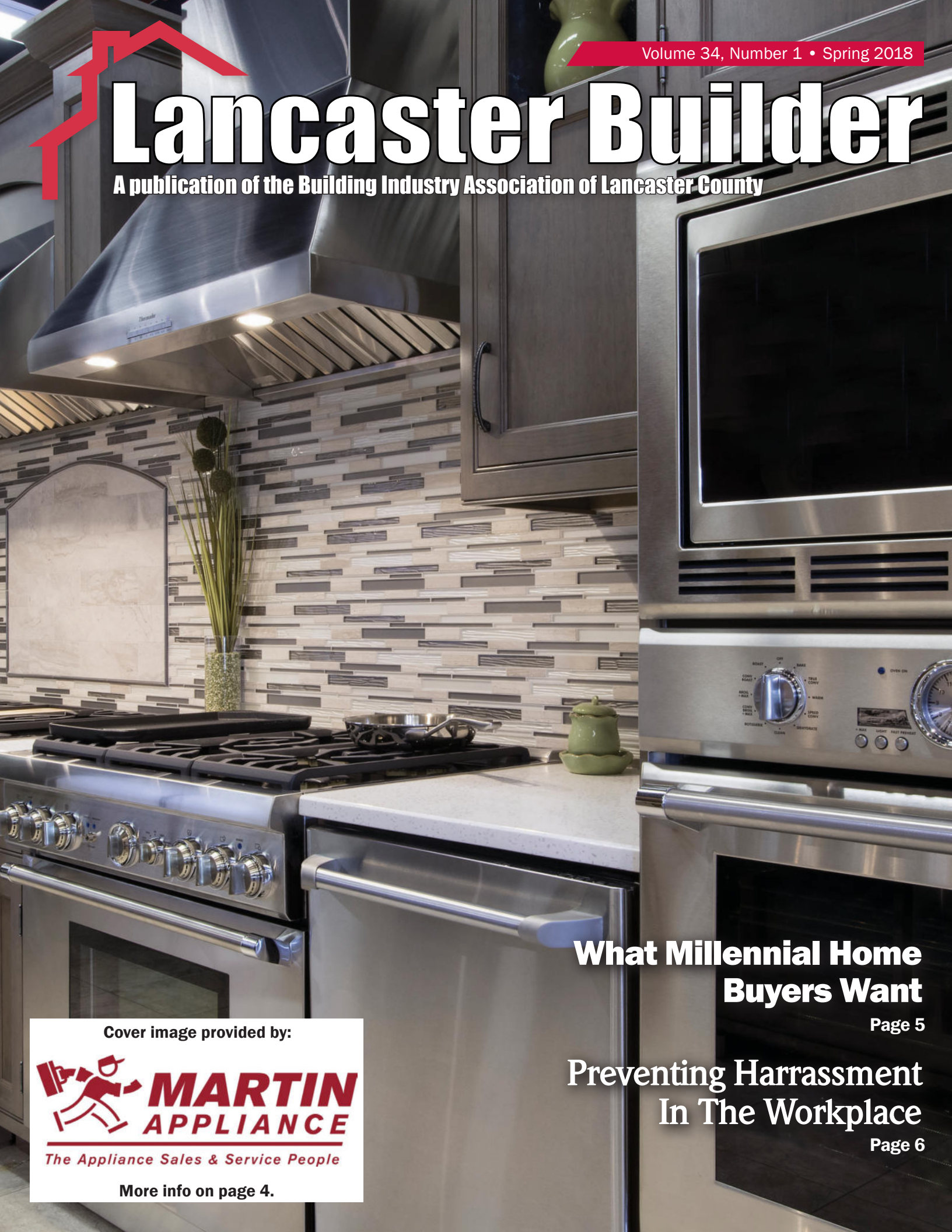
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Lancaster Builder

A publication of the Building Industry Association of Lancaster County



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MARTIN APPLIANCE

The Appliance Sales & Service People

More info on page 4.



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Membership is Worth It

By Shawn Garman, Garman Builders, Inc.



Instead of what the BIA does, the bigger question, to me, is: WHY ARE WE BIA MEMBERS?

I know that it is important to serve and support the industry that supports my business. But the bottom line for me, and I'm a bottom line guy, is that the investment in this Association has been worth it. I depend on associate members for legal services, for site work, for materials, for the trades, for sales—the list goes on. When builders are involved—engaged in leadership, attending membership events, entering homes and projects in the Parade or Remodeling Showcase Awards, exhibiting in the Spring Home Show—the associate members are more involved too. Our BIA, second largest in the state, includes a stellar representation of those businesses essential to our industry

We have a Board of Directors this year made of people eager and willing to serve. We've revamped our BIA Strategic Plan to carry us into 2020, with an eye to keeping what is working, and modifying where necessary. We will continue to promote our members and are looking for new ways to do this, through a new social media campaign, and new awards and events that will recognize excellence in our industry beyond specific construction projects.

We will be holding a membership drive in the spring, and yes, we are going to ask for your help.

We will be accepting contributions to our Lancaster Building Industry Foundation, our Political Action Committee and our Industry Action Fund and yes, we are going to ask for your help.

We will continue to advocate for the best business environment possible and yes, we are going to ask for your help.

I can tell you that BIA membership is worth it to Garman Builders. I've served in leadership and on Committees, contributed to PAC, the IAF and the Foundation; but I know that not everybody is interested in every part of what the BIA does—I'm still learning about things I didn't know we had a hand in! I encourage you, though, to find one thing, one way where your involvement can make a difference in the association, because it will make a difference for your business.

I'm looking forward to serving the Association in the months ahead, and I'm hoping for a prosperous year!

Calendar of Events

March

9-11 Spring Home Show
Spooky Nook

20 Government Affairs Breakfast & Round Table Discussion
7:30am @ The Cork Factory Assembly Room

22 Remodeling Showcase Reception & Awards Dinner
5:30pm @ The Barn at Overlook

April

25 Homes & Land Breakfast
8:00–9:00am @ BIA Offices

May

2 BIA—The Whole Picture
8:00–9:00am @ BIA Offices

3 Membership Mingle
4:00–7:00pm @ Penn Stone

10 Remodelers Council Meeting
4:30 @ Jemson Cabinetry

18 Construction Olympics
Clipper Magazine Stadium

21 Hurst House Spring Fling

June

14 Chefs on Parade
5:00–9:00 pm

15 Parade of Homes Gala & Awards 6:30 pm

16-24 Parade of Homes Tour

For more information on these and other BIA events, see pages 18 & 19.

