Volume 39, Number 4, Winter, 2023–2024

Lancaster Builder

A publication of the Building Industry Association of Lancaster County



The NAHB International Builders' Show®

Page 5

Advantage of a Well-Designed Communication and Education Strategy in Employee Benefits

Page 17

A Key Legislative Win on Transformers, WOTUS and Energy Codes

Page 20

Cover image provided by:

Building Industry Association PARADE OF HOMES

More info on page 4.

R&A RENOVATIONS ADDITIONS MAGAZINE®
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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!

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Living Up to Our BIA Mission

by Tim Kotzmoyer, TK Building & Design, LLC



At our recent *General Membership Meeting and Pillar Awards* event I thanked those in attendance for their support and service to the BIA. I want to extend that appreciation to all our members who are involved as volunteers, leaders, sponsors, partners, and contributors. You allow us to fulfill our BIA Mission to:

Promote member companies while advocating for the advancement of the residential construction industry

In short, we like to say we ***promote*** and ***protect***!

Promotion is achieved in different ways:

- We promote through our extensive social media and marketing campaigns.
- We serve as the reputable "go-to" for consumers needing referrals.
- We produce our ***Parade of Homes*** running strong for over 30 years, AND
- We have our newer ***Pillar Awards***—which we enjoyed later that evening—celebrating marketing, company, professional and remodeling achievements.
- We also have our ***BIA Renovation Raffle*** where a winner can receive a renovation done by a BIA member or a cash prize. Raffle proceeds benefit our workforce development initiatives, which leads me to the "protect" part of our mission.

Protecting our industry is also accomplished in many different ways:

- Our ***Government Affairs Committee*** continues to monitor and support beneficial legislation while fighting against municipal abuse.
- Our ***Political Action Committee*** allows us to pool our resources to effectively influence public policy through legislation. We thank our 2023 PAC Contributors!
- We continue to respond to your call for skilled labor. Our ***BIA Building futures: Construction Career Day*** event introduces high school and college students, grads, and adults to industry employment and internship opportunities, helping to ensure a vibrant future workforce
- Our ***Lancaster Building Industry Foundation*** continues to award grants as well as scholarships to students pursuing careers in the residential construction industry.

Again, I thank all of our members for their continued support—be it dues, sponsorships or our Capital Campaign, Foundation and PAC contributions.

We can only Promote and Protect if we ensure our sustainability, and after 67 years, the Building Industry Association of Lancaster County continues to serve the residential construction industry and the consumers who need us.

Calendar of Events

For more information on these BIA events, see page 18.

Events

Jan	11	Installation Reception, 3:00–5:00pm @ Inn at Leola Village
Feb	20	BIA–The Whole Picture @ BIA Office, 8am – 9am

Save The Dates

Mar	8	2024 Parade Of Homes Early Bird Deadline, $2,995
Apr	5	2024 Parade Of Homes Final Deadline, $3,395
Jun	15-16, 19-23	2024 Parade Of Homes, weekdays 5-8pm, weekends 12-6pm

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

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Karen Watkins

Director of Member Services:
Pauline Wilton

Administrative Coordinator:
Tara Cook

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Building Industry Association PARADE OF HOMES

Fulton Bank

UGI Energy to do more®

Get Ready for the 2024 Parade of Homes!



The BIA Lancaster/Lebanon Parade of Homes is a unique marketing tool for you, and a sought-after event for homebuyers, as well as folks preparing their home for remodeling projects both big and small. Our Parade, sponsored by Fulton Bank and UGI Utilities, offers you the opportunity to display your communities, homes, and craftsmanship to the public. We provide an extensive marketing plan which includes television ads, exclusive Parade guidebook direct mailed, social media, magazine and newspaper ads, billboards, and more all included with your entry.

Feedback from our participating Parade Builders has indicated that there are challenges in staffing the homes. We understand these challenges and want to accommodate both our builders and the public as best we can. Survey results have led us to make the following changes to the BIA Parade of Homes schedule.

Instead of the full, 9-day Parade tour that we have had in past years, in 2024 we will eliminate **Monday and Tuesday** from the schedule.

Dates for 2024 will be:
The weekend of June 15 & 16, from 12 noon – 6 PM;
Weekdays (Wednesday, Thursday and Friday) June 19-21 from 5 – 8 PM and The weekend of June 22 & 23 from 12 noon – 6 PM.

We hope these adjustments will make staffing more efficient while allowing the public both weekday and weekend options to tour.

Please consider the completed projects you have done in 2023 and those on tap for 2024 for entry!

Interested in BIA Parade of Homes Information?
Contact Melanie Capanelli at Parade@lancasterbuilders.org

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The NAHB International Builders' Show® | FEB 27 - 29, 2024 LAS VEGAS, NV

About IBS

The NAHB International Builders' Show® (IBS) is the largest annual light construction show in the world. The 2023 show welcomed nearly 70,000 visitors from more than 100 countries.

Will We See You in Vegas?

The next big idea. The strategies and trends. The products, connections and experts you won't see anywhere else. It's all **at the in-person show in Las Vegas!**

The **NAHB International Builders' Show**® (IBS)—the premier, once-a-year event that connects, educates and improves the residential construction industry—is a hub for new product launches, construction demos, industry thought leader sessions, workshops, panel discussions...and more. The people, products and knowledge you'll gain will give you the real ideas and real solutions you need to grow and strengthen your essential business.

