

The Merit Shop Spokesman



ABC Keystone Newsletter



Planning for the Future

2

Measuring Success in Workforce Development

19

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G. David Sload, President-CEO

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The Merit Shop Spokesman

Contents

2 Message from the Chair

4 Message from the President-CEO

5 Advocacy Update

7 Grow Your Career

8 Chapter Calendar

9 Future Outlook

11 Apprenticeship Graduation Sponsors

13 Mental Health Awareness

14 Member Spotlight

15 Member News

16 New Members & Anniversaries

17 Young Professionals at ABC

19 Workforce Development

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Editor/Designer:
Kristi Pronovost
Director of
Marketing & Communications
ABC Keystone
kristi@abckeystone.org
(717) 653-8106

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A Message from the Chair

BY: ROGER S. BRUBAKER, ABC KEYSTONE 2020 CHAIR OF THE BOARD

Planning for the Future

Every September, the ABC Keystone Board of Directors hosts an annual strategic planning meeting where board members, committee chairs, and other chapter leaders come together to review and evaluate the current strategic initiatives and tweak them for the upcoming year. Every three years this process takes a deeper dive to determine if a new direction needs to be considered.

2020 is the third year of our current plan which includes:

1. Increase the Political Influence

Right to Work and Apprenticeship Ratio are top priorities as we work with legislators and decision makers to promote the free enterprise philosophy.

2. Continue to Grow and Deliver Value

Obtain 90% retention and increase engagement of members through pre-determined metrics of participation in events and programs.

3. Increase Non-Dues Revenue Stream

Develop new course offerings and maintain 50/50 split between non-dues and dues income.

4. Develop an Endowment Fund

Explore methods and purpose of an endowment. Identify key partners and process.

5. Be the Leading Force in Workforce Development and Training

Increase partnerships to 28 schools and develop new relationships with two new CTC programs.

6. Establish Keystone as Premier Institute to Provide Accessible Training

Identify members' safety service needs and increase membership growth by at least one member.

7. Chairman's Challenge

Increase STEP participation to 30% of contractor members. Achieve increased PAC participation.

The above goals can be achieved only through the collaboration and dedication of our members, staff and leadership teams all focused on moving the ball forward. It is truly amazing to me that our team has been able to get

traction in all these areas even with COVID-19 taking a front seat for at least four of the first six months of the year! On September 16, Cleo Weaver, Keystone Chair Elect, will que up participants for a two-day reset and refocus on ABC Keystone's future. Then, off we will go to conquer new challenges together!

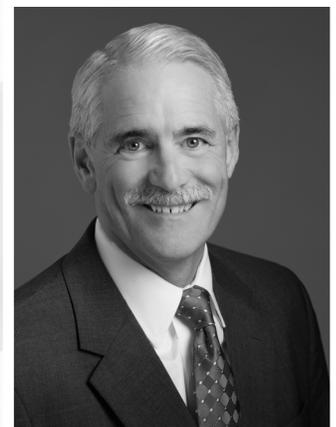
On August 13, we celebrated our apprenticeship graduation, and now we look ahead to the return of our apprentices. September brings a new class of first year apprentices, with students anxious to make their mark on the world as they begin their career in construction. Despite the challenges of COVID-19, the construction industry continues to move ahead with a shortage of skilled workers.

This year's freshman class is one of the largest ever at ABC Keystone, which to me is an indication that our Construction Wars program and other messaging are having an impact. Now is the time to train for the future of our industry. If you are a growing company with training needs, visit the ABC Keystone website or give us a call to learn more about valuable courses and programs being offered.

One last note about the ABC STEP program. Thank you to those companies who have "STEPped" up to join the program and enter a world-class process to a safer workplace. Whether you already have a solid safety program or are just getting started, consider adding STEP to help ensure more workers come home to their families each day. It is free, and ABC Keystone can walk you through the application process as needed. DO IT TODAY!

Be Healthy and Safe,

Roger Brubaker
2020 Chair of the Board



Roger S. Brubaker
2020 Chair of the Board
ABC Keystone
Director of Construction Services
Meadow Valley Electric, Inc.
roger@mvegroup.com
(717) 397-9600

The Future of the Industry... Merit Shop Construction Scholarship Program

Assisting individuals seeking to further their education in careers in construction.

Each academic year, scholarships are awarded to 8-12 outstanding applicants. The amount of each scholarship is determined by the Merit Shop Training & Research Center Committee and generally ranges between \$1,000 and \$5,000 per scholarship. To date, a total of \$535,850 has been awarded.

Deadline for applying is February 26, 2021

To view information on past awards and to download an application, please visit the News & Resources section of abckeystone.org.

For more information, please contact:
stephanie@abckeystone.org

- Applicants must enroll in a trade school, college or university program directly related to a construction career.
- Sponsored by Keystone Chapter of Associated Builders & Contractors.
- Administered by the Merit Shop Training & Research Center.
- Scholarship recipients will be selected by the Merit Shop Training & Research Center Committee solely on the basis of merit and without regard for the race, color, religion, national origin and sex of applicants.

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You can help support the Merit Shop Training & Research Center by connecting to Amazon Smile - at no cost to you!

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A Message from the President-CEO

BY: G. DAVID SLOAD, ABC KEYSTONE PRESIDENT-CEO

It's That Time of Year, Again

When we hear the phrase, "*It's that time of year, again,*" we think of a special date or holiday. At ABC, it means it is time to start a new year of apprenticeship classes. What will the 2020/2021 school year look like? The good news is we have learned a lot from having to finish the 2019/2020 year virtually due to COVID-19.

