

# CRCA TODAY

WINTER 2024

The Magazine of  
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Waterproofing  
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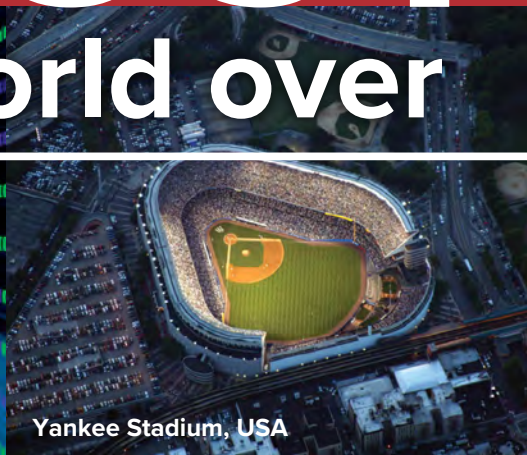
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# CRCA TODAY

WINTER 2024

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# Looking Forward to 2024

## Thoughts from CRCA's 2024 President Mark Moran

By Mark Moran



Mark Moran

**A**s Mark Moran took the reins of CRCA on January 1<sup>st</sup> as CRCA's 2024 President, he took a moment to reflect on his thoughts about this coming year under his leadership and shared below.

Moran is President of Knickerbocker Roofing & Paving Co. Inc., a roofing

contracting firm specializing in commercial, industrial, and institutional installation since 1886. Following the footsteps of his grandfather (Robert J. Cronin, 1973-74) and uncle (Christopher Cronin, 1987-88), there is a great wealth of family historical leadership available to tap.


As he celebrates his 20<sup>th</sup> anniversary in the roofing industry, Moran spoke at the recent 2024 CRCA Trade Show & Seminars Industry Breakfast on CRCA's mission. He stated, "As we look forward to 2024, I am excited to build off CRCA's past successes in relation to CRCA's mission as an advocate to the industry." This includes relationships with other trades and associations, local and statewide code officials, and legislators and with regional and nationwide roofing associations such as MRCA and NRCA.

He also discussed three areas to focus on this year in terms of strengthening the industry: education, informational resources, and networking opportunities.

Tools to provide education to both members and non-members are the quarterly *CRCA Today*, CRCA's trade show and seminars each January and also impactful programming at CRCA lunches, webinars, and other member events. Moran feels strongly that CRCA's mission is also to provide information on new technologies for practical use, address current regulatory and legal

concerns and formalize and promote best practices for our industry. Finally, he addressed the value of networking, an important by-product of gathering together in the name of roofing and waterproofing. Moran stated, "I am excited about 2024 opportunities to increase CRCA membership engagement, providing forums to address common industry challenges and to motivate members to actively utilize CRCA's many resources."

Moran participated in many of the committee planning sessions in preparation for 2024. He is excited to be part of the over 100 volunteers who are ready to "drive CRCA's vision and continue to deliver value to our members."

We look forward to CRCA under Moran's and the 2024 CRCA Board's leadership. Contact [info@crca.org](mailto:info@crca.org) if you'd like to learn more about being part of this 140-year plus gathering of roofing and waterproofing contractors and associates, working together for a common cause! 

# How to Handle an OSHA Inspection . . . A Follow-Up from CRCA's Trade Show Safety Seminar

By Frank Marino



Frank Marino

This January's CRCA Trade show Safety Seminar featured a few special guests that participated in a panel discussion covering what employers and employees can expect during an OSHA inspection. Jim Martineck, Area Director—Chicago South and Rich Lambert, Assistant Area Director—Chicago South along

with the CRCA Safety Committee facilitated a question/answer session with the over 200+ attendees. The presentation began with the inspection process.

## Components of an OSHA Inspection

The group discussed the components of the inspection process done by the OSHA representative or Certified Healthcare Security Officer (CHSO):

- The CHSO and an employee representative will proceed through the facility, inspecting work areas for compliance.
- The route and duration are determined by the CHSO.
- Trade secrets observed will be kept confidential.
- Employees will be consulted during the inspection tour.
- Photographs and video may be taken.
- Posting and Record-keeping are checked.
- During the course of the inspection, the CHSO will point out any unsafe or unhealthful working conditions observed.
- The CHSO will also discuss possible corrective action if the employer so desires.

After the conclusion of the inspection, OSHA will then conduct the closing conference. The closing conference consists of the following:

- Time for a discussion of problems/needs and a time for questions and answers.
- The CHSO discusses all unsafe or unhealthful conditions and indicates all apparent violations for which a citation may be issued or recommended.

After the CHSO reports findings, the OSHA Area Director determines what citations, if any, will be issued, and what penalties, if any, will be issued. Citations inform the employer and employees of regulations and standards alleged to have been violated and of the proposed length of time set for their abatement. The employer will receive citations and notices of proposed penalties by certified mail. The employer must post a copy of each citation at or near a place a violation occurred, for three days\* or until the violated is abated, whichever is longer.

The January 2024 presentation then discussed citations and penalties. The group was educated on both the citation categories as well as the current penalties associated with these citations.

## Penalties:

### De Minimis

- No penalty or citation issued.

### Other than Serious Violation:

- A violation that has direct relationship to job safety and health, but probably would not cause death or serious physical harm.
- A proposed penalty of up to \$16,131 for each violation is discretionary and may be adjusted downward by as much as 95%, depending upon the employer's good faith, history of previous violations and size of business.

### **Serious Violation:**

- A violation where there is substantial probability that death or serious physical harm could result and that the employer knew, or should have known, of the hazard. A mandatory penalty of up to \$ 16,131 for each violation is proposed. This penalty may be adjusted downward based on the previous reasons.

### **Repeated Violation:**

- A violation of any standard, regulation rule, or order where, upon re-inspection, a substantially similar violation can bring a fine of up to \$ 161,323 for each such violation (Within 5 years of the final order of the previous citation)
- Failure to abate a prior violation may bring a civil penalty of up to \$ 16,131 for each day the violation continues beyond the prescribed abatement date.

### **Willful Violation:**

- A violation that the employer knowingly commits or commits with plain indifference to the law. Penalties of up to \$ 161,323 may be proposed for each willful violation with a minimum penalty of \$ 11,524 for each violation. A proposed penalty may be adjusted downward.
- If an employer is convicted of a willful violation of a standard that has resulted in the death of an employee, the offense is punishable by a court-imposed fine or by imprisonment for up to six months, or both. A fine of up to \$250,000 for an individual, or \$500,000 for a corporation, may be imposed for a criminal conviction.

### **Additional violations for which citations and proposed penalties may be issued upon conviction:**

- Falsifying records, reports or applications can bring a fine of \$10,000 or up to six months in jail.
- Violations of posting requirements can bring a civil penalty of up to \$ 16,131.


### **Criminal Penalties**

- In addition to civil penalties, the following may result in criminal penalties:
  - Willful violation causing death.
  - Giving unauthorized, advance notice of an inspection.
  - Giving false information.

- Killing, assaulting or hampering the work of an OSHA inspector.
- OSHA itself does not have the authority to bring criminal cases for prosecution, but must refer a case to the Justice Department to do so. In recent years, this has happened more frequently, and in several cases, employers have received jail sentences.

### **Informal Conference**

The safety presentation then turned to the Informal Conference. This is the process in which employers can come in and meet with OSHA to discuss any part of the citations issued, including any abatement that was done to correct any issues raised by OSHA. Once employers receive a citation, they must respond and schedule the informal within 15 working days. This gives the employer an opportunity to resolve issues with penalties and citations without going to court.

The 2024 CRCA Trade Show safety seminar was facilitated by the CRCA Health & Safety Committee and OSHA representatives. Each year, this important committee provides health and safety resources to the roofing and waterproofing community through CRCA Today articles, safety bulletins, programs such as the new CRCA Wellness Initiative as well as other programming. To learn more, contact [info@crca.org](mailto:info@crca.org) today. 

*Frank Marino is a Partner at Safety Check Inc., a safety consulting firm in the Chicago area and CRCA Associate Member. Marino has extensive experience in roofing safety and is a co-chair of the CRCA Health and Safety Committee. He is a member of the Occupational Environmental Safety & Health Advisory Board at the University of Wisconsin, working with faculty and safety professionals on curriculum development and industry updates. He can be reached at [fmarino@safetycheckinc.com](mailto:fmarino@safetycheckinc.com).*

# Complying with the CTA Reporting Requirements

By Trent Cotney



Trent Cotney

The Corporate Transparency Act (CTA) went into effect on January 1, 2024, and will impact millions of small U.S. businesses. Are you aware of the requirements, and do you have a game plan?