Support the Industry!

The National Association of Home Builders (NAHB) manages and organizes the Builders' Show. NAHB represents 140,000+ members and is the voice for housing policies to make housing a priority.

When you attend IBS, you help NAHB support and shape the housing agenda and enrich communities across the United States.

IBS 2024 will take place at the Las Vegas Convention Center February 27-29.

Las Vegas Convention Center (LVCC)
3150 Paradise Drive
Las Vegas, NV 89103



SEE IT HERE FIRST

IBS exhibitors launch hundreds of new products and services each year. Leading manufacturers and suppliers share their latest products and answer your questions on the show floor.



LEARN FROM THE PROS

Education is a huge part of IBS. Education sessions, workshops and demos help you walk away with strategies to tackle your niche-specific challenges. Learn the latest home builder trends to wow your customers. Discover the hottest innovative tips from industry experts.



CONNECT AND GROW

IBS helps you form vital business partnerships. You can connect with and learn from peer professionals who are as passionate about the industry as you are.

NAHB

2024 BIA Partnership Packages are Available

See page 7.



Who's in the News: New Hires & Honors

NEW HIRES

Barley Snyder continues to grow and expand its group of attorneys, as the firm recently hired four new associates.

All four joined the firm in September of 2023.

The four new attorneys are:

Natalie Alexander: A member of the firm's Business and Real Estate Practice Groups, Alexander is a graduate of Pennsylvania State Dickinson Law and a magna cum laude graduate of the University of Maryland. She has worked as a summer and fall associate for a firm in South Central Pennsylvania and was a Judicial Intern for the Honorable Martin C. Carlson at the U.S. District Court for the Middle District of Pennsylvania.



Caitlin M. Long: A member of the firm's Business Practice Group, Long previously worked as a law clerk at the firm as she completed her final year of law school. She is a cum laude graduate of Villanova University Charles Widger School of Law and a summa cum laude graduate of Immaculata University. Before joining Barley Snyder, Long clerked for the Office of Maryland Attorney General's Antitrust Division.



Hannah M. Schroer: A member of the firm's Employment Practice Group, Schroer is a cum laude graduate of Villanova University Charles Widger School of Law and a magna cum laude graduate of Rutgers University. She previously worked as a Judicial Clerk for the Honorable Leonard G. Brown III at the Lancaster County Court of Common Pleas. Before pursuing a career in law, Schroer worked as a Freelance Web Reporter for WFMZ/69 News in Allentown, Pennsylvania.



Elizabeth G. Vanasse: A member of the firm's Real Estate and Business Practice Groups, Vanasse is a magna cum laude graduate of the University of Richmond School of Law and a summa cum laude graduate of the College of William and Mary. Passionate about criminal justice reform, Elizabeth interned with the University of Richmond's Children's Defense Clinic, working with Virginia's Parole Board to revamp parole guidelines for incarcerated juveniles.



In October, Natalie Alexander, Caitlin Long and Elizabeth Vanasse received news of passing the Pennsylvania Bar Exam. In 2021, Hannah Schroer passed the Pennsylvania Bar Exam. Long and Vanasse are also former summer associates of the firm.

"These four new professionals bring an array of experience to our firm with a desire to grow in their practice areas," said managing partner Jeff Lobach. "We're very pleased that we were able to bring them to the firm and look forward to their contributions."

HONORS

Ranked Among Best Places to Work in PA

For the seventh straight year, RKL LLP continues to rank among the 100 Best Places to Work in PA, according to a statewide survey program. The nationally-leading, Pennsylvania-based CPA and advisory firm, remains one of the state's most well-regarded employers of choice.

RKL is comprised of more than 600 professionals specializing in a wide range of financial, operational and advisory expertise. From tax professionals to M&A specialists, from IT consultants to wealth management advisors, the RKL team is continually growing and evolving the firm's service capabilities to help organizations and their leaders prepare for whatever comes next.

"Each day, our team displays our bold, collaborative and caring culture in helping our clients navigate what's next. The people, the growth opportunities and the achievements we've collectively made as a team is something that we don't take for granted, and we couldn't be more honored with this recognition," said Ed Monborne, CEO at RKL.

Barley Snyder is proud to share that the firm has been named to *The Legal Intelligencer's* 2023 Watch List. *The Legal Intelligencer* is the oldest daily law journal published in the United States, keeping Pennsylvania's legal professionals up to date on the latest industry developments with editorial coverage and news on court decisions, verdicts and practice issues.

The law journal's first-ever annual Watch List recognizes small to midsize firms (up to 250 attorneys) in Pennsylvania. The editorial team selects firms that thrive in areas including new practice areas, diversity/inclusion, innovation, firm growth, notable verdicts, community outreach and more, according to its website. A sum of 21 law firms has been named to various Watch List categories. Barley Snyder is one of six law firms named to the Firm Growth/New Hires category based on the recent addition of eight attorneys, three paralegals and 15 staff members from Lebanon-based Reilly Wolfson law firm in April. The firm is the only Central Pennsylvania-based firm to be recognized on the Watch List among other Philadelphia-based and Pittsburgh-based firms.

