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Lancaster Builder

A publication of the Building Industry Association of Lancaster County



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The Importance of BIA Membership

By Keith Petrisek, Dutch Quality Contractors, Inc.

With the year 2019 quickly coming to an end, it's a good time for reflection and I'd like to take the opportunity to speak to the importance of BIA membership and what it has meant and continues to mean for my company.

Established in 1978, my company joined the BIA in 1981. Membership provided us three things. The opportunity to build relationships with others in our industry, educational events to assist in our growth and development as a company, and the credibility of belonging to a professional association.

Having the opportunity to associate with industry peers is an invaluable aspect of membership. While we all tend to get wrapped up in our day to day work obligations it's easy to lose sight of the larger picture or lose the ability to think outside of the box. Networking within the industry can lead to, sometimes unknowingly, great insight which in turn can help guide our business practices and decisions.

The educational opportunities are extremely important. As a young company, it can be challenging to keep up with the constant changes in the industry. Having not only the BIA of Lancaster but also the PBA and NAHB as a resource can be the difference between the ability to stay informed of an ever-changing building industry and getting left behind.

We have been fortunate as a company to find a home in Lancaster. We've had the opportunity to serve our community for 41 years, 38 of those years with the support of the BIA. We attribute a great deal of our good fortune to that support and to the opportunities our membership provides. As a company we have volunteered to serve at all levels within the BIA for almost two decades and we have found you truly "get out what you put in".

Networking, education, community service and marketing opportunities are all great things but one of the biggest benefits the BIA provides is supporting our industry in local, state and national government affairs. The BIA of Lancaster, PBA and NAHB are constantly monitoring new laws, regulations and code changes. The Association is doing everything it can to advocate for a better business environment for not only our member companies but all companies who make up the building industry as a whole. Ask yourself this question, when there is a proposed state law which would have a negative impact on our industry and would fundamentally change the way we do business in Pennsylvania, who will advocate for you? As a single company, would you have the resources and time to effectively argue on your own behalf for months or even years on end? I suspect the majority of companies would not be able to climb that hill and fight that battle alone. And that's the value of the BIA. We have an Association who advocates for us all.

The BIA of Lancaster, PBA and NAHB are member driven associations. They exist to serve its members but it is the members who give the Associations strength; the strength to advocate for and promote our members and give back to our communities. For those of us who are "lifelong" members in the BIA, we realize the importance of the work it does which is why we will always be members and approach the cost of membership as the cost of doing business. And for those of you who are thinking you would like to get more involved, I strongly urge you to do so, and realize the full potential of your membership because it goes back to "you get out what you put in." And finally, for all members, it's important that we discuss the benefits of membership to non-member companies in the industry. Non-member companies may not see the importance in the BIA if we don't inform them. By recruiting new members we only strengthen the BIA's ability to support our industry as we continue to grow and shape our communities for years to come.

Calendar of Events

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

December

5 — Holiday Social hosted by GR Mitchell
4:00pm @ Spring House Brewing
209 Hazel St, Lancaster

6 & 7 — Holiday Homes on Parade
Friday 5–8pm, Saturday 2–8pm

February

13 — BIA The Whole Picture
8am–9am @ BIA Office

March

6-8 — BIA Spring Home Show
New Venue: Wyndham Lancaster
2300 Lincoln Hwy E, Lancaster

January

9 — Installation Banquet
11:00am @ Lancaster Country Club
1466 New Holland Pike, Lancaster

14 — Propane Incentive Seminar
7:30am @Rhodes Energy Headquarters
205 Hazel St, Lancaster

15 — Remodelers Council Meeting-
James Hardie Installation Event
12:00pm @ Hilton Garden Inn
101 Granite Run Drive, Lancaster

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 $35 per year through an Affiliate membership.

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Their Quarryville location is currently expanding to serve you even better adding an additional 7,000 square feet of furniture to meet the growing needs of their customers.



For more information, visit Martin's web sites at MartinsAppliance.com and MartinFunituresPA.com or give them a call:

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A Preview for 2020

A Look At the Current US Economy

This article first appeared in Thriving! magazine and was written by Matthew Brennan, Portfolio Manager at Fulton Bank.

The United States is currently in the midst of the longest economic expansion on record, dating back to the pre-Civil War era (1854). The length of the current expansion raises a natural question: when will the next downturn rear its ugly head? While recessions are notoriously difficult to predict, economic data do provide us with a few signals that often precede recessions that merit watching in the months ahead. In the following paragraphs, I will lay out a few pieces of key data with a strong record of predicting economic downturns that may give some insight into when the next recession might appear on the horizon.



Consumer spending is the lifeblood of the American economy, contributing about 70% of annual US economic growth. When workers are confident and jobs are plentiful, consumer spending is buoyant. The monthly labor report is one of the most watched pieces of economic data, and "full employment" is one part of the Federal Reserve's dual mandate for a reason. As a strong economy begins to weaken, employers rarely start by cutting employee numbers out right, because retaining replacement workers should the weakness prove to be merely seasonal or temporary may prove difficult. Instead, employers cut the hours of the employees already on the books. A trend indicating declining hours worked while jobless claims remain steady can be an early indication that a bout of economic weakness is on the way. When households face a cut to hours worked, they have less to spend, which can reverberate throughout the economy. In conjunction with hours worked, consumer confidence should also be monitored. As consumers lose confidence in the economy, they pull back on spending; a decline of 30 points or more from a peak in the index has typically preceded recessions. Neither of these statistics is flashing a warning sign today, but if they begin to weaken, they would likely be providing an early warning sign that the business cycle could be turning.

The Conference Board US Leading Economic Indicators Index and the spread between the yields on the 10-year US Treasury Bond and 2-year US Treasury Bond are a second pair of signals that merit watching, as the combination has a near perfect history of providing an early warning sign that economic weakness lies ahead. Since the 1960s, every US recession has been preceded by a sustained decline in the leading economic indicators index and an inverted yield curve (when the yield on a 2-year Treasury is higher than that of the 10-year Treasury). While this signal has provided false positives – leading indicators have decelerated and the yield curve has inverted but no recession occurred – they still provide a strong potential early warning that an economic slowdown may be on the way. While the yield curve has inverted at various times in 2019, the yield curve must remain inverted for a sustained period of time – 3 months or more – to trigger concern. While the current spread is quite narrow, the 2-10 yield curve remains positive. Leading economic indicators have also continued to climb. There is a lag between when these indicators signal a potential recession and when that recession hits; historically the lag has been 12 months or more. Given the strong historical record of these metrics in providing an early recession warning, these indicators should be monitored closely in the months ahead.

