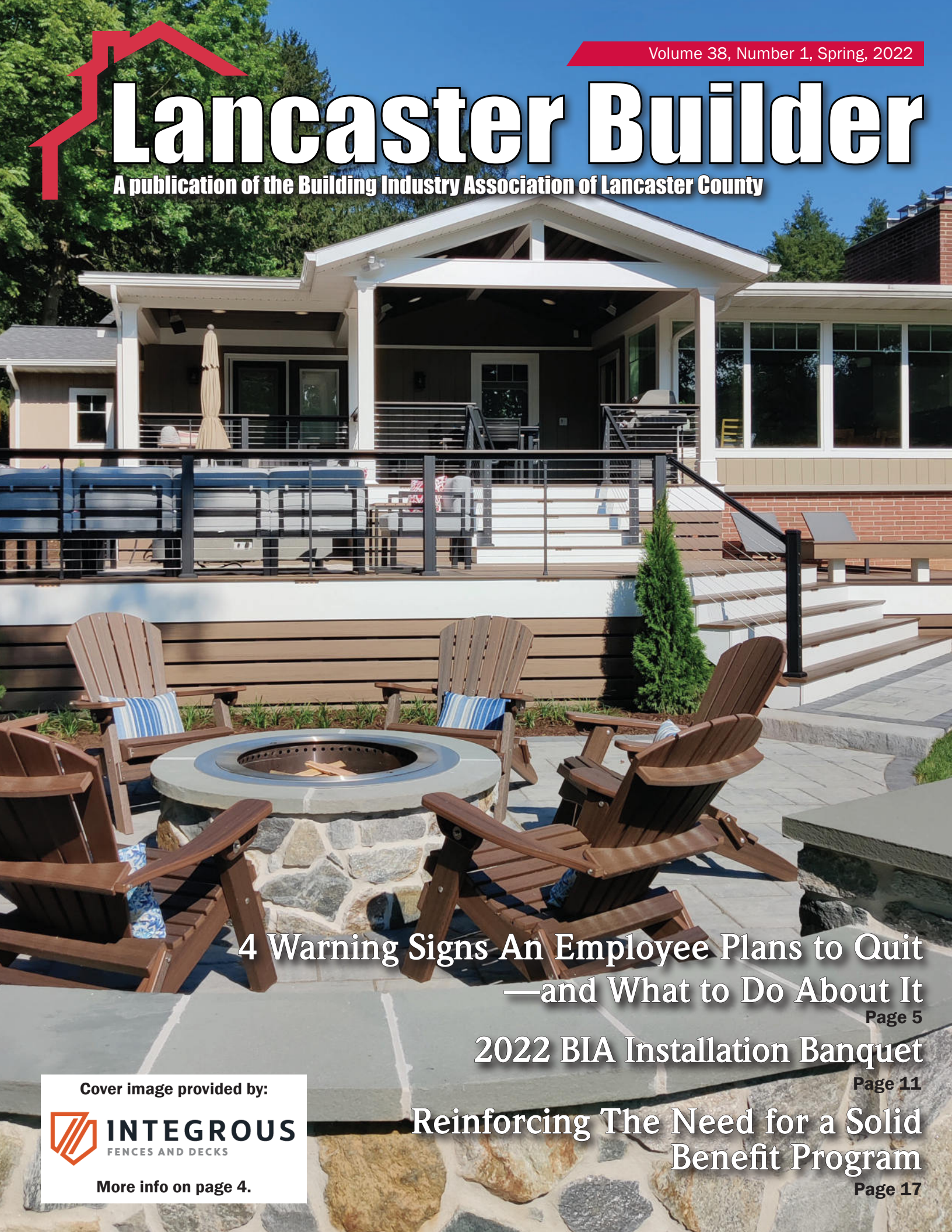
Volume 38, Number 1, Spring, 2022

Lancaster Builder

A publication of the Building Industry Association of Lancaster County



4 Warning Signs An Employee Plans to Quit —and What to Do About It

Page 5

2022 BIA Installation Banquet

Page 11

Reinforcing The Need for a Solid Benefit Program

Page 17

Cover image provided by:

INTEGROUS FENCES AND DECKS

More info on page 4.



Dining Room by
TK Building & Design

Interior Design by Amy Sensenig

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

Your BIA: Essential For Our Complex Industry

by Jordan Metzler, Metzler Home Builders, Inc.



A little over 10 years ago, I began my journey in the residential construction industry. Having grown up around my family's business, Metzler Home Builders, I was always interested in returning to work in the business with the history of three generations that came before me.

Soon after starting at Metzler Home Builders in 2011, I developed a passion not only for our business but the residential construction industry in general. It was very shortly into my career at Metzler's that I was introduced to the BIA.

I saw from the beginning of my involvement with the BIA that the association really mirrored what the industry was all about – It was about working together, connecting people and fostering relationships.

I believe our industry is incredibly unique in the amount of different people it takes to work together to accomplish a common goal. If you take any one construction project – a new home or even large-scale renovation project, it is amazing to see the labor, talent and trades that will have worked on that one particular project from start to finish.

Just within a building company you may have sales people, designers, estimators, purchasers, selections coordinators, project managers, site supervisors, carpenters, apprentices, office support staff and more. You have your dozens of trades and sub-contractors that perform the bulk of the work on site, and the suppliers who provide building materials and components necessary. I've estimated that on an average new home build, we may have up to a few hundred different people that have performed specific tasks pre-construction and on the job site throughout the life of a project.

Now we haven't even mentioned the folks that are touching this project in a different way, the Lenders that the client's construction loan is through, the attorney that was involved in the land acquisition, the engineers who subdivided the land or designed your stormwater management plan, the insurance agent who provides coverage to protect the builder and the client.

This, to me, is the beauty of the residential building industry, many people in many different positions and businesses working together to improve the lives of those in our community through building and renovating

What makes me so passionate about the BIA is their very purpose to promote and protect our businesses. Our mission specifically states that we Promote Member Companies while advocating for the advancement of the residential construction industry. Promotion and protection take on many forms!

To fulfill this mission, we continually adapt our focus to what our member companies need. While supply chain issues and regulation challenges are in the forefront, many companies have more work than they can handle in the current economy. We know you have an extreme need for skilled workers, and we can help with that. You'll be hearing much more about how your BIA will continue focusing on workforce development and the promotion of careers in construction.

I do have a challenge for today's membership. It is simply to get involved and give back to the association that supports your industry. The BIA does so much work, both out front and behind the scenes to promote and protect us. You can be a part of this effort by serving on a committee, entering a home or remodeling project in the Parade of Homes, highlighting specific projects and company achievements in the Pillar Awards, talking to your peers about the value of BIA membership, sponsoring events, partnering with the Association, financially contributing to our PAC and our Foundation, donating time or materials to BIA projects and our own office space renovation.

Thank you, I look forward to serving as your 2022 BIA President.