"This recognition acknowledges the firm's commitment to strategic growth by expanding in our existing footprint and by entering new markets," said Managing Partner Jeff Lobach. "We are honored to be named to the inaugural edition of this Watch List by one of the leading media platforms in the legal industry. We thank *The Intelligencer* for this recognition of our success in expanding our reach."

Martin Appliance Proudly Celebrates 50 Years of Excellence



Martin Appliance had no idea what would be in store when they started the company out of a small 200 ft. garage back in 1973. That year was the beginning of a wonderful legacy.

Their dream was initially built upon their dedication to quality products and service. The team's care for detail and genuine desire to help others won them a reputation among those with which they did business in the community. By 1979, they opened the first official store in Myerstown, PA.

As time went on, the number of employees who worked at Martin Appliance continued to grow. With a growing capacity to help others, Martin's found ways to expand their territory to 7 brick and mortar locations across Pennsylvania.

Now, with over 400 employees and multiple divisions, Martin Appliance is even better equipped to serve the community. If you are in need of appliances, furniture, mattresses, water conditioning or HVAC services the Martin Companies would be happy to assist!

Despite the vast amount of growth within the past 50 years, their size has not changed who they are. You can still be assured that the team at Martin's will continue to focus on old-fashioned core values that helped them grow, now and for years to come.

Building Industry Association
OF LANCASTER COUNTY

2024 Partnership Packages Available!



Get Your Message In Front of the Right Crowd!

☑ Feature your company throughout the year with BIA partnership packages.
Don't miss the opportunity to promote your company through event sponsorships, advertising, and contributions.

☑ The BIA has a wide variety of events and activities planned for 2024.
These could not be successful without the support of our members! Thank you to our current Partners and those who chose to continue in 2024!

☑ We have a wide range of packages to fit your marketing needs and budget.
For more information and to reserve your partnership, please contact Pauline Wilton at **(717) 569-2674** or **pauline@lancasterbuilders.org**.

COMING AGAIN IN 2024...

The BIA Renovation Raffle!

The BIA will be selling $50 raffle tickets for a chance to win a $25,000 Renovation Prize! Drawing will be held in the summer and proceeds will benefit the BIA and our workforce development initiatives.

$25,000
Renovation Prize

Prize may be used with any BIA member, and the options are almost unlimited! Renovate your kitchen or bath, rejuvenate your landscaping, get a new roof, new windows, or an appliance package! Do a few different projects – and if your home is already perfect, you can opt for a cash prize!

Our sales goal is 1500 tickets. If that goal isn't reached, prize will be 50% of net proceeds.

Details on ticket sales and raffle rules coming soon!

Building Industry Association
RENOVATION
RAFFLE

Associate Spotlight:

Bryan Stanley
EdgeUP Technology



When was your company started?
Founded in 2007, we at EdgeUP Technology have 68 years of industry experience among our seven team members.

What does your company do?
EdgeUP Technology provides an enhanced lifestyle experience to luxury homeowners. We install great WiFi, automation, entertainment, lighting & shade technology controlled through one simple to use platform.

What makes your company special?
Our collaborative design process allows the customer to build their own proposal system. We achieve great results due to detailed pre-planning and execution. The systems we create are programmed with simplicity in mind. A customer relationship evolves, and we are there for support and maintenance for the long-haul.

Why do you enjoy your job?
Working as a team and delivering that wow factor to our customers never gets old!

Why are you a member of the BIA?
Partnerships are important to us. Technology in the home is ever-evolving and EdgeUP is your resource. Your customer is going to purchase it anyway, together we can offer technology in a way that compliments your project and enhances the customer experience.

Tell us about yourself and your family.
I'm a Lancaster native. I attended Lampeter Strasburg High School and acquired an electronics degree in Middletown, PA. Manheim Township is home. My wife is my best friend. We have 2 kids and 2 golden retrievers who are brother and sister from the same litter.

What are your hobbies?
Always seeking adventure! I am a 13yr pilot and love to travel south with my family in our small airplane.

Builder Spotlight:

Chase Martin,
Alden Homes



When was your company started?
Alden Homes started building homes in 2005.

What does your company do?
We build custom single-family homes, primarily in our own communities with some exceptions.

What makes your company special?
Our company is unique in several different ways. We pride ourselves on building unique custom homes that are cutting edge with smart use of space.

Although we do have a portfolio of house plans to choose from, we will customize and redesign nearly any aspect of the layout to fit our customer's needs. We are highly customizable and always look to incorporate new and innovative things.

Every home we build is energy star rated as a standard. That means that it will be more energy efficient than your typical code-built home. It is not enough to simply build a good-looking home. We believe in building the highest quality homes with better sticks and bricks. One example of this would be that we use the Zip system on every home we build—no exceptions.

Why do you enjoy your job?
I enjoy connecting with people to help bring their home vision to life. The creativity and the problem solving that goes into it is so rewarding. I love pushing the envelope of what is possible, and this job gives me that opportunity. Plus, at the end of a home build, I get to see the homeowner's reaction.

