



Hard Hat News

ASA of Baltimore, Inc.

OCTOBER 2010

Hertzbach & Company, P.A. Lays a Stable Foundation

by Denise Lindross

There is a simple formula for Hertzbach's & Company, P.A.'s success in the construction industry. **Stability + Strength=Loyalty**. One of the leading business consulting and certified public accounting firms in the region for over 60 years, the firm prides itself on the fact that it has grown to 115 employees without mergers, acquisitions or partnerships. While not limited to construction, it was the focus of George Hertzbach's interest during the firm's humble beginnings, and Hertzbach now represents over 200 contractors in the MD, DC, PA and surrounding regions and is its biggest focus group since its inception.



A solid firm with over 100 employees, Hertzbach and Company has been open for business for over 60 years.

The stability and strength of the firm lies in their greatest asset, their employees. Voted 1st by the Baltimore Business Journal as Best Place to Work for the second year in a row in the category of mid-sized businesses, the dedication and "no room for egos" culture within the organization minimizes turnover both of employees and clients and creates the stability necessary for long term and lasting business relationships. From the receptionist at the front desk, to the partners of the firm, there is one common goal, client success. The development of their employees begins with recruitment and continues with leadership development, and mentoring.

In addition, ensuring employee morale is always high, throughout the year Hertzbach & Company rewards their staff with various perks, from providing fruit during Tax Season to wearing jersey's to work on Purple Friday's. Once the big tax year is under their belts, the entire organization is treated to a long weekend in a far away destination as a thank you for the long hours and tedious attention to detail everyone has given their clients. "Last year we went to Puerto Rico," Julie Dellinger, Marketing Director, informed. "How many people do you know who will say they want to vacation with their fellow employees?"

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Our President



The Business of Business Building

In these uncertain economic times we are all looking for ways to grow our businesses. This can be especially challenging for companies who are expanding

services, in unknown territories, in an effort increase marketability and business.

When the economy struggles, marketing budgets are often slashed or eliminated, which is not necessarily the best time to cut those costs. One basic principle in obtaining and maintaining business is through **communication with the customers and maintaining those relationships.** Often times, companies will complete a project and that's the end of communications. In order to keep the relationship going, there needs to be constant communication and follow up by the contractor. I recently read in an article that said, "Your happy customers are often your best sales person", and "a satisfied customer will go a long way in enhancing your standing and credibility as a supplier of quality products and services."

Question is how do you get started? ASA has the answers for you! As part of our continuing educational series, we will be offering a seminar entitled "How to Build Your Business in Uncertain Times". Our presenters, Gregory Caruso of Harvest Associates, and Andy Malis of MGH, Inc. will teach you ways to develop marketing and sales techniques, control risk and growth. In addition, he will provide new ideas in employment relationships and discuss what industries and areas are growing now.

All that knowledge for just \$30!! Wow, now that should fit into anyone's budget! I strongly encourage you to attend and get ready to ride the wave to success to maintaining long lasting business relationships.

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The Director's Chair



Fill-up Your Tank – It's Time to Roll

October is going to be a busy month at ASA. We have two joint association programs scheduled this month in addition to our monthly meeting. Each event

will offer outstanding networking opportunities as well as first-class information.

On October 14th we are set to begin our Government Contracting Series in partnership with the Building Congress & Exchange and Offit|Kurman. This four part series is designed to prepare you for or enhance your existing work in the public sector. Public work continues to be the single bright spot in the new construction market. Following the three seminars designed to teach how best to navigate public projects, the series culminates in a "speed networking" event on February 10th. All programs are going to be held at the Loyola University Graduate Campus in Timonium and include food and refreshments.

Next, the Maryland AGC has invited ASA of Baltimore members to join them in welcoming Keith Simonson, AGC of America's Chief Economist, for the "Outlook for Construction in 2011" on October 26th. Joining Mr. Simonson will be the Director of Economic Research at the University of Baltimore's Jacob France Institute, Richard Clinch, PhD, to provide detailed local analysis of construction in Maryland.

Then on October 28th we welcome C. Edward Poarch to our monthly meeting to discuss recent changes to Maryland's laws regarding wages and employee misclassification. You may recall this legislation was a hot topic in Maryland's 2009 General Assembly session. Knowing the law is important because penalties are being actively imposed on violators. Please remember that ASA is encouraging members to bring prospective members to our meetings. Simply indicate they are a prospective member on your registration form and the

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Accountant's Corner



Are You Ready to Upgrade Your Financial Management Software?

