

BUCKS PROSPECTUS

A Newsletter for Bucks County's Business & Industry Communities



IN THIS ISSUE

"Me Too" / "Times Up" Movement
Is Your Organization Prepared and
Responding Appropriately

ABA Testifies on Small Business
7(a) Lending Bill

Bucks County International Trade
Council Advises ESCA Industries

Are You an Innie or an Outie?

Metalworking program to launch
at BCCC Perkasi Campus

SPOTLIGHT ON BUCKS | WEHRUNG'S

Third-generation Businessman Seizes Opportunity Wehrung's Lumber & Home Center



An entrepreneur seems to find opportunity in any situation. For Jason Wehrung, President of Wehrung's Lumber & Home Center, opportunity has been found in the family lumberyard, in a stint at a fast food restaurant, and even in the ashes of a lumberyard fire. Jason Wehrung leads our choice for Entrepreneur of the Year in the category of \$10 million to \$50 million in sales. During his seven-year tenure with his family business, the company has tripled in size, growing from one to three locations in eastern Pennsylvania, including two lumber and home centers as well as a full-service lumberyard.

Jason has led the Wehrung's businesses through an acquisition of another area hardware dealer, as well as a significant remodel of the company's flagship location. He has also significantly expanded the company's customer base with a renewed focus on retail and DIY customers through a rental service and flooring installation.

But the company growth didn't come to Wehrung in a linear fashion. That's not the way he does business, he says. Instead, he has learned to take educated risks and turn opportunity into success wherever he can.

Wehrung says he wasn't able to just jump into the family business headfirst. Instead, his father said that he had to put in at least a year's time working for someone else, gathering insight into

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SPOTLIGHT ON BUCKS | WEHRUNG'S

“ My dad said that before I could join the family business I had to work somewhere else first, so I worked at McDonald's.”

If you think he just jumped into a fast food job to bide his time until he could get into the family business, you're wrong. Wehrung was deliberate in his choice of where to spend his year outside of the lumberyard. “I went there specifically to learn about processes and procedures,” he says.

Wehrung's Lumber & Home Center continued

how that business works, and bringing it back to the family lumberyard. With those instructions, Wehrung set out to find a job.

“My dad said that before I could join the family business I had to work somewhere else first, so I worked at McDonald's.”

If you think he just jumped into a fast food job to bide his time until he could get into the family business, you're wrong. Wehrung was deliberate in his choice of where to spend his year outside of the lumberyard. “I went there specifically to learn about processes and procedures,” he says.

The processes and procedures took hold quickly. While he was there, Wehrung connected what he was seeing in marketing and promotions back into the LBM (Lumber, Building Material) industry. Soon, he started his own distribution business, selling building materials for his dad and his dad's competitors.

“I'd get a job from one of my customers and I'd bid the projects out to both dad and his competitors,” he says.

Wehrung's Ottsville, PA

Third-generation owner Jason Wehrung (right) says his primary focus since taking over has been moving the company into the

“relationship business,” focused on helping customers grow and succeed.

Truly entrepreneurial at heart, Jason Wehrung had also launched his own marketing company, which sold promotional materials to many in the LBM industry, including his father's lumberyard and the same builder customers he connected with supplies. With less than a year's work experience under his belt, Wehrung had effectively positioned himself into an essential role in the area's building industry.

When he returned to the business that his father opened in 1986, Wehrung merged his marketing company with the lumberyard and set the course for growth. He was building on the success of his grandfather, who first began serving contractors in Ottsville, Pennsylvania back in 1946.

As Wehrung tells it, the company has moved through three stages: His grandfather sold specifically to building contractors, though he also went on to invent the baffle for septic tanks. His father then turned the contractor sales business into a 20,000 square-foot lumberyard, and Wehrung has since moved the company “into the relationship business.”

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SPOTLIGHT ON BUCKS | WEHRUNG'S

Wehrung's Lumber & Home Center continued

"We're in the business to help our customers grow," he says. "What ever we can do to help them grow. We just always try to be the simplest place to do business."

Sometimes the simple part is adding some marketing supplies to the customers' mix as well as selling building materials. The marketing side of the business has grown to bring about \$1 million a year into the company. Other times, it's finding products that customers aren't getting elsewhere. That's what prompted Wehrung to open Wehrung Specialties, a specialty woods store a mile from the main location that features exotics and decking in a separate showroom and warehouse.

The company also operates a satellite hardware store in Chalfont, PA. In all, the companies associated with Wehrung's serve a client base comprised of 75% professional builders and contractors. Depending on the season, around 100 employees work throughout the locations. Eight of the employees are outside sales staff. Revenue throughout the companies is close to \$40 million, and a roughly 15% increase is anticipated once 2017 numbers are final.

Even in an instance of tragedy, Wehrung has found opportunity. In 2016, just six months after acquiring a competitor's hardware store 10 miles away, the building caught fire. Wehrung seized on the opportunity to expand the store as it was rebuilt.

"Now we're doing double the business the store used to do," he says. "And the expansion has also allowed us to add some LBM products at the lumberyard."

While Wehrung has learned through the years to recognize opportunity, he

has also built a strong panel of advisors around him. He has recently established a customer board of advisors for the business in which he brings in a group of some of his best customers and potential customers. Then Wehrung's management team works with the customers to help them grow their businesses and in turn strengthens relationships throughout the community.

As president of his local chamber of commerce, Wehrung is working with area technical schools and a community college to grow a workforce development program.

"The plan is to have the program like this to help our hiring, and our customers' hiring," he says. "I see there's a definite challenge of people coming into the industry."

Once the next generation sees LBM as a lifestyle industry, they'll quickly find a rewarding career in the building trades, he says. And at Wehrung's, the philosophy will remain focused on "helping our customers grow and having fun while doing so," he says.

Article written by James Anderson, Senior Editor, LBM Journal. Mr. Anderson can be reached at James@LBMJournal.com or 612.888.5265.

WHAT'S HAPPENING



BREAKFAST

March 8 at 8:00 a.m.