We now know two things for certain. COVID-19 is still with us, and the best environment for teaching valuable skills to tradespeople is through hands-on training and in-person instruction. The good news is we will return this fall to this model of education. Safety should always be a top priority in our industry, and just like a contractor doing a safety jobsite analysis, ABC Keystone has done a safety analysis treating COVID-19 as a jobsite hazard to ensure the safety of our apprentices.

Our number one priority is to keep the students and the Chapter staff safe and well during these unprecedented times. We have reviewed the CDC and Pennsylvania protocols and implemented this guidance to allow our instructors to conduct onsite classes. As a result, we have developed a written building policy that will be delivered to all students and their employers. Due to the times we are in, there cannot be any exceptions to these policies. ABC does not wish to debate the science or political noise that is being shared by our media. We just want to do what we do best and focus on training for the benefit of the members and their employees.

All persons entering the building for apprenticeship classes (in addition to career development and safety training, meetings and visits) will be required to fill

out a health screening form to gain entry. Once in the building, all persons will be required to wear a face mask or face shield. If an individual can show that they have restrictions from being able to wear a mask or shield they will be directed to one of our staff to discuss safe alternatives. All classrooms have been inventoried to provide for social distancing, and additional evening deep-cleaning services have been added for those classrooms that are being used. Throughout the building we have added many hand sanitizing stations and protocol signage.

While some of these protocols create an inconvenience, we need to remember why we are here: to prepare the next generation of construction professionals and to help continue their career pathway. This is a temporary inconvenience for a higher reward, and we thank everyone for your cooperation.

Here's to the class of 2020/2021. Welcome and good luck!



G. David Sload
President-CEO
dave@abckeystone.org

Advocacy Update

BY: AUSTIN CAWLEY, ABC KEYSTONE GOVERNMENT AFFAIRS COORDINATOR

Not So Lonely at the Top

Often it is said, “*the top is a lonely place to be.*” For legislators representing the southcentral part of the Commonwealth, that could not be further from the truth. Our region is extremely fortunate to have experienced and respected lawmakers serving in leadership capacities and chairing committees that have jurisdiction over our issues.

In July and August, ABC Keystone’s political action committee hosted a series of virtual meetings with area leaders as an opportunity to interact with elected officials and ask questions. ABC members spoke with members of leadership, newly elected officials, and those who are members of important committees. If you missed any of these virtual calls, fear not, as we will be hosting calls in the future as an opportunity for legislators to hear directly from you.

On the calls, elected officials shared candid insights on the current COVID-19 crisis, how the General Assembly is communicating with Governor Wolf, and how ABC members can make an impact. Since the outset, our elected representatives have done an outstanding job voicing concerns on behalf of business owners of the Commonwealth. It is clear there are many in the legislature – on both sides of the aisle – that are frustrated at the lack of collaboration between the branches. Many of our members believe that the rules are not necessarily the issue, but the constant changing of the rules that is becoming maddening to business owners trying to adjust and cope. The legislature and leaders continue to look to associations, like ABC, for testimonials and stories. If you have a story and are willing to share your concerns with elected officials, please reach out to the government affairs team so we can pass your comments along.

Looking in the short-term, there are only twelve scheduled session days in the fall, leaving very little window of opportunity for the legislature to act on various issues. ABC will continue the push to move apprenticeship legislation that will create jobs and an even playing field in the construction industry. As session starts back up in mid-September, ABC will continue to work with leadership and the committee chairman to see its passage out of the House.

As ABC Pennsylvania prepares long-range plans, we are framing those plans in the context of the new legislative session, which “gavels in” the first Tuesday of January. All legislation not signed into law must be re-introduced. In addition, the Republicans and Democrats in the House and Senate will elect their respective leadership slates.

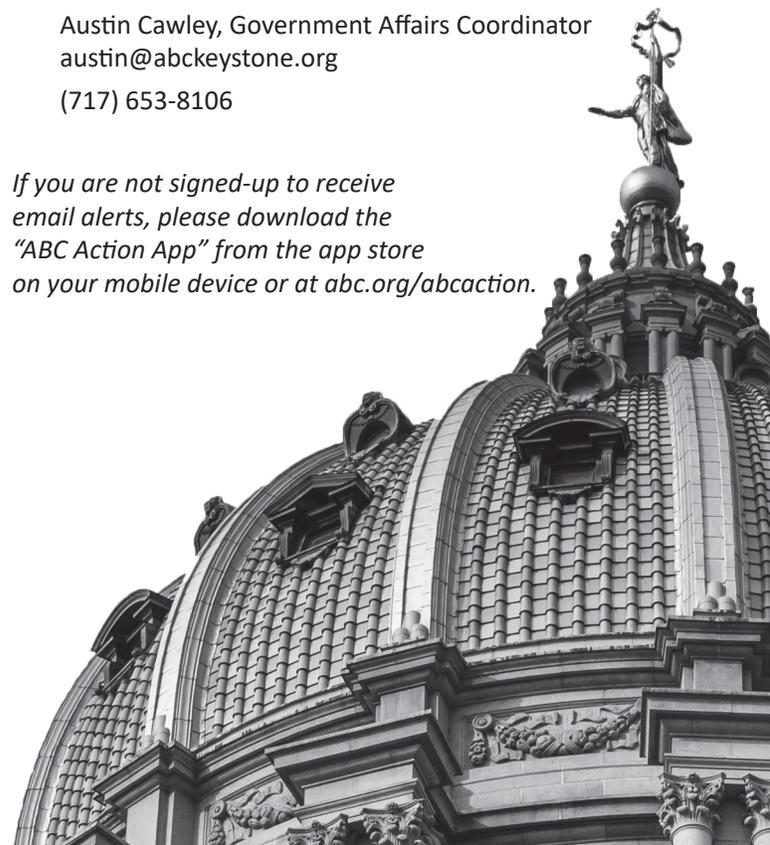
Our regional leaders are committed to respond on behalf of the construction industry. Looking at the political landscape, there is a growing concern that special interests, with the Administration’s support, will seize on the pandemic to push a progressive agenda. That is why our elected delegations have stressed the importance of elections, getting out to the polls, and supporting pro-business candidates.