Investing in top-of-the-line financial management software can lead to fewer mistakes in estimating, bidding, project management and job-cost accounting. In short, an upgrade in your technology can help your construction company better compete in today's tough marketplace.

But the dizzying array of applications makes this a difficult buying decision — especially for a contractor who's trying to keep busy on the job site. To get a better handle on what you need, let's look at each of the major steps in such a purchase.

Questions to get started

Strange as it may sound, technology upgrades demand a bit of soul searching. That is, when making the decision, you need to think about what your construction company truly needs and will be able to use. What type of system and functionality would you like? Do you need a basic estimating software program? Or would a more powerful system that integrates financial, project management, purchasing and inventory activity be more appropriate?

Assuming you already have some technology systems in place, compatibility is an issue, too. If you're using an older operating system, new software may not be compatible. In that case, you'll be looking at additional costs to have an IT consultant update the older applications or upgrade both hardware and software.

When making the decision, it's recommended that you also get input from your staff. For example, your accounting and scheduling personnel should be able to tell you what types of reports they need from a new system. From there, you can develop a "wish list" that

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Safety Stop

Ladder Safety for Construction

Ladders are an indispensable help for construction crews. While they are uncomplicated and simple to use, you can't take ladder safety for granted. They are a major source of accidents at construction sites. They are also a source for numerous OSHA citations. In September 2003, the following ladder violations were in the top 75 OSHA rules to receive citations:

- The #10 citation was—When portable ladders are used to get to upper landing surfaces, the side rails must extend at least three feet above the upper landing. If that is not possible because of the ladders length, then it must be tied-off at the top to a non-moveable rigid support, and a grab rail must be provided to help employees getting off and on. The ladder extension can never be so short that ladder deflection under a load could cause it to slip off its support (§1926.1053(b)(1)).
- Citation #40 was—Ladders shall be used only for the purpose for which they were designed. They can't be used as scaffolds, or material handling devices. (§1926.1053(b)(4)).
- Citation #43 was—A stairway or ladder must be provided at all employee points of access where there is a break in elevation of 19 inches or more, and no ramp, runway, sloped embankment, or personnel hoist is provided (§1926.1051(a)).
- Citation #52 was—The employer must provide a training program for each employee using ladders and stairways, as necessary. The program must enable each employee to recognize hazards related to ladders and stairways, and must train them in the procedures to be followed to minimize these hazards (§1926.1060(a)).
- And #53 was—The top or top step of a stepladder must not be used as a step (§1926.1053(b)(13)).

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Coach's Quick Notes



Accountability

It is a sad state of affairs. Everyone talks about accountability; but it is rare to find folks at any level being held accountable.

This company culture leads to a situation where very few team members even hold themselves accountable.

Heard any good excuses lately for not doing it right the first time?

How many deadlines have been missed so far this month, this year?

Are there team members playing the blame game; blaming everyone but themselves?

How many procedures, checklists, etc. ignored?

Had any tools disappear, or come up broken with no explanation?

Has a crew been stopped because someone “forgot” to order materials?

How many other issues have arisen because someone “forgot” to do something?

Have I built a long enough list so far? Have I made my point?

Now, let's be honest - in how many of those circumstances was an individual or group of individuals really held accountable? In how many were issues overlooked or not dealt with appropriately?

Where to Start

Being accountable must start at the top. The folks at the top must not only talk the talk, but walk the walk. When the boss holds himself/herself accountable, the rest of the team pays attention.

I see too many meetings where the boss doesn't show up on time, for example. How much money is sitting around a table waiting for the boss? Lots!

What message does that send? Easy answer, right?

How many times does the boss request something, and then forgets to follow-up? Far too many. What does that teach your folks?

If you are at the top, please do some real soul searching. Your actions and inactions set the tone for the entire organization.

When asked to examine corporate culture and to help “fix” the issues, it is too often necessary to start at the top. When “things aren't working” well, look to the leadership.

Whatever is happening that you are concerned about, just remember: Your company behavior is about what you accept or permit as acceptable

Ouch!

