



SPOTLIGHT ON BUCKS BUSINESS



Sapling Inc., Keeping Time in Bucks County

Time is a guiding mechanism; it separates past, present, future. Being on time for an appointment, completing tasks on time, trains and bus schedules, etc. everything revolves around time. What measures time, clocks.

Sapling Inc. will be keeping time in Bucks County, at their new location, 670-682 Louis Drive, Warminster where they will be relocating their headquarters later this year and where they will continue to engineer and assemble their clocks. They provide a wide range of master clocks and synchronized clock systems, which include Wireless Clocks, IP Clocks, Wired Clocks, and TalkBack Wireless Clock System. All products are back by a state-of-the-art technology and first-rate technical support.

Sapling has been in business for over 20 years keeping time for schools, hospitals, transportation centers, government buildings, manufacturers and corporations all over the United States and around the globe. They even supplied clocks to the 2014 Olympic Village at Sochi, keeping 2,873 athletes on time for their events.

BCEDC assisted Sapling with a Pennsylvania Industrial Development Authority (PIDA) loan to purchase their new 65,000 sq. ft. facility. The new location and additional square footage will allow Sapling to continue to grow as they have been for the last few years.



They currently have 35 employees and will soon be hiring for an additional 16 positions. To view job openings, please visit: <https://sapling-inc.com/sapling-careers-2>.

INSIDE THIS ISSUE

News & Noteworthy.....2	BCEDC Business Happenings7
The Bottom Line.....4	Local Chambers Exchange.....8
Financial Toolbox5	New BCEDC Members.....8
SEWN.....6	Members' Corner9
Companies on the Move.....7	Board of Directors.....14

Refinance Debt with 504

Page 5



NOTEWORTHY NEWS



BCEDC Held its 58th Annual Dinner at the Fuge

Bucks County Economic Development Corporation held its 58th Annual Dinner and Reorganization Meeting on Wednesday, April 20 at the Fuge in Warminster. The Fuge is now an entertainment and banquet venue but once was one of the labs at the Johnsville Naval Air Development Center (NADC). It was the Aviation Medical Acceleration Laboratory (AMAL) the centerpiece of which was the largest and most powerful human centrifuge that the world has ever seen. The venue was unique and interesting as its history.

The dinner was attended with over 210 attendees. The keynote speaker was Jerry Guarini, Deputy Technical Director, NADC (Naval Air Development Center) which was later known as the Naval Air Warfare Center. A physicist by training, Jerry spent over 30 years at NADC. Mr. Guarani discussed the technological accomplishments at NADC through the years and how it was the lead Naval Air research laboratories in the nation. The Center's primary responsibility was Anti-Submarine Warfare (ASW) with the most significant achievement being the design of the of an avionics system for ASW Patrol Aircraft (P3C-ANEW).

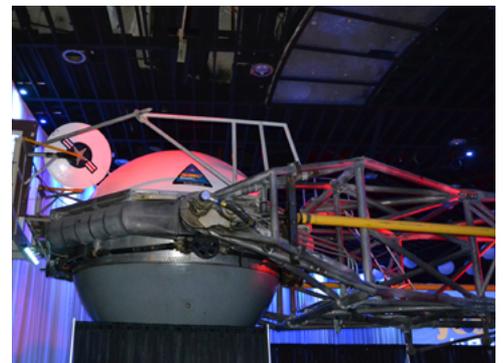
NADC's expertise caused it to become more involved with Tactical Aircraft and Missile systems. The Center was assigned as the Navy's LEAD Field Activity for the new Fighter-Attack F/A-18 aircraft. To this day, the F/A-18 is still the Navy's foremost fighter aircraft, and remains the aircraft of choice by the Blue Angels.

NADC was the LEAD Lab in the selection of a new aircraft for the TACAMO system that, in the event of an attack upon the United States, provides a communications link between the President and the Fleet Ballistic Missile Submarines.

In a program known to only a few employees, the NADC re-designed, and installed, a new avionics suite in the helicopters used by the Marines to transport the President. The helos were



Kathy and Jerry Guarini



SSG John Brown



delivered one at a time, after nightfall, and placed in a secret hanger where the team completed the changeover. They would then be removed under the cover of darkness and replaced by another of the fleet until all the aircraft had been renovated.

Jerry was only able to highlight some of the programs that the Center was involved. The Center made significant contributions to the US Government-DOD and the Navy. Jerry's knowledge and enthusiasm of the center wowed and educated the guests.

