



# P | R

PROFESSIONAL ROOFING

## VISIONARY PLAYBOOK

Chad Collins is NRCA's new  
chairman of the board



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# Is ambition burning you out?

Taking stock of what motivates you is crucial to long-term success

by Ambika Puniani Reid



Through perseverance, will and ambition, you have taken the helm of a successful roofing company that is well-respected in your community and among your workforce. But the drive that got you to this point seems to be waning, and rather than feeling energized, you feel exhausted by the very idea of being successful. Sound familiar?

This feeling is widespread among top performers, according to the *Harvard Business Review* article “When your ambition starts to exhaust you,” by Rebecca Knight.

Amy Wrzesniewski, an organizational psychologist and professor at the Wharton School of the University of Pennsylvania, Philadelphia, told Knight: “If your success has always depended on enormous effort and energy, and suddenly you can’t sustain that anymore, it’s terrifying. But instead of beating yourself up about what used to work, put that energy toward understanding why things have changed.”

Wrzesniewski says you should ask yourself a few questions:

1. *Is this an engine problem or a fuel problem?* Knight writes “an engine problem means the machinery (in other words, your body) is older. You still love the work, but recovery takes longer, and the horsepower isn’t there. ... A fuel problem is different. The engine parts are fine, but what’s powering it has changed.”
2. *Am I chasing the next achievement or doing work that matters to me?* Some folks see work as strictly a means to financial success; some focus their careers on advancement and promotion. But those who view work as a calling have higher overall satisfaction and greater likelihood of sustaining ambitious goals.
3. *Whose standards am I living by?* Knight says leaders “often internalize unrealistic expectations from demanding clients ... then hold [themselves] to a bar that’s higher than what anyone actually requires.”
4. *When am I most energized at work—and what would it take to build my role around that?* Knight suggests leaders identify what’s worth their energy. Do you enjoy being a mentor? Do you thrive in strategic planning sessions? She says crafting a job to make it more engaging and meaningful is necessary.

Focusing on what you truly want and what matters to you now can help you realign your expectations and re-energize you for what is ahead. 🌀🌟

*Ambika*

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

## CLOSE-UP

In April, roofing professionals united on Capitol Hill to attend NRCA's annual Roofing Day in D.C. to advocate on behalf of the industry.

This year, there were 200 registrants representing 33 states. Attendees participated in 158 meetings with members of Congress and/or their staffs and advocated for solutions to workforce challenges and affordable housing.

Thanks to Roofing Day in D.C. participants, NRCA continues to establish and strengthen long-term relationships with lawmakers in Congress that help achieve important policy goals for the roofing industry.

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





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‡As of March 2026. See TAMKO's HailGuard™ Extended Limited System Warranty for complete terms and details.

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**Mission:** *Professional Roofing* provides cutting-edge content, valuable insight and innovative ideas to help roofing professionals succeed.

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# WHERE COLOR COMES TO LIFE

## Introducing Evergreen Mist

Step into the tranquil beauty of a mist-covered garden path with the Owens Corning 2026 Shingle Color of the Year, Evergreen Mist. Inspired by serene mornings surrounded by fresh greenery and crisp morning air, this TruDefinition® Duration® Designer Shingle features a rich, vibrant palette creating a natural harmony. Explore Evergreen Mist and its possibilities at [shinglecoloroftheyear.com](http://shinglecoloroftheyear.com)

SEE EVERGREEN MIST  
IN PERSON AT FRSA 2026  
BOOTH #829



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## Eyewear made for women



**Brass Knuckle®** has designed Brass Knuckle Dawn and Brass Knuckle Pink Grasshopper, eyewear built for the realities of construction job sites and physically demanding work environments while offering a fit intended to better suit women.

Reportedly ANSI-rated for durability, the Dawn combines refined design with job-site performance.

The Pink Grasshopper was engineered to help block out dust and debris without sacrificing comfort or versatility. A soft ethylene-vinyl acetate foam dust gasket with integrated air-flow channels seals the space between the frame and face while remaining breathable. The gasket is removable, allowing for quick conversion to a standard safety glass. Fully dielectric construction eliminates metal components for enhanced safety.

[brassknuckleprotection.com](http://brassknuckleprotection.com)

## Construction waste simplified

**Iron Bull Manufacturing** has introduced construction hoppers for collecting and easily disposing of construction waste. The hoppers include forklift pockets and are said to be durable enough for wood waste, rebar, concrete blocks, dry-wall and other waste generated on construction sites. Several models are available.

Self-dumping models provide easy storage and transferring and dumping of materials on job sites. They are available in capacities from 1/2 to 12 yards or 1,000 to 7,000 pounds.

Bottom-drop hoppers in single- or double-door configurations maximize available space for waste collection. Available in capacities of

1,000 pounds or more, the bottom-drop functionality makes it ideal for gravel, sand and other loose material.

Skid steer dump hoppers allow for quick attachment to a skid steer coupler, making them ideal for any job site where skid steers are used.

Pickup truck and trailer hoppers can be transported in the back of a pickup or on a trailer and offer a cost-effective alternative to renting a dumpster for smaller construction sites.

Optional Push-n-Dump or Dump-from-Seats are available for all models, allowing an operator to quickly and easily dump from the safety of a forklift seat.

[ibullmfg.com](http://ibullmfg.com)



## Tools designed for safety

**Dewalt®** has announced three new additions to its ATOMIC™

20V MAX\* lineup: the 4-inch Cut-Off Tool, the 3-inch Cut-Off Tool and the Extended Die Grinder. These tools are engineered for tough metalworking applications in narrow or confined workspaces while delivering optimal performance, versatility and user safety.

The ATOMIC 20V MAX 4 In. Cut-Off Tool is reportedly the industry's first battery-operated 4-inch extended cut-off tool. Designed with a 44% smaller gearcase height, it is said to deliver comparable power to 0.9 HP-rated pneumatic 4-inch extended cut-off tools and is 28% lighter than competitive tools. A rotating guide provides 11 positions to help optimize cuts in a wide range of angles.

The ATOMIC 20V MAX 3 In. Cut-Off Tool reportedly has 78% more power than 0.5 HP-rated pneumatic 3-inch cut-off tools. Its compact size allows for one-headed operation and includes a rotating guide in 11 positions.

The ATOMIC 20V MAX Extended Die Grinder has a 35% slimmer neck for ideal ergonomics and offers up to 20% more power than 0.5 HP-rated pneumatic die grinders. Its 1/4-inch collet is compatible with a wide range of accessories.

[dewalt.com](http://dewalt.com)



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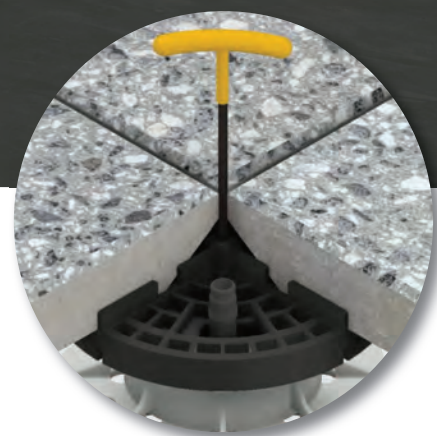


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## NEW IDEAS

### Expanded edge metal offerings

**MuleHide** has expanded its offering of edge metal products for use in single-ply, polymer-modified bitumen, built-up roofing and metal roof systems.

Nailer-T replaces wood nailers at the roof perimeter and is said to increase a roof's structural integrity while reducing the risk of failure. The Nailers-T reportedly protects a roof system from damage and creates an opportunity to boost a roof's energy efficiency. It can be used in TPO, EPDM, PVC and metal roofs.

In addition, eight new extruded fascia products securely terminate single-ply membranes, polymer-modified bitumen membranes and built-up roof systems, said to provide protection from wind-uplift damage while adding to a roof's aesthetics.

The products are engineered for quick and easy installation and are available in a range of sizes, cover materials, finishes and other options to provide flexibility. [mulehide.com](http://mulehide.com)



### New colors for shingles

**Atlas Roofing Corp.** has enhanced solar reflectivity performance across its Pinnacle® Sun shingle line.

The updated lineup features increased Solar Reflectance Index values across all cool color offerings, representing an overall improvement of about 15%-25% depending on the color.

In addition, Atlas Roofing has introduced Cool Oyster, a new color with an SRI rating of 22. This addition pairs high solar reflectivity with a cool gray, providing a versatile option to balance performance and style. [atlasroofing.com](http://atlasroofing.com)



### Work boots for every day

**Georgia Boot** has created the USA Wedge, a line of work boots available in 6- and 8-inch lace-up silhouettes. The USA Wedge delivers versatile wear from long days on the job to weekend fun.

The USA Wedge is made in the U.S. with U.S. and globally sourced components. Each pair features Georgia Boot's premium SPR™ leather, offering three times the strength and 2 1/2 times the abrasion resistance of traditional leathers while deferring caustic chemicals and acids commonly found in agricultural and industrial environments. Combining Goodyear® welt construction, a Poly Wedge ULTRA outsole and a cushioned insole, the USA Wedge is said to provide lasting durability, trusted traction and all-day comfort.

[georgiaboot.com](http://georgiaboot.com)



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## Kids in the hole

We need to re-evaluate the college experience and its promises

by McKay Daniels

**M**y wife and I recently started touring colleges with our oldest child and will likely be doing it “All Summer Long.” It’s been quite eye-opening and much more of a production since I went to school decades ago. “*We didn’t have no internet; but man, I never will forget ....*” It’s much more complicated, intense, competitive and costly than back then!

Our soon-to-be 18-year-old told us he’s looking at pulling a Kid Rock “Cowboy,” packing up his game and heading out West, but we are trying to show him different options and expand his aperture. The broadening of horizons doesn’t just include regions of the country but entire career trajectories; the trades being a sizable part of the conversation.

Sitting through a few rounds of colleges pitching themselves has been a bit depressing and alarming. Some explicitly focus on preparing students for a future by touting their job placement rates, average salaries post-graduation and how their graduates are poised to (hopefully) succeed at what they are passionate about.

Other schools seem to emphasize the enlightening or growing experience a student will have but not necessarily what comes next. As a self-described heartless fiscal conservative that had to pay my own way through college, I admittedly relate more to the first pitch versus the latter.

I couldn't help but think several schools weren't telling the complete "Picture" "*where everyone knows but they won't tell. But their half-hearted smiles tell me something just ain't right.*" The headlines and narratives have been brutal for new college grads in recent years, yet the schools don't seem to acknowledge it—and society is only beginning to.

We are educating hundreds of thousands of young people for careers that don't exist or are increasingly declining. We are setting them up to have a wonderful four years but then a miserable four-plus decades afterward, often loaded with debt they can't afford to pay or that forces them to delay moving on with life.

Recent data from the Department of Education reports nearly 25% of the 43 million Americans with federal student loans are significantly behind in their loan payments. And at the end of 2025, 7.7 million of them had defaulted on \$181 billion in loans. The delinquency and default rate was the highest it's been since the government began keeping track. This is not stewardship or guidance. It is exploitation. "Only God Knows Why" adults explicitly tasked to help minors would push them into this financial and life path. Adulthood is hard, but it's even more difficult when you are starting in the hole.

This isn't "*set up shop at the top of Four Seasons ... with the top let back and the sunshine shining*" and "*singing Sweet Home Alabama all summer long.*" These kids run into the buzzsaw of reality

moments after their caps and gowns are back in the closet.

I spoke with some younger graduates recently, and they talked about how they sent out hundreds of resumes and looked for more than a year before finding work in their fields. Some still haven't.

I also spoke to a parent who works for a roofing company. Her son graduated more than a year ago and is still unemployed. I asked whether he had considered working for her company and she said he was still hoping to find something in computer science. "*He feels like number one, but he's last in line.*"

I recently rewatched a John Mulaney comedy special where he spent a few minutes succinctly summing up his college ROI and the issue at hand. A portion of it went: "What is college? ... Because I went to college, and I have no idea what it was. ... College was like a four-year game show ... but instead of winning money you lose \$120,000. By the way, I agreed to give them \$120,000 but I was 17 years old with no attorney present ... that's illegal! They tricked me! They pulled me out of high school ... and two guys in clip-on ties are like 'Come on, son, do the right thing, sign here and you'll be in English major.' I was like, OK. ... Yes, you heard me ... an English major! I paid \$120,000—how dare you clap for the worst financial decision I ever made in my life—I paid \$120,000 for someone to tell me to go read Jane Austin ... and then I didn't!"