Calendar of Events

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

Events

March	31	Lancaster 2040: Thinking Beyond Boundaries @ Ware Center, 8am – 4pm
April	7	GA Committee & Lancaster Co. Conservation District Conversation @ 8:00am
	8	Parade of Homes Entry Final Deadlline
May	4	BIA–The Whole Picture @ BIA Office, 8am – 9am
	25	BIA Member Mixer—Hatchet and Corn Hole @ GR MItchell
June	17	Parade of Homes Gala
	18-26	Parade of Homes Tour
	21	BIA Annual Golf Outing @ Crossgates Golf Club

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: Jordan Metzler

Vice President: Tim Kotzmoyer

Secretary: Kevin Kozo

Treasurer: Jason Herr

Associate Vice President: Frank J. Vargish III

Immediate Past President: Steve Cook

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:

INTEGROUS
FENCES AND DECKS

INTEGROUS: IT'S HOW WE OPERATE, HOW WE TREAT PEOPLE AND THEIR PROJECTS

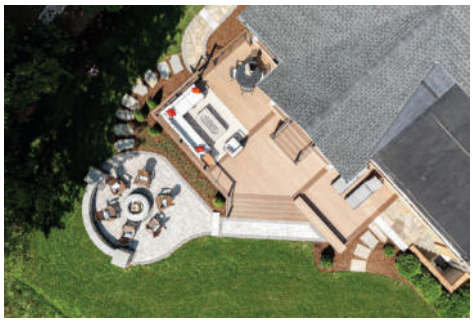
Building People Through Business

Our people:
At Integrous, our name describes who we are and our mantra. We each play an important part in the many different roles of serving our customers, and we are all passionate about one thing: serving our customers with integrity no matter what.

Our values/who we are:
Founded by Jason and Sara Hurst as The Fence Experts, our goal has always been to give customers the best value—and best quality—by putting people at the center of our business model. We believe our business isn't just built by what we do; it's built by who we are. Our mantra that we live by is *"Building People Through Business"* and that is at the forefront of all we do.

What we do:
Our dedicated team of employees is passionate about what they do, and who they do it for. We have crews who are specialized in each of our service offerings that range from *automated gate entry systems, to complex decks, to custom residential fences, to commercial fencing and guard rails.* What we do best is high-end products and quality craftsmanship with our "people first" service at the core of all we do.





Our Fences:
We believe that truly amazing fences reflect the products and workmanship used, so we source only the highest quality materials and utilize the best installation practices for building your fence, giving you security and peace of mind with your end result.

Our Decks and patios:
Integrous makes your dream of a safe, beautiful outdoor living space a reality by bringing knowledge, craftsmanship, and integrity to deck construction. Whether it is a home or commercial deck, large or small, we are excited to partner with you to bring your vision to life.

Our warranty:
We believe that our people, products, and installation practices are the best in the industry and that our fences and decks should give you years of hassle-free service.

That's why we guarantee our work and products with the industry's only completely comprehensive, five-year warranty! If your fence or deck isn't functioning as it should or is structurally unsound, we'll fix it free of charge for up to five years after installation.

Integrous Fences and Decks
32 PA Rout 41 Phone: 610.430.0743
Gap, PA 17527 Website: integrous.com

Office and Showroom hours
Weekdays: 7AM—4PM
Weekends: Closed

FIVE-YEAR 5 WARRANTY

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

4 Warning Signs An Employee Plans to Quit —and What to Do About It

FROM ADP'S HR TIP OF THE WEEK — PERFORMANCE | FEBRUARY 21, 2022



The costs associated with recruiting and training a new employee can be significant, especially for roles that require more experience. This is even more true now because of the difficulty many employers are experiencing when trying to fill open positions. That's why retaining your employees is so important right now. To help you manage costly turnover, here are some warning signs that an employee is about to leave—and what you can do about it.

Warning signs:

Decline in work quality and/or quantity. Your employee's track record has always been to show up early, stay late, and crank out stellar work. While there may have been small dips in their performance here and there, this is different. Now you're seeing that while their work isn't exactly subpar, it's not up to their usual standards. You're concerned because you've noticed their work effort has declined recently.

Lack of interest in high-profile work. Many top performers like to be part of high-profile projects and teams. If an employee shows a lack of interest, after wanting to get involved in projects in the past, it could be a sign that they don't see themselves working for you long-term.

Dip in engagement. At staff meetings, they may have less input than before, or perhaps their contributions have been more superficial lately. They may also seem less interested in going out to lunch with colleagues or attending company functions than in the past.

More friction. An employee who typically gets along with colleagues is suddenly becoming difficult to work with. The employee may be complaining a lot more than usual, perhaps about minor things that have always been a part of their job.

Your action plan:

Be proactive. While a certain amount of turnover is inevitable, there are steps you can take to help improve retention before these warning signs appear. Administering employee surveys and conducting exit interviews with departing employees can help you assess employee satisfaction and engagement over your entire workforce. This will allow you to course-correct if needed. A growing number of employers are also conducting "stay interviews," During such interviews, you ask current employees questions that address both why they're loyal to the company (an indication of what you should keep doing) and why they may consider leaving (an indication of what changes may need to be made). These interviews typically include questions about what the employee likes most and least about their job, what the employer/supervisor can do to support them in the challenging aspects of their job, whether they believe their talents are being fully utilized, and what would make them consider leaving.

Don't make assumptions. If you notice any changes to an employee's work performance or attitude, don't assume you know the cause. While the above warning signs could reflect that the employee plans to leave, it could also mean there's something else going on. For instance, if an employee is being subjected to sexual harassment, it's possible they would exhibit some of the same behaviors, such as not wanting to show up to meetings or disengaging from company activities. Or, perhaps the employee is taking measures to protect themselves from COVID-19 or is experiencing burnout related to the pandemic.

Meet with the employee. Schedule a meeting with the employee in private. Start the meeting by expressing your appreciation for their contributions and be straightforward. Let them know that you've noticed changes in their performance and/or attitude and give examples. Ask if there's anything you can do to help and then give them an opportunity to speak. If they don't have an explanation at this point, try being more direct. For instance, you could tell them that experience tells you that these are often the warning signs that an employee wants to leave their job, and you want to know whether this or anything else is the cause of their change in behavior.

Listen to the employee. If the employee reveals that they are in fact considering a job elsewhere or are otherwise planning to quit, ask them if there's anything you could do to keep them onboard. Regardless of how much you want to keep the employee, avoid making any promises during the meeting.

> **Note:** Keep in mind that the information the employee shares may trigger additional obligations. For instance, if the employee reveals that a disability is the reason their performance has declined, you may be required to provide the employee with a reasonable accommodation. Or, if the employee tells you that workplace misconduct has impacted their performance and attitude, you'd need to launch a prompt, impartial, and thorough investigation.

Consider your options. Assess your options for addressing what the employee needs in order to stay with your company. Think about the whole picture, including the employee's value and potential cost to your company.

Follow up. Schedule a follow-up meeting with the employee and talk about options to help improve engagement. Document each step of the process and keep a record of your conversation and action plan.

Conclusion:

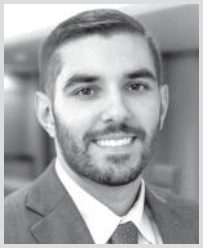
Develop policies, practices, and benefits that reflect your company's values and effectively motivate and retain employees.

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

NEW HIRES

Barley Snyder is pleased to announce that it has hired Zachary J. Daly as an attorney in its Intellectual Property Practice Group.

Daly is a patent attorney and a graduate of Elizabethtown College. He graduated from Santa Clara University School of Law in May, where he won the Witkin Award for Academic Excellence in 2021. The award is presented to a student for attaining the highest grade in a course.


Zachary Daly

Daly graduated from Elizabethtown with a degree in physics before attending law school.

