

# CRCA TODAY

2025, ISSUE 4

The Magazine  
of Roofing and  
Waterproofing  
in Illinois  
and Beyond

**CRCA Trade Show – What Makes It Tick**

**Understanding OSHA:  
Multi-Employer Worksite Doctrine**

**Breaking The Silence**

**2026 CRCA Trade Show—  
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# CRCA TODAY

2025, ISSUE 4



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# Celebrating 42 Years of CRCA Trade Show and Seminars! What Makes It Tick?

By CRCA Staff

**A**s the industry gears up for the premier roofing and waterproofing event, the CRCA Trade Show and Seminars, on January 14-16, 2025, let's take a step back and look to the success of this long-time industry event.

Today, the roofing industry owes a big thanks to the first CRCA Trade Show Committee of Tom Bollnow, Fred Creed, Jerry Mader, Jim McNamera, John Webster and Everett Wilson, Sr., who convinced 72 manufacturers, suppliers, and other roofing industry professionals to exhibit at the first event in March of 1984. Held at the Westin O'Hare in Rosemont, IL, the attendees were a smaller group than today's 2,500+.

CRCA's leadership felt that the time was ripe to gather roofing and waterproofing contractors, manufacturers, suppliers, roof consultants, and other professionals together in one place to educate and network. Seminar topics included Steep Slope Roofing, Asphalt/BUR, PVC/EPDM and Modified Bitumen, facilitated by CRCA members such as Rick Rosenow, John Megall, Tom Tuscher, Joe Adler, Paul Shah, and Bob Petrick.

Only ten CRCA leaders have chaired this important industry event over the past 42 years: Jim McNamera, Bill O'Brien Sr., Fred Creed, Tony Roque, Bruce Diederich, Greg Dedic and even two chairs that were father-sons, Rod and Ryan Petrick and Chris and Matthew Adler. To help understand the success of this very popular industry event, *CRCA Today* reached out to some of the past chairs for input on "what makes the CRCA Trade Show and Seminars Tick."

## Why Do Roofers and Others Attend?

Bill O'Brien Sr., chair from 1989 to 1997, discussed the first trade show and why contractors attended. He felt that the hot topics drew the crowds and the attendees were "wall to wall." He stated, "As a contractor, I had to keep up with the issues that would allow my company to be safe, knowledgeable and competitive." From the

first event in 1984 and forward, the trade show provided educational opportunities needed in his business. Rod Petrick, chair from 1998-2002 and again in 2015-2018, attended the first show as a young roofer to support his dad, Bob Petrick, who was presenting. Bob encouraged Rod to give back to the industry at an early age, which he heeded by volunteering on many CRCA committees and also was CRCA President from 2007-2008.

Bruce Diederich, a chair from 2013-2014 expanded on this topic from both an attendee and also exhibitor perspective as has worn both hats during his extensive roofing career. He shared "The CRCA Trade Show floor has been and continues to be the place where a contractor can learn valuable safety, technical, product and installation information from vendors and find new products and ideas." Diederich also placed great value on the networking side of the trade show, with the opportunity to renew old friendships, make new ones and enjoy the "fabulous after hours."

Wearing the distributor hat, Diederich also had an exhibitor perspective in the early years of the trade show. His goal then was to improve "brand awareness" to the residential and commercial roofing contractor's market. He saw a huge exhibitor display evolution from simple folding tables and manufacturers brochures to the more recent professional designed trade show booths and marketing materials. He noted that in early years, contractors could learn about pricing through casual conversations and "napkin notes." Diederich is thankful the trade show rules have changed but the success hasn't. "It is still the place to be if you want to get your message out to the local, regional and national audience" he concluded.

The value of attending and exhibiting has drawn a great increase in attendees as well. Now held at the Drury Lane Conference Center in Oakbrook Terrace, IL, registration is typically over 2,500 for the day and a half event. With over 125 exhibitors, it is important to note that 14

exhibitors have participated in the CRCA Trade Show for all 42 years, through their current or original corporate entities: Barge Terminal Trucking, QXO (Allied, North Coast, Beacon), Big Rock Supply (Frey Company), CertainTeed, Chicagoland Roofers JATC, Comprehensive Roofing Solutions (Brynes & Associates), Karnak, OMG, PAC-Clad (Petersen Aluminum), Triangle Fastener (Pro Fastening), Lucas Coatings (R.M. Lucas), Richards Building Supply and Runnion Equipment. O'Brien also wanted to recognize CRCA's previous Executive Director, Patty Keating, who ran CRCA for almost 25 years. She and son Tom Keating took CRCA's leadership vision of a trade show and made it reality.

Both Thursday's Breakfast and Seminar and Friday's Safety Seminar have blossomed from only 50 attendees each in the early years to over 300 in recent years. Originally billed as the "Architect's Breakfast," CRCA jumped the game with programming from industry professionals to more of a "keynote" format. The Safety Seminar started out with a small group of field worker attendees gaining knowledge on basic roofing safety to today's 300+ attendees with more OSHA-driven topics. Diederich is an advocate of this programming, stating this seminar "provides valuable information to owners, superintendents, foremen and tradesmen with real world experience provided by OSHA, industry safety professionals and audience interaction."


### Challenges Seen

Chris Adler, a chair from 2003-2008, felt that "There weren't many challenges except the weather". Planning a 2,500+ person event in Chicago in January could pose problems yet CRCA has taken it in stride. Many remember the years when the temperature dipped below -15 degrees and the difficulty of starting the cranes' frozen engine blocks in the outside display, yet attendees came out in record numbers. Petrick commented on a programming note that narrowing down the presentation topics each year can be challenging. "There are generally more topics to discuss that we have time allotted for." He also said that the CRCA Trade Show & Seminars "is the place to be each January with the top-notch programming geared to keep attendees current with industry trends." The group of dedicated CRCA committee volunteers needed to put on the trade show has grown since 1984. Too numerous to list all the names of those who have helped over the past 41 years, it is important to note that the 2026 committee will start the planning of the 2027 event typically the week after the January event door closes.

As a 4<sup>th</sup> generation roofing contractor, the 2026 CRCA Trade Show Co-Chair, Matthew Adler has big shoes

to fill. With his dad Chris, (co-chair from 2003-2008), both have watched the event grow. Matthew Adler commented, "When I started attending, we were coming out of covid. To see the growth of attendance, back to record heights, has been amazing." He feels that the Chicagoland area sees the value in the incredible seminars and exhibitors on the floor. Adler continued with "The ability to interact with our entire industry still holds tremendous value and is something I look forward to every year."

Adler joins forces as CRCA Trade Show Chair with long-time member Greg Dedic who got involved with CRCA over 25 years ago, first as a contractor member in 1982 and now as a distributor member. He raised his hand to volunteer on the trade show committee in 2010 as he felt the need to give back to the roofing community. Becoming co-chair in 2016, he noted how the competitive nature of members changes with "Trade Show week in Chicago." Dedic states "The CRCA Trade Show is amazing for many reasons. The roofing contractors, manufacturers and distributors who compete against each other day in and day out come together as one community to make CRCA the best roofing organization in the country." Now as a distributor, he feels that the event helps him personally keep up to date with information that he then can use to keep his customers informed as well.

Adler and Dedic encourage all to attend the event this coming January 14-16, 2026, at Drury Lane Conference Center. . . . the 42<sup>nd</sup> show. Adler concluded with "The CRCA trade show has always been such an impactful place to meet and interact with all your peers, competitors, and vendors. The openness in the event helped my ability to grow in the industry, making new connections and friends. The unique aspect of the trade show, having such a variety of vendors, has helped me meet people in every aspect of our trade." Dedic states it a bit more simply. . . . "CRCA—Be involved and be part of what is happening!" Visit [CRCA.org](http://CRCA.org) for more information on the January 14-16, 2026, event. 