If you want more information on the upcoming election or how you can get involved, please reach out to our team:

David Greineder, Director of Government Affairs
davidg@abckeystone.org

Austin Cawley, Government Affairs Coordinator
austin@abckeystone.org
(717) 653-8106

If you are not signed-up to receive email alerts, please download the “ABC Action App” from the app store on your mobile device or at abc.org/abcaction.





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- Planning for Business Succession
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- Maximizing Bond Capacity

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To learn more, visit abckeystone.org/member-benefits or contact Mike Bachman, Director of Membership: mike@abckeystone.org

Your ABC Keystone Membership Can Pay for Itself!

Grow Your Career

BY: JEFF WITMER, CERTIFIED BUSINESS COACH; FOUNDER, PATHWAY BUSINESS ADVISORS

Recognize Your Opportunity to Improve

Construction companies typically operate at a frantic pace this time of year. Contracted work deadlines are looming, field crews and project managers are being pushed for production, estimators are working on change orders and backlog for next year. It can be a very chaotic time. Typically, leaders are so far in the trenches right now, that they miss an opportunity. Now is the best time to evaluate the strengths and weaknesses of your business. When put under pressure and examined, the cracks in the foundation of a business will show themselves.

The best place to start is with your profitability. Take time to track the Gross Profit (GP) of your business over the long term (at least three years). What is the trend of your GP? A few percentage points of improvement in your GP can provide huge results to your bottom line.

Stop what you are doing, and ask your team: What areas do you see where we can improve our job profitability? Improve our efficiency? Reduce waste?

It's likely that your team is so busy that they aren't even thinking about the opportunities that are right in front of them. Prompt them to consider "big picture" areas such as: job communication, internal processes, paperwork, and team organization.

Another effective strategy is to have each team member develop a "stop doing list." The Pareto Principle holds that 80 percent of results come from 20 percent of effort. Strive to eliminate unnecessary things in your business that add little or no value to the end product. Having your team evaluate what activities can be stopped will yield productivity improvements.

It definitely takes effort to step back from the daily challenges and look at the business from 30,000 feet. Now is the time to put together a list of things that need to be improved so that you can research and implement solutions at a slower time.

Kaizen is a Japanese term meaning "change for the better" or "continuous improvement." Now is a great time to look for opportunities to change for the better. Kaizen!

Jeff Witmer, Owner/Partner, Pathway Business Advisors, started and developed a nationwide, industry leading business generating over \$16M. He's an expert in various aspects of business management and systems, including: team development, sales and marketing, finance and accounting, and information technology.

*Jeff also teaches the **ABC Keystone Leadership Development Series**, a comprehensive series of 10 sessions designed to help develop you into an inspiring leader who leads with confidence. Visit abckeystone.org to learn more and register.*



Chapter Calendar - Events, Education & Training

Register Today!

9/10 - *Virtual Training: Prevailing Wage Workshop Webinar - No-cost Seminar Presented by Beneco*

9/15 - **Virtual Event: ABC Keystone's Safety Awards Breakfast**
Presented by Cohen Seglias Pallas Greenhall & Furman, P.C.

9/15 - Construction Risk Management
Part of the Understanding the Construction Process Series

Starts 9/15 - SalesWorks!

9/16 - Conducting Investigations, Disciplining, and Terminating Employees
Part of the Human Resources Management Academy

Starts 9/16 - Basic Blueprint Reading

9/18 - Rough Terrain Forklift Training

9/22 - Jobsite Safety Inspections - Competent Person Training

Starts 9/23 - Project Management & Leadership

Starts 9/24 - Superintendent Training Program (STP) - Contract Documents

9/24 - ABC Keystone's Clay Shoot Presented by OSS Health

9/24 - Mobile Elevating Work Platform (Aerial Lift) Training

9/29 - Adult AED, CPR & Basic Medic First Aid

10/1 - Conflict Management - *Part of the Professional Development Series*

10/5 - Mobile Elevating Work Platform (Aerial Lift) Training

10/5 - Dynamic Crew Leadership

10/8 - *Virtual Training: Using Your Emotional Intelligence for Success at Work and Beyond*

10/13 - Self Management - *Part of the Leadership Development Series*

10/15 - OSHA 10-Hour Construction

10/19 - Rough Terrain Forklift Training

10/20 - Construction Agreements and Payments

Part of the Understanding the Construction Process Series

10/21 - ABC Keystone's Golf Outing Presented by Harmon & Davies, P.C.

10/21 - Employee Relations and Engagement - *Part of the Human Resources Management Academy*

10/22 - Executive Leader Contractor Peer Group (*CEO/Owners/Executive Leadership*)

Starts 10/23 - *Virtual Training: Mental Fitness for Leaders – Building Healthy Teams & Organizations*

10/23 - Adult AED, CPR & Basic Medic First Aid

Starts 10/28 - Advanced Blueprint Reading

10/29 - Submitting Certified Payroll - *No-cost Seminar Presented by Beneco*

Coronavirus (COVID-19) Update:

On-site training:

ABC Keystone continues to prioritize your safety to help prevent the spread of COVID-19. When you visit Chapter headquarters you will now see CDC-recommended safety precautions in place including COVID-19 symptom screenings, face mask requirements, enhanced cleaning measures and the implementation of social distancing to protect your health. We thank you in advance for your cooperation as we operate under these guidelines. **Please enter the building at Door 1 when you arrive.**

Customized Training:

We are here to meet your unique needs, and our team can customize training for you at our location or yours. Customized training at your site is available following a review of the site for the implementation of current CDC recommended COVID-19 safety guidelines.

