Message from the President

What a great group of members we have! Last month we asked for interested parties to step forward for three open seats on the Board. We have been overwhelmed with applications - far too many to have a proper election. I would like to personally thank each and every one of the nominees. We are stronger because of your active participation. The nominating committee is whittling this list down to five. We will look to balance the Board geographically as well as by contractor/supplier. In the next week or so, all members will be sent an email with bios for these five nominees and an electronic ballot to vote for three.

I would like to acknowledge The Pangere Corporation, Hance Construction, S&S Structures and Commercial Metal Buildings Services Corp. as the latest four members to pursue Accreditation. Your commitment to excellence and to this standard are an investment not only in your own future but the future of our entire industry. Well done!

February and March are a busy time for MBCEA leadership. Not only are we busy planning our conference, we are representing at builders' shows and other conferences. This week I had the honor to attend the Ironworkers and IMPACT North American Annual Conference. They put together a fabulous program titled Safer, Faster, Stronger. Dave Beard, President of Ironworkers District Council of St. Louis and Vicinity, (shown right with Keith Wentworth), Sandi McCracken, Senior Manager at IAS, Steve Pangere, President of The Pangere Corporation, Kenny Strope, Senior VP of Construction at Blue Scope, Wes Young, NCI, and Dan Walker, Assistant GM for MBMA hosted a session on Metal Buildings and the AC478 accreditation program. Steve Pangere spoke eloquently on why the program was so important, how it would make his company stronger and better AND that it was also good for the industry. He acknowledged the vision and support from the MBCEA. It was a great conference, made
even better by these individuals promoting our signature program.

Next month, we will be at the Butler, Nucor, ABS and Metallic Builder Meetings. This is a fantastic honor for the MBCEA and a wonderful opportunity for us to promote the benefits of membership and our programs.

Our Conference is right around the corner! If you have not booked, do it now. Links and details are below.

I am always happy to hear from members so if you have an idea for the good of the association, just drop me a line. Thanks and Stay Safe.

Regards,

Keith Wentworth
President, MBCEA
Vice-President, Dutton & Garfield

P.S. In honor of our 50th Anniversary, we would like to put together an electronic scrapbook of the last 50 years. Please send Sasha copies of old photos, conference programs, newsletters, whatever you might have so we can pull it together for a fun look back through the years!

WELCOME NEW MEMBERS!

Allen Searcy Builder Contractor, Inc.
David Searcy
2305 W. Main Street
Union City, TN 38261
731-885-7633
731-885-4939 fax
david@allensearcy.com
www.allensearcy.com

Building System Erectors
Darren Backstrom
3140 Crescent Avenue
Erlanger, KY 41018
859-814-0063
dbackstrom@blspille.com

Butler Manufacturing
Chris Carson
17106 Hillrock Place
Louisville, KY 40245
502-290-8360
hccarson@butlermfg.com
www.butlermfg.com

Butler Manufacturing
John Curtin
117 Leonard Street
Bennington, VT 05201
802-558-0090  
John.curtin@butlermfg.com  
www.butlermfg.com

**Design Systems Builders**  
Guy Harris  
2971 Kraft Drive  
Nashville, TN 37204  
615-367-2434  
615-367-6918 fax  
gharris@dsb-inc.com  
www.dsb-inc.com

**M B Erectors, Inc.**  
Jennifer Hammod  
2730 Main Street  
Millbrook, AL 36054  
334-285-1761  
334-285-1781 fax  
mberectors@gmail.com

**SCF Erections LLC**  
Stacey Gunn  
5427 Notasulga Road  
Tallassee, AL 36078  
334-252-1333  
334-252-8633 fax  
sbuildings@aol.com

**Senate Construction Corp**  
Robert France  
PO Box 355  
Shirley, MA 01464  
978-425-9802  
978-425-0354 fax  
bfrance@senateconstruction.com  
www.senateconstruction.com

**Thornton Building Corporation Inc.**  
Loren Thornton  
5421 Harper House Road  
Four Oaks, NC 27524  
919-915-1079  
loren@thorntonbuildingcorp.com

**Chapter News**

**The Southeast Chapter** Train the Trainer Tour finished up in **Baton Rouge, LA on Thursday, January 25**. Training sessions were offered for Globally Harmonized System, Controlled Decking Zone, Crane Hand Signals and Fall Protection. Thank you to **Metal Depots** for hosting/sponsoring this session. Contact **Justin Waller** with your support for this chapter subdivision in Baton Rouge.
A Texas Southeast (Houston) Chapter kickoff was held on Tuesday, February 6, with many in attendance benefiting from the Train the Trainer sessions. This chapter has many interested in making it grow so please email Jim Boyd with your support.

