

NEMEON Board of Directors



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Director

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Passaic Metal & Building
Supplies Company
Clifton, NJ



Director

Marc Stewart
Stewart Building & Roofing Supply
Tucson, AZ

Directory

NEMEON, INC.

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President and CEO

Tony Cogliandro

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The Board Report

Ken Rosenberger

The board thanks each member who attended our San Diego meeting. Those of you who weren't there really missed out. The meetings are one of the most important parts of your NEMEON membership. This organization is so much more than just a rebate check. Please mark your calendar and make an effort to attend the 2005 annual meeting in Orlando.

The board would also like to thank the staff for the great planning and hard work they did on our behalf.

Have you heard the saying "there's always two sides to a coin"? Let's use that analogy with NEMEON in mind.

On one side we have:

A relationship between each independent member in which they can share information and support each other.

A relationship between each member and our preferred vendors in which each one

benefits.

A membership in the premier independent roofing and siding co-op.

On the other side we have:

The NEMEON brand, which your board expects to grow in the next 10 years. We expect NEMEON to be a well-known brand among contractors, because they will receive service and response they will never get from a chain or big box.

We know on the one side of the coin the staff and board must serve our members in their growth needs and stability. On the other side, members and staff must support the growth of NEMEON.

A coin balanced on edge can roll forward for years. Let's keep the NEMEON coin on edge. That way all members can keep our goals in view and we can keep on rolling.

Thank you for your support. ■

CertainTeed Roofing and Air Vent Named Vendors of the Year 2003

Each year NEMEON selects two preferred vendors to receive an award of excellence.

NEMEON is proud to announce CertainTeed Roofing Products Group, Primary Product Vendor of the Year, and Air Vent, Accessory Products Vendor of Year.

CertainTeed Corporation is celebrating their 100th year serving the roofing industry. They have established a solid reputation for providing consistent reliable roofing products to architects, builders, contractors and homeowners. CertainTeed encompasses the most comprehensive line of residential and commercial roofing

products for any price range or architectural style.

Air Vent, a Gibraltar company, manufactures a full line of attic ventilation products, including durable, high-performance ridge vent systems. Over the years, they've invested heavily in independent research studies to further their understanding and enhance the design of high efficiency attic ventilation systems.

Vendor of the Year Criteria

A vendor cannot be awarded NEMEON Vendor of the Year recognition in successive years.

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President's Letter

What a great meeting we had in San Diego!

I want to personally thank all who attended and made it such a success!

For those that did not attend, we intend to send an "After Meeting Report" in April that will highlight the major high points at the Roundtable meetings and any other member-important information that was discussed or seen. It was a great time of exchanging knowledge, renewing acquaintances and making new friends.

Part of our main focus during the business meeting was the NEMEON Vision Statement and Mission Statement. They were discussed and the members present voted unanimously to approve them.

NEMEON's VISION:

Pride & Prosperity through Unity, Value, Partnership & Size.

NEMEON's MISSION:

NEMEON will be the Premier Co-op of Independent Roofing & Siding distributors, promoting Pride and Prosperity with both Members and Preferred Vendors by:

- 1) Developing a culture of Unity and Solidarity through Fellowship.
- 2) Generating Membership Value by producing a fiscal, competitive advantage;
- 3) Creating Manufacturer Value & Partnership by actively "SHIFTING THE SHARE;"
- 4) Being the largest Co-op of Independent Roofing & Siding distributors in volume and locations;
- 5) Building Trust through Integrity and Consistency;
- 6) Enhancing Business Growth and Innovation through Technology & Sharing Best Practices;
- 7) Promoting high-quality and superior services and support.

We hope NEMEON and its members will use this Vision and Mission statement to grow, prosper and thrive in the coming years. We'll be sending out a plaque of our Vision and Mission Statement to all members shortly.

You know, last year at this time I said: "Big shots are only little shots who kept shooting . . ." In 2003 we kept on shooting!! NEMEON has continued the course. We are creating our own destiny.