Networking/Registration begins at 7:30 a.m.

Northampton Valley Country Club

299 Newtown-Richboro Road, Richboro, PA 18954

\$15 for TMA Members | \$25 non-members

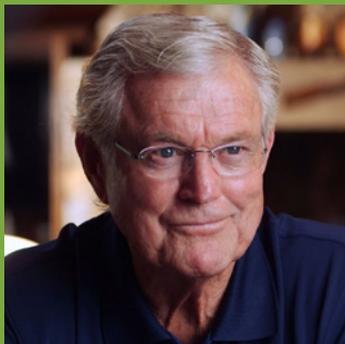
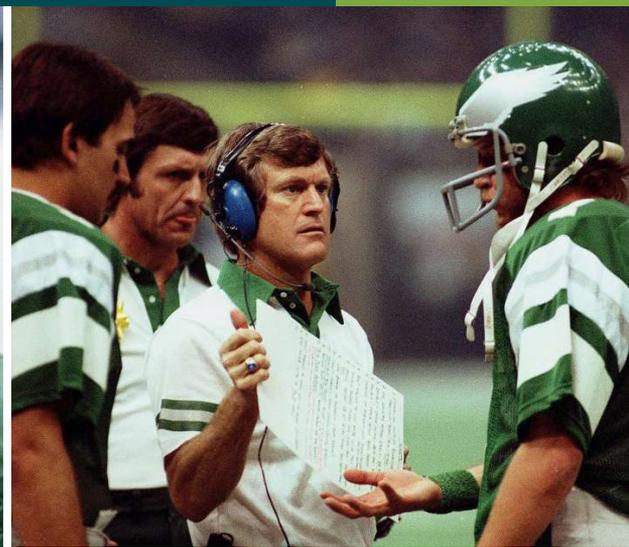
Scudder Falls Bridge Replacement Project

Manager Kevin Skeels, PE will be our speaker!



Register online at
tmapucks.com





Guest Speaker, Dick Vermeil
Philadelphia Eagles Coach
1976 - 1982

Date & Time:

April, 25, 2018

5:00 PM Cocktail Hour

6:00 PM Meeting

6:30 PM Dinner

Location:

Spring Mill Manor
171 Jacksonville Road
Ivyland, PA

Dinner Ticket Price: \$75.00

The deadline for sponsorship and advertising is March 28th.

NOTEWORTHY NEWS | BCEDC ANNUAL DINNER

BCEDC Annual Dinner Sponsorship Opportunities

BCEDC's 60th Anniversary Annual Dinner will take place this year at Spring Mill Manor in Ivyland, PA. This year's guest speaker is Dick Vermeil, legendary coach of the Philadelphia Eagles.

BCEDC Annual Dinner Sponsorship Opportunities

- **Platinum: \$6000** Filled by Lux Industries, Inc.
- **VIP: \$4000** Exclusive
- **Gold: \$2500** Available
- **Silver: \$1000** Available
- **Bronze: \$500** Available

Sponsorship benefits are located on our website: bcedc.com/news-events/events/annual-dinner



Advertising Opportunities in the 60th Anniversary Dinner Program Book

The program book for the Annual Dinner will be a 52 page, full color, 8.5" x 11" book. We will be printing and distributing 500 books and also posting a downloadable pdf of the book on the BCEDC website which will be available to the public.

Ad prices

- **Full page ad: \$500**
- **Half page ad: \$250**
- **Quarter page ad: \$100**

Ad specifications are located on our website:

bcedc.com/news-events/events/annual-dinner

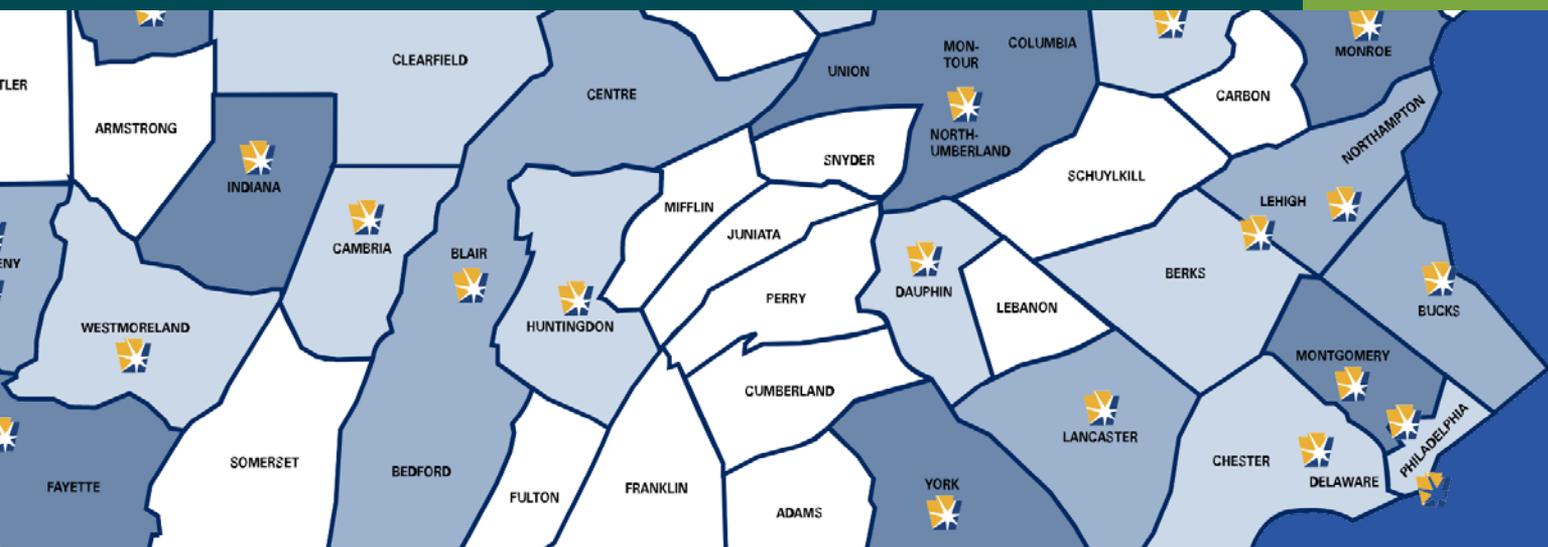
SPECIAL VIP COCKTAIL HOUR WITH DICK VERMEIL