Networking Events:

All COVID-19 safety protocols in place at the time of our fall networking events will be followed to protect the safety of all attendees.

Save the Date:

Starts 11/4 - Microsoft® Office Training Excel® Series

11/4 - ABC Keystone's Excellence in Construction Awards

1/8/21 - Inaugural Gala for Cleo Weaver & ABC Keystone Annual Meeting

Starts 1/19 - ASHE Health Care Construction Workshop (HCC)

1/21 - ASHE Certified Health Care Constructor (CHC) Exam Preparation

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and training**
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(717) 653-8106 | Barbara Holtzapple (Career Development) & Kevin Keith (Safety)

Future Outlook

BY: RICHARD P. HIGGINS, CONSTRUCTION EXECUTIVE CONTRIBUTOR

What to Expect When the COVID-19 Pandemic is Over

No one knows what to expect when the COVID-19 pandemic is over. What will the new normal look like? Learning from the past, the Spanish flu pandemic of 1918, which was the deadliest in history, infected an estimated 500 million people worldwide—about one-third of the planet’s population—and killed an estimated 20 million to 50 million victims, including some 675,000 Americans. At the time, there were no effective drugs or vaccines to treat this killer flu strain. Citizens were ordered to wear masks. Schools, theaters and businesses were

closed, and bodies piled up in makeshift morgues. By the summer of 1919, the flu pandemic came to an end. Those that were infected either died or developed immunity.

Many leading authorities on COVID-19 expect the same thing will eventually happen, but not before Americans pay a higher price. Construction contractors need to look now for potential opportunities to pivot their business. Its not about the preparing for the new normal, but focusing on the new next.



Market Opportunities

Construction trends are changing because of COVID-19. Before the pandemic, multifamily construction was booming in urban areas. People wanted to downsize and live close to where they worked. Being able to walk to entertainment, dining and shopping was important, as was mass transportation. Now, these same people are flocking to more rural areas, purchasing homes and avoiding mass transit. People are working remotely, if possible, and driving to entertainment, dining and shopping destinations.

There is a similar shift in almost every sector of the construction industry. Businesses are reducing office space, retailers are closing stores and restaurants are changing their venues to accommodate social distancing. Just as in previous situations when trends shifted, contractors need to reexamine if the work they are doing will meet future consumer demands, and if not, they must make a transition to stay viable.

Analytics

Dodge Data and Analytics reported in June 15 that total construction starts rose 3% from April to May to a seasonally adjusted annual rate of \$595.1 billion. There was a 25% decline the previous month. Several large nonresidential building projects broke ground in May, resulting in the gain. Otherwise, the statistics would have resulted in no change in starts over the month. Nonresidential buildings increased 8% in May, while residential building starts rose 4%. Nonbuilding starts declined 4%.

The USG Corp., U.S. Chamber of Commerce and Dodge Data & Analytics released the 2020 Q2 Commercial Construction Index on July 1, 2020. The findings reveal that the impact of COVID-19 has caused the first major drop in the index since its launch in 2017 and is the largest quarterly decline in index's history.

Two of the index's three main indicators — confidence in new business and revenue expectations — both fell 26 points, to 50 and 44, respectively. The third indicator, backlog, dropped only a modest three points. Only a few contractors (16%) express high confidence in the market's ability to provide new business opportunities in the next 12 months (down from 54% in Q1). There was also a 30%-point drop in contractors expecting their revenues to increase (17% in Q2 from 47% in Q1).

Therefore, it is important for contractors to look at the trends and prepare now to meet future demands. It takes time to develop a viable plan to switch to a new sector or to change market focus. Contractors may have to retool, train their staff, hire different general and subcontractors, develop relationships with difference supplies and obtain the financing to do what needs to be done. Contractors will also need to rebrand their companies. None of this happens overnight. It takes a business plan based on data to support assumptions that include SMART (specific, measurable, attainable, relevant and time sensitive) goals and an action plan to move the business forward. Contractors that invest the time to start working on their goals will be well positioned for when the pandemic ends.

Article and image source: constructionexecutive.com



A large advertisement banner with a dark grey background. On the left, the ABC logo (Associated Builders and Contractors) is displayed above the text 'START SAVING TODAY' in large, bold, white letters. To the right, a grid of logos for various partner companies is shown, including General Motors Fleet (Chevrolet, GMC), Geico, Nissan, Aramark, HotelEngine, Office Depot, Travelers Haven, Verizon, and ABC Marketplace. The ABC Marketplace logo includes the text 'Associated Builders and Contractors, Inc.' below it.

Great discounts for employees of ABC members! abc.org/employeediscounts

Thank You to Our 2020 Graduation Sponsors!

