



Wade Lancaster
GARCA President

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President's Message

GARCA Members,

As we approach the end of 2022, I'd like to thank everyone for making the past year a successful one. Our association is continuing to grow, and we are providing more ways to benefit members. We are all still experiencing supply issues, but we are continuing to adapt and carry on. Our membership has worked among ourselves and with industry partners to discuss and learn how to navigate through these difficult times.

I would like to thank everyone that joined us for our annual scholarship golf tournament at Stone Mountain. We had over 120 people in attendance and raised \$22,000 for scholarships. I would like to thank Cory Tibbs for all the hard work he puts into this event each year. We had a fantastic group of sponsors who helped make this event a great success. I would like to congratulate Stone Mountain Access for being this year's top tent sponsor for the second year in a row.

2023 will be here before we know it. We have a lot in store for the first quarter of 2023 and beyond. Our annual pheasant shoot is scheduled for January 27th. I'd like to encourage everyone to sign up quickly as there are limited spots available. Please reach out if you need help with registration or have questions about the event.

Our workforce development committee has been working hard on the first ever state SkillsUSA roofing competition being held in March 9-10, 2023 at the Georgia World Congress Center. We have been reaching out to contractors and connecting them with local high school trade programs. We all have trouble hiring good employees and this is a great way to get in front of the next generation. This is a great opportunity to get in front of these young adults

President's Message (cont'd)

and show them that roofing is a career and not just a job. Please reach out to Betsy or me if you would like to get involved with some local schools.

During the SkillsUSA competition, we will also be educating students on roofing careers in the World of Roofing. We are looking for folks to work one of the stations and helping to offset the cost with sponsorships and donations.

We will be sending out the dates of our next webinars and trainings in the next few weeks. We will be focusing on some of the key challenges such as hiring new employees and OSHA. If you have specific topics you would like to see then please reach out with ideas.

As always, we encourage everyone to get involved as members. If you would like to get involved or help in any way then please reach out to Betsy, me, or anyone on the board.

I would like to thank everyone for their continued support of the organization. We hope everyone has a safe and happy holiday season.

J. Wade Lancaster
GARCA President
wlancaster@tectaamerica.com



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2022 GARCA Annual Golf Tournament

GARCA's Annual Golf Tournament to Benefit the Scholarship Fund was a huge success!

Postponing this year's tournament by a week made all difference. It was a beautiful day on the Lakemont Course at Stone Mountain Park. We had 120 golfers participate in the Tournament, the primary fundraiser for the GARCA Scholarship Program. Tournament participants enjoyed visiting all of the sponsor tents.

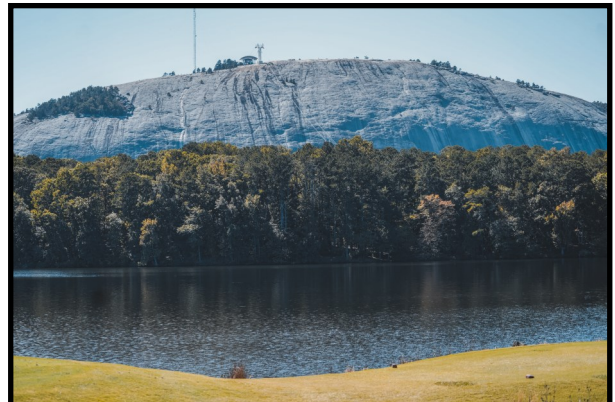
A special thank you to all of the sponsors who set up tents at various holes and provided drinks, snacks, giveaways and some very inventive games for the golfers to play while they were waiting to tee off.

Without the support and dedication of our players, sponsors and volunteers, this event wouldn't have been possible. Their support has repeatedly played a key role in the success of our Scholarship Program. We expect this year to be one of the most successful to date.

In the words of the 2022 scholarship recipients:

"Thank you so much for awarding me this scholarship. It is a blessing to me and my family. Thank you for your generosity and helping me achieve my educational goals."

"I cannot begin to express how excited and thankful I am for this honor. This truly helps me financially and will help me to do my best in the years to come."



2022 GARCA Annual Golf Tournament (cont'd)



2022 GARCA Annual Golf Tournament

Congratulations to our 2022 Tournament Winners!



1st Place Team

Congratulations to Jed Breitbart, Chad Green, Buck Hall and Craig Burkhalter

Tent Sponsor of the Year

Stone Mountain Access

2nd Place Team

Congratulations to Kelly Ray, Taylor King, Tray Couch and

Thank you to our 2022 Sponsors!