Why are you a member of the BIA?
We are a member of the BIA for the connection it gives us with other builders and professionals in our area. We are proud of what the BIA works to achieve, and we enjoy participating in the parade of homes each year.

Tell us about yourself and your family.
I live in Lititz with my wife Emmy, and our 3 boys: Holden (6 years old) Greyson (4 years old) and Teagan (2 years old). And there is also our dog Trigger. We attended Lancaster Evangelical Free Church.

What are your hobbies?
I enjoy spending time outdoors with my family. Things like camping, kayaking, hiking, and going to the beach. I love building and creating new things with my boys.

2023 Building Industry Association PILLAR AWARDS

See the results on pages 12–14.

Celebrating Lancaster County's Style, Creative Spirit and Talented Craftspeople Since 1987.



FIRST FLOOR REMODEL
General Contractor:
TK Building & Design
Interior Design:
Kathy Shenk, Interior Fancies
Cabinetry: Quality Custom Cabinetry
Photo by Nick Gould

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
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LancasterCountyMag.com



Campaign Levels:
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- Gold - $2,500 +
- Silver - $1,000 +
- Bronze - $500 +
- Steel - $100 +

Thank You!

The BIA appreciates the generous Capital Campaign contributions from members to offset the cost of our office renovation and upgraded technology. We have hit almost 25% of our 150,000 goal and will be extending the campaign through 2024.

TK Building and Design LLC *Platinum Contributor* **Hess Home Builders, Inc.** *Silver Contributor*

And we could not do it without our amazing team of Steel Contributors:

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Penn Stone
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Performance Systems Development
Pine Hill Building Co. LLC
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Weinstein Supply
Wenger's Construction, Inc.
Wm. Murry & Son, Inc.
Wolf Rock Builders, LLC
Yale Lighting Concepts & Design
YDOP
Your Estate Service, Inc.
Zimmerman's Construction, LLC
Zook Home Builders

The Capital Campaign runs through November of 2024.
If you haven't yet, please consider a contribution.

Lancaster Building Industry FOUNDATION

SILENT AUCTION HAPPY HOUR
Benefitting the Lancaster Building Industry FOUNDATION

Hands-on HOUSE CHILDREN'S MUSEUM OF LANCASTER

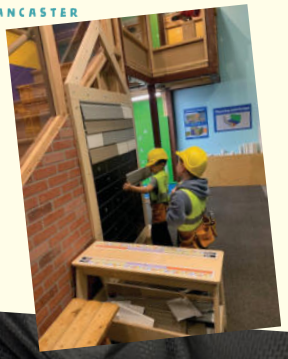


BIA Members and staff did not disappoint when contributing items for the **LBI Foundation Silent Auction**! Guests were delighted with the variety for bidding from a cigar and bar basket, a "glamping" bundle, a hot air balloon ride, a handcrafted bird condo, a private-stream fly fishing outing, games galore with Hershey Park tickets, hatchet throwing and golf! Many thanks to our donors and to those who generously bid.

The LBI Foundation is dedicated to serving Lancaster County through educational initiatives, charitable giving and community service—helping to ensure the vitality of the building industry today and into the future.

This year the Foundation provided scholarship funds for 9 students entering the trades, as well as grant money to ***Hands-On House Children's Museum*** and to the **BIA Building Futures: Construction Career Day** workforce initiative (See page 15).







Please support the LBI Foundation!

Consider making a tax-deductible contribution to the LBI Foundation, a 501 (c)3 organization. Checks can be mailed to the BIA, or contribute online https://members.lancasterbuilders.org/store/.

2024 INSTALLATION RECEPTION



day	time	location
Jan. 11	3 - 5 pm	Inn at Leola Village

Join us for the Installation of BIA's 2024 Officers & Board of Directors, followed by a networking & cocktail reception!

$40 per person

To register, email: staff@lancasterbuilders.org

Building Industry Association PILLAR AWARDS

2023 GMM & Pillar Awards Dinner



Tim Kotzmoyer, TK Building & Design, LLC, BIA President

BIA members gathered on November 9th to cast their votes for the incoming 2024 Board of Directors AND to celebrate the winners of the BIA Pillar Awards. Attendees enjoyed networking, hors d'oeuvres, and drinks during the reception sponsored by Lezzer Lumber. BIA President Tim Kotzmoyer reported on association news and upcoming events and activities. 2023 has been an exciting year, and we look forward to serving our members in 2024.

The highlight of the evening was the announcement of the 2023 BIA Pillar Award winners! There were 26 entries in the following main award categories: Marketing Achievement, Company & Professional Achievement, and Remodeling Projects Achievement Awards. The entry with the highest point percentage in the three main categories won the Elite Pillar Award.

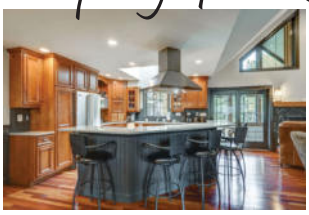
Company & Professional Achievement Awards

Builder Company of the Year ~ Garman Builders, Inc.





