



Hard Hat News

ASA of Baltimore, Inc.

FEBRUARY 2011

Bausum and Duckett Electric, LLC is a Shining Example of Commitment to Customers and Community

by Denise Lindross

Fifty years as a successful subcontracting business is no small feat, especially these days. While the original partners have since moved on, Bausum and Duckett Electric, LLC is still locally owned and run by Mark Llewellyn, Tommy Luc and John Dorsey, long standing employees who are steadfast in continuing with the time honored tradition of commitment to customers and giving back to the community. Previous owner Tim Holt recently announced his retirement after 43 years of service. "All the necessary planning for this transfer of ownership has been an ongoing process since 2004 to help guarantee a smooth transition," Holt wrote to his customers upon announcing his retirement. "Let me assure you that these three gentlemen, who have over 60 years of combined employment at B&D, have in fact been running the business the past five years with very little input from me."



commercial construction is the mainstay of our business, we still do about 20% residential and we have expanded into new ventures that we are very excited about.

We began to explore changing technologies and developed our new ElectriCare program for example," Tommy Luc states.

ElectriCare was introduced during Fire Prevention Week and as part of Bausum &

Duckett's 50th anniversary celebration.

"The main cause of home fires is faulty electrical systems and homeowners don't know how to check their existing home or one they are planning to buy to determine its safety. Rarely does anyone do anything preventative other than installing a smoke alarm," Luc explains. "We tested our system out on some of our best customers at no charge. We go in and use infrared cameras and an analyzer and inspect the home from top

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With two offices, one in Edgewater, Maryland and a second in Delmar, Delaware, Bausum and Duckett Electric is a diversified company with a reputation for exceptional service. Well equipped to handle any job in both commercial and residential projects, the company has expanded its divisions and added two new features to their arsenal of capabilities.

"Like everyone, the recession has hit us. While

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Our President

The Director's Chair




The Five B's

During both good and bad times, our companies continue to look for ways to grow our businesses and maintain a competitive edge. However, we often overlook the "obvious" when we become

overwhelmed and are struggling to stay alive. One way to change that path is to keep in mind the 5 B's for a Better Business:

- Better Bidding 

Today we are all busier than ever bidding, bidding, bidding. Bidding more work will increase your ability to get more contracts. Bidding smarter is also important, take a look at who you are bidding against and how you measure up. If the possibilities of you outbidding the others is not likely, than focus your attention and time on those bids you know you will have a better chance of getting.

- Broaden Your Business 

With new technology, product enhancements and government regulations there are several new areas that our businesses could explore. Offer a new service, look into public and or private funding projects, examine areas that your competitors haven't thought of or had the time to explore. However, no matter what you pursue, be sure that your company provides the very best customer service.

- Be In Their Face 

Often times after we bid projects we forget to follow up since we are so busy. FOLLOW UP is the most important process in obtaining new work. Often times, projects don't always go

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O'Malley to Boost Skills Training by 20%

Maryland's Governor Martin O'Malley has pledged to increase the number of citizens receiving skills training in the state 20% by the end of 2012. This comes as a result of recent meetings between the Governor and leaders from virtually every industry doing business in the state.

One of the recurring themes exposed during discussions with Governor O'Malley was that the average age of construction workers was rising at a steady rate. While Maryland has successfully focused on improving the education system and was named the best public school system in the US for the third consecutive year, much of that success has come at the expense of skills training.

Fortunately, the administration recognizes that Maryland needs a balanced business environment to be truly successful. Being one of the leading states in high-tech jobs is worthless unless there are the proper amounts of people in other industries to build the necessary infrastructure, house the people of the state and meet their service needs. Granted, while there are plenty of people to handle the current workload, this preemptive plan seeks to address a need that will certainly arise when work begins to return to pre-recession levels.

Governor O'Malley seeks to accomplish his goal in the following ways.

- Increase the number of degrees and certificates awarded by Maryland's community colleges;
- Boost enrollment in occupational skills training by expanding outreach and the leveraging additional federal and private sector funding;

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Accountant's Corner



Are You Forgetting Something?