Lancaster Builder

Lancaster Builder is published quarterly by the Building Industry Association of Lancaster County to provide information about the building industry and news of the BIA and its members.

SUBSCRIPTIONS
One subscription is provided annually to members (included in dues). Additional subscriptions within your company are $25 per year through an Affiliate membership.

CONTRIBUTIONS
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Immediate Past President: Mark Stanley

Members are welcome to attend BIA Board of Directors meetings, held the third Wednesday of every month at 3:00 pm at the BIA Offices.

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As with all of the Martin family of companies, **Martin Appliance** has built an enduring reputation for excellence, both in what they do, and in how they do it. Central to Martin's success is their company philosophy which reflects the time-honored values of the people of Central Pennsylvania. Their six locations—three in Lancaster County—are staffed by 200 employees who understand and embrace integrity and character.

Old-fashioned as it may sound, the Golden Rule of treating people the way you would want to be treated yourself drives the way they do business. Each customer is treated with respect and given prompt, professional service.

Customers benefit from Martin's friendly, knowledgeable sales personnel, their competent technical staff (who are factory trained and certified), as well as from Martin's inventory of world-quality brand-name appliances—Jenn-Air, KitchenAid, Maytag, GE, Bosch and Miele to name only a few. They sell only high quality products, and they service what they sell.

"Our technicians are trained professionals," says Shawn Reimold, manager of Martin Appliance in Quarryville. "We provide complete installation, including hook ups to gas lines, chords and venting."

The company also wants to make their customer's experience as convenient and helpful as possible. In addition to their sales staff, their large, attractive store showrooms are equipped with full-color touch-screen guiding systems displaying that store's available inventory. Added to all this is Martin Appliance's flexible price structure on home appliances and furnishings.

Martin Appliance and the other Martin companies enjoy their reputation because they do more than sell products. They strive to build lasting relationships with all the people with which they do business, whether individual retail customers, or other companies.

For more information, visit their web site at MartinsAppliance.com, or give them a call:
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What Millennial Home Buyers Want



It's all about location, location, location – with a dash or two of compromise – as millennials, the nation's largest demographic group at 90 million strong, is poised to dominate the home buying market.

Two market researchers – who happen to be millennials themselves – offered insight into their generation in Two Millennials Tell All, an education session offered Jan. 10 during the NAHB International Builders' Show in Orlando.

While generalities about this group may ring true: This generation prefers experiences over things and likes to "collect moments" rather than sets of good china place settings, there's actually much more diversity than many people realize, said Ali Wolf, manager of housing economics for California-based Meyers Research LLC.

For one thing, 43% of millennials aren't white, don't solidly identify as either "traditionals" or "trailblazers" and, because they now range in age from 17 to 37, have incomes across the economic spectrum.

And as NAHB Economics own research has indicated, a surprising majority of millennials aren't necessarily interested in urban spaces, but still want a single-family home with a yard. The challenge for home builders is to create a product that this generation wants but that can still afford as first-time buyers, the presenters said. In fact, 21 percent of millennials surveyed said they haven't bought a home yet because they can't afford one, period.

One solution: Understand that millennials are willing to compromise. They'll sacrifice some space in exchange for more luxurious finishes, like quartz countertops. Good design is important to this generation.

Flexible spaces are important as well. Make sure that the dining area is large enough for a large gathering of friends and family for Thanksgiving and other special dinners, but easily converted into a workspace or studio for the rest of the year.

Three/two still rules. A home with three bedrooms and two bathrooms is the most preferred, and 1,000 square feet is the minimum. That third bedroom can be a loft area or study nook if space is at a premium, however.

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Preventing Harassment in the Workplace

by S. Whitney Rahman



With all the recent news about sexual harassment in the workplace, it pays to be concerned. Even if your company has never had a harassment claim, now is a good time to make sure your company has protections in place that will help to prevent harassment and to make sure you can handle any harassment issues that may arise. While many companies are complacent and do not believe they could ever be sued for harassment, it pays to be vigilant.

What exactly is unlawful harassment? Unlawful harassment includes harassment based on a protected category, such as race, national origin, religion or sex. Sexual harassment falls into two categories – quid pro quo claims and claims of hostile environment. Quid pro quo claims occur when a manager requires an employee to consent to the manager's sexual advances in order to keep the job or get a promotion. It also occurs if a manager fires a subordinate because the subordinate refuses to consent to sexual advances. Hostile environment claims occur when discrimination is severe or pervasive enough to alter the victim's work environment.

What should companies do to prevent claims of harassment? No program can be foolproof in preventing the potential for a claim. But here are some techniques to minimize the potential for claims, and to help defend any claims that might be filed against your company.

1. Have an equal employment opportunity policy, and follow it. Most employers should already have an equal employment opportunity ("EEO") policy in place. An EEO policy prohibits discrimination against any protected category. Protected categories include race, color, national origin, sex, religion, creed, disability and genetic makeup. Some municipalities have local ordinances providing additional protections. Accordingly, it is important to have your policy reviewed by your employment lawyer.

2. Have an effective, published antiharassment policy. An effective antiharassment policy should at least: (a) define harassment to include all protected categories; (b) explain the prohibition and discipline that will occur for violating the policy; (c) provide a reporting process with more than one person to whom to report harassment; (d) explain the investigative procedure; and (e) prohibit retaliation for reporting harassment. Employees need to know that owners and managers take these issues seriously, and that employees who harass others may lose their jobs. Your antiharassment policy should be reviewed by your employment lawyer.

3. Make sure employees are aware of your policy. The policy should be publicized to employees. If you have an employee handbook, your policy should be included in the handbook. If you do not have a handbook, the policy should be distributed to employees, and can be posted with your employment posters.

