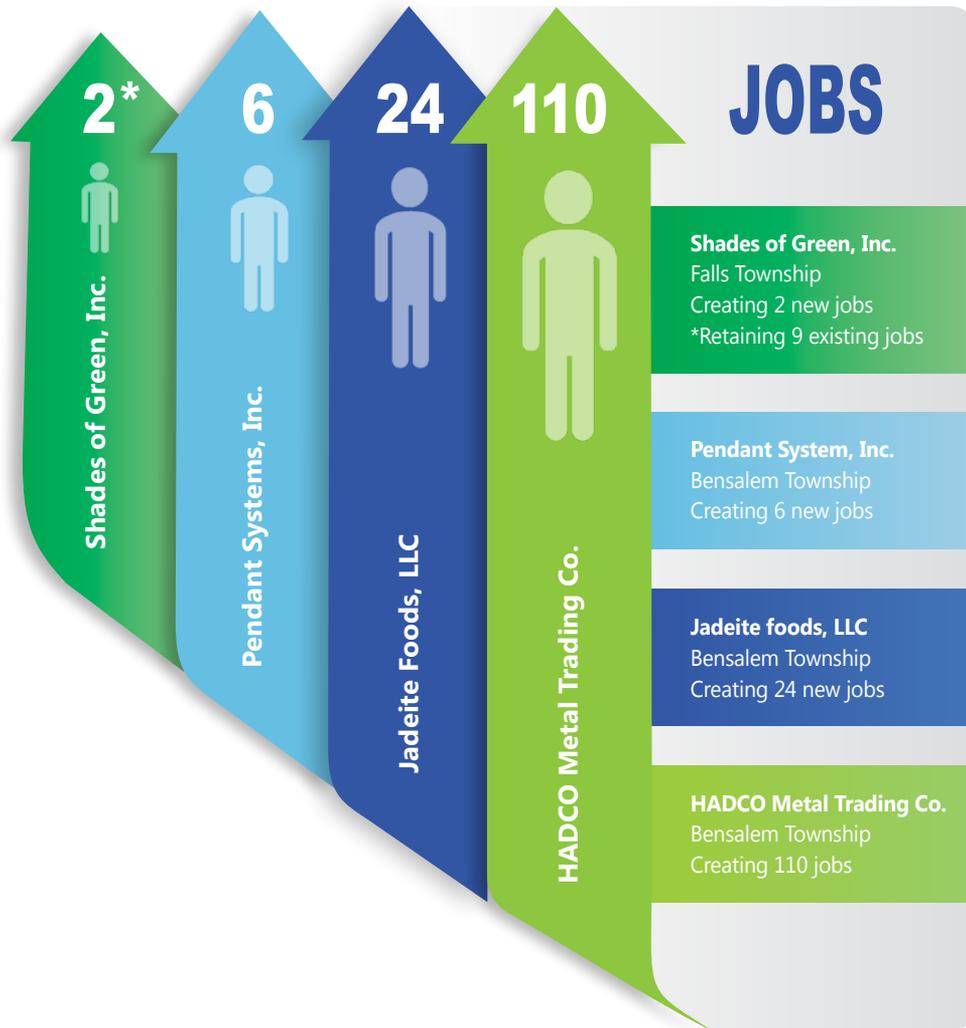




SPOTLIGHT ON BUCKS BUSINESS



Two Common Denominators – Bucks County & Jobs



Do You Know What SkillsUSA Does?

SkillsUSA is a partnership of students, teachers and industry working together to ensure America has a skilled workforce. SkillsUSA helps each student excel. They provide educational programs, events and competitions that support career and technical education (CTE) in the nation's classrooms.



Learn more: www.youtube.com/watch?v=qRIYxpw4x7o&feature=youtu.be

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NOTEWORTHY NEWS



Hints of the Future

The Wall Street Journal published on November 23, 2015 has two fascinating articles that might be hints of the future.