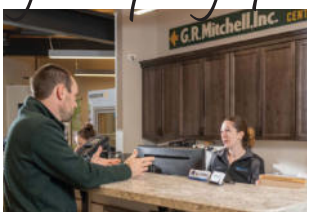

Remodeling Company of the Year ~ Renovations by Garman



Supply Company of the Year ~ GR Mitchell








Project Manager of the Year ~ Nick Helmick, EGStoltzfus Homes, LLC



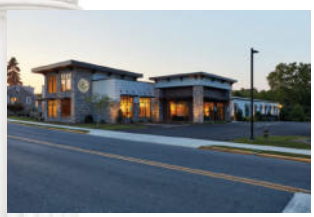
Sales Professional of the Year ~ Todd Shanks, Douple Agency, Inc.



BIA PILLAR AWARD WINNERS

Marketing Achievement Awards

Best Showroom ~ Garman Builders, Inc.






Best Print Ad ~
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Best Logo ~
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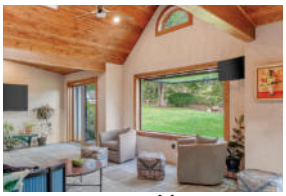
Metzler HOME BUILDERS

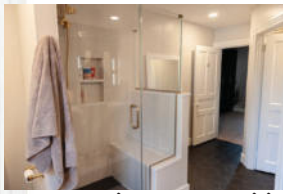
Remodeling Project Achievement Awards



Best Addition
Over $100,000
Dutch Quality, Inc.



Best Basement Remodel
Over $100,000
Renovations by Garman



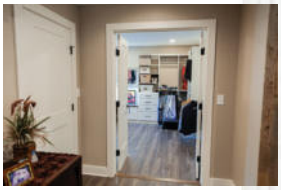
Best Bathroom Remodel
$50,000-$100,000
TK Building & Design LLC



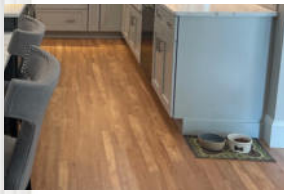
Best Bathroom Remodel
Over $100,000
TK Building & Design LLC



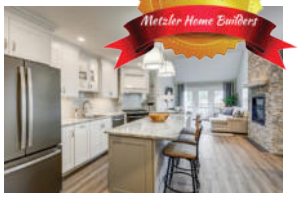
Best Commercial Project
Metzler Home Builders, Inc.



Best Interior Project
Over $50,000
TK Building & Design LLC



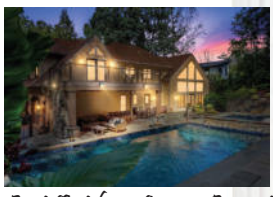
Best Kitchen Remodel
Under $50,000
Martin's Flooring, Inc.



Best Kitchen Remodel
$50,000 - $100,000
Metzler Home Builders, Inc.



Best Kitchen Remodel
Over $100,000
Turnberry Construction Group



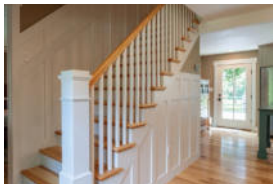
Best Outdoor Living Project
Over $50,000
Dutch Quality, Inc.

More on page 14.

BIA PILLAR AWARD WINNERS

Remodeling Project Achievement Awards

Continued from page 13.



Best Whole House Remodel Under $250,000
Dutch Quality, Inc.



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



Best Whole House Remodel Over $500,000
Renovations by Garman







A time of networking and honoring the hard work of those in the local building industry. Congratulations to these and all our Pillar Award winners!

Many thanks to our sponsors!

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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 2024 leadership positions. Those nominated and those filling existing terms are:

President: **Kevin Kozo**, Turnberry Construction Group
Vice President: **Claudia Shank**, McNees Wallace & Nurick
Associate Vice President: **Frank J. Vargish, III**, Blakinger Thomas
Secretary: **Mike Hockenberry**, EGStoltzfus Homes
Treasurer: **Jason Gerber**, RKL
Immediate Past President: **Tim Kotzmoyer**, TK Building & Design LLC

Builder Director: **Randy Hess**, Hess Home Builders
Builder Director: **Chase Martin**, Alden Homes
Builder Director: **Dan McCord**, Thaddeus Stevens College of Technology
Associate Director: **Justin Frey**, B.R. Kreider & Son
Associate Director: **Chad Neiss**, Ephrata National Bank
Associate Director: **Mike Viozzi**, Lezzer Lumber
Associate Director: **Joel Young**, Rettew



New officers and directors will be installed at our January 11th **Installation Reception** at the Inn at Leola Village 3:00–5:00pm. (See pages 11 for more details.)















