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PROFILE:**

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IN FOCUS:

SURVIVING AN
OSHA VISIT

**Top tips for
snow retention**
p. 16



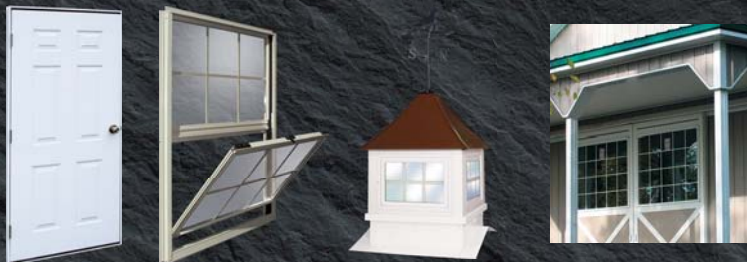


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[ON THE COVER]

Mike Arndt, Fredonia, Wisconsin, faced a daunting task after his old barn was destroyed by fire. A mason by trade, he recovered amazingly quick. His story on Page 40. Photo by Sharon Glorioso. Cover design by Nicole MacMartin.



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THE BEST PRODUCTS OF THE FRAME BUILDING EXPO



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Don't underestimate the power of wind

Reader prompts more information on less-than-fully-enclosed buildings



DEAR EDITOR,

The Eric Beavers article in the current [March] issue of *RB* hints at, but doesn't directly address, the wind-load problem for less-than-fully-enclosed buildings. These buildings fail in wind events, I would suggest, because the roof loading analysis frequently covers only the usual exterior loads: pressure on the windward side, uplift on the leeward side. Often omitted (and not an issue in fully-enclosed buildings), is wind-uplift positive pressure on the underside of the roof surface.

When I was in active architectural practice I encountered multiple instances, and indeed disagreement among practicing structural engineers, about using or not using both exterior and interior pressure and uplift numbers.

For an empirical proof of this point, consider the many news stories of fully-enclosed buildings which are designed for, and withstand, severe wind loadings, until a window or door fails because of, typically, wind-borne debris damage, whereupon the entire building fails soon after.

You might want to add to it my admonition to owners-in-waiting for such open-front buildings that it's incumbent on them to make sure their engineers are addressing all the wind loads, not just some, just as, some decades back, it became incumbent on ag building owners-in-waiting to make sure their engineers were designing for real snow loads, not some of the oddly-calculated (and of course lower in pounds-per-SF-on-the-roof) cheaper to build "ground-equivalent" snow loads.

– Martin Harris, RA (ret)
Jonesborough, Tennessee

[*Rural Builder* offered Armstrong Steel Buildings the opportunity to respond to help clarify the article, and the issue in general of proper engineering for a roof-only steel building. Seth Beavers, Senior Estimator, provided the following information.]

It's always exciting when a response to one of our articles captures the attention of someone who can help us better explain our expertise. It also assists us as a training tool, internally, so we can better anticipate the concerns or questions our customers will

eventually have for us. I can tell by your response to our article that you have some good insight and are knowledgeable on the concept of uplift, which seems to be what you are addressing in your inquiry. You are absolutely correct in your thoughts.

Martin makes a very valid point, but allow me to detail more, in layman's terms, what I believe he is inquiring about. It is very similar to having an umbrella on the beach: when it is closed there is no uplift pushing the umbrella off the ground. This is why it can withstand most of the forces of the static wind. Once that umbrella is opened, though, you now have uplift, which puts a different force on the umbrella and WOOSH, off it goes.

This is why there should be three 'enclosure categories' for consideration on any building. The three factors are as follows:

1. Closed: this is for buildings that will have complete walls and will only have an external pressure applied to them.

2. Open: this is for buildings that will be completely open (or each wall is at least 80 percent open) and the wind will be allowed to pass beneath the roof and will not experience any blockage, therefore not requiring allowances for such a strong uplift.

3. Partially open: this is the instance where a building may have only one back wall or may even have as little as one open bay. The wind in this case can come into a building, and once it experiences the wall the wind has nowhere to go, so it pushes up on the building and creates a positive pressure.

It is very important that these factors are considered when designing and engineering a building. If you take a partially-enclosed building, but only account for closed-building loads, your building will not be designed strong or heavy enough to withstand the internal pressure. A possible outcome in this situation would be that your panels on the roof would fail first, therefore comprising the strength of your building even more. Imagine an egg, strong as naturally possible, so long as the shell is intact. Put a crack in that shell and the whole thing fails. This is what Martin is warning against and wanting to make sure that your engineer is accounting for.

We appreciate that Martin did alert readers to the fact that there are other scenarios which we didn't address, and we look forward to Martin keeping an eye on our accuracy as we move forward. Although we are the experts, we fully acknowledge there are always scenarios for our customers, especially rural ones, which will be unique and we will make our best attempt to be as thorough as possible as we move forward. Thank you for your time, and thank you for your very provocative question. We encourage more dialogue. **RB**

What do you think?

Have an opinion on what you've seen in *Rural Builder*, or a question for our staff?

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FEW THINGS STRIKE FEAR IN THE HEARTS OF MANY RURAL BUILDERS MORE THAN THE THOUGHT OF AN OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION (OSHA) INSPECTOR SHOWING UP UNANNOUNCED AT A JOB SITE. For a “survival guide,” *Rural Builder* spoke with three leading safety professionals for the post-frame building industry. In the words of one, “If you have a robust safety program to begin with, there’s not so much to worry about. The best defense is a good offense.”

Attorney Gary Auman is legal counsel for the National Frame Building Association and, as a director of the Dunlevey, Mahan & Furry law firm in Dayton, Ohio, focuses his practice on occupational safety and health law and workers’ compensation defense. Katy Tiller is human resources and safety manager for Wick Buildings, where she supervises a safety program that covers the Wick manufacturing plant in Mazomanie, Wisconsin, and 23 building crews active in five Midwestern states. And Stan Virkler served 14 years as safety director for FBi Buildings, a post-frame contractor that services 10 states from its headquarters in Remington, Indiana.

These three professionals each address the topic of dealing with OSHA inspections from the perspective of rural and post-frame builders, a segment of the construction industry whose concerns and circumstances may differ from other segments. Are OSHA inspections likely in rural locations? Does the agency have much interest in the smaller projects typical of post-frame construction? Can rural builders even justify a “robust” safety program against concerns that formalized procedures slow them down and cost them money? What resources are available to draft a safety program, anyway? And what do you do when an OSHA inspector shows up?

**GARY AUMAN, LEGAL COUNSEL
NATIONAL FRAME BUILDING ASSOCIATION**

Q: What do you tell someone who says, “I’m just a small rural builder and don’t have much risk of an OSHA inspection”?

GA: Rural isn’t “rural,” anymore. As our cities and our population grows, building activity that used to be “in the middle of nowhere” is no longer so remote. Also, the growing popularity of post-frame construction for commercial buildings means that more of these projects are occurring closer to urbanized areas.

Then, too, OSHA gets around more than you might think. I get



on average about one call a month from post-frame builders who were visited by an inspector who happened to be driving down the road. At the same time, farm accidents are getting more attention so that OSHA is putting more emphasis on agricultural buildings.

Finally, starting in 2015, if you have an accident and your employee is hospitalized overnight then you’re required to self-report to OSHA within 24 hours.

Q: So the increased risk of an OSHA inspection justifies greater investment by rural builders in safety programs?

GA: Such a justification is a wrong focus. If your approach to safety is simply doing enough to comply with OSHA regulations, you’re setting yourself up for failure. By doing only the



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BY MARK WARD, SR.

minimum to “get by,” you’re already putting yourself on the edge of what’s acceptable.

First, you need an effective safety program because it’s the right thing to do. Second, promoting a “safety culture” makes you *more* efficient, not less. That’s because your crews *know* what to do. Let’s say they have to work at a height. Instead of wondering how to keep their balance, they know the correct safety procedure and simply go and do their jobs.

The problem is that many builders simply practice “train-and-release.” They take the attitude, “I provide the training and equipment. After that, it’s the employees’ responsibility.” But a true culture of safety requires management buy-in. You’ve got to be involved in safety *all* the time. For example, you can’t just bid on a job and think of safety expenditures later as an add-on. You have to “think safety” and include it in your bid.

Third, though a safety program requires some investment, it can save you money through accident prevention, less downtime, decreased workers compensation claims, and avoiding loss of skilled labor. When you lose a skilled worker in an accident, you not only have to compensate that person, you have to pay someone else to do the work. So you’re paying two people to do one job—and may very well end up paying higher workers compensation insurance premiums, too.

Finally, as post-frame builders go for more commercial projects, you’ll find that owners and general contractors will look at your safety program and safety record. About 99 percent of pre-qualification forms ask, “Have you had an OSHA citation in the last three years?” If so, chances are you’re out of the bidding.

Q: What safety pitfalls are more common to post-frame construction and thus increase the risks of being cited by OSHA?

GA: Lack of fall protection and personal protection are big. Even conscientious builders can let things slip, especially when employees think the safety equipment slows them down. Ladder and scaffolding safety are two other issues common to post-frame building. Unsafe use of scissor lifts and bucket lifts can lead to OSHA citations.

Another trend I see is more inspections that rely on OSHA’s General Duty Clause. Under the rule, employers have a general duty to “provide their employees with a place of employment that is free of recognized hazards that are causing or likely to cause death or serious physical harm.” Since the agency knows it can take up to a decade to finalize a new rule, they can use the General Duty Clause to deal with perceived imminent hazards.

Distracted driving is an example. The technology for cell phones keeps advancing and people are using them more for texting and other messaging. It could take a long time for OSHA to promulgate a specific rule on distracted driving. So last year OSHA declared that it considers texting while driving to be a recognized hazard and, therefore, the General Duty Clause applies.

Thus, you could receive an OSHA citation if you don’t have a policy that prohibits texting while driving. Also, you can be



The problem is that many builders simply practice “train-and-release.” They take the attitude, “I provide the training and equipment. After that, it’s the employees’ responsibility.” But a true culture of safety requires management buy-in.