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Stone Mountain Access
Summers Roofing
Tecta America Southeast
TNT Roofing Products
Tropical Roofing Products
Viking Roofing Products
WhitCo Roofing

2023 GARCA Scholarship Announcement

We are proud to be able to again offer GARCA Scholarships to deserving dependents of member company employees. The sole fundraiser for our Scholarship Program is our Annual Golf Tournament.

As with last year, applicants will fill out a new online scholarship application.

IMPORTANT: Applicants will need to have the following information/documents on hand before beginning the online application. You will NOT be able to save your application and return to it at a later date:

1. The official online scholarship

application form completed and signed.

2. Last official high school or college transcript.
3. Official SAT/ACT scores (high school students only).
4. Two reference forms filled out and emailed before deadline.
5. Answer to the Essay question. *Why are you a good candidate to receive this award?*
6. Current photograph.

The link to fill out the online application will be sent out to all primary contacts within our member companies around December 15th. If you would like the link to be sent to others within your organization such as

HR or Office Manager, please contact Betsy Rahm at info@garca.org.

The applications will be anonymously judged by Board and winners will be announced in early May.

NOTE: Proof of enrollment for Fall 2023 will be requested from all eligible applicants before the scholarship can be awarded. Checks will be made out to the school and mailed to the students.

The deadline for submission will be March 15, 2023. Good luck!

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This year marks our 10th year of dedication to safety and preserving human life.

Thank you to our current and future partners for their commitment to joining us on this critical journey. We are looking forward to a new year filled with opportunities for hard work and mutual growth.

Here's to another 10 years of prosperous partnerships with STC!



New Rule on the Misclassification Issue

The Department of Labor Proposes New Rule on the Misclassification Issue

On October 13, 2022, the Department of Labor (DOL) published its Notice of Proposed Rulemaking, stating its objective is, “to help employers and workers determine whether a worker is an employee or an independent contractor under the Fair Labor Standards Act.” This issue is commonly referred to in the construction industry as the misclassification issue.

According to the DOL, the proposed rule seeks to do the following:

- Align the department’s approach with courts’ FLSA interpretation and the economic reality test.
- Restore the multifactor, totality-of-the-circumstances analysis to determine whether a worker is an employee or an independent contractor under the FLSA.
- Ensure that all factors are analyzed without assigning a predetermined weight to a particular factor or set of factors.

- Revert to the longstanding interpretation of the economic reality factors. These factors include the investment, control and opportunity for profit or loss factors. The integral factor, which considers whether the work is integral to the employer’s business, is also included.
- Assist with the proper classification of employees and independent contractors under the FLSA.
- Rescind the 2021 Independent Contractor Rule.

Undoubtedly, by rescinding the 2021 rule in which the core factors of control over the work and opportunity for profit or loss carried greater weight among other factors, application of the proposed rule will tip the scales in favor of finding that a worker is an employee, rather than an independent contractor. This is particularly true in those instances where the worker is economically dependent on the employer and where the worker is performing work integral to the employer’s business.

Employers in the construction industry are on notice. Indeed, Principal Deputy Administration

for the DOL Jessica Looman has stated the construction industry is one of the industries where the DOL has put emphasis on protecting “low-wage vulnerable workers” from misclassification as independent contractors. Notably, the Associated Builders and Contractors has publicly opposed the proposed rule.

Hendrick Phillips Salzman & Siegel (HPSS) has been providing legal services to the construction industry for more than 40 years, with over 150 years of cumulative experience, HPSS Law has been involved in construction issues from all perspectives - representing contractors, construction managers, specialty trade contractors, subcontractors and owners, as well as other parties involved in this industry. For more information go to www.hpsslaw.com.





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Upcoming Events



GARCA Pheasant Shoot **January 27, 2023** **Beaver Pond Farm**

Bring your own 20 gauge or larger shotgun with a minimum of two boxes of ammo. High Brass Ammo #6 shot (preferred) and no higher than #7 1/2 shot. For those interested in shooting skeet, bring extra target load ammo for your gun of choice.

Birds will be dressed for Hunters to take home (if desired), along with a delicious recipe for cooking from our own Jonathan Glisson. Hunters will need a small cooler with ice for transportation. Participation is limited to 22 stations.