VIP & Dinner Ticket Price: \$150.00

The VIP Ticket includes:

- Admission to the private VIP cocktail hour with Coach Vermeil
- An autographed bottle of wine from Vermeil Winery
- Samplings of Vermeil Wines
- Butlered Hors d'oeuvres
- The Annual Meeting & Dinner are included with the VIP ticket
- A portion of each VIP ticket will be donated to C.H.O.P. Amy Vermeil Fund

There will be a limited amount of tickets sold for the VIP Hour.



NOTEWORTHY NEWS | KIZ TAX CREDIT

The program provides tax credits for companies that have been in operation for less than eight years, whose gross revenues have increased over the previous year, are located in a Keystone Innovation Zone, and are operating within a targeted industry sector such as information technology or advanced manufacturing/diversified materials.

Media Contacts:

J.J. Abbott, Governor's Office

717.783.1116

Michael Gerber, DCED

717.783.1132

KIZ Tax Credit Program Approved



Governor Tom Wolf announced the approval of Keystone Innovation Zone (KIZ) tax credits for 273 early-stage companies, representing the Wolf Administration's commitment to Pennsylvania's technology sector.

"Fostering an environment that allows technology and innovation to flourish in our private sector is one of this administration's top business priorities," Governor Wolf said. "By providing these tax credits,

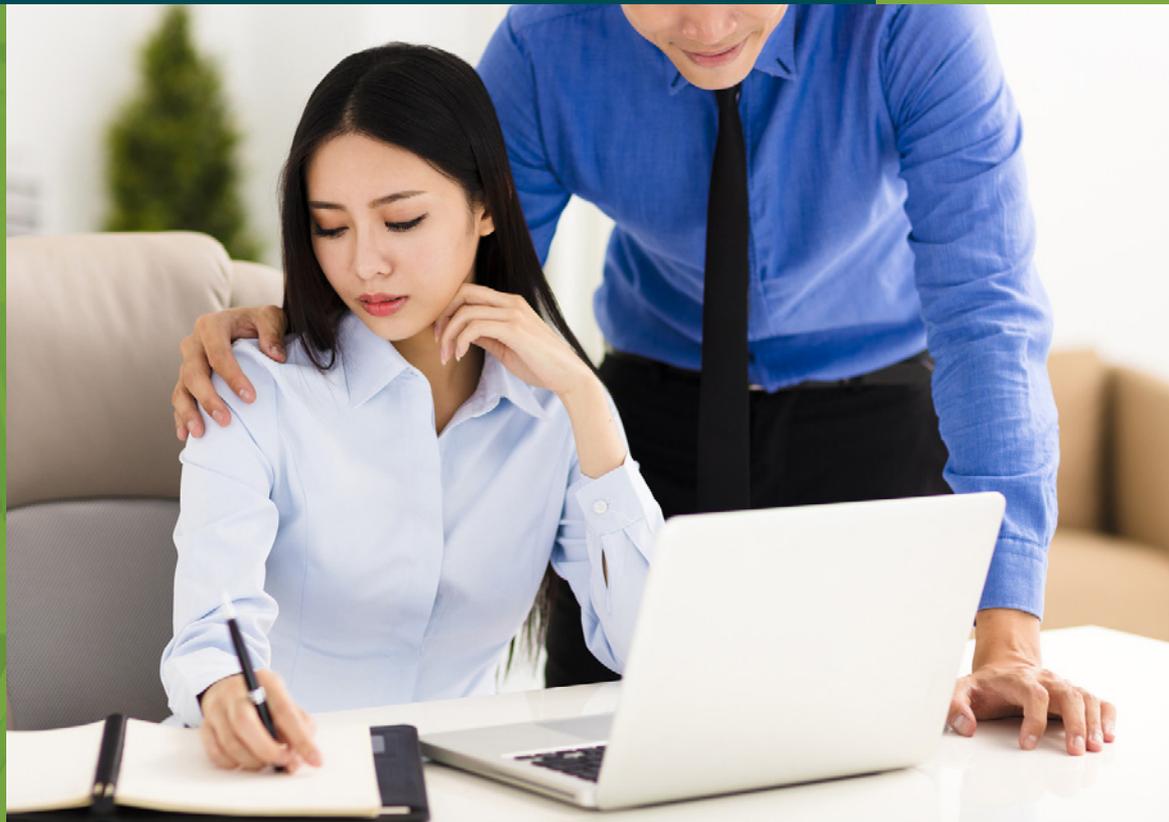
we're helping to reduce the burden placed on companies as they go through the early stages of growth, thereby helping new ideas take root while pushing both our economy and the thriving tech sector forward."

The Keystone Innovation Zone Program is designed to support and encourage entrepreneurship in and around Pennsylvania's colleges and universities by providing young Pennsylvania companies with vital working capital to meet critical needs, including covering capital expenditures, workforce expansion, operational expenses, and making companies more attractive to venture investment.

The program provides tax credits for companies that have been in operation for less than eight years, whose gross revenues have increased over the previous year, are located in a Keystone Innovation Zone, and are operating within a targeted industry sector such as information technology or advanced manufacturing/diversified materials.

An example of a company that has benefitted from the KIZ program is Epic Web Studios, a digital marketing and design firm located in Erie and visited by Department of Community and Economic Development Secretary Dennis Davin in September. The support from the KIZ program enabled the company to onboard new employees, which led to further expansion and diversification of its services and client base.