– GARY AUMAN

cited if you require workers to text while driving, or if you create incentives to text while driving, or even if you structure work expectations so that texting while driving is a practical necessity.

Q: Assuming you have a safety program in place, what do you do when an OSHA inspector shows up on your work site?

GA: First, the site supervisor or foreman should contact the company owner or appropriate company authority. Is the site supervisor authorized to deal with the inspector or not? Next, the authorized person should ask the inspector: Why are you here? Did you drive by and see us? Is this part of an OSHA emphasis program? Did you receive a complaint?

Ask to see the complaint and try to limit the inspection to that specific issue. Conduct a pre-inspection conference where you ask what the inspector wants and then seek an agreement to limit the inspection. Suspend employee activity until the inspection is done. If the inspector sees employees working and perceives any safety issues, that can be added to the inspection. Never leave the inspector alone. And when he or she takes photos or measurements, take duplicates. Finally, be sure to enforce your safety rules during the inspection. The ultimate goal is to limit the inspection and get the inspector off site.

Q: Many rural builders are smaller operations and may not know where to begin in drafting a safety program. What resources can you recommend?

GA: The OSHA website is a great place to start. They have lots of material—and you’re anonymous and won’t be tracked. You can also Google terms like “construction industry safety program” or “toolbox talks” and find lots of leads. Also, the National Safety Council and the National Frame Building Association have helpful resources.



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BY MARK WARD, SR.

**KATY TILLER, SAFETY MANAGER
WICK BUILDINGS**

Q: Tell us about your safety program.

KT: We've implemented a new approach over the past two years. Before, we gave incentives to foremen and crews who had no accidents. But then OSHA told us we couldn't do that. Rewarding "no accidents," they said, could encourage our people not to report accidents.

We still have safety incentives but now they're based on a point system. Foremen and crews get "PAS" points for Proactive Acts of Safety. For example, when someone is injured, points are given if the incident is promptly reported—or points deducted if it's not. Or points are given for conducting a toolbox talk, especially if the talk isn't just generic but is geared to the conditions of the specific site or addresses

a near-miss that recently happened.

Also, we've decentralized our safety program. We still have an annual three-day safety training program for all 100-plus employees. But we're asking crews to give us input on safety issues for their specific work sites. This is in addition to our Safety Committee—whose members include field supervisors and foremen.

Our emphasis is not just simple OSHA compliance. We believe "ownership equals ownership." If our people have input on safety issues that directly affect them, that will increase buy-in and keep things fresh. At the same time, management must also be committed to the program. Safety starts at the top—from our owner, Tom Wick, on down.

Q: Doesn't all this cost a lot of money? How do you justify it?

KT: Yes, our safety program is a cost item. But if you prevent just one person

from falling off a roof, then you've probably paid for your whole safety program. Also, there's a marketing aspect. We want to recruit and retain the best crews. And when we bid a job, the owner or general contractor wants to know that we have a robust safety program.

Q: What do you say to any builder who thinks rural sites are less likely to be inspected?

KT: You're not as invisible as you think. After all, you had to take out a building permit—and that permit is on file where an OSHA inspector can see it. I've been safety manager for five years and we haven't had an OSHA inspection prompted by an employee complaint. So in my experience, the reasons that post-frame builders are most likely to be inspected are because an OSHA inspector happened to be driving by or because OSHA is conducting an emphasis program about a particular safety concern.

Q: What safety liabilities in post-frame construction are likeliest to trigger OSHA citations?

KT: I'd say fall protection, personal protection, and tool maintenance. Crews often work at heights and, in our business, they handle metal building materials with sharp edges. Then, too, it's easy to forget that our tools take a real beating. If they're not properly maintained, accidents can occur.

Q: When an OSHA inspector shows up, what protocol do you follow?

KT: We ask for the inspector's identification, stop all work on the site, call the main office, conduct an opening pre-inspection conference, and try to limit the area to be inspected. OSHA inspectors won't get mad at the delay; they're reasonable people and expect you to do all these things. Then during the inspection, we take notes or pictures of what the inspector does. Finally, we have a closing conference with the inspector.

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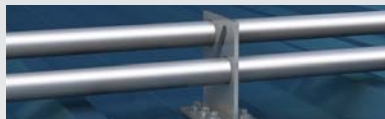
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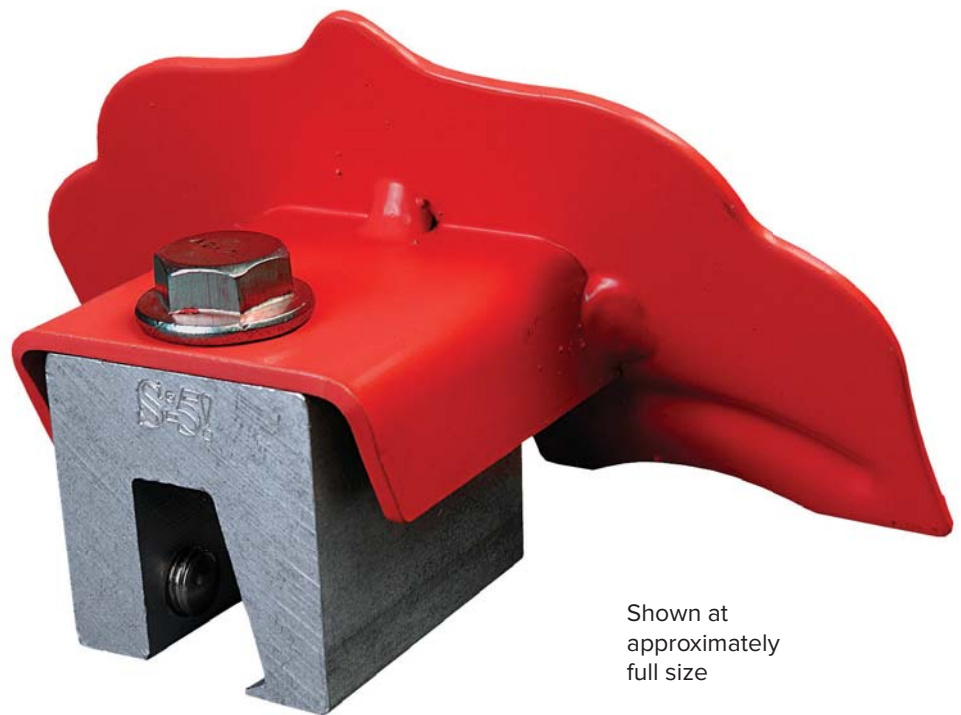
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Q: For rural builders intimidated by the idea of writing a formal safety program, what resources do you suggest to get started?

KT: Your workers compensation insurance carrier will have a lot of resources. Also check out the OSHA website. And talk with other builders, either informally or through a local, state, or national association. As a post-frame construction industry we need to come together and implement best safety practices. If we take safety seriously, OSHA won't be a problem.

**STAN VIRKLER, FORMER SAFETY DIRECTOR
FBI BUILDINGS**

Q: What's your current role at FBI Buildings?

SV: I've been with the company 36 years, including 14 as safety director. Last year I semi-retired but have stayed with the company as a consultant.

Q: Over your years as safety director, how did you build a culture of safety?

SV: A good safety culture is more than your mission statement. It's the values that shape how everyone performs their work. Do crews think their interests are in taking the easy road? Does management assume speedy completion is the highest good? Instead, you've got to make safety a "given" so that people act safely even when nobody's watching and everyone cooperates in safe practices. Again, safety isn't just a priority; it's a *value*.

We don't want employees worried about retaliation if they report concerns or incidents. Then we follow through on reports—and hold people accountable if we have to—so that crews won't think that management doesn't care. When crews see their input makes a difference, they're more likely to "own" their safety rather than figure it is management's responsibility and not theirs. Therefore, we ask our crews what the job site hazards are and for their ideas on improving safety. Then we involve them in implementing the rules and choosing any safety and personal protective equipment we buy. Workers are represented on our Safety Committee. And every year we survey employees about their impressions of our commitment to their safety and welfare.

I also guarded against seven "safety culture toxins." My philosophy was, "Workers are *not* the problem." The seven toxins are leaders who put deadline first, seldom visit job sites, don't encourage input and agreement on safety rules, are lax about employee welfare, respond slowly or not at all to hazards and accidents, wink at failure to report, and allow or engage in finger-pointing. We regard foremen as management, hold them accountable, and praise them for good safety performance.

Of course, safety requires commitment from the top. It takes effort to have weekly toolbox talks, to take attendance, to do daily and weekly site inspections, to fill out the forms, to do unannounced safety audits, to generate quarterly safety performance reports—and then to track all the data and follow

through on improvements. But when safety becomes a company *value*, you can tell. You'll get more safety suggestions from crews. They'll even *volunteer* for the Safety Committee. You'll see crew members stretching out their muscles before starting work. They'll report "near misses" that were previously unreported. They'll expect the job to be shut down until a hazard is dealt with. Foremen will take responsibility to discipline safety violations by their own crews. And most important, accidents will decrease.

Q: Rural builders can do all that and still get inspected by OSHA. What are the most common reasons that post-frame builders are inspected?

SV: The first reason is drive-bys. An OSHA inspector drives by and happens to see someone who's on the roof and not tied off, or cutting concrete without respiratory protection. After that, I'd say common reasons are random OSHA inspections, employee complaints, union complaints, and public complaints. Also, you're now required to inform OSHA within 24 hours if an injured employee is hospitalized overnight. As rural builders you might think you're risk of an inspection is small, but any of the triggers I've described could happen at any time.

Q: When any of those happen and the OSHA inspector arrives, what do you do?

SV: Your company safety program should include a protocol for the job site leader to follow. In fact, they should be *trained* in that procedure beforehand. That way, they'll know to verify the inspector's identity and then call the company safety director or other authorized person. They'll know to always be courteous but not to volunteer information, and to answer questions directly but not to add anything.

You should have on hand the forms that the inspector will want to see—for example, your safety program, your hazard communication program, your fall protection plan, and your OSHA Form 300 Log of Work-Related Injuries and Illnesses. In the opening conference and during the inspection, try to limit the inspection to the complaint. When the inspector takes a picture, you take the same picture. Then at the closing conference, capture as much of the conversation as you can and ask questions: Are we going to be cited? For what?