## Understanding the CTA

The CTA was passed in 2021 as a way to enforce transparency in business structures ownership

and structures. Its goal is to collect ownership information and ultimately prevent tax fraud, money laundering, terrorism financing, and other illegal activities. Businesses that meet the CTA criteria are required to complete a Beneficial Ownership Information (BOI) Report<sup>1</sup> and provide it to the Financial Crimes Enforcement Network (FinCEN), which operates as part of the U.S. Department of Treasury. Through the BOI, companies supply details about individuals associated with their businesses.

## Is Your Company Required to Report?

Most businesses that are incorporated or registered to operate in a state must provide details about their officers and owners, as well as other significant stakeholders. Nearly every small business will be affected. These include primarily limited liability partnerships (LLPs), limited liability companies (LLCs), limited liability limited partnerships (LLLPs), and business trusts. Single-owner LLCs must report; however, sole proprietors not registered as LLCs are not mandated to do so.

The CTA requirements apply to both domestic and foreign businesses.

- Domestic reporting companies: These include corporations and LLPs, as well as other businesses created after filing with a secretary of state or another office under state or tribal law
- Foreign reporting companies: These include corporations and LLCs, as well as other businesses formed under the law of a foreign country and registered to operate in a U.S. state or tribal jurisdiction

## Companies That Are Exempt

Many larger companies that operate in highly regulated industries are subject to other requirements, so they are not mandated to complete the CTA reporting. These fall into 23 categories, including Bank Holding Companies and Savings and Loan Holding Companies, Banks, Domestic Credit Unions, Financial Market Utilities, Public Utilities, and Large Operating Companies.

Large Operating Companies are defined as those meeting the following criteria:

- Employing more than 20 full-time workers in the United States
- Operating at physical offices located in the United States
- Reporting more than \$5 million in gross sales or receipts, as listed on their previous year's tax returns

## Required Information

Companies that are not exempt from the CTA must submit details such as the following:

- Name of the reporting company, as well as applicable trade names, registration jurisdiction, physical address, and tax identification number
- Names of the reporting company's beneficial owners, their addresses, birthdates, addresses, and numbers from government-issued identification (passport or driver's licenses), as well as copies of those ID documents
- Names of the individuals who filed the application documents to create the business or who directed another person to do so

What is a beneficial owner? That term is defined as someone who has substantial control over the company or controls a considerable interest in the company (at least 25%). This information must be listed on the beneficial ownership interest report (BOI).

It is critical that the information submitted is accurate and updated as needed. If an error is discovered or a detail must be changed, those revised reports are required within 30 days of realizing the error or the event that necessitated the change. Examples of such change events include a beneficial



owner assuming a new name, passing away, or moving. Revised reports must also be submitted if an owner's form of identification has expired or a company changes its address.

**Note:** Companies that provide inaccurate information, do not submit complete information, or do not promptly amend information can face criminal and civil penalties. These can include up to \$10,000 for each violation and two years in prison.

### Deadlines for CTA Filing

The requirements took effect on January 1 of this year, but most companies have some time to comply.

If a company was formed before January 1, 2024, the deadline for its initial report is January 1, 2025.

If it was created between January 1, 2024, and January 1, 2025, the deadline for its initial report is within 90 days of the company's formation.

If an entity was formed on January 1, 2024, or later, it must file its initial BOI Report within 90 days of the company's creation. Any entity created after January 1, 2025 will have 30 days to file its initial BOI Report. Any amendment to the BOI Report must be filed within 30 days.

### Recent Court Decision

On March 1, 2024, U.S. District Court Judge Liles C. Burke (Northern District of Alabama, Northeastern Division)

reviewed the CTA and determined it was unconstitutional. Many expect that the Department of Justice will appeal this decision, so this matter is far from over. However, this ruling has brought attention to the issue and may bolster the position of our nation's small businesses.

### Final Advice

If the CTA survives judicial scrutiny, you are advised to begin organizing the information about your beneficial owners as soon as possible. If your company was formed before 2024, your initial report deadline is not until January 1 of next year. However, you must allow yourself enough time to locate the registration documents and collect the other required details.

To learn more about the requirements, visit the FinCEN web page (<https://www.fincen.gov/boi>). There, you will also find instructional videos, Frequently Asked Questions and other resources. 

*The information contained in this article is for general educational information only. This information does not constitute legal advice, is not intended to constitute legal advice, nor should it be relied upon as legal advice for your specific factual pattern or situation.*

*Trent Cotney is a partner and Construction Practice Group Leader at the law firm of Adams and Reese LLP and CRCA General Counsel. You can reach him at [trent.cotney@arlaw.com](mailto:trent.cotney@arlaw.com) or 866.303.5868.*

### Endnote

1. <https://www.fincen.gov/boi>



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# Make an Impact on Your Business with Virtual Training

By Sara Jonas



Sara Jonas

**W**ith a better understanding of roof coatings—including the technology that goes into their development, the right processes for their application, and more—you stand to reap significant benefits. Here's how virtual training options can elevate your workers and your business.

Roofing professionals rely on practical expertise and application knowledge to get the job done right every time. They're essential to completing jobs consistently, efficiently, safely and without costly problems or callbacks. Because if a contractor is unsure of proper techniques—roof coating application methods, quality assurance checks, efficiency, and many other things—it's more likely to lead to customer dissatisfaction.

Maintaining those important levels of knowledge and expertise, however, is a constant and ongoing journey. As building codes evolve and roofing materials deliver higher levels of performance, it is essential for your business to consistently enhance your team's expertise to stay ahead of the competition. A working knowledge of increasingly complex codes and a wide purview to selecting high-performance materials to meet them are essential to success in today's roofing industry.

None of this is easy. Of course, conducting in-person, hands-on training for your teams can be invaluable and should absolutely be done occasionally. But it can be difficult, especially in a fast-paced industry. Training is an investment—because when your teams are in the classroom, it means they're not on the job site, where your business makes its profit. Despite the necessity, it's not uncommon for contractors to put training aside when there are jobs to do and money to make.

But we live in an increasingly virtual world—and virtual training options can present a more convenient and efficient way to equip yourself or your teams with the essential roofing knowledge required to do the job properly and with confidence. A wide variety of virtual courses are available today, and more are popping up all the time. Here's a look at how virtual training can be effective as you continue to grow your business, as well as some potential topics to consider when evaluating your opportunities.

## Why Virtual Training?

First, it's worth establishing what exactly virtual training is. It's simple: Virtual training, also referred to as e-learning, is an educated method that's conducted online via the computer. Virtual training and e-learning are umbrella terms and might describe one-off online courses taught by subject matter experts (like the options for roofing professionals we'll explore in this article) but can be much more expansive. Today, it's not uncommon for professionals to earn university degrees via virtual education programs—in case you might be doubting their potential effectiveness.

And throughout all industries, the online learning market is thriving, with an estimated size that will grow by \$48.4 billion<sup>1</sup> in the United States alone between 2022 and 2027. Virtual training programs are broadly well received by students too. In a recent survey, 98% of online students<sup>2</sup> said they would recommend virtual education to others.

For roofing professionals, it's also an economical way to equip yourself or your teams—virtual training options are typically more cost-effective. In-person training tends to come with a range of associated expenses, and online training programs help stretch an organization's training budget further.

For larger organizations, virtual training can also bring diverse and geographically distanced teams together for one event that might otherwise require separate, in-person sessions. In this way, virtual training offers an attractive

amount of flexibility for participants. It's one of the most significant benefits of virtual training.

## How to Determine the Right Course Content for Yourself or Your Team

There are a range of options available to arm your teams with the practical knowledge they need to complete jobs successfully every time, including courses that cover roof coating technologies, surface preparation, and application best practices. Examples might include a few things like the following:

*Evaluating and preparing surfaces for roof coatings.* Surface preparation is an important step when it comes to roof coating application, but it is frequently either misunderstood, performed improperly, or not conducted at all. A valuable virtual training program for roofing professionals could include the variety of roof substrates that are suitable for an application of a roof coating system; how to evaluate an existing roof for eligibility to apply a roof coating system; repair and preparation methods to a roof substrate prior to the application of a roof coating system; or how improper repair and preparation can cause failures of roof coating systems.

*Roof coating technologies.* With the proliferation of a number of roof coating technologies that can enhance the performance of a commercial roof, it's important for professionals to stay abreast of their options. Training programs are available that educate participants on the anatomy of a roof coating and its intended purpose; the benefits of roof coatings; the differences between roof coating chemistries and technologies; and common properties of most roof coatings.


*Roof coating application best practices.* Armed with knowledge about roof coating technologies, it's also important you know how to properly apply them. Training programs are available that educate participants on product documentation and compliance; product application methods and the necessary equipment; and required maintenance activities to make the most of the product.

Finally, it's important to vet the credibility of your virtual training options. For example: Will participants earn industry-recognized continuing education credits (CEU) upon completion of the course? You may also want to look for backing from regarded associations in the roofing industry, like the American Institute of Architects (AIA) and the International Institute of Building Envelope Consultants (IIBEC).

