

"HOME INSPECTION IS A GREAT CAREER":
THE SECRETS
OF MY SUCCESS

By John Prodromides P18

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By Donald Lovering, Speaker of the Council of Representatives







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our months after his inspection of an older home, a home inspector received a letter in the mail from his former clients. who, due to concerns about the age of their newly purchased first home, had a licensed electrician assess the property's wiring after the initial home inspection.

According to the electrician, there were "inconsistencies with and omissions from" the inspector's report and the inspector's walk-through with the clients. These included the following items:

- · a fuse with an exposed, live wire near the furnace
- knob-and-tube wiring throughout the house
- no grounded outlets nor switches

In the letter, the inspector's clients argued that they would have "made different homebuying decisions based on the wiring of the house." The clients had already contacted their home insurance agent, who advised them that knob-and-tube wiring was not covered by their policy. In fact, the agent told them that if the home insurance company had known that the property had knob-and-tube wiring, they would not have insured the house.

Furthermore, the clients demanded that the home inspector pay the \$12,000 in electrical repairs. The clients threatened that, if they did not receive a written response within two weeks, they would sue.

## WHY ARE ELECTRICAL CLAIMS SO COMMON?

Most often, the claims we receive involving electrical systems involve a failure to identify (a) the component material of the wiring or (b) knob-and-tube wiring.

**WIRING COMPONENT MATERIAL.** Most home inspectors know common wiring component materials from their training and experience. However, nothing in the ASHI Standard of Practice (SoP) requires inspectors to classify component materials.

Nevertheless, some states and other standards do mandate that home inspectors identify wiring materials. For example, New York state requires that home inspectors "describe readily accessible and observable portions of the presence of aluminum branch circuit wiring" (§197-5.9, (b), 3; https://on.ny.gov/2WzosO8). Even some alternative national standards of practice require the identification of wiring component material.

Additionally, some inspectors expound on the wiring material simply because their reporting software or template of choice includes that information. It's particularly common for checklist-type reports to include wiring component material information. In fact, some franchises and associations include wiring component material details in their standard reporting templates.

KNOB-AND-TUBE WIRING. Knob-and-tube wiring was the predominant building wiring method from about 1880 to 1940 (Croft & Summers, 1987). Knob-and-tube wiring is characterized by "knobs" and "cleats," which run wire along property walls, ceilings and beams; whereas "tubes" run wires through beams and partitions (Myers, 2010). Although remnants of knob-and-tube wiring exist today, this type of wiring system is generally considered obsolete due to its lack of a grounding conductor, its susceptibility to deterioration, increased household electrical demand and the modernization of wiring methods.

### KNOB-AND-TUBE WIRING PRESENTS THREE MAJOR PROBLEMS FOR HOME INSPECTORS:

- Knob-and-tube wiring isn't always visually identifiable.
   Inspectors cannot identify knob-and-tube wiring hidden by insulation, a wall or other obstructions even if they wanted to do so.
- The ASHI SoP requires home inspectors to "describe the predominant branch circuit wiring method" (SoP, 7.1, B.4).
   But, although knob-and-tube wiring is rare today and, therefore, doesn't often make up that primary branch, some states such as Georgia (SoP, E, cii.a; https://bit.ly/2XmzaEO) and Maryland (SoP, 01, 33; https://bit.ly/2XhBWeq) explicitly require inspectors to identify "wiring methods," including knob and tube.

Even though no national code mandates knob-and-tube wirings' complete removal, homebuyers consider it to be undesirable. "There's nothing wrong with knob-and-tube wiring if it's installed correctly; if the circuit isn't overloaded; and if the insulation, knobs and tubes are intact and safe. That's a whole lot of ifs—too many for some homeowner insurance companies," wrote Bruce Barker in his article "Old Wiring Methods," which appeared in the November 2013 issue of the ASHI Reporter (http://www.ashireporter.org/HomeInspection/Articles/Old-Wiring-Methods/3599).

#### WHAT CAN INSPECTORS DO?

As with all claims prevention, it's important to have a thorough pre-inspection agreement (http://ipro.blog/pre-IA) and inspection report—with lots of pictures of defect and non-defect areas. However, to avoid electrical claims specifically, there are certain elements you should draw particular attention to during your inspection and in your inspection report.

**DON'T EXCEED THE SOP.** Whenever possible, do not exceed the SoP. For example, if you don't have a requirement to identify whether the wiring component material is copper or aluminum, but you identify it as one or the other and your identification proves to be wrong, you may be liable.

In our experience defending claims, it's rare to receive a claim for a home inspector who did not identify the wiring component material. Most of the electrical claims in our archives involve inspectors who attempted to name the material and misidentified that material.

THE ONLY INSTANCES IN WHICH IT MAY BE PERMISSIBLE TO EXCEED THE SOP ARE THE FOLLOWING:

- You inspect in an area or for another organization (like an association or franchise) that has a different standard.
- In your area, it's common to perform a specific function or act that typically exceeds the SoP. (More on this one later.)

Another issue with exceeding the SoP is that going beyond it in one instance may hold you accountable to surpass it in another. A great example of this is a recent claim in Mississippi in which the inspector did not identify the existence of wood rot and damage in the window sills. The claimant, a lawyer, argued that the inspector should have probed the surfaces. Our argument was that, according to the SoP, the home inspector was not required to probe anything.

It just so happened that the claimant's daughter was his real estate agent, and she had used the home inspector with her other real estate clients in the past. The claimant went through the daughter's clients' inspection reports until he found one in which the inspector stuck a probe in the wall that revealed the damage. There was even a picture of the probe in the wall. You can guess how that claim resolved.





**IF YOU HAVE TO IDENTIFY THE TYPE OF ELECTRICAL WIRING, COVER YOURSELF.** In instances in which your state, franchise or association's SoP requires you to identify the electrical issues we've discussed, do so with caution. Make sure you explain your findings clearly and concisely.

Here's an example: "The visible wiring in the service panel appears to be copper. Other areas are unknown."

Don't exceed the SoP by speculating what may exist, but do encourage your clients to do research. If, for example, you see what looks like an abandoned tube and wiring, acknowledge that there could be an active knob and tube somewhere that you cannot see, and advise your clients to investigate further.

SOME CLARIFICATION FOR SITUATIONS IN WHICH YOU MAY CHOOSE TO EXCEED THE SOP BECAUSE IT IS COMMON TO DO SO IN YOUR AREA: In Milwaukee, for example, many home inspectors put a level on the basement walls. Apparently, there are a number of properties in the area that have basement walls that lean and are subject to failure. Thus, while it's not in the SoP for inspectors to bring levels and assess the basement walls in this manner, many inspectors do it because it's such a prevalent problem in their geographic region. As such, it could be perceived as a breach of the standard of care to not do it.

If you are experiencing something similar in your area, you should manage your risk by calling out any exception to the SoP in both your inspection agreement and your inspection report. Identify the practice as a specific instance in which you exceeded the SoP in order to meet the standard of care in your area. In so doing, you may avoid clients assuming that, just because you surpassed the SoP in one respect, you are also required to do so in another. (For example, just because you're carrying a level to inspect the basement walls does not mean you that should be using that level to assess all areas of the property.)

**PROTECT YOURSELF FROM CLAIMS:** After establishing that the home has electrical issues, it's important to clearly communicate your findings to the client. Inspectors recommend emphasizing the limitations of an inspection and explaining your findings in terms the client can understand.

Even if you do everything right, you can still get an electrical claim. Take it from our home inspector in the example at the beginning of this article.

Our claims team issued a Denial of Liability defending the home inspector. In it, they explained that the inspector had followed the ASHI SoP by reporting on the required components, including the main distribution wiring. While it was correct that the home inspector did not identify the knob-and-tube wiring, it was also true that there is no requirement that inspectors identify knob and tube. The claims team reiterated the home inspector's limitation of liability, which stated that the inspector would pay no more than the inspection fee for any negligence.

The claimants responded promptly, stating that they would review and respond promptly. Two months went by before the claimants reached out and said they were "consulting with a specialist" and would "respond shortly." Another month and a half went by, at which point our claims team told the claimants that, if the promised information was not received in a week, we would close the claim. Finally, the claimant agreed to settle for a refund of their inspection fee. They signed the settlement release and the claim was closed.

Because we have a simple deductible rather than a self-insured retention (SIR), the insured only paid for the inspection refund; he did not pay his deductible. (You can learn more about the difference between simple deductibles and SIRs at http://ipro.blog/deductible.)

It's essential to carry errors and omissions (E&O) insurance for defense and payout help. Contact your InspectorPro broker or submit an application (http://ipro.insure/app-ASHI) to receive a quote at no obligation.

And don't forget: If you'd like to have coverage for an extra service like mold or pest, be sure to request and purchase that coverage. Even if you don't inspect for a specialty service, most insurance carriers will not offer insurance coverage unless you're carrying the proper endorsement.

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#### **UP NEXT MONTH:** SEPTIC CLAIMS

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## HOME ENERGY SCORE UPDATE A REVIEW OF WHAT'S NEW WITH THE HOME ENERGY SCORE

By ASHI Staff



## UPDATE 1: A CALCULATED MOVE TOWARD SIMPLICITY

## THE DOE FEELS INSPECTORS' PAIN, RELEASES EASIER TOOL.

One of the best things about ASHI's partnership with the U.S. Department of Energy (DOE) through the Home Energy Score program is that it's not a one-way street: The program's facilitators want to understand the experience of what it is like to work with the Score in the field and they are willing to make changes to the program's operations based on that feedback. Since we've been working closely with the DOE during the last two years, those changes have taken the form of making Scores easier and faster to complete during inspections without compromising the valuable information that is contained in the Home Energy Score report.

The national labs that provide the genius behind the "modeling" that makes up the heart of the Score—specifically, the software that determines a home's 1-to-10 rating and generates a list of the best ways to improve it—can sometimes seem to take their time in making changes. However, the improvements they make are always worth the wait and the most recent example is no exception.

Experienced Assessors know that figuring out wall insulation levels or assessing the amount of maintenance performed over the life of an HVAC system, for example, can be frustrating experiences in "best guessing." Also, inspectors regularly have wished for a simple and reliable way to measure the area of attics, which often feature multiple surfaces and insulation levels. Manually making these kinds of complicated calculations can add precious minutes to an inspection.

The DOE's recently released calculator tool makes these time-consuming experiences a thing of the past by including built-in defaults (for wall insulation and HVAC efficiency), and simple measurement functions (for attics) that bring clarity and speed to the Scoring process. These improvements will allow inspectors to pare down the 15 to 20 minutes required to generate a Score on most homes.