"It's an honor to start my professional law career at Barley Snyder," Daly said. "It truly is an ideal law firm, and I look forward to helping the firm's clients in whatever way possible."

While at Santa Clara, Zach was a member of the Student Intellectual Property Law Association. He also was a student associate at the school's Entrepreneurs' Law Clinic helping client entrepreneurs and start-up companies.

"Zach exudes the kinds of qualities we look for in our attorneys," said Salvatore Anastasi, the chair of the firm's Intellectual Property Practice Group. "He has shown a tenacious work ethic, an acumen for intellectual property law and an eagerness to help our clients. He's a welcome addition to our group."

POMOTIONS

Saxton & Stump announced that four attorneys have been named equity shareholders effective January 1, 2022. Attorney and Pennsylvania lobbyist **Kathy Pape**, attorney **Jeffrey Bright**, and attorney **Lou Fiorilla** have been promoted, recognizing their exceptional work, client service and professional contributions. **Beth Palmer** is also joining the firm as a new equity shareholder in the firm's Charleston, S.C. office which operates under the name Spitz & Neville.

"Kathy, Jeff, Lou and Beth are dynamic attorneys who have used their outstanding abilities and successfully leveraged the firm's resources to significantly grow their practices," Saxton & Stump CEO James Saxton said. "We are pleased to welcome them as equity shareholders and look forward to watching their continued growth and the positive impacts they'll make to both our firm and our communities."

Kathy Pape

Pape joined the firm in January 2021 and was recently named co-chair of the Environmental, Workplace Safety and Utilities team. She leverages her experience gained as a CEO of the largest operating unit of a national utility to provide sound business solutions and effective advocacy for her clients. Before entering private practice, Pape was head of American Water's mid-Atlantic region and prior to that she was the president of Pennsylvania American Water. Pape is also a nationally known speaker on leadership, utility finance, infrastructure and operations and an expert witness on utility finance, tax and infrastructure issues. In the community, Pape is dedicated to several non-profit organizations and has chaired the Pennsylvania Business Counsel, the Foundation for Enhancing Communities, and the Pennsylvania Chapter of the National Association of Water Companies. She is an active member of the Boards of the Milton S. Hershey Medical Center, the Juvenile Diabetes Research Foundation (Central PA Chapter), Highmark Health and the Hampden Township Industrial Development Authority. Pape earned her LL.M, in Taxation from Villanova University School of Law, her J.D. from The Dickinson School of Law and a B.A. in political science from Edinboro University.

Jeffrey Bright

Bright focuses his practice on construction matters, civil litigation, employment law, and real estate development and disputes. For more than 12 years, he has represented contractors, subcontractors, owners, construction managers and design professionals. In addition to handling disputes, he regularly advises on the preparation, revision and negotiation of construction contracts for various project delivery systems. Bright also advises and litigates on insurance coverage and indemnity litigation that can arise during a project. Prior to joining Saxton & Stump, he founded Bright Law Firm PLLC, a boutique firm in Lancaster, PA focused on the construction industry. He earned his B.A. in government with a concentration in business from Franklin & Marshall College. He earned his J.D. from the Thomas Jefferson School of Law where graduated summa cum laude and was the Editor-in-Chief for the Law Review.

Louis Fiorilla

Fiorilla leads the firm's Banking and Financial Services team. He has more than 10 years of experience litigating disputes in federal, state and appellate courts where he regularly represents businesses, lenders, mortgage servicers, and debt buyers and collectors in customer and consumer litigation, account servicing and fraud lawsuits. He defends financial services companies in consumer protection actions, including single-plaintiff and class action lawsuits, alleging violations of the Telephone Consumer Protection Act, Fair Credit Reporting Act, Fair Debt Collection Practices Act and state law analogs. Prior to joining Saxton & Stump in 2020, Fiorilla was a partner at an Am Law 200 firm in Atlanta, Ga. While in law school earning his J.D. from Villanova School of Law, he served as a law clerk for the Hon. George A. Pagano at the Delaware County Court of Common Pleas. Fiorilla earned his bachelor's degree from Wake Forest University.

Beth Palmer

Palmer is based in the firm's Charleston, S.C. office which was established earlier this year and focuses her practice on both public and private sector clients, handling employment and education matters, real estate and business litigation. Prior to joining the firm, she was a partner at a Charleston, S.C. based law firm where she practiced for more than 16 years. Palmer is an experienced litigator in complex commercial and business matters, providing counsel to businesses and institutions on operational issues such as risk management, contracts and employment matters. She also handles trust and estate litigation, providing counsel for estate representatives, fiduciaries, beneficiaries and heirs. An active member of the American Bar Association (ABA), she played an instrumental role in creating the ABA's Bullyproof, a national anti-bullying initiative for schools. She earned her B.A. in Political Science and Government from University of North Carolina at Chapel Hill and her J.D. from the University of South Carolina School of Law. 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.

Barley Snyder is pleased to announce that **Matthew L. Guthrie** has been elected to the firm's partnership.

Guthrie's move to partner became effective Jan. 1. Guthrie is a member of the firm's Real Estate, Trusts & Estates and Business practice groups. He is a graduate of the University of Pittsburgh School of Law and received his undergraduate degree from Penn State University.


Matthew Guthrie

Guthrie came to the firm in 2019 when his firm Guthrie, Nonemaker, Yingst & Hart joined Barley Snyder in its Hanover office.

"I am proud to now be a partner at Barley Snyder," Guthrie said. "Joining Barley Snyder was a great fit for us and enabled us to provide more services to our clients given the firm's substantial resources and expertise."

Barley Snyder managing partner said Guthrie's elevation to partner is directly attributable to the work he's performed since joining the firm.

"Matt's work since he joined the firm has been precisely what we look for from our attorneys," Barley Snyder managing partner Jeff Lobach said. "Adding him to our partnership signifies our commitment to him and what he can do for our clients."

HONORS

Barley Snyder announces that Court Appointed Special Advocates (CASA) of Berks County has named Barley Snyder attorney **Zachary D. Griffith** to its board of directors.

CASA works to provide a competent, responsible, and compassionate court-appointed community volunteer to advocate for each child who faces abuse, neglect, and/or abandonment, according to its website. The goal is to restore their well-being and ensure the eminent right to a safe, nurturing, and permanent home.


Zachary Griffith

"The work CASA has done across Berks County has surely changed the lives of children in a positive way," Griffith said. "CASA's mission to speak for the children that have no one to speak for them is something I strongly believe in. I'm excited for the opportunity to help guide the organization in its bright future."

Griffith joined Barley Snyder in September after graduating from Widener University Delaware Law School, where he was an articles editor for the Widener Law Review. A Berks County native, Griffith's undergraduate degree is from Albright College.

Barley Snyder Venture Lititz, the nonprofit organization that supports the vibrancy of Lititz Borough, has named Barley Snyder partner Maria Di Stravolo Elliott the president of its board of directors.



Maria Elliott

Elliott has been a director on the board for more than two years before moving into her new position this year. Venture Lititz works to enhance and sustain the social and commercial vibrancy of the town's community, according to its mission statement.

The nonprofit plans and promotes community events throughout the year that are designed to enhance pride of place for locals and grow the town's tourism economy. Other key initiatives of the group are to preserve the town's history while planning strategically for a thriving future.

