

Appalachian Hardwood *Sustainable & Legal*

Monthly newsletter of
Appalachian Hardwood Manufacturers, Inc.

February 2019



Last Call For Meeting: We'll Get You In!

We have a great crowd planning to attend the **2019 Annual Meeting** of Appalachian Hardwood Manufacturers on Feb. 20-24 at The W Hotel in Fort Lauderdale, FL. You can still attend!!

While the room block has ended, AHMI is holding a few rooms and can make them available this week. Please contact the office immediately!

The business sessions and speakers are:

U.S. Economy In 2019 - UBS Chief Financial Information Officer Jonathon Woloshin will forecast what forest products business owners can expect in 2019. He will share insights on tariffs.

Succession Planning for 2019 - TJT Consulting's David Jacobs and Rob Case will discuss new business strategies available to owners preparing for the future. They will have breakout sessions on Friday afternoon to members to meet privately with them.

Workforce Solutions In Appalachia - The Southwest Virginia Alliance for Manufacturing has developed programs that "work" attracting and retaining employees in the Appalachian Region. Director Stephanie Surrett will explain successful ways to hire and keep quality workers.

Appalachian Hardwood 401k Plan - UBS Financial experts will detail the AHMI 401k plan that allows multiple companies to pool retirement accounts and saves thousands in expenses and helps employees grow their retirement.

There will also be recognition of **AHMI Annual Member Anniversaries** and Chairman Lowery Anderson will present the State of the Association. Meetings are scheduled for **Producer and Distributor Divisions** to discuss issues of importance to their sectors.

The Annual Golf Tournament is Friday at Jacaranda Golf Club in Plantation, FL. The Annual Fishing Tournament is Friday on the Atlantic with

**2019 AHMI Annual Meeting
Feb. 20-24 @ The W Hotel
Fort Lauderdale, FL**

sportfishing from chartered boats.

New this year! A trip to **TopGolf Miami Gardens** for fun and competition on Saturday. Or you can join the group on Saturday on the Beach from 1-4 pm. There will be ample time for networking with members and guests at receptions, events and dinners throughout the Annual Meeting.

The W Hotel is a contemporary oceanfront venue and recently completed a \$50 million renovation. The beachside resort offers guestrooms with ocean views, Living Room Terrace four floors above the ocean and rooftop views from two pools.

Please make your room reservations by Jan. 20 by calling the W Hotel at 854-414-8200 and ask for the Appalachian Hardwood block. You may also follow a link on the AHMI website. Please make dining reservations at the same time at The W's award-winning steakhouse, creative Mexican restaurant, or sushi bar.

Car service is available for AHMI Members from FG Services for up to 6 people in a SUV for \$75. Make your reservation at (805) 998-8121 or info@fgcarservices.com. Uber and taxi services available.

For more information see the agenda on page 2 or call AHMI at (336) 885-8315 or info@appalachianhardwood.org. We look forward to seeing you in Florida in February.

Please call the office today for more details and to register.

The way I see it...

By Tom Inman, AHMI President

...the log crisis of 2018 and now 2019 is far from over. In every conversation with sawmills, the volume of logs is the first or second item we discuss. Most mills are very low or out of logs because of wet weather for the past three months.

While the polar vortex is freezing areas in the northern Appalachians, the mid and southern regions are cold for a few days, then warm and then rain. Loggers have already cut many of their winter tracts and are working around the weather. Sawmills and loggers have tracts of timber purchased and are ready to move in.

The log shortage, however, has not driven up prices for lumber as usual. The demand for product is good for most species and buyers are able to find most of the lumber they are seeking.

White Oak and Walnut continue to be good. Red Oak and Soft Maple not as strong. Mills and yards are concentrating on what they can sell and cash flowing the other items they need to move.

Most are hoping for good news from the tariffs with China in early March. One sawmill exporter said that will make all the difference for the later winter and spring in the hardwood industry.

...the Hardwood Leadership Development Retreat was a great success in Greensboro, NC this week (see story on page 4.) The attendee mix could not have been better with all facets of the industry represented as well as family ownership, new managers and new employees to the industry.

One of the key takeaways for many was the quote "Leaders who know **what to do** (*models & tools*) and **how to be** (*mindsets & reflexes*) can moderate change and achieve impact earlier and more often." Planning for change, communicating with employees, giving ownership and understanding the mix of people on a team are vital.

The hosts, AHMI, HMA and NHLA executives, are very interested in providing this retreat again next year or certainly in the near future. Most participants said they will encourage coworkers and others to attend.