The first uses Levi Strauss to show how the rising compensation in China and technology are reducing the viability of "chasing the needle" to ever-cheaper wage overseas locations.

The second highlights the role of parcel delivery services on retailers' inventory and supply strategies. While the article is focused on the disparate impact of parcel shipping compared to long-haul freight, it does take a pass at mass customization and how it might restructure markets.



Taken together, we might be looking at a very different manufacturing world, with more emphasis on proximity to the ultimate consumer.

Read the article on the impact of rising compensation in China: www.wsj.com/articles/as-chinas-workforce-dwindles-the-world-scrambles-for-alternatives-1448293942?tesla=y

Read the article exploring the effect of the holiday rush on different shipping companies:

www.wsj.com/articles/who-is-winning-the-holiday-shopping-season-1448188203

Article recap by Robert McCrillis, VP Commercial Lending, Bucks County Bank, 200 S. Main Street, Doylestown, PA 18901, Phone: 215.589.6976, Email: rmccrillis@buckscountybank.net

Training and Retraining Workforce at Heart of Bucks Tech School \$23 Million Renovation

With its two-year, \$23 million renovation and expansion project nearly complete, the Upper Bucks County Technical School is poised to assume a more prominent role in training and retraining workers for 21st-century jobs in the region.



To help overcome the perception that tech school is not a stepping stone to college, Wagenseller said he is "stoked" about a recently formed alliance that includes the county's three technical schools, community college and county workforce development board.

By joining forces with Bucks County Community College and the Bucks County Workforce Development Board, the school hopes to narrow what some employers say is a growing gap between their needs and the skill sets of available workers.

That was the message delivered by UBTech executive director Bern Wagenseller and others at the Upper Bucks Chamber of Commerce's annual meeting in Quakertown. Lauren Loeffler of the community college and Liz Walsh, executive director of the workforce development board, joined Wagenseller in outlining what they are doing to produce the kinds of workers sought by businesses.

"We need to meet the needs of industry," Wagenseller said. "It doesn't do any good to train students if their skills aren't going to be useful to an employer."

The revamped tech school in Bedminster should help. With space for new programs, high-tech equipment and creative work-experience programs, the school will produce more students prepared to enter the workforce immediately or go on to post-secondary schools, Wagenseller said.

The alliance is developing a program that would allow students to earn college credits while attending tech school. It hopes to land a \$1.3 million state grant to implement the program over the next four years.



The college courses would allow tech students to learn the skills to run a business down the road, skills such as accounting,

Continued on page 3 ►

NOTEWORTHY NEWS



Training and Retraining Workforce continued

human resources and marketing, which they barely touch on now, he said.

"We're training welders and nurses and police officers," Wagenseller said. "But in five or ten years, they'll be looking to move into management positions or own their own businesses."

Meanwhile, UBTEch has added a career internship program that allows students to earn while they learn, get high school credit for work experience and build a resume that will be helpful regardless of their career path, he said.

The renovation also has allowed the school to bring gender equity to its programs. In some shops, for example, there was only one changing area, which meant female students had to wait or get changed in a custodial closet, Wagenseller said.

"It sent the wrong message that some students were not welcomed," he said. "We're trying to attract more females into nontraditional careers, yet we're telling them they're not wanted."

As a result, UBTEch has become one of the first tech schools in the state to offer individual changing booths for students, similar to what you find in a department store, Wagenseller said.

To keep its curriculum current, twice a year the tech school invites an advisory board of about 150 businesses – representing the school's 21 career paths – to visit the shops, sit in on classes, observe what is being taught and offer suggestions for improvements, Wagenseller said.



"It's important that we are teaching the right things," he said.

And now that the renovations are nearing completion, the tech school is getting ready to reinstitute its adult education program and focus more on classes that offer workers a chance to improve their skills.

Loeffler, executive director of workforce development for BCCC, said her department provides customized training in several disciplines, including leadership and supervision, sales, customer service, conflict resolution and business writing and math. Training can be held at a company or college facility, she said.

