

Why Attend?

This program is for owners, managers and key LBM personnel.

The programs are for everyone—lumber and building material dealers and their suppliers.

If you want to learn more about your industry and find better ways to operate, this program is for you. You'll pick up excellent ideas for managing your company today and into the future.

You'll also be sure to pick up ideas from the others who attend, as we annually attract the best and brightest dealers in our area. It's always great to talk with others about problem solving and issues to get fresh ideas and a new perspective.

Nonmembers pay \$225 each to attend—MLA members may register free of charge. Be there!

MID-AMERICA LUMBERMENS ASSOCIATION

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MLA Fall Fling November 5-6, 2015

REACHING FOR EXCELLENCE

If you've attended the Fall Fling in the past, you probably already have the dates circled on your calendar: **November 5-6**. You already know that it's THE annual event to meet with other members, exchange ideas, learn new tips and techniques and simply "let go" for a couple of days – away from the pressures of every day.

Suppliers step forward annually to support this event so there's no registration fee for members. (Nonmembers pay \$225 per person.) And, we've negotiated a reasonable hotel rate of \$142 per night – so it's affordable and centrally located for members.

We'll have a great program to provide ideas and techniques to help you right now. We'll provide solutions to issues every dealer must confront. We're going to help you face the issues and win. Come to Branson to learn, laugh and even celebrate another year in this dynamic industry. We hope to see you there!

Registration Information

To attend, all you need to do is register. Complete the enclosed registration form and return to MLA by Wednesday, October 14. Let us know who's coming and we'll do all the rest. (You're responsible for your hotel reservations, as needed, and travel expenses.)

This meeting is sponsored by Federated Insurance, your suppliers and your Association. This will be a fun and informational get-together and a way to thank members for their support and membership. The cost to members is their time and travel expense. We'll cover all the meeting expenses. (Nonmembers may attend for \$225 per person.)

Hotel

Our headquarters hotel is the Hilton Promenade at Branson Landing, Branson, Missouri. We negotiated a fantastic rate of \$142 per night, single or double occupancy. Reservations may be made by calling the hotel at 417-243-3413.

Guests must call before the October 14 cut-off date and request the "Mid-America Lumbermens Association rate." On the cut-off date, rates will return to their regular level.

This is your chance to join colleagues and friends in a fun atmosphere for a quick getaway. This is a special event for members to have an informative and entertaining two days with industry friends. We hope to see you there!

MEETING AGENDA

Thursday, November 5

8:30 a.m.—MLA Board Meeting

5:30—6:30 p.m.—Member meet-and-greet reception

6:30 p.m.—Dine-Around—Suppliers host small groups of dealers at local restaurants

Sponsorship
Opportunities
Available!

Friday, November 6

7:30 a.m.—Breakfast and Annual Meeting

“**Washington Update**”—Jonathan Paine, National Lumber & Building Material Dealers Association

“**Cyberliability/Distracted Driving**”—Justin Pekarek, Federated Insurance

9:00 a.m.— “**What You Need to Know About Succession Planning**”—Scott Simpson, Blue Tarp

10:00 a.m.— “**The State of LBM Today: A Reporter’s View from 40,000 Feet**”—Craig Webb, Hanley Wood

11:00 a.m.— “**Employment Law Headaches: Wage & Hour Law Compliance and Employee Medical Issues**”—
John Neyens, Seigfreid Bingham, P.C.

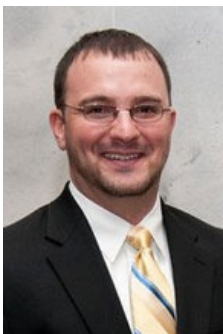
Noon—**Lunch** sponsored by Federated Insurance

ANNUAL MEETING

Plan to attend the MLA Annual Meeting at 7:30 a.m. on Friday, November 6, 2015. It's your opportunity to find out more about what's happening at your MLA, meet your new MLA Board of Directors, and hear important presentations affecting every member.



