

Cabinet Makers Association

Your Trade Association For Small Shops

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January 2004

Volume 4, Issue 1

Meet the Board of Directors

The Cabinet Makers Association is fortunate to have qualified leaders. Associations need good leadership in order to remain healthy and grow. The Board of Directors has been established not only to direct the course of the Association, but to meet your needs, act as a point of contact and answer association related questions.

President: Brad Phelps (Phelps Wood Designs, Inc., Cedar City, UT, 435-586-0369)
First Vice President: Keith Hill (Forbes Cabinets, Inc., Apex, NC, 919-362-4277)
Second Vice President: Charles Wilson (C.W. Custom Cabinets, Little Rock, AR, 501-375-5932)
Secretary: Adam Rose (Creative Woodworking, Sterling, CO, 970-522-6799)
Treasurer: Tom Meadows (Creative Works, Joplin, MO, 417-623-2146)
Associate Member: Will Sampson (CabinetMaker Magazine)
Associate Member: Philip Martin (Hafele)

Administrative Assistant: LuAnn Sorey (423-504-3816)



Left to Right - Brad Phelps, Charles Wilson, Adam Rose, Will Sampson, Phillip Martin, Keith Hill. Not pictured Tom Meadows

Up Coming Shows

The Cabinet Makers Association is Scheduled to have a presence at the following upcoming shows. Make plans to attend a show near you.

Carolinas Woodworking Expo ®
February 19 & 20
Booth L16 L17

Northwest Woodworking Expo ®
April 1 & 2
Booth 418

New England Woodworking Expo ®
April 23 & 24
Booth 807

IWF Atlanta 2004
August 26-29

Other Industry Shows

Wood Working Shows (call 310-477-8521 for more information)

Baltimore, MD; January 2-4
Somerset, NJ; January 9-11
Columbus, OH; January 16-18
Indianapolis, IN; January 23-25
Atlanta, GA; January 30-February 1
Houston, TX; February 6-8
Kansas City, KS; February 13-15
Milwaukee, WI; February 20-22
St. Louis, IL; February 27-29
Charlotte, NC; March 12-14
Chantilly, VA; March 19-21
Tampa, FL; March 26-28
Twin Cities, MN; April 2-4

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From The President

**Brad Phelps, President Phelps Wood Design
President Cabinet Makers Association**

As our family sat around the table at our recent Thanksgiving holiday feast, we did the traditional trip around the table to have each person say a little about what they were thankful for. We can all think of some blessings in our homes and with our families.

But what about our companies?

As I put together a mental list of the great things I have in my business to be grateful about, one major item is Loyal Customers. We have builders and homeowners who use us on every home, trusting that our quality, price, and service will be of the same high standard as what they received the last time. They don't go anywhere else. We're a part of their team. These people are the solid foundation of our sales, and we work hard to keep them. We strive for constant communication with them, and keep on top of their needs so we "catch the ball every time, and never drop it".

Think about how much time and expense are involved trying to get a relationship started with a new customer. Many studies have been done that show finding a new customer costs many times more than

keeping an existing one. So take a look at who your customers are. Are they doing business with you exclusively? Why or why not? Take some time to find out what it takes to make each one of your customers, "customers for life"

And while we are talking about loyalty...

I believe that generally what comes around goes around. So if I want loyal customers, I should "walk the walk" and not just "talk the talk". We buy over 95% of our melamine and other sheet goods from one supplier. Why? Because he wants loyal customers too.

Our suppliers really appreciate our loyalty and prompt payments, and are always happy to do extra favors for us when we need them such as a special last-minute delivery, or "pain-in-the-neck small quantity special order. Just like we are with our customers, our loyalty gets us better service. If we're not getting that better service, we talk to our sales reps and explain what's going wrong. If they continue to drop the ball, then we go shopping for a new supplier.

We are very leery of companies walking through the door with a "lowball" price on their products wanting us to switch to them for a few bucks. That tactic works with many other companies but not ours.

What happens when you switch to them? Will you get the same level of service? Will that price really stay that low for very long? Is their product a lesser quality? Always consider these things before moving your business somewhere else.

So to put this into a simple rule for running a cabinet business:

Do unto thy suppliers, as you would have thy customers do unto you.

Just a reminder to set aside August 26-29 with an extra day on Wednesday the 25th for your trip to The International Woodworking Fair in Atlanta. We would like to see 100 CMA members at this show for a few days of education and fun.



**August 26-29
Atlanta**



So.... You Want To Start A Cabinet Shop

**Jim McDermott, President Avvento
Past President of the Cabinet Makers Association**

Some practical advice from a seasoned professional cabinetmaker

If the time has come to strike out on your own, you need to have your head examined! I'm sure you have heard this expression when you have talked about starting your own business. If you have been examined and still feel you are ok with starting a cabinet shop, getting the information you need to make good business decisions may be easier than you think. But first, ask yourself a few important questions.

What is your background? Why do you think starting a woodworking business makes sense for you? Are you self motivated? Can you survive several months (or longer) without any significant income? Are you starting this business because you can't tolerate having a boss or don't like the people you work with? Have you been self employed before? The answers to these and other questions will help you be successful if you fully understand the reasons why you want to accept this challenge. They are your answers, and you must be comfortable with them. I had prior business experience before I started my shop. I made my living as a professional photographer for twelve years, working for others and for myself. I learned how to run a business, and learned how demanding customers can be. I learned hard lessons about customer service and providing an excellent product. The business skills I learned along the way helped me greatly when I decided to change my career. I also learned about marketing and networking. The combination of these skills has helped me greatly. What

are the skills you bring to your new venture? What are your shortcomings? Can you say with confidence that you will hire the correct help you need to grow your business? Can you identify the areas you need help with? For me, it was rather easy; I had never made cabinets before. I didn't even take wood shop in school. I knew I needed to learn as much as I could about cabinetmaking in the shortest amount of time.

When I started my shop, there was not a lot of information about making the type of cabinets I had decided to make. The NKBA offered a two day class on cabinetmaking. I signed up and was eager to learn as much as I could. The two men teaching the course were cabinet shop owners from New Jersey. Both were making kitchen cabinets and selling directly to their customers. Both delivered and installed their cabinets. Both also offered design services. What I found interesting was that both men felt that they were professionals and charged accordingly. They charged design fees. They sold their cabinets at a premium price point. I was inspired by their presentation and I was determined to succeed. They also explained the 32 millimeter system and how it saved them labor. I was most interested in how they processed their parts and assembled their cabinets. I realized that I would have to make a considerable investment in equipment if I wanted to utilize this method of construction.