"Lititz, I believe, has one of the best small-town business communities in the state and even beyond," Elliott, a Lititz-area resident, said. "The community thrives on businesses and people working together to build the town up, and it's been very successful in that. Venture Lititz is there to guide those efforts and promote the businesses that help make this such a great town. I'm proud to follow in the footsteps of Jim Wenger, past president for close to a decade, whose tremendous efforts have made Lititz a better place to live, to visit and to work, and will look to additional avenues to make Lititz a thriving community."

Elliott is a partner in the Barley Snyder Real Estate Practice Group, the Construction Industry Group and other firm groups. In addition to her work with Venture Lititz, she also is a member of the development committee at the Lititz Rec Center. The Construction Lawyers Society of America named Elliott a Fellow as one of the country's top construction attorneys.



Barley Snyder. The Hempfield Foundation has named Barley Snyder partner **Peter J. Faben** to its board of directors.

The nonprofit organization supports the Hempfield School District's educational mission by providing grants to the district's faculty and staff for projects and innovative teaching methods that the district may not have been able to pay for itself. It also awards scholarships to graduating seniors for their post-secondary education.



Peter Faben

Faben and his family live in East Hempfield Township and the older of his two children is already enrolled in the district.

"Hempfield provides a top-notch education for its students, and that education is enhanced by the foundation's work, which allows students to pursue unique projects and novel educational experiences," Faben said. Faben is a member of the Barley Snyder Litigation Practice Group and the Health Care Industry Group. In 2021, the Central Penn Business Journal named him to its "Forty Under 40" list of businesspeople in the region, and he has been named a "Pennsylvania Super Lawyers Rising Star" from 2019 to 2021.

Barley Snyder Affiliates with Wyomissing Law Firm Leisawitz Heller

In its biggest strategic transaction in more than 30 years, Barley Snyder has set a new course for growth by welcoming the attorneys and employees of Wyomissing, Pa.-based Leisawitz Heller to the firm.

The partners at both firms voted in favor of Barley Snyder's affiliation with the law firm Leisawitz Heller. With the transaction, Leisawitz Heller's 14 attorneys, 10 paralegals and eight staff members joined Barley Snyder, effective Jan. 1.

This deal represents the largest one-time combination for Barley Snyder since 1991 when firm leadership made the decision to pursue a regional model.

"Thirty years ago, we decided to move outside of our traditional markets in Lancaster, York and Harrisburg and introduce all of central Pennsylvania and beyond to Barley Snyder," managing partner Jeff Lobach said. "We are delighted to be adding these excellent and highly regarded practitioners to our team."

The strength Barley Snyder has in the Reading market already – Barley's downtown Reading office has 14 attorneys – is what helped attract Leisawitz Heller when it began to look for a new firm to partner with.

"Our cultures lined up very closely," said Charles J. Phillips, now a partner at Barley Snyder and the former managing partner at Leisawitz Heller. "Barley Snyder shares the same values we do. We conducted an extensive search within our region looking for an opportunity like this. Barley Snyder exceeded our hopes for a firm to combine with. Joining forces with Barley Snyder enables our attorneys and staff to continue our reputation for excellent service, committed professionals, and an open and welcoming environment. The expanded services we can provide, as a part of Barley Snyder, are also appealing to our clients."

The attorneys joining Barley Snyder, with their practice areas, are:

William R. Blumer, Partner, Trusts & Estates
Eden R. Bucher, Partner, Finance & Creditors' Rights
Susanna M. Fultz, Associate, Employment, Employee Benefits
Thad M. Gelsinger, Partner, Litigation
Benjamin A. Leisawitz, Partner, Trusts & Estates
Stacey L. Lindsay, Associate, Trusts & Estates
Matthew M. Mayer, Partner, Business
Kevin A. Moore, Partner, Employment, Employee Benefits
Frederick M. Nice, Partner, Trusts & Estates, Business
Charles J. Phillips, Partner, Business
Latisha M. Bernard Schuenemann, Partner, Trusts & Estates
Allen R. Shollenberger, Counsel, Real Estate
John J. Speicher, Counsel, Litigation
Paul F. Trosi, Partner, Litigation

Ten paralegals also will be joining Barley Snyder. To view biographies for our professionals, visit Barley.com.

Builder Spotlight:

Rob Wishneski, Owner and President Five Point Renovation and Remodel



When was your company started?
After working as COO and general manager for a residential home builder for 20 years, I decided to start my own business. developed a business plan for a renovation and remodeling company based on the aging housing stock in our area, which I fondly call, “Houses of Certain Ages.” That was in June of 2006 and the company was officially created and incorporated in December 2006.

What does your company do?
Five Point Renovation and Remodel is a full-service design-build remodeling and renovation firm covering projects such as whole house renovations, additions, bath remodels, kitchen renovations, wine cellar builds, gymnasium builds, and much more.

What makes your company special?
At Five Point we truly listen to what you, the client, want and need in your project. From the design to completion, our client becomes part of the team right along side our employees, our trade partners, and trusted vendors. Our 16 years of renovation and remodeling experience allows us to be the client’s expert and consultant while working together on their projects. We like to remind our clients Five Point Renovation and Remodel “will make you fall in love with your home all over again!”

Why do you enjoy your job?
Two things in particular—one being the joy Five Point brings to our customers when their dreams become reality at the end of each project and second, seeing how happy our team is when they realize they were a part of making someone’s dream come true.

Why are you a member of the BIA?
Five Point has been a member of the BIA since 2007. In my previous position with the residential builder, I was a member of the BIA as well and can truly say the relationship with the BIA has been 100% positive. From the general information the BIA provides on a monthly basis to seminars, to meet and greets, to regular round table trade, to builder events, the benefits of being a member has greatly shaped Five Point in a positive way. Last January the BIA listed a free business analysis from the Small Business Growth Partners. I took a chance and signed up for the free service. I was so impressed with the SBGP’s offering and generosity! Five Point is now using the SBGP for business coaching services which has turned out to be a windfall for us. Since joining the SBGP we have updated and or created the necessary processes to run our business as efficiently as possible. Without the BIA, I would have never have had the opportunity to partner with the SBGP.

Tell us about yourself and your family.
Our home is located in western Chester County and is a home my wife Mary, who is the CFO and Vice President of Five Point, and I built together in 1999. The house used to hold four children, but they are all grown now and creating homes for their families. The children range from 21 years old to 32 years old. We have two boys and two girls. Our pets fill the house now. Three cats and two large dogs.

What are your hobbies?
Playing the guitar, playing blues harmonica, participating in a classic rock cover band, deer hunting, skiing in the Rocky Mountains, motorcycles, scuba diving, vintage British sports cars.

What other organizations are you a part of, if any?
NAHB,
NAHB Remodelers,
Western Chester County Chamber of Commerce,
Our Lady of Consolation Church in Parkesburg, PA.

Associate Spotlight:

Michael Caccese, Senior Account Manager Weaver Superior Walls, LLC



When was your company started?
Weaver Precast was started in 1985 by Gary Weaver, in October of 2021 Weaver Precast transitioned ownership to Weaver Superior Walls, LLC.

What does your company do?
We are a manufacturer and installer of Superior Walls foundation systems.

What makes your company special?
Superior Walls are a pre engineered foundation system that is manufactured in a controlled environment. The concrete mix is tested and guaranteed to meet a 5000psi concrete mix, the walls are damp proof and insulated and ready for construction. They are trucked to a job site and craned into place. A typical foundation takes about a day to install.

