

The Merit Shop Spokesman

ABC Keystone Newsletter



Careers in Construction Move Forward at ABC Celebrate the Opportunities!

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ABC Keystone Leadership

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CHAIR-ELECT – Cleo Weaver, Triangle Refrigeration Co.

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2nd VICE CHAIR – Steve Conway, Benchmark Construction Co., Inc.

SECRETARY – John Lehmann, Poole Anderson Construction, LLC

TREASURER – Timothy A. Kershner, CPA, Walz Group

IMMEDIATE PAST CHAIR – Douglas M. Dvorchak, ARM, Murray

2020 Board of Directors:

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Ed Engle, Smucker Company

Brian Floyd, Gunn-Mowery, LLC

Wayne Fuhrman, The Witmer Group

Michael B. Funck, Wohlsen Construction Company

John H. Hykes II, B & B Integrations

Steven Kearns, James Craft & Son, Inc.

Guy Kingree, Warfel Construction Company

Michael D. Monaco, Mowery

Benjamin Pratt, Esq., Kegel Kelin Litts & Lord LLP

Jon Sensenig, Speedwell Construction, Inc.

James Stephens, CFSP, Clark Associates, Inc.

Bethany Tesché, Houck Services, Inc.

Jan L. Wagner, Kinsley Construction, Inc.

Thomas O. Williams, Esq., Reager & Adler, P.C.

G. David Sload, President-CEO

ABC Keystone | 135 Shellyland Road, Manheim, PA 17545
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The Merit Shop Spokesman

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Editor/Designer:
Kristi Pronovost
Director of
Marketing & Communications
ABC Keystone
kristi@abckeystone.org
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CONTACT:
John Alexander
717.307-9999
johna@pbe.org

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A Message from the Chair

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

Elections *have* Consequences

The COVID-19 pandemic, the ensuing public health issues, and the economic shutdown have been front and center in most of our lives since the end of February this year. President Trump, the CDC and Congress issued many new guidelines and restrictions to control the spread of the virus. Many of these federal mandates were designed to allow for state or local representatives to enact additional restrictions based on the regional virus outbreak as needed. In March, our Pennsylvania Governor closed schools, ordered citizens to shelter at home, and closed all “non-essential” businesses.

As most of us are aware, construction was heavily impacted by this shutdown. Many contractors are just now able to get back to some of the projects which were targeted by the Governor’s edict. Since that shutdown, state legislators have been passing bills to open up sectors of the economy, only to have the governor veto their efforts. Most recently, the legislature attempted a bipartisan veto override of legislation that would end the Governor’s executive orders but came up short of the two-thirds vote needed.

I share this recap as a reminder that “*elections have consequences*,” and we are currently experiencing the results of some of the tough races lost two and four years ago! Every vote counts and so does your support of like-minded candidates. ABC National has a Political Action Committee (PAC) which supports national candidates, and ABC Keystone has a PA State PAC which helps candidates who believe in free enterprise and the merit shop philosophy at the state and local level. The Keystone Chapter also has an “Advancing the American Dream” fund which accepts corporate or personal contributions. David Greineder, Director of Government Affairs, does a fantastic job of keeping members updated on legislative activity impacting our businesses.

ABC Keystone will be supporting several candidates in key races in November. Heather Heidelbaugh is endorsed for state Attorney General, hopefully ousting Attorney General Josh Shapiro who has been consistently antagonistic against open shop contractors. There are numerous local state representatives in tough races this fall, as well

as Congressman Scott Perry who has a hard charging challenger in his district.

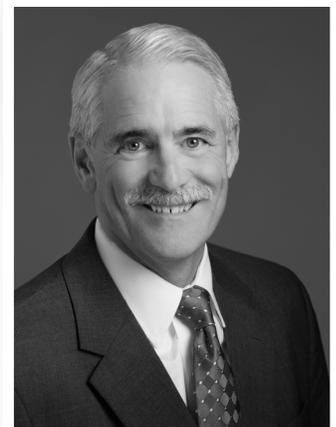
ABC National has endorsed President Trump. No matter your opinion on his personality, ABC recognizes that his reduced regulations, policies and actions over the past three+ years have supported free enterprise ideals as well as played a huge role in job creation in many business sectors - including construction. Nancy Pelosi and the House Democrats are teeing up the “PRO Act” as their first order of business next term. Among other issues, this legislation reverses all “Right to Work” states and will have a devastating impact on employer’s abilities to combat union organization efforts. We cannot allow this to become law!

So, NOW is the time to ensure our collective voices continue to be heard in Washington and Harrisburg and into the future!

MAKE A DIFFERENCE 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



ABC Keystone's Golf Outing Presented by Harmon & Davies, P.C.

October 21, 2020

Two Flights – 7:30 am & 1:30 pm Shotgun Starts
Four-person scramble

Iron Valley Golf Club
201 Iron Valley Drive
Lebanon, PA 17042



Invite your prospective members or clients to golf with you!

Thank you!

Presenting Sponsor, Harmon & Davies, P.C.