■ Growth in membership. As of this writing we are at 112 members and 267 locations. Last year at this time, we had 78 members and 184 locations.

■ Increase the number of Preferred Vendors. At this time last year, we had 29 Preferred Vendors and we now stand at 48 and growing. Shifting the share is our cornerstone value to manufacturers. Please support them!

Building Value continues to be a prime focus for us in 2004 . . . Commitment and perseverance with our PV partners and ourselves is the roadmap and strategy for our continued growth and success.

I look forward to an even better year in 2004 and remember to "Shift the Share!"



A handwritten signature in black ink, appearing to read "Tony Cogliandro".

Tony Cogliandro
President & CEO

New Members: Tom Brutsche, California Shingle & Shake; Gary Keis, Central Siding; Joe Connaquer, EDCO Products; Sal Easterly, Paco Building Supply; Danny Bordelon, Roofing Products & Building Supply; and Jerry Downing, Wake Supply Company

John McDermott and Ron French, Karnak Corporation and Bryan Sawilchik, Acorn Roofing Supply



Preferred Vendor of the Year 2003: Ken Rosenberger, Gulf Coast Houston and Mike Daniels, Air Vent



Perry Rutkowski, Gayle Vincik, and Tim Kallan, Georgia-Pacific and Bob Yoviene, Sellmore Industries

Roundtable Discussion



IT DIDN'T RAIN ON OUR PARADE!

Even though the rain came down and didn't stop until our meeting was over, NEMEON was still "Lighting the Way" in San Diego. With record numbers of attendees and 91 percent of our preferred vendors present for the face-to-face, the Westin Horton Plaza was the place to be in San Diego.

This year's agenda included member roundtable discussions, a technology update by NEMEON's John Roth, a NEMEON update, member/preferred vendor face-to-face meetings, a cocktail reception, banquet, San Diego city tour, and a golf tournament.

Chairmen, Ken Rosenberger, opened the general meeting, new members were presented with their stock certificates, and a brief NEMEON update was given. Steve and Vicki Wilson, Willow Creek Consultants, took

the microphone next and spoke on hiring and compensation. Since we get more requests for roundtable discussions than anything else at the meeting, the rest of the afternoon was spent in roundtables. The first day finished with a welcome reception.

During the second day, the preferred vendors joined the group for face-to-face



Shift the Share Award: Carl Maturro, Tri State Roofing & Siding Wholesale and Tim Bock, Lakefront Supply

meetings. For four hours, the members had 15-minute meetings with upper level management. According to Bob Paquette, Siding World, "It would take me three months to meet with the same number of vendors outside this forum."

Even though the rain was still coming down, we held the San Diego city tour and the golf tournament. Despite having a strong foursome, NEMEON's Tony Cogliandro was unable to pull out the elusive three-peat, the cold rain was just too much for his foursome to handle and they retired to the 19th hole prior to finishing the round. There were, however, about 6 foursomes who were tough enough finish all 18 holes. Soaking wet and running late for the evening activities, the group headed back to the hotel for what was left of the cocktail reception and the banquet.