## Training Options from the Roof Coatings Manufacturers Association

As the national trade association representing the roof coatings industry, the Roof Coatings Manufacturers Association (RCMA) is continuously working to advocate for roofing professionals everywhere. It's our mission to provide the tools, knowledge, and resources roofers need to succeed in today's marketplace. And because of the significant value that can be realized from virtual training, RCMA offers a virtual training program for roofing professionals, which provides essential education to keep roofing professionals on top of the latest developments in today's roof coatings. In addition to the convenience and flexibility of a virtual learning environment, the RCMA virtual training program is a great value for participants.

The RCMA virtual training program is valuable for a wide range of roofing stakeholders, including specifiers, project managers, and applicators. The program is divided into three modules, which are accessible at any time to suit your or your team's busy schedule. Participants will also stay updated on the latest technologies available in the roofing industry. For example, you'll learn about professional-grade roofing and waterproofing products that can help maximize productivity, profitability, and energy efficiency.

By taking advantage of available virtual training programs, your team can expect to gain enhanced skills, improved application techniques, and a deeper understanding of industry technologies. All of these things are increasingly important in today's roofing industry and can help forward-thinking roofing professionals separate themselves from the competition in a fast-paced industry. It's worth investigating the options—it can be a valuable investment in your business. 

*A veteran of the building materials industry with 15+ years of marketing management experience, Sara Jonas, is VP of Marketing at ICP Group and is on the RCMA's Board of Directors. She is responsible for building and implementing programs that support the portfolio of brands and business development initiatives across ICP Group. Prior to joining ICP, Jonas served as the director of marketing for SOPREMA, a leading manufacturer of commercial building envelope materials and also spent 10 years with Fomo Products—now a part of ICP Group. To learn more about RCMA's virtual training, contact sjonas@icpgroup.com or roofcoatings.org*

## Endnotes

1. <https://www.technavio.com/report/e-learning-market-in-us-industry-analysis>
2. <https://www.bestcolleges.com/wp-content/uploads/2023/06/2023-Online-Education-Trends-Report-compressed-v2.pdf>

# CRCA Members Promote Wellness!

By CRCA Staff

The CRCA Health & Safety Committee debated long and hard on a way to promote “Wellness” within our industry. Committee Co-Chair Kevin Froeter explained, “We now live in a world where employee physical safety is no longer the only gauge of company’s health.” He stressed that the focus needs to include mental and emotional health as well.

CRCA launched a new Wellness award in 2023 with members submitting examples of programs and processes used to increase mental, emotional, and physical health. Read below how CRCA Contractor Member Korellis and Associate Member Richards Building Supply exemplified “Wellness” in their companies.

## Different Business—Same Employee Focus

**Korellis**, located in Hammond, IN, has been installing commercial roofing and sheet metal for over 60 years. Their vision listed front and center on their website is “Korellis has been an *employee-centric* roofing contractor delivering an unparalleled experience through team-inspired innovation . . .” **Richards Building Supply**, an exterior building material supplier including roofing, has serviced customers for 40+ years, in 60 locations in 14 states. As Ron Guzior, Richards’ CEO/President stated, “Because they are our greatest assets, Richards Building Supply employees are treated like family.”

## Safety Protocols

Both members invest heavily in physical safety. Richard’s motto is “Safety Always.” New employees must complete a safety orientation in the first month which includes safety manual review, emergency action plans, sprinkler/fire extinguisher locations, and first aid. Other areas topics include bloodborne pathogens, harassment prevention and emergency preparedness.

Richards’ supervisors are safety trained in forklifts, ladders, electrical, roof stocker and other driver specific topics. Each branch’s safety captain facilitates monthly safety walk-throughs, first aid kit inspection and even inspect vehicle treads. Monthly toolbox topics

include job safety analysis, repetitive motion injuries and even fall “school back in session” reminders for drivers.

Korellis’ company-wide approach includes an annual *Safety Fest*, which focuses on material handling, and use of personal fall prevention systems. Training is geared to be consistent with OSHA requirements during the mandatory safety meetings and weekly jobsite toolbox talks. They participate in Indiana’s recognition program, INSHARP, for employers with model occupational safety and health programs.

## Mental Health

A recent CDC article looked at industry and occupations in terms of suicide rates with construction listed as the 2<sup>nd</sup> highest of the five major industry groups. Recognizing this alarming trend, OSHA formed an awareness alliance in 2022 to promote workplace mental health and suicide prevention. The message is:

1. Everyone can help prevent suicide—your actions can make a difference.
2. Know the warning signs
3. Ask “Are You okay?”
4. If someone is in crisis, stay with them and get help
5. Suicide prevention resources are available.

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Both Korellis and Richards recognize the importance of improving mental health at work. Korellis observes an annual Mental Health Day in February, connects employees to an anonymous help hotline and partners with Perspectives, LTD, an organization that provides a wide range of wellness resources. Richards also participates in the February event and provides resources on anxiety, depression, alcohol, drug abuse, eating disorders and more. Spouses can also participate.

### Physical Health

According to the Johns Hopkins Bloomberg School of Public Health, "Increasing employees' physical activity can create a healthier workforce . . . Employees who are physically active have lower healthcare costs, require less sick leave, and are more productive at work."<sup>1</sup> Both Richards and Korellis believe in this philosophy.


Richards encourages healthy competitive activities such as 5Ks, fun runs, walking, biking, and more with incentives. In 2023, \$55,000 in awards were distributed. They offer wellness webinars, lunch & learns and even yoga / stretching.

Korellis also recognizes the benefits of employee physical health by offering use of the onsite fitness center. Like Richards, Korellis employees can participate in webinars including "Eat Your Way to Better Health" and "Realize Your Resilience."

### Emotional Health


Both understand the importance of setting work boundaries and have a "family-first" culture. Richards celebrates employee milestones, and even exchange Ecards. They have an open-door HR policy to foster psychological safety and offer family support including adoption assistance and new parent paid parental leave.

Korellis understands the benefits of gathering away from work and having fun. Volunteers are paid to help at the Hammond Mobile Food Markets, Gloria Dei Lutheran Food Bank, and even school supply drives. They also offer adoption and childcare help as well as for grief and loss. Korellis offers SAT/ACT test prep for college-bound students and awards scholarships. They recognize the importance of women involved in our industry with monthly women's empowerment meetings.

CRCA congratulates Korellis and Richards Building Supply for raising the bar on Wellness and challenge others in our industry to step up and do the same! To learn more, contact info@crca.org. 




### Endnote

1. <https://publichealth.jhu.edu/sites/default/files/2023-06/whrn-pa.pdf>



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# CELEBRATING



CRCA celebrated a milestone in January with the 40<sup>th</sup> Trade Show & Seminars! While many exhibitors exhibit year after year, CRCA would like to recognize the following who have participated in all 40 CRCA Trade Show & Seminars!



*Barge Terminal Trucking, Inc.*



*Big Rock Supply*



*Beacon*



*CertainTeed Roofing Products*



*Bone Roofing Supply, Inc.*



*Comprehensive Roofing Solutions*



*Chicagoland Roofers JATC*



Industrial Cork Company, Inc.



Karnak (NRG)



OMG Roofing Products



Petersen Aluminum Corporation



Pro Fastening Systems Inc.



R.M. Lucas Company



Richards Building Supply



Runion Equipment

# Roof Talk—Contractor



**Company:** Ridgeworth Roofing Co. Inc.

**Location:** Frankfort, IL

**Business Founded:** 1974

**Joined CRCA:** 1979

**From:** Rod Petrick, recently retired President of Ridgeworth Roofing Co. Inc.

## What Services Does Your Business Offer?

Ridgeworth is a full-service commercial, industrial, institutional roofing contractor. We can handle emergency repairs, inspections, and preventive maintenance, reroof, total roof replacement and project budgeting.

## Where Do You See Your Business in 5-10 Years?

I see our new President, Ryan Petrick and Project Manager Matt Wehrle Ryan continue with the growth of Ridgeworth, keeping with our core values of giving our clients the best service out there.

## What Is Your Best Business Memory to Date?

Being able to work with both my dad and son in the family business along with the fantastic people that have worked with us and still do!

## How Did You Learn About CRCA?

While I was working as a Local 11 apprentice in 1979, my Dad made the decision for Ridgeworth to join CRCA. One of my first memories was the year-end meetings, which in those days were held over two days. I also remember the first trade show, which now seems like 100 years ago! My dad, Bob Petrick, was involved in the trade show committee early on, and both Ryan and I have followed in his footsteps.

## If You Attend CRCA Events, Can You Describe a Benefit of Attendance?

The main benefit of CRCA events is the information presented. Should it be technical, safety, or business practices, the CRCA works hard to keep all members informed of issues that affect our industry.


## What Value Does CRCA Membership Bring to You?

CRCA membership is invaluable! The information shared, along with the friendships made, is second to none.

