

JOHN'S JOURNAL: ATTACHED AT THE HIP

Who would've thought...that computers would take over the world? Well maybe not the world, but the world as I know it. I now have a smartphone (a powerful computer that you hold in your hand) that never leaves my side. I even sleep with it under my pillow at night! I recently read that there are support groups for people that suffer from this kind of excessive cell phone usage. One of the sure signs is sleeping with your cell phone...

Ok, I admit it, I am addicted to my cell phone. I barely remember pre-cell phone days; do you? What did we do when we were driving and needed to make a phone call? What did we do when we couldn't remember the name of our electrician? What did we do when we sat in a restaurant alone for lunch? I don't know about you, but I can't remember!

Many of you know me and see that I carry my cellphone on my hip, in an Otterbox™. I have been told that the only people who carry something on their hip are cops. I DON'T care and I'm pretty sure I'm not the only one! I don't know about you, but have you ever tried to get something out of your pocket when you are seated? Or, when you are driving? (Oh wait, I never use my cell phone when I drive - just in case I've already offended some police officers...)

Seriously though, as I watch our employees using their cell phones I do get it. Much of the time they sit at their desk talking on their cell phone rather than their office phone. I've seen them use their phones to take photos at jobsites, send and receive email or text messages, calculate material needs, check to see if their family has arrived home yet, check social media, or run apps - like using as a level or find the pitch of a roof. I'm sure I'm leaving out a multitude of uses here – there are just too many to list (besides Angry Birds and Candy Crush)!



With that, I think that we all need to be careful not to replace human contact with technology. Although texting and emailing is useful, it certainly doesn't convey the feeling behind the message and some things are better said in person. While my hopes for our company is to keep up (if not lead) in certain areas of useful technology advancement, I hope that we do not lose the personal service and friendliness of that face to face interaction. A smile certainly goes a long way some days!

Things have changed a lot since 1889 in the world of building with more changes to come as things advance so quickly. It becomes increasingly more difficult to unplug that device and take time to recharge our own internal batteries. Thank you for the opportunity to connect with you on this topic, perhaps we can all put the phone down once in a while and share a smile. Just don't try to pry my phone off my hip! Now, about that support group...maybe there's one on-line...



CORPORATE LINGO TRANSLATED JUST IN TIME FOR YOUR SPRING HIRING
Decipher the Help-Wanted Ads

“Join Our Fast-Paced Company!” – *We have no time to train you; you'll have to introduce yourself to your co-workers.*

“Competitive Salary” – *We remain competitive by paying less than our competitors.*

“Requires Team Leadership Skills” – *You'll have the responsibilities of a manager, without the pay or respect.*

“Must be Deadline Oriented” – *You'll be six months behind on your first day.*

“Duties Will Vary” – *Anyone can boss you around.*

“Join Our Dynamic Team!” – *We all listen to nutty motivational tapes.*



Read Between the Lines to Want Ad Responses

“My pertinent work experience includes” – *Don't ask me about all the McJobs I've had.*

“I'm personable.” – *I give lots of unsolicited advice to co-workers.*

“I'm adaptable.” – *I've changed jobs a lot.*

“I am on-the-go.” – *You can never find me when you need me.*

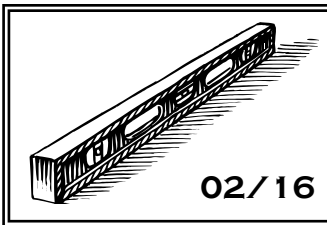
“I'm highly motivated to succeed.” – *The minute I find a better job, I'm outta here.*

“I look forward to hearing from you soon.” – *Like I'm gonna hold my breath waiting for the letter.*

FOR MORE INFORMATION

For more information on the articles contained in this newsletter please contact your Steneron Lumber salesperson. We are open to suggestions on future topics; just let us know what you'd like to see. If you'd like to be added or removed from our mailing list or have an address correction, please call the General Office at 218-233-3437.

VISIT US ON [FACEBOOK](#) FOR PHOTOS, NEWS, CONTESTS AND MORE!