Ball Sponsor: Warfel Construction Company

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A Message from the President-CEO

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

Plotting the Next Chapter

As we enter the home stretch of 2020, we near the conclusion of a three-year strategic plan that brought us to where we are today. We have had success in working on our goals in the arena of government affairs, workforce development and growing and delivering value to our members in education, safety and other services.

The beginning of 2020 looked like we were going to shatter some of our remaining goals. Enter March 19, and the infamous COVID-19. We, as a Chapter, made a quick decision and pivoted from education and events to providing timely information and support. While some of our then remaining strategic goals would be impossible to meet, there were new avenues we ventured down that provided extreme member engagement.

So how does what we have been through the last seven months prepare us for a new three-year strategic plan? On September 17, your Board of Directors, staff, and committee chairs met to create the next three-year strategic plan, or as I like to say, the next chapter in the life of ABC Keystone. This meeting started with a brief review of the previous three-year plan and what had been accomplished from that plan and what had not.

Our facilitator put us through a stakeholder engagement exercise to help ABC Keystone develop direction for 2021 through 2023. While we still have work to do before the plan is finalized and shared with the membership, a lot of great information, thoughts and discussion were held to get us set with a framework in which to move forward.

One thing was very clear during this meeting. As a result of COVID-19, this plan will not look like most three-year plans. Based on our discussions with members during our all-member calls this summer, it is clear 2021 will be a year of providing information and services to help keep our members engaged. Any major changes and large goals will wait until 2022 and 2023. I want to thank the Board, staff, and committees for the part they played in creating this new plan.

Keep your eyes open for the completed plan in the next couple of months. Together we will persevere and write the next great chapter of ABC Keystone's history!



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



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\$5,000	\$250	\$95	\$345
\$10,000	\$500	\$190	\$690
\$20,000	\$1,000	\$380	\$1,380
\$50,000	\$2,500	\$950	\$3,450



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Your ABC Keystone Membership Can Pay for Itself!

Advocacy Update

BY: DAVID G. GREINER, IOM, ABC PENNSYLVANIA DIRECTOR OF GOVERNMENT AFFAIRS

Supporting our Policy Champions

This month, you heard from ABC Keystone's Board Chair on the consequences of elections. Keeping with that theme, this article will touch on endorsed candidates and the importance of supporting those individuals for office.

First, a brief review of the process. ABC Keystone is part of the five-chapter committee that makes up "ABC Pennsylvania." Every even-numbered year, this body makes recommendations to the Chapters on candidates to support for office. Each Chapter's legislative committee, executive committee, and Board reviews the recommendations and makes final decisions on the individuals they believe will be continued champions of ABC's core principles in the General Assembly.

Starting at the federal level, on August 28, ABC National announced the association's endorsement of President Donald J. Trump for re-election. The endorsement letter states the President's continued support for fair and open competition, job creation, small businesses and expanded workforce development initiatives during his first term in office have helped ABC members grow their businesses, upskill their workforce and create career-enhancing jobs. Please stay tuned for future communications on this endorsement. Turning to the congressional candidates, ABC Keystone is going through the endorsement process for Congressman Lloyd Smucker and Congressman Scott Perry. Both congressmen have been true friends and allies to ABC.

At the state-level, ABC Keystone's Board of Directors has approved a strong slate of candidates for office. Senators Scott Martin (R-Lancaster), John DiSanto (R-Dauphin), Dave Argall (R-Schuylkill), and Mike Regan (R-York) all received ABC Keystone's endorsement. In addition, the Board endorsed a full slate of candidates running for state House seats across our 11-county region. We will post those names to our website, as there are many.

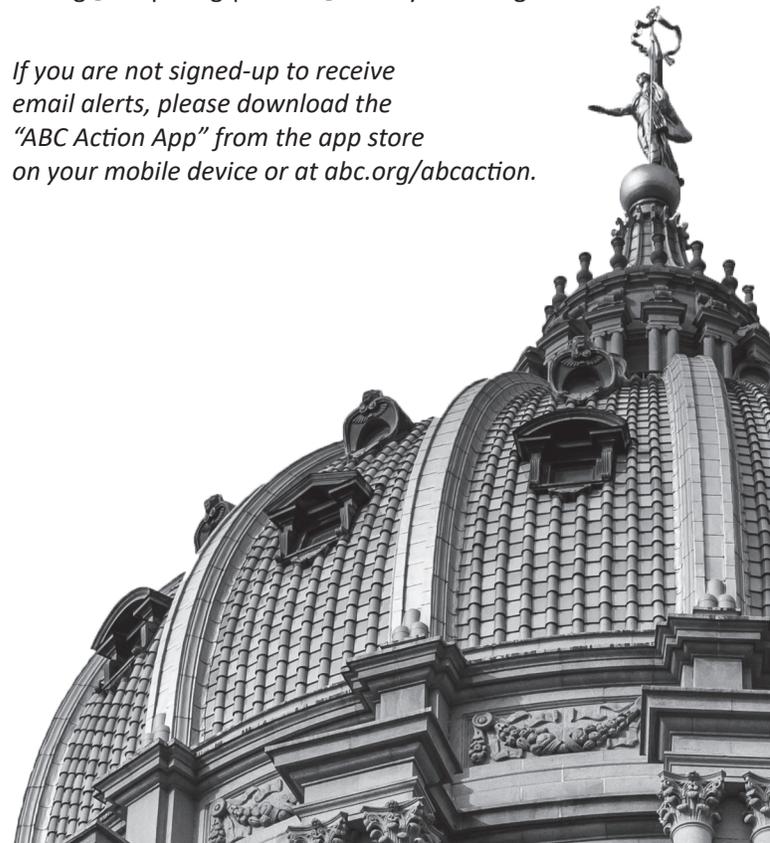
ABC Keystone also joined the other ABC Pennsylvania Chapters in endorsing Heather Heidelbaugh for Attorney General. Heather was a featured guest at the August meeting of ABC Pennsylvania, where she discussed her campaign and answered