In order to learn more about the type of equipment I would need, I made plans

to attend my very first trade show. Living on Long Island and realizing there was not going to be any in my area anytime soon, I traveled to High Point, North Carolina in February 1989. It was at that trade show that I was introduced to this exciting industry I have been a part of for the last fifteen years. I learned more at that trade show than I could possibly have in ten years of trying to figure it out myself. I found the machinery manufacturers and hardware suppliers to be very helpful and friendly. I met with and talked to many other cabinetmakers, some of who were in business for a long time. I asked every question I could think of, even if I thought they were stupid. What I found is that the people in this industry are very willing to share any information about everything related to cabinetmaking, and even the business side of it. Take advantage of the very next trade show, even if it is not in your area. Sometimes you learn more just by being away from your normal environment.

One of the most important things for you to do is develop a business plan. What type of wood products do you want to make? Will you be making cabinets and furniture? Will you sell directly to the customer or will you sell through other outlets? Make sure you clearly define your market and how you will service it. There are many books available on writing a business plan.

Continued on page 19

Did You Know

Studies of driver performance, observing drivers both on simulators and in the field, have shown that mobile phone use while driving can adversely affect reaction time, swerving ability, ability to execute difficult driving tasks, and other indicators of safe driving according to a University of Utah study. Their research found that test subjects took longer to react to traffic signals and completely missed twice as many of those signals when they were talking on their mobile phones.

Net operating margin, also known as net profit margin, is the best barometer of a company's performance. This is net profit before EBITDA (earnings before interest, taxes, depreciation and amortization) divided by sales. The ratio tells how well a company converts revenue from core operations into actual profit - how many cents of profit it gets from every dollar. The operating margin shows how well the company controls costs. In the long term it drives cash flow and the company's ability to borrow. A rising net margin could signal falling costs, increasing efficiencies or booming prices for the company's products. Conversely, falling margins may signal rising costs, ballooning inefficiencies or a big tax bill. Anything above zero is good. A generic standard could be 3% and a net margin of 7% to 8% is considered a competitive advantage.

The main reason to form a corporation or LLC is to limit

your personal liability for business obligations. You want to protect your personal assets – your home, bank accounts, investments and vehicles. Corporations and LLCs are not perfect shields, but they compare favorably to other business entities. If your business is a sole proprietorship or a partnership, you have virtually no protection from personal liability for business debts. You're personally liable if the business owes money. The same is true if there is a judgment against your business for something that an employee or business partner has done. Corporations and LLCs do limit your liability. In fact, LLC stands for Limited Liability Company. As a corporate shareholder or LLC member, you are normally not responsible for business debts or liabilities created by other owners or by employees. Consult your attorney for more information.

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On August 18, 1979, 13 members of the East Anglia Martial Arts Club (UK) demolished a seven-roomed brick house in just 61 minutes, using nothing but their hands and feet. Destruction took approximately 8.7 minutes per room.

The steepest drop of any steel roller coaster in the world is at the Oblivion in Alton Towers, UK, at 87.5 degrees. The drop is 197 feet long and the two-row cars reach a speed of up to 70mph. Oblivion can take up to 1900 riders per hour. The record for the steepest drop in a wooden roller coaster is 58.5 degrees and belongs to the Cyclone in Astroland, New York City.

The CMA "Share the Success" Mentoring Program: Connect – Exchange – Succeed!

The CMA is in the initial phases of beginning its new "Share the Success" Mentoring Program to be kicked off with a presentation during the Greensboro Roundtables. Please see our website for more information coming soon on this great new program! We will also be sending a special mailer out to all members describing the program in detail.
Coming Soon!

Shop Profile

**Larry Haws, President Woodskills
Member of the Cabinet Makers Association**



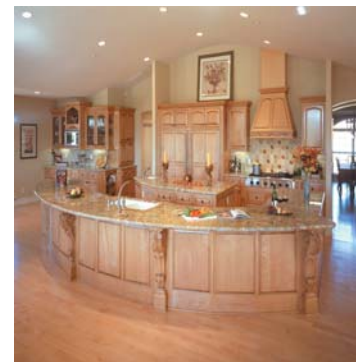
Background History

“I have been involved with wood in one form or another since graduating high school”, says Larry Haws, owner of Woodskills. The company, located in Sacramento, California, has been in business for five years. “I started out as a yard-boy in a lumber yard. Then came the “Green Chain” (a really hard back-breaking job) at a local redwood sawmill in Mendocino



County. This was before they bought an automatic stacker. Next was a short stint on a redwood logging crew. Then came my most-fondly remembered job ever. I landed a position as a machine operator in a redwood patio-furniture plant”, says Haws. Within one month, Larry was being trained as a machine set-up specialist. He was in his early twenties and became the lead set-up technician after three years. He goes on to say, “We had a lot of production machinery including two “Challoner” double-end tenoners, three “Rye” automatic shapers, two giant re-saws (the top wheel was above my head and the bottom wheel was buried in concrete below my feet) and several other 1,2 and 3-man machines. It was my responsibility to have these machines set-up for the next furniture part needed. I loved this job but it didn’t pay much and I finally had to leave. I believe this experience is what set me up to be the cabinet shop owner that I am today.” After this job ended he moved to Los Angeles

and worked as a set-up specialist for two more furniture plants. “The difference”, Haws notes, “was that now I was producing fine hardwood furniture instead of redwood patio furniture.” After the last furniture plant went out of business, he went to work for an older cabinetmaker that ran a one-man shop. Later he found himself working at a fancy cabinet shop in Hollywood. “This was a fun job. Doing cabinetry in Hollywood and Beverly Hills was culture shock for someone from the hills of Mendocino County.” Larry describes his time in Los Angeles as working in the “riot zone”. “Maybe that’s why everything seemed so familiar during the C.M.A.’s shop tour this year in Anaheim! I worked at that shop for five years and that is where I learned the finer points of kitchen cabinetmaking.” From Los Angeles he moved to Sacra-



mento and went to work as the foreman in a five-man cabinet shop. “This shop had three owners who could never agree on anything, so you can imagine the level of frustration any foreman would have under these circumstances. I finally quit and opened my own shop here in Sacramento. It’s been really hard in many ways, but I love every minute of it. What I love the most is having the opportunity to design and build custom cabinetry that is very much influenced by my previous experience with furniture.”



The Product

Woodskills’ primary market is providing cabinetry for large, “whole-house” projects through local custom builders. This “bread and butter” work is supplemented

Shop Profile Continued

with smaller custom remodels, word-of-mouth from previous clients and a yellow-page advertisement. The yellow pages, Haws says, “brings us a lot of tire-kickers”, yet provides enough legitimate work to keep the advertisement running. Larry is the sole designer on remodeling projects and works closely with the builder and homeowner in new construction.