The college also provides safety training in areas such as hazardous materials, working in confined spaces and electrical safety. In fact, Loeffler said she would like to see more businesses take advantage of the services her department offers.

Looking at the audience, she said most people probably don't know her.

"We've always looked at ourselves as the best-kept secret on campus," she said.

The county also is on the cusp of launching a program that allows workers to post their skills and interests – and employers to post their needs. The program would match the two for an internship, Loeffler said.

She echoed Wagenseller in emphasizing that employers must let educators know what skills are needed now and into the future.

BCCC is planning a "robust" employer survey to gather such information in the spring, she said.

"We need to find out what the needs are so we can get people back in the workforce," she said. "There is a huge gap."

The article written by Joe Ferry, was originally published by Lehigh Valley Business Journal.

THE BOTTOM LINE

A Regular Feature to Help Your Business Improve Its Profitability



7 Revealing Questions to Ask Any VoIP Salesperson to Cut Through the Hype, Half-Truths and "Little" White Lies



1 Do I have to change the configuration of my firewall or do I have to replace it?

If your hosted VoIP provider is suggesting that you replace your firewall or router, they are trying to get around the limitations of their system. VoIP phone lines were never designed to go "inside" your network, where it has to go through your firewall and compete with your PCs, laptops and other devices for bandwidth; when it does, you WILL have problems with sound quality.

The only way to get around this limitation is to purchase expensive routers that compensate for the extreme delay than can be introduced when a VoIP call has to navigate through a firewall. Additionally, you should not have to open holes in your firewall to get VoIP working. That's another sign that your provider is doing a work-around to try to compensate for the limitations of the system he's selling you. Don't go for it!

Buyer Beware! Companies that sell phone systems and do not install and support computer networks – which is what your VoIP system is running on – are often NOT qualified to recommend or install a VoIP phone system for your office. One of the biggest reasons for VoIP failure, poor sound quality, slowed Internet speeds, etc., is that the person selling you a VoIP system does not understand how to properly assess your company's firewall, routers, network traffic, Internet connection speeds, as well as a host of other factors, to make sure their phone system will work as advertised in YOUR SPECIFIC ENVIRONMENT. That's because they're phone system sales guys, not network engineers. Of course

they'll tell you they're qualified to do this – so be sure to ask them if they'll put their money where their mouth is with a money-back guarantee like we do. You can read about our 100% no-small-print money-back guarantee later in this document.

2 How many data centers do you have and are they geographically disbursed?

If the answer is only one, run away! What happens if their ONE data center goes down? Or, more commonly, what happens when the VoIP equipment inside the data center goes down? Your business is without a phone until they get their systems back online! Insist on a provider that has at least 2 redundant data centers that are states away from each other to lower the risk of a natural disaster wiping out both data centers at once. Ideally, they should have four or more spread throughout North America.

3 What was the uptime last year? What's your guarantee for uptime?

If it's anything less than 99.999%, find a different provider. And don't just take them at their word; ask for documentation proving the reliability of their network in the previous year. If they can't even do that, don't buy their system! Further, if they can't or WON'T guarantee a 99.999% uptime, shop elsewhere.

NOTE: Uptime is the system's ability to make and receive calls. If an individual office happens to be down due to an Internet outage, this does not affect the overall reliability of the system because the system was ready and able. The

Continued on page 5 ►

THE BOTTOM LINE

A Regular Feature to Help Your Business Improve Its Profitability



7 Revealing Questions continued

VoIP carrier we use had a 100% uptime over the past 18 months at the time of writing this report, so don't let anyone tell you that 100% uptime is "impossible."

4 **If my phone is unreachable do you have automatic failover to another phone?**

If your provider's system isn't constantly monitoring the status of your network, VoIP system and VoIP phones, you should consider going with another provider. If your Internet goes down, or even a single phone stops working, the system should know that within a few minutes and automatically forward the calls to a predetermined destination (like a cell phone or another office location).