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# Understanding OSHA: OSHA's Multi-Employer Worksite Doctrine

By Philip Siegel



Philip Siegel

**M**any roofing contractors are surprised to learn that they can be subject to an OSHA citation in instances where they subcontract all of their work on a particular project and, with the exception of a foreman or superintendent overseeing the work of the subcontractor, have no physical presence

on site. In instances such as these, the roofing contractor can be cited by OSHA for violations committed by its subcontractor. The basis for the issuance of a citation against the roofing contractor in this example is OSHA's multi-employer worksite doctrine.

Under OSHA's multi-employer worksite doctrine, OSHA engages in a two-step process to determine whether an employer should be cited. First, OSHA determines whether the employer in question was a creating, exposing, correcting, or controlling employer. If the employer falls into one of these categories, OSHA next considers whether the employer met its safety obligations. The extent of the actions required of employers in order to meet their obligations varies based on which category applies.

According to OSHA, the "creating" employer is the employer that created the hazardous condition that violates an OSHA standard. A creating employer can be cited even in those instances where none of its employees are exposed to the hazard, but only employees of other employers are exposed.

Consider the case of the HVAC contractor that cuts a hole into the roof in order to place its equipment and then leaves the site. Following the work of the HVAC contractor is the roofing contractor who is charged with installing roof curbs to support and protect the HVAC equipment. If that hole is not properly covered and an employee of the roofing contractor falls through the hole, the HVAC contractor will be cited as the creating employer. The

HVAC contractor will be cited as the creating employer because it created the hazard. The fact that the HVAC contractor's employees were not exposed to the condition does not absolve the HVAC contractor from creating employer liability.

A "creating" employer can avoid an OSHA citation under OSHA's multi-employer worksite doctrine by simply addressing the hazard it created by complying with the applicable OSHA regulation. In our example above, the HVAC contractor meets its obligation as the creating employer by covering the hole in accordance with OSHA standards. As for those creating employers that are without authority to fix the hazardous condition created (consider an employer that accidentally damages or displaces a warning line or hole cover belonging to another trade), the OSHA violation can be avoided if the creating employer takes immediate and effective steps to keep all employees away from the hazard and notifies the controlling employer of the hazard.

The "exposing" employer includes those employers on site whose employees are exposed to the hazard, which may have been created by another employer. In our example above, although the roofing contractor did not create nor cover the hole, its employees were exposed to the hole. As such, the roofing contractor is also potentially liable for an OSHA violation.

The "exposing" employer is subject to an OSHA citation if it knew of the hazardous condition or failed to exercise reasonable diligence to discover the violation and failed to take steps consistent with its authority to protect its employees. If the exposing employer has the authority to correct the hazard, it must do so. If the exposing employer is without the authority to correct the hazard, the OSHA citation can only be avoided if the employer can show that it asked the creating and/or controlling employer to correct the hazard, informed its employees of the hazard, and took reasonable alternative protective measures. In extreme circumstances, such as imminent danger situations, the exposing employer can be cited for failing to remove its employees from the job to avoid the hazard.

In our example above, if the roofing contractor has knowledge that the hole created by the HVAC contractor is not properly covered, the roofing contractor must pull its employees off the roof or keep them away from the hole until the violative condition is corrected. Otherwise, by leaving its employees exposed to an improperly covered hole, the roofing contractor is on the hook for an OSHA violation as the exposing employer.

The “correcting” employer under OSHA’s multi-employer worksite doctrine is the employer responsible for correcting a hazard on site. The correcting employer on a multi-employer worksite is most often the employer given the responsibility of installing and/or maintaining particular safety/health equipment or devices at the project. Correcting employers can be cited for OSHA violations, even in those instances where its employees are not exposed to the violative condition. In our example, if the HVAC contractor is also responsible for correcting the hazards it creates, it can be cited as the correcting employer in addition to being cited as the creating employer.


The “controlling” employer is the employer who has general supervisory authority over the worksite, including the power to correct safety and health violations itself or require others to correct them. According to OSHA, control can be established by contract or, in the absence of explicit contractual provisions, by the exercise of control in practice. For example, control can result from a combination of contractual rights that, together, give the employer broad responsibility at the site involving almost all aspects of the job, such as the ability to set schedules, resolve disputes between subcontractors, and determine construction sequencing. Similar to correcting employers, controlling employers can be cited for OSHA violations, even in those instances where its employees are not exposed to the violative condition.

Controlling employers must exercise reasonable care in preventing and discovering violations in order to avoid receiving a citation under OSHA’s multi-employer worksite doctrine. OSHA considers the following factors to determine the appropriate frequency of inspections and how closely the controlling and correcting employer must inspect to meet its standard of reasonable care: (a) the scale of the project; (b) the nature and pace of the work, including the frequency with which the number or types of hazards change as the work progresses; (c) how much the controlling employer knows both about the safety history and safety practices of the employer it controls and about that employer’s level of expertise; (d) more frequent inspections are normally needed if the controlling employer knows that the other employers has a history

of non-compliance; (e) less frequent inspections may be appropriate where the controlling employer sees strong indications that the other employer has implemented effective safety and health efforts.

Controlling employers can also help themselves avoid an OSHA citation under OSHA’s multi-employer worksite doctrine by implementing an effective system for promptly correcting hazards and enforcing other employers’ compliance with safety and health requirements with an effective, graduated system of enforcement and follow-up inspections.

Going back to where we started this article, as the controlling employer, the roofing contractor that subcontracts all of its work can be liable for the OSHA violations committed by its subcontractor. The roofing contractor will likely have controlling employer responsibilities through its contract upstream with the project owner or general contractor. The roofing contractor can meet its duty as the controlling employer, in this example, by conducting regular and frequent safety inspections of its subcontractor as the work progresses. These safety inspections need to be documented. How often the subcontractor needs to be subject to a safety inspection is a function of the roofing contractor’s history with the subcontractor and if history has proven the subcontractor to be safe. For example, if the roofing contractor is working with the subcontractor for the first time, safety inspections will need to take place with greater frequency than if the roofing contractor had a long history of passing safety inspections with the subcontractor.

Under OSHA’s multi-employer worksite doctrine, roofing contractors need to consider whether they are an exposing, creating, controlling, or correcting employer on any given worksite. Roofing contractors subject to OSHA’s multi-employer worksite doctrine, either as the exposing, correcting, creating, or controlling employer, are encouraged to take those steps required of them, based on their role, in order to avoid the issuance of an OSHA citation. 

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# Breaking the Silence: Suicide Prevention and the Role of Employee Assistance Programs in Construction

By Joel R. Barnes



Joel R. Barnes

**T**he construction industry is known for its grit, toughness, and resilience. But behind that reputation lies a sobering reality: construction consistently ranks among the highest industries for suicide rates. According to the Centers for Disease Control and Prevention (CDC), male construction workers die by suicide at a

rate nearly four times higher than the general population. This is not an easy truth to face, but it is one we must acknowledge if we want to change it.

In my years of leading safety training, I have made it a point to dedicate time each year to mental health awareness and suicide prevention. At first, it was difficult to bring up such a personal and heavy subject in a room full of tradespeople. But the response was eye-opening. Workers welcomed the conversation, stating how we were “finally” addressing what they and their families often struggled with in silence. It became clear that when we break the stigma and speak openly, people listen. More importantly, people begin to seek help.