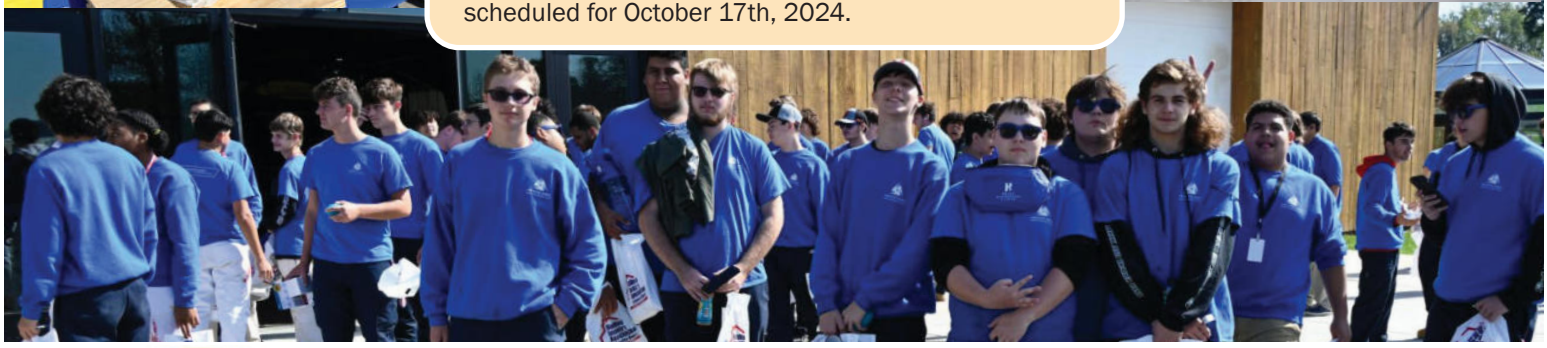

400 Students Attend The 2023

BIA Building Futures: Construction Career Day, a free all-day public event instituted for the first time last year. Held once again at Wyndham Lancaster Convention Center on Thursday, October 12th, BIA members spoke with hundreds of attendees, including local middle school, high school, and college students looking to explore employment opportunities in the residential construction industry.

The event, produced by the BIA and sponsored by **Lezzer Lumber**, featured local industry professionals currently hiring and/or providing internships. Industry experts hosted demonstrations and panel discussions, while community partners such as Millersville University and Lancaster County Career and Technology Centers also featured curriculum and career opportunity information.

Attendees utilized the Construction Corner area to create prize-winning structures from “Mystery Material Kits”. Students also built owl nesting boxes, squirrel boxes, and bat boxes for Raven Ridge Wildlife Center. Raven Ridge joined us providing a Birds of Prey forum.

The event was a "hit" and we are on a roll for an even more exciting Construction Career Day next year, scheduled for October 17th, 2024.

Special thanks to our generous sponsors!

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MY BENEFIT ADVISOR

THE ADVANTAGE OF A WELL-DESIGNED COMMUNICATION AND EDUCATION STRATEGY IN EMPLOYEE BENEFITS



Photo by Ivan Samkov @ pexels.com.

Few business owners would disagree that a comprehensive employee benefit program plays a critical role in the acquisition and retention of key talent, fostering employee well-being and contributing to the overall success of a company. To ensure that employees can fully understand and appreciate the value of these offerings, effective communication and education is paramount.

The importance of education and communication in employee benefit programs cannot be understated. Clear, targeted, and engaging communication combined with robust education initiatives can maximize the impact of benefit programs, enhance employee satisfaction, and drive positive health outcomes.

Comprehensive and transparent communication is fundamental in ensuring that employees are well informed about their benefit options. Employers should provide accessible, concise, and easy to understand information that clearly outlines the benefits available, eligibility criteria, enrollment procedures, and any changes to existing plans. By utilizing a variety of communication methods, such as emails, intranet portals, webinars and in-person meetings, employers can reach all employees regardless of their level of benefit knowledge and proactively address potential areas of concern or confusion. Transparent communication fosters trust and empowers employees to make informed decisions about their benefits, increasing overall program participation and satisfaction.

Similarly, a sound education strategy is essential to help employees fully understand the value and purpose of the benefits being provided by their employer. Offering educational resources, such as workshops, seminars, webinars, and other informative materials, provides a means for employees to more adequately grasp the intricacies of their benefit packages. These initiatives can explain the importance of various benefits, outline coverage details, highlight cost-sharing responsibilities, and provide examples of how benefits can be utilized effectively. By equipping employees with this knowledge, organizations empower their workers to make informed decisions, maximize the use of available benefits and appreciate the investment made by the company in employee well-being.

Both communication and education efforts should be continuous and not limited to initial onboarding or open enrollment periods. Employers should establish a continuous feedback loop by seeking employee input and regularly communicating updates, enhancements, and new offerings within the benefits portfolio. This approach ensures that employees remain engaged, informed, and provides the greatest opportunity for a substantial return of investment on benefit dollars spent. Additionally, conducting regular program evaluations and soliciting employee feedback through surveys or focus groups enables organizations to identify areas for improvement and make necessary adjustments to better align benefits to match employee needs and expectations.

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**.





