Volume 40, Number 3, Fall, 2024

Lancaster Builder

A publication of the Building Industry Association of Lancaster County



Cover image provided by:

MARTINS FLOORING
We Install Confidence

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



Designer: Courtney Bird, CKBD, Choice Home Remodeling, New Holland
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Flooring: D&S Flooring, Lititz
Electric: Iddings Electric, New Holland
Quartz Counters: Lapp Tops, New Holland
Plumbing: JM Lapp Plumbing & Heating, New Holland
Photography: Taylor Ann Photography

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

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A Vibrant, Remarkable Future

Learning the lesson of the Purple Cow

by Kevin Kozo, Turnberry Construction Group

Greetings everyone,

Let's take a moment to envision a scene:

You're driving down the road as you pass this peaceful, breathtaking pasture in fields of Hempfield; dotted with the usual brown cows munching away on grass when one of the kids falling asleep in the back seat (after a long day at Spooky Nook of course) yell... Look!! It's a purple cow! You slam on the breaks; everyone jumps out of the car and starts taking pictures, texting, posting to social media, sending snap chats... you get the idea.

Now, you might be wondering how this relates to our industry. It's really quite simple. In our line of work, where competition is fierce and innovation is key, being "remarkable" is the name of the game. And that's precisely what Seth Godin had in mind when writing the book *The Purple Cow: transforming your business by being remarkable*.

His lesson — It's about breaking free from the conventional, standing out, and capturing attention in a way that leaves a lasting impression, the same reason our builders have elevated themselves to the BIA's signature event: the Parade of Homes. It's about pushing boundaries with design, and innovation; offering something truly remarkable to your clients and those coming to meet you in the years ahead.

So, how do you become THE purple cow in the field? It starts with a commitment to excellence and a willingness to think differently. Whether through innovative design, impeccable craftsmanship, or outstanding customer service, there are countless ways to distinguish ourselves from the herd.

But let's not sugarcoat it — being remarkable requires effort and dedication. It means staying ahead of the curve, constantly seeking ways to improve, and never settling for mediocrity.

So, I challenge each and every one of you to embrace the spirit of the purple cow. Let's continue to strive for excellence, push the boundaries of what's possible, and show the world why we're the best at what we do here in Lancaster County.

Here's to building a future that's as vibrant and remarkable as a field full of purple cows.

Kevin Kozo

Fall Calendar of Events

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

Events

Sep	17	End of Summer Social benefiting the BIA PAC, 6:00–8:00 pm @ the home of Frank and Vicki Vargish
	18	BIA Happy Hour @ Bulls Head Public House, 4:30 pm
	24	PBA South-Central Regional Meeting @ BIA Office, 3:30 pm
	26	Understanding 1031 Exchanges @ Trout CPA, 3:00 pm
Oct	3	BIA Breakfast With the Commissioners @ Inn at Leola Village, 7:30 am
	17	BIA Building Futures: Construction Career Day, @ Wyndham Lancaster, 10:00 am–3:00 pm
	17	Economic Outlook on Housing presented by NAHB @ Wyndham Lancaster, 1:30 pm
	18	PBA Board of Directors Meeting @ Best Western Premier, Harrisburg, 10:00 am
	23	BIA Happy Hour @ BierHall Brewing Company, 4:30
Nov	19	BIA the Whole Picture, @ BIA Office, 8:00-9:00am
	20	BIA Happy Hour @ Southern Market, 4:30 pm
	21	General Membership Meeting & Pillar Awards Dinner @ Inn at Village Leola, 5:30 pm

Save The Date

Dec	18	BIA Holiday Social & Silent Auction @ Rock Lititz Hotel, 4:00 pm

Image by Shirley Hirst from Pixabay

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,
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Lancaster, PA 17601

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BIA OFFICERS
President: Kevin Kozo

Vice President: Claudia Shank

Secretary: Mike Hockenberry

Treasurer: Jason Gerber

Associate Vice President: Frank J. Vargish III

Immediate Past President: Tim Kotzmoyer

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

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Cover Sponsor: MARTINS FLOORING

CRAFTING COMFORT AND CONFIDENCE FROM THE GROUND UP

At **Martins Flooring**, we believe that flooring is more than just a surface to walk on; it's the foundation of a home's aesthetic and a crucial element in creating a comfortable, beautiful living space. For 39 years, we have dedicated ourselves to providing top-quality flooring solutions that exceed our customers' expectations, living up to our tagline: "We Install Confidence."

Our wide range of services includes not only flooring installation but also window treatments, maintenance and cleaning, tile backsplashes, and custom tile showers. Each project we undertake is a testament to our commitment to craftsmanship, attention to detail, and exceptional service. From the first phone call, an account manager is there to guide you through the process, ensuring you find the perfect flooring solution for your project.

Martins Flooring is honored to collaborate with builders across Lancaster, Berks, and Chester Counties. Our extensive experience and reputation for quality make us a trusted partner in both residential and commercial projects. We understand the unique needs of builders and are dedicated to providing reliable, high-quality solutions that enhance the value and appeal of every home. Whether you need just the product or a full installation, you can trust that the flooring is under control with Martins Flooring.

Our experienced team of installers are highly skilled and respected in the industry, known for their meticulous attention to detail and dedication to excellence. From selection to installation, our account managers will be there every step of the way.

Recently, we expanded our footprint by adding a new location in Oxford and renovated all our showrooms to include inspiring vignettes. These beautifully designed spaces are creativity hubs, serving as inspiration centers for our clients and partners. Our showrooms are designed to spark creativity and help visualize the potential of any space.

As we continue to grow and expand, we remain committed to our core values of Excellence, Integrity, Respect, Accountability, and Agility. These values guide every decision we make and every interaction we have, ensuring that we always put our customers and partners first.

We invite you to visit one of our showrooms or our outlet locations, where you can find major discounts on high-quality flooring products. Discover why so many builders and business owners trust Martins Flooring for their flooring needs and experience the confidence that comes with choosing a company dedicated to excellence.

To learn more about Martins Flooring visit our website at **martinsflooring.com** or follow us on Facebook, LinkedIn, and TikTok for the latest updates, tips, and inspiration for your next project.