## UPDATE 2: DENVER'S INSPECTORS ARE SCORING RIG

## ENCOURAGING RESPONSES ARE POURING IN FROM AGENTS AND HOMEBUYERS IN A HOT MARKET.

As one of the most effective ways to give homebuyers control over the comfort, health and energy efficiency of their homes, so-called "energy disclosure at point of sale" initiatives have exploded across the country in recent years and that trend looks poised to continue.

One of the more high-profile examples of this trend is taking place in Denver, Colorado, where this homebuyer-benefitting "disclosure" takes the form of the Home Energy Score as delivered by home inspectors. It's true that some in our industry worry that using the Score can throw a wet blanket on a home sale, and become a source of displeasure for homebuyers and agents alike because not all homes "Score" well. However, the feedback from the Denver program's first phase bodes well for both the validity of these programs across the country, and for inspectors using the Score to boost sales and customer satisfaction where these programs aren't yet in place.

Denver wisely made collecting feedback a key part of their program, and comments from homebuyers and agents are rolling in (see sidebar). This feedback is informing the follow-up phase in which the Score might be made part of sales on a long-term basis. That information will not only be valuable for Denver's program, but it will also help paint a picture of a service that might be valuable for inspectors in other parts of the United States.



#### **COMMENTS FROM DENVER'S HOMEBUYERS AND AGENTS**

"This was a great service. As a new homeowner, it was very helpful to get a baseline for my home. The inspector took the time to explain the energy usage in my home and ways that I could improve on it. It felt very personalized, and it was very informative."

"This is a great program! At the very least, it got us thinking about energy use and how to save money and energy in our new home."

"I enjoyed the experience. I was happy to have the opportunity to talk to a professional who shared a prioritized list of measures to consider."



#### **UPDATE 3: THE APPS ARE A WRAP**

#### INSPECTORS IN BOTH CAMPS CAN NOW HIT THE EASY BUTTON.

Android-using Certified Assessors™ might have felt a bit left out these last few months as their iPhone counterparts across the country started to enjoy the pared-down, smoothed-out and sped-up Home Energy Scoring process made possible by the new Home Energy Score app. The good news is that our partners at ID Energy, who developed this bit of tech magic after gathering feedback from ASHI inspectors, recently announced that the app is now officially available on all types of devices.

Assessors are reacting positively, citing many saved steps and automated functions, the ability to seamlessly integrate pictures for easy program compliance, and the ability to generate Scores quickly on site and with full co-branding built in.

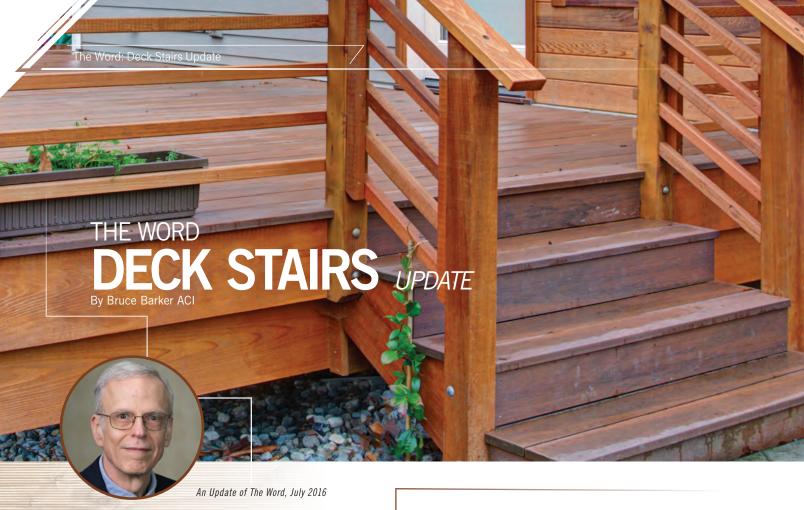
For their part, our partners at DOE view this milestone the day when every inspector in the country carries in their pocket all the tools necessary to generate a lightning-fast Home Energy Score on site—as a major step toward making the Score an expected part of every home inspection for our nation's homebuyers.

#### **GET STARTED NOW!**





Jen Gallegos (jeng@ashi.org) at ASHI HQ is always on hand to answer questions and to give encouragement to inspectors looking to get started using the Score. Or you can head right to ID Energy and get signed up at energyscoreusa.com/sign\_up.php.



Bruce Barker is the founder and president of Dream Home Consultants and the author of Everybody's Building Code, written to help home inspectors understand the International Residential Code. Bruce has been building and inspecting homes since 1987. He currently serves on the ASHI Board of Directors. He is a certified Residential Combination Inspector and a licensed contractor in Arizona, Florida and North Carolina. To read more of Bruce's articles or if you need a presenter at your next chapter event, go to www.dreamhomeconsultants.com.

nce again, The Word invites you to travel into the dark realm of subjects that are sometimes of interest to home inspectors. The Word hopes you will find this trip informative and maybe a little entertaining.

Our subject this month is deck stairs. This is an update of The Word's rant about this subject in the July 2016 issue of the ASHI *Reporter*.

#### STAIR SAFETY

Inspectors should remember two important facts about stairs. The first fact is that stairs are one of the most dangerous systems we inspect. Falls involving stairs can result in serious personal injury; that is where the big money lies for attorneys. The second fact is that interior and exterior stairs share almost all of the same requirements. If anything, we should be more careful about applying current safety and structural requirements to exterior stairs because exterior stairs are subject to harsh environmental conditions that may exacerbate safety and structural problems. We should spend time inspecting all stairs and especially exterior stairs.

Inspection of stairs begins by determining if the stairs are safe for you and your client to use. Perform a quick visual check of the stringers, including their condition, length and attachment to the deck. If you see anything like Photos 1 or 2, do not use the stairs and recommend that nobody else use them. You do not want anyone on the stairs if they collapse. "Failed under test" is not a good explanation for stair-related injuries during an inspection.



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#### STRINGER BEARING ON SUPPORT

Stringers usually have two bearing points. The stringer plumb (vertical) cuts should bear on a rim joist or on a beam. The stringer seat (horizontal) cuts should be supported at grade level by posts that bear on footings. If, however, there is good stringer bearing on a solid landing, The Word declares victory and moves on. Those who live in cold climates might consider being stricter about stringer footings because frost heave could move the stringers and loosen the connection at the plumb cut. Refer to Figure 1 for a summary of stringer installation recommendations.

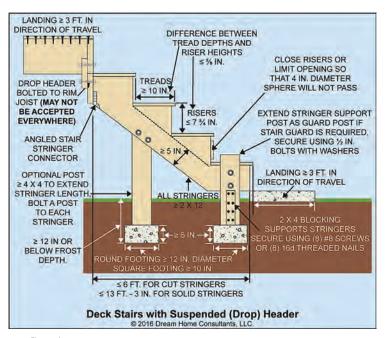


Figure 1

Stringer attachment at bearing points must help the stringers resist both vertical and lateral loads. The vertical load (gravity) pulls the stringers down from the bearing point. This is the load inspectors think about more often. The lateral (horizontal) load pulls the stringers away from the bearing point. The lateral load is often the cause of the stair collapse; the nails or the stringer itself, withdraw from the bearing point, then gravity takes over.

There are three ways to attach stringers to the rim joist or to the beam to resist both vertical and lateral loads: the right way, the wrong way and the wrong way that might work. The right way is uncommon. The wrong way is the norm. The wrong way that might work is the scariest because it might work or it might not.

The right way to attach the stringer plumb cut to the rim joist or beam is by using a connector, such as a Simpson LSC, installed according to manufacturer's instructions, including using the recommended fasteners. Connectors provide both the vertical and lateral support for the stringer. Photo 3 shows an attempt to attach a stringer using a connector. Good try, but there are still problems. The stringer should fully bear on the connector seat. Screws are not allowed unless specifically allowed by manufacturer's instructions, and then only manufacturer-supplied screws may be used. Deck screws and drywall screws are not allowed.



Photo 3

The wrong way to attach the stringer plumb cut to the rim joist or beam is using nails that are subject to withdrawal. This is always wrong. Nails are subject to withdrawal unless the stringer is secured somewhere against lateral movement. If the stringers are bearing on a landing with no attachment to the landing and no other support that resists lateral loads, then the nails are subject to withdrawal. If the stringers are bearing on the ground, that is even worse. Photo 3 shows a stringer that is pulling away from the rim joist.

The wrong way that might work is when stringers are attached using nails that are not subject to withdrawal. This method usually involves installing the nails at an angle through the stringer into the rim joist, a method called toe-nailing in some areas. This method sometimes involves installing the nails through the rim joist into the stringer plumb cut, a method called end-nailing in some areas. Stringer attachment using nails that are not subject to withdrawal might work if an adequate quantity of the correct nails is installed, if the nails are properly installed (there are rules about how to correctly install toe-nails), and if the wood and the nails maintain their integrity over the life of the deck. That is a lot of ifs, more than The Word is comfortable with. The Word recommends installing stringer connectors on all stringers that are nailed to the rim joist, beam or to a drop header.

As we have discussed, the right way to attach a stringer is to use a connector. A properly installed connector makes stringer installation easy and can reduce complications such as a drop header. Perhaps carpenters have not received the memo about these connectors or perhaps they like to do things the hard way. In either case, there are two common methods of positioning the stringer relative to deck flooring.

The best place to position a stringer, from a stringer attachment perspective, is to place the top tread even with the deck flooring. This allows the stringer plumb cut to fully bear on the rim joist or beam and provides maximum fastening area. Carpenters do not like this method because they claim it makes installing the stair guards and handrails more difficult. A common stringer placement, therefore, is to attach the stringer on the rim joist one riser below the deck flooring.



There are two common ways to accomplish this. Photo 4 shows one method, which is so wrong that it is clearly a job for Obviousman. The other method is to use a drop header.

A drop header is a piece of lumber installed below the rim joist or beam. The stringer plumb cut bears partly on the drop header and partly on the rim joist or beam. If a drop header is used, the attachment of the drop header to the rim joist or beam is important. Attachment using nails is always wrong because the nails are subject to withdrawal over time. Photos 5 and 6 show typical drop headers secured using only nails.



Photo 5



Photo 6

The Word is not aware of a prescriptive detail for connecting a drop header to a rim joist or beam. The following is a common detail that is accepted in some areas. Use at least two 2x4s. Install at least a % inch diameter machine bolt with washers on the head and nut ends through the drop header, and through the rim joist or beam. The bolts should be located as close as possible to the center of the 2x4, horizontally. The bolts should be located at least two inches from the top of the 2x4 and at least two inches from the top of the drop header. The bolts should be located at least two inches from the edges of the rim joist, beam or drop header. These bolt location details help ensure that there is enough wood surrounding the bolts to resist wood splitting and shearing.

