Volume 37, Number 4, Winter, 2021-2022

# Lancaster Builder

A publication of the Building Industry Association of Lancaster County



## Homebuilders and Appraisers Should Talk

How They Can Collaberate to Overcome Challenges

**Page 5**

## 2022 Slate of BIA Leadership Nominees

**Page 12**

## Supporting Workplace Mental Health

**Page 17**

**Cover image provided by:**

WALZ GROUP

**More info on page 4.**


susquehanna
Style
Inside Strasburg's Newest Home Decor Destination
BEAUTIFUL HOME INTERIORS
the home & garden issue
HOME OFFICE INSPIRATION
5 CHIC PATIO UPGRADES
ULTIMATE GUIDE TO GARDENING
THE ANNUAL
HOME & GARDEN
ISSUE COMING
MARCH 2022
SUSQUEHANNASTYLE.COM

# It Was a Good Year with More to Come

*by Steve Cook, UGI Utilities, Inc.*



To our BIA Members,

As we close out the year, I'd like to briefly share some highlights of the things that we've accomplished to best serve our BIA members.

We have updated and expanded our BIA Strategic Plan which will take us to 2025. In conjunction, we've updated our mission statement and fine-tuned our committee goals and responsibilities, positioning ourselves to serve our members in the most effective way. To this end, we've also launched our new website – www.lancasterbuilders.org.

We have expanded our Government Affairs influence at the local and state levels. Our GA Committee leadership continues to address the broad array of issues relevant to the association and its members. There are several bills in the PA legislature that will impact our industry moving forward; our advocacy efforts have made a difference!

We appreciate the Political Action Committee contributions that many of you have made to our BIA PAC.

We continue to respond to your call for skilled labor. We actively partner with local trade schools to connect you to their exceptional students through interviews and internship opportunities. We'll be representing our member companies at the February 9th Thaddeus Stevens Job Fair in an effort to facilitate those connections.

Our Foundation has awarded scholarships to students pursuing a career in the trades, as well as providing grant monies for community projects and we continue to partner with Hands-on House Children's Museum. We appreciate your contributions towards these efforts.

Internally the BIA has made changes to improve our financial standing, the full-time staff is now a team of 3, and we are looking to take on a smaller footprint in our rented office space.

Please join us at our **Installation Banquet** on January 13th (see page 14) and our **Building Connections — a Speed-Networking Event** on February 17th (page16).

Lastly, I want to speak on behalf of both staff and leadership and sincerely thank those of you who give your time as volunteers, leaders, sponsors and partners.

Respectfully,
Steve Cook
2021 President, BIA Board of Directors.

# Calendar of Events

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

## Events

| | | |
|---|---|---|
| Jan | 11 | Past Presidents Meeting via Zoom, 9:00am |
| | 13 | Installation Banquet, Lancaster Wyndham, 11:30am–1:30pm |
| | 25 | PBA South Central Regional Meeting & Dinner @ BIA Office, 5:30pm |
| Feb | 2 | BIA–The Whole Picture @ BIA Office, 8am–9am |
| | 9 | Thaddeus Stevens College Sophomore Job Fair |
| | 17 | Building Connections—A Speed Networking Event<br>Inn At Leola Village, 38 Deborah Dr, Leola, PA 17540, 3:00-6:00pm |
| | 22 | Remodelers Council Meeting |
| | 25–26 | PBA Committee and Board Meeting, Reading PA |
| March | 3 | BIA Government Affairs Breakfast & Roundtable Discussion<br>The Cork Factory Assembly Room, 7:30-9:30am |
| | 11 | Parade of Homes Earlybird deadine (Final deadline is April 8, 2022) |

## Education

| | | |
|---|---|---|
| Jan | 10, 17, 24 | Dynamic Crew Leadership, 12pm–4pm — (a 3-day ABC Course) |
| | 24, 25, 31 & Feb 1 | OSHA 30-Hour Construction, 7:30am–4:30pm — (a 4-day ABC Course) |
| March | 12 & 19 | OSHA 10-Hour Construction, 730am–1:30pm — (a 2-day ABC Course) |


**Building Industry Association of Lancaster County**

*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.

**CONTRIBUTIONS**
Member articles are welcome and can be directed to the editor in writing. Opinions expressed by authors and advertisements do not necessarily reflect the policies of the BIA. The BIA reserves the right to edit all submitted materials and to determine the suitability of any ad.

**POSTMASTER**
Send address changes to:
Lancaster Builder/BIA,
204 Butler Ave, Suite 200
Lancaster, PA 17601



No part of this publication may be reproduced without permission from the BIA.



**BIA OFFICERS**
President: Steve Cook

Vice President: Jordan Metzler

Secretary: Tim Kotzmoyer

Treasurer: Jason Herr

Associate Vice President: Lori Bentley

Immediate Past President: Matt Grosh

*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.*

**BIA STAFF**
*Executive Officer:*
Karen Watkins

*Director of Member Services:*
Pauline Wilton

*Administrative Coordinator:*
Tara Cook



**BIA of Lancaster County**
**204 Butler Ave, Suite 200**
**Lancaster, PA 17601**
**Tel: (717) 569-2674; Fax: (717) 569-5187**
**E-mail: staff@lancasterbuilders.org**
**Website: www.lancasterbuilders.org**

# Cover Sponsor: WALZ GROUP

## HOW DATA ANALYTICS CAN HELP YOUR BUSINESS

The term data analytics can seem daunting to anyone who does not fancy themselves a lover of numbers. Plus, the suggestion that utilizing analytics is imperative to a thriving business is often displeasing to executives who have long enjoyed success without their use.

However, analytics can be valuable to every business and need not cause alarm at their mention. Generally, analytics is the process of using data to make conclusions, and the practice can answer four questions:

- What happened? (descriptive analytics)
- Why did it happen? (diagnostic analytics)
- What will happen? (predictive analytics)
- How can we make it happen? (prescriptive analytics)

Most companies want to know the answers to at least some of the above questions. The ability to determine these answers is limited only by the quality and amount of data. Although financial records compose the most common form of data, other information can also be considered data, such as email and phone communication, behavioral activity, and qualitative descriptions.

Once the data and the desired information has been identified, the actual use of analytics involves three main steps:

1. **Data mining** is the collection of the data and the verification of its accuracy.
2. **Statistical analysis** takes that data and creates insights and models and develops trends.
3. Lastly, **presentation** is the ability to share the results with those who will be executing the outcomes of the analysis.

Although some analytics projects may take some time to complete, they provide a sound basis for a decision, or at least provide additional background for making a decision. When businesspeople rely solely on their experience or their intuition to make a decision, they are lowering their chances of success by not incorporating data that may indicate of changes in underlying assumptions.

There are multiple examples of the way in which analytics can be beneficial to most businesses, including builders. For instance, with prices of inputs soaring, what is the optimal amount of inventory to be held on hand? How can margin and/or markup be modified to hedge against future cost increases? What is the impact of slow collection of receivables during a period of inflation? Is a discount that incentivizes quicker payment of receivables a worthwhile strategy? What has been the specific impact of sick time during the pandemic on productivity and completion time?

Many small businesses will want to know the answers to the above examples, but may not have the internal personnel to perform the analysis properly or promptly. Employing outside professionals can be a worthwhile investment, as the savings and peace of mind that come from the consultation are likely to far outweigh the cost of the outside analysts.

Learn more about
Walz Group
Lancaster | Lititz
717.392.8200 | walzgroupcpa.com

YOUR BUSINESS.
OUR PROMISE.

At Walz Group, our experts are ready to take your business and financial goals to the next level. Ultimate Accountability is our promise to deliver tailored personal and expert services to our clients on every job, every time.



WALZ GROUP

Lancaster | Lititz
717.392.8200 | walzgroupcpa.com

# Homebuilders and Appraisers Should Talk

*by Scott Reuter, Single-Family Chief Appraisal Officer, Freddie Mac*

## How Homebuilders and Appraisers Can Collaborate to Overcome Challenges



The appraisal of a new home is clearly an important event for a home builder as it plays such a vital role in the builder or homebuyer being able to acquire the necessary financing. For an appraiser handling the assignment, it's their job to measure market acceptance and develop support for the value of the property. As I discussed in a recent Housing Development podcast with the National Association of Home Builders, for a number of reasons, these assignments can present challenges for an appraiser.