A full list of approved Keystone Innovation Zone approvals totaling \$15 million in tax credits, as well as more information about the Keystone Innovation Zone Program, a map of the KIZ zones, and highlights of past awardees' success stories, can be found on the DCED website. Be sure to stay up-to-date with all of our agency news on Facebook, Twitter, and LinkedIn.



THE BOTTOM LINE | “ME TOO” / “TIME’S UP”

It is an employer’s mandate to ensure that everyone in the organization knows what harassment is and knows how to effectively report incidences. We all have both a legal as well as moral responsibility to provide a safe work environment for all employees.

We can help you with any of the following:

- Sexual Harassment Training
- Third Party Investigations
- HR Policies review / HR Compliance Audit
- Employee Hotline
- Employee Engagement
- Culture Change Initiative
- Interim HR Staffing
- Full HR Outsource

“Me Too” / “Time’s Up” Movement – Is Your Organization Prepared and Responding Appropriately?



Just about every day there is a new story in the media about high profile politicians, celebrities and executives across all industry sectors involving claims of sexual harassment or sexual assault. Conversations about the “Me Too” and “Time’s Up” movement have moved from TV and social media to the workplace. How many of your employees are pondering their past and present “Me Too” situations?

CCI Consulting, a BCEDC member and a full service HR Consulting firm, has seen a very significant uptick in sexual harassment and assault claims reported to HR and through Employee Hotlines. In addition, we are hearing that conversations on the topic are on the increase in coffee clutches, at the water cooler...and even dare we say on social media platforms. Sexual Harassment and Respectful Workplace are now significant topics of concern and focus for employers of all sizes, from small to large, throughout Bucks County, the Delaware Valley and the country.

Over the last decade, CCI Consulting has helped companies of all sizes with matters of HR compliance and HR training including investigating and resolving matters of sexual harassment both overt and covert. Organizations have been both reticent and explicit in the resolution. The accused have both blatantly and surreptitiously harassed. They have knowingly and unknowingly understood the consequences of their behavior. Harassment is not prescriptive; it is the feelings created by the words, actions and intimidation of the harasser. It is “unwanted” behavior!

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THE BOTTOM LINE | “ME TOO”

“Me Too” / “Times Up” Movement continued

CCI Consulting is working with many clients to assess and address vulnerabilities/risks on two fronts:

1. RESPONSE TO CLAIMS

- Are you responding appropriately when any employee bring claims or has conversations about perceived harassment?
- Are you aware every time when an employee raises this issue with any manager/HR?
- Are there any trends or patterns in employee claims in this regard?
- Do employees know how to report concerns?

2. TAKING PROACTIVE MEASURES TO REDUCE RISK

It is an employer’s mandate to ensure that everyone in the organization knows what harassment is and knows how to effectively report incidences. We all have both a legal as well as moral responsibility to provide a safe work environment for all employees.

- Is your HR policy regarding Harassment up to date?
- Are you providing meaningful and impactful Harassment training to staff and management?

Do your managers and executives need to become much more cognizant of their communication, behavior and action when working with subordinates? Is there a legacy culture that will require change to prevent employee claims?

- Are all new hire employees being trained on policy and expectations as part of onboarding?
- Are all new people managers (especially individual contributors



promoted to first people manager role) trained on enhanced responsibilities and expectations to provide harassment-free, safe work environment?

- Do you know if your people managers have any questions or concerns especially in light of current climate? Are you giving opportunity for one-on-one conversations to assess concerns, answer questions and help individuals modify any problematic behavior?
- Are you conducting internal investigations properly? Are you engaging independent third party to do investigation when appropriate?
- Have you considered providing employees an independent, outside channel to discuss/report concerns – employee hotline?
- Are you aware every time when an employee raises this issue with any manager/HR formally or informally?
- Are there organizational cultural changes needed as evidenced by a pattern of incidences?

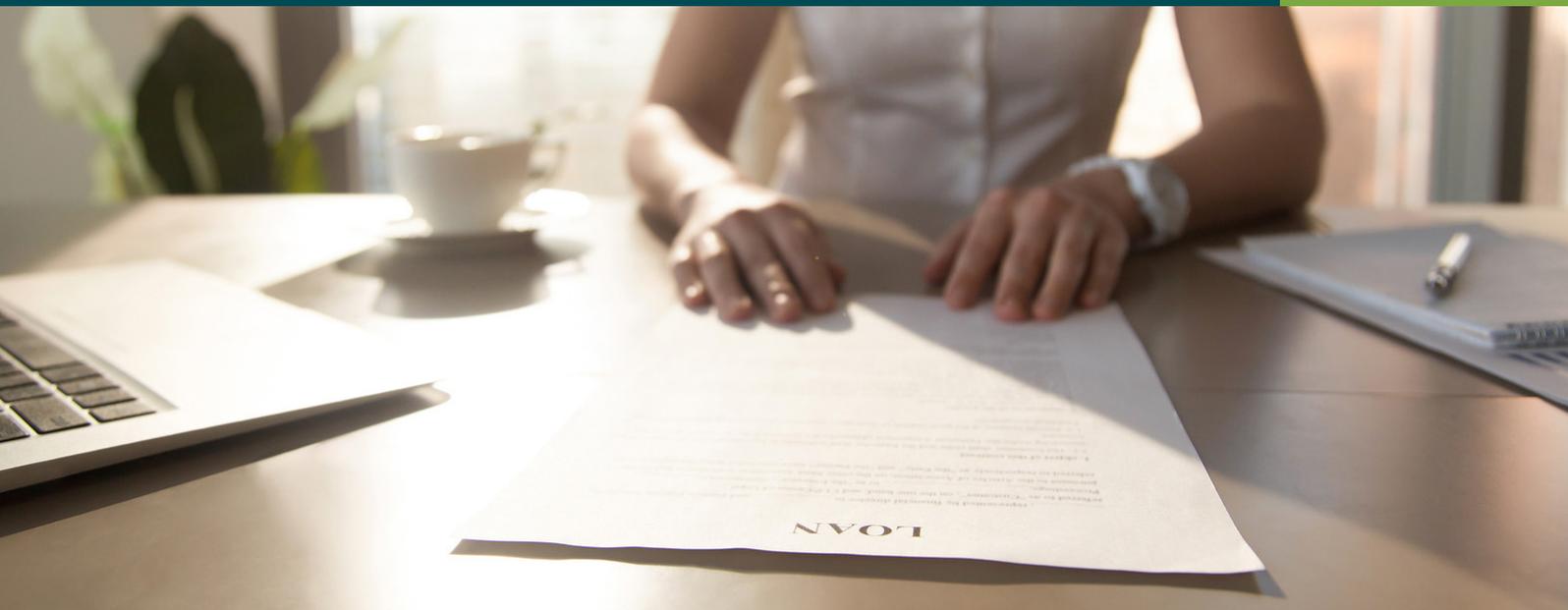
Organizations of all sizes need to take these matters seriously. In fact, it is