Sales and Use Taxes are too Easily Ignored

By Donald N. Hoffman, MS, CPA

There's a tax issue that warrants your attention, and it's one that's all too easy for contractors to ignore: sales and use taxes. With many states desperately trying to keep their budgets balanced, some are raising money by increasing those taxes — or by more actively pursuing their collection. If your contracts aren't taking this into account, you could be shortchanging your profitability.

Sales vs. use

If you've ever taken an out-of-state job, you know that every state brings its own sales and use tax regulations to the table. Property type and contract structure can affect whether you or the owner is on the hook for these taxes.

Generally, you must pay sales taxes on any materials you buy for a project unless those materials are deemed "for resale." This may be the case if you buy materials, agree to sell them at a fixed price and perform a service in connection with the sale — either for an additional fixed price or on the basis of hours worked. It may also occur if you sell materials or supplies as a retail transaction.

Use taxes, on the other hand, come into play when goods bought in one state are owned, kept or used in another. For example, if you buy out-of-state materials and don't pay sales tax, you'll almost always be liable for use tax to the state in which you use those items. Use taxes, which are sometimes referred to as "compensating use taxes," prevent taxpayers from avoiding sales tax on out-of-state purchases.

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Safety Stop

Sun Exposure for Construction

(It's not just a summer time problem)

Sun exposure can do major damage — sunburn, skin cancer, and cataracts. While the rays of the sun are more damaging during summer months and between 11 a.m. and 1 p.m., sunburns can occur during a cloudy day, other seasons, and other times of the day.

Melanoma (skin cancer)

Healthy skin cells grow, divide, and replace themselves in an orderly way. However, sometimes certain cells may divide too rapidly and grow without any order. Too many cells are produced, and tumors begin to form. Some tumors are not cancer (benign). Unfortunately, some tumors are cancer (malignant) invading and destroying nearby healthy tissues and organs. Skin cancer developing in the pigment cells is called melanoma. It may spread to other parts of the body. Two other skin cancer types, basal cell cancer and squamous cell cancer, are much more common and rarely spread.

Most of the moles on your body are perfectly harmless. They may be brown, tan, or black; flat or raised; and round or oval. However, a change in a mole's size, shape, or color is a sign that you should see your doctor. Look for asymmetrical moles; moles with ragged, notched, or blurred edges; unevenly-colored moles; and moles that have changed in size.

Melanoma in men occurs most often on the trunk (the area between the shoulders and hips), the head, and the neck. In women, melanoma is often found on the arms and lower legs. It is found most often in people with fair skin. People with dark skin are more likely to have melanomas on the palms of the hands and soles of the feet.

Ultraviolet radiation from the sun is a risk factor that increases the chance of getting melanoma. Reduce your risk by avoiding or limiting sunlight exposure from 11 a.m. to 1 p.m. Gradually build up exposure to sunlight. Also, wear a hat, long sleeves, and sunscreen.

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Coach's Quick Notes



All About People

I arrived early to a meeting with a client's field supervisors. One of the superintendents had arrived early as I had so we began to chat. He was new to the company having arrived recently from the mid-west.

During our conversation he said something that really gave me an AHA moment. He stated his philosophy is that the building industry is basically a PEOPLE business.

That certainly hit home, as so much of what I cover in workshops and one-on-one consulting involves people and how we relate to, communicate with, motivate, manage and lead PEOPLE.

Too often we think in terms of job sites, materials, supplies, building processes, schedules and budgets and forget all that is not relevant without PEOPLE. They take all that "stuff" and turn them into a finished project.

Do you have any competitors in the market place? Can they buy trucks, equipment, materials, supplies, etc., etc.? Of course they can.

What is the only thing that sets your company apart from every competitor out there, now and any who will appear in the future?

Do you set folks up to fail?

First, do you hire folks with good attitudes, good work ethics, or just for good job skills? Did you ever hire someone with good job skills; but they had a lousy attitude and didn't perform well? Bet you have.

When you hire someone like that, how does it affect the team members around them? You hire someone with a bad attitude and you can ruin the performance of an entire work unit. Make the wrong hire and you can set an entire team up for failure.

Even worse, you recognize the mistake you have made and do nothing about it. How is hoping things work out on their own doing for you?

Ever choose a particular team member for a specific task that you knew that couldn't do well? I find this happening more than you might expect. Then you get upset when they don't produce. That gets team members fired up – in the wrong direction!