### Why Are New Construction Appraisals Challenging?

New home packages typically include pricing for additional features or amenities that may not have been widely seen in a particular market yet. This can lead to builders introducing new inventory at price points that make it difficult for an appraiser to find supporting closed transactions – and this has only been compounded by rising lumber and building materials costs seen recently in many markets nationwide. The refrain of the house didn't "appraise" is being heard more and more.

### How Can Builders Help Address This?

To get in front of this, many builders are adopting best practices that promote open engagement and sharing of information with appraisers through "appraisal packets". As an appraiser, I think this approach should be applauded and encouraged. This information can be very helpful as an appraiser develops market support for actual costs. That said, with industry concerns around undue influence and pressure on appraisers, there can be a good deal of confusion around what information a builder is able to share.

To help overcome appraisal challenges, many builders are adopting best practices that promote open engagement and sharing of information with appraisers through "appraisal packets". As an appraiser, I think this approach should be applauded and encouraged.

Since the development of an appraisal is all about collecting and analyzing information, the good news is that short of outright pressure, the landscape is really wide open with respect to what and how much information is appropriate for a builder to share.

A quality, helpful builder appraisal packet can include the following:

- Information from any market study the builder has completed (or pre-appraisal).
- Copy of the sales contract or the custom home contract.
- Comprehensive list of the cost of the amenities and finishes for the home.
- Two or three local and recent comparable sales, if available.
- Breakout of the monetary difference of recent major material cost increases vs their typical cost.
- Copies of all prepaid change orders showing the amenities.
- Any additional added costs to the price of the home.

Additionally, many builders also share the actual cost breakdown for the home, including their margin. If this is the case, I can't stress enough how important it is that appraisers realize the sensitivity of this information and ensure it is treated with the utmost confidence.

### What if the Appraisal Can't Justify the Price?

Even with all of this active engagement, there will be times where an appraiser cannot support a certain sales price (or construction costs). When this happens, a builder might request a face-to-face meeting with the appraiser to review and better understand the analysis. This doesn't need to be a contentious event. Indeed, a productive conversation can help both the builder and appraiser – and not just as it relates to that specific assignment. It can also go a long way in strengthening their interpersonal relationship.

The current environment of rising costs and limited inventory – during a global pandemic nonetheless – are creating market challenges across the board. It's my opinion that the best way to navigate the challenges presented by this environment is for builders and appraisers to continue to talk and collaborate – to better manage current assignments and lay the groundwork for positive relationships in the future.



**Scott Reuter** *is Freddie Mac's chief appraiser and Single-Family director of valuation. He is a certified general appraiser with over 30 years of experience in valuation, appraisal and collateral risk management concerns.*

*See the*
***2021 BIA Pillar Awards Winners***
*starting on page 10.*

# Who's in the News: New Hires, Accomplishments & Honors

## NEW HIRES

**Barley Snyder** continues to add to its group of attorneys, as the firm has hired three new associates. All three were brought into the firm as law clerks in September, then received notification in October they had passed the Pennsylvania Bar Exam.

The three new attorneys are:

**Zachary D. Griffith:** A Berks County native, Griffith is a magna cum laude graduate of Widener University Delaware Law School and a summa cum laude graduate of Albright College. He has worked as a legal intern at two technology companies while in law school.



**Caleb P. Setlock:** A member of the firm's Employment Practice Group, Setlock is a cum laude graduate of Duquesne University School of Law and Duquesne University. The Lancaster County native previously worked as an intern at the county's Public Defenders Office.



**Gabriel T. Wertz:** Wertz is a graduate of the Villanova University Charles Widger School of Law and DeSales University. He was a certified legal intern at Villanova Law School's Interdisciplinary Mental & Physical Health Law Clinic, successfully representing clients in appeals cases to increase or have reinstated paid personal assistance service hours that had been previously denied by their health insurers.



Both Setlock and Wertz spent three months in 2020 as summer associates with Barley Snyder.

"These gentlemen have already made an impact at the firm with their impressive work ethic and eagerness to learn," Barley Snyder managing partner Jeff Lobach said.

## ACCOMPLISHMENTS

**ELA Group:** The Chesapeake Bay Landscape Professional program, announces that **Mingi Chou**, EIT, CBLP, Project Engineer for ELA Group, Inc. located in Lititz, PA, has earned the Chesapeake Bay Landscape Professional (CBLP) designation.



*Mingi Chow*

The achievement of the CBLP Level 1 designation demonstrates an advanced level of professionalism and knowledge of sustainable landscaping practices for a healthier Chesapeake Bay. Certification is voluntary and candidates must pass a comprehensive exam that assesses an individual's command of sustainable practices in the design, installation, and maintenance of landscapes. Advanced, Level 2 credentials are also available for highly experienced design (CBLP-D) and installation (CBLP-I) professionals.

CBLP-certified professionals have in-depth knowledge of sustainable landscape best practices and a focus on maintenance of stormwater best management practices. Consumers are encouraged to ask for CBLP-certified individuals when selecting a landscaping company.

**Barley Snyder:** The West Chester Area Education Foundation has appointed Barley Snyder attorney **Kevin C. Myhre** to its board of directors.

The foundation is an independent, nonprofit organization that attracts private resources exclusively for the benefit of students in the West Chester Area School District, according to its website. Myhre is a graduate of the district.



*Kevin C. Myhre*

"I'm thrilled to be able to help the students of the West Chester Area School District," Myhre said. "I owe a great deal to the district, and with my children recently starting in the district, it makes it all the more important to me."

His term on the board is scheduled to end in 2024.

Myhre is a patent attorney in the firm's Intellectual Property Practice Group. He is a former member of the board of directors at the Chester County Council of Boy Scouts and is a 2018 graduate of Leadership Chester County.

## HONORS

**RKL LLP** is pleased to announce that the *Central Penn Business Journal* has named firm Partner **Johnathon W. Heller**, CPA, to its 2021 class of "Forty Under 40" young leaders. These annual awards recognize Central PA's young business leaders for their professional accomplishments, community service and positive impact.



*Johnathon W. Heller*

"Whether he is advising a business owner, mentoring a colleague or serving on a community board, John Heller helps others recognize what is possible and helps them achieve it," said RKL CEO Ed Monborne. "The RKL team is proud to see John recognized for all that he's achieved so far and all of the potential on his horizon."

A Partner in RKL's Tax Services Group, Heller delivers a variety of tax, financial management and consulting services to help high net worth individuals and businesses, primarily in the health care, construction, professional services and real estate industries, plan for and achieve their goals. He identifies the most advantageous strategies for each phase of a client's unique journey and executes complex transactions like mergers and acquisitions.

Heller holds a B.A., Business Management from Gettysburg College, an MBA in Accounting and Finance from York College of Pennsylvania and an M.S., Accounting from the University of Phoenix. He is a member of the Pennsylvania Institute of Certified Public Accountants and American Institute of Certified Public Accountants. Heller resides in York with his family.

**Barley Snyder** For a third time, the Pennsylvania Immigration Resource Council has awarded Barley Snyder partner **David Freedman** its prestigious *Light of Liberty* award.

The award is bestowed annually on the organization's top pro bono attorney. The Light of Liberty ceremony, which recognizes the volunteers and supporters who worked with York-based PIRC in the past year to provide services to vulnerable immigrants in Pennsylvania, was held on Sept. 22.



*David Freedman*

In 25 years of the PIRC, Freedman is the only person to be awarded the Light of Liberty designation more than once.

Freedman was honored this year for spearheading a statewide effort to push courts to adjudicate U visa cases that have been backlogged for years. The PIRC previously gave Freedman the award in 2015 and 2018.

"The work the PIRC does is essential to the future of fair and just immigration not just in Pennsylvania, but throughout the country," Freedman said. "It's a privilege and an honor to help the brave, immigrant victims of sexual violence who are PIRC's clients."

Freedman is a member of the Barley Snyder Employment Practice Group and the chair of the firm's Education Practice Group. He is also the president of the board of directors of the Lancaster Bar Association.

**Barley Snyder** *Savoy Magazine* has included Barley Snyder partner **Jennifer Craighead Carey** on its 2021 Most Influential Black Corporate Directors list.