“Our primary product is mid-to-high end residential custom cabinetry”, says Haws. “We build mostly face-framed cabinetry, but are currently gearing-up for frameless construction. Cherry, maple and alder are very popular now along with white melamine and pre-finished maple plywood interiors. We are getting more jobs lately with a higher degree of furniture styling. Turned columns, woodcarvings, fancy valances with arched panels and keystones, architectural mouldings, distressing and multi-step glazed finishes are frequently being requested. I love to design high-end cabinet work, so I do most of our design work myself.”

The shop outsources cabinet doors, dovetailed drawer boxes, turnings, carved mouldings and accessories and about 50% of finishing. “We outsource the finish when we are under pressure”, says Haws, “or when the finish is very complicated, such as color-matching glazed finishes, etc.” When the shop finishes in-house, it uses all Binks spray equipment. Larry purchased a Binks open-face spray booth, which he plans to install when the shop moves to a larger facility. “We are currently using “Gemini” conversion varnish on all of our woodwork”, says Haws, “because we can get great results regardless of weather conditions. Sherwin-Williams has a great range of products, but we have had major problems when spraying their product during inclement weather conditions.” Larry is also “looking into outsourcing pre-cut, banded and drilled cabinet parts to help us with our transition to frameless construction.”

The shop is also a certified solid surface fabricator. Larry plans on making this a large part of the business in the future, but currently finds it is very difficult to do both the cabinetry and countertops and to remain on schedule. He also likes to install all of his own projects to ensure quality. “Most of our product is very custom and pre-



Larry Haws, President Woodskills

finished, so we prefer to do the installation ourselves to ensure our customers will get the attention to detail that we are used to providing.”

The Shop

“We are currently a two-man shop, but I hope to grow to an eight-man operation in the future. Two-three man teams working on separate projects with a lead-man to supervise both teams.” This would allow me to pursue kitchen design certification”, says Larry. The company is operating in the same 1200 square foot building it started in. “We are planning to move in January or February to a nicer location and hope to get a building between 3500 and 4500 square feet”, says Haws. Larry also hopes to incorporate an office, showroom and a dedicated spray room in the new building. In addition, he is anticipating setting up the new shop for frameless construction. “We are investigating machine packages. We do the occasional frameless job now, but have built our reputation by building high-style face-framed cabinetry which I am very comfortable with.”

The shop is well equipped with many tools: Grizzly 10" cabinet saw/ 16" band saw/ shaper/ 80" edgesander/ 12" disc sander and heavy duty lathe, Dewalt 12" radial arm saw/ 12"

sliding compound saw, Rockwell shaper, Ryobi 10" miter saw and 10" planer, Rodgers horizontal boring machine, Blum mini-

press, Powermatic drill press, Bench Dog router table, Kreg pocket hole jig and a Sunhill 108" edge sander.



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Technical Problem Solving

Submitted by Jim Falk

President Progressive Woodworks, Inc.

Problem #1

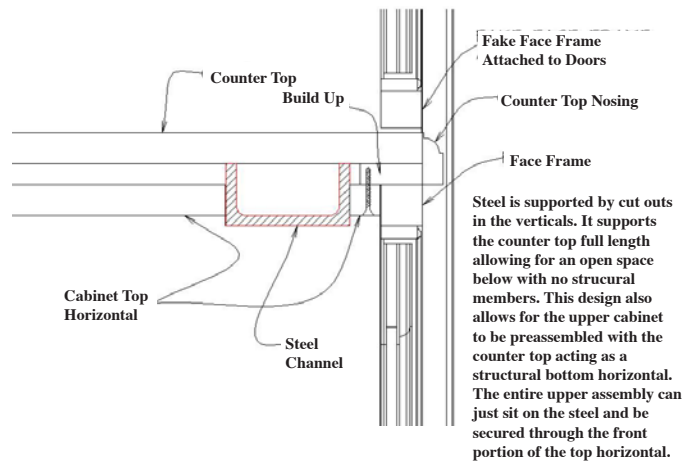
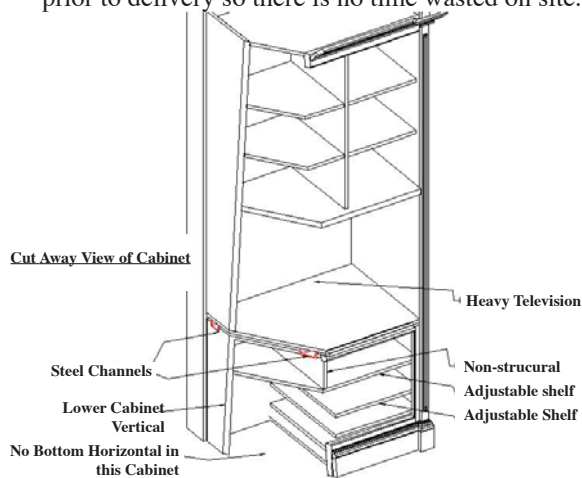
Conceptual Problem: Possible Sagging Counter Top

Specific Problem: Television is too heavy for the unsupported span. Cabinet below cannot accommodate a mid support vertical.

Solution: Install steel channels under the counter top to be supported by the bottom verticals only.

Hardware Used: 3" channel steel sanded and painted matte black.

Special Notes: Make sure the steel cannot be seen during normal use. The back piece of steel is to be placed 1- 1/2" away from the back of the cabinet to allow for the running of stereo wires. Space vertically to align with the underside of the counter top blank without the build up, so the upper cabinet can be installed easily. Shim and anchor steel to bottom cabinet prior to delivery so there is no time wasted on site.



Problem #2

Conceptual Problem: 10 lbs. of potatoes in a 5-lb. sack.

Specific Problem: Television too wide for side opening double doors with a beaded face frame, especially due to the hardware's need to restrict the opening by an additional 2 1/2" per side.

Solution: Create the doors and the beaded face frame as one unit and have the door retract above the opening rather than on the sides of the opening.

Hardware Used: Accuride 1432 cable flipper door system.



Editor's Note: Send your technical solutions, favorite jigs, techniques or unique projects to editor@cabinetmakers.org

Why Would a CMA Member Need a Website?



Today's savvy Internet user is surfing the net more and more hours per week and businesses are being forced to view websites as a necessity instead of a luxury. With more people searching the internet than yellow pages by almost 2 to 1, businesses are starting to utilize the website not only to gain new business but also to increase customer service.

How Can a Website Benefit a Cabinet Maker?

All of your customers are online and expect you to be as well. You can easily separate yourself from your competitors with a nicely designed website that displays your workmanship and gives even the smallest business instant credibility. A website can:

- Display your portfolio of work for a potential customer to view 24 hours a day.
- Let clients request quotes for projects or ask specific job questions anytime.
- Allow customers access to your references and testimonials at their finger tips.
- Put your business in their homes when everyone in the family can be around the computer looking at their new kitchen cabinets.
- Exhibit your quality of work and give job progress reports to clients in password protected areas.