questions from our leadership team. Heather is an experienced attorney who has more than 35 years in the courtroom. If elected, she plans to aggressively prosecute crime to keep Pennsylvanians safe, support police and law enforcement officers, fight the drug and opioid crisis, and fight to protect the rule of law. Please stay connected to ABC for communications on this endorsement as well.

The General Election is less than a month away. As an association, we take our role in reviewing and endorsing candidates seriously. We believe it is critically important to elect leaders who understand and are committed to defending free enterprise and the merit shop philosophy. Our Chapter looks forward to building upon our relationships and working closely with our endorsed candidates on policy issues impacting the commercial construction industry.

If you want more information on the upcoming election or how you can get involved, please reach out to the advocacy department at (717) 653-8106, or email: davidg@abcpa.org | austin@abckeystone.org.

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.



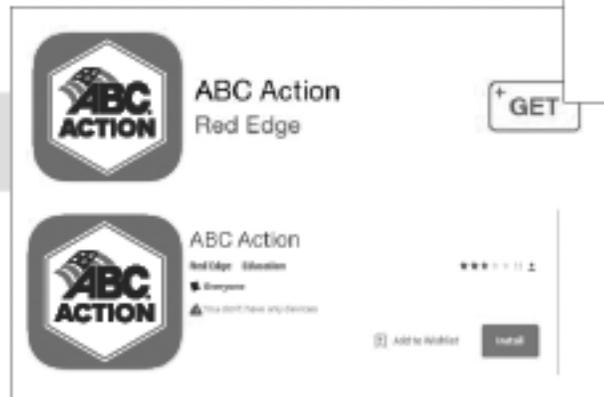
ABC ACTION APP DOWNLOAD INSTRUCTIONS

1 Go to abc.org/action

2 Click on the App Store or Google Play links depending on what type of phone you have.



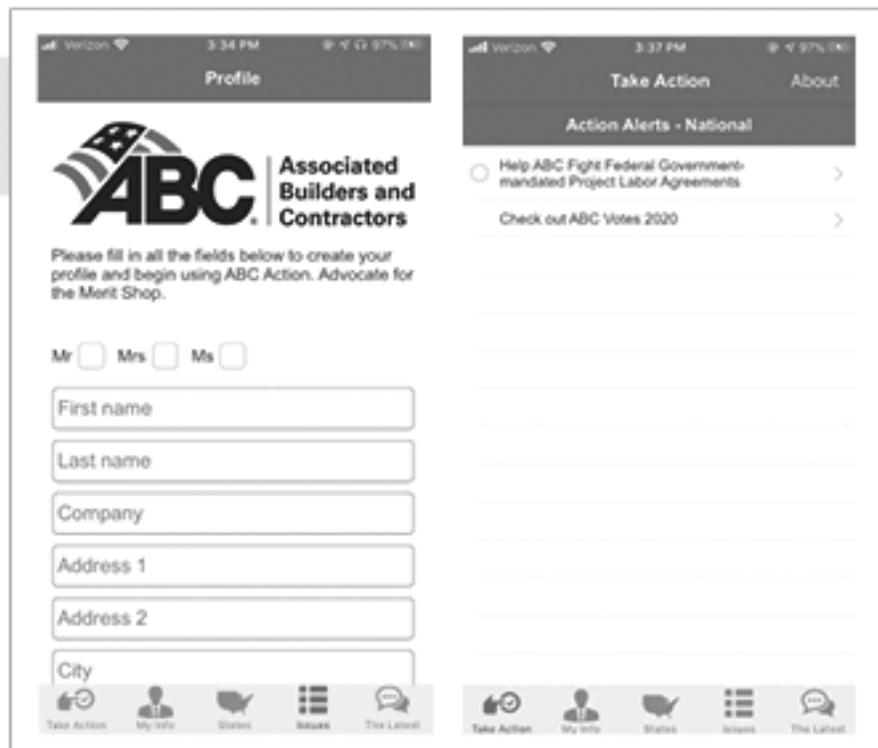
3 Install the App



4 Open the App and Click "Yes" when asked if this App can send Notifications.

5 Create your Profile
Important- Required Step to Finish Process

After completing these 5 steps you are ready to use the ABC Action App. You can take action on key issues, access voting records and detailed contact information for federal and state lawmakers, read more about our issues and check out the latest news. Don't forget to enable your notifications so we can notify you of key issues!



For Questions or Issues with the App Contact Patrick McCarty, ABC National Grassroots Manager at action@abc.org.