Ever hire a new person, and then pigeon hole them into a very narrow range of skill sets? Maybe you believe that folks

don't want to learn and grow in their skills – WRONG!

Hire folks and then don't train them and you have a very demotivated team member.

Do you have several supervisors who do everything their own way? So, if you move folks around, they need to learn the current supervisor's methods. They can't apply what they learned while working with their previous boss. This is endemic in the industry and sets too many up for failure. And you better be moving some folks around today if you are going to survive.

Why not create the Our Company, Inc. way to do everything. Then you set folks up to succeed in a very big way – a bottom line way.

I dedicate a significant amount of time with clients in creating a clear, comprehensive and consistent method of doing the work. This often takes time; but is always worth it.

Customer Relations

Customers are people too, and subject to all the guidelines for building and maintaining relationships.

Ever have a supplier who took you for granted? Maybe they offered a better deal for you after you were checking out alternative sources. How did you feel when you discovered they took you for granted? Could your customers feel the same way about you or members of your team?

Want to know the number one destroyer of customer relations? It is:

How you return their phone calls or e-mails.

Particularly when there is an issue; or at least a perceived issue on their part.

Do not hide from your customers – even when you know it will be tough or unpleasant. In fact, that is the most important time to communicate with them.

How do you let customers know they are important? There are a myriad of ways to do that.

For example:

- Offer them game tickets; but have someone from your team go with them.
- Instead of sending them a gift at Christmas; when everyone else is sending something; do it at a random time when it really gets noticed.
- Recognize some of their folks who have been particularly helpful. The "feel good" letter is a

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Health Care Reform ~ Changes and Affects

Friday, February 4, 2011

8:30-11:15 am

RCM&D

555 Fairmount Avenue

Baltimore, MD 21286



IN THIS SEMINAR YOU WILL LEARN

- Healthcare reform - explained in simplest terms
- Schedule of effective dates
- Potential changes to current plan
- Effect on your business and cost
- Management techniques

Our Featured Speaker: LeAnn Tobin



LeAnn is the Director of the Employee Benefits Division at RCM&D, where she leads a team of professionals who assist clients with the planning and execution of their benefits program. Using a multi-year planning process,

the RCM&D team helps clients to ensure that their benefits program supports their business objectives. Over her 30-year career, LeAnn has also worked with clients on their broader human resource programs, including the impact of mergers and acquisitions.

Cost is only \$30 for members

Non-members \$40 (must pay in advance)

Registration includes continental breakfast

Please register before December 6 - Call 410-344-1470 Fax: 410-344-1472
or email to info@asa-baltimore.com

Sales and Use Tax

Continued from page 3

If you haven't done so lately, check with your tax advisor regarding how your home state (and any other state in which you work) handles sales and use taxes and whether any changes have occurred.

Best case and worst

There can be both best and worst cases when it comes to sales and use taxes. Let's start with the worst: Some jobs may lead you to *double* taxation. This can occur when two taxes are imposed on the same purchased materials during the same period. Although you'd think such a possibility would be barred by law, it often is not.

Double taxation is common when a contractor buys materials in one state (triggering sales tax) and then transports those goods to another state for storage (triggering use tax). To prevent this detrimental occurrence, you can obtain an exemption certificate from sales tax — claiming an out-of-state purchase — and pay only the use tax in the state where you intend to store and use the materials.

As for the best case, many states offer exemptions from these taxes when the project in question involves a charitable, religious or educational organization. You may even be exempt from sales and use taxes when doing repair or maintenance work for a qualifying organization. The key is: You've got to obtain an exemption certificate *before* buying the materials and performing the work.

Projects involving the federal government, as well as state and local governments, are also generally immune from sales and use taxes. But the key word there is "generally." There may be some items related to a federal job that don't qualify for this immunity.

The challenge is to accurately estimate just how much of your bid should account for materials and equipment *not* subject to the exemption. Guessing wrong and then winning the job could turn out to be a disaster if the project's bottom line is crushed by unanticipated sales and use taxes.

Contractual approaches

Contract structure plays a big role in how sales and use taxes affect your construction company. For instance, under a lump-sum contract, you incur tax on your purchases and then don't collect any sales tax from your customers. On the other hand, under a time-and-materials contract, you buy materials tax-free using resale certificates and then charge your customers sales tax.