Trade tensions with China are currently a wild card for this economic cycle. As currently imposed, tariffs on Chinese imports have a limited but negative impact on the US economy, but greater damage to the domestic economy is likely should the trade tensions continue to escalate. While a trade deal with China before the 2020 election appears increasingly unlikely, a truce in the trade war would be seen as positive for the economy. While the tariffs currently imposed cause a slight hit to US economic growth, the impact is not large enough to push the US economy into recession. Should tensions escalate, however, the impact could be far greater. Negotiations in the months ahead should be watched closely.

Current economic data do not point to a recession in the near term (6 to 12 months ahead), and the length of the current economic growth cycle by itself does not signal that a recession is imminent. Case in point is Australia, which has not experienced a recession for 27 years. Uncertainty is elevated globally, however, and all economic growth cycles must end eventually. The statistics above provide some potential early warning signs to watch out for in the weeks and months ahead.

Builder Spotlight:
Jim Martin, Jim Martin Design



When was your company started?
Our company was founded in October 2013

What does your company do?
We are a design/build firm focusing primarily on residential kitchen and bath remodeling.

What makes your company special?
I believe the one quality that sets us apart is, from the first time appointment to the final walk through, our clients have one primary contact with whom they communicate. We are a small company of two full time employees and a part time bookkeeper so our focus is on making each project satisfying and memorable for the homeowners. We are blessed to partner with a team of tradespeople and showrooms who share our values. We've worked hard to find the right partners and though we're open to forging new relationships we make those moves deliberately.

Why do you enjoy your job?
I enjoy my job because to me it's the perfect blend of working with people and projects. My personality is to be goal oriented and driven which is absolutely essential but on the other hand I love people and value the many opportunities I have to make new acquaintances and deepen existing connections. Additionally, I thoroughly enjoy working with my son Nate who is the other full time employee. At this point he is primarily behind the scenes but is being mentored to learn the business.

Why are you a BIA member?
We joined the BIA primarily for the Spring Show incentive but now that we're members we're appreciating some of the broader benefits such as networking and educational opportunities.

Tell us about yourself and your family.
As empty-nesters, my wife Sue and I live in New Holland. Our married son Nate has a 3½ -year-old daughter who brightens our lives immensely. And of course, there is our Boxer named Ruby.

What are your hobbies?
I enjoy music and travel. We recently had the opportunity to travel to Israel and Jordan for 3 weeks with a highlight of being on a 5 day archaeological dig at Abel Beth Maacah.

What other organizations are you a part of, if any?
Our company is a member of the NKBA (National Kitchen and Bath Association). My wife and I are members of Calvary Church where I have the opportunity to help with music with the worship ministries.

Associate Spotlight:
Robert Ziemba, York International

When was your company started?
In 1874 a small group of investors founded York Manufacturing Company producing washing machines & water wheels before becoming the driving force behind artificial ice—then ultimately air conditioning. Refrigeration was primitive, and after decades of cutting ice from frozen ponds and the risk of contamination and warm winters, York designed the much needed technology for producing artificial ice—and the rest is frozen in history!



What does your company do?
We are a Johnson Controls Company, a global and diverse manufacturer of HVAC, chiller units, control boards & electronics. York adds value to the company using over 125 years of HVAC innovation. Our products are designed, engineered and manufactured in the United States.

What makes your company special?
We pride ourselves on customer focus. We understand the importance of value beyond price, and strive to build long term partnerships. York International sells DIRECT to service providers.

Why do you enjoy your job?
My title is Account Territory Manager for York International, Factory Direct. I've always wanted to be a factory representative, and I'm happy to be working in my back yard again. I consider the Lancaster / Lebanon County area my home and this position is long term for me. I've worked with customers for over 30 years. I truly care about them. I enjoy learning and working with people. I like the York International's "go-to" market strategy and positive, forward thinking, which is critical. I have an awesome sales and support team!

Why are you a member of the BIA?
York International is actively involved and partners with other BIA's around the country. With Lancaster County ranking as one of the top areas to live and retire, I was excited to join earlier this year and represent our brand in this constantly growing area. I look forward to sharing the factory aspect and will definitely enjoy networking with all members.

Tell us about yourself and your family.
I was born in Lancaster and grew up in a law enforcement family. After spending the last few years in Industrial Distribution Sales in Central Pa, I made the move to York International back in March. At 55 years young, my wife Janet and I live in Palmyra. My Son Kyle (17) is a junior in high school and active in travel & high school ice hockey. My beautiful daughter Kennedy (19) is a college sophomore in NC.

What are your hobbies or other interests?
I enjoy family time, history (as I get older!), golf, the Jersey Shore and auto racing. I was fortunate to spend some time in NASCAR which was fun. I follow all Philadelphia sports teams.

What other organizations are you part of?
The latest is BIA which I can't wait to explore in greater detail. In the past - I Founded the NASCAR Go Pink @ Pocono Track Walk (2012-2016) and Play It Again For Charity - Hockey Events – (2000-2012) Benefiting – The Pennsylvania Breast Cancer Coalition.

Building Industry Association
OF LANCASTER COUNTY



2020 Partnership Opportunities

We have several sponsorship packages available for 2020 to promote your business! The BIA plans and implements a wide variety of events and activities throughout the year. These would not be successful without the support of our members!

Each partnership includes event sponsorships, advertising and a donation to the Foundation or student sponsorships allowing local trade students to attend a BIA event.

Some of the packages are already sold. Reserve yours today!

Pinnacle Partner: $6500 – **1 Available**

Paramount Partner: $5000 – **1 Available**

Elite Industry Partner: $4000 – **1 Available**

Select Pillar Partner: SOLD to Lezzer Lumber

Premier Partner: SOLD to Walz Group

Building Industry Pillar Partner: SOLD to GR Mitchell

Association Event Partner: SOLD to Douple Agency, Inc.

Industry Support Partner: SOLD to Members 1st Federal Credit Union

Advocacy Partner: $1000 – **1 Available**

Friend of the Industry Partner: $1000 – **1 SOLD** to Trout, Ebersole & Groff, LLP – **4 more Available**

For more information please contact BIA staff at (717) 569-2674 or staff@lancasterbuilders.

Build Relationships & Make a Difference

Get involved by Joining a BIA Committee!

Spring Home Show—Help to plan and promote the BIA's annual consumer show.

Parade of Homes—Help make decisions that shape this premier week-long event.

Membership Committee—From events to discounts to personal contacts, help develop membership.

Government Affairs Committee—Monitor proposed state and federal laws, meet with elected officials and work with Pennsylvania Builders Association (PBA).

Remodelers Council Steering Committee—Help plan and implement the activities and meetings.

Holiday Homes on Parade—Help make decisions that shape this holiday event.

BIA Promotions Committee—Use your creativity to develop marketing campaigns.

Community Service Committee—Choose, promote, and plan community service projects.

Learn more today at staff@lancasterbuilders.org.