AHMI welcomes the following new members:

Distributor

Smoke House Lumber Co., Inc.
Warren Griffin
2711 Hy 58
Warrenton, NC 27589
Tel: 252-257-3303
warrenshlc@centurylink.net
www.smokehouselumber.com

Supplier

USI Insurance Services
Ryder Witter
8049 Corporate Center Dr
Charlotte, NC 28226
Tel: 980-999-3808
ryder.witter@usi.com
www.usi.com

New members are vital to the work of AHMI. If you know of companies that should join, please share that information with the AHMI office.

AHMI Dues, Guide Materials

Appalachian Hardwood Manufacturers, Inc. members are reminded the 2019 Dues are payable immediately. The dues are paid annually for members of the Distributor, Export, Consumer, Forestry and Supplier Divisions. The Producer members pay monthly based on lumber production. Export membership is for Producer and Distributor companies in addition to their primary dues.)

Invoices were mailed on Dec. 1, 2018 and due on Jan. 31, 2019. If you have not paid, please remit payment immediately.

AHMI's Certified Sustainable Resource Guide information is also due now. The Guide is distributed to thousands of lumber buyers around the world.

If you have questions about these, please contact the AHMI office at 336-885-8315.

2019 AHMI Annual Meeting Agenda

Wednesday, Feb. 20

6 p.m. **Early Bird Reception** at W's Living Room Veranda

Thursday, Feb. 21

Informal golf and fishing available. Call AHMI

2 p.m. **Board of Trustees Meeting**

4 p.m. **Registration Opens**

6 p.m. **Welcome Reception** at WET East

Friday, Feb. 22

8:30 a.m. **General Session** in Studios 2-5

10 a.m. **Ladies Shopping** on Las Olas Boulevard

11:30 a.m. **Golf Tournament** at Jacaranda Golf Club

12 p.m. **Ocean Fishing Tournament**

1-3 pm **Breakout Sessions** with TJT Consulting

4pm **Ladies Return** from Las Olas

6 p.m. **Reception** at W Terrace

Saturday, Feb. 23

8 a.m. **Producers Meeting** (*Producers only*)

8 a.m. **Distributors Meeting**

9:15 a.m. **General Session** in Studios 2-5

11:30 a.m. **TopGolf Event** in Miami Gardens

1 p.m. **Beach Fun**

6 p.m. **Reception** at WET West

Sunday, Feb. 24

8 a.m. **Fellowship of Christian Lumbermen**

Enjoy Florida and have a safe trip home

Activities at the W Hotel

Enjoy the **Atlantic Ocean beach** with lounge chairs set for you included in your daily service!

Keep your glow going after a day on Fort Lauderdale Beach with a visit to the **Bliss® Spa**. Pamper yourself 17 floors above the resort with ocean and intracoastal views and indulge in: Body scrub; Body wrap; Couple's Massage; Eye Treatments; Facials; Lip Treatments; Manicures/pedicures; Massages; Steam room; and Waxing. Hours: Wed-Sun: 9 AM - 6 PM and Appointment is Required. Phone: 954-414-8232.

Take the **WaterTaxi** to stops along Fort Lauderdale with a pickup two blocks from the hotel.

Register online at
www.appalachianhardwood.org/meetings

February 2019 - Appalachian Hardwood - 3 AHMI Trade Show / Meeting Activities

Appalachian Hardwood Manufacturers, Inc. will attend / display at the following meetings and other events to promote solid hardwood and AHMI member companies:

Feb. 4-6, 2019: **IHLA Convention**, Indianapolis, IN

Feb. 11-12: **Hardwood Federation**, Washington, DC

Feb. 20-24, 2019: **AHMI Annual Meeting**, Fort Lauderdale, FL

March 6-9: **Cabinet and Closets Expo**, Charlotte, NC

March 12: **Appalachian Lumbermen's Club**, Greensboro, NC

March 22-24: **HMA National Conference**, Savannah, GA

April 2-4: **KFIA Annual Meeting**, Lexington, KY

April 6-11: **High Point Furniture Market**, High Point, NC

May 1-3: **NWFA Flooring Expo**, Fort Worth, TX

May 2-5: **Appalachian Lumbermen's Club**, Myrtle Beach, SC

June 7-8: **PA Forest Products Show**, State College, PA

July 28-30: **AHMI Summer Conference**, The Greenbrier, White Sulphur Springs, WV

Sept. 18-21: **VietnamWood**, Ho Chi Minh, Vietnam

Sept. 24: **Penn York Club Meeting**, State College, PA

Sept. 25: **PA Forest Products**, State College, PA

Oct. 2-4: **NHLA Convention**, New Orleans, LA

Oct. 19-23: **High Point Furniture Market**, High Point, NC

Oct. 21: **ASFD Pinnacle Awards**, High Point, NC

Nov. 13: **ALC Meeting**, Johnson City, TN

For more information or to participate in these events, please contact the AHMI office. If you have suggestions for other promotion opportunities, please contact AHMI.