If you've grown accustomed to using either contract type exclusively, it doesn't hurt to review the other and determine whether it might put you in a better position on certain jobs. Typically, going with a lump-sum contract allows you to lower your bids in states that require time-and-materials contractors to buy for resale and tax their customers. But, for smaller jobs, sometimes a time-and-materials contract is easier to negotiate and carry out.

A time for review

The uncertain economy has given many contractors financial fits. One relative upside to this situation is that you may not need to do quite as much income tax planning this year — though you certainly shouldn't ignore it either. If this is the case with your construction company, a great way to leverage that extra time is to review and perhaps improve how you're handling sales and use taxes.

Donald N. Hoffman, MS, CPA
Hertzbach & Company, P.A.
 410-363-3200
 dnh@hertzbach.com

All About People

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powerful relationship builder – and an awesome marketing tool (ask me about it).

- Keep in touch with your customer's president/CEO; not just the folks who work for them.
- Offer them breakfast or lunch at your place for a "show and tell" of what you do.

"Coach" Bill Harrison
Phoenix Learning Institute
 703-909-8230
 wiharrison@comcast.net

Sun Exposure

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The earlier melanoma is detected, the better a person’s chances for a full recovery. Check your skin regularly for new growths or other changes. See your doctor if any areas look suspicious. Your doctor will remove part or all of the growth for examination. If melanoma is found, your doctor will determine the best treatment—surgery, drug therapies, or radiation. For more information, contact the Cancer Information Service, at 800-4-CANCER.

Cataracts

This is a condition in which the eye’s lens fogs up so no matter how the eye tries to focus, it can’t see through the foggy area. Age is a factor in developing cataracts, but so is exposure to ultraviolet radiation from the sun over time. Eye drops, avoiding glare, proper prescription glasses can help, but usually surgery is the most effective treatment.

Sunburn

Prolonged exposure to ultraviolet radiation from the sun can produce sunburn. Symptoms include red, sensitive, inflamed skin, even blisters. To relieve the pain, soak sunburns in cold water, dry the area, apply ointment, and cover. Seek medical treatment for severe sunburn. The only way to prevent sunburn is to avoid sun exposure (wear a hat, long sleeves, and sunscreen).

*Terry L. Foy ~ Foy Safety Consulting, Inc.
410-446-3995
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Donald N. Hoffman, MS, CPA
Daniel J. Walhberg, CPA, or
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410.363.3200 | 800.899.3633

www.hertzbach.com

Red Brook Corporate Center • 800 Red Brook Blvd., Suite 300 • Owings Mills, MD 21117

The Five B's

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to the low bidder, but rather the most qualified bidder. Be sure to keep in constant contact until the trail runs cold.

- Be Mindful of Your Money 

Read your contracts; be sure that you follow all requirements the when submitting your invoices. Missing certified payroll reports, submittals, insurance certificates, mathematical mistakes, missing invoices and forms are often the culprits when you're not getting paid. Make it a point to make a 5 day call to follow up and confirm they received your invoices and there are no issues – that will increase your payment probability.

- Build Relationships 

Finally, the most important is building relationships. Often contractors make the assumption that companies/owners know who

they are since they have worked for them in the past – WRONG – project management teams change all the time, so the new guy might now know XYZ company. Contact your current customers remind them of the services/ capabilities that your company provides and see what current needs they may have. Also, NETWORK, NETWORK, NETWORK – this is most important part of building new and maintaining existing relationships. Make sure your company is the one they call! What better way to do this than to join for an intimate evening with the GC on February 24th @ the Rusty Scupper, bring your cards and your estimators with you and start building those relationships!

And don't forget the 5 B's !

Angelia Little, 1st Electric, Inc

ASA of Baltimore President

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this is one networking opportunity that will reap benefits!

Bausum & Duckett Electric, LLC

Continued from front page

to bottom and inside out. We check all the outlets, all the appliances and their existing service and identify the potential hazards.”

The data then gets inserted into a computer and the customer receives all the results in a finished binder complete with photos and Bausum & Duckett’s recommendations on how they can save money and avoid risks. “We are finding that real estate agents are more than willing to front the cost of the test in order to sell the house,” Luc comments.