Grow Your Career

BY: DAVID WAULS, MANAGEMENT ASSOCIATE, SAMARITAN BUSINESS CONSULTING

Take Time for a Leadership Style Self Check-up

In today's ever-changing business environment, you may not often pause and take time to consider what makes a good leader. To be at your most effective, it is important to take some time for yourself on occasion to reflect on your leadership approach and style. Take a self check-up today on the following leadership skills.

Communicate, Communicate, Communicate:

Your team wants to know how they are doing and what they need to improve. Give them timely discussions on each.

Be Fair and Consistent:

When you are working with your team, make sure you are implementing policies and procedures on an equitable basis and be consistent.

Encourage Your Team to Do Their Best and Improve:

As a leader, be positive in your approach. Make sure you are encouraging your team to do their best and improve their skills. They are adding value to themselves and to the organization.

Improve Your Skills as a Leader Through Education:

Evaluate your own skills as a leader. You should feel positive about what you do well, but it is also important to seek out improvement on leadership skills that need attention. Remember you should continually enhance your skills like everyone else within the organization. Find ways to gain additional education.

Conflict Resolution:

As a leader you will have to manage conflict. Address the conflicts in a manner that does not antagonize your team but resolves it in a manner that maintains positive working relationships.

After evaluating yourself, take time to reflect and congratulate yourself on your skills and strengths while identifying areas that need improvement. A good leader will take action to grow and will strive to be a positive force within the organization.

Since 2013, Dave has been a Management Consultant-Trainer with Samaritan Business Consulting. He was previously a Senior Consultant of LMA Consulting Group. An experienced teacher, trainer and motivator, Dave came to the Lancaster area after being recruited as Executive Vice President for the Lancaster Chamber of Commerce & Industry and serving as Executive Director of two other Pennsylvania Chambers of Commerce. Dave earned his Bachelor's in Business Education from Bloomsburg University.

*Dave also teaches the **ABC Keystone Professional Development Series**, a seven-session series providing you the skills you need to succeed and advance your career. Increase productivity, learn to communicate effectively, and grow your leadership potential! Visit abckeystone.org to learn more and register.*



Chapter Calendar - Events, Education & Training

Register Today!

- 10/1 - Conflict Management - *Part of the Professional Development Series*
10/5 - Mobile Elevating Work Platform (Aerial Lift) Training
Starts 10/5 - Dynamic Crew Leadership - *NEW from ABC Keystone!*
10/8 - *Virtual Training: Using Your Emotional Intelligence for Success at Work and Beyond*
10/13 - Self Management - *Part of the Leadership Development Series*
10/13 - Competent Person for Confined Space Entry
Starts 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 - *Virtual Training: Submitting Certified Payroll - No-cost Seminar Presented by Beneco*
- Starts 11/2 - Dynamic Crew Leadership
11/4 - Microsoft® Office Training Excel® 2016: Basic
Starts 11/4 - Productive Conflict: Communication, Conflict Resolution and Negotiation Skills
11/4 - **Virtual Event! ABC Keystone's Excellence in Construction Awards Gala**
Starts 11/5 - Improving Productivity & Managing Project Costs - *Part of the Superintendent Training Program*
11/5 - Quality Customer Service - *Part of the Professional Development Series*
Starts 11/9 - OSHA 30-Hour Construction
11/17 - Project Planning & Execution - *Part of the Understanding the Construction Process Series*
11/18 - Employee Orientation, Training, and Development - *Part of the Human Resources Management Academy*
11/18 - Microsoft® Office Training Excel® 2016: Intermediate I
Visit abckeystone.org for Intermediate II (12/2) and Advanced (12/16)
11/23 - OSHA Recordkeeping

Discover more
**events, education
and training**
and register online:
abckeystone.org

Save the Date:

**Starts 12/8 - Medical Gas and Vacuum Piping Systems:
Installers Certification Course ASSE 6010**

2021:

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

Starts 1/19 - ASHE Health Care Construction Workshop

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

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.



We Can Customize Training for You!
We Strive to Meet Your Training Needs - Contact Us Today!

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

Now, more than ever, is the time to be an ABC Member.

Protect Your Interests.

ABC's government affairs does an outstanding job of **keeping in contact with our legislators**. I appreciate the interactions between these elected officials and ABC Keystone's advocacy team. It keeps us up-to-speed on current legislative events and **gives the merit shop construction industry a voice in Harrisburg**.

Jeff Stauffer, **Pennsy Supply, Inc.**

Great job, ABC Keystone, for the **quick response** to constantly changing COVID-19 legislation. I belong to several professional organizations, and every one of the them lagged behind ABC in distributing the **latest state and federal COVID-19 policies**.

- Gale McLean, PHR, **Contractor Benefits Group, LLC**

ABC has been an **integral part of our business for many years**. The **knowledge** gained by myself and my staff through the various training programs and seminars has been **invaluable**. As if that wasn't enough; ABC's reaction to the COVID-19 pandemic has been **impeccable**. Not only could I count on ABC to provide **up-to-date information** from a construction perspective, but also to bring **members and politicians together** in an attempt to find policy that would provide a safe and efficient way to get back to work. **We all have a voice; ABC puts an amplifier in front of it.**

- Anthony Leer, **Leer Electric, Inc.**

Our firm has had great success building **relationships** with some of the **top construction industry companies throughout Central PA**. ABC does an excellent job coordinating **networking events, educational seminars and sponsorships for organizations to achieve marketing goals**.