Continued on page 3.

NOTEWORTHY NEWS



The Fuge continued

Rob Rose, Green Sources, USA, BCEDC new member said, "I was very impressed with the BCEDC Annual Dinner. It was well attended and I met many people from a wide range of businesses. The meeting was informative and provided a greater understanding to a new comer like me of all of the BCEDC's work. The Fuge as a venue was unique and having a former employee provide a history of the center through his perspective provided me a greater appreciation of the center. Well done!"

BCEDC presented awards to Bucks County companies for their participation in their loan programs. Four Pennsylvania Industrial Development Authority (state program) loans, two Business Builder Loans (BCEDC program) and one Small Business First (state program). The projects created 142 jobs and retained 42 with a total project cost of over 20 million dollars invested in Bucks County. The companies were Scope Metals, USA, Inc./HADCO, Bensalem Township; Shades of Green, Falls Township; Jadeite Foods, LLC, Bensalem Township; Pendant Systems Manufacturing, Bensalem Township and I-95 Business Center at Keystone Park 2, Bristol Township. Firsttrust Bank participated in two of the projects and was also recognized.

The Event was sponsored by Provident Bank, Diamond Sponsor, PECO, Platinum Sponsor and Customers Bank, First Niagara, Univest, Wells Fargo, 44 Business Capital, LLC were gold sponsors.

Each attendee was presented with an auxiliary charger for their electronic devices and a Say 'Yes' to Bucks beverage coaster.



Jim Pawlikowski, BCEDC & Kit Lam, Jadeite Foods



Bob Cormack, BCEDC, Jim Pawlikowski & Mike DiNardo, Shades of Green



Mike Lenher, Pendant Systems & Bob



Patty DiStasio, Firsttrust Bank & Jim



Kelly Doughty, BCEDC & Bob



Tony Cistone, HADCO & Jim

BCEDC & Provident Bank presented a learning session on Making "Cents" of Business Financing on Tuesday, May 17 at The Fuge in Warminster.

The event was attended by over 35 business owners, manufacturers, bankers, attorneys and real estate brokers who learned about state and local financing, bank financing, SBA lending, tax credits and cybersecurity.

The following presenters shared their expertise

- **Bob Cormack**, Executive Director, BCEDC
- **Bud Miller**, Regional President, Provident Bank
- **Sonia Smith**, Lender Relations Specialist, SBA
- **Paul Santambrogio**, Provident SBA Relationship Manager
- **Jon Guy**, President & CEO, Waltron Group

- **Mike McCann**, President & Founder, MVM Associates
- **Nathan Horn-Mitchem**, First Vice President & Information Security Officer, Provident Bank

George Glatts, owner Z-Axis Connector, attended the event and was very thrilled with the information he learned about tax credits from Mike McCann, MVM Associates. "Learning about the change in the Federal Tax Credit for R&D and its potential application to offset the AMT was worth at least twice the price of admission!"

Provident Bank sponsored the event.

THE BOTTOM LINE

A Regular Feature to Help Your Business Improve Its Profitability



Bigger Data, Better Information

Big Data is at the very least an elusive term. What is considered big today may be not-so-big in the near future. The same principle applies to data processing in general, given the ever increasing demands on business to anticipate customer needs and respond to changes in the market place. For the purposes of this narrative, perhaps the following definition from the Wikipedia web site will suffice: a broad term for data sets so large or complex that they are difficult to process using traditional data processing applications.

Borrowing again from the Wikipedia web site, size and complexity are not the only critical aspects of Big Data. In addition to volume and variety, three other V's are often in play: velocity, variability, and veracity. Velocity refers to the speed at which data is generated, variability to the sometimes inconsistent nature of data, and veracity, or the quality of the data. At the core of pulling all of this together is the analysis performed by those familiar with the business aspects of the data and those charged with its transition into an actionable strategy.

Difficult to process indeed, and why should I care about V's? What does any of this have to do with my business and my current method of generating reports? The answer may lie in what could be locked away in those reams of data that remains dormant month after month but could reap enormous benefits if only brought to light. The way that the data is formatted into a functional reporting structure could make all the difference.

Many tools are currently in use with the aim of making this very difference. Unfortunately the tools being used can become the primary focus subordinating the data being processed. Have you ever wanted to see a report in a particular format or a chart to convey emphasis but had to settle for something less due to the shortcomings of the processing tools? It is at this point in an organization's development that the critical questions arise: do we



upgrade to an expensive alternative or do we continue to make do with what we have?