often smaller companies who lack true in-house HR expertise who can be most at risk.

CCI Consulting has the expertise to help. We can help you assess your risk/vulnerabilities and bring solutions where action needs to be taken. Call for a conversation to see if we can be a resource. We can help you with any of the following:

- Sexual Harassment Training
- Third Party Investigations
- HR Policies review / HR Compliance Audit
- Employee Hotline
- Employee Engagement
- Culture Change Initiative
- Interim HR Staffing
- Full HR Outsource

CCI Consulting’s Susan McDonald, Vice President Client Services and fellow BCEDC member, is happy to schedule a call to address any questions you might have. Susan can be reached at smcdonald@cciconsulting.com or call her directly at 267.254.4781.



FINANCIAL TOOLBOX | ABA TESTIFIES

ABA Testifies on Small Business 7(a) Lending Bill

The SBA 7(a) Loan Program is an example of how bank lending promotes economic growth and should be vigorously supported in the future, according to testimony from the American Bankers Association before the House Small Business Committee today.



Patricia Husic, president and CEO of Centric Bank in Pennsylvania, testified on behalf of ABA. In her testimony, Husic, who also serves on ABA's

board of directors, stressed the importance of SBA programs to both banks and small businesses.

“The SBA programs are an important part of business lending for many banks,” said Husic. “They help fill a critical gap, particularly for early stage businesses that need access to longer-term loans. The guarantee helps reduce the risk and capital required for banks and facilitates loans that might never have been made without this important level of support.”

Husic applauded Chairman Chabot and Ranking Member Velazquez for their leadership in working with lawmakers to introduce H.R. 4743, the Small Business 7(a) Lending Oversight Reform Act of 2018. Citing examples from her bank, Husic noted that SBA 7(a) loans are critical to helping small business owners finance their companies when they are unable to obtain traditional loans.

“This legislation, if enacted, would grant authority to the administrator to increase the amount for general business loans up to 115 percent of the fiscal year’s limit,” said Husic. “This is an important measure that gives lenders added certainty that 7(a) Loan Program funds will be available so that they can meet the needs of their customers. It also ensures that small businesses will not be affected by temporary shutdowns in the program, leaving them unable to meet payroll, purchase needed inventory, or secure necessary equipment and supplies to continue their operations and help grow their local economies.”

“This is an important measure that gives lenders added certainty that 7(a) Loan Program funds will be available so that they can meet the needs of their customers.”

Husic also noted that the bill takes critical steps to improve the oversight of the program to prevent fraud and increase efficiency.

The American Bankers Association is the voice of the nation’s \$17 trillion banking industry, which is composed of small, regional and large banks that together employ more than 2 million people, safeguard \$13 trillion in deposits and extend more than \$9 trillion in loans.

[Click here for a copy of Husic’s full testimony.](#)

Article provided by BCEDC Member, Terence J. McGlinchey, Vice President, Business Development Officer, Centric Bank, 2003 S. Easton Road, Suite 205, Doylestown, PA 18901, Office 267.880.4260, Mobile 267.410.1001, Fax 215.489.2705.

FINANCIAL TOOLBOX | DCED INTEREST RATE

DCED Interest Rate for the first Quarter of 2018

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

For term loans with a regular amortization:

1. Fixed interest rate for the full term of the loan (up to a 15-year period), set at the current ten-year treasury yield + 100 basis points. Based on the current ten-year treasury yield, the fixed rate option is 3.50% for the life of the loan.
2. Fixed interest rate for a seven year period set at the ten-year treasury yield. After seven years, the rate will reset to the then-current ten-year treasury yield. Please note, the reset rate is limited to a 200 basis point increase/decrease. The reset rate is then fixed for the duration of the loan. Based on the current ten-year treasury yield, the rate for the initial seven year period is 2.50%.

For 10-year term loans with a 20-year amortization period:

1. Fixed interest rate for the full term of the loan (10-year period). This option is calculated using the ten-year treasury yield +100 basis points. Based on the current ten-year treasury yield, the fixed rate option is 3.50% for the life of the loan.
2. Fixed interest rate for a five year period set at the ten-year treasury yield. After five years, the rate will reset to the then-current ten-year treasury yield. Please note, the reset rate is limited to a 200 basis point increase/decrease. The reset rate is then fixed for the duration of the loan. Based on the current ten-year treasury yield, the rate for the initial five year period is 2.50%.

For Equipment loans:

3.50% fixed rate for the full term of the loan.

For Working capital and accounts receivable lines of credit:

3.50% fixed rate for 12 month period.

For Pollution prevention and energy efficiency loans:

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

BUCKS COUNTY INTERNATIONAL TRADE COUNCIL | BCITC

Bucks County International Trade Council advises ESCA Industries

The Advisory Team of the Bucks County International Trade Council (BCITC) met with Jeff Paduano, president of ESCA Industries of Hatfield, PA this January. ESCA Industries is a leading manufacturer and turn-key supplier of all types of blasting and special cleaning equipment for commercial and industrial use.