5 **Do you monitor my phones and system 24/7/365 for any potential issues?**

If you have to tell your provider the phones aren't working, then find another provider. Any quality vendor should be monitoring and maintaining your system for you, using remote management tools. As we just outlined in question four, the system should be self-regulating and know if a phone or system is offline and automatically make routing adjustments to ensure calls coming in are answered properly. Then, a technician should contact you to address the problem. If you are missing calls, move on to a different system.

6 **Will our telephone features be the same when we move to VoIP?**

Don't assume this! Even basic features like call forwarding might not be included! You would be amazed to find out how many VoIP systems fail to have the most basic features, such as call forwarding. You should insist on a hands-on demonstration in order to see the system for yourself and how it will work. This will avoid unpleasant "surprises" after you've paid for and installed the new system.

7 **Do you offer a money-back guarantee?**

If your provider is not willing to back up their claims with a WRITTEN, no-small-print money-back guarantee, free of "weasel out" clauses, look for a vendor that does. Every phone-system sales guy is going to tell you how wonderful their system is and how you won't experience any problems. If they're THAT confident, have them guarantee it in writing so you're not stuck paying for a new system that doesn't work.

Established in 1984, LLB Group Technology Solutions is a full service technology support company offering IT Support and Cloud Solutions to businesses in the Greater Philadelphia area. If you have any further questions or wish to request a Free VoIP Assessment, call us at 267-464-1946 or send Robert Latronica an e-mail at rlatronica@llbgroup.com.

FROM THE DESK OF THE BCITC

BCITC News



The Bucks County International Trade Council (BCITC) and the BCEDC held a joint networking social event on November 19th at the Blackhorse Tavern in Newtown, PA. The well-attended event allowed local manufacturers meet with

members of the BCITC Advisory Team to learn more about the various international business services and programs offered through the Trade Council.

On December 3rd, BCITC members Benchmark Export Services and Jade International held a workshop on Export-Import Compliance. Many local manufacturers attended the event held at the National

Penn Bank office in Newtown, PA to learn more about the latest updates on international trade compliance, and how Benchmark and Jade can help answer their questions on this important topic.

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.

If your company is interested in finding out more about the BCITC can help your business grow globally, please contact Brian Thomas, BCITC Chairman, at bthomas@globalmarketing1.com

FINANCIAL TOOLBOX



MidAtlantic Trade Adjustment Assistance Center

Trade Adjustment Assistance Overview

MidAtlantic businesses struggling to compete with imported products and services have a resource at their fingertips that can help them regain their competitive advantage: the MidAtlantic Trade Adjustment Assistance Center (MATAAC) in Blue Bell, Pennsylvania funds assistance for import-impacted companies in the states of Delaware, Maryland, New Jersey, Pennsylvania, Virginia, West Virginia and the District of Columbia through its grant from the U.S. Department of Commerce. MATAAC's goal is to help you increase sales and profitability.

Companies that have experienced recent declines in sales and employment due, at least in part, to increasing imports of competitive products, are eligible for participation in the program, in which the Federal Government pays up to 50% of the cost of consulting services designed to help the firm improve its competitive position. There are eleven Trade Adjustment Assistance Centers serving various regions of the country.

Typical projects funded by MATAAC include Market Studies, Export Assistance, Lean Manufacturing, ISO-9000 Certification, Plant Engineering Improvements, Human Resources, Work Incentive Plans, Marketing Systems, Cost Systems, Environmental Management, the development of management information systems, productivity improvements programs and general financial and management consulting services.



The impact of import competition has been felt by many U.S. companies. The mounting Trade Deficit clearly makes visible the erosion of our competitive base. If your company has lost customers to foreign importers, MATAAC's investment with you in cost-effective strategies can produce measurable turnaround results. Since certification as trade-impacted, our clients have demonstrated aggregate revenue growth exceeding 30%, with proportionate improvement in profitability.

There is no cost to apply for the program and MATAAC handles all associated paperwork. Companies interested in obtaining more information about Trade Adjustment Assistance may contact Anthony Newberry, Project Manager, 610-825-7819, anewberry@mataac.org, www.mataac.org.