Park Place - Project included construction of 3 level below grade parking garage, Westin Hotel, 250 plus high end condos, 2 separate office buildings. liti-use

Bausum & Duckett also focuses on attaining “green certificates” and provides “green” products and services as evidenced in another service area they have developed, their Solar division. In addition, they are adamant about providing their employees with specialized training, apprenticeships and continuing education courses to stay up-to-date with all industry advancements and code changes. No wonder B & D is so proud of their many long term employees who chose to stay with the firm throughout their entire careers. In fact, the first four field employees who retired had 23, 33, 38 and 47 years of service with Bausum & Duckett Electric.

Equally important to the B & D team is their dedicated commitment to the community. Employee volunteerism

and fundraising is encouraged in this shop and they have several worthwhile charitable organizations that they support on a regular basis. “We have worked with Habitat for Humanity for a long time now,” Luc explains. “For every five houses we do for them, we give the next one free of charge. We do this because we believe in the cause and try to give back as much as we can.”

In fact, upon hearing that a non-profit organization, “Homes For Our Troops” was looking for subcontractors to help out with a home that was being built on Kent Island for a disabled veteran, B & D stepped up and not only volunteered their services but also donated the entire electrical wiring and fixtures for Army CPT Ferris Butler, who was handed the keys to his new home on Veterans Day.

Bausum & Duckett Electric, LLC is new to ASA of Baltimore. “We planned to join at the start of the year however, once I heard Angelia Little was the incoming president we joined to be her first new member! We plan on sending a representative to the convention in Naples in March and use our free coupon for registration that the National office sent us when we join,” said Luc. “You will be seeing a lot more of us in the future!”

In everything they do, the primary concern of each B & D employee remains true to the philosophy of its founders, maintain relationships, trust, ethical pricing, and above all, provide service to each and every customer no matter how big or small they are.



Look for the Bausum & Duckett truck in your neighborhood! liti-use

Join these Sustaining Members!

Support ASA of Baltimore!

HOW IT WORKS!

One of the new features we are offering is to expand on our SUSTAINING MEMBERSHIP. Please review the follow categories and see if one of the features would be something your organization is willing to go a step above normal and customary dues to support.

Top Level - \$5,000 Platinum

1. 60" x 24" Banner – 2 sponsors per banner - to be displayed at all ASA events
2. 1 year Platinum Website Logo Link
3. HHN Spotlight Article w/ framed display copy
4. 1 year - ¼ page color ad in HHN

Mid Level - \$3,000 Gold

1. 60" x 24" Banner – all sponsors on one banner -to be displayed at all ASA events
2. 1 year Gold Website Logo Link
3. 1 year – color business card ad in HHN

Lower Level - \$2,000 Silver

1. Counter top banner with all sponsors on one banner – to be displayed at all ASA events
2. 1 year Silver Website Logo Link
3. 1 year – B/W business card ad in HHN

PLATINUM



Windsor Electric Company



GOLD



SILVER



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Thanks you all
for your
support!

Member News

Goodman & Company and Dixon Hughes Merge to Form Foremost CPA Powerhouse in Southern U.S.

Goodman & Company LLP and Dixon Hughes PLLC announced today that they will merge their firms and affiliated entities effective March 1, 2011. Headquartered in Charlotte, the combined firm will be known as Dixon Hughes Goodman LLP. With more than 1,700 people in 30 offices in 11 states and Washington, D.C., Dixon Hughes Goodman will be the largest certified public accounting firm based in the Southern U.S. and the 13th largest in the nation. Goodman & Company will retain all of its existing Virginia, Maryland and Washington, D.C. offices, and will seek to expand its presence within this footprint as part of the merger.

Thomas H. Wilson, Managing Partner of Goodman & Company, will become Deputy Chairman and Chief Operating Officer of the new firm. Charles Edgar Sams, Jr., Chairman of Dixon Hughes, will continue to serve as Chairman of the new company, and Kenneth M. Hughes, Chief Executive Officer of Dixon Hughes, will also remain in that position.