Registration is now open!
Click on the Register Now link from info@garca.org to register. Spaces are limited so don't wait to book your space!

Construction Ready Career Expo/ Skills USA Competition **March 8-10, 2023** **World Congress Center**

We have the opportunity to pilot the first SkillsUSA state roofing competition in Georgia during the Construction Ready (formerly CEFGA) Career Expo from March 8-10, 2023, at the Georgia World Congress Center. This is an incredible opportunity to expose high school students to the roofing industry now and build a pipeline of potential employees for the Georgia roofing industry later.

The key to the success of this competition is identifying contractors and manufacturer/supplier members to work with schools to get them ready for competition.

We are also looking for help with the actual competition in March. We need judges, sponsors for prizes and setup and breakdown help.

If you would be interested in helping out, please contact Betsy Rahm at info@garca.org.



2023 Roofing Day **April 18-19, 2023** **Washington DC**

As you know, this industry-wide event is a huge staffing and financial undertaking. NRCA watches costs extremely rigorously for this event and has worked to contain expenses as much as possible over the last 5 years, but as we all see in our budgets, inflation is having a considerable impact on things. This is particularly important in the hospitality industry where costs have increased by 30% just this year alone.

GARCA's will include:

- An opportunity to weigh-in on the issues presented
- Up to 5 complimentary registrations to participate in Roofing Day in D.C. 2023
- Recognition as a sponsoring partner with your organization's logo on all print and online event-related materials, including social media campaigns

If you would be interested in attending on behalf of GARCA, please contact Betsy Rahm at info@garca.org. AS part of our annual sponsorship, we get four free passes.

REGISTER NOW

2023 GARCA PHEASANT SHOOT

Fri., January 27, 2023 • Beaver Pond Farm • Luthersville, Ga

**8:00 - 8:30 AM
GRAB & GO BREAKFAST
SANDWICH**

**8:30 - 9:30 AM
PRACTICE SKEET SHOOT**

**10:00 AM - 12:00 PM
PHEASANT SHOOT**

**12:00 - 1:00 PM
BUFFET LUNCH**

Participation is limited
to 22 Stations

Questions?
Jonathan Glisson 404-558-3446
GARCA Offices 770-615-3751

**REGISTER AT
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Safety Training Courses



Safety Training for Members

Education and training are important tools for informing workers and supervisors about workplace hazards and controls so they can work more safely and be more productive. GARCA is proud to be able to offer their members these very competitive class prices.

Training Class	Duration	Who Should Attend	GARCA Member Pricing
OSHA 30 Hour	4 Days	Supervisors	\$325
OSHA 10 Hour	2 Days	Workers	\$155
First Aid/CPR	5 Hours	Supervisors and Workers	\$95
Fall Protection	4 Hours	Supervisors and Workers	\$95
Forklift Operator	2 Hours	Workers	\$135
Mobile Elevated Work Platform (Aerial/Scissor Lift) Classroom only	2 Hours	Workers	\$95
HazCom	2 Hours	Workers	\$65
Flagger Control	2 Hours	Workers	\$95
Fire Safety	1 Hour	Supervisors and Workers	\$65
Qualified Rigger & Signal Person	6 Hours	Supervisors and Workers	\$225
New Hire Training	4 Hours	Workers	\$155

NOTE: All classes are available in Spanish if requested.

How to Register

If you would like to sign up for a class, you can use the attached form.

Training Packages Available

If you are interested in bundling classes and holding them at your office to reduce workers time away from the jobsite, please contact the office at 770-615-3751 or info@garca.org.

Online OSHA 30 classes are available. You have 6 months to complete from time you register.



CERTA Torch Training

Education and training are important tools for informing workers and supervisors about workplace hazards and controls so they can work more safely and be more productive.

Training Class	Duration	Member Price (per employee)	Non-Member Price (per employee)
New Certification	8 Hours	\$300	\$350
Recertification	4 Hours	\$200	\$250

Course Overview

This course provides the NRCA approved roofing torch applicator program. Instructors will use NRCA manuals, video, classroom discussion and live demonstration to teach the most recent best practices and industry requirements for the safe use of roofing torches.

Onsite Classes

If you would like to have the training done at your location, you must have a minimum of 5 employees (and maximum of 10), a classroom/conference room set up and adequate space outdoors for the hands-on training portion of the class.

