# Distribution SPRING 2016 MATTERS



A Conversation with Kevin Gammonley 2016 Member Directory





# **Incoming NBMDA President:**



# Attracting young talent, harnessing technology are among industry's biggest challenges.

BY LEAH WHEELER

aymond Prozzillo, president and CEO of A&M Supply, based in Pinellas Park, Florida, is the incoming NBMDA president. A&M Supply is a 100 percent employee-owned company, and since its founding in 1951, it has been managed with the goal of becoming a 100-year-old company.

Prozzillo became COO of A&M in 2002 and president in 2011. Under his leadership, the company has maintained its inclusive culture, growth, integrity and profitability. Surface & Panel interviewed Prozzillo about his career, the challenges and opportunities facing the industry, the impact of technology and what the future holds for the NBMDA and the building products distribution industry.

Q. Tell us about your background in the building products distribution industry. How did you get into the business and why did you decide to build your career with A&M Supply?

A. I have been with A&M Supply since 1988. It was my first job out of college. As my job evolved and I was given greater responsibilities, I saw that there was real opportunity here and felt a strong sense of inclusion as a member of the team. There were a couple of specific triggers that motivated me to stay as well. A&M's then-president, Bob Shaw, was a guy who believed in giving people responsibility and letting them run with it. We sometimes said that he would give you enough rope to either hang yourself or pull yourself up to the top of the mountain. It was your choice.

Another motivator for me was the company's ESOP plan. A&M Supply is one of the older ESOP (employee stock ownership plan) companies in the country, and it meant that I was earning a wage and also building equity in the company at the same time.

Q. What do you see as some of the challenges facing the industry today?

A. Attracting young talent to the industry is one of our biggest challenges. Generally, our industry is not seen by young people as cool or sexy, and young people do not necessarily grow up aspiring to lifelong careers in the building products industry. In addition, many young workers left the industry when the Great Recession hit, and they have not returned. Because of this, we have a generational void that we need to backfill.

Another issue I see out in the market has to do with the changing nature of the manufacturer-distributor relationship. In a growth market, such as we are experiencing right now, issues arise due to factors such as Internet sales, acquisitions and territory growth. The NBMDA has been proactive in bringing together the parties and facilitating discussions in this regard, and the organization remains committed to seeking solutions to this topic well into the future as technology continues to shape the wholesale distribution landscape.

Q. How has the industry changed in recent years?

A. By far and away, the biggest change has been the industry's shift to digital technology. That has impacted just about every aspect of the business and the way we interact with customers and manufacturers. Today, we utilize technology to generate product information, provide customer service, manage trucking and logistics, handle credit and finance decisions, make efficient use of our fleet and equipment, manage inventory and so much more. Our customers expect this, and I credit the NBMDA with putting a lot of focus on helping members understand, adopt and embrace digital technology. The NBMDA provides support in the way of education, speakers and information, which has really encouraged members in this area.

Technology can include the use of CRM (customer relationship management) systems that enable us to get data to our field sales teams and ensure they operate efficiently; digital training, education and presentations; inventory management tools; and billing and credit administration platforms. Technology makes data available and actionable for the modern distributor, thus driving efficiency and decision-making.

- Q. What sets a top distributor apart from the rest of the field?
  A. The top distributors are reliable to their end users and valuable to their manufacturers. Look, at the end of the day, our customers want to be successful and achieve their goals. And our manufacturers want to be successful and achieve their goals. A good distributor is a bridge between these two and helps both achieve their goals. They do that by adding value in the way of providing credit lines, local inventory, next-day delivery, competitive pricing, premium brand products and uncompromising service. Done right, it is win-win-win. Top distributors create this dynamic for every customer and every manufacturer with every transaction.
- **Q.** Look into your crystal ball and talk about what you see ahead for the NBMDA, the building products distribution industry and the association's member companies.