ABC Keystone members Milwaukee Tool Company, DriveKore, Inc./Colony Hardware Corporation, Capital Electric and Wohlsen Construction Company recently provided the following gifts for the 2020 graduating class of apprentices:

Milwaukee Tool Company:

- 25 ft. compact tape measure for each graduate
- ¼" Hex Impact Driver Kit for each high achiever in the seven trades

The Chapter's five National Craft Competition Competitors each also received the following from Milwaukee Tool Company and DriveKore, Inc./Colony Hardware Corporation:

- 1/2" Hammer Drill/Driver Kit
- 40 Piece drill kit
- Pen light
- Set of three rolling toolboxes

Capital Electric:

- Tool bag, hat, and water bottle for each graduate
- Seven Playmate coolers for door prizes

Wohlsen Construction Company:

- Two \$50 Home Depot gift cards
- Two \$50 Home Depot gift cards for door prizes

Thank you for your support of the Class of 2020!



September 24



THE ABC KEYSTONE CLAY SHOOT

PRESENTED BY



ABC Keystone Can't Wait to See You!

Join your fellow Chapter members at upcoming events and grow your connections!

Be sure to register early as some attendance numbers may need to be limited.

See you soon - safely!

ABC Keystone Golf Outing

Presented by:  HARMON & DAVIES, P.C.
ATTORNEYS AT LAW

October 21, 2020

Save the Date:

**ABC Keystone's Excellence in
Construction Awards**
November 4, 2020



Register Online:
abckeystone.org

Mental Health Awareness

BY: JIM CARCHIDI, CHIEF ENTHUSIASM OFFICER, JFC STAFFING CO'S

The COVID-19 Storm: What Boat are You In?

We are roughly five months into this wild ride – emotionally drained, frazzled, short-tempered, and less patient – all in the same storm, but not necessarily on the same boat.

Some who live alone are facing endless loneliness. Yet, others living alone are appreciating the peace and quiet.

Some have experienced the virus firsthand, while others question how seriously to take this pandemic.

Some welcome the reprieve from life's whirlwind, while others are in desperate financial and family crisis.

We are in the same storm, yet we are all experiencing entirely different journeys.

No matter the boat you are on, staying healthy is imperative – both physically and mentally. Mental health and physical health are fundamentally linked. The two should not be thought of as separate. Poor physical health can lead to an increased risk of developing mental health problems. Similarly, poor mental health can negatively impact physical health, leading to an increased risk of some conditions. Both mind and body are affected by changes to physiological and emotional processes, as well as by social factors such as income.

When you Google “income associated with mental health,” a slew of findings come up. These findings suggest that adults with reduction in income are at increased risk of mental health disorders.

Employment is Critical.

With more than 22 million Americans filing for unemployment this past month, we now face a new pandemic, a mental health pandemic. People need to be working. A job contributes to our happiness, helps us to build confidence and self-esteem, and rewards us financially...everything we need to weather this storm.

But, there are still opportunities – many jobs are still available! They may be different than previous employment opportunities, but they are there to be found. They can be just as rewarding. These employment opportunities will impact lives, getting people through these challenging times. Be sure to seek assistance if you are in need.

If you are in need of mental health resources, please visit:

preventconstructionsuicide.com



Member Spotlight

RICK MOUL, BUSINESS DEVELOPMENT SPECIALIST, PENN WASTE, INC.

Meet Rick Moul!



Rick Moul
Business Development Specialist
Penn Waste, Inc.
PO Box 3066
York, PA 17402
(717) 433-2764
rmoul@pennwaste.com
www.pennwaste.com

How did you get involved in the industry?

I have been with Penn Waste for one and 1/2 years. With over 30 years of sales experience, I found myself unemployed in 2018. Our founder and former owner, Scott Wagner, offered me a position for roll-off sales in the construction industry and specialty waste. The waste industry has so many different aspects that the path to becoming a knowledgeable asset for my customers has been an exciting journey.

How does ABC provide you value?

ABC Keystone is a great partner for Penn Waste, Inc. because we are both so tightly woven in the community that it promotes a common bond with the membership. We have the opportunity to network with members and share in the questions, issues and concerns of the construction industry.

What is an interesting fact about your business most people don't know?

A little-known fact is that Penn Waste disposes 700 tons of recyclables per day!



Share your company's story:

Penn Waste has been a part of the fabric of South-Central PA since March of 2000. We were founded locally and provide disposal services to individuals, municipalities and businesses. Our capabilities include curbside pick-up, commercial dumpsters, roll-off containers and specialty waste disposal. Our goal is to create an environment where self-directed, empowered employees strive to consistently fulfill our constituent commitments and seek to create positive impacts through interactions with customers, communities, and fellow employees, always relying on our Operating Values as the foundation for our existence.

Penn Waste is different in that you have customer service/sales staff that are your neighbors here in the community backed by a truck fleet, can inventory and disposal resources rivaled only by a few. "National capabilities with small town personality" sum up Penn Waste, Inc. very well.



The Latest ABC Keystone Member News

Jessica Fieldhouse Joins C.S. Davidson, Inc.

C.S. Davidson, Inc. is pleased to welcome Jessica M. Fieldhouse, AICP, as their newest Project Manager as part of their Civil Engineering division. As a Project Manager, Jessica is responsible for providing land use planning expertise to municipal clients throughout Central Pennsylvania. Jessica is a graduate of Bloomsburg University with a Bachelor of Arts degree in Geography, with emphasis on Urban and Regional Planning. She also participated in post-graduate studies at Temple University in their Community and Regional Planning Program.

McConkey Insurance & Benefits' Tim Ziegler Named Forty Under 40 Award Winner

Tim Ziegler, CRIS, one of McConkey Insurance & Benefits' Vice Presidents and Principals, has been named one of the 2020 Forty Under 40 award winners by Central Penn Business Journal. Winners were selected by a panel of judges based on their professional accomplishments, community involvement and commitment to inspiring change. Central Penn Journal will host the awards celebration virtually on September 30.