Why do you enjoy your job?
Weaver Superior Walls is a "family" run business. My co-workers are genuine and honest. No problem is too big and everyone contributes. On the customer side, I have developed fantastic personal and professional relationships with my customers.

Why are you a member of the BIA?
It gives Weaver Superior Walls an opportunity to support a local organization and the ability to be active in the local Building Industry.

Tell us about yourself and your family.
I grew up in the Berks Country area and still live there today. I have four great kids—Andy 25, Abby 23, Sam 20 and Gino 18. It's a wonderful feeling watching the family grow and start lives for themselves.

What are your hobbies?
My hobbies were always limited only because of raising four kids, but golf was always something that I enjoyed. I started playing with my father when I was 11 and haven't stopped since. As the kids got older, my hobbies include cooking, barbequing, ballroom dancing, and making Limoncello for family and friends.

What other organizations are you a part of, if any?
ABC Keystone
Lancaster Camber of Commerce
HBA of Berks County
Lebanon Builders Association
Presidents Circle of Superior Walls
35 Mile Club of Superior Walls

2022 Building Industry Association PARADE OF HOMES
Register now.
Learn about it on page 10.


susquehanna
Style
4 HEALTH-BOOSTING HOUSEPLANTS
GARDEN-FRESH RECIPES
START PLANTING!
2022's HOTTEST HOME TRENDS
+ PANTONE COLOR OF THE YEAR DECOR
REACH THE
MOST AFFLUENT
HOMEOWNERS
IN THE
SUSQUEHANNA
VALLEY
SUSQUEHANNASTYLE.COM
INFO@SUSQUEHANNASTYLE.COM



BUILDERS– DON'T MISS THIS!

JUNE 18-26, 2022

Take advantage of this excellent membership benefit!
We have an extensive marketing plan which includes: television commercials, billboards, our dedicated Parade website, magazine ads, online and social media promotion, direct mailing of 100,000+ Parade of Homes guidebooks, and more!

For over 30 years, the BIA has produced the exciting and successful Parade of Homes, promoting you, our BIA members. We look forward to your participation in this terrific event!

PARADE OF HOMES Gala
JUNE 17

Honor the 2022 Parade winners & entries at our annual Gala!

Join us at the Lancaster Country Club, June 17th at 6:30 pm.

Cost: $75 per person

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

Entry Types
New and Custom Homes
Townhomes/Duplexes
Apartments
Whole House Remodels (80%)

Remodeling Projects*
Kitchen, Bath, Addition,
Outdoor Living, Basement
and more!
*Remodeling Projects subject to approval on a case by case basis

Deadline & Fee
Final Deadline:
April 8th – $3250

Contact Melanie Capanelli for more information: (717) 490-0547 or parade@lancasterbuilders.org

Sponsored by: Fulton Bank *and* UGI Energy to do more

BIA 2022 Installation Banquet







The Building Industry Association of Lancaster County officially installed its 2022 Board of Directors at the Annual Installation Banquet on January 13, hosted at the Wyndham Lancaster Resort & Convention Center. More than 100 local builders, contractors, government officials, and other guests were in attendance.

Pennsylvania Builders Association 2022 President Cathy Sloan, Aluminum Associates/Sloan Corp., performed the installation duties for the BIA Officers, Directors, and Presidential Advisors. The complete list of newly installed officers, advisors and directors is listed on the back cover.

Incoming President, Jordan Metzler commented, "What makes me so passionate about the BIA is their very purpose is to protect and promote our businesses in this building industry." Metzler is a New Home Advisor at Metzler Home Builders, Inc. He is now the 4th generation to be involved in the independent, family-owned business started in 1953 by his grandfather and great grandfather. (See more from Jordan Metzler on page 3.)

BIA Annual Award Recognitions



BIA BUILDING AWARD
Tim Kotzmoyer
TK Building & Design, LLC
Recognizing a member who contributes to the creation of quality homes, thus strengthening relationships in our local community and providing business opportunities for those that support the industry.



BIA INDUSTRY AWARD
John Bear
Stevens & Lee/Griffin
Recognizing a member who has strongly advocated for the Industry position on issues that influence our members' ability to do business.



BIA ASSOCIATION AWARD
Jason Herr
Trout CPA
Recognizes a member who has represented the BIA as an ambassador, volunteer and leader promoting the association and its member companies.



BIA YOUNG PROFESSIONAL AWARD
Claudia Shank
McNees Wallace & Nurick LLC
Recognizing a young professional who has represented the Association as an ambassador, volunteer and leader, promoting the Association and its member companies.



BIA PRESIDENT'S AWARD
Randy Hess
Hess Home Builders
Recognizing a member who stood out during the 2021 BIA President, Steve Cook's (UGI Utilities) term.

SPECIAL THANKS TO OUR EVENT SPONSORS:

President's Reception Sponsor
Walz Group

Centerpiece Sponsor
UGI Industries

Lunch Sponsors
J.C. Snavely & Sons
Quarry View Building Group

Industry Support Sponsors
Compleat Restorations
Members 1st FCU
Trout CPA
Douple Agency
Rhoads Energy

Brochure Sponsor
EWBN Home Renovation



Kick off the long holiday weekend by joining the BIA & GR Mitchell for a fun afternoon of networking, food, drinks and games!

Enjoy Hatchet Throwing & Corn Hole!

HATCHET & AXE CO.

Food & Drinks Provided By:

Mac Stack Food Truck

WACKER BREWING CO LANCASTER, PENNA

FREE to attend but registration is required.

To register, email staff@lancasterbuilders.org by May 19, 2022



The BIA at the Thaddeus Stevens College of Technology Job Fair Yields 27 Student Resumes.





The BIA attended the Thaddeus Stevens College of Technology Job Fair on March 2nd. The BIA represented its members to help them find skilled and talented employees. BIA staff spoke with many students and collected twenty-seven resumes in the following areas:

Architectural Technology
Carpentry
Facilities Maintenance
HVAC
Residential Remodeling

All students that attended were in their sophomore year and graduating in May. So, they are actively looking for employment!

For more information or to see any of the resumes, please get in touch with Pauline Wilton at pauline@lancasterbuilders.org.

Building Industry Association
OF LANCASTER COUNTY

BIA Building Connections







We had 12 Associate and 12 Builder companies participate in the BIA's **Building Connections Event** on February 17th. The companies gathered at the Inn at Leola Village for a fun night of speed networking, connections, and conversations!
Associates had five minutes with each Builder to highlight their products and services. At the sound of the bell, builders rotated to the next table. After the speed networking portion, attendees enjoyed a reception with plenty of hors d'oeuvres and drinks.
Thank you to all who participated!

Thanks to each of our sponsors

UGI Energy to do more — **Event Sponsor**

JamesHardie Siding | Trim — **Beverage Sponsor**

Superior Walls by Weaver — **Reception Food Sponsor**

GRMitchell BUILDING SUPPLIES & HOME CENTER — **Friend of the Industry Sponsor**

FUELING YOUR HOME.
FUELING YOUR LIFE.



Learn more at
www.ugi.com

UGI

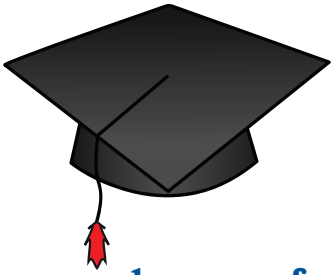
creating beautiful spaces

YOUR ONE SOURCE FOR
FLOORING AND WINDOW TREATMENTS



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

Lancaster Building Industry FOUNDATION

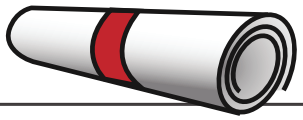


Do you know of a worthy student pursuing secondary education in the trades?