“This is a tailor-made fit that will benefit the firm, our staff and most importantly, our clients,” said Wilson. “Both organizations will gain increased industry expertise and depth and see new geographic opportunities for growth. Clients will have broadened access to capital networks and industry best practices, while our employees will see more robust training options, increased opportunities for industry specialization and greater mobility between offices.”

“Both firms have a strong affinity for providing exceptional service and in-depth industry knowledge on behalf of our clients,” said Sams. “This combination will create a larger platform in which we can expand our geographical reach throughout the mid-Atlantic, share core technical resources and anticipate the needs of our clients. We are enthusiastic as we move forward over the coming months.”

Barry DuVal, President and CEO of the Virginia

Chamber of Commerce, sees the merger as having a positive effect on both Goodman & Company as well as area business. “Goodman & Company involvement and impact on the Virginia business community has been unwavering since its formation in Norfolk in 1932. This merger empowers Goodman to both expand its service offerings and accelerates its plan for growth in Virginia,” he noted. “I congratulate Dixon Hughes Goodman and look forward to their even stronger involvement in positively impacting Virginia Business.”

The merger will create a dramatically larger geographic footprint with offices located in Alabama, Florida, Georgia, Maryland, North Carolina, Ohio, South Carolina, Tennessee, Texas, Virginia, Washington, D.C. and West Virginia. The firm will conduct business in all 50 states.

“This combination is reflective of our desire to continue to work with high-caliber professionals and a highly respected firm,” said Hughes. “We strongly believe in the power of combining these resources and the value it will bring to our clients in terms of providing extensive industry experience and integrity with each interaction.”

With client bases and resources combined, Dixon Hughes Goodman will bring together complementary strengths that each of the firms possesses in a range of client industries including government contracting, manufacturing/distribution, healthcare, construction/real estate, insurance, government, nonprofit, auto dealerships and financial institutions.

In addition to providing traditional services in the areas of accounting, auditing, and tax, the firm will offer a complete line of services designed to address client challenges including retirement planning services, outsourced accounting, transaction advisory services, risk management services, tax advisory services, fraud and forensics, business valuation/litigation support international tax, sales and use tax consulting, and human resource consulting.

With more than 80 partners and 500 professional staff, **Goodman & Company** is a regional certified public accounting and business advisory firm delivering

Member News

quality accounting, tax and specialized services. The firm is recognized as the fourth largest certified public accounting firm based in the Mid-Atlantic, and in the top 30 nationally. Visit www.goodmanco.com for more information.

Dixon Hughes is the largest accounting firm based in the Southern U.S. and ranks among the nation's top 20. With a staff of more than 1200 located in nine states, the firm provides a wide array of assurance, tax and consulting services to clients of all sizes. For more information, visit www.dixon-hughes.com.

Gross Mendelsohn Accountants Pass CPA Exam

Gross, Mendelsohn & Associates, P.A. is pleased to announce that three of the firm's senior accountants— Doug Bishop, Kaycia Rowe, and Gerald Von Ahn—have earned the CPA designation.

Gross Mendelsohn is a full-service CPA and consulting firm serving the complete financial needs of privately-held businesses, nonprofit organizations and families in the Mid-Atlantic region. In addition to offering traditional audit, accounting and tax services, the firm specializes in personal financial planning, litigation support, asset management, business valuation and technology consulting. For more information, visit the firm's website at www.gma-cpa.com.



Elf Night

Hertzbach & Company, P.A. pleased to provide “elves” for “Elf Night”. Each year, thanks to the amazing “Angel Tree” program, thousands of donations are collected for disadvantaged children whose families cannot afford to give them presents during the holidays. All these donations pour into the Salvation Army's warehouse in Hampden, where they need to be sorted for each child. On December 15th and 17th Hertzbach employees joined Business Volunteers Unlimited (BVU) and the Salvation Army to help make sure all the gifts get to the right boxes for each of the children. Thanks to the efforts of this year's “Elves”, The Salvation Army was able to deliver gifts to more than 4,000 children from 1,800 local families!



Best Accounting Firm

Hertzbach & Company, P.A. was recently named one of the *2010 Best Accounting Firms to Work for!* The annual list of “Best Accounting Firms” was created by *Accounting Today* and Best Companies Group. Companies from across the country entered the two-part survey process and Hertzbach was honored to rank #18 in the mid-sized firms division. The ranking of the 100 *Best Accounting Firms to Work For* was published in the December 2010 issue of *Accounting Today*.