McKonly & Asbury Announces Promotions

McKonly & Asbury recently announced promotions for nine of their team members:

Josh Bantz, CPA – Principal
Colleen Bantz – Manager
Jessica Hutchinson – Manager
Stephanie Kramer – Manager
Timothy Showers – Manager
Zachery Starner, MBA – Manager
Kellye Leitholf – Supervisor
Matthew Burns – Senior Accountant
Michelle Herman – Senior Accountant

SEK's Hannah E. McEntire, Human Resources Associate, Earns SHRM Certified Professional Certificate

SEK is pleased to announce Hannah E. McEntire, Human Resources Associate, has successfully completed the certification process with the Society of Human Resources Management (SHRM) to earn the Certified Professional Certificate. Hannah joined SEK in 2019 and provides human resources support to the firm including recruiting, onboarding, benefit administration, and organizing continued professional education. Hannah also assists the firm's clients with human resource consulting services. She graduated from Pennsylvania State University's Smeal College of Business with a Bachelor of Science degree in Business, with a focus in Human Capital Management.

Schaedler Yesco Acquires Locations from Rexel USA

Schaedler Yesco has acquired two locations owned and operated by Rexel USA. The purchase of Rexel's Pittston, PA and Johnson City, NY locations was completed on July 31, 2020, and includes the Rockwell Automation APR serving those locations. The mutually beneficial transaction fits the strategic goals of both companies as they seek to expand service via adjacent markets. *"Expanding markets is a key part of growth strategy, so we are very pleased to have these locations join our roster and to expand our Rockwell service area to Northeast PA and into the Johnson City market,"* said company President, Farrah Mittel. *"The addition of these two locations really enhances our service territory and will help us create new opportunities."* Schaedler Yesco now operates 22 locations in Pennsylvania and one in New York.



If you have news to share, please send your press release to:

Kristi Pronovost, Director of Marketing & Communications: kristi@abckeystone.org

Find out what it means to be #ABCMeritShopProud

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Thank you for your support of the
merit shop mission!

Welcome to ABC's Newest Members!

Cedar Run Construction, LLC
Sam Stoltzfus, Partner
143 Rothsville Station Road
Lititz, PA 17543
(717) 475-9466
sam@cedarrunconstruction.com

Sponsor: Steve Conway
Benchmark Construction Co., Inc.

Conestoga DPI, LLC
Shawn O'Neal, Owner
181 East Stiegel Street
Manheim, PA 17545
(717) 665-0298
soneal@conestogadpi.com

Sponsor: James Stephens
Clark Associates, Inc.

Grudi Associates
Walter Grudi, President
PO Box 626
Palmyra, PA 17078
(717) 838-5022
wgrudi@grudiassociates.com

Sponsor: John Hykes, II
B&B Integrations

Kilgore Electric, Inc.
Austin Kilgore, Project Manager
456 Cinder Road
New Providence, PA 17560
(717) 786-2030
austinkilgore456@gmail.com

*"When I'm in need of products and services,
I always go to ABC members first."*

- John H. Hykes II, B&B Integrations



View a **searchable membership directory** at abckeystone.org

Download the **mobile app** at the App Store or Google Play!



Happy Anniversary!

Thank you for your continued support of the merit shop!

Join us in congratulating these members celebrating milestone anniversaries in September 2020:

45 Years:

RKL LLP

20 Years:

Hershey Advisors, P.C.

10 Years:

Professional Flooring Systems

35 Years:

Precision Fire Protection Inc.

15 Years:

Red Rose Cabinetry, Inc.

Travelers Insurance

1 Year:

Cassel's Sign Shop, Inc.

Raser Industries, LLC

Versapros, LLC

Young Professionals at ABC

BY: CASSIE SKONIECZNY, PRECONSTRUCTION SPECIALIST, CLARK ASSOCIATES, INC.

What to Remember When Working Through a Recession

I can still remember the tension that lived in the air during the 2008 recession. Hearing about family friends being laid off became so normalized that I began to forget how to have empathy. Times were tough, but before long, the economy recovered, and I was out on my own.

Nothing could go wrong! Well, except maybe a global pandemic. Is George Orwell pulling a prank on us? The tragedies that our world has endured these past few months are so monstrous that I sometimes fail to recognize how detrimental they truly are.