Who's in the News: Honors and Accomplishments

Honorees Named to the List of 2024 Forty Under 40 Award Recipients

Regional accounting and advisory firm **Trout CPA** is pleased to announce that **Jason C. Herr**, CPA, CCIFP, Partner at Trout CPA,



has been named to *Central Penn Business Journal's 2024 Forty Under 40 list*. This prestigious award recognizes professionals under the age of 40 who have made a significant impact in their industries and communities in Central Pennsylvania. Jason's inclusion in this esteemed group is a testament to his dedication, leadership, and commitment to both his profession and community.

Jason Herr has been an integral part of Trout CPA since joining the firm in 2007. As a Partner, he plays a vital role in leading the firm's *Construction and Real Estate Industry Group*. Jason serves clients in various industries, including construction, manufacturing and distribution, entrepreneurial businesses, retail, hospitality, and real estate entities. His expertise in tax services, coupled with his leadership in business development and client service, has made him a key contributor to Trout CPA's continued success.

Beyond his professional accomplishments, Jason is deeply committed to giving back to his community. He serves as a Board Member for Black Rock Retreat. He is actively involved in Millersville Bible Church and the Building Industry Association of Lancaster County, where he holds the position of Treasurer. Jason's dedication to community service and his efforts to inspire positive change align perfectly with the values of the Forty Under 40 awards.

McNees Wallace & Nurick announces that real estate attorney **Claudia Shank** is a *Central Penn Business Journal 2024 Forty Under 40 recipient*.



Shank is a leading land use attorney in Lancaster County known for her commitment to community service. She supports developers of residential, commercial and industrial projects in navigating the complex permitting and entitlements process, helping to bring economic growth and development to the thriving Lancaster community. Claudia also leverages her experience as a former assistant county solicitor to help Pennsylvania counties navigate a broad range of legal issues, including compliance with the Sunshine Act and the Right to Know Law.

A true servant leader and a mother of three daughters, Shank is passionate about the empowerment of girls and women, participating in many organizations that hold the same commitment.

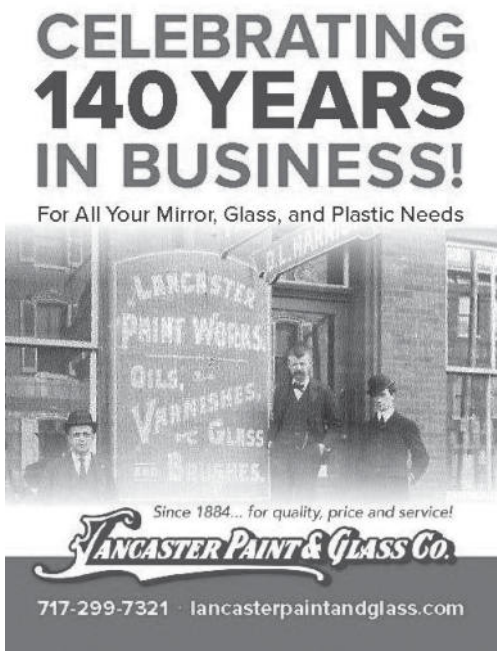
Shank is also dedicated to advancing the interests of the residential home building industry. She currently serves as Vice President of the Building Industry Association of Lancaster County (BIA) as well as on the organization's government affairs committee. In 2021, she was honored with the BIA's Young Professional Award. She is also active with the Pennsylvania Builder's Association and the National Association of Home Builders, where she serves on the Legal Action and Land Development Committees. At McNees, she serves as a mentor to other attorneys and is as an ambassador who meaningfully connects her teammates spread across the firm's 11 offices.

———

"This year's Forty Under 40 are accomplished young leaders who are successful in their professions. They also know the importance of being active members of the community and are giving back and inspiring change," said Suzanne Fischer-Huettner, managing director of BridgeTower Media/Central Penn Business Journal.

Honorees were chosen by a panel of past recipients and the Central Penn Business Journal leadership team. The winners were selected based on their professional accomplishments, community service, and commitment to inspiring change.

Honorees will be celebrated at the Forty Under 40 awards ceremony on October 24 at the Hilton Harrisburg.



Lancaster Paint and Glass Co, a leading glass, mirror, and plastic company, is proud to announce the celebration of its **140th anniversary**. Since its founding in 1884, Lancaster Paint and Glass Co. has been committed to excellence, innovation, and customer satisfaction, and this milestone marks a meaningful journey of growth and success.

In celebration of this significant milestone, Lancaster Paint and Glass Co. is offering a special promotion for its fellow BIA Members. The anniversary will also provide an opportunity to reflect on the company's journey, acknowledge the contribution of its employees, and strengthen it partnership with suppliers and our amazing customers.

Lancaster Paint and Glass Co. is pleased to have been serving Lancaster County since its establishment in 1884, the company has remained dedicated to serving Lancaster County with all its glass, mirror and plastic needs now and in the future.

Building Industry Association of Lancaster County

Building Empowerment: Women of the BIA

Our new women's group, **Building Empowerment: Women of the BIA**, hosted a Party at the Pine Hill Parade Home on June 18th – little did we know that this home would be the Fulton Award Winner! Over 45 guests were treated to an exclusive home tour with refreshments provided by Premier Settlements—a great way to kick off our Building Empowerment event schedule!

What's next? Building Empowerment: Women of the BIA will be represented at our upcoming BIA Building Futures event on October 17th at the Lancaster Wyndham (See pages 10-11 for more details). In future months we'll be featuring an educational event facilitated by Attorney Claudia Shank of McNees, and developing unique networking opportunities. The group is also exploring the best way to incorporate mentoring for young women in the industry.

Those who started as our focus group remain excited and fully engaged. These 10 women are now our steering committee moving forward and we are eager for our members to participate in what this group of talented, female, industry professionals is bringing to the BIA. Is there a specific education topic you'd like to see addressed? Do you have a venue idea for an activity or gathering? Feel free to contact BIA staff or any of our Steering Committee members.

We look forward to your involvement!