*Jennifer Craighead Carey*

Craighead Carey was recognized for her work as a member of the board of directors at Lancaster-based Fulton Financial Corp., the parent company of Fulton Bank. The list of more than 700 African-American directors on corporate boards of directors across the country is compiled by the national publication Savoy Magazine, a leading African-American lifestyle magazine focusing on fashion, business, technology and style.

"Featuring this many African-American corporate board members highlights to the world where

diversity is happening and why it's so important," Craighead Carey said. "A lot of companies talk about having diversity, but it's valuable to see the companies that back that up by having diversity on their boards. It's an honor to receive this prominent recognition."

A member and past chair of the Barley Snyder Employment Practice Group, Craighead Carey is also the chair of the firm's Crisis Management Service Team, the chair of the firm's Diversity & Inclusion Committee and a member of the Management Committee. In addition to her work with Fulton, she is also a member of the WellSpan Health Diversity, Equity and Inclusion Steering Committee and is the secretary of the board of directors at Lancaster City Alliance..

**Barley Snyder.** Two suburban Philadelphia-based publications recently named Barley Snyder partner **Salvatore Anastasi** as a top attorney in the region.

The Daily Local News named Anastasi to its "Best Lawyers 2021 Readers Choice Awards" of Chester County in July, and Main Line Today, based in Newtown Square, named him to its 2021 "Top Lawyers Around the Main Line and Western Suburbs."



*Salvatore Anastasi*

Both recognitions for Anastasi were in the field of intellectual property. The Daily Local News recognition came through a reader vote, while the Main Line Today award came through a peer vote.

"I am very humbled that both the public and my peers felt compelled to include me in these recognitions," Anastasi, the chair of the Barley Snyder Intellectual Property Practice Group, said. "Satisfying a client's needs is what motivates me, so these recognitions by them and my peers is the kind of feedback that is exciting and truly gratifying."

Anastasi is the treasurer and a member of the board of directors of the American Intellectual Property Association (AIPLA). He also is an AIPLA Fellow and is a member of the organization's Patent Harmonization Task Force. The group strives to improve both procedural and substantive patent rules/laws around the world. Locally, Anastasi is a board member at the Brandywine Regional Airport.






## Regional Firm Grows HR Consulting Practice Amid Unprecedented Workforce Conditions

**RKL LLP** has grown their HR Consulting Practice amid what some experts are calling the "Great Resignation." This recognized name in the professional services space is establishing itself as a leading provider of comprehensive workforce solutions. Focused on helping companies meet the challenges of today's business environment, RKL's Human Capital Management practice has attracted unprecedented interest from employers looking for a better way to attract, retain and engage their teams.

Established in 2018, RKL Human Capital Management experienced a surge in demand for its specialized HR expertise in 2020 as employers sought help navigating COVID-19 regulations, government relief provisions and related employer practices. In 2021, this trend continues as employers face a new set of challenges, such as a historically tight labor market, pandemic burnout and an increasingly remote work environment.

"There seems to be understanding among employers that 'business as usual' is no longer an option," says Bethany Novis, who oversees RKL's Consulting Services Group. "There's an appetite for trying new approaches like enhancing compensation structures, engaging teams differently and even automating and outsourcing some roles to sustain a company's talent needs."

Under the leadership of Stephane Smith, a human resources executive, RKL's Human Capital Management practice has significantly grown its services, team, client roster and revenue over the past two years. HR consulting services are projected to earn the firm $1.5 million in revenue in 2021, a three-fold increase from 2019.

As a result, RKL has grown its HR bench from three consultants in 2019 to a team of 11 in 2021. Today, the group offers a broad range of solutions including outsourced/interim HR support, team engagement surveys, Human Resources Integrated System (HRIS) selection and implementation, Employee Retention Tax Credit (ERTC) eligibility, compliance support, policy and procedure design and more.

Demand for services that give employers a competitive edge in recruiting and retaining talent has heightened over the course of the last six months, according to Smith. Compensation analysis, an offering that taps into RKL's unique combination of workforce, financial and operational expertise, helps employers understand how their compensation packages stack up against their competitors. Employee engagement is also an area of increased focus as employers seek more proactive methods to stem turnover.

"Out of the pandemic, many companies learned that they were more resilient and adaptive than they may have thought. It's those companies that are coming to us now and saying 'we know we need to think differently' in order to retain the best talent while still driving profits and winning in the marketplace. And we're in a unique position to help them do that," says Smith.

Dynamic and fast-changing labor laws enacted at the local, state and national levels also have employers scrambling to stay compliant and on the right side of the law, according to Smith. From Equal Employment Opportunity surveys, wage and hour calculations, workplace health and safety regulations and more, the RKL team can work in an advisory capacity to help employers remain compliant and avoid potential costly fines.

# Builder Spotlight:

## Craig Martin, Chief Operating Officer
## Cedar Knoll Builders



**When was your company started?**
Cedar Knoll was started in 1983.

**What does your company do?**
1. We serve our customers and clients.
2. We design and build new home communities.
3. We build Custom Homes for clients that have their own land and do not desire to build in a Community. This could be one of our plan designs or a totally new Custom Design that is prepared by meeting with Barb Berkowich, our Custom Home Sales Coordinator, and Amy Jacobsen, our in-house Senior Designer.
4. We build commercial projects.
Our projects include Office Space, Retail Space, Churches, Banks, Dental Offices, Medical Offices, a Veterinary Clinic, a Daycare Facility, Community Centers and a Winery.

**What makes your company special?**
Here at Cedar Knoll Builders our people make the difference. Cedar Knoll Builders is committed to the highest standards of ethics and building practices. Our LifeTime Home Philosophy is an extension of what we've learned at one time in our lives. "Do unto others as you would have done unto you." That is why we are committed to building our homes with the same care, commitment to quality, cost consciousness and pride that we build into our very own homes. We are here to create a great customer experience. It's the only way we know how to do business and the only way to sustain a reputation of great craftsmanship and customer satisfaction. We are honored to be a second generation builder dedicated to serving our local Chester and Lancaster County neighborhoods with outstanding quality homes in lasting communities for over thirty years.

Cedar Knoll Builders is a company based on Christian values. We strive to treat each customer with honesty and fairness as we build a house of integrity to fit our customers' lifestyle. We genuinely believe our product and service holds the distinction of excellence.

**Why do you enjoy your job?**
I enjoy working with a great team at Cedar Knoll Builders to help customers' dreams become reality and see their joy when they move into their new home.

**Why are you a member of the BIA?**
The BIA of Lancaster County is a great organization that provides resources and training for members of the Building Industry and provides opportunities like The Parade of Homes to promote our company. The BIA staff has always been very helpful to assist us when issues arise in the building industry.

**Tell us about yourself and your family.**
I am married to my lovely wife Crystal and we have three children who are all now grown and finished with school. We've been blessed with two grandchildren in the past three years which bring us much joy. We currently live in Oxford, PA. We have one black Labrador retriever and two house cats.

**What are your hobbies?**
Having grown up on a farm and still living on a small farm, I still enjoy being outdoors and helping my brother on the farm when time allows. We have a small herd of Angus cows that have calves each year that I enjoy taking care of...I also am a sports fan and enjoy watching football and hockey the most.

**What other organizations are you a part of, if any?**
I am a member of Waterway Church. Cedar Knoll Builders supports many local ministries and community organizations. One ministry that we work with closely is the Lighthouse Youth Center which provides an activity center and programs for Oxford area youth. We feel it is very important to be involved and volunteer with local community organizations.

# Associate Spotlight:

## Chad E. Neiss, Chief Strategy Officer
## Ephrata National Bank



**When was your company started?**
Ephrata National Bank was founded in 1881 and is the only independent community bank headquartered in Lancaster County.

**What does your company do?**
ENB is a full-service financial institution whose mission is to help our customers achieve financial health and wellbeing, as defined by them throughout their lifetime by providing traditional banking solutions as well as money management, mortgage, ag banking and SBA programs.

We help our customers manage their money, grow their savings, buy and improve their homes and plan for life events such as college and retirement. We help businesses and farms improve profitability by managing cash flow effectively, financing growth smartly, reducing banking costs and improving banking efficiency.