Photo 7 shows a bolted drop header. The top bolt is too close to the right edge of the 2x4 and the bottom bolt may be too close to the right edge of the drop header. The 2x4 is split. It is a decent effort at a drop header installation, but it's worthy of reporting as a possible defect.



Photo 7

Assuming that the stringer seat cuts are not supported by posts and footings, the next best stringer support is to have the seat cut bearing on a landing. The stringer is better able to support the imposed loads with more wood on a bearing surface. At a minimum, 11/2 inches of the seat cut heel should bear on the landing. The seat cut toe should not be the only part of the stringer bearing on the landing or other support. We should report configurations such as shown in Photo 8 as significant deficiencies requiring correction. These configurations can allow the stringer to shear along the wood grain, resulting in stair collapse.



Photo 8

#### STRINGER CONSTRUCTION

There are two styles of stringers. The cut stringer is by far the most common style. A cut stringer is made by cutting triangles into the stringer to obtain the risers and treads. The other, less common style, is the solid stringer. Solid stringer treads bear on manufactured brackets or on lumber fastened to the stringer. A solid stringer is stronger than a cut stringer, thus a solid stringer may span farther without support. A cut stringer made from Southern Pine may only span six feet between supports. A solid stringer may span thirteen feet, three inches. The stairway in Photo 9 is made from cut stringers and is way too long between supports.



A stringer should be made using at least a 2x12 and the spans in the previous paragraph assume this. A stringer made using a 2x10 may work, but it is difficult to obtain the recommended stringer throat depth when cutting a 2x10. The throat is the area of uncut wood at the smallest point. The throat should be at least five inches deep. If a saw kerf extends past the riser/tread triangle, the measurement is to the saw kerf. Photo 10 shows a stringer throat that is way too small. Refer to Figure 1.



Photo 10

#### HANDRAILS AND STAIR GUARDS

A handrail is required on one side of all stairways with four or more risers, including the top and bottom risers. Almost all exterior stairway handrails that are made using wood are wrong and dangerous. The typical 2x4, or larger, exterior handrail is not graspable, making it difficult for those with small hands, and those with impaired mobility, to use. Figure 2 shows the only approved handrail shapes for any stairway, interior or exterior.

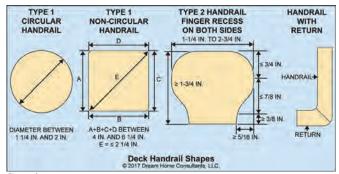


Figure 2

All handrails should conform to one of these shapes, and should begin and end with a post or with a return. The handrail should be continuous from above the top stairway riser to above the bottom stairway riser. The good news is that this is an easy defect to fix. Just install a 2x2 handrail on the stair guard.

A guard is required on the open sides of all stairways with a vertical rise of more than 30 inches. At the maximum riser height of 7¾ inches, this means that stairways with four or more risers will need a guard and a handrail.

Guard posts (at least solid 4x4s) should be installed at least every six feet. The trick is to secure these posts so that they comply with the 200 pound-per-square-foot load requirement. Just securing the posts to the deck rim joist, or to the stringer, using bolts is not enough. Using screws or nails to secure the posts isn't even close to being enough.

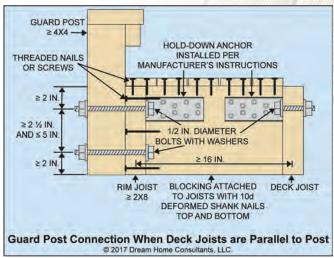


Figure 3

Figure 3 shows one way of securing guard posts to the rim joist or to the stringers. You won't see this often in the field, but you should. Almost every other method of securing guard posts fails to comply with the 200-pound load requirement, regardless of how secure the guard feels when you push on it.

#### THE BOTTOM LINE

The lesson for this column is the same as for previous columns about decks: Do not be the inspector who fails to report deck defects. The deck demons may haunt you if you do not find them and report them.

Memo to Hestia (goddess of the home and hearth): The Word does not reside on Mt. Olympus (just at its base) and welcomes other viewpoints.

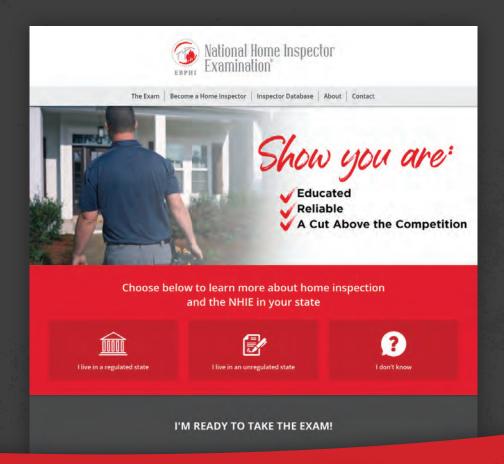
Send your lightning bolts or emails to Bruce@DreamHomeConsultants.com. The thoughts contained herein are those of The Word; they are not ASHI standards or policies.

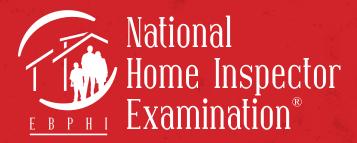
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#### **SMART INSPECTOR SCIENCE**

## PANS IN THE ATTIC: WHAT'S GOING ON?

## EVENTUALLY, ALL INSPECTORS FIND CONTAINERS SET OUT TO CATCH WATER IN AN ATTIC. IS THIS A DEFECT TO BE REPORTED?

#### **KNOW THE STANDARDS**

Inspectors are required to inspect and report on readily accessible systems and components, and to report whether they are functioning properly or are significantly deficient. This includes roof structures, flashings, chimneys and roof penetrations. Some states require reporting on excessive moisture. A pan in an attic certainly indicates water leaks and functional issues.

#### DISCOVERING BUCKETS AND SIGNS OF REPAIR

At times, we find buckets and a water-damaged area that has been repaired. Look at the chimney shown in Photo 1. It's hard to tell what happened. The section of masonry chimney that extended above the roofline has been removed and the opening was patched. Have the leaks been stopped? If you can't get closer, you don't know. This needs further evaluation.



Photo 1. Attic Buckets at Chimney.

#### CHIMNEY STAINS AND LEAK-CATCHERS

The chimney or roof shown in Photo 2 obviously has leaked. Pans, trash cans and a coffee could have been set out to catch water. The wood and framing around and below the chimney are water-stained, and the chimney has efflorescence from water intrusion. Because this was a high attic with easy access, I moved closer to take a look. Inside the pans were several inches of water. The wood tested damp with a moisture meter.



Photo 2. Attic Chimney, Pans, Cans.

This is simple to report: significant water intrusion, wet wood and water in pans around the chimney. The chimney, flashing or roof need immediate attention and major repair to prevent further damage. You should recommend engaging a specialist for further evaluation.

#### SNOW BELOW RIDGE AND ROOF VENTS

In cold climates after a very cold and windy snowstorm, it is common to find a little snow below ridge and roof vents. Often, this snow will just melt and evaporate or disappear through sublimation. Your report should indicate that this situation must be monitored. If there is a foot of snow below a vent or compressed insulation, that is a major issue to report.

#### **OWNER GETS CREATIVE: PAN AND FAN**

It is also common to see a flat pan below a roof vent. It can capture wind-driven rain and snow that will evaporate without damage. The green pan with fan in the attic shown in Photo 3 is a creative solution. I imagine the fan is there to speed evaporation of water. This fan has mounting, safety and electrical issues. We should suggest evaluation of leaks and safety issues.

Tom Feiza has been a professional home inspector since 1992 and has a degree in engineering. Through HowToOperateYourHome.com, he provides high-quality marketing materials that help professional home inspectors educate their customers. Copyright © 2019 by Tom Feiza, Mr. Fix-It, Inc. Reproduced with permission.

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Photo 3. Attic Vent Pan and Fan

#### **SUMMARY**

Pans set out in an attic always require further investigation and monitoring to determine whether repairs are needed. In an ideal world, we never encounter water or snow in an attic, right? If you see a pan, look for water to confirm your suspicion of leaks.

#### TO LEARN MORE, ATTEND TOM'S TECHNICAL PRESENTATIONS AT EDUCATIONAL SESSIONS FOR ASHI CHAPTERS.

Tom can also provide his knowledge for your educational event: contact him at Tom@HTOYH.com.

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John Prodromides owned and operated All Pro Inspections and JPRO Inspections for more than 19 years. He is now teaching new inspectors in Nevada and providing continuing education for a variety of education facilities. Opening soon: JPRO Academy for Home Inspectors, and Home-Owner training and education.

've been a self-employed entrepreneur for more than 35 years, but recently, at age 63, I set aside my third career business of home inspection, which ■ I pursued for more than 20 years after owning a printing business and driving a truck. Upholding a reputation of good service to clients made all of my business ventures successful. For anyone thinking of making a career change, my advice is to identify a needed service, outline the best way to meet that need and provide the best service possible to your clients.



I consider myself a "do it all guy," and to save money, I've always fixed, repaired and built systems in my own home and businesses. My home inspection career was an ongoing education, whether in the classroom or in the field. Collecting knowledge, and then using it to help protect people and property is very rewarding.

Home inspection is a great career. That said, there are good, bad and ugly sides of being a home inspector. For me, being my own boss, making good money, taking charge of my time and responsibilities were among the

"good" parts of being a home inspector. All of that (aside from the "making good money" part) also applied to the "bad" parts of being a home inspector. The "ugly"? Well, that's easy. For me, it was responding to complaints, followed by late-night report writing, scheduling time off and interrupting family time for scheduling, questions or automated marketing calls. The bigger the business, the more you face the good, the bad and the ugly aspects of being a home inspector. But it is good to remember that all of this can be true for just about any business venture.

When I chose home inspection as a new career, I thought I already knew everything I needed to know. I was wrong. I live in Nevada, and my state requires formal education and training for a home inspection license. At first I scoffed at the idea, thinking I didn't need formal training, but I gave in and chose a school where I could get the knowledge and training to satisfy my state requirements. At that time, only a few states required training, education and certification. I went to California's Inspection Training and Associates (ITA) to advance my career. My training at ITA included learning from experienced teachers in the home inspection industry, some of whom were or became leaders in ASHI.

It is my opinion that all states should require specialized training and education. Ongoing continuing education should also be required. I am proud to report that the quality of my initial education, the quality of ITA and ASHI-sponsored educational conferences, and having the ASHI Reporter as a monthly resource were among the reasons for my successful career.