Many thanks to our Steering Committee for their strong leadership

Lori Bentley,
Douple Insurance

Ashlee Dietrich,
Hess Home Builders

Nicole Enck,
Pine Hill Building Co.

Lorie Grucelski,
TK Building & Design

Deirdre Kreider,
GR Mitchell

Janell Moser,
Ephrata National Bank

Jessica Ott,
Martins Flooring

Lexi Sauder,
Premier Settlements

Claudia Shank,
McNees Wallace & Nurick

Amanda Voloshin,
Invision Designs

2025 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 2025.
These could not be successful without the support of our members! Thank you to our current Partners and those who chose to continue in 2025!

☑ 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.

Associate Appreciation Month – A Note Of Thanks
From PBA President Tom McCosby



September is Associate Appreciation Month at PBA, a time to recognize our associate members and show our great respect for their contribution to our association. I looked up the definition of associate and after weeding through the Internet I found a definition I really liked. "An Associate is someone who is closely connected to another person as a companion, friend or business partner." I liked this definition because it rises above a mere business partner and includes companion and friend. While we join PBA as businesspeople seeking to advance our industry, business, or career, we choose those we associate with and often become lifelong friends.

Our Associates come in many types and sizes, from subcontractors who share the mud with us, to suppliers who keep the products coming to keep the jobs moving, to realtors, lawyers and bankers who provide the expertise we don't have to move us forward from purchase to sale. Each is a vital partner in the final product.

Subcontractors, these individuals are our daily companions, producing their portion of the final product then moving on to help another. They start on day one clearing the ground and prepping the excavation, turning the work over to another until the last shingle and cabinet is perfect. Few people have the time or experience to do it all, so we are ever thankful to our subcontractors.

Next, we think of our suppliers, they provide the products and services we need to complete not just one job but many. Whether they supply construction material, concrete, lumber, or laminate. Or some portion of the larger picture, such as advertising, tools, or equipment. We can't forget what they do and why they do it, not just for income but to help build a better tomorrow.

Finally, we can't forget our white-collar friends. They design what we build, provide us with our customers, the mortgages those customers need, and the legal expertise to prevent a simple misunderstanding from ending our dreams. Just as no one can do it all or know it all, we can't forget those whose job it is to bring the new ideas, products, and training we all need to stay ahead of the Wolf (Shapiro?) at our door.

It's clear PBA and all construction would be impossible without our associates. We owe them a debt we can never repay. Because builders are often type A pushers and workers, we may forget all of the things we don't do, that our associates have to do. Be they great or small, Associates have value they add to our lives and homes, and for this we should all be truly grateful.

Tom McCosby
2024 PBA President

Building Industry Association of Lancaster County

September is Associate Appreciation Month

We want to thank and celebrate our Associate Members for their contributions to the BIA, PBA, NAHB, and the entire home-building industry!

Associates are our industry's suppliers, service providers, and product manufacturers—a vital component of home building and essential to our industry. We value the unique contributions Associate Members make to the BIA—*let's thank them with member-to-member business!*

84 Lumber Company Store 0295
Abel Construction Co., Inc.
Adams Drywall, Inc.
Advanced Interiors, Inc.
Advanced Trim & Kitchens
AIA, Alera Group
Alliance Custom Cabinetry
Amish Country Gazebos
Associated Insurance Management, Inc.
A-Z Advertising Specialties/Premium King, LLC
Azek TimberTech
B&B's Custom Trim Inc
B&G Glass Service Inc
B.R. Kreider & Son, Inc.
Barley Snyder
BCF Group
Bertz, Hess & Co., LLP
Blakinger Thomas
Bomberger's Store, Inc.
Broderick's Landscape Contracting, LLC
Brooklawn Paving, LLC
Brown Plus
Brubaker Drywall, Inc.
Builders FirstSource
C&N Bank
Century Home Improvements By Century Spouting, Inc.
Charles E. Groff & Sons, Inc.
Charles R. Eckert Signs, Inc.
Choice Home Remodeling, Inc.
Cloister Flooring, Inc.
CLZ Concrete & Construction, LLC
Cocalico Plumbing & Heating
Coldwell Banker Realty
Concrete Authority
Cosentino
Creative Financial Group
Crouse Concrete LLC
David Miller/Associates, Inc.
Daylight Basements, Inc.
Diehm & Sons, Inc.
Douple Agency, Inc.
Durawood Products Incorporated
Durrell's Estate Maintenance, Inc.
Eberly Systems
EdgeUP Technology
ELA Group, Inc.
Elite Vinyl Railings, LLC
Ephrata National Bank
EWBN, LLC
EZSolution
Fidelity Contracting LLC
Fireside Hearth & Home
First National Bank
Fleming Tile & Marble
Fulton Bank
Garrety Glass, Inc.
George J. Grove & Son, Inc.
Good Electric, LLC
Goody's Home Design, Inc.
GR Mitchell
Groffdale Concrete Walls, Inc.
Groff's Heating AC & Plumbing, Inc.
GSL Public Strategies Group
H2, LLC
Hajoca Corporation
Haldeman Mechanical, Inc.
Henry H. Ross & Son, Inc.
Heritage Floors, Inc.
Home Grown Outdoor Finishes, Inc.
Horizon Kitchens, Inc.
Iddings Electric Inc
IJ Tech Mechanical Services
Indoor City
Indoor City Granite and Marble
Integrity Pools & Spas, Inc.
Integrous Fences & Decks
INTERIORS HOME
J.K. Mechanical, Inc.
Kauffman Kitchens, LLC
Kautz Construction and KC Green Energy
Keener Insulating & Supply, Inc.
Keylink/Superior Outdoor Products
Kilgore Electric, Inc.
King Painting & Wallpapering, Inc.
Kingsway Realty
Kitchen Encounters
Kitchens by Eileen
Kreider's Canvas Service, Inc.
Lancaster County Career & Technology Center
Lancaster County Conservation District
Lancaster County Magazine
Lancaster Kitchens and Baths
Lancaster Paint & Glass Co.
Lanco Mechanicals, Inc.
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Landis Wood Works
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Lezzer Lumber
LH Brubaker Appliances, Inc.
M.R. Sterling Productions LLC
Magnolia Lane Properties
Martin Appliance
Martin Paving, Inc.
Martindale Propane
Martins Flooring
Martin's Plumbing & Heating
May Herr & Grosh, LLP
McNees Wallace & Nurick LLC
Members 1st FCU
MIRUS Financial Partners
Monterey Door
Musselman Lumber
Myer Hill Consulting
Myers Bros. Drilling Contractors
Narrow Gate Investments
Natural Stoneworks
Nolt Companies, LLC
Orrstown Bank
Overhead Door Co. of Lancaster
PAsunrooms, Inc.
Pella Windows & Doors Company
Penn Stone
Pennsy Supply
Performance Systems Development
Personal Wealth Advisory
Pioneer Management, LLC
Precision Wall & Truss
Premier Settlements, Inc.
PremierGarage of Lancaster
Quality Design & Drafting Svcs., Ltd.
R & L Siding LLC
Re-Bath Lancaster
Red Rose Cabinetry, Inc.
Redbox+ Dumpsters of Lancaster & Chester Counties
Reeb Millwork
Renewal By Andersen
Renovations & Additions (R&A) Magazine
Ressler & Mateer, Inc.
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Rettew Associates, Inc.
RGS Associates, Inc.
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Robert Weaver Masonry and Lancaster ICF Builders
Rockbridge Lawnworks Inc
Rohrer's Quarry, Inc.
Saxton & Stump
Scotty's Painting & Paper Hanging, Inc.
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Shank Door Company
SM GUTTERS LANCASTER
Smoker & Company LLC
Smoker Door Sales LLC
Snavely's, J.C. Snavely & Sons, Inc.
Strella Social Media
Superior Walls of America, Ltd.
Swartz Kitchens and Baths
Thaddeus Stevens College of Technology
The Federal Savings Bank
The Hess Agency
The Spa and Pool Place
"To The Trades" Wholesale Floorcovering
Topline Heating & Air
Traditions Mortgage
Trout CPA
UGI Heating, Cooling & Plumbing
UGI Utilities, Inc.
Univest Bank and Trust Co.
Ville Painters, Inc.
Walter & Jackson, Inc.
Walz Group
Weaver Energy, Inc.
Weaver Superior Walls, LLC
Weiler Walls, Inc.
Weinstein Supply
Whitestone Associates, Inc.
Wyndham Lancaster Resort & Convention Center
Yale Lighting Concepts & Design
Your Estate Service, Inc.
Zephyr Thomas Home Improvement Company
Zimmerman's Construction, LLC