**What makes your company special?**
We make banking simple by providing easy to understand products and services. Our culture puts the customer at the center of everything we do and our low turnover helps our teammates establish long-time, personal relationships with our customers. We're safe, reliable, stable and responsive. All of this helps our customers "feel the difference" as we indicate in our tagline. Lastly, we give back to our local community in a way that is unique from any other financial institution in central Pennsylvania. Over 30% of our stock shares are held by the Hibshman Trust, established by former bank president J. Harry Hibshman. It pays out 100% of its annual dividends in higher education scholarships to seniors graduating from Ephrata High School. For every dollar we earn, 14 cents goes right back into the communities we serve.

**Why do you enjoy your job?**
No two days are alike and it seems like just when you've "seen it all" a new challenge or opportunity presents itself. Banking and financial services in general have undergone great change over the past decade. Technology changes have accelerated over the past 18 months as a result of the Covid-19 pandemic, and customers who traditionally preferred face-to-face interactions have rapidly adopted digital delivery channels.

**Why are you a member of the BIA?**
The BIA not only serves as a great networking resource to talk to like-minded businesses, it is truly the voice of the construction industry for Lancaster County. The BIA also provides valuable education opportunities and proactively advocates for industry related issues at the local, state and national level.

**Tell us about yourself and your family.**
I live in Manheim Township with my wife, Dana, and my son, Hunter, who is currently a junior at West Chester University where he is studying finance and business. My older son, Chad Neiss II, passed away in October 2020, and we started an ice hockey scholarship fund in his memory in conjunction with the Lancaster Ice Rink. Information on the fund can be found at Chad Neiss II Memorial Scholarship Fund (lancastericerink.org)

**What are your hobbies?**
I am a USA Hockey Level IV coach and have been coaching various teams for over 25 years. I am currently in "retirement" since Hunter headed to college, but I'm sure I'll be back behind the bench soon. In addition, I am an avid music enthusiast and love playing the guitar and writing songs.

**What other organizations are you a part of, if any?**
I serve on the Board of Directors of Banker's Settlement Services, Capital Region. I am also a member of the American Bankers Association and the Lancaster County Association of Realtors.

R&A
RENOVATIONS ADDITIONS
MAGAZINE®
Lancaster County's
Home Improvement Guide™

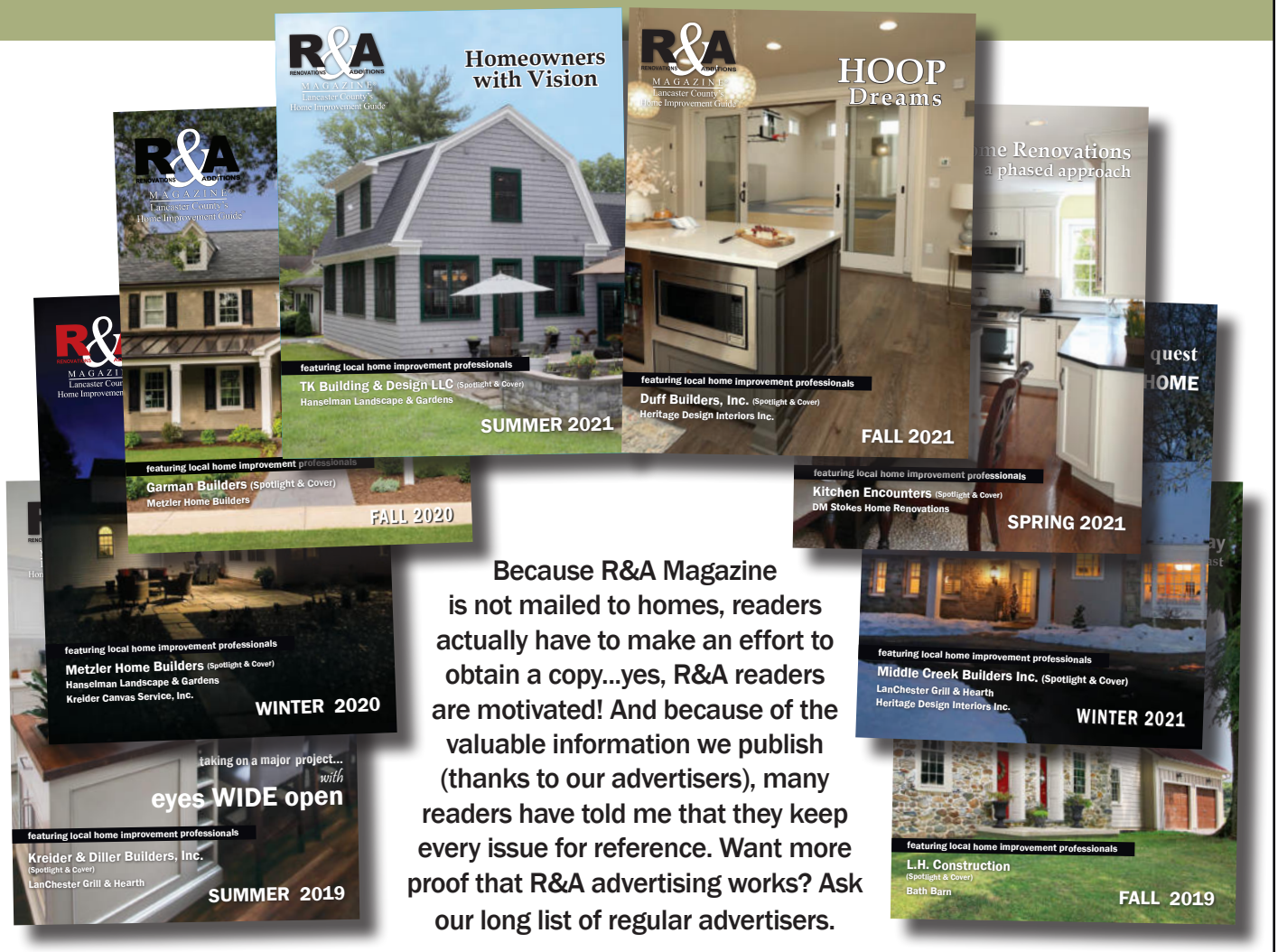
*teaming with you*
in stimulating Lancaster County's home improvement industry
*since 2007*

in addition to our printed magazine, R&A is now available in a DIGITAL edition! RandAMagazine.com

**advertising that doesn't get thrown out with the mail**

**Locally** owned. **Locally** operated. Promoting **local** home improvement professionals and **local** suppliers...showcasing their **local** projects.

**R&A Magazine...seriously LOCAL!**




Because R&A Magazine is not mailed to homes, readers actually have to make an effort to obtain a copy...yes, R&A readers are motivated! And because of the valuable information we publish (thanks to our advertisers), many readers have told me that they keep every issue for reference. Want more proof that R&A advertising works? Ask our long list of regular advertisers.

## Isn't it time you target your marketing to serious home improvement consumers?

*ask me about our*
**BIA Discount**

Patrick Kiely, Publisher
**717.519.7986**
info@RandAMagazine.com

www.RandAMagazine.com

Building Industry Association PILLAR AWARDS

# 2021 GMM & Pillar Awards Dinner





*Steve Cook, UGI Utilities*
*Pillar Presentation Sponsor*

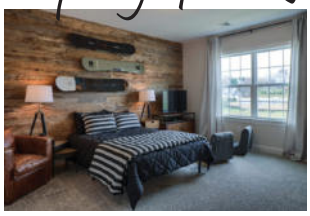
The BIA Pillar Awards recognize BIA's member companies and their professional achievements. There were entries in the following main Award Categories: *Remodeling Project Achievement* (NEW this year), *Marketing Achievement*, and *Company Achievement Awards*.

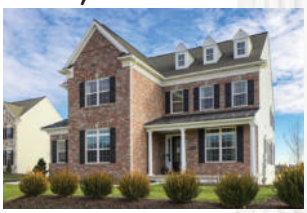
Each entry was judged on its merit by a group of highly qualified judges. The Pillar Award Winners were announced at the November 18th General Membership Meeting & BIA Pillar Awards Dinner.