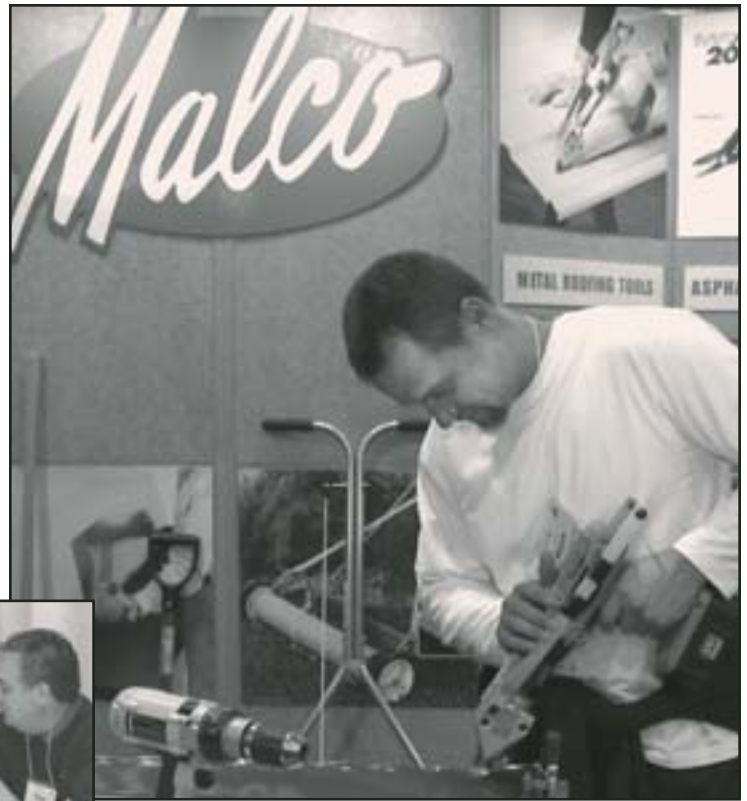
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It Didn't Rain On Our Parade

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Carl Maturo, Tri State Roofing & Siding Wholesale; Ron Errato and Jerry Downing, Wake Supply Company



Ross Ridder, Prairie State Exterior Products



Mark Sattler and Rick McLaughlin, Wholesale Roofing Supply; and Geoff Craft and Tom Wagner, Olympic Fasteners



Mark Sattler, Wholesale Roofing Supply



1st Place Golf Team: Jeff Fink, America's Supply Company; Tom Smith, CertainTeed Roofing; Frank Gurtman, Passaic Metal & Building Supplies Co.; and Mike Daniels, Air Vent



Closest to the Pin: Steve Horvath, S & W Forest Products



Longest Drive: Marc Stewart, Stewart Building Supply

3rd Place Golf Team: Ric Hahn, Passaic Metal & Building Supplies Co.; Marc Stewart, Stewart Building Supply; Gordon Olsen, Duraflco; and Tim Kallan, Georgia Pacific



2nd Place Golf Team: Earl Ward, Roof Depot; Todd Herkins, CertainTeed Roofing; Dan Crick, CertainTeed Siding; and Skip Sayres, Roofing Supply





Sterling Golder, Britton Lumber Company and Keith Lowe, IKO



Gregory Clements, Roofmaster; Chuck Escue and Chris Spicer, Lakefront Supply; and Gary Zimmerman, Roofmaster.



Preferred Vendor of the Year 2003: Ken Rosenberger, Gulf Coast Houston and Todd Herkins, CertainTeed Roofing Products Group



Bill Carlson, Carlson Distributors and Jim Whitton, Hunter Panels



Beverly & Jerry Pogue, Arrowhead Contractors Roofing Supply

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During the banquet, CertainTeed Roofing Products Group was recognized as Primary Product Vendor of the Year 2003 and Air Vent was announced as Accessory Product Preferred Vendor of the Year 2003. Bone Roofing, Lakefront Supply, and Tri State Roofing & Siding the Share Award for purchasing from the most preferred vendors.

Golf awards were also handed out at the banquet. The 1st place team included, Jeff



Todd Herkins, Mark Bayley, CertainTeed Roofing meeting with Doug Miles, Construction Supply Company

Brian McIntyre and Mike Melito, Sievert Industries and Skip Sayres, Roofing Supply

Fink, America's Supply Company; Tom Smith, CertainTeed Roofing; Frank Gurtman, Passaic Metal & Building Supply; and Mike Daniels, Air Vent. The 2nd place went to, Earl Ward, Roof Depot; Todd Herkins, CertainTeed Roofing; Dan Crick, CertainTeed Siding; and Skip Sayres, Roofing Supply. The 3rd place team was, Ric Hahn, Passaic Metal & Building Supply; Marc Stewart, Stewart Building Supply; Gordon Olson, Duraflo; and Tim Kallan, Georgia Pacific. For the second year in a row, the longest drive went to Marc Stewart, Stewart Building Supply. Steve Hovarth, S&W Forest Products, won the closest to the pin.