Community Service

The BIA Community Service will be planning BIA Days of Service for 2020.



The first one planned will be helping **Hands-on-House Children's Museum** with their new exhibit

— The HOH Construction Co. —

This new space will give children early, hands-on experience with building and the trades. BIA members will have the opportunity to help with the installation and final touches for the exhibit.

The Committee is also planning a day of service for the Summer – creating kits of needed items for local homeless shelters.

Please keep your eyes open for more details!

Who's in the News: New Hires & Honors

NEW HIRES

McNees Wallace & Nurick LLC welcomes attorney **Peter Wertz** to the firm's Real Estate Practice Group.

Peter focuses on serving clients in terms of land use. After law school, he clerked for Judge Elizabeth Kellum of the Alabama Court of Criminal Appeals and, more recently, for Judge Michael Flannelly of the York Court of Common Pleas. During law school, he externed for the Senate Judiciary Subcommittee on Immigration and the National Interest in Washington, D.C.


Peter Wertz

Peter received his law degree from the University of Alabama School of Law and his undergraduate degree from DeSales University.

RGS Associates, Inc. is pleased to welcome **Ryan Trees**, Project Engineering Designer. Ryan graduated from Penn State Harrisburg with a BS in Civil Engineering. Bringing with him 4 years of experience, Ryan is a valuable addition to our growing firm.


Ryan Trees

Out of the office, Ryan applies his engineering skills to his hobby of making custom cornhole boards. He lives in Willow Street, PA and enjoys spending time with his wife and their adorable 3-month old daughter.

Barley Snyder is pleased to announce it has hired two attorneys to more effectively serve its existing and potential client base.

Steven J. Link is a welcome addition to the firm's Intellectual Property Practice Group, bringing with him a wealth of real-world training and experience as a research and development scientist in the pharmaceutical and biotechnological fields. He also spent 15 years as an in-house counsel for a biomedical company in suburban Philadelphia. Link will be based out of the firm's Malvern office.


Steven Link

"Our intellectual property practice has seen consistent growth for years," Barley Snyder managing partner Jeff Lobach said. "Our clients in that space need us to be adept at specific technologies which are changing all the time, and bringing in Steven gives us real-world experience in additional, technologically important areas."

Lancaster County native **Cody Witmer** rejoins the firm after he spent three months at Barley Snyder as a summer associate in 2018. After graduating from the Drexel University Kline School of Law, where he concentrated in business and entrepreneurial law, he has joined the Personal Planning Group at the firm. At graduation, he received the Pennsylvania Bar Association's prestigious Professor Louis Del Duca Memorial Award in Business Law. He was one of just seven Pennsylvania law school graduates to receive the award in 2019. Witmer will be based out of the firm's Lancaster office.


Cody Witmer

"Cody made such a wonderful impression on us that we've been anxiously awaiting his return for a year," Lobach said. "We're seeking to grow the firm with the brightest young attorneys who will be professional and community leaders. We know Cody to be that type of person."

Barley Snyder is also pleased to announce Former York County Court of Common Pleas President Judge **Stephen P. Linebaugh**, a 20-year county judge and a staple in York's legal and service community for more than four decades, has joined Barley Snyder as its newest attorney.

Judge Linebaugh presided over more than 200 civil trials as a judge in York County from 1997 to 2017, including a five-year term as the county's president judge. He now will be part of Barley Snyder's Litigation Practice Group and will work to grow the firm's alternative dispute resolution practice.

Since leaving the bench, he has worked for a Pittsburgh-based alternative dispute resolution firm for two years, conducting mediations and arbitrations for all types of civil cases across Pennsylvania. He also has worked as a former mediator and arbitrator for the York County Court of Common Pleas and is a former mediator for the York County Board of Realtors. Before his elected position of judge, he presided over his own successful law practice for 25 years.


Steve Linebaugh

"I am extremely proud to return to private practice in central Pennsylvania with Barley Snyder," he said. "Before I was a judge, I worked with the firm's attorneys for years and found them to be masters of their craft. As a judge, when attorneys from the firm came into my court, I saw nothing from them but respect for the law and care for their clients."

Judge Linebaugh is also committed to service in his community. He has volunteered in leadership positions to beneficial nonprofit organizations in York County such as the Bob Hoffman YMCA, York County Crime stoppers, the Margaret E. Moul Foundation, the Boy Scouts of America, YouthBuild and the York County March of Dimes.

HONORS

RKL LLP is pleased to announce that **Lindsay S. Bixler**, CPA, has been named among Central Pennsylvania's most accomplished young leaders as part of the *Central Penn Business Journal's* "Forty Under 40" award program.


Lindsay Bixler

"Lindsay Bixler is trusted by colleagues and clients alike for her integrity and consistency in delivering innovative, hands-on assurance solutions," said Edward W. Monborne, RKL CEO. "Those very qualities that make her such a valued member of our RKL team also extend outside of the firm, to her meaningful involvements in her own community. We are proud to see her recognized as rising leader in Central Pennsylvania."

21 Barley Snyder Attorneys selected for "Best Lawyers" List

Having 21 attorneys selected is an all-time high for the firm in more than three decades of the peer-reviewed attorney ranking system. In addition, the list included three Barley Snyder attorneys who earned the rank of "2020 Lawyer of the Year." The award is bestowed on the attorney that earns the highest peer review ranking in a practice area within their geographic area.

The three attorneys are:
Paul G. Mattaini (Banking and Finance Law), **John T. Reed** (Closely Held Companies and Family Business Law), and **Robert J. Tribeck** (Litigation – Intellectual Property).

"Having one attorney named as a 'Lawyer of the Year' is quite an accomplishment for any firm, but to have three is truly an achievement," Barley Snyder managing partner Jeff Lobach said.

The 21 attorneys that made the overall list with their honored practice area:
Lauralee B. Baker (Litigation - Health Care)
Michael J. Crocenzi (Employment Law – Management, Litigation - Labor and Employment)
Thomas Anthony French (Commercial Litigation)
Donald R. Geiter (Mergers and Acquisition Law)
Kathleen A. Gray (Municipal Law)
Charles B. Haws (Environmental Law)
Stephen R. Lazun (Corporate Law)
Jeffrey D. Lobach (Commercial Litigation, Corporate Law)
Shawn M. Long (Bankruptcy and Creditor Debtor Rights / Insolvency and Reorganization Law)
Paul G. Mattaini (Banking and Finance Law, Corporate Law)
Christopher W. Mattson (Personal Injury Litigation – Defendants)
Paul W. Minnich (Litigation - Real Estate)
Michael L. Mixell (Trusts and Estates)
Thomas J. Nehilla (Real Estate Law)
Drake D. Nicholas (Employee Benefits and ERISA Law)
John T. Reed (Closely Held Companies and Family Businesses Law)
Stanley A. Smith (Nonprofit/Charities Law, Trusts and Estates)
John J. Sylvanus (Litigation – Construction)
Robert J. Tribeck (Litigation - Intellectual Property)
George C. Werner (Commercial Litigation, Litigation - Banking and Finance, Litigation – Construction, Litigation - First Amendment)
Sarah C. Yerger (Commercial Litigation, Health Care Law, Labor Law – Management).