PIDA Interest Rates

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-year period). This option is calculated using the ten-year treasury yield +150 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 rate +50 basis points. After seven years, the rate will reset to the ten-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 seven years at 2.50% and will reset to the ten-year treasury rate +50 basis points after the seven-year period. The reset interest rate is capped at 4.50% (200 point increase) with a 2.25% floor and will be fixed for the remaining term of the loan.

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.



COMPANIES ON THE MOVE



PPC Lubricants Leases Space

Hankin Management Company on behalf of building owner, 1120 Industrial Boulevard Associates and in conjunction with cooperating Brokers Commercial Real Estate Associates (CREA) and Re/Max Centre Realtors is pleased to announce that PPC Lubricants has leased 45,000 Sq. Ft. of Industrial Space at Street Road Industrial Center, 841 Nina Way, **Warminster, PA** 18974. PPC Lubricants offers high quality products and services that improve businesses by providing customer retention programs/products for Installers and products and services that increase equipment life and enhance the efficiency of all equipment whether it be Automotive, Heavy Duty Commercial, or Industrial in its application.

Hankin Management Company is one of the area's larger commercial developers, and property managers. We take great pride



in our reputation as one of the region's most accomplished and dependable full-service real estate related companies. For more information contact us at 215.537.8400, or visit us at www.hankinmgt.com.

SigmaPharm Laboratories Purchases Facility for R&D and Manufacturing Business

NAI Mertz, a leading full-service commercial real estate firm serving southern New Jersey and greater Philadelphia, recently brokered the sale of a 44,416-square-foot R&D and manufacturing facility located at 3369 Progress Drive in **Bensalem, Pennsylvania**, to SigmaPharm Laboratories, LLC. The NAI Mertz team of Jeffrey Licht, SIOR, senior vice president, and Adam Lashner, SIOR, vice president, negotiated the transaction.

After leasing the building at 3369 Progress Drive for numerous years, this transaction represents SigmaPharma's purchase of the R&D and manufacturing facility. SigmaPharm Laboratories, LLC, is a privately-held specialty pharmaceutical company, engaged in the development, manufacturing and marketing of unique generic and branded products.

"It's awesome to witness the growth of a company over the years. It's also very satisfying for all involved when your tenant realizes their dreams to purchase their leased property. Many thanks to the DiEgidio's and their legal counsel, Marcel Groen, for a job well done," said Licht.

"SigmaPharma's purchase of 3369 Progress Drive represents the desirability of the building's location, which is close to several major highways, as well as its many modern amenities, which help to sustain and grow the company's business," added Lashner.

The building is conveniently located in the northeast region of Philadelphia with direct access to major routes and highways. The facility is equipped with new, state-of-the-art analytical



chemistry, pre-formulation and manufacturing equipment, and is organized with the most modern and efficient operational flow configurations based on current Good Manufacturing Practices.

About NAI Mertz

Founded in 1980, NAI Mertz is a leading full-service commercial real estate firm serving the southern New Jersey and greater Philadelphia areas. With offices in Mt. Laurel, NJ; Bucks County, PA; and NAI Mertz of PA in Wilkes-Barre, PA, 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. Its partnership with NAI Global, one of the largest managed networks of commercial real estate service providers comprising 6,700 professionals in more than 375 offices in over 55 countries, enables the firm to provide large-scale global real estate services with a unique local expertise.

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.

COMPANIES ON THE MOVE



Bucks County Lease Activity • October - November 2015

*Information provided by Hankin Management Company / CREA, The Flynn Company.***Bensalem**

Industrial 13,843
Grand Total 13,843 sq. ft.

Perkasie

Industrial 3,300
Grand Total 3,300 sq. ft.

Warminster

Industrial 45,000
 Industrial 20,600
Grand Total 65,600 sq. ft.

Bristol

Industrial 10,634
Grand Total 10,634 sq. ft.