## What Advice Would You Give to a New CRCA Member?

Get involved! Early on, my dad let me know that then CRCA President Chris Cronin would be reaching out to me regarding joining the CRCA Board. While I expressed reluctance, my dad me "You need to give back to the industry where you make your living!" Heeding his advice, I have been involved locally, regionally, and nationally for over 35 years. I have no regrets about the time I have served and plan to continue as long as I am welcome.

## Is There Anything Additional That You Would Like to Add?

In my 49 years of being involved at Ridgeworth, we have been members of CRCA for 45 years. Members of CRCA are the best in the industry. Even though fierce competitors, we are also willing to help those in need. Whether it is a roof that needs to be donated or a piece of equipment lent to a competitor, we are all in this for the betterment of the industry. In my view, CRCA is the BEST Roofing Association in the country! 

*Editor's Note: In 1974, Robert Petrick and his wife Barbara, started Ridgeworth Roofing with high standards and a commitment to customer service. They grew the company into the reputable and highly successful commercial and industrial roofing company it is today.*

*After Bob's retirement, Rod took over at the helm and ran the company until February 2, 2024, with the announcement of his retirement after an incredible 49-year journey. His dedication and leadership have been the backbone of their company's success for decades. From the day he joined his father, Rod has brought a vision that propelled Ridgeworth to become a leader in commercial roofing in Chicagoland. His commitment to excellence and customer service helped shape their identity.*

*Ridgeworth is excited to see the legacy continue under the capable hands of the third generation of Petricks, Ryan, ensuring that the values of commitment, quality, and integrity remain at the heart of everything they do. CRCA thanks Rod for his unwavering dedication to helping others, through the countless hours of volunteer involvement and sends "congratulations" wishes on his retirement.*





# Roof Talk—Associate



**Company:** Aadvanced Building Products

**Location:** Oakbrook, IL

**Joined CRCA:** 2020

**From:** Aadvanced Building Products Team

## What Services Does Your Business Offer?

AAdvanced Building Products is the Manufacturer's Representative for Carlisle SynTec Systems and Drexel Metals in Chicagoland, Indiana, Ohio and Kentucky. In addition to being the local sales representation for these high-quality innovative companies, we also provide technical solutions for our authorized roofing contractors, distributor partners, architects, consultants and building owners.

We also assist with the following services:

- Roof evaluations & guidance
- Field training and education
- Resource for product data
- Specification development assistance
- Full tapered insulation design services
- Shop drawing and sheet layout assistance
- LEED & other technical support
- Technical guidance

As a Manufacturer's Representative, our team of experienced and talented individuals is equipped to help you find solutions to your commercial roofing needs. We assist the building owner, property manager, consultant, architect, general contractor, and roofing contractor with creative options, online tools for modeling the best color membrane and R-Value based on climate, specification writing, architectural lunch and learns, submittals, CADD/tapered insulation design, quotes and roof drawings, roof inspections, training for the licensed contractor, contractor referrals, etc.

## Where Do You See Your Business in 5-10 Years?

AAdvanced Building Products has been in business for over 25 years and our "we can do it" attitude will help us prosper. We are poised for growth and looking forward to the next 5 to 10 years of success in Chicagoland. We will continue to build our staff of industry professionals to further service our customers' needs.

## What Is Your Best Business Memory to Date?

Being in the roofing industry has always provided the opportunity to learn, thrive and help industry leaders and new talent achieve great accomplishments. Best memories are collected throughout the success of many successful projects and partnerships.

## How Did You Learn About CRCA?

A member of our team was introduced to CRCA back in 1994, when working as a sales representative for a single-ply manufacture in the Chicagoland area.


## If You Attend CRCA Events, Can You Describe a Benefit of Attendance?

The CRCA does a great job of engaging the entire roofing industry. CRCA's programs are designed to benefit all levels of membership, bringing together contractors, distributors, architects, consultants, and manufacturer's representatives.

## What Value Does CRCA Membership Bring to You?

The ability to network with industry professionals on a regular basis through their various educational, social, philanthropic and humanitarian venues. By being a CRCA member, you are part of the "who's who" of the Chicago roofing community.

## What Advice Would You Give a New CRCA Member?

Get involved and participate in the events to assist in advancing your business and career. There's a lot of knowledge and wisdom within this organization that can benefit you and others. If you are new to the roofing industry, stay the course and allow yourself to grow within this industry. It has a lot to offer and remember "you get out what you put in". Go the extra mile and don't be a wallflower. 





The mission of OSHA is to “assure safe and healthful working conditions for working men and women by setting and enforcing standards and by providing training, outreach, education and assistance.”

As we all know, job-site inspections are part of this enforcement segment. In 2022, there were 31,820 total OSHA inspections. Of this, 14,081 were programmed, 17,739 unprogrammed, 1,119 from fatality or catastrophe and the rest grouped under complaints, referrals and other types. In 2023, total inspections increased to 34,267.

Why the jump? In 2022, OSHA reported that 5,486 fatal work injuries occurred with 395 of these related to falls from elevation. Of the top ten most frequently violated OSHA standards in 2022, eight could involve those in the roofing trade. These include: Fall Protection—construction (29 CFR 1926.501), Hazard Communication (29 CFR 1910.1200), Ladders (29 CFR 1926.1053), Respiratory Protection (29 CFR 1910.134), Scaffolding (29 CFR 1926.451), Powered Industry Trucks (29 CFR 1910.178), Fall Protection Training (29 CFR 1926.503) and Eye and Face Protection (29 CFR 1926.102).

### Employees’ Rights

Federal law entitles employees to a safe workplace. Employers must keep the workplace free of known

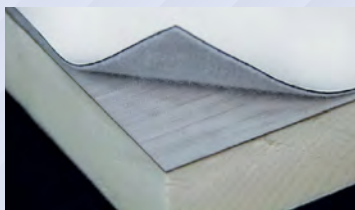
health and safety hazards. Employees have the right to speak up about hazards without fear of retaliation. Other employee rights include:

- Receive workplace safety and health training in a language understood by employee
- Work on machines that are safe
- Refuse to work in a situation in which exposed to a hazard
- Receive required safety equipment, such as gloves or a harness and lifeline for falls
- Be protected from toxic chemicals
- Request an OSHA inspection, and speak to the inspector
- Report an injury or illness, and get copies of medical records
- Review records of work-related injuries and illnesses
- See results of tests taken to find workplace hazards

OSHA encourages all employers to adopt safety and health programs, to reduce the number and severity of workplace injuries and the associate financial burdens involved. For success, these should be based on management leadership, worker participation, and a systematic approach to finding and fixing hazards. Visit [OSHA.gov](http://OSHA.gov) and watch future *CRCA Today* issues for more information.

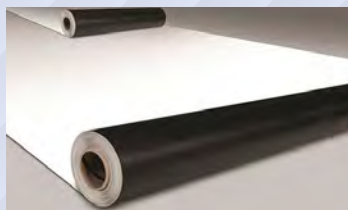
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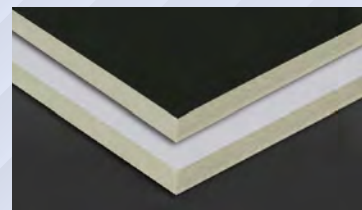
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# WHAT NOT TO ASK To Get The Team You Need

By Dominic Dunlap



Dominic Dunlap

As part of the CRCA Contracts & Insurance Committee, our goal is to provide education to roofing contractors and others in our industry that can help strengthen businesses. One important 2024 educational topic was identified as New Candidate Workforce Development. This article will discuss the interview process and follow-up. Watch the

next issues of *CRCA Today* for a deeper discussion of employment law including employers' rights and also the ever-difficult topic of employee termination.

## Where To Start

Are you in the process of putting together the perfect team for your organization, but not sure where to start? Sifting through a decades old list of standard interview questions, interviewing candidate after candidate, and getting the same responses time and time again, without getting the answers you're truly seeking can be frustrating. Hiring people to fill a position, having to turn around and let them go months later because it didn't work out, and then having to start the process all over again, can be equally frustrating.

Maybe you are just not asking the best questions to deliver the results you desire. For starters, let's look at what *NOT TO ASK* during the interview. After doing a simple online search, it was easy to find what interview questions to steer away from. Most of these are common sense and would never be asked. But, if we know anything about "what not to" lists, they were created for the ones who once had created these interview blunders. May their failures become our success.

## Top 12 Interview Questions NOT to Ask (as Found on Google):

1. Are you planning to start a family soon?
2. Do you go to church?

3. Are you married?
4. Do you have any LGBT+ friends?
5. Do you have any children?
6. Do you have a disability?
7. Who did you vote for in the last elections?
8. Can we look at your social media accounts?
9. Are you a member of any union?
10. What is your ethnic background?
11. Do you use drugs?
12. Have you ever filed for workers' compensation?