BIA Events and Education

EVENTS

BIA INSTALLATION RECEPTION
January 11, 2024, 3:00 pm - 5:00 pm
The Inn at Leola Village
38 Deborah Dr, Leola, PA 17540

*See what's in store for the coming year, network with industry and community leaders, and support your 2024 BIA Directors and Officers, including our incoming BIA President **Kevin Kozo**, Turnberry Construction Group. Enjoy a networking cocktail reception followed by an inspiring program that celebrates the accomplishments of the past year and our vision for the one to come. We will announce the winners of the B-I-A awards, the President's Award, and the Young Professional award!*
Cost: $40 per person
Register by January 4, 2024
Contact: staff@lancasterbuilders.org

BIA—THE WHOLE PICTURE
February 20, 2024, 8:00 - 9:00 am
BIA Office, 204 Butler Ave., 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 but registration is required.
Contact: staff@lancasterbuilders.org

SAVE THE DATES

Building Industry Association PARADE OF HOMES

2024 PARADE OF HOMES EARLY BIRD DEADLINE
March 8, 2024, registration fee $2,995

2024 PARADE OF HOMES FINAL DEADLINE
April 5, 2024, registration fee $3,395

2024 PARADE OF HOMES
June 15 & 16, 19-23
Weekdays 5:00-8:00pm,
Weekends 12:00-6:00pm
More information to come.

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EDUCATION

Live Online Webinar Courses

CERTIFIED AGING IN PLACE (CAPS) SERIES
Live Online 2023 - December 5, 6, and 7, 9am-5pm ET each day

Finish 2023 strong by earning our CAPS designation!

The **Certified Aging-in-Place Specialist** (CAPS) designation program teaches the technical, business management, and customer service skills essential to competing in the fastest growing segment of the residential remodeling industry: home modifications for the aging-in-place.

The baby boom generation has many choices as this large population of potential clients for remodelers, builders, contractors and occupational therapists considers where to live — but overwhelmingly, seniors would prefer to stay in their own homes. The CAPS designation offers your potential clients what they need most: reassurance that you'll help them make the choices that will help them stay in their homes safely and securely.

In addition, the CAPS designation helps you make your clients' homes more "visitable." Even if the home owners don't think they need additional task lighting, grab bars, and other home modifications for their own use, their family members and visitors might. CAPS helps you help your clients make the right choices, and it gives you more security in remodeling market niche that's continuing to grow in popularity.

By purchasing this course, you will enroll in the following classes:
CAPS I: December 5, CAPS II: December 6, CAPS III,: December 7.

Please note: *These live classes are intended to be interactive. Please ensure you are in an environment that allows you to participate and that your camera and microphone are working.*

Due to the live, interactive nature of this course, no recordings will be available.

Cost: Non NAHB member, $900.00

IMPORTANT: Please visit
https://storefront.nahb.org/Catalogs/NAHB/NAHB-Education/39285
for more important details regarding this webinar.

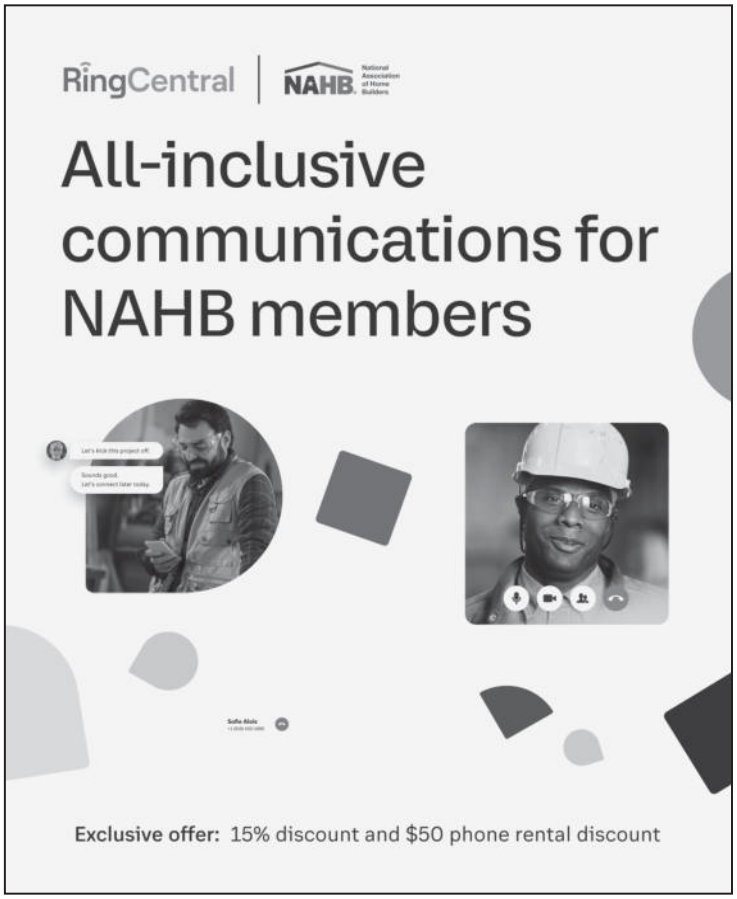
ABC Keystone
Associated Builders and Contractors
Events, Education & Training Calendar

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**





A Key Legislative Win on Transformers, WOTUS and Energy Codes

NAHB scored an important legislative trifecta on three key issues — transformers, waters of the United States (WOTUS) and energy codes — when the House on Oct. 26 approved an Energy and Water appropriations bill that would strip funding pertaining to onerous implementation rules dealing with top NAHB priorities.

Prior to the House vote, NAHB sent a letter to lawmakers strongly urging passage of these three components of the spending bill.