Some may say "*it's all good, and it's all in fun*" and those four years are special and wonderful. They are not entirely wrong, but then kids are potentially stuck back in parents' basements with mountains of debt saying: "*Somehow I know there's more to life than this. You [are supposed to] get what you put in and people get what they deserve. Still I*

*ain't seen mine. I've been giving, just ain't been getting ... [I'm still looking for the payback]."*

As an industry, we can and need to step into this growing void for the good of our industry and, ultimately, the youth coming into this industry. I spoke about this during the 2026 International Roofing Expo® and repeat the refrain whenever I'm able. There are able-bodied workforce prospects out there, and we need to be going after them. It won't solve all the industry's workforce issues (immigration reform is still necessary), but it can address some. As these young adults increasingly look for alternatives to ivy-covered college walls and student loans larger than many mortgages, shame on us if we don't tell them our story.

You all make sales pitches to customers daily. You actively tell people why they should choose you for your service or product. Similarly, the industry also must actively tell people why they should choose us, choose you, for their careers.

Folks are willing to listen. Lumina Foundation and Gallup recently partnered on research that stated 26% of vocational students transferred to a vocational school because of their concerns with AI and job prospects in the future. In a separate national survey, Gallup found only 27% of college graduates stated now is a good time to find a job, the lowest since coming out of the Great Recession.

Parents, counselors, teachers and society are waking up to alternative ways to achieve the American Dream. Let's help them along. NRCA is doing it broadly and has resources to help you (see [careersinroofing.com](http://careersinroofing.com)), but it takes contractors on the ground to close the deal.

In 1964, Manfred Man sang, "*Do wah diddy diddy dum diddy do.*"

In 1998, Kid Rock sang, “Bawitdaba, da-bang, da-bang, diggy.” Both catchy. Both fun. But like college today, neither probably make any sense to most. But if it’s the only song playing, it’s the only song kids are hearing. Let’s help them turn the dial.

SkillsUSA,® a competition among students in high school or trade schools, just wrapped up its latest national championship in roofing. There were about 15,000 attendees in Atlanta for the national skills competition. The students, teachers and career counselors involved with SkillsUSA are wanting to talk with you. They are looking for contractors willing to recruit young people and give them careers.

If you’d like to learn more, email Amy Staska, NRCA’s vice president of workforce development, at [astaska@nrca.net](mailto:astaska@nrca.net) and tell her you are willing to work a bit to find workers versus waiting, hoping or praying for them to spontaneously knock on your door. The college ivory tower is getting a bit tarnished. Let’s blow the roof off it. 🌩️🔧

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## Construction spending fell in January

According to the Associated Builders and Contractors, nonresidential construction spending decreased 0.3% in January and is up 1% compared with January 2025.

In public construction, spending was up 0.6% in January and is up 4.5% year to date. Private nonresidential spending decreased 0.4% in January and is down 3% year to date. Spending was down for the month in nine of the 16 nonresidential subcategories.

“Private nonresidential construction spending contracted for the fourth consecutive month in January and is now down 8% from the December 2023 all-time high,” says ABC Chief Economist Anirban Basu. “While harsh winter weather likely bears some blame, the major issue is the ongoing decline in computer/electronic manufacturing construction. With CHIPS Act-incentivized megaprojects wrapping up, spending in that subcategory is down nearly 40% over the past 18 months.

“With the exception of data centers, which saw another 2% jump in spending during January, there are few sources of momentum to offset the precipitous decline in manufacturing construction activity,” Basu continues. “While ABC’s Construction Backlog Indicator rebounded slightly in February, rising 0.1 months from January’s four-year low, it may be a difficult first half of 2026 for many contractors.”

## NRCA elects new officers and directors

NRCA elected its 2026-2027 slate of officers and directors.

Chad Collins, executive vice president of Roofing Corp of America, Atlanta, was elected chairman of the board. Sherri Miles, vice president of J.D. Miles & Sons Inc., Chesapeake, Va., and president of Miles Roofing Inc., Chesapeake, was elected chairman of the board-elect (see “Visionary playbook,” page 28).



Sherri Miles and  
Chad Collins

Michelle Boykin, branch manager at Weather Shield Roofing Systems, Pensacola, Fla.; Scott Kawulok, vice president of B&M Roofing of Colorado Inc., Frederick; and Lynn Price, president of Dryspace, Cedar Rapids, Iowa, were elected vice chairmen for two-year terms. Jean-Paul Grivas, vice president of Ray Nolan Roofing Co. Inc., Louisville, Ky.; Paige Harvill, corporate projects manager at Nations Roof LLC, Mobile, Ala.; and Diana Petersen, director of administration at Red Point Roofing LP, Orange, Calif., were elected as vice chairmen for a one-year term.

Additionally, the following were elected as new NRCA directors:

- Greg Arnold, president of Nations Roof, West Haven, Conn.
- Matt Atkinson, general manager of Bone Dry Roofing, North Charleston, S.C.
- Alexandra Chacon, division manager at Construction Link Outsourcing, San Jose, Costa Rica
- Eric Dosch, vice president of Schwickert’s Tecta America LLC, Mankato, Minn.
- Heidi Ellsworth, president and CEO of The Coffee Shops, Sister, Ore.
- Bryson Galloway, vice president and general manager of Barr Roofing Co., Abilene, Texas
- David Hesse, executive vice president of Kalkreuth Roofing & Sheet Metal, Frederick, Md.
- Anthony Kahny, president and COO of Deer Park Roofing LLC, Cincinnati
- Josh Kelly, senior vice president of business development at OMG Inc., Agawam, Mass.
- Gregory Malcolm, owner of IronShore Contracting LLC, Baltimore
- Jonathan Reader, manager of R&B Roofing LLC, Garland, Texas
- Tim Stephens, vice president of operations at Architectural Sheet Metal Inc., Orlando, Fla.

## Negative feedback can make or break a workplace

Negative feedback can be a difficult thing to give out but is ultimately helpful when given constructively. However, if that negative feedback is given in a destructive manner, it can have lasting emotional effects on employees, hurting performance rather than improving it.

A *Harvard Business Review* survey showed 81% of full-time U.S. employees have experienced destructive feedback, and 78% of those employees described feedback so hurtful they could recall it vividly years later.

Destructive criticism often presents itself as negative feedback with no corrective instructions; false or unfair criticism; dismissiveness or contempt; character attacks; or public shaming. Receiving strong negative feedback can make people question their abilities; cause them to leave the company; destroy their view of the company or its culture; and ultimately hurt their career growth.

*Harvard Business Review* shared the following practices for preventing deconstructive criticism and promoting constructive feedback.

- **Set clear guardrails for criticism.** Leaders must explicitly state criticism should not humiliate, shame, punish or attack someone's character. This reduces ambiguity and sets expectations that feedback should be delivered in a constructive way. Train leaders to identify a specific behavior, explain why it matters and outline clear steps.

- **Slow down the moment of feedback.** Many destructive comments are made spontaneously and during moments of frustration. Leaders should pause and ask themselves whether they are reacting to a person or responding to a behavior, and whether the employee will leave the discussion with clear next steps to improve. Postpone the conversation if emotions are high.
- **Repair quickly when feedback goes wrong.** Feedback does not always land as intended. When criticism is destructive, it is important to acknowledge the employee's value, clarify intent and rebuild psychological trust.
- **Guard against bias disguised as feedback.** Bias can lead to destructive criticism that targets certain employees or groups. Leaders should periodically review which employees receive critical feedback from them, the frequency of the feedback and the tone used to convey it. Then, leaders should look for disparities across the feedback they give their teams and address them. Focus on work rather than personal impressions and pull from observable behaviors, results and shared performance standards.



## QXO becomes second-largest distributor in North America

In April, QXO, Herndon, Va., announced it has entered into a definitive agreement to acquire TopBuild Corp., Daytona Beach, Fla., for about \$17 billion. The transaction is expected to happen immediately and will significantly expand QXO's scale and capabilities across the building products value chain.

TopBuild is the largest distributor and installer of insulation and related

building products in North America. The combination will bring together QXO's offerings in roofing, waterproofing, lumber-related building materials and associated products with TopBuild's insulation capabilities.

This acquisition will allow QXO to become North America's second-largest publicly traded building products distributor with more than \$18 billion of combined company revenue and more than \$2 billion of combined company adjusted EBITDA.

Upon completion of the transaction, QXO will operate as an addressable market of more than \$300 million and hold leadership positions in key building product verticals in North America.

Following the acquisition of TopBuild, QXO will have about 28,000 employees; 1,150 locations across 50 U.S. states and seven Canadian provinces; and a fleet size of more than 10,000 vehicles.



## Flaming roofs

Understanding terminology and requirements for fire-rated roof assemblies is crucial

by Glen Clapper, AIA, LEED AP

One of the many components of a properly installed roof system is its ability to resist catching fire. The International Building Code® and other organizations offer guidance and requirements for proper installation of fire-rated roof assemblies.

First, there are a few fire-related terms that need to be understood. The words “combustible” and “flammable” are sometimes used incorrectly or interchangeably but have two distinct meanings when used in building construction terminology. Combustible generally is defined as the ability to sustain a flame or burn when exposed to heat or fire. Flammable is generally defined as having a flash point of less than 100 F and being easy to ignite or catch fire when exposed to a spark or flame.

The terms are distinctly different when used to describe building or roofing materials. Wood board and/or plank and wood panel (plywood and oriented strand board) are combustible roofing materials. In addition, many common rigid board



For all three fire classifications of roof assemblies, the roof assembly and roof covering are required to be listed and identified by an approved testing agency



insulation products, including expanded and extruded polystyrene insulation, polyisocyanurate insulation and wood fiberboard insulation, are combustible.

Some solvent-based membrane adhesives, low-rise foams, solvents, cleaners, and propane and similar gases are flammable. Flammable products typically carry hazard warning labels, similar to the one shown on page 20, indicating their vapors can ignite easily. Flammable materials also often require additional controls during use, such as ventilation, ignition-source management, and adherence to Global Harmonized System or Department of Transportation fire-safety precautions found on the label and Safety Data Sheet.

### IBC

Primary requirements for roof assembly fire ratings are contained in IBC's Section 1505—Fire Classification. IBC defines the term roof assembly as a roof covering and roof deck or a single component serving as both the roof covering and roof deck. IBC states a roof assembly can include an

underlayment, thermal barrier, insulation or vapor retarder. Other fire-related roofing requirements are in IBC's Appendix D and in the International Wildland Urban Interface Code®; these only apply if specifically adopted by a local jurisdiction.

A roof assembly is classified as Class A, Class B, Class C or nonclassified. IBC's Table 1505.1 contains the classification required for each type of building construction. Most construction types require a minimum Class B roof assembly with Class C being the minimum for others. Generally, no construction type requires a minimum Class A roof assembly unless required through adoption of the IWUIC or Appendix D.

There are nine building construction types: 1A, 1B, 2A, 2B, 3A, 3B, 4, 5A and 5B. IBC's Chapter 6—Types of Construction specifies the requirements for each construction type. Each construction type must meet a minimum fire-resistance rating with two exceptions. Types 2B and 5B generally have no fire-resistant rating requirements for any structural element in a building.

For general reference, buildings constructed with concrete are considered Type 1 construction. Type 2 construction generally is steel-framed buildings. Buildings constructed with a mix of masonry and wood frame are Type 3 construction. Heavy timber construction, like that found in old warehouses, is Type 4 construction. And light-wood framing, such as 2x4s and 2x6s used in residential construction, is Type 5 construction.

For roof construction and associated structural members, a fire-resistant rating of 1 to 1½ hours is required depending on the construction type except for Type 2B and Type 5B.

In accordance with IBC's Table

1501.1—Minimum Roof Assembly Classification for Types of Construction, Types 1A, 1B, 2A, 3A, 4 and 5A require a minimum Class B roof assembly. Section 1505.3—Class B roof assemblies states: "Class B roof assemblies are those that are effective against moderate fire-test exposure."

Types 2B, 3B and 5B require a minimum Class C roof assembly. Section 1505.4 states: "Class C roof assemblies are those that are effective against light fire-test exposure." As previously mentioned, Class A roof assemblies are not required for any construction type. However, for reference, Section 1505.2 states: "Class A roof assemblies are those that are effective against severe fire test exposure." In addition, Section 1505.2 permits Class A roof assemblies to be used for buildings or structures of any type of construction.