We must understand that in today's world, these types of interview questions are not socially acceptable and may even put an employer at risk of being sued for discrimination. *Sued for something as simple as asking someone if they have kids! Don't ask!*

## Legislation To Protect Employees

There's a long list of all the federal and state legislation in place to protect the employee. For example:

- Civil Rights Act of 1964<sup>1</sup>
- Equal Pay Act of 1963<sup>2</sup>
- Pregnancy Discrimination Act of 1978<sup>3</sup>
- Family And Medical Leave Act<sup>4</sup>
- Americans With Disabilities Act<sup>5</sup>
- Age Discrimination In Employment Act of 1967<sup>6</sup>
- Gender Discrimination Act<sup>7</sup>
- Employee Retirement Income Security Act<sup>8</sup>

And the list goes on. But what acts or laws are in place to protect the employer? The short answer: not much. Therefore, you need to know how to protect yourself from beginning to end by knowing what *NOT* to ask.

## The Interview Process

Make sure you have a solid list of interview questions that really dig into the meat of what you are looking for in a candidate, without infringing upon their rights or making them feel discriminated against. As with any process, if there is a fault seen or perceived at the very beginning, you can be certain that the candidate will be on high alert looking and waiting for the next slip up. The good news is this all just takes practice. Once you establish a process, rest assured you will be able to attract the right candidates to your organization.

## Gathering What You Need To Know

What is the best way to establish a solid list of strong and correct questions that avoid all the taboo topics, but that provides the information truly needed from any eligible candidates? This is needed to ensure we are hiring someone that not only can do the task at hand, but also fits into our company culture nicely. Let's start with what we want to know, and then how do we tactfully ask the question. Below are some examples of creative ways to ask interview questions and obtain key information without infringing on potential employees' rights.

### What do we want to know:

- Are you lazy?

### How we can ask:

- How would you define a reliable employee?
  - **Follow up:** Tell me about a time you sacrificed your time for work.

### What do we want to know:

- Are you difficult to work with?

### How we can ask:

- Do you prefer working on your own or with others?
  - **Follow up:** Has lack of teamwork ever interfered in the completion of a project you worked on? How did you overcome the challenge?

### What do we want to know:

- Can I trust you?

### How we can ask:

- Please describe a time when you felt your integrity was challenged.

- **Follow up:** Can you describe a situation in which you had to comply with a work policy that you didn't agree with?

### What do we want to know:

- Do you get flustered easily?

### How we can ask:

- Tell me about a time when you had to respond quickly to a crisis situation.
- Tell me about a time when you had to change your point of view or your plans to consider new information or changing priorities.

Another strategy to allow the potential employee to disclose key information on their own is utilizing open-ended questions. The following list of prompts often opens the conversation door for them to provide information that you never would have even thought to ask. You may be surprised at how the information pours out by using these prompts!

- What are your professional strengths?
- What are your weaknesses?
- What motivates you?
- What is your communication style?
- What are your career goals?
- How do you define success?
- What makes you unique?

And the **MOST POWERFUL** prompt of all time: **"Tell me about yourself."** People love to talk about themselves and brag about their accomplishments. Let them talk!

## Next Steps

Once you have completed the interview process, you will be able to review the responses received and be able to clearly see if this candidate would be a good fit for your organization or not. Delivering the results of this decision tactfully is another key factor. Be sure to keep it short and sweet. If you want to move forward with the interview process, a great next step is to schedule a second interview with another person in your firm that they would be working closely with. Schedule as soon as possible. Candidates move very quickly these days, and so should you. Always respect their time.

Remember, it is important to define clearly what is to happen next. Following are a couple of possible scripts of how to accomplish this.

**STRONG CANDIDATE—***"Thank you for your time and willingness to answer our questions. I would like to*

recommend that we continue with the interview process. Your next in-person interview will be with \_\_\_\_\_. Are you available \_\_\_\_\_ at \_\_\_\_\_?”

Let them know the name of the person they will be interviewing with and provide a day/time option. During this interview, they should be asking many of the same questions you have already asked to ensure the responses align, and that you are both giving the same assessment.


**NOT SURE CANDIDATE**—If you do not want to move forward with the interview process, or have some other eligible candidates already lined up, then the following response could be used:

*“Thank you for your time and willingness to answer our questions. We still have a few other candidates to meet with. We will reach out to you within 48 hours if we would like to move forward.”*

At the end of the 48 hours, either send the candidate an email so that your decision is in writing and time stamped. If you determine that the candidate is not the best fit for your team, the following could be used:

*“We appreciate you taking the time to meet with us for an interview for the X position. However, we have decided to move forward with another applicant. We wish you the best of luck in your job search. Sincerely X.”*

Now that you know what NOT TO ASK in an interview and also have learned some creative ways to gather important information about potential candidates, the process of interviewing and ultimately hiring new team

members should be more positive. Including these in your hiring procedures can help streamline the process and potentially eliminate the concern of discrimination or bias. As with any other important company procedures, having your legal counsel review is also recommended. Watch for the next CRCA Today issue for information on employment law and the important topic of “How to Fire an Employee Without Getting Burned.” 

*Dominic Dunlap is President of CRCA Contractor Member firm, DCG Roofing Solutions, Inc. He has been in the roofing industry for over 23 years. Dunlap joined the CRCA board in 2018 and currently serves as Co-Chair of the Contacts and Insurance Committee.*

### Endnotes

1. <https://www.eeoc.gov/statutes/title-vii-civil-rights-act-1964>
2. <https://www.eeoc.gov/statutes/equal-pay-act-1963>
3. <https://www.eeoc.gov/statutes/pregnancy-discrimination-act-1978>
4. <https://www.dol.gov/agencies/whd/fmla>
5. <https://www.ada.gov/>
6. <https://www.eeoc.gov/statutes/age-discrimination-employment-act-1967>
7. <https://www.eeoc.gov/youth/sex-discrimination#:~:text=Title%20VII%20of%20the%20Civil,sexual%20orientation%2C%20and%20gender%20identity.>
8. <https://www.dol.gov/general/topic/health-plans/erisa>



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# Industry News

By CRCA Staff

## Meet the New CRCA Board Directors!



Jennifer Grove is President of Tori Construction, a woman owned and operated firm, specializing in commercial roofing and construction management. A proud member of Roofers Local 11, Tori joined CRCA in 2020. She serves on the CRCA Marketing and Chicago Women in Roofing (CWIR) Committees.



Luke Duffy is a Vice President at Elens & Maichin Roofing, a Local 11 commercial and institutional roofing and sheet metal company, serving Chicagoland for over 55 years. Luke serves on CRCA's Membership Committee and is also a trustee on the Local 11 Joint Apprenticeship Committee.



CRCA celebrated its 40<sup>th</sup> Anniversary Trade Show in January with over 2,500 of its closest friends! Starting as a small introductory industry event in the early 80's, this event has grown to one that

gathers attendees and exhibitors nationwide and offers cutting edge industry presentations. CRCA volunteers have worked hard to increase the important programming delivered to the roofing and waterproofing industry. It has evolved over the years to a top-notch industry event.

As with any large event, the leadership steers the ship's rudder with the volunteers providing the hard work needed to make the last 40 years of trade shows and seminars a success! To the many committee, board members and other volunteers, CRCA owes a huge "thank you"!

A special thanks to the small group of CRCA Trade Show committee chairs over the years. These include Chris Adler, Fred Creed, Bruce Diederich, Jim McNamara, Bill O'Brien, Sr., Rod Petrick, Tony Roque and to the 2024 Co-Chairs, Greg Dedic and Ryan Petrick.

CRCA thanks the following speakers for sharing their industry knowledge this year: Kevin Carey, Tracey Donels (Service First Solutions), Matt Dupuis, PhD PE (SRI Engineering), Mark Graham (NRCA), Frank Marino (Safety Check Inc.), Trent Cotney (Adams & Reese LLP), Stephen Phillips (Hendrick, Phillips, Salzman & Siegel), Elias Salts (Conspectus Inc.), Mark Wilke (CNA), Mike Zimmermann (Reliable Roofing), Jim Martineck and Rich Lambert (OSHA).

CRCA also thanks the 2024 event sponsors! Learn more here: <https://www.crca.org/Events/Trade-Show>

Need a copy of the 2024 Presentations? Visit <https://www.crca.org/Events/Trade-Show/CRCA-Trade-Show-Presentations> to access.

Mark your calendar for next year's Trade Show & Seminars (January 22-24, 2025) and the following year (January 14-16, 2026). Watch CRCA.org for information later this year as planning is already underway!

## CRCA Honors Illinois Legislator

At the January CRCA Trade Show & Seminars, CRCA presented Senator Bill Cunningham (D-Chicago) with the 2024 Public Service Award. This award was in appreciation for Cunningham's consumer advocacy to make construction remodeling costs for existing buildings more cost effective under the 2021 Illinois Energy Conservation Code (ILECC). The ILECC took effect for projects permitted after 01/01/24.