What's the Easiest Way to Get Started?

Ivw Network has established a custom, interactive website package for all CMA members at a discounted rate to get your business online fast and easy. Whether you need a new website or want to upgrade an outdated one, your website would contain all the tools you need to do business on the Internet. Ivw Network has also agreed to help CMA members get started by assisting them in the choosing of a design, establishing of the content, uploading of images and the confusing task of getting listed on the search engines.

This comprehensive website package would also include a new domain name registration, all the administrative tools, and the assistance to get started with a professional website quickly. With 500 MB of space, you will have plenty of room for pages, text, and images when creating your website with the help of Ivw Network. Each site would also include, among others, the following tools to help your site generate success:

- **Unlimited changes** to your site with your administration to keep your site updated with your latest projects.
- **Live Technical Support** to assist you in making changes once the initial design is complete.
- **A Product Catalog** to easily group your projects in a very organized way for the customer.
- **Contact Manager**, Statistical Tracker, Graphic creation & Image editing tools.
- **Search Engine Promotion** tool to submit to the top search engines on the Internet.

Don't get left behind - take advantage of this CMA website package soon. Think of the advantage you will have when you bring your craftsmanship and high quality projects right into the living room of a potential customer. For a Free demonstration, Call **1-888-578-0212** and see the benefits of this **Exciting Opportunity!**

Online Roundtables

.....from the CMA online forum

“Toe Kicks”

Posted by Pat Gilbert

What is the fastest way to do toe kicks for commercial, keeping in mind that the toes are covered with a rubber base.

Loose toe kicks are ok but it seems like we could pick up some speed by just running the partitions to the floor and shooting the toes on after the cabinets are installed. Or would there be an issue with the back of the deck sagging? We would lose yield but pick up time on install and if we use 9' goods we wouldn't lose much yield. Or is the adjustable feet method the way to do it (I haven't tried them).

What do you guys think on this?

Thanks

Pat

Adam Rose

Without question (in my opinion), adjustable legs are the only way to go. They are sooooo nice to install with. When rubber base is covering the toe kicks, that is even better. You don't even have to miter the toe kick returns. When rubber base or carpet base isn't used, then we miter the toe kick returns. I have in the past used applied ends that run to the floor, and notched for the toe kick, but have switched back to returning the toe kick for speed of installation. We used to make the applied ends 120 mm longer than the cabinet, 110 mm toe kick and 10 mm scribe, now we make them the same height as the cabinet side, and the toe kick is recessed just slightly under the side, which is much faster to install.

Joel Templin

A ledger (level of course) on the wall for the back of the boxes and adjustable legs at the front makes things soooo nice for an install. I don't "clip" my kick skins on though, I shoot and glue them on and am still looking for an assembly that has a foot with enough meat to shoot and/or screw into. Camars suck. Adam, what foot do you use, or do you clip the kick on?

Adam Rose

Joel, I use Camar legs, and I shoot nails in them. I shoot the nails in the top, where the socket is, not at the bottom, where there are all those spaces in the legs.

Alan Fenstermacher

Loose Kicks:

Advantages:

Can ship and install ahead of time for flooring, easier to level long runs, easier to fasten for OSHPOD and for other seismic requirements. Allows offsetting the

base for end of cabinets so base finishes under cabinet and offset is quicker to install than aligned.

Disadvantages:

Building and cutting extra parts.

Lengths are limited if you use plywood.

May need to scoop sleepers and ship finish faces on 1/4" so you can fit to floor after base is installed.

Integral kicks:

Advantages

Process fewer parts

Machine for internal kick flush with notch.

Disadvantages

Harder to level if kick must be bolted to the floor

Damage to end from water on the floor

May change your material yields depending on cab sizes.

Leg levelers.

Advantages

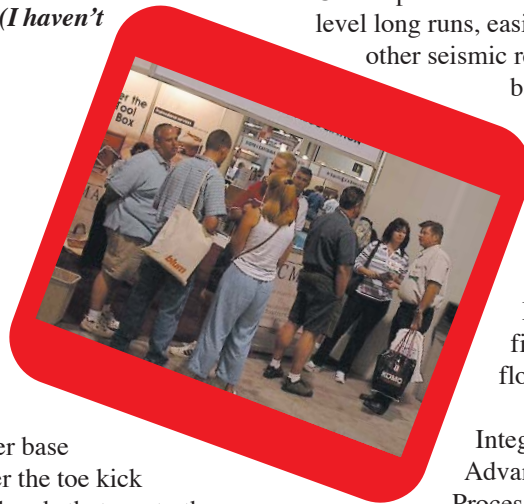
Easy to level, almost the same reduction in parts processed

Disadvantages

Wont meet seismic codes

Attaching a ledger strip to tin can studs near the floor can be problematic

snap on kicks need to be permanent in a high occupancy office or the cleaners will knock them off



Continued on page 11

Test Your Knowledge

Residential Construction Performance Guidelines

Answers found on page 15

1. Gaps between cabinet and wall must not exceed 1/4". True or False?
2. Cabinet faces more than 1/8" out of line are unacceptable. True or False?
3. Cabinets may not warp more than 1/8" from the face frame to the point of furthest warpage, with the door or drawer front in closed position. True or False?
4. Countertops shall be no more than 3/8" in 10' out of parallel with the floor. True or False?
5. What is the maximum allowable gap for both non-mitered and mitered mouldings?
6. When installing unfinished trim and moulding, the woodworker must set all nails and fill the holes. True or False?
7. Moulding and trim inside corners must be mitered or coped for all profiles. True or False?
8. Splits on interior trim are acceptable. True or False?
9. At what distance are visible hammer marks unacceptable?

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Shop Profile continued from page 7

"I am using several pieces of Grizzly equipment to manufacture our custom cabinetry", says Haws. "I used to be embarrassed about this (having Grizzly equipment), but am now a firm believer that we all have to start with something. I can buy a 10-inch cabinet saw, a 3 hp shaper and an edge sander for approximately the cost of a new Powermatic 66 table saw. By purchasing Grizzly

equipment I was able to open my doors and begin producing cabinetry with a very reasonable start-up cost. Most of their (Grizzly) equipment is quite useable, especially their industrial line. Now I know we're not talking "Martin" or "Altendorf" quality here, but I'm talking about the average journeyman cabinetmaker being able to set-up a functional cabinet shop for less than half the

cost of an "Altendorf Elmo 4." I think that some of us must get started this way or we might never own our own business. As time goes on and the journeyman starts to be profitable then he should move-up to more expensive machinery that can hold tighter tolerances and can help him to manufacture a higher quality product more efficiently."