A great example – one client had a strong policy on DUIs. If you got a DUI you couldn't drive a company vehicle. A VP got a DUI. He parked his company car and drove his personal vehicle until the conditions were met to get back into a company one.

There were no more issues in that area; and that has been years.

Too often I have seen “special people”, at all levels, given exemptions from company policy. If that happens, throw your policy book in the trash.

Everyone at the top must set the example – every day! Now that is accountability.

“Coach” Bill Harrison, Phoenix Learning Institute
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Why the Stampede?
Everyone is getting tickets to the
ASA of Baltimore 3rd Annual
Bull and Oyster Roast Before They SELL OUT!



FEATURING The EPICS!

If you love THE EPICS you won't want to miss this exclusive appearance by one of the area's most popular bands! Playing a repertoire of the 60's and 70's, the 7 piece band rocks the hits of Motown, the Beatles and Chicago

Tickets are on sale now for the American Subcontractors Association of Baltimore 3rd Annual Bull and Oyster Roast! The event will take place on **Friday, November 12, from 8 pm – midnight** at the UAW Local 239, 1010 S. Oldham Street, Baltimore, MD 21224.

Cost is \$50 each and a table of 10 for \$450.

Full Bull and Oyster Roast menu furnished by Superior Catering by M&M including:
 Raw Oysters on the half-shell; Top Round Beef and Sweet Honey Ham on the Pit;
 Homemade Maryland Crab Soup, Bar-B-Que Chicken, Italian Sausage, Mac & Cheese,
 Sauerkraut & Kielbasa, Bake Ziti, Caesar Salad and of course, Mary's FAMOUS Sweet Corn Casserole.

There will be dancing, wheels, games and many valuable door prizes!

All proceeds benefit the American Subcontractors Association of Baltimore

**This event is proudly sponsored by:
 B & B Welding Company, Inc.**



ASA of Baltimore is a trade association of subcontractors and suppliers of construction related materials and services. ASA of Baltimore benefits and promotes the interests of its members and the construction industry through education, legislation and the dissemination of information through social and professional interaction.

***For tickets and more information contact
 Denise Lindross at 410-344-1470
 or Dennis McCartney at 410-388-1100***

Update Software

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you can use to compare different packages.

In addition, talk to customers who use the software you're considering and ask them questions on "the good, the bad and the ugly" with the application features. They also can grade the vendor's technical support — a critical factor with any software purchase. Also ask other contractors who've used the software for at least one year to see if they're satisfied with their purchase.

A vendor "hot list"

As you might expect, there's no shortage of vendors selling financial management software. So, just as you'd do your homework on a heavy equipment purchase, do it for your software as well.

Generally, longevity will be a plus. Look for companies that have been in business for at least five to 10 years and have a track record of successful implementations, and a long list of satisfied customers. Also find out what kind of technical support is included with your software purchase.

For example, is on-site software training part of the package? If not, you'll likely need to send your IT person out for training, which could cost you additional dollars in travel expenses. In addition, if you buy a top-of-the-line system but the vendor's customer service is nonexistent, you and your employees won't be happy.

Your ultimate goal is to create a "hot list" of the top vendors. With your list in hand, you can get to the serious business of comparing and contrasting the various bids. To aid you in this critical decision, ask for free trial periods or extensive online demos to help you determine the best product for your construction company.

Implementation tips

Once you've decided on a product and vendor, there's still one more important step you must take: implementing the software. You could jeopardize the entire purchase by failing to implement the software upgrade properly.

For starters, designate a project manager to lead the transition to the new application. Next, back up both your existing programs and data in case the upgrade doesn't "take" the first time around. And, before "going live" with the new application, create a test environment to give it a try.

Finally, bear in mind that training and support will be very important over the long haul. Allocate enough time for your employees to get proper training on the new system, and consider engaging an outside consultant to be on call for technical questions and issues. This will help ensure you and your employees get the most out of the upgrade.

From horror to happy

You've likely heard horror stories of construction companies that haphazardly attempted to upgrade their financial management systems only to lose time and money fixing the resulting problems. Approach this task cautiously to ensure your upgrade story has a happy ending.

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**Happy Halloween
from your friends at ASA!**

Ladder Safety

Continued from page 3

Ladders must also be capable of supporting their load without failing and kept free of slipping hazards. The OSHA rules concentrate on two areas with respect to ladders—their condition and their use. The following examples of the many rules for ladders point out these two areas.