The BCITC Advisory Team is made up of seasoned experts in various functional areas of international business and meets with regional companies interested in

expanding their business to new global markets through monthly Case Studies. The team was pleased to meet with Jeff and hear about the success of his business, his goals for international expansion, and then provide suggestions and advice to help him advance toward those goals.

The BCITC Case Studies are free of charge to companies in the Delaware Valley region, and if your business is interested in finding out more, please contact Brian Thomas, Chair of the BCITC

at bthomas@globalmarketing1.com (ph: 215-284-9131).

About the BCITC



The BCITC is a non-profit organization established in 1993 to provide information and referral services, consulting, educational programs and networking opportunities in an effort to facilitate, promote, and increase international trade. The BCITC is a partner of the BCEDC. www.bcedc.com/partners/bcitic.



BUCKS COUNTY LEASE ACTIVITY DEC. 2017 – JAN. 2018

Information provided by Colliers

BRISTOL	SQ FT
Industrial	6,210
Industrial Total	6,210
Office	16,884
Office Total	16,884
Grand Total	23,094

LANGHORNE	SQ FT
Industrial	125,178
Grand Total	125,178

COMPANIES ON THE MOVE

Interline Brands, Home Depot's professional building and repair division, has been a long-term tenant in Lower Bucks County. The company needed additional space in the market, but the low inventory of warehouse space provided few space options.

Larry Bergen and Andy McGhee of Colliers International represented the landlord, The Guilford Glazer Trust, in negotiations to quickly lease 125,178 square feet at 905 Wheeler Way in **Langhorne** (above).

BCEDC BUSINESS HAPPENINGS

Rushabh Instruments, LLC (RI) was founded in 2001 to design and manufacture medical laboratory and medical therapeutic products. RI has been approved to borrow \$199,900 from PIDA-SBF funds. The borrowed money will be used to purchase a larger building to expand RI's product lines. The building is in **Warminster, Northampton Township**. RI will retain three employees and create two new jobs.

EVENT | SCORE

SCORE  | TriCounty



SMALL BUSINESS EXPO

APRIL 12, 2018

9:00 a.m. to 5:00 p.m.

Pennsylvania Convention Center
1101 Arch Street
Philadelphia, PA 19107

FREE TO ATTEND!

Attend business-critical workshops, shop from vendors to help your business grow & network with thousands of business owners.

More information & to register:

<https://www.eventbrite.com/e/small-business-expo-2018-philadelphia-registration-38803993790?aff=ScoreTriCounty>

STRATEGIC EARLY WARNING NETWORK | SEWN

Are You an Innie or an Outie?

One common issue we deal with at SEWN is working with manufacturers to broaden their client base. Whether you are a machine shop, a medical device manufacturer or a print shop, the one thing that you need is a broad client base.

The one thing that you do not have is the time to cultivate that base on a client-by-client basis.

A strategic marketing plan will help you cultivate new customers while maintaining current clients, all without requiring you to spend your every waking hour at work.

Basically, you have two options when it comes to marketing – Inbound and Outbound. Inbound marketing pulls clients into your space. Outbound marketing pushes your company's name into your client's space.

Inbound marketing is relatively inexpensive. Outbound marketing can become quite costly, buying advertisements in newspapers and magazines, creating commercials, attending trade shows.

Ideally, your strategic marketing plan should contain a mixture of the two. However, if you are operating on a shoestring budget, inbound marketing is often the biggest bang for the buck.

Inbound marketing begins with an enticing web site. Since many potential clients browse a variety of suppliers online, if you do not have an online presence, you are missing a large pool of motivated buyers.

Once your web site is refreshed, optimized and ready to go, create a blog.

If you are like most people, you will probably stop reading this article now. After all, you signed up to manufacture

widgets, not write essays or create short films.

If you are a motivated manufacturer intent on generating new business, you will want to understand the value of blogging.

Your blog is your opportunity to talk about anything related to your field. You can discuss the effects of 3D printing on small machine shops. You can expound upon the advances in medical devices. You can discuss the cost of printing all of your own marketing materials versus sending them to a print shop.

In other words, talk to your audience about the subjects that interest you because chances are good that those topics also interest your potential clients. Offer them something of value in your blog. While they may not purchase from you right away, they will come to view you as an expert in your field. Once you have their attention, they will be more likely to turn to you when they are ready to buy.

Blog often and blog regularly. The more information you can offer potential clients, the better your chances are of converting them into current clients.

Post short videos of how your machine shop makes a simple repair or someone using a medical device that you created or how a meeting banner goes from concept to finished product. The videos do not have to be commercial-quality. After all, you are not buying a spot during the Super Bowl. The point is to humanize your company so that potential clients can better relate to you and to your business.

Devoting as little as an hour at a time a few days each week will, over a relatively

short amount of time, reap more interest in your company and broaden your client base.

Basically, you have two options when it comes to marketing – Inbound and Outbound. Inbound marketing pulls clients into your space. Outbound marketing pushes your company's name into your client's space.

For free, professional strategic marketing planning and many other small manufacturing enterprise services in the Southeast region, call Greg Olson, SEWN Regional Director at 215-776-0130 to set up a no-cost, no-obligation consultation regarding your business transition. Or, if you prefer, you can email Greg at sewnse@steelvalley.org with your questions. And be sure to visit our web site at www.steelvalley.org for more information regarding all of SEWN's services, our newsletters and success stories, and interesting, relevant blog articles to help you navigate today's manufacturing environment.

SEWN was founded in 1989 to support the region's manufacturers and preserve jobs. The Department of Labor embraced and sponsored the program in 1993 to protect Pennsylvania companies and jobs. Since then, we have expanded to five regional offices, helping hundreds of companies and saving thousands of jobs statewide. Today, SEWN is one of the most cost-effective jobs programs in the United States. Over the last five years SEWN's job saving services have saved Pennsylvania more than \$34.8 million in unemployment benefits (over \$836 million if jobs/payroll multipliers are included). Since its inception, SEWN has contributed to the retention and revival of more than 900 industrial enterprises within Pennsylvania, impacting more than 20,000 jobs.