Home inspection instructors often say, "It is not if you get sued, it's when." This warning is to caution you to be prepared because even if you are the best inspector and are right all the time, a lawsuit will likely happen to you. I don't want to jinx it, but to date, I have never been sued. I had one case early in my career that required me to call my insurance agent and pay the deductible to the insurance company; however, after several telephone calls and a month passed, my deductible was returned. In short, a homeowner was not happy with his home. I had addressed his primary concerns in my inspection report; however, he complained that I didn't express the degree of damage or deterioration enough to stop him from buying the home and thus, he wanted me to be held responsible. We discovered that he failed to follow my recommendations to get further evaluations. The real estate agent was satisfied with me because I addressed the problem immediately and resolved it without involving the agent or the real estate office. I continued to work with that agent for many years.

To give you a sense of my perspective, I would like to share a few of my "secrets to success" in home inspection.

#### **SECRET 1**

## Have a legal expert inspect your inspection agreement and be sure your clients sign it.

Your state may have special requirements for inspection agreements. Ask an attorney to review your inspection agreement to determine whether you can be defended on it. Once the attorney is satisfied with your agreement, submit it to your insurance company for approval. It is my opinion that some insurance companies have their own bottom-line considerations and they may not consider defending you to be in their best interest. As a result, you may need to pursue other legal guidance. Review your inspection agreement every two years because laws and requirements change.

Get it signed. For a long time, I had buyers sign the inspection agreement on site—bad idea. Most of my clients never read it, and they did not have adequate time to review, accept or reject the terms. Once I learned this, I began sending the inspection agreement to my clients when the job was scheduled. I never issued a report or accepted payment without having the inspection agreement signed and returned.

I learned long ago to get buyers involved as soon as possible, so I would leave a blank inspection agreement electronically with the agent. When a client wanted my service, the agent gave them the inspection agreement to read, sign, date and return to me. If providing a handwritten signature was not possible, I asked them to send me a picture of the signed document. Either way, I knew that the inspection agreement was presented to the client with enough time for them to review it before the inspection.

#### **SECRET 2**

## Let the client know who you are working for and what you will (and will not) do.

When I met a new client, I stated that I worked only for them—not for the agent who might have recommended me, the seller, the broker or the bank. I promised to do the best inspection possible, within the limited scope allowed by the ASHI Standard of Practice (SoP) and the state of Nevada. My inspection agreement included a link to the SoP. Remember, the client may not know all the restrictions or limitations set by your jurisdiction.

I explained the scope of my inspection and discussed three important questions (see Secret 13). After that, I explained what I was not looking for or would not be commenting on in the report (for example, paint or flooring color and conditions, visible cosmetic damage unless it could affect the operation or safety of the home and occupants, design, location or layout of the home).

The agents I worked with appreciated these comments because prospective homebuyers can be very nervous at this point in the transaction and hearing these statements may inspire their confidence. It is also important to express your appreciation of your client's trust in you.

#### **SECRET 3**

## Never think you know everything about home inspection.

Advancements in technology, materials and methods change and evolve. It can be challenging to stay updated with everything so that you are familiar with inspection items that are new, modified or yet to be determined to be questionable, failing or deteriorating. Exercise an open mind and be disciplined to seek knowledge, do research, read resources like the ASHI *Reporter* and pursue continuing education credits.

#### **SECRET 4**

#### Listen.

Listen to your clients. Try not to interrupt or correct any of their stories or commentary. Showing interest creates a good rapport, which makes clients (and agents) happy. In turn, good rapport can mean more work for you through referrals. If the client has a complaint after the inspection, it is more likely that you will be able to reach a mutually satisfactory conclusion without litigation or disappointing the agent if the client already has a positive relationship with you.

Listen to the seller or tenants if they are present at the inspection—they can be a great source of information, giving you hints of what to look for. Don't be afraid to ask, "Is there anything not working or not doing the job it was designed to do?" For me, the information I collected by asking this question led me to discover concerns that required acknowledgment in the report.

At the same time, although listening is good, do not get dragged into time-wasting conversation. You are a professional—get to work!

### It is also important to express your appreciation of your client's trust in you.

#### **SECRET 5**

#### Don't try to sound like an expert.

Sounding like an expert can easily backfire. For one thing, you might discover that the person you are talking to is an actual expert in that area. And once your credibility is in question in one area, then your credibility in all others areas will be called into question as well. Home inspectors are generalists, not experts. I explained that distinction in my pre-inspection speech if the buyers were present. Even if I was an expert in a given field, I kept that to myself and projected an unbiased, knowledgeable outlook in all areas to everyone present.

In almost every class I taught or during ride-alongs I had with new inspectors, students told me about their own expert experience. It can be tough for a new home inspector to avoid or suppress their desire to spew their expertise to the client, but the reason it's important to avoid this is because, once you start, you elevate yourself from a generalist to expert in all areas in the eyes of the client and the agent, and that can come back to bite you.

#### **SECRET 6**

#### Do not guess.

If you don't know the answer to a client's question, the name or purpose of a device you spotted or how a specific system works, tell the client or agent that you will find out and get back to them with the answer. If possible and when necessary, take pictures to help you get the answers you need. When you find out, provide them with the information. They will be impressed, and you will have learned something as well.

When I took new inspectors on ride-alongs, I quizzed them about what they knew. The results were surprising. I would point at a vent, drain line, condenser or any of hundreds of other items, and ask the student to state what it is, what it does and to tell me if it was installed correctly. It was shocking to me how many new home inspectors did not know and would state "that was not taught to me in school." Your self-discipline to be successful includes doing your own research and education.

#### **SECRET 7**

#### Be professional.

From the first contact with an agent or client and through all contacts beyond that, be professional. Home inspectors rely on third parties for a majority of their business. Most of my inspections came from referrals or recommendations from real estate agents and past clients. I'm sure that my references indicated that I would be competent and professional when doing my job. Today's business climate offers many platforms for people to post their opinion about the quality of your service. Be a professional.

#### **SECRET 8**

#### Be consistent.

Early in my career. I learned that when I was not consistent, I paid a price. Either I forgot to inspect something, I missed something or I left something on (or off). Nothing is worse than getting back to the office to write a report and question, did I inspect that? Or, did I turn off the oven, or the faucet in the tub or shower? Once I set up a logical, methodical path for my inspection process, I followed that path at every inspection, and a lot of my worry and negative calls stopped.

#### **SECRET 9**

#### Don't get distracted.

Don't let clients, agents, sellers, tenants or pets distract you from taking your logical, methodical path through the inspection process. I had sellers or tenants nearly distract me from catching something that was reportable. I would like to think that it was not on purpose, but who knows. If you get distracted, you may get an uncomfortable call and possibly lose future business.

Today's business climate offers many platforms for people to post their opinion about the quality of your service. Be a professional.

## I learned to write my report on the same day of the inspection, then I'd set it aside overnight and read it again the following morning...

## **SECRET 10**Take lots of pictures.

Get a camera that can take hundreds of pictures per job. Having the date and time stamp component is an added benefit. I found that the Fuji-Film Z-30 was great with an added SD card. Cheap, rechargeable, easily downloadable, it could easily slide in and out of my pocket, and I could take several thousand photos with it. I always kept a backup camera in my truck for emergencies.

To me, pictures were a work product. I took a lot of pictures. I didn't tell the client about all the pictures I took because they would ask for copies of all of them. I owned the pictures and used some in my reports to better explain notable concerns. I also took pictures of good items (not placed in the report), as well as the notable concerns reported. For example, in every home, I took pictures of all the ceilings. In case in the future there is a leak, I could prove that it was not visible or evident at the time of the inspection. Below all sinks or water fixtures where accessible, I took pictures of the plumbing, shut-offs, interior back wall and the base of the cabinet. I also took pictures in the attic showing access, framing, insulation, HVAC equipment, ductwork and ventilation (if possible).

If the home was occupied or if some areas of the home were so heavily occupied that I could not see anything (for example, in closets, garage, bedrooms), I documented that with photos, too. I included recommendations to do a careful walk-through of the home to review all areas mentioned (not visually accessible), or to have the areas inspected once the home is vacant and before the close of escrow.

I will keep all the photos forever, for my protection. Numerous times, I received calls from clients with complaints about concerns noted after they moved in. wondering why I didn't call something to their attention. With the report and pictures in my hand, I could review their concerns with them. Likely, the pictures revealed that there were no visible signs of problems at the time of the inspection, or the buyers failed to read and follow my recommendations in the report. When I asked what occurred when they followed my report recommendations, they usually had nothing to say and that was typically the end of that. In more than a few cases, the newer major kitchen and laundry appliances had been replaced with older units after the inspection and before the close of escrow. In those cases, I was a hero because I had pictures of the appliances that were present before and the buyers got all new appliances.

If anyone—buyers, sellers, agents, tenants—was present, I often tried to include them in a photo, just for my information in case it was helpful or important in the future. I took care, however, not to take pictures of personal items—personal furnishings, specifically. I only took pictures related to the inspection process.

One last thing, because I took so many photos, I often discovered or remembered something while reviewing my photos that I initially had forgotten to write down or take note of before I finished my report. I repeat: Take lots of photos!

#### **SECRET 11**

## Complete the report, set it aside, then read it again before sending.

Don't put off completing the report until tomorrow; get it done today. I learned to write my report on the same day of the inspection, then I'd set it aside overnight and read it again the following morning before sending it and starting the new day's inspections. When doing an inspection, for the most part, you are in a pre-set due diligence time frame that is important to the agent and buyers. Also, the more time that goes by, the easier it is to confuse one inspection's notable concerns with another, which could be disastrous.

#### **SECRET 12**

## Don't recommend repair or evaluation personnel.

Making recommendations for contractors can come back to bite you. A recommendation can put you and your reputation on the line. If the person you recommended doesn't show up, does a poor job or charges an unrealistic fee, you will hear about it. Remember: As a home inspector, you are non-biased. As repair personnel, they are very biased. They want to get that repair bill higher. You will likely be pulled into the middle if repairs or workmanship goes wrong. When asked for recommendations for repair personnel, I told my clients that I used to have an address book full of competent repair people, but one by one, I had to mark them off due to poor quality work or being unprofessional. That was usually a good, satisfying comment that kept me out of trouble. Then I reminded my clients to use only qualified, licensed contractors for their protection.

#### **SECRET 13**

#### Ask yourself four questions.

As I pointed out earlier, I had a brush with legal problems with a client, not because I failed to point something out, but because, in the client's opinion, I did not place a high enough level of importance on the concern. It is very simple—remember that what you may not consider to be important may be of grave importance to someone else. Again, home inspectors should follow acceptable standards of practice. I recommend the ASHI SoP, as well as your own state's SoP.