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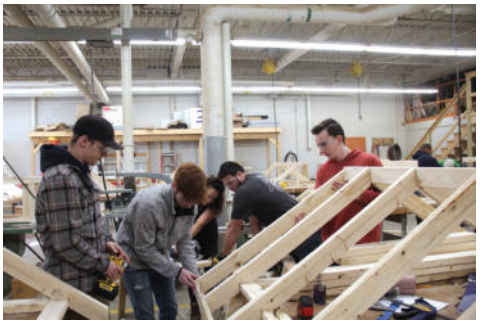
Thaddeus Stevens College Carpentry Technology





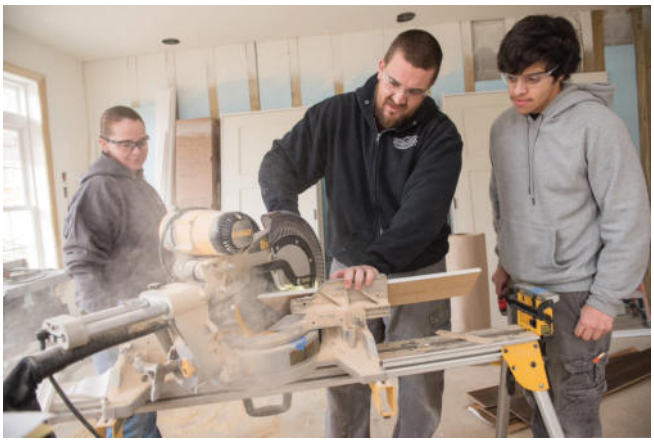
Leave a Legacy for Tomorrow's Workforce

Quality is what the Thaddeus Stevens Carpentry Technology students have been associated with for over 60 years, as they have been part of the Stevens Construction Trade programs that built over 160 townhomes throughout Lancaster. Many of the Stevens carpentry graduates are now employees of BIA member companies and have gone on to demonstrate their skills for their company and in the community.

For the past three years Stevens Construction trades students have demonstrated their abilities by being recognized by the Lancaster Building Industry Association as the winner of the BIA Parade of Homes Outstanding Townhome Awards, in numerous categories of design and construction.



The Stevens Carpentry program has, however, out gown its current facility space on campus and requires an expanded facility to provide for the needs for students and programs. To satisfy this challenge, the Carpentry Technology program will be renovating a current 20,300 sq. building on the main College campus vacated by two other programs. However, it needs significant renovation.



The renovated facility will offer almost double the space form the current carpentry program and provide higher ceilings to build structures in their Lab. Plus, more classrooms, Labs and other support areas.

This is a much needed move for the Carpentry program. It addresses a significant industry need by providing more trained carpenters to enter the workforce. Carpentry is one of the college's growing programs with increasing student enrollment.

To help support this project the College has developed a Facility/Room Sponsorship program. Donor sponsorship and identification can represent a company, individual, foundation or as a memorial. The available sponsorship levels vary based on room size, the cost to furnish or equip the lab or room, and a partial cost associated with construction of that room.

Room Sponsors will have their name prominently displayed at the door of room. It will be viewed by students, faculty and visitors daily, providing provides a great marketing tool for your organization to be in front of potential employees!

To receive more information about this new facility or how you can provide a sponsorship for any of these Carpentry Facility Rooms, please contact the **Thaddeus Stevens College Advancement/Development Office** *to discuss various sponsorship and naming opportunity levels, the associated recognition, and the legacy that you would provide tomorrow's carpenters.*

– **Allen Tate** (717-391-7285) or
– **Deb Strubel** (717-391-7294)

Thaddeus Stevens College Home Construction Program Partners with the BIA



Annually, the Thaddeus Stevens College construction trades students construct two townhomes. This project is the capstone for the student's final year before graduation. Students build the homes from the ground up, gaining outstanding experience as they prepare for entry into their profession. The students represent six construction trades programs: Carpentry, Masonry, Plumbing, Cabinetmaking, HVAC, and Construction Electrical. Approximately 100 students are involved.

The Townhomes are located in a community off Rt. 741/ Millersville Rd and Honeysuckle Lane, after Comet Field. For the past three years the homes were built on Edington Place. This year's home is currently under construction at 1 Hull Court in the same neighborhood.



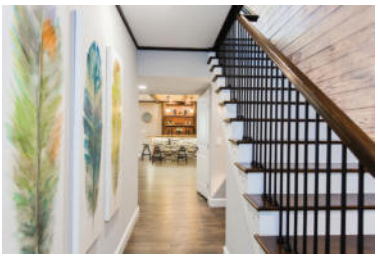
This project is a valuable learning process for the students. Many potential employers visit the worksite to see these graduating students in action. It provides a great audition for recruitment. Additionally, over 35 companies provide materials, supplies, fixtures, hardware and services to annually support the project. The cumulative result is outstanding quality and highly sought after homes. If you are interested in supporting this program with any of the above construction needs for this year, contact the College's Advancement /Development Office – Allen Tate 717-391-7285 and inquire of the existing needs. Areas of needs still exist.



Many of these donors to the program are BIA members to which the College is very appreciative and are recognized at the site, especially during the Parade of Homes. Providing such materials, familiarizes the students with these materials and services, which carries over into their profession careers.



Thaddeus Stevens construction faculty design the homes which, annually, vary in designs and features. For the past three years, the Thaddeus Stevens Home Construction Program, has been recognized with Best of Show Awards in at least six categories in the BIA Parade of Homes Best in Townhome Category.



Thaddeus Stevens College of Technology Spring 2020 Construction Job Fair

Wednesday, February 12th – 9:30am – 2:00pm in the MAC Building on our Main Campus

In addition to full-time employment opportunities for our graduates, we are always looking for internship placements for current students over the summer and throughout the academic year.

Only a few spaces left - Register today!

