NATIONAL FRAME BUILDER MAGAZINE

Vol.7 No.4

LIFE MANAGEMENT
How to Avoid Burnout as a Tradesperson

BUSINESS MANAGEMENT
5 Signs Your Management Team Needs Leadership Development Now

SAFETY
The Often-Overlooked Causes of Workplace Impairment

LEADERSHIP
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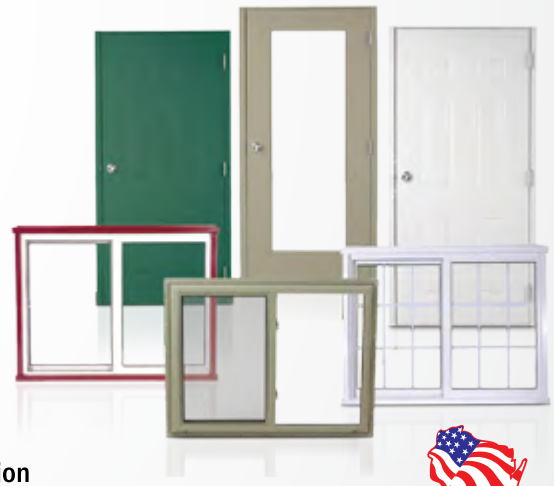
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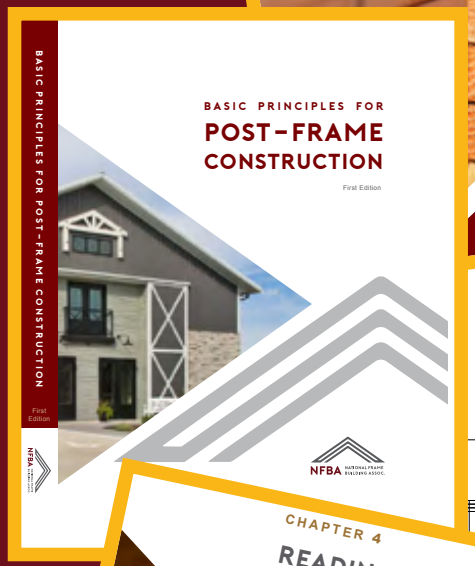
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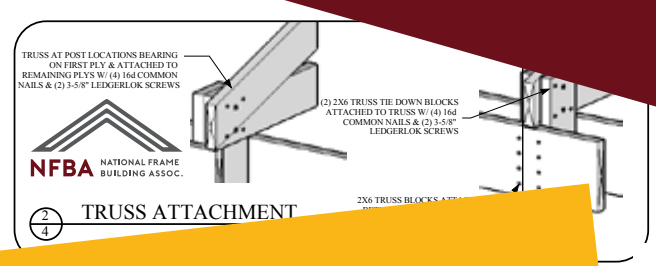
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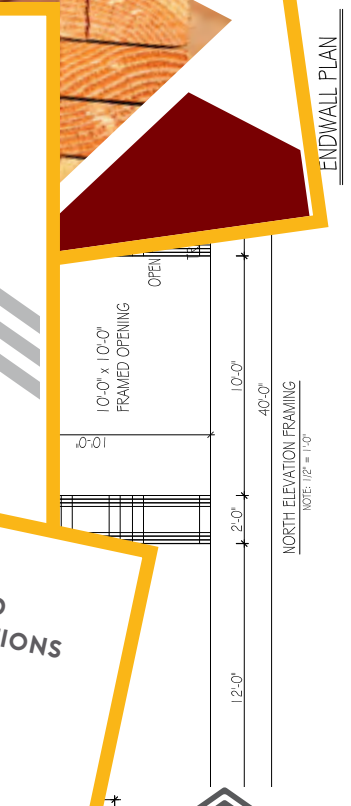












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Business Management
5 Signs Your Management Team Needs Leadership Development Now

Here are the five signs we see most often in small businesses. If more than one of these lands, it's usually the same underlying issue showing up in different places.

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Life Management
How to Avoid Burnout as a Tradesperson

Avoiding burnout or recognizing the symptoms before it becomes too much is crucial. As a tradesperson, this can creep up on you, and you may not even realize what's happening or just put it down to the normal rigours of life, work and responsibilities. However, it's really important to deal with burnout as the consequences can be damaging to your health, relationships and work life.



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FIND US

PRESIDENT'S MESSAGE

A MESSAGE FROM

JOE SHIMP
NFBA PRESIDENT



Hello fellow NFBA Members and friends!

It is hard to believe we are already heading into the final months of 2026! As another busy year begins to wind down, I hope everyone has had a successful year and is finishing strong. This is a great time to recognize the work being done throughout our industry, reflect on what we have accomplished, and look ahead to the opportunities coming in 2027.

One of the things that makes the NFBA strong is the involvement and accomplishments of our members. The deadline for the NFBA Building of the Year Awards has been extended one week to November 20th. This is a great opportunity to showcase the quality, creativity, craftsmanship, and innovation happening throughout the Post Frame Industry. If your company completed a project you are proud of this year, I encourage you to submit it and allow our industry to celebrate the great work being done by our members.

We have also extended the NFBA Safety Awards deadline one week to November 20th. Safety is something that affects every one of our companies, employees, and families, and recognizing companies that make safety a priority helps strengthen our entire industry.

This is also the time of year when NFBA membership dues invoices are going out. I ask for our current members to renew and continue taking advantage of everything your membership provides. From technical and educational resources to industry advocacy, networking, training, research, member benefits, and the annual Frame Building Expo, NFBA provides resources designed specifically to support the people and companies working in the Post Frame Industry.

For those who are not currently members, I encourage you to consider joining us. The strength of an association comes from the participation of its members. Bringing together builders, suppliers, manufacturers, designers, engineers, and other industry professionals strengthens our collective voice and allows us to continue developing resources that benefit the entire industry.

As we finish 2026 and begin planning for another year, I want to thank our members, volunteers, committee members, staff, sponsors, and industry partners who continue to invest their time and resources into the NFBA. Your involvement is what allows our association to grow and continue supporting the Post Frame Industry.

Let's finish 2026 strong and continue building an even stronger NFBA together. Thank you for your continued support, and I look forward to what we can accomplish in 2027!

Joe Shimp
NFBA President

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SAFETY

HEAT, FATIGUE, MEDICATIONS, AND STRESS:

THE OFTEN-OVERLOOKED CAUSES OF WORKPLACE IMPAIRMENT



By: Nina M. French
Edited by: Michael Purser



When most people think about workplace impairment, they think about drugs and alcohol. That association is understandable. For decades, the industry has invested heavily in substance use testing programs, and those programs have delivered real, measurable results. But focusing exclusively on drugs and alcohol misses a significant portion of the impairment risk that employees and employers face every day.

Fatigue. Heat. Prescription medications. Stress. Each of these factors can impair an employee's ability to safely operate equipment, make sound decisions, and respond appropriately in high-risk situations. Yet they rarely trigger the same level of organizational urgency as a positive drug test.

That gap in attention is costing companies. It may be costing lives.

Fatigue: The Invisible Impairment

Sleep deprivation and fatigue are among the most pervasive and underrecognized sources of workplace impairment. According to the National Safety Council, fatigue contributes directly to 13% of all workplace injuries. Thirty-seven percent of American workers are sleep-deprived, and two-thirds report having felt fatigued at work.

The performance effects are striking. Research shows that fatigue impairs cognitive function at a level equivalent to a blood alcohol content of 0.05%. Workers who are fatigued are three times more likely to be involved in a workplace accident than their well-rested colleagues. Employees working 12-hour shifts face a 37% higher injury risk compared with those on eight-hour schedules, and accident rates are 30% greater on night shifts than on day shifts.

Federal OSHA has formally identified fatigue as a workplace hazard, linking it to heart disease, musculoskeletal disorders, depression, sleep disorders, and the worsening of chronic illnesses such as diabetes.

The data is clear: when workers are exhausted, they are impaired, regardless of what they have or have not consumed.

Heat: A Cognitive Hazard, Not Just a Physical One

Heat stress is increasingly recognized not just as a physical health risk but also as a cognitive impairment risk. A comprehensive national analysis of 2023 OSHA data identified approximately 28,000 workplace injuries attributable to hot conditions. Injury rates begin rising at ambient temperatures of 80 to 85 degrees Fahrenheit and escalate sharply above 90 degrees.

The cognitive effects of heat are well-documented. Research on miners found that heat strain significantly impaired performance on serial reaction time tests, reduced accuracy on the Stroop test (a standard measure of cognitive interference), and compromised delayed memory recall. Additional studies confirm that heat exposure reduces vigilant attention, inhibits the ability to suppress automatic responses, and impairs verbal memory.

The National Institute for Occupational Safety and Health (NIOSH) has initiated expanded research to identify the core body temperature threshold at which cognitive decline begins, as well as the patterns of heat exposure duration and intensity that most commonly affect worker performance.

For employers in construction, manufacturing, agriculture, transportation, and energy, this is not a future concern. It is a present one.

"Heat stress is not just a physical health risk. It can also affect the cognitive functions workers rely on to perform their jobs safely."

Medications: The Impairment No One Wants to Discuss

Prescription and over-the-counter medications are another source of impairment that traditional safety programs consistently fail to address.

The numbers are striking. Sixty-seven percent of employers report concerns about prescription drug misuse in the workplace, a rate comparable to concerns about workplace violence. Eighty-six percent of employers believe that taking opioids, even as prescribed, can impair job performance, yet only 60% have policies that require employees to disclose opioid use to their employer.

The risk extends well beyond opioids. Benzodiazepines, antihistamines, muscle relaxants, sleep aids, and certain antidepressants can all affect reaction time, attention, coordination, and judgment. A NIOSH Science Blog analysis found that workers using prescription opioids and benzodiazepines are more likely to be involved in motor vehicle crashes and perform worse on tasks requiring psychomotor functioning, particularly during shift work.

Twenty-three percent of the U.S. workforce has

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used prescription medications non-medically. But even medically appropriate use can produce functional impairment.

Employers who limit their impairment conversation to illicit substances are leaving a significant portion of risk unmanaged.

Stress and Emotional Distress: The Performance Disruptors

Stress is not a soft issue. Chronic workplace stress has been shown to impair working memory, attention, response inhibition, and cognitive flexibility. These are precisely the cognitive functions that matter most in safety-sensitive roles. Under stress, workers may become impulsive, experience cognitive overload, or make decisions more slowly and less accurately than they otherwise would.

Research published in *Frontiers in Psychology* found a direct relationship between work-related stress and diminished employee performance, noting that impaired emotional regulation under occupational stress predicts both anxiety and depressive symptomatology.

Employees managing personal crises, grief, financial strain, or organizational uncertainty may present as functionally impaired even when they arrive at work substance-free. Supervisors are often the first to notice these changes. An employee who is normally sharp but seems scattered, slow to react, or uncharacteristically error-prone may be experiencing stress-induced impairment that no traditional screening tool will detect.

Moving Beyond the Substance Use Model

The question this raises for employers is straightforward: How do you manage what you cannot test for with a workplace drug test?

Part of the answer lies in culture. Organizations that treat impairment as a human performance issue rather than a compliance checkbox are better positioned to identify and address risk, regardless of its source.

That means training supervisors to recognize behavioral and performance changes, establishing fitness-for-duty policies that address impairment broadly rather than narrowly, and building an environment where employees feel safe disclosing when they are not at their best.

Part of the answer also lies in technology. Objective, science-based impairment assessment tools now exist

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that measure actual cognitive and psychomotor performance rather than the presence or absence of specific substances. Whether the source is fatigue, heat, a medication interaction, or severe emotional distress, the result is measurable at the level of performance, where it matters most.

This kind of capability, integrated into comprehensive compliance and workforce screening programs, represents the next evolution in workplace safety strategy. Together, these solutions move organizations from reactive, substance-specific detection toward proactive, cause-agnostic identification of human performance risk.

The Bottom Line

Workplace impairment is bigger - much bigger - than drugs and alcohol. It always has been.

Fatigue impairs workers at a level comparable to alcohol-related impairment. Heat degrades cognitive function at temperatures millions of outdoor workers encounter routinely. Prescription medications carry risks that many employers' policies do not fully address. And stress can render an otherwise capable employee unfit for duty without leaving any trace in a biological sample.

Employers who genuinely want to protect their people need to broaden both their definition of impairment and their toolkit for addressing it.

The science is there. The technology is there. The only thing still catching up is the conversation.

About the Author

Nina M. French

Nina M. French is a nationally recognized authority in drug and alcohol testing, workplace safety, impairment assessment, and regulatory compliance. Her experience spans every major component of workplace substance use testing, including specimen collection protocols, chain of custody, toxicology interpretation, impairment technologies, cannabis testing, and interpreting and applying DOT (49 CFR Part 40 and modal regulations), SAMHSA, and state non-DOT laws to policy development governing reasonable suspicion, post-

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accident, fitness-for-duty, roadside enforcement, and return-to-duty decision-making.

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The manual covers a wide range of safety topics—from fall protection to mobile phone distraction prevention—and emphasizes the importance of on-site safety.

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LIVE IN THE INDUSTRY

NOT JUST OFF THE INDUSTRY



Randy Chaffee
Author of Asphalt and Algorithms



I have spent more than 40 years in this industry, most of them from the associate side of the table. I have sold into it, traveled it, grown up professionally in it, built friendships through it, and watched it change in ways none of us could have predicted when I first started making sales calls.