You may not be surprised to learn that there is another option, an alternative method to generating reports. These are replacement processing tools in the form of freeware, software available on the web, accessible to anyone, and downloadable to almost any computer. Some of the more popular freebies include the R Programming Language and Python. There is however need for caution, although they are free of charge and effective, all of the options have a fairly steep learning curve.

So, Big Data in all its grandeur presents the usual challenges and trade-offs. Do the benefits gained from newly discovered statistics and patterns in our data justify the investment in new technology? What are the opportunity costs of not pursuing alternative methods? The solution of course depends on where your business is in its development and where you want it to be. Good luck and good decision making.

Article written by Thomas Reilly, datatooinfo, Data Analyst, datatooinfo@gmail.com, 215.292.8011.

Look What's Happening

Cash Flow Solutions for Manufacturers presented by Manufacturing Alliance of Bucks & Montgomery Counties

Date: July 19, 2016 • 10:00 AM - 12:00 PM

Location: Giant Food Store Community Center, 315 York Road, Willow Grove, PA 19090

If you are a manufacturing executive looking for creative cash flow solutions, this event is for you. We have invited financial experts and select service providers to be prepared to discuss our recommendations and suggest a few of their own. We'll be talking about how to get money, how to find money in hidden places and how to get free guidance for help in cash shortage situations.

All Manufacturing Executives in Southeastern Pennsylvania are welcome and please bring a colleague. If you are a service provider and wish to attend, you **MUST** bring a Manufacturing Executive with you or be sponsored by a fellow member of The Manufacturing Alliance. Lunch to follow meeting.

To register: <http://tinyurl.com/z858asm>

FINANCIAL TOOLBOX



PIDA's Rates

Listed below are the latest interest rate options for the PIDA loan program. The rates will be in effect for loan applications received through June 30, 2016.

For Real estate loans financing eligible land and building costs, borrowers will have the following two interest rate options:

1. Fixed interest rate for the full term of the loan (up to a 15-yr. period). This option is calculated using the 10-year treasury yield +150 basis points. Based on the current 10-year treasury yield, the fixed rate option is 3.25% for the life of the loan.
2. Fixed interest rate for a seven year period set at the 10-year treasury rate +50 basis points. After seven years, the rate will reset to the 10-year treasury rate +50 basis points. Please note, the reset rate is limited to a 200 basis point increase/decrease and has a floor of 2.25%. The reset rate is then fixed for the duration of the loan.

For this option, the rate is fixed for years at 2.25% and will reset to the 10-year treasury rate +50 basis points after the seven year period. The reset interest rate is capped at 4.25% (200 point increase) with a 2.25% floor and will be fixed for the remaining term of the loan.

For Equipment loans

3.25% fixed rate for the full term of the loan.

For Working capital and accounts receivable lines of credit

3.25% fixed rate for 12 month period.

For Pollution prevention and energy efficiency loans

2.00% fixed rate for the full term of the loan.



May 2016 SBA 504 Rates

- 4.32% 20-Year Fixed Rate, 90% LTV, Gross Debenture of \$1 million or more
- 4.78% 20-Year Fixed Rate, 90% LTV, Gross Debenture less than \$1 million

Refinance Debt with 504 Loan

Businesses will be able to refinance debt with a 504 loan. Learn more about how up to 90% loan-to-value financing, 20-year terms, and fixed low interest rates. Stay tuned for updates or call Jim Pawlikowski, BCEDC Loan Manager, 215.348.9031

SAVE THE DATE!



Lower Bucks County Chamber of Commerce Golf Outing

Date: Thursday, September 22, 2016

Location: Northampton Valley Country Club, Richboro, PA

For more information: www.chamberdata.net/webforms/EvtListing.aspx?dbid2=palbc&keyword=248811&class=E

STRATEGIC EARLY WARNING NETWORK



Show Me The Money

For those of a certain age who had parents of the WWII-generation, "if you can't see it, don't spend it," governed how you spent your money. In the Great Depression era, a turned-out pants pocket indicated that one was broke. For those who remember the name Jerry Maguire, a larger number behind the dollar sign was desirable. In today's digital world, it is not even possible to see the money. Yet, for business owners, seeing how much money they have on hand each day has never been more critical.