Lancaster Building Industry Foundation Scholarship Applications are being accepted for academic year 2022-2023!

Hurry! The Deadline is March 25th.

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





Ascentium Capital's Financing Program[1]

Ask About the $0 Down Program!

Acquire nearly anything for your business:

NAHB association members have access to streamlined financing to acquire nearly anything for their business. Take advantage of our expertise in the construction industry to customize payments.

Request a no obligation finance quote:

Learn more: Ascentium.info/nahbqp
Call: 844.340.9019

NAHB | ascentium CAPITAL

© 2020 Ascentium Capital LLC

1 Financing and instant decisions subject to credit parameters. Minimum 1 year time in business required. Neither Ascentium Capital nor National Association of Home Builders is the agent of the other. Ascentium not being the manufacturer, seller or distributor of the property being financed, makes no representation or warranty concerning it.

amazonsmile

AmazonSmile is a simple way for you to support your favorite charitable organization every time you shop, at no cost to you.

When you shop **AmazonSmile**, you'll find the exact same low prices, vast selection and convenient shopping experience as Amazon.com, with the added benefit that AmazonSmile will donate 0.5% of your eligible purchases.

We would be so appreciative if you'd choose our
Lancaster Building Industry Foundation
where we provide grants for community projects and scholarships to students pursuing a career in the residential trades.

The BIA is Renovating!



Photo by Samantha Fortney on Unsplash

Your BIA's New Look

Your BIA will be in the same location, just a smaller space! Downsizing allows the BIA to realize a substantial savings, and the smaller footprint is in keeping with staff needs. Serving on the renovation task force are Tim Kotzmoyer, TK Building & Design; Connie Lapp, Indoor City; Jay Provanzo, Heartland Builders; Amanda Voloshin, Invision Designs; and Kevin Kozo, Turnberry Construction.

This group is hard at work to bring plans to fruition. Our timeline has demo and construction likely beginning in May, with a completion date in August. The reno will provide for a welcoming reception area, offices, kitchen, restrooms and storage, and a new Board Room with updated conferencing technology. We are the B I A, and, as such, we are fortunate to have the expertise and the industry commitment of our members backing us. We will be asking for your participation, whether through labor, material contributions, discounts or monetary donations.

Info on specifics project needs will be coming -- you'll be notified how to sign up for time slots and donations through an online portal soon -- but you know what a reno entails! We'll be looking to members for everything from demo to framing to mechanicals to painting to finishing to furnishing. The great news is the client is excited and exceedingly cooperative.

We appreciate your involvement! When sign up begins, be among the first to secure the dates and tasks that suit you best. Any questions? Contact staff@lancasterbuilders.org.



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**





Construction Accounting Specialists

We offer personalized accounting, auditing, tax, and business consulting services.

Contact Linda Bell at **717-569-2900** or **lbell@troutcpa.com** to discuss how we can assist you with your specific needs.

Trout CPA®
Accounting | Tax | Advisory

troutcpa.com



MY BENEFIT ADVISOR

Building Industry Association REMODELERS COUNCIL

REINFORCING THE NEED FOR A SOLID BENEFIT PROGRAM



Events over the past couple years have caused many employees to reconsider their priorities when it comes to choosing benefits. Employers who have offered traditional benefit packages until recently are finding they may no longer be the employer of choice with an outdated benefit portfolio that doesn't meet the evolving needs of their workers. Losing key talent is a risk few businesses can endure.

A good, solid employer sponsored medical program is still a chief concern for employees. At the same time, however, as a result of a heightened awareness of medical and financial needs due to pandemic-related factors, employees have sought to round out their coverage with benefits such as:

- Income protection (short- and long- term disability coverage)
- Critical Illness programs
- Hospital Indemnity programs
- Mental Health benefits
- Financial Wellness benefit programs

Adding these programs is neither expensive nor difficult. And for employers concerned about the impact on their operating budget, an effective solution to accommodate this shift in benefit focus without incurring additional cost is through a voluntary benefits package.

It's no easy task to continually accommodate shifting employee benefit needs while staying within budgetary restraints, but the employer who does so will not only win the loyalty of their employees, but better position themselves as an employer of choice going forward.

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.

Notes From The BIA Remodelers Council

►**Members of the Remodelers Council** met on February 22, 2022, at the BIA Office to discuss plans for the council. Several member companies enjoyed lunch while sharing ideas for future meetings and educational opportunities.

►**A special thank you** to the following for volunteering to be part of the Remodelers Council Steering Committee:
Mike Blank, MBC Building & Remodeling, LLC
David Palm, Jemson Cabinetry, Inc.
Tim Zehr, Metzler Home Builders, Inc.

►**WELCOME!!** to two new members of the Remodelers Council:

Alside **Alside Supply Co**.

INDOORCITY Flooring, Design, Granite & Marble **Indoor City Granite & Marble**

►**Attention Council members:** Keep an eye out for the *Remodelers Council E-newsletter* for upcoming meetings and industry information.

Questions or Comments? Please contact **Pauline Wilton: 717-569-2674** or **Pauline@lancasterbuilders.org**

Got some job openings?

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!

JOB POSTINGS

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

Login today!

GrowthZone
smarter association software

For more information or to set up your login account, contact Tara Cook at tara@lancasterbuilders.org.

BIA Events and Education

EVENTS

LANCASTER 2040: THINKING BEYOND BOUNDARIES
March 31, 2022, 8am - 4pm
The Ware Center
42 North Princd Street, Lancaster
The Places2040 Plan envisions a future that emphasizes preserving the unique assets of Lancaster County while allowing for smart growth for the future. With its Five Main Themes, *Beyond My Backyard; Beyond The Narrative; Beyond The Bubble; Beyond Borders; Beyond The Plan*, the Summit seeks to bring together an eclectic mix of decision makers, community leaders and visionaries from the business, government and non-profit sectors.
Who should attend:
- Educators
- Community Members
- City and County Goverment Officials
- Housing Representatives
- Agriculture Affiliates
- Media Members
- Developers
- Real Estate Investors
- YOU!

For additional information visit the link below.
Cost: $65 per ticket
Puchase tickets online @ https://www.places2040summit.com/
Click on "BUY TICKETS."

BIA—THE WHOLE PICTURE
May 4, 2022, 8:00 - 9:00 am
BIA Offices
204 Butler Avenue, Suite 200, Lancaster
Membership may be *THE* most important tool in your tool belt! Attend to learn what the association can offer you and your business.