One of the most effective tools employers can provide in this effort is an Employee Assistance Program (EAP). Too often, EAPs are misunderstood or underutilized. They are sometimes seen as a benefit that collects dust, or as something that only applies in extreme circumstances. The truth is that EAPs can be life-changing, and even lifesaving.

EAPs are confidential programs designed to support employees facing a wide range of personal and professional challenges. While many people associate them with counseling for mental health, their scope is much broader.

A comprehensive EAP often includes:


- Mental health support: access to counseling for stress, depression, anxiety, and crisis intervention.
- Substance abuse assistance: resources for treatment and recovery support.
- Financial guidance: help with debt management, budgeting, and financial planning.
- Legal support: free or reduced-cost consultations for personal legal matters.
- Family and relationship counseling: resources for marriage, parenting, or caregiving challenges.

These services matter because stress rarely comes from a single source. Financial troubles can lead to sleepless nights. Family pressures can add tension at work. Legal problems or addiction can push someone into isolation. Left unchecked, these struggles compound and, too often, they contribute to tragic outcomes.

For business owners and contractors, investing in an EAP is more than just offering a benefit, it is an investment in the well-being of the workforce. Studies have shown that EAPs not only reduce absenteeism and turnover but also improve safety and productivity. When workers know their employer cares about their whole life and not just the job, they are more likely to engage, stay safe, and remain loyal.

The construction industry is beginning to recognize this shift. Organizations like the Construction Industry Alliance for Suicide Prevention (CIASAP) provide training, toolkits, and resources specifically tailored to construction employers who want to act. The American Psychiatric Association Foundation reports that for every \$1 invested in mental health treatment, there is a return of \$4 in improved health and productivity. These facts reinforce what many of us have witnessed firsthand: when people feel supported, everyone benefits.

If your company does not currently offer an EAP, start by reaching out to your insurance provider or a third-party administrator who can walk you through available options. Beyond that, provide training for your leadership and workforce on how to recognize warning signs, have difficult conversations, and connect coworkers to resources like the National Suicide Prevention Lifeline (988).

At the end of the day, suicide prevention in construction is not about statistics, it's about people. Each worker we employ has a story, a family, and a future that matters. By breaking the silence, encouraging open conversations, and providing access to resources like EAPs, we can help ensure that our people not only build structures, but also build lives that are supported, valued, and sustained. 

### References:

- Centers for Disease Control and Prevention (CDC). "Suicide Rates by Industry and Occupation." <https://www.cdc.gov/>
- Construction Industry Alliance for Suicide Prevention (CIASP). <https://preventconstructionsuicide.com/>
- American Psychiatric Association Foundation. "Workplace Mental Health." <https://workplacementalhealth.org/>

Joel R. Barnes serves as a Field Safety Consultant for CRCA Associate Member Safety Check Inc. and as Co-chair of the CRCA Health and Safety Committee. He also serves on the NW Indiana Business Roundtable (NWIBRT) Safety Committee and brings over a decade of professional experience in safety management, supported by a distinguished background as a U.S. Army Officer. Barnes is a Certified Construction Health and Safety Technician (CHST) and holds advanced certifications in fall protection, asbestos abatement, and emergency management systems. He earned his Master of Science in Occupational Health and Safety from Columbia Southern University and continues to advance best practices in risk management, safety leadership, and regulatory compliance within the construction industries. He currently lives in Portage, Indiana with his wife Rayna and 4-year old daughter, Eloise. To learn more, contact [jbarnes@safetycheckinc.com](mailto:jbarnes@safetycheckinc.com)

## Suicide & Construction

- Construction workers are four times more likely to die by suicide than the average American worker. (CDC)
- Suicide is the second leading cause of death for workers aged 34 and younger. (CDC)
- Talking openly about mental health reduces stigma and saves lives.

## The Power of Employee Assistance Programs (EAPs)

- Confidential help: counseling, financial planning, legal advice, and family support.
- Stronger workforce: lower absenteeism, higher productivity, fewer safety incidents.
- Proven ROI: every \$1 invested in mental health yields a \$4 return on health and productivity. (APA Foundation)

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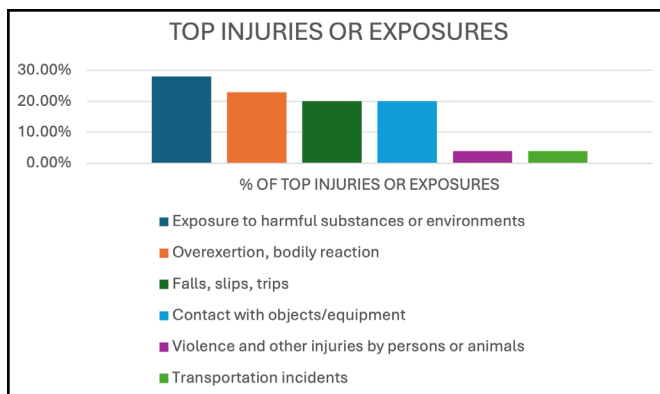
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# Loading Dock Safety

According to the National Safety Council, almost 20% of top workplace injuries include contact with objects and equipment. Add in the 20% of accidents from fall, slips and trips and we are looking at a huge number of preventable workplace accidents that could occur on your loading dock.<sup>1</sup>



Source: Bureau of Labor Statistics

According to the Occupational Safety and Health Administration (OSHA), fall protection regulations come into play on any loading dock that is 48 inches or higher. Take a moment below to learn about the importance of Loading Dock Audits and key steps you can take to make your loading dock safe for workers.

## Why Does My Company Need a Loading Dock Audit?

Loading docks are busy places: forklifts, pallets of products, raw materials, and people all co-exist and co-mingle daily, often at a swift pace. Because of this, loading docks are serious hazard zones for falls and other potential mishaps. Thoroughly and proactively addressing these dangers is essential to the safe, responsible, successful operation of your business. To ensure loading dock safety and comply with OSHA regulations, first you must identify the full range of potential dangers and act to prevent them. Fully complying with these rules by maintaining safe practices and installing any required safety equipment is the only way to protect employees, delivery personnel, outside contractors, and anyone else who happens to be on your loading dock. This guide can help you get started.

## Key Steps To Loading Dock Safety

- Keep rules clear and areas clean
- Use guardrail systems
- Install LED lighting systems and motion sensors
- Choose the right safety gate solutions
- Control all points of access

## Keep Rules Clear and Areas Clean

It's an unfortunate fact that on loading docks mistakes are common. Trailers in reverse, automated doors, forklifts, blind spots, elevated work areas—you get the picture. To help avoid a dangerous situation, establish a safe sequence of operations that ALL personnel (including both your employees and any drivers or other outside individuals who may be present) must follow. Ensure that there's no confusion as to what everyone involved needs to do, and where they need to be while doing it. Include clearly detailed instructions in training materials and signage, allocate time in every task for personnel to completely remove all clutter and obstructions before beginning any job, and require thorough cleanup when finished.

## Use Guardrail Systems

OSHA requires companies to install guardrail systems along the working side of a loading dock's platform that is normally 44 to 48 inches high (1910.28(b)(1)). Most trucks (straight, semi-trailers, and flatbeds) have beds that align with them. Keep in mind, refrigerated trucks have a 50 to 60-inch bed height, and your guardrail system needs to be designed and installed properly to accommodate all the vehicles your loading dock may serve.

## Control All Points of Access

Physical barriers help reduce accidents in loading dock areas. By posting clear caution signs, placing retractable barriers at loading edges, and installing ladder guards, you can prevent unwelcome access to your loading dock, along with the potential falls and other accidents that can result.