The Pillar Awards program is presented by the Building Industry Association of Lancaster County (BIA), and the Pillar Presentation Sponsor, UGI Utilities. This year's Pillar Awards featured 25 entries, including the newly added category of Remodeling Project Achievement Awards.

## Company Achievement Awards

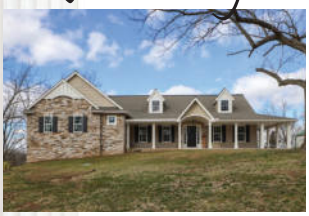
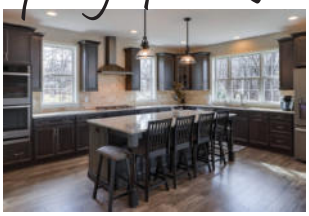
### *Builder Company of the Year* ~ Garman Builders, Inc.



An accomplished home builder that provides quality craftsmanship, exceptional customer service, and positive employee relations, while serving and supporting their local community and industry.

### *Remodeling Company of the Year* ~ Garman Builders, Renovations

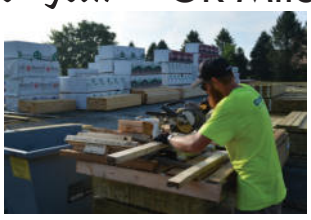





An accomplished remodeling company that provides quality craftsmanship, exceptional customer service, and positive employee relations, while serving and supporting their local community and industry.

### *Supply Company of the Year* ~ GR Mitchell







An accomplished supply company that provides quality products and services for their customers, while conveying a positive attitude through exceptional customer service, employee relations and community and industry involvement.

### *Community Impact* ~ Garman Builders, Inc.







A company that has made a significant impact in their community through charitable contributions, action programs, projects and education.

## Marketing Achievement Awards

### *Best Showroom* ~ Garman Builders, Inc.



A well designed, attractive showroom that showcases the latest and greatest trends in industry products and services.

### *Best Website* ~ Douple Agency, Inc.

Douple Agency, Inc.
Insurance

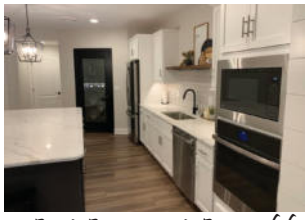
www.doupleinsurance.com

A well-designed, informative website that is user friendly and is a positive online representation of the company.

## Remodeling Project Achievement Awards



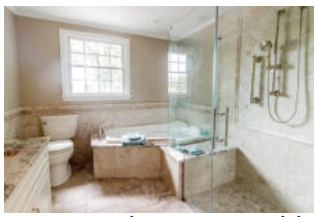
*Best Basement Remodel*
*Under $100,000*
Metzler Home Builders, Inc.



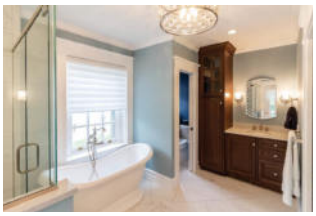
*Best Basement Remodel*
*Over $100,000*
Garman Builders, Renovations



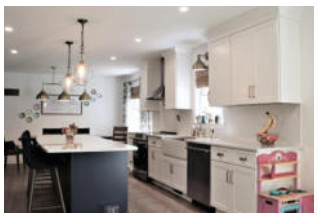
*Best Addition*
*over $250,000*
TK Building & Design LLC



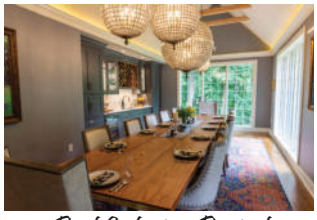
*Best Bathroom Remodel*
*Under $50,000*
TK Building & Design LLC



*Best Bathroom Remodel*
*$50,000 - $100,000*
TK Building & Design LLC



*Best Kitchen Remodel*
*Under $50,000*
Jemson Cabinetry, Inc.



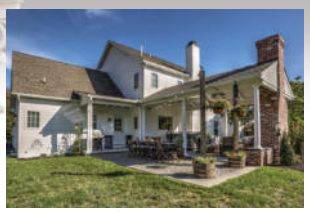
*Best Interior Project*
*$50,000 - $100,000*
TK Building & Design LLC



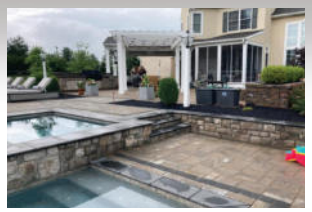
*Best Exterior Project*
*Over $100,000*
TK Building & Design LLC



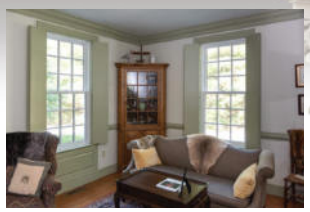
*Best Outdoor Living Project*
*Under $50,000*
Eby Exteriors



*Best Outdoor Living Project*
*$50,000 - $100,000*
Metzler Home Builders, Inc.



*Best Outdoor Living Project*
*Over $100,000*
Garman Builders, Renovations



*Best Specialty Project*
Eby Exteriors



*Best Whole House Remodel*
*$250,000 - $500,000*
Metzler Home Builders, Inc.



*Best Whole House Remodel*
*Over $500,000*
Garman Builders, Inc.



*Congratulations to all our Pillar Award winners!*

*Pillar Presentation Sponsor*
UGI Energy to do more®

*Reception Sponsor*
Lezzer Lumber

*Centerpiece Sponsor*
GRMitchell Building Supplies & Home Center

*Friend of the Industry Sponsors*
Douple Agency, Inc. Insurance
Members 1st Federal Credit Union
Trout CPA Accounting | Tax | Advisory

For a complete list of entries and winners, please visit: **www.lancasterbuilders.org/pillar-awards**.

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

We have secured the slate of nominees for the 2022 leadership positions.
Those nominated and those filling existing terms are:

President: **Jordan Metzler**, Metzler Home Builders
Vice President: **Tim Kotzmoyer**, TK Building & Design
Secretary: **Kevin Kozo**, Turnberry Construction Group
Treasurer: **Jason Herr**, Trout CPA
Associate Vice President: **Frank Vargish**, Blakinger Thomas
Immediate Past President: **Steve Cook**, UGI Utilities

Builder Director: **Mike Blank**, MBC Building & Remodeling
Builder Director: **Randy Hess**, Hess Home Builders
Builder Director: **Mike Hockenberry**, EGStoltzfus Homes
Builder Director: **Dave Schreder**, Landmark Homes
Builder Director: **Jay Provanzo**, Heartland Builders

Associate Director: **Ryan Mowery**, Fulton Bank
Associate Director: **Chad Neiss**, Ephrata National Bank
Associate Director: **Claudia Shank**, McNees Wallace & Nurick
Associate Director: **Joel Young**, Rettew



New officers and directors will be installed at our January 13th **Installation Banquet** at the Lancaster Wyndham. (See page 14 for more details.)

# Remodelers Council Wraps Up 2021

Building Industry Association REMODELERS COUNCIL



**Remodelers Council Members,**
please join us for lunch at the BIA office to network and discuss plans for the Remodelers Council. We need your input!
RC members attend for FREE.

February 22, 2022, 11:30am-1:00pm
BIA Office, 204 Butler Ave, Suite 200 Lancaster, PA

## Remodelers Council Education Mingle

BIA members and Remodelers Council members gathered on October 12th to attend the evening mingle at Jemson Cabinetry. Attendees toured Jemson's new showroom while enjoying drinks, an assortment of food, and a presentation from Schluter Systems.

Schlüter Systems

Chris Hosler, Territory Manager, Northern Mid-Atlantic, discussed how Schluter's products make curbless showers easy and waterproof!

Thanks to our host and sponsor: Jemson Cabinetry

## Holiday Social Hosted by Remodelers Council



Remodeler Council and BIA members enjoyed an early evening social at Wacker's Roadhouse in Willow Street on December 9th. There were plenty of drinks and light fare. Attendees enjoyed networking and perusing the collection of antique Harley Davidson motorcycles at the brewery.

Thank you to our sponsor: GRMitchell BUILDING SUPPLIES & HOME CENTER


FUELING YOUR HOME.
FUELING YOUR LIFE.