- Abigail R. Hall,
Saxton & Stump Lawyers and Consultants

As first year members, our **involvement on two committees** has been **valuable** for networking and for gaining insights into **ABC resources** provided to us as a member of ABC Keystone.

- Bob Rishell, **Susquehanna Valley Construction Corp.**

Since joining three years ago, ABC Keystone has helped vault our Commercial Sales & Operations teams forward – **well beyond our initial membership goals** of business development and training. I'd estimate **our payback on the membership investment is 10-fold**.

- Joe Finkey, **Martin's Flooring, Inc.**

Our **”** Members Say it Best!

We have been involved with ABC Keystone for **many years** and plan to partner with them for **many more**. From the **plentiful peer resources** to the **robust safety program**, I frequently recommend ABC Keystone to our business peers.

- Kurt Loudenslager,
Paramount Contracting, Inc.

What a surprise to receive a **member care call** checking in to see how our company was doing as we navigate COVID-19. That call spoke volumes to me. **ABC truly values and cares about our business**. We aren't just a number to them.

- Belinda Hoffsmith, **Walters Services, Inc.**

Gain a Competitive Edge.

ABC Keystone has been my **'One-Stop Shop'** for everything training related. The **reasonable tuition for members** helps keep my **training costs under budget**.

- Dave Thornton, **Horst Construction Co.**

Our membership is an invaluable resource.

- Rick Croft Jr., CHST, **Ira G. Steffy & Son, Inc.**

ABC Keystone has gone **above and beyond** with no-cost, **virtual training** during the COVID-19 shut down. **ABC's safety knowledge** has been **priceless** in navigating compliance.

- Kevin Stoltzfus, **MVE Group**

ABC safety programs have provided great experiences. I value ABC membership and look forward to continuing working with ABC Keystone in the future.

- Adam Brown,
Wohlsen Construction Company

We currently have two employees enrolled in the **apprenticeship program**, and the learning experience has been very **positive**. I was **impressed** when we attended the **apprenticeship competition** and saw what these young apprentices have learned from ABC.

- Sean Reynolds, **SMR Mechanical, LLC**

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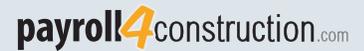
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EXCELLENCE IN CONSTRUCTION 2020 Awards

COMING
TO YOU
LIVE!

VIRTUAL
CELEBRATION



Discover the Quality Construction that ABC Keystone Members are Accomplishing in Your Community!

Celebrate the Best of the Best in Merit Shop Construction!

Tune in LIVE along with your fellow ABC Members,
Award-winning Contractors, Design Teams and Project Owners!

Gather Your Team and Host a Watch Party for this Unique VIRTUAL Celebration of Merit Shop Construction!

Make this YOUR team's celebration party!

Experience a dynamic mix of LIVE footage and pre-recorded acceptance videos from this year's award-winning companies:

- Drop in LIVE on Project of the Year Candidates' Watch Parties!
- Hear from Your Elected Officials!
- See the Top Projects Built by ABC Keystone Members!
- Find Out Which Project Team Will Take Home the Project of the Year Award!
- No Cost to Tune In!

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**Tune in LIVE:
December 10 | 3 pm**
**Learn more/RSVP:
abckeystone.org**

Find out what it means to be #ABCMeritShopProud

Visit abcmeritshopproud.org

Thank you for your support of the **merit shop mission!**

Welcome to ABC's Newest Members!

AblePay Health

Ryan Werling,
SVP, Sales and Marketing
574 Main Street
Bethlehem, PA 18018
ryan.werling@ablepayhealth.com

Sponsor: Brian Floyd,
Gunn-Mowery, LLC

Solar Renewable Energy, LLC

Douglas R. Berry, CEO
4550 Lena Drive, Suite 201
Mechanicsburg, PA 17055
(717) 571-1151
dberry@srenergylc.com

Sponsor: Roger S. Brubaker,
Meadow Valley Electric, Inc.

Yorkaire, Inc. dba The Yorkaire Group

Lori Guinan, Co-CEO
1877 Whiteford Road
York, PA 17402
(717) 755-2836
lguinan@yorkaire.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 October 2020:

40 Years:

Rohrer's Quarry, Inc.

30 Years:

Print-O-Stat, Inc.

15 Years:

Boyer & Ritter LLC

10 Years:

Alpha Consulting Engineers, Inc.

5 Years:

J.D. Eckman, Inc.

Pennsylvania Builders Exchange (PBX)

1 Year:

ARC Document Solutions

Cipriani & Werner, P.C.

Columbia Life Network

Keystone Lawn Company, Inc.

Raintree Services, Inc.

SNO Services, LLC

The SRS Group

TJ&M Services, Inc.