BIA Happy Hour, Crab Fest & A Holiday Social

BIA members have been meeting once each month on the third Wednesday at local restaurants for Happy Hours.





These gatherings are not just social events, but also a great platform for members to expand their professional network and to invite non-members to meet other industry peers.

Want to join in on a Happy Hour?

Here are some dates to mark in your calendar!

September 18th, 4:30 pm at Bulls Head Public House
14 East Main St., Lititz

October 23rd, 4:30 pm at BierHall Brewery Company
1703 New Holland Pike, Lancaster

November 20th, 4:30 pm at Southern Market
100 Queen St., Lancaster

Thanks for Inviting the BIA!





On August 1st, **G.R. Mitchell** invited the BIA of Lancaster to participate in their 2024 Crab Feast.

Despite the hot weather, attendees had a great time perusing the many vendors and enjoying a crab feast and picnic fare. BIA staff enjoyed speaking with both members and non-members about the association's activities!



Building Industry Association
BUILDING FUTURES
Construction Career Day



October 17, 2024
10:00 am – 3:00 pm
Wyndham Lancaster Convention Center

- ✓ Encourage students to pursue a career in the trades.
- ✓ Share your internships and job opportunities.
- ✓ Support the industry and its future workforce!

Event Sponsor:

Lezzer Lumber
BUILDING MATERIALS CENTERS

Reserve a Booth: $250 for BIA Members

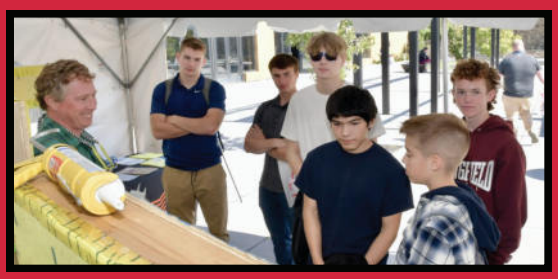
Register Today!

Giveaways for Students



500 Students registered to attend this year!

Presentations & Panel Discussions



Industry Demonstrations



Event open to the public.

Student Made Community Projects



Lancasterbuilders.org/membership/workforce-development

Building Industry Association
BUILDING FUTURES
Construction Career Day

Sponsorship Opportunities

Thank you for your support!

Building Futures Event Sponsor - SOLD

Lezzer Lumber
BUILDING MATERIALS CENTERS

Construction Corner Sponsor - $3500 (1 Available)

- Company featured on all promotional pieces and on BIA website
- Signage and representation at the event, specifically in the Construction Corner
- Company logo on promotional t-shirts for participants in the Construction Corner Competitions
- Booth at the event and an ad in the event's Building Futures Career Guide

Building Futures Presentation Sponsor - SOLD

GSL Public Strategies Group
A STEVENS & LEE COMPANY
Powerful partnerships. Standout solutions.

Building Futures Student Sponsor - $1500 (1 of 5 Available)

- Signage and representation at the event
- Logo on all student/school meal vouchers
- Company listed as sponsor on BIA website
- Booth at the event and an ad in the Building Futures Career Guide

4 SOLD

EGStoltzfus
BUILDING ONE STORY AT A TIME

Fulton FINANCIAL ADVISORS

Landmark Homes

Metzler HOME BUILDERS

Trade Ambassador - $1250

- Company listed as an ambassador on BIA website
- Company provided banner displayed during the event
- Signage and representation at the event
- Web carousel ad on BIA's website homepage for one month, leading up to the event
- Booth at the event and an ad in the Building Futures Career Guide

Tent Sponsor- $1000 (2 Available)

- Company listed as a sponsor on BIA website
- Ad in the Building Futures Career Guide
- Signage and representation at the event, specifically in the tent area
- Web carousel ad on BIA's website homepage for one month, leading up to the event

Workforce Sponsor- $750

- Company listed as a sponsor on BIA website
- Ad in the Building Futures Career Guide
- Company provided banner displayed during the event
- Web carousel ad on BIA's website homepage for one month, leading up to the event

Industry Support Sponsor- $500

- Company listed as a sponsor on BIA website
- Ad in the Building Futures Career Guide
- Company provided banner displayed during the event

Reserve Yours Today!