For all three fire classifications of roof assemblies, the roof assembly and roof covering are required to be listed and identified by an approved testing agency. An approved testing agency is one IBC defines as "an established and recognized organization that is regularly engaged in conducting tests, furnishing inspection services or furnishing product evaluation or certification where such organization has been approved by the building official."

Section 1505.2 includes four Class A roof assembly exceptions:

- Those with coverings of brick, masonry or an exposed concrete roof deck
- Those with coverings of ferrous or copper shingles or sheets, metal sheets and shingles, clay or concrete roof tile or slate installed on noncombustible decks

or ferrous, copper or metal sheets installed without a roof deck on noncombustible framing

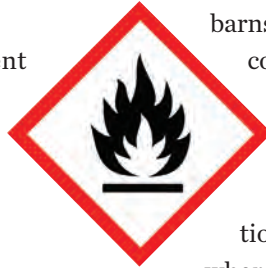
- Those with coverings of minimum 16-ounce-per-square-foot copper sheets installed over combustible decks
- Those with slate installed with ASTM D226, Type II, “Standard Specification for Asphalt-Saturated Organic Felt Used in Roofing and Waterproofing,” or ASTM D4869, Type IV, “Standard Specification for Asphalt-Saturated Organic Felt Underlayment Used in Steep Slope Roofing,” underlayment over combustible decks

IBC’s Section 1505.1 specifies the testing required to achieve a Class A, B or C roof assembly and roof covering must be done in accordance with ASTM E108, “Standard Test Methods for Fire Tests of Roof Coverings,” or UL 790, “Standard Test Methods for Fire Tests of Roof Coverings.” Both measure the surface spread of flame over a roof covering material or system and the resistance to fire penetration from the exterior to underside of a roof deck. For noncombustible roof decks, only a flame spread test is required. For combustible roof decks, in addition to the flame spread test, an intermittent flame and a burning brand test also are required.

Section 1505.1 also specifies fire-retardant-treated wood shakes and shingles be tested in accordance with ASTM D2898, “Standard Practice for Accelerated Weathering of Fire-Retardant-Treated Wood for Fire Testing.”

IBC also has a classification for roof coverings of

“nonclassified roofing,” which it considers an “approved material that is not listed as Class A, B or C roof covering.” Similar to an approved testing agency, an approved material is one acceptable to a building official. IBC only permits nonclassified roofing materials on buildings with Group U occupancies with a 6-foot minimum separation from a roof’s leading edge. Examples of Group U occupancies are agricultural buildings, barns, carports, private garages, stables and, under certain conditions, greenhouses.



### Other guidance

Section R902—Fire Classification of the International Residential Code® only requires the installation of a Class A, B or C roof assembly in jurisdictions where required by local law or where the edge of a roof deck is within 3 feet of a lot line.

For specific roof covering or roof assembly classifications, consult the specific manufacturer. For FM-approved assemblies, Class A is preferred. However, as previously discussed, any approved testing agency or lab is permitted to test and classify a roof covering or system.

It is important to note a particular classification is only valid when assembled as listed for a specific cover, insulation, fastener, deck or structural substrate. Substituting materials or products not specially included in the listing is not permitted. 🚫

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**GLEN CLAPPER, AIA, LEED AP**, is an NRCA director of technical services.

## Recycling numbers up from 2024

During 2025, nearly 30 million pounds of pre-consumer PVC and more than 7 million pounds of post-consumer PVC single-ply roof membranes were recycled, according to Recycling Today, a media brand covering the global recycling industry. In 2024, those numbers were at 22.8 million and 2.9 million pounds, respectively.

The 2025 figures demonstrate a 30% gain in pre-consumer recycling and progress toward reducing production waste and boosting material recovery.

The Coated Fabrics and Film Association-Vinyl Roofing Division has expanded its recycling efforts on two fronts: Pathway to Zero for pre-consumer materials, putting more than 99.5% of production scrap back into raw materials; and Pathway to Circularity for post-consumer materials, where recycling success depends on coordination across the full project lifecycle. Pathway to Clarity focuses on educating recycling stakeholders about how to recycle PVC roofing and creating

support materials to make doing so easier.

Industry best practices have reintegrated production trimmings and scrap back into manufacturing. Post-consumer recycling has been active for more than two decades, and the industry’s Pathway to Circularity initiatives are driving faster, broader adoption across pre- and post-consumer streams.

To learn more, visit the “Recycling” tab on [vinylroofs.org](http://vinylroofs.org).

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André Coppin, RRC, RRO  
Seattle, WA



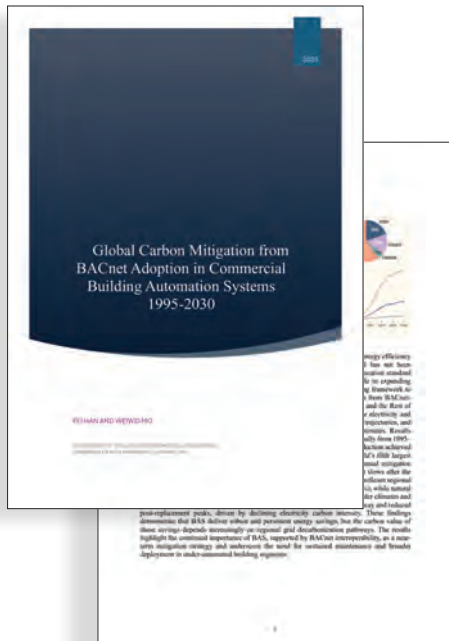
Registered Roof Consultants (RRCs) are independent roofing experts with industry-wide knowledge of materials performance and design requirements. An RRC is knowledgeable of every facet of the roof construction process and serves as the building owner's councilor for matters on both existing and new construction. The demand for the RRC credential continues to grow as the industry recognizes the value of the RRC's quantified skill set.

GCK EXAM:\* ? 90 QUESTIONS ⌚ 4 HOURS  
RRC EXAM: ? 60 QUESTIONS ⌚ 4 HOURS

Registered Roof Observers (RROs) are roofing quality assurance observers who monitor the construction process and report roofing project compliance with approved construction specifications and best-practice installation procedures. An RRO is an on-site monitor for the design team. The RRO's vigilance helps keep construction on track with milestone tasks, deadlines, and budget. The RRO credential is the preferred standard of practice for quality assurance professionals.

RRO EXAM: ? 75 QUESTIONS ⌚ 3 HOURS





## Global CO<sub>2</sub> reduction enabled by BACnet®

ASHRAE has released a new study from the University of New Hampshire, Durham, that quantifies the global climate impact of BACnet.

BACnet is the global data communication protocol for Building Automation and Control Networks. Developed by ASHRAE, it allows building systems including HVAC, lighting, lifestyle safety and other systems to communicate and cooperate, driving the efficiency of the modern built environment.

The study from University of New Hampshire reveals BACnet-enabled building automation systems have mitigated 1.4 billion tons of CO<sub>2</sub> since 1995. This is equivalent to removing 300 million cars from the road for one year or offsetting the entire annual emissions of Japan. The research highlights BACnet's role as a catalyst for smart building adoption worldwide.

“This study clearly shows the power of smart buildings and the critical role BACnet plays in reducing global carbon emissions,” says ASHRAE President Bill McQuade, P.E., CDP, Fellow ASHRAE, LEED AP. “For nearly three decades, BACnet's open interoperable framework has enabled building owners and operators to optimize energy use, improve efficiency and deliver measurable climate impact.”

Projections indicate BACnet systems could help avoid 2.06 billion tons of CO<sub>2</sub> by 2030, underscoring the critical role of smart, connected building technologies in achieving global sustainability goals.

To see the full study, visit [ashrae.org/freeresources](http://ashrae.org/freeresources).

## Taking AI to construction

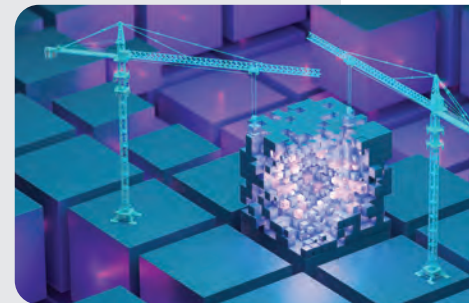
North America's Building Trades Unions and Microsoft have teamed up to deliver an AI training program for construction trades workers nationwide, aiming to promote digital skills.

The program focuses on AI literacy, data security and practical applications, according to Construction Dive. It will help instructors create lesson plans and training materials more efficiently, as well as introduce job-site use such as code compliance and safety updates.

The initiative is designed to reach tens of thousands of workers through NABTU's network of training centers with input from contractors to ensure the curriculum reflects real-world job-site needs.

“The training is structured in phases, beginning with security and basic AI literacy and moving into practical application,” says Tom Kriger, director of research and education at NABTU.

Early efforts have focused heavily on improving efficiency within apprenticeship programs. Instructors are trained to use AI tools to enhance administrative and teaching tasks. The idea is to reduce time spent on preparation and allow for more hands-on mentoring time, as well as increasing knowledge within job sites.



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## Another president, another standard

Shifting criteria for independent contractors can cause confusion

Duane L. Musser

In February, the Department of Labor's Wage and Hour Division published a proposed rulemaking intended to modify the standard for determining independent contractor status under the Fair Labor Standards Act. NRCA members who interact with independent contractors or those who may be interested in doing so should carefully review this proposal to understand how independent contractor status will be determined in the future.

### Background

It is clear the independent contractor or subcontractor framework has become more common within the roofing industry in recent years. Independent contractors serve a critical function in roofing and the broader construction industry by providing specialized skills with greater flexibility compared with the traditional employer-employee relationship. Employers that work with independent contractors say they provide high-quality products and services to consumers

in an efficient manner at competitive prices in response to constantly changing market conditions. Furthermore, the independent contractor model provides certain advantages to entrepreneurial workers, such as greater autonomy and more opportunity to maximize earnings for the work performed.

Under the FLSA, originally enacted by Congress in 1938, employers are required to provide certain benefits, including wages and overtime compensation to employees, but such requirements are not applicable to those with whom they contract for services as independent contractors. To determine whether an individual is an employee or independent contractor, the employer must analyze the relationship based on DOL regulations and any state laws that may apply. It is worth noting federal rules have changed several times based on presidential administrations.

### The 2024 rule

DOL's new proposed rule modifies the criteria governing how to determine independent contractor status under FLSA. Once finalized, it will rescind the standard that became effective in early 2024 under the Biden administration, which consisted of seven factors for consideration, all of which were to be given equal weight in the analysis. Specifically, the "totality of circumstances" framework under the Biden rule required equal consideration of the following:

- Opportunity for profit or loss depending on managerial skill
- Investments by the worker and employer
- Degree of permanence of the work relationship

- Nature and degree of employer control
- Extent to which the work performed is an integral part of the employer's business
- Worker's use of skill and initiative

In addition, the 2024 rule requires "other factors" unique to a given situation may be considered on a case-by-case basis.

When issuing its rule in 2024, DOL officials stated the agency was making the modifications so the standard was more consistent with the law as interpreted by the courts since the inception of the FLSA. They also indicated the new rule was designed to combat the deliberate misclassification of employees as independent contractors and it would not result in widespread reclassification of workers who were properly classified.

In May 2025, the incoming Trump administration announced it would pull back on enforcement of the 2024 final rule while it re-examined the issue for potential modification. Despite this shift in emphasis on enforcement within the agency, the 2024 rule remains in effect for purposes of private litigation regarding the status of independent contractors.

### The 2026 rule

The new proposed rule discards the criteria of the 2024 rule and replaces it with what is often referred to as an "economic realities" test that places the greatest emphasis for determining independent contractor status on two primary factors: employers' level of control of the work being performed and the opportunity for independent contractors' profit or loss in a given arrangement.



NRCA advises companies to consult legal counsel to ensure all operations comply with applicable legal standards



In addition, the 2026 regulation would allow for three secondary factors to be considered but in a manner that carries less weight within the analysis when compared with the primary factors, which are the amount of specialized skill required to complete the work, the degree of permanence in the relationship between the employer and worker, and whether the work being performed involves an integrated unit of production.

Trump administration officials and private-sector proponents of this version of the standard argue the two primary factors in the economic realities test have been the dominant factors used by the courts in litigation regarding independent contractors in recent years and, therefore, gives employers and workers greater certainty and more consistent determinations.