CRCA Photo (left to right: CRCA Executive Manager Bill McHugh, CRCA President Mark Moran, IL State Energy Advisory Council Member George Patterson, Sen Cunningham, CRCA Lobbyist Margaret Vaughn, CRCA Past President Mitch Rabin, CRCA Board Member Ryan Petrick and Roofers & Waterproofers' Local 11 BA, Rich Coluzzi)

## CRCA Announces 1<sup>st</sup> Membership Programming for 2024

CRCA Contracts & Insurance Committee will host the first education programming for 2024 on March 19, 2024. Join other CRCA Members as Trent Cotney presents a legal *State of the State* of the Roofing Industry. Cotney, a partner at CRCA Associate Member firm Adams & Reese, LLP, will discuss current legal issues affecting the roofing industry. Don't miss out on what you need to know as a roofing and waterproofing professional, register at CRCA.org today. Not a CRCA member? Contact info@crca.org today to learn what CRCA has to offer you.

## Lakefront Roofing Supply—New Location!



Lakefront Roofing Supply announced the move to a new location in February. Outgrowing the old location on Western Ave. in Chicago, after being in business for almost 40 years, they announced the opening of the new Chicago location at 3465 N. Kimball Ave. Visit them at this location for a fully stocked showroom complete with samples, products, and literature to share with your clients; as well as a full custom sheet metal shop on premise. To learn more, visit Lakefrontsupply.com!

## CRCA Member Recognized by Forbes

CRCA Member Merrill Lynch / J&R Group was honored by *Forbes Magazine* in January on its 2024 "Best-In-State Wealth Management Teams" list. With assets under management totaling \$2.4 Billion, J & R Group was ranked 35<sup>th</sup> in the list of over 4,100 wealth management teams. This CRCA associate member also partners with CRCA members to provide a 401(k) Retirement Program to CRCA members. Not yet a CRCA member? Learn more about what CRCA membership includes and the benefits to your contractor or associate business by contacting info@crca.org today!

## HPSS Names New Partner



CRCA legal associate member Hendrick Phillips Salzman Siegel, PC announced the promotion of C. Leanne Prybylski as the firm's newest partner. She focuses her practice on construction law and litigation, representing contractors in a variety of construction-related matters. Prybylski

has been a CRCA Trade Show Presenter and also has written articles for the *CRCA Today*. Congrats Leanne!

## CertainTeed Expands Solar Solutions

CertainTeed announced a strategic partnership in January with SunStyle, a pioneer in residential and commercial

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solar roofing. This partnership will help CertainTeed expand its solar solutions to its customers. SunStyle has been a leader in the development of building-integrated photovoltaic (BIPV) for over 15 years. "SunStyle's portfolio perfectly complements our existing Solstice line, which was designed to offer consumers a stylish, durable and energy-efficient solution," said Phoebe Kwan, Solar Solutions GM at Saint-Gobain. She noted that SunStyle's solar roof system can be installed on single- and multi-family homes, or on commercial and industrial buildings. Combining structural roofing materials with solar modules strengthens CertainTeed's product offering. For more information, contact sales support at 800-233-8990.

### AssuredPartners' Hayes Receives Industry Award



Phil Hayes, VP of Sales for CRCA Associate Member AssuredPartners was recognized in the current issue of *Risk and Insurance* as one of the top Construction Power Brokers for 2024. Chosen by the magazine's editorial staff, a "Power Broker® is an individual who stands out among their peers for the exceptional client work they have delivered over the past year. While brokers play many key roles in the

insurance industry and risk profession, a Power Broker® award recognizes problem solving, customer service and industry knowledge."

CRCA Board Member Kevin Froeter commented that Hayes is hardworking and always strives to be better. "He has a strong passion for what he is doing and works hard at being the best he can be." (Hayes is CRCA Contracts & Insurance Co-Chair and a member of the Health & Safety Committee with Froeter.)

### Bone Roofing Supply's Fedorenko Retires

Bone Roofing Supply announced the retirement of John Fedorenko on February 2, 2024. Fedorenko maintained Bone's vehicle fleet and was a skilled City of Chicago Stick Boom crane operator. Jackie Bone stated, "John has been a critical part of the team when deciding what new equipment to buy, how to put together the best trucks to service our customers and has ensured the longevity of our machines with proper maintenance." Congrats John!

### Crews Joins Korellis

CRCA Contractor Member Korellis Roofing Inc. announced in January the addition of Derek Crews as Project Safety Manager, joining Joel Barnes in this role. Crews feels that his over 20 years' active duty with the US Coast Guard will be an asset in his new role with Korellis. This marks the first time Korellis has had two full-time safety



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managers. Barnes commented "I am thrilled to have a dedicated Project Safety Manager on our team. This strategic decision underscores our unwavering commitment to fostering a culture of safety excellence."

### GulfEagle Supply Announces 2024 Leadership Changes

In January, CRCA Member GulfEagle Supply announced the promotion of Dan Pettis as Regional Manager for the Midwest District. Pettis started with GulfEagle seventeen years ago and has risen up through the ranks. Miriam Mata will move to the role of National Operations and Training Manager and will facilitate operations training, national best practices and supporting future greenfield and acquisition onboarding. For more information, contact [info@gulfeaglesupply.com](mailto:info@gulfeaglesupply.com).

### Reliable Roofing Grows Sales Team



CRCA Contractor Member Reliable Roofing recently announced the addition of Mel Thillens to their sales team. Thillens has a long history of sales, starting with selling popcorn at his family's ballpark when he was just ten years old. He worked in operations of an armored cash delivery business

and also the restaurant industry before joining Reliable. Welcome to CRCA Mel!

### H.B. Fuller Acquires Aspen Labs

It was announced in January that CRCA Member H.B Fuller, an industrial adhesives manufacturer, acquired Aspen Research in January. Aspen, located in Maple Grove, MN, is a contract research and development organization, specializing in material science, engineering, and analytical testing.

President and CEO Celeste Mastin discussed their product outreach with "H.B. Fuller's reach goes far beyond our own operations, as evidenced by our new product pipeline. More than 50% of our new product development focuses on sustainable solutions across our global businesses. This includes Millennium Sprayable PVC Single-Ply Bonding Adhesive, used for adhering PVC waterproofing membranes to roof surfaces" and other products in the Electric Vehicle market and other adhesives that reduce environmental impact.

### Barr Receives NFCA Award

Jim Barr, president of Barr Roofing Co. in Abilene, TX, and great friend of CRCA, received the 77<sup>th</sup> J.A. Piper Award at the February 2024 NRCA Industry Awards Ceremony in Las Vegas. This prestigious award recognizes



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individuals who have devoted outstanding service to NRCA and to the roofing industry. Barr served as MRCA's President in 2001, elected to the NRCA board in 2009, as NRCA Chairman in 2012-14 and served many years on NRCA's Technical Committee. Congratulations Jim!

### IL Dept. of Financial & Professional Regulation Goes Paperless

The IDFPR announced that effective immediately, paper notices and licenses will no longer be issued for roofing contractors in Illinois. With cost savings of over \$3 million over the next five years, the IDFPR now will only issue these electronically. Contractors are now able to renew an individual license by logging into the system with license number, social security, or date of birth.

The IDFPR stated that the renewal periods will remain the same as in the past. The only difference is that email reminders will now be sent and not via USPS. Is your email correct in the IDFPR systems? Visit <https://idfpr.illinois.gov/about/paperlessfaq.html> for information on how to update your contact information and learn about other IDFPR details.

### IRS Changes Mileage Rates for 2024

The Internal Revenue Service (IRS) increased the 2024 optional standard mileage rates used to calculate the deductible costs of autos for business purposes.

Beginning on Jan. 1, 2024, the standard mileage rates for the use of a car (also vans, pickups or panel trucks) will be:

- 67 cents per mile driven for business use, up 1.5 cents from 2023.
- 21 cents per mile driven for medical or moving purposes for qualified active-duty members of the Armed Forces, a decrease of 1 cent from 2023.
- 14 cents per mile driven in service of charitable organizations; the rate is set by statute and remains unchanged from 2023.

These rates apply to electric and hybrid-electric automobiles as well as gasoline and diesel-powered vehicles.

Taxpayers can use the standard mileage rate but generally must opt to use it in the first year the car is available for business use. Then, in later years, they can choose either the standard mileage rate or actual expenses. Leased vehicles must use the standard mileage rate method for the entire lease period (including renewals) if the standard mileage rate is chosen.

### Small Business QBI Tax Break Available in 2024

- Types of qualifying businesses—Deduction is eligible for sole proprietorship, LLCs, or a pass-through entity (S-Corp) that is treated as a partnership for federal tax purposes.