Friend of the Industry Sponsor- $350

- Company listed as a sponsor on BIA website
- Company provided banner displayed during the event

Building Futures Career Guide Ad- $200

- Ad in the Building Futures Career Guide

Contact Staff@lancasterbuilders.org to reserve your sponsorship!

Lancaster Building Industry FOUNDATION

Scholarship Awards

Scholarship Awards Were Distributed to Our Special Legacy Scholarship Winners.

Congratulations!



Matthew Bear from Lititz received the Garman Builders Phil Shatto Legacy Scholarship,



Nicole Peffley from Manheim received the Kenneth Lezzer Legacy Scholarship.



Colin Rillatt from Elizabethtown received the Maurice Lezzer Legacy Scholarship.



MEMORIALIZE a founding company member or valued employee

HONOR a uniquely skilled individual who has helped your business to succeed

CELEBRATE a legacy of talent vital to your company's vision

SUPPORT the industry that supports your business

Options for Scholarships in your Company's Name:

$1,000, $1,500, or $2,000 for a one time named scholarship for the 2024-2025 school year

$3,000 to $6,000 for an extended scholarship for the next three years

Questions? Want More Information? Please contact the BIA of Lancaster County
717-569-2674 or staff@lancasterbuilders.org

We Need Stuff!

Please support the **LBI Foundation** (a 501 (c)3 charity organization) with a donation to our **SILENT AUCTION** being held on December 18th. (See page 9 for event details.)

We are looking for unique contributions. You know what you'd like to bid on — dining or entertainment experiences, sporting event tickets, themed baskets, unique crafts, specialty cigars!

Or make a tax deductible contribution; checks can be mailed to the BIA or contribute online: https://members.lancasterbuilders.org/store/

Benefitting the Lancaster Building Industry FOUNDATION

Building Industry Association of Lancaster County

CONGRATULATIONS TO BIA OF LANCASTER COUNTY!

The BIA Is Honored to Receive the PBA "*Community Service Project of the Year Award.*"



The award is in recognition of the 2023 **BIA Building Futures: Construction Career Day** project for the Raven Wildlife Center.

The announcement reads in part, "*...BIA of Lancaster County took a proactive step to promote careers in the residential building trades. The result was the successful launch of BIA Building Futures: Construction Career Day. Organizers focused on giving students the chance to create something that would help the community. Those attending built — with BIA members — nesting boxes for wildlife at the wildlife center.*"

See pages 10 & 11 to learn about this year's Career Day event.



Congratulations to Jim Smith of Landisville our 2024 BIA Renovation Raffle winner! Jane won a CASH prize of $2,500!

We want to thank all who participated. The BIA Raffle Program is a fundraiser that supports our workforce development initiatives. We are determined to hit next year's ticket sales goal so that we can give away a renovation/project materials prize or cash towards a new home completed by a BIA member!

Look for our "Asking for a Raffle Ticket Commitment" notices next year!



POWER YOUR CONSTRUCTION PROJECTS WITH US TO BUILD YOUR BOTTOM LINE.

Ask us how you can earn up to $1500
through the Propane Construction Incentive Program!*



- Underground and above ground tank installation – all sizes
- Construction site heating systems and fuel for temporary heating needs
- Prompt response to your on-site fuel needs
- 24/7 emergency service and customer support in any weather

Call today! 717.208.1812

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The 2024 Annual BIA Golf Outing!

A perfect day for networking and all-round fun



June 19th may have been hot and humid, but fun was had at the Annual BIA Golf Outing! We changed things up this year for faster, more enjoyable play and hosted both AM and PM fields. 162 golfers hit the links at **Crossgates Golf Club**. The AM field started off with coffee and pastries, and all players enjoyed a combined lunch. Both AM and PM trophies and prizes were awarded to tournament winners, and the PM match ended with an evening happy hour.

Thanks to all who played, and supported in 2024!





2024 Golf AM Field Winners

First Place Foursome :
Dan Esh
Dan Trump
Josh Roberts
Jack Burke

Second Place Foursome :
Jordan Metzler
Kent Mylin
Chris Shehan
Matt Rush

Longest Drive (men):
Andre Groff

Longest Drive (women):
Katey Brubaker

Longest Putt:
Tim Doutrich

Closest to the Pin:
Chis Shehan

Straightest Drive:
Matt Ruth

Sponsor Scavenger Hunt:
Derrell Miller

50/50 Raffle:
Tim Kotzmoyer

Thank You, Sponsors!

Coffee & Pastries Sponsor
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EDGEUP TECHNOLOGY
ELA GROUP
INDOOR CITY
WEAVER SUPERIOR WALLS

2024 Golf PM Field Winners

First Place Foursome :
Phil Sensenig
John Huges
Travis Duffy

Second Place Foursome :
Andrew Barninger
Chris Miller
John Henry
Chris Rice

Longest Drive (men):
Tyler Tripple

Longest Putt:
Nelson Negron

Closest to the Pin:
Stephen Yates

Straightest Drive:
Andy Toms

Sponsor Scavenger Hunt:
Joel Zeiset

50/50 Raffle:
Chris Whitley

Background Image by HeungSoon from Pixabay

Annual General Membership Meeting & BIA Pillar Awards Dinner

November 21st, 5:30 - 8:30 pm

The Inn at Leola Village

38 Deborah Dr., Leola

Cost: $85 per person

Take advantage of a networking reception

Cast your vote for our nominated 2025 leaders

Enjoy the presentation of the 2024 Pillar Award Winners, emceed by Meredith Jorgensen from WGAL!