Ladder condition

To help prevent slipping, the rungs and steps of metal ladders must be treated. Treatment can include being corrugated, knurled, dimpled, or coated with skid-resistant material. Ladders must be free of oil, grease, and other slip hazards. Ladders must be periodically inspected by a competent person for visible defects and after any occurrence affecting their safe use.

Ladder Use

Ladders must be placed on stable and level surfaces unless tied off to prevent accidental movement. Unless designed to do so, ladders must never be tied or fastened together to make them longer. A ladder must not be moved, shifted, or extended while being used. When going up or down a ladder, you must: (1) face the ladder, (2) use at least one hand to grasp the ladder, and (3) never carry objects/loads that could cause you to lose your balance and fall.

Employee Training

The OSHA regulations for ladder safety training (§1926.1053) are very specific. You must teach employees to: recognize hazards related to ladders; understand the proper construction, use, placement, and care in handling ladders; know the load limit for a ladder they are using; and understand the OSHA requirements. They must also be retrained as often as necessary to maintain their understanding of ladders.

Stay Safe!

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Fill Your Tank

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registration fee will be waived for their attendance.

I want to extend an invitation to our professional members to join me in developing content for ASA's new podcasting program. For those of you not familiar with podcasts, Wikipedia describes a podcast (or non-streamed webcast) as a series of digital media files (either audio or video) that are released episodically and often downloaded through web syndication, commonly as an mp3 file. We are looking to use podcast programming to bring first-class information to our members as well as to help recruit new subcontractors into the organization.

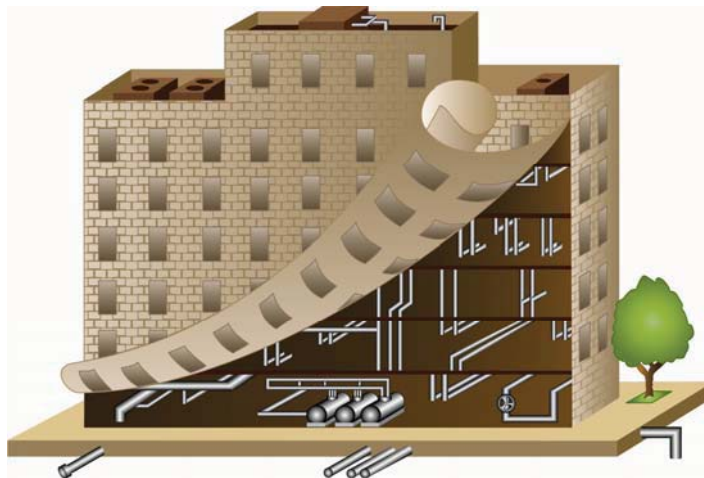
ASA of Baltimore is looking to build an archive of audio presentations on a multitude of business topics for our members to access. I have already begun work with one of our members on a comprehensive series addressing the mechanics lien laws in Maryland. As a member of ASA of Baltimore you have the opportunity to share your knowledge and expertise and bring a program to ASA members. Let's talk and explore the possibilities. I am confident you can be a valuable participant in this program!

Not too far down the road are two other great events for ASA. Bring your family, co-workers and friends to our Bull and Oyster Roast on Friday, November 12th. Headlining the evenings' entertainment is the fantastic band, The Epics. This seven piece band features tunes from the 60's and 70's and has a very loyal following in Baltimore. Add in the terrific menu we have planned and everyone will have a great time! Then we kick-off the holiday season on the 1st of December at Hayfields Country Club in Hunt Valley Maryland. Hayfield's gourmet food and elegant surroundings are the perfect combination to ensure a great evening. Make certain to attend this wonderful event and share some holiday cheer with your friends at ASA.

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Steel Day at B & B Welding Company, Inc.

B & B Welding Company, Inc. hosted Steel Day at their facility on North Point Blvd on Friday, September 24, treating over 100 guests to a tour of their modern 35,000 square foot fabrication shop with advanced CNC machinery. There were demonstrations of interoperability between engineering, detailing, estimating, production control and bar coding softwares. Attendees learned about the processes steel fabricators go through from receiving the steel through to shipping steel to the job site as well as enjoying a feasting lamb and pig roast with all the fixings!