Retreat Teaches New Managers How To Lead

The first Hardwood Leadership Development Retreat was an overwhelming success this past week with more than 50 participants learning how to manage and lead people.

The Retreat was sponsored by Appalachian Hardwood Manufacturers, the Hardwood Manufacturers Association and the National Hardwood Lumber Association. It taught the skills needed to maximize an individual's potential to lead.

The BB&T Leadership Institute offered proven methodology of expert psychological insight into the personality types and what motivates people. The program has developed people to become dynamic leaders, increase employee retention and improve the bottom line for companies.

Attendees learned how to best address the complexities of leadership. The sessions included how to Grow Your Company Through Your People and Lead Change with Purpose.

The attendees had rave reviews following the Retreat and look forward to continue programs like this for the industry. AHMI would like to thank the participants and sponsors: Nyle Dry Kiln Systems, Continental Underwriters Inc., PLM Insurance and McGriff Insurance.



Facilitator Steve Swavely makes point to group



Small groups discussed issues and solutions

NWFA Launches Real Wood Campaign

The National Wood Flooring Association is launching a new effort to help homeowners learn more about the characteristics and benefits of real wood floors. The "Real Wood. Real Life." campaign provides information to consumers on how to choose the right floor, select a professional for the job, and conduct proper maintenance.

In October, the NWFA announced a formal definition of real wood flooring. This includes:

Solid wood from top to bottom.

Engineered wood is real wood veneers or slats of wood glued together at opposing directions.

Composite engineered wood contains real wood on the wearable surface only. The backing and core may be made up of any type of material.

The campaign includes these definitions, the

Homeowner's Handbook to Real Wood Floors, and the updated **WoodFloors.Org** website. These materials tell consumers about the benefits of wood flooring, how to choose the right wood floor, why they should use a professional for the job, and proper maintenance.

NWFA has asked AHMI and our members to help spread the message. The materials include website ads, social media posts, and media outreach materials. They can be downloaded at

<https://www.woodfloors.org/homeowners-handbook.aspx>

For more information about the campaign and how to use the materials, please contact the AHMI office at (336) 885-8315 or email to info@appalachianhardwood.org.

Shutting Down The Government Shutdown

By Dana Lee Cole

Hardwood Federation Executive Director

For 35 days thousands of federal workers were furloughed as Congressional Democrats and the White House debated, mostly in the press, about the best way to deal with border security. The legislative branches of the federal government have finally called a truce and re-opened government for three weeks while they consider how to resolve these differences.

Although everyone seems to understand that “talks” are ongoing, there are lots of questions about how exactly this process works. Below are the answers to some of the most common questions HF has addressed related to this most recent government shutdown.

1. Why is Congress taking the lead on a solution?

In order for U.S. legislation to become law, it must pass in identical form in the House of Representatives and Senate. When they disagree, there are four basic options: abandon the bill, strike a backroom deal, keep passing the bill back and forth with amendments until a compromise is found, or form a conference committee to formally come up with an agreement. One of these conference committees is trying to avert another partial U.S. government shutdown.

The conference committee was created as part of the deal to end, at least for now, the 35-day partial shutdown of the government. The U.S. government runs on 12 appropriations bills that must be passed each year by Congress and signed by the president. A stalemate over one of these, the fiscal year 2019 appropriations bill for the Department of Homeland Security, is what led to the shutdown, with President Trump insisting it include \$5.7 billion for a wall or similar barrier on the border with Mexico.

2. Who is on the conference committee?

The Republican and Democratic leaders in the House and Senate choose what are known as conferees. This one will be led by the top appropriators in each party: Republican Sen. Richard Shelby of Alabama, Democratic Sen. Patrick Leahy of Vermont, Democratic Rep. Nita Lowey of New York and Rep. Representative Kay Granger of Texas. Other Senate conferees are Republicans Shelley Moore Capito of West Virginia, John Hoeven of North Dakota and Roy Blunt of Missouri, plus Democrats Dick Durbin of Illinois and Jon Tester of Montana. On the House side, the other conferees are Democrats Lucille Roybal-Allard of California, David Price of North Carolina, Barbara Lee of California, Henry Cuellar of Texas and Pete Aguilar of California, plus Re-

publicans Chuck Fleischmann of Tennessee, Tom Graves of Georgia and Steven Palazzo of Mississippi. In total, that’s nine Democrats and eight Republicans.