4. Train management, supervisors, and employees. Management, and especially anyone who may be responsible for investigating claims of harassment, should be given training that includes a review of the law and of your specific policy, and training on performing effective investigations. Supervisors should receive training that includes information on how to recognize claims of harassment, and how to report such claims. Managers and supervisors need to know that, under the Pennsylvania Human Relations Act, they may be held individually liable for aiding and abetting harassment, or for retaliating against employees who report harassment or who cooperate in investigations of harassment claims. Rank-and-file employees need training that includes information on what actions your policy prohibits, the discipline that policy violators will receive, and how to report claims of harassment.

5. Perform effective investigations. When a complaint of harassment is made, a prompt and effective investigation is imperative. A good investigator: (a) takes the complaint seriously; (b) interviews all witnesses, including the accuser and the accused; (c) checks any documents, such as timecards, which might support or negate the complaint; (d) documents the investigation; (e) reaches a conclusion as to whether harassment or any other policy violations occurred; and (f) takes action based on the conclusion.

6. Follow through with discipline. If an investigation shows that harassment has occurred, the law requires that you take action sufficient to stop the harassment. Depending on the circumstances, this may range from a simple reprimand to termination.

Now is an excellent time to review your company's policies. If you do not have an EEO or an antiharassment policy, you should implement one. If you have a policy, you should check to make sure it is complete and effective, and that employees are aware of it. When company leadership takes the responsibility to provide the framework for a harassment-free workplace, companies not only avoid lawsuits, but have a more engaged workforce.

Whitney Rahman is an attorney and shareholder at Blakinger Thomas Law Firm and the Chair of the Employment and Labor group and also a member of the Civil Litigation and Real Estate groups. She advises employers on all aspects of employment and labor law.

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The BIA Community Service Committee is looking for opportunities to roll up our sleeves and lend a hand in the community. If you have service project ideas for 2018, we'd like to hear them. To submit your idea for consideration, whether as an individual or an organization, contact—
Pauline Wilton at *pauline@lancasterbuilders.org* or 717-569-2674.



Who's News: New Hires, Promotions & Distinctions

NEW HIRES

RGS Associates, Inc. is pleased to announce that **Kathy Conley** has joined the firm. Kathy has over 20 year of experience in Civil Engineering with a demonstrated history of working in the architecture, civil engineering, and land development industry. As a Client Manager, Kathy will provide vision and leadership to our projects while effectively developing, leading, managing, and coaching a team of skilled professionals. She is responsible to ensure the delivery of high quality and cost effective design services by establishing close relationships with our clients while maintaining a focus on servicing their needs.



Kathy Conley

Barley Snyder is pleased to announce the hiring of two new attorneys, adding to the firm's growing footprint throughout central and southeastern Pennsylvania.

Lindsey M. Cook is a Lancaster County native and resident who will work in the firm's Litigation Practice Group out of its Lancaster and York offices. In addition to her litigation experience in and out of court, she is a former adjunct professor of trial advocacy at her law school alma mater, the University of Maryland Francis King Carey School of Law.



Lindsey Cook



David Watkins

David C. Watkins of Berwyn is the newest member of the firm's Intellectual Property Practice Group and will work primarily out of Barley Snyder's Malvern office. He comes to Barley Snyder after spending his career in the private sector of the technology industry. He is a certified patent attorney and has spoken at technology conferences both domestically and internationally.

The hires bring the attorney headcount at the firm to 94, an all-time high for Barley Snyder.

Barley Snyder is also proud to announce it has hired **EmmaRose Boyle** as its newest attorney. Boyle will work primarily out of the firm's Reading office in its Business, Personal Planning and Food & Agribusiness groups. She is a former extern who worked with Barley Snyder during the spring 2017 semester while working on her degree from Vermont Law School, where she graduated in two years through the school's Accelerated Juris Doctor program.



EmmaRose Boyle

"I knew I wanted to come back to Barley Snyder, and I'm thrilled to be able to fulfill that," she said. "Working here last year was a great experience for me both personally and professionally."

"EmmaRose stood out in our extern program for her excellent work ethic and her acumen for the law," Barley Snyder managing partner Jeff Lobach said. "We were happy to bring her back to the firm."

PROMOTIONS & DISTINCTIONS

The Walz Group has announced that **Daniel T. Massey, CPA** became a principal of the firm effective January 1, 2018.

Massey joined the firm over 15 years ago and was most recently a manager in the firm's Audit Division. Massey will continue to work with clients in the construction, entertainment production, and nonprofit fields, providing audit, review, and business advisory services. During his tenure with the Walz Group, Massey has been instrumental in a number of initiatives, including migrating to a paperless work product, implementing data-mining software, and the development of outsourced bookkeeping and controllership services for corporate and nonprofit clients.



Daniel Massey

Lynn Mills, Walz Group president, said, "Dan brings forward thinking skills to client–firm relationships. He is an expert technician with the ability to break down and clearly communicate complicated concepts and strategies. We look forward to the impact his leadership and strategic thinking will have on the future of the Walz Group, our clients, and our community."

Worley and Obetz Now Offers Propane Autogas Fueling in Mount Joy, PA



MOUNT JOY, PA–**Worley and Obetz, Inc.** is proud to announce the addition of propane autogas refueling at their location on 40 Orchard Road, Mount Joy, PA 17552. This is their fourth propane autogas refueling station that is available to the public through their Pacific Pride and Wo-Go fuel card programs. This location offers 24/7 access to 100% American Fuels including on road biodiesel, unleaded E10 gasoline, E85 ethanol, premium no ethanol gasoline and now propane autogas.

Propane autogas is nothing new to Worley and Obetz since opening their first autogas station in 2004 at their Manheim, PA location. They continue their passion for providing alternative fuel options while educating the communities they serve about the abundant advantages to propane.

"The great thing about propane is that it's domestically produced, creates American jobs and is readily available with convenient locations. We're excited to make it more accessible to fleet and residential customers in Lancaster County," said Jeff Lyons, President and CEO of Worley and Obetz.