ON THE LEVEL

A STENERSON LUMBER PUBLICATION

STENERSON SPOTLIGHT ON SERVICE

Please help us welcome Connie Nygaard, our newest member of the Steneron Lumber Service Team at our Fergus Falls location. Connie will be sharing her eye for design and her hand with functionality as our Kitchen & Bath Design and Sales Specialist. With this brand-new position in Fergus Falls, she will work with both contractors and home-owners to help navigate the extensive offerings available in the world of cabinetry, countertops, and flooring. She helps customers visualize their project by preparing a computerized rendering of their space with the selections they've made and is able to work within many different budgets. She comes to us with over eight years of experience in this area and is eager to design with the new-found freedom to work with many different suppliers – many with Minnesota-made products. She is most excited to share new and unique items such as Cambria quartz, Duraceramic flooring, Fusion plank flooring, and cabinetry constructed in the rustic woods that are so popular in the lakes area. We have been busy updating our displays, showroom, and office areas to showcase these new products. Connie lives in Fergus Falls with her husband and pups, visiting her two sons and grandbabies whenever she can. In her spare time, she is a busy crafter; she loves to cook, can, sew, quilt...and best of all for those of us who work with her.....BAKE! Give her a call at 218-739-4481 or stop in and see her with your next kitchen and bath project ideas.



2016 WINTER HOURS

Monday – Friday
7:30 am to 5:00 pm

**As always
- FREE DELIVERY -
call for yours today!**



PRODUCT SALES

- Casey Beckerleg, Mhd
- Dennis Beckerleg, Comm
- Kirk Begin, Mhd
- Steve Breyer, Mhd
- Zach Felt, DL
- Steve Gease, FF
- Bill Jackson, DL
- Craig Johansen, FF
- Scott Mollberg, Mhd
- Amy Nelson, DL
- Connie Nygaard, FF
- Jim Rude, DL

STENERSON LUMBER LOCATIONS

555 Hwy 59 N
Detroit Lakes, MN
218-847-2188

324 Washington Ave E
Fergus Falls, MN
218-739-4481

1702 1st Ave N
Moorhead, MN
218-233-2754

Pro Builder Lending
218-233-3437

Corporate Offices
218-233-3437



MARK YOUR CALENDAR FOR THESE ON THE LEVEL EVENTS

Friday, March 4th - Warm Up with Us in Fergus
Chili and Chicken-Wild Rice Soup - Open House Customer Luncheon
Fergus Falls Store – 11AM until Kettle is Empty

Thursday, March 17th – Shearwall Training
Residential Wall Bracing Training for IRC 2012 by Simpson Strong-Tie
Moorhead Store – 2 pm to 5 pm followed by wings and beverages - RSVP

Friday, March 18th – 53rd Annual Home Builders Care Fish Fry
Fish Fry, Meat Raffle, Silent Auction, Door Prizes
Fargo Civic Center – 5:30 pm to 10 pm.
Proceeds benefit Home Builders Care of FM

Saturday, March 19th and Sunday, March 20th – DL Home & Sports Show
Check out a vast array of interior and exterior siding products & see as at the show!
Kent Freeman Arena, Detroit Lakes – Saturday 10am – 5pm; Sunday 11am – 4 pm

Thursday, March 24th – Deck Hardware How-To (Part 2)
Learn about decking code changes and structural safety for deck building.
Fergus Falls Store – 5:00 pm to 6:00 pm – RSVP preferred
Pizza and beverages served. Co-sponsored by Wausau Supply Co. and Simpson Strong-Tie

Thursday, April 7th – Ladies Night at the Lumberyard
Open House, Instructional Seminars, Prizes, and Wine-Tasting
Detroit Lakes Store – 5:30 pm to 7:30 pm – RSVP only

Certainteed® Roofing Mobile Training Vehicle
April 19th – Moorhead / April 20th – Fergus Falls / April 21st - Detroit Lakes
Application Techniques, Warranty Information, Live Demonstrations

Find out more about these exciting events and more on our Facebook page or ask your Steneron Lumber salesperson!

A LITTLE HELP IN THE KITCHEN...MORE THAN DRYING THE DISHES



Fergus Falls Showroom

Some days we could all use a little more help in the kitchen. From choosing lasting finishes to increasing functionality, our kitchen and bath design services are just that - that little bit of help in the kitchen that makes all the difference. We all know that the kitchen has become the heart of the home and many realtors agree that beautiful, well-functioning kitchens can make or break a quick home sale. However, the vast array of choices and making them work within your space can be quite daunting for homeowners and for contractors.

Thinking you might want help? Homeowners planning their build or remodel appreciate the help in navigating the multitude of options that can become so easily overwhelming. Contractors appreciate the time savings of having those kitchen and bath details ironed out for them between their client and supplier. Some contractors are involved very much with the kitchen design going into the home while others take somewhat of a back seat in planning this space – turning the budget and design choices completely over to their client. We offer multiple cabinet lines from standard box cabinets to fully custom kitchens, with many of them on display in our Detroit Lakes and Fergus Falls showrooms. Topping them off, we can supply the gamut of countertops as well – laminate, quartz, natural stone, and everywhere in between. This purchasing freedom allows our designers to create spaces for their clients by really listening to their wants and needs while not being reined in by brand and supply constraints. Once a design has been created, customers are provided with a printed or emailed design rendering to take home and use in their decision process. Coupled with actual product samples, these scaled drawings take the anxiety out of choosing materials with full project visualization. Our kitchen and bath designers work closely with our other experts in the lumberyard. This is not only very helpful in remodels when customers are considering changing their home's structure, but also allows them to carry on design aspects into the rest of the house by helping choose matching trim, interior doors, closet systems, and the like.