Q: The thought of being inspected is fearful for many rural builders. What has been your experience with OSHA inspectors?

SV: Ultimately, you and the inspector have the same goal—namely occupational safety and health. They were always reasonable and I came to see them as friends of our company. In fact, three times we *invited* the OSHA training and education arm in our state to go over our sites. If OSHA has a training and education office in your state, it's a great resource. And if they come at your request for training and education purposes, you won't be cited if they see anything. **RB**

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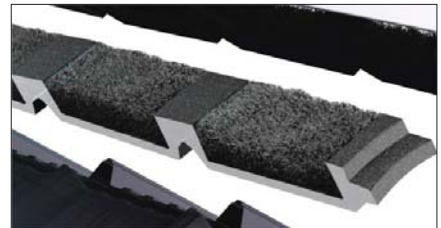
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Marco Industries' Weathertite "LP2" Ridge Vent improves ventilation, eliminates condensation, and is available at costs lower than traditional fans and louvers... Plus LP2 offers a 40-year warranty! Made from non-fabric-covered Python vent material, this durable, modified polyester has a non-woven, non-wicking fiber-based matting for superior net-free ventilation that helps keep out moisture, pests and dusts. Installation is easy with Marco's superior peel and stick adhesive, fasteners and specially-cut contours designed for a low-profile fit with any pitch roof and most major metal roof profiles.



GET **FREE PRODUCT INFO** SEE CARD BETWEEN PAGES 34-35 TO LEARN HOW

3 **McElroy IMP**
Circle 103

McElroy Metal offers Insulated Metal Panel (IMP's) in thickness from 2-6 inches. Panels are formed by a continuous poured-in-place manufacturing process which binds interior and exterior steel facings to a polyisocyanurate insulating foam core. IMP's represent an opportunity for post-frame builders to provide an energy efficient and attractive alternative for their building packages.



4 **Perma-Columns**
Circle 105

Perma-Columns are 5-foot pre-cast concrete columns that keep wood out of the ground, ensuring your building's foundation will never rot. They are the first product to combine the economy of post-frame construction with the durability of a concrete foundation.



5 **WeatherXL**
Circle 104

Valspar's WeatherXL Crinkle Finish coatings deliver outstanding durability with a unique, textured appearance that redirects light for enhanced visual depth. Designed to create a shifting and shimmering effect, WeatherXL Crinkle finish is available in a number of color options that meet solar reflectivity (SR) standards for LEED and Energy Star.



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Circle Reader Service #417

5 tips for selecting and installing SNOW RETENTION systems

AS THE POPULARITY OF METAL ROOFING GROWS, SO DO THE OPTIONS FOR PREVENTING DANGEROUS AND DAMAGING AVALANCHES OF ICE AND SNOW. While you may think that anything made to stop it, should stop it, there is a lot of science that goes into a properly engineered snow retention device. Mother Nature is not easy to predict, but good science leads to more effective products.

Keith Lipps, Vice President of Metal Roof Innovations, Ltd., (S-5!), is an expert on the topic, and notes: “Snow retention is some simple science mingled with a touch of art-in-practice.

“The science is not difficult to understand, and not too debatable.

“The art-in-practice is discretionary, opinionated, partly supported by science, partly by myth and hotly debated amongst users and purveyors of such product offerings.

“Snow effects, coupled with accompanying winds are difficult to predict and the architecture and density of a snowbank is varied at any given time. These unknown variables lend to the controversy.”

With that in mind, here are a few simple tips for selecting and installing successful snow retention.

① Use only warrantied systems

There is consensus among our sources that buying from a manufacturer who warranties its products is critical. According to Snobar, it’s by far the most important tip for contractors/designers/architects. “Always buy from a snow retention manufacturer that will back it up with a warranty and inquire if they have product liability for their snow retention systems,” said Jason Nagaki. “If they do, it most likely means they’ve been in business for years and have good knowledge about the industry.



Alpine Snow Guards



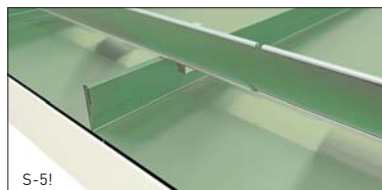
Sno Gem



Snowbar



SnoBlox-Snojax



S-5!

“What I consider bad competition are the guys that make up their own snow retention system and sell it to the owners or owners’ reps not knowing what all goes into a design for a proper snow retention layout on a roof. The building owner doesn’t get a warrantied system from these kinds of installs.”

S-5! agrees and warns: “There are plenty of snow retention systems on the market that are willing to sell you an untested system, use these systems at your own risk. An untested system is one that has not been tested on how it will perform overall or how it will perform on specific roofs.”

② Buy only well-engineered and tested systems

This tip really goes hand-in-hand with Tip #1. S-5! noted that reputable manufacturers will freely share information to assure a properly designed plan. “Testing specific to roofs is essential to running any type of engineering calculations for a designed and engineered snow retention system. If you’re installing on “Manufacturer X” roof, make sure you know how the system should perform on “Manufacturer X” roof. Responsible snow retention manufacturers can share with you their testing on each roof that their system works on. If not, don’t use it.”

③ Seek design advice

When in doubt, architects and designers should not hesitate to seek advice from the manufacturer during the design phase. “They should call a snow retention manufacturer so they can draw a properly designed snow retention system on their roof,” Snobar’s Nagaki said. “Worst case scenario, the architect/designer should put a note on the roof plan where they want snow retention and in the specs that the contractor must

have a properly designed layout from the snow retention manufacturer. I can't count how many times where the contractor tells us that the architect/designer just has one row of snow retention drawn on the roof plan, so that's all they order, and 9 out of 10 times the project is under designed and the owner doesn't even realize it."

Alpine Snow Guards echoes the advice. "The biggest (and ultimately most costly) mistake we see time and time again is not getting a recommended layout prior to bidding, purchasing, and installing them. If you don't install the proper quantity of snow guards and/or brackets, in a recommended layout pattern, you run the risk of system failure."

④ Remember: logical isn't always practical

While it may seem logical to place a snow management system only above

doors and other isolated areas where you are most concerned about avalanching snow, Alpine Snow Guards warns that you may be missing key fault areas. The company offers: "Snow and ice tends to build up and away from any roof obstruction (in this case, a snow guard) at a 45 degree angle. This means that a snow guard installed above a doorway in the middle of a 100 foot long eave area on a building with a 50 foot rafter length would carry the weight AND mass of more than half of the entire roof."

⑤ Don't ignore directions

It comes up time and time again: follow directions! "You're taking the time to find the best snow management system available for your project, so installing the system correctly is crucial to ensure that the system functions to its full potential," offers Alpine Snow Guards. "Some common mistakes we've seen run

the gamut from not tightening set screws or fasteners to the proper torque settings, to not flashing properly in order to comply with roofing industry best practices."

And make sure you understand what you read, S-5! reminds installers. "Make sure you understand the manufacturers installation directions and how this is critical to the designed performance of ANY snow retention system. Responsible manufacturers go to great lengths to create installation instructions that, if followed, get the best results of their system."

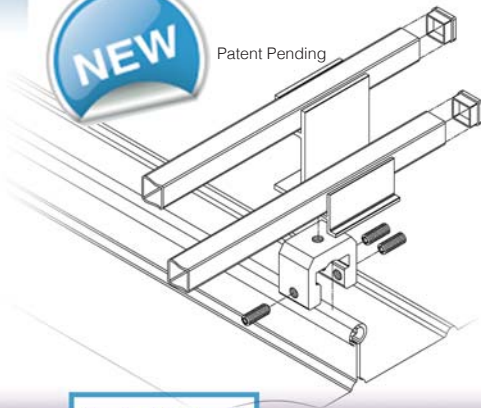
...

Special note for standing seam: connections, connections, connections

Snoobar adds this tip about installation of snow retention systems on metal roofing. "If your snow retention system is being attached to a standing



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top tips

seam metal roof by clamping it to the seams, the contractors needs to make sure that there are enough fix fastened points in the panels so that the panels don't slide from the weight of the snow, that the snow retention is going to hold. Just having the roof clips that holds on the metal panels is by no means enough to keep the panels from sliding.”

+ BONUS Tip: Download this MCA document

Want a good, unbiased explanation of snow retention selection and installation? This suggestion comes from Keith Lipps, S-5!: Go to the MCA website (metalconstruction.org) and under the Technical Resources tab, download the document “Metal Roof Design for Cold Climates.” The document contains some illustrated technical description of the science behind snow retention along with an explanation that makes it easy for any designer or contractor to select and apply a product adequately to prevent failure and catastrophe. *Rural Builder* will also provide a link from our website when this Tips article is posted on RuralBuilder.com. **RB**

For more information on Snobar Circle 108; for Alpine Snow Guards Circle 109; for SnoBlox-Snojax, Circle 110; for S-5! Circle 111.

SEE CARD BETWEEN PAGES 34-35

▶ SUCCESSES & FAILURES



PHOTO CREDIT: SNOBLOX-SNOJAX

◀ This photo shows a failure of a bar system in Colorado. Notice that three rows of bar are concentrated close to the eave. Snow retention should be equally spaced up the roof area to control the dynamic loads of sliding snow and ice.

Two-thirds of the snow load on this roof was being held by just the upper bar. The lower two bars only held one third of the snow. In addition, this system failed because it used isolated placement and extended the bars too far across the panel at the end of the run. These clamps were also installed over batten strips, which is not a good idea.

SnoBlox-Snojax notes that this failure could have been avoided by equally spacing the rows up the roof, by extending the runs the entire length of the roof, and by using clamps that would have attached under the batten strip, not on it.



PHOTO CREDIT: SNOBAR

◀ In this picture, there are two roof areas that are side by side. On the lower roof you will notice four rows of snow retention. It was designed this way because the manufacturer took into consideration blowing and drifting snow from the upper roof area.