Today, I also have the privilege of serving on the National Frame Building Association Board of Directors, along with two local and regional association boards. That gives me a pretty interesting perspective. I get to see what happens at the national level, where broader industry issues, education, resources, leadership, and long-term direction come into focus, as well as closer to home, where builders, suppliers, manufacturers, engineers, and other industry professionals sit down together, share ideas, ask questions, and build relationships.

In other words, I get to see both sides of the association table. And from that seat, one thing has become increasingly clear to me: The stronger we make this industry together, the stronger each of our individual businesses can become.

That starts nationally, but it also starts locally. And I am not sure we talk enough about just how important that local involvement really is.

One of the things I love most about association involvement, whether at the national, state, or regional level, is something I probably did not fully understand when I first became involved: The more I have given back, the more I have gotten back.

And I do not mean that in some calculated, "What's in it for me?" way. I mean relationships,

knowledge, friendships, perspective, opportunities to learn from people who know things I do not, and the chance to better understand where our industry is headed.

I can give you a perfect example.

I remember going to the frozen tundra of Wisconsin in the middle of winter after being invited by the Wisconsin Frame Builders Association to give a talk. I am always up for giving a talk. February in Wisconsin? Maybe slightly less enthusiastic about that part. But there I was, excited to go.

I put a lot of thought into the presentation because I wanted to give the people in that room something worthwhile they could take home and use, and I believe I did.

But here is the beautiful part: I walked into that event thinking about what I could give, and I walked away thinking about everything I had received.

I met builders and suppliers from outside my normal traffic pattern, people I might never have crossed paths with otherwise. We talked, shared experiences, and built relationships, some of which lasted far beyond the few hours I spent in Wisconsin.

That is association involvement at its best. You show up hoping to contribute something, and more often than not, you leave realizing you received even more than you gave.

"You show up hoping to contribute something, and more often than not, you leave realizing you received even more than you gave."

That has happened to me nationally and locally, and after all these years, it is still one of the biggest reasons I believe so strongly in getting involved.

The Bigger Competition

It is easy for a builder to look down the road at another post-frame builder and see a competitor. Of course you compete. You may bid on the same jobs, chase the same customers, recruit from the same labor pool, and occasionally wonder how in the heck that other guy got a project you were sure belonged to you.

That is business.

But I think we sometimes spend so much time looking across town at the other post-frame builder that we forget our industry is competing every day against other forms of construction.

The bigger opportunity is not simply figuring out how to win a larger percentage of the post-frame projects that already exist. What if we grow the number of people considering post-frame in the first place?

What if we continue improving education, professionalism, technical knowledge, awareness, workforce development, and the overall reputation of post-frame construction? What if more building owners, architects, engineers, developers, homeowners, farmers, commercial owners, and other decision-makers see post-frame as a serious and valuable construction option?

What if the entire market gets bigger?

I have a pretty simple way of looking at it: **If we make the pie bigger, we all eat more.**

That does not mean we stop competing. Far from it. Compete like crazy. Build a better company, take care of your customers, improve your systems, hire good people, market your business, and build a reputation that makes somebody want to choose you.

Go win the job.

But we can compete for business while still working together to strengthen the industry that provides that business. Those two things can absolutely exist at the same time. In fact, I think they have to.

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Why Local Matters

A strong national association gives an industry scale through education, research, technical resources, advocacy, events, leadership, and a stronger collective voice than any single company could ever have on its own. Those things matter tremendously.

But there is something different about sitting across the table from somebody in your own region. Local and regional associations bring the industry closer to home, where builders talk to builders, suppliers talk to builders, engineers talk to manufacturers, and experienced people meet those who are newer to the business.

You can ask questions, discuss what is happening in your market, and hear how somebody else is handling a challenge you may be wrestling with yourself. You can attend an educational session in the morning, tour a plant in the afternoon, and learn just as much over dinner from the person sitting beside you.

That last part should never be underestimated.

Some of the most valuable education I have received in my career has never happened behind a podium. It happened over coffee, at dinner, walking a trade-show aisle, standing in a parking lot after an event, or sitting beside somebody I had known casually for years and finally having a real conversation.

That is where camaraderie matters. It is difficult to build camaraderie from a logo, a website, or a membership card. You build it by spending time with people, and local chapters give us the opportunity to do exactly that.



When those chapters bring education, momentum, ideas, and resources from the national level closer to members in their own backyard, everybody benefits. The national organization becomes stronger because the grassroots are stronger, while local organizations gain access to a larger pool of knowledge and resources.

That is a relationship worth continuing to build from the ground up.

Builders Have to Show Up

I want to spend a little more time talking to the builders here because, at the end of the day, this is your industry. You are the people designing, selling, managing, and constructing these buildings every day, and your participation matters.

But participation cannot simply mean paying annual dues and waiting to see what the association does for you. There is value in membership itself, but there is a lot more value when you become involved.

Attend the meeting, go to the educational session, take the plant tour, and introduce yourself to somebody you do not know. Ask a question, share an idea, bring one of your younger employees, or invite another builder who has never attended.

You do not have to serve on a board or chair a committee to

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make a difference. Sometimes participation begins by simply walking through the door.

I understand the time argument. Builders are busy with jobs to finish, customers to call, employees to manage, estimates to prepare, weather to work around, material issues to solve, and problems that cannot wait until next Tuesday. I have spent my entire career around contractors, and I know there is rarely a morning when somebody sits down and says, "You know what? I just have too much extra time today."

But I would challenge you to look at association involvement differently. It is not simply time away from your business. Done correctly, it is time invested in the business you happen to be in.

Associate Members, We Have a Job Too

Now let me turn the mirror around.

I am an associate member. I make my living selling into this industry, so I feel like I have earned the right to say this to my fellow suppliers, manufacturers, sales representatives, engineers, service providers, and other associates: We cannot expect the builders to carry the entire load.

This one matters to me.

A local or regional association cannot simply become another line item in the marketing budget. Buy a booth, hang a banner, write a sponsorship check, set up a table, wait for the builders to walk over, pack up, go home, and repeat next year.

That is not really participation. That is a transaction.

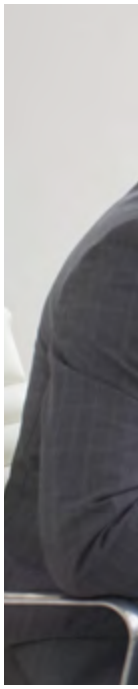
There is nothing wrong with exhibiting or sponsoring. Associations need that financial support, and exhibitors need opportunities to meet potential customers. But if that is where our involvement ends, we are missing the bigger opportunity.

Associate members bring knowledge and experience. We travel, see multiple markets, talk with builders in different regions, and often spot trends developing in one area that may eventually reach another. We know products, materials, systems, logistics, engineering, finance, insurance, software, safety, and dozens of other areas that can add value to an association.

Bring that knowledge with you. Serve, participate, teach when asked, help organize, make introductions, and support an event even when you cannot immediately connect the dots to a sale. Spend time with builders when there is no purchase order sitting on the table.

If our only involvement occurs when we see an immediate business opportunity, then we are not really helping build the industry. We are simply trying to pull business out of it.

There is a difference.



I have spent my career selling. I am proud of being a sales guy, and I absolutely believe relationships create opportunities. But the relationship has to matter even when the opportunity is not immediate, especially inside an association.

Sometimes the most valuable thing an associate member can bring into the room is not a product. It might be knowledge, an introduction, an idea, or simply showing up consistently enough that people know you are there because you care about the industry, not only because you want to sell into it.

That matters.

We Can Compete and Collaborate

There is another concern that occasionally hangs around the edges of conversations like this: Why should I share ideas with somebody I compete against?

Fair question.

Nobody is asking you to hand over your customer list, pricing strategy, proprietary systems, or every competitive advantage you have spent years creating. There is plenty of room between protecting your business and refusing to participate with anyone who happens to compete in your market.

Healthy industries figure that out.

You can compete Monday morning and sit beside each other at an association event



Thursday afternoon. You can both want the same project and still want better education across the industry, recruit employees and still want more young people interested in post-frame careers, or bid against each other while supporting stronger technical resources, better training, more professionalism, and a better public understanding of what our industry provides.

That is what a healthy industry looks like, and the healthier the industry becomes, the larger the opportunity becomes for good companies inside it.

There is our pie again.

Make it bigger.

Bringing the National and Local Levels Together

One of the most encouraging things I see from serving at both the national and local levels is how much opportunity exists when those two worlds connect.

Resources, conversations, educational programs, ideas, and initiatives happening nationally can have real value at the local level. Local chapters can bring those things closer to people who may never attend every national event or serve on a national committee.

At the same time, the national organization needs to understand what is happening in the field. What are builders dealing with? What are regional members asking about? Where are the gaps? What education is needed? What challenges are showing up again and again?

Strong local organizations can help carry those voices upward.

That is why I do not see national and local associations as separate efforts. At their best, they strengthen each other. One gives us reach. The other gives us roots.

We need both.

I will only touch briefly on the next generation because I think that deserves an article of its own.

Somebody will eventually run these companies, associations, chapters, committees, and events after many of us are finished doing it. Sometimes the first step is simply inviting somebody younger into the room. Bring them to the meeting, introduce them around, ask what they think, and give them something meaningful to do.

Let them see an industry worth becoming part of. We cannot complain that younger people are not getting involved if we never give them a clear path in.

Live in the Industry

I have been fortunate. This industry has been very good to me, giving me a career, customers, opportunities, friendships, stories, and more windshield time than any sane human being should probably admit to.

After more than four decades, though, I believe something more strongly today than I did when I started: We each have some responsibility to leave the industry a little stronger than we found it.

That does not require some grand gesture. It might mean attending one more meeting,

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bringing another builder, serving on a committee, sharing some knowledge, supporting an educational program, making an introduction, or helping a local chapter grow.

Maybe it simply means deciding that the industry deserves some of your time in addition to benefiting from your business.

There is a phrase I use often:

Live in your industry, not just off your industry.

For me, that sums up what association involvement should really be about.

There is nothing wrong with making your living from an industry. I have done it for more than 40 years, but I believe we owe something back to the industries that give us our living.

And here is the part I know from experience: When you give some of yourself back to an industry, you may be surprised by how much it gives back to you.

That has certainly been true for me.

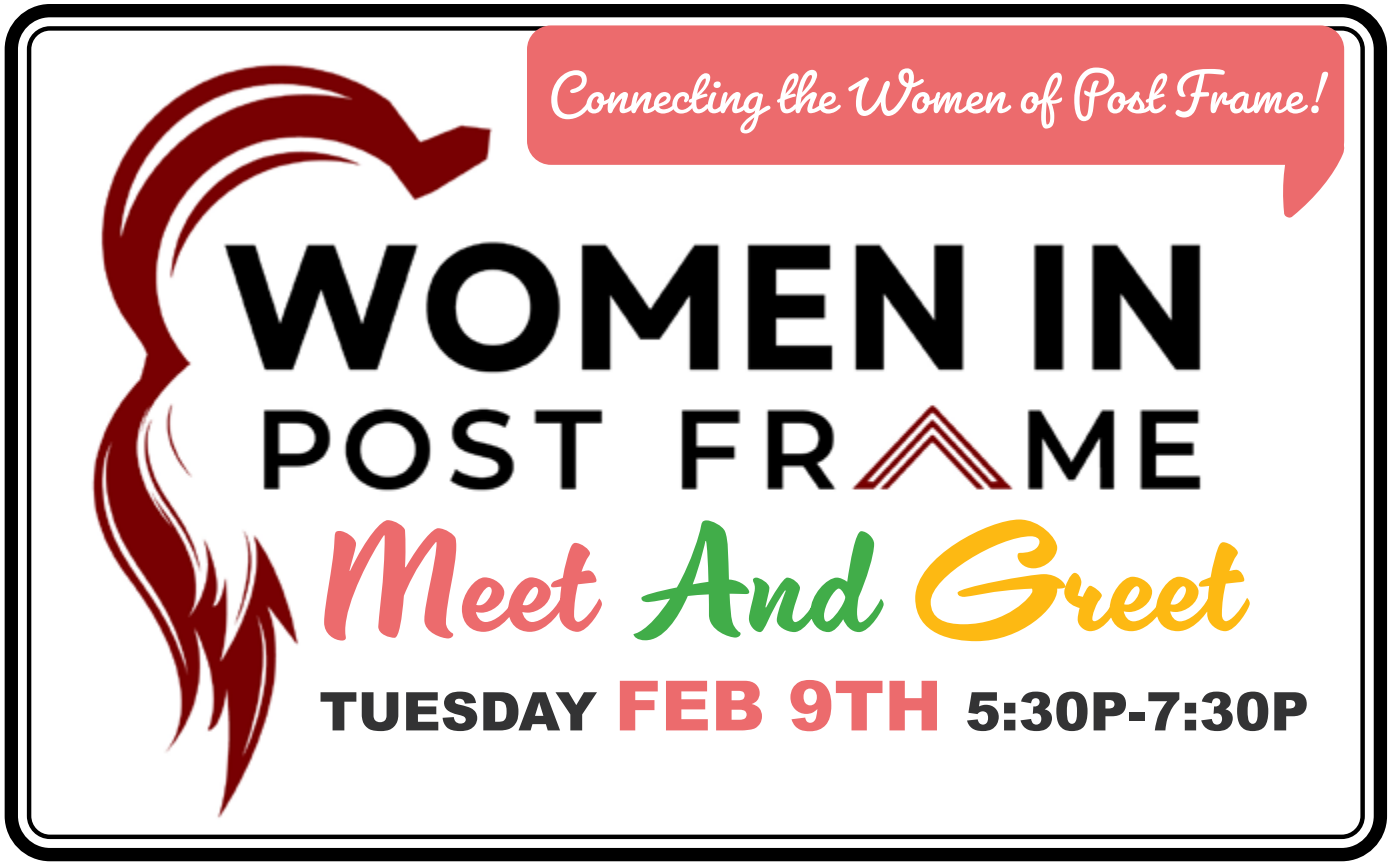
The national organization matters. The local and regional chapters matter. Builders matter. Associate members matter. And every time one more person decides to participate rather than simply observe, the whole industry gets a little stronger.

