



NYLE NEWS!

Your Future is With Us....

Issue 25

Summer 2015



PRESIDENTS MESSAGE



One thing made in the United States that I hold considerable hope for is Americans and our children in particular. There is talk of the next generation being lazy and not as good as the last one, overpraised and over privileged, and can't or won't work for the pay expected. My personal feeling is that it is our responsibility as peers, parents and mentors to mold and shape this next generation to be confident communicators, mindful leaders and responsible representatives of this great nation. We need to address them as individuals that might require a more personalized, tailored plan that lends itself to their strengths. If we can create an environment that is bespoke and comfortable it enables them to be more productive.

Garry Polmateer from Red Argyle, while speaking at the NYLE Spring Leadership Conference in May, reminded us that in a few short years "Millennials" (people born between 1982 and 2004) will be entering the workforce or preparing for their career with a secondary education. They will also join the group of consumers that we are marketing to.

Technology and the way we do business will continue to evolve at an increased pace. If you're not keeping up, you're falling behind. Please take advantage of the education, technology classes and webinars made available through the NRLA and NYLE.

One of the best approaches to appreciate products made in America is to actually go and see them being produced. We have so many manufacturing facilities and mills in the United States that are eager to host and are hospitable beyond belief. Most of these

manufacturers welcome industry peers, customers and contractors into their domain, although photography is sometimes limited to preserve industry secrets. My advice to you, regardless of age, is to join NYLE on a Timber Tour. You will not be disappointed.

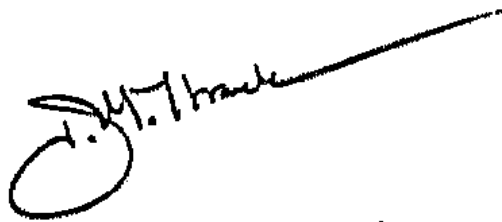
NYLE tries to alternate between the East and West coasts to help control costs and change up the venues. The change of scenery is nice too. This year, from Sept. 29 through Oct. 3, we are heading to Northern California for a four-day excursion that includes quality time spent with Sierra Pacific on a forestry tour, a large log sawmill operation, and a moulding and millwork manufacturing facility. Also, finding time to check out Louisiana-Pacific I-Joist manufacturing and the Humboldt Redwood Company.

Personally, I appreciate sharing time and getting to know the other attendees while on the Timber Tour. We usually have some idle time on the bus rides between venues and I find that conversing about people's companies allows you to get to know one another and increases the comfort level. We all know relationships forged can last a lifetime and help tremendously in this business. Talk to someone who has been on a Timber Tour. We have plenty of stories, lessons learned and educational opportunities to share.

If you would like to attend the next epic Timber Tour, please contact dberger@nrla.org.

What does "Made in the USA" mean to you? Are you willing to pay a little more for that qualification? I believe most people are with the hope that you are receiving a better product and keeping Americans employed. Our family buys local and American-made where it makes sense. Here at Howe Lumber we strive to partner up and sell products produced in the United States. The vendor support we have facilitates that effort by keeping a close eye on quality and price. I hope that your independent lumberyard, distribution or manufacturing company does the same.

To learn more about past Timber Tours, please visit: www.nrla.org/Documents/StateandLocal/nyle/nylettretrospective.pdf

A handwritten signature in black ink, appearing to read "J. Thacker", with a long, sweeping horizontal line extending to the right.

Jason Thacker
NYLE President
Howe Lumber

MEMBER PROFILE

Rick Raymond

Concord Littleton Lumber Corporation

By Dan Martin, Reeb Millwork Corp.

In our continuing efforts to promote new NYLE members and participants I had the privilege of talking to Rick Raymond from Concord Littleton Lumber Corporation about his life and path to the industry. Rick has been employed in the lumber and building material industry for 10 years, and like many of us, he didn't set out to be a lumber person.

Rick's previous employment before Concord was as a line cook at a country club in eastern Massachusetts. One day he said he decided he needed to find a career with advancement opportunity, and someone recommended CLC to him. One of the main reasons Rick was interested was that Concord Littleton was a locally owned company with a rich history in the area. While many of us can say we had a close family member drag us into the industry, Rick's family connections goes way back to his Grandfather who was the owner of Fairway construction in Fitchburg, MA. Apparently the lumber gene skips a generation. Rick is also a member of Concord Littleton's ESOP committee and the Biztrack POS team. He currently holds the position of assistant branch manager.



Rick was encouraged to join NYLE by Paul Tarca of Littleton Lumber. Paul is the current President of the MRLDA. Paul has assigned Rick as the head of the NYLE group within Concord Littleton and is eager to participate in our upcoming events. His first ever NYLE event was the recent spring conference at Turning Stone. Rick described the event as "a very informative training session". I enjoyed how the group was able to transition from educational during day one, to social, networking after, back to a formal business board meeting on day two. It's nice to know that the group can accomplish good work, but also enjoy good company and have fun after." Rick and the rest of the Concord contingent, Archi, Dan, Adam were great additions to the event, even getting into the fun by participating in our cowboy costume contest and some karaoke.