A. I see the issue of the generational void that I discussed earlier continuing to be critically important. Our industry needs well trained, reliable young talent, everything from truck drivers to sales associates to accounting and credit staff to branch and divisional managers. Going forward, it is important that we provide career path opportunities as well as appropriate recruitment, training and education resources so that our members can attract the talent they need to serve their customers. The NBMDA has done a great deal in this area, offering such things as the University of Innovative Distribution and many other education, training and marketing resources during the annual convention. All of this is made possible by the manufacturers and distributors that contribute to the NBMDA Educational Development Program.

It's also up to the distributors themselves to create within their organizations a culture that today's young people want to be a part of. Study after study of the millennial generation has found that they value purpose and want jobs that bring them satisfaction and fulfillment. It's up to us to create corporate cultures that offer young employees the equity, autonomy and purpose that they seek and need.

**Q.** What is the most important thing you would say to your peers in the industry?

A. I think the number one thing I would stress is education. I would advise everyone in this industry to make it a lifelong commitment to improve yourselves, improve your processes and help your people gain new knowledge and skills. Don't stand still because the industry is moving rapidly and those who are standing still will fall down or find themselves running hard to catch up. s&p



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# **Distributor Roundtable Discussion**

BY LEAH WHEELER

Distributor members of the NBMDA steering committee are seasoned, successful industry veterans and leaders in their markets. These folks understand the building products distribution business inside and out, and they know how to deliver over-the-top service and exceptional value.

S&P reached out to distributor members of the NBMDA steering committee and asked them to identify the key attributes and values that help make their businesses successful.

Here's what four of them had to say:

# **Place Value:**

JIM ELLIS, BUSINESS MANAGER FOR BENNETT SUPPLY CO.,

headquartered in Cheswick, Pennsylvania. "Place value is a key value that we bring to our customers. Place value is having the right product in the right place at the right time. It's about providing good lead times and availability. We work with a lot of small to mid-sized firms, and for these customers' planning, forecasting is absolutely critical. Knowing that they will have what they want where they want it and when they need it is hugely important."





**Strategic Alignment:** CRAIG GOODMAN, BRANCH MANAGER OF AMERHART LTD.

in Green Bay, Wisconsin. "The way Amerhart has been managed for 75 years is the number one benefit for our customers. We are strategically aligned around people, technology and services, and we reinforce this alignment on a regular basis through education, training, skills development, monthly product meetings with key vendors and accountability at every level. What this means for customers is that they can always count on getting a complete. correct, accurate answer in a timely manner from us."

# **Relationships Built on Trust, Respect and Integrity:**

AL HARRISON, VICE PRESIDENT OF THE INDUSTRIAL DIVISION OF INTERMOUNTAIN

WOOD PRODUCTS, based in Salt Lake City, Utah. "For us, it's pretty simple. We develop business relationships/partnerships that are built on trust, respect and integrity. Our customers trust us to deliver consistently superior products, consistently incredible service and consistently fair pricing. Our salespeople are steeped in the industry, and so our customers have confidence in our knowledge and our experience. They ask our advice because we talk their talk. This is a tremendous value to them, and we consider it a high compliment to us."





# **Consultative Selling:**

KEVIN SLABAUGH, VICE PRESIDENT OF THE U.S. DIVISION OF MCKILLICAN

INTERNATIONAL, headquartered in Edmonton, Alberta, Canada. "We create value for our customers by developing deep relationships in order to gain an uncommon understanding of our customer's needs. We engage our customers in a five-step selling process that begins with a discovery phase, where we learn about their challenges, opportunities, goals, objectives and about their customers' needs. It is a highly evolved form of consultative selling. For example, a customer may be focused on improving quality or increasing throughput or reducing price. This knowledge allows us to offer our customer a unique solution that meets their needs and improves their return on investment."