Get the whole picture of what the BIA is all about:
Association Information
Upcoming Events
Ways to get involved
Member Discounts
Networking and Targeted Marketing Opportunities
Industry Education and MORE!
Cost: FREE

BIA Member Mixer—Hatchet and Corn Hole
May 25, 2022, 7:30-9:30am
GR Mitchell
414 Beaver Valley Pike, Willow Street, PA 17584
Kick off the long holiday weekend by joining the BIA & GR Mitchell for a fun afternoon, food, drinks, and games!
Join us for:
- Networking
- Hatchet Throwing
- Corn Hole Games
- Mac Stack Food Truck
- Wacker Brewing Company

Cost: Free to attend, but you must register.
Email: Staff@Lancasterbuilders.org

PARADE OF HOMES ENTRY DEADLINE
Final entry: April 8, 2022, entry fee, $3,250
Contact Melanie Capanelli @ parade@lancasterbuilders.org

THE PARADE OF HOMES GALA
June 17, 6:30 - 9:00 pm
Lancaster Country Club
1466 New Holland Pike, Lancaster, PA 17601
It's the grandest BIA event of the year. Spend a classy evening celebrating this year's Parade entries with the participating builders, and be among the first to see who the big winners will be. The Gala begins with cocktails and dinner, followed by the awards presentation.
Cost: $75 per person

THE PARADE OF HOMES
June 18-26
Event Sponsors
Fulton Bank
UGI Energy to do more®
Make your plans to visit a few of the fabulous homes that will be on display at this year's Parade! Not only will you get to see the top home trends of the year and get great ideas for your own home, but you will also get to marvel first-hand at the magnificent work that our builders accomplish.
Cost: FREE

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 beginning with 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; this is one builders and realtors should not miss.

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

Final deadline is April 8.
Entry fee is $3,250.

event sponsors
Fulton Bank
UGI Energy to do more®

Stay in the loop! Connect with the BIA on:

facebook YouTube in

www.lancasterbuilders.org

Have fun.
Build relationships.
Perfect your swing.
Enjoy the sunshine.
Support your association.

Do it all June 21st at Crossgates.

2022 Annual Golf Outing

Door prizes needed!

Want to get on someone's leaderboard? Consider contributing a door prize to add to our always-impressive collection!

Golf novelties, grilling gear, tech gadgets, clothing and accessories, gift certificates…the options abound!

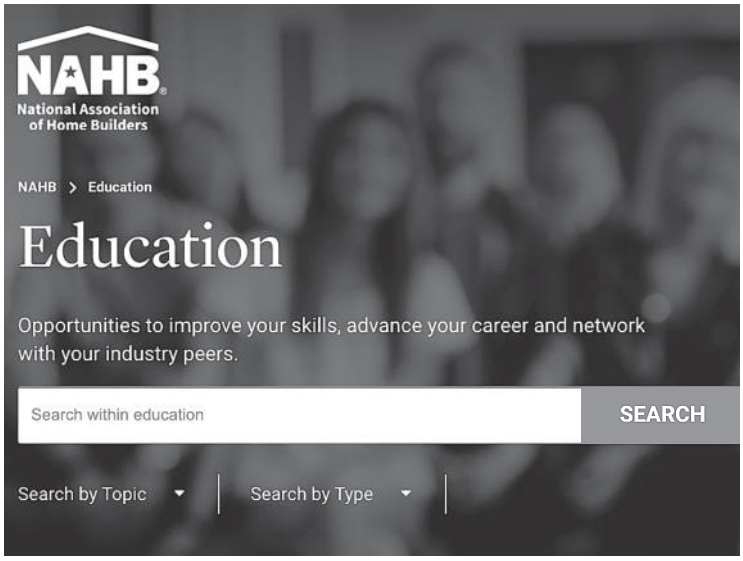
Your company logo and information is welcome on or with any of the prizes to help your name stick with the winner long after the final score is tallied.

Questions? Contact staff@lancasterbuilders.org

Get a better shot at new business with a sponsorship!

Tournament Sponsor - $1,500 **SOLD**
Dinner Sponsor - $750
Beverage Sponsor - $650 **SOLD**
Beverage Hole Sponsor - $500
Hole Sponsor (Premium) - $350
Hole Sponsor (Standard) - $200
Mulligan Sponsor - $150 **SOLD**
Bag of Tricks Sponsor - $150
Donate a Door Prize

EDUCATION



Check out NAHB's new online learning portal. You will find and access:









…and more.

You can also track your online education via your online learning transcript. If you are looking for live, in-person courses, please visit **www.nahb.org/education-and-events/education** for a complete list of events.

ABC Keystone
Associated Builders and Contractors
Events, Education & Training Calendar

Are you looking for a particular education class?

Did you know that the BIA partners with ABC Keystone, and ABC offers its classes at a discounted rate to BIA members? All you need to do is let Pauline Wilton, BIA's Director of Member Services, know which ABC class you would like to attend, and she will get you registered.

Email **Pauline@lancasterbuilders.org** Or call **717-569-2674**

Be sure to check out the complete list of classes at **www.abckeystone.org/calendar**

"This doesn't just happen; our advocacy is working."



In speaking with PA state legislators recently, it was discussed that there are over 4,000 bills that come up in each session. 4,000! Most of these never make it out of committee, and yet we in Lancaster Country – and throughout Pennsylvania – can celebrate a residential construction "winning" piece of legislation almost every year! This doesn't just happen; our advocacy is working.

Members of the BIA Government Affairs Committee are commencing a fundraising effort for the Non-Partisan BIA Political Action Committee. Financially supporting the BIA PAC ensures that the voice of the housing industry is represented before our County, State and National officials and agencies. This voice is fighting on YOUR behalf to stop harmful regulations and promote beneficial legislation.

By supporting our industry friendly delegates, we are influencing public policy through legislation, and, ultimately, influencing your ability to do business.

Help us to advocate by contributing to the BIA PAC.

Connect to our website to make a contribution, and see who is contributing on your behalf. Review the list of bills and acts passed that directly benefit our industry and impact YOUR ability to do business.

https://lancasterbuilders.org/membership/advocacy/

Exclusive Business Platinum Card® Offer for NAHB Members





Apply for the Business Platinum Card® and you can **earn 125,000 Membership Rewards® points** within the first 3 months of Card Membership after you spend $30,000 on qualifying purchases on the Card. Annual fee is $595.

Platinum Card not right for your business?
Explore our suite of Cards for businesses of all shapes and sizes.

Visit **NAHB.org/Amex** to learn more

Terms apply

DON'T do business WITHOUT IT™ AMERICAN EXPRESS

2022 Annual BIA Legislative Roundtable Breakfast

BIA members welcomed our local legislators and our PBA Government Affairs staff to the annual Legislative Roundtable Breakfast, sponsored by McNees Wallace & Nurick, on Thursday, March 3rd. Legislators in attendance were Senator Ryan Aument, House Speaker Bryan Cutler, and House Representatives Keith Greiner, Brett Miller, and David Zimmerman. Legislators visited with members in a circuit format to discuss priorities for our industry and the challenges that our members are facing.



Kevin Kozo, Jay Provanzo, Representative Brett Miller and Tom Garman



Senator Ryan Aument, Nate Van Name, John Bear and PA Speaker of the House, Bryan Cutler

High on our priority list are issues with NPDES. Timelines for permitting are hugely challenging; legislation that may aid in this would be House Bill 591 (NPDES Permit Waiver Program) where a construction site that results in land disturbance of more than one acre and less than five acres may apply to WAIVE the otherwise applicable requirements for an NPDES permit.

Sponsored by McNees

Also discussed were House Bills 1542, 43, 44 and 45 – the Municipal Engineers Package, which will require townships of the first and second class, boroughs, and third-class cities to appoint at least two engineers through a competitive bid process.

We are appreciative of our delegation and attention they pay to our industry, and pleased that so many BIA attendees and members "new" to the Government Affairs Committee were able to participate!