Upcoming Carolinas Chapter Event:

Construction Notebook Class #7
"How to Install Metal Walkdoors"
as presented by PDL Building Products and Tell Manufacturing
Includes a demonstration of assembly and installation
followed by a question and answer session.
  Date:  March 8, 2018
  Time:  8:30am-12:00pm
  (Breakfast biscuits at 8:30 provided by United Rentals.
  Lunch included at 12:00pm)
  Location:  JW Wilson Co. office
  4107 Burnwood Trail, Denver, NC 28037
  Deadline to register: March 1

Deadline for the Carolinas Scholarship Applications is April 20, 2018. Click here for more information.

Save the Date!
Carolinas Spring Scholarship Scramble Golf Outing
  Tuesday, April 24, 2018
  Range opens at 10:00am
  Shotgun start at 11:00am
  Warrior Golf Club
  1300 Lake Wright Rd

New England Chapter Upcoming Events:

Wednesday, March 14, 2018
First-Aid Training
Holiday Inn and Suites Marlborough
265 Lakeside Avenue
Marlborough, MA 01752
Flyers will be coming soon!

Thursday, July 19, 2018
MBCEA-NEC Annual Golf Tournament
Lake of Isles Golf Club
Foxwoods Resort and Casino

Thursday, September 20, 2018
Training Session: Bolting/Aligning and CladBoy
Location TBD

The Arizona Chapter will be scheduling a quarterly meeting and new member mixer on Friday, March 23.
  The Yard
  5632 N 7th Street
  Phoenix AZ 85014
  12 to 4 pm
  RSVP to Jesse Evert
**The Mid-Atlantic Division** highlights:

- First meeting with newly elected officers and board members held February 14th.
- All 9 committees for events and projects were finalized to include new board members for 2018.
- 2018 Scholarship announcement completed and will be posted to the MAD chapter web site, LinkedIn as well as presented at all training events and social events.
- January 19th: Rigging/Crane Signal Person training held at The Kaiser-Martin Group with 8 attendees.
- Next trainings include:
  - **February 16th**: Defending OSHA Citations and Inspections/Silica Training at SFS intec, Wyomissing, PA
  - **March 16th**: First Aid/CPR Training at ATAS Intl., Allentown, PA

- On January 6, 2018, Joshua Przyjemski, SFS Group USA Division Construction intern, received a $2,500 scholarship from the MAD. The funds will assist Joshua as he completes a Bachelor of Science degree in Mechanical Engineering at Penn State Berks. His intent is to complete his degree and seek full-time employment with SFS and continue his contributions to the metal building industry.

---

**Conference 2018 - Celebrating 50 years!**

The 49th Annual MBCEA Conference & MBMA Spring Meeting will be held May 2-4, 2018, at the Wyndham Riverwalk in San Antonio, TX. Hotel reservations should be booked by April 10, 2018, to receive the group rate, but we urge you not to wait. Space is limited and this conference will sell out! Over 50 vendors have registered to exhibit!

- MBCEA Attendee Registration
- Schedule of Events
- Sponsorship Opportunities
- MBCEA Hotel Reservations

Pioneers Club Applications are being accepted through 3/9/18.

In honor of our 50th Anniversary, we would like to put together an electronic scrapbook of the last 50 years. Please send Sasha copies of old photos, conference programs, newsletters, whatever you might have so we can pull it together for a fun look back through the years!