## Install LED Lighting Systems and Motion Sensors

Light signaling devices are commonly used in warehouses. These loading dock safety systems combine LED lighting

and audible alarms to communicate clear traffic warnings to dock workers. Likewise, motion sensors are an excellent way to detect and halt activity on or near your loading dock before an accident happens.

### Choose The Right Safety Gate Solutions

Selecting and installing appropriate types of safety gates on and around loading docks is crucial to preventing falls and other accidents. A self-closing swing gate reduces the dangers posed by standard gates which can be accidentally left open. A vertical-lift gate lets you control access to your loading dock, allowing materials to come in and out of the building without taking up horizontal space during operation and while maintaining a height clearance. Contact an industrial safety gate manufacturer that can design and build custom gates for any unique needs your loading dock area might present. And many safety gates can be installed with your existing guardrails or with simple receiver posts.

For further information, contact CRCA Associate Member Big Rock Supply at [contact@bigrocksupply.com](mailto:contact@bigrocksupply.com), distributor of industrial safety gates manufactured by Fabenco / Tractel®. 

### Resources:

- <https://www.osha.gov/etools/powerd-industrial-trucks/workplace/loading-docks>
- <https://www.osha.gov/etools/powerd-industrial-trucks/training>
- [https://www.osha.gov/ords/imis/AccidentSearch.search?acc\\_keyword=%22Forklift%22&keyword\\_list=on](https://www.osha.gov/ords/imis/AccidentSearch.search?acc_keyword=%22Forklift%22&keyword_list=on)

### Endnote

1. <https://injuryfacts.nsc.org/work/work-overview/top-work-related-injury-causes/>



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# Exit Planning—The Five Ks: Details to Know Before You Sell Your Business

By Peter Holton



Peter Holton

**B**usiness owners within the roofing industry have put blood, sweat and tears into building their businesses. Most have created a detailed plan—a vision of what they hope to accomplish while owning a business. Yet all good things must come to an end, and at some point, it's time for the next chapter of life to begin. Have

you thought about your exit plan? In order to maximize the value of your business in a sale, it is important to understand what I call the "5Ks."

## Know What Your Business Is Worth

Typically, the largest asset owned by a business owner is their business. Many people ask me "How much is my business worth?" or "What multiple should I sell my business at?"

There is no simple formula or quick answer. Each business is unique and back-of-the-envelope math is rarely accurate. The only way to know what your business is worth is to invest the resources into a comprehensive business valuation that will analyze your business internally as well as compare it to other comparable businesses that have recently been sold.

## Know What Motivates Buyers

There are three primary types of buyers:

1. Strategic Buyers
2. Private equity groups
3. Private individuals

Each buyer has their own strategic objectives and a unique perception of value. It is extremely important to know how to present your business in a way that will align with a buyer's motivation. Understanding these buyers' perspectives can help you negotiate a better deal.

## Know When to Sell

I find it funny that when a professional athlete is in a contract year, they typically end up having the best year of their career. They go into free agency and find a team willing to overpay on their next contract. Using the same analogy, if your business is thriving then now is the time to sell it to maximize its value. There are three factors to consider when selling your business:

1. Personal timing
2. Company timing
3. Market timing

The natural tendency is to base your decision on personal timing—e.g., when you want to retire or when you are forced to sell due to illness, divorce, etc. I cannot stress enough—personal timing is the least important factor.

Buyers do not care that you want to retire, but they do care if your business is growing. Likewise, the market won't be hot just because you want to sell, but you can choose to sell when the market timing is right. John Elway and Ray Lewis each retired the year following Super Bowl victories. They could have played another season, but each knew they had the opportunity to go out on top and did just that.

## Know the Difference Between Price and Terms

The obvious goal of every business owner is to sell their company for maximum value. Unfortunately, too many owners only focus on the deal price without properly considering the deal terms. This can lead to disappointing—even disastrous—results. Consider two offers for the same business:

**Offer A:** \$5M paid all in cash at closing

**Offer B:** \$5.5M paid out over 10 years

Without understanding the terms, there appears to be a significant gap between the two; however, depending on how the \$5.5M deal is structured, the seller may not

collect the full \$5.5M and may end up worse than if they had accepted the “lower” offer. At the end of the day there are many ways to structure a deal for both parties. The more flexible you are as a seller, the more likely you will reach a positive outcome.


### Know How to Manage the Deal Process

It is imperative to know and understand the steps in the deal process. Every deal is different, but on average it takes roughly 6 to 12 months to sell a business. There are four keys to the deal process:

1. Preparation
2. Marketing
3. Deal structuring
4. Closing

We all know that practice and preparation are the key ingredients to winning in sports, and the same applies to a successful sale of your business. If the preparation is done correctly, all other portions of the deal process will flow smoothly.

### Final Thoughts: Get Professional Help (from an Advisor)

Having a third party to help you prepare your business for sale and represent YOU with no emotional connection to your business can boost your retirement income. Let’s face it: if you’re like most people, you are counting on your business to fund your retirement. At the end of the day, selling a business is a lot like roofing. Everybody knows how to do it to a certain degree, but only a select few truly excel and produce astonishing results. 

*Peter Holton is an Associate Member of CRCA and Managing Director of Caber Hill Advisors, has over 20 years of experience in sales, operations, and M&A within the facility service industry. He has extensive experience in mergers and acquisitions and business development and working with advising family businesses. Prior to joining Caber Hill, Holton worked with Craig Castelli at Bridge Ventures in Chicago. Holton began his career with Rose Paving Company, where he held both regional and national positions in a variety of roles, including business development, operations, sales, mergers, and acquisitions. He received a master’s degree in management and leadership from Webster University and Bachelor of Arts in Communication from University of Dayton and has received his CM&AA (Certified Mergers and Acquisitions Advisor). To learn more, contact peter@caberhill.com.*

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ABC SUPPLY CO. INC.: 814, 815, 816, 817  
ACTIVE VENTILATION PRODUCTS: 208  
ALL WEATHER PRODUCTS, INC.: 511  
ARCHITECTURAL BUILDING SOLUTIONS, INC.: 104, 106, 108  
ATAS INTERNATIONAL, INC.: 35  
ATLAS ROOFING CORP.: 23, 24, 25  
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BERRIDGE MANUFACTURING CO.: 403  
BIG ROCK SUPPLY: 112, 114, 211, 213  
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BITEC INC.: 607  
BITUMAR USA INC.: 807  
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IIBEC CHICAGO AREA CHAPTER - L2  
MRCA - L3  
NRCA - L4