Learn more at
www.ugi.com

UGI



FLOORING AND WINDOW TREATMENTS
working with
contractors since 1985
new construction I renovations I maintenance



MARTIN'S FLOORING INC.
martinsflooring.com
Fivepointville • Lancaster • Wyomissing
PA00591

Building Industry Association of Lancaster County

# *AND*...The new BIA Website is Launched!




The collaboration with BIA member YDOP on the redesign of our current website has reached that exciting launch stage! Our goal with the website re-design, gifted to us by YDOP, is to provide a user-friendly website experience that:

- our BIA members can easily navigate
- our potential members can explore
- our homeowners and community can use as a resource for all their construction-related needs!

Thank you, ydop!




After mapping our current content—and we have a lot—YDOP consulted with us to meticulously consider how to structure the tabs and pages so that all users could easily locate what they were looking for (no buried pages taking 12 "clicks" to get to!).

While we knew the new site would focus on the services, benefits and information that our users find most valuable, what really had us excited were the potential design elements and HOW the website would actually look. What a great surprise we received!

The YDOP team waded through our commentary (*"I don't like pastels; we want the pages more branded; I really want a cleaner look; how can we make it look better on a cell phone; we need the directory here; please remove the extra photos"*) and synthesized our wish list in a way that provided everything we need with room to grow.

That growth has been significant, because YDOP also trained your BIA staff to operate in WordPress system software! We now have total control over our site and are able to make changes and updates to content at any time. We are thrilled with the look and the functionality of the new site, and we are excited for the marketing opportunities that member companies will be able to utilize.

YDOP's generosity in gifting us such a valuable tool for our BIA members is greatly appreciated and we offer our sincere thanks for making the BIA look so good! Check us out at www.lancasterbuilders.org!



# 2022 BIA Installation Banquet

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



JANUARY 13, 2022
11:30am–1:30pm

WYNDHAM LANCASTER RESORT – Vistas Room
2300 Lincoln Highway East,
Lancaster

**Hear** the plans for 2022.
**Mingle** with industry peers and community leaders.
**Support** your 2022 BIA Directors and Officers, including our incoming BIA President, Jordan Metzler of Metzler Home Builders, Inc.

Enjoy a networking reception followed by lunch and a presentation celebrating the accomplishments of 2021 and our vision for the year ahead.

*$45 per person to attend.*

# BIA Members Attend Code Training Seminar






## PA UCC Residential Code Update Training

On October 26th the Association held a luncheon seminar sponsored by James Hardie Building Products to advise builders of the PA UCC Residential Code Updates. In accordance with the requirements of Act 45 of 1999, as amended, the PA Uniform Construction Code (UCC) Review and Advisory Council (RAC) completed the review of the 2018 I-Codes, and the code provisions that were adopted during this process will be made effective on 2/14/2022.

Attendees met at Shady Maple Smorgasbord where Brian Wolfgang of PHRC presented the two-part program. Part One focused on the details of 3 major change categories:

- Stucco and stone wall assemblies
- Insulation and fenestration requirements
- Blower door testing target

Part Two provided an overview of other specific building changes, how these updates are presented, and what changes are most substantial for residential construction. Brian also provided commentary on the draft PA Alternative Residential Energy Provisions.

We will continue to keep our builders informed of these updates. Brian Wolfgang and the PHRC team are available for any questions you may have; you may contact Brian at bmw5014@psu.edu

Many thanks to our sponsor: JamesHardie Siding | Trim




**SAVE EVERY DAY WITH OUR FLEET FUELING PROGRAM**

"Our Fleet Fueling program gives you the ideal tools for overseeing your fleet fueling. Best of all, it's ***free*** - and it comes with a full customer support team from a ***trusted, local*** company. The program also offers purchase controls that can be pre-programmed per card to help manage company-wide fueling policies. The web-based account management system provides all the information you need at your fingertips: consolidated usage information, reports online that can be created and saved, and other tools."

For more information or to sign up today, contact:

**Heather Rineer**
Manager of Client Operations
**717.940.2776**
rineer@rhoadsenergy.com

Rhoads Energy 100 YEARS OF COMFORT FAMILY OF COMPANIES

Building Industry Association OF LANCASTER COUNTY Your Community. Your Builders.

The benefits associated with this program include:

- **No sign up or card fees**
- **Save 1¢ per gallon discount at all fuel stations that accept the Voyager Card**
- **Use at over 320,000 locations nationwide**
- **Manage fleets of 1 to 100+ vehicles**
- **Local support and service**
- **Web-based account management**
- **Easily find fueling stations with the Voyager Mobile App**
- **Customized reporting**
- **Electronic billing**
- **Flexible controls per driver or vehicle**




## The BIA will represent *YOU* at Thaddeus Stevens College of Technology Job Fair on February 9th.

The BIA will represent ***all*** its member companies at the job fair in an effort to find the quality skilled labor our members require! Association representatives will speak to graduating sophomore students and gather their resumes, which will then be distributed to you, our members, who have a need in the students' area of study.

Students that study the following curriculum will be attending the job fair:

| | |
|---|---|
| Architectural Technology | Masonry Construction Technology |
| Cabinet Making & Wood Technology | Plumbing Technology |
| Carpentry Technology | Residential Remodeling Technology |
| HVAC & Refrigeration | |

**Let the BIA connect the dots to securing your future workforce!**
***Send in the following information by February 3rd.**

- Do you have job openings at your company? Send in a description to be shared with those that come to the BIA table!
- Do you offer Summer Internships? Let us know!
- Want to be included in the PowerPoint at the BIA table? If so, please send a picture representing your company and what you do.

*Send all job openings, information and questions to Pauline Wilton, BIA Director of Member Services: Pauline@lancasterbuilders.org ~ 717-569-2674

Building Industry Association of Lancaster County

## Exclusive Entertainment Discounts!

NAHB National Association of Home Builders

Members have access to huge savings on nationwide entertainment through MemberDeals. Find exclusive discounts, special offers, preferred seating, and tickets to top attractions, theme parks, shows, sporting events, hotels, and much more.

- Save up to 40% on Top Theme Parks Nationwide
- Save up to 60% on Hotels Worldwide
- Save up to 40% on Top Las Vegas & Broadway Show Tickets
- Huge Savings on Disney & Universal Studios Tickets
- Preferred Access Tickets™ Find great seats to your favorite concerts, sports and more!

**Please visit https://memberdeals.com/nahb/?login=1**



# MY BENEFIT ADVISOR

## SUPPORTING WORKPLACE MENTAL HEALTH



Focusing on employee wellness not only benefits your employees but can boost your company's bottom line as well. Estimates that one in five Americans experience some form of mental illness, most without getting treatment, means that many will continue to struggle with their issues, impacting both family life and work life, if employed. And although mental health struggles have long pre-dated COVID-19, the pandemic only served to exacerbate the health challenges for many individuals.

For the employer, the benefits of supporting employee mental health can be substantial. By showing an interest in the health and well-being of their staff they can help employees navigate through issues like anxiety, depression, burnout and traumas. In addition to showing they truly care about their employees, providing mental health support can also increase productivity and improve the overall morale of the office.

The first step concerned employers can take is to look critically at their benefit portfolio to assure that the resources they are providing adequately meets the needs of their working populace. Start by reviewing the mental health benefits provided by any base health insurance benefits, Employee assistance programs (EAPs) and Telehealth services, then make sure all these programs are being effectively communicated to employees so they will be able to take advantage of the resources being provided to them.

Finally, employers can create opportunities for management and human resource personnel to open up supportive conversations with employees regarding mental health issues, helping to reduce the stigma wherever possible by sharing any of their own personal experiences and challenges.

MY BENEFIT ADVISOR

The **Building Industry Association of Lancaster County** offers its members access to *My Benefit Advisor* as a solution for employee benefits, including voluntary offerings. For more information about My Benefit Advisor, visit our website at **pbip.mybenefitadvisor.com** or contact Christopher Sloane at (888) 333-7526.