# **Supplier Roundtable Discussion**

The relationship between supplier and distributor is critical for the success of both. *Surface & Panel* asked supplier members of the NBMDA steering committee to describe the qualities they believe are most important in good supply chain partners. BY SCOTT W ANGUS

# **True Partnership:**

# JEFF TAKAC, MANAGING DIRECTOR – NORTH AMERICA, IVM CHEMICALS

Milesi Wood coatings is a brand of IVM chemicals, a leading manufacturer of high performance European wood coatings sold through distribution partners in over 70 countries worldwide. Based on our experience working successfully with distributors all over the world for over 60 years, we find



that the most successful distributors are the ones that seek a true partnership approach with their suppliers. This is what we at Milesi look for in building long-lasting, mutually profitable distributor relationships, one in which each partner adds value and expertise.

So what does this partnership approach look like? One in which both parties are willing to invest in the mutual business of being successful by synergizing the respective strengths of the supplier and distributor. This approach means constant communication among all levels of the distributor/supplier organizations. It also includes jointly developing target goals, a mutually agreed business and action plan as well the willingness of both parties to invest in this programmed approach. Other elements that manifest out of this partnership approach to support success are the commitment to training, advertising, defining market needs and much more.

When top management of both the distributor and supplier embrace this strategy, both parties and their respective organizations realize long-term growth, profitability and success. It truly is a winning combination.

# **Passion from the Top Down:**

**ALLEN ELLIS, REGIONAL SALES MANAGER, VALSPAR** 

What do I look for in successful distribution partners?

After 25-plus years in the industry, my answer can be based anecdotally – my own observations of successful distributors of wood coatings versus those that achieve less-than-desired outcomes. Of course, there's more to touch upon, but here is my opinion.

- Planning Jointly developing a sound plan that outlines mutual goals and steps to achieve success.
- Commitment Having the right people in place to execute the plan and providing them the proper tools to do the job.
- Communication Passion that comes from the top, ensuring everyone understands the goals and the importance of success.
- Accountability Distributors that hold themselves AND their suppliers accountable. Is everyone doing what they committed to do?
- Review Does the outcome meet expectations? There's always room for improvement. What adjustments do the distributor and manufacture need to make before moving on?





# CHAD CANNON, BUSINESS DEVELOPMENT DIRECTOR, ROSEBURG FOREST PRODUCTS

Here's what we look for in a distribution partner:

- Full-line distributor (diverse portfolio)
- We manufacture a variety of panel products, so depending on the market, targeting someone who sells multiple product lines works great for Roseburg.

- Multiple locations/branches in a geographic area Here at Roseburg, the outside reps cover large territories, so getting someone on board that has multiple branches helps greatly.
- · Reputation/history We like to partner with folks who have a solid rep in the market.
- Financial health It's self-explanatory. We need to partner with customers who pay their bills.
- Performance/volume As you search for new customers, you always review volume potential as it pertains to the product you are pushing.
- Shipping areas You want to review geographic shipping areas just in case you currently have distribution set up in that market.
- · Knowledge of the market This is key. You want to partner with good experienced people who know the market and what the customer expectations are.
- · Value-added services This could be anything from extended credit terms to vendor-managed inventory programs.

# **Invest in People:**

# **BROOKS BOWEN. EASTERN REGIONAL MANAGER, M.L. CAMPBELL**

It would be easy to say that the best distributors are those with the most locations in the largest markets, the most delivery vehicles, largest warehouses, etc. The fact is that those items are only a small part of what we consider when evaluating a distributor.



At M.L. Campbell, we have several longstanding relationships with some of the top distributors in our industry. The partnerships we have established are based on a mutual commitment and investment in the key drivers of our shared business, as well as a trust and respect for each other's business practices. This commitment and investment extends well beyond inventory and infrastructure, as we both recognize the importance of investing in our people.

Wood coatings are often the most technical product our distributors sell, and the training requirements to support this business are extensive and continuous. Our top distributors recognize this need and actively invest in training and developing the best people to represent our products. Additionally, our distributor partners typically have a portfolio of other highly recognized and respected brands commonly used in our industry.