Students from the following program majors will be in attendance at the Construction Job Fair:

- Architectural Technology
- Cabinet Making & Wood Technology
- Carpentry Technology
- Electrical Construction & Maintenance (9-month Certificate)
- Electrical Technology
- Facilities Maintenance Technology (24-week Certificate)
- Heating, Ventilation & Air Conditioning / Refrigeration
- Masonry Construction Technology
- Metal Fabrication & Welding Technology
- Plumbing Technology
- Residential Remodeling Technology
- Business Administration
- Graphic Communication & Printing Technology
- Computer & Network System Administration
- Computer Software Engineering Technology



For more information and/or to register for the Job Fair please contact:

Laurie Q. Grove Director of Career Services
717.396.7188 | grove@stevenscollege.edu
Career Services at Thaddeus Stevens College

Lancaster Building Industry FOUNDATION

Update: Hands-on House Children's Museum Project



Jeff Bright, LBI Foundation Chair; Karen Watkins BIA Executive Officer; Keith Petrisek, 2019 BIA Board President, Kevin Van Pelt, Hands On House Board Secretary, Andrew Gordon Hands on House Board Chair, and Jim Bland, Hands on House Executive Director.

Hands-on HOUSE CHILDREN'S MUSEUM OF LANCASTER

Through the Foundation, the BIA has committed to a $35,000 contribution over the next several years! We have partnered with the Hands-on House Children's Museum in the construction of a new exhibit—slated to open in early 2020—that will give young children a hands-on, developmentally appropriate experience with building, and spark early interest in the trades. Through this exhibit, children and their families will learn through play about the many career opportunities available in the industry and the skills that these jobs require.

HOH Construction Co. will feature a job site structure as a centerpiece and integrate four unique trade exhibits — Mason, Electrician, Plumber, Carpenter. These stations will incorporate hands-on activities directly related to each trade, creatively and safely demonstrating skills such as pulling wire, laying brick, affixing pipe or finishing trim. Children will learn math, science and problem-solving skills, and hopefully, become inspired by this work along the way.

We recently asked members to contribute materials for the "Pipescape" section of the exhibit. Thank you to **Nick Snavely** of **J.C. Snavely & Sons** for plywood and MDF, thank you **Scott Johnston** of **Musselman Lumber** for PVC plumbing pipes and thank you **Bill McDevitt** of **Hajoca** for PVC pipe fittings!

We'll keep you posted regarding opportunities to be a part of this great project!

Contact Karen@lancasterbuilders.org for more information, and visit the HOH website www.handsonhouse.org to learn more about this ambitious project and the Hands–on–House Children's Museum.

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MUSSELMAN LUMBER

HAJOCA LANCASTER

Do you know of a worthy student pursuing secondary education in the trades?

Lancaster Building Industry Foundation Scholarship Applications are being accepted for academic year 2020-2021!

Contact the BIA staff@lancasterbuilders.org or call Kathy at 717-569-2674 for information.

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- Commercial Projects from Main Street to Corporate Headquarters
- Three Area Residential Showrooms and Flooring Outlet
- Residential and Commercial Floor Maintenance

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BIA MEMBER EXPO 2019

Shining a Light on BIA Membership and Workforce Development











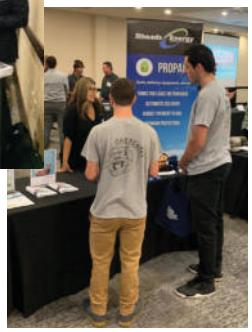

BIA Membership is tasked with shining a bright light on the future of the building industry in Lancaster County. A vital part of that mission includes inviting students to mingle with established businesses and contractors. Networking with peers, promoting member-to-member business, even enjoying lunch with like-minded professionals can create valuable connections!

On October 3rd, the BIA Member EXPO event was held at the Spooky Nook Sports Complex hosting more than 140 attendees. There were over 60 students in attendance from **Lancaster County Career and Technology Center** and **Thaddeus Stevens College of Technology**. The students were eager to meet our BIA member professionals and to learn about their companies and the local building industry.

Members and non-members alike gathered to meet with Member Tabletop sponsors and to learn about the many benefits of being a BIA member. Many thanks to BIA Board and Membership Committee members that made calls to prospective members prior to the EXPO to invite them to the event, because of those calls we had 2 companies join the BIA. We extend a warm welcome to ***Joel's Painting and Contracting*** and ***"To the Trades" Wholesale Floorcoverings***.

Benefit and Industry Information Tables:

- *National Association of Home Builders (NAHB) Table* – Thanks to **Justin Reyes**.
- *BIA Remodelers Council and BIA Information Table* - Thanks to **Mike Blank** and **George Graham**.
- *BIA Government Affairs Table* – Thanks to **Stephen Black** and **John Bear**.
- *Thaddeus Stevens College of Technology* – Thanks to **Laurie Grove**, **Deb Strubel** and **Dan McCord**.
- *Hands on House our Foundation Partner* – Thanks to **Becca Stamp**.

Special thanks go to all of our corporate sponsors:

Member Table Top Sponsors

Cloister's FlooringAmerica · Custom Home Group · EGStoltzfus Homes · Garman Builders · Landmark Homes · Members 1st Federal Credit Union · Musselman Lumber · Myerhill Consulting · NextPhase Business Planning · Rhoads Energy

Student Sponsors

Alden Homes · Blakinger Thomas Law Firm · Douple Agency, Inc. Insurance · Garman Builders · Glenn Gingrich · GRMitchell Building Supplies & Home Center · Heartland Builders, Inc. · Heartwinds Homes · Marvin Windows and Doors · McNees · Members 1st Federal Credit Union · NextPhase Business Planning · Rhoads Energy · Stevens & Lee Griffin · tk Building & Design LLC

Tom Garman with Berkshire Hathaway Homesale Realty

Lunch Sponsors

RGS Associates · Trout, Ebersole & Groff LLP

Building Industry Association REMODELERS COUNCIL

BIA REMODELERS COUNCIL BREAKFAST

Was held Thursday Sept. 26, 2019 at the BIA Office





LAW OFFICES Herr & Low

Presented by Rich Low and Matt Grosh from Herr & Low, PC. An informative presentation on Mediation was given by Rich Low and Matt Grosh, Herr & Low, PC at our third quarter Remodelers Council Meeting. Our members walked away with valuable information and extended the session with a Q&A. These meetings are a great way to tap into the expertise of industry peers for helpful tips and guidance for your business.

Building Industry Association REMODELERS COUNCIL

REMODELERS COUNCIL MEETING



Event Details
- Meet your local James Hardie Rep.
- Best Practices on how to install Hardie Siding and Trim.
- $500 coupon for next Hardie Job
- Chance to win a tool package
- FREE LUNCH!

Date
January 15th , 2020

Time
12:00 p.m. - 2:00 p.m.

Location
Hilton Garden Inn
101 Granite Run Drive, Lancaster, Pennsylvania 17601

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Building Industry Association of Lancaster County
Your Community. Your Builders.

2020 BIA Installation Banquet



January 9, 2020
11:30am–1:30pm

Lancaster Country Club
1466 New Holland Pike, Lancaster

Hear the plans for 2020.

Mingle with industry peers and community leaders.