Washington Update

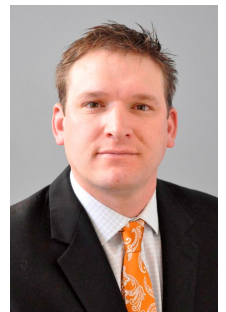


This session will provide the most current information concerning NLBMDA activities and the legislative outlook over the next year. Attendees will also hear analysis not only on the upcoming Presidential Election, but also key MLA Senate and House races and what they could mean for the LBM industry's agenda in Washington.

Jonathan Paine serves as the President & CEO of the National Lumber & Building Material Dealers Association (NLBMDA) in Washington, D.C. As president and CEO, Jonathan is in charge of a Washington, D.C. office and implements board initiatives through the legislative, regulatory, educational, communications, and events staff that report to him. He works closely with NLBMDA leaders, member volunteers and the state and regional building material associations that comprise the NLBMDA federation.

Cyber-Liability/Distracted Driving

Every day, businesses collect and store personal information about customers and employees, such as credit card data, driver's license numbers, or social security numbers. Stories about data breaches and identity theft make the news daily, and it's not just a “big business” problem. Does your current insurance contract pay for lost or stolen data? And, be among the first to see the new Distracted Driving video - you'll never text and drive again.



Justin Pekarek started with Federated in 2006 as a Marketing Manager in Doniphan, Nebraska. In February 2009, he was promoted to District Marketing Manager for the State of Kansas. As of September 1, 2014, Justin accepted the position of Regional Marketing Manager – Central Region, which includes Nebraska, Kansas and Missouri. Justin oversees the daily activities of 50 Marketing Representatives and six District Marketing Managers.



What You Need to Know About Succession Planning

Scott Simpson, Blue Tarp

The building supply industry has a proud heritage of independent, multi-generational ownership, and that means many dealers are beginning to consider how to transition their business. If you're thinking about eventually selling your company to an outside party or shifting ownership to a family member – you'll want a successful transition for everyone.

Scott Simpson, C.E.O. of Blue Tarp Financial, will explain the different preparations necessary for a third-party sale or a family transfer. He will discuss how to evaluate your business now and set a plan for action of things you may be concerned about, from strength of your customer base to cash flow and accounts receivable. He will show you how to implement best practices around your operation to ensure that you maximize the financial value of your business to make certain you are on strong financial footing. Or, if you are transitioning your company to a family member, he will help you understand how to best preserve your legacy for years to come. This session is ideal for those considering a transition of their business in the future, or for those who want to have a better understanding of what they can do to improve the overall value of their business today!



Scott Simpson is the CEO and President of BlueTarp, a company that professionally manages the trade credit programs of over 2,000 building supply dealers. BlueTarp provides dealers with predictable, faster cash flow and protection from credit risk so they can focus on growing their business.

Scott has spent the majority of his career in financial services and his passion and expertise is in helping small businesses grow more rapidly by effectively using credit. Prior to BlueTarp, he was the VP of Marketing and General Manager of Capital One Home Improvement Finance, a company that equipped contractors with point-of-sale financing to help them close more jobs.

As an author, Scott has written articles featured in *ProSales Magazine*, *LBM Journal*, *Lumber Co-operator*, *Merchant Magazine* and *Building Products Digest*. Scott holds an MBA from the Tuck School of Business at Dartmouth and a BA from The College of William and Mary.

The State of LBM Today: A Reporter's View from 40,000 Feet

Craig Webb, Hanley Wood

Craig Webb has traveled to 49 states and several foreign countries visiting LBM dealers and their customers. From this research, he'll tell you where things stand in building material supply across the nation today and which trends—from industry, the economy, demographics, technology and social trends—are most likely to affect you over the next 18 months.

Craig Webb is Editor-in-Chief of *Remodeling*, the nation's leading magazine for professional remodelers, as well as *ProSales*, a magazine serving lumber and building material dealers and distributors. Both are the nation's most honored publications in their fields, having won several dozen national writing awards.