In a recent survey of local Bucks County business owners, the lack of visibility surrounding their cash flow was a common complaint. Even those business owners who had some type of a daily cash flash report stated that the numbers didn't necessarily reflect the true cash status of the business. Thanks to the globalization of our economy, the chance for "garbage in and garbage out" has never been greater. Currency exchange, international letters of credit and daily currency fluctuations have serious ramifications on daily reporting. Just a simple understanding of your bank account status is affected by 12:01:01AM re-adjustments to your balance.

We could devote an entire newsletter on what your cash flow really should reveal versus what it actually shows you. But for today, we will just provide a few suggestions on how to gain visibility and creditability on the numbers.

One local business leader says he has gone back to "old math" as he calls it, with the logical application of "this plus this divided by this". Using a small white board in his office, he states, "When I leave at the end of the day, I write down five key numbers that I want to see when I get the report in the morning. If I met or exceed the numbers, I'm good. If not, it's the first item on my 'to do' list."

Another suggestion is to track those metrics that you can put on the bulletin board for the employees to see in the morning. In the words of another business executive, "Don't keep your



employees focused on month-to-month profitability. Keep them focused on the cash you have available to spend".

Many organizations use the challenge of keeping the organization "on budget" to reflect a cash availability measurement. In the sage advice of business owners, budgets tend to reflect a static situation – months of preparation and even more months of transactions. Cash availability is a "real time" requirement. In today's business world real time cash availability can fluctuate dramatically in a matter of minutes. "Our customer never advised us that they weren't going to continue paying in 30 days. They went to 40, then to 55 and finally to 70 day's pay before they confessed." Placing an emphasis on measuring cash availability is usually the best way to raise the alarm quicker.

The Manufacturer's Alliance of Bucks and Montgomery Counties will be holding an event in July to share cash flow strategies and stories with other manufacturers. The meeting will specifically address the cash reporting and awareness issue. Experts in the field will be available to discuss services that have been successfully used and endorsed by other companies. Even some of the old fashioned remedies will be on display for those who believe "old school" still holds a lot of value. Watch BCEDC website event's section for specifics regarding the date and time of this event.

To learn more about SEWN, please visit www.steelvalley.org or contact Greg Olson, SE Regional Director, 215-458-7580, sewnse@steelvalley.org.

SAVE THE
DATE!



Central Bucks Chamber of Commerce Red Ball Gala 2016

Join us for an Evening of Mystery & Intrigue

Date: September 17, 2016

Location: Bucks Country Gardens

COMPANIES ON THE MOVE



ISS Solutions signed a 5 year lease in Langhorne



ISS Solutions, a Geisinger Health System business, is a leading provider of customized technology lifecycle management solutions to healthcare, government, education, and commercial clients signed a five-year lease for 20,000 square foot 18' ceiling and four tailgates space at 2250 Cabot Boulevard, **Langhorne, PA**

The Landlord contributed \$200,000 in improvements and three months free base rent. The Flynn Company represented Landlord and the Tenant represented by Gola Corporate Real Estate.

Bucks County Lease Activity April - May 2016

Information provided by Brode & Brooks, Colliers, NAI Mertz

	Sq. Ft.
Bristol	
Industrial	7,159
Industrial	40,600
Grand Total	47,759
Langhorne	
Industrial	20,000
Grand Total	20,000
Perkasie	
Industrial	4,700
Industrial	7,500
Grand Total	12,200
Southampton	
Industrial	10,000
Industrial	20,000
Grand Total	30,000

BCEDC BUSINESS HAPPENINGS



The Sapling Company, Inc. will create sixteen and retain twenty-five jobs located in **Warminster Township** in conjunction with approved PIDA financing for \$2,000,000 and a total project cost of \$4,862,000.

The Sapling Company, Inc. will utilize the property at 670-682 Louis Drive, Warminster, PA for warehousing, production and office space. The new 65,000 square foot facility will allow the

company to solve current space issues as well as room for growth so that they may reach their fullest potential.

Sapling provides a wide range of master clocks and synchronized clock systems, which include Wireless Clocks, IP Clocks, Wired Clocks, and our TalkBack Wireless Clock System to the schools, hospitals and industries throughout the country and all over the world.