Group Classes Available

If you have less than 5 employees who need Torch Training, GARCA will also periodically offer classes at a convenient, central location. However, if we do not have the minimum number of participants within 48 hours of the training, we reserve the right to reschedule.

How to Register

Register online at www.garca.org/training or email registration form to info@garca.org. Please contact the GARCA office at 770-615-3751 or info@garca.org with any questions.

GARCA Voluntary Licensing Program



GARCA
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VOLUNTARY LICENSING PROGRAM

GET STARTED TODAY.
[GARCA.ORG/GETSTARTED](https://garca.org/getstarted)

Georgia Roofing Contractors Association's Voluntary Licensing Program was developed to increase industry standards in Georgia by elevating roofing contractor's knowledge, skills and professionalism through voluntary self-regulation. The license is provided through and managed by GARCA and is available to both Residential (Steep Slope) and Commercial (Low Slope) contractors.

"We must all work together to raise Georgia's roofing industry standards, improve safety, increase public confidence and build a solid foundation for the next generation of workers."
-Wade Lancaster, GARCA President

Questions? 770-615-3751

GARCA Voluntary Licensing Program



Join these contractors who have gone the extra mile and got licensed...

Apollo-Primm	Mid South Roof Systems
Ben Hill Roofing	Mission Construction
Biscayne Construction	Perimeter Roofing
Bone Dry Roofing	Roof Management Inc.
Coastal GA Quality Roofs	Roofing Professionals Inc.
CORE Roofing Systems	Southern Comm. Roof Tech
Crabapple Roofing	Specialty Roofing
Echols Roofing	Summers Roofing Co.
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Contact Betsy at info@garca.org to order.

Go to GARCA.org/GETSTARTED to find out more about the program and to apply.

Thank you for your support of the Georgia roofing industry!

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Chandler Roofing

Colony Roofers

Cornerstone Roofing and Restoration

D-Mac Industries

Empire Roofing of Georgia

Findlay Roofing

ICP Building Solutions Group

Makeover Roofing

Mission Construction

Nelson Roofing

North Georgia Property Renovations

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Support GARCA Members

Jeff Stanfield
ABC Supply
Jeff.stanfield@abcsupply.com
770-805-3580

Cody Aughton
A & C Exteriors
acexteriorsga@gmail.com
912-504-7058

Carm Termini
A.C.T. Metal Deck Supply
sales@metaldecksupply.com
800-894-7741

Nick Harvill
ACH Foam Technologies, LLC
nharvill@achfoam.com
770-536-7900

Alan Frank
Alan Frank Roofing Co., Inc.
alan@alanfrankroofing.com
478-972-4319

Dale Pendergraft
Ameristar Roofing Inc.
dale@p3-pr.com
770-831-1770

Jeremy Dickman
Apollo-Primm Roofing
JD@apolloprimm.com
770-934-2888

Robert Hargreaves
Apollo Roofing Company, Inc
RHcare@apollooroofing.com
770-751-6191

John Phillips
ARAC: Roof It Forward
info@roofitforward.com
770-675-7650

Bobby Gregory
A-Vet Roofing
bobby@avetroofing.com
478-447-5324

Adam Smith
BASE Lightning Protection, Inc
adam@baselp.com
404-895-7729

Brandon Smith
Base Roofing
brandon@baseroofing.co
404-895-7729

Edwin Delcarmen
Beacon Roofing Supply
Edwin.delcarmen@becn.com
470-261-8678

David Welch
Ben Hill Roofing & Siding Co.
Dwelch@bhroof.com
770-949-3514

Tony Ferrante
Berridge Manufacturing Co.
tferrante@berridge.com
770-941-5141

Bruce Leffler
Best Roofer Marketing
bruce@bestroofermarketing.com
404-857-4479

Tyler Laing
Biscayne Construction
Tlaing@biscayneroofting.com
954-258-9644

James Kellogg
Bitumar (Georgia), Inc.
James.Kellogg@bitumar.com
404-386-0240

Travis Webb
Bone Dry Roofing Company
TWebb@bonedryroofing.net
706-543-1275

John Coleman
Bonitz of Georgia
johnc@bonitzga.com
912-964-7155

Chris Braswell
Braswell Construction Group, Inc.
Michelle@braswellconstructiongroup.com
678-283-2551