Many years ago, I added some of my own personal standards for calling something out and placing a level of importance on it. The state of Nevada had a minimal set of standards, but ASHI's SoP exceeded that. I came up with a few questions to help me determine what to call out and when to place a high level of importance on a concern. I mentally applied the following questions on every item I reviewed in an inspection:

- 1. Is the item, system or component doing the job it was designed to do?
- 2. Do I see any visible evidence of damage, potential failure or improper installation?
- 3. It is safe?

The last question I internally asked myself helped me to decide the level of importance:

4. Can this get me sued?

When in doubt, these questions worked well for me when I tried to decide whether or not to report something and to determine its level of importance. After all, I didn't want to be labeled a "deal killer."

I will keep all the photos forever, for my protection. Numerous times, I received calls from clients with complaints about concerns noted after they moved in, wondering why I didn't call something to their attention.

### **Conduct your inspection** as a professional and always assume you are being watched.

#### **SECRET 14**

Attendance.

Long ago, I adopted a rule that, when inspecting an occupied home, I could do it on my own, but if any buyers were going to be present at the time of the inspection, then either the buyer's or the seller's agent or the owners of the property (with the occupant's approval) also must attend. I made it clear that I did not want responsibility for any damage, theft or disruption that could be caused by unaccompanied people in an occupied home. Generally, sellers won't accuse the buyers because they are buying the home; however, they might accuse the inspector if they believe their items were stolen, damaged or missing. For example, after I inspected a bathroom, if the buyers went in there looking around and left a faucet on, I'd be the person the sellers would blame.

#### **SECRET 15**

#### Assume you are being watched.

Cameras are everywhere. People can watch what happens inside their home from their cell phone—and they do. You do not want to be the "star" on the evening news, on YouTube or in front of a jurisdictional licensing review board. Conduct your inspection as a professional and always assume you are being watched.

#### Looking back

Twenty percent of the real estate agents I worked with made up 80 percent of my business. After I returned from time off, my steady agents would tell me about the other inspectors they used while I was unavailable. Some were good, some not so good. Over the years, agents learned a lot from me about the inspection process, and the systems and components that make up a home. Some agents I worked with for most of my career could easily do this job with a bit of formal training. After announcing my retirement from home inspection, most agents I worked with were disappointed, but wished me well. What's next for me? Maybe I'll open my own inspection school!





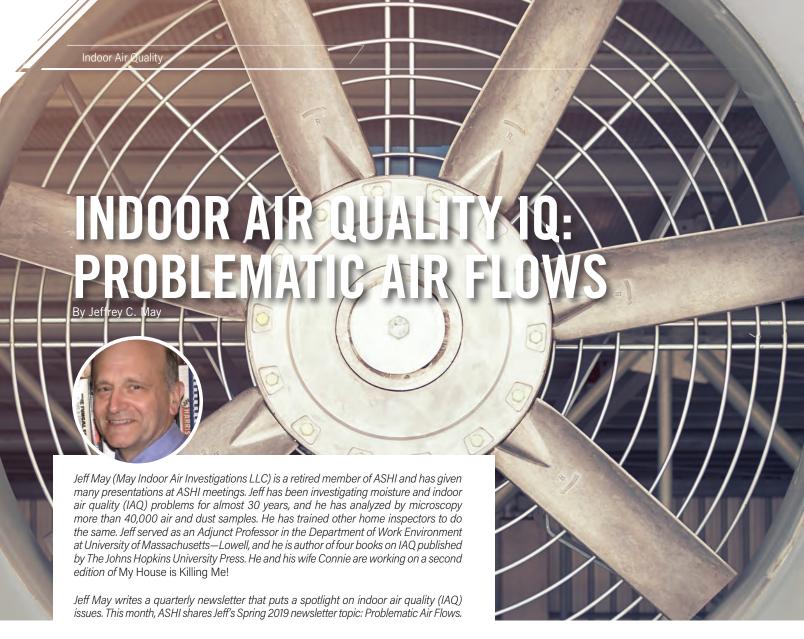
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Air flows don't fall into the "visible conditions" category, but there are visible conditions that can lead to airborne allergens, contaminants and irritants.

#### COMBUSTION PRODUCTS

A woman who lived out of state called our office in the hopes that we could help her. She sometimes experienced headaches and dizziness when she did the laundry. Her husband suspected that she was exaggerating. When I arrived at the property, she was welcoming, but he stood back on the staircase with his arms folded and his look icy.

I figured out what the problem might be before I even got out of my car.

The front of the house had a deep L-shape with a three-car garage jutting out on one side and the entranceway on the other. The mechanical room faced the "L" in the front. The room contained the washer and dryer at one end and a direct-vented boiler at the other; the boiler took its combustion air from the room.

The combustion-air intake for the room and the direct-vented exhaust pipe were located about 18 inches from each other at the outside of the L, and there was a deep overhang all along the front of the house. The geometry of this arrangement trapped the combustion products close to the exterior wall at grade and the products were sucked back into the room through the combustion-air intake. When the woman did laundry when the boiler was operating, she was exposed to elevated levels of carbon monoxide (CO).

The solution? Move the boiler exhaust or the combustion-air intake.

In another case, a real estate agent was running an open house in a small, immaculate, single-family home. It was an antique, but had been lovingly renovated. It was a rainy day, so there was very little traffic at the open house. The real estate agent sat quietly in the living room reading a book, when suddenly she felt nauseous and dizzy. She spent the rest of the open house standing outside in the rain, taking in deep breaths.

The boiler exhausted into a chimney that still had an opening for a wood stove that had probably once heated the house, but that was no longer present. A loose piece of metal covered the hole. There was only one flue in the chimney. When combustion products entered the chimney, the air took the shortest route back into the living room. The real estate agent might as well have been reading inside the chimney! She had always wondered why the windows in the house were open whenever she was there and now she knew why.



Fallen oil-furnace vent pipe in another house with unhealthy air May Indoor Air Investigations LLC

In a third property—a very tightly constructed, threefamily home—the hot-air furnaces were hung from the ceiling in the multi-car garage. The filter slots were open, so return air was being drawn in from the garage. When automobiles were started up, the garage air contained CO from the cars' exhaust. My buyers did not purchase the condo, but did suggest that Jack Kevorkian might be interested (for those of you too young to remember, Kevorkian was notorious for his CO euthanasia plan).

#### **ICE DAMMING**

In two properties with steam boilers in the basement, there were spaces around the chimney at the basement ceiling. Hot air from the boiler was rising up around the chimney, flowing into the attic and causing ice damming in the winter, which can lead to paint damage and mold growth.

#### THE SICKENING DRYER HOSE

Dryers should not be vented for great lengths through cold spaces. I inspected one house in which the dryer vent traveled through an unheated attic. The warm, moist air from the dryer cooled as it traveled through the piping. Water condensed within the piping, leaked out the joints, dripped onto the garage ceiling and created stains about every six feet where the sections of pipe connected.

In another house, the dryer vented directly into a cold, attached garage. When I looked into the garage, I faced a nightmare. Water was dripping from the walls and lint was stuck to surfaces. Moisture and biodegradable material mixed together equals MOLD!

#### BATHROOM EXHAUSTS

In one house, the bathroom exhaust vented into the soffit. Even with the fan off, there was significant passive air flow from the bathroom into the vent grille. I asked the homeowner to feed non-toxic smoke from my smoke pencil into the grille. I stood in the attic to watch the smoke-filled airflow as it flowed into the soffit. The smoke separated into two distinct flows. One narrow laminar band of smoke moved quickly along the sheathing, flowed up to the ridge vent and then flowed back down the other side of the ridge pole. The second, slower moving smoke cloud was turbulent and rose slowly until it encountered the ridge pole, at which point it sank to the floor of the attic.

Why was this happening? The sun was shining on the sheathing, so the sheathing was warm and created a narrow band of laminar air flow. That air rose up to the ridge and its momentum carried it over the ridge pole; the opening at the ridge vent was inadequate and there was no flow into it. The roiling, turbulent cloud that followed behind was almost the depth of the rafter bay and when it struck the ridge pole, it just sank to the floor.

**▲ HOW MANY OF YOU HAVE INSPECTED** RIDGE VENTS INSTALLED WITHOUT AN OPENING IN THE ROOF SHEATHING TO ACCOMMODATE AIR FLOW?

#### **CRAWL SPACES**

When crawl spaces are vented to the exterior, outside air can flow into the spaces. If a crawl space is connected to the basement, air can flow from the crawl space into the basement because the air pressure in the crawl space can be greater than the air pressure in the basement. The vast majority of crawl spaces I've inspected contained mold growth because the relative humidity was not being adequately controlled. Crawl spaces open to the exterior can even contain pest infestations if there is exposed fiberglass insulation present (mice love to nest in the stuff). Then mold spores, as well as mouse odors, can flow into the basement and from there, up into the house.

MORE THAN ONCE, I'VE
INSPECTED A CRAWL
SPACE INTO WHICH A
DRYER WAS VENTED. YOU
CAN JUST IMAGINE THE
MOISTURE AND MOLDY
LINT I SAW ON ALL THOSE
SURFACES.



Lint from dryer vented into crawl space; moldy insulation was present. May Indoor Air Investigations LLC

In two cases, the main beam was decaying!



Beam decay due to moisture from dryer vented into crawl space. The top of the post penetrated the bottom of the decayed beam. May Indoor Air Investigations LLC

#### CENTRAL VACUUM SYSTEMS

These are great to have, but they should vent to the exterior and not into the basement, garage or crawl space; otherwise, if the canister is leaky, biodegradable dust can collect on surfaces and lead to mold growth.

#### **DEVIOUS FRAGRANCES**

I was a home inspector before I became an indoor-air-quality consultant. My nickname among real estate brokers was "Jeff Dismay." I'll admit that I am a "glass is half empty" kind of guy, but that helped me be a better home inspector and helps me now in my indoor-air-quality work. I enjoy identifying a problem and specifying the solution.

I also tend to be naturally suspicious about people's motives. That personality quirk has served me well on many occasions.

Take, for example, when I inspect a property that smells like gardenias, with fragrance emitters plugged into many outlets or fragranced jar candles burning on surfaces. What are people hiding, I wonder? They are often hiding noxious odors that could point to a mouse or shrew infestation or to mold growth. If you inspect such a house, insist that fragrance sources be unplugged or removed from the house because your nose is one of your tools.