Municipality	Loan Program	Amount Borrowed	Square Foot	Reason for Loan	Jobs Retained	Jobs Created
Warminster	PIDA	\$2,000,000	65,000	Building acquisition, renovations & other related costs	25	16

THE LOCAL CHAMBERS' EXCHANGE



Congratulations to the 2015-16 Leadership Upper Bucks Graduating Class!



Pictured left to right: Nathan Weaver, Detweiler, Hershey & Associates, P.C., Tracy Kline, UBCC, Sarah Rasmussen, Office of State Senator Bob Mensch, John Pepkowski, Moyer's Chicks, Jill McComsey, Seidel, Cohen, Hof & Reid, LLC, Grace Raynor, Penn Foundation, and Andrew Detweiler, Univest Insurance.

On Thursday, May 19th the Graduation Reception for this year's Leadership Upper Bucks (LUB) Class took place at the Upper Bucks Chamber of Commerce. The seven LUB graduates attended half day sessions which met monthly from September to May. Participants in this year's program have discovered more about themselves, developed leadership and management skills, practiced their new skills on a company project, learned how to be an effective nonprofit board member, and met public and private sector leaders. The program incorporated leadership

development with learning about community issues. A strong self-assessment component helped participants understand how their behavioral styles and talents affect the way they lead. Leadership Upper Bucks was designed by the Young Professionals Networking Group in the UBCC. Since the inaugural class of 2011, a total of 33 people have participated in the program thanks to the support of the Young Professionals and sponsorship from local businesses and organizations. For information on the 2016-2017 LUB Class, [email Tracy](mailto:tracy@ubcc.org) or call 215.536.3211.

BCEDC WELCOMES NEW MEMBERS



John Dean
Ambler Savings Bank

Mike DiNardo
Shades of Green, LLC

Gilad Fishman
HADCO Metal Tradings Co.

Chris Godshall
Meridian Bank

Kit Lam
Jadeite Foods

Mike Lenherr
Pendant Systems

Rob Rose
Green Source USA

Bernard Salera
Asia American Cultural Exchange Assoc.

Bob Vanaman
Allied Financial Corp of Delaware Valley

Brendan Walsh
Walsh Commercial Real Estate, LLC

MEMBERS' CORNER



James Bleakly, BCEDC Past President, Recognized



James A. Bleakly, senior executive with QNB Bank was recognized by the Pennsylvania Bankers Association Group 2 for having 40 plus years industry experience. Jim is currently QNB bank's senior vice president of leasing operations and special assets.

Mr. Bleakly attended Muhlenberg College, where he earned a Bachelor's degree in Economics. He serves on the Finance and Executive Committees for the Bucks County Economic Development Corporation, where he previously served as President. In addition, Jim is the Chairman of the Zoning Board, Member of the Planning and Zoning Committee, and former Commissioner of Hatfield Township, where he also resides.

44 Business Capital Becomes a Division of Berkshire Bank

Berkshire Bank has completed its asset purchase transaction with 44 Business Capital, LLC of Blue Bell, Pennsylvania, and Parke Bank of Sewell, New Jersey, under which Berkshire Bank has acquired the business model of 44 Business Capital and certain other assets of Parke Bank's Small Business Administration (SBA) 7(a) loan program operations. 44 Business Capital is now operating as a direct small business lending division of Berkshire Bank reporting up through the Bank's already established Small Business line of business, and originating SBA loans for Berkshire Bank.

44 Business Capital has consistently been one of the top SBA originators and a market leading provider and facilitator of SBA guaranteed loans to small businesses in Pennsylvania, New Jersey, Delaware, Maryland, Northern VA, and Washington DC. 44 Business Capital's entire team, along with its leadership, Greg Poehlmann, Phil Rapone, Jeff Sherry, and Joe Dreyer has joined Berkshire Bank.

"We are pleased to welcome the employees and customers of 44 Business Capital to America's Most Exciting Bank®," stated Berkshire CEO, Michael Daly. "This combination increases the client offerings for both companies, diversifies our loan portfolio and provides a valuable future growth channel."

"As a division of Berkshire Bank, 44 Business Capital will continue to leverage our staff's national experience to build out an exceptional SBA lending platform that will serve the SBA's mission on a larger scale," stated Greg Poehlmann, Senior Vice President of Business Banking for Berkshire Bank and former President of 44 Business Capital, LLC. We are extremely excited to become part of Berkshire Bank, and look forward to establishing ourselves collectively as a major player in the SBA lending market, both regionally and nationally."



YES IT'S OFFICIAL!