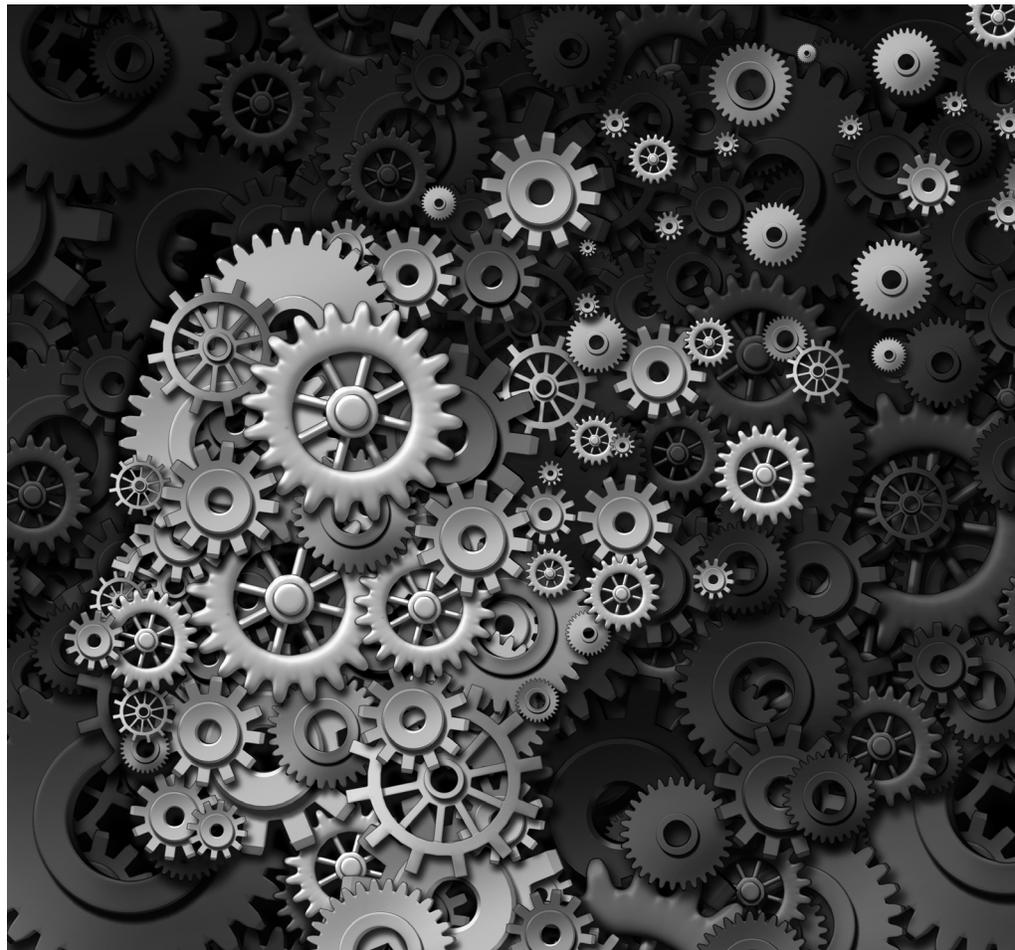
To attempt to stay grounded, I have had to learn how to quickly distinguish which problems were within my control and which were not. I can control wearing a mask. The global climate, however, is something I cannot.

The lessons that we have all had to come to terms with in the past few months have been tough, to say it lightly. But there is the magic ingredient that will make this all worth it: Remembering the lessons.

We need to remember and embrace our lessons. How have these lessons shaped our world? What were some positives that have come from this? I am grateful to now have the opportunity to work from home. This

was something I didn't see happening for myself prior to the initial COVID-19 outbreak.

Right now, we have more inertia for change than we have had in the past decade. Historically speaking, workers' rights have always improved in the wake of a pandemic. We will stay strong in our journey through these intense times because we have in the past. Even though times are changing, change does not have to be a bad thing.



Young Professionals Spotlight

Meet Steven!

What role do you play in your organization?

I am a Supervisor in the audit line of the business. I perform audits mostly in the construction, agriculture, and not-for-profit niches.

Why do you wake up and go to work every day?

I love working with and helping people, and I love working with numbers. Being an accountant allows me to do both. I enjoy helping clients with their financials or helping them to implement a new accounting standard.

Where is your favorite place in the world?

It's hard to pick a favorite place, but I think it would have to be the mountains. I love hiking and skiing in the mountains as well as spending time in nature.

Best concert you ever attended?

I saw Billy Joel at Nationals Park in 2014. He opened on guitar playing "A Matter of Trust" and played "Scenes from an Italian Restaurant," which is one of my favorites. It was incredible to see him live.



Steven Guenther, CPA
Supervisor
Brown Schultz Sheridan & Fritz, CPAs
YP Committee Member
StevenGuenther@bssf.com

As a Young Professional, how has your involvement with ABC Keystone helped you?

I enjoy meeting people in the industry and learning more about what people do outside of just the accounting for the business. I look forward to getting back together and networking after the pandemic.

Workforce Development at ABC

BY: STEPHANIE LARKIN, VICE PRESIDENT OF EDUCATION, SAFETY & WORKFORCE DEVELOPMENT

THIS is How We Measure Success in Workforce Development!

This is likely not the first article you have read about workforce development efforts and pre-apprenticeship at ABC Keystone, the latter something we've focused on for the last two years. It is certainly not the first article I have written about the topic. But there is one thing about this article makes it very different. In this article, I get to share how our program has increased the talent pipeline.

talent pipeline

['talənt 'pīp, līn]

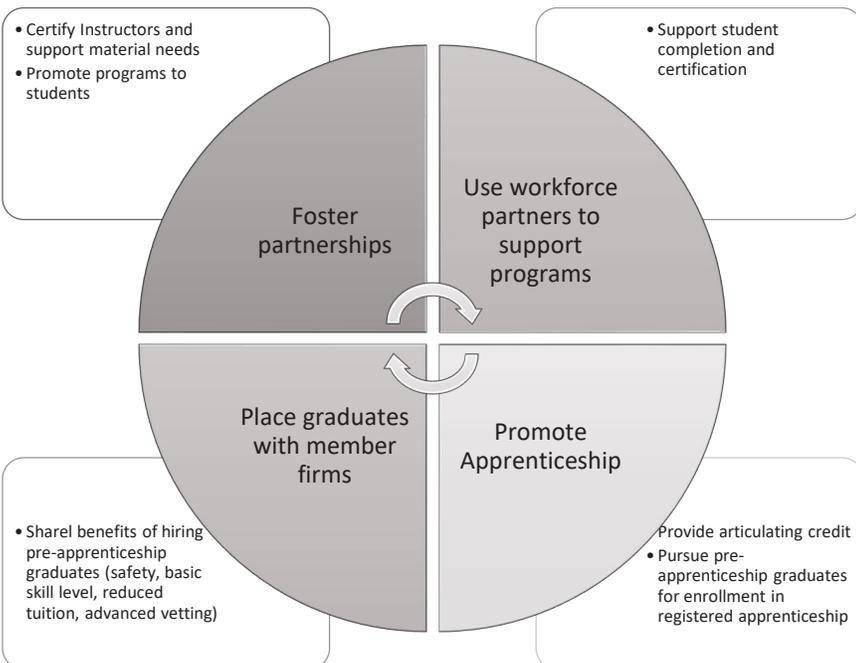
a pool of candidates who are ready to fill a position

A quick refresher:

ABC Keystone built a pre-apprenticeship program using the first six months of general education for registered apprenticeship. We registered the program with the Commonwealth of PA to add credibility and then started

partnering with area high schools to recruit students. At the same time, some schools adopted our program and curriculum, and, with our full support, placed it in their buildings.