Southampton

Industrial 54,000
Grand Total 54,000 sq. ft.

THE LOCAL CHAMBERS' EXCHANGE



UBCC Welcomes 2016 Board of Directors & Officers

The Upper Bucks Chamber of Commerce is pleased to announce its Officers and Board of Directors for 2016.

The 2016 Officers are: President, Tom Klee, QNB; 1st Vice President, Jason Wehrung, Wehrung's Lumber & Home Center; 2nd Vice President, Patrice Bulter, Chick-fil-A; Treasurer, Randy Rush, Dunlap & Associates and Immediate Past President, Tom Merrick, Tom's Help Desk.

The 2016 Board of Directors are: Robert Cormack, Bucks County Economic Development; Miralys Sanchez, Univest; Mark Somers, Broker 1 Appraisals; William Dudeck, Eastburn & Gray, PC; Joseph G. Wingert, Bucks County Herald; Pamela Zitta, Barmar Travel; Laurie Heuckeroth, First Savings Bank; Todd Baringer, Baringer Associates, Inc.; Anthony Rachuba, Fitzpatrick Lentz & Bubba, PC and Kathy Ramson, St. Luke's Quakertown Campus.

The newly elected directors include: J. Mark Horne, Grand View Health Network; Jarod Sands, Sands Auto Group; Doug Propst, Kwik Goal Ltd. and Chuck Hotter, Hotter Painting.

J. Mark Horne, Senior Vice President & Chief Operating Officer at Grand View Health, has been with the company for 17 years. Grand View Health is a community health system that has served generations of Bucks and Montgomery County residents since 1913. Mr. Horne is responsible for all clinical, ancillary, and support services at Grand View Health.

Jarod Sands has been the Owner/Vice President of Sands Auto Group for over 16 years. Sands Auto Group has been providing quality vehicles and service for over 85 years. Since their first dealership was established in 1926, customer satisfaction has always been their number one goal.

Doug Propst, Chief Financial Officer at Kwik Goal Ltd., has been with the company for seven years. Kwik Goal, Ltd., manufactures soccer goals, field and training equipment, team seating, as well as accessories for coaches, referees and players at all levels. Kwik Goal is a Technical Partner to U.S. Soccer, a Corporate Partner to the U.S. Soccer Foundation, an Official Supplier to the Canadian Soccer Association, and Official Partner to the National Soccer Coaches Association of America (NSCAA).

Chuck Hotter, Owner of Hotter Painting, has been family owned and operating since 2003. They specialize in residential & commercial painting, certified lead paint removal, interior painting, exterior painting, power washing, deck staining, wallpaper removal, wallpaper install, industrial coatings, waterproofing, epoxy floors, caulking, and drywall repair.

The UBCC is fortunate to have such a diverse and talented group of individuals representing not only our chamber but also the Upper Bucks Region. A special thank you goes out to each and every member of the board. The time and commitment that is extended to the chamber from this group is immeasurable as we face the many challenges of our ever-changing business community.

For more information please contact the Upper Bucks Chamber of Commerce at 215.536.3211 or log onto www.ubcc.org.

The Upper Bucks Chamber of Commerce is a not-for-profit, 501C6 organization. Its mission is to advance the principles of free enterprise; to serve the membership; and to enhance the quality of life in Upper Bucks County.

The Upper Bucks Chamber of Commerce fulfills its mission by: Developing programs, partnerships, and services that promote community and economic development.

BCEDC WELCOMES NEW MEMBERS



CLEAR Employer Services: Your Virtual HR Department

"A PEO is one of the best-kept secrets of many successful small businesses."



That's according to an article in Entrepreneur Magazine, which highlights the benefits of working with a Professional Employer Organization such as CLEAR Employer Services of Langhorne. CLEAR founder Joe Carfagno couldn't agree more.

"Small business owners want to spend time on their core business, not on the business of being an employer," says Carfagno. "Being an employer adds 147 things to your to-do list. CLEAR can free you up to do the things you love to do, not what you have to do."