**44 Business Capital is Now
a Division of Berkshire Bank**

About 44 Business Capital: For over 20 years, the principals of 44 Business Capital have provided financing solutions to hundreds of businesses in a variety of industries. For further information, please contact 44 Business Capital at 215.985.4400 or online at 44businesscapital.com. The main office is located at 1787 Sentry Parkway West, Suite 200 Building 16 Blue Bell, PA.

About Berkshire Bank: Berkshire Hills Bancorp is the parent of Berkshire Bank – America's Most Exciting Bank®. The Company has over \$7.8 billion in assets and 93 full-service branch offices in Massachusetts, New York, Connecticut, and Vermont providing personal and business banking, insurance, and wealth management services.

MEMBERS' CORNER



PennDOT Announces First Use Of Flashing Yellow Arrow Signals

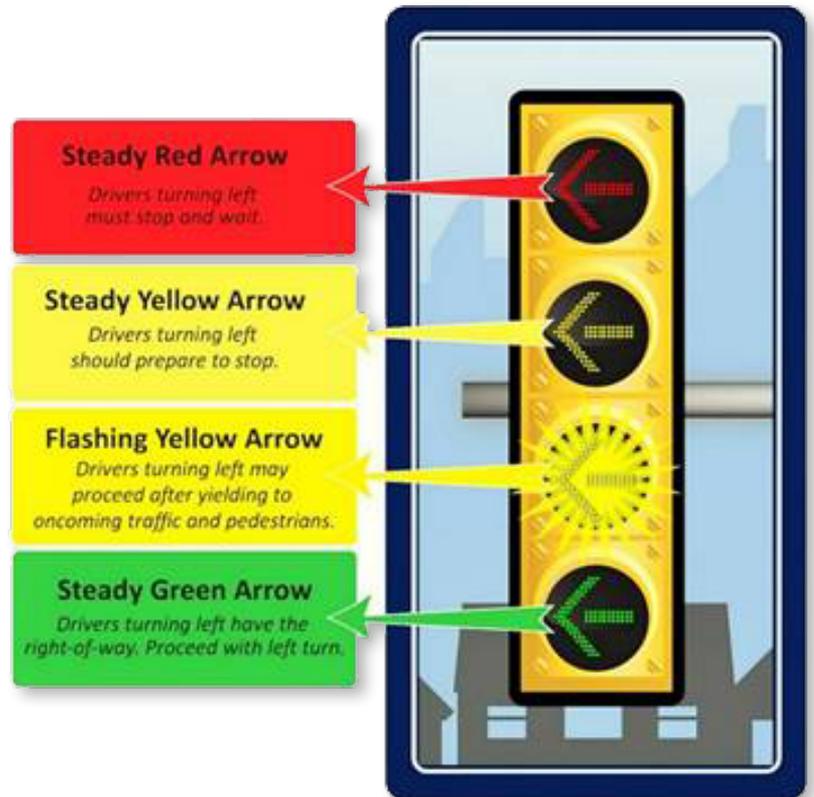
PennDOT has announced it will be activating a new type of left turn signal that has been proven to improve left turn safety at intersections.

Flashing Yellow Arrow signals are new to Pennsylvania but they have become commonplace in many states across the United States over the last ten years. Based on many national studies and transportation agency testimonials, Flashing Yellow Arrow signals improve left-turning safety by helping motorists recognize that they should yield while making left turns when there is oncoming traffic and pedestrians.

According to research funded by the Federal Highway Administration, left turn crashes can be reduced by as much as 20 percent after the installation of the Flashing Yellow Arrow signal. Also, Flashing Yellow Arrow signals can be adjusted depending on the time of day, reducing delays and improving mobility.

Head to our site at tmabucks.com for more info on this new PennDOT initiative.

TMA Bucks, Seven Neshaminy Interplex, Suite 103, Trevoze, PA 19053, Phone: 215-244-9082.



Univest Bank and Trust Co. Appoints Jane Sobieski as Senior Vice President in Commercial Banking

Univest Bank and Trust Co. announced the appointment of **Jane Sobieski** to senior vice president in its Commercial Banking area. In this role, Sobieski will provide financial advice, commercial and industrial lending, real estate lending and working capital solutions to small businesses and middle market companies throughout Greater Philadelphia. She can be reached at Univest's regional office in Doylestown at 267.898.0535.