Support your 2020 BIA Directors and Officers, including our incoming BIA President, Matt Grosh of Herr & Low, PC.

Enjoy a networking reception followed by lunch and a presentation celebrating the accomplishments of 2019 and our vision for the year ahead.



Building Industry Association
REMODELING SHOWCASE
AWARDS

Enter your favorite recent remodeling projects in our Remodeling Showcase Awards!
Remodelers can submit projects of all types for a chance at some extra kudos and prestige. Winners will be presented at a special awards celebration luncheon in the spring.

Enter Now!

Early Bird Entry Deadline - January 24, 2020
Cost: $195 first entry; $145 each additional

Final Entry Deadline - February 7, 2020
Cost: $245 first entry; $195 each additional

For more information, contact Melanie Capanelli at (717) 569-2674 or Melanie@LancasterBuilders.org.


HOLIDAY HOMES ON PARADE
We'd love for you to join us!
This 2-day self-guided tour showcases newly built and remodeled Lancaster County homes beautifully decorated for the holiday season.
Enter to win a fun prize at every home!
www.holidayhomesonparade.com
Friday, December 6th 5pm–8pm
&
Saturday, December 7th 2pm–8pm


BIA SPRING HOME SHOW
WYNDHAM®
New location
2300 LINCOLN HWY EAST, LANCASTER
FRI, MARCH 6 - SUN, MARCH 8, 2020
New Venue, New Look, New Opportunities
to show off your expertise!
Too busy? Maybe now, but let the show leads secure your 2020 pipeline.
Not sure how to set up or work a booth? Join us at our Booth Camp in January.
Make the BIA Spring Home Show a partner in your business success!
We still have great spots available!
Contact Kathy@lancasterbuilders.org

2020 BIA Leadership Nominees

Thank you! to our Members and our BIA Nominating Committee!

We have secured the slate of nominees for the 2020 leadership positions.

Those nominated and those fulfilling existing terms are:

Immediate Past President, **Keith Petrisek,** *Dutch Quality*

President, **Matt Grosh,** *Herr & Low*

Vice President, **Steve Cook,** *UGI Utilities*

Associate Vice President, **Lori Bentley,** *Douple Agency*

Secretary, **Jordan Metzler,** *Metzler Home Builders*

Treasurer, **Jason Herr,** *Trout Ebersole & Groff*

Builder Director, **Jared Erb,** *Custom Home Group*

Builder Director, **Louie Hurst,** *Alden Homes*

Builder Director, **Andy Toms,** *EGStoltzfus Homes*

Builder Director, **Randy Hess,** *Hess Home Builders*

Builder Director, **Tim Kotzmoyer,** *TK Building & Design*

Associate Director, **John Bear,** *Stevens & Lee/Griffin*

Associate Director, **Shannon Hockenberry,** *Indoor City*

Associate Director, **Frank Vargish,** *Blakinger Thomas*

Associate Director, **Ryan Mowery,** *Fulton Bank*

Got some job openings?

JOB POSTINGS

Create your **free** employment listings. Post them on the BIA website.

Want to boost your visibility?
Get an enhanced directory listing.

Want to pay your dues?
Take care of it online!

Take advantage of the online tools available to you right now at www.lancasterbuilders.org.

Login today!

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smarter association software

For more information or to set up your login account, contact Kathy Baugus at kathy@lancasterbuilders.org.





BIA Events and Education

BIA EVENTS

HOLIDAY SOCIAL HOSTED BY GR MITCHELL
Dec 5, 2019, 4:00pm
Spring House Brewing Co, 209 Hazel St, Lancaster
Light fare and beverages complements of our host.
Cost: Council members attend FREE;
$15 for non-members

Hosted by:

HOLIDAY HOMES ON PARADE
Friday, December 6, 5:00–8:00pm
Saturday, December 7, 2:00–8:00pm
Featuring newly built and remodeled homes, decorated for the holidays, during the BIA's 3rd annual December home tour!
Tickets Prices:
$12.00 if purchased by November 30th
$15.00 after that date.

2020 INSTALLATION BANQUET (See page 15)
January 9, 2020, 11:30am–1:30pm
Lancaster Country Club
Mingle with industry peers and community leaders, and support your 2020 BIA Directors and Officers, including our incoming BIA President, Matt Grosh of Herr & Low, PC. Enjoy a networking reception followed by lunch and a presentation celebrating the accomplishments of 2019 and our vision for the year ahead.

BUILDING AFFORDABLE AND EFFICIENT HOMES WITH PROPANE – A PROPANE INCENTIVE SEMINAR
January 14, 7:30 to 9:00 PM, Breakfast-and-Learn
Rhoads Energy Headquarters
205 Hazel Street, Lancaster
Instructor: Richard Buchholz from Propane Education and Research Council (PERC)
Learn how to dispel the myths of building with propane, focus on the versatility of this clean, domestic, affordable fuel and also hear more about the significant incentives that are available to builders whether you are building one home a year or 100 homes a year!

REMODELERS COUNCIL MEETING — JAMES HARDIE INSTALLATION EVENT (See page 14)
January 15, 12:00–2:00 PM
Hilton Garden Inn, 101 Granite Run Drive, Lancaster
Register by January 8, 2019
Event Details
- Meet your local James Hardie Rep.
- Best Practices on how to install Hardie Siding and Trim.
- $500 coupon for next Hardie Job
- Chance to win a tool package
- FREE LUNCH!

REMODELING SHOWCASE AWARDS
Enter your favorite recent remodeling projects in our Remodeling Showcase Awards! Remodelers can submit projects of all types for a chance at some extra kudos and prestige. Winners will be presented at a special awards celebration luncheon in the spring.
Early Bird Deadline January 24, 2020
Cost: $195 first entry; $145 each additional
Final Entry Deadline February 7, 2020
Cost: $245 first entry; $195 each additional

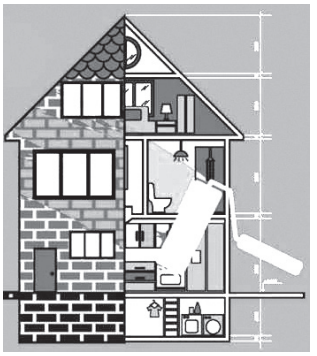
BIA EVENTS

BIA: THE WHOLE PICTURE
February 13, 2020, 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

2020 BIA SPRING HOME SHOW
March 6-8, 2020, 4:00pm
Wyndham Lancaster, 2300 Lincoln Hwy E, Lancaster
The BIA Spring Home Show is where the new building and remodeling season begins! Exhibit for your company and secure your 2020 business! Not an exhibitor? Attend for all your home related needs! Easy, free parking and *only $5 admission for guests*.

SAVE THE DATE!