---

**Quality Contractors and Erectors can prove their capabilities with AC478**
Our industry has long desired a way to level the playing field for Assemblers. MBCEA members are committed to Safety and Training but how can they prove this commitment when they bid a project? Savvy contractors and erectors are always on the lookout for ways to improve operational efficiency and quality of end product. Well look no further than IAS Accreditation for Metal Building Assemblers.

IAS Accreditation (AC472) ensures metal buildings are designed and manufactured in accordance with strict industry standards. IAS Accreditation (AC478) ensures the quality and integrity of the metal building assembler. Together these two marks are the assurance and quality standard that owners, specifiers and code officials have long desired.

Please do not be intimidated by the rigor of AC478. The MBCEA is well equipped to help you. Schedule a one-hour telecon with Jackie Meiluta and she will break it down for you and help you through the process. This service is provided at no charge to MBCEA members.

What are you waiting for? Contact Jackie today.

Tony and Steve Pangere of The Pangere Corporation were recognized for achieving AC478 Accreditation.

Record Keeping
OSHA reminds employers of their obligation to post a copy of OSHA's **Form 300A**, which summarizes job-related injuries and illnesses logged during 2017. Each year, between Feb. 1 and April 30, the summary must be displayed in a common area where notices to employees are usually posted. Businesses with 10 or fewer employees and those in certain low-hazard industries are exempt from OSHA record keeping and posting requirements. Visit OSHA's Record keeping Rule [webpage](https://ui.constantcontact.com/visualeditor/visual_editor_preview.jsp?agent.uid=1129951690245&format=html&print=true) for more information on record keeping requirements.

**CPWR Quarterly Data Report: Caught-in/between**

Caught-in/between hazards are among OSHA's Focus Four causes of occupational fatalities in the construction industry. This category includes workers killed when trenches, walls, equipment, or materials collapse, as well as people pinched/compressed between objects and equipment or caught in moving machinery. A new [CPWR Quarterly Data Report](https://ui.constantcontact.com/visualeditor/visual_editor_preview.jsp?agent.uid=1129951690245&format=html&print=true), Caught-in/between Injuries and Prevention in the Construction Industry, examines fatality and injury statistics from 2003 to 2015. Key findings include:

- From 2011 to 2015, 275 construction workers died from caught-in/between injuries, more than any other major industry.
- In 2015, 68 construction workers were killed due to caught-in/between injuries, a 33% increase from 2011.
- More than two in three of caught-in/between fatalities from 2011 to 2015 were due to being caught or crushed in collapsing materials.
Among occupations, ironworkers had the highest rate of caught-in/between fatalities, while helpers had the highest risk of nonfatal caught-in/between injuries.

These fatalities and injuries are preventable. The report also includes a list of solutions that can prevent caught-in/between injuries, many of which are described in detail in the Construction Solutions database.

Stop Procrastinating: 9 Ways To Get Your Butt In Gear

"Don't put off until tomorrow what you can do today!" Ben Franklin's words ring hollow for the 20% of us who are chronic procrastinators.

That's right, 20%. And 95% of us procrastinate at least some of the time, reports Piers Steel, a University of Calgary's Haskayne School of Business professor.

Why?

Even the best of us have an off day. Maybe you feel sick and lack focus. Or you're annoyed and distracted. Then, again, maybe last-minute deadlines exhilarate you.

All of these can cause you to procrastinate, as can lacking clear goals, indecision, feeling overwhelmed and unpleasant tasks. Honestly, the majority of us are wired to do what's easy first and save the tough things for later because they're unpleasant. But procrastinating isn't a desired trait when you hold a leadership position. So how do you break what some consider to be simply human nature?

1) Don't Listen To The Voices In Your Head
Stop telling yourself, "As soon as I'm done checking email, I'll start [fill in the blank] - five more minutes won't make a big difference." This may give you immediate gratification and temporarily relieve your stress, but it won't make the task you're putting off go away.

Chances are you'll find other things to do first, like quick-check Facebook, which we all know is impossible, because you'll see that hilarious video or that quote about coffee or that cartoon about getting up in the middle of the night to go to the bathroom, that'll remind you to go get coffee, which will cause you to go to the bathroom and now that five minutes has turned into 30 minutes.