With more than 20 years of experience in the financial services industry, Sobieski previously worked for CoreStates Bank and Wachovia Bank. She most recently served as senior relationship manager for Bank of America.

Sobieski is active in her community and has been instrumental in providing credit literacy to various high schools, community colleges and non-profit organizations in the area. She also serves as chair of Finanta, a non-profit community development financial institution located in Philadelphia. Sobieski

earned a bachelor's degree from Drexel University. She resides in Lower Southampton, PA.

About Univest Corporation of Pennsylvania

Univest Corporation of Pennsylvania (UVSP), including its wholly-owned subsidiary, Univest Bank and Trust Co., has \$2.9 billion in assets and \$3.0 billion in assets under management and supervision through its Wealth Management lines of business. Headquartered in Souderton, Pa. and founded in 1876, the Corporation and its subsidiaries provide a full range of financial solutions for individuals, businesses, municipalities and nonprofit organizations in the Mid-Atlantic Region. Univest delivers these services through a network of more than 50 offices in southeastern Pennsylvania extending to the Lehigh Valley, Maryland and online at www.univest.net.

Univest Bank and Trust Co. is Member FDIC and an Equal Opportunity and SBA Preferred Lender.

MEMBERS' CORNER



P.F. Weiss Realty Would Like to Present: 875 N. West End Blvd., Quakertown



Excellent commercial/retail opportunity for wide variety of uses including multi-tenanting of this 46,000 square foot (30,000 and 16,000 square foot buildings), two building, 16.23 acre property situated along heavily traveled PA Route 309.

Excellent for all types of commercial applications including vehicle & equipment sales/lease; auto sales, truck sales, or many other adaptive uses. The 30,000 square foot facility has 15,000 square feet of showroom along with eight 75 foot drive through vehicle service bays. Included is a 16,000 square foot outside storage garage as well for inventory storage.

Ceiling heights ranging from 18'-24' in showroom and vehicle maintenance bays.

Tremendous visibility along the east side of PA Route 309 with some 50,000+ car per day exposure along with 1300 feet of road frontage. Property is fully fenced with control access points and security.

For additional information or if you would like to schedule a showing of the property please contact Christopher Lewis at 610-587-0624; Clewis@pfweissrealty.com or Paul Weiss at 610-349-6257; Pfwiss@pfweissrealty.com



NEW MEMBERS



Meet New Member, Jim Geier, CEO of Human Capital Consulting Partners



Say the words "human resources" and many picture want ads, interviews, benefits briefings, etc. ... mostly the tactical side of hiring and managing people in a business. But organizational thought leader **Jim Geier, founder and CEO of Human Capital Consulting Partners**, observed a disconnect in the way most companies manage people and hire new ones, one that actually creates a drag on

business growth and profits. His unique approach, called "The HCCP Strategy", is being adopted by small and medium businesses as an innovative way to operate human resources, find and hire new talent, retain talent already onboard, and ultimately to be more efficient and more profitable company.

Geier first developed his breakthrough strategic approach years ago as a top human resources executive at global life sciences and manufacturing companies including Quaker Chemical Corporation, Rhône-Poulenc Rorer Pharmaceuticals (today Sanofi-Aventis) and others. In 2004, he went on to start his own consulting company to bring his unique program to private,

public, family-owned and non-profit organizations. Some key areas of focus include:

- Organizational and cultural change management
- Structure & workforce planning assessments
- Compensation strategies
- Succession strategies
- Executive search and talent acquisition



As a full service consulting firm, Human Capital Consulting Partners specializes in the alignment of organizational performance with stakeholder expectations. Jim is a trusted advisor to owners, shareholders, boards of directors, and C-suite executives representing a diverse range of industries who seek the most effective ways to maximize their company's human capital relative to their business model, strategies and goals.

Human Capital Consulting Partners

5 Neshaminy Interplex, Suite 205, Trevoze, PA 19053

Phone: 215-244-8110 • www.hccpartners.com

New Member, Carol Obando-Derstine Talks About PPL



People depend on PPL Electric Utilities, and we deliver.

You might know us as the company that delivers electricity to your home or business. We provide that service to 1.4 million customers in 29 Pennsylvania counties, including more than 29,000 customers here in Bucks County.

You might also know our parent company, PPL Corporation of Allentown, a FORTUNE 500 energy company with operations in the U.S. and U.K.

We work to provide safe, reliable and affordable service to all customers, both residential and commercial.