Deborah Blass brought students from George Washington University



Students from Carroll County Career & Technology Center pay strict attention to the process

Future steel fabricators from the University of Delaware get an eye opening lesson



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Hertzbach & Company

Continued from front page

Partner is not a just a title at Hertzbach. To reach that level within the organization, years of rigorous training and layers of education within the firm have been applied.

It is no secret that the construction industry has always been one of high risk, and Hertzbach employees do more than merely prepare spreadsheets and financial reports. They actually become part of their client’s management team, providing a sounding board for CFO’s on high level issues of their business. Consider what Rohit Patel, president and CEO of Intellect Corporation, wrote when nominating Don Hoffman for Baltimore SmartCEO Magazine’s Baltimore’s Top SmartCPAs. “In addition to being a skilled and professional CPA, Don Hoffman is an exemplary leader of one of the finest accounting companies in the state. I have seen Don inspire his co-workers to share his vision and work tirelessly to assist his many clients to prosper and grow. Don enables



Hertzbach & Company and The Prosperity Consulting Group occupy spacious quarters in Owings Mills

clients needed a “personal CEO” to help manage assets, estate planning, retirement, business succession,” Don Hoffman, partner and Director of Construction Services, adds. “They draw on the depth of our knowledge, not just an accountant coming in and drawing a commission.”

“We anticipate needs before the client knows they are coming,” adds Dan Wahlberg, Hertzbach partner, ASA Director and Chair of the Finance Committee. And with the unique aspects to tax laws for contractors constantly changing, it is our job to ensure no stone is left unturned to protect a client’s nest egg.”

Does your accounting firm provide all these things for you, drawing from indepth knowledge of your company and its strengths and weaknesses? If you are looking for an actual partner to help you with everything from your Accounting & Financial Management needs, to Surety and Bond Assistance, to Tax Planning and long term Management Advisory Services, Hertzbach & Company, P.A. is one phone call you cannot afford to skip.

Why not make an appointment today to see how your current needs are being handled and what the future may bring with the stability and strength of Hertzbach & Company, P.A. behind you.

Call Don or Dan at 410-363-3200 and take charge of your future success!



PURPLE FRIDAY!
Hertzbach employees maintain morale by having fun celebrations at the office throughout the year

others around him to act as he would and finds the time to mentor young, less experienced staff to grow. Mr. Hoffman is a leader that we can all emulate.”

This partnership with client firms is the entire reason why Hertzbach’s wealth management company, The Prosperity Consulting Group, LLC, was created. “Our

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



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GOLD



SILVER



KAUFFMAN & FORMAN, P.A.
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ASA
OF BALTIMORE

Thanks you all
for your
support!

Member News

Gross Mendelsohn's Managing Partner Named President of Baltimore Estate Planning Council



David A. Goldner, CPA, CFP, CVA, was elected president of the board of directors of the Baltimore Estate Planning Council. The Baltimore Estate Planning Council is an interdisciplinary organization for professionals involved in estate planning.

Goldner is the managing partner at Gross, Mendelsohn & Associates. In addition to being a CPA, he is a Certified Financial Planner and a Certified Valuation Analyst. He provides integrated tax, investment, estate and financial planning services to high net worth families and individuals. He also provides business valuation services for estate, litigation and planning purposes.

The Owings Mills, Maryland, resident graduated from the University of Maryland in 1979 with a bachelor's degree in accounting and earned a master's degree in taxation from the University of Baltimore in 1983. He is a member of the American Institute of CPAs and Maryland Association of CPAs. He serves on the investment committees of the Komen for the Cure Maryland and Big Brothers Big Sisters of Central Maryland.

Hertzbach & Company, P.A. Voted Best Place to Work by BBJ

Hertzbach & Company, P.A. is proud to have won first place in the Baltimore Business Journal's Best Places to Work contest for the second year in a row! Contest results are based on an employee-satisfaction survey conducted by an outside research firm for the newspaper. Hertzbach is so excited to have won in the category of mid-sized businesses in both the 2009 and 2010 contests. Winners were announced at a special luncheon and also profiled in the September 19, 2010 issue of the Baltimore Business Journal.

Gross Mendelsohn Tax Partner Elected Treasurer of PTA



Leonard B. Rus, CPA, was elected treasurer of the Parent Teacher Association of Chatsworth Elementary School in Baltimore County. Rus is a tax partner at Gross, Mendelsohn & Associates.