So compete. Build your business. Go win the job. Then come back to the table and help us grow the industry too.

Because if we make the pie bigger, there is a whole lot more opportunity for all of us to eat.

About the Author

Randy L. Chaffee is a 40-plus-year veteran of the building materials industry and owner of Source One Marketing. He is the #1 Amazon Best Selling Author of *Asphalt and Algorithms* and *The Closers Part 7*, and host of BuildingWins.LIVE. Randy writes and speaks about sales, relationships, industry involvement, and building stronger connections throughout the construction marketplace.



2027

NFBA NATIONAL FRAME BUILDING ASSOC.

conference & expo

COLUMBUS OHIO

FEBRUARY 8-10

MARK YOUR CALENDERS!

5 SIGNS YOUR MANAGEMENT TEAM NEEDS LEADERSHIP DEVELOPMENT NOW



Michelle Calcasola
Senior Business Coach at
ActionCOACH Columbus



Most owners don't wake up thinking their management team has a leadership gap. They wake up frustrated about something else. A missed deadline. A staffing issue that keeps circling back. A conversation their manager should have had two weeks ago and didn't.

The frustration is real. The label is usually wrong.

What looks like a scheduling problem, a hiring problem, or a work ethic problem is often a leadership skill problem sitting underneath. The team isn't lazy. The manager isn't bad. The layer between the owner and the work just doesn't have the skill it needs to run without constant intervention.

Here are the five signs we see most often in small businesses. If more than one of these lands, it's usually the same underlying issue showing up in different places.

The 5 signs your management team needs leadership development

1. Deadlines keep slipping, and the reasons keep changing

Every business misses a



deadline sometimes. That's not the sign. The sign is when the reasons shift every time.

Last month it was the vendor. This month it was the tech who called in sick. Next month it will be the client who changed the scope. Each explanation is technically true. Each one avoids the actual pattern, which is that no one on the management team is running toward the deadline with the authority and the follow-through to hold it.

Managers who have been developed in accountability don't hand you a new reason each month. They tell you the pattern they're seeing, what they're going to do about it, and when they'll report back.

2. Nobody handles the hard conversations until you do

The performance issue everyone can see. The team member who's coasting. The two employees who won't work together. The vendor who's underdelivering.

The manager knows. The team knows. The conversation doesn't happen. Weeks pass. Sometimes months. Eventually you get pulled in, have the conversation yourself, and it gets handled in twenty minutes.

Conflict avoidance at the manager level is one of the clearest signs of a leadership gap. It's not that the manager doesn't care. Most of the time, they've never been taught how to run a hard conversation without it turning into a fight. So they wait. And the cost of waiting is that you become the person who handles every difficult conversation in the business.

3. The same decision gets made differently depending on who's on shift

A customer asks for a refund. On Tuesday the answer is yes. On Thursday the answer is no. Same situation, different manager, different call.

Inconsistent decision-making is one of those signs that's easy to write off as personality difference. It's not. It's a sign that the management team doesn't have a shared framework for how decisions get made in your business.

When managers have been developed in decision-making, the answers get more

continued on page: 24

PUBLIC OR PRIVATE BLDGS
30 YR POST FRAME DESIGN
812-595-3003
BOB MALCOMB, PE

A STRUCTURAL ENGINEER 812-595-3003
BOB MALCOMB, PE
4134 QUICK CREEK ROAD
DEPUTY, INDIANA 47230
BOBMALCOMB1@GMAIL.COM
BILL AFTER EACH ISSUE... 2 issues would be good
I BUILT A POLE BARN FRAME THEN PUT UP 2X12s with chinking On them for the outside. It worked great. I do not have the heat loss of solid logs and drywall interior.



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consistent even when the people are different. The team notices. Customers notice. Employees stop shopping around for which manager will give them the answer they want.

4. Turnover is higher than the market explains

The labor market is what it is. Some churn is normal. The sign to watch is when your turnover is meaningfully higher than what similar businesses are experiencing, or when the exit conversations sound the same over and over.

"I didn't feel like I was growing." "I didn't know where I stood." "It felt like nobody had my back."

Those aren't market comments. They're leadership comments. When people leave a business, most of the time they're leaving how they were led, not the business itself. If your turnover is telling you a story, it's usually a story about the manager layer, not the pay range.

5. Nothing moves unless you push it

This is the quiet one. The one owners often don't notice until they try to take a real week off.

The projects that need



finishing. The initiatives that were supposed to be underway. The hires that were supposed to be closed. When you look at each one honestly, the thing that would move it forward isn't more resources or more time. It's someone taking initiative without being asked.

If the answer to "why hasn't this happened yet" is almost always "you haven't pushed on it recently," the management team doesn't have the ownership habit yet. And they won't build it by osmosis. Initiative is a skill, not a personality trait, and it's teachable.

Why these signs compound if you leave them alone

The reason these five patterns matter isn't any single one of



them. It's how they multiply.

Missed deadlines create emergency work, which pulls managers away from planning, which causes the next missed deadline. Avoided conversations let performance issues sit, which frustrates the strong performers, who then leave. Inconsistent decisions erode team trust in the management layer, which increases how many decisions get escalated to you. High turnover means the managers you have never get to develop, because they're always onboarding new hires. Low initiative means every project needs your push, which crowds out the work only you can do.

Six months in, the owner is more involved in the business, not less. Twelve months in, the ceiling is obvious. Growth stalls. Margins get tighter because more of the owner's time is going to firefighting instead of pricing, planning, and building.

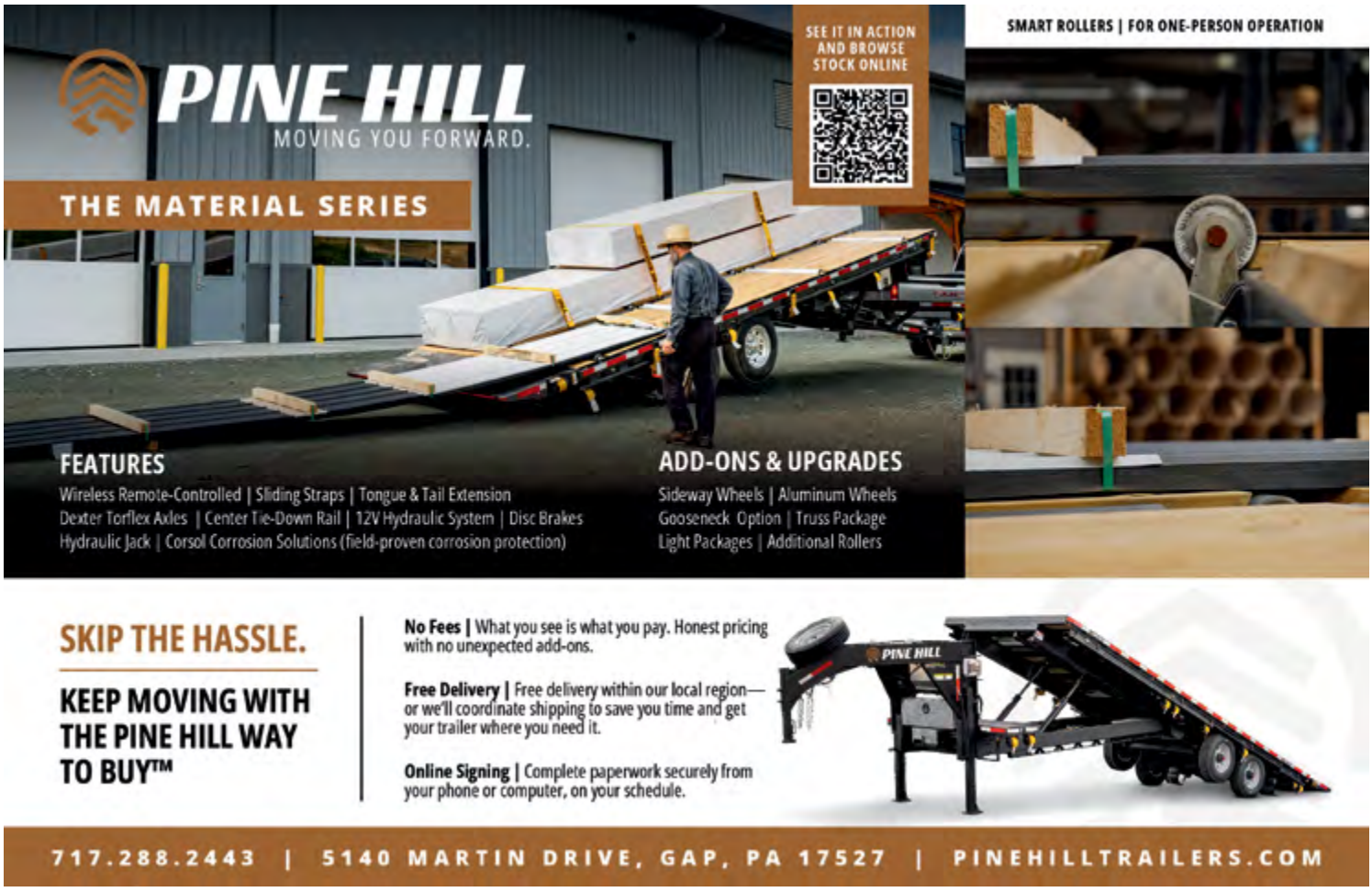
The compounding is the real cost. Any single one of these signs is manageable. Two or three together tend to lock the business at its current size.

The next step for owners seeing these signs

If you recognized more than one of the five, the honest next step isn't more effort from you. It's developing the layer that sits between you and the work.

For most small businesses, that means one of two paths. Either a structured leadership development program for your managers, or a paired approach that combines a program with one-on-one coaching for a

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specific manager who's ready for it. The leadership training pillar for small business teams walks through the full picture of what's available, who each option fits, and how the cost breaks down.

The specific starting point depends on how many managers you're developing, where they are today, and what part of the business is under the most pressure. That's the conversation to have first.

Frequently asked questions

What are the signs of a weak management team?

Missed deadlines with shifting reasons, avoided hard conversations, inconsistent decisions across managers, higher-than-market turnover, and low initiative on anything the owner doesn't personally push. Those five patterns show up together more often than separately. When two or three of them are present, the underlying issue is usually leadership skill, not effort or attitude.

Is high turnover a leadership development issue?

Most of the time, yes. Some turnover is market-driven, especially in tight labor markets. But when exit conversations sound the same repeatedly, when the reasons people give are about growth, feedback, or feeling supported, the pattern is pointing at the manager layer. Employees leave how they were led more often than they leave the pay range.

What happens if leadership gaps go unaddressed?

They compound. Missed deadlines create emergency work that crowds out planning. Avoided conversations let performance issues sit until strong performers get frustrated and leave. Inconsistent decisions push more calls up to





the owner. Over six to twelve months, the owner ends up more involved in the business, not less. That's usually the point at which the ceiling on growth becomes obvious, because the owner has run out of hours.

Where to start

If two or three of the five signs are showing up in your business right now, the next step isn't more effort from you. It's a conversation about what's actually happening at the management layer and whether a structured leadership program is the right fit.

If any of this sounds like your Thursday afternoon, book a consultation. No pitch. Just a look at your team and where the gaps are.

Key takeaways

- What looks like a deadline, hiring, or work ethic problem is often a leadership skill gap in the manager layer underneath it.
- Five signs: shifting reasons for missed deadlines, hard conversations that wait for the owner, the same decision handled differently by different managers, turnover higher than the market explains, and nothing moving without the owner's push.
- One sign on its own is manageable. Two or three together usually lock a business at its current size.
- The patterns compound. Emergency work crowds out planning, avoided conversations drive out strong performers, and escalated decisions pull the owner further in.
- Six to twelve months of this and the owner is more involved in the business, not less. That's where growth stalls.
- The fix isn't more effort from the owner. It's developing the layer between the owner and the work, through a structured program or one-on-one coaching for a manager who's ready.