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BY RURAL BUILDER STAFF

NAILS & SCREWS

Getting a good grip on things



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2. IDEAL BUILDING FASTENERS / CIRCLE 117

Ideal Building Fasteners is a major supplier/manufacturer of fasteners for the metal construction post-frame industry. Its line of post-frame screws, featuring its Dual Grip brand, meets and/or exceeds the specifications of most building projects. Ideal also stocks a complete line of other fasteners, closure strips, butyl caulk tapes and pipe sealers. Visit online for details on the various products available, including physical and performance characteristics.

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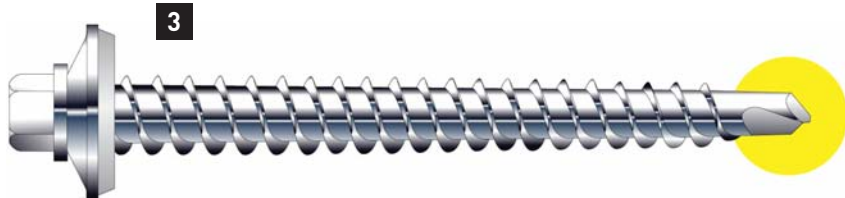
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3. LELAND / CIRCLE 118

Leland Industries line of Mini-Drill Point Master Grippers make easy work when trying to reach those awkward locations. A High Hex Head and Mini Drill Point drills and taps high-tensile steel and is capable of drilling up to 16 gauge. The Mini-Drill point cuts clean holes with no pigtailing, and is capable of drilling with speeds as low as 1,000 RPM. The Mini-Drill point means less installer fatigue when working in extended arm positions. Available in lengths from 1 inch to 4 inch, #10 Mini-Drill screws provide the highest pullout values in the industry and can be powder coated to match roof colors.



4. DYNAMIC FASTENER / CIRCLE 119

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AN OUNCE OF PREVENTION: SPRING IS THE BEST TIME TO CONSIDER SNOW RETENTION

BY MARK MULLINS, FABRAL
Applications Engineer | Product Training Manager



WHILE YOU ARE BASKING IN THE WARM SUN and watching the flowers bloom, the last thing many of you want to think about is winter. But painful as it may be, now is the best time to start preparing for next winter and considering your plan for snow retention. Given the amount of snow dropped on us this past winter, there are many structures that could benefit from the addition of snow retention.

Snow retention is used to prevent snow from sliding off the roof and causing damage to gutters, vehicles, people, animals and property. A good rule of thumb to follow is that you should introduce snow retention if there is anything beneath the roof that could possibly be damaged by sliding snow. Codes also dictate where and when snow retention is required. Check with your local municipality to determine if snow retention is required.

When installing snow retention on metal roofing, it's important to select the proper type and placement. There are glue-on, clamp-on and mechanically fastened snow guard options, and it's extremely important to install them correctly. The three most common mistakes are:

- The metal is not prepped properly
- Not enough product is used to support the weight of the snow
- They are installed too late in the season

To prep the metal properly and to maximize the holding power of the sealant in a glue-on product, snow guards should be installed in warm weather. The area to receive the snow guard, and the snow guard itself, should be swabbed with alcohol. Be sure to seal around the perimeter of the guard to prevent any moisture from getting under the guard where it can freeze and "pop" the guard from the roof.

With standing seam roofing, I recommend a system that will clamp onto the seam. You do not want to mechanically fasten through the panel as this will fix the panel in place. A standing seam panel must be free to move with thermal expansion and contraction. The glue-on style is also acceptable.

There are many different styles of clamp on guards and rail systems to choose from. The most common mistakes with this style is not installing the proper amount of products based on the run and pitch of the roof and the snow load for any given area and not having the proper torque on the set screws that hold the clamps in place. Many manufacturers will provide layouts and installation assistance.

One last point on snow retention—it does not solve the problem of ice damming. It is only meant to prevent the snow from sliding off the roof and damaging person or property. Other measures must be put into place to prevent or minimize ice damming.



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product profile



5. MAZE NAILS / CIRCLE 120

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6. LEVI'S BUILDING COMPONENTS / CIRCLE 121

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Circle Reader Service #393

product profile

BY RURAL BUILDER STAFF



7. PASLODE / CIRCLE 122

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8. ROSKO FASTENERS & SUPPLY, INC. / CIRCLE 123

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9. SFS INTEC / CIRCLE 124

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10. SEALTITE / CIRCLE 125

Sealtite supplies steel-frame and post-frame screws for agricultural, commercial, industrial and residential metal roof applications. Product strengths are drill quality and corrosion resistance, showcased on the Maxx Steelbinder drill screw and Kwixseal II post-frame screw. Both products are greatly enhanced by Sealtite's powder coat paint process, which improves corrosion resistance 300 percent versus wet-paint processes. Sealtite markets its Woodbinder HSS full hard 304 stainless steel screw, which requires no pre-drilling in metal panels, and the ZXL Woodbinder zinc-aluminum alloy head for roof systems requiring a 20-year or longer warranty. Solid and vented foam closure strips, pipe flashings, pancake- and wafer-head screws for standing seam roofs and other accessories round out the product line.

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AZZ ATKINSON
Tri-State Building — Pittsburg, KS

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Batzer Construction Inc. — Medford, OR

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product profile

BY RURAL BUILDER STAFF



12. TRIANGLE FASTENER / *CIRCLE 126*

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06 /

JUNE

2-3, Metal Construction Association Summer Meeting, Rosemont, IL.
metalconstruction.org

14-17, Western Roofing Expo, Las Vegas; wsrca.com

07 /

JULY

16-18, Florida Roofing & Sheet Metal Expo, Orlando;
floridarroof.com

09 /

SEPTEMBER

2-5, National Association of Women in Construction Annual Meeting and Conference, Nashville. nawic.org

10 /

OCTOBER

1-2, 2015 Remodeling Show & Deck Expo, Chicago;
remodelingdeck.com

13-15, METALCON 2015, Tampa, Fla. metalcon.com

Calendar of Events

NEWS
FROM MCA:



50 percent off membership dues for new members

The Metal Construction Association Executive Committee recently approved a 50 percent off discount on dues for new MCA members. It not only includes those who have never been an MCA member but also anyone who have not been a member for three years.

The discounted pricing will be in effect for new members who apply and are approved for membership before December 31, 2015.

Growing membership is a key priority for MCA in 2015 and beyond. The MCA Board believes that, with this new-member discount and the revised membership dues structure that was put into place in 2015, the association is well-positioned for growth.

For more information and an application them visit metalconstruction.org.

MCA working with IBHS on wind test research

The Metal Construction Association is working with the Insurance Institute for Business and Home Safety (IBHS) to provide design and materials for roof/building wind-load testing.

MCA is part of a major research program looking into the actual roof loading of a metal building structure under various wind profiles. The testing will be used to compare the loads placed on the roof components compared to the loads and performance seen in the conventional ASTM wind uplift testing.

The work at IBHS will be supplemented with research at University of Western Ontario using an identical roof profile subjected to ASTM E1592 testing in various regions on the roof. Ultimately, the testing will be part of a rebuttal to the ASCE-7 higher wind pressure coefficients being introduced.

It is anticipated that these higher wind loads proposed by ASCE-7 will increase the cost and materials required for roof installation and MCA hopes to minimize that impact keeping metal attractive as a construction alternative. **RB**



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MAY SUPPLIER NEWS
HIGHLIGHTS

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The fire didn't totally destroy the building, but damage was significant enough to cause the business to cease production for several months. Integrity photo

Integrity Metals returns to business following 2014 fire

Integrity Metals has returned to full production months after a devastating fire destroyed its Lancaster, Kentucky, metal wall and roof panel manufacturing plant.

As a sign of the company's dedication to return to business, representatives were on hand at the Frame Building Expo in Louisville in February, talking to past clients and cultivating new ones. It was literally days after the company successfully turned the last corner on several delays that had kept machines silent since September.

Co-owner Mike Eason said the fire at Integrity's main building was discovered in the early morning hours of September 20th when a local couple driving past noticed smoke coming out of the building. A truck that had been pulled in for the weekend in preparation for a Monday delivery was where the fire originated.

"Luckily, the diesel fuel didn't catch fire, however the engine and cab were completely destroyed and the two front tires exploded with the heat," Eason said.

Firefighters were on the scene soon after the call came in.

"Also, it is a post-frame structure," Eason said. "We had 29 gauge interior liner panel on the ceiling and walls, and the fire depart-

ment said that is probably what saved the entire building...that it did not allow flames to get to any of the wood trusses except three, and they had just started catching fire. The firefighters were able to cut and drop those panels down before it got any further into our trusses. That's how close we came to losing the entire structure."

Heavily damaged was the main 20,000 square foot building, but left with only smoke damage was the attached office building.

Literally overnight Integrity had no product for its customers. No product equals no customers equals no business. And getting back into production would not be easy.

"We'd get one thing repaired then another professional would come in and say, 'ok this isn't right,' so it would be another week to get it right," Eason remembers. To reassure customers, however, he said, "I continuously maintained making personal sales calls with all of our clients. I never stopped doing that."

A lot of his conversations were trying to reassure customers that the business would reopen, but delays made his reassurances begin to sound hollow.

"I was reassuring customers that we were going to reopen on a specific day, and that would just keep getting pushed back," he said. "There were no orders we could fill because the equipment was being redesigned. We had to buy a new brake press because the panel board had melted and was completely destroyed. The roll former had to be taken apart and some of it replaced with new parts.

"The hardest part was that we lost all our clients temporarily," he continued. "We lost every client we had....That is what has really, really hurt us and the greatest challenge has been getting those customers back. It's as if we're starting over again, even though we opened in 2006...We share a lot of business now with our competition. So the down time was crucial."

The fire did force Eason and his business partner Alan Hall to refocus their company's attention on its most viable delivery zone. "Before the fire we were servicing Ohio, North and South Carolina, West Virginia, Virginia, Tennessee and Kentucky. Currently, we have decided to scale back, focusing only on Tennessee and Kentucky. One of the hardest things I have done is to let those people know we would not come



Integrity is now back to full production after months of rebuilding. Integrity photo

back to those areas after the fire. These are people I've known for many, many years."