- **Build Relationships**
- **Make a Difference**

**BIA Spring Home Show**—Help to plan and promote the BIA's annual consumer show. Members help to execute the logistics, event features, and marketing campaigns of the multi-day event.
*Staff Liaison: Karen Watkins*

**Parade of Homes**—Help make decisions that shape this premier week-long event which showcases new building techniques and trends.
*Parade Liaison: Melanie Capanelli*

**Membership Committee**—From events to discounts to personal contacts, help develop membership recruitment and retention initiatives.
*Staff Liaison: Pauline Wilton*

**Government Affairs Committee**—Monitor proposed state and federal laws and regulations, meet with elected officials and work with Pennsylvania Builders Association (PBA) to ensure that township, county and statewide laws and regulations are fair to the home building industry.
*Staff Liaison: Karen Watkins*

**Remodelers Council Steering Committee**—Help plan and implement the activities and meetings for the council.
*Staff Liaison: Pauline Wilton*

**Lancaster Building Industry Foundation Board**—To provide by means of charitable giving - community based opportunities, education and service related to the building industry. Staff Liaison: Karen Watkins

## Questions? Need more information?

Contact: staff@lancasterbuilders.org or (717) 569-2674.

# BIA Events and Education

## EVENTS

**PAST PRESIDENTS MEETING via ZOOM**
**January 11, 2022, 9:00am**
Past BIA Presidents discuss ideas for the future direction of the Association.

**INSTALLATION BANQUET**
**January 13, 2022, 11:30am - 1:30pm**
**Wyndham Lancaster Resort – Vistas Room**
**2300 Lincoln Highway East, Lancaster, PA 17602**
Hear the plans for 2022. Mingle with industry peers and community leaders. Support your 2022 BIA Directors and Officers, including our incoming BIA President, Jordan Metzler of Metzler Home Builders, Inc.
Enjoy a networking reception followed by lunch and a presentation celebrating the accomplishments of 2021 and our vision for the year ahead.
*Cost: $45. Please register by January 5, 2022*

**PBA SOUTH CENTRAL REGIONAL MEETING & DINNER**
**January 25, 2022, 5:30pm**
**BIA Offices, 204 Butler Avenue, Suite 200, Lancaster**
BIA members meet to prepare for upcoming PBA Board Meeting.

**BIA—THE WHOLE PICTURE**
**February 2, 2022, 8:00 - 9:00 am**
**BIA Offices, 204 Butler Avenue, Suite 200, Lancaster**
Are you using your membership to its fullest potential?
Be sure to attend this free event to learn about the abundance of benefits that membership offers, including discounts, networking and marketing opportunities, advocacy efforts and much more!
*Cost: FREE*

**THADDEUS STEVENS COLLEGE OF TECHNOLOGY JOB FAIR**
**February 9, 2022**
The BIA will be representing *all* its member companies at the job fair in an effort to find the quality skilled labor our members require! Association representatives will speak to graduating sophomore students and gather their resumes, which will then be distributed to you, our members, who have a need in the students' area of study.

Students that study the following curriculum will be attending the job fair:
Architectural Technology
Cabinet Making & Wood Technology
Carpentry Technology
HVAC & Refrigeration
Masonry Construction Technology
Plumbing Technology
Residential Remodeling Technology

See more details on page 16.

**BUILDING CONNECTIONS—A Speed Networking Event**
**February 17, 2022, 3:00-6:00pm**
**Inn At Leola Village, 38 Deborah Dr, Leola, PA 17540**
event sponsor UGI Energy to do more
Builders and Associates, this is the opportunity to build your connections that will help your business! Associates receive a display table and three minuites one-on-one with each builder to prompote your products and services. Builders meet a variety of quality contractors, sevice providers, and vendors in one convenient location.
*Cost: Associates $350, Builders attend free.*

---

**Building Industry Association**
**OF LANCASTER COUNTY**

# 2022 Partnership Packages
## to Meet Your Marketing Needs




**Don't Miss Out! Reserve yours today!**

We have several sponsorship packages available for 2022 to promote your business. Each partnership includes a variety of event sponsorships, advertising opportunities, and donations towards scholarships for students entering the trades.

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! Thank you to all that have reserved their 2022 Partnership!

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

**Executive Industry Partner:** **SOLD** to **UGI Utilities, Inc.**

**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.**

**Building Connections Partner:** **SOLD** to **James Hardie Building Products**

**Industry Support Partner:** **SOLD** to **Members 1st FCU**

**Advocacy Support Partner:** $1000 – **3** of **5 SOLD** to **JC Snavely's, & Sons. Inc., McNees Wallace & Nurick LLC,** and **Rettew**

**Friend of the Industry Partner:** $1000 – **1** of **5 SOLD** to **Trout CPA**

*For More Information and To Reserve Your Partnership, Please contact Pauline Wilton at (717) 569-2674 or pauline@lancasterbuilders.org*

**REMODELERS COUNCIL MEETING**
**February 22, 2022, 11:30am-1:00pm**
**BIA Office, 204 Butler Ave, Suite 200, Lancaster**
Join us for lunch at the BIA office to network and discuss plans for the Remodelers Council. We need your input!
*RC members attend for FREE!*

**PBA COMMITTEE AND BOARD MEETING**
**February 25-26**
**DoubleTree Hilton, Reading, PA**

**BIA Government Affairs Breakfast & Roundtable Discussion**
**March 3, 2022, 7:30-9:30am**
**The Cork Factory Assembly Room,**
**480 New Holland Ave #3000, Lancaster, PA 17602**
Valuable facetime visiting legislators in a circuit format.

**PARADE OF HOMES ENTRY DEADLINES**
Earlybird entry: March 11, 2022, entry fee, $2,950
Final entry: April 8, 2022, entry fee, $3,250

## SAVE THE DATE

2022 Building Industry Association PARADE OF HOMES
June 18–26 Lancaster/Lebanon

***Builders, Don't Miss This!***

Be part of the biggest, most anticipated home event of the year!

It's a 9-day event including the **Parade of Homes Gala** held at the Lancaster Country Club.

We have an extensive marketing plan including television, magazine ads, billboards, online promotion, social media, direct mailing of the guidebook to over 100,000 people, and more.

The Parade of Homes is an outstanding benefit of BIA membership; it is one builders and realtors should not miss.

Contact Parade Liaison Melanie Capanelli for more information at Parade@lancasterbuilders.org

**Early bird deadline is March 11.**
**Final deadline is April 8.**

event sponsors
Fulton Bank UGI Energy to do more

*Stay in the loop! Connect with the BIA on:*

facebook. YouTube in

**www.lancasterbuilders.org**

## EDUCATION

**DYNAMIC CREW LEADERSHIP—This is a 3-day course**
**Jan 10, 17 & 24, 2022 12:00pm – 4:00pm each day**
**ABC Keystone, 135 Shellyland Road, Manheim**
This interactive course will provide practice in communication skills, time management, focus, motivation, leadership, planning and problem-solving through role-playing and other classroom activities. It takes place over three weeks in order to apply what is learned and develop skills that stick and continue to grow.
**Benefits of Attending:**
- Learn how to work with different communication styles
- Master time management and organization
- Practice critical conversations from the jobsite
- Grow team unity and buy-in

*Cost: $435.00 per BIA Member.*
*Price includes: Comprehensive DiSC profile, reference notebook, instruction and completion certificate. Register by December 31, 2021*
*To register or for more information, please contact Pauline Wilton.*

**30 HOUR OSHA CONSTRUCTION—This is a 4-day course**
**Jan 24, 25, 31 and Feb 1, 2021 7:30am – 4:30pm 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: BIA Member — $575.00 per BIA menber*
*Price includes: Various course materials and a certificate of completion.*
*Register by Jan 14, 2022*
*To register, or for more information, please contact Pauline Wilton.*

**OSHA 10-HOUR CONSTRUCTION—This is a 2-day course**
**March 7 & 8, 2022 7:30am – 1:30pm each day**
**ABC Keystone, 135 Shellyland Road, Manheim**
This OSHA 10-Hour Construction course serves as the benchmark for introductory job site 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 job site
- Display a professional company image by managing workplace safety obligations

*Cost: $175.00 per BIA Member.*
*Price includes: Course materials and workbook, snacks and OSHA card*
*Register by February 25, 2022.*
*To register, or for more information, please contact Pauline Wilton.*

# Your BIA is fighting Municipal Abuse!

## PA Senate Bill 208: Clarifying Municipal Bonding Requirements for Property Improvements.

SB 208 amends the Municipalities Planning Code to clarify Section 509 regarding final plat approval and the retention of posted financial security for improvements. While the law's intent is to ensure developers have sufficient funds to complete all required property improvements, the current language can be misinterpreted to withhold excess funds that greatly restrict a builder's ability to get bonded for other on-going projects. Instead of only retaining a bond of 110% of the value of remaining improvements, some municipalities have interpreted the law to retain 10% of the entire original project amount IN ADDITION to the cost of remaining improvements.