SAVE THE DATE
FEBRUARY 8-10, 2027

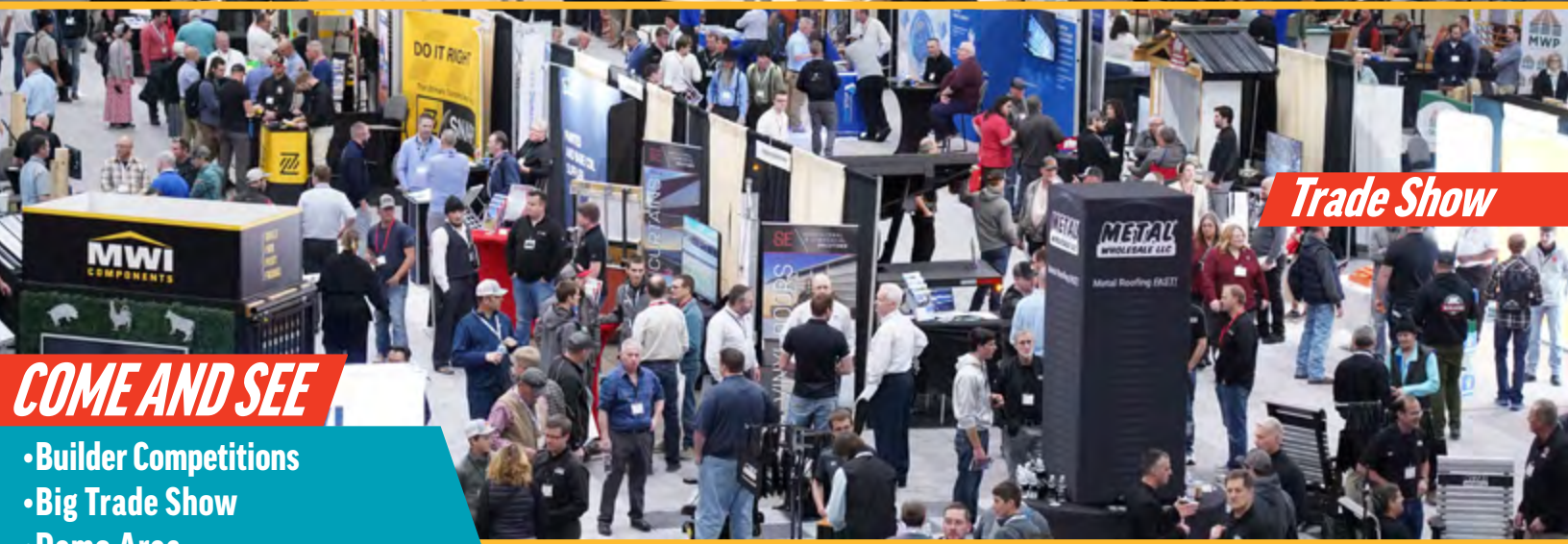
59TH NFBA ANNUAL CONFERENCE & BUILDING EXPO

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THE PREMIER EVENT FOR THE POST-FRAME CONSTRUCTION INDUSTRY!



Live Demos



Trade Show

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- Builder Competitions
- Big Trade Show
- Demo Area
- Education Sessions
- Building of the Year Awards
- Party and Auction
- Women in Post-Frame Meet & Greet

ALONG WITH
FAMILY FUN ACTIVITIES!



Education

NFBA NATIONAL FRAME BUILDING ASSOC.

2027 NFBA Conference & Expo

Presented by the National Frame Building Association

Greater Columbus Convention Center | Columbus, OH
February 9 -10, 2027

INSTRUCTIONS: Complete all sections. Obtain authorized signature. Return with 50% deposit to apply for Expo Space. Receipt of application and deposit will be confirmed in writing. See Payment Terms on reverse.

1. COMPANY INFORMATION:

For exhibitor listing please alphabetize company name under letter _____.

_____
Company Name

_____
Street Address

_____
City/State/Zip/Country

_____
Phone

_____
Website

NFBA Membership Status

☐ NFBA Member
☐ Non-Member, but interested in joining
☐ Non-Member - invoice at Non-Member rate (see below)

2. CONTACT INFORMATION:

Individual to receive all information on exhibit logistics and operations, including the Expo Service Manual and any Bulletins.

_____
Name

_____
Title

_____
E-mail

_____
Mobile Phone

3. EXPO SPACE RENTAL:

Pricing for 2027 follows a graduated discount system based on size of exhibit space according to the schedule below. Exhibit space must be purchased in 10' x 10' increments of 100 sq. ft.

Member Rates (per 10' x 10' booth)

- The first 200 square feet of exhibit space is $26.00 per sq. ft.
- From 201 to 500 square feet the cost is $23.50 per sq. ft.
- 501 square feet and above the cost is $20.80 per sq. ft.

Non-Member Rates (per 10' x 10' booth)

- The first 200 square feet of exhibit space is $32.50 per sq. ft.
- From 201 to 500 square feet the cost is $29.85 per sq. ft.
- 501 square feet and above the cost is $27.25 per sq. ft.

Sq. Ft. of Exhibit Space x Rate = Total Expo Space Rental

Booth 1 & 2 _____ sq. ft. x _____ = $_____
Booths 3, 4 & 5 _____ sq. ft. x _____ = $_____
Booths 6 & above _____ sq. ft. x _____ = $_____
Corner for In-Line Booth @ $200.00 = $_____
Total Expo Space Rental = $_____
50% Deposit = $_____

4. PAYMENT INFORMATION:

Email NFBA@heiexpo.com with questions.
☐ Send invoice with secure credit card payment link
☐ Check enclosed payable to: NFBA 2027

5. EXPO BOOTH PREFERENCE:

Configuration Requested:
☐ In-Line ☐ In-Line Corner ☐ Island (includes 4 corners)

Booth Number Requested:

1st _____ 2nd _____

3rd _____ 4th _____

If possible, please do NOT assign my booth near the following companies:

_____

6. PRODUCT/SERVICE CATEGORIES

Indicate products/services you will exhibit. (Check all that apply.)

- ☐ Grain Storage & Handling
- ☐ Heating, Cooling & Ventilation
- ☐ Heavy Equipment (Lifts, Aerial Platforms, etc.)
- ☐ Insulations & Moisture/Vapor Barriers
- ☐ Lumber & Sheathing
- ☐ Marketing & Web Design
- ☐ Metal Construction Components & Equipment
- ☐ Plumbing Fixtures & Components
- ☐ Roofing & Related Products
- ☐ Tools & Equipment
- ☐ Adhesives, Sealants & Chemicals
- ☐ Animal Housing and Components
- ☐ Building Packages & Products
- ☐ Building Panels
- ☐ Business Products & Services
- ☐ Concrete Products & Equipment
- ☐ Doors & Windows
- ☐ Electrical Systems
- ☐ Exterior & Interior Finishes
- ☐ Fasteners and Connectors
- ☐ Fencing, Decking & Landscaping

7. AUTHORIZED SIGNATURE

This contract shall not be binding unless and until it is accepted and approved in writing by Expo Management. You are hereby authorized to reserve exhibit space for our use at the 2027 NFBA Conference & Expo. We agree to exhibit under and comply with the terms and conditions of the agreement and by the exhibit guidelines as stated in the forthcoming Expo Service Manual.

Name (print): _____

Signature: _____

Title: _____ Date _____

If full payment is not received by due dates outlined in this contract, your signature authorizes NFBA to charge the payments to your credit card on file.

By signing this contract, exhibitor agrees to be contacted by email, mail, and phone number on file from NFBA and its representatives and agents.

SUBMIT APPLICATION AND PAYMENT TO:

Hall-Erickson, Inc., NFBA Expo Management
Email: NFBA@heiexpo.com
Phone: 630.434.7779
Mail to: NFBA, c/o Hall-Erickson, Inc., Exhibition Management,
P.O. Box 93, Westmont, IL 60559-1559

Terms and Conditions for the 2027 NFBA Conference & Expo

1. Expo Qualification. The 2027 NFBA Conference & Expo is open to manufacturers and suppliers of products and services to segments of the post-frame, rural construction market.

2. 2027 Exhibit Hours*. Exhibit hours are tentatively scheduled as follows: Tuesday, February 9, 12:30–5:30 pm; Wednesday, February 10, 9:00 am–2:00 pm. Final details will be provided when assignments of space are confirmed and will be in accordance with conditions prevailing at the location and time of the conference. ***NFBA reserves the right to change exhibit hours at any time.**

3. Display Regulations. All booth arrangement shall conform in all respects to dimensional and height requirements. Booth backwall height is 8' including side with 3' dividing rails. Exhibitors will not erect nor maintain a backwall higher than 8', and all sidewalls over 42" in height and all solid opaque structures more than 12' wide shall be confined to within 3' of the back line of the applicant's space. Any portion of the exhibit extending above the booth equipment or any open or unfinished sides of the exhibit must be draped, at exhibitor's expense, so as not to appear objectionable. These limitations are intended to provide a clear view of the neighboring exhibits.

4. Exhibitor Personnel. All exhibitor personnel are required to register. Exhibitors are entitled to four complimentary registrations for each 100 square feet of exhibit space. Exhibitors are not allowed to issue unauthorized complimentary or discounted badges to non-exhibitor personnel. If the Expo management determines that name badges have been issued improperly, a registration fee of $200 per person, per day, will be assessed, and/or the person will be asked to leave the conference.

5. Payment for Space. When Expo contract is accepted, a 50% deposit for booth space must accompany order. The remaining 50% payment for Expo space must be paid on or before December 10, 2026.

6. Exhibit Setup. Setup begins at 8 am on Saturday, February 6, 2027. All booths must be completely set up in the exhibit hall by 4 pm on Monday, February 8. Dismantling may begin only after the close of the exhibit hall on Wednesday, February 10. All exhibits must be removed from the exhibit hall by 11:59 pm on Wednesday, February 10. If no progress has been made on exhibit teardown or no arrangements were made with Expo management prior to 9 pm, Wednesday, February 10, the exhibit will be removed by the Expo decorator at the exhibitor's expense. Special terms will be provided to exhibitors for making direct arrangements with the Expo decorator for electricity, furnishings, maintenance, and other related services.

7. Booth Furnishings/Services. Booth furnishings and other service—i.e., tables, accessories, drapes, carpeting, labor to erect and dismantle exhibits, special signs, flowers, cleaning service, electrical power, water, drainage or gas— may be obtained from the official decorating company for the Expo. Approximately 8 weeks in advance of the event, all exhibitors will receive a "Services Manual" with decorating order forms, rates, and instructions. Each exhibitor will be provided one display identification sign plus back wall and side wall draping. The Expo will carpet only the aisles.

8. Guard Services. Expo management will take precautions to safeguard exhibitor property by means of regular perimeter guard service. However, Expo management will not be liable for damage or loss to exhibitor property through theft, fire, accident, or other causes. Each exhibitor should insure his or her own exhibit and display materials. Expo management will not assume any liability for any injury that may occur to Expo visitors, exhibitors or their agents, and employees or others during Expo setup and dismantling periods.

9. Liabilities. The exhibitor hereby agrees to indemnify and save harmless the 2027 NFBA Conference & Expo, the National Frame Building Association, Hall-Erickson, Inc., and all managers, officers, sponsors, employees, agents, successors, and assigns from any suit or claim for personal injury, for property damage, or for loss or use of property by whomsoever sustained on or about exhibitor's participation in Expo, unless the damage or injury is due solely to the negligence of the 2027 NFBA Conference & Expo.

10. Insurance. The exhibitor shall carry comprehensive commercial general liability coverage, including premises, operations, and contractual liability coverage of at least $1,000,000 for personal and/or bodily injury or death and workers' compensation insurance that complies with all state and federal requirements and in the statutory required limits. NFBA, Hall-Erickson, Inc., and the Greater Columbus Convention Center will be named as additional insureds. Expo management requires each exhibitor to have a Certificate of Insurance.

11. Subleasing of Space. Subleasing a booth or permitting any other individual or company to display, market, or sell its products within a contracted booth is strictly forbidden. Sharing a booth with a company is expressly prohibited. The distribution or display of samples, literature, or other materials for a nonexhibiting entity without a show contract is expressly prohibited. Any nonexhibiting company or individual subleasing booth space or selling its products in an exhibitor's booth will be removed from the trade show floor and will not be permitted to reenter the trade show for the remainder of the Expo.

12. Cleaning of Exhibits. Expo management will sweep and maintain trade Expo aisles. Exhibitors must, at own expense, keep their spaces clean, rugs vacuumed, products dusted and exhibits in good order.

13. Meetings and Hospitalities. The 2027 NFBA Conference & Expo reserves the right to control all suites and meeting rooms in contracted conference hotels. Controls have been set up with the hotel property in order to receive approval for room usage prior to confirming release of requested space. No exhibitor shall hold any meeting or event that conflicts with Expo exhibit, program or announced evening sessions.

14. Exhibit Space. Only products related to the post-frame, rural construction industry shall be displayed at the Expo. Exhibitors shall confine all exhibit activities within the limits of their own booths. All materials and activities in a booth shall be relevant to the exhibitor's products and/or services. Booth activities or materials outside of official Expo programming that cause attendees to congregate in the aisles are prohibited. The level of sound production devices shall be kept low enough so as not to be objectionable to other exhibitors. Absolutely no exhibits are permitted outside the contracted booth space in public areas of the convention center, contracted hotels, or other spaces in the city without expressed permission in writing from Expo management.

15. Cancellation Clause. Any exhibitors wishing to cancel Expo space reservations for reasons of their own may do so without penalty up to and including July 10, 2026. A 50% refund of the total amount agreed upon for Expo space will be granted up to and including December 10, 2026. Any cancellation after December 10, 2026, may be accepted, but no refund of exhibit space deposits or other payments will be made.