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Online Roundtables Continuedfrom the CMA online forum

We have always done loose except for store fixtures, one we do integral, the rest are loose. We don't install the store fixtures so I don't know which is quicker to install. I do know integral is faster to build. Some of the big guys build individual plywood kicks and attach them in the plant so they are integral but built separate and shop installed. They do this so that water damage doesn't affect the box. I would say about 30-40% of our Keytrix customers use integral kicks.

Pat Gilbert

Thanks for the input.
It would seem another advantage (and main one of interest to me) would be that with integral toes, there

would be a time savings and less chance for error as well as not having to do separate drawings for toe kicks.

But everyone seems to use loose toe kicks or the adjustable feet, I agree that being able to set toes in advance for a tight schedule is an advantage, but if it saves time I have to think that trumps the other factors. When I used to install tract work (piece-work), I would have been real put out if I had to screw around with toe kicks. In other words it would have been too much hassle.

Thanks for the feedback. I think I'm going to try integrated toes and see if it saves some time.

Featured Associate Member



We're found in the best joints!



Hoffmann Machine Company, Inc.
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Contact: Markus Hueber

The Company

Hoffmann Machine Company, Inc. was founded in 1992 as the North American subsidiary of Hoffmann GmbH Maschinenbau of Bruchsal, Germany. From its location on Long Island, New York, the company services customers and distributors throughout the United States, Canada and South America.

Aside from office space, the Bohemia location also includes a spacious warehouse where all standard Hoffmann machines are kept in stock. An ample supply of spare parts, accessories and Hoffmann Dovetail Fasteners are stocked as well.

Products

The Hoffmann Dovetail Joining System is widely used in the woodworking industry to quickly and efficiently assemble mitered cabinet doors, compound-mitered crown moulding, furniture bases, moulding frames, etc. Manufacturers of plantation shutters, store fixtures and RTA furniture use the system extensively as well as custom woodworking shop owners, cabinet-makers and boat builders. The Dovetail Joining System is a patented system.

A wide variety of dedicated routing machines from manual bench-top to

fully automatic production models are available. In addition, heavy-duty production double miter saws with built-in dovetail routing stations are offered in stock or customized versions to best suit the customer's needs.

The unique fasteners, called Hoffmann Dovetail Keys, range in length from 1/4" up to 4", made of either plastic or solid wood. Different colors, shapes and sizes can be produced for specific applications. Users can save up to 70 % in production time due to the elimination of the clamping process to achieve a perfectly aligned and tight joint.

Hoffmann Machine Company, Inc. also offers the MORSO line of guillotine-style notching machines for the production of beaded face-frames and the OMGA line of precision miter saws. The Hoffmann Beaded Face Frame System offers cabinet and millwork shops of all sizes a fast, precise and efficient way to manufacture beaded face-frames, whether it's one or one hundred frames per job. Starting with beaded moulding, the stiles are notched and the rails are coped on a fixed-blade, guillotine style notching machine. For a standard stile and rail connection, this operation takes about 5 seconds with the manual notching machine (the automatic model is faster still!).

Hand power-tools include the BH-556 Edge Lipping Planer and the PDS-32 Portable Doweling System. The Edge Lipping Planer is used for trimming solid wood, veneer and laminate materials flush to a panel. The cutting

depth adjustment allows a very precise setting of the cutter head (1/10mm increments) in relation to the panel surface. Because the machine is not equipped with a guide fence referencing off the panel edge, it works equally well on curved countertops. This design allows the user to glue a wood edge on all sides of a panel at the same time and flush plane the edge with the panel in one pass.

The PDS-32 is the first portable machine that is easy to use and precise enough to allow the repeat accuracy needed for professional dowel construction. It has a fence that tilts from 0-90 degrees, can be used with one or two drill bits (which are spaced 32mm apart) and depending on the model, can drill hole diameters that range from 5mm (3/16") to 16mm (5/8").

General Information

Hoffmann sells their equipment through selected machinery distributors and also direct to the customer. To find the nearest dealer, contact the company directly. If you want to get a good feel for their products, you can find them at most trade shows. In addition to the CMA, the Hoffmann Machine Co., Inc. is also a member of AWFS, WMIA and the AWI.

Featured Associate Member

Grass America Inc.
1202 Highway 66 South
Kernersville, NC 27284
800-334-3512

info@grassusa.com

www.grassusa.com

Contact: **Jan Fitzpatrick**

Established November 1977



Grass America Inc. is a leading manufacturer and distributor of hinges, drawer slides, accessory products and boring & insertion machinery. From the Kernersville, NC operation, Grass manufactures several lines of drawer slides, face frame hinges and assembles various frameless hinge lines. Grass America serves as the distributor base for all imported goods for North and South America.

Grass supplies the Kitchen, Bath and Furniture industries with superior quality concealed hinges, drawer slides, accessory items, and boring & insertion machinery. Our customer base consists of Original Equipment Manufacturers (OEM's) and woodworking distributors located throughout the United States, South America and Canada. A company-trained sales force and product management staff is willing to work side-by-side with the customer to ensure that the Grass product fits each application. In-house customer service representatives and machinery technicians are available to provide technical information and assist with all customer needs.

Grass has introduced several new and innovative products during the past year.

Metro Elite

The Metro Elite drawer slide features a fully concealed undermount carriage roller system that offers full extension capabilities. The Metro Elite easily fits

conventional drawer construction. Innovations of the Metro system include the new Airmatic Shock Absorber System, a sophisticated cushioning system. With the Airmatic installed, the shock absorber slows the momentum of the closing drawer offering a soft, quiet, easy close.

TEC 864

Grass offers the new TEC 864 face frame hinge, featuring cam depth adjustment. This one-piece hinge and baseplate combination is a 3-dimensional hinge offering six-way adjustment. The TEC 864, 105° opening angle all metal hinge, has a cup drilling depth of 10.5mm and is available in a standard Grass 42mm boring pattern and 45mm pattern. The TEC 864 works on door thickness from 13mm (1/2") to 19mm (3/4") and offers overlays that range from 1/4" to 1 1/2". The baseplate features locating tabs for easy mounting and height adjustment in the elongated screw hole.

3000 Airmatic

The new Snap On 3000 Airmatic hinge system is the first furniture hinge with a shock absorber system incorporated into the hinge cup. The Airmatic shock absorber creates an air cushion during the closing that controls and slows the door to a gentle stop. The 3000 Airmatic has been integrated into the well-proven Snap On 3000 series. Available in 110° and 120° opening angles the 3000 Airmatic works on the standard 3000 platform and uses the existing 3000 baseplates. The 3000 Airmatic can be inserted using the Grass Ecopress for efficient production.