Curtis Eshghy
C&N Roofing
katie@cnroofing.com
844-415-7663

Randy Tinney
CDS/SRS Distribution
rtinney@srsicorp.com
205-789-4397

Clay Chandler
Chandler Roofing
clay@chandler-roofing.com
912-682-6697

Wes Riemenschneider
C.L. Burks Construction
wesleyr@clburks.com
404-355-7663

Andy Bryan
Christian Brothers Roofing
christianbrothersroofing@gmail.com
470-779-7920

Jarrett Eidell
Coastal Georgia Quality Roofs
coastalgeorgiaqualityroofs@gmail.com
912-222-0275

Support GARCA Members (cont'd)

Zach Reese
Colony Roofers
zach@colonyroofers.com
678-365-3138

Briley Wahl
Cornerstone Roofing & Restoration
Cornerstoneroofing.office@gmail.com
770-308-9195

Nathan Williams
Crabapple Roofing
nathan@crabapplerroofing.com
678-332-4901

Jeff Pierce
C.R.S. Supply
jpierce@crssupply.com
770-458-0539

David Dougherty
D & D Roofing, Inc.
dad@danielconst.com
706-884-5686

Blake Wilson
D-MAC Industries Inc.
bwilson@d-macindustries.com
770-664-5402

Nick Johnson
Deep South Roofing
nick@deepsouthroofingcompany.com
404-819-7240

Dusty Greer
Dusty Greer Roofing
dustygreerroofing@yahoo.com
770-316-8047

Mark Ashe
Echols Roofing Company
echolsroofing@ymail.com
770-452-1195

Brian McGrew
Elite Roofing Supply
bmcgrew@eliteroofingsupply.com
602-396-2261

Josh Hipsher
Empire Roofing of GA
josh@empireroofing.com
470-829-9443

Ramone Tejada
ESC Safety Consultants
rtejada@escsafety.com
832-506-0755


Cory Tibbs
GAF/Noble Sales
ctibbs@gaf.com
770-510-8033

Rick Watson
Heely-Brown Company
rwatson@heelybrown.com
404-352-0022

Philip Siegel
Hendricks Phillips Salzman & Siegel
pjs@hpsslaw.com



GAF



Noble Sales Inc.
COMMERCIAL ROOFING PRODUCTS

Cory Tibbs, 770-510-8033

Support GARCA Members (cont'd)

Stephen Phillips
Hendricks Phillips Salzman & Siegel
smp@hpslaw.com

Shane Hewatt
Hewatt Roofing
shane@hewattroofing.com
770-318-1890

Matt Mobley
H.B. Fuller
Matt.Mobley@hbfuller.com
470-774-7275

Chris Howe
Howe Contracting & Supply
chris@howeroofs.com
770-424-5540

Eric Carlisle
IB Roof Systems
marketing@ibroof.com
800-426-1626

CJ Sharp
ICP Building Solutions Group
csharp@icpgroup.com
330-212-6920

Michael Finney
Ideal Building Solutions, LLC
mfinney@ibsroofing.com
770-451-7183

Chantel Flores
Integrity Roofing & Gutters LLC
chantelle@integrityroofingfl.com
407-960-4058

Randy Korach
IRG Ventures dba
Innovation Roofing
rkorach@innovativeroofing.net
404.351.8797

Marty Brooks
J Key Commercial Roofing
marty@jkeyroofing.com
404-736-4648

Paul Mangieri
Justice & Son, LLC
justicesonllc@gmail.com
706-872-9457

Tim McLoughlin
KTM Roofing
tim@ktmroofing.com
678-565-7663

Candace Klein
Klein Contracting Corporation
candace@kleincontracting.com
770-840-9924

Steve Kruger
L. E. Schwartz & Son, Inc.
skruger@leschwartz.com
478-745-6563

Bobby Lauman
Large & Gilbert
blauman@largeandgilbert.com
770-671-1533

Ryan McCafferty
**Large & Gilbert/
Keystone Financial Group**
rmccafferty@keystonefg.com
770-671-1533

Dan Hollis
Larimer/Shannon Group, Inc.
dhollis@lsgrp.com
919-602-7486

Omar Suliman
Makeover Roofing
sales@makeoverroofing.com
700-800-0200

David Lorenz
Marco Industries
dlorenz@marcoindustries.com
404-358-2593

Joseph Lancaster
Metalcrafts, a Tecta America Co.
jolancaster@tectaaamerica.com
912-236-0615