16. Force Majeure. In the event any part of the exhibit area or contracted hotels is unavailable, whether for the entire event or a portion of the event, as a result of fire, flood, tempest or any other such cause or as a result of war, terrorism, strike, lockout, labor dispute, riot or any other cause or agency over which the Expo has no control, or should the Expo decide that because of any cause it is necessary to cancel, postpone or re-site the Expo, or reduce the installation time, Expo time, or moveout time, the Expo's owners or its managers shall not be liable to indemnify or reimburse the exhibitor for exhibit fees or in respect of any damage or loss, direct or indirect, as a result thereof.

17. Relocation of Exhibits. NFBA may change the location of the exhibit spaces, at its sole discretion, in the best interest of the Expo.

18. Amendments. Expo management shall have the full power in the interpretation and enforcement of all contract terms contained herein, and the power to make such amendments thereto, and such further terms and conditions as shall be considered necessary for proper conduct of the exhibition. All exhibitors will be promptly notified of any changes to these terms.

NFBA 2027 Sponsor Order Form

NFBA NATIONAL FRAME BUILDING ASSOC

Contact Information

Company Name Date

Address

City

State/Province, Postal Code, Country

Telephone

Email Address

HAVE QUESTIONS?
Contact: Sherry Freier
800-557-6957, sfreier@nfba.org

SEND CONTRACT TO:
sfreier@nfba.org , fax: 937-278-0317

OR:

National Frame Building Association
7250 Poe Avenue, Suite 410 Dayton, OH 45414
Please make checks payable to: NFBA 2026

CANCELLATION POLICY:

✓ = SOLD

For Sponsorship Opportunities
The Sponsorship Agreement(s) is (are) entered into as of the date of the Sponsor's signature above. Sponsor is responsible for meeting all requirements and deadlines outlined in the Confirmation Letter as well as full payment with Agreement or upon receipt of invoice. This Agreement is binding and any attempt to cancel all or part of this Sponsorship Agreement shall result in the forfeit of any fee due at the time of the cancellation.

For Advertising
Cancellation of sponsorships are not accepted after the closing date of January 4, 2027. Special positions may not be canceled.

ALL SPONSORS WILL RECEIVE (unless otherwise indicated):
Logo recognition on signage in Registration area and Expo Entrance
Logo recognition on signage at specific function/event (if applies)
Logo recognition in Sponsor Section of the Conference Program
Logo recognition on e-mail blasts sent promoting the Conference
Logo recognition on the NFBA website and Social Media Outlets
Sponsorship ribbon to alert attendees of your support

TOTAL: $_____

EXCLUSIVE SPONSORSHIPS

- ☐ Conference Mobile App and Kiosks $5000
  *Logo recognition on Mobile App and Kiosk Interfaces
- ☐ ~~Attendee Tote Bags (production included)~~ $5000
  *Logo recognition on Attendee Tote Bags
- ☐ Keynote Speaker $4000
  *2 minute presentation and introduction of Keynote Speaker
- ☐ NFBA Awards Breakfast Event (WED) $4000
- ☐ Directional Signs (Limit 2) $3000
  *Logo recognition on Directional Signage
- ☐ ~~Expo Aisle Markers~~ $2500
  *Logo recognition on Aisle Markers
- ☐ ~~Builder Lanyards* (production not included)~~ $150
  *Logo recognition on Builder Attendee Lanyards
- ☐ ~~NFBA BOY Award Program Sponsor (Limit 2)~~ $2000

EXPO FLOOR SPONSORSHIPS

- ☐ Family Lounge $2500
- ☐ Hat and Coat Racks $1000
- ☐ Standing Sign Board $1250
- ☐ Lunch on Expo Floor (TUES or WED) $4000
  *Logo recognition on Lunch Tickets
- ☐ Continental Breakfast (WED) $1500
- ☐ Grand Prize Sponsor $1000
- ☐ Attendee Cash Prize Sponsor $500
- ☐ Directional Expo Decals (Entrance to Booth) $2,500 per 180'

EDUCATIONAL/SESSION SPONSORSHIPS

- ☐ Buffet Breakfast (TUES) $2000
- ☐ Educational Session Room (Limit 3) $2000
  *Optional 1 minute presentation and introduction of Speaker
- ☐ Audio Visual $1000
- ☐ Coffee Breaks $1000

WOMEN IN POST FRAME SPONSORSHIPS

- ☐ Win PF Meet & Greet Sponsor $500
- ☐ WinPF Service Project Sponsor $500

CHRISTIANS IN CONSTRUCTION RECEPTION SPONSORSHIPS

- ☐ CIC Event Sponsor $2000
  *Includes event kickoff or special recognition on stage during event
- ☐ CIC Food and Beverage $1500
- ☐ CIC Speaker / Entertainment $1000
- ☐ CIC Children's Entertainment $500

EXPO SOCIAL AND FOUNDATION AUCTION

- ☐ Social Event / Cornhole Sponsor $2500
  *Includes your logo on cornhole bags for cornhole games at event
- ☐ Social Food and Beverage $1500
- ☐ Social Musical Entertainment $1000
- ☐ Mechanical Bull *includes banner $1000
- ☐ NFBA Jail N' Bail Jail Cell *includes banner $750
- ☐ Foundation Auction Items $500

ON-SITE PRINTED PROGRAM ADVERTISING (full color)

- ☐ ~~Inside Front Cover~~ $2500
- ☐ Full Back Cover $2500
- ☐ Inside Back Cover $2000
- ☐ Full Page (run of program) $1600
- ☐ Half Page (run of program) $1100
- ☐ Quarter Page (run of program) $600
- ☐ Pull Out Floor Plan $500

AD SPECS	BLEED	TRIM	LIVE AREA
Full Page	8.75 x 11.25	8.5 x 11	7.5 x 10
½ Page Horizontal	7.75 x 5	7.5 x 4.75	7 x 4.25
Back Cover	8.75 x 11.25	8.5 x 11	7.5 x 10

2027 NFBA Conference & Expo
Attendee Registration Form

February 8-10 | Greater Columbus Convention Center
Columbus, OH

FOR OFFICE USE ONLY
Rcv'd by_____
Date_____

Please print clearly. Use a separate form for each registrant. Duplicate as necessary.

Full Name for Badge: _____ Title: _____

Company: _____ Company city/state: _____

Mailing address (☐ home ☐ work): _____

City: _____ State: _____ Zip code: _____

Work phone: _____ Cell phone: _____

E-mail address (required*): _____

*Confirmation of your registration will be sent only via e-mail to the e-mail address you provide here.

ATTENDEE REGISTRATION

☐ This is my first Expo. ☐ I have special needs. Please contact me. ☐ I will need vegetarian meals. ☐ I do not wish to be listed in the printed registration list.

Not a member? Join NFBA and receive up to 60% off one registration and 50% off NFBA dues. Visit NFBA.org to **join and register**, or call 800.557.6957. *(Some exclusions may apply)*

Builders / Attendees — Box A

Builders, students, architects, engineers, specifiers, building code officials, and others engaged in the construction of post-frame or wood-column buildings MUST register under **Box A**. Additional fees are required to attend optional events and workshops in **Box E**.

NFBA Member Pricing:
Also available to BFBA, GLFBA, WFBA, CFBA, & Heartland Chapter Members.

Free Trade Show Pass

☐ Register (Includes access to Trade Show ONLY)

Full Conference Registration
(Includes educational sessions and trade show)

	Early Bird Before 12/7/26	After 12/7/26	On-site
Member	☐ $90	☐ $115	☐ $130
Nonmember	☐ $220	☐ $270	☐ $300
Student (ID required)	☐ Free	☐ Free	☐ Free

1-Day Conference Registration
(Includes educational sessions and trade show for 1 day only - choice of Mon thru Wed)

	Early Bird Before 12/7/26	After 12/7/26
Member	☐ $50	☐ $75
Nonmember	☐ $100	☐ $150
Student (ID required)	☐ Free	☐ Free

Check the day you will attend:
☐ Monday ☐ Tuesday ☐ Wednesday

Subtotal A $_____

Non-Exhibiting Suppliers / Dealers — Box B

Non-exhibiting suppliers or dealers engaged in the manufacturing or sale of materials, equipment, machinery, or services to the Post-frame industry MUST register under **Box B.** Additional fees are required for optional events in **Box E.**

This registration includes access to all education sessions, networking events, and the trade show floor.

	Early Bird Before 12/7/26	After 12/7/26
Member	☐ $300	☐ $400
Nonmember	☐ $800	☐ $900

Subtotal B $_____

Attendee Information — Box C

Primary Business Activities
(Check at least one)

☐ Post-frame Builder
☐ Metal Frame Builder
☐ General Contractor
☐ Lumberyard / Distributor
☐ Manufacturer / Supplier
☐ Architect / Engineer
☐ Code Official
☐ Student
☐ Other

What is your role?
(Check one)

☐ Owner / President / Mgmt
☐ Foreman / Crew Leader
☐ Crew Member / Laborer
☐ Sales / Marketing
☐ Other

Spouse / Guest Name Badges — Box D

Spouses, non-industry-related guests, and children under age 16 are free to attend the **trade show only** and will not be admitted into educational sessions. An additional fee is required to attend optional ticketed events. List the name(s) of guest(s) below.

Name(s): _____
Name(s): _____
Name(s): _____

Optional Ticketed Events — Box E

Awards Breakfast | *Wed 2/10, 8:30 - 10:00 AM*
Tickets ☐ $65 Quantity: _____

Bldg Code Official Training for PF Design | Tue *2/9, 10:15 AM - 12:15 PM or 2:00 PM - 4:00 PM*
(4 Ohio CEU's or 4 PDH's)
Register ☐ Free Quantity: _____

Christians in Construction Rececption | *Mon 2/8, 5:00 - 6:00 PM*
CIC Tickets ☐ Free Quantity: _____

Expo Social & Foundation Auction | *Mon 2/8, 6:00 - 9:00 PM*
Expo Social Tickets ☐ Free Quantity: _____

NFBA Certification Exam | *Mon 2/8, 5:00 - 6:00 PM*
Exam Registration ☐ $165

Women in Post-frame Meet N' Greet | Tue *2/9, 5:30 - 7:30 PM*
Meet N' Greet Tickets ☐ Free Quantity: _____

Subtotal E $_____

Photography Disclosure

A professional photographer make take photos or videos of participants at NFBA's programs and events. These photos and videos are for NFBA's use only and may appear on NFBA's website, in printed brochures, or in other promotional materials. Attendee registration grants NFBA permission and consent for use of this photography.

Other Ways to Register

Online: www.nfba.org/building-expo
Fax: 937-278-0317 | **Phone:** 800.557.6957
Mail: 7250 Poe Ave., STE 410
Dayton, OH 45414

Cancellation Policy

Cancellations must be received in writing. A $40 processing fee applies to all cancellations. No refunds will be made for cancellations postmarked after January 22, 2027 or for 1-day registrations.
All refunds are processed after the show.

Payment

Total: (A or B) + E $_____

(Check at least one)
☐ Check* *(make payable to NFBA)*
☐ American Express
☐ Discover
☐ Mastercard
☐ Visa

Card #: _____ **Expiration:** _____ **CSV:** _____

Billing Zip Code: _____ **Cardholder Name (print):** _____

Signature: _____

I authorize NFBA to charge the above-listed credit card amounts. ***If payment does not accompany this form, your registration will not be processed***

Notes:
- *Checks not in U.S. funds will be returned. A charge of $25 will apply to checks returned for insufficient funds.*
- *If re-billing of a credit card is necessary, a $25 processing fee will be charged.*

59TH NFBA ANNUAL CONFERENCE & BUILDING EXPO

SHOW LOCATION AND HOTEL

The 59th Annual NFBA Post Frame Expo will be held at the Greater Columbus Convention Center in Columbus, Ohio.

Greater Columbus Convention Center
400 N. High Street
Columbus, OH 43215
www.columbusconentions.com

ROOM BLOCK:

Room Block Closing Date: January 15, 2027

HOST HOTELS

Hyatt Regency Columbus - 350 N. High Street Columbus, OH 43215
Room Reservations:
$235.00+ Single/Double, $260.00+ Triple, $285.00+ Quad (+10% Occupancy Tax, + 8% State Tax)
PH: 614-463-1234 mention the Group Code G-NFB1
https://www.hyatt.com/events/en-US/group-booking/CMHRC/G-NFB1

Hilton Columbus Downtown - 402 N. High Street Columbus, OH 43215
Room Reservations:
$235.00+ Single/Double, $245.00+ Triple, $255.00+ Quad (+10% Occupancy Tax, + 8% State Tax)
PH: 855 217 8251 and mention the Group Name NFBA 2027
https://book.passkey.com/go/NFBA2027

PARKING IN DOWNTOWN COLUMBUS

Advanced parking can be purchased online. This will guarantee you a space at your selected parking facility. Please note if pre-purchased parking isn't available, you can still view our real time parking availability for all of our parking facilities here:
https://columbusconventions.com/park/parking-availability/

Ohio Center Garage *Height clearance: 8'2"
400 N High Street - Columbus, OH 43215

South Garage *Height clearance: 6'4"
50 E Nationwide Boulevard - Columbus, OH 43215

Goodale Garage *Height clearance: 8'2"
70 East Goodale Street - Columbus, OH 43215

Vine Garage *Height clearance: 7'6"
37 Vine Street - Columbus, OH 43215

North Surface Lot
50 E Goodale Street - Columbus, OH 43215

East Surface Lot
80 East Nationwide Boulevard - Columbus, OH 43215

Additional Parking and Driving Directions can be found here:
https://columbusconventions.com/park/directions-and-parking/

HOW DO I REGISTER?