3. How free are conferees to exert their own views?

House and Senate leaders from both parties are not planning to give much free rein to this particular conference committee, given the high stakes. They will be directing talks from behind the scenes to ensure the final product is something that both parties can accept and Trump will sign into law.

4. Isn’t this an impossible task?

If any group can find common ground in the bitter dispute over the border wall, this group of lawmakers might be it. Shelby and Leahy, the Republican chairman and Democratic vice chairman of the Senate appropriations panel, had previously said they could find a solution to the shutdown stalemate in a matter of hours if they were allowed to lead the negotiations. Democrats have not ruled out providing funds for fencing along the border, despite their opposition to Trump’s campaign promise of a “w all.” Even Democratic House Speaker Nancy Pelosi, who has called Trump’s idea for a border wall “immoral, ineffective and expensive,” said she would leave the right mix of border security measures “up to our appropriators.”

5. Can I watch the conference committee work?

Though meetings are supposed to be open, conference committees in recent years have held one public meeting and then closed doors to do the bargaining.

6. What happens after they reach an accord?

A conference report is sent to the House and Senate. The chamber that first requested the conference is the first to decide how to act. The first chamber to consider it can decide to send it back to the committee for further work. But once the first chamber agrees to accept the report as written, the second can only accept or reject the report. Once there’s an approved report, the House requires three working days to consider it before voting and the Senate requires 48 hours, though these waiting periods can be waived.

7. Can the bill be changed before the full vote?

No. The bill will be subject to a straight yes-or-no vote in each chamber.

The Hardwood Federation, along with everyone else that is touched by federal government services, will be watching this process closely. We will keep the industry updated on negotiations and how they may impact hardwood companies going forward.

APPALACHIAN Hardwood Manufacturers, Inc. 2019 Annual Meeting on Feb. 20-24 The W Hotel, Fort Lauderdale, FL

To reserve your room at the W Hotel , please call the AHMI office
Online Hotel / Meeting registration available at www.appalachianhardwood.org/meetings

To plan functions and include all participants on the Registration List, please complete this form and return with your payment to: AHMI, PO Box 427, High Point, NC 27261. Badges and other materials will be on site.

Registration before Feb. 10, 2019:

AHMI MEMBER - \$435 per person GUEST - \$535 per person
MEMBER SPOUSE - \$315 GUEST SPOUSE - \$415
CHILDREN AGE 10 & older - \$200, UNDER 10 - FREE

Add \$75 to any registration fee after Feb. 10, 2019

Registration fee includes all evening receptions, business sessions and speakers, afternoon at the beach, and entertainment.

Full registration fee refunded on cancellations received by Feb. 1, 2019. Cancellations received after that time will be subject to 50% forfeiture.

REGISTER for AHMI'S 2019 ANNUAL MEETING

Name: _____ FEE: \$ _____
Name: _____ FEE: \$ _____
Company: _____
Address: _____
City/State/Zip: _____



Optional Events I / We will attend

(included in registration fee)

Early Bird reception
Wed, Feb. 20

Ladies Shopping
Excursion to Las Olas
on Friday, Feb. 22 10
am-3 pm

Beach Fun &
Drinks, Saturday, Feb.
23 1-4:30 pm

Annual Golf Tournament Friday at 11:45 a.m. at Jacaranda Golf Club
(includes shuttle, lunch, range balls. Rental clubs are available)

Name: _____ FEE: \$175

Name: _____ FEE: \$175

Fishing Tournament Friday at 12 p.m. sportfishing in Atlantic
(4-hour fishing trip, includes boxed lunch, tackle, bait, license)
\$150 for each of six slots on multiple chartered boats

Name: _____ FEE: \$150

Name: _____ FEE: \$150

TopGolf Miami Saturday 11:45-4:30 p.m.
(includes shuttle, two-hour segment, food & beverage)

Number of spaces reserved _____ @ \$95 each FEE: \$ _____

Check # _____ Received _____

Credit Card # _____ Exp. _____ Sec. Code _____ Billing Zip _____

TOTAL \$ _____