So the next time the voice in your head tells you to see if anyone has responded to your email or Facebook post, tell it NO! You'll see the urge passes rather quickly and you can get on with the important things.

2) Stop Lying To Yourself
Have you ever told yourself: "I have plenty of time! I do my best work under pressure!" "I'm most productive in the afternoon. I'm not a morning person." "I can't start that now. I have to leave in 30 minutes." These are all lies we tell ourselves to feel better about procrastinating. They're not true.

Rushed work is always going to have more mistakes in it than work that was done thoroughly. You can do the same work in the morning that you can do in the afternoon. And starting something today, means less work tomorrow!
3) Be Honest With Yourself
No one loves every aspect of his or her job. So if there's a specific task you hate doing, be honest with yourself. Admit you hate it and don't want to do it. Then take a deep breath and get started! Just doing the smallest thing, like an outline of how you're going to tackle the task, gives you a sense of accomplishment and progress which makes you feel better about yourself. The more you do, the better you feel.

4) Throw Perfection Out The Door
Experts say that one reason people procrastinate is because they're afraid of making mistakes. But no one's perfect, so what's the problem?
I guess a lot of people forget they're not perfect, and that everything they do doesn't have to be perfect right out of the gate.

So whether you're writing a report, creating a spreadsheet, etc., just write whatever comes to mind. It doesn't have to be perfect or even good.

Getting something down on paper or on the computer gets your brain working, puts you in the right frame of mind and gives you a sense of accomplishment. You can always go back and make adjustments later.

5) Spend the first 30 minutes of your day working
Don't check email. Don't look at social media! Just sit down and start working.
If you do this and get a good work rhythm going, it'll be much easier to ignore distractions.

After you've been working for 30 minutes, then stop and check your email. Chances are you'll only look at what's important and not every single email because you'll want to pick up where you left off.

6) Break Up Projects Into Smaller Pieces
People often procrastinate because tasks are overwhelming. The key is to break projects down into smaller, digestible chunks that you can focus on one piece at a time.

Don't give any thought to the other parts of the project, just the one you're currently working on. Once that's done, move onto the next chunk. This makes big projects so much easier to conquer. It's also important to give each project piece its own concrete deadline. It creates urgency and doesn't allow you to procrastinate.

7) Be Realistic With Your Time
At the end of your work day, take five to 10 minutes to make a prioritized, must-do list for the next day.

Count the number of things on the list and figure out how much time you can allot to each task. But remember, there are only 24 hours in a day and that'll never change. So be realistic with the time you allot for tasks.

Just because you wish something would take 30 minutes of your day doesn't mean it will. And don't forget to incorporate time for interruptions.

8) Use Apps To Help You Focus
There are a number of apps that can help you prevent procrastination by blocking certain websites for a period of time. You'd be amazed at how well you can concentrate when you can't open websites that usually distract you!

9) Listen To Music Or Wear Earplugs
If you have a project you need to do that'll take a lot of concentration, listen to music via headphones or wear earplugs. Both will block out ambient noise that's distracting.
The Easy Way to Monitor Your Financial Health

Money problems can be avoided by monitoring a few key financial areas. The good news: you don’t have to be a wizard at financial statement analysis; you just have to be vigilant.

Cash on hand: Monitoring cash balances is a simple process. It just requires a regular glance at your company's balance sheet. Bank accounts appear at the top of this report, and you should frequently compare account balances over time.

Determining whether you have enough cash on hand involves some quick math. Cash, plus the receivables you expect will become cash within a month, should exceed the near-term debts you owe - called "current liabilities" on the balance sheet. Current liabilities include credit card balances, payroll taxes, sales tax, and other upcoming amounts you expect to pay.

Spending: A significant number of business errors are the result of not knowing where the money is going. Money should be spent for things that simplify your business and make you more productive. The income statement (also called the profit and loss statement) will help you evaluate your spending habits.

Here you'll find the percentages of each expense category relative to revenue. By comparing this report over multiple periods, you'll discover how your expenditures may have changed as percentages of revenue.

When business is going well, you'll want to keep spending the same percentages of revenue for the expense categories that are variable. With fixed expenses, such as rent and telephone, what will hopefully be an increase in sales will cause the percentages of revenue for these categories to favorably decline.