Online www.nfba.org/aws/NFBA/pt/sp/building-expo

Fax 937.278.0317
Complete a separate registration form for each employee and send all forms together.

Mail Complete a separate registration form for each employee and mail them together.

Phone 800.557.6957
Get personalized support by calling 800-557-6957

NFBA
7250 Poe Ave. Ste. 410
Dayton, OH 45414

HOW DO I EXHIBIT?

Contact: Patrick Filippelli, Exhibit Sales
(D) 630.929.7960
(O) 630.434.7779
Email pfilippelli@heiexpo.com

Program Changes and Cancellations:
NFBA reserves the right to substitute speakers or to cancel and reschedule events due to any unforeseen circumstances. If NFBA must cancel a show, registrants will receive a full credit or refund of their paid registration fee. No refunds will be made for lodging, airfare, or any related expenses.

Deductibility of Expenses:
Consult your tax advisor for information regarding the deductibility of registration and membership expenses.

NFBA \ FRAME BUILDING EXPO



WOMEN IN POST FRAME MEET & GREET

Tuesday, February 9, 5:30 –7:30 pm

The Women in Post-Frame Chapter, established by the NFBA, is a vibrant community dedicated to uniting and empowering women in the post-frame construction industry. Come connect with the Women in Post Frame!

TEST YOUR SKILLS



Wednesday, February 10th, 1–1:45 pm
EXPO FLOOR
Nail-Pounding Competition

Stop... **Hammer Time!** Are you the Fastest Hammer in Ohio or the Nation? Come and see if you can beat the competition at this years NFBA EXPO! Top 3 Fastest Hammer Wins a Prize!

GRAND PRIZE GIVEAWAY

Wednesday, February 10th, 2:00 pm
EXPO FLOOR
Grand Prize Drawing

Visit the NFBA Booth on the EXPO Floor and enter to WIN A GRAND PRIZE!



CHRISTIANS IN CONSTRUCTION RECEPTION

Monday, February 8, 5:00 –7:00 pm

This event will feature family-friendly entertainment, plenty of food and beverages and games for the little ones.



EXPO SOCIAL AND SILENT AUCTION

Monday, February 8, 6:00 –9:00 pm

This event will feature family-friendly entertainment, plenty of food and beverages and games for the little ones.

NFBA CORNHOLE TOURNAMENT

Monday, February 8, 6:30 –7:30 pm

Are you the bean bag boss of the toss? Well show your a-MAIZE-ing skills and compete in NFBA's Cornhole Tournament at the NFBA's Expo Social. Husk the competition harvest wins and maize your way to the top!

EXHIBIT SPACE IS ALMOST SOLD OUT! ***SECURE YOUR BOOTH TODAY!***

**EXHIBITORS AS OF 10/21/26*

ACE CLAMPS / PMC INDUSTRIES, INC
ACTIONCOACH COLUMBUS
ACU-FORM
A. J. MANUFACTURING, INC.
AKZONOBEL
AMERILUX INTERNATIONAL
AMERIPAK, INC.
AMERITRUSS LLC.
ANTHEM BUILT
ASC MACHINE TOOLS, INC.
ATLAS BUILDING PRODUCTS
AW METAL LLC
AZZ PRECOAT METALS
BAY INSULATION SYSTEMS
BECKERS
BEELINE PURCHASING LLC
BESTLINE BUILDING PRODUCTS
BIG TIMBER CONSTRUCTION FASTENERS
BLUESCOPE COATED PRODUCTS LLC
BRADBURY GROUP, THE
BUCKEYE METAL SALES
CANNONBALL: HNP, LLC
CFR METALS
CLASSIC METALS
COIL SPOT LLC
CONSTRUCTION MAESTRO/SYMUN SYSTEMS
COUNTRY BUILDING CO.
CROWNTOUR LLC
CUTCO
STACK PRO
DALAM WELDING
DAYSTAR SYSTEM, LLC
DBCI
DIAMOND DOORS, INC.
DUTCH TECH, INC.
DYNA-CUT SHEARS
EASTSIDE MACHINE COMPANY
E-IMPACT MARKETING
EMCO BUILDING PRODUCTS
ENERGY PANEL STRUCTURES
ETCHWOOD
EVERLAST ROOFING, INC.
EXTRUTECH PLASTICS
FASTENERS DIRECT/CONDENSTOP/H&H METAL PRODUCTS
FENESTRIC, LLC
FI-FOIL®
THE BARNDO LOAN PROS POWERED BY FIRST FEDERAL BANK
FORGE MACHINES
FORMWRIGHT LLC
FREE STATE LUMBER COMPANY
DRIPSTOP
GEHMAN BUSINESS ADVISORS
GITESTIMATE CONSTRUCTION SOFTWARE
SNAP-Z/GLICK METALS LLC
GRABER POST BUILDINGS INC.
GREENPOST/PLANETSAVER INDUSTRIES
HAAS DOOR
HARVARD PRODUCTS, INC.
HIXWOOD
HOLMES MANUFACTURING
HOMAN FOREST PROCUTS
PLASTI-SLEEVE POST PROTECTION
I-BEAM SLIDING DOORS
IDEAROOM INC.
INNOVATIVE ENERGY, INC.
J MONEY LLC
J&E GRILL MANUFACTURING
K9 FASTENERS
KIMBERLY-CLARK BLOCK-IT
KOBLE SYSTEMS
LAKESIDE CONSTRUCTION FASTENERS
LELAND INDUSTRIES INC.
LEVI'S BUILDING COMPONENTS
LEXAR INSULATION
LIBERTY PAINTED PRODUCTS
LITTLE HARVEYS
MANSEA METAL
MARION MANUFACTURING, INC.
MAZE NAILS
MCELROY METAL
METAL EXTERIORS
METAL ROLLFORMING SYSTEMS
METAL WHOLESALE LLC
METALCOFFEESHOP
METALFORMING LLC
MIDLAND GARAGE DOOR
MIDWEST SUPPLY & DISTRIBUTION
MILL CREEK LUMBER
MONARCH COLUMNS LLC
BURROW'S POST-FRAME SUPPLY/CLASSIC EQUINE EQUIPMENT, LLC/FOOTINGFIRST, LLC/SMARTBUILD SYSTEMS/**PERMA-COLUMN**
MSS ENGINEERING, LLC
MWI COMPONENTS
NC AUTOMATION LLC
NEW CENTURY BANK
NFBA
NOFP, INC.
NORTH STAR METALS
NORTHERN STEEL ALLIANCE, LLC
NOVAGARD
NUFORM BUILDING TECHNOLOGIES, INC.
OCTAFORM
OLD SOUTH WOOD PRESERVING, LLC
PA WHOLESALE PRODUCTS
PALRAM AMERICAS
PERMANENT POST SYSTEMS
PLYCO CORPORATION
POST PROTECTOR, INC.
POWERLIFT HYDRAULIC DOORS
PROGRESSIVE METALS INC.
RAPID FRAMING SYSTEM
RED BUD INDUSTRIES
RED DOT PRODUCTS
RFOIL REFLECTIVE INSULATION/COVERTECH
RIGIDPLY RAFTERS INC.
ROCKWOOL
ROYAL CROWNE CUPOLA
S-5!
SCI LAMINATED COLUMNS
SFS
SHERWIN-WILLIAMS COIL COATINGS
SILVERCOTE
SILVERCRAFT, LLC
SIMCO OF SOUTHERN INDIANA
SIMPSON STRONG-TIE
SKYMARC LLC
SOMMER USA, INC.
SOPREMA
ST FASTENING SYSTEMS
STALLWORKS LLC
STAR 1 PRODUCTS LLC
STEEL DYNAMICS, INC.
STRONGWALL COLUMNS
STRUXSURE PLANS
SWI MACHINERY
TAYLOR STEEL, INC.
TIMBER TECH ENGINEERING LLC
TOOLCREST
TRAC-RITE DOOR
TRI-STATE FOREST PRODUCTS INC
TRUSSCORE
UNITED STEEL SUPPLY
URESTONE BY REPLICATIONS UNLIMITED
VENTCO BY LAKESIDE
WELLSPRING COMPONENTS
ZOOK POLY CRAFT

***SPONSORS HIGHLIGHTED**

SUNDAY, FEB 7TH

4-7 pm Registration

MONDAY, FEB 8TH

7:00 am-4 pm Registration
7:00-8:00 am Executive Committee Breakfast (Closed)
8:00-9:00 am Executive Committee Meeting (Closed)
9:15-10:45 am Board of Directors Meeting (Closed)
11:00-12:00 pm Foundation Board Meeting (Closed)

1:00-2:00 pm Educational Breakout Sessions

BUSINESS MANAGEMENT

Building a Company Without Sacrificing Your Life

Ray Gage – Untapped LLC

Most construction owners have unknowingly built companies that require their constant presence—solving every crisis, approving every decision, managing every relationship. The result: unsustainable hours, burnout, and a business that depends on the owner rather than systems. This hands-on workshop walks participants through a proven transformation model. We'll diagnose why individual "balance " efforts fail (spoiler: culture beats willpower), then move into the practical work—redesigning roles, building communication systems, and creating self-correcting teams.

SALES AND MARKETING

Selling Value Not Price or Are You Practicing On Your Customer

Marvin Montgomery – The Sales Doctor

Shift the sales conversation from what your services cost to the value they deliver. This session explores professional selling techniques that help participants communicate that value clearly and persuasively, rather than rely on discounts. Through focused preparation and practice, participants will reinforce key skills and retain what they learn, supporting the transition from price-driven conversations to value-based selling. Each participant will receive training materials to review key concepts and support continued practice after the session.

SAFETY AND TECHNICAL KNOWLEDGE

The 3-Hour Firewall

Learn how post-frame wall systems can now achieve a 3-hour fire rating, meeting International Building Code (IBC) requirements for separating building areas or occupancy types. Traditionally, architects, builders, and engineers relied on concrete block walls on concrete foundations to meet these ratings—but recent advancements by the National Frame Building Association have made it possible to achieve the same level of fire protection using economical post-frame construction. This session will explore the post-frame fire wall assembly, highlighting its cost-effectiveness, faster construction compared to stud, light-gauge steel, or block walls, and the elimination of expensive foundations. Attendees will gain insight into how post-frame fire walls can provide life-safety compliance while maximizing both budget and efficiency.

2:00-2:15 am BREAK
2:15-3:15 am Educational Breakout Sessions

BUSINESS MANAGEMENT

Date to Matter: The Unapologetic Drive to Matter More

Pete Smith – Smith Impact

Post-frame professionals do more than protect homes and businesses—they make a lasting difference in their communities. Yet daily demands can make it easy to lose sight of that purpose. In this session, Pete Smith helps attendees reconnect with the significance of their everyday work and identify what matters most in their professional and personal lives. Through practical insights on overcoming burnout, navigating competing priorities, and pursuing meaningful goals with intention, participants will discover how to focus their efforts and make lasting contributions to their organizations and communities.

SALES AND MARKETING

Grow Your Business Serving Equestrians Building Dream Barns

Greg Nielsen, Karen Leeming & Mark Harbers - Classic Equine Equipment

Discover how understanding equestrian clients can help you grow your business by meeting their unique needs. Led by equestrian experts, this introductory session explores the fundamentals of new horse barn, stable, and riding facility construction, with a focus on the advantages of post-frame construction. Attendees will learn how equine behavior, health, and safety shape barn layouts, ventilation strategies, and material selection. Real-world examples will illustrate stall sizing, flooring systems, drainage, and airflow considerations that support horse comfort and reduce maintenance. The session will also examine the spatial and structural requirements of indoor and outdoor riding arenas, including footing performance, lighting, and moisture control, along with stall and barn accessory options. Participants will leave with practical design guidelines and a deeper understanding of how to create facilities that meet equestrian clients' needs while prioritizing horse welfare and the user experience.

SAFETY AND TECHNICAL KNOWLEDGE

Pressure. Overload. Drift.: Why Teams Miss the Warning Signs Before Something Goes Wrong

Jaison Thomas - Jaison Thomas Media

Every jobsite incident follows a pattern. Pressure builds from external demands like tight deadlines, weather delays, and owner expectations. Overload builds internally as supervisors juggle competing priorities, constant interruptions, and critical decisions. Then drift occurs—the accepted standard gradually changes, and no one notices when the line moved. Attendees will learn how to identify pressure, overload, and drift in real time, apply consequence-first communication techniques that replace vague probability-based language, and foster a culture where employees feel empowered to pause, speak up, and address risks before they become costly mistakes. Participants will leave with practical tools they can immediately implement to strengthen safety awareness, improve decision-making, and help prevent incidents on every job site.



3:15-3:30 am **BREAK**

3:30-4:30 am **Educational Breakout Sessions**

BUSINESS MANAGEMENT

Coaching for Success

Eric Miner - Blunier Buildings

Great leaders know that team success starts with individual growth. In this session, participants will discover how embracing a coaching mindset can transform leadership, strengthen employee engagement, and drive results in today's post-frame industry. Attendees will learn practical strategies for creating an employee-first culture, applying the Success Coaching Model, and empowering team members to reach their full potential. By investing in individual success, leaders can build stronger, more accountable teams and create a workplace where everyone is motivated to perform at their best every day.