## EXHIBIT HALL HOURS

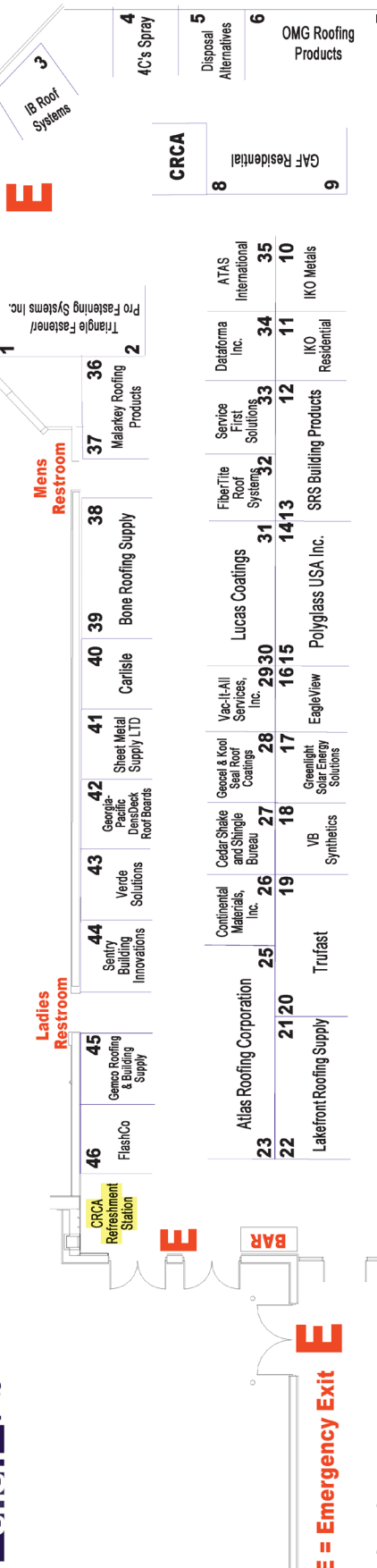
Thurs., January 15: 11 am - 5 pm  
Fri., January 16: 9 am - 1 pm



# 2026 CRCA Exhibitor Floor Plan Drury Lane Conference Center

Trade Show  
Floor  
Entrance

Lobby  
Booths  
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**E = Emergency Exit**

**Seminar  
Entrance**

**Crystal  
Room:  
Seminars**

**Rear Entrance**

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704 Sika Roofing	703 DaVinci Roofscapes	705 Hunter Panels	707 Hapco Inc.	709 Readystate	711 Castle Metal Products	713 Industrial Cork Co.
702 Atlas Roofing Corporation	701 Kamak Corporation	706 Chris Industries	707 VaproShield	709 Gibraltar Building Accessories	711 Gaco	713 Gluffre Bros. Cranes, Inc.
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25 Atlas Roofing Corporation	21 Trufast	607 Garlock Equipment	607 BITEC Inc.	609 W. R. Meadows	611 Brava Tile	613 NSS Skylights
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27 Cedar-Shake and Shingle Bureau	18 VB Synthetics	607 BITEC Inc.	607 BITEC Inc.	609 W. R. Meadows	611 Brava Tile	613 NSS Skylights
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48 CRCA Refreshment Station	1 Registration	607 BITEC Inc.	607 BITEC Inc.	609 W. R. Meadows	611 Brava Tile	613 NSS Skylights

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## 42ND CRCA TRADE SHOW & SEMINARS

JANUARY 14-16, 2026

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As 2026 President of the Chicago Roofing Contractors Association (CRCA), I invite you to attend the 42nd CRCA Trade Show & Seminars, January 14-16, 2026, at Drury Lane Conference Center in Oakbrook Terrace, IL.

This informative annual event offers resources for contractors, consultants, specifiers, code officials and others to develop top level practices. This knowledge ultimately provides building owners and managers the best roofing, waterproofing, insulation, and air barrier installations that can be found.

**Don't miss FREE Continuing Education Credits** - AIA, ICC, & IIBEC - during the educational sessions.

- CRCA's Keynote Breakfast: State of the Industry - Key Legal and Policy Issues Affecting Contractors
- What the Heck Are Air Barriers, Vapor Barriers, and Water Resistive Barriers?
- Research Seminar
- Growing a Sales Team
- CRCA Safety Seminar
- Case Law Update: Lessons and Legal Insights for Contractors
- Low Slope Roofing Technical Update

**Don't miss the wide range of products and services exhibited** from over 125 manufacturers, suppliers, and service providers. Entrance into the Exhibit Hall is also free!

**Exhibit Floor Open:** Thursday, January 15, 11 am - 5 pm and Friday, January 16, 9 am - 1 pm

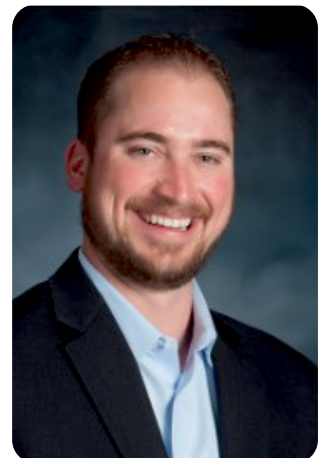
CRCA's Trade Show & Seminars continues to build its national reputation for cutting edge programming through the hard work of CRCA's Trade Show Committee members: Matthew Adler, Greg Dedic, Chris Demro, Mark Duffy, Tom Gadzikiewicz, Dave Good, Kim Good, Mike Lowery, Jason Peterson, Ryan Petrick, Rod Petrick, and Ross Ridder.

On behalf of CRCA's Trade Show Committee and our Board of Directors, CRCA thanks our dedicated Exhibitors and Sponsors. Because of your time, efforts, and dedication, our annual CRCA Trade Show & Seminars continues to be a well-attended monumental success!

As 2026 CRCA President, I invite you to be active in our industry by joining CRCA as a member and volunteering for a CRCA committee. We look forward to seeing you in January.

*Ryan Petrick*

**Ridgeworth Roofing Company**  
**2026 CRCA President**



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# 2026 CRCA TRADE SHOW & SEMINARS PROGRAM

## WEDNESDAY, JANUARY 14

### DRURY LANE HILTON SUITES

5:00 PM

#### ROOFING WEEK IN CHICAGO: KICK-OFF COCKTAIL PARTY

Join us for a relaxed evening to unwind and connect with industry peers as we kick off Roofing Week in Chicago! Enjoy complimentary cocktails and a selection of delicious hors d'oeuvres, all generously sponsored by **CRCA**.

Whether you're looking to make new connections or catch up with old friends, this event sets the stage for a memorable Roofing Week experience. We look forward to seeing you there! *Free to attend but registration is required.*

**EXHIBIT & SHOW HOURS: THURSDAY: 11 AM - 5 PM / FRIDAY: 9 AM - 1 PM**

**FREE EXHIBITS AND SEMINARS (EXCLUDING THURS KEYNOTE)**

*REGISTER ONLINE AT [CRCA.ORG](http://CRCA.ORG) OR AT THE DOOR*

## THURSDAY, JANUARY 15

### DRURY LANE CONFERENCE CENTER

9:00 AM - 11:00 AM

#### CRCA'S ROOFING WEEK IN CHICAGO KEYNOTE BREAKFAST - STATE OF THE INDUSTRY: KEY LEGAL AND POLICY ISSUES AFFECTING CONTRACTORS

##### **Speaker: Trent Cotney (Adams & Reese LLP)**

This keynote session provides an up-to-the-minute overview of the most pressing legal, regulatory, and business issues shaping the construction industry. Attendees will gain insight into the latest developments impacting contractors, including emerging compliance trends, labor and workforce challenges, and ongoing immigration concerns affecting project staffing and risk management.

**PRE-REGISTRATION REQUIRED at [www.CRCA.org](http://www.CRCA.org)**

**\$30 for Architects, Specifiers, Roof Consultants, & Building Officials and Nominal charge for Contractors, Manufacturers, Suppliers and Distributors (\$60 Members; \$90 Non-Members)**

12:00 PM - 1:00 PM

#### WHAT THE HECK ARE AIR BARRIERS, VAPOR BARRIERS, AND WATER-RESISTIVE BARRIERS?

##### **Speaker: Laverne Dalgleish (Air Barrier Association of America)**

These terms are really simple, so why the confusion? This presentation will cover what they are, when they are not and when they may be more than one. That is when the confusion comes in. Some barriers are critical, and some are not. How do you know? When can a single material be different just because where it is installed in the building envelope? Come and learn more.