Rus, a member of the American Institute of CPAs and Maryland Association of CPAs, received a bachelor's degree in accounting from Loyola University Maryland. The Reisterstown, MD, resident earned his master's degree in taxation from the University of Baltimore.

Green Roof Giveaway

Cole Roofing Co., Inc., and Pfister Energy of Baltimore, LLC, are giving away a green roof to a non-profit organization! Go to www.greenroofgiveaway.com for more details!

We are asking that non-profits submit us videos from now until November 15th. After which we will have a voting period. The organization that wins the voting will automatically win \$5,000. At the conclusion of the voting period the winner of the green roof will be selected and the winner will be announced on 12/24.

Please take some time and contact your favorite non-profit and ask them to get involved. We have a link on facebook at www.facebook.com/coleroofing there is a tab labeled Green Roof. While you are there be sure to "like us" so you can get updates!

We believe this can be a real opportunity to teach people about green roofs and give something back. On our site we have information about green roofs and other useful stuff. Check it out and please spread the word. We can't wait to help some of these organizations out!

National News

Free Contract Podcast of the Month: 'Protecting Against Payment Default'

In this month's free contract podcast for ASA members, "Protecting Against Payment Default" (available with an accompanying white paper on the Member Resources page of the [ASA Web site](#)), learn the legal rights and remedies you have to protect against payment default and concrete steps you can take to better manage risk to get paid on projects.

In this 20-minute audio presentation, Eric Travers, Esq., of the Columbus, Ohio-based law firm of Kegler, Brown, Hill and Ritter, warns that the biggest risk a construction subcontractor takes is "the risk of non-payment after you've spent time and money to do some or all of the work."

Protecting your payment starts with the "deal." The deal is the written, legal documents (subcontract) you sign, along with any documents incorporated by reference. In most commercial subcontracts, payment is divided into two categories: scheduled progress payments and final payment. Scheduled progress payments are paid as the project progresses. They provide subcontractors with the cash to meet payroll, buy materials, pay sub-subs, etc. The final payment is the last payment subcontractors get and may include retainage, but accepting it may also waive all outstanding claims. Travers warns, "Before accepting final payment, make sure pending claims for change orders, delay damages, etc., are resolved."

In order to successfully maximize your leverage when it comes to getting paid, Travers suggests conditioning your bid package on use of an agreement containing acceptable payment terms. If you submitted a bid with conditions and it was accepted, the general contractor cannot force one-sided contract terms on you later. If it tries, you've got the "upper hand" in negotiations. For help conditioning your bid, use the *ASA Subcontractor Bid Proposal (2008)*, which contains instructions for conditioning your bid and establishes the terms of the ConsensusDOCS 750 subcontract as your agreement with the prime contractor.

Another way to protect against a payment default is to identify and appropriately modify *pay-when-paid* and *pay-if-paid* contract clauses. *Pay-when-paid* clauses generally allow your customer some additional time to pay, but the customer still has an obligation to pay in a "reasonable" time frame. Where legal, a *pay-if-paid* clause relieves your customer of the obligation to pay if it doesn't get paid. If you spot a *pay-if-paid* clause, know that it will "clearly and unambiguously" shift the risk of owner non-payment to you.

Timely payment is of paramount importance to construction subcontractors. As a creditor on a project, understanding and agreeing to fair payment terms is critical to your business' success. By taking steps early to protect your company from unpleasant and unnecessary payment risk, you'll increase your chances of getting paid if something goes awry.

In next month's free podcast, "Curbing the Risks of Lien Waivers," learn about the most common types of lien waivers and the practical steps you can take to reduce the risks of lien waivers.

Download the podcast with an accompanying white paper on the Member Resources page of the [ASA Web site](#).

Build a 'Congressional Connection' During Your Next Visit to Washington, D.C.

Be a champion of subcontractor rights on your next visit to the nation's capital through ASA's Congressional Connection Program. ASA will set up meetings between you and your members of Congress. The meetings will focus on ASA's federal legislative priorities. To participate, simply download, complete and return to ASA the Congressional Connection Meeting Request Form (available under the "Take Action" on the "Advocacy & Contracts" page of the ASA Web site) three weeks before your visit. ASA will help you prepare for your meetings, and accompany you on your visits. For more information, contact GovernmentRelations@asa-hq.com.