Building Industry Association
REMODELING SHOWCASE
AWARDS
LUNCHEON



April 7, 2020
at The Barn at Stoner Commons
11:30–1:30

Applaud the Accomplishments

Join us at our awards luncheon where our exceptional BIA remodelers will be recognized for their impressive and inspiring projects! Be among the first to congratulate the big winners of this prestigious program. Projects are judged by industry peers and our winners are awarded and celebrated at the event!

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

Stay in the loop! Connect with the BIA on:

facebook twitter Instagram YouTube

EDUCATION

JOB DESCRIPTIONS, HR RECORDKEEPING AND REPORTING
December 18, 2019 8:00am – 10:00am
ABC Keystone, 135 Shellyland Road, Manheim
Discover the importance of key HR processes: Clearing the confusion and keeping in compliance! Discover why job descriptions are important, key records employers must retain, reporting requirements, setting up personnel files, EEO and affirmative action plans.
Benefits of Attending:
- How to write an effective job description
- How to set up an HR records retention schedule
- The benefits of conducting an HR compliance and effectiveness audit
- They key area HR auditors evaluate

Who Should Attend:
Anyone responsible for any aspect of Human Resources Management
Cost: $155.00 per BIA Member. Register by December 11, 2019
** Price includes: various course materials, light refreshment and certificate of completion.*

OSHA 10-HOUR CONSTRUCTION — THIS IS A 2-DAY COURSE
January 8 & 10, 2020 7:30am – 1:30pm each day
ABC Keystone, 135 Shellyland Road, Manheim
This OSHA 10-Hour Construction course serves as the benchmark for introductory jobsite safety and OSHA compliance education.
Benefits of Attending:
- Understand the value of safety and its role in organization profitability and survival
- Develop hazard identification skills and knowledge to prevent accidents, reduce losses and comply with the law
- Prevent fines by understanding what OSHA expects before they walk onto the jobsite
- Display a professional company image by managing workplace safety obligations

Cost: $220.00 per person. Register by December 23, 2019
** Price includes: course materials & workbook, snacks and OSHA card.*

EFFECTIVE RECRUITING & HIRING
January 15, 2020 8:00am – 10:00am
ABC Keystone, 135 Shellyland Road, Manheim
Help your organization succeed and grow using effective recruiting strategies and sources.
Benefits of Attending:
- How to create an attractive employment brand and advertisements
- How to establish an effective hiring process
- Questions interviewers can and cannot legally ask in an interview
- Ways to handle difficult hiring topics

Who Should Attend:
A "must experience" for those responsible for any aspect of Human Resources Management.
Cost: $155.00 per BIA Member. Register by January 15, 2020
** Price includes: various course materials, light refreshment, certificate of completion.*

PRECONSTRUCTION & ESTIMATING
January 16, 2020 8:00am – 11:00am
ABC Keystone, 135 Shellyland Road, Manheim
An inside look into the bid process. This seminar will provide a general understanding of preconstruction and estimating to understand what services may be provided during the preconstruction process.
Benefits of Attending:
- Learn the flow of the estimating process and how software/technology innovations continue to improve it
- Experience a mock-bid scenario
- Find out the practices that lead to successful estimating departments

Cost: $115 per BIA member. Register by January 9, 2020
** Price includes: All course materials, coffee, water and snack for each session.*

EDUCATION

30 HOUR OSHA CONSTRUCTION — A 4-DAY COURSE
February 6, 7, 13 & 14, 2020, 7:30 am – 4:30 pm each day
ABC Keystone, 135 Shellyland Road, Manheim
The OSHA-30 represents the "standard" in training for those assigned safety supervision responsibilities. Gain the safety knowledge base you will need to confidently fulfill your role as a competent person.
Class discussions will blend together the moral, business and legal values of safety, OSHA construction compliance education and the roles and duties of the competent person.
Benefits of Attending:
- Understand the full value of safety and its role in your organization's profitability and survival
- Develop hazard identification skills and knowledge to prevent accidents, reduce losses, and comply with the law
- Prevent fines by understanding what OSHA expects before they walk onto the jobsite
- Display a professional company image by effectively managing workplace safety obligations
- Take advantage of group learning by having the ability to ask and hear specific questions and answers in an environment that is comfortable and comprised of peers

Cost: $575 per BIA Member
Register by January 24, 2020
** Price includes: various course materials and a certificate of completion.*



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

PBA Regulatory Affairs Subcommittee Updates the Revamp of PA's Overtime Regulations

Title 34 - Labor and Industry

As part of Governor Wolf's "Jobs That Pay" initiative, he announced forthcoming changes to Pennsylvania's overtime regulations. The new regulations will phase in over four years to increase the salary threshold that requires employers to pay overtime to most salaried workers.

The first step will raise the salary level to determine overtime eligibility for most workers from the federal minimum of $455 per week, $23,660 annually, to $610 per week, $31,720 annually, on Jan. 1, 2020. The threshold will increase to $39,832 on Jan. 1, 2021, followed by $47,892 in 2022, extending overtime eligibility to 370,000 workers and up to 460,000 in four years.

Starting in 2022, the salary threshold will update automatically every three years. Additionally, the regulation will also "clarify" the responsibilities for executive, administration and professional workers providing guidance for employers to know if a worker qualifies for overtime.

The administration predicts that this would extend overtime eligibility to up to 460,000 additional workers, or almost one in eight employees, in four years. If the proposal is implemented, employers faced with these regulations would either need to track hours and pay overtime to newly qualified workers or raise salaries above $47,892 by 2022 to keep those workers exempt from the new regulations.

On October 17, 2019 The Department of Labor and Industry submitted the revised final-form regulations to the Independent Regulatory Review Commission (IRRC) and the legislative standing committees. The final-form regulation is scheduled for a vote before IRRC on November 21, 2019. On October 29, 2019, the House Labor and Industry Committee notified IRRC of its intent to review the regulation after IRRC action, setting up the possibility of a concurrent resolution to bar the implementation of the Department's regulation.

Quick takeaway: the new threshold to potentially qualify for OT exempt status would be $875 per week ($45,500 annually) – an over 92% increase over the current $455 per week ($23,660) – and there is an automatic escalator. (Just a reminder – an employee must meet both this salary test and the duties test to qualify as exempt.) We will keep you updated on any developments.



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It is more important than ever to speak with a qualified representative about your company, employees and contractors to ensure you are compliant with the Affordable Care Act.

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Lancaster BIA Representing at the State Level

The Pennsylvania Builders Association has expanded its Governmental Affairs leadership by amending the current bylaws to include the addition of two vice chairs for the PBA Governmental Affairs Committee. The two new vice chairs are intended to enable the GA leadership to address a broader array of issues relevant to the Association and its membership.