The final day was all about roundtable discussions. According to Brent Walker, CB Wholesale, "Roundtables are still the most valuable part of the meeting. Any member who didn't attend made a HUGE mistake!" After the meeting concluded everyone headed to the NRCA trade show wearing



their new NEMEON shirts. Vendor Bingo card in hand, the members visited the preferred vendor booths to show their support. The winners of this year's vendor bingo were Ross Ridder, Prairie State Exterior Products (portable DVD player) and Richard Rosenthal, McDonald Metal & Roofing Supply (digital camera).

We would like to thank all of our sponsors. Without your support this event would not be possible.

We would also like to thank those of you who attended. The more attendees we have the better the meetings become. We really need to raise the number of companies who attend. Next time you talk to someone who hasn't attended let them know how valuable the meetings are to you and your company.

New NEMEON Members

Adler Warehouse & Sales (1)

Joliet, IL
Contact: Michael Hart

Al's Roofing Supply (5)

Hayward, CA
Contact: Kevin Lewis

America's Supply Company (2)

Murrayville, GA
Contact: Jeff Fink

Camco Roofing Supplies (2)

Memphis, TN
Contact: Lanny Berry

CRI Building Supply (1)

Overland, MO
Contact: Jim Compton

Dallwig Brothers Building Supply (1)

Salem, OR
Contact: Robert Stevens

EDCO Products (3)

Hopkins, MN
Contact: Joe Connaker

Galitelo Building Supply (1)

Olympia, WA
Contact: Gary Galitelo

Harrington & Company (3)

Salt Lake City, UT
Contact: Chris Booth

Hopper Roofing & Siding Supply (1)

Lowell, IN
Contact: Alan Hopper

Long Island Tinsmith Supply (1)

Glendale, NY
Contact: Stuart Lucks

Plainfield Roofing & Sheet Metal Supply (1)

Plainfield, NJ
Contact: Justin S Lucas

Roofing Wholesale (2)

Columbus, OH
Contact: Walt Willauer

RSI Roofing & Building Supply (3)

Honolulu, HI
Contact: Ritchie Mudd

S & J Sheet Metal Supply (4)

Bronx, NY
Contact: Gary Schacne

Sam Jin General Supply (2)

Oakland, CA
Contact: Diane Crowe

State Shingle Company (1)

Oakland, CA
Contact: Don Lewis

United Products Corporation (8)

St Paul, MN
Contact: Al Hatfield

Uresco Construction Materials (4)

Kent, WA
Contact: Chad Moore

Welcome New Preferred Vendors

The BILCO Company

www.bilco.com

The BILCO Company has served the building industry since 1926. During these years it has built a reputation among architects, engineers, and the construction trades for dependability and for products that are unequaled in design and workmanship. Under the same family of ownership and management since its beginning, the company has been a pioneer in the development of the unique line of horizontal doors.

Ridglass Manufacturing Company

www.rgmproducts.com

In 1993, Ridglass Manufacturing Company, Inc., set a new standard in the field of high profile hip and ridge and ridge capping. Ridglass was the first to successfully combine the strength and

stability of fiberglass with the durability and flexibility of SBS modified asphalt. Ridglass SBS High Profile Hip & Ridge quickly became the preferred choice for quality conscious contractors and homeowners. While the primary ingredients are fiberglass and SBS, Ridglass incorporates: innovation, technical expertise, rigorous quality control and solid customer service into every box shipped. The elements that made Hip & Ridge an undisputed success soon lead to the development of other high quality roofing-related products.

Roofmaster Products Company

www.roofmaster.com

In 1952, Roofmaster® Products Company was born out of the energy and vitality that made Post War America the richest and most successful economy in the world. In

those early years, companies like Roofmaster® made their name by bringing new labor saving equipment and innovative products to a nation that was building its future. Today, half a century later, Roofmaster® remains dedicated to the commercial, residential and technical product aspects of the roofing industry, and has become the world's largest manufacturer and wholesale distributor of quality commercial roofing equipment, tools, accessories and related supplies. Currently, Roofmaster® manufactures nearly 1000 different proprietary products exclusively for the commercial roofing industry. The Roofmaster® name continues to serve as a leading symbol of design and engineering excellence that has come to mean job-tested, field reliable products.