Builder Spotlight: Daniel H. Siegrist, Custom Home Group, Inc.



Custom Home Group partners from left to right, Jared Erb, Derrick Siegrist, Ken Uhrich and Dan Siegrist

When did you start your company?
The company was started in 1988 as Daniel H. Siegrist Co. The company incorporated and changed our name to Custom Home Group in 2002.

What does Custom Home Group do?
We design and build new homes.

What makes Custom Home Group special?
Our company prides itself on remarkable design with quality construction. We listen to our customers and bring together their goals, design and budget. It is a rewarding experience when working with a customer, and seeing their dream come to reality. Our ultimate goal is to have a completely satisfied customer — during the building process as well as long after they are in their home.

What do you enjoy about your job?
I enjoy meeting new people. But most of all, working at Custom Home Group gives me the opportunity to serve others.

Why are you a BIA member?
One of the major marketing tools we count on every year is the BIA's Parade of Homes. We benefit from the business relationships we've developed as a member and also the Government Affairs committee.

Tell us about yourself and your family.
My wife and I live south of Willow Street with our youngest of 11 children and our golden retriever, Aspen. We also have 16 grandchildren.

What are your favorite hobbies?
I enjoy hunting, gardening, walking, worshiping God and praying. I love spending time with my wife Regina and our family.

What other organizations are you part of?
I was a basketball coach, and I am currently a board member of Gateway House of Prayer.

Associate Spotlight: Ron Yarnell, Yarnell Security Systems

When did you start your company?
Yarnell Security Systems was started in 1967.

What does Yarnell Security Systems do?
We are a local UL listed Monitoring and alarm company. We install, service, and monitor security and fire alarm systems. We also install CCTV, Access control systems.

What makes Yarnell Security Systems special?
We monitor your systems here in Lancaster. We do not sub-contract your monitoring or service. We are in the top 100 alarm companies in the country.

Why do you enjoy your job?
We provide peace of mind and service second to none.

Why are you a member of the BIA?
We want to make it known to the people of the local area that there is a difference in what we do. Call our office 24 hours a day 7 days a week and talk to a person.

Tell us about yourself and your family.
I live locally in Lancaster county. I attended Lancaster Catholic High School, and was very active in Boy Scouts earning Eagle Scout. My wife Tammy and I have four wonderful children and 7 grandchildren. They are all amazing.

What are your hobbies?
I enjoy golf and table tennis.

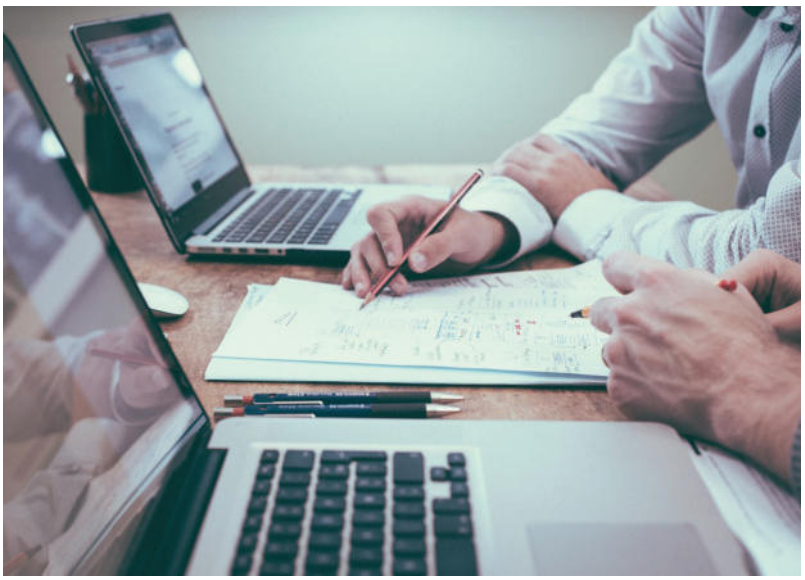
What other organizations are you a part of?
Pennsylvania Burglar and Fire Alarm Association.
Nation Advisory Council for a major alarm system manufacturer.
Chamber of Commerce.
National Alarm Association.



Lancaster Building Industry FOUNDATION

Meet the Foundation

Investing in Tomorrow's Builders...Today



A primary facet of the Lancaster Building Industry Foundation's mission is to encourage education and invest in our future workforce. The major way that we achieve that goal is by offering scholarships to local students who are pursuing the trades in post-secondary education. Over the years, we've granted thousands of dollars to young adults studying engineering, architecture, carpentry, HVAC installation, and more.

Do you know a local student who is planning to study a residential building related field? Direct them to our website at Lancasterbuilders.org/scholarships-grants, where they can download a scholarship application, fill it out, and easily submit it online. Winners are selected based on merit and need by our Foundation Board members and will be announced this spring.

The Foundation is also working with our Community Service Committee to identify local project needs where our resources of money, materials and volunteer labor might make a difference in the community.

Again, apply online or contact the BIA for information.





BIA 2018 Installation Banquet







Photos courtesy of Jim Phipps

More than 130 Building Industry Association members, guests and government officials were in attendance on January 17th at Brick Gables in Lititz for the 2018 Installation of BIA Officers and Directors at the annual luncheon held in their honor.

Incoming President, Shawn Garman of Garman Builders, outlined his goals for the coming year, which include promoting our members through a new social media campaign, planning a membership drive, and developing a new awards program that will recognize excellence in the industry beyond specific construction projects. He encourages involvement in the association and is looking forward to a prosperous year.

Outgoing President Mark Stanley was honored with certificates of appreciation from both the State House of Representatives, and the State Senate.

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BIA Annual Award Recognitions



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George Graham
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Awarded to a member who contributes to the creation of quality homes, strengthens relationships in our local community, and provides business opportunities for those who support the industry.



BIA INDUSTRY AWARD
Jay Provanzo
Heartland Builders
Awarded to a member who has strongly advocated for the industry position on issues that influence our members' ability to do business.



BIA ASSOCIATION AWARD
David Palm
Jemson Cabinetry
Recognizes a member who has represented the BIA as an ambassador, volunteer and leader promoting the association and its member companies.