NRCA members have stressed the need to maintain clarity and consistency in the rules to preserve the independent contractor model as an option.

NRCA members also recognize the need for strong safeguards to prevent unintended or deliberate misclassification of workers who otherwise should be classified as employees.

### Be mindful

Roofing contractors should be aware the 2024 standard remains on the books until the 2026 proposed rule is finalized with publication in the *Federal Register*, which is likely later this year or early 2027. But given it is virtually certain the proposed rule will eventually be adopted largely in its current form, employers should anticipate the new standard and what that means for their businesses going forward.

Given the complex analysis of factors that determine independent contractor status and constant shifting of the criteria under successive presidential administrations, NRCA advises companies to consult legal counsel to ensure all operations comply with applicable legal standards. Additionally, some states have their own rules that apply to various types of employment arrangements and must be considered in conjunction with the federal standard.

NRCA will continue working in support of a fair, consistent independent contractor standard and will keep members informed of relevant developments. 🌀🌟

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**DUANE L. MUSSER** is NRCA's vice president of government relations.

## CPWR conducts prevention survey

CPWR—The Center for Construction Research and Training is conducting a research study to improve illness prevention and better protect construction workers.

The study includes a short survey for roofing professionals. To take the survey, visit [cpwr.az1.qualtrics.com](https://cpwr.az1.qualtrics.com).

As part of the research study, CPWR is also looking for companies to invite CPWR researchers to their worksites to observe the protections the companies already have in place. For more information, contact Gavin West, project director for CPWR, at (301) 495-8522 or [gwest@cpwr.com](mailto:gwest@cpwr.com).



## OSHA promotes safety

Talking to workers is a crucial part of finding and fixing hazards, according to the Occupational Safety and Health Administration. However, if you truly want to improve workplace safety, it is important the conversations are effective, according to *Safety + Health* magazine.

OSHA promotes the following “COIN” method when having safety conversations:

- **Connect with workers.** Work to establish common ground by asking questions such as, “Can we agree we both care about safety?” or “My family expects me to work safely so I come home in one piece. Do you have a family?”
- **Observe.** Be specific when acknowledging unsafe behaviors being observed. For example, point out when a worker is not wearing eye protection and ask why.
- **Impact.** Explain the consequences of unsafe actions to workers. For example, if a worker is not wearing eye protection, you could say: “You could get something in your eye and need to go to the emergency room.”
- **Next steps.** Create an action plan with workers to help them change unsafe behaviors. Why is a worker not wearing eye protection? Is it the fit or comfort level? Once you learn why, discuss the steps that should be taken to improve safety, such as finding a type of eyewear that fits better.

### Construction waste simplified

The Occupational Safety and Health Administration has updated and extended its National Emphasis Program regarding heat hazards for U.S. workplaces. Previously scheduled to expire on April 8, OSHA issued an updated NEP effective immediately that will be in place for five years after the effective date.

The NEP offers resources and guidance to employers while outlining how the agency addresses heat as a hazard, including enforcement actions when temperatures rise. The NEP highlights construction as among those industries at high-risk for heat injury and illness.

OSHA compliance officers will continue to conduct outreach and compliance assistance programs and expand any inspection where there is evidence of heat hazards on heat priority days or when the heat index is expected to be 80 F or

hotter. Additionally, compliance officers will conduct random inspections for high-risk industries on those days.

The updated NEP comes with extra appendices that outline the changes and formalizes procedures previously addressed through informal guidance. Fundamentals of protecting workers remain the same.

The appendices explain how OSHA inspectors can evaluate an employer's heat-illness prevention program during an inspection. The new NEP is not an official OSHA rule, but it is useful for employers to allow for safe heat compliance and prevention.

For more information about the NEP, visit [osha.gov](http://osha.gov).



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We value our contractors, and we strive to bring irreplaceable value to them - from our team.



# VISIONARY PLAYBOOK



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**V**isionaries see potential where others don't. They start with a clean sheet of paper and through foresight, creativity, passion and determination, they transform an idea into something tangible with measurable results. They not only use skills and their will to defeat challenges and challengers, but also, as Muhammed Ali once said: "The will must be stronger than the skill."

In 2003, Chad Collins, executive vice president of Roofing Corp of America, Atlanta, started a roofing company called Bone Dry Roofing Co. in Athens, Ga. Today, the company is part of an organization that ranks in the top five roofing contractors in the U.S.

"I can't overstate the value in having the ability to show up and persevere every single day even when you don't want to," he says. "If it's important enough that you want to be successful at it, then you keep showing up."

This month, Collins begins his term as NRCA's chairman of the board, the highest-ranking officer in the association. (For a list of new officers, see "NRCA elects new officers and directors," page 16.)

"Chad is a visionary entrepreneur who built a successful roofing contracting business from scratch, overcoming headwinds and risks along the way," says Doug MacRae, COO of Roofing Corp of America. "He will confidently guide NRCA priorities to what will deliver the most value for members, and he will be an excellent ambassador for roofing."

## **FORMATION**

Collins was born in Macon, Ga., where he and his older sister, Shannon, were raised by their parents, Wanda and Rodney. His father was a professional high school football coach, so the family moved around a bit but always stayed in Georgia. When Collins was in middle school, his father accepted a job as a head coach back in Macon.

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Chad Collins is NRCA's new  
chairman of the board

by Chrystine Elle Hanus

**"I GOT TO SEE A BIT OF THE BEHIND THE SCENES OF HOW NRCA AND THE COMMITTEE AND LEADERSHIP STRUCTURE WORKS. AND I WAS HOOKED AFTER THAT."**

He attended college at Georgia Southern University, Statesboro, where he played football for a couple of years before transferring to the University of Georgia, Athens. He wasn't sure what degree to pursue, so a couple of older buddies recommended he obtain a bachelor's of science degree in risk management and insurance because the school's Terry College of Business Risk Management and Insurance program ranks No. 1 in the nation. After graduating in 1997, he accepted a job at an employee benefits firm.

"I worked there for about 10 seconds and knew that wasn't what I was going to do," Collins says.

While looking for another job, a friend who worked at Metalcrafts, Savannah, Ga., suggested Collins apply for a job there.

"That's how I ended up in the roofing industry," he says.

Collins worked with Allen Lancaster Jr., vice president of Metalcrafts and a former NRCA president, for three years. He started out in the service department and was tasked with figuring out the best way to handle calls from customers who needed help with leaking roofs and preventive maintenance.

"I loved navigating and growing into the preventive maintenance role because I got to experience firsthand what the frustrations were," Collins says. "Unbeknownst to me, I would be starting my own roofing company a couple of years later."

After getting engaged to his wife, Sabrina, who lived in Athens, Collins left Metalcrafts and moved to Athens to start Bone Dry Roofing.



"I felt incredibly prepared because I had been so forward-facing and conversational with customer problems, it made it easy for me to take that model and education I had learned at Metalcrafts and build a business around it," Collins says. "I knew if I handled the customer service, preventive maintenance and service side well, that would lead to negotiated reroofs because I already had been taking care of those roofs."

## **STRUCTURE**

Since founding Bone Dry Roofing 23 years ago, Collins has grown the company into a full-service roofing contracting company serving Georgia and South Carolina with offices in Athens; St. Simons Island, Ga.; and Charleston, S.C. The company currently employs 85 employees.

"The Bone Dry Roofing family is a family when you're away from family," says Mary Eady, human resources manager for Roofing Corp of America. "It's a flexible environment and a place where people feel welcome and heard. It's also a fun place to work; that's important, too."

Employees say they often are in awe of the

number of relationships Collins has developed and fostered within the community.

“He’s sort of like the mayor, always shaking hands with people; he knows everybody’s name,” says Christine Varnell, residential client services manager at Bone Dry Roofing.

Collins attributes much of Bone Dry Roofing’s success to what is affectionately called “the parking lot scan” rule of thought.

“We live in a small town, so we will run into clients at some point,” Collins explains. “I don’t want nor do I want our employees to ever enter a parking lot and have to scan the cars wondering whether they’re going to bump into somebody they had a bad business deal with. I want everyone to make every decision with confidence they can enter any parking lot knowing they did everything they could to service that customer the way they would want to be serviced.”

That informal mission statement has helped the business to become so successful, a private equity firm took notice.

## STRATEGY

In spring of 2020, Collins received a voicemail that changed his professional life.

“When I got that random phone call from New York, I, more for my entertainment purposes, returned the call,” Collins laughs.

That 15-minute conversation with Soundcore Capital Partners led to Collins selling his company six months later.

“One of the reasons I was interested in selling is after doing the same thing for almost 25 years, I was ready for something different,” Collins explains. “And the other reason is I had watched private equity touch the distribution and manufacturing areas of the roofing industry, so I knew it was inevitable it was coming to the contractor side, and I preferred to be ahead of it.”

Weeks before the transaction to formally sell the company, Collins had questions, such as who would be running the day-to-day operations of the parent company, Roofing Corp of America. At the

time, the private equity firm had only acquired one other company, The Original Roofing Company, Las Vegas.

“So there wasn’t much of a story to tell at that point. But I found out they were in the process of acquiring Innovative Roofing Group, Atlanta, and they were elevating Randy Korach, who had owned Innovative Roofing Group, into the CEO position at Roofing Corp of America,” Collins says. “I had known Randy, and we had a personal relationship. That really was the final positive piece of communication I needed. I knew Randy had both roofing contractor experience and a deep history on the material manufacturing side, so I felt really good about it.”



Collins (middle) with Scott Kawulok (left), vice president of B&M Roofing of Colorado Inc., Frederick, and Nick Sabino, regional president of Roofing Corp of America, Atlanta

Bone Dry Roofing was the third company to be acquired under the Roofing Corp of America umbrella. About 18 months later, FirstService Corp., Toronto, a publicly traded company, acquired Roofing Corp of America.

“That FirstService transaction took us off the private equity treadmill and has been a blessing in a lot of ways,” Collins says. “That pivot is a major part of our story that makes us pretty unique in the marketplace. Nobody else was owned by a publicly traded company at the time, and that made us different in the eyes of people who were considering a transaction to join Roofing Corp of America and helped our growth trajectory.”



Collins (in pink) with members of the 2025-26 NRCA Executive Committee and some spouses

## THE LIGHTER SIDE

**What is your favorite word?**

Dude

**What sound or noise do you love?**

White noise

**Why sound or noise do you hate?**

Fingernails on a chalkboard

**What profession other than your own would you like to attempt?**

High school sports coach

**What is your favorite quality in a person?**

Honesty

**What is your fear?**

Failure

**Which season of the year do you prefer?**

Spring

**If Heaven exists, what would you like to hear God say when you arrive at the pearly gates?**

Well done

**Do you have a favorite food?**

Steak

**What is your pet peeve?**

Mediocrity

Part of Collins' responsibilities with Roofing Corp of America is corporate development, which involves building relationships with other contractors and introducing them to the Roofing Corp of America business model.

"I joined Roofing Corp of America because of Chad," says Nick Sabino, regional president of Roofing Corp of America, founder of Deer Park Roofing LLC, Cincinnati, and a former NRCA chairman of the board. "Chad introduced me to Randy Korach, and from that point forward I knew Roofing Corp of America was the right fit for me."

There now are 16 company partners within Roofing Corp of America. "Chad is a world-class relationship builder," Korach says. "I value our partnership every day. He's great to talk to about strategy and business priorities; he's been a great partner. I'm grateful he's on this journey with me."

As Roofing Corp of America continues to grow, its goal is for each acquired company to maintain its identity.

"Roofing Corp of America doesn't want to change how you became a company," says Lisa Pye, national human resources manager for Roofing Corp of America. "That's the beauty of it. It doesn't want to change who you are as a company. We're still a tight-knit group."

Many Roofing Corp of America team leaders have a deep history with NRCA, including two former NRCA chairmen of the board—Sabino and Doug Duncan, regional president of Roofing Corp of America and former president of Nations Roof Illinois, Villa Park, Ill.

"I joined Roofing Corp of America after 21 years with a national roofing contractor," Duncan says. "What stood out right away was the momentum and energy across the organization. There's a real drive here to be a premier roofing contractor in the U.S., and you can feel that in how people approach their work every day."

Previous NRCA leadership experience is what gives the Roofing Corp of America team a distinct advantage.

"NRCA leaders tend to have a view that their engagement at the association level is for the betterment and greater good of the industry and stakeholders," Korach says. "They have chosen to contribute their time and energy, and we value those leadership traits."