(From left), Patty Samuels, Rick Battaglia, Jennifer Kelly, Jessica Sweeney, Jeane Vidoni Coyle, and Adam Pennicuik, of Penn Community Bank, accept the 2017 Economic Impact Champion of Commerce Award from the Lower Bucks County Chamber of Commerce.

LOCAL CHAMBERS' EXCHANGE | LBCCC

Lower Bucks County Chamber of Commerce Recognizes Penn Community Bank with Economic Impact Award



Penn Community Bank is proud to announce that it has been honored with the Economic Impact Champion of Commerce award presented by the Lower Bucks County Chamber of Commerce. The annual award was presented at the Chamber's 2017 Champions of Commerce event on Nov. 30 at the Pen Ryn Estate on the Delaware in Bensalem.

The Lower Bucks Chamber recognized eight exceptional individuals, businesses and organizations, including Penn Community Bank, in its signature 2017 Champions of Commerce Awards. The Chamber's selection committee, which included some of the area's most accomplished business professionals, received numerous nominations of businesses and individuals who are "Making a Difference Where We Work, Live and Learn."

"It was overwhelming to see the number of impressive nominations received," said Amy M. B. McKenna, President and CEO of the Lower Bucks County Chamber of Commerce. "The winners truly exemplify the meaning of 'champion' in their respective categories, as seen by the impact that their dedication, drive and focus has made on the community."

Penn Community Bank was honored for the impact its growth and expansion has had on the economy of Bucks County and the surrounding areas. Over the past two years, Penn Community Bank has added nearly 30 new jobs, a growth rate of 10 percent, and has opened new retail locations in Warminster and Abington, bringing to 24 the number of bank branches across Bucks and Montgomery counties.

In addition to significant job creation, Penn Community Bank serves as a resource for businesses of all types across the region, offering commercial loans that help fuel economic

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LOCAL CHAMBERS' EXCHANGE | LBCCC

LBCCC Recognizes Penn Community Bank continued

growth and financial advice that enables leaders to make smart business decisions. Those qualities and more helped Penn Community Bank stand out and be recognized by the Lower Bucks County Chamber of Commerce for acting as a catalyst for positive economic growth throughout the region.

“We are proud to be recognized by the Lower Bucks County Chamber with this Economic Impact award, which really is a testament to the dedication

of all of the team members at Penn Community Bank who work hard every day to serve our customers and our communities,” said Penn Community Bank President and CEO Jeane Vidoni Coyle. “We look forward to many more years of business growth and the collaboration that makes Bucks County a great place to live and work.”

For more information about the Lower Bucks County Chamber of Commerce, visit www.lbccc.org.

About Penn Community

Penn Community Bank holds nearly \$2 billion in assets, employs more than 300 people, and offers banking, lending, insurance and investments at 24 bank branches and two administrative centers throughout Bucks and Montgomery Counties, Pennsylvania. As an independent, mutual financial institution, Penn Community Bank is not publicly traded and operates with its long-term mission in mind: to help businesses grow and prosper, to provide financial resources to individuals and families throughout their lifetimes, to strengthen the local economy, and to partner with local organizations to act as a catalyst for positive growth in every market it serves.

EVENT | GBMCC



The Greater BucksMont Chamber of Commerce (GBMCC) Annual Scholarship Golf Outing is Now Being Planned!

SAVE THE DATE: JUNE 7, 2018

If you sign up now to be a sponsor, you will be included in our printed marketing materials! This is the best advertising opportunity of the Century - you will be listed in our marketing materials and you will featured in our upcoming golf website. Most important - **YOU WILL BE DOING SOMETHING WONDERFUL FOR YOUR COMMUNITY.** Don't waste any time - this is a great opportunity for you!

The Greater BucksMont Chamber of Commerce (GBMCC) was established by a committed group of business professionals and individuals in response to the need to create an organization that would respond to the various needs of the growing business community.



EVENT | CBCC

BUCKS FEVER TALENT SHOW

March 8, 2018

7:00 to 9:00 p.m.

**New Hope Winery
6123 Lower York Road
New Hope, PA**

Talent Show, produced by the Chamber's Young Professionals Committee, showcases top area talent.

**Tickets can be purchased at:
www.bucksfevertalentshow.org**

**Cost:
\$12 per person;
\$15 day of event;
\$20 includes VIP Reception**

LOCAL CHAMBERS' EXCHANGE | UBCC

Metalworking program to launch at BCCC Perkasio Campus

**UPPER
BUCKS
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OF COMMERCE
UBCC.ORG**

A successful pilot class launching in Upper Bucks aims to meet employment needs and address a growing skilled labor shortage in regional manufacturing.

Bucks County Community College will launch the first Metalworking Training Program Feb. 26, with the goal of duplicating its successful 12-week program located at the Bristol campus.

In partnership with Upper Bucks County Technical School, in Bedminster Township, hands on practical training will take place at the career and technical school campus. The Metalwork Training Program includes theory and hands on skills assessment, and introduces participants to the fundamental concepts and skills required to be a machinist in the field of advanced manufacturing. A participant can earn eight stackable credentials in 12 weeks to prepare for entry-level positions in manufacturing and will receive a certificate of completion, plus OSHA10 and Forklift Safety Training certification, and sit for the National Institute for Metalworking Skills (NIMS) exam for Measurement, Materials, and Safety Certification.

"This is also aimed to compliment the Upper Bucks County Technical Schools newly launched adult education programs. These are great jobs for anyone," said Tara King, Upper Bucks Chamber of Commerce executive director.

"The program will prepare participants for jobs in metal fabrication, machine and CNC operation, welding and assembling positions," said Susan Herring, interim executive director for the Center for Workforce Development at BCCC in Newtown.



According to the U.S. Bureau of Statistics, there were 264,000 new job openings in manufacturing in 2014, and the Bureau of Economic Analysis reported over \$5.4 trillion in goods and products were manufactured in the U.S. in 2016.