Ask an Attorney

BY: JEFFREY C. BRIGHT, ESQ., SAXTON & STUMP LAWYERS AND CONSULTANTS

Part of the Team: Construction Lawyers as a Career in Construction

It is true that attorneys don't physically build anything. And we don't dig, paint, or install any materials (although I did put in a slightly uneven BBQ patio this summer). Still, we are a career in the construction industry. My goal is the same as any other player on the project — whether it be an engineer, architect, estimator, or project manager — I seek to help the project move smoothly and without conflict. The most satisfying part of my career is when I'm able to help a construction company move forward with their projects and business decisions. Sometimes that involves guiding the company through disputes and litigation, but more often than not, the focus of my job is problem-solving and identifying and addressing risk.

Earlier in my career, I came to the realization that construction companies are primarily focused on their construction projects and running their business. It's a simple thought, but not one always recognized by those in my profession. Recognizing that legal advice is a small (but important) part of the construction process — identifying and allocating project risk, clarifying terms of agreement, and, if necessary, enforcing and

defending a client's rights on the project — has created lasting partnerships with my construction clients. With that in mind, I reveal a few lesser-known things about construction lawyers:

We want your contract negotiations to succeed.

No construction company ever says: "I love my lawyers because they kill deals with a sea of red ink." Construction lawyers want you to succeed on the project, and most lawyers focus their redlines and negotiations on points that either need clarity, tweaks to the risk allocation that conform to industry standards, or perhaps some horse trading to make the deal more agreeable for everyone. At the same time, we take the job of protecting your interests and your company seriously. Sometimes a job has too much risk or uncertainty for the price point, and that must be flagged and considered. Although uncommon, there have been projects that my clients walked away from (and for good reason). Sometimes, the bad pitches you don't swing at are the most important ones for your bottom line. Walking away from a bad project is a contract negotiation "win."



Keystone Chapter

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We don't love change orders, claims, or preservation of rights letters.

Sometimes I feel like I should have been a therapist when I ask: "Well, have you told them about how you feel?" Frequently, lawyers, including myself, recommend sending written letters to preserve claims, propose change orders, or notify of cost/delay events. Stating the obvious: lawyers did not cause the flood event, change order, trade stack, omitted design detail, or whatever else is holding up your project. But if a client is suffering on a job because of an adverse event, a construction lawyer will try to articulate and give voice to the issue so that it can be appropriately identified, addressed, and resolved. The change order and claims process need not be a personal, accusatory event. Often it is simply putting voice and language to what the parties already know – a problem exists, and per the contract (or law) that risk is allocated accordingly.

The law is more of an art than a science.

Legal issues that arise on a project are often complex (otherwise, a lawyer would not be necessary). Rarely are any two projects exactly alike, and rarely will the circumstances be identical. Contract interpretation and legal advice depend on the circumstances. Similar to construction projects, which cannot have a one-size-fits-all approach, legal advice is often dynamic, too. Depending on the project size, location, schedule, and delivery method, different contract terms may take on greater priority in negotiations. Similarly, in litigation,

each case tends to have unique factors for why the job went sour. That is why a trusted construction lawyer, who can apply a variety of problem-solving approaches and litigation tactics from a wide breadth of construction law experience and background knowledge on how your company prefers to approach issues, is generally preferable to off-the-rack non-tailored advice.

The author, attorney Jeffrey C. Bright, regularly presents at ABC Keystone's educational seminars. Jeff focuses his practice on the construction industry, advising on general construction matters, project disputes and litigation, employment law and contractor compliance, and real estate development and disputes. He represents contractors, subcontractors, owners, construction managers, and design professionals on the preparation, revision, negotiation, and litigation of construction contracts.



Jeffrey C. Bright, Esq.
Saxton & Stump Lawyers
and Consultants
jcb@saxtonstump.com

A large advertisement banner. On the left, a construction worker in a hard hat and safety glasses is using a power tool. In the center, the logo for ABC | AQC (Associated Builders and Contractors) is displayed. To the right, the logo for The Contractors Plan is shown, with the text "Provided by Fringe Benefit Group". At the bottom, the slogan "BE THE BUILD WITH THE BEST" is written in large, bold, white letters on a dark background.

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Member Spotlight

ANDREW BACHERT, GENERAL MANAGER, RASER INDUSTRIES, LLC

Meet Andrew!



Andrew Bachert,
General Manager
Raser Industries, LLC
1630 North 9th Street
Reading, PA 19604
(484) 869-3004
andrew@rasersteel.com
www.rasersteel.com

How did you get involved in the industry?

I started my journey while welding on a farm through high school, then graduating in 1994. I was hired by High Steel Structures and worked my way up from an apprentice to an assistant supervisor. In 2004, I began working for Greiner Industries where I worked as a fitter/welder and eventually was promoted to a project lead. I also worked for Bass Mechanical (2014-2018) as a shop supervisor and then as VP of Fabrication, and finally as Operations Manager of

Fabrication. I've been with Raser Industries, LLC for the last two years. My first day was also the new owner's first day – June 11, 2018. I now serve as General Manager for the company.

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

As a previous "mom and pop" shop, there was not a lot of marketing being done in the beginning, and many people didn't even know who we were and what we did. But that's changed over the years, and now, we've been recognized as one of Greater Reading's Top 50 Businesses.