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Unless the lord builds the house, it's builders labor in vain. —Psalm 127:1

- QBI is qualified income and gains from an eligible business reduced by related deductions and losses. QBI from a business is reduced by allocable deductions for:

- Self-Employment Retirement Plan contributions
- 50% of your Self-Employment tax bill and
- Self-Employment Health Insurance Premiums

- Income not qualifying for QBI include:

- income from being an employee
- partner salaries
- salary collected by an S-Corporation shareholder-employee and
- salary collected by a C-Corporation shareholder-employee

To learn more, contact a tax professional regarding limitations, thresholds, and possible strategies to consider when maximizing QBI deductions moving forward. 



## CRCA Welcomes the Following Upgraded CRCA Members!

**Beacon Building Products**

**Brava Roof Tile**

**GAF Materials Corporation**

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**Bronze**

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Learn more about CRCA's Member Upgrades and all this includes! Contact [info@crca.org](mailto:info@crca.org) today!

# CRCA Contractor Members

The Contractor Members of the Chicago Roofing Contractor Association install all types of roofs, including reflective single ply, modified bitumen, built up, gravel, reflective coatings, shingle, shake, slate and tile, vegetative garden or photovoltaic coverings. From formation following the Great Chicago Fire of 1871, CRCA Members have moved with the times and technology, yet continue to maintain some of the same goals set forth over 140 years ago. To find a CRCA Professional Contractor, visit [www.CRCA.org](http://www.CRCA.org).

**1st Home Improvement**.....(847) 496-5530  
**A&E Roofing & Siding**.....(630) 264-1553  
**A+ Roofing Co., Inc.**.....(630) 227-1111  
**A-1 Roofing Co.**.....(847) 952-3600  
**Active Roofing LLC**.....(773) 238-0338  
**Adams Roofing Professionals, Inc.**.....(847) 364-7663  
**Adler Roofing and Sheet Metal, Inc.**.....(815) 773-1200  
**Advanced Roofing & Woodworking Inc.**.....(630) 231-7663  
**Aegis Construction Group, Inc.**.....(630) 709-8121  
**Air Pressure Damp Proofing**.....(847) 394-4100  
**All American Exterior Solutions**.....(847) 438-4131  
**All in 1 Home Improvement**.....(630) 388-9060  
**All Sealants, Inc.**.....(708) 720-0777  
**Allendorfer Roofing Co., Ltd.**.....(773) 463-7808  
**Anderson & Shah Roofing Inc.**.....(815) 741-0909  
**Anthony Roofing Tecta America LLC**.....(630) 898-4444  
**Apex Exteriors, Inc.**.....(847) 531-8960  
**Bennett & Brosseau Roofing, Inc.**.....(630) 759-0009  
**Bismark Roofing LLC**.....(773) 758-7077  
**BP Roofing Solutions, LLC**.....(815) 885-8326  
**Care Sheet Metal & Roofing, Inc.**.....(708) 387-9784  
**Champion Roofing, Inc.**.....(847) 673-7663  
**Clark Roofing Co.**.....(708) 681-2200  
**Combined Roofing Services LLC**.....(630) 231-4422  
**Complete Building Maintenance Co.**.....(630) 932-7890  
**Connelly Roofing, Inc.**.....(630) 941-8598  
**Countryside Roofing,  
 Siding & Windows, Inc.**.....(847) 221-5600  
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**Crawford Roofing Experts, LLC**.....(708) 385-5555  
**Crowthier Roofing &  
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**CSR Roofing Contractors, Inc.**.....(708) 848-9119  
**Culture Construction And Consulting LLC**..(234) 285-8873  
**Custom Roofing Contracting LTD**.....(847) 639-8400  
**Dardon Construction Inc.**.....(866) 327-3661  
**DCG Roofing Solutions Inc.**.....(847) 296-6611  
**Deady Roofing & Construction, Inc.**.....(708) 672-0874  
**Deluxe Roofing Inc.**.....(847) 404-9775  
**Distinctive Roofing, Inc.**.....(815) 986-0831  
**Domain Corporation**.....(773) 628-0001  
**DRC Roofing & Construction**.....(630) 412-1188  
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**E. Ariel Roofing Solutions LLC**.....(224) 357-8745  
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**F & G Roofing Company, LLC**.....(708) 597-5338  
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**Gluth Brothers Roofing Co.**.....(219) 844-5536  
**Great Lakes Roofing**.....(708) 862-1550  
**H.C. Anderson Roofing Company, Inc.**.....(815) 624-4129  
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**Lindholm Roofing** ..... (773) 283-7675  
**Local Roofing Co., Inc.** ..... (847) 244-0500  
**M&T Exteriors Inc.** ..... (331) 240-2911  
**M. Cannon Roofing Company, LLC** ..... (847) 519-0698  
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**McDermaid Roofing & Insulating Company** ..... (815) 963-8458  
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**MidAmerica Roofing, Inc.** ..... (630) 759-7500  
**Mortenson Roofing Co., Inc.** ..... (815) 464-7300  
**MTS Contractor Services Inc.** ..... (630) 994-0033  
**Naperville Roofing and Construction** ..... (630) 541-4998  
**NIR Roof Care, Inc.** ..... (800) 221-ROOF  
**Nombach Roofing & Tuckpointing** ..... (708) 388-1090  
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**Seal Tight Exteriors, Inc.** ..... (708) 755-3555  
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# CRCA Associate Members

The Associate Members of the Chicago Roofing Contractors Association are a vital part of the association and actively support the activities. Besides their generosity, they are represented on the CRCA Board of Directors, Co-Chair the Membership and Trade Show Committees and serve on the Health & Safety, Contracts & Insurance, Industry Affairs, Program and Scholarship Committees.

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<b>A &amp; D Products</b> .....	(630) 668-1551	<b>Rockford</b> .....	(779) 368-2264	<b>EcoStar LLC</b> .....	(800) 211-7170
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<b>ABC Supply Company, Inc.</b>		<b>Berridge Manufacturing Company</b> .....	(630) 326-9444	<b>Everest Systems LLC</b> .....	(800) 575-8966
<b>Addison</b> .....	(630) 932-6653	<b>Big Rock Supply</b> .....	(630) 350-2300	<b>Exceptional Metals</b> .....	(888) 340-7169
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<b>Aurora</b> .....	(630) 844-1700	<b>Bitec, Inc.</b> .....	(501) 354-8585	<b>FiberTite Roof Systems</b> .....	(708) 935-6011
<b>Cicero</b> .....	(708) 222-8222	<b>Bitumar USA Inc.</b> .....	(410) 610-5953	<b>Flameproof Companies</b> .....	(630) 859-0009
<b>Elgin</b> .....	(847) 628-6048	<b>Blue Ridge Fiberboard, Inc.</b> .....	(866) 850-8834	<b>FlashCo</b> .....	(707) 824-4448
<b>Gurnee</b> .....	(847) 360-8094	<b>Bone Roofing Supply, Inc.</b> .....	(630) 628-8170	<b>Flex Membrane International Corp.</b> .....	(610) 916-9500
<b>Manteno</b> .....	(815) 468-7041	<b>BPM Insurance</b> .....	(816) 695-1306	<b>FT Synthetics Inc.</b> .....	(604) 594-3439
<b>Niles</b> .....	(847) 588-0935	<b>Brauner Safety Services Inc.</b> .....	(407) 403-3959	<b>Gaco Western</b> .....	(262) 951-0237
<b>Wauconda</b> .....	(847) 487-7810	<b>Brava Roof Tile</b> .....	(844) 290-4196	<b>GAF Materials Corporation</b> .....	(630) 241 5372
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<b>Loves Park</b> .....	(815) 877-6778	<b>CLEANWRAP Interior Protection Systems</b> .....	(888) 597-3334	<b>Roofing Products Group</b> .....	(517) 841-7000
<b>Naperville</b> .....	(630) 637-0750	<b>CMMR LLC</b> .....	(773) 339-1344	<b>Hapco Inc.</b> .....	(800) 345-9353
<b>Prairie State Exterior Products</b> .....	(708) 754-9339	<b>CNA Insurance</b> .....	(412) 860-3528	<b>Hendrick Phillips Salzman &amp; Siegel, PC</b> .....	(404) 522-1410
<b>Waukegan</b> .....	(847) 249-3328	<b>Comprehensive Roofing Solutions Inc.</b> .....	(815) 498-9485	<b>Henry Company</b> .....	(773) 412-9022
<b>Another Plumbing Company</b> .....	(815) 475-5988	<b>ComStruct Sales, LLC</b> .....	(847) 922-3520	<b>Hines Supply</b> .....	(224) 244-3611
<b>Architectural Building Solutions, Inc.</b> .....	(630) 402-9988	<b>Continental Materials, Inc.</b> .....	(973) 557-1884	<b>HLP Systems, Inc.</b> .....	(847) 362-0777
<b>Arvinyl Laminates, LP</b> .....	(800) 278-4695	<b>Cordeck</b> .....	(262) 857-3000	<b>Houseworks Daylighting Solutions, LLC</b> .....	(847) 729-0255
<b>Assured Partners Inc.</b> .....	(630) 355-2077	<b>Crissie Insurance Group</b> .....	(800) 562-6362	<b>Hunter Panels</b> .....	(888) 746-1114
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<b>Atlas Roofing Corporation</b> .....	(800) 677-1476	<b>Dataforma, Inc.</b> .....	(866) 764-9992	<b>ICP Building Solutions Group</b> .....	(224) 806-3195
<b>Barge Terminal Trucking, Inc.</b> .....	(630) 499-5565	<b>DaVinci Roofscapes</b> .....	(800) 328-4624	<b>IKO Midwest</b> .....	(312) 576-5243
<b>Beacon Building Products</b>		<b>Disposal Alternatives</b> .....	(617) 975-2000	<b>Industrial Cork Company, Inc.</b> .....	(630) 832-2803
<b>Arlington Hts.</b> .....	(847) 357-0433	<b>D-MAC Industries</b> .....	(800) 878-3622	<b>Inland Coatings</b> .....	(515) 993-4524
<b>Carol Stream</b> .....	(630) 790-3400	<b>DSP Insurance Services, Inc.</b> .....	(847) 934-6100	<b>INSULFOAM</b> .....	(402) 624-6611
<b>Chicago / Pulaski</b> .....	(773) 772-6500	<b>Duravent Group</b> .....	(800) 835-4429	<b>Integrated Electric</b> .....	(708) 839-9424
<b>Des Plaines</b> .....	(847) 795-9378	<b>Duro-Last Roofing, Inc. (Chicago)</b> .....	(800) 248-0280	<b>Interior Protection Inc.</b> .....	(630) 530-4920
<b>Hickory Hills</b> .....	(708) 599-9770	<b>Eagleview-Pictometry</b> .....	(866) 659-8439, x5561	<b>International Leak Detection, LLC</b> .....	(866) 282-LEAK (5325)