## **THURSDAY, JANUARY 15**

**1:30 PM - 2:30 PM**

### **RESEARCH SEMINAR**

**Speaker: Matt Dupuis (SRI Consultants Inc.)**

Dr. Dupuis will again join us to present unique research on roofing topics and roofing materials. Past topics have included Polyisocyanurate facers, mold growth on roofing materials, strength of low rise foam adhesives and many more. This year's topic(s) is still being revised and run through the laboratory. Stay tuned for what is always the talk of the CRCA Trade Show.

**3:00 PM - 4:00 PM**

### **GROWING A SALES TEAM**

**Speaker: Ben Christiansen (GAF Materials Corporation)**

Seminar attendees will learn how to focus on the importance of customer/retail based sales, how to manage expectations of growth, and strengthening relationship building with customers.

## **FRIDAY, JANUARY 16**

**7:00 AM - 9:00 AM**

### **SAFETY LEADERSHIP & SOFT SKILLS FOR A RESILIENT WORKPLACE**

**Speaker: Frank Marino (Safety Check)**

In today's dynamic work environments, effective safety leadership goes beyond compliance—it's about cultivating a culture where people feel empowered, valued and responsible. This presentation explores how soft leadership skills—such as empathy, communication, emotional intelligence, and adaptability—are essential for driving safety performance and building trust.

## **FRIDAY, JANUARY 16**

**9:30 AM - 10:30 AM**

### **CASE LAW UPDATE: LESSONS AND LEGAL INSIGHTS FOR CONTRACTORS**

**Speaker: Trent Cotney (Adams & Reese LLP)**

This engaging session offers a fast-paced review of the most significant court decisions from the past year that directly impact contractors and construction professionals. Attendees will gain practical insight into how recent rulings are shaping contract interpretation, risk allocation, payment disputes, and liability exposure across the industry. Through real-world examples, audience interaction, and sample contract provisions, this session translates complex case law into clear, actionable guidance contractors can use to strengthen their agreements and avoid costly litigation.

**11:30 AM - 12:30 PM**

### **LOW SLOPE ROOFING UPDATE ON ROOFING TECHNICAL ISSUES**

**Speaker: Mark Graham (NRCA)**

In an ever-evolving landscape of building and energy codes, new materials, air barriers, and technical challenges, the roofing industry is becoming increasingly complex. To thrive in this dynamic environment, it's essential to stay informed and adapt to the latest developments. Whether you're involved in code enforcement, design, consulting, or roofing installation, NRCA's Mark Graham will provide you with the essential knowledge and tools to navigate the complexities.

**DON'T FORGET TO STOP BY THE CRCA BOOTH TO REGISTER FOR RAFFLES!**

THURS: 1:15 PM, 3:45 PM & 5:00 PM  
FRI: 11:00 AM & 1:00 PM

# Trust But Verify: The Promise and Peril of AI in Roofing

By Trent Cotney



Trent Cotney

**A**rtificial intelligence has become one of the most transformative tools in the construction industry, and roofing is no exception. From estimating to inspections, AI technologies are promising to increase efficiency, accuracy, and profitability. However, with every technological leap comes new forms of legal

exposure, ethical questions, and potential misuse. Roofing contractors must understand both the capabilities and the limits of AI to harness it responsibly while avoiding unnecessary risk.

AI is already deeply integrated into the estimating process. A growing number of vendors now offer AI-based software that uses aerial imagery to measure roof dimensions, identify materials, and generate takeoffs in minutes. These systems are marketed as more consistent than human estimators and capable of processing large volumes of projects at scale. When properly calibrated, they can help contractors reduce labor costs, accelerate bids, and improve accuracy. Yet, the underlying datasets that train these models are not infallible. Many AI measurement systems rely on images taken months or years earlier, or they misclassify roof features due to poor lighting, snow cover, or debris. A contractor who relies exclusively on AI data without physical verification could inadvertently submit a bid that is materially inaccurate, opening the door to disputes, lost profit, or even allegations of misrepresentation.

AI's role in inspections and safety monitoring presents similar concerns. Drone systems equipped with AI image recognition can flag potential hazards or defects more quickly than a manual inspection, but they also produce false positives and false negatives. If a contractor uses AI to document jobsite safety and the system fails to identify a hazard that later leads to injury, questions of liability

will arise. Did the contractor exercise "reasonable care" by relying on an automated process? Or did the decision to substitute technology for human oversight breach that duty? The answer depends on the jurisdiction, but courts and OSHA enforce safety as a non-delegable duty and "outsourced" safety functions cannot replace qualified personnel. Contractors should therefore treat AI as a supplement, not a substitute, for trained field supervision.

AI is also being used in the hiring process, including resume screening, language translation, and workforce verification. These tools can streamline recruitment, but they introduce hidden risks under employment and immigration law. Algorithms trained on biased datasets can unintentionally discriminate against protected classes, while automated document-review systems may misinterpret identity or work authorization information. A roofing company that uses AI to pre-screen workers could face liability if the tool excludes certain applicants or misreads immigration documents in a way that results in a violation of the Immigration Reform and Control Act (IRCA) or the Fair Labor Standards Act (FLSA). Contractors must remain directly involved in I-9 compliance and human-resource decisions rather than delegating them entirely to software.

Another growing area of concern is data ownership. AI programs that analyze roofing projects often retain images, measurements, and job information on cloud servers operated by third-party vendors. In many cases, those terms of service grant the vendor broad rights to use or share that data. Contractors who upload customer properties, drone footage, or pricing information without reviewing data-sharing provisions may inadvertently transfer ownership or create confidentiality breaches. Given that roofing contractors often work on sensitive facilities (schools, hospitals, or government projects), this exposure is more than theoretical. A prudent contractor should negotiate data-protection language in vendor agreements, including confidentiality, non-disclosure, and explicit limitations on secondary use of project data. Perhaps the most significant abuse of AI in roofing involves

misrepresentation of capabilities. Some companies now advertise “AI-driven” estimating or inspection results that suggest an unrealistic level of accuracy or regulatory endorsement. These claims can create legal exposure under consumer protection laws or lead to disputes with insurers who rely on AI reports for claims adjustment. Until AI is standardized through industry or regulatory frameworks, contractors should be cautious about overstating what their technology can do. Transparency and professional judgment remain the foundation of credibility.


From a contract perspective, roofing contractors should begin incorporating AI clauses into their standard agreements. These provisions can specify that any AI-generated data, reports, or measurements are tools to assist but not replace professional judgment and are provided “as is” without warranty. Contractors can also require clients to acknowledge that AI outputs are subject to human review and verification. Such language helps manage expectations and reduce liability when discrepancies arise between AI-derived data and field conditions.

Here is a sample provision:

### Artificial Intelligence (AI) Tools and Data.

The Contractor may utilize artificial intelligence (“AI”) technology, including but not limited to AI-based measurement, estimating, inspection, or reporting tools, in connection with the Work. Any AI-generated data, reports, or measurements are provided solely as an aid to assist in project analysis and decision-making and shall not replace the exercise of professional judgment or human verification. The Owner acknowledges and agrees that such AI outputs are provided “as is,” without any express or implied warranty of accuracy, reliability, or fitness for a particular purpose. The Contractor shall not be liable for discrepancies, errors, or omissions arising from or related to AI-generated information, provided that the Contractor has exercised reasonable care in reviewing and interpreting such outputs. The Owner further acknowledges that all final decisions, measurements, and conclusions are subject

to human review and confirmation based on actual field conditions.