I also asked Rick to give his thoughts to anyone interested in NYLE and what it's about. "Try it and see if it's for you. That's the attitude I had when going to my first event. I didn't know what to expect, but after checking it out I want to get further involved. NYLE is definitely something good to be involved in, especially if the lumber and building materials industry is your chosen career."

NYLE Spring Leadership Conference

May 7-8, Turning Stone Resort & Casino

Contributing Writers: Frank Saluti of Shepley Wood Products, Matt Medoff of Russin Lumber, and Tom Glauber of Sherwood Lumber

Technology to Improve You (Business) Life

Presented by: Garry Polmateer, Red Argyle

"In 20 years, things that are now science fiction will be in your pockets." On May 8, 2015 as a part of the Spring Leadership Conference we had the pleasure of listening to Garry Polmateer a managing partner at Red Argyle, a development and consulting firm out of New York. The presentation was about the use and management of technology in today's workplace. From the first moment it was clear to see that Garry is enthusiastic about the topic. He touched on the ever-changing landscape of technology in our lives today, where it started and where it is going.



Garry spent some time talking about security as well. With technology becoming such a big part of our day-to-day business, having a good security plan is a must. If a breach similar to what happened at Target, J.P. Morgan, or TJX occurred at an independent lumber yard, the damage would be crippling. Garry pointed out several steps that can be taken to help secure our operating systems and private information. Make sure to speak with your IT department and ask if they have the appropriate backups and security checks in place.

Do you ever go crazy trying to remember all of your passwords these days? Garry introduced an app that can help manage all of those important passwords. The product is called LastPass. It is a password locker, a place to safely store and manage all of your important passwords. It only requires you to remember one master password to gain access. The program is also great to defend against "key loggers" and other bugs or viruses which hackers are using to try and gain access to your information. At its most basic level LastPass will put an end to more simple methods of keeping your passwords such as writing them down on a "sticky note" for everyone to see!

Finally, Garry touched on our future workforce. By January of 2016, young people born in the year 2000 will be applying for jobs. WOW. This generation will no doubt be on the cutting edge as much as we appeared to the generation that preceded us. It is our responsibility to provide them with the proper tools to not only make themselves successful, but the companies they work for as well. These young

professionals will have had the advantage of growing up with, and already knowing the technology that many of us see as new today. The point is that now is the time to take a look at how you are using technology at your company. Embrace the changes and use them to grow your company, if you fight the change you may end up left behind.

Hot Not to get Sued: Best HR Practices

Presented by Mike Sciotti, Esq., Hiscock & Barclay

At our conferences we typically entertain a prominent speaker to guide us on industry standards and best practices. This year at the NYLE Spring Leadership Conference in Verona, N.Y. at Turning Stone we were lucky enough to split the day into two fantastic sessions. The afternoon session was led by Michael J. Sciotti, Esq. an attorney at Hiscock & Barclay, LLP in Syracuse, N.Y.



At first glance at the agenda, most people probably thought, "Four hours of a lecturing attorney, can't wait." To our surprise, Sciotti actually brought some enthusiasm and charisma to his session and had the audience engaged from the moment he took the floor. Some of the topics that he covered included understanding the potential risks when owning a business as far as harassment and wrongful actions and explaining to us the definition of what harassment is. From there, Sciotti led into how management or understand should be handling these types claims. "Protect yourself and protect your bottom line". These words led into a breakdown of how to handle an internal investigation within an organization. Sciotti broke down exactly what should be asked, who should be asking and when and where are the appropriate times to handle these lines of questioning. "You must be able to ask the tough questions", Sciotti commented. "if you can't handle those questions, then you shouldn't be asking them". His in depth analysis of how to handle these situations proved to incredibly useful to all participants at the conference, employers and employees alike.

Sciotti, left us with a sense of feeling highly educated in some not so fun situations. One of the ways that he did this was with humor and storytelling. He kept us all engaged for during his session. All in all for a lecture from an attorney for 3 hours, I would say that we all were captivated to hear what he had to say next and sum up his speaking session as a great success.

Following our IT and HR sessions Thursday we convened at the Tin Rooster for cocktails, dinner, karaoke, and the best dressed cowboy /cowgirl contest. The winners of complimentary Timber Tour registrations for best Western attire were Lydia Smith and Scott Stahl. The Board Meeting opened with video highlights of the karaoke sessions featuring Scott Stahl singing Guns and Roses "Sweet Child of Mine" with very creditable dance moves

included. Past President Dan Martin gave a very informative "New Board Member Orientation." President Jason Thacker and Vice President Jordan Russin then guided the meeting, which featured the Summer Outing at Saratoga Racetrack in August, the Timber Tour in Northern California in September, and committee and sponsorship reports.