BIA YOUNG PROFESSIONAL AWARD
Jared Erb
Custom Home Group
Recognizes a member between the ages of 21–45 who, like the Association Award, has represented the BIA as an ambassador, volunteer and leader promoting the association and its member companies.



BIA PRESIDENT'S AWARD
Chris Straka
Martin Appliance
Awarded to a member whose contributions especially stand out to our President.

MEET THE BUILDER











Photos courtesy of Jim Phipps



A Speed Networking Event

Networking is considered by some to be the Crown Jewel of business building. That's because building a business is, in the end, about people. In the local business community, it's about connecting with neighbors.

25 Associate Member Companies and 15 BIA Builder Member Companies gathered for this year's *Meet The Builder Event* on February 15th at the Cork Factory Hotel Ballroom. It was an early evening of learning about each other, and how each could benefit from the other.

The speed networking portion lasted from 3:30 – 5:00pm. Each Associate Company had 3 minutes with each Builder to introduce themselves, promote their business and discuss needs.

Following the Speed Networking portion, Attendees and Builders were able to continue their conversations at the reception from 5 – 6pm. And what better way to enjoy connecting with your neighbor than over good food and beverages!



A Word or Two of Thanks

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Thanks also to all the folks who joined in to make **MEET THE BUILDER** a true success. Thanks to **Associate Members** for engaging in support of your industry, and thanks to our **Builder Members** for taking the time to meet with Associates.

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Sunday 10am-4pm

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at Spooky Nook Sports 75 Champ Blvd. in Manheim, PA

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Building Industry Association REMODELERS COUNCIL

Remodelers Council Holiday Happy Hour
February Remodelers Council Meeting





Drinks, appetizers, and good company after work made for a fun time at the second annual Remodelers Council Holiday Happy Hour, held at Funcks in Leola on December 6 (top left).

No agenda - just good food, a wide selection of beer and great conversation. A great time was had by all who attended! The event was sponsored by the BIA Remodelers Council

Then on February 9th, sponsored by Kohl Building Products, sixteen people attended that quarter's Remodelers Council Meeting. It was informative and allowed for thoughtful questions and great conversations about Wolf Portrait PVC Siding.

KOHL BUILDING PRODUCTS Solutions Since 1947

DON'T FORGET!

BIA Remodelers Council Meeting

Jemson Cabinetry

1060 S State Street, Suite A, Ephrata
May 10, 2018, 4:30pm

Jemson Cabinetry invites you to see their new displays, discuss "frameless, full access, European style" cabinetry that is growing in popularity - the pros and cons, and discuss current trends in kitchen styles, colors and gadgets.



Heavy hors d'oeuvres and tropical adult beverages!

Registration is FREE to RC Members / $15.00 to non-Council Members

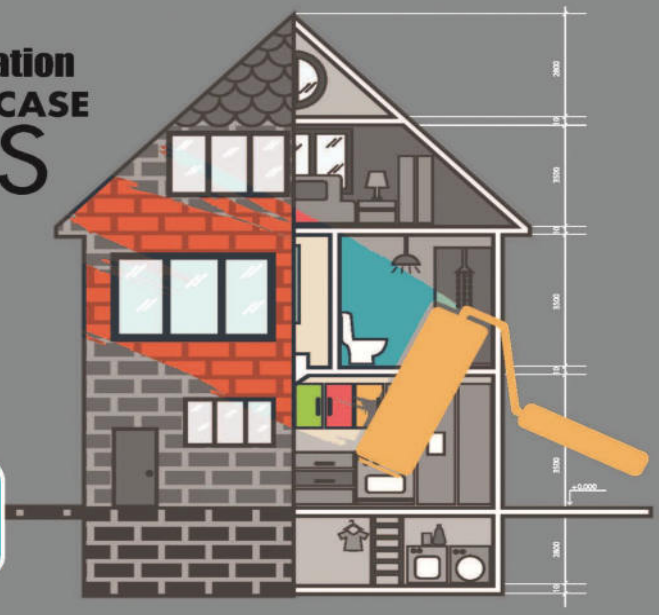
Remodeling Showcase Reception & Awards Dinner

Building Industry Association
REMODELING SHOWCASE
AWARDS

Reception & Awards Dinner
Thursday, March 22 @
The Barn at Overlook

Reception - 5:30 - 6:30pm
Dinner & Awards - 6:45pm

Connect with industry peers
Celebrate ingenious redesign.



Be among the first to see the incredible and inspiring 2018 BIA Remodeling Showcase Award projects and congratulate the big winners of this prestigious program.

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General Membership Meeting



Andrew Barninger, 2018 Membership Committee Chair, presents Matt Stevenson with the Committee All-Star Award.

The 2017 BIA General Membership Meeting took place on November 16th, at the Inn at Leola Village. The members voted to approve the slate of nominated leaders for 2018.

The agenda included the first time presentation of the new *BIA Committee All-Star Award*. Its recipient was **Matt Stevenson** of Miller & Sons Salt & Water Conditioning, Inc. He has served on the Spring Home Show Committee for several years. His insightful ideas, dedication and contributions have been crucial to making the show a success.

Also on the agenda was a special presentation by NAHB's Chief Economist, Dr. Robert Dietz. He gave an informative presentation on the current economic conditions with a focus on national growth prospects; in a period of rising interest rates and how supply-side bottlenecks (labor, lots) are affecting the home building forecast. He also reviewed local economic metrics and answered several questions from attendees.

A Successful Holiday Homes on Parade



It was our first year doing Holiday Homes on Parade, and it was a wonderful success! We featured nine new and remodeled homes decorated for the holidays on the two-day tour, December 1 & 2, 2017.

We were able to donate $1000 to the Salvation Army's *Coats for Kids*.

Many thanks to our sponsors —

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Storm Water Management Forum



On February 6th, Chad Neiss and Eric Williams of Ephrata National Bank, Charles "Chip" Haws of Barley Snyder and Len Bradley of RGS Associates presented a Stormwater Management Forum to 40 BIA members at the Cork Factory in Lancaster.

