Official Publication of the Wisconsin Association of Home Inspectors, Inc.





April 2021

Vol. 25, Issue 4

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Risk Management

Happy Spring!

"A" isn't just for April..."A" is also for accountability!

In the past couple months, I have been preaching that each home inspector needs to be accountable for his/her business practices and decisions made during inspections. WAHI has provided all the necessary tools to guide our members in making sound decisions as we embark on the new requirements for home inspectors. Nothing has changed in how we do our jobs - we must continue to keep the client's best interest at the forefront, we just have to report things a little differently. You will have to make some decisions for yourself though as each market is different. You will have to polish up on your communication skills with the Realtors you work with. WAHI cannot do that for you!

I recently participated in some Zoom meetings with Attorney Lauren Triebenbach of Michael Best & Friedrich, Jeff Hill of Inspector Pro Insurance, Adam McGary of Capital Claims Management and Peter Merrill of CDRS regarding the arbitration clause in the WAHI Inspection Agreement. First off, if you are wrong, admit it! It is plain and simple we are human, and we all make mistakes. Based on the Law of Averages, being in business will cost you some money at some point. A WAHI member once told me, "If you have never been threatened by litigation, you aren't working enough. It happens to all of us!"

Second, it is your responsibility to fully understand how your E&O policy is written. You need to know what your provider requires when you get a call back from an unhappy client. You also need to know their stance on the arbitration clause. Inspector Pro indicated they love the arbitration clause! They feel that typically an arbitration award is less than what a settlement might be. But understand, those decisions are made on a case-by-case basis, each situation is different. Bottom line, you have to take the initiative to make sure your insurance provider is working in a manner you feel is best for you!

Third, if you get in a pickle, let our Arbitration Committee Chair, David Nason, know – he can help you out! I am always available too, but David is a trained arbitrator with CDRS and has served as an arbitrator on several cases. Peter Merril (CDRS) has also offered his personal services to you if attorneys are trying to get around the arbitration clause and pull you into court. YOU HAVE TO file to compel arbitration before you set foot in a courtroom. Once you are there, you're stuck. Take the initiative and know your rights!

And now for sports...don't sweat the lack of movement by the Packers in free agency. They didn't have money to begin with and the dollar bills are getting stretched as far as they can. I am sure they have a couple tricks up their sleeves! Now we have the start of MLB to look forward to - join me in having a brat, a beer and listening to the sweet sound of Bpb Uecker user in the 2021 season of our Milwaukee Brewers and America's favorite pastime.

Be safe out there! Ric Thompson, WAHI President



NEXT MEETING: Wednesday, April 21

Social at 6:00 pm & Meeting/Dinner/Education at 6:30 pm

Sconni's Alehouse & Eatery, 1239 Schofield Ave, Schofield, WI 54467

Education: To Be Announced

For speaker information, or to provide a suggestion/lead, please contact the Chapter Education Chair, Tyler Groshek at 715.212.7341



NEXT MEETING: Wednesday, April 7

Check-in by 5:15 pm. & Meeting/Dinner/Education to follow

Meeting may be recorded and available online also - see your email for further details. In-person at Hangar 54 Grill (in CV airport), 3800 Starr Ave, Eau Claire, WI 54703

Education: Chris Rodriguez and Andrew Evanhoff, Hurlburt Heating and Plumbing

Chris is a Field Technician with over 12 years of experience and Andrew is a Senior Service

Advisor. They will discuss furnace and air conditioning concerns, answer questions, and

explain/discuss deficiencies.

For speaker information, or to provide a suggestion/lead, please contact Chapter Education Chair, David Welch at 715.382.6058



NEXT MEETING: Tuesday, April 20

Social at 5:30 pm & Roundtable/Meeting/Dinner/Education at 6:00 pm

Waverly Beach, N8870 Fire Lane 2, Menasha, WI 54952

Education: To Be Announced

For speaker information, or to provide a suggestion/lead, please contact Chapter Education Chair, Scott Hansen at 920.716.3025



NEXT MEETING: Tuesday, April 13 - In-Person AND Zoom

Check-in starts at 5:00 pm & Meeting/Dinner/Education at 5:30 pm

Maple Tree Supper Club, 3010 US-51, McFarland, WI 53558

Education: Caleb Maier, RoofMaxx

Caleb will share information on their specialized roofing products.