THE FOLLOWING IS A LIST OF PREFERRED VENDORS:

- Air Vent
- ARFCO
- Atlas Roofing Corporation
- Berger Bros Co.
- BILCO
- BMD Corp.
- Cargotec
- Carlisle Coatings & Waterproofing
- CertainTeed Roofing Products
- CertainTeed/Wolverine Siding
- Continental Materials Inc.
- Dinesol Building Products
- DMSi
- Duraflo
- EcoStar
- Enterprise Computer Systems
- Eternabond
- Fennell Promotions
- Fry Reglet
- Geocel Corporation
- Georgia-Pacific
- Goodyear
- Hunter Panels
- IKO Sales
- Karnak Corporation
- Linzer Products Corp.
- LOMANCO
- MALCO Tools
- Modi Systems
- NAPCO
- National Nail
- NYI Building Products
- Olympic Fasteners
- OSI Sealants
- Polyglass
- Ridglass
- Roofmaster
- S & W Forest Products
- Sievert Industries
- Specwise
- Stafast Roofing Products
- TAMKO Roofing Products
- Tarco
- Variform
- Werner Ladder
- Willow Creek Consultants

For more information go to www.NEMEON.com

Job Applicants Don't Always Tell the Whole Truth

Vicki Wilson

Most companies now conduct background checks on potential employees. The increase in this practice during the past few years reflects both corporate America's heightened security concerns after September 11 and the growing public availability of personal information. A report from the Society for Human Resource Management (SHRM) shows that 80 percent of companies said they run a background check on applicants before hiring, making the practice as common as checking references or prior work histories.

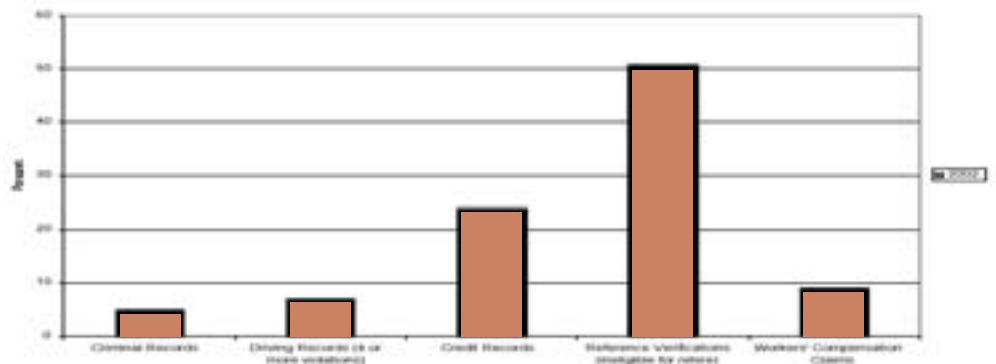
Avert Inc., a Fort Collins-based company that performs background checks released a study that reported 51 percent of job applicants falsified information about work experience or education. The study also found that 44 percent of applicants had one or more violations or convictions on their driving record and 7 percent had four or more violations or convictions on their driving record. Twenty-four percent had a credit record showing a judgment, lien or bankruptcy, or had been turned over to a collection agency. Nine percent had previous workers' compensation claims. And eight percent of employers referenced reported that the applicant was ineligible for rehire. This study is based on over 3 million background checks the company conducted in 2002.

Employers encounter numerous risks and employment issues in making hiring decisions. Some of these risks may cost your company a great deal of time and money, especially if you don't take protective measures when hiring employees. Some of the applicant screening risks we see are workplace violence, theft, fraud, applicant dishonesty and employee morale. According to the Avert study, about two million American workers are victims of workplace violence each year and the average organization loses more than \$9 per day, per employee and 6 percent of its annual revenue to fraud and abuse. About 20 to 25 percent of all resumes and applications contain at least one fabrication. Employers who conduct thorough background checks protect themselves from these risks.