The breakfast forum, sponsored by Ephrata National Bank and Barley Snyder, provided an overview of the National Pollutant Discharge Elimination System (NPDES) permit program, Erosion and Sediment (E&S) Control Program, permit application, permit processing, Notice of Termination requirements, and information regarding creative financial products to help with the (often onerous) process.

We appreciate the expertise shared by our presenters!

Ephrata National Bank — Member FDIC and Equal Housing Lender

Barley Snyder ATTORNEYS AT LAW



Come to the Hurst House Spring Fling



Save the Date to join us for our Hurst House Spring Fling on Monday evening, May 21st! Proceeds will benefit the BIA Government Affairs efforts and the BIA PAC. Invitations will follow.



If you haven't yet accessed your login to our online member management system GrowthZone (formerly MemberZone), you're missing out on some valuable tools to promote and provide for your business. If it's been a while since you visited, you may want to browse the site to see what's new and keep your listing and your records up to date!

Got some job openings? Create a free employment listing that will be published on our website! Want to boost your visibility? Get an enhanced directory listing. Want to pay your dues? Take care of it online!

To access your login information, contact Kathy Baugus at kathy@lancasterbuilders.org. If you already have it, hop on to lancasterbuilders.org and click the login button at the top left corner to explore Growth Zone today!

BIA Events and Education

For registration flyers and additional information, visit the events calendar at www.LancasterBuilders.org.

BIA EVENTS

SPRING HOME SHOW
March 9–11
Spooky Nook Sports
The Spring Home Show is where the new building season begins. Reserve your booth today, and get ready for a profitable 2018. You need to be there—your competitors will.

REMODELING SHOWCASE RECEPTION & AWARDS DINNER
March 22, 2018, 5:30-8:30 pm
The Barn at Overlook
Join us for a networking reception and dinner and for the exciting outcome of the Remodeling Showcase Award winners!
Cost: $35

BENEFITS OVER BREAKFAST with HOMES & LAND GROUP
April 25, 8:00am - 9:00am
BIA Office
Come out and learn about a money saving benefit. Members receive a 15% discount when advertising in Homes & Land Magazine – 38,000 magazines in 375+ locations throughout Lancaster County. You do not want to miss out on this informative breakfast meeting. Publisher Tim Miller will be on hand to provide details on all the benefits of advertising including a new direct mail program.
Cost: FREE to attend and breakfast will be provided.

BIA: THE WHOLE PICTURE
May 2, 8:00 - 9:00 am
BIA Offices, 204 Butler Avenue, Suite 200, Lancaster
Your BIA membership just might be the most valuable and useful tool in your possession. Are you using it to its fullest potential? Come out to this free event, where we'll fill you up not only with pastries and coffee, but also an abundance of must-have information on your membership benefits package, including discounts, networking opportunities, educational offerings, and more so you can be sure that you're maximizing your dues investment.
Cost: FREE

MEMBERSHIP MINGLE
May 3, 4:00–7:00pm
Penn Stone, 190 West Ross Street, Lancaster, PA 17603
Come to Penn Stone for a BIA Membership Mingle. Network with your peers, and enjoy complimentary hors d'oeuvres and beverages in Penn Stone's recently renovated showroom featuring Lancaster's best selection of stone, brick, hardscaping and outdoor living products.

REMODELERS COUNCIL MEETING
May 10, 4:30,
Jemson Cabinetry
1060 S. State Street Suite A, Ephrata
Jemson Cabinetry invites you to see their new displays, discuss "frameless, full access, European style" cabinetry that is growing in popularity - the pros and cons, and discuss current trends in kitchen styles, colors and gadgets. Enjoy heavy hors d'oeuvres and tropical adult beverages.
Free for RC Members, $15 for non-members

CONSTRUCTION OLYMPICS
May 18–20
Lancaster Barnstormers
The entire weekend will be filled with lots of activity and will showcase the building industry! On Friday, there will be an open paneled discussion to discuss the building industry and allow for Q and A. Our very own BIA President, Shawn Garman, Garman Builders, Inc. will be one of the panelists.

THE HURST HOUSE SPRING FLING
May 21
Save the Date to join us for our Hurst House Spring Fling on Monday evening, May 21st! Proceeds will benefit the BIA Government Affairs efforts and the BIA PAC.
Invitations will follow.



Building Industry Association
PARADE OF HOMES

11 days of fabulous home touring!

CHEFS ON PARADE
June 14, 5:00 - 9:00 pm
In this favorite Parade tradition, some of our distinguished homes will spotlight an esteemed chef's culinary talents on the Thursday before the public opening in a special Parade preview event. Participating chefs will prepare a tasting menu of food samples for up to 250 guests, who will engage in a gourmet culinary tour. Tickets available at LancasterBuilders.org, and a portion of sales benefits the Central Pennsylvania Food Bank.
Cost: $40 per person; $75 per couple.
♦Receive a 20% discount on tickets if purchased by May 25.

CHEFS ON PARADE

THE PARADE OF HOMES GALA
June 15, 6:30 - 9:00 pm
Eden Resort & Suites, 222 Eden Road, Lancaster
It's the grandest BIA event of the year. Spend a classy evening celebrating this year's Parade entries with the participating builders, and be among the first to see who the big winners will be. The Gala begins with cocktails and dinner, followed by the awards presentation.
Cost: $45 per person

THE PARADE OF HOMES
June 16-24
Make your plans to visit a few of the fabulous homes that will be on display at this year's Parade! Not only will you get to see the top home trends of the year and get great ideas for your own home, but you will also get to marvel first-hand at the magnificent work that our builders accomplish.
Cost: FREE

Mark your calendar now!

EDUCATION

PROVIDING QUALITY CUSTOMER SERVICE: TAKING CARE OF YOUR CUSTOMERS BEFORE SOMEONE ELSE DOES!
MARCH 21, 8:00 – 11:00 am
ABC Keystone, 135 Shellyland Road, Manheim
Improve your customer service skills and develop enhanced customer service standards! The most valuable assets that a company has are its customers. Attracting and retaining customers is key to success in any industry and quality-run companies need to continually look for ways to improve their customer relationships.