The Pew Research Center report cited dollars based on the value of the dollar in 2009 and said food, beverages tobacco, chemical products and automotive made up the bulk of the manufactured output.

Herring said the college's Bristol program launched in 2014, had a 92 percent job placement rate for those who completed it. She hopes the Perkasio program will become just as successful.

"The goal for the launch is to increase awareness to the region, (for) Upper Bucks and Lehigh Valley employers," said John Flanagan, director of Bucks County Workforce Development Board, Inc., in Bristol.

Manufacturing in the Greater Lehigh Valley continues to grow and Upper Bucks County's contribution, along with major arterial highways for transportation and distribution to Philadelphia, New Jersey and New York, places it front and center stage.

"Similar to most areas there is a skilled labor shortage, especially in STEM based professions such as metalworking and industrial maintenance," Flanagan said.

Both Herring and Flanagan said opportunities have been created since the largely- baby boom aged manufacturing workforce began retiring, and filling those jobs has not kept pace.

"The average age of the manufacturing workforce is more than 55 years old," Flanagan explained.

He said proactive employers are seeking talent to train and replace those outgoing positions to make sure workflows aren't interrupted.

What's more, manufacturing employers want to educate middle and high school students and their families about lucrative trade positions to attract and retain fresh talent.

"First and foremost, we are listening to employer needs," Flanagan said. He said aligning employer needs with training helps drive appropriate curriculum and increase the skilled talent pool.

For more information about career training development in technical careers, visit www.ubtech.org and select the "Programs" tab.



MEMBER'S CORNER | NAI MERTZ

NAI Mertz's Zena Charokopos Inks Lease for Access Services at Butler Commons Office Center in Plymouth Meeting, PA.



NAI Mertz, a leading full-service commercial real estate firm conducting business throughout the United States,

and globally, from its regional offices in New Jersey, greater Philadelphia and northeastern Pennsylvania, announced Zena Charokopos recently completed a 6,874-square-foot lease on behalf of her client, Access Services, at 4070 Butler Pike, Plymouth Meeting, Pa. This is the fifth transaction that Charokopos has completed for Access Services in Bucks and Montgomery Counties.

"It was a pleasure representing my long-time client in finding them another ideal location in Eastern Pennsylvania," stated Charokopos. "Access Services is a

wonderful organization that helps individuals and families with disabilities and special needs, and it is exciting to see that they are opening yet another location to serve the needs of the community," she added.

Located within the Butler Commons Office Center, 4070 Butler Pike is a 21,756 square-foot office building. Butler Commons Office Center is a three-building office complex conveniently located at the intersection of the Pennsylvania Turnpike (I-276) and I-476.

About NAI Mertz

Founded in 1980, NAI Mertz is a leading full-service commercial real estate firm conducting business throughout the United States, and globally, from its regional offices in New Jersey, greater Philadelphia and northeastern Pennsylvania.

The company provides expert services in brokerage, leasing, sales, investments, property management, site selection and construction management in the industrial, office and retail sectors. NAI Mertz's clients include Fortune 500 companies, financial institutions, private investors, large public corporations and small businesses. NAI Mertz was named NAI Global's Office of the Year in 2017. Its partnership with NAI Global, a top 5 commercial real estate brand, enables the firm to provide large-scale global real estate services.

For more information on NAI Mertz, visit its web site at www.naimertz.com, or contact its Mt. Laurel, NJ, headquarters at 856.234.9600, or NAI Mertz of PA at 570.820.7700

WELCOME NEW MEMBERS

Zena Charokopos, NAI Mertz

Scott Civil, First Bank

MEMBER'S CORNER | CARROLL ENGINEERING

Carroll Engineering Corporation Announces New Traffic and Transportation Department Manager James A. Graham III, P.E., PTOE



Carroll Engineering Corporation welcomes **James (Jamie) A. Graham III, P.E., PTOE** as Traffic and Transportation

Department Manager. Mr. Graham has 18 years of engineering and project management experience, specializing in all aspects of traffic engineering and roadway design. His experience includes all phases of project development from feasibility studies to final construction. Jamie is a licensed Professional Engineer in Pennsylvania, New Jersey, and Maryland and a Licensed Professional Traffic Operations Engineer.

“We are excited to have Jamie join the Carroll Engineering Corporation team,” said Thomas Gockowski, P.E., President. “His experience will complement our existing service offerings and help us

grow our business with state, county, and municipal agencies.”

About Carroll Engineering Corporation

Carroll Engineering Corporation, founded in 1973, is one of the region's largest consulting engineering, planning, and surveying firms and is consistently recognized as one of the Top 25 Engineering Firms in the prestigious Philadelphia Business Journal Book of Lists. The firm employs professionals and staff across southeastern Pennsylvania and Central New Jersey at offices in Warrington, Bucks County, Pennsylvania; King of Prussia, Montgomery County, Pennsylvania; Malvern, Chester County, Pennsylvania, and Hillsborough, Somerset County, New Jersey.

For more information about Carroll Engineering Corporation, please visit carrollengineering.com.



BCEDC Membership Campaign is going on NOW. Don't delay!

Join or renew TODAY!

Hundreds of local companies have become BCEDC members and have remained members for decades. Professionals like you support BCEDC's mission to create a strong and vital economy for Bucks County and in return create and retain jobs for Bucks County residents.

For more information on Membership Benefits or to renew or join:
www.bcedc.com/membership-benefits

\$100 per person

Get the most out of your membership.

JOIN NOW!

Put Your Business Experience to Work Become a SCORE mentor!



SCORE | Bucks County

Email Marty Schor at buckscounty@scorevolunteer.org to learn more.



BUCKS PROSPECTUS

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*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.*



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PUBLISHING DEADLINES FOR THE BUCKS PROSPECTUS

DEADLINE DATE	PUBLISH DATE	EDITION
3/20/2018	4/17/2018	April
5/22/2018	6/19/2018	June
7/17/2018	8/21/2018	August

For archived issues go to www.bcedc.com/newsletters

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

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