SALES AND MARKETING

Sell by Design, Not by Default

David Kauffman - Empowering Small Business LLC

Learn how to adapt your sales approach to the way prospects prefer to communicate and make buying decisions. Business coach and sales strategist Dave Kauffman combines the DISC behavioral model with Zig Ziglar's proven 7-Step Sales P.R.O.C.E.S.S. to help you build stronger connections, communicate value, and close more sales. Attendees will learn how to recognize the four DISC styles, identify their own selling strengths and blind spots, tailor their pitch and follow-up to different prospects, and turn one-time buyers into long-term clients. The result is a more intentional, relationship-focused approach to selling that moves beyond pitching to building lasting customer relationships.

SAFETY AND TECHNICAL KNOWLEDGE

Crew Members, Learn How Not to Die!

Panel Discussion: Todd Meinhold, Dave Underwood, Perry Lynch, and Moderator, Gary Auman (NFBA Legal Counsel)

Safety is everyone's responsibility, and the best solutions often come from those working in the field every day. Designed specifically for post-frame construction professionals, this interactive panel session encourages attendees to share experiences, discuss real-world challenges, and explore practical strategies for preventing accidents on the jobsite. Through open dialogue and expert insights, participants will strengthen their situational awareness, enhance decision-making skills, and gain valuable tools for identifying hazards and fostering a proactive culture of safety. Join the conversation and help shape a safer future for the industry.

5:00 -6:30 pm **NFBA Certification Testing**

5:00-7:00 pm **Christians in Construction Reception**

6:00-9:00 pm **Expo Social and Foundation Auction**

Looking to maximize your Conference experience? Make sure you are one of the hundreds of attendees living it up at this Annual Conference celebration! The Reception and Auction will be a highlight of conference activity, and this event IS **FREE TO ALL REGISTERED ATTENDEES AND EXHIBITORS**. Enjoy the food, drinks, and silent auction bidding while you see the faces you've looked forward to seeing since last year. Big items, big dollars, and big smiles all to benefit the research and education efforts of the NFBA Foundation.

TUESDAY, FEB 9TH

7:00 - 5:00 pm **Registration**

7:00 - 9:00 am **Breakfast**

7:30 - 8:30 am **Educational Breakout Sessions**

BUSINESS MANAGEMENT

Overcoming Building Inspector's Objections

Brad Mrozinski & Ken Dearing - Perma Column LLC

Building inspector concerns can quickly derail a project, causing delays, added costs, and unnecessary frustration. This session provides contractors, suppliers, and construction professionals with practical tools for confidently addressing common objections related to foundation systems and structural components. Attendees will learn how to use engineering data, code-compliant documentation, certified products, stamped drawings, load calculations, and third-party testing to demonstrate compliance and build credibility with inspectors. Through real-world examples and proven communication strategies, participants will discover how proactive engagement and clear presentation of technical information can prevent misunderstandings, streamline approvals, and strengthen professional relationships. By the end of the session, attendees will be equipped to effectively resolve objections, minimize project disruptions, and keep projects moving forward with confidence.

SALES AND MARKETING

The 5 Pillars of Empathy: Driving Growth & Collaboration in the Frame Building Industry

Jevon Wooden - BrightMind Consulting Group

Empathy and emotional intelligence are essential for driving leadership success and organizational performance. This session introduces the Five Pillars of Empathy, a leadership framework designed to help industry professionals foster collaboration, build trust, and enhance team dynamics. Attendees will gain practical tools for integrating emotional intelligence into their leadership practices, driving improved productivity and engagement. By cultivating an empathetic approach, leaders can strengthen their workforce, enhance customer relationships, and deliver lasting business success.

SAFETY AND TECHNICAL KNOWLEDGE

OSHA: What You Don't Know Can Hurt You

Ken Montgomery - Area Director of OSHA's Cincinnati Area Office

OSHA requirements can be complex, and overlooking even a small detail can lead to serious consequences. This session will highlight common OSHA compliance issues, review key safety requirements, and help contractors recognize potential hazards before they become costly problems. Attendees will leave with practical insights to improve workplace safety, reduce risk, and better protect their employees and their businesses.



TUESDAY, FEB 9TH

8:30-8:45 am BREAK

8:45-9:45 am Educational Breakout Sessions

BUSINESS MANAGEMENT

The Barndominum Builder Roundtable

Paul Marshall (Mr. Post Frame), Matt Maxwell (Milmar Homes), Josh Helm (Texas Best Construction) and Moderator, Emily Marshall (Mrs. Post Frame)

Explore what it takes to succeed in the rapidly growing residential post-frame market. These industry leaders will share practical insights and lessons learned from building successful barndominium businesses. The interactive discussion will examine the key differences between barndominium and conventional home construction, including design considerations, engineering requirements, building systems, and homeowner expectations. From design and project management to crew development and business growth, attendees will gain actionable guidance for expanding their home-building capabilities. This session also features an open forum where participants can ask questions and learn directly from experienced residential barndominium builders.

SALES AND MARKETING

How Executive Presence and Relationship Intelligence Drive Sales Excellence

Jevon Wooden - BrightMind Consulting Group

In the post-frame industry, clients aren't just buying the cheapest building—they're buying trust. In this session, Jevon Wooden shows that your greatest competitive advantage isn't your marketing—it's the confidence and certainty you project in the first ten minutes of a meeting. Drawing on strategies from Functional to Phenomenal, he explains how Executive Presence reduces client risk, and Relationship Intelligence turns one-time projects into lifelong referrals. Stop losing bids on price alone and start winning on reputation.

SAFETY AND TECHNICAL KNOWLEDGE

Take Back Your Time with AI: Practical Tools You Can Use Monday Morning

Chris Sund - Author of "You Are Capable of More"

Every one of us has a list of tasks that never quite gets done. The follow-ups, the proposals, the reports, the marketing that keeps sliding to next week. Chris Sund is going to show you how to hand a lot of that work off to AI tools that most companies can afford without a second thought.

This will not be a lecture about where technology is headed. It is a live, hands-on session built around what the room wants to see. Chris will take real scenarios from members and work through them right in front of you, covering sales, marketing, operations, and the everyday, busy work that fills up a calendar. You will leave with tools you can put to use tomorrow.



9:45-10:00 am BREAK

10:15-11:15 am Ohio Code Official Course

OHIO CODE OFFICIAL COURSE 1

Introduction to Post Frame Building Systems for Ohio Building Code Officials (1 CEU)

Course Instructor: Tim Royer, P.E. Timber Tech Engineering, LLC

Post-frame construction is one of the most versatile and efficient building systems available, offering solutions for a wide range of agricultural, commercial, industrial, and residential applications. This session provides an introduction to the unique structural features and performance advantages that make post-frame buildings a preferred choice for many projects. Attendees will explore the key design approaches used in post-frame construction, gain familiarity with the technical resources that support code-compliant structural design and learn how these systems can be adapted to meet diverse architectural and functional objectives. Whether new to the industry or seeking a stronger foundation in post-frame design, participants will leave with a greater understanding of the flexibility, performance, and value that post-frame building systems provide.

10:30-12:15 pm KEYNOTE SPEAKER AND MEMBERSHIP MEETING

KEYNOTE PRESENTATION

Never Quit – Building Resilience and Overcoming Obstacles

Chadd Wright - Entrepreneur, Former U.S. Navy SEAL, Ultrarunner & Mindset Coach

After overcoming rejection and undergoing elective open-heart surgery, Chadd Wright went on to successfully complete U.S. Navy SEAL training and build a career in Naval Special Warfare. Drawing on his experiences as a Navy SEAL, team leader, instructor, and competitive ultrarunner, Chadd shares powerful real-life stories and lessons on perseverance, leadership, and mental toughness. This keynote will inspire attendees to face challenges head-on, push beyond perceived limits, and develop the mindset needed to overcome obstacles in both their professional and personal lives. Participants will leave with practical tools to build resilience, strengthen leadership, and keep moving forward when the going gets tough.

11:15-12:15 pm Ohio Code Official Course

OHIO CODE OFFICIAL COURSE 2

Post-frame Wall Columns, Bracing and Sheathing for Ohio Building Code Officials (1 CEU)

Course Instructor: Tim Royer, P.E. Timber Tech Engineering, LLC

A strong post-frame building starts with a well-designed structural system. This session provides an overview of the column types commonly used in post-frame construction and examines key framing features unique to the industry, including knee braces, column notches, eccentric loading, holes in columns, and column orientation. Attendees will also gain a practical understanding of the role bracing and sheathing play in ensuring structural stability, performance, and code compliance, helping them make informed decisions throughout the design and construction process.

12:30-5:30 pm EXPO OPEN

EXPO FLOOR ACTIVITIES

12:30 pm- 5:30 pm

Shed Building Demonstration – Part 1

2:00-3:00 pm Ohio Code Official Course

OHIO CODE OFFICIAL COURSE 3

Post-frame Critical Connections, Firewall and Code References for Ohio Building Code Officials (1 CEU)

Course Instructor: Tim Royer, P.E. Timber Tech Engineering, LLC

The performance of a post-frame building depends on more than its individual components. It relies on the strength of the connections that tie the entire structural system together. This session examines the critical connections that are essential to post-frame construction, including column-to-foundation, girt-to-column, header-to-column, truss-to-column, purlin-to-truss, and metal sheathing attachments. Attendees will also gain an introduction to three-hour post-frame firewall systems and learn how building codes and industry standards apply to post-frame design and construction. By the end of the session, participants will have a better understanding of the structural details, fire protection considerations, and code requirements that contribute to safe, durable, and compliant buildings.

2:00-4:00 pm BFBA Annual Meeting

2:00-4:00 pm GLFBA Annual Meeting

3:00-4:00 pm Ohio Code Official Course

OHIO CODE OFFICIAL COURSE 4

Introduction to Post-frame Structural Design for Ohio Building Code Officials (1 CEU)

Course Instructor: Tim Royer, P.E. Timber Tech Engineering, LLC

Gain a foundational understanding of the structural principles behind post-frame building systems. This session explores the primary components of post-frame construction, compares design approaches with and without diaphragm action, and provides an overview of isolated post and pier foundation design. Attendees will also learn about the technical resources available to architects and engineers, helping them better understand the design flexibility, efficiency, and performance of post-frame structures.

5:30 - 7:30 pm Women in Post Frame Meet & Greet

5:30 - 7:30 pm T&R Committee Dinner (Closed)

8pm - 12:00 am Plyco Reception

WEDNESDAY, FEB 10TH

8am- 1:00 pm Registration

8:30am- 10 am Awards Breakfast (Ticketed Event)

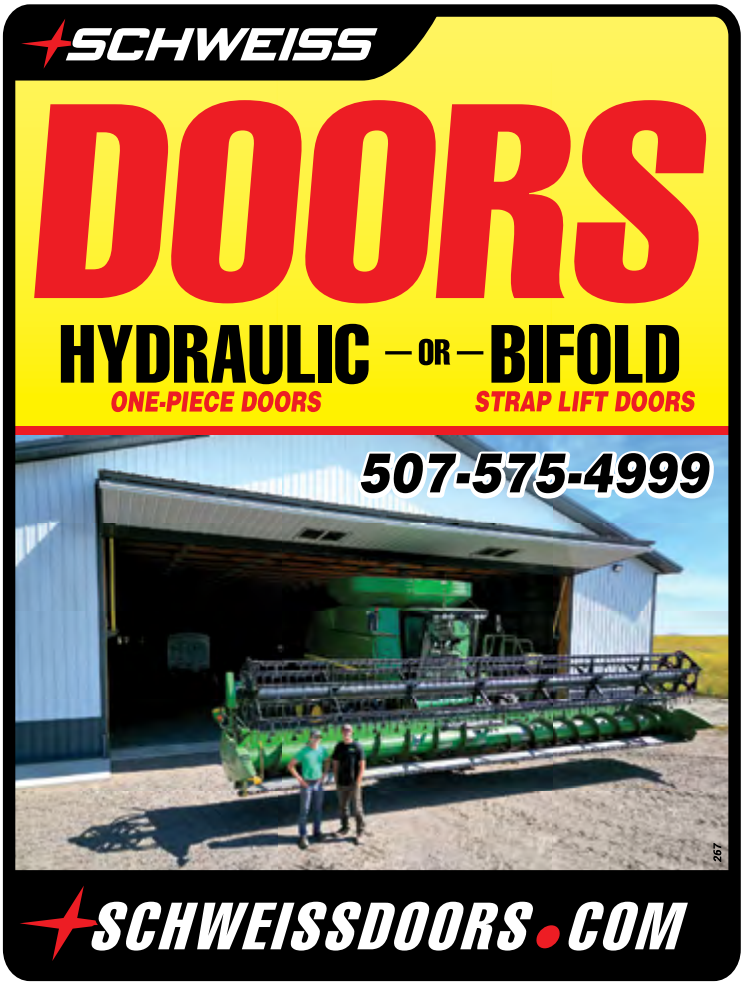
9am - 2:00 pm EXPO OPEN (Breakfast & Lunch)

EXPO FLOOR ACTIVITIES

9am- 2:00 pm Shed Building Demostration - Part 2

1pm-1:45 pm Nail-Pounding Competition

2 pm Grand Prize Drawing





HOW TO AVOID BURNOUT AS A TRADESPERSON

Avoiding burnout or recognizing the symptoms before it becomes too much is crucial. As a tradesperson, this can creep up on you, and you may not even realize what's happening or just put it down to the normal rigours of life, work and responsibilities. However, it's really important to deal with burnout as the consequences can be damaging to your health, relationships and work life.