This training is for any organization that is committed to providing quality customer service. A number of organizations profess to have customer service, but they do not train their associates to understand what that means. Discover how to increase your skills to attract and maintain customers.

Benefits of Attending:
- How to evaluate your customer service standards
- What happens with dissatisfied customers
- Positive behaviors with a Customer Service Representative (CSR)
- Professionalism within your organization
- Process and outcomes for customer service
- Customer service issues can be avoided

Who should attend:
Anyone who wants to improve their organization's customer service experience, and anyone who wants to personally improve their customer service skills.
Cost: $135 per member. Register by March 13, 2018

SAVE THE DATE!!

2018 Building Industry Association PARADE OF HOMES
June 16–24
Lancaster/Lebanon

Final deadline is April 6.

A TOTALLY FUN EVENT!!
CHEFS ON PARADE
June 14

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Contact Melanie Capanelli for more information at (717) 569-2674
melanie@lancasterbuilders.org

Stay in the loop! Connect with the BIA on:

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EDUCATION

COMPETENT PERSON FOR FALL PROTECTION
April 12, 12:30 – 4:30 pm
ABC Keystone, 135 Shellyland Road, Manheim
This course will provide information to company individuals who are responsible for the assessment of fall hazards, selection of engineering, administrative controls and personnel fall protection systems. The course will focus on both regulatory (OSHA) requirements and best industry practices. Course will include lecture, hands-on activities, and tabletop-style exercises using potential workplace scenarios.

Benefits of Attending:
- Gain knowledge critical in protecting emplyees from the dangers of working at heights
- Identify workplace fall hazards
- Select and implement hazard controls in accordance with the OSHA hierarchy of hazard control
- Be informed on proper use of personal fall protection devices

Who Should Attend:
Safety representatives, project supervisors, foremen with responsibility for identifying and correcting workplace hazards should attend.
Cost: $105 per member. Register by April 4

CONFLICT MANAGEMENT: TURNING CONFLICTS INTO OPPORTUNITIES
April 24, 8:00 am – 11:00 am
ABC Keystone, 135 Shellyland Road, Manheim
Properly managed conflict can improve outcomes. Learn how to implement strategies to limit the negative aspects of conflict and to increase the positive aspects. Discover how to choose and execute the strategy that best fits the situation and to successfully handle conflict while developing cooperation. This interactive training session will develop one's skills on how to deal with conflict within the organization and with other coworkers.

Benefits of Attending:
- Discover how to assess your skills related to dealing with conflict
- Discover ways to sense conflict
- Learn the positive and negative flow of conflict
- Learn the five step process in resolving conflict
- Discover why it is important to establish ground rules for resolving conflict
- Learn why it is important to use "I" messages
- Practice conflict resolution skills and receive feedback

Who Should Attend:
Anyone who is having difficulty with resolving conflict and anyone who wants to improve how their organization resolves conflict should attend.
Cost: $140 per member. Register by April 16, 2018.

SALES WORK! GENERATING REVENUE & DEVELOPING LONG TERM CLIENTS
May 2, 10, 16, & 23 2:00 – 4:00 pm
ABC Keystone, 135 Shellyland Road, Manheim
Integrity-focused sales training designed to encourage, educate and empower anyone responsible for revenue generation - for business developers, business owner and sales managers.

Benefits of Attending:
- Leverage your creativity by defining and systematizing your sales process
- Build a purposeful and energizing sales plan; then learn to execute and adjust
- Develop long-term clients through deep and purposeful relationships
- Sell more in less time - gain balance through focus, purpose & effectiveness
- Know your numbers, what they mean and how to improve them

Who Should Attend:
Sales professionals, business developers, sales managers, small business owners - anyone responsible or interested in revenue generation.
Cost: $385 for the first BIA Member and $345 for each additional person from the same company. Register by April 24.

NAHB Advocacy: Money in Your Pocket

NAHB economists have put a dollar value on selected member benefits and advocacy victories achieved in 2017. Add it up, and you get an average of $7,500 per housing start for a typical builder.

That figure demonstrates just how much value NAHB delivers for members: the value per housing start a typical builder will see in 2018 as a result of key NAHB advocacy victories in 2017. Some members will experience more of these benefits than others.

Here are some of the advocacy victories that contributed to that number.

OSHA Suspends Enforcement of Onerous Beryllium Rule. Estimated value: $2.03 billion ($1,600 per housing start). On Jan. 9, 2017, OSHA published its final rule on Occupational Exposure to Beryllium. Even though the proposed rule did not apply to the construction industry, the final rule did. NAHB filed a lawsuit challenging OSHA's authority to issue such a rule under these circumstances. In response, OSHA announced that it would stop enforcing the rule in the construction industry.

Preservation of Lower Cost Options in Building Codes. Estimated Value: $1.26 billion ($1,000 per housing start). NAHB was successful in keeping a number of costly provisions out of the 2015 versions of the International Residential Code and International Energy Conservation Code. Defeated proposals include: Fenestration-U-Factor in Climate Zones 5, 6, 7 and 8 increased to triple pane levels; a high-efficiency water heating equipment requirement; and requirements for new homes to facilitate future solar energy system installations.

Tax Reform: Reductions in Builder Taxes. Estimated value: $1.51 billion ($1,200 per housing start). NAHB was involved from start to finish in the legislative debate over tax reform. On the business side, NAHB worked to reduce taxes on business, including reductions for pass-thru entities, which resulted in lower tax rates and a special pass-thru deduction intended to benefit small business.

Tax Reform: Private Activity Bonds. Estimated value: $991 million ($800 per housing start). House-passed tax reform legislation followed early tax reform plans by eliminating the tax-exempt status of private activity bonds (PABs). NAHB worked hard to demonstrate the importance of PABs to the housing market, especially the Low-Income Housing Tax Credit, and the final bill preserved PABs.

Tax Reform: Protection of Builder Interest Deduction. Estimated value: $884 million ($700 per housing start). The 2016 Better Way Tax Reform blueprint (published by the Ways and Means Committee as an initial draft of tax reform) proposed to eliminate any business deduction on interest paid on business loans, including acquisition, development and construction loans. Because of NAHB's advocacy efforts, the final tax reform legislation includes a special exemption for real estate businesses from the interest deduction limits imposed on the rest of the economy.