Available Sponsorships

Exclusive – **Pillar Presentation Sponsor: $3000**

Friend of the Industry Sponsor - $300

Event Brochure Sponsor - $150

Contact staff@lancasterbuilders.org for sponsorship details

Thank you to our Sponsors!

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GRMitchell – Building Supplies & Home Center

Friend of the Industry Sponsors:

Douple Insurance

EGStoltzfus – Building One Story at a Time

Fulton Financial Advisors

Trout CPA


NAHB
October 17, 2024
"Economic Outlook on Housing"
1:30 pm presentation at our BIA Building Futures:
Construction Career Day
Wyndham Lancaster Convention Center
Free to attend
Hear about the challenges of labor shortages, building materials issues and regulatory hurdles in the homebuilding industry.
Presentation by:
Danushka Nanayakkara-Skillington
Asstistant VP of Forecasting and Analysis for NAHB
Presentation Sponsor:
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THE EVOLVING WORKPLACE: VIEWING CHANGES POSITIVELY

The modern work environment is evolving at a remarkable pace. There are countless ways that the workplace today differs from just five years ago, and it's unlikely that the pace of change will slow anytime soon. For many people, changes in the workplace can create stress and discomfort as they are pushed to vacate long-held norms and practices and attempt new ways of working and interacting with fellow employees and company leaders.

But change is good, and it is essential to virtually all aspects of business life. Typically, companies that modify their practices to adapt to change open the doors to creative opportunities and often thrive. In contrast, those that fail to adapt to these changes can stagnate or even fail. The stale environment these companies foster stifles creativity and the birth of new and forward-thinking ideas. And often, these new ideas lead to better opportunities for overall success through more efficient operations, fresh new products, or unique, cutting-edge services.

FORCES IMPACTING A COMPANY'S NEED FOR CHANGE

The new look of today's workplace is due to various factors, each of which may impact individual companies to various degrees. Here are a few forces that may work to pressure company leadership to consider changes to established practices:

- *Employee Demographics...* For possibly the first time in history, there can be five different generations in the workplace. Each age group has a unique perspective on their work responsibilities and has specific lifestyle needs and interests. For employers, understanding this multigenerational dynamic and its implications is essential for driving innovation and maintaining cohesive and productive work groups.
- *Changes in Workplace Structure...* The pandemic changed the traditional model of work in an office environment. Today, most people work remotely, and although many firms have tried luring workers back to the office, they've had limited success. Hybrid work models are likely the norm going forward but will pressure the company's employee culture, engagement, and productivity methods and levels.
- *Changing Focus on Diversity...* The employee population of today has seen shifts in gender roles and includes an ever-widening range of racial groups and ethnic backgrounds. Many of these groups command a greater sphere of influence and power. As a result, employers are offering enhanced health benefits, flexible work-from-home arrangements, and racial, gender, and pay equity. Employers have recognized that creating an inclusive culture is essential to the success of their company and its long-term growth and profitability since today's employees are quick to begin searching for new employment if they feel their needs are not being met.
- *Changes in Government...* Whether on a local or national level, changes in government invariably involve a shift in political agenda, which often impacts how businesses operate. In obvious terms, this can refer to compliance issues, but employers also need to look carefully for indirect and more subtle impacts.

In short, employers should view change as good. Today's workplace demands constant attention to changing dynamics, but the reward for adaptation to needed changes often means the difference between success and failure.



MY BENEFIT ADVISOR

The **Building Industry Association of Lancaster County** offers 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**.



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BIA Events

2024 Building Industry Association PILLAR AWARDS

GMM & Pillar Awards Presentation Dinner

November 21, 2024

5:30–8:30 at The Inn at Leola Village
Cost to attend–$85 per person

Join us!

►Take advantage of a networking reception
►Cast your vote for our nominated 2024 leaders
►Enjoy a delicious dinner
►Witness the presentation of the 2024 Pillar Award Winners!
►Contribute to the strength of our industry by being on had to give honor to the excellence and achievement of BIA Members!

4 Pillar Award Categories:

Advertising & Marketing Awards
- Best Showroom
- Best Logo
- Best Website
- Best Print Ad
- Best Social Media Campaign

Remodeling Project Achievement Awards
- Addition
- Basement Remodel
- Bathroom Remodel
- Commercial Project
- Exterior Project
- Interior Project
- Kitchen Remodel
- Landscape/Hardscape Project
- Outdoor Living Project
- Restoration Project
- Senior Living/Aging-in-Place
- Specialty Project
- Whole House Remodel

Company Achievement Awards
- Builder Company of the Year
- Community Impact Award
- Remodeling Company of the Year
- Supply Company of the Year

Professional Achievement Awards
- Accountant of the Year
- Attorney of the Year
- Marketing Professional of the Year
- Project Manager of the Year
- Sales Person of the Year

New! **Associate Partner of the Year: Nominated by BIA Builder Members**

Questions?
Contact staff@lancasterbuilders.org; or 717-569-2674

END OF SUMMER SOCIAL BENEFITTING THE BIA PAC
September 17, 2024, 6:00 – 8:00 PM at the home of Frank & Vicki Vargish
Enjoy a relaxing cigar-friendly evening of prizes, catered fare, fine liquor, fine scotch, beer and soft drinks while supporting your BIA's advocacy program! Suggested donation: $100, but all contributions are welcomed.
Contact: staff@lancasterbuilders.org to register.

BIA HAPPY HOUR
September 18, 2024, 4:30 PM, Bulls Head Public House, 14 Main St, Lititz
Join us for a fun networking happy hour.