PEOs are ideal for companies with between 10 and 200 employees. They can cost-effectively take care of all HR needs, reduce the administrative burden, control medical benefit costs and help attract and retain top talent.

Why CLEAR?

"I spent my entire career in payroll and PEO, working for a large corporation," Carfagno explains. "But their service wasn't as

responsive as I thought it should be. CLEAR is finely-tuned to provide small businesses with speed, quality and value."

The company has two divisions. CLEAR Payroll Solution manages the complexities of small business payroll quickly, accurately, consistently and cost-effectively. CLEAR PEO is a virtual HR department with deep knowledge of everything from the Affordable Care Act to employment law to flexible spending accounts.

Business owners who are interested in a payroll provider or PEO should ask some key questions, starting with service: How often do you change account managers? What type of personal support will my employees receive? What is your client retention rate?

Also ask about value, advises Carfagno. "One of the reasons we're named CLEAR is because we are fully transparent. Be sure to review sample invoices from providers you are considering. You don't have to pay huge fees for quality."

If you would like to learn more about Clear Services, please visit www.clearemployerservices.com.

Hanover Engineering Associates

Hanover Engineering Associates, Inc. provides civil engineering, structural engineering, environmental and surveying services throughout eastern and central Pennsylvania, as well as many other states throughout the country. Hanover Engineering also performs transportation planning and permitting, assists with community planning, prepares geologic and hydrogeologic evaluations, and provides specific mechanical engineering services in support of pipeline and facility engineering projects.



Our firm consists of a staff of over 100 employees, including Professional Engineers, Planners, Environmental Scientists, Geologists, Soil Specialists, Surveyors, Inspectors, and Technicians who provide quality consulting services to our clients from our eight (8) Pennsylvania office locations: Bethlehem (Corporate Headquarters), Allentown, Lancaster-Lebanon, Poconos, Elizabethtown, Towanda, Wellsboro and New Castle. As the company has grown, Hanover Engineering has continued to expand its service area, and has opened offices in regions as needed to support our growing clientele.

Since 1970 Hanover Engineering's corporate mission continues to be "service to our clients and the community." Our professional staff utilizes engineering and scientific education and experience to design public works and private capital improvements for our municipal and private clients. Our goal is to provide designs that result in the construction of improvements that are durable, protective of the environment, and financially feasible.

Our success is a result of its commitment to quality. More than 90 percent of our business volume comes from existing and returning clients – a testament to customer satisfaction. Members of the professional staff are not just Hanover Engineering employees; each one is the "client engineer." In that role, our staff members meet regularly with clients and visit the project sites to support the client, from the design inception to the point of construction completion.

As a local, employee-owned engineering firm for 45 years, Hanover Engineering is proud to contribute to the quality of life in the areas we serve.

Hanover Engineering Associates, Inc., 252 Brodhead Road, Suite 100, Bethlehem, PA 18017. Telephone: 610.691.5644, www.hanovereng.com.

BCEDC WELCOMES NEW MEMBERS



Brian Beckert

Clear Employer Services

Glen Edwards

Contemporary Publishing Group East

Phillip Malitsch

Hanover Engineering Assoc., Inc.

Mike Ruth

My Philly Heating & AC

MEMBERS' CORNER



Sattler Named Executive Vice President & Chief Financial Officer of Covenant Bank



Aaron Sattler has been named Executive Vice President & Chief Financial Officer of Covenant Bank.

"Aaron is well respected for his expertise, especially in disciplines such as financial analysis, planning, and forecasting. He has been successful at previous employers such as NBC/Universal, Sears Holdings Company, and most recently as Senior Director

of Finance and Operational Analysis at NBTY, Inc., headquartered in Long Island, New York. We are excited and energized by what he can bring to us a Chief Financial Officer for what

promises to be a rapidly growing Covenant Bank," stated John C. Spier, President and CEO.

Sattler added, "I am thrilled to join Covenant Bank, and I am excited about our potential to enhance and serve this outstanding community."