9603

The Atlas 9603 Institutional Hinge System is the perfect solution for institutional casework in schools, hospitals, commercial, and furniture applications. The Atlas 9603 hinge series meets Grade 1 ANSI/BHMA A156.9-2001 standards. The hinge offers a much smaller profile than most institutional hinges and opens a full 270° with doors up to 21mm (13/16") thick. The Atlas 9603 has an expandable hinge cup that will fit the standard Grass 42mm spread and a 45mm spread. The hinge cup may be machine inserted or used as an RTA assembly. It is available in an overlay, half-overlay, common panel or inset application in a nickel, black and bright brass finish.

Alu-Style

Alu-Style aluminum frames are available in a variety of four frame styles and various widths. They are designed to accommodate Grass hinges. You can choose from the new G313 hinge for thin aluminum frames or select a traditional Grass hinge in a 100°, 120°, or 165° opening angle. Alu-Style Frames are custom cut to your specifications and contain a groove to accommodate your choice of paneling from 3mm – 4mm. Perfect for glass or with our Punchline panels. To complement the frames, Grass offers a line of aluminum knobs and pulls.

Continued on Page 15

New Members

The Cabinet Makers Association would like to welcome its newest members. Your decision to join signifies the desire to increase your professionalism and that of the industry. Get involved and voice your opinions. Log on to the forums at www.cabinetmakers.org. See *you on the web!*

New Members

Steve Walz, Walz Design Woodworks Inc.; Belgrade, MN
 Steve Walker, Walker Manufacturing; Clearwater, FL
 Greg Perrin, Kitchens By Greg; Largo, FL
 Debbi Moore, Garage Stor In More, Inc.; Ocala, FL
 Wayne Martin, Wayne's Woodcraft; Arcadia, FL
 Bill Ryan, Ryans Wood Works Inc.; Miami, FL

- Jim Chute, Island Woodshop; Marco Island, FL
- Eduardo Ruch, Cabitech Inc.; Deerfield Beach, FL
- Richard Regal, Architectural Woodworking; St. Petersburg, FL
- Adam Canter, Distinctive Kitchens & Baths, Inc.; Delray Beach, FL
- Don Hale, Don Hale Construction; Rosco, IL
- Gregg Reed, BG Woodworks; Dorr, MI
- Kevin Bowers, Fine Woodworking & Trim L.L.C.; Milan, MI
- Eric Bekker, E Bekker Woodworking; Galesburg, MI



- Ray O'Gorman, O'Gorman & Son, Inc.; New Lenox, IL
- Dennis Zeck, Precision Hardwoods; Newton Falls, OH
- Art Womet, Interior Specialties of Holland, Inc.; Holland, MI
- Ken LaCount, Land O' Lakes Cabinetry; Land O' Lakes, WI
- James Conroy, PMI Custom Casework; Delavan, WI
- BJ Welling, Welling Woodworks; Stevens Point, WI
- Bill Stanisci, Stanisci Design; Romeo, MI
- **New Associate Member**
 Kreg Tool Company, Brad Lilienthal, Huxley, IA

Associate Members

3M
 Accuride
 Adwood Corp.
 AEL Leasing
 Altendorf America Div. of Stiles Machinery Inc.
 Bainbridge Mfg., Inc.
 Blum, Inc.
 Bosch Power Tools & Assessories
 Bumper Specialties
 Cabinet Outsource
 Castle, Inc.
 Chartwell Communications, Inc.
 Conestoga Wood Specialties
 Decore-ative Specialties
 EdgeCo, Inc.
 Festool
 FW Honercamp Co.
 Grass
 Great Lakes Carbide Tool Mfg., Inc.
 Hafele America Co.

Hettich America
 HIT Distribution
 Hoffman Machine Company, Inc.
 Holz-Her U.S., Inc.

The CMA thanks our associate members for their support: Your backing makes our association better!

Iico Unican Corp, Unican Lock Div.
 ITW Industrial Finishing Binks /DeVilbiss / Poly-Craft
 JIT Clamps Div. of James L. Taylor Mfg.
 KCDw Software

Ketrix Data Systems, Inc.
 Keystone Wood Specialties, Inc.
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 Louis and Company
 Pattern Systems International
 Peter Meier Inc.
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 Rev-A-Shelf Inc.
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 Safety Speed Cut Mfg. Co., Inc.
 Thermwood Corp.
 Tiger Stop, Inc.
 Voorwood
 WalzCraft Industries
 WEIMA America, Inc.
 Williams and Hussey Machine Co., Inc.

Test Your Knowledge Answers

1. *True. Gaps in excess of 1/4" are unacceptable. Section 9-21.*
2. *True. In addition, corners must not be more than 3/16" out of line. The exception to this rule is if both the home owner and contractor agree to disregard the guideline in order to match or otherwise compensate for pre-existing conditions. Section 9-22.*
3. *False. A maximum 1/4" is allowed. Section 9-23.*
4. *True. However, in remodeling projects where the floor is out of level, the countertop may be installed proportionately out of level. Section 9-29.*
5. *1/8" at the time of installation. Section 9-15, 9-18.*
6. *False. Setting nails and filling holes is considered part of painting and finishing. After painting or finishing, nail holes shall not be readily visible from a distance of 6 feet under normal lighting conditions. Section 9-16.*
7. *False. All corners must be mitered or coped except for square edged trim, which may be butted. Section 9-17.*
8. *True. Splits, cracks and checking are inherent characteristics of all wood products and are not considered a defect. Section 9-19.*
9. *6 feet. Hammer marks on interior trim shall not be readily visible from a distance of 6 feet under normal lighting conditions. Section 9-20.*

For more information, visit the National Association of Home Builders at nahb.org

Featured Associate Member Continued From Page 13



Zargen

For all those who require a proven slide system that is well thought out and reliable, the first choice is the Zargen System. The Zargen system is an integrated metal drawer system of slides, pullout shelves, divider rails and accessories designed to create any type of drawer or drawer unit. Side heights range from 39 mm to 213 mm and are offered in an epoxy-coated finish in white, black and metallic. The Zargen system has a carrying capacity of 100 pounds, a captive roller system, built in three way adjustment and standard lengths of 270 mm - 550 mm.

Nova

The NOVA drawer system from Grass features a clean, sleek design for our high-end, double-wall, steel drawer system. Its full-extension

feature allows total accessibility to the drawer interior. The new Airmatic System from Grass is a sophisticated cushioning system manufactured for the Nova. With the Airmatic installed, the shock absorber slows the momentum of the closing drawer offering a soft, quiet, easy close. NOVA also features two-dimensional independent adjustment.

Show Participation

Grass America participates in various shows throughout the year. We attend the Kitchen and Bath Industry Show, IWF show, AWFS Fair, as well as supporting Trade Show Expos and Industrial Strength Woodworking shows. Grass is very active in supporting the conferences held by NDMDA, KCMA and AWI organizations. Grass is also a member of the Woodwork Institute, NKBA, AFMA and AHMA.