We've been investing about \$1 billion a year to improve our energy grid, and we're planning to continue that commitment. We're installing cutting-edge technology, replacing aging facilities and building new ones to meet growth in demand and to make our network even more reliable.

We're also committed to customer service, and to being easy to work with. Recently, we've introduced 24/7 service by phone, offered a variety of email alerts, and redesigned our website to

provide customers more information about outages. We handle more than 6 million customer interactions each year, and have ranked highly among companies in the U.S. for customer service and satisfaction. We've won 23 J.D. Power and Associates awards for top-quality service to our residential and business customers.

And, we're committed to helping our communities. Our employees donate thousands of volunteer hours each year. You'll find us serving food to the less fortunate, cleaning nature trails at local parks, and everything in between. We're strong financial supporters of the United Way in all the areas where we do business. We also offer a variety of assistance programs to help customers who struggle to pay their bills.



It's our privilege to serve you, and we look forward to continuing to power the homes and businesses of Bucks County.

Carol Obando-Derstine, Regional Affairs Director

PPL Electric Utilities

Phone: (610) 774-5249,

E-mail: CObando-Derstine@pplweb.com,

2 North Ninth Street, Allentown, PA 18101

The right-sized bank to get deals done.

TOTAL TEAM LENDING

EXPERIENCED LOCAL LENDERS

LOANS FROM \$500,000-\$50MM

ONE DIRECT LINE TO IT ALL

R. BUD MILLER, REGIONAL PRESIDENT | 267.352.3710

 **Provident** BANK

Commitment you can count on.™

RECENTLY FINANCED

\$4,500,000
LINE OF CREDIT
SPECIAL NEEDS SCHOOL

\$18,000,000
LINE OF CREDIT
MANUFACTURER

\$9,200,000
COMMERCIAL MORTGAGE
TRUCKING COMPANY

\$4,300,000
TERM LOAN
CONTRACT PACKAGER

Bucks Prospectus

Editor

Robert F. Cormack
rfc@bcedc.com

Assistant Editor

Kelly Doughty
KellyD@bcedc.com

Art Director

Kim Harding
kim@kimhardingdesign.com

Bucks County Economic Development Corporation

2 East Court Street
Doylestown, PA 18901

www.bcedc.com
Ph: 215-348-9031
Fax: 215-348-8829

Bucks Prospectus is the bimonthly newsletter of the Bucks County Economic Development Corporation (BCEDC).

Bucks County Economic Development Corporation (BCEDC) is a non-profit, non-political economic development organization established in 1958 to support economic growth in Bucks County. BCEDC is a Commonwealth of Pennsylvania certified economic development agency. BCEDC offers low cost financing options for land/building, machinery and equipment. These and other incentive programs offered through BCEDC create a strong and vital economy for Bucks County and in return create and retain jobs for Bucks County residents.

EXECUTIVE BOARD OF DIRECTORS

President

Jim Tyrrell
Univest Bank & Trust Co.

Vice President

Gerald C. Forest
Buckingham Valley Vineyards

Secretary

Phil Eastman
PECO

Treasurer & Assistant

Secretary
Thomas Keiser
First Niagara

Past President

James Bleakly, Jr.
QNB Bank

Members at Large

Karen Lasorda
Bucks County Bank
Robert Steinhart
Colliers International

GENERAL BOARD OF DIRECTORS

David R. Breidinger

Comcast

Arthur D. Goon

Delaware Valley University

Kenneth E. Heydt, P.E.

Carroll Engineering

Tom Krol

IMET

Gregory F. Krug

Lampire Biological Laboratories

Peter P. Liebert, IV

Liebert & Co., Inc.

Ed Lydon

E.K.L. Machine Company

Richard B. Millham, Sr.

Millham Companies, Inc.

George Niblock

Niblock & Associates

Lenora G. Seigle

Citizens Bank

Anthony F. Visco, Jr.

American Arbitration Association

Daniel Zelikovich

Irene's Bakery, Inc.

Publishing Deadline for The Bucks Prospectus

Deadline Date	Publish Date	Edition
7/19/2016	8/23/2016	August
9/20/2016	10/18/2016	October
11/22/2016	12/20/2016	December

To submit an article with business advice suitable to the Bucks Prospectus, please contact Kelly Doughty at 215.348.9031 or KellyD@bcedc.com.

Opinions expressed within this newsletter are not necessarily the opinions held by the BCEDC.