Ultimately, AI should be viewed as a tool that is powerful, but imperfect. Its use can improve productivity, support safety, and enhance competitiveness. Its abuse, however, can result in costly litigation, data breaches, and reputational harm. The best approach is balanced adoption: integrate AI where it adds measurable value, verify its results with experienced personnel, and establish clear policies for how data is used and protected. 

*The information contained in this article is for general educational information only. This information does not constitute legal advice, is not intended to constitute legal advice, nor should it be relied upon as legal advice for your specific factual pattern or situation. Trent Cotney is a partner and Construction Team Leader at the law firm of Adams & Reese, LLP and CRCA General Counsel. Contact him at trent.cotney@arlaw.com.*



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# Roof Talk—Contractor



**Company:** Jones & Cleary Roofing / Sheet Metal Co., Inc.

**Location:** 6838 S. Chicago Ave., Chicago, IL

**Business Founded:** 1920

**Joined CRCA:** prior to 1969

**Number of Employees:** 45

**Who is providing the answers:** Thomas Cleary, CEO

## What Services Does Your Business Offer?

We specialize in repair and maintenance, full roof replacement, new construction and restoration. Our expertise spans BUR, single-ply, shingles, slate, tile, metal roof/wall and architectural sheet metals systems. We also provide consulting, specification writing and historic preservation services.

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

We aim for steady, purposeful growth that allows us to preserve what has always defined Jones & Cleary—personal attention to every client, every project, every time.

## What Is Your Best Business Memory to Date?

Celebrating our 101<sup>st</sup> anniversary (had to wait for Covid to clear)- and realizing what it took to get there. We spent time with the people who helped build this company and looked back on some of our most iconic projects. It reminded us how fortunate we are to do what we love with people we respect. I'm sure my grandfather and Tom Jones would have been proud.



## How Did You Learn About CRCA?

We have been members almost longer than I've been alive. CRCA has always been a part of our DNA!

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


CRCA events are a key way we stay current on products, technology, and safety standards - and they keep our relationships in the industry strong.

## What Value Does CRCA Membership Bring to You?

Our CRCA membership gives us a collective voice in shaping the future of roofing in Chicago. CRCA keeps us informed, connected, and proactive as our markets and technologies continue to evolve.

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

Membership isn't just a logo - it's a network and a responsibility. Get involved! Use the resources, and participate! Collectively, we represent the standards of our industry. Our strength comes from engaged members working together on the things that affect policy/codes, our businesses, and employees.

We are proud to be part of a Chicago roofing community with such a long and storied history and we're committed to helping preserve and build on that legacy. 



# Roof Talk—Associate



**Company:** RP Rents

**Location:** 1880 Country Farm Dr., Naperville, IL

**Business Founded:** 2024

**Joined CRCA:** July, 2025

**Number Of Employees:** Around 120

**Who is answering these questions:** Amanda Snook, Relationship Manager

## What Services Does Your Business Offer?

At RP Rents, we offer a full range of equipment rentals including scissor lifts, UTVs, boom lifts, and telehandlers. We're not just renting equipment - we're helping our customers build their businesses, their communities, and their futures. We're dedicated to providing the highest level of service, the best equipment, and the best value in the industry.

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

The growth we've seen in just a year and a half has exceeded all expectations. We're incredibly grateful for our customers and our team who have both played a major role in our success. It's hard to predict exactly where we'll be in five to ten years, but with the momentum we've built, the possibilities are endless. We're just thankful for every opportunity that's come our way.

## What Is Your Best Business Memory to Date?

When we started RP, we expected a slow start up process but the opposite happened! The growth we've experienced and the incredible team we've built have far surpassed our expectations. Watching our employees take pride in their work and seeing how far we've come together has been the best part of this journey. It's a memory and feeling that we'll always carry forward.

## How Did You Learn About CRCA?

We learned about CRCA through Contractor Member Knickerbocker Roofing, who spoke very highly of the organization and the connections it offers. Their recommendation encouraged us to look into membership and once we saw the value and community CRCA provides, we knew it was the right fit for us.


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

We recently joined CRCA and are looking forward to attending our first events soon. We're excited about the opportunity to network and connect with other roofing companies in the area, many of whom could benefit from our equipment rental services. Building those relationships is something we're really looking forward to.

## What Value Does CRCA Membership Bring to You?

CRCA membership helps us connect with potential new customers while also strengthening our relationships with current clients who are members. It's an incredible resource for staying engaged with the roofing community, keeping up with industry developments, and finding ways to support our partners' success. Being part of CRCA also gives us a sense of belonging in an organization that shares our values of professionalism, growth, and collaboration.

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

For anyone considering membership—take the leap! CRCA offers so many opportunities to grow your network, build partnerships, and learn from others in the industry. We're excited to see where our membership takes us and look forward to continuing to grow alongside this community. 

# Industry News

By CRCA Staff

## Upcoming 2025 Events—Visit [CRCA.org](https://www.crca.org) for More Information

- CRCA Annual Awards Dinner, December 5, Marriott Southwest Burr Ridge
- 2026 CRCA Trade Show & Seminars, January 14–16, Drury Lane, Oakbrook Terrace

## All Winners at October CRCA Casino Night

Almost 200 CRCA Members “gambled” away at the 6th Annual Casino Night in October. Thanks to the following sponsors: ABC Supply, APOC, Architectural Building Solutions, AssuredPartners, Big Rock Supply, BITEC, Bone Roofing Supply, Carlisle SynTec, Comstruct Sales, Dietz Vacuum, East Lake Metals, GAF, Gemco Roofing & Building Supply, George-Pacific DensDeck, Industrial Cork, Karnak, Mid-States Asphalt, OMG, QXO, S.J. Mallein & Associates, Schwab Group, SOPREMA, Trufast, VaproShield and Walter Payton Power Equipment. Become a CRCA Member to attend future CRCA events! Contact [info@CRCA.org](mailto:info@CRCA.org) today.

## CRCA’s CWIR Has Busy Fall

CRCA’s Chicagoland Women In Roofing (CWIR) facilitated two great events this fall. In September, CWIR sponsored a “Hands-On” event at GAF’s Downers Grove, IL location. Over 25 attendees at this GAF CARE event, focused on Systems 101, Hand Tools and more. In October, over 35 attendees helped pack non-perishable food at Feed My Starving Children to be distributed to needy children around the world.



CRCA Photo

These events, not limited to women, help foster involvement in the roofing industry by providing opportunities for educational development and also promoting interaction throughout the industry and community. Learn more at [CRCA.org](https://www.crca.org).

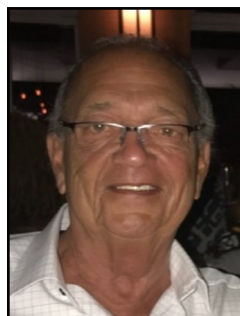


CRCA Photo

## CRCA Travels to Springfield

On October 15, CRCA’s Industry Affairs & Technical Committee invited members to travel to Springfield, IL to gather with Illinois legislators. Meeting with these government officials at this annual event, CRCA members work on fostering relationships and discussing such roofing and industry specific issues such as the Roofing Licensing Act, the Energy Code and other issues that affect our members’ businesses.

## CRCA Loses Longtime Industry Leaders



Our condolences are with the family of **Michael (Mickey) Zuccaro**, who passed away on October 25, 2025. Founding Care Roofing in 1975, in Broadview, IL, he built his commercial and residential roofing company to where it is today through dedication to quality workmanship. Care Sheet

Metal joined CRCA in 1975.