Calling all Madison members! We need your help to find speakers for our future meetings - we accept a wide range of topics.

Please contact Chapter Education Chair, Ron Miller at 608.235.9836



NEXT MEETING: Tuesday, April 13

Check-in at 5:30 pm, Dinner at 6:00 pm, & Meeting/Education at 6:30 pm

<u>The Pallas Restaurant, 1657 S 108th St, Milwaukee</u> Education: Home Inspector member Andy Helgeson

Andy served as Chair of the Inspection Guideline Committee to aid our members in meeting the Standards of Practice. Andy will also address the requirements in the new legislation

which was signed into law on Friday, March 26th.

For speaker information, or to provide a suggestion/lead, please contact Chapter Education Chair, Ryan Eigenfeld at 414.795.9018

WAHI NEWS

This is a brief recap of activity in the past month and a preview of what lay ahead. If anyone would ever like further information on something mentioned in this piece, just let me know -julie@wahigroup.com or 414.299.9766.

March 2021

- **Home Inspector Legislation:** SB 74/Act 17 passed in both Houses and was signed into law by Governor Evers on Friday, March 26th. WAHI leadership anticipated the bill would pass and has encouraged our members to prepare and begin implementing the requirements sooner than later to work out any "kinks" before the new rules are official. All Home Inspector and Associate members received a detailed email on Friday, March 26th.
- **Board Meeting:** The WAHI Board of Directors met on Friday, March 5th in Neenah. Look for the minutes on the website within the Members Only tab the week of April 12th.
- 2021 Spring Education House and Training Seminar: Our spring training event March 5th and 6th in Neenah was a great success...under still very uncertain times! Our in-person trainings were held responsibly and professionally keeping everyone's safety in mind. The Fox Valley Chapter really stepped up to pull this event together securing a home for the Education House training, lining up Friday and Saturday speakers and volunteering their time at the Education House. Thank you, Fox Valley members! Thanks also go out to Cassidy Kuchenbecker and Tracey Schultz of Environmental Initiatives for the use of their YETI microphone to improve the audio in our recording of the Saturday speakers and for the supply of masks and hand sanitizer for everyone!



Julie Arnstein Executive Director

April 2021 and Beyond

- State and Chapter Elections: In late March, WAHI will conduct the statewide election of State President. In March and April the chapters will elect their local chapter officers and their Chapter-Elected Member at Large to serve on the State Board of Directors. Think about increasing your involvement and giving back to the association!
- Affiliate Membership Drive/Contest: Please do not lose sight of this important effort. Without question, the Coronavirus has impacted our chapter meetings which are so instrumental in formulating relationships between our Home Inspector and Affiliate members. See details on page 5 in this newsletter. Due to the Coronavirus, we will extend the contest to the Fall 2021 seminar.
- COVID-19 Safety Practices: Please remember that regardless of your position on the virus, to be respectful of the position your buyer, the seller and/or agents involved may have. We are not out of the woods on this yet and we must continue to be mindful and respectful of those your job impacts.
- WAHI Fall 2021 Education House and Training Seminar: Mark those calendars for Friday, November 5th and Saturday, November 6th we will be at Chula Vista in the WI Dells. Time will tell where we are regarding C-19 at that time but whatever it is, we will be prepared! If need be, this event will be conducted in the same COVID-conscious manner that was done in Stevens Point and Neenah.

You can add your photo and/or a link to your website to your WAHI profile!