## KEY ROLES

Collins learned about NRCA while working at Metalcrafts.

"With Allen being a former NRCA president, he was quite involved with NRCA," Collins says. "And when I started my business at Bone Dry Roofing, within the first year he reached out to me and said when the timing is right, he would love to help me get involved."

In fall 2005, Collins attended his first NRCA event. Before Roofing Day in D.C. was launched in 2018, NRCA's fall committee meetings were held in Washington, D.C. every other year so members could meet with their members of Congress on behalf of NRCA.

“I was one of the guests invited to participate,” Collins says. “I got to see a bit of the behind the scenes of how NRCA and the committee and leadership structure works. And I was hooked after that.”

The following year, Collins began serving on committees. Since then, he has served on and chaired numerous committees including government relations, PAC advisory, membership marketing, career path, contractor management, membership marketing and workforce development.

“I have chaired more committees than I can think of, and I don’t know that I have a favorite because they are all so different,” Collins says. “What I have always enjoyed most is the personal and professional relationship building with fellow contractors, industry stakeholders and NRCA staff.”

Collins was elected to the board of directors in 2008 and served two three-year terms. In 2015, he was elected to the Executive Committee and served two two-year terms before serving as chairman of the board-elect in 2025. As chairman of the board, Collins wants to be a steward of and honor the legacy of NRCA leaders who have previously served.

“It’s not lost on me the sacrifice and service of those who have served in this position before me and how they have improved and professionally represented this industry,” Collins says. “They were so instrumental in helping younger generations see how important, professionally and personally, engagement and involvement in NRCA means. I am so thankful for that because it instilled in me a real passion for serving. To me, they set the standard of how to perform this job.”

Collins also appreciates the wisdom his predecessor, Alex Hernandez, president of Clark Roofing Co., Broadview, Ill., and NRCA immediate former chairman of the board, brought to the role.

“Alex is such a reserved and intentional decision-maker, I feel he is one of a few people in life that when he does talk, he has something to say and it’s always worth listening to,” Collins says. “His knowledge of the roofing industry is so vast. He’s such a great representative of the contractor base.”

According to Collins, a lack of trained roofing workers and the public’s perception of the trade remain top challenges facing the industry.

“Half the states don’t require a contractor to have a professional license to operate as a roofing contractor,” he says. “Roofing is a misunderstood profession. I would argue there is no other trade that is more challenging or requires more technical knowledge than the roofing industry.”



Collins with his wife, Sabrina

Programs like the Roofing Alliance’s partnership with Clemson University, Clemson, S.C., to offer a three-course professional training certification series in roofing and NRCA’s involvement with SkillsUSA,® a workforce development program that includes roofing featured in two national competitions, are helping raise awareness for the profession.

“But here’s the real challenge moving forward,” Collins says.

“Where SkillsUSA and CTE have been successful, contractors have embraced the challenge and are using their time and energy to teach and train. When a student has been successful, there has been a roofing contractor next to him or her to teach how to roof. So the challenge is having enough technically competent teachers.”



From left to right: Wife, Sabrina; daughter, Josie; son, Baynes; and Collins



From left to right: Wife, Sabrina; daughter, Josie; son, Baynes; and Collins

**"WE'VE SEEN SOME OF THE MOST BEAUTIFUL PLACES IN THE WORLD BECAUSE OF ROOFING-RELATED ACTIVITIES AND TRAVEL."**

Part of the resolution to that challenge is recruitment.

"Whether it's technical resources, education training, membership support or marketing materials, there's nowhere else a roofing contractor is going to find the range of resources NRCA offers," Collins says. "If a roofing contractor is looking for an 'easy' button for operating daily and what they do in terms of resources and support, NRCA is the closest thing they are going to find.

"And that's not even the greatest asset," he continues. "It's the relationships and connections you build with people from all over the country who do what you do, and you can bounce ideas off them and ask questions in a noncompetitive environment."

When he finds time outside the professional environment, you'll find Collins with his family.

## PLAY CONCEPTS

Collins met his wife, Sabrina, through a friend.

"We both graduated from the University of Georgia, but we didn't meet until years later," Sabrina says. "He was living in Savannah at the time and came back to Athens to visit a friend."

A few weeks later, they went on their first date to a piano concert. After dating for seven months, they became engaged. Eight months later, the couple were married on St. Simons Island in June 2003. They enjoy raising their two children—daughter, Josie (18), and son, Baynes (16).

"When Chad became a father, it was as if his whole world changed for the better," Sabrina says. "He is a loving, caring, passionate father. I definitely saw a softer side come out."

Collins says he has always tried to prioritize being a present father.

"The scariest thought to me is when my kids get older they'll say their dad was always working," he says. "So I've always tried to have a healthy balance. It's possible to manage a business schedule to find time for things of value like family."

The Collins children enjoy athletics, and Collins and his wife love to attend their sporting events. Josie is graduating high school this year, and she'll be attending Wake Forest University, Winston-Salem, N.C., where she will compete in track and field. Baynes plays football and basketball in high school and is planning to play college football when it's his turn to head off to university.

"My favorite memories of growing up with my dad are summer vacations on St. Simons Island," Baynes says. "When I was younger, we would throw the football around on the beach, and it was great to be with him in his happiest place."

"My dad is my best friend," Josie adds. "Whether it's throwing the football in the yard or playing games on the beach, I am fond of any time I get to spend with him."

To learn more about NRCA and the industry's involvement in career and technical education programs and SkillsUSA,® visit [nrca.net/workforce-development/cte-skillsusa](http://nrca.net/workforce-development/cte-skillsusa).



The family also loves to travel via catamaran sailboats. Collins sails the boats himself.

“It’s a fun way to see different parts of the world, not from the beaches of a resort,” he says. “We started taking our kids with a few years ago because they had grown up hearing about it. And they love it, too.”

Collins says renting a sailboat is like renting a car. Every time he travels for NRCA or industry events, he adds a few days to the trips to take in the local scenery.

“We’ve seen some of the most beautiful places in the world because of roofing-related activities and travel,” he says. “From a work-play standpoint, it’s been a pretty cool balance that has worked well.”

## KICK OFF

As Collins begins his term as chairman of the board, his decades of roofing experience, building and fostering relationships and strengthening alliances will make him a strong ambassador for NRCA and the industry.

“I hope Chad has as rewarding of an experience during his term as I and others have had in the role,” Duncan says. “I’m confident he’ll accomplish whatever is put in front of him, and he’ll lead with a steady hand. More than anything, he’ll continue to move the industry forward and represent the membership well.”

“I am honored to be asked to serve as chairman of the board by fellow contractors,” Collins says. “I’m lucky to serve now because I don’t think there’s ever been a stronger group of NRCA leaders. We are so fortunate to be surrounded by talented, energetic members who are passionate about what we’re doing. It’s a great time to be involved with NRCA.” 🍷🌟

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

## COMING IN

**Sherri Miles**, vice president of J.D. Miles & Sons Inc., Chesapeake, Va., and president of Miles Roofing Inc., Chesapeake, is a fourth-generation member in the family business. She used to tag along to NRCA meetings with her father, J. Dudley Miles III, a former NRCA president and J.A. Piper Award recipient, when he was involved in the association.

Now, it’s her turn to help lead the association. This month, Miles begins her term as NRCA’s chairman of the board-elect, the second-highest ranking officer.

“It is a huge honor to be asked,” she says. “I am the first woman of a father-daughter chairperson combination that has led NRCA. I am a Venn diagram of honoring the legacy of the past while also looking forward to a new and innovative future for our industry. I hope my perspective will be just what NRCA needs at this particular time.”

Miles began serving on committees in 1996 and continued to serve on many committees and task forces including workforce solutions, government relations, roofing day advisory, industry image and outreach, manual update, career and technical education, certification exams and residential roofing.

“Everything that uplifts people is my jam, and every committee NRCA intersects with people in our industry somehow,” Miles says. “From workforce and education to membership and technical, all have a focus on the people that make up our industry.”

In 1999, Miles was elected to the board of directors and served two terms. She was elected to the Executive Committee in 2019 and served two terms before being elected chairman of the board-elect.

“NRCA has given me lifelong friends who are like family,” she says. “It has given me joy and pride to be part of a caring and professional industry. It also has helped me grow as an individual and as a business owner.”

Miles says the most important issue facing the industry is finding and cultivating the next generation of roofing professionals.

“I think we have a real opportunity to change the narrative and the way

we talk about ourselves,” she says. “When we make going into the roofing trade as being aspirational and a noble calling, we bring people into the industry to live purpose-filled lives.”

Miles likes to “connect the dots” to deliver a broader view of professionalism in the industry to all stakeholders.

“I am a big picture, big idea person. I am curious and a connector,” she says. “Finding opportunities in our industry and building consensus and coalitions is how I contribute best.”

In addition to working with her father, Miles works with her brother, J. Dudley Miles IV.

“He is the foundation to our operations—IT, human resources and all things data,” she says. “There is no way I could have spent and will spend so much time dedicated to NRCA without him in the office. There is no better business partner.”

When she’s not tending to the family business or working on behalf of NRCA, Miles enjoys live music and training for triathlons. Her four children also keep her busy: Alma (25) just finished two years in the Peace Corps in Cambodia; Camille (24) works at the Federal Reserve in Richmond, Va.; John (21) attends Hampden-Sydney College, Hampden Sydney, Va., where he plays on the lacrosse team; and Will (19) also attends Hampden-Sydney College where he plays football and lacrosse with his brother.

Looking ahead, Miles is optimistic about the year and its possibilities.

“I’m excited to serve with Chad as he continues the legacy of servant leadership of our organization,” Miles says. “My goals are the organization’s goals—to uplift our industry and be *the* professional voice that represents the entire industry.

“I watched my father and subsequent presidents and chairpersons lift up and move the industry forward,” she continues. “I hope I can do that, as well. It is such a privilege to be chosen to steward our industry.”



# T H E     S U N ' S A D V A N T A G E S

## What you should know about rooftop PV to amplify your contracting services

by Josephine Burnham

**T**he solar industry in the U.S. has seen significant growth in recent years. It has become increasingly common to see photovoltaic systems on the roofs of homes and businesses. According to the Solar Energy Industries Association, all PV systems accounted for 54% of all new electricity-generating capacity added to the U.S. grid in 2025 (see figures on page 38).

Building owners are taking advantage of available rooftop space, and home buyers are increasingly seeking homes that already have solar systems installed on their roofs, according to the Department of Energy. With growing demand for PV roof systems, knowing the ins and outs of the current PV marketplace can help your business gain a competitive advantage.

### THE FINANCIAL ASPECT

The 30% federal residential clean energy credit expired Dec. 31, 2025, but the following states continue to participate in solar tax breaks: Arizona, California, Colorado, Connecticut, Florida, Illinois, Maryland, Massachusetts, Minnesota, New York, New Jersey, Ohio, Texas and Virginia.

Although the residential tax credit no longer is available, the month-by-month costs for solar versus electric may allow a homeowner to pay off the PV installation within 10 years, according to EcoFlow, a provider of eco-friendly energy solutions. This return on investment can be a plus for homeowners who plan to remain in their homes long term.

Many buyers will finance their PV installations, according to Palmetto Solar, a residential solar energy provider, through a home equity loan, bank loan, credit union or

finance company. Roofing contractors who work with a credit company can simplify this process for customers by having all the information for their installations in one place. When a roofing contractor, homeowner, and credit or insurance company work together, there is less of an opportunity for miscommunication and confusion between parties.

The Department of Treasury advises homeowners to “shop around” for deals on financing PV installations as services vary in pricing and interest rates depending on the seller.

Some solar systems or PV panels are insurable under a homeowner’s policy. Most major insurance companies will include solar panels with coverage as they are considered an attachment to the home. If the panels are damaged from weather events such as tornadoes or high winds, the solar panels or shingles may be insured and protected.

## PROS AND CONS

There are pros and cons to having a PV system installed on a roof, including pricing, installation, aesthetic and more.

### Benefits

- Solar energy is abundant. Because solar relies on sunlight to generate electricity, the amount of energy that can be produced is limitless. With 173,000 terawatts of solar energy striking Earth continuously, it is the most abundant energy resource. That is more than 10,000 times the world’s total energy use, according to the Indiana Office of Energy Development. Additionally, DOE says less than two hours of sunlight generates enough power to meet the world’s energy consumption for an entire year.
- Solar is a renewable energy source. According to SEIA, solar power is the cleanest renewable energy source available. It is powered by sunlight, which will never run out, and differs from oil and gas because those cannot be naturally replenished in any reasonable time scale.