The underlying reason all the while is to provide toplevel products and service for the end-use customers who depend on us every day.

# **Mutual Understanding of Success:**

MELISSA HERMAN, SALES PROGRAM MANAGER, FORMICA



First and foremost, a good distribution partner has a management team that is focused and engaged. They have command of their marketplace, the customers, competition and opportunities for growth, and they own it.

They challenge us, the manufacturer, to provide the right products and services for their market. We have a mutual understanding of how each company defines suc-

cess, and we work to align goals accordingly. A good partner values the Formica brand and leverages it in the market.

In addition, a good partner makes investments into the organizational capabilities both with their people assets, as well investments into their physical assets, such as inventory, equipment, etc. As a result, they outperform competition in the market utilizing an excellent service platform that complements and enhances the Formica brand service model. They remain flexible and actively adapt to changes in the marketplace.





# Why NBMDA Attracts the Industry's Top Distributors executive director

# **KEVIN GAMMONLEY discusses the value of membership**



Kevin Gammonley, executive vice president of the **NBMDA** (the North American Building Material Distribution Association), has worked closely with executives from some of the industry's leading distribution and manufacturing companies during his 25 years as an association management professional.

BMDA's mission is to develop and promote the effectiveness of distribution processes to improve member profitability and growth. The association represents the leading wholesale distributors of wood panels, surfacing materials, cabinet hardware, finishes and related products. Membership comprises distributors and manufacturers that serve independent building material and kitchen/bath dealers, as well as production companies involved in cabinetry, architectural woodwork, stock woodwork, store fixtures, solid surface fabricating and plastics fabricating. Distributor members operate more than 900 distribution centers throughout the U.S. and Canada and have a collective purchasing power of more than \$25 billion.

"Our goal is to help make distributors a stronger component of the supply chain, to help them be more efficient, productive and profitable," Gammonley said. "We do this in a variety of ways: through education and training; dissemination of benchmarking data; introduction to new supply chain technologies; and by facilitating exchange and communication about best practices, value-added customer service and current and upcoming channel trends."

Membership in NBMDA allows distributors to keep their fingers on the pulse of the industry, learn how to upgrade their services and concentrate on their local markets while still maintaining strong connections to peers from across the country. Participation in the organization allows distributors to learn from each other and to compare their operations against the best in the business.

Distributor members are generous with their time and ideas. Members regularly stay in contact with their peers to brainstorm ideas and visit each other's facilities to learn about successful processes or new technologies.

"Our value proposition is built around enhancing the wholesale distribution process," Gammonley said. "As distributors help to pull products through the supply chain, NBMDA addresses trends and best practices related to their relationships upstream with manufacturers and also downstream with customers and purchase influencers, such as architects and designers who spec, develop and stimulate demand."



One of the organization's strengths is that it attracts the most successful and innovative distribution companies in the industry.

"We continually look for ways to enhance this component of the supply chain, connect distributors with the supplier base, including current and potential future suppliers, and provide forums for relationships to strengthen," Gammonley said. "It goes beyond simply networking and encompasses the exchange and sharing of information at all levels of the distributorship covering topics such as sales. marketing, inventory management, warehousing, credit and financial management, and much more."

Membership in NBMDA enables distributors to align with toptier suppliers through the group's events and networking functions. Associate membership in the NBMDA is a cost-effective, efficient means for manufacturers to get introduced to distribution decisionmakers and learn about their challenges and opportunities while staying connected to the distributer community.

As a result, they are able to develop and provide products ahead of the need and before the products become commoditized, Gammonley said. The value derived from these connections also benefits architects, designers and end-users because they can align themselves with top distributors and tap into the knowledge, training, technologies, products and best practices that are available.

Gammonley praised the caliber of the organization's members.