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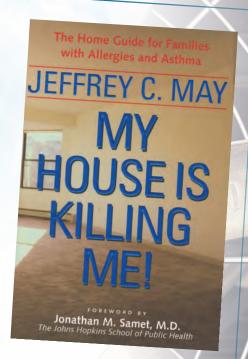
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#### ON AND ON

I could go on and on with examples of how air flows in a house can spread contaminants and allergens. For now, I'll end with some tips:

- 1. When a house has a steam boiler, the gap between the ceiling framing and chimney brick should be stuffed with a non-combustible material; plumbing chases should be similarly sealed. In a house with balloon framing, the wall cavities should also be sealed at the basement level.
- 2. A furnace in a garage should be located within a mechanical closet and should have its own source of combustion air.
- 3. Fresh-air intakes should not be located where they can draw in unwanted contaminants.
- 4. A dryer exhaust hose should have a short run and should vent to the exterior.
- **5.** A central vacuum system should vent to the exterior and not into a garage or crawl space.
- **6.** A bathroom exhaust should vent to the exterior and not into a soffit or attic.
- 7. Be suspicious if you inspect a house filled with fragrances from jar candles or plug-in fragrance emitters.



Jeffrey May's book discusses many of the allergens that can be found in homes; the second edition is scheduled to be published in 2020.

The opinions expressed in this article are those of the author only and do not necessarily reflect the opinions or views of ASHI. The information contained in the article is general, and readers should always independently verify for accuracy, completeness and reliability.

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#### TIPS FOR BUILDING YOUR BUSINESS

## TWO GOOD REASONS TO REVIEW YOUR BENEFITS PROGRAM AND INSURANCE PACKAGE

By Cassandra Audas, Financial Representative, Principal Securities Registered Representative



Cassandra Audus is a financial representative with Principal National Life Insurance Co. and Principal Life Insurance Co., members of the Principal Financial Group®, Des Moines, IA. Contact Cassandra at (954)654-1316 or audas.cassandra@ principal.com.

## This column will help you answer these two questions:

- Do you want employees who want to work?
- Why protect your income?

### REVIEW YOUR BENEFITS PROGRAM TO MAXIMIZE YOUR EMPLOYEES' CHOICES

Employees have a lot of choices in where to work and how to work. So, how do you recruit and retain employees who want to work for you? One way is to offer a comprehensive employee benefits program that gets employees engaged.

Add benefits, not costs: If you're worried that adding more benefits will mean adding more dollars to your budget, take a closer look at voluntary (employee-paid) benefits. They supplement employeer-provided benefits, giving employees the option to buy additional coverage. Because these benefits are available through the work-place, employees can often get better rates than what they could find on their own.

Adding more coverage can make a big impact. Take group long-term disability, for example. This coverage is a great start to help employees prepare for an unexpected illness or injury, but it's often not enough when you consider taxes and benefit caps. When employees add voluntary individual disability insurance, they protect a greater portion of their income. If they become too sick or hurt to work, they can more readily handle everyday living expenses.

Bottom line: Let's face it—the price to replace key talent can be costly. By enhancing your benefits program, you add value for your employees. It's a way to attract new talent and get current employees more engaged and less likely to leave. And it won't dramatically increase your costs, which means your budget stays the same—a win for you and your employees.

### REVIEW YOUR INSURANCE COVERAGE TO PROTECT YOUR INCOME

You know that you are working hard to prepare for the future, but how would your life change if you suddenly became too sick or hurt to work and your paycheck went away?

Take a minute to think about all the things your income provides. Your list might include supporting your family, saving for a college education and preparing for retirement. Those important financial goals won't just go away if you can't work because of an illness or injury.

And although you may not want to think about becoming sick or hurt, it happens more often than you think. That's why insuring your income could be one of the most important things you do. When it comes down to it, your ability to work and earn an income is the asset you rely on the most.

Your lifetime income: Consider how your lifetime earnings compare with other things you're probably protecting with insurance, like your car and home. Your lifetime income is worth so much more, yet it often goes unprotected.

That's why many people consider individual disability insurance. It works differently from homeowners' insurance, but the concept is similar. If you can't work and earn an income, it pays a monthly benefit directly to you, much like a paycheck. That helps you pay everyday expenses—big and small.

If you've already got employer-provided benefits such as group long-term disability insurance, that's a great start. But is it enough? In general, group long-term disability insurance benefits will cover about 60 percent of your gross income or as little as 40 percent after taxes. That will help in the event that you need it, but it may not be enough for you to keep up your lifestyle and financial goals.

Having a separate individual disability insurance policy is a great way to fill potential gaps in protecting your income. Because it's so important, it's one of the most common components of a strong financial plan. Experts agree: That small investment today helps ensure that you and your family are taken care of if the unexpected happens.

Learn more about your potential income protection gaps at principal.com/dicalc.

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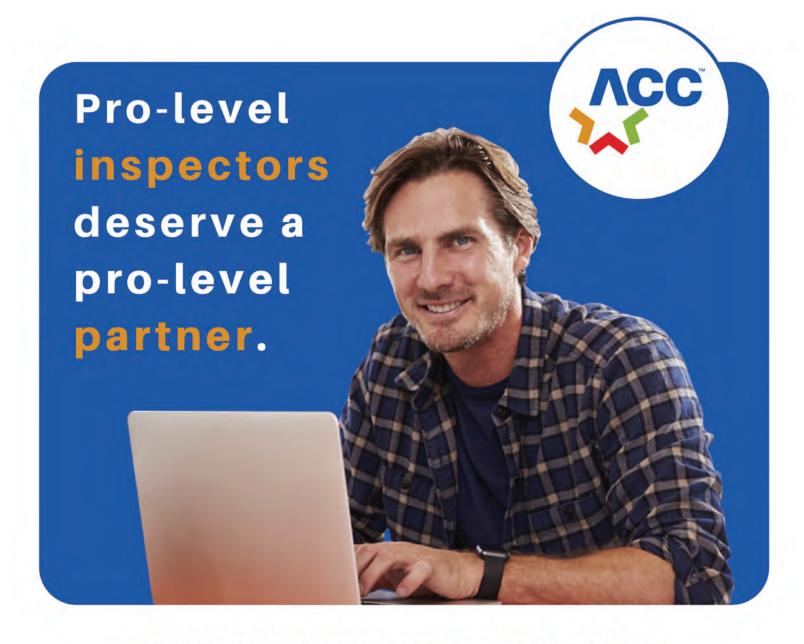




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#### **ASHI Central PA**

www.ashicentralpa.com Second Monday, 6 pm, except Jan. & July, Hoss's Steakhouse 1151 Harrisburg Pike, Carlisle, PA Kevin Kenny, 717-226-3066 info@midpennhomeinspections.com

#### Keystone (PA)

www.keystoneashi.org

First Monday, 5:30 pm Double Tree, 10 N. 5th Street Reading, PA 19601 Robert H. Conner, 610-375-9675 rhconnerbcs@yahoo.com

#### Ohio

www.ohioashi.com

Ken Harrington, 614-507-1061 ohioashi@yahoo.com

#### **North Central Ohio**

www.ncohioashi.com

Paul Wancata, 216-571-1074 inspectionsunlimited@cox.net

#### **OHIO SOUTH ASHI**

Meeting: Third Tues. every month, 6:30 pm @ Kriemer's Bier Haus, OH-128 Cleves, OH 45002 P.O. Box 532197 Cincinnati, OH 45252 Chris Green, 513-939-4036 Email president@ohsoashi.com

#### Pocono-Lehigh (PA)

www.pocono-lehighashi.org

Third Tuesday, Tannersville Inn Tannersville Ronald Crescente, 570-646-7546 amerispec@pa.metrocast.net

#### PRO-ASHI (PA)

www.proashi.com

Second Wednesday of Jan., March, May, Sept. & Nov. Ray Fonos, 412-461-8273 southpitts burgh@hometeam.com

#### Tri-State (DE, NJ, PA)

www.tristateashi.org

Second Tuesday except April, Aug. & Dec., Dave & Buster's Plymouth Meeting, PA Jules Falcone, julesfalcone@me.com

#### **MIDWEST**

Great Lakes (IL, IN, IA, KY, MI, MN, OH, WI)

For monthly meetings: www.greatinspectors.com/ schedule-of-events/ Janni Juhansz, 734-284-4501

greatlakes.president@gmail.com

#### **Greater Omaha (NE)**

www.ashiomaha.com

Jon Vacha, 402-660-6935 jon@hsinspections.com

#### Heartland (IA, MN, ND, SD, WI)

www.ashiheartland.org

Second Monday, 6:30 pm, except Nov. & April. Frankie's Pizza 3556 Winnetka Ave. N New Hope, MN Reuben Saltzman, 612-205-5600 reuben@ashiheartland.org

#### Indiana ASHI

www.inashi.com

Quarterly

Bill Halstead, 765-465-6185 hhinspect@outlook.com

#### Iowa ASHI

www.iowaashichapter.org

Fourth Tuesday, 6:00 - 8:00 pm Iowa City Area Assoc. of Realtors **Education Center** 847 Quary Road, Coralville, IA Craig Chmelicek, 319-389-7379 elitehomeandradon@gmail.com

#### Kentuckiana (IN, KY)

www.ashikentuckiana.org

Allan Davis, 502-648-9294 elitehomeinspections@ insightbb.com

#### Mid-Missouri

www.midmoashi.com

Second Thursday, 12:00 pm, even months of the year; Columbia Board of Realtors office: 2309 I-70 Drive NW, Columbia, MO Mark Kelsey, 573-356-5305 mark@inspectcolumbia.com

#### **Northern Illinois**

www.nicashi.com

Second Wednesday (except Dec.) 5:30 pm - 9:00 pm Allegra Banquets, 237 W. St. Charles Rd. Villa Park, IL 60181 Joe Konopacki, 630-283-2248 joe@insightpsinc.com

#### **SOUTH MIDWEST**

#### **Arkansas**

Lonnie Moore, 479-530-5792 mhinsp@cox.net

#### **Great Plains (KS, MO)**

www.ashikc.org

Second Wednesday of every month The Great Wolf Lodge, Kansas City Randy Sipe, 913-856-4515 randy@familyhomeinspections.com

#### Midwest PRO ASHI (KS)

David Mason, 316-393-2152, david@allprohomeinspec.com

#### St. Louis (MO)

www.stlashi.org

Second Tuesday, 5 pm Creve Coeur Government Center Multi-Purpose Meeting Room 300 N. New Ballas Creve Coeur, MO 63141 Mark Goodman, 636-391-0091 mark@homeinpectstl.com

#### Lone Star (TX)

www.ashitexas.org

Bud Rozell, 214-215-4961 goodhomeinspection@att.net

#### **MOUNTAIN**

#### Arizona

www.azashi.org

Bryck Guibor, 520-419-1313 bryck@msn.com Quarterly education on azashi.org

#### **New Mexico**

www.ashinm.org

Bi-monthly meetings are held on the second Saturday of the month at Drury Hotel (Jan., March, May, July, Sept.) located at 4630 Pan American Freeway NE in Albuquerque. Meetina starts at 8:30 am. Lance Ellis, 505-977-3915 lellis@amerispec.net