According to Palmetto, solar panels also are recyclable, which extends their renewable timeline as new panels can be recreated repeatedly rather than turning into wasted material.

- The solar industry is growing. According to the SEIA, there are more than 279 gigawatts of total solar systems installed in the U.S., which is enough to power 47 million homes. During the past decade, the U.S. solar market has increased at an average rate of 25% each year.
- Solar increases home value. In a 2019 study conducted by online real estate platform Zillow, homes with PV installations tend to sell for about 4.1% more than homes without solar—and sell 20% faster. Also according to Zillow, 80% of homebuyers say energy efficiency is a priority when choosing a home. In a 2025 study conducted by Solar Insure, a solar insurance company for commercial and residential installations, homes with solar panels sell for 5-10% more than homes without them.

### Drawbacks

- Solar energy relies on weather. Although solar energy can be generated on a cloudy day, some level of daylight is required to extract the sun’s energy, and the amount of energy that can be produced can vary depending on the amount and quality of direct sunlight. Panel technology as well as the size, number and locations of the panels makes a difference. In addition, tornadoes and high winds can destroy complete systems, resulting in a need for maintenance.
- High upfront costs. Although having solar panels is cheaper year-to-year, according to Ecoflow, the upfront installation cost can be high. Installing a PV system on an average home in the U.S. in 2026 has an expected value of around \$25,000-\$30,000 before incentives. However, EcoFlow estimates most systems pay for themselves in six to 10 years by saving \$80 to \$250 or more per month. Paying off larger systems may take up to 12 years.
- Need for battery storage. Storing excess electricity for use during a power outage is one of the main appeals to having solar panels. Although the batteries are useful, they are an extra expense, and some homeowners find them to be an eyesore. The batteries can cost between \$12,000-\$22,000, according to the Department



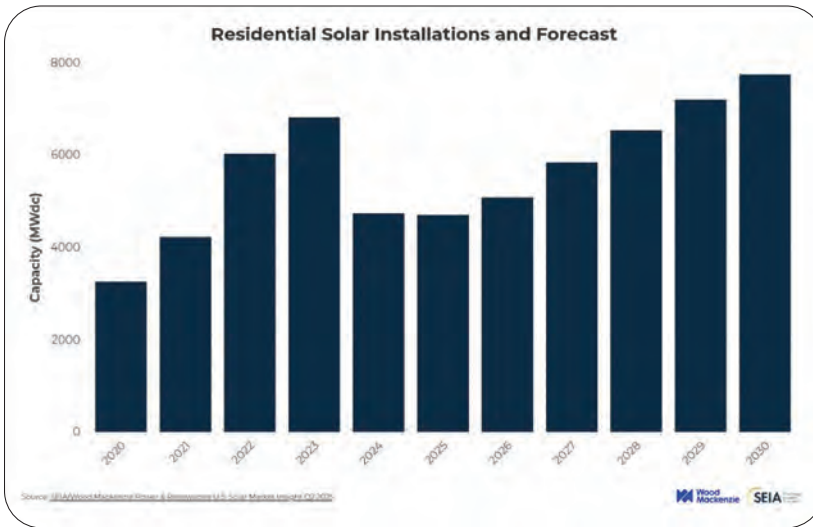


Figure 1: Residential solar installations and forecast by capacity from 2020-30  
Source: Solar Energy Industries Association

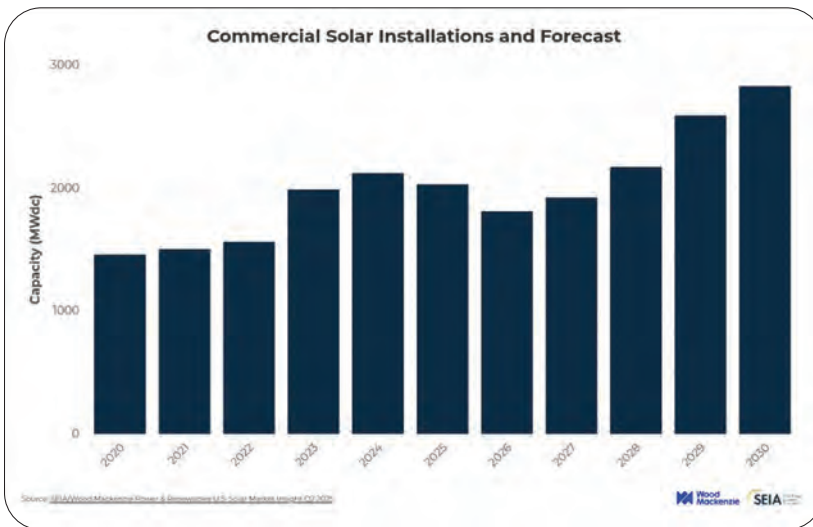


Figure 2: Commercial solar installations and forecast by capacity from 2020-30  
Source: Solar Energy Industries Association



According to the Solar Energy Industries Association, 2025 marks solar power's fifth straight year as a top source of new power with 43.2 gigawatts of new capacity.

of Energy. However, many manufacturers offer a “solar plus storage” system that serves as a package deal on panels and a battery for less than buying the two separately. These packages cost between \$25,000-\$35,000 depending on various factors such as size of the battery and amount of roof panels in use, as well as the manufacturer.

## PANELS OR SHINGLES

When considering solar for their homes, most homeowners think of solar panels, the most popular system currently in use. Solar panels are installed on top of an existing roof (or on the ground) and require an updated roof system

inspection to ensure the roof will be able to hold the weight of the panels. This requires the services of a professional roofing contractor to ensure a watertight installation.

A lesser-known option is solar shingles. Solar shingles are installed as part of a roof system rather than on top of an existing roof system. They provide familiar roof aesthetics while functioning as a building material and an energy-generating device. They are designed to integrate with PV materials and can be sized to meet a household's energy demand.

Solar shingles cost between \$20,000-\$100,000 depending on labor and installation variety. This makes solar shingles more expensive than solar panels, but if a homeowner needs to replace a roof before installing solar panels, solar shingles may be more cost-efficient over time. Although still considered a niche product, solar shingles can be a viable option for eco-friendly roofing.

Some solar manufacturers such as CertainTeed, Malvern, Pa.; GAF, Parsippany, N.J.; and Tesla, Austin, Texas, currently produce solar shingles.

## COMMERCIAL EFFORTS

For commercial buildings, installing solar may be viewed as a low-risk investment. According to Paradise Energy Solutions, a commercial and residential solar energy installer and maintenance company, when installing PV panels on a commercial roof, the company is banking on electricity prices rising, equipment lasting and the sun continuing to shine. With a potential lifespan of 25 to 30 years, solar energy can be a great investment long term.

If a business is planning on moving locations, solar is not a great option because of the upfront costs. However, if a company is planning on staying put for the near future, the investment can be worth it.

## CODE COMPLIANCE

Building codes for PV applications are complex. Because building-integrated PV panel systems have dual functionality as roof coverings and electricity-



With studies from all over the world, the European Commission—an executive branch of the European Union—posted its statistics in June 2025, stating the sun was the main source of electricity generated on the continent with 11 million homes across Europe being equipped with solar thermal panels and solar storage.

generating products, confusion and disputes can arise about who conducts the inspections, installations and maintenance.

“Code compliance for rooftop PV applications is a relatively complex undertaking,” says Mark Graham, NRCA’s vice president of technical services. “Not only is compliance with NEC 70: National Electrical Code needed, but also portions of the applicable fire code and applicable International Building Code or International Residential Code are needed.”

In addition, there are several factors building owners, designers, installers and utility companies should consider to ensure proper installation and code compliance.

- Rooftop-mounted PV systems should always involve a professional roofing contractor and may also need to involve a licensed electrician to oversee the proper installation of the electrical components.
- Many jurisdictions have requirements for licensed electricians to perform inspections.
- Several states and local jurisdictions have enacted special licensing requirements for PV system installers.

For highlights from the International Building Code® and International Residential Code,® see “Code specifications.”

## CONSIDER TRAINING IN SOLAR

Providing your workers with solar design installation and training to further their expertise will help expand your company’s installation capabilities. According to the DOE: “Deploying safe, reliable solar energy systems requires a skilled workforce that is properly trained to design and install these technologies. Additionally, maintaining these systems across decades of expected operation requires experienced technicians who can identify and address any safety or performance issues.”

Allowing workers to develop new skills in roofing can ensure they are constantly learning, growing and maintaining a passion for the field, as well as enabling them to work on new projects and expand your company’s offerings to customers.

DOE’s Solar Energy Technologies Office has a variety of programs that have improved access to technical careers in solar design and installation.

## EXPANDING YOUR OFFERINGS

A PV or roof system designed to generate power can be the eco-conscious solution your customers are seeking. Offering solar installations is a great way to ensure your company meets demand and stays with rising trends. With more homeowners installing solar each year, consider the effect solar could have on your company.

The next time a homeowner or building owner asks about roofing options, invite them to explore PV systems as a viable option. 🌞🔧

## CODE SPECIFICATIONS

The International Building Code® and International Residential Code® contain specific requirements for building-integrated photovoltaic roof panels and shingles. Following are some highlights:

- IBC 2024 Section 1505.9 states: “Rooftop-mounted photovoltaic panel systems shall be tested, listed and identified with a fire classification accordance with UL 2703.”
- IBC 2024 Section 1505.9 also states: “Rooftop-mounted PV systems and elevated PV support structures installed on top of buildings shall be assigned to the same risk category as the risk category of the building on which they are mounted.”
- IBC Section 1507.16.6 states: “Material standards require listing and labeling in accordance with UL 7103, ‘Outline of Investigation for Building-Integrated Photovoltaic Roof Coverings.’”
- IRC 2024 Section R329 states: “PV panels and modules must be labeled in accordance with UL 1703, or both UL 61730-1 and UL 61730-2”; “Structural requirements provide for the minimum roof loads and wind loads for rooftop-mounted PV system”; and “PV panel systems must have the same fire classifications as the roof assembly.”

JOSEPHINE BURNHAM is *Professional Roofing’s* editorial assistant.



# ROOFING STEEPLED IN CHARM



HKC Roofing restores a  
skyline landmark in Ohio

by Chrystine Elle Hanus



The project called for surgical removal and replication of copper elements.



The steeple before restoration

Photos courtesy of HKC Roofing and Sheet Metal, Cincinnati.



The steeple after restoration

**O**n the evening of May 29, 1824, nine people gathered on a porch and formed First Baptist Church of Dayton, Ohio. Now located on Monument Avenue, the church was built in 1915 in Gothic Revival architectural design with large stained-glass windows, decorative buttresses and a 140-foot-tall copper steeple visible for miles.

In March 2023, a storm ripped off substantial sections of the steeple's copper cladding, exposing the wood deck and vaulted sanctuary below. Jonathon Wolfe, chairman of the First Baptist Church of Dayton's board of trustees, called HKC Roofing and Sheet Metal, Cincinnati, for help.

"Realizing the urgency, representatives from HKC Roofing were on-site within a day to survey the damage and put a plan together," Wolfe says.



Aerial view of the completed steeple



Crew members remove copper cladding and decorative elements.



After the copper was removed, the steeple was temporarily wrapped in underlayment.



All copper components were fabricated by hand from 20-ounce copper.

## Scope and safety

The following week, the HKC Roofing crew temporarily wrapped the steeple with Carlisle® WIP® 300HT high-temperature self-adhering rubberized asphalt underlayment to protect it from further exposure. The next step was working with the insurance company to get the claim approved.

“HKC Roofing assured us they would handle the claim, and they did,” Wolfe says. “They provided all the necessary estimates and paperwork to support our claim. They met with inspectors and engineers, and over an eight-month period they were successful in getting our claim approved. During the claims process, they worked on erecting scaffolding with special attention given to distributing the scaffolding weight so as not to damage the building.”

The HKC Roofing crew erected a full scaffolding system for safe access to the steeple that is well above the church roofline. A designated staging area was established in the parking lot to manage torn-off debris, materials and tools.

In August 2024, the HKC Roofing crew began work on the steeple. The goal was to restore it to its original visual splendor while improving durability using modern materials and best practices.

Much of the original copper had worn thin over time into faded patina green. Some areas had pulled apart from years of expansion and contraction, and water was seeping into the deck. Some decorative pieces, such as finials and scrolls, were badly bent or completely missing.