"The members of NBMDA are leaders of their own companies and communities, as well as marketplace leaders," he said. "They are an impressive group of people, hard-working, forward-leaning, and they have a real service orientation. They want to make the channel stronger and give back to the industry. Many of our members represent family-owned companies that have achieved market leadership and success through vision and persistence. What has made them successful in their businesses is what makes the NBMDA strong."

It's an exciting time for the building material and woodworking distribution channels, Gammonley noted.

"Macro trends such as globalization, environmental regulations, advances in technology and innovative new marketing strategies using social media are having huge impacts on the channel and industry overall."

The good news is that NBMDA offers many ways for distributors to stay connected to their peers, service providers, trading partners, industry thought leaders and experts on distribution management and strategy. The group also provides resources, such as branch management education, sales training, leadership development, as well as social media training.

New in 2016, the association has rolled-out a portfolio of discounted products and services that distributors use in their operations that will help them enhance their bottom lines. Additionally, the organization is providing new and improved services designed to help members attract, train and retain talent, which is a major challenge for all business owners.

In November 2016, NBMDA will partner with the NAFCD (North American Association of Floor Covering Distributors) to host its sixth joint NAFCD + NBMDA Annual Convention & Tabletop Networking Forum in Chicago, Illinois.

To learn more, visit www.distributorconvention.org s&p



# **MEMBERSHIP IN NBMDA:**

- Allows distributors to keep a finger on the pulse of the industry.
- Provides insight to distributors on how they can upgrade their services and concentrate on their local markets while still maintaining strong connections to peers from across the country.
- Allows distributors to learn from each other and to compare their operations against the best in the business.
- Enables distributors to align with top-tier suppliers through events and communication.
- Is a cost-effective, efficient means for manufacturers nationwide to stay connected to the distributor community.
- Provides resources, such as branch management education, sales training, leadership development and social media training.









# **Increasing the Effectiveness** of the Distribution Process

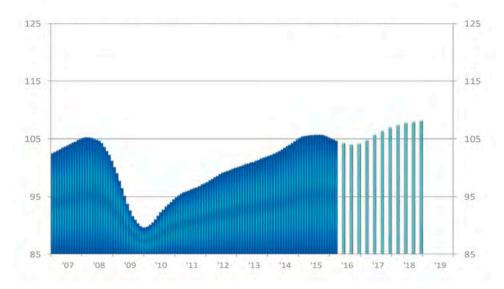
# **2016 Economic Report**

# **Overview**

US Real GDP is expanding (although the pace of growth is slowing) while US Industrial Production is declining. This is reflective of strong US consumer behavior while the industrial side of the US economy faces headwinds from low commodity prices, unusual weather events (El Niño), a weakened global economy, and a strong dollar.

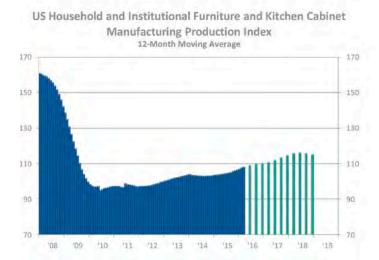
On the consumer side of the economy, the labor market remains favorable to consumers. Wage growth (up 3.2%) is outpacing inflation (up 0.9%). This is allowing consumers to increase savings and spending at the same time. US Personal Savings as a Percentage of Disposable Personal Income rose to an average of 5.1% in the 12 months through February, up from an average of 4.9% as of February 2015. Meanwhile, US Retail Sales Excluding Gas Stations (deflated) is up 4.2% on a year-over-year basis. This is a full percentage point above the five-year average since the Great Recession of 3.2% growth, which occurred during a period of uninterrupted US Real GDP growth. We expect the rate of growth of US Real GDP to slow through the first half of 2016 before accelerating in the second half of the year and throughout 2017. Slower US Real GDP growth will resume in 2018.

