACTURER NEWS

GAF announces new business unit

GAF, Parsippany, N.J., has announced the creation of a new business unit, Specialty Products and Services, which will bring together granules, glass mat and transportation.

Specialty Products and Services will include SGI, Standard Logistics and Glass Mat operations. All three will continue to operate autonomously, but it is expected stronger alignment will offer the potential for new growth opportunities and the ability to deliver a one-stop-shop customer experience.

Justin Dunlap, who previously served as the president of SGI, has been appointed president of the Specialty Products and Services business; Abdallah Simaika will succeed him as president of SGI.

Additionally, GAF recently collaborated with Acme Home Exteriors, Lansing, Mich., and Habitat for Humanity Capital Region to provide a new roof to Lansing Intentional Communities, a Lansing-based community program dedicated to empowering adults with disabilities.

Acme Home Exteriors installed the new roof with materials donated by GAF. The collaboration is part of GAF's social impact initiative, GAF Community Matters, which is focused on making a positive difference as neighbors and partners in the community.

IKO launches sustainability program

IKO, Wilmington, Del., has launched Beyond,[™] a sustainability program designed to integrate responsible practices across the company's entire value chain.

IKO also has launched its Beyond website, ikobeyond.com, a central hub for the company's sustainability information, initiatives and resources.



EagleView expands drone solution

EagleView, Rochester, N.Y., has announced enhancements to its EagleView Assess[™] drone solution including photo capture and anomaly reports for multi-faceted roofs and large buildings.

Other enhancements include test square controls, underwriting report options, smarter image management, richer data context and high-resolution visuals.

The program is available at eagleview.com/assess.

Elevate[™] announces award winners

Elevate, Nashville, Tenn., has announced the winners of its 2025 Elevate Excellence Awards program. The program honors commercial roofing projects that exemplify quality, innovation, sustainability and community effects across North America.

The following were honored at the 2025 Master Contractor event:

- **Architectural excellence:** Herzog Roofing, Detroit Lakes, Minn., for Alerus Center, Grand Forks, N.D.
- **Community service:** NRCA member Empire Roofing Corp., Windsor, Ontario, Canada, for The Safety Village, Windsor
- **Durability:** NRCA member Douglass Colony Group, Commerce City, Colo., for Molson Coors Brewery, Golden, Colo.
- **Sustainability:** NRCA member Grupo CUBIMSA, Chihuahua City, Chihuahua, Mexico, for Mexico's Mega Distribution Hub, Mexico City

Photos of the 2025 Elevate Excellence Awards projects are available at holcim.elevate.com.



DISTRIBUTOR NEWS

ABC Supply partners with Leap CRM

ABC Supply Co. Inc., Beloit, Wis., has partnered with Leap CRM, a customer relationship platform for roofing workers and remodelers. Within Leap CRM, contractors can browse ABC Supply's full catalog, check branch-level pricing and place verified orders.

Additionally, the company has acquired Exterior Home Products LLC, a family-run business in Columbus, Miss., and opened new locations in Houston; Owensboro, Ky.; and Rogers, Minn.



GET IN THE GAME

Visit **NRCA Booth 2345** for game-changing ideas for your business. Save up to \$1,000 with our exclusive IRE new member discount—and win big!

JOIN US!



nrca.net/member-benefits

A.C.T. Metal Deck Supply opens new location

A.C.T. Metal Deck Supply, Aurora, Ill., has opened a new location in Memphis, Tenn. The new warehouse is the company's second location in Tennessee; the company now has 16 distribution centers.



Stormseal available through SRS Distribution

SRS Distribution Inc., McKinney, Texas, has partnered with Stormseal and made the product available through its company.

Resistant to punctures, wind uplift and fire, Stormseal is a polyethylene film that heat-shrinks to cover damaged structures.



CONTRACTOR NEWS



Former NRCA chairman of the board passes away

John Gooding, chairman of **GSM Roofing**, Ephrata, Pa., and a former NRCA

chairman of the board, passed away Sept. 7. He was 80.

Gooding earned an associate's degree in administration and accounting from Goldey-Beacom College in Delaware and was later awarded an honorary doctor of public service degree from Thaddeus Stevens College of Technology, Lancaster, Pa.

After serving in the U.S. Army in Vietnam, Gooding joined the family business, GSM Roofing (formerly Gooding Simpson and Mackes Inc.), which his father founded in 1946. Under his leadership, the company grew into a respected regional roofing contractor known for its integrity and craftsmanship.