PBA SOUTH CENTRAL REGIONAL MEETING
September 24, 2024, 3:30 PM
BIA Office, 204 Butler Ave., Suite 200, Lancaster

UNDERSTANDING 1031 EXCHANGES
September 26, 2024, 3:00 PM, @ Trout CPA, 1705 Oregon Pike, Lancaster
Join us for an insightful presentation on 1031 Exchanges. You'll learn how to potentially defer tax liabilities through real estate-like-kind exchanges. Our experts will break down complex concepts into manageable insights to help you make informed investment decisions. They will provide practical examples, review criteria, offer planning points, and answer questions.
Free to attend. Registration Required. Space is limited

BREAKFAST WITH THE COUNTY COMMISSIONERS
October 3, 2024, 7:30 – 9:30 AM
Inn at Leola Village – Bella Giardino Room, 38 Deborah Drive, Leola PA
Join us for a breakfast meeting with the Lancaster County Commissioners. Discuss the county issues important to our industry!
Cost $25 per person Contact: staff@lancasterbuilders.org to register

BIA BUILDING FUTURES CONSTRUCTION CAREER DAY
October 17, 2024, 10:00 am – 3:00 pm
Wyndham Lancaster Convention Center
2300 Lincoln Hwy E, Lancaster, PA 17602
Open to the public and welcoming students, parents, veterans, underemployed, unemployed, and those looking for a new career. This event will educate and promote industry careers and connect you, BIA members, to your future workforce!
Get involved: • Reserve a booth • Be a sponsor • Support the Industry
See page 10 & 11 for details.
For questions and registration forms, contact Pauline Wilton: pauline@lancasterbuilders.org or 717-569-2674

ECONOMIC OUTLOOK ON HOUSING presented by NAHB
Octorber 17, 2024, 1:30 PM, Wyndham Lancaster Convention Center
Join us for a presentation at our BIA Building Futures: Construction Career Day. Hear about the challenges of labor shortages, building materials issues and regulatory hurdles in the homebuilding industry.
Free to attend

PBA BOARD OF DIRECTORS MEETING
October 18, 2024, 10:00 AM, Best Western Premier, Harrisburg

BIA HAPPY HOUR, October 23, 4:30 PM
BierHall Brewing Company, 1703 New Holland Pike, Lancaster, PA
Join us for a fun networking happy hour.

BIA—THE WHOLE PICTURE
November 19, 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

BIA HAPPY HOUR
November 20, 2024, 4:30 PM, Southern Market, Lancaster
Join us for a fun networking happy hour.

SAVE THE DATE

BIA HOLIDAY SOCIAL & SILENT AUCTION
December 18, 2024, 4:00 PM, Rock Lititz Hotel

Education



Live and recorded webinar courses are available through the NAHB website. Some are free and others have a cost.

To explore the offerings through NAHB, visit their website at: ***www.nahb.org/education-and-events/education*** and ***www.nahb.org/education-and-events/education/upcoming-webinars***

Currently scheduled courses are listed and there are links to their *Free Webinar Replay Library, Shop Talks* and more. Some resources are available to only to registered users. For yet more recourses for educational content see:
https://storefront.nahb.org/Product-Search

Here is one course among many:

EXPANDING & DIVERSIFYING BUSINESS OPPORTUNITIES - LIVE ONLINE
2024 - SEPTEMBER 24, 1:00–4:00pm
Cost for Non-members is $199.00

PLEASE NOTE: This live class is 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.

ABOUT THIS COURSE: Identify opportunities to build and diversify your business. This course examines more than 25 different opportunities within the construction industry that are ideal for expansion. Explore the different approaches and options diversification allows including commercial building, remodeling, special use structures and institutional projects. You'll analyze the factors that affect success in diversification and learn the due diligence steps to take when preparing to diversify.

What to expect from this course:

- Define the concept of diversification and identify benefits and risks.
- Identify types of businesses that provide diversification opportunities for builders, remodelers, residential contractors and small commercial contractors.
- Consider aspects of each diversification opportunity before selecting it as a viable option.
- Identify due diligence that should be performed once an area of diversification is chosen
- **NAHB Credit:** This class counts for 3 continuing education credits.

Additional Credit Information: 3 AIA/CES LU: NAHB is a Registered Provider with the American Institute of Architects (AIA) Continuing Education Systems. Credit earned on completion of this course will be reported to CES Records for AIA members by NAHB. Certificates of Completion for non-AIA members are available upon request.

Important Registration Details: This course is non-transferable. Do not use another individual's login information to register. You must login to *nahb.org* as yourself to receive your certificate of completion and credit for this course. If you are not registered on *nahb.org*, create your login now. If you are having issues with your login, please contact our help desk at *nahbsupport@nahb.org* or call 202.266.8313. You will have access to course materials, including the course test, for 30 days after the conclusion of the live sessions.

Please contact ***elearninghelp@nahb.org*** with questions and for additional important information.



The BIA is Soliciting Nominations for:

2025 BIA Officer & Board Director Positions

If you are interested in serving or know of another BIA member who would be a valued addition to leadership, please contact:
EO Karen Watkins at (717) 569-2674



Voting will take place at the General Membership Meeting on November 21st at the Inn at Leola Village (see page 15).



Have Some News to Share?

Send us your Press Release to be included in our next issue of the Lancaster Builder Magazine!

Send it to
tara@lancasterbuilders.org

A LEGISLATIVE SUMMARY

Availability of (NPDES) General Permit for Discharges of Stormwater Associated with Construction Activities (PAG-02)

On August 31, 2024, the Department of Environmental Protection (DEP) published the final, reissued NPDES PAG-02 General Permit for Discharges of Stormwater Associated with Construction Activities in the Pennsylvania Bulletin for a new 5-year term. The PAG-02 General Permit will become effective on December 8, 2024, and will expire on December 7, 2029. Current PAG-02 General Permits will expire on December 7, 2024.

Persons with existing coverage under the PAG-02 General Permit will be required to submit a renewal NOI (notice of intent) form to maintain continued coverage under the reissued PAG-02 General Permit by December 7, 2024. DEP or your County Conservation Districts should send notification to all existing PAG-02 permittees explaining the changes to the terms and conditions of General Permit coverage.

The following additional significant changes were made to the final PAG-02 General Permit documents in comparison to the draft General Permit published on March 9, 2024:

- Submission to Municipalities—The draft PAG-02 proposed a requirement to submit annual reports and Notices of Termination (NOT) to municipalities. In response to public comments, the Department has removed this requirement from the final PAG-02.