ABC's first group of in-house students finished the program in the spring of 2019. Since then, we ran another four groups, with the final one completing coursework in late August. Our program gives students an exposure to our industry and provides some of them with credentials they can use in the future. But the real value of a program like this is when the end product – a pre-apprentice graduate with an OSHA 10 card, basic math skills, basic hand and power tool skills, a basic knowledge of rigging and materials handling, that can read a basic blueprint – transitions into registered apprenticeship and gets sponsored by one of our members. This is that success story.



Life Cycle of Workforce Development and Pre-apprenticeship

Learn more about ABC Keystone's Pre-Apprenticeship Program at: abckeystone.org/keystone-training/pre-apprenticeship/



P-A Connection
Pre-Apprenticeship

One of our first adopters was Elizabethtown Area High School, which quickly had the program up and running. Their first group of students began courses in the fall of 2019. Most of those students were first-semester seniors. The students finished classes in the early winter of that year, and their instructor, Ken Boland, sent along their grades and performance profiles. In a perfect world, those pre-apprentice graduates immediately seek sponsorship in registered apprenticeship. It may not work that way. Some students leave pre-apprenticeship never to return, deciding the industry is not for them. Others pursue a post-secondary education; others take a long time to find a path.



Rough Terrain Forklift Training, August 2020

And then it happened:

This spring, we received applications from four Elizabethtown pre-apprentice graduates. Our apprenticeship team sent their information out to potential employers, and two have been picked up by members! Not only have we helped these students establish their path to a gold-collar career, but we assisted members in finding young talent.

THAT is how we measure success.

*For more information:
stephanie@abckeystone.org*



OSHA 10-Hour Training, February 2020



Develop Your Workforce!

It's not too late to register your team for the 2020/2021 academic year!

Carpentry | Construction Craft Laborer | Electrical | HVAC
Heavy Equipment Operator | Masonry - *New!*
Pipefitting - *New!* | Plumbing | Sheet Metal

For more information:

Cindy S. DeWire
Director of Apprenticeship
cindyd@abckeystone.org
(717) 653-8106

New this year:
Apply Online!

Visit:
abckeystonecenter.org

Thank You 2020 C.O.R.E. Sponsors!

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Seven Levels to Fit Your Company's Needs

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The ABC Keystone C.O.R.E. Sponsorship Program features flexible spending dollars in a convenient, value added, marketing, events, education, and training package that allows member companies to increase their exposure in the Chapter while saving money and making sponsorship decisions once for the entire year.

Contact Emily Winslow at the Chapter office: emily@abckeystone.org or (717) 653-8106



Associated Builders and Contractors Delivers Value to Members in the Coronavirus Era

Since March, ABC has supported members and chapters with an expansive array of information, guidance and advocacy to help them survive a grave crisis and the worst economic decline in generations.

Education



50+
member webinars

11,500+
attendees

Media Relations



1,700+

stories placed in trade, business, national and local media outlets

Social Media



510
posts on Facebook, LinkedIn, Twitter and Instagram

14,000+ engagements **650,000+** impressions

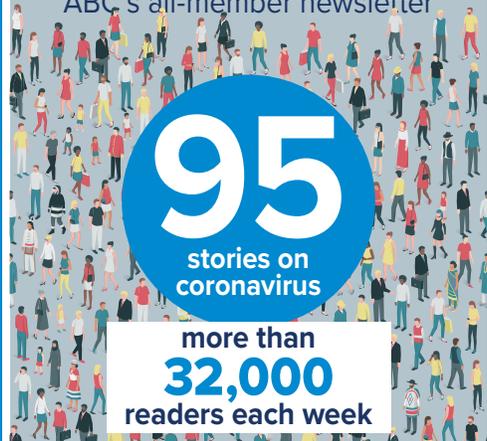
Economic Analysis



23

reports on backlog, contractor confidence, spending, employment, materials prices and forecasts

Newsline
ABC's all-member newsletter



95
stories on coronavirus

more than **32,000** readers each week

COVID-19 Daily Update



252

posts on federal affairs developments

Action Alerts



12,500

messages to Congress

96 Senate **349 House**
offices reached



Resources for Members and Their Employees
abc.org/coronavirus

180+
resources, including federal and state actions, analysis and Q&As

70+
emergency preparedness and safety resources

38,000+
page views

Resources for Chapters
nationalconnections.org/coronavirus



90+ resources to ensure continuity of operations and support state and local advocacy

2,800+ page views

In April, President Donald Trump announced that ABC was named to one of the Great American Economic Revival Industry Groups.



135 Shellyland Road
Manheim, PA 17545



Connect with ABC Keystone on Social Media!

- Get the latest info on education and training
- Discover networking opportunities
- Stay informed on legislative updates
- Follow the apprenticeship happenings
- See members in action



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