Negligent hiring is a liability you face every time you hire, unless you conduct a thorough background check. If an employee of yours commits a crime, is involved in an accident, or causes damages to a third party, you can be sued. If you failed to examine the public records of the employee which would have revealed a criminal record or a history of driving while intoxicated, you are liable for negligent hiring practices. A jury in Oklahoma awarded the relatives of a teenage rape victim \$6,500,000 from a national pizza restaurant chain in a negligent hiring

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HIRING INDEX



VENDOR COMMITTEE

Earl Ward
Roof Depot, Inc.
1860 E. 28th Street
Minneapolis, MN 55407
612-728-5227
earl@roofdepot.com

Rick McLaughlin
Wholesale Roofing Supply
104 E. Trinity Blvd.
Grand Prairie, TX 75050
972-263-8190
[rickmcl@msn.com](mailto:rckmcl@msn.com)

Jack Bone
Bone Roofing Supply
1950 N. Narragansett Avenue
Chicago, IL 60639
773-237-9740
brsjack@boneroofingsupply.com

Ross Riddle
South Coast Shingle Co.
2220 E. South Street
Long Beach, CA 90805
562-634-7100
sales@southcoastshingle.com

Please contact the Vendor Committee to voice your opinions on perspective Preferred Vendors.

Vendors of the Year 2003

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1. Member Support. How many members purchase from this vendor? Does this vendor clearly support NEMEON members and get their support in return? Other criteria used in this rating will include size of company, geographic area covered, and percent of members carrying their product line.

2. Vendor Survey Ranking. An annual survey is sent out to members and from those responses a tabulated ranking of vendors is created in each product group.

3. Amount of revenue paid to NEMEON. While total revenue is important, there will be some subjectivity in this category. Other criteria used in this rating will include size of company, geographic area covered, percent of

members carrying their product line, and rebate percent.

4. Annual Meeting Participation. Points will be awarded based on preferred vendor participation. Does upper management participate?

5. NEMEON Staff Evaluation. Staff will have an opportunity to critique each vendor in a variety of areas. For example, do they report on time, do they respond to messages in a timely manner? Do they correct problems and appear supportive of NEMEON . . .etc? A subjective value will be given for each vendor based on input from all staff that deals with this vendor.

We would like to congratulate CertainTeed Roofing Products Group and Air Vent and thank them for their support. ■

Job Applicants Don't Always Tell The Whole Truth

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case. Similar cases of negligent hiring occurred when several members of a family were injured after a truck driver with a bad driving record caused an accident.

When you do background checks on job applicants before you hire, you screen out those who could become liabilities to your company. And if an employee does cause damage or commit a crime, the fact that

you took the precaution of a background check before hiring makes it extremely unlikely that you could be held liable for negligent hiring.

Willow Creek Consultants specializes in maximizing your workforce potential. Steve and Vicki Wilson, owners of Willow Creek Consultants, live in Coeur d'Alene, Idaho and can be reached at 208-676-0798 or www.willowcc.com. ■

NEMEON FUTURE TIMELINE

Mark Your Calendars

June 6-8, 2004
Western States Roofing Contractors Association Convention & Trade Show
Las Vegas, Nev.

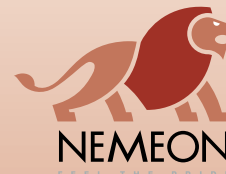
October 14-15, 2004
MRCA
Annual Convention
Kansas City, Mo.

February 16-19, 2005
NRCA
Convention & Trade Show
Orlando, Fla.

July 28-31, 2004
FRSA
Annual Convention
Orlando, Fla.

January 13-16, 2005
International Home Builders Show
Convention & Trade Show
Orlando, Fla.

LOOKING FORWARD



If you would like to submit a timely news item for publication, contact: Teri Ditsch at 800-940-6027 or e-mail at tditsch@nemeon.com.