Despite the setbacks, both Hall and Eason are happy to be back. They see a bright future ahead. And that is exactly why they decided to have Integrity represented at the expo in February.

It was a heartwarming welcome back for Eason who attended. "I had so many people that were non-competitors and competitors that I'd previously worked for in the '80s who came by the booth and gave us well wishes and shook our hands," he said, "and it meant so much."

But more important was the symbolism Integrity's presence represented at the expo. "Just by us being there gave a signal to our customers that we're back in the industry and we're going to come back strong," Eason said. "We're not giving up. We're very determined we'll rebuild our business."

For more information on Integrity Metals Circle 130.

■ Innovative portable Bar Pod sports doors from Schweiss

Combine a hot day, the pursuit of a cold beer, and a Schweiss door, and what do you get? For one inventive businessman, it is Bar Pods.

Bar Pods are solid steel-frame structures that can be moved from place to place. Standard Bar Pods are 8-1/2 x 12 feet or 24 x 12 feet, and are available with wheels or fork-holes so they can be elevated onto a flatbed by a forklift.

Explained Terry Oneil, general manager of Bar Pods the idea originated with Michael Manion, the company's CEO, who had an idea for serving cold beer outdoors in the Las Vegas heat without all of the typical complications that are caused by high temperatures. Said Oneil: "He nailed it and that idea has evolved into today's Bar Pod."

A big part of that evolution is a versatile Schweiss Doors one-piece hydraulic side-mounted container door on the serving side of the Bar Pod. The door measures 23.1 feet x 8.1 feet. The compact mount-anywhere Schweiss hydraulic pump unit is ideal because when the door is open, it serves as a canopy for patrons. It opens and closes in a matter of seconds, ready for business or ready to hit the road for the next event. A Budweiser Bar Pod was up and running at this year's Super Bowl game at University of Phoenix Stadium in Glendale, Arizona.



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BY RURAL BUILDER STAFF

■ NCI named to Most Trustworthy Companies list by Forbes

NCI Building Systems, has been named by *Forbes Magazine* to its 2015 Most Trustworthy Companies in America list.

The list, divided into Large, Mid and Small capitalization categories, ranked NCI as in the Mid-Cap category with a score of 91 out of 100. Leading investment advisor GMI Ratings worked with *Forbes* to create the prestigious list after reviewing the demonstrated transparent accounting practices and solid corporate governance of more than 5,500 publicly-traded companies throughout the U.S.

NCI brands include Metal Coaters, Metal Prep, American Building Components, DBCI, MBCI, NCI Metal Depots, Metl Span, Centria, A&S Building Systems, All American Systems, Ceco Building Systems, Garco Building Systems, Heritage Building Systems, MESCO Building Solutions, Metallic Building Company, Mid-West Steel Building Company, Robertson Building Systems, Star Building Systems, Steelbuilding.com.

■ Dynamic releases new Tool and Fastener Hand Guide

Dynamic Fastener just released the newest version of its popular Tool and Fastener Hand Guide. This one-of-a-kind gem provides many answers to common and uncommon issues that arise in the metal building industry. The 132 page, full-color publication, provides clear and concise answers to questions pertaining to fastener applications, engineering data, availability of types, size ranges and fastener materials. In addition to screws and anchors, the Hand Guide provides prices and other useful information relating to: flashings, sealants, insulation tapes, safety equipment, hand tools, power tools and more. Call 800-821-5448 for a free copy.



■ MFM window flashing tapes meet AAMA 711-07 compliance

MFM Building Products has received notice of compliance for three of the company's window flashing tapes. WindowWrap PSX-20, WindowWrap PowerBond and WindowWrap White comply with AAMA 711-07 as specified in ICC-ES AC38 (02-11) as the result of independent, third-party testing.

■ Envisionator – ATAS Product and Color Visualizer

ATAS International has launched its new ATAS Envisionator online tool. Users can visit the ATAS website and choose from a multitude of ATAS metal roof and wall panels, in a wide selection of colors and profiles.

Several sample photos are available on the website to experiment with. Simply choose the area of the building on which you'd like to see the panel, then choose a profile and color, and view the results.

The options to save those projects for future use, or share via e-mail, are available. You also have the choice of uploading a photo or drawing of your own building, to envision what it would look like with a variety of metal roof or wall panels.

The online application is free to use, and formatted to accommodate all screen sizes, from desktops to mobile devices. Users can print their designs when complete, and compare "before" and "after" photos of the building, in the case of a retrofit project.

■ Hydroswing announces new strategic partnership

Hydroswing North America has entered into a new strategic partnership with GS Global Resources. Since 1972, GSGR, headquartered in New Berlin, Wisconsin, has been at the forefront of fluid power and electronic controls for industrial and machine customers around the globe.

In a news release, Hydroswing said its fast-paced growth inspired the company to develop a long term relationship with an agile manufacturer, and determined that GSGR was "the right choice."

The new partnership also lays the foundation for an upcoming Hydroswing "Parts Store." With over 7,000 Hydroswing doors in use worldwide—some installed almost a decade

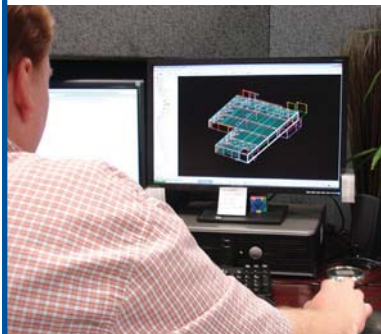
ago—the Parts Store will provide replacement cylinders and upgrades for those doors.

"With a partner like GS Global Resources, we are able to revitalize the aging fleet of doors and refurbish

them to like-new condition," said Hydroswing owner Marshal Parker. "This partnership will bring us incredible in-house expertise and allow us to optimize our existing products while propelling us into the future."

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The tradition continues

Younger family member taking Perka hybrids in new directions

THE STRENGTH OF STEEL AND THE FLEXIBILITY OF WOOD ARE WHAT DRAWS CUSTOMERS TO A HYBRID BUILDING.

Such is the case with the owner of this toy shed in Maryville, Missouri. The Perka Building was constructed by Perka's umbrella construction business Veritas (pronounced Very-toss) Systems Construction. The 60 X 15 x 96 foot long Perka Hybrid Model 5400 includes a workshop, a regulation half-size basketball court, an indoor golf simulator room, kitchen, full bath and living quarters on a second-story loft that overlooks the gymnasium.

Veritas co-owner Guy Thevenot said the 30 x 16 foot covered porch coming off the middle of one side required some custom trim work to tie it into the ridge of the main building. "We used a brake and trim bender to make our own trim on the valleys to prevent any leaking issues," Thevenot said. Some internal trim bending was also necessary.

Stone-simulated wainscot by Replications Unlimited was used on the exterior walls and columns for additional customization, along with Metal Panels Inc. liner panel inside for the basketball court.

As interesting as the building is, so is the young entrepreneur who built it with his crew. Thevenot started Veritas Systems Construction soon after graduating college four years ago. Although a new owner of a new business, he is not new to the industry. He is the elder of the third generation of the Thevenot family that founded Perka.

Guy started working at Perka when he was 16 years old and he was put through his paces from the start. "Once I turned 16 I spent my summers at every different station of the business, starting out in production of the steel frames. I spent a couple of summers learning sales, engineering, design and management. My mom is the bookkeeper and accountant, so during one summer I spent time learning the financial part of it as well. And I have a Construction Engineering degree from ISU. Since 16 I've been learning each part of the business so I can understand how it all works, how it all comes together, so we can produce quality products with great service and be profitable."

Guy's grandfather, Ed Thevenot, started into the building industry in 1971. "When he first started, he was selling either all wood, all steel rigid or even Quonset buildings," Guy said. "There were always enough cons to each of these where it didn't satisfy his need for the strength, the flexibility, the cost



Shown during and after construction is this hybrid-built toy shed used by its owners as a garage, gym and workshop in Maryville, Missouri. Perka Building photo.

effectiveness and simplicity, especially for the do-it-yourselfer. So, he weighed the pros of each system, combined the best in each and came up with the hybrid mentality in design for what he wanted to be *best at*."

In a Perka hybrid system the trusses are all steel, the purlins and girts are all wood and the envelope can be anything you want it to be.

"So you get the strength of the steel frame (independently designed as stand alone) to hold up your building in any type of severe climate ... and then the wood gives you the flexibility to easily, simply cost effectively customize anything you want for the building. You can even go in years later and simply and inexpensively add a window, add doors and you can later insulate and finish the inside very easily, which is very difficult and expensive to do with most other building systems," he explained.

"It's also a lot easier to install the steel frames. With typically just four main pieces, all clips pre-welded, all pre-fit you can have the frames up in a day. Then it's easy to slap on your wood, sawing them to the correct dimensions. Add a couple of screws—

project details

PROJECT: Residential garage/gym/workshop, Maryville, Mo.

SIZE: 60 feet wide x 16 feet high x 96 feet long

BUILDING PACKAGE: Perka Hybrid Model 5400

INSULATION: P2000 Super EPS Boards

CUPOLAS/SERVICE DOORS: Plyco Corp.

WAINSCOT: Replications Unlimited

WALL, LINER & ROOF PANEL: Metal Building Supply, Ark.

CONTRACTOR: Veritas Systems Construction, Saint Joseph, Mo.

you don't have to pre-drill anything through steel. No welding. No torching. It's a lot easier for a do-it-yourself to put these up versus other building options," Thevenot said.

Perka Buildings started in Ontario, Canada and today is headquartered in Saint Joseph. In addition to hybrid building systems, the company now sells steel fences, railings, structural components (like stairs mezzanines) as well as Ed Thevenot's original P2000 Insulation System, which he developed in 1995 out of his frustration in not finding a one application energy-efficient insulation that met his standards for simplicity, efficiency and flexibility.

Guy, who is preceded by his father Martial in the business, is starting down his own road of ambitious goals. His construction business generally serves a 50-mile radius of the Saint Joseph area, but he is working to expand his crews and the company is looking to cultivate more builder/dealers throughout the U.S. While dealer/distributorships have long been available, Perka construction certification is on the list to be offered as well through Veritas.