Craig is first and foremost a reporter. He has worked for *The Wall Street Journal*, McGraw-Hill, United Press International and a variety of magazines, newsletters and newspapers in the U.S. and Europe. Since joining his current employer in September 2006, Webb has traveled to 49 states visiting builders, remodelers, and dealers. That legwork has provided much of the information that he uses in his articles as well as in speeches.

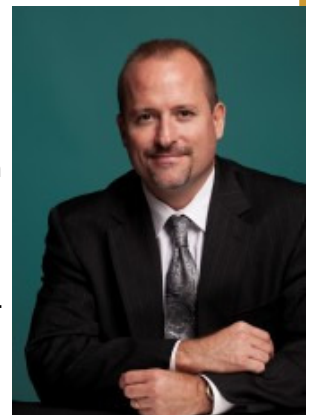
Webb was born just outside Washington, D.C., grew up in South Bend, Indiana, and received his bachelor's degree in journalism and history from Indiana University in 1976. He lives in Washington.

Employment Law Headaches: Wage & Hour Law Compliance and Employee Medical Issues

John Neyens, Seigfreid Bingham, P.C.

As you may know, the U.S. Department of Labor (USDOL) recently proposed new overtime pay rules that could have a significant financial impact on businesses of all sizes in all industries. The USDOL also announced its intention to ramp up enforcement efforts focused on what it describes as “rampant” wage and hour violations, and it hired hundreds of additional investigators to pursue wage-and-hour audits and targeted investigations of employers throughout the country. The USDOL will likely collect hundreds of millions of dollars from employers for violations of the federal Fair Labor Standards Act (FLSA) this year alone. The FLSA requires employers to pay minimum wage and overtime pay to all employees who are not considered to be “exempt” under the regulations. These regulations are complicated and difficult to understand, and companies of all sizes unknowingly violate them on a regular basis. The most common problems arise from: (a) improperly classifying employees as exempt and not paying them overtime pay; (b) making improper deductions from an employee’s salary; (c) improper timekeeping practices and procedures; (d) unpaid off-the-clock work; and (e) incorrect calculations of overtime pay. This program will address these complex wage and hour rules, including the proposed new overtime regulations, and the common wage-and-hour law compliance problems that can result in very significant liability.

Further, in light of the recent amendments to the Americans with Disabilities Act (ADA), almost any employee with a medical condition, illness or injury could be considered “disabled” and entitled to protection under the law. When employees need time off of work due to a medical issue, it could implicate the ADA, state disability discrimination laws, the federal Family and Medical Leave Act (FMLA) and/or state medical leave laws. If an employee’s medical condition is work-related, then state workers compensation laws are also implicated and will apply in addition to the laws mentioned above. In light of the fact that these numerous laws all overlap and impose different (and sometimes contradictory) obligations on employers, it becomes very difficult to navigate the regulatory minefield when an employee has a medical condition that causes them to miss work. Further, these laws all impose different (and sometimes contradictory) obligations on employers when employees can work, but need workplace accommodations or modified job duties or work schedules. This program will also address the challenges frequently encountered in dealing with employee medical issues, leaves of absences, and the obligation to make accommodations to comply with the law.



John Neyens is a shareholder in the Kansas City law firm of Seigfreid Bingham, P.C., and has more than 18 years of experience representing corporate clients with respect to employment law compliance, general business/corporate transactions, health care law compliance, governmental investigations, and dispute resolution. He is also a nationwide lecturer on employment law, health care law and business law topics concerning small and large businesses, and has authored numerous articles on employment law and business law issues for trade associations throughout the United States. John regularly assists businesses and trade associations with employment-related matters, including wage and hour law compliance and audits, management/human resources training, personnel policies and employee handbooks, handling medical leave situations, proper hiring and termination practices, investigations, charges of discrimination, and employment agreements.

It's Our Business to Protect Yours®



The conference will wrap up with a luncheon sponsored by Federated Insurance. It's your opportunity to visit with your friends and colleagues, and discuss the important issues and ideas presented during the morning.