“We had to carefully replicate and replace those details to bring the steeple back to its original look and protect it for the future,” says Henry Mitchell, president of HKC Roofing and Sheet Metal.

## Replication and installation

With safe access in place, the team carefully removed the existing copper cladding and decorative elements by hand, packed the pieces in crates and transported them to HKC Roofing’s off-site shop and Chicago Sheet Metal Supply and Fabrication Inc., Chicago, for fabrication. The pieces served as templates for precise replication.

All components including the copper panels were fabricated by hand from 20-ounce copper.

“Each component was hand-formed and soldered with compatible fasteners by our skilled craftsmen to match historical detailing,” Mitchell says.

**Project name:** First Baptist Church of Dayton

**Project location:** Dayton, Ohio

**Project duration:** August 2024-April 2025

**Roofing contractor:** HKC Roofing and Sheet Metal, Cincinnati

**Roofing material:** Copper

**Copper distributor:** The Corken Steel Products Co., Florence, Ky.

**Ornamental copper fabricator:** Chicago Sheet Metal Supply and Fabrication Inc., Chicago

**Roofing manufacturer:** Carlisle® WIP® Products, Carlisle, Pa.

The crew assessed the wood roof deck and found deteriorated areas requiring complete replacement. HKC Roofing carpenters used the old wood pieces as templates when cutting new wood to match the exact dimensions of the original deck and buttresses, ensuring structural integrity and proper anchoring for the new copper roof system.

Next, the team applied Carlisle WIP 300HT high-temperature self-adhering rubberized asphalt underlayment to the steeple followed by new 20-ounce copper panels. Each piece was soldered in place to match original detailing.

“Special attention was given to seam alignment, solder joints and ornamental profiles to ensure an authentic, historically accurate, symmetrical and durable restoration,” Mitchell says.

As the crew approached the peak, precision became critical.

“The final copper panels and ornamental details were installed with care, ensuring alignment and watertight integrity at the most exposed point of the structure,” Mitchell explains. “Working at full height required steady hands, tight coordination and respect for the height and craft.”

To complete the steeple restoration, the HKC Roofing crew installed a weathervane on top of the steeple as well as a Maxwell Lightning Protection system.

## A beacon of light

Two years after the storm, the HKC Roofing crew completed work on First Baptist Church of Dayton’s steeple.

“The result is outstanding,” Wolfe says. “This steeple will last well into the next century.”

Thanks to HKC Roofing craftsmen dedicated to studying and replicating every historical element, the restored steeple complete with new copper finials, scrolls and ornamental trim was returned to its original state.

“The project called for surgical removal and replication of original copper ornamentation, installation of new structural decking and hand-fabrication of all exterior copper components,” Mitchell says. “The result is a revitalized, historically accurate steeple with enhanced long-term performance.”

“We call our steeple ‘a beacon of light’ that can be seen for miles when entering the city,” Wolfe adds. “We could not be more proud of the steeple and of the HKC Roofing workers who rebuilt it.” 🌟🌟🌟

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



Special attention was given to seam alignment, solder joints and ornamental profiles to ensure a historically accurate restoration.



The HKC Roofing and Sheet Metal crew completed the steeple with a weathervane.

**COMPLIANCE**

**CULTURE**

**AND**

**INSURANCE**



## Residential roofing contractors are facing headwinds related to risk management

by Adrienne Anglin, CSP

**R**esidential roofing contractors are facing a moment when the industry's long-standing hazards intersect with new pressures that are reshaping what it means to operate safely and sustainably.

The Occupational Safety and Health Administration already classifies construction work as a "high hazard industry." According to the Bureau of Labor Statistics, there were 5,070 fatal work injuries across all construction sectors in 2024, with falls, slips and trips accounting for 844 deaths; roofing workers experience a higher rate of these incidents than many other construction trades.

In 2023, roofing companies accounted for 26% of fatalities (110 deaths) caused by falls, slips and trips. Residential building construction accounted for another 14.7% (62 deaths).

Although BLS did not isolate residential roofing for 2024, industry analyses consistently show steep-slope residential work poses the greatest fall risk because of unstable surfaces, limited anchor and equipment options, and its fast work pace. These differ from commercial roofing where crews often work on larger, flatter sites with more predictable structures and a better chance of using engineered fall protection.

As OSHA's National Emphasis Program for falls continues without a specified expiration date and insurers tighten expectations, residential roofing contractors face mounting pressure to improve safety or face greater operational and financial risks.



## CORE CHALLENGES

Falls remain the defining hazard of residential roofing, and the industry continues to grapple with the same fundamental exposures. Residential environments introduce steep slopes, limited anchor points, fragile surfaces and unpredictable roof geometries, making fall protection sometimes more complex than on commercial structures. Perhaps the most overlooked contributor to fall-related injuries is ladders. For many contractors, ladders are the first and last point of exposure on every job, and improper setup, unstable ground and rushed transitions from a ladder to a roof can cause serious incidents.

The connection between ladder safety and fall protection is inseparable. A well-designed fall-protection plan is undermined if workers cannot safely access a roof. Likewise, even the best ladder setup becomes irrelevant if workers transition onto a roof without secure anchorage or a clear plan for moving across steep-slope surfaces. Residential crews often face additional challenges, such as landscaping obstacles, uneven ground, homeowner-installed structures and limited space for proper ladder placement. These conditions often demand a higher level of planning, supervision and worker competency.

Insurance providers can limit or deny a contractor's claims when safety noncompliance is an issue, such as when improper ladder use or inadequate fall protection is documented. Many insurance brokers and law firms note insurance carriers frequently request training plans, ladder inspection records or logs, and site-specific fall-protection plans during underwriting or post-incident claim review.

In addition, residential roofing presents a unique structural risk profile because crews work on buildings that vary widely in age, construction methods and maintenance histories. Many homes currently being reroofed were built decades earlier, and the underlying conditions often are unknown until a crew begins removing materials. Rotten decks, water-damaged sheathing, deteriorated trusses and improperly spaced rafters can create unstable

walking surfaces that may fail under load. These hazards are especially dangerous on steep-slope roofs where workers rely heavily on substrate integrity for footing and anchorage.

Without proper load calculations and pre-job structural assessments, crews may inadvertently overload weakened framing or decks. In some regions, climate-driven moisture intrusion may accelerate structural deterioration, making substrate failures more common.

## WEATHER

Heat illness and weather-related hazards, driven by climate volatility and regulatory momentum, have become common topics among residential roofing contractors. Roofing crews work outdoors in a heat-intensive environment during summer, surrounded by radiant heat from shingles, underlayment and reflective surfaces.

In addition, extreme heat events are more frequent, intense and longer-lasting globally than in the past; the average annual number of extreme heat events has risen from two per year in the 1960s to 10 per year as of 2020, according to the Center for Climate and Energy Solutions. Adding to this, the U.S. heat wave season is now, on average, 46 days longer than it was in the 1960s.

OSHA's national emphasis program on heat and a growing number of state-level rules place greater expectations on contractors to provide shade, hydration, rest and training.

But heat is only one part of the environmental equation. Severe storms, high winds and rapid weather shifts are increasingly common across the U.S. Residential crews often work on small, exposed surfaces with limited escape routes, making sudden weather changes especially dangerous. Wind-blown materials, slippery surfaces, exposure to lightning and challenges of emergency evacuation all contribute to a heightened risk profile.

## OTHER HAZARDS

Residential rooftop solar installations and integrated roofing technologies is a category of hazards

## ADDITIONAL RESOURCES

- NRCA's free safety resources can be found at [nrca.net/safety](http://nrca.net/safety).
- On [shop.nrca.net](http://shop.nrca.net), you can find the NRCA Deck Integrity Assessment Tool (available for free). It is one of the most valuable planning tools for residential contractors and offers a structured way to evaluate a roof deck's condition before starting work. This assessment helps crews identify soft spots, rot, delamination, structural sagging and other issues that could affect footing or anchorage. Because substrate failures can lead to falls on steep-slope roofs, including a formal deck integrity check in pre-job planning provides significant safety and risk management benefits.
- NRCA also offers a Job Hazard Analysis template at [shop.nrca.net](http://shop.nrca.net) that guides contractors through identifying and controlling specific hazards. The template breaks down roofing tasks into steps, highlights potential risks and suggests proper controls. For residential crews working on small, varied and unpredictable job sites, the template can help standardize planning across projects and ensure hazards such as ladder placement and electrical exposures are consistently evaluated.
- CPWR—The Center for Construction Research and Training's Stop Construction Falls campaign, of which NRCA is a premier partner, offers practical tools, including a collection of short, scenario-based planning aids that help supervisors discuss fall-risk decisions with their crews. These materials, available at [stopconstructionfalls.com](http://stopconstructionfalls.com), are designed for toolbox talks and pre-task planning, making them ideal for residential job sites where conditions vary from house to house.
- The Occupational Safety and Health Administration's Safe + Sound resources also support planning by helping contractors create simple, repeatable processes for identifying hazards, communicating expectations and verifying controls. For small-sized roofing companies, these templates provide a manageable way to formalize planning without adding unnecessary administrative burden. Together, these tools provide residential roofing contractors with a quick-access safety kit that enhances planning, improves communication and reinforces hazard awareness without slowing work. You can learn more at [osha.gov/safeandsound](http://osha.gov/safeandsound).

many contractors are still learning to navigate. Modern homes increasingly feature photovoltaic systems (for more information about PV systems, see, "The sun's advantages," page 36), battery storage units and hybrid roofing-solar products. These systems pose electrical, fire and structural hazards that differ significantly from roofing work.

Live circuits hidden beneath shingles, improperly de-energized systems, damaged wiring and incompatible components can expose workers to the risks of electric shock, arc flash or fire. Integrated solar shingles and advanced underlayment systems often require specialized training, manufacturer-specific installation methods, and coordination with electricians or solar installers. Without proper knowledge, crews may inadvertently damage equipment, void warranties or create unsafe conditions.

Insurers have taken notice. Claims involving solar systems are complex, costly and often involve multiple parties. As a result, carriers may ask for proof of specialized training, manufacturer certifications or documented coordination with licensed electrical professionals before underwriting roofing contractors who work on or around rooftop solar installations.

Emerging technology hazards represent a challenge and an opportunity. Contractors who invest in training and competency development can differentiate themselves in a competitive market.

## INSURANCE

As residential roofing contractors navigate daily hazards, another obstacle needs to be addressed: insurance. In 2026, the insurance landscape for roofing contractors is defined by rising claim severity; heightened underwriting scrutiny; and a market that increasingly rewards contractors who can demonstrate disciplined, well-documented safety practices. Although the broader workers' compensation insurance line remains one of the healthiest in the property and casualty sector, according to the *Insurance Journal*, roofing contractors continue to be treated as a high-hazard class.

Workers' compensation trends illustrate this shift. Across the construction industry, lost-time claim frequency continues to fall, but the severity of each claim is rising, according to the National Council on Compensation Insurance.

For residential roofing contractors, this means even a small number of falls, strains or ladder incidents can materially affect experience modification rates and premium costs. Meanwhile, general liability insurance carriers are contending with increasing claims resulting from water-intrusion disputes and rising jury awards exceeding actual economic damages, which contribute to persistent upward pressure on general liability rates for contractors.

Insurance advisory and brokerage company WTW, London, notes buyers should expect ongoing volatility and a continued focus on risk management, transparency and program structure review. Carriers are expected to remain highly selective about the types of programs and contractors they write, emphasizing clean loss histories, strong safety cultures and detailed risk controls.

Residential roofing firms, especially those with inconsistent documentation, should work with their safety teams and insurance brokers to put together the best risk management and safety narratives and constantly seek ways to improve their practices.

Property-related claims add another layer of complexity. Roof-related residential claims reached an estimated \$31 billion in 2024, driven largely by wind and hail losses, according to Verisk, a data analytics and risk assessment company based in Jersey City, N.J.

Homeowner claims shape the underwriting environment contractors operate in. Insurers are increasingly wary of roof age, installation quality and work-

manship disputes, and they expect contractors to demonstrate strong quality assurance and quality control processes, photo documentation and clear communication with homeowners. In short, the insurance market is signaling risk management maturity is a competitive advantage.

## RENEWED FOCUS

For residential roofing contractors, the path forward begins with reframing risk management as a continuous, structured process rather than a collection of compliance tasks. Effective risk management starts before a crew ever steps onto a roof. Pre-job hazard assessments, substrate evaluations, ladder inspections and weather monitoring establish the baseline for safe operations.