SB 208 passed the Senate 50-0 on June 22. It has passed 2nd Consideration on November 18th, and third Consideration on December 13th. It is now on its way to the Governor's Office!!!

## BIA Members Have a Voice. So, Let's Use It! We Need to Hear From YOU.

Members of the BIA have joined GA Committee leaders to meet with local legislators. We are active in our efforts to both further legislation that benefits our builders, and to oppose legislation that will negatively impact our members' ability to do business. Simple to understand, but complex at local, state and national levels.

Most recently, we've engaged our members in luncheons with Representatives Steve Mentzer and Keith Greiner, and, most recently, an evening event at Rock Lititz with PA Senator Ryan Aument, House Speaker Bryan Cutler, Senate Majority Leader, Kim Ward and Senator Scott Martin.

The lines of communication are open and the relationships are solid; we must continually hear from YOU, our members, as to the industry issues that most affect your businesses.

Tailored Solutions for Your Shipping Needs.



NAHB members can save at least 75% on less-than-truckload (LTL) shipments over 150 lbs.

The NAHB Freight Shipment Program offers exclusive access to low cost, customized inbound and outbound LTL rates for air, ground, international LTL, truckload, rail and intermodal freight services with world-class freight carriers. From a single shipment to your complete supply chain, our freight experts will find a way to make it happen. With decades of experience and an international network at their fingertips, your dedicated freight team will make the complex simple.

To start savings, simply:

Call: 1-800-MEMBERS (636-2377) | Visit: www.1800member.com/nahb
M-F, 8 a.m.- 5 p.m. ET

NAHB National Association of Home Builders | YRC FREIGHT | ups




Building Relationships.

Relationships are the foundation for a successful business. Work with a financial partner that understands your needs.

At Fulton, it's not just banking.
It's Personal.

Fulton Bank

1.800.FULTON.4
fultonbank.com

Fulton Bank, N.A. Member FDIC.

## 2021 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+

John Bear  KC Lezzer
Clair Weaver

### Keystone Club: $750+

Randy Hess

### Century Club: $500+

Kevin Kozo  Erik Seuring
Mark Stanley

### Chairman's Club: $100+

Steve Black  Scott Frick
Nate Van Name

# New Members

*Join us in welcoming these companies into the BIA, and in thanking our recruiters!*

## ASSOCIATE

**INDOOR CITY GRANITE AND MARBLE**
**DONALD PARSONS**
1284 LOOP ROAD
LANCASTER, PA 17601
PHONE: (717) 368-5604
BUSINESS ACTIVITIES: GRANITE
EMAIL: DON@INDOORCITY.COM

## BUILDER

**Prime Home Contracting LLC**
**Jonathan Hakala**
1525 OREGON PIKE
LANCASTER, PA 17601
PHONE: (717) 413-0035
BUSINESS ACTIVITIES: REMODELING CONTRACTOR
EMAIL: SERVICE@PRIMEHOMECONTRACTING.COM




# Membership Renewals

*Thank you for your continued commitment to the industry!*

Advanced Interiors, Inc.
ALL Renovation & Design LLC
Alliance Custom Cabinetry
Alside Supply Co.
B & E Roofing and Remodeling, LLC
Blue Haven Pools & Spas by Calvitti
Brooklawn Paving, LLC
Cloister Flooring, Inc.
Cocalico Plumbing & Heating
Crouse Concrete LLC
D. R. Horton
Diehm & Sons, Inc.
Eby Exteriors
Elite Vinyl Railings, LLC
Fidelity Contracting LLC
First National Bank
Fravel Home Improvements & Remodeling, Inc
Herb Miller Builders, Inc.
Hess Home Builders
Horizon Kitchens, Inc.
Horst & Son
Integrity Pools & Spas, Inc.
Integrous Fences & Decks
INTERIORS HOME
J.K. Mechanical, Inc.
Jim Martin Design
Kauffman Kitchens, LLC
Keener Insulating & Supply, Inc.
Kitchen Encounters
Kreider's Canvas Service, Inc.
Lancaster Lebanon Habitat for Humanity
Land Grant Surveyors
LH Brubaker Appliances, Inc.
MBC Building & Remodeling, LLC
Metzler Home Builders, Inc.
Myer Hill Consulting
Pella Windows & Doors Company
Pennsy Supply
Penway Construction
Performance Systems Development
Quality Floors Co
Renovations & Additions (R&A) Magazine
Ressler & Mateer, Inc.
RL Livingston, Inc.
Rockbridge Lawnworks Inc
Saxton & Stump
Sensenig & Weaver Well Drilling Inc.
Sherman & Walton, Inc.
Snavely's, J.C. Snavely & Sons, Inc.
Stevens & Lee/Griffin
Strella Social Media
Stump's Decks & Porches
TK Building & Design LLC
UGI Utilities, Inc.
Unique Construction
Ville Painters, Inc.
Weber Surveyors
Weinstein Supply
Weist Electric, Inc.
Wenger's Construction, Inc.
Wm. Murry & Son, Inc.
Wolf Rock Builders, LLC
Yale Lighting Concepts & Design
Zeiset Homes & Renovations LLC

# Cancellations

Stephen Black Enterprise, Inc.
Goodall Pools & Spas
Hershey Excavating, LLC
Smucker & Sons Exterior Improvements
Cross Keys Copper LLC
Wells Fargo Home Mortgage
Pinnacle Building & Design
K2 Drywall & Remodel, LLC

*Sorry to see you go! We'll be here if you choose to come back.*



Kitchen by
Choice Home Remodeling

# Celebrating Lancaster County's People, Scenery, Heritage, Style & Point of View Since 1987.

**BIA MEMBERS** are always welcome to discuss their projects with our editor, Suzanne Long, by calling 717-492-2585 or emailing sue@lancastercountymag.com.

LCM
LANCASTER
COUNTY MAGAZINE

## INTERESTED IN ADVERTISING?

To obtain a media kit, contact advertising@lancastercountymag.com

LancasterCountyMag.com

Building Industry Association
OF LANCASTER COUNTY
Your Community. Your Builders.
204 Butler Ave, 2nd Floor, Lancaster, PA 17601

PRESORTED
STANDARD
U.S. POSTAGE
PAID
LANCASTER, PA
PERMIT NO. 214

## 2021 BIA Board Of Directors

**PRESIDENT**
Steve Cook, UGI Utilities, Inc.
**VICE PRESIDENT**
Jordan Metzler, Metzler Home Builders, Inc.
**SECRETARY**
Tim Kotzmoyer, TK Building & Design, LLC
**TREASURER**
Jason Herr, Trout CPA
**ASSOCIATE VICE PRESIDENT**
Lori Bentley, Douple Agency, Inc.
**IMMEDIATE PAST PRESIDENT**
Matt Grosh, Herr & Low, PC.

**BUILDER DIRECTORS**
Mike Blank, MBC Building & Remodeling, LLC
Jared Erb, Custom Home Group, Inc.
Randy Hess, Hess Home Builders
Kevin Kozo, Turnberry Construction Group
Andy Toms, EGStoltzfus Homes, LLC

**ASSOCIATE DIRECTORS**
John Bear, Stevens & Lee/Griffin
Ryan Mowery, Fulton Bank
Claudia Shank, McNees Wallace & Nurick, LLC
Joel Young, Rettew

**2021 Select Pillar Partner**
Lezzer Lumber

**2021 Premier Partner**
WALZ GROUP

**2021 Advocacy Partner**
RETTEW

**2021 Building Industry Pillar Partner**
GRMitchell

**2021 Association Event Partner**
Douple Agency, Inc.

**2021 Building Connections Partner**
JamesHardie Siding | Trim

**2021 Industry Support Partner**
MEMBERS 1st FEDERAL CREDIT UNION

**2021 Friend of the Industry Partner**
Trout CPA