Marvin Campbell
MGC Roofing & Construction, Inc.
marvin@mgcroofing.com
478-328-6369

Van Edwards
Mid-South Roof Systems
vane@msrs.com
404-361-5154

Sam Perry
Mission Construction
admin@missionconstructionco.com
706-424-8853

Will Harper
Mountain Top Roofing
Will.harper1@gmail.com
706-888-1957

Tim McKinley
Nelson Roofing
tim@nelsonroofing1.com
678-571-0375

Russell Quick
OMG Roofing Products
Rquick@omginc.com
800-633-3800

Support GARCA Members (cont'd)

Ryan Bell
Parsons Roofing Co.
rbell@parsonsroof.com
678-756-0224

Matthew and Jamie Pratt
Patriot Pros Roofing
accounting@patriotprosroofing.com
912-665-3338

Adam Cody Freeman
North Georgia Property Renovations
ashley@ngprllc.com
770-652-4202

Todd Price
Perimeter Roofing
tprice@perimeterroofing.com
678-948-7663

Mike Jones
Petersen Aluminum Corp.
mjones@petersenmail.com
404-966-1886

Will Marshall
Pittman Waller
will@pittmanwaller.com

Robert Shelby
Platinum Roofing Atlanta
robert@platinumroofingatlanta.com
678-873-5481

Keith Joseph
Premier Roofing & Siding
keithjsph@yahoo.com
404-551-6405

William Davis
Proaccess Roofing
info@proaccessroofing.com
770-727-8879

Dusty Law
Pro-Active Sales & Marketing
dusty@pro-activesales.com
704-677-6615

Jonathan Herriman
Quality Edge Metals
jherriman@qualityedge.com
678-883-4460

Joshua Swinwood
Refuge Roofing
josh@refugerootingusa.com
770-670-1435

Nickolas Wilkus
Ridgecut Roofing & Construction
nwikus91@outlook.com

Tom Brickell
Roof Management, Inc.
tbrickell@roofmanagementinc.com
770-798-9102

Elaine Bare
Roof Partners, LLC
elaine@roofpartners.net
404-490-4646

Ted Deaton
Roofing Professionals Inc
ted@rpiroof.com
912-756-7663

Alex Isenberg
Royal Adhesives and Sealants
Alex.isenberg@rascp.com
470-774-7275

Dales Shoemaker
Secured Roofing and Restoration
dshoe@securedrr.com
912-616-7663

John Coleman
SERD Construction
johnc@serdconstruction.com
912-657-4132

Rich Johnson
Soprema
rjohnson@soprema.us
404-787-1546

Brandon Barron
Southern Commercial Roof Tech.
brandon@scrooftech.com
770-331-5361

Pam McNeese
Specialty Roofing
pam@src-roofing.com
678-714-2300

Scot Thomas
STC Safety
connie.goltz@thestcgroup.com
972-347-3377

Ian Bick
Summers Roofing Co., Inc.
ian@summersroofing.com
770-663-4211

Wade Lancaster
Tecta America Southeast
wlancaster@tectaamerica.com
770-740-0018

Ron Heath
The Roof Depot, Inc.
rheath@roofdepotpros.com
770-205-1321

Mark Jenkins
Thomson Roofing and Metal Co.
mjenkins@thomsonroofing.com
706-595-2863

Support GARCA Members (cont'd)

Kristen Clark
Tip Top Roofers
kclark@tiptoproofers.com
404-351-4410

Adam Lenhart
TNT Roofing Products
adam.lenhart@tntroofingproducts.com
470-863-2777

Jena Carver
Total Pro Roofing
jena@totalproroofing.com
770-624-1009

Greg Howell
Tower Roofing, Inc.
ghowell@towerroofinginc.com
770-592-9889

Shane Millwood
Viking Products Group
smillwood@vikingpg.com
770-231-5405

Andy Knapp
Waterbarriers
andyknapp@waterbarriers.us
404-414-6242

Jason Tolbert
Watertight Roofing Services
jparker@wrsroof.com
770-868-0290

Gene Fulford
West Georgia Resources
gene@westgeorgiaroofing.com
770-832-7118

Baxton McIntyre
Westlake Royal Roofing
(Unified Steel Stone Coated Roofing)
baxton.mcintyre@westlake.net
659-239-1562

Grant B. Whitney
Whitco Roofing, Inc.
gwhitney@whitcoroofing.com
888-399-2221

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