Submit photo and/or company website info. to: julie@wahigroup.com

CHAPTER MEETINGS ONLINE

An IMPORTANT Announcement regarding Chapter Meetings Online

WAHI has been, and still is, a believer in our approach to education - what I call the "WAHI way"! We still see great value in holding our seminars and chapter meetings in person, with the speaker right there in the room for full interaction, Affiliate members and vendors in attendance to develop relationships of confidence and trust, and last but certainly not least, your fellow inspectors, many sole proprietors like you, to share experience, insight and lessons learned along the way!

But, with all of that said, we recognize the need for online programming from WAHI, the ONLY continuing education provider **focused solely** on WI inspectors, WI Standards of Practice and WI rules and regulations (State Statutes)! Long before COVID entered our lives, we knew that some of our members found it difficult to attend their local chapter meetings for a variety of reasons.

Since COVID, many of our chapters have been recording and/or live streaming their meetings. As a courtesy to our members, as we coped with these strange, uncertain times, we offered continuing education credits for those meetings at no charge. This process has been by trial and error, while not perfect, the chapters did the best they could. We recognize how critical it is for speakers to speak clearly and at a reasonable volume for the value of the presentation to effectively reach our at-home viewers.

Any member not comfortable or unable to attend a meeting in-person may continue to connect with their chapter online (and we encourage that!), however, to earn the 2 continuing education credits there will be a charge of \$20.00 - to be paid through your local chapter treasurer, in most cases. You will be notified by email if your chapter has a different plan in place. WAHI will also be posting one "highlighted" chapter meeting per month on the WAHI YouTube channel — for now, payment and certificates for that will be handled by WAHI Executive Director Julie Arnstein. Watch your email for specific details each month.

There are online service providers who can streamline this process but for now, we are "testing the water" to explore the response from our members and determine our best route going forward.

On behalf of WAHI, I thank you for your continued support of our educational programming and your patience as we embarked on this new path.



WHICH CHAPTER will be the WINNER of the WAHI AFFILIATE MEMBERSHIP DRIVE?

As of the WAHI Spring 2020 Education House and Training Seminar WAHI will be conducting an **Affiliate Membership Drive**. The goal of this effort is to increase our pool of qualified contractors and product or service providers. To bring out everyone's **competitive spirit**, we have decided to make this a **contest**! The contest end date has been extended to the WAHI Fall 2021 seminar weekend due to COVID-19.

The rules are simple...

- 1. Each chapter will need to increase their affiliate membership by at least 5% of their total chapter membership as of March 5th. Based on counts at that time:
 - Central chapter will need at least 3 new affiliate members
 - Chippewa Valley chapter will need at least 3 new affiliate members
 - Fox Valley chapter will need at least 4 new affiliate members
 - Madison chapter will need at least 4 new affiliate members
 - Milwaukee chapter will need at least 8 new affiliate members
- 2. The new Affiliate member must be a paying member, not the recipient of a complimentary membership for speaking at a chapter meeting or seminar.
- 3. Direct interested parties to the Member Benefits page on the WAHI website to complete an online application https://wahigroup.com/Member-Benefits

The chapter with the largest percentage of new affiliate members, <u>over</u> <u>the minimum</u>, will be deemed the winner!

The "prize" for the winning chapter is a complimentary chapter meeting - paid for out of the WAHI state coffers - AND more importantly, will be known as THE BEST CHAPTER IN WAHI, complete with bragging rights!

Watch for "progress reports" in the newsletter each month to see which chapter is in the lead. Let the games begin and may the BEST chapter win!



Ron Miller Membership Chair

Please contact me with any questions:

608-235-9836 or ronmiller547@gmail.com

NEW MEMBERS

Jon Beauchaine (Madison)

Associate/Student Member 480.703.0961 jonsellsrealestate@gmail.com

Josh Crook (Madison)

Associate/Student Member
Advanced Health & Safety
608.574.0346
Josh.annaaa.crook77@gmail.com

Tony Gnadt (Milwaukee)

Home Inspector Member
Wisconsin Property Inspections
414.507.4234
tony@inspectwi.com

Connie Knupp (Madison)

Home Inspector Member
Big Dream Home Inspections
608.571.8355
conniek@bigdreamhi.com