Thevenot is happy with his decision to stay in the family business. "I enjoy being outdoors, being hands-on. There's something new every day," he said.

Best of all are the rewards at the end. "I enjoy seeing the customer's dream come true," he said, "sharing in their happiness



Metal meets wood in a hybrid, as shown in this inside close-up of the ceiling showing steel trusses and wood purlins. Perka Building photo.

when it's all complete, when the customer says: 'That's what I envisioned, that is exactly what I wanted' and knowing you helped make it happen." **RB**

For more information about Perka Building and Veritas Systems Construction Circle 140.

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Managing Cyber Security Risks

What you need to know to stay safe

THE RECENT HEADLINES ABOUT INTERNET “HACKING” AND SECURITY BREACHES have focused on large retailers such as Target, Neuman Marcus and Home Depot and big banks like JPMorgan Chase. Unfortunately, fraud and financial data losses are not limited to retailers nor to one industry. Small rural building operations and businesses are increasingly vulnerable to cybercrimes like online identity theft, hacking or phishing.

Today, almost every building business is involved with some form of Internet connection or storage of data such as customer lists, employee information, books, records, receipts and tax documents. Nearly 83 percent of small businesses do not have a contingency plan outlining procedures for responding and reporting data breach losses. However, according to the National Cyber Security Alliance, a nonprofit cyber security educational organization, one in three small businesses is a victim of cybercrime each year with 60 percent of those victimized going out of business within six months.

A data breach or hacking incident cannot only harm the builder or contractor, it can also lead to a lack of trust on the part of customers, lenders and suppliers. Small businesses must make plans to protect their operation from cyber threats and help employees stay safe online. In fact, it is the building operation’s obligation to protect the data and the financial information of its customers, suppliers and employees.

So-called “cyber hacking” is big business, and no one, not individuals, not small businesses and not large corporations is safe. In the U.S. most states have breach notification laws, and other countries are following suit. In other words, many laws mean written notification must be sent to those individuals who have been affected. Even where such laws are not in place, a reputable building business should provide breach notification.

It should come as no surprise that social media sites can expose information at light-speed with little control. It is becoming more and more likely that a builder or contractor’s reputation will suffer from a cyber security breach.

It is not only a business site but also an employee’s activity on social media sites that can trigger liability, especially if the business is responsible for the sites. Defamatory statements, leaked information and copyright infringement are all growing concerns.

Losing the trust of customers can be much more damaging than the financial loss of repairing the effects of any breach. Making matters worse, a business can

be held liable for the loss of third-party data. If there is a data breach, the operation could find itself facing expensive damage claims.

The increasing threat of data security breaches makes it important for every building business to reinforce their security practices. But, how can any builder or contractor manage this risk?

Security experts agree that the easiest place to start is strong password protection. Many recently exposed “hacking” cases have been traced back to weak passwords that were either (1) not encrypted or “salted,” or (2) not changed regularly.

Other tips to help secure a business’s data, reduce its liability and, in many cases reduce the cost of insuring against potential losses, include:

- Get a firewall. There are hardware and software approaches that are both cheap and easy to use.
- Conduct regular risk assessments to reveal hardware, software and individual site vulnerabilities.
- Computers that are used for sensitive applications such as making electronic bank deposits, should be isolated from the rest of the building business’s network.
- Control access to data which often means limiting delivery and exchange of customer-, supplier- or employee-related documents and information to secure channels.
- Get anti-virus software and use it. There are a number of popular packages, most of which are relatively inexpensive. Although free updates are usually included, make sure to update the program regularly or, better yet, allow the software to do so automatically
- When an employee or contractor who has had access to the system leaves the building business, the employer should make sure their passwords are no longer usable. (Many employers lock an employee out of the system just before or at the same time he is being terminated.)
- Create and implement a data security plan that includes immediate notification of all affected parties. In many cases, it is the law.
- Share the liability by demanding similar protocols with suppliers—and checking for compliance.



Mark Battersby has more than 35 years experience in small business issues, tax and financial matters. Contact him at 610-789-2480 or MCBatt12@Earthlink.net.

“ Beware

So-called “cyber hacking” is big business, and no one, not individuals, not small businesses and not large corporations, is safe.

Little of a building business's data is typically covered under today's insurance policies. Thus, liability for any loss of customer or employee data is probably not protected. Admittedly, some of a building or contracting business's insurance policies might offer general liability protection. Directors and Officers (D&O) liability may, for instance provide a measure of coverage for these areas. Unfortunately, as the risk escalates, it is only after a hack attack that many builders and contractors discover what is and what isn't covered by their insurance policies. Unfortunately, by then it's too late.

A business interruption insurance policy rarely helps in the event of a system failure because of a malicious employee, computer virus or a hack attack on a building business. Identity theft, telephone hacking and phishing scams are all very real possibilities rarely covered by traditional business interruption policies.

While few so-called "umbrella" policies or blanket liability insurance policies cover these types of losses, a relatively new type of policy, "Cyber Liability Insurance" is available. Cyber liability insurance has been available for almost 10 years although it is very rarely purchased.

Cyber liability Insurance can cover hacker attacks, viruses, and worms that steal or destroy a building business's data. Even e-mail or social networking harassment and discrimination claims can be covered, along with trademark and copyright infringement. Cyber liability insurance will often cover the loss of profits because of a sys-

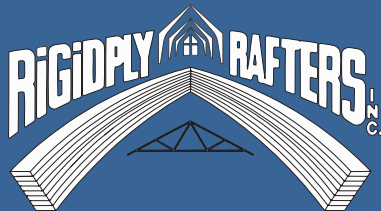
tem outage caused by a non-physical peril such as a virus or attack.

A builder or contractor purchasing cyber liability insurance enjoys special protection from most digital issues. The new cyber insurance products available today can help protect the business from cyber problems that could cause tremendous hardships.

When looking into cyber insurance, common sense dictates that all potential risks should be covered including laptops and mobile phones. Portable devices make it much easier to both store and to lose information. For example, a missing USB stick, a stolen iPad or a laptop left in a taxi are all real possibilities and, for a hacker, a gold mine. There are viruses being built just to attack mobile devices.

A good insurance company will ensure a policy holder has all the protection in place that is possible. They can make sure a firewall is in place to protect the network and help create social media policies that reduce risk. Even if data is stored in the cloud, the building business may still be liable for a breach. Although controlling how a cloud provider handles the business's data is almost impossible, cyber insurance can protect any operation from their mistakes.

Hackers are getting more sophisticated every day, sometimes forming syndicates of like-minded criminals to share information and new techniques. Businesses, even independent small building businesses, are increasingly in their cross-hairs and need to use every protection strategy—including cyber security—available to combat the growing cyber threat. **RB**



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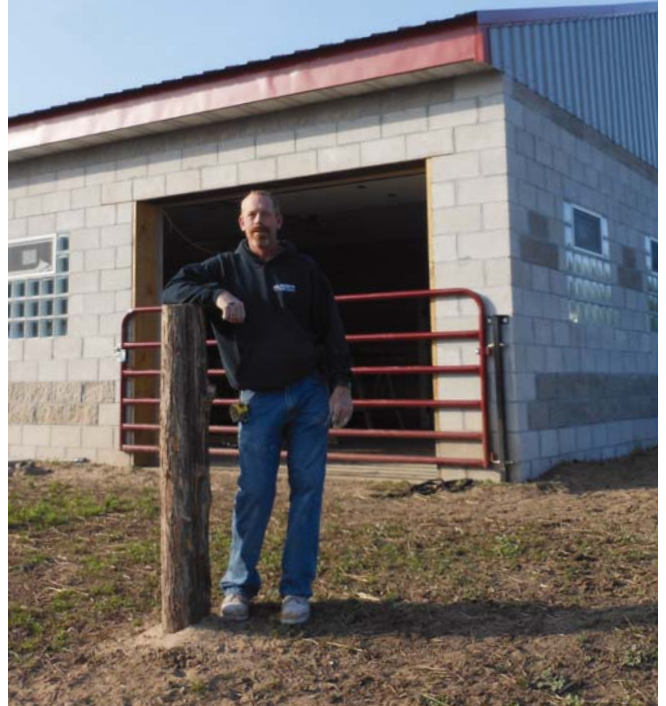
The story belongs to Mike Arndt, a union mason by trade from Fredonia, Wisconsin. On November 28, 2012, he was in the old two-story timber frame barn feeding hay to the horses when the fire started, either caused by an electrical problem or spontaneous combustion. He got the horses out, and “by the time I got around to get the pigs out the whole thing was totally engulfed,” Arndt said.

It was a very cold day and 17 fire departments helped battle the blaze, which was kept fed by 89 bales of hay and the old wood from the barn. Arndt’s girlfriend, Mary, could see the fire from three miles away in Boltonville where she worked. “My daughter called and said ‘Mom, our barn is on fire’. And I walked out and I could see it all red in the sky.”

Four hunting dogs died in the fire and the remaining barn animals—chickens, hogs and horses—were delegated to make-shift quarters as winter closed in.

“People don’t realize how devastating it is to lose a barn,” Mary said. “I realize that a house is more important, but when you lose a barn and you have animals, it’s hard.”

Before he could begin rebuilding the physical property, Arndt had to overcome his mental shock. “The night of the fire, I just couldn’t believe what was going on,” he said. “‘The only positive I can see out of this’, he told himself, ‘is now I have a job.’ Because the economy was so bad, I was only working four to five months of the year.”



Mike Arndt with one of his four new barns.

OUT WITH THE OLD

Over the course the next few months, Arndt cleared the wreckage of his barn and prepared for rebuilding. The following August 2013 the work began, the plans concealed in his carefully laid-out thoughts. “He doesn’t do blueprints,” said Mary. “He just figures out what he wants and where he wants it.”

His first thought was a pole barn, but for materials alone a 100x60 foot barn was going to cost \$44,000. With more time than money on his hands, he opted for block. People told him: ‘Oh, you’ll never build a masonry barn cheaper than a pole barn.’ But he’s here to tell you today: “Well, I did. I built four.”