National News

ASA Business Forum and Convention 2011 Set for Sunny Naples, Florida This March

The ASA Business Forum and Convention this March will truly offer the best of two worlds: warm, sandy Florida beaches, and ASA workshops and general sessions explaining the latest tools and techniques to help subcontractors find work, bid/negotiate contracts, close deals, and manage their businesses efficiently and profitably. ASA's flagship education and networking event for subcontractors, featuring two half-days (Thursday and Saturday) plus one full day (Friday) of education programming March 3-5, 2011, will take place at the Naples Beach Hotel and Golf Club in sunny Naples, Fla.

The theme of the convention is "Revitalize and Renew." Mike Trammell, Dixon Hughes PLLC, Spartanburg, S.C., will discuss how the construction industry is "retooling, restructuring, and recovering" from the current recession during the March 3 opening general session. Tom Woodcock, Seal the Deal, Ballwin, Mo., will share techniques for selling your construction services and how to avoid the low-bid myth in sessions on March 4 and 5. Stuart Applebaum, deputy for Restoration Program Management and the Chief of the Everglades Division of the Jacksonville Division of the U.S. Army Corps of Engineers, will describe the "achievements and challenges" of the Everglades Restoration Program on March 4.

The convention's new, alternating half-day/full-day format will give registrants more networking and free time. Adding to the networking and education experience, ASA sponsors and exhibitors will display the latest productivity-enhancing products and services at the ASA Expo. Subcontractors don't have to wait to start their convention networking, however. Log on to ASA's Facebook and LinkedIn Web pages, accessible via the ASA home page (www.asaonline.com), to connect and communicate with others who will be attending the Naples convention.

The ASA Web site features a complete convention schedule, including educational sessions and special events like the ASA President's Reception, the FASA Golf Outing, ASA's Farewell Beach Party, and (new this year) the ASA's Spouses' Networking Coffee. Click on "Register for an Event" to view the schedule and register through ASA's secure, online system, or call (703) 684-3450, Ext. 1304. ASA members can save \$100 off the regular \$899 registration fee by registering by Feb. 1. Spouses, guests, and other registrants from a company that is already registered get a special registration discount, too; they pay \$725 by Feb. 1 and \$825 after Feb. 1.

Located in the heart of Old Naples, only 35 minutes from Southwest Florida International Airport (RSW), the beachfront Naples Beach Hotel and Golf Club offers dozens of amenities, including on-site championship golf, a large beachside swimming pool, a complete fitness center, and a world-class luxury day spa. ASA has negotiated a discounted nightly room rate of \$219 (single/double) for rooms on the nights of March 1-5, and the hotel has waived its resort fee, which includes wireless Internet in guest rooms. Don't delay taking advantage of these special arrangements. The room block cutoff is Feb. 1. Call 1-800-237-7600 and ask for a room in the American Subcontractors Association room block, or reserve online at www.asaonline.com.

If you're ready to "Revitalize and Renew" in Naples, don't miss the ASA Business Forum and Convention 2011.

For more information, call (703) 684-3450, Ext 1304, or e-mail meetings@asa-hq.com.

National News

Beachfront Property on the Gulf of Mexico Including On-Site Golf, Spa and Tennis

Save
the
Date!

ASA Business Forum and Convention 2011



March 3-5, 2011
Naples Beach Hotel and Golf Club
Naples, Fla.



Don't miss the premiere national learning and networking event for construction subcontractors, featuring:

- Workshops and general sessions explaining the latest tools and techniques to help you find work, bid/negotiate contracts, close the deal, and manage efficiently and profitably.
- Half-day programming on Thursday and Saturday offering more networking and free time.
- The latest productivity-enhancing products and services from ASA's sponsors and exhibitors on display.
- Special events, including the ASA President's Reception, the FASA Golf Outing, Farewell Beach Party, and the Spouses' Cookies and Coffee.