# **US Industrial Production Index Trend**

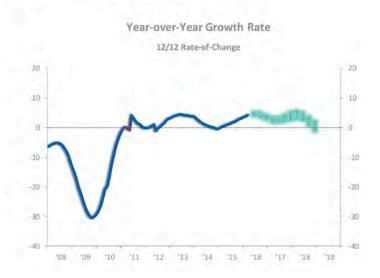


# **US Household and Institutional Furniture and Kitchen Cabinet Manufacturing Production Index**





Year-over-Year: 4.2%



Year-over-year contraction is evident across much of the industrial sector of the US economy. Annual US Industrial Production, which was subject to a data revision from the data source (Federal Reserve Board), is down 0.8% compared to its year-ago level. US Nondefense Capital Goods New Orders (Excluding Aircraft), a measure of business-to-business activity of large capital purchases, is down 3.6% year-over-year. However, the February New Orders data shows a tentative transition to Phase A, Recovery.

We expect this recovery trend will hold as the headwinds facing the US industrial sector begin to subside. Specifically, Oil Prices and the IMF Metals Index are in Phase A, Recovery. This will help lead to a transition to recovery in US Mining Production, which is currently in Phase D, Recession (down 6.5%), by the fourth quarter of 2016. A warm El Niño winter has contributed to the recession in US Utilities Production, which is down 2.4% on an annual basis as of March. Although we do not forecast the weather, the El Niño effect is likely a temporary impact on utilities that we will not experience on an ongoing basis. Last, a weakened global economy (especially China, Brazil, and Russia) is leading to weak demand for US Exports, which are down 7.6% (year-over-year), and is contributing to a stronger dollar as investors seek safety in the dollar. The US dollar has already began to weaken against the Canadian dollar, the Japanese yen, and the euro. Further, the leading indicators for China and Brazil are rising, suggesting economic conditions will improve in these beleaguered economies in the second half of 2016. This will help improve global demand for US goods as well as help to stabilize depressed commodity prices, which will have a positive impact on the US economy beginning in the second half of 2016.

The ITR Leading Indicator and Purchasing Managers Index rateof-change are rising. These indicators generally support our expectation of a strengthening US economy by the end of 2016 and into 2017.

An annual data revision by the Federal Reserve Board necessitated forecast revisions to our US Industrial Production, US Veneer, Plywood, & Engineered Wood Product Production, and US Household & Institutional Furniture and Kitchen Cabinet Manufacturing Production forecasts. We are also now quoting the lower end of our forecast range for US Existing Home Sales and the upper end of our forecast range for US Building Materials & Supplies Stores Retail Sales. The remaining forecasts are unchanged from the previous report.



2016: 3.5%2017: 4.0%

2018: 0.5%

# **Industry Outlook**

The April Federal Reserve Board data revision for Furniture and Kitchen Cabinet Manufacturing Production led us to downward revise our forecast. The Production 12/12 reached 4.2% in March, and internal trends suggest accelerating growth will persist through at least mid-2016.

Production in 2017 will be slightly stronger than in 2016; plan for general growth through 2018.

Retail Sales at Furniture Stores, which leads Production by three months, is up 5.6% in the 12 months through March. Strong consumer activity is driving current Production growth. The annual growth rate in the National Remodeling Market Index (11-month lead time) is declining and will weigh on Production into 2017. Slower growth in remodeling activity supports our expectation for decelerating growth in Production in the second half of 2016 into 2017. s&p

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2700 Oak Industrial Dr. NE Grand Rapids, MI 49505-6082 P (616) 459-3311 F (616) 459-0249 www.kv.com

# **L&S Lighting Corporation**

4501 Green Point Dr. Greensboro, NC 27410 P (336) 937-9024 F (336) 553-0638 www.LS-light.com

# **Liberty Woods International**

1903 Wright Place, Suite 360 Carlsbad, CA 92008 P (760) 438-8030 F(760) 438-8303 www.libertywoods.com

# **M.L. Campbell**

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www.mohawk-finishing.com

Div. of RPM Wood Finishes Group, Inc. PO Box 22000 Hickory, NC 28603 P (828) 261-0325 F (828) 431-4565