# CRCA Associate Members

IR Analyzers / Vector Mapping.....	(800) 879-1964
JJ Superior Metal, Inc.....	(708) 544-3757
Jobba Trade Technologies.....	(855) 633-3327
Johns Manville Roofing Systems.....	(224) 325-2524
Karnak Corporation.....	(732) 388-0300
Kemper System.....	(716) 558-2971
Kirby Fiberglass.....	(719) 547-3940
Lakefront Roofing Supply.....	(773) 509-0400
Latino Workers Safety Center.....	(708) 449-9500
<b>Leading Edge Safety.....</b>	<b>(888) 990-2990</b>
Leister Technologies.....	(630) 760-1000
Liftoff Crane Services LLC.....	(630) 800-6639
LiveRoof, LLC.....	(800) 875-1392
Lomanco, Inc.....	(800) 643-5596
LRS.....	(844) 633-3577
Lurvey Supply.....	(262) 479-8369
Mac-Tech.....	(414) 486-9700
MACK Construction Services, LLC.....	(773) 525-3411
Malarkey Roofing Products.....	(800) 545-1191
Marathon Roofing Products/ MRP Supports, LLC.....	(800) 828-8424
Marsh McLennan.....	(847) 463-7118
McElroy Metal, Inc.....	(219) 879-0252
MEP Insulation Recycling.....	(317) 894-2763
Metal Sales Manufacturing Corporation.....	(812) 246-1866
Mid-States Asphalt.....	(630) 730-1689
Mule-Hide Products Co., Inc.....	(815) 641-8548
Novagard Solutions.....	(800) 380-0138
NPC Colored Sealants.....	(708) 681-1040
<b>NSS Exteriors.....</b>	<b>(708) 385-5815</b>
OMG Roofing Products.....	(800) 633-3800
Omni Ecosystems.....	(312) 337-3196
Panasonic US.....	(201) 423-3154
Performance Roof Systems.....	(708) 380-5045
Petersen Aluminum Corporation.....	(800) 722-2523
Polyglass U.S.A, Inc.....	(847) 431-6005
Pro Fastening Systems Inc.....	(847) 577-7185
Pro Lightning Protection.....	(262) 925-7199
Progressive Materials.....	(630) 488-9277
Prosoco, Inc.....	(800) 255-4255
R.M. Lucas Company.....	(773) 523-4300
Raptor Synthetic Underlayments.....	(317) 202-8200
Ray's Roofing Supply.....	(219) 932-7297
Richards Building Supply Company Corporate.....	(773) 586-7777
Calumet City.....	(708) 891-2211
Chicago/Belmont Ave.....	(773) 499-7177
Joliet.....	(815) 725-2458
Rockwool.....	(855) 876-3755

<b>Roofivent, LLC.....</b>	<b>(708) 618-9525</b>
Runnion Equipment Company.....	(708) 447-3169
<b>S.J. Mallein &amp; Assoc.....</b>	<b>(630) 570-0301</b>
Safety Check, Inc.....	(815) 475-9991
Safety Rail Company LLC.....	(888) 434-2720
SBC Waste Solutions Inc.....	(312) 522-1115
Schwab Group LLC.....	(630) 326-9444
Sentry Building Innovations.....	(877) 254-0788
Service First Solutions.....	(469) 496-0055
ShapeConnect, Inc.....	(847) 322-4929
Sheet Metal Supply LTD.....	(847) 478-8500
Sika Sarnafil.....	(800) 532-5123 x7222
SIMIX, LLC.....	(262) 705-2585
Siplast.....	(800) 922-8800
Soprema, Inc.....	(330) 334-0066
Southwind RAS, LLC.....	(630) 233-5700 x119
Stone Mountain Access Systems, Inc.....	(708) 544-9010
Sustainable Building Components.....	(815) 641-0634
Swanson, Martin & Bell, LLP.....	(312) 321-9100
Tarco.....	(800) 365-4506
The Horton Group.....	(708) 845-3000
<b>The J &amp; R Group of Bank of America Merrill.....</b>	<b>(312) 696-7518</b>
<b>TOPWET Inc.....</b>	<b>(331) 258-4134</b>
TRUFAST.....	(800) 443-9602
United Asphalt Company.....	(800) 843-0317
United States Gypsum.....	(773) 213-6192
<b>USI Insurance Services.....</b>	<b>(716) 314-2005</b>
Van Boxel Building Supply.....	(440) 721-1504
VB Synthetics.....	(312) 664-3810
VELUX America LLC.....	(864) 941-4770
Verde Solutions LLC.....	(800) 541-1137
Versico.....	(800) 992-7663
VFC Lightning Protection.....	(801) 292-2956
Viking Products Group.....	(800) 350-2142
W. R. Meadows, Inc.....	(847) 214-2100

Walter Payton Power Equipment LLC.....	(708) 656-7700
WindSmart Systems.....	(800) 474-8186

## Architects & Roof Consultants

ARCON Associates, Inc.....	(630) 495-1900
Building Envelope Consultants Ltd.....	(317) 432-1727
Building Technology Consultants, Inc.....	(847) 454-8800
C.E. Crowley & Associates, Inc.....	(847) 662-8132
Century Roof Consultants.....	(847) 202-8500
CMMR, LLC.....	(773) 339-1344
Hutchinson Design Group, LLC.....	(312) 343-9595
Illinois Roof Consulting Associates Inc.....	(815) 385-6560
INSPEC, Inc.....	(847) 652-6617
Interstate Roof Systems Consultants, Inc.....	(847) 695-1460
K2N Crest.....	(630) 990-9595
Kellermeier Godfry Hart, P.C.....	(847) 318-0033
Klein and Hoffman, Inc.....	(312) 251-1979
Legat Architects.....	(630) 990-3535
Mac Brady Associates, Inc.....	(312) 550-1343
MTech Roofing Solutions LLC.....	(630) 777-8024
O'Brien Roof Consulting, Inc.....	(708) 951-8271
Raths, Raths and Johnson, Inc.....	(630) 325-6160
RCL Engineering Services.....	(847) 867-7093
SRI Consultants Inc.....	(608) 831-5333
STR Building Resources LLC.....	(847) 652-6115
YA Engineering Services.....	(312) 919-8279

## Vacuuming

D&M Service Group.....	(816) 830-9432
Dietz Vacuum Service, Inc.....	(708) 301-9127
Ready Vac, Inc.....	(847) 437-5771
RK HydroVac.....	(800) 754-9376
Vac-It-All Services, Inc.....	(314) 487-5600
Velocity Roof Vac Service Inc.....	(630) 936-2421

\* **Upgraded CRCA Members. To learn more, visit [CRCA.org/Upgraded-Members](http://CRCA.org/Upgraded-Members)**

## CRCA welcomes the following new members since the Fall CRCA Today!

### Associate Members:

All Weather Insulated Panels  
CMMR LLC  
Mac-Tech  
Sustainable Building Components

### Contractor Member:

MTS Contractor Services Inc.

To learn more about these firms, visit [www.CRCA.org](http://www.CRCA.org) to view the member list. Interested in being a member? Contact [info@CRCA.org](mailto:info@CRCA.org) today!

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