Once work begins, the focus shifts to consistent execution: anchorage selection, fall-protection setup, materials staging and heat-illness prevention. These practices not only reduce incidents but also generate the documentation insurers increasingly expect to see. Time-stamped photos can be one of the easiest ways to document safe actions on job sites from fall-protection setups to daily safety huddles and corrective actions.

Documentation is the connective tissue between safety and insurability. Underwriters are more frequently requesting evidence of training, fall-protection plans, subcontractor vetting and incident investigations before offering or renewing coverage. Contractors who maintain organized records are better positioned to negotiate favorable terms.

Finally, proactive engagement with insurance partners is becoming a hallmark of resilient roofing businesses. Contractors who schedule annual risk-review meetings, invite loss-control consultants to job sites and analyze claims trends with their agents often gain insights that directly reduce losses. This collaborative approach not only improves safety outcomes but also positions contractors more favorably in the insurance market.

Taken together, these factors make one thing clear: Safety is an integral part of business strategy. Viewing safety as a competitive advantage rather than merely a compliance checklist enables better navigation of the tightening insurance market, retention of skilled workers and development of resilient operations capable of adapting to industry changes. 📸🔧

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

2026



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MANUFACTURER NEWS

ATAS International honors sales team

**ATAS International Inc.**, Allentown, Pa., has announced Andrew Seigel, CSI, product representative for Michigan and parts of Indiana and Ohio; Mark Oyer, inside technical salesperson; and Angel Colon, inside technical salesperson, received ATAS International’s Malan S. Parker Award. The annual award recognizes the company’s top sales team.



Seigel, Oyer and Colon have all been with the company for about two years.

Central States Manufacturing has leadership change

**Central States Manufacturing**, Tontitown, Ariz., announces a new executive chief officer of its parent company, Central States. Kurt Weaver will lead Central States Manufacturing, alongside Central States Building Works and Elevate Structures, to build relationships with employees, owners and customer suppliers. Weaver assumed the role June 1.



Weaver

Current CEO Jim Sliker will fully transition into his role as chairman of the board, continuing to provide strategic leadership for the company’s long-term growth. Sliker will work closely with Weaver throughout 2026 to support onboarding and ensure a smooth transition.

Sherwin-Williams doubles capacity

**Sherwin-Williams Coil Coatings**, Cleveland, announced its completion of a major expansion at its coil coatings manufacturing plant in Bowling Green, Ky. The expansion will align production of its popular products with an expected trajectory of growth in the metal roofing and construction markets.

The company significantly upgraded its 32-year-old facility with state-of-the-art technology, advanced automation, larger batch capabilities and expanded production capacity to meet accelerating demand in roofing, metal building and OEM manufacture markets. The expansion adds a 60% overall increase from 2025.

Soprema wins IRE award

**Soprema**, Wadsworth, Ohio, won the Expert’s Choice award during the 2026 International Roofing Expo® in Las Vegas for its automated membrane-welding solution, the MINI MACADEN.® Winners were selected by a panel of industry experts who evaluated each entry based on the ability to improve performance, enhance safety, boost productivity, elevate user experience or introduce a new standard to the market.



DISTRIBUTOR NEWS

North Country Slate announces winners

**North Country Slate**, Uxbridge, Ontario, has announced the winners of its Slated for Excellence Project of the Year Awards. Established in 2025 to celebrate and recognize outstanding craftsmanship, innovation and design for slate roofing projects, the awards will be issued annually to recognize roofing contractors, architects and builders whose exceptional work exemplifies the quality, durability and timeless beauty of natural slate roofing.

For the 2025 awards, projects had to be completed in 2025 and be natural slate roofing projects supplied by North Country Slate. For its first year, the company issued awards in seven categories with additional notable mentions in six categories.

NRCA member Kammerling Construction, Franklin, Ind., won the North Country Award (50-75 squares) for its work on Morris Butler House (61 squares) in Franklin, Ind.



For a complete list of winners, visit [ncslate.com](http://ncslate.com).



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## QXO acquires Kodiak Building Partners

**QXO**, Herndon, Va., has completed its acquisition of Kodiak Building Partners, Englewood, Colo., from Court Square Capital partners for \$2.25 billion. The deal expands QXO's addressable market to more than \$200 billion.

"By acquiring Kodiak, we're providing our customers with a wider range of product offerings and value-added services," says Brad Jacobs, chairman and CEO of QXO. "In addition, we expect the deal to be highly accretive to 2026 earnings and we remain on track to achieve our goal of \$50 billion in annual revenue."

"Today marks a definitive capstone for Kodiak as we join QXO and become a part of the most exciting company in building products," added Steve Swinney, co-founder of Kodiak and leader of QXO's new LBM division.

## UP THE LADDER

Amrize has appointed **Baris Oran** as chief financial officer and a member of the company's Executive Committee.

The HCR Group has appointed **Gina Kelley** as vice president of marketing and **John Temoyan** as vice president of sales.



Oran



Kelley



Temoyan

## CONTRACTOR NEWS

### Roofing contractor passes away

Timothy (Tim) Blue of **Blue's Roofing Co.**, Milpitas, Calif., passed away April 11. He was 78 years old.



A former NRCA director, Blue began his professional life at a software firm before answering his father's request to join the family business in July 1974. He rose through the company to become president of Blue's Roofing in 1988.

Blue was known for his steady guidance, practical leadership and warm heart. During his career, he also served as president of the Associated Roofing Contractors of the Bay Area Counties from 2000-05 and was inducted into the ARCBAC Hall of Fame. In addition, Blue held positions on a variety of local roofing and waterproofing trusts and committees.

He is survived by his wife, Cheri; his children, Patrick, Lauri, Robyn and Kaitlin; and four grandchildren.

Memorials and donations are not currently being accepted per the family's request.

### New scholarships for WSU students

**Rhoden Roofing LLC**, Wichita, Kan., has partnered with GAF, Parsippany, N.J., to establish Rhoden Roofing & GAF Promise Scholarships to support students enrolled in Wichita State University's Campus of Applied Sciences and Technology Construction and Technology Program. The scholarships will help reduce financial barriers for students pursuing careers in roofing and construction, strengthening the pipeline of skilled professionals entering the industry.

Through the scholarships, four students pursuing careers in the construction industry will each receive \$1,250. Students enrolled in Wichita State University's Tech's Construction Technology program receive hands-on training in safety, framing, blueprint reading, job estimating and other core construction skills to prepare them for residential and commercial construction careers.

### Chamberlin Roofing acquires contractor

**Chamberlin Roofing & Waterproofing**, Houston, has announced it has acquired Dixie Membrane Roofing, Lawrenceville, Ga.

Through the transaction, Dixie Membrane Roofing will gain access to Chamberlin Roofing & Waterproofing's platform of waterproofing, building envelope restoration and service, creating new opportunities to provide comprehensive services to Dixie Membrane Roofing's clients. Dixie Membrane Roofing will continue to operate under its established name and leadership.



# GOLD CIRCLE AWARDS 2027

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BDS Architects, Anchorage  
Building Management Consultants, Chattanooga, Tenn.  
Design Support Services of Philadelphia LLC, Narberth, Pa.  
Environmentors LLC, Linden, N.J.  
Highland Engineering PC, Cary, Ill.  
NEXUS GreenBuild LLC, Washington, D.C.  
Redemption Claim Services, Azle, Texas  
Tradewind Forensic Consulting LLC, Honolulu  
Trenex LLC, Belvidere, Ill.  
Trivers, St. Louis

### CONTRACTORS

A&H Roofing and Contracting LLC, Edmond, Okla.  
A.R.C. Exteriors LLC, Canton, Ohio  
All One Exteriors, Valparaiso, Ind.  
Anderson Roofing Inc., Issaquah, Wash.  
Arrowhead Roofing and Construction, Crowley, Texas  
Best Roofing Pros LLC, Chesterfield, Mo.  
Brazos Commercial Roofing, Jones Creek, Texas  
C&A Renovations Contractors LLC, Jackson, N.J.  
Candor Construct & Roofing LLC, Lubbock, Texas  
CB Chandler, Henrico, Va.  
Divine Roofing and Restoration LLC, Pooler, Ga.  
DSM Construction LLC, Middletown, Va.  
E2 Roofing, Jacksonville, Fla.  
East Fork Roofing, Reno, Nev.  
Heroes Roofing & Construction LLC, El Paso, Texas  
I.S. ENTERPRISES Inc., Washington, D.C.  
Inspector Roofing and Restoration, Alpharetta, Ga.  
iRestore Illinois Inc., Rolling Meadows, Ill.  
KenServ/Roofguy.com, Durham, N.C.  
Kerr Roofing and Sheetmetal, North Charleston, S.C.  
Marina Bay Roofing, San Francisco  
MarMac Roofing LLC, Arlington, Texas  
Miami Valley Roofing, Waynesville, Ohio  
MM Roofing and Construction Systems LLC, Aledo, Texas  
Moss Boss Roofing, Salem, Ore.

Northland Roofing LLC, Bethel, Conn.  
Palmetto Outdoor Solutions, York, S.C.  
Pro Built Roofing LLC, Buford, Ga.  
Quality Roofing and Siding, South Ryegate, Vt.  
Red Rover Roofing, Spring Hill, Tenn.  
Roof Top Innovations, LLC DBA RTI Construction, Tomball, Texas  
Screw City Restoration, South Beloit, Ill.  
Sentinel Roofing LLC, Mount Juliet, Tenn.  
Shake Roofers LLC, Racine, Wis.  
Spotlight Roofing Inc., San Mateo, Calif.  
Storm Shield Restoration Group LLC, Oklahoma City  
Structural-Builders and Restorations LLC, Opa-Locka, Fla.  
Zajac Home Improvement Inc., Lindenhurst, N.Y.

### INDUSTRIAL/INSTITUTIONAL

ABC-NJ, Mount Laurel, N.J.

### MEMBER BRANCH

Great Lakes Systems Inc., Wyoming, Mich.  
Texas Roofing, a Tecta America Company, Round Rock, Texas

### SERVICE PROVIDERS

Design Pro Roofing Systems Inc., Naples, Fla.  
Proline, Atlanta

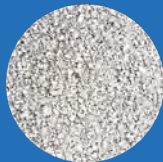
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Contact: Madison Mahoney, NRCA's social media manager  
mmahoney@nrca.net  
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**10**

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**JULY**

**9**

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bmartz@nrca.net  
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**14-17**

**NRCA's Midyear Committee Meetings**

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### Florida

has the highest number of employed roofing workers in one state—

**25,000**

California is the runner-up with

**19,000**

Source: Bureau of Labor and Statistics



### MONTHLY HIGHLIGHT

**1969**

NRCA published its first copy of *The NRCA Roofing and Waterproofing Manual*

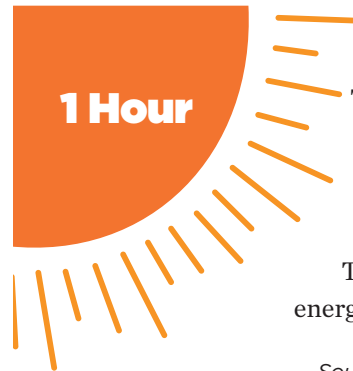
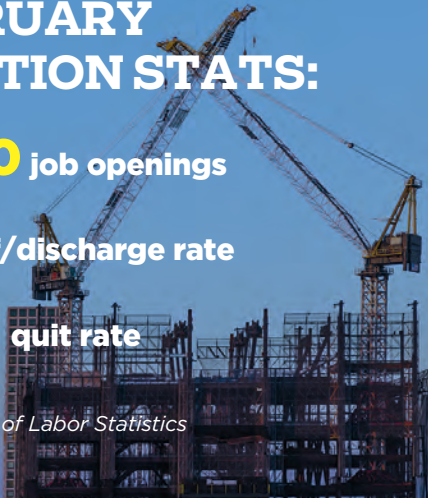
### FEBRUARY CONSTRUCTION STATS:

**202,000** job openings

**1.8%** layoff/discharge rate

**1.5%** quit rate

Source: Bureau of Labor Statistics



**1 Hour**

The amount of noontime summer sun equal to the annual U.S. demand for electricity

To learn more about solar energy efficiency, see page **36**.

Source: Department of Energy

NATIONAL ROOFING CONTRACTORS ASSOCIATION

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