Join ASA of Baltimore and
Maryland AGC on
Tuesday, October 26, from
7:30 - 9:30 am at the
Four Points by Sheraton BWI

as we present



The Outlook for Construction in 2011

FEATURING:

Ken Simonson

Chief Economist for the Associated General Contractors of America

Richard Clinch, PhD

Director of Economic Research at the University of Baltimore's Jacob France Institute

ASA Members - Bring a prospective member and your guest attends free!
See Registration flyer for pricing and details!



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Government Contracting 101

A Crash Course in Doing Business with the Government

Whether you are already doing business with the government and want to expand your understanding, or you want to jump into the game for the first time, this seminar series provides practical information on ways to maximize your opportunities while avoiding costly mistakes.

The series culminates with a fourth session, a speed networking event, with an opportunity to personally meet government buyers, facilitators, and private companies looking for contractors interested in procuring government work.

See flyer in this edition of the Hard Hat for registration details and pricing!

Raise Your Hand



***If You Aren't Sure You Are Paying Your Employees the Correct Wage
OR If You Are an Employee Who Doesn't Know If You Are Paid Fairly?***

If your hand is in the air,
you need to attend our
October Membership Meeting!

Thursday, October 28, 2010

Members \$30 ~ Non-members \$40

Networking and Buffet 5:30 - 6:30
Business Meeting and Program 7:00 - 8:30 pm

The Bowman Restaurant
9306 Harford Road, Baltimore, MD 21234

Bring a
prospective member
or General
Contractor
for networking

FREE



Featuring Guest Speaker : C. Edward Poarch

Retired in February 2009 from construction work, C. Edward Poarch II, a Viet Nam veteran, now serves as the Administrative Officer and Supervisor of the Prevailing Wage and Living Wage for the State of Maryland. A stonemason and bricklayer, Mr. Poarch spent 38 years of membership in Local #1 of MD, and has served as Apprentice, Journeyman, Foreman, General Foreman Superintendent and Apprentice Instructor. He KNOWS what subcontractors need and deserve! Don't miss this important presentation!

Special Guest Appearance by:

Commissioner J. Ronald DeJuliis Division of Labor and Industry

This meeting is
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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.



**Santa Invites All Good
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For Our Annual
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Wednesday, December 1
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Three Dynamic Seminars:

How to Grow Your Business in Uncertain Times ~ November 19th
Cash Management and Collections ~ December 8th (was Sept. 24th)
Healthcare Reform - Changes and Affects ~ February 4th

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You find this year's ASA Educational Seminar Series timely, meaningful, and immediately beneficial. Our intention is to offer it affordably, so that you will consider attendance to share your ideas and best practices for our mutual success; after all, that is the greatest benefit our organization can offer.

We start this year with a common theme; survival techniques in this economy. Two of our greatest concerns is getting work and getting paid for work we've done. Our first two seminars deal with these very issues. Our third seminar updates us on the status of the healthcare reform act and its impact on our businesses.

**Series Discounted Price for all 3 is only \$75 for members
Individual Seminars \$30**

**Register today for the next seminar featuring Greg Caruso
of Harvest Associates and Andy Malis of MGH, Inc.**

Friday, November 19th

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CALENDAR OF EVENTS

Coming Events!

October 28 ~ 6-9 pm

The Bowman Restaurant

9306 Harford Road, Baltimore Md 21234

Speaker: C. Edward Poarch, MD Dept Labor

Proudly Sponsored by: Hertzbach & Co. P.A.



November 12 ~ 8 pm-Midnight

3rd Annual Bull & Oyster Roast

UAW Local 239

1010 S. Oldham Street, Baltimore, Md 21224

Music by: The Epics

Proudly Sponsored by: B & B Welding, Inc.



December 1 ~ 6-9 pm

The Hayfields Country Club

700 Hayfields Road

Hunt Valley, MD 21030

Proudly Sponsored by: Atlantic Risk Management Corporation



Hard Hat News

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ASA of Baltimore, Inc.

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BOARD & COMMITTEE MEETINGS

Tuesday, October 12

Membership Committee

9:30 am

Board of Directors

10:30 am

ASA of Baltimore Office