How does ABC provide you value?

My team and I have been pleased to have benefited from a number of ABC Keystone's member services and trainings, including: Leadership Development training, customized training for my employees, COVID-19 webinars, and networking events such as this past winter's Meet the Generals event.



Share your company's story:

Founded by Gary Raser in 1991, Raser Industries was a leader in steel solutions. Gary always believed in investing back into the company to continue to complete the work others didn't want to do. By 2018, Gary began looking for retirement options. In June of 2018, Louis Costanzo took up the opportunity and purchased Raser Industries, LLC from Gary, enabling him to retire.

With the smooth acquisition of Raser Industries to new ownership, Raser has begun to strategically plan for a future of aggressive growth. We specialize in structural steel and renovation projects, as well as "odd" steel fabrications and installations. We also specialize in miscellaneous metals fabrications such as stairs, rails, ladders, and mezzanine, also including stainless steel and aluminum solutions, while still pursuing manufacturing equipment fabrication and installations.

Our mission statement is to develop generations of craftsman capable of solving the toughest challenge. Raser Industries understands the need for skilled labor in the construction market, and the skills gap is getting greater. At Raser, we stress hiring for the attitude and training for the skill. We know that with a good work ethic and positive attitude, employees can succeed, and with a little *Raser training* we can build a team and culture that gets us excited each day to come to work.

Raser Industries, LLC recently made the Greater Reading Top 50 Businesses list and placed 3rd overall!

Congratulations!



Read more and see the full listing: <https://bit.ly/3kefGNM>
Raser Industries, LLC was recently featured in the Reading Eagle! Read the article here: <https://bit.ly/3hPgjaN>



Apprenticeship at ABC

Welcome Back!

ABC Keystone Apprentices Return for the 2020/2021 School Year!

The ABC Keystone Training Facility has returned to full operations, and Chapter apprentices are already hard at work combining classroom education and hands-on training. Both instructors and students are eager to continue the great tradition of education offered through ABC Keystone's apprenticeship program. Both the Chapter and Trust staff at ABC Keystone extend a warm welcome to both our returning and new students, and we wish them all a great start to the new school year!

The construction industry continues to need well-educated, skilled craft professionals, and ABC is here to help train the next generation to fill that pipeline. To learn more about the nine trades that ABC Keystone offers, please visit: abckeystonecenter.org



The Latest ABC Keystone Member News

Nearly Thirty Barley Snyder Attorneys Named “Best Lawyers”

Barley Snyder is pleased to announce that the prestigious “Best Lawyers” list included 29 Barley Snyder attorneys on its 2021 edition. The 29 Barley Snyder attorneys selected is an all-time high for the firm in more than three decades of the peer-reviewed attorney ranking system. The honored attorneys were recognized in 46 total practice areas. In addition, the list included three Barley Snyder attorneys who earned the rank of 2021 “Lawyer of the Year.” The award is bestowed on the attorney that earns the highest peer review ranking in a practice area within their geographic area. *“Once again our presence on this annual list has grown because of the continued exemplary work of all of our attorneys, but in particular the ones recognized as ‘Best Lawyers,’”* Barley Snyder managing partner Jeff Lobach said. *“This diverse list of professionals recognized by their peers for their abilities will help us serve our clients better.”*

Genesis Corporation Receives MDOT's MBE/DBE/SBE Certification

Genesis Corporation (full MEP contractor) has recently received MDOT's MBE/DBE/SBE certifications through the Unified Certification Program. This program will allow Genesis to quickly receive DBE certification through PennDOT and WMATA, for which they have already applied.

RKL LLP Welcomes New Consultant to Growing Financial Management Solutions Practice

RKL LLP recently announced that it has welcomed Melissa R. Osika, CPA, to its growing Financial Management Solutions (FMS) Practice. *“Through Financial Management Solutions, we put the right processes, talent and technology in place to help owners and executives shift their focus from everyday tasks to growth and opportunity,”* noted Bethany Novis, Partner and Leader of RKL's Business Consulting Services Group. *“We're proud to welcome Melissa Osika to the FMS practice to help us deliver streamlined financial management and reporting to more organizations.”*

Schaedler Yesco Ranks 29th in the Top 50 Fastest Growing Companies in Central PA

Schaedler Yesco Distribution, Inc. is proud to announce that it was ranked 29th on the Central Penn Business Journal's annual list of the Top 50 Fastest Growing Companies in Central Pennsylvania. This was the 10th time that Schaedler Yesco achieved this milestone. *“Over the last two years, we have focused on market disruption, competitive pressures, and the need for innovative transformation. Amongst all this, we find ourselves in a challenging and unique situation as we face new standards and new rules,”* explained company president, Farrah Mittel. *“That said, our company goals have not changed. We continue to listen to the needs of our customers, maintain focus, and grow -- despite our environment.”*

SEK, CPAs & Advisors Named Readers' Choice Accounting Firm for Second Year in a Row

SEK, CPAs & Advisors was recognized as Readers' Choice Accounting Firm for 2020 by Harrisburg Magazine. Harrisburg Magazine readers were invited to nominate who they believed were the best of the best in the Harrisburg area. Other professional services categories included bank, law firm, real estate agency, and more. Thousands of readers voted, and SEK received honors for Best Accounting Firm.