In addition to serving as NRCA's chairman of the board in 2003-04, Gooding served as NRCA chairman of the board—elect from 2002-03; vice chairman from 1997-1999; and as a director from 1989-92, 1994-96 and 1999-2002. He has been a member of many committees, serving as chairman of the Affiliate Relations

Committee, Budget and Finance Committee, Convention Committee, Exhibitor Advisory Committee, Health and Safety Committee, Industry Advisory Board, Insurance Board of Governors and International Relations Committee, among other committees. He also served as president of the Roofing Alliance in 1999.

In 2016, Gooding was awarded the prestigious J.A. Piper Award, presented to one roofing professional per year for exceptional and sustained service to NRCA and the industry.

Gooding also was dedicated to community service and philanthropy through the Gooding Group Foundation and other charitable endeavors. He and his wife, Mary, were lifelong members of Highland Presbyterian Church where Gooding held various volunteer leadership roles. He actively participated with the Boy Scouts of America, serving as a leader with Troop 99. He also sat on the board of Thaddeus Stevens College of Technology and devoted his time to the High Center for Family Business, where he later was inducted into its Hall of Fame.

Gooding was preceded in death by his parents, J. Fred and Fern S. Gooding; his wife, Mary Gooding; and his brothers,

William "Bill" Gooding and Edward Gooding. He is survived by his fiancée, Mary Hayes; his sister, Virginia Nickel; his sons, Russ Gooding (Stephanie), Reed Gooding (Michelle) and Will Gooding (Kristyn); and his grandchildren, Angus, Drake, Alex, Mackenzie, Zoe, Parker, Payton, Grayson, Ella, Adalyn and Hunter.

Memorial contributions may be made to the Alzheimer's Association at act.alz.org, Highland Presbyterian Church at highlandpc.org or the Roofing Alliance at roofingalliance.net.

Crowther Roofing & Cooling acquires property

Crowther Roofing & Cooling,

Fort Myers, Fla.,

has acquired an

adjacent prop-

erty at its Fort Myers location. The expansion will provide additional space for operations, equipment storage and future growth initiatives, reinforcing the company's long-term commitment to serving the region.





ARE YOU READY TO PLAY?

Spin your way to fabulous prizes at **NRCA Booth 2345**.

Prizes include:

- 🎮 Nintendo Switch™ 2 + Mario Kart™ World
- 🎮 The Nintendo Entertainment System™ Classic Edition
- 🎮 Atari 2600+ PAC-MAN Edition

SEE YOU THERE!



nrca.net

EVENTS

NOVEMBER

11-12

Fall-protection Trainer Course for Roofing

NRCA
Elgin, Ill.
Contact: Rich Trewyn, NRCA's director of enterprise risk management
(847) 493-7575 or rtrewyn@nrca.net
nrca.net

13

CERTA Train-the-trainer

NRCA
Elgin, Ill.
Contact: NRCA's Customer Service Department
(866) ASK-NRCA (275-6722) or info@nrca.net
nrca.net

DECEMBER

3

Roofing Industry Fall Protection from A to Z

NRCA
Itasca, Ill.
Contact: NRCA's Customer Service Department
(866) ASK-NRCA (275-6722) or info@nrca.net
nrca.net

4

Foreman Management Training

NRCA
Itasca, Ill.
Contact: NRCA's Customer Service Department
(866) ASK-NRCA (275-6722) or info@nrca.net
nrca.net

5

Foreman Leadership Training, Level 1

NRCA
Itasca, Ill.
Contact: NRCA's Customer Service Department
(866) ASK-NRCA (275-6722) or info@nrca.net
nrca.net

10

Virtual CERTA Train-the-trainer

NRCA
Online
Contact: NRCA's Customer Service Department
(866) ASK-NRCA (275-6722) or info@nrca.net
nrca.net

JANUARY

20-22

NRCA's 139th Annual Convention

NRCA
Las Vegas
Contact: NRCA's Customer Service Department
(866) ASK-NRCA (275-6722) or info@nrca.net
nrca.net

20-22

International Roofing Expo®

Informa Markets
Las Vegas
Contact: Informa Markets
(800) 684-5761 or info@theroofingexpo.com
theroofingexpo.com

FEBRUARY

4

Virtual CERTA Train-the-trainer

NRCA
Online
Contact: NRCA's Customer Service Department
(866) ASK-NRCA (275-6722) or info@nrca.net
nrca.net

24-27

International Study Tour/ DACH+HOLZ Show

DACH+HOLZ
Cologne, Germany
Contact: DACH+HOLZ Visitor Service
besucher@dach-holz.com

25-26

NRCA's Virtual Qualified Trainer Conference

NRCA
Online
Contact: Crystal Wukovits, manager of NRCA University
(847) 493-7526 or cwukovits@nrca.net
nrca.net



NRCA NEW MEMBERS

**ARCHITECTS/ENGINEERS/
CONSULTANTS**

Atomic Consulting & Engineering, Melbourne, Fla.
J.S. Held, Mandeville, La.
ShouDesign LLC, Colorado Springs, Colo.