Ryan Crist (Madison)

Home Inspector Member RFC Inspection 608.579.0979 ryan@rfcinspection.com

Andy Eiting (Fox Valley)

Home Inspector Member
First Priority Home Inspection, LLC.
920.843.4338
f.p.h.inspectionllc@gmail.com

Steve Jennings (Chippewa Valley)

Home Inspector Member
Best Choice Home Inspections
608.769.9948
jenningsinspections@gmail.com

Steven Srok (Milwaukee)

Home Inspector Member Fairway Home Inspections 414.322.3658 ssrok@wi.rr.com

OFFICE DEPOT/MAX

Office Max and Office Depot merged some time ago. The Office Max discount program offered to WAHI members no longer exists – the savings became spotty as the merger was coming together and then finalized.

Office Depot has come to WAHI with a new, improved program. See page 15 for information on their in-store program and page 16 for a program overview and the contact person to establish an online account.

From one of our Central Chapter members - "I needed 2,000 copies made – they quoted me \$160.00. AFTER I presented my WAHI card, the cost dropped to \$50.00! What an AWESOME savings!"

From one of our Madison Chapter members - "I recently had printing done at my local Office Depot/Max. Cost before WAHI discount = \$137.00.

AFTER the WAHI discount was applied = \$36.00!!! WOW!"

BOARD MEETING MINUTES

The WAHI Board of Directors met on Friday, March 5th in Neenah.

Look for the minutes on the website within the Members Only tab the week of April 12th.



MEMBERS ONLY INTERACTIVE WEBPAGE

It has come to our attention that many of you may be unaware the WAHI website hosts an interactive forum on the Members Only page.

We encourage all members to check it out!

This is a very useful tool for communicating directly with fellow members and with our large membership, chances are very good that you will find someone who has a shared experience similar to yours or an answer to your question!

To access the forum section of the website you need to log-in to the website.

See page 12 for step-by-step instructions to log-in to your profile and make use of this additional "tool" and benefit WAHI offers to their members.

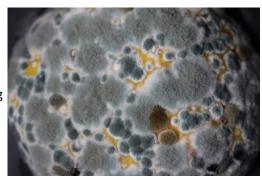
RISK MANAGEMENT ARTICLE

SHOULD HOME INSPECTORS OFFER MOLD SAMPLING?

By Stephanie Jaynes, Marketing Director at InspectorPro Insurance

A possible health risk and a costly issue to fix, mold deters many potential home buyers away from otherwise great finds. Others who buy only to find mold later frequently look for someone to blame, leaving you, the inspector, with a sizable target on your back.

How can you diminish that target and make some additional cash? Offering mold testing may be your answer. In this article, we explore why home inspectors choose to offer mold sampling and recommendations for home inspectors considering offering the additional service.



Why Inspectors Perform Mold Inspections

When asked why they offer mold sampling, the home inspectors we interviewed said that they began offering the service for the following reasons:

1. To protect clients from potential mold-related risks.

According to a brochure by the Federal Emergency Management Agency (FEMA), mold is a type of fungus that, when outdoors, helps dead plants decompose and regenerate soil. Mold is everywhere and naturally occurring.

"There's never been a mold test that we've done that didn't have any mold," said Rob Hopkin of <u>ProTec Inspection Services</u> in an article for *The Washington Post*. "Every house, every environment has mold spores."

While there isn't a practical way to eradicate all mold, the U.S. Environmental Protection Agency (EPA) encourages homeowners to avoid letting mold grow indoors, thereby preserving indoor air quality. Mold reproduces by creating tiny spores that are invisible to the naked eye and float in the air both in and outdoors. Mold growth begins when a spore lands, absorbs moisture in the air, and swells in size. As it continues to absorb the air's moisture, it quickly spreads across its chosen surface.