The Board Meeting concluded with a group lunch, and then moved to Jay-K



**JAY-K
LUMBER**

Lumber in
nearby
New
Hartford,

N.Y. We joined former NRLA Chairman

Jonas Kelly for a tour of their spotless and beautifully stocked lumber yard on 11 acres, including a 10,000 square foot retail store, Douglas Fir, SPF, Engineered Lumber, Roofing, sheds for plywood, trim boards and other panel goods, and custom millwork shop.



NYLE Summer Outing August 19

Saratoga Race Course



**It's a sure bet, NYLE is headed back to
Saratoga Race Course!**

NYLE will host another outing at the Saratoga Race Track on August 19. Once again, we have secured the At the Rail Pavilion. The venue offers trackside views of the live racing action, lunch buffet, table service, and air conditioning.

The goal of the summer outing is to provide a premier networking event for NYLE members. NYLE will also host a



"Dress to Impress" competition. Participants will be judged on fashion sense, racing enthusiasm and gregariousness. There will be a male and female winner awarded the following day at the NYLE Board meeting. The winners will receive a free registration to the upcoming 2015 NYLE Timber Tour

\$100 per person

Only 100 Tickets available on a first-come, first-served basis. Preference to NYLE members.



Sleeping Rooms Available Holiday Inn 232 Broadway, Saratoga Springs
\$229 + single/double **Room reservation cut-off: July 22.** Please call hotel directly at 518-584-4550 and identify yourself with the Northeastern Young Lumber Execs. Group Code: NL4.
You are responsible for making your own room reservations.

Schedule of events:

Wednesday, August 19 Saratoga Race Course
11 a.m. Gates Open 12 p.m.-3 p.m. Buffet Open 1 p.m. 1st Race Post Time 5:30 p.m. Last Race Concludes Dinner on your own

Thursday, August 20 Holiday Inn
Breakfast buffet available at hotel restaurant
(not included in registration)
9 a.m.-12 p.m. NYLE Board Meeting Holiday Inn, Saratoga (working lunch provided)
12:30 p.m. Yard Tour, Curtis Lumber, Ballston Spa.

[Click here](#) for complete details and to download registration form.

NYLE is Excited for Timber Tour 2015

September 29-October 3

Northern California



Schedule at a Glance:

Tuesday, September 29th

Flights into Redding, CA (RDD) on your own. Complimentary shuttle to Red Lion Hotel, Redding.
6.p.m. Welcome Reception, & Dinner
Red Lion Hotel, Redding

Wednesday, September 30th

7:45 a.m. Bus departs Red Lion Hotel
8 a.m.-10 a.m. Tour of Sierra Pacific Headquarters, Anderson
10:30 a.m.-1:30 p.m. Forestry Tour, Shingletown
2:30 p.m.-4:30 p.m. Tour of Sierra Pacific Large Log Sawmill
Shasta Lake
5 p.m. Return to Red Lion Hotel
6 p.m. Group Dinner, View 202, Redding
8 p.m. Bus returns to Red Lion Hotel, Redding

Thursday, October 1st

7:15 a.m. Bus departs Red Lion Hotel, Redding
8 a.m.-10 a.m. Tour Sierra Pacific Millwork and Moulding
Manufacturing Facility, Red Bluff
10 a.m.- 12 p.m. Tour Louisiana Pacific I-Joist Manufacturing
Facility, Red Bluff
12:45 p.m.-1:30.p.m. Box lunch at the Sundial Bridge, Redding
1:30 p.m.-5 p.m. Bus ride to Samoa
5 p.m. -7:45 pm Group Dinner and Tour, Samoa Cookhouse and
Logging Museum, Samoa
8 p.m. Bus returns to Red Lion Hotel, Eureka

Friday, October 2nd

7 a.m. Bus departs from Red Lion Hotel
7:30 a.m.-4:30 p.m. Scotia, CA - Humboldt Redwood Company
Forestry & sustainability tour, logging operation,
mill tour, and old growth redwood viewing.
5 p.m. Arrive back at Red Lion Hotel, Eureka,
6 p.m.-8 p.m. Group dinner, Lost Coast Brewery, Eureka

Saturday, October 3rd

Departures on your own from Acrata-Eureka Airport (ACV) or stay an extra day to explore the area on your own.

The following state and local associations are offering subsidies to

their members:

Eastern NY Lumber Dealers Association: \$250 per person (1 per company) retail or associate for 4 people.

Mid-Hudson Lumber Dealers Association: \$100 per person retail or associate.

NJ Building Materials Dealers Association: \$500 per person subsidy for a NYLE retail member company with no limits.

Massachusetts Retail Lumber Dealers Association: \$500 per person, up to 10 people, for both retail and associate members who work in Massachusetts, with a limit of no more than two people per company. In the event of more than 10 people applying, the \$5,000 would be divided evenly by the number of people going. For example, if 12 people apply they would get \$416.66 (\$5,000 divided by 12) each.

[Click here](#) for complete details and to download registration form.

Thank you to our Annual Sponsors and State and Local Sponsors received to date!

If you are not listed below, there is still time to become a sponsor, please [click here](#) to download form. *Please note: you must be a member of NYLE in good standing to be eligible for an Annual Sponsorship.*

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