Find the Narrative in Your Financial Statements

Reliable financial statements are essential for every business. Small companies included. To fulfill your vision for your company, you need to use, and understand, your financial statements, with the help of your team: your accountant and your bookkeeper.

The narrative: By design, financial statements summarize past events. They're only relevant to future action when accompanied by explanations. Simply recording transactions and not studying the resulting financial reports accomplishes little. Similarly, don't let complacency take over when you receive financial information from a professional bookkeeper. Instead, examine and learn from it.

Understanding all the elements in financial statements is often challenging. For instance, a business may have a profit but insufficient cash. The income statement doesn’t indicate cash paid for unsold inventory, loan payments, new equipment, owner distributions, or income tax payments. Therefore, along with the balance sheet and income statement, a cash flow statement is an important component of financial reports.
Cash in the bank is like insurance against uncontrollable events. For any business, shifts in the market can arise suddenly. Be prepared with enough cash to survive events like reduced customer orders or the need to replace equipment.

If you check the financial statements of a large organization, whose securities are listed on a public stock exchange, you'll find an analysis and discussion by management. Your bookkeeper can give you access to similar types of information on your company; he or she can highlight major trends, identify recent issues, and point out any red flags in your financial statements.

The significance of financial statements comes in knowing what they convey. Wise business owners, with support from their bookkeepers, are always aware of year-to-date sales, profit margins, changes to primary expenses, debt ratios, payroll hours, and the collection of receivables. They recognize when inventory on the balance sheet isn't worth the stated cost and when receivables should be written off, as well as the tax implications of selling particular capital assets.

Own the numbers: If an accountant issues a compilation of your financial statements, a cover page will accompany this report. Read the language describing the accountant's responsibilities. The accountant assumes no responsibility for any of the numbers. Rather, the compilation report clearly states that the figures are the responsibility of the company's management. Even with fully audited financial statements - which are uncommon for almost any small enterprise, because they're costly and usually unnecessary - an accountant only provides reasonable assurance that the statements are free of material misstatements.

The takeaway is that company management is responsible for the financials. Hence, you must take ownership of the financial data and understand every line on the statements.

Your business tax return: Be aware that the internally prepared financial statements of a small business are commonly adjusted for tax reporting purposes. Tax returns treat assets differently, don't allow deduction of some expenses, and distinguish certain incoming cash from ordinary sales income. Ask your accountant to explain how your tax return reconciles to your financial statements. Your financial team members are available to explain the complexities. So use them!

Metal Construction Industry Summit
Attract and Train: Developing a Workforce for the New Metal Construction Industry

Metal Construction News will host an industry summit meeting in Chicago on April 11-12. We're gathering industry leaders to face off on one of the biggest challenges contractors face: Finding and training skilled labor.

Highlights of the event will include:

- Keynote by William A. Good, retired CEO of the National Roofing Contractors Association
- How to work with millennials
- A panel of contractors discussing best practices for attracting the best talent
Training programs that work from Gary Smith, Thomas Phoenix International
Small learning sessions where top contractors can learn from each other

The event will also include the Metal Construction Hall of Fame, where our own Kelly Burk, Burk Erectors, will be honored for his induction.

Click for more information

Have you seen the News?
Kelly Burk of Burke Erectors was elected to the Metal Construction Hall of Fame.

BARNES Buildings and Management Group Inc. project was highlighted. This is the same project that won the Education and Recreation Award of Merit at our 2017 Conference.

Social Media for Roofing Contractors - Brand awareness, lead generation top goals for contractors as published in the January 2018 issue of Metal Construction News. www.metalconstructionnews.com

We want to hear from you!
The MBCEA is dedicated to the professional advancement of our members. We need to know what is important to you, what kinds of things you are interested in, what you need.

Sasha Graver, Executive Director
Keith Wentworth, President
Jackie Meiluta, Program Manager

Please connect with us

Quote of the Day
The price of success is hard work, dedication to the job at hand, and the determination that whether we win or lose, we have applied the best of ourselves to the task at hand."