Wagman Construction, Inc. Project Tribute at Black Hill Receives LEED Silver Certification

Wagman Construction constructed Thrive Senior Living – Tribute at Black Hill in accordance to Leadership in Energy and Environmental Design (LEED®) standards and is excited to announce the project recently received LEED® Silver Certification. Designed to LEED® Silver standards, the project features locally sourced materials which furnished the majority of the building. Additional features include reduced light pollution, storm water management system, water use reduction, energy performance and ENERGY STAR® appliances, and an electrical vehicle charging station.

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

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

Congratulations to the 2020 STEP Award Recipients!

as of 9/15/20

Diamond:

Wagman
Construction, Inc.

Platinum:

CB Construction
Services, Inc.
Genesis Corporation
Houck Services, Inc.
Quandel Enterprises, Inc.
Wickersham
Construction and
Engineering, Inc.

Gold:

Benchmark
Construction Co., Inc.
CLARK, Inc.
Commonwealth
Fire Protection Co.
Conewago Enterprises, Inc.
Frey Lutz Corp.
Garrety Glass, Inc.
C.M. High, Inc.
Keystruct Construction, LLC
Leo Kob Co., Inc.
Mowery
Quality Buildings LLC
Paul Risk Construction
EG Stoltzfus
Construction, LLC
Triangle Refrigeration Co.
Tri-Boro Construction
Supplies, Inc.
Wohlsen Construction
Company

Silver:

CCS Building Group
DenTech Industrial
DeRock Electric Company
Eisenhart Crane Service, LLC
John E. Fullerton, Inc.
Arthur Funk & Sons, Inc.
D.E. Gemmill, Inc.
High Construction Company
Johnston Construction Company
Kinsley Construction, Inc.
Meadow Valley Electric, Inc.
Paramount Contracting, Inc.
Poole Anderson Construction, LLC
Power Component Systems, Inc.
Smucker Company
Vision Mechanical, Inc.
Warfel Construction Company
White Rose Interiors, LLC

Bronze:

Associated Products Services, Inc.
B&B Integrations
Bertolet Construction Corporation
C Mechanical Services
Conewago Manufacturing, LLC
James Craft & Son, Inc.
Cyprium Solutions, Inc.
Dolan Construction Inc.
Double D Roofing & Sheet Metal Inc.
ESCO Security
J.D. Eckman, Inc.
Flyway Excavating, Inc.
Galbraith/Pre-Design, Inc.
Hursh Painting Co., Inc.
B.R. Kreider & Son, Inc.
Legacy Electrical Services, Inc.
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M. Potteiger, Inc.
S & S Structures, Inc.
Speedwell Construction, Inc.
Stuebner, Inc.
The Tuckey Companies
Wenrich Painting, Inc.
H.L. Wiker, Inc.
The Witmer Group



What if your company could be 827% safer than the industry average? Founded in 1989 as a safety benchmarking and improvement tool, STEP has evolved into a world-class safety management system that dramatically improves safety performance among participants regardless of company size or type of work. Participating ABC member firms measure their safety processes and policies on 25 key components through a detailed questionnaire with the goal of implementing or enhancing safety programs that reduce jobsite incidents. The STEP process is a critical component of having a world-class safety program, and that return on investment for companies participating in the STEP program is enormous.

Young Professionals Spotlight



Meet Brittanie!

What role do you play in your organization?

In my role I have a plethora of job responsibilities and mask as the jack of all trades. To name a few: I take care of claims from open to close for the fleet as well as workers' compensation. I compile companywide *Lessons Learned* monthly as well as weekly and monthly safety summaries. I develop materials for our safety meetings and trainings. In addition, at the beginning of this year, I became responsible for our Fleet, from new vehicles and gas cards to repainting and auctioning old vehicles.

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

I wake up and go to work every day because of my team. They are an amazing group, and I love that I get a chance to not only learn from them, but also to teach them new skills.

Where is your favorite place in the world?

My favorite places are Montreal and Walt Disney World – I love them both.

What words of advice do you have for fellow YPs?

Don't be afraid to ask questions and advocate for yourself and for your career.

Brittanie Lewis
Safety & Risk Coordinator
Wohlsen Construction Company
YP Committee Member
blewis@wohlsen.com

How has your involvement with ABC benefited you?

I am involved with ABC because I love opportunities to learn and develop my professional and personal skills. ABC gives me the opportunity to meet new people, network, and gain new skills. I get to learn things about all the many facets of construction. ABC also offers a place for me to volunteer, which I've always enjoyed.

What is your favorite quote?

"I only hope that we don't lose sight of one thing. That it was all started by a mouse."

– Walt Disney

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Valued at \$1,255

FLEX Credits \$725



*MSTRC: 5% of your C.O.R.E. sponsorship will go to the Merit Shop Training and Research Center, Inc.

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The ABC Keystone C.O.R.E. Sponsorship Program is 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.

Learn more and sign up online: <https://abckeystone.org/core-program/>

Questions? Contact: emily@abckeystone.org

*Membership Directory ads excluded



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