Our condolences are with the family of **Richard J. Guzior**, founder of Richards Building Supply, who passed away on October 12, 2025. Along with his wife Christine, he founded Richards, an exterior building materials supplier in 1978, which is the same year they joined CRCA. Today, Richards remains a family-owned business and has 64 offices over 15 states.

### Korellis Promotes Evans



Korellis, a CRCA commercial roofing and building envelope contractor member, headquartered in Hammond, IN, recently announced the promotion of Matt Evans to President. He brings more than two decades of construction experience and was recently Vice President of Operations. Evans is planning to support

continued growth in Korellis' core roofing services while also exploring opportunities to expand service offerings and specialty trades across the broader Midwest region. "This company has a strong foundation and a clear mission," Evans added. "It's an honor to help carry that forward with the same core values that have made Korellis what it is today."

### Sheet Metal Supply Adds Machinery

CRCA Associate member Sheet Metal Supply announced late summer the addition of a Kohler 60P 1600 Peak Performer equipment to flatten metal. The Peak Performer part leveling machine reliably levels and relieves stress from sheets and part blanks 0.024 to 0.669 inches thick, providing downstream production processes a higher quality of leveled parts and sheets, eliminating time-consuming manual rework.

They also added a Board & Batten metal panel option for vertical applications. For more information, visit [www.sheetmetalsupplyltd.com](http://www.sheetmetalsupplyltd.com).

### Mulehide Announces New Manager

CRCA Associate member Mulehide announced the addition of Dubicki Mariusz as Territory Manager for the Chicago Territory. He replaced long-time Mulehide



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Territory Manager, Shawn Dennehy, who moved to the Southeast area region. Contact [mariusz.dubicki@mulehide.com](mailto:mariusz.dubicki@mulehide.com).

### GAF Creates New Business Unit

In September, GAF announced the creation of a new business unit, Specialty Products and Services which brings together three essential parts of the roofing supply chain: granules, glass mat, and transportation. Justin Dunlap, who previously served as the President of SGI, has been appointed President of the Specialty Products and Services business. SGI also announced today that Abdallah Simaika will succeed him as President of SGI. "Our new Specialty Products and Services division will enhance customer value and drive continuous improvement across the supply chain, and we are confident that Justin's decades of experience make him the ideal leader for the business," said John Barkhouse, President and Incoming CEO of GAF." Learn more at [www.GAF.com](http://www.GAF.com).

### Johns Manville Announces New VP

Nestor Duran joined Johns Manville as Vice President of Engineering, effective September 2. He succeeded Mark Charbonneau, who announced his retirement earlier this year. In this role, Duran will report to CEO Bob Wamboldt and lead JM's global engineering organization. He

will be responsible for all aspects of Capital and Furnace Engineering, including the development and execution of capital projects, and driving excellence and standardization across the engineering discipline. JM, a long time CRCA Associate Member, reported that "Duran's leadership will be instrumental in delivering projects that align with our business goals and meet customer needs."

### ILD Eichhorn Retires



CRCA Associate Member International Leak Detection (ILD), announced in September the retirement of Chris Eichhorn after 24 years of dedicated leadership. Founded by Eichhorn in 2001, the company also announced the appointment of Krista Gnatt as its new President, effective August 2025. "Krista's appointment marks

the beginning of an exciting new chapter for ILD," said Chris Eichhorn. "With experience in building envelope, roofing and waterproofing, Krista is well-positioned to uphold ILD's leadership in leak detection, as well as expand its role in roofing and waterproofing testing and commissioning. Krista is a proven leader with the vision to guide ILD into the future."

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Gnatt is a seasoned executive with extensive leadership experience in construction field operations, national account development, technical products, and business administration operations. Most recently, she served as the President of Tremco Roofing and Building Maintenance, a single-source provider of high-performance solutions for the entire building envelope, including the roof. She previously held executive roles at Western Specialty Contractors, a national building envelope restoration company, and at the general contractor, Bulley & Andrews.

ILD also announced that it has joined the Great River Group. "Our priority for ILD's future was continuity for employees and clients," said Eichhorn. "By joining the Great River Group, we preserve our name, team, and culture while gaining new opportunities for our people and adding value for clients. Together, we're part of a growing North American leader in construction services."



The CRCA Foundation, supporting philanthropic causes, research, and education to further the roofing and waterproofing industry and community, had a busy summer / fall with three installations:

**June**—Sterling Commercial Roofing, a Tecta America Company, partnered with the CRCA Foundation to complete a significant roofing project for BraveHearts, a therapeutic equine facility in Harvard, IL. The 100 square-project included a tear-off of the old EPDM roof, and installing a mechanically fastened JM 60 mil white TPO membrane. Generous donations came from ABC Supply,

Bone Roofing Supply, Hunter Panels and Johns Manville with labor supplied by Sterling. A special thank you to Sterling's President Kevin Froeter, who personally donated \$10,000 to the project and to the crew who adapted work schedules to avoid startling the horses at the therapeutic equine facility!

**September**—Ronald McDonald House (Maywood, IL area). In collaboration with NRCA, CRCA Members maintain the five Chicagoland Ronald McDonald House roof structures. The project included removing the 30-year-old existing shingle roof system

down to the structural wood deck and replacing it with new GAF ice and water shield, felt and a GAF Timberline HDZ shingle roof system. Labor was donated by Filotto Roofing and Roofers Local 11 and materials and services were donated by Bone Roofing Supply, Economy Disposal Service and RP Rents. Great job and no disruptions to the RMH operations inside the building!



CRCA Photo

**September**—The Open Arm Foundation (Calumet Park, IL), which provides sustainable living essentials to families facing financial instability, faced water damage on a storage facility. CRCA volunteers re-roofed the small but essential building with insulation and a fully adhered black EPDM roof with new metal parapet coping and downspouts. Materials were donated by ABC Supply and labor was donated by Bennett & Brosseau Roofing, Elens & Maichin Roofing, Knickerbocker Roofing & Paving, Ridgeworth Roofing and Roofers Local 11. Great Job!



Executive Directors Troy Wormley (CRCA) and Dr. Barbara Andrews (Open Arms)

To learn more about being part of this industry wide 501(c)(3) foundation, contact <https://www.crca.org/CRCA-Foundation> today! 

## New DOT Rule Rewrites DBE Certification Standards for Contractors

DOT issued an Interim Final Rule (IFR) that took effect Oct. 3, 2025. It removes the race/sex presumptions from DBE/ACDBE eligibility and orders immediate transitions: Unified Certification Programs must reevaluate all current DBEs/ACDBEs, and, until that reevaluation is done, recipients may not set DBE contract goals or count participation toward goals. It is currently being legally challenged.

If you do DOT-funded work (e.g., bridge/road facilities, transit depots, airport construction reimbursed by FAA) expect a pause on project-specific DBE goals and counting until the state's UCP finishes reevaluations. Bid docs and compliance language may change mid-stream.

If you don't touch DOT dollars: No immediate change. Owners outside DOT can choose to copy the approach, but there's no automatic spillover from this rule.

Takeaway: Roofing and construction contractors working on federally funded projects should immediately review their DBE partnerships and certifications. With the removal of automatic presumptions of disadvantage, firms that once qualified may lose certification unless they can demonstrate individualized proof. Until DOT finalizes its recertification process, contractors should proceed cautiously on bids tied to DBE

*(This information is courtesy of The Cotney Brief, Issue 6, Dated October 6, 2025. To learn more, contact [tcotney@cotneycl.com](mailto:tcotney@cotneycl.com))*



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# CRCA Contractor Members

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