#### Northern Rockies (ID, MT)

Steve Jenicek, 406-949-6461 Steve@taskmasterinspections.com Secretary: Kelly Campeau 877-749-2225 Kelly@inspectormt.com

#### **Rocky Mountain**

Fourth Tuesday, 6:30 pm Bob Kadera, 303-588-2502 bob@360degreeinspections.com

#### Southern Colorado

www.ashi-southerncolorado.org

Second Thursday each month, 6:30 pm Valley Hi Golf Club, 610 S. Chelton Rd. Colorado Springs, CO 80910 Aaron Hunt, 719-334-5455 aaron@huntproperty inspections.com

#### Utah

www.ashiutah.com

First Tuesday, 7 pm Marie Callender's, Midvale Fred Larsen, 801-201-9583 Fred.larsen@pillartopost.com

#### **PACIFIC**

#### Alaska

Meeting dates: Jan. 1, March 1, Aug. 1, Nov. 1 Location varies each meeting David Mortensen, 907-243-4476 dave@discoveryinspect.com

#### **ASHI Hawaii**

www.ashihawaii.com

Oscar Libed, 808-330-2302 oscar@inspecthawaii.com

#### California

Randy Pierson, 310-265-0833 randy@southbayinspector.com

#### **Central Valley CREIA-ASHI**

Peter Boyd, 530-673-5800 Boyd.p@comcast.net

#### Golden Gate (CA)

www.ggashi.com

Brian Cogley, v 510-295-8021 f 510-355-1073 CogleyInspections.com

#### Inland Northwest (ID, WA)

Vince Vargas, 208-772-3145 vince@vargasinspections.com

#### Orange County CREIA-ASHI (CA)

www.creia.org/orange-

county-chapter

Third Monday, 5:30 pm Hometown Buffet 2321 S. Bristol, Santa Ana Bill Bryan, 949-565-5904 bill@rsminspections.com

#### Oregon

www.oahi.org

Fourth Tuesday, 6:30 pm 4534 SE McLoughlin Blvd. Portland Jon Nichols, 503-324-2000 housedetective@hotmail.com

#### San Diego CREIA-ASHI

First Tuesday each month Elijah's Restaurant 7061 Clairemont Mesa Boulevard San Diego, CA 92111 Ray (Cliff) Sims Jr., 619-334-1138 cliffsims@cox.net

#### San Joaquin Valley (CA)

Third Thursday, 6 pm 1736 Union Avenue, Bakersfield, CA Raymond Beasley, 661-805-5947 rbinspector@aol.com Mail: 3305 Colony Oak St. Bakersfield, CA 93311

#### Silicon Valley ASHI-CREIA (CA)

www.siliconvalleyinspector.com Tammy Nicholas, 408-771-4939 tnicholas490@gmail.com

#### Southwestern Idaho

Second Monday David Reish, 208-941-5760 dave@antheminspections.com

#### Los Angeles-Ventura County ASHI-CREIA

Third Wednesday, 5 pm Holiday Inn, Woodland Hills Bob Guyer, 805-501-0733 guyerinspections@roadrunner.com

#### South Bay (CA)

Webinar meetings Randy Pierson, 310-265-0833 randy@southbayinspector.com

#### Western Washington

#### www.ashiww.com

Chapter Meetings held at chapter seminars in March and Sept. Karl Nueffer karl@G4inspections.com

#### **NEW ENGLAND**

#### **Coastal Connecticut**

#### www.coastalctashi.org

Third Thursday, 6 pm, Westport VFW Lodge, 465 Riverside Avenue, Westport John Hamlin, 203-912-1917 john.hamlin@pillartopost.com

#### **New England** (ME, MA, NH, RI, VT)

Third Thursday (usually), 5 pm Hilton Garden Inn, Waltham, MA Alex Steinberg, 617-924-1028 alex@jbsinspections.com

#### **Northern New England** (NNEC) (ME, MA, NH, VT)

#### www. ashi-nnec.org

Third Thursday of Jan., April, June and Sept. Tim Rooney, 603-770-0444 homeviewnh@comcast.net nnec.ashi.2016@gmail.com

#### **NEW YORK/JERSEY/ DELAWARE**

#### Capitol Region (NY)

#### www.goashi.com

Richard W. Askew, 518-383-4804 rondack1@gmail.com

#### **Central New York**

#### www.cnyashi.com

Third Wednesday each month, 6 pm Tony's Family Restaurant, Syracuse Richard Alton, 315-415-4847 dick@altoninspect.com

#### First State (DE)

#### www.firststateashi.org

Third Wednesday, 7 pm The Buzz Ware Center 2121 The Highway, Arden Mark Desmond, 302-494-1294 mark@delvalleyhome.com

#### Garden State (NJ)

#### www.gardenstateashi.com

Second Thursday The Westwood, Garwood Ernie Borsellino, 973-761-0050 gsashipresident@gmail.com

#### **Greater Rochester (NY)**

#### www.ashirochester.com

Second Tuesday, 6 pm Jeremiah's Tavern, 2200 Buffalo Rd. Gates, NY 14624 Jim Brennan, 585-520-5575 jbrennan@independentinspectionservice.com

#### **Hudson Valley (NY)**

Second Tuesday, 6 pm Daddy O's Restaurant 3 Turner Street Hopewell Junction, NY 12533 Michael Skok, 845-592-1442 ashistatewide@yahoo.com

#### Long Island (NY)

#### www.liashi.com

Third Monday, 6 pm, Domenico's Restaurant, Levittown John Weibura 516-603-5770 john@greenlinkhi.com

#### **New York Metro** www.nyashi.com

Last Thursday, 5pm Travelers Rest 25 Saw Mill River Road Ossining, NY 10562 Chris Long, 914-260-8571 pres@nyashi.com

#### Southern New Jersey (NJ)

#### www.southernnjashi.com

Third Wednesday, 6:30 pm Ramada Inn, Bordentown Rick Lobley, 609-208-9798 rick@doublecheckhi.com

#### Western New York

Second Thursday, 6:30 pm Tony Rome's, West Seneca Andy Utnik, 716-636-9676 esimail@aol.com

#### **MID-ATLANTIC**

#### Central Virginia

#### www.cvashi.org

Second Tuesday, 6:30 pm Independence Golf Course 600 Founders Bridge Blvd. Midlothian, VA 23113 John Cranor, President 804-873-8537 cranorinspectionservices @gmail.com

#### Hampton Roads (VA)

Second Thursday, 7 pm, Cypress Point Country Club, Virginia Beach Gregory Murphy, 757-535-4355 gmurphy@coastalinspect.com

#### MAC-ASHI (MD, VA)

#### www.mac-ashi.com

Second Wednesday, 6 pm Senior Center, Rockville Mark Mostrom, 301-536-0096 pivotalinspections@comcast.net

#### NOVA-ASHI (MD, VA)

#### www.novaashi.com

Fourth Tuesday, Associate hour 6-7 pm, Membership meeting 7-9 pm, Northern Virginia Resources Center, Fairfax Tony Toth, 703-926-6213 tony\_toth@msn.com

#### Piedmont ASHI (VA)

Robert Huntley, 540-354-2135 rwhuntley@cox.net

#### **SOUTH ATLANTIC**

#### **ASHI** Georgia

www.ashigeorgia.com Shannon Cory, 404-316-4876 shannon1943@comcast.net

#### **East Tennessee**

#### www.etashi.org

Third Saturday of Feb., May, Aug. and Nov. Paul Perry, 866-522-7708 cio@frontiernet.net

#### Mid-Tennessee

Ray Baird, 615-371-5888 bairdr@comcast.net

#### Mid-South (TN)

Steven Campbell, 901-734-0555 steve@memphisinspections.com

#### **North Carolina**

#### www.ncashi.com

Meeting TBA Bruce Barker, 919-322-4491 bruce@dreamhomeconsultants.com

#### **South Carolina**

First Saturday of Feb., May, Aug. & Nov., 8 am Roger Herdt, 843-669-3757 herdtworks@msn.com

#### GULF

#### **ASHI South (AL)**

#### www.ashisouth.org

Quarterly, Homewood Library Homewood John Knudsen, 334-221-0876 jgknudsen111@gmail.com

#### Florida Wiregrass

#### www.ashiwiregrass.org

Second Wednesday, 6:30 pm Sleep Inn Hotel, Wesley Chapel Nancy Janosz, 813-546-6090 ProTeamInsp@aol.com

#### Gulfcoast (FL)

First Thursday, 7 pm, The Forest Country Club, Fort Myers Len Gluckstal, 239-432-0178 goldenrulehi@comcast.net

#### Louisiana

**Quarterly Meetings** Michael Burroughs 318-324-0661 Mburroughs2@comcast.net

#### Suncoast (FL)

#### www.ashisuncoast.com

First Tuesday, 6:30 pm; Please see our website for meeting locations. Steve Acker, 727-712-3089 buyersally@gmail.com

#### Southwest Florida

#### www.swashi.com

Serving Manatee, Sarasota & Charlotte Second Wednesday, 6 pm Holiday Inn, Lakewood Ranch 6321 Lake Osprey Drive, Sarasota Michael Conley, 941-778-2385 FLinspector@outlookcom

#### CANADA

#### **CAHPI Atlantic**

#### www.cahpi-alt.com

Lawrence Englehart 902-403-2460 inspections@eastlink.ca

#### **CAHPI Ontario**

#### www.oahi.com

Rob Cornish, 613-858-5000 robc@homexam.ca

#### Alberta Professional **Home Inspectors (APHIS)**

#### www.aphis.ca

Meetings held 3 times a year Alan Fisher, 403-248-6893 admin@aphis.com

#### **Quebec AIBQ**

#### www.aibq.qc.ca

Pascal Baudaux, 450-629-2038 info@almoinspection.ca



### CHAPTER EVENTS

#### NORTH CENTRAL OHIO CHAPTER

When: September 20-21, 2019 Where: Holiday Inn Akron West

4073 Medina Rd, Akron OH 44333

CEUs: Friday Radon, 16 CEs (home and in-class study) for license renewal Saturday 8 ASHI CEs

Contact: mike@informuinspections.com

#### **GREAT PLAINS ASHI OF KANSAS CITY**

**WHEN:** September 20-21, 2019 WHERE: Radisson Hotel, Lenexa KS

**CEUs:** 16 ASHI CEUs

#### **ASHI NORTH CENTRAL OHIO CHAPTER EDUCATIONAL SEMINAR**

When: September 20 & 21, 2019 CEUs: 16 ASHI CEs -Radon Sept. 20 8 ASHI CEs - Sept. 21 Where: Days Inn, Richfield, OH

Contact: Mike Nolan,

mike@informuinspections.com

#### **IMPORTANT REPORTER DEADLINES:**

• AUGUST 2019 ISSUE - 6/7/19 • SEPTEMBER 2019 ISSUE - 7/7/19

OCTOBER 2019 ISSUE - 8/7/19
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#### ASHI NY METRO CHAPTER **EDUCATIONAL SEMINAR**

When: September 27-28th 2019 Where: DoubleTree by Hilton Hotel Tarrytown, NY 10591

CEUs: 16 ASHI CEs

Register at: www.nymetroashi.org/ annual-seminar/

#### **PRO-ASHI CHAPTER HOME PHOTO & NPMA-33 REVIEW**

When: September 29, 2019

**CEUs:** ASHI 8 CEs

**Topics:** Components for Core (00) and Wood Destroying Pests (Cat 12) all

in one day.