In basic style, they match his house, which was also largely

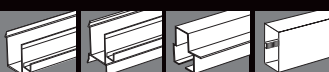
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Portions of all four new barns are visible here. The cement block in the foreground was for a woodshed that was later built.

self-made. The house was a project that began in 1983 with the purchase of the old farmhouse when he was just 18 years old. It has been transformed twice, growing from 1,400 square feet to its current 4,500 square feet. Its current transformation utilizes 22,600 reclaimed brick. “That I did in six months,” he said of the brick project.

IN WITH THE NEW

But back to the barns. First came the pig barn, 44x36x8 feet. Then, on the old foundation, he built the main barn, 140x60x16 feet. Nearby, he built a horse barn, 65x36x10 feet; then a shop, 40x36x14 feet. All were made from personally hand-hoisted and hand-laid 2-foot Northfield mason block.

In the main barn, Arndt kept one sidewall from the old barn that had held firm through the fire. Though a visitor might think it a symbolic gesture to the fire and Arndt’s own determination against it, in fact it was a utilitarian decision to keep it. “It’s a perfectly good wall. Everybody said ‘it’s shot, it’s shot, you had a barn fire, the mortar is falling out.’ But I’m a mason. I fix walls like that all the time. The old mortar was lime mortar and you just fix it with regular concrete mortar,” he said.

He worked night and day, seven days a week. “I would never be able to figure it out,” he said of the number of hours. “It was seven days a week, sometimes eight hours a day, sometimes 16 hours a day. I had to get it done before the snow flies.

“Every day we had a semi load of block coming here,” he continued. “On the weekends, on a Friday, I’d have them bring two semi loads. And they couldn’t believe it before they started doing it. They said: ‘you can’t use this much in a month!’”

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Circle Reader Service #407

barn builder

BY SHARON THATCHER



Far left and center: Arndt built the horse barn, stalls and arena single-handedly, but left the roofing to RDK Construction, Campbellsport, Wisconsin. At right: A portion of the original stonework from the old barn was incorporated by Arndt into the new storage shed and hog barn.

One person who noticed the amazing progress was David Bohnhoff, PhD, a professor of ag structures engineering at University of Wisconsin-Madison. On trips passed the farm he saw the story unfold, and one day decided to stop. “The first time I passed Mike’s place I wasn’t sure what I was looking at,” he said. “I have never seen a farm building with a concrete block wall effectively two stories high. I’ve definitely seen my

share of old two-story dairy barns with concrete block on the lower level. However, a block wall with the eave height of Mike’s is generally only common to commercial and instructional buildings that require higher fire resistive ratings in building construction.

“To tell the truth, I was not surprised to find out that Mike had laid up the block himself,” Bohnhoff continued. “I was somewhat expecting this to be the case because the building was so unique for its function. However, what did surprise me is the speed at which he accomplished the task. To this end, one thing I learned about Mike is that you don’t ever want to bet against him. He’s likely to blow away any challenge you put in front of him...I have such tremendous respect for people that have the creativity, knowledge, skills and work ethic that Mike possesses.”

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Every day we had a semi load of block coming here. On the weekends, on a Friday, I'd have them bring two semi loads. And they couldn't believe it before they started doing it. They said, 'you can't use this much in a month!'

Mary, who witnessed daily the progress of the barns, marveled at Mike’s determination. “I sat here on the deck and watched him do this one,” she said, pointing to the main barn. “He had scaffold and he’d have four or five gallons of mud and put that on the scaffold and then he’d go to the next level and lift those four or five gallons of mud up to that level, plus all the block. That’s a 48-year-old doing that, and doing it all by



A back view of the horse barn and arena.

himself, it's amazing."

On the job Arndt is known as a 60 block-an-hour man. "That's why my back is the way it is," he admitted.

After a month-and-a-half of laying and mortaring 9,600 blocks, Arndt continued to work into the winter of 2013-2014, even though it was one of the coldest and snowiest in recent history.

For the horse barn, 76 yards of concrete were poured for the footings alone. For the pilasters, "there were pallets full of Portland mortar I mixed by hand. Every 9 feet I have pilasters rodded 2 feet into the footings," he said.

The horse stalls Arndt made using a purchased stall side panel as a sample for welding the total of seven stalls. The doors, however, he did purchase all new. "All the fronts I bought, because there's too much involved with the rollers," he said.

For optimum natural light in the horse barn, he used 32 Pro Rib Skylights and 160 glass blocks. For low-light conditions there are 12 Canadian-made LED lights.

The horse barn is set to be a primary focus in the future as he and Mary plan to board horses and host pleasure and competition rides at the facility. As required, Arndt said the barn was built to meet code standards for public use.

On all the barns, Arndt installed the metal roofing himself, except on the horse barn. For the horse barn he hired RDK Construction, Campbellsport, Wisconsin, who had the equipment to handle the larger barn and who also came in with a better price and quality of metal roofing than Arndt was able to find.

WHAT'S NEXT

Although all four barns are up and in use, Arndt is always working on new projects. When *Rural Builder* checked in with him in March, he had also built a new woodshed for his firewood, using block, of course. He was waiting for the steel to arrive for completion.

For the workshop he was planning to install PEX infloor heat-

ing. The horse barn stalls were all done and he was working on the door installation.

"I hope to be done with the main project completely by [June]" he said of the main work."

Never one to be totally satisfied, however, he added, "I'll be working on this for I don't know how many years." **RB**

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The all-aluminum SS Ventsaver kit is manufactured in the USA and uses stainless steel set screws and fasteners. It is available in two sizes: *Model 12-16* fits seams 12 to 16 inches wide. This is the best option if your seams are 16 inches or less in width in order to avoid excessive overhang. *Model 12-24* fits all seams from 12 to 24 inches wide. This universal fit bracket is best used with seams wider than 16 inches, but has the ability to span across two 12 inch wide seams if needed.

For more information circle 146.



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people in the news

BY RURAL BUILDER STAFF



←
FROM LEFT TO RIGHT:
VINCE HANSON
KIM HOWARD
STEPHEN SAPP
NATALIE BEAL
STEVE THORLEY

ROLLUP DOOR MANUFACTURER DBCI HAS ANNOUNCED NEW HIRES, PROMOTIONS AND NEW POSITIONS FOR ITS SALES AND ESTIMATING DEPARTMENTS. The new positions are in response to a booming self-storage industry and an increasing demand for DBCI products.

Vince Hanson has been hired as an inside sales representative. Before coming to DBCI, Hanson was an engineer officer in the U.S. Army for over 25 years. His final four years of service were in construction and facility maintenance.

Also a new inside sales representative, Kim Howard joins DBCI from 84 Lumber. She has over 10 years of experience in customer service and sales, from a diverse background.

Stephen Sapp has accepted a new position as estimator, with a focus on self-storage projects. He has been with DBCI for over 14 years, during which he assumed several roles in both customer service and sales.

Natalie Beal has also accepted a new position as project man-

ager and administrative assistant for the inside sales and estimating department. Beal transitioned from DBCI's accounting department and is tasked with updating data management systems and providing day-to-day project support.

Steve Thorley has been named DBCI's new Northeast sales manager. In the new role, Thorley will service key accounts and seek new business opportunities in 10 northeastern states that extends from Delaware to Maine. He joins DBCI with over 12 years of experience in the self-storage industry, specializing in the manufacture and construction of self-storage facilities throughout the United States.



EVAN EVANS

THE BRADBURY CO. INC. HAS APPOINTED EVAN EVANS TO MANUFACTURING ENGINEER.

Employed with Bradbury since 1990, Evans previously held the position of Plant II Assembly Team Leader. In his new role his responsibilities will include internal and external concept reviews, design reviews, production and customer service support, and mechanical engineering design.

FABRAL HAS PROMOTED SCOTT ABRAHAM TO TERRITORY SALES MANAGER FOR THE REGIONS OF NORTHWEST MINNESOTA AND NORTH DAKOTA.

Abraham has worked at Fabral since February 2014 as Business Development Manager. Abraham's new focus will be to continue the promotion of Fabral products, increase product demand among long-established customers, and to help expand the company's customer base.

MFM BUILDING PRODUCTS HAS REACHED AN AGREEMENT WITH CAMFERDAM MANAGEMENT COMPANY INC.

to represent MFM in the state of Arkansas and Michael Scott Enterprises to represent MFM in the state of Mississippi. The agreements for both representatives started in April.



JIM CAMFERDAM

Jim Camferdam of Camferdam Management Company, Inc., has more than 39 years experience serving the building products industry. The firm services 1-step roofing, 2-step building material distributors, and co-op affiliated pro and lumberyards.



MICHAEL SCOTT

Michael Scott has owned and operated Michael Scott Enterprises LLC, since 2009 and has more than 26 years of experience in the building products market. The firm services 1-step and 2-step material distributors, and lumberyards.



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It's not statistics that matter the most in the game of life



Dave Dravecky (left) spent some time with his son Jonathan in the Swenson Shear booth at the Frame Building Expo following his keynote address. Jonathan is CEO for Swenson.

It's baseball season and there isn't anything about baseball that can't be compared to life, be it personal or professional. Keynote speaker Dave Dravecky shared his journey at the Frame Building Expo, from becoming a pro baseball pitcher to his career-ending battle with cancer. Following are excerpts from his presentation.

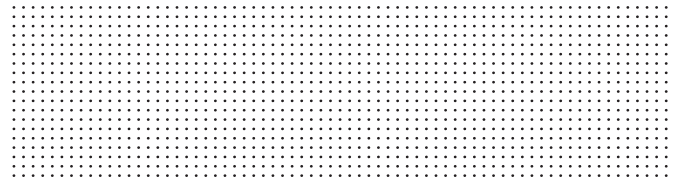
First, Some Background History

Dave Dravecky moved up from the minor leagues in 1982 to pitch for the San Diego Padres. A subsequent trade landed him with the San Francisco Giants in 1987.

At the end of the '87 season, a small growth on Dravecky's arm was diagnosed as cancer. He was just 32 years old and with a young family.

Defying a doctor's prognosis, Dravecky returned to the game after treatment. It was short-lived. His final departure from the game was caused by a snapped humerus bone during a game in Montreal.

What followed were agonizing months of treatment and years of finding his true worth.