CONTRACTORS

2nd to None Construction LLC, Kingman, Ariz.
All Area Roofing Inc., Tampa, Fla.
Amend Roofing LLC, Buford, Ga.
American Men Roofing, River Ridge, La.
ARRI & CM General Contractors LLC, Beverly Hills, Calif.
Bill's Roofing CNY LLC, Stittville, N.Y.
Blue Monkey Roofing, Lafayette, La.
B-Raines Slate & Solar Roofing, Clayton, Mo.
Branded Roofing and Construction, Fort Worth, Texas
BRAX Roofing, Gaithersburg, Md.
Brink Roofing, Erie, Pa.
Cambron Roofing & Waterproofing Inc., Goleta, Calif.
Cast Capital Contracting and Development PLLC,
Chicago
Cornerstone Roofing & Construction, Lafayette, La.
COS Ventures LLC d.b.a. Stronghold Ext., Troy, Mo.
Cox Roofing, Zionsville, Ind.
Dreamland U.S.A. Inc., Miami Lakes, Fla.
Emerson Enterprises Unlimited LLC, Lenexa, Kan.
EverRoofing, Lakewood, N.J.
FSH Construction LLC, Durham, N.C.
FSR Roofing Contractors Inc., Vienna, Va.
Greentek Property Solutions, Thonotosassa, Fla.
Intercontinental Build LLC, Washington, D.C.
Josall Syracuse Inc., Syracuse, N.Y.
Latitude 26 Construction LLC, Miami
Llagua Roofing LLC, Austin, Texas

Lobo Metal LLC, Palm Springs, Fla.
Midwest Coating Inc., Topeka, Kan.
Midwest Roofing and Concrete, Lena, Ill.
Milroy Construction Inc., Mountain View, Calif.
Neighbor's Choice Roofing, Dade City, Fla.
Panelclad Structures, Visalia, Calif.
Pioneer Roofing Co., San Diego
Precision Roofing Solutions, Tampa, Fla.
Priority Roofing, Dallas
Quality Roofing Solutions, Mena, Ark.
Ram Roofing Solutions LLC, Gray, La.
Reign Roofing, Richmond, Texas
Revolution Roofing, Moody, Ala.
Roof Service Providers, Santa Ana, Calif.
Roofing Ozarks Inc., Nixa, Mo.
Roofmasters of California LLC, Suisun City, Calif.
Sancen Contracting, Plano, Texas
Sentry Metals LLC, North Venice, Fla.
Stec Roofing S&G Inc., Naperville, Ill.
SWP Commercial Ltd., Wellington, New Zealand
United Exteriors Group, Columbus, Ohio
XPRO Elite LLC, Franklin, Ohio
Z Proof Tech, Islamabad, Pakistan

MANUFACTURERS

Gulf Seal, Riyadh, Saudi Arabia
USG Corp., Chicago

SERVICE PROVIDER

Answering Service Care, Margate, Fla.



NRCA has released its 2024-25 annual report.

Available at nrca.net, the report highlights NRCA's activities and accomplishments during the year, including significant statistics, photos, and NRCA's offerings and initiatives.

115
AVERAGE DAYS

The average number of days construction workers were out of work because of workplace injuries during the past five years

Source: *The Travelers Injury Impact Report*

Learn about emergency response and crisis management planning on **page 24**.



Former President Ronald Reagan was the keynote speaker during NRCA's annual convention in 1978 in Las Vegas.

To read about NRCA's 139th Annual Convention and the 2026 International Roofing Expo,[®] go to **page 44**.



During a recent NRCA Power Hour, Trent Cotney, NRCA general counsel and partner and construction team leader at Adams & Reese LLP, Tampa, Fla., discussed issues affecting the current legal landscape for roofing professionals.

Watch the Power Hour recording at nrca.net/education and read about the advantages and risks of using E-Verify from a construction law perspective on **page 40**.



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JANUARY 20-22, 2026

Las Vegas Convention Center | West Hall

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