Licenses & Patents

Grass America is celebrating its 25th year of business in the United States. Grass has grown from a 2-person operation to 250 plus employees with a manufacturing facility of 190,000 square feet. Recently Grass America was awarded the Circle of Excellence Award for 2003 from Fleetwood Homes, a manufactured housing corporation. This award recognized Grass' high standard of excellence as a supplier.

Good Time Had by All:

Tom Silva, G.R.A.B.S. Among Many Florida Expo Highlights



Tom Silva, of This Old House, made honorary member of the CMA by Brad Phelps, President of the Cabinet Makers Association

St. Petersburg, Fla. -Woodworkers came, they saw and had a great time...at the Florida Industrial Woodworking Expo® November 6 and 7 at the Pinellas Expo Center. Several competed for cash and merchandise in the G.R.A.B.S. (Go Right Ahead, Build Something) contest, while others eagerly awaited a chance to meet celebrity Tom Silva, General Contractor of "This Old House."

"When we talk about the 'Expo Experience', we're not just referring to cutting edge equipment and top-quality educational seminars," TSI's Tricia Eidson says. "At each event our goal is to offer maximum value to our exhibitors and guests, as well as opportunities to have a little fun-and this Expo is a perfect example."

A total of 20 professional cabinetmakers competed in the popular G.R.A.B.S. cabinet building contest. Co-sponsored by TSI and the Cabinet Makers Association, the event gives Expo guests the opportunity to test their skills by

assembling a 30-inch by 30-inch cabinet box from pre-machined components. The three best times win valuable prizes from various Expo guests. Only seconds separated the top three contestants in Florida. The competition results were:

- * First place - Rick Regal, of Architectural Woodworking, who went home with a Moon's Saw & Tools K5 Wood Machining Center and \$2,000 to spend with any Expo exhibitor.
- * Second place - Adam Carter, of Euro Craft Cabinets, who won an ATF 55 E Plunge Saw and a CT 22 E Dust Extractor from Festool USA, as well as two cases of 22" Self Closing Precision Drawer Slides from Knape & Vogt.
- * Third place - Brian Weissinger, Cabinet Solutions, received a case of hinges from Salice, a furniture dolly, hand truck, D-cart and HR2 Material Handling Cart from Hafele.

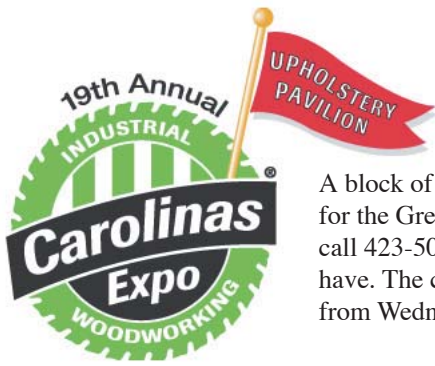


first place winner Rick Regal of Architectural Woodworking; Mike Brewer of Hafele; Greg Moon of Moon's Saw & Tools; third place winner Brian Weissinger of Cabinet Solutions; second place winner Adam Carter of Euro Craft Cabinets; Tom Silva, of This Old House; Brad Phelps, President of the Cabinet Makers Association; Tricia Eidson of TSI; and Jim Maner of Festool



As a guest of power tool-maker Festool, Tom Silva made a special appearance at the Expo. Guests were able to meet, talk with and get Silva's autograph at the Festool booth. Silva even participated in the G.R.A.B.S. contest, which he said was just as fun to watch as it was to compete in.





Hotel Accomodations

A block of 25 double rooms has been reserved for the CMA members through Conference Resources for the Greensboro conference. To make a reservation, contact LuAnn Sorey at cmainfo@juno.com or call 423-504-3816, she will handle all Greensboro reservations and answer any questions you might have. The cost for a double is \$98 plus tax, which includes a continental breakfast. Rooms are available from Wednesday, February 18 through Sunday, February 24.

Roundtable Dinner

Thursday, February 19 @ 5:00 PM

The most thought provoking dinner you've had in a long time will take place in meeting room #5 immediately following the show. Keith Hill, Vice President of the CMA will present the new "Share the Success" Mentoring Program to our members.

Dinner is free to all Gold members, \$25 per guest. Seating is limited To make your reservations call 423-504-3816 or stop by booth L16.

Arenacross

Friday, February 20 @ 7:30 PM

-The Regional Arenacross Series is once again returning to the Greensboro Coliseum, where traditionally, one of the most enthusiastic crowds come to witness the tight, bar banging indoor motocross action. Tickets are \$16 and the deadline to order tickets is February 10. Call 423-504-3816 or stop by booth L16.

G.R.A.B.S. Contest

Go Right Ahead, Build Something Cabinet Assembly Competition

10:00 a.m. - 1:00 p.m. Friday, February 20, Booths L-27-L29

G.R.A.B.S. cabinet assembly competition sponsored by Cabinet Makers Association, TSI Expos. and expo exhibitors. Contestants compete against each other to see who can assemble the same cabinet box the fastest. The contest cabinet box is pre-machined and includes RTA fasteners, but contestants have to put it all together with the hardware. Win valuable prizes including \$2,000 in Show Bucks to spend with any contracted exhibitor on the show floor!

Cabinet Makers Competition:

10:00 a.m. - 1:00 p.m. Friday, February 20,

1:05 p.m. - Winners Announced (must be present to win).

Education Sessions

"Pricing for Profits"

9:30. -11:00 a.m. Friday, February 20, Sponsored by Cabinet Makers Association and Holz-Her. Meeting Room #1, this seminar is presented by Will Sampson, and Jim McDermott.

"So... You're Starting A New Shop!"

1:30. -3:00 p.m. Friday, February 20, Sponsored by Cabinet Makers Association and Hafele. Meeting Room #4, this seminar is presented by Fedi Geczy, Jim Falk, Danny Castle, Charles Wilson and Brad Phelps.

"Marketing for the Small Shop"

9:30 a.m. - 11:00 a.m. Thursday, February 19, Sponsored by Cabinet Makers Association and Kreg Tool. Meeting Room #4, this seminar is presented by Brad Phelps, Jim McDermott and Will Sampson.

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What's Cookin'?

Editor's note: Good food and cabinetmakers go together. What's Cookin' is a new feature for those who would like to share their favorite recipes. Send your culinary delight formulas to editor@cabinetmakers.org

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“Caprese”

Sliced beefsteak tomatoes and fresh mozzarella with balsamic reduction

Served as an appetizer or main course. Best with garden fresh tomatoes, and fresh buffalo mozzarella.
Serving size: 2

- Ingredients:
- 2 large beefsteak tomatoes
 - 1 lb. Fresh mozzarella
 - Colavita extra virgin olive oil
 - Balsamic reduction
 - Fresh basil (optional)
 - Grated Locatelli cheese (optional)

Preparation:

Drizzle olive oil on a dinner plate. Slice the tomatoes and fresh mozzarella into $\frac{1}{2}$ " thick slices. Arrange on the plate in a circle, alternating tomatoes and fresh mozzarella. Drizzle olive oil and balsamic reduction on top. Garnish with fresh basil leaves. Grate locatelli cheese if desired. Serve chilled.