Where: Just In Thyme Event Center 5316 William Flynn Hwy Gibsonia, PA 15044

Contact::Michael@ashburninspections.com

#### **KEYSTONE ASHI 2019 SEMINAR**

When: October 11-12, 2019

CEUs: 16 ASHI CEs

Where: DoubleTree by Hilton, Reading, PA Contact: Amanda@brsinspect.com

#### ASHI-ST. LOUIS FALL SEMINAR

When: November 2, 2018 **CEUs:** ASHI 8 CEs **Topics / Presenters:** 

Moisture, Fire Damage and Heat Loss

3-hour block

Presented by David Goldstein

**Defensive Report Writing** 

1-hour block

Presented by David Goldstein Street Creep – 2-hour block Presented by David Birenbaum,

PE & ASHI ACI

New Construction – 2-hour block Presented by David Goldstein

#### COMMERCIAL INSPECTION CLASS

When: November 3-4, 2018

CEUs: ASHI 16 CEs

The commercial inspection class is an ASTM/ASHI hybrid commercial inspection

class taught by David Goldstein.

Contact: Mark Goodman (314) 409-3991

TO HAVE YOUR CHAPTER SEMINAR LISTED HERE, EMAIL ALL INFORMATION ABOUT YOUR CHAPTER SEMINAR TO: micheleg@ashi.org.

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#### **CURRENT ASHI MEMBERSHIP**

ASHI Certified Inspectors: 3,464

Inspectors: 219 Associates: 3.503 Retired Members: 113 Affiliates: 78

Total: 7,377 Members as of 6/5/2019

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#### ASHI-ENDORSED EXAMS

**ASHI Standard and Ethics Education Module** Go to www.homeinspector.org, click on Education, then click on the link for the ASHI Online Learning Center. NHIE Exam: 847-298-7750 www.homeinspectionexam.org

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In this column, ASHI's Ethics Committee addresses dilemmas faced by home inspectors.

## **Are These Violations of** the ASHI Code of Ethics?

By Jamison Brown, ASHI Ethics Committee Chair

Jamison Brown is the owner of Home Inspections by Jamison & Company, Poquoson, VA. Before becoming an ASHI member in 1988, Jamison was a project manager, and supervised the construction and remodeling of more than 10,000 housing units for the U.S. Department of Defense (DoD) and the U.S. Department of Housing and Urban Development (HUD). Jamison is a former member of the Carpenters and Joiners of America, and a former licensed plumber in the state of Virginia. He is a member of the International Code Council, International Association of Electrical Inspectors (IAEI) and a certified member of the American Society of Home Inspectors (ASHI). He has been a member of ASHI's Technical and Membership Committees, and was chair of the CEPP Committee. Currently, he chairs the ASHI Code of Ethics Committee. Jamison has personally inspected more than 18,000 residential and commercial properties. Contact him at jamison.brown@gmail.com.

## QUESTIONS & INTERPRETATIONS

Know the Code: The ASHI Code of Ethics can be found at this link: https://www.homeinspector.org/Code-of-Ethics

#### Is it a violation of the ASHI Code of Ethics to offer a brochure for a specific home warranty to my clients?

I would like to place a brochure for a home warranty in my inspection binder. I will receive a payment from the home warranty company if my client chooses to purchase its home warranty program.

Response: No, the ASHI Code of Ethics does not prohibit the sale of additional products or services by a member, unless the product or service, or the manner of its sale, violates the Code of Ethics.

#### Will I violate the ASHI Code of Ethics if I promote my business by providing first-time buyers with information about a local lender that has agreed to reimburse consumers for their home inspection?

Response: No, providing accurate information about potential reimbursements offered by others is not in itself a violation of the ASHI Code of Ethics.

#### Will I violate the ASHI Code of Ethics if I maintain a real estate license while practicing as a home inspector, even if I don't inspect houses that I've listed or sold to a buver?

Response: Maintaining a real estate license while practicing as a home inspector is not directly addressed by the ASHI Code of Ethics. However, the Code does state: "Inspectors shall avoid conflicts of interest or activities that compromise, or appear to compromise, professional independence, objectivity, or inspection integrity."

ASHI has long maintained that there is an inherent conflict of interest when inspectors also are actively licensed real estate brokers or salespersons, whether or not such inspectors "inspect properties for compensation in which they have, or expect to have, a financial interest."

Note this excerpt from the ASHI By-laws: "2.1.2. To avoid the possibility or appearance of a conflict of interest, a Member or Candidate, as defined in Sections 2.2 and 2.4.2, shall not, other than a retired Member, be actively engaged in business as a broker or salesperson in the sale, purchase or listing of real estate.'

The inherent conflict of interest, as defined by the ASHI By-laws, makes it a violation of the Code for a practicing home inspector to maintain a real estate license. Consumers of home inspection services need to be sure that the inspector they hire has avoided both the appearance of and any actual conflict of interest.



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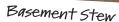
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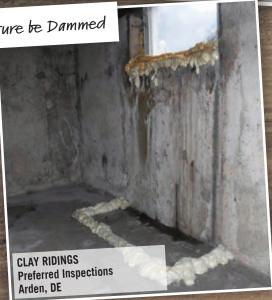




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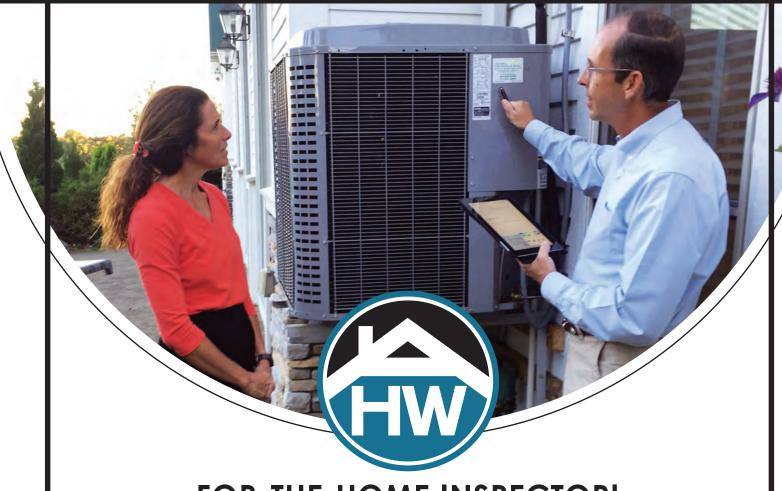


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## **Around the CoRner:**

## Voice of the Faithful and the Council of Representatives Everyone Is Welcome in the CoR —Join Us!

By Donald Lovering, Speaker of the Council of Representatives

appy 4th of July to all who toil in the soil and elsewhere!

And if you are Down Maine, have some lobstah for me, somethin around 2½ lbs be nice, with fried clam appetizer. More than once, I have celebrated with the Maineacs...good folks.

My current life in a small town in the Piedmont region of North Carolina brings other traditions. The local breakfast place is the "must be seen" location. Folks get to know you after you eat there 100 times or so. After that is when they will tell you, "You aren't from around here, are you?" For me, the giveaway is that I don't drink sweet tea. Knowing this comment is coming, I reply, "Yes, sir, I live down there by Blacksmith farm and go to the brick church on the corner come Sunday." "Sir" and "ma'am" are requirements—forget to use those words and you will forever be under a cloud. The combination of knowing these tidbits of information and being seen with church folks usually gets me a nod when entering the restaurant.

As Speaker of the Council of Representatives (CoR), I am a firm believer in inclusion for all. I was brought up that way. I work, we all work. I eat, we all eat. And so on. I am not my brother's keeper, but I will help folks keep it together and not on a hook.

You might not know that all of the CoR meetings are open, and a warm extended hand is waiting for any and all new members. You will find that the person sitting next to you could have 30 years of experience or maybe just one year. There's room for everyone.



Don Lovering joined ASHI in 1990. He has progressively narrowed his work life into disaster recovery projects in the Carribean islands, building modifications for critically injured veterans and expert witness cases. When he is not involved with these matters and ASHI, he enjoys being outside hunting and fishing. Contact him at 704-443-0110 or email stonehouse1@earthlink.net.

## As Speaker of the (CoR), I am a firm believer in inclusion for all.

You can make friends, create associations and form allegiances that will last longer than your career as a professional home inspector. By attending a CoR gathering, you will likely learn more about the profession than in any other setting and you'll hear about the lessons that experience has taught your fellow home inspectors. Breaking bread with members of the CoR frequently fills the stomach and the mind at the same time.

CoR members are not wilting daisies—they are alpha types who become excited presenting their opinions or interpretations of facts. They are used to being heard and appreciated. Dialogues include many voices, opinions and tones. Dialogue helps to build consensus and consensus leads to ideas and, ultimately, motions at ASHI Board meetings.

CoR members are curious investigators who will turn over rocks, cars, boats and events until they are satisfied with the results. And they are not so shy about pointing out the defects.

Join us!

Donald Lovering is the Speaker of the ASHI Council of Representatives for 2019-2020. Email him at stonehouse1@earthlink.net. Continuous Radon Monitors

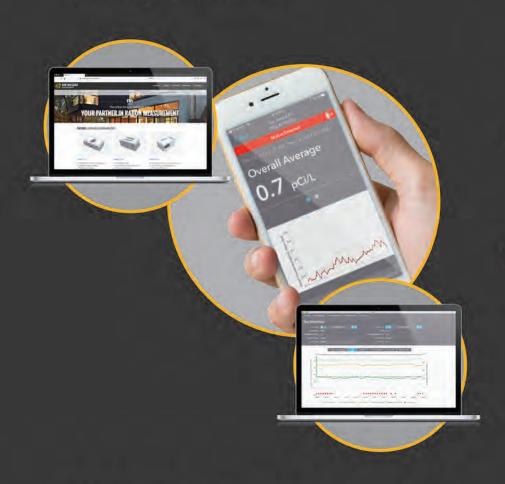
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