How mold affects people is largely up for debate. There's <u>sufficient evidence</u> that mold can lead to allergic reactions and respiratory symptoms, like coughing and wheezing. However, lawyers, physicians, and people who claim to have a mold-related illness say that mold exposure can cause a <u>wide variety of ailments</u>, including headaches, poor memory, abdominal issues, static shocks, and <u>depression</u>. While correlation doesn't prove causation, and extreme health claims <u>often lack scientific support</u>, mold's potential side effects spook many home buyers.

2. To meet demand.

With many clients fearing mold's side effects, some inspectors try to steer clear of mold as much as possible. Others see mold's prevalence and clients' interest as investment opportunities.

Brian Thomas, President of A-Z Tech Home Inspections, Inc. in Pennsylvania, began to offer mold inspections in direct response to client demand. In addition to providing a valuable service, mold inspections can expand a home inspector's business.

"We were being told, 'My kids are allergic, I'm allergic, so we need to know if there's mold in this house," Thomas said. "Visuals are one thing, but if you don't do an air test, you're not really doing anything with mold."

By adding mold to its list of services, A-Z Tech acts as a one-stop shop for its clients so that, as its slogan promises, "one call does it all," Thomas explained.

"A lot of times, a mold inspection isn't related to the sale of the home," explained Robb Graham, President of the Professional Mold Inspection Institute (PMII) in South Dakota, which provides mold training and certification for inspectors and remediators. "If someone gets water damage or has moisture issues, they're not necessarily selling their home. [Offering mold inspections] allows you to do a similar type of service [but for] a different revenue stream."

READ MORE

See our ad on page 10!

ARBITRATION COMMITTEE - SEEKING FEEDBACK!

In early 2019 the WAHI Arbitration Committee went through the process to find a new arbitration provider for our members. In April 2019, several WAHI members attended arbitrator training, and in May 2019, WAHI distributed a new Inspection Agreement to the membership naming Construction Dispute Resolution Services (CDRS) as the arbitration provider.

The primary reason for seeking out a new provider was to improve the arbitration process by only using arbitrators who are experienced in the construction and inspection industries and, in order to maintain impartiality, no connection to WAHI. After meeting with other industry professionals, the Committee decided to proceed with CDRS. The level of professionalism and training provided by CDRS were very important in the Committee's decision. The ability to have some oversight and obtain feedback was also important to the Committee to ensure that the program is serving the WAHI membership well.

The Committee has learned that there have been some home inspector cases brought before CDRS for resolution. For privacy reasons, the Committee is not given the personal or business names of the parties involved with the arbitration, only that the arbitration occurred, the complaint details and the decision made.

In order to maintain oversight of the program from the home inspectors perspective, the Committee is asking any inspector member involved in arbitration to provide feedback. The member may remain anonymous, if they desire, and can provide the amount of feedback they are comfortable with. Any information about the process will be very beneficial to WAHI and our members.



David Nason Arbitration Committee Chair See David's contact information below.

WAHI ARBITRATION PROGRAM

Not every homeowner/inspector interaction goes smoothly. Although all members are encouraged to make every effort to resolve disputes on their own, we know that is not always successful. WAHI's Dispute Resolution Program is here for you during those difficult times.

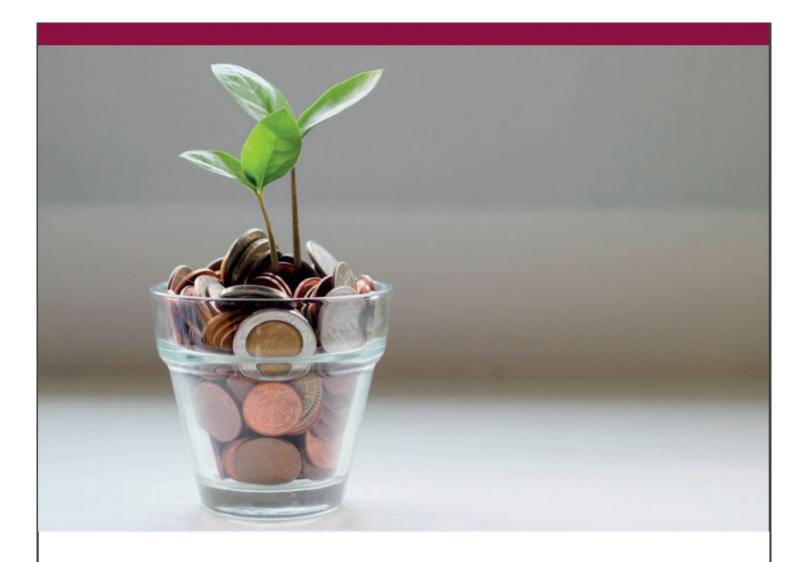
For information, please contact:

WAHI Arbitration Chair David Nason 262.443.8958 or bestinspectionsllc@gmail.com

WAHI was recently asked, and answered, a question presented by a Home Inspector member on the "cusp" of retirement.

Must a home inspector continue his/her WAHI membership for the 2 year liability period following retirement to take advantage of the arbitration system in the event of a claim? If so, at what level...Home Inspector member or Retired member?

While WAHI would appreciate your continued support and involvement as a Retired member, it is not required. Currently, if a Home Inspector member has not renewed their state license they are eligible to renew their membership in WAHI at the Retired status.



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See page 8 for an informative article provided by InspectorPro

SURVEILLANCE CAMERAS

A realtor contacted me regarding a WAHI inspector who turned off 2 video cameras in a home he was inspecting. The agent was calling for clarification as she was not certain what the rules are concerning recording devices. At the time of the inspection, the inspector explained he disengaged the 2 cameras in order to be compliant with the State Statutes - he explained that if his actions and any commentary were recorded and viewed by a party of than his client he would be in violation of State Statute 440.975 (7)(b):

- (7) A home inspector may not do any of the following:
 - (b) Deliver a home inspection report to any person other than the client without the client's consent.

In the inspector's mind, by being filmed, he was "delivering" contents of his report to someone other than his client. I reached out to the Department of Safety and Professional Services (DSPS) to see how they would view this situation should someone file a complaint.

The Department would not view it as the inspector did. They said that video surveillance does not fall under sharing contents of the inspection and/or an inspection report. State Statute 440.975 (3) reads as follows:

After completing a home inspection, a home inspector shall submit a <u>WRITTEN</u> report to a client that does all of the following: etc. etc.(See 440.975 (3) (a-d) for remaining details)

In January 2020, Senate Bill 247 passed and a portion reads as follows:

995.60 (2) USE OF SURVEILLANCE DEVICES. Except as provided under sub. (3), an owner of real estate may use a surveillance device in or on the real estate to observe or record an individual who is present in or on the real estate for a private showing, open house, or other viewing of the real estate in connection with the owner's attempt to sell the real estate.

At the WAHI Spring 2019 Training Seminar, a speaker touched on surveillance cameras. He suggested attendees seek legal advice regarding privacy/disclosure rules in our state and/or add a disclaimer to their report. Something along the lines of:

We will make every reasonable effort to keep the results of the inspection confidential and will provide a report to you only (unless otherwise directed by you in writing). However, we have no control over home security surveillance systems that may be present and activated during the inspection, and it is possible that other parties might observe the inspection without our knowledge.

Please contact me with any questions or concerns - julie@wahigroup.com or 414.299.9766



UPDATE YOUR WAHI PROFILE IN 5 EASY STEPS

- 1. Go to www.wahigroup.com.
- 2. From the Home Page upper right corner, select "LOG IN."

ENTER your email address on file with WAHI and password.

- *If you have questions, contact Julie at julie@wahigroup.com.
- 3. Once logged in, the upper right corner shows your name,
 - "Change Password" and "Log Out." CLICK on your name.
- 4. You should now be on the "My Profile" page. Select "EDIT PROFILE" in the gray rectangular box.
- 5. After making your updates, **select "SAVE"** in the gray rectangular box at the bottom of the page.