Transformers

The spending bill contains NAHB-supported language to defund any efforts by the Department of Energy (DOE) to increase energy-efficiency standards on distribution transformers. The DOE has proposed a rule to increase efficiency standards for transformers by a mere tenth of a percentage point, which NAHB believes would further exacerbate the dearth of transformers that is raising housing costs.

In our letter to lawmakers, NAHB said that "Congress's authority to withhold funding for this ill-conceived rule will prevent consequential bottlenecks in the supply chain."

Earlier in the week, NAHB scored another legislative win on this issue when the House Energy and Commerce Subcommittee on Energy, Climate and Grid Security approved legislation that will help ease the shortage of distribution transformers. H.R. 4167, the Protecting America's Distribution Transformer Supply Chain Act, is standalone legislation that would prevent this proposed DOE rule from moving forward. The measure would repeal DOE's authority to propose, finalize, implement, administer or enforce any energy-efficiency standard for distribution transformers for the next five years.

WOTUS

The Energy and Water appropriations bill also addresses the Biden administration's 2023 WOTUS Rule, which falls far short of providing certainty and clarity to the regulated community by providing vague definitions of what water features are covered by the Clean Water Act (CWA) and grants regulators unfettered discretion to make these determinations.

While the Supreme Court, in Sackett v. EPA, nullified problematic pillars of the 2023 rule, NAHB welcomes the proactive measure by Congress to withhold funding for the original rule while NAHB works with lawmakers and federal agencies to achieve predictable WOTUS guidelines that will significantly hasten the home construction pipeline that our nation urgently needs.

In a related development, NAHB successfully fought to ensure the wetlands regulatory program that members rely on to pull permits will be fully funded in fiscal 2024 at $218 million, unchanged from the fiscal 2023 level. This funding level will help address permitting backlogs.

Energy Codes

The Inflation Reduction Act that was signed into law last year provides $1 billion to support the efforts of state and local governments to adopt updated energy codes.

Although this is the current law of the land, NAHB was able earlier this year to get legislation passed by the House that would repeal the specific section of the Inflation Reduction Act that provides $1 billion to pressure state and local governments to adopt updated energy codes that are more costly and restrictive. And thanks to NAHB efforts, a companion bill was introduced in the Senate with 12 co-sponsors.

The spending bill approved on Oct. 26 also once again defunds the section of the Inflation Reduction Act that provides the $1 billion in grant money to adopt updated energy codes. This measure acts as another legislative vehicle to help advance this key energy codes provision through both chambers of Congress.

2023 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
Shawn Garman
Jason Garman
Randy Hess

Keystone Club: $750+

Jason Provanzo

Century Club: $500+

Louis & Sharon Hurst

Chairman's Club: $100+

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Michael Hockenberry
Tim Kotzmoyer
Nate Van Name
Frank Provanzo
Scott Provanzo
Alex Piehl
Karen Watkins
Joel Young

End of Summer BIAPAC Social

Building Industry Association POLITICAL ACTION COMMITTEE







September 12th was the perfect night for and End of Summer Social! Frank and Vicki Vargish welcomed BIA members to their home for the evening event benefitting the BIA Political Action Committee. Fundraising efforts brought in over $2,300 for the BIA PAC – contributions which the BIA Government Affairs Committee judiciously uses to fund industry friendly candidates. Raffle prizes, networking, good food and drink made for a memorable night.

Many thanks to our BIA Advocacy Partners:

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Breakfast with the Commissioners



Lancaster County Commissioners Ray D'Agostino, Josh Parsons and John Trescot met with BIA members on October 5th at the Inn at Leola Village. Discussion and questions focused on Lancaster County Conservation District challenges; advocating for municipalities to look for ways to use land effectively in conjunction with the Places 2040 Comprehensive Plan; and searching for solutions to attainable housing when onerous government regulations impede that effort.

—— Thank You, Advocacy Partners ——

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New Members

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Building Industry Association of Lancaster County

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Lancaster, PA 17601
Phone: (717) 392-9292
Business Activities: Home Automation
Email: dean@edgeuptech.com

Les Weaver Heating & AC
Alex Weaver
520 N Reading Road
Ephrata, PA 17522
Phone: (717) 733-8806
Business Activities: Heating & Cooling
Email: info@lesweaverhvac.com

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Home One Home Improvement Services/ Extreme Garage
Mike Groff
2600 Lititz Pike
Lancaster, PA 17601
Phone: (717) 581-3474
Business Activities: Remodeling Contractor
Email: mike.groff@homeoneservices.com

Site Prep
John Dienner
5181 Lincoln Highway
Gap, PA 17527
Phone: (717) 799-7311
Business Activities: General Contractor
Email: john@siteprep.com



Membership Renewals

Thank you for your continued commitment to the industry!

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B&B's Custom Trim Inc
Brooklawn Paving, LLC
C&N Bank
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Cocalico Plumbing & Heating
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Fidelity Contracting LLC
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GSL Public Strategies Group
Herb Miller Builders, Inc.
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Horizon Kitchens, Inc.
Horst & Son
Indoor City
Indoor City Granite and Marble
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Integrous Fences & Decks
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Jim Martin Design
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Yale Lighting Concepts & Design
Your Estate Service, Inc.

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MI Windows
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