REGISTRATION

\$799 for ASA members registered by Feb. 1
(\$899 after Feb. 1)
\$725 for your spouse/guest/2nd registrant
registered by Feb. 1
(\$825 after Feb. 1)
Register online at www.asaonline.com or
call (703) 684-3450, Ext. 1304

HOTEL RESERVATIONS

Call 1-800-237-7600 and ask for a room in the
American Subcontractors Association room
block, or reserve online at www.asaonline.com.
Room block reservation cutoff: Feb. 1.

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Professional Council

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ATTORNEY: Bruce Kauffman
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410-823-5700
beklaw@comcast.com

BONDING: Stephen Mainello
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443-921-2517
smainello@rcmd.com

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NetLogic Solutions
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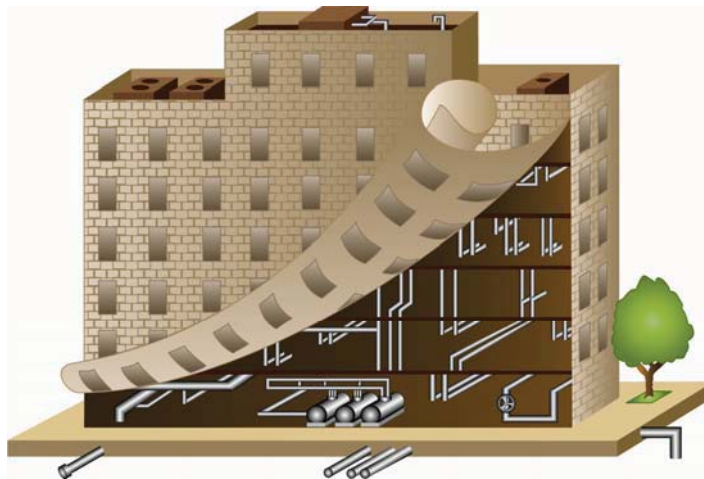
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301-829-4795
scott@thebenefitco.com

SAFETY: Terry L. Foy
Foy Safety Consulting, Inc.
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Each month a list of professional service members will be listed in the Hard Hat news as the Professional Council on call for the month. They will be more than happy to address a question from ASA members.

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SAVE THE DATE

April**2011**

SUN	MON	TUE	WED	THU	FRI	SAT
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25		27	28	29	30

**ASA of Baltimore's Annual Golf Outing
is right around the corner**

**Tuesday, April 26, 2011
Wakefield Valley Golf Course
9 am shotgun start**

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Skills Training


Continued from page 2

- Expand the Maryland Business Works Program to advance the skills of more than 3,000 incumbent workers annually;
- Boost the number of apprenticeship programs and registered apprentices;
- Expand the number of adult education participants that enter post-secondary education or training;
- Increase the number of high school students who graduate from Career and Technology Education (CTE) programs and attain industry certification, licensure and early college credit;
- Boost the number of MD RISE participants who complete occupational skills training and receive an industry-recognized certificate;
- Expand the number of persons with disabilities

in post-secondary education and career technology training programs and the number obtaining a degree, certificate, or technical certification; and

- Boost the outreach and advocacy efforts of *Skills 2 Compete Maryland* to maximize participation among Maryland's workforce and businesses.

Robert W. Bertazon ~ Executive Director, ASA
PO Box 43958, Nottingham Maryland, 21236
410-344-1470 ~ rob@asa-baltimore.com



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CALENDAR OF EVENTS

Friday, February 4

**Heath Care Reform - Changes and Affects
RCM&D, 555 Fairmount Ave., Baltimore**

8:30 - 11:15 am

Members \$30 Non members \$40



Thursday, February 24

**An Intimate Evening with the GC's
Rusty Scupper, 402 Key Highway**

6 - 9 pm

Members \$40 Non members \$100

Hard Hat News

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5808 Allender Road, White Marsh, MD 21162

PO Box 43958, Nottingham, MD 21236

410-344-1470 Fax: 410-344-1472

Email: rob@asa-baltimore.com

denise@asa-baltimore.com

Website: www.asa-baltimore.com

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Chapter Accountant.....Art Little, CPA

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Executive Assistant.....Denise Lindross

BOARD & COMMITTEE MEETINGS

Tuesday, February 8

Membership Committee

9:30 am

Board of Directors

10:30 am

Offices of ASA of Baltimore

5808 Allender Road, White Marsh