Elimination of Seriously Flawed Duct Proposal. Estimated value: $867.4 million ($700 per housing start). NAHB, along with HBA leaders in California and Nevada, strongly opposed a proposed change to the 2018 edition of the Uniform Mechanical Code (UMC) that would have limited the length of flex duct to five feet in residential applications. Recently, the International Association of Plumbing and Mechanical Officials announced that it has decided not to approve this change.

For a more comprehensive list of NAHB services and advocacy victories, visit valueofnahb.org.



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The BIA Political Action Committee provides funds to candidates & causes that are friendly to our industry. Thank you to the following individuals who have contributed this year:

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Mike Garman

Keystone Club: $750+

Scott Provanzo

Century Club: $500+

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Jason Garman
Marh Stanley

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New Members

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ASSOCIATES

Best Contracting, LLC
Michele Maggs
3624 E Newport Road
Gordonville, PA 17529
Phone: (717) 283-4524
Email: info@bestcontracting.com
Business Activities: Roofing Contractor

Fidelity Contracting, LLC
Rachel Crosson
789 N Manor Road
Elverson, PA 19520
Phone: (610) 816-0704
Email: rachel@fidelitycontracting.com
Business Activities: Utilities

Install America
Matt McMillan
1353 Alleghenyville Rd
Mohnton, PA 19540
Phone: (610) 670-5213 ext.133
Email: mmcmillan@installamerica.com
Business Activities: Home Improvements

Kieffer's Appliances
Christa Ward
785 Sumneytown Pike
Lansdale, PA 19446-5301
Phone: (215) 699-3522
Email:christa@kieffers.com
Business Activities: Appliances

Kwikset
Scott Brown
19701 DaVinci
Lake Forest, CA 92610
Phone: (732) 207-7799
Email: scott.brown@spectrumbrands.com
Business Activities: Doors/Locks

Fidelity Contracting, LLC
Rachel Crosson
789 N Manor Road
Elverson, PA 19520
Phone: (610) 816-0704
Email: rachel@fidelitycontracting.com
Business Activities: Utilities

Landis Wood Works
Merv Landis
301 S. State St.
Talmage, PA 17580
Phone: (717) 917-3350
Email:landiswoodworks@gmail.com
Business Activities: Cabinetry

McCarren Supply
Steve McCarren
50 N. Spring Garden Street
Carlisle, PA 17013
Phone: (717) 241-1342
Email:mccarrensupply@mccarrensupply.com
Business Activities: Building Products

Quad-Lock Building Systems
Bruce Webster
29 Rosewood Drive
Leola, PA 17540
Phone: (717) 626-7169
Email: bruce.w@quadblock.com
Business Activities: Insulated Concrete Forms

The Azek Company
Robert Gentile
5215 Old Orchard Road, Ste. 725
Skokie, IL 60077
Phone: (570) 578-8487
Email: bogentile@cpgint.com
Business Activities: Building Products

Weaver Energy
Shane Weaver
144 Church Road
Lititz, PA 17543
Phone: (717) 626-7169
Email: info@weaverenergy.com
Business Activities: Petroleum Products

BUILDERS

Edgell Home Solutions, LLC
Justus Edgell
2685 Pinch Road
Manheim, PA 17545
Phone: (717) 669-0674
Email:ehomes@ptd.net
Business Activities: General Contractor

Evergreen Custom Carpentry
Justin Shelton
145 Manor Church Road
Columbia, PA 17512
Phone: (717) 381-6012
Email: evergreenjts@comcast.net
Business Activities: General Contractor

Membership Renewals

Thank you for your continued commitment to the industry!

Alside Supply Co.
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B.R. Kreider & Son, Inc.
Bath Fitter
BrentMore Construction, Inc.
CertaPro Painters of Lancaster
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Concrete Walls Unlimited Co.
Custom Home Group, Inc
Diehm & Sons, Inc.
Duff Builders
Eagle Building Solutions LLC
Eden Resort & Suites
ELA Group, Inc.
Elm Ridge Construction, Inc.
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Hess Home Builders
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Indian Run Landscaping II, LLC
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Keystone Custom Homes
Kreider's Canvas Service, Inc.
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Lancaster Home Builders
Lancaster Lebanon Habitat for Humanity
Landmark Homes
Lantz Insulation, Inc.
LeafFilter North Of Pennsylvania, LLC
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Milestone Construction, LLC
Millcreek Fence & Decks LLC
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Techno Metal Post of South Central PA
The Greenskeeper
TK Building & Design LLC
Tomlinson Bomberger Lawn Care, Landscape & Pest Control
Trademark Contractors, Inc.
Trout, Ebersole & Groff, LLP
UGI Utilities, Inc.
Ville Painters, Inc.
Walter & Jackson, Inc.
Walz Group
Weaver Construction
Wm. Murry & Son, Inc.
Your Estate Service, Inc.
Zimmerman's Construction, LLC
Zimmerman's Roofing, LLC
Zook Builders, LLC

Cancellations

Bathcrest Associates
Country Floor Store DBA Florhaus
Country Lane Gazebos
Delta Glass, Inc.
Fish Window Cleaning
Hackman Smartroof
Keystone Seeding & Landscapes LLC
LandStudies, Inc.
S&T Bank
Susquehanna Closet & Garage Design
To the Trades Wholesale Floorcovering
University Painters
Varner Systems, Inc. DBA R.S. Martin

Sorry to see you go. We'll be here if you decide to return.



Photography: Kirk Zutell

BIA members are always welcome to discuss their projects with our editor, Suzanne Long.

Call 717-492-2585 or email sue@lancastercountymag.com.

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• Create a true thermal envelope

Strong.
• 5,000 PSI concrete
• Monolithic Pour

Dry.
• No wood or fiberglass for mold
• Proven footing drainage system

• Meet code without insulating the first floor or duct work
• The ThermoPour engineered wall system passes the UL1715 burn test for exposed insultation



Installed by:
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