We are excited that our own local member, John Bear of Stevens & Lee/Griffin, will be serving as one of the new vice Chairs on the Governmental Affairs Committee at the state level beginning January 1st.

In addition, our 2020 South Central Regional Vice President and Regional Legislative Officer will both be from your BIA of Lancaster: RVP Keith Petrisek of Dutch Quality Contractors and RLO Tom Garman with Berkshire Hathaway Homesale Realty were recognized at the PBA State Board Meeting on November 2nd and will begin their term of service on January 1st as well.

Thank you, John, Keith and Tom for your representation and efforts on the local and state levels!

Your BIA is Meeting with the Legislators Who Impact How You Do Business!

Senator Scott Martin met with BIA members on October 4th to address industry issues and areas of concern for our builder and associate members. We discussed code language necessary to lessen the economic impact to consumers, how impact fees affect affordable energy in the state, merit shop apprenticeships and the challenges of workers compensation insurance.

What legislative impediments are affecting YOUR business? Let us know! The BIA Government Affairs Committee, and the myriad resources we've cultivated may be able to help!

2019 End of Summer Social



Wrapping Up 2019

We had another beautiful evening for the End of Summer Social benefiting the BIA's Political Action Committee. Lots of prizes, cigars, laughs and a table full of crabs added to the fun.

We raised over $1800 for the BIA-PAC – funds that will be used to support the candidates who support YOUR ability to do business. We thank all those who attended in support of the BIA's advocacy efforts.

Thank you to our End-of-Summer Social sponsors:

Event sponsor
UGI Energy to do more®

Crab & Hors d'oeuvres sponsor
Heartland Builders, Inc.

Cocktails, Beer & Beverage sponsor
McNees

Cigar sponsor
Turnberry Construction Group
Residential | Commercial

2019 BIA-PAC Contributors

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:

President's Club: $1,000+

Mike Garman Shawn Garman
Scott Provanzo Dan Siegrist
Jay Provanzo

Century Club: $500+

Steve Black Herb Miller

Chairman's Club: $100+

John Bear Lori Bentley
Elizabeth Ciarrocci Bruce Gingrich
Seth Hiller Craig Horning
Kate Horning Louie Hurst
Rich Hurst Rod Messick
Alex Piehl Claudia Shank
Jeff Stauffer Mark Stanley

TROUT, EBERSOLE & GROFF LLP
CPAs | BUSINESS ADVISORS

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New Members

Join us in welcoming the following companies into the BIA and in thanking our recruiters!

ASSOCIATES

Homeside Financial
Chris Kirman
150 Farmington Lane
Lancaster, PA 17601
Phone: (717) 226-2638
Email: ckirman@gohomeside.com
Business Activities: Banking & Lending Services

Joel's Painting
Jeramey McComsey
1698 Temple Ave.
Lancaster, PA 17603
Phone: (717) 471-7273
Email: sales@joelspainting.com
Business Activities: Painting Contractor

"To the Trades" Wholesale Floorcoverings
Chris Helf
2950 Old Tree Drive
Lancaster, PA 17603
Phone: (717) 390-9050
Email: chris@tothetradeslancaster.com
Business Activities: Wholesale Distributor

University Painters
Jonathan Frank
312 Landis Avenue
Millersville, PA 17551
Phone: (717) 405-0363
Email: jfrank@universitypainters.com
Business Activities: Painting Contractor

Everything you love about **Amazon.** For Work.



Through NAHB, register for a **FREE Amazon Business account** and gain access to the following features:

- Business-only pricing and products
- Purchasing approvals and workflows
- Improved spending visibility
- Multiple payment options

Create a FREE account **amazon.com/NAHB**

Already have an Amazon Business account?

Visit **amazon.com/shop/NAHB**

NAHB National Association of Home Builders | amazonbusiness

Membership Renewals

Thank you for your continued commitment to the industry!

ALL Renovation & Design LLC
Amish Country Gazebos
B & E Roofing and Remodeling, LLC
Blue Haven Pools & Spas By Calvitti
Brooklawn Paving, LLC
Certified Carpet
Clipper Magazine
Cloister Flooring, Inc.
Cocalico Plumbing & Heating
Cross Keys Copper LLC
D.K. Builder, LLC
Daylight Basements, Inc.
Desmond Construction, Inc.
Diehm & Sons, Inc.
Eby Exteriors, Inc.
Elite Vinyl Railings, LLC
Fidelity Contracting LLC
First National Bank
Fravel Home Improvements & Remodeling, Inc
Garland Construction, Inc.
Gateway Realty, Inc.
Greystone Construction, Inc.
Haller Enterprises, Inc.
Herb Miller Builders, Inc.
Hershey Excavating, LLC
Homeside Financial
Horizon Kitchens, Inc.
Indoor City
Innovative Building and Remodeling, LLC
Integrity Pools & Spas, Inc.
J.K. Mechanical, Inc.
Joel's Painting and Contracting
K2 Drywall & Remodel, LLC
Keystone Gun-Krete
Kitchen Encounters
Kitchens by Eileen
Lancaster County Magazine
Lancaster Paint & Glass Co.
Landmark Homes
M & T Bank
Martin Insurance Agency
MBC Building & Remodeling, LLC
Miller & Sons Salt & Water Conditioning, Inc.
Monterey Door Shop
Orrstown Bank
Pella Windows & Doors Company
Penway Construction
Pickering, Corts & Summerson, Inc.
Pinnacle Building & Design, Inc.
Quality Floors Co
Re-Bath Lancaster
Renewal By Andersen
Renovations & Additions (R&A) Magazine
Ressler & Mateer, Inc.
Rissler Masonry, Inc.
Sensenig & Weaver Well Drilling Inc.
Sherman & Walton, Inc.
Smucker & Sons Exterior Improvements
Snavely's, J.C. Snavely & Sons, Inc.
Stable Hollow Construction
Stephen Black Enterprise, Inc.
Stevens & Lee/Griffin
Stump's Decks & Porches
Thaddeus Stevens College of Technology
"To The Trades" Wholesale Floorcovering
UGI Utilities, Inc.
University Painters
Weinstein Supply
Weist Electric, Inc.
Wenger's Construction, Inc.
Wm. Murry & Son, Inc.
Wolf Rock Builders, LLC
Your Estate Service, Inc.
Zeiset Homes & Renovations LLC

Cancellations

Breyer Construction & Landscape LLC
C.L. Balmer Altered Surfaces, Inc.
Cabinet Joint
CK Martin, LLC
Deer Creek Electric
DogWatch Hidden Fence
Earth Turf & Wood, Inc.
Good's Insurance
JL Complete Solutions, LLC
Pusey & Raffensperger Builders, Inc.
RRAC Inc. dba Ranck Plumbing Heating AC
Solanco Fence

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

R&A
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since 2007

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