2022 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 David Costello
Jason Garman Shawn Garman
Randy Hess Kevin Kozo
Herbert Miller

Century Club: $500+

Jay Provanzo

Chairman's Club: $100+

Jordan Metzler Claudia Shank
Joel Young Karen Watkins

Building Industry Association of Lancaster County

New Members

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

ASSOCIATES

B&B's Custom Trim, Inc.
Tanya Gehman
2705 Mount Joy Road
Manheim, PA 17545
Phone: (717) 653-4522
Business Activities: Trim Work
Email: tanya@bbcustomtrim.com

Lancaster County Conservation District
Christopher Thompson
1383 Arcadia Road
Lancaster, PA 17601
Phone: (717) 299-5361
Business Activities: Government
Email: christopherthompson@lancasterconservation.org

PAsunrooms, Inc.
Barb Mills
7831 Paxton Street
Harrisburg, PA 17111
Phone: (717) 564-2244
Business Activities: Enclosures & Sunrooms
Email: barbm@pasunrooms.com

BUILDER

IMPACT! Missions
Matthew Beakes
118 West Willow Road
Willow Street, PA 17584
Phone: (717) 806-5770
Business Activities: Remodeling Contractor, Affordable Housing
Email: mabeakes1@verizon.net

Membership Renewals

Thank you for your continued commitment to the industry!

Alden Homes
B & F Partners
B&B's Custom Trim Inc
B&G Glass Service Inc
B.R. Kreider & Son, Inc.
Bauman Brothers Concrete
BCF Group
Belmont Solar
Berkshire Hathaway HomeServices Homesale Realty
Bertz, Hess & Co., LLP
Bollinger Builders
Broderick's Landscape Contracting, LLC
Brubaker Drywall, Inc.
C & F Contracting
Cedar Knoll Builders
Clyde Stumpf & Son, Inc.
CLZ Concrete & Construction, LLC
Compleat Restorations
Custom Home Group, Inc
Duff Builders, Inc.
Dutch Quality, Inc.
ELA Group, Inc.
Elm Renovations & Construction LLC
Ephrata National Bank
Evergreen Custom Carpentry
EWBN, LLC
Fleming Tile & Marble
Fred Metzler Construction
Garman Builders, Inc.
Garrety Glass, Inc.
Gingrich Builders
Glenn H. Gingrich, Inc.
Good Brothers Builders, LLC
GR Mitchell
Grande Construction
H.L. Wiker, Inc
H2, LLC
Haldeman Mechanical, Inc.
Henry H. Ross & Son, Inc.
Heritage Floors, Inc.
IMPACT! Missions
Innovative Building and Remodeling, LLC
INTERIORS HOME
J. L. Swope Construction, Inc.
Kenneth Homes
Keystone Custom Homes
King Construction Co., LLC
King Painting & Wallpapering, Inc.
Kwikset
Lancaster Home Builders
Landis Wood Works
Landmark Homes
Lantz Insulation, Inc.
LeafFilter North of Pennsylvania, LLC
LMC Home Loans
M.R. Sterling Productions LLC
Martin's Plumbing & Heating
May Herr & Grosh, LLP
MDB Construction, LLC
Members 1st FCU
Milestone Construction, LLC
Musselman Lumber
Myers Bros. Drilling Contractors
Natural Stoneworks
Oak Tree Development Group
Pine Hill Building Co. LLC
Pioneer Management, LLC
Premier Settlements, Inc.
Quarry View Building Group
Reeb Millwork
Ressler Propane
RGS Associates, Inc.
Rigidply Rafters, Inc.
Robert Weaver Masonry and Lancaster ICF Builders
Rockbridge Lawnworks Inc
Rohrer's Construction
Signal Control, Inc.
Simeral Construction Company
Superior Walls by Weaver
Susquehanna Style Magazine/IDP Publications
The AZEK Company
Timber Ridge Homes, LLC
TK Building & Design LLC
Tomlinson Bomberger Lawn Care, Landscape & Pest Control
Trout CPA
Twin Mar Construction, LLC
UGI Heating, Cooling & Plumbing
Walter & Jackson, Inc.
Walz Group
Weaver Construction & Roofing
Weaver Energy, Inc.
Weiler Walls, Inc.
Wells Fargo
Wyndham Lancaster Resort & Convention Center
YDOP
Your Estate Service, Inc.
Zimmerman's Construction, LLC
Zook Home Builders

Cancellations

Cambria
Eagle Building Solutions LLC
Fairway Architectural Railing Solutions
Jaydor
Keystone Gun-Krete
Kohl Building Products
Martin Insurance Agency

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

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



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.

Whether you are a home improvement professional, a supplier, or a home service tech company, if your business is in Lancaster County and you advertise, why wouldn't you want to be part of the only publication in the area dedicated exclusively to promoting your industry? Together, let's continue to stimulate the local home improvement market!

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

R&A Magazine...seriously LOCAL!

ask me about our
BIA Discount

Patrick Kiely, Publisher
717.519.7986
info@RandAMagazine.com

www.RandAMagazine.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

2022 BIA Board Of Directors

PRESIDENT
Jordan Metzler, Metzler Home Builders, Inc.
VICE PRESIDENT
Tim Kotzmoyer, TK Building & Design, LLC
SECRETARY
Kevin Kozo, Turnberry Construction Grp
TREASURER
Jason Herr, Trout CPA
ASSOCIATE VICE PRESIDENT
Frank J. Vargish III, Blakinger Thomas
IMMEDIATE PAST PRESIDENT
Steve Cook, UGI Utilities, Inc.

BUILDER DIRECTORS
Mike Blank, MBC Building & Remodeling, LLC
Randy Hess, Hess Home Builders
Mike Hockenberry, EGStoltzfus Homes
Jay Provanzo, Heartland Builders, Inc.
Dave Schreder, Landmark Homes

ASSOCIATE DIRECTORS
Ryan Mowery, Fulton Bank
Chad Neiss, Ephrata National Bank
Claudia Shank, McNees Wallace & Nurick, LLC
Joel Young, Rettew

2022 Pinnacle Partner
95 Years Lezzer Lumber

2022 Executive Industry Partner
UGI Energy to do more®

2022 Premier Partner
Walz Group Ultimate Accountability

2022 Building Industry Pillar Partner
GRMitchell Building Supplies & Home Center

2022 Association Event Partner
Douple Agency, Inc. Insurance

2022 Building Connections Partner
JamesHardie Siding | Trim

2022 Industry Support Partner
Members 1st Federal Credit Union

2022 Advocacy Partner
McNees

2022 Advocacy Partner
RETTEW

2022 Advocacy Partner
Established 1875 Snavely's Lumber • Millwork • Building Materials
150 Main St. Landisville, PA 17538 (717) 898-2241

2022 Friend of the Industry Partner
Rhoads Energy

2022 Friend of the Industry Partner
Trout CPA Accounting | Tax | Advisory

HBA
Building Industry Association of Lancaster County
Concrete Foundations Association Certified Contractor
CFA Concrete Foundations Association
NAHB National Association of Home Builders



- Flexible Design Options
- Drier Basement
- Convenient Process
- BulkTread™ Poured Steps
- Quality Workmanship

Weiler Walls inc
717.336.8877 • Lititz, PA
info@weilerwalls.com • www.weilerwalls.com

Weiler Walls is here to serve the foundation needs of building professionals. Our energetic team is ready to construct your next poured wall. For foundations done right, and on time, give us a call!