Currently, we have Kitchen & Bath Specialists in our Detroit Lakes and Fergus Falls locations; however, Amy and Connie are happy to meet with clients throughout our regional area. They will even travel to your space to take measurements to ensure a proper fit and function. Call and make an appointment today! It's never too early to start making plans.



Detroit Lakes Showroom

EMPLOYEE VS. INDEPENDENT CONTRACTOR: BE AWARE OF THE NEW GUIDELINES

We all know that it is important that your workers are paid for their services and the resulting tax obligations are met appropriately (which is even more important to the government). Misclassifying an employee into the contractor pool can be quite expensive for businesses. In 2015, the Department of Labor's Wage and Hour Division issued a new 6-Factor test in determining the status of independent contractors. The DOL assumes that a worker is an employee unless the majority of these factors can be met:

1. Work done is not an **integral part** of the employer's business. They do not perform the business's primary job.
2. Worker should provide evidence of **managerial skills** that could affect his/her profit or loss such as choosing of materials, timing of equipment, scheduling of jobs, etc.
3. Worker's **investment** in his or her business should be comparable to the employer or others in the same business.
4. Worker should be **economically independent** of employer with their business skills, judgement, and initiative.
5. Worker-employer relationship should have **definite time-frames**. Permanence or indefiniteness of the relationship will be looked at as an employee-employer relationship.
6. Worker has **control** over the work done and the means of accomplishing it. Employers who specify the steps as to how a job is completed, may be looked at as employee employers.

Each of these factors should not be used singly to determine the working relationship, but should be evaluated as a whole.

More information can be found at: http://www.dol.gov/whd/workers/misclassification/ai-2015_1.htm

PROJECT PROFILE: BEND ME, SHAPE ME

Beautiful homes start with an idea. With expert craftsmanship and the bending and shaping of materials, that idea has become a beautiful reality for two Minnesota lake-bound homeowners. With plans hand-drawn by Steve Christianson, they set out to find a material supplier. Knowing that they wanted to purchase JELD-WEN® windows to complete their project, they chose Stenerson Lumber as their supplier and set to work with 30-year lumber-sales veteran, Scott Mollberg.

Steve Christianson connected the couple with Fargo's Bob Schmit Construction (long-time Stenerson Lumber customer) who enlisted the help of local craftsman, Greg Gronwold. Together, they worked out the framing of this "coastal Hampton look" home and set out to bring the detailed design elements to life. Soon after the walls were up, the team set out to order each of the unique windows that were the crux of this project. The home contains multiple window shapes, operations, and wood species. Rather than ease the difficulty of the project and change the design the homeowners loved; each arch, each transom, each muller unit, was painstakingly measured and planned. The home even has a 4-wide set of bi-folding patio doors on the lake side! Taking some time in the evenings to draw out many of the more complicated units on his garage floor, Scott assured a perfect fit prior to the windows' production. Their hard work paid off and not a single window or patio door was returned for mismeasurement. Who knew that that Trigonometry class would pay off one day?



JELD-WEN® Arch-top Transom Unit

The next challenge came with the curved rafter ends and the bent fascia and trim. Blocking the ends of the rafters with curved plates, the crew was able to work the plywood sheathing along the curve of the blocks and create the swooping roof lines. The trim then followed through the help of Versatex®, a uniquely pliable when heated, cellular PVC trimboard. Jigs were built to follow the arcs of the windows and through the use of a large heating blanket, the trim was heated to 290°-300° and easily bent around the jigs. In a matter of minutes the material cools and it becomes rigid again, ready for installation. Prefinished LP SmartSide® board and batten panels and traditional lap-siding was chosen for the majority of the home's exterior accented with Hardie Shakes (James Hardie HardieShingle Siding®) and stone masonry. The stone work will be done later this spring or summer.

A work of art still in progress, the crew is proceeding with the interior millwork and completing the shape of the home's living space. An attention to detail that is interestingly varied throughout the home is already evident with their mixed choice of wood species in different zones of the home. We are definitely excited to see how the homeowner's beautiful idea will be shaped into a spectacular home.

For more information on any of the products or processes mentioned in this article, please contact your Stenerson Lumber salesperson.



Elevation Drawings by Steve Christianson



Versatex® Trim Highlights the Curved Roof Lines and Arcs