What is burnout?

Burnout is chronic workplace exhaustion, both physical and emotional, that is not successfully managed. It is not simply tiredness after a hard day. You'll know this as it won't matter how much sleep or rest you get; you'll still feel exhausted.

To clarify, chronic means a condition that is ongoing and long-lasting; it doesn't just mean something is very bad. Although, burnout is very bad for every aspect of your life.





Symptoms of burnout

The feeling of being burned out presents a sense of detachment from your work. It can manifest as a lack of motivation or interest and is typically accompanied by falling performance and lowered productivity. The physical symptoms can include nausea and headaches, and you may experience anxiety, mood swings and irritability.

This doesn't happen overnight but slowly over time. However, you need to act when you see the signs or experience the symptoms. Otherwise, the consequences can affect your health, relationships and your work.

What are the causes of burnout?

Unlike tiredness or just physical exhaustion, burnout is not related to the number of hours that you work. Instead, it is how you experience your work. This is frequently related to your workload, how it is managed, your customers' expectations and pressing deadlines.

Some of the most common factors that lead to burnout are:

- Doing repetitive tasks or being unappreciated for the work you're doing.
- Having a workload that never seems to decrease and feels unmanageable.
- Unclear communication from bosses, team leaders or clients, leading to workers being unsure of what is expected of them.
- Lack of support or recognition for work done and a feeling of being invisible.
- Unreasonable time pressure such as relentless deadlines, even when impossible but being pushed to meet them anyway.

People experiencing burnout use phrases like "I'm drowning " or "I can't keep up ". This demonstrates the overwhelming feeling that they have in relation to their work as well as the demands and expectations of their boss or clients.

The skills shortage in the UK means there are fewer available workers in most trades. This leads to individuals and companies being stretched and taking on numerous clients, all of whom

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want their work done as soon as possible.

With the current cost of living crisis putting financial pressures on all households, tradespeople feel compelled to take on any work that is offered. They are responsible for providing for their families, so they take on ever more work even when they feel overwhelmed. This constant state of stress and economic uncertainty increases the risk of burnout.

How to avoid burnout

Burnout is easier to prevent than it is to recover from, so putting things in place to protect yourself from this workplace phenomenon is important.

Try the following:

- Set boundaries between work and personal time, e.g. don't check emails and switch off your work phone.
- Regularly take time completely away from the work environment to disconnect.
- Exercise regularly, eat well and get enough sleep; self-care is very important to combat stress.
- Talk to someone, a colleague, supervisor or mental health professional about how you feel.
- Be proactive, not reactive, e.g. have a work schedule every week and stick to it. This will stop anxiety setting in and give you a sense of control.
- Taking breaks during the day, e.g. a proper lunch break and time away from work actually increases productivity.
- Take time to celebrate the wins and to reflect on your work.
- Reconnect with your goals and why you are doing this job/ trade, and find meaning in your work.
- Have hobbies that you enjoy and make a conscious decision to spend time away from your job for them.
- Try meditation or similar quiet reflection.
- Self-regulation can help enormously, e.g., learning some techniques such as breathing exercises that you can use when things are getting





stressful, or there's a lot of pressure on you.

Moving forward

For the most part, we can't control what happens around us, but we can control our response, our attitude and the effort we put into our work. Making a conscious decision to implement the above points, maintain a positive attitude, and use setbacks as learning experiences will help to fend off some of the stress that comes with working as a tradesperson.

Hold on to what you can control and let go of the rest. If you are doing the best you can, nobody should expect anything more than that from you.

If you've tried ways to combat burnout but it didn't work, consider changing your environment; if you're self-employed, consider a salaried role or vice versa. It may seem extreme, but this could be what you need to change your mindset.

Whether you work for yourself or someone else, don't get too attached to your job. Although your work is important, so is setting boundaries. Remember, you can't control everything that happens in relation to your job; all you can control is your response, your attitude and your effort. Everything else is outside your remit, so leave it there.

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BFBA HEADS TO COLUMBUS IN 2027!

BFBA will serve as Host Chapter for the **2027 NFBA Conference & Expo**, February 8–10 at the Greater Columbus Convention Center in Columbus, Ohio. There will be no separate BFBA Expo in January 2027.

An Exclusive BFBA Member Benefit

All BFBA members qualify for **NFBA member attendee pricing** for the 2027 Conference & Expo!

Join BFBA in welcoming post-frame professionals from across the country to Ohio for three days of education, networking and industry connections. Explore the Expo Hall, connect with fellow professionals and support BFBA as we host one of the industry's premier events—all close to home!

For more information, visit: https://nfba.org/aws/NFBA/pt/sp/building-expo

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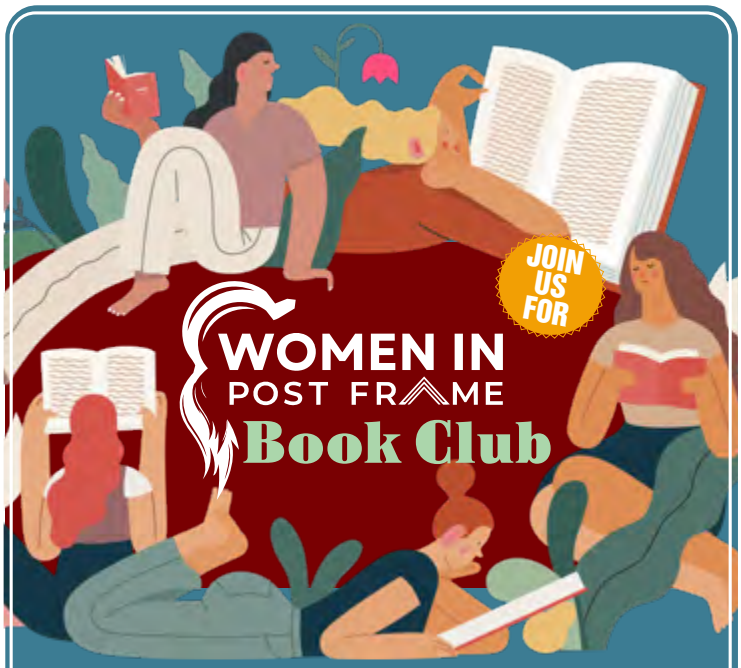
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Register or Sponsor Today!

www.wisconsinframebuilders.org/aws/DBX/pt/sp/WFBA_conference





LETS READ TOGETHER!

The NFBA Women in Post Frame Book Club launched in 2025 as a way to engage and inspire members through thought-provoking content.

Led by Mrs. Post Frame, Emily Marshall, Book Club Members explore books, documentaries, podcasts, and articles that highlight leadership, industry trends, or personal development. The Book Club encourages meaningful discussion, networking, and knowledge-sharing, allowing participants to gain fresh insights and connect with others who share their passion for growth and excellence.

The group meets virtually **second Thursday of every other month**, and Book Club Members are encouraged to suggest materials for future consideration.

Upcoming Book Club Schedule:

Thursday, **November 12, 2026**

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ADAM BOES
REMUDA BUILDING LTD
ROCKY VIEW COUNTY, AB

Congratulations to NFBA "Crew Foreman of the Month" for September, Adam Boes, with Remuda Building Ltd in Rocky View County, AB.

Adam Boes began his career with Remuda Building Ltd at the age of 17 and has been there for now 5 years. Today, he manages a crew ranging from four to nine crew members depending on the size of the project. Adam is one of those guys who picks up things quickly without asking too many questions. He worked underneath his brother Jordan for a few years, the two of them together became the strongest production crew Remuda has ever seen.

Adam is a relatively quiet guy. Nevertheless, he became a strong team member in a short amount of time. At some point Adam had the opportunity to shine in a leadership role himself, but he hesitated. It took him a while to gain the confidence to lead a crew. However, one year into his career as a Foremen, Adam has successfully executed projects of significant scope and size.

Adam is highly reliable and dependable in his attendance. He leads by example rather than displaying his authority which makes his peers and his crew respect him for the

right reasons. Beyond that, Adam is simply fun to hang out and work with.

There are several factors that are measured in his job performance. Adam is measured in customer satisfaction, labor target vs labor spent, and team retention, all of which he does exceptionally well in.

Customers have requested to have Adam as their foreman. Previous customers have had great experiences with Adam and his crew. These same customers have referred to their friends to build with Remuda and to ask specifically for Adam.

When it comes to a jobsite, Adam is responsible for providing a safe work environment and to adhere to Remudas safety protocol. He is the one who needs to provide his team with the proper training for such. His team's retention demonstrates he is providing adequate opportunity for training across his crew.

Adam's journey with Remuda showcases what they are really all about. If you invest in yourself – you will be invested in. Adam now runs our most consistent crew, he does well with a variety of characters regarding his team, he approaches Projects with care and foresight and treats our clients with the upmost respect - which shows in the final product and overall customer experience. This shows that Adam Boes is the perfect candidate for September's Foreman of the Month.





STEPHEN IFFT
BLUNIER BUILDERS
WASHINGTON, IL

Congratulations to NFBA "Crew Foreman of the Month" for October, Stephen Ifft with Blunier Builders in Washington, IL.

Stephen Ifft began his career with Blunier uilders in 2022. Today, he manages a crew of about 3 people. Every project he and his team have done since he became foreman has been profitable, built to quality standards, and has had almost no call backs.

Stephen stands out as a foreman for many reasons. He is a great leader for his team, sets a good example for his guys, runs an organized jobsite efficiently, and his quality is top notch. As a foreman, Stephen is very dependable, always has a great attitude, and has exceptionally strong leadership.

Previous customers who have worked with Stephen and his crew before request to work with him again when given the chance. Stephen and his crew are respectful when working with any customers, and they keep a clean and organized site while still delivering a high-quality project.

In addition to his outstanding leadership, Stephen is responsible for both employee training and safety of his crew. He works closely with his new and established crew

members to help train them in the company and safety standards. Stephen's crew does a daily safety check at the start of each day to call out any hazards that could come up on site. They also do weekly safety training on different topics and well as an equipment check to ensure proper training.

Stephen is a perfect example of what makes a foreman great. He has a very strong work ethic. You can trust his judgement to make the right call for the customer and the company. His team respects him and follows his leadership well. Stephen is well organized and safe-minded. He does well with daily logs, JHA's, photos and everything that is asked of him. Stephen Ifft is a great example for our company and of what we want from a foreman.



WHATS NEXT

NOV 10TH

NFBA TECHNICAL WEBINAR

MODERN POST-FRAME STRUCTURAL DESIGN PRACTICE: AN INTRODUCTION

2:00 PM – 3:00 PM CST

ONLINE

800-557-6957 OR pmatson@nfba.org

WWW.NFBA.ORG/AWS/NFBA/PT/SP/EVENTS

NOV 12TH

NFBA WOMEN IN POST-FRAME BOOK CLUB

JOIN THE WOMEN IN POST-FRAME BOOK CLUB. LED BY MRS. POST-FRAME, EMILY MARSHALL.

11:30 AM – 12:30 PM CST

ONLINE

800-557-6957 OR mpope@NFBA.org

WWW.NFBA.ORG/AWS/NFBA/PT/SP/EVENTS

NOV 12TH

NFBA SAFETY CERTIFICATION

SITUATIONAL AWARENESS: FATIGUE, DECISION MAKING, & DISTRACTED DRIVING

1:00 PM – 2:00 PM CST

ONLINE

800-557-6957 OR jwhite@nfba.org

WWW.NFBA.ORG/AWS/NFBA/PT/SP/EVENTS

DEC 8TH

NFBA TECHNICAL WEBINAR

DIAPHRAGM DESIGN OF POST FRAME USING SWAY & SHEAR MODIFIERS – ENGINEERING

2:00 PM – 3:00 PM CST

ONLINE

800-557-6957 OR pmatson@nfba.org

WWW.NFBA.ORG/AWS/NFBA/PT/SP/EVENTS

DEC 10TH

NFBA SAFETY CERTIFICATION

SAFETY CHECKLISTS, FORMS, & JSA'S

1:00 PM – 2:00 PM CST

ONLINE

800-557-6957 OR jwhite@nfba.org

WWW.NFBA.ORG/AWS/NFBA/PT/SP/EVENTS

JAN 5TH

NFBA TECHNICAL WEBINAR

ENGINEERING DETAILS

2:00 PM – 3:00 PM CST

ONLINE

800-557-6957 OR pmatson@nfba.org

WWW.NFBA.ORG/AWS/NFBA/PT/SP/EVENTS

JAN 19TH

NFBA TECHNICAL WEBINAR

SIMPLIFIED METHOD FOR SHALLOW POST AND PIER FOUNDATION DESIGN DETAILS

2:00 PM – 3:00 PM CST

ONLINE

800-557-6957 OR pmatson@nfba.org

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JAN 26TH-27TH

WFBA ANNUAL CONFERENCE

BLUE HARBOR RESORT & CONFERENCE CENTER

SHEBOYGAN, WI

WISCONSINFRAMEBUILDERS.ORG

FEB 2ND

NFBA TECHNICAL WEBINAR

UNIVERSAL METHOD FOR SHALLOW POST AND PIER FOUNDATION DESIGN

2:00 PM – 3:00 PM CST

ONLINE

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