To make balsamic reduction, start with four cups balsamic vinegar (aged from Modena is my favorite), boil until there is approximately one cup. This may be stored indefinitely. You can find this item already prepared in a gourmet store, or Italian specialty store. Caprese also goes well with good Italian bread and a Cabernet or Merlot.

Submitted by Jim McDermott

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Advertising Space Is Now Available

1/8 Page	70.00
1/6 page	85.00
1/4 page	100.00
1/3 page	140.00
1/2 page	175.00

Contact LuAnn Sorey for more information.
423-504-3816 or cmainfo@juno.com

So...You Want To Start A Cabinet Shop Continued from page 4



Photo courtesy of Larry Haws, Woodskills

Check your local library or book store. Another thing you might want to consider is consulting a Certified Public Accountant. Let their experience guide you. Make sure you ask every question you can think of. If you don't have business experience, I would recommend that you take a business course or two at your local college or university. Taking an accounting course will also be helpful. The decision you make to learn about running a business will serve you well throughout your career. I have seen too many people that are good craftsmen fail to make a living at cabinetmaking because they were not equally good at business. Part of any business plan will outline exactly where your investment money will come from. There are great tax incentives right now to buy new equipment. Some communities will also make special tax exemptions as an incentive to bring jobs to the community. The State and Federal government also have programs to help small manufacturing companies. Utility companies also make special arrangements to help small businesses when they start up. Make the effort to research all the programs available to you and take advantage of them. The Small Business Administration is another good source of funding and information. Don't forget to check with SCORE- an organization of retired business executives that can really help

with important business decisions. The volunteers have a lifetime of business experience and are very willing to help. How about sales? Where will your work come from? If you are just starting to do work on your own, this may be of great concern to you. Can you rely on friends and relatives to spread the word about your business? Will this be enough? If not, you need to seriously think about some way to get business. There are

many ways to go about this, but you need to determine what your customer base will be. This is why you took the time when you developed your business plan to define just exactly who your customer will be. If you decided that you will sell retail kitchens, you can advertise in the local papers. Another way to spread the word is to become involved in your communities' service organizations or the chamber of commerce. I have found that if you make the effort to get involved in your community, people will buy from you. All business is built on personal relationships. But what if your business focus is commercial? You can reach your potential customers in the same way- by networking. You can get involved in the local builders' organization or the association your customers belong to. For me, the local chapter of the NKBA is where I found and developed my business base. I attended monthly meetings and volunteered on committees. Once the members got to know me, they were more willing to buy from me. I developed a network of customers that made my business grow. As I changed my business focus from wholesale kitchens to commercial laminate cabinets, I had to develop a new set of customers. I

networked with my suppliers and existing customers to find new customers. At about this time, I also started working with other shops. I needed to outsource some jobs I was not equipped to do. I also had a service to offer other shops. Don't overlook other potential sources of new business.

The best advice I can offer is to join an association that will help you with your business. The Cabinet Makers Association and the Architectural Woodwork Institute are two that readily come to mind. I have learned more about owning and running a cabinet business since I have become a member of the Cabinet Makers Association. I have found the members to be very open to sharing ideas- from how to choose a supplier to how to manage employees. The cabinet shop owners are ready to share their expertise with you. I urge you to become involved. If you are open and willing to learn, they are ready to help. Some of the ideas may seem radical to you at first, but after seeing how other successful shops are run, you will understand exactly what you need to do to reach your potential, whatever that level may be. Don't forget to have some fun along the way. Life is too short to not appreciate all that is available to you.



Photo courtesy of Larry Haws, Woodskills

From The Editor

When I reflect upon my cabinetmaking career, I always think of certain individuals who had a profound influence on my decision to pursue the craft. These people not only taught me the technical skills to improve my ability, but also helped shape the image I currently have of myself. They mentored me; took me under their wing and taught me to fly on my own. We all have mentors. We all need to be mentors. It is part of the “ecosystem” of woodworking. Both having and being a good mentor goes a long way in determining where you will be in the “food chain” of business.

One mentor I fondly recall was an elderly Swedish cabinetmaker. He was the superintendent at a large architectural woodworking firm I worked for. Nobody in the shop liked him. Even management struggled with his egotistical attitude. He was arrogant, unsympathetic, impatient,well, you get the picture. But the guy knew his stuff. There was very little independent thought allowed in his domain. Everyone was taught to obey; it wasn't worth the agony of confrontation. He

was a gifted woodworker. Sap ran through this guy's veins. There was not a thing he couldn't figure out.

I was the project engineer being groomed to replace the ole' codger. The previous engineer had been demoted to shop foreman since he wasn't “working out.” I felt like a candle being burned at both ends. The foreman thought I stole his job, and the superintendent was, as everyone told me, nasty! Well, I'm fairly low-key, but have just enough spunk to stand my ground. I decided to give this guy a shot. We actually hit it off. He questioned some of my ideas, but always gave me an audience. I recall a curved staircase we were building. I didn't have much experience in radius work so he taught me to hand draw the entire layout. Tread curvature, railing radius, degree of up easing and volute turnouts were first drawn to scale and then full size drawings made of each piece. I spent a few a days on the project, regularly asking for his help. When the engineering was complete, I was anxious to send it to production. He reviewed my work and with a satisfied look told me, “Ve von't



David Getts

need zeese for production, I just wanted you to learn.” He had already milled the parts after hours himself from some chicken scratch drawing he made on our field measure site visit! All I could do with my templates was hold them up to the milled parts and acknowledge a master had been at work.

That old cabinetmaker taught me several lessons along the journey I took with him. One of the most profound, however, was a lesson he wasn't even trying to teach me. That is, in order to learn from a mentor you have to be teachable. Most of my former co-workers had written this guy off as simply an old coot. Learning does not come from books, classrooms and job experience alone. It starts with a teachable attitude and can be acquired at all ages and stages of life. See you in the next issue.

Newsletter Deadline

The deadline for the April, 2004 newsletter is March 7, 2004. Anything you would enjoy reading, others will too. This would include: special events, local association news, technical articles, new products or tools, business or shop tips, legal advice, humorous stories, antidotes, photographs, personal member news, etc. Send all correspondence to David Getts at; editor@cabinetmakers.org, or call 425-778-0110.

Your Blue Print For Success

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