- Landowner Acknowledgement—The draft PAG-02 proposed a new "Landowner Acknowledgement" section of the PAG-02 Notice of Intent (NOI) that the landowners of a project site would sign to demonstrate the applicant has authority to conduct earth disturbance activities, if the applicant was not the sole owner of land comprising the project site. In response to public comments, the Department has removed this section from the final PAG-02 NOI.

- Legal Instrument Recording—Under 25 Pa. Code § 102.8(m)(2) (relating to PCSM requirements), permittees must record a legal instrument identifying post-construction stormwater management (PCSM) stormwater control measures (SCM) on properties. In the 2019 version of PAG-02, this instrument was required to be recorded within 45 days of permit issuance. The draft PAG-02 published March 9, 2024, proposed that the legal instrument recording occur and the recorded documentation be submitted to the Department or a delegated county conservation district (CCD) prior to the scheduling of the required pre-construction meeting to aid in ensuring that this requirement will be satisfied and does not prevent the approval of an NOT. In response to comments received, the Department is, in the final PAG-02, making an exception to this requirement for utility projects and other projects that receive written approval from the Department or a CCD. If the exception applies, the permittee will be required to record the instrument and submit the recorded documentation to the Department or a CCD within 45 days of PAG-02 coverage approval.

- Residential Impervious—The Department has removed questions on the final PAG-02 NOI concerning whether the maximum impervious allowed on a lot or a factor of safety was used for planned impervious areas. PCSM Module 2 will be updated to include a table of lots and impervious areas for multi-lot development projects. If the stormwater analysis and design of SCMs considers either the maximum allowable impervious area under a local ordinance or the maximum impervious on a lot, as designed, is at least 10% greater than the planned impervious, the permittee would not be responsible for amending the approved PCSM Plan and PAG-02 coverage or documenting future changes on record drawings, assuming the changes are within the factor of safety.

- Monthly Color Photographs—The draft PAG-02 proposed that color photographs be taken at least monthly of best management practices and SCMs. In the final PAG-02, the Department has modified this requirement to allow for alternative approaches when approved by the Department or a CCD, generally for large projects.

- Effective Date—The Department has clarified in the final PAG-02 that the requirements for site inspectors to be qualified and for confirmation testing of infiltration SCMs go into effect on December 8, 2025, 1 year following the effective date of the final PAG-02, to provide adequate time to prepare for these new requirements.

- Confirmation Testing for Infiltration Capacity—The Department has decided to eliminate the 20% threshold on ponding or drawdown times when evaluating infiltration SCMs through confirmation testing for infiltration capacity and instead allow the licensed professional the discretion to determine if the SCM is infiltrating in a manner consistent with the design.

Summary Provided by Sarah Miller, PBA Director of Legislative & Regulatory Affairs

BIA "End of Summer" Social

Benefitting the BIA PAC!

Building Industry Association POLITICAL ACTION COMMITTEE

September 17th, 6:00 - 8:00 pm

Home of Frank and Vicki Vargish: 8 Southview Lane, Lititz, PA



Suggested Contribution: $100 Per Person

Join Us!

Enjoy a relaxed, cigar-friendly evening of hot & cold fare, fine liquor, beer, and soft drinks.



Play to win great raffle prizes while supporting your BIA's advocacy program!

Event brought to you by our BIA Advocacy Partners:

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2024 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+
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Bruce Gingrich Claudia Shank

Chairman's Club: $100+
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Jared Erb Kevin Kozo Earl Hess

Breakfast with the County Commissioners

County of Lancaster – Pennsylvania – Founded May 10, 1729

October 3, 2024
7:30 - 9:30 am
Inn at Leola Village:
Bella Giardino Room
38 Deborah Dr., Leola

Join Us!

Come out to discuss the issues important to our industry!

Cost: $25 per person

To register contact: staff@lancasterbuilders.org
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Building Industry Association of Lancaster County

New Members

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

ASSOCIATES

Azek Timber Tech
Tim McGuir
316 S. Brobst St.
Shillington, PA 19607
Phone: (484) 705-8113
Business Activities: Decks
Email: tim.mcguirk@azekco.com
Sponsor: Mike Viozzi, Lezzer Lumber

California Closets of Central PA
Jeffrey Orr
5400 Paxton St.
Harrisburg, PA 17111
Phone: (717) 565-1122
Business Activities: Closet Organizers
Email: jorr@calclosets.com

Redbox+ Dumpsters of Lancaster & Chester Counties
Bryon Brinson
5804 Old Philadelphia Pike
Gap, PA 17527
Phone: (717) 344-8340
Business Activities: Disposal Services
Email: bbrinson@redboxplus.com/lancaster-chester/

BUILDER

Kingdom Construction Services LLC
Morgan Zimmerman
17 Church Street
Lititz, PA 17543
Phone: (717) 823-1803
Business Activities: General Contractor
Email: kingconstructserve@gmail.com



Membership Renewals

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Boyd Wilson LLC
CalCo Design & Renovation
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Choice Home Remodeling, Inc.
Cosentino
Creative Financial Group
D. R. Horton
D.K. Builder, LLC
David Miller/Associates, Inc.
Daylight Basements, Inc.
Douple Agency, Inc.
Greystone Construction, Inc.
Groffdale Concrete Walls, Inc.
Groff's Heating AC & Plumbing, Inc.
GSL Public Strategies Group
Home Grown Outdoor Finishes, Inc.
Hunter Creek Builders, LLC
Indoor City
Ironstone Homes, LLC
Kautz Construction and KC Green Energy
Kingsway Realty
Lancaster Kitchens and Baths
Lancaster Paint & Glass Co.
Leo Kob Co., Inc.
Magnolia Lane Properties
Merv Miller Builder, LLC
Millfield Construction Co.
Orrstown Bank
Overhead Door Co. of Lancaster
Penn Stone
Performance Systems Development
Personal Wealth Advisory
Quality Design & Drafting Svcs., Ltd.
R & L Siding LLC
Saxton & Stump
Scotty's Painting & Paper Hanging, Inc.
Speedwell Construction
Traditions Mortgage
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