# **Murphy Plywood**

2350 Prairie Rd. Eugene, OR 97402 P (541) 461-4545 www.murphyplywood.com

# **Ontario Plywood**

20 Horseshoe Lane Lemont, IL 60439 P (630) 257-3535 www.multiplyplywood.com

# **Panel Processing**

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# **Pembroke MDF**

777 Fiberboard Road Pembroke, ON K8A 6W3 P (613)732-2381 www.clarionindustries.com

#### **Peter Meier Inc.**

1255 South Park Dr. Kernersville, NC 27284 P (336) 996-7774 F (336) 996-1812 www.petermeier.com

# **Ply Gem Siding Group**

2600 Grand Blvd., Suite 900 Kansas City, MO 64108 P (816) 426-8200 F (513) 474-3593 www.plygem.com

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www.prestolam.com

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# **Quickscrews International** Corporation

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# **REHAU Industries LLC**

1501 Edwards Ferry Rd. NE Leesburg, VA 20176 P (703) 777-5255 F (703) 777-3053 na.rehau.com/furniture

#### **Rev-A-Shelf LLC**

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729 Meloche Ave. Dorval, QC H9P 2S4 Canada P (514) 780-1324 F (514) 780-1354 www.tafisa.ca

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# **Timber Products Company**

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# VT Industries, Inc.

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# **Alpine Plywood Corporation**

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# Alpine Sales Inc.

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# **Amerhart Ltd.**

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# **Arthur Distributor Company**

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## **Atlantic Plywood Corp.**

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# **Bennett Supply Co.**

300 Business Center Dr. Cheswick, PA 15024-1071 P (888) 236-6388 F (724) 274-5528 www.bennettsupply.com

# Bond Plywood, Inc.

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# **Building Materials Distributors**

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# Cabinetparts.com

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# California Panel & Veneer

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# Central Florida Cabinet Supply

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1532 Ingleside Road Norfolk, VA 23502 P (757) 855-3131 F(757)855-4140 www.central-wholesale.com

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2855 Haag Rd. Arnold, MO 63010 P (636) 296-1111 F (636) 296-1411 www.compidistributors.com

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# **Darant Distributing Corp.**

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# Diamond Hill Plywood Co.

1455 Ebenezer Road Darlington, SC 29532 P (843) 393-2803 F (843) 393-1245 www.diamondhillplywood.com

# **Distributor Service, Inc.**

1 Dorrington Rd. Carnegie, PA 15106 P (412)279-7824 F (412) 279-8454 www.distributor-service.com

# **Dixie Plywood & Lumber Company**

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# E.B. Bradley Co. / **West Coast Laminating**

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## E. Roko Distributors

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## **Finish Systems**

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# **Formations Inc.**

12220-142 Street Edmonton, AB T5L 2G9 Canada P (780) 893-7540 www.formations-inc.com

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225 Goodfellow St. Delson, QC J5B 1V5 P (450) 635-6511 www.goodfellowusa.com

# **Guardian Building Products**

979 Batesville Road Greer, SC 29651 P (864) 281-3389 www.guardianbp.com

# **Hardwoods, Incorporated of Atlanta**

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# Holdahl Co. Inc.

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# McFadden's Hardwood & Hardware Inc.

2164 Buckingham Road Oakville, ON L6H 6M7 Canada P (416) 674-3333 F (905) 855-8822 www.mcfaddens.com

# **McKillican International, Inc.**

16420 - 118 Ave. Edmonton, AB T5V 1C8 Canada P (780) 453-3841 F (780) 481-6904 www.mckillican.com

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# MJB Wood Group, Inc.

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# **Nashville Plywood**

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# White-Wood Dist. Ltd.

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