Sattler earned his bachelor of arts degree in finance and management information systems from Cedarville University in Cedarville, Ohio.



Covenant Bank is a locally owned, commercial bank headquartered in Doylestown, Pennsylvania. For more information, call (267) 327.4910 or visit www.YourCovenantBank.com. Member FDIC.

Berkshire Hills Bank to Acquire 44 Business Capital, LLC

44 Business Capital LLC, the exclusive SBA Lender Service Provider for Parke Bank, announced today that it has signed an agreement to be acquired by Berkshire Hills Bank of Pittsfield, MA.

The transaction is anticipated to close during the first quarter of 2016. The acquisition will include the entire staff of 44 Business Capital as well as the SBA 7a loan portfolio 44 helped build at Parke Bank. 44 Business Capital has been instrumental in helping Parke Bank establish itself as the #1 volume SBA lender in the Philadelphia District Office of the SBA. Berkshire will look to 44 Business Capital to scale this performance to both a regional and national level in the future.

"Parke Bank has been a great partner over the past 6+ years. We've accomplished great things together." stated Greg Poehlmann, 44 Business Capital President. "As 44 Business Capital becomes part of the Berkshire Hills Bank family, we will be able 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." continued Poehlmann. "On behalf of my

partners and 44 Business Capital staff, we'd like to thank Parke Bank, its employees and its Board of Directors for our partnership over the past six years and allowing us to leverage our collective experience to deliver the mission of the US Small Business Administration. We are extremely excited to become part of Berkshire Hills Bank, "America's Most Exciting Bank", and look forward to establishing ourselves collectively as a major player in the SBA lending market, both regionally and nationally."

Houlihan Lokey served as exclusive financial advisor to 44 Business Capital in connection with this transaction while Blank Rome and Cooper Levenson represented 44 Business Capital. Luse Gorman represented Berkshire Hills Bank

44 Business Capital provides SBA Loan Assistance to Small Businesses in Philadelphia, Pennsylvania, New Jersey, Delaware, Baltimore MD, Northern VA, and Washington DC. For further information, please contact 44 Business Capital at 215.985.4400 or online at 44businesscapital.com. The main office is located in Montgomery County at 1787 Sentry Parkway West, Suite 200 Building 16, Blue Bell, PA 19422.

Greg Poehlmann, President, 44 Business Capital LLC, 215.985.4400 extension 229.

MEMBERS' CORNER



St. Mary Earns 'Top Performer on Key Quality Measures' from Joint Commission

Patients can benefit from evidence-based care focused on healthy outcomes.



St. Mary Medical Center in Langhorne, PA has been recognized as a Top Performer on Key Quality Measures® for 2015 (using 2014 data) by The Joint Commission, the leading accreditor of health care organizations in the United States.

The hospitals were recognized as part of The Joint Commission's 2015 annual report "America's Hospitals: Improving Quality and Safety," for attaining and sustaining excellence in accountability measure performance.

St. Mary Medical Center is licensed for 373 beds by the Commonwealth of Pennsylvania and accredited by the Joint Commission. For more information about St Mary's Medical Center, www.stmaryhealthcare.org.

Do You Know About The Yellow Dot Program?

This program assists citizens in the "golden hour" of emergency care following a traffic accident when they may not be able to communicate their needs themselves. Placing a Yellow Dot decal in your vehicle's rear window alerts first responders to check your glove compartment for vital information to ensure you receive the medical attention you need.

The program is a cooperative effort between PennDOT, the Dept. of Health and Aging, the State Police, the Turnpike Commission, first responders and local law enforcement.



For more information and how to participate in the program visit www.penndot.gov/TravelInPA/Pages/Yellow-Dot.aspx#.VmtILRqDFBc



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 Deadline for The Bucks Prospectus

Deadline Date	Publish Date	Edition
1/29/2016	2/17/2016	February
3/22/2016	4/12/2016	April
5/17/2016	6/21/2016	June

For a complete list of dates, 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.

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