DAVE DRAVECKY

Looking back on life

"This picture is of me throwing for the San Francisco Giants. I'm reminded of how I defined my worth when I look at this baseball card. Because to be honest with you, my worth was all wrapped up on the back of this card where the statistics are. My worth was in whether or not I was good enough on the playing field. My worth was in what that brought to me as a result of ... good performance and in negotiating a contract at the end of the season. My worth was wrapped up in the stuff that I had ... And I think what happens is, diversity comes

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into our lives to change that perspective.

The Minor Leagues

“It was a wonderful, wonderful journey. It’s kind of like, when you hire apprentices and you’re helping to teach them that trade and eventually, hopefully they become proficient at it, and they’re able to move into a place where now you can trust them with that gift you helped them develop. That’s what the minor league was for me ... I could develop those skills and hopefully get to the big leagues, because I had this dream as a little kid that some day I would be like Sandy Koufax.”

A Career-Ending Diagnosis

“... the doctors were telling me, outside of a miracle you will never pitch again. I thought to myself: at this moment I’m not really thinking a whole lot about pitching, I want to survive. I want to live ... At the same time there was something inside of me that said, you’re not going to quit, Dave. Just because there’s an obstacle in front of you, you’re not going to walk away from something you have loved your whole life ... I didn’t want to spend the rest of my life wondering if I could have made that comeback.”

The Comeback

“Ten months later—10 months after the doctors said ‘outside of a miracle, you will never pitch again’, I was standing on the mound, getting ready to pitch ... August 10, 1989, the come-back game.

“I was overwhelmed as I stood on that mound. I was so thankful God had given me the opportunity to do it all again ... That day we went on to beat the Cincinnati Reds 4 to 3. It was unbelievable. And I thought, ok, this cancer stuff was just a hiccup and now I’m going to get on with my life.”

The Last Pitch

Five days after his comeback, the team headed to Montreal, where Dravecky’s baseball career came to an abrupt and unexpected end. The moment was captured by a young boy in the stands that day, and recounted to Dravecky this past January 2015. It came via a package in the mail. A letter with the box takes him back to his last pro game.

“I have no idea who this man is [who sent the box], but I find out he’s a huge baseball fan and he’s been following my career since hearing of the diagnosis of cancer. And he said [in 1989] I find you’re making this comeback and you had your first win in Candlestick Park and now you’re in Montreal, my home town, so I wanted to go to the ball game to watch you pitch. Here I was in the front row right next to the Montreal dugout watching you pitch ... We’re all inspired by what we’re watching, because you were never expected to make this recovery. So here we are in the 6th inning, and you rear back and you throw that pitch to Tim Lincecum, and your arm breaks.

We all hear the break.

“But what you don’t know is that when you released the ball it went into the Expo’s dugout and the bat boy picked it up. It so happens that the bat boy and I knew each other and when he picked up that ball, he looked at me, and I said: ‘give it to me’. And the next thing I know, he’s tossing the baseball to me.”


“And Dave, in the box, is your last pitch.”

The Amputation ... And After

Dravecky said that after Montreal he endured months of failed treatments. When the time came, he welcomed the amputation of his arm and shoulder. Yet it only brought temporary relief. One of his biggest battles was yet to come: overcoming his identity crisis.


“I started to realize that there was a lot of stuff I wasn’t dealing with and it was starting to percolate. And I was a very angry man.

“I had to ask a very important question: if not baseball, does Dave Dravecky still have worth?”



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Lessons: The Value of Team

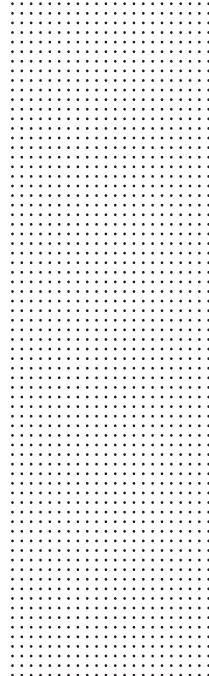
“Today I’m a very different man than I was 20 plus years ago. Cancer has taught me an awful lot about life ...

“It’s really interesting and rather ironic that it took something like cancer to see the value in my teammates. All those years I played baseball ... there was a group of 24 guys around me that played a significant role in my journey ... When I walked out on the mound, I was a pitcher. I wasn’t a first baseman, a second baseman, a shortstop, a third baseman. I wasn’t a left fielder, or a center fielder or a right fielder. I wasn’t a catcher. I wasn’t a utility player. I wasn’t a relief pitcher. I was a starting pitcher. I was only one of five starting pitchers, so I couldn’t pitch every day and I couldn’t pitch every inning.

“I was Dave Dravecky, who had an 88 mph fastball at best. My forte was being able to control the strike zone. So as the result of that, when I threw a pitch, I wanted it to make contact with the bat, I didn’t want to miss it, because, when I made contact, my ball moved so much that 9 times out of 10 it was a ground ball. Which meant, I needed that second baseman, and the shortstop, and the third baseman, and the first baseman, and every now and then, when there was a fly ball, I needed that outfielder.

“And now looking back, with the people God brought into my life during the difficult times in my life, I realize the value of teammates.

“When you understand that [the value of teammates] it will affect everything you do. It’s not about success for your companies. I think, if you’re desiring to be suc-



cessful with a company, you’re saying it’s all about the numbers on the back of the card that matter most. I’m not here to say that success is wrong. You don’t go into business to lose money. I don’t want to diminish the importance of having success in that way. But if that is all you’re in it for, then I think you’re missing out on something special.

“I’ve come to learn that it’s not about success, it’s about significance. And a company with significance places a value on its people. It places a value on the people they work for.

“Then when you realize the significance

“

You don’t go into business to lose money. I don’t want to diminish the importance of having success in that way. But if that is all you’re in it for, then I think you’re missing out on something special.” Dave Dravecky

of your company, you start creating what we hear about—legacy: the impact it has on the next generation, and the position they will take over. That’s a powerful thing.

“It’s not what you do that matters most, it’s *who you are*. When you get *who you are*, it will reflect on everything you do.

“When you can live in the freedom that there’s so much more to learn, then [life] becomes an incredible adventure.”

An extended article on Dravecky’s keynote address can be found online at RuralBuilder.com. Search the website for the name Dave Dravecky. **RB**



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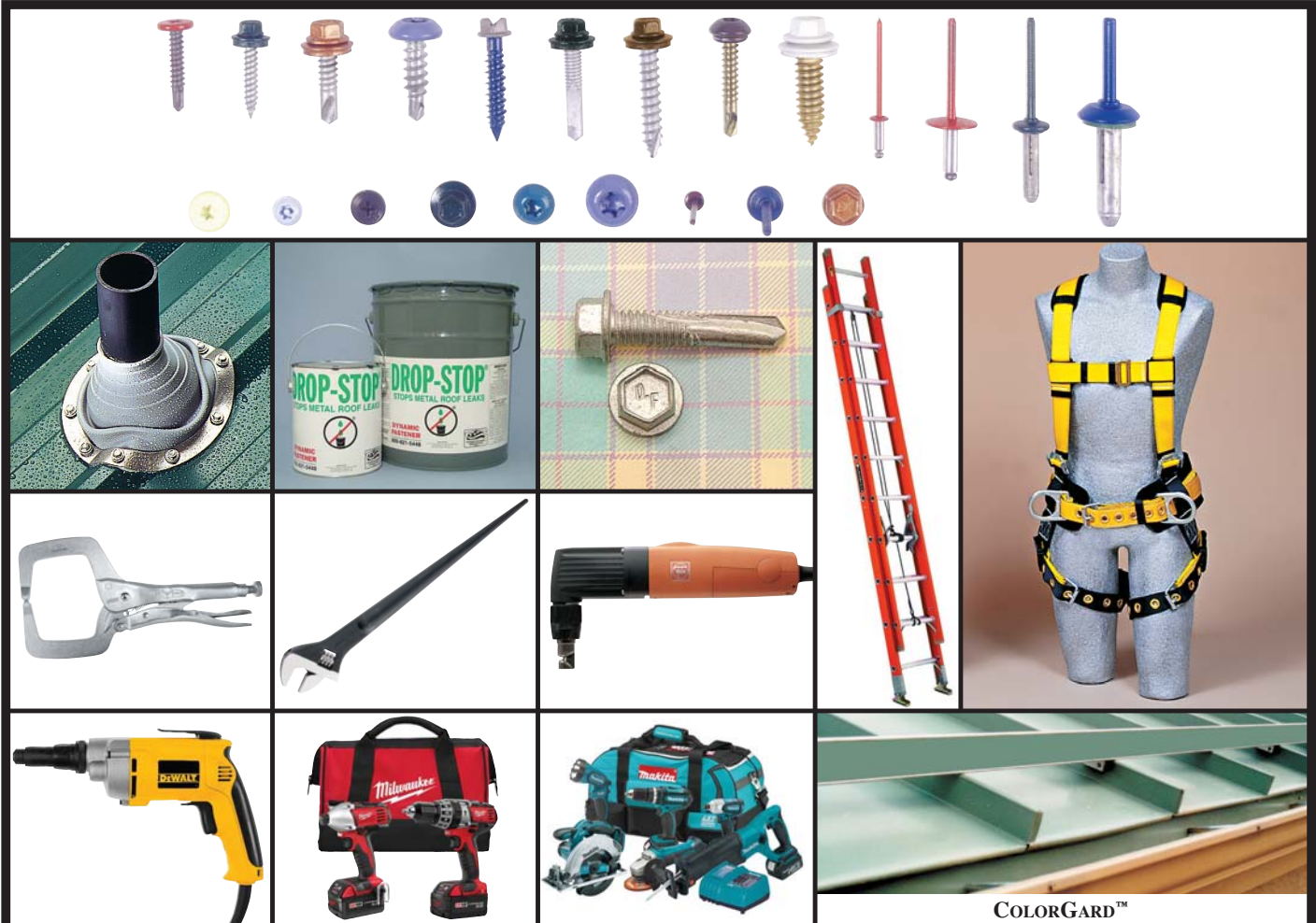
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