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WAHI LEGAL SUPPORT

Affiliate member Attorney Lauren Triebenbach of Michael Best and Friedrich offers a risk-free, INITIAL consultation to WAHI members with legal concerns. WAHI members have the right to contact any attorney of their choice. Should a WAHI member decide to work with Lauren, the steps below, provided by Lauren, provide an explanation of her services.

- 1. If you receive an email, letter, text, or pleading from a customer, please contact my office.
- 2. I will ask that you provide me with the communication you received plus your inspectionagreement and report. If there are other communications related to the claim, I will ask for those too.
- 3. After I review your documents, I will schedule a time to talk to you. Calls generally last 15-30 minutes. I will discuss with you your options, which could include working it out on your own, engaging me to respond on your behalf, or tendering the claim to your insurance company. The strategy I discuss will be based on your specific claim, whether litigation or arbitration has already been initiated, and whether your inspection agreement specifies arbitration as the method of dispute resolution.
- 4. If you don't hire me, you don't get a bill. If you do hire me, the time spent reviewing the case will be included in the final billing.
- 5. Knowledge is power. I want inspectors to know their options so they can the decision that's best for them and their business.

Visit the WAHI Affiliate Member page to contact Lauren: https://wahigroup.com/Affiiate-Members/



Stay in touch with the WAHI Facebook page!

Our WAHI Facebook community provides the perfect opportunity to post minutes, make chapter announcements, post meeting changes, start a dialog/ask questions of other inspectors or just see what your fellow WAHI members have been up to.

If you have any questions, please contact:

Bob Turicik
920.892.7654
homeview@wi.rr.com



WAHI WELCOME COMMITTEE

Our Welcome Committee is intended to do just that....welcome our new members into WAHI. As a new member, expect a call from a member from your chapter. If you are a "newer" member – maybe you joined a while ago but haven't yet attended a meeting - feel free to reach out to a committee member from your chapter and make arrangements to meet at the next or an upcoming meeting.

We want our new members to feel "welcome", feel a connection with the group... and the members listed below are the right people to do that!

CENTRAL

Mike Carson - 715.212.4051 or carsonhomeinspector@gmail.com Kyle Zimmerman - 715.387.1815 or kyle@royaltinspections.com

CHIPPEWA VALLEY

Jon Hempel - 715.210.3217 or jhempel@newageinspection.com Marc Steig - 715.797.1475 or inspectormarc3@gmail.com

FOX VALLEY

Dave Brading - 920.889.2120 or dave.brading@yahoo.com Bob Turicik - 920.946.0433 or homereview@wi.rr.com

MADISON

Sean Martinsen - 608.206.1108 or sktailhook@yahoo.com Rich Reinart - 608.535.9206 or thehomeinspectorllcwi@gmail.com

MILWAUKEE

Brian Derewicz - 262.343.1614 or briandthehomeinspector@gmail.com
Ryan Eigenfeld - 414.795.9018 or flarsbar@gmail.com
Nick Hammetter - 414.412.2637 or humblehomeinspector@gmail.com
Andy Helgeson - 414.315.0266 or helge4674@outlook.com
Scott LeMarr - 262.424.5587 or scott@honesthomeinspections.com
Mike von Gunten - 262.945.2446 or mvgbvg@wi.rr.com

Thank you all for stepping up to serve on one of the **most important** committees within the WAHI organization!



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Contact: Paul Gomez

Phone: (855) 337-6811 ext. 12809 Email:

paul.gomez1@officedepot.com

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For assistance with gaining on-line access, please contact:

Paul Gomez

WAHI National Program Manager | Office Depot

Tel: (855) 337-6811, Ext 12809 | paul.gomez1@officedepot.com

BOARD OF DIRECTORS

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Terry Elliott 715.577.4211

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Julie Arnstein 414.299.9466

Treasurer Andy Helgeson 262.377.0751

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Mike Carson 715.212.4051

Brian Derewicz 262.3431614

Andy Helgeson 262.377.0751

Ron Miller 608.235.9836

Brian Opelt 715937,2002 Dave Pribyl 920.660.3000

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