



Hard Hat News

ASA of Baltimore, Inc.

SEPTEMBER 2011

Foy Safety Consulting to Host First Monthly Meeting of the New Fiscal Year: How to Prepare for a MOSH Audit

by Denise Lindross

What would you do if MOSH walked on to your jobsite tomorrow morning unannounced?

Recently subcontractors have had Compliance Officers come on site and not properly present or display their official credentials, cited unusually high fines for infractions that were abated on the spot, improperly instructed employers on abatement which results in higher fines and penalties, and even found infractions from photographs and notes well after the onsite inspection occurred.

“In the past I have felt very comfortable giving guidance and advice to my clients as to the best practices for preparing for MOSH to come on to their jobsites to perform an inspection which included full cooperation. Over the past month or two, I am not sure if anyone could properly prepare any jobsite for a visit,” notes Terry Foy.

Recently, the things Foy has experienced during and after an inspection is causing more confusion than anything else. Two of his biggest concerns at the time are:

1. During inspections when a violation is found and

brought to the employer’s attention he can and should abate it as quickly as possible. If he does it immediately the CO must document the abatement in their notes which should then have an impact on any citation and fine (i.e. correcting a missing receptacle wall plate within a minute of being informed should not, in all practicality, cost an employer \$400.00.)



2. Once a closing conference is held at the site a CO or their supervisor should not be permitted to look through photographs of abated issues three weeks later to come up with additional citations and penalties. Especially if the CO improperly instructed an employer on how to abate the violation. An inspection is a

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Our President

Uncertainty

Editors Note: ASA of Baltimore President, Dan Workmeister, is on vacation. In his absence, please read what ASA National President, Kerrick Whisenant, has to say.

Uncertainty is defined as “the state of being uncertain; doubt; hesitancy” and “unpredictability; indeterminacy; indefiniteness” (dictionary.com). This is the state that comes to mind when I’m asked about the condition of our construction economy. While the Great Recession is *technically* over, many constructors continue to wonder when things will get back to “normal.” By “normal,” they usually mean the economy of 2007. A good response might be: “The economic peak won’t happen again for a while. Welcome to the new normal: Slow, hesitant growth.”

Uncertainty is part of the “new normal.” The debate over raising the national debt limit, for example, raised concerns about the creditworthiness of our government. Within the construction industry, this and other uncertainties mean that some developers and owners that would have committed to projects quickly in 2007 are taking a wait-and-see attitude. Many subcontractors worry about finding work, the financial health underpinning projects, and the constant legal and legislative challenges to their payment and other rights. If you have any doubt that more uncertainty is on the way, remember that the 2012 presidential election is now in sight.

What can we rely on during such uncertain times? ASA.

ASA continues to be the only voice working solely for the interest of the whole subcontracting community. Nothing shows this better than ASA’s diligence in working for subcontractor rights in the legislatures and in the courts. Just ask North Carolina subcontractors, who can thank ASA and ASA of the Carolinas for successfully challenging a court decision that threatened to diminish the value of their mechanic’s liens. The court

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The Director’s Chair



Earthquakes and Hurricanes, Oh My!

Mother Nature has unleashed some spectacular fireworks this past week and all of the closings, power outages and damage reminds me that every year at least one weather related event causes the phones here at the office to ring off the hook about meeting cancellations. Here is our procedure regarding those occurrences. We do not like to cancel any event we have planned. The venue, speakers and registrants have all cleared their calendars to accommodate the date and rescheduling is a difficult task for all involved. Therefore, unless there is a clear emergency, consider the event will take place unless you are contacted by this office otherwise. I will email and call all registrants should an unlikely circumstance cause us to have to postpone or cancel an event.

That being said, we are gearing up to start our regular monthly membership meetings and seminars. Please look at the flyers enclosed for our Sept. dinner meeting at Squires and two new educational programs we are bringing to our members for FREE! Many members have cut back on their budgets and sending employees to seminars is usually one of the first line items to be hit. We want you to stay on top of changing trends and keep you as informed as possible so we have put together a series of educational seminars that are presented during the lunch hours. We will feed your body and mind at the same time, all free as a benefit to you as a member of ASA. They are open to prospective members as well, so invite a fellow subcontractor to join you. Our first two presentations, “How to Bid More Competitively on Government Projects” on Sept. 14 at CBIZ and “Survival - A Crash Course” on Oct. 5 at ARC Construction Services, Inc. have been well received on a nationwide level and would be well worth your time even if we charged the normal fees.

One last reminder, if you haven’t sent in your dues payment, please do so as soon as possible. We appreciate your support!

Denise Lindross ~ Executive Director, ASA
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Accountant's Corner



The State of Your Construction Company Benchmarking Can Help You Determine Where You Stand

By Daniel J. Wahlberg, CPA

With competitors nipping at your heels, it's not enough for any construction business to just be good enough. To get and stay ahead, you must continually focus on getting better. One way to do so is to regularly undertake the process of benchmarking your company's performance against either its previous results or those of other contractors who provide services comparable to yours.

Effective management

The first thing to know about benchmarking is that it's an effective management tool. Benchmarking tells you how your company is performing and shows you where you can improve.

Internal benchmarking, or tracking your own performance, is your guide to weaknesses and opportunities within your operation. If, for example, your long-term debt-to-equity ratio (an indicator of your ability to pay long-term debt) is rising, benchmarking will alert you early on so you can determine why it's happening and bring it back into proper alignment. Similarly, if your repeat business percentage is declining, benchmarking can give you a heads-up so you can identify and correct the problem.

External benchmarking helps you understand how other construction companies like yours have performed. For instance, how does your time to completion compare with those of similar businesses? Industry organizations, such as trade associations, can be a good source of information, though they tend to have a regional focus.

Indeed, be wary of the source and content of any benchmarking studies you review. National

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Coach's Quick Notes

Accountability



The primary issue surfaced by clients is usually communication; and it is true, that is a concern. The subject of accountability rarely is raised; but I believe this is a major issue in most companies. We talk about it; but rarely really hold folks accountable. Why?

Most business managers and leaders have bought into the **myth of "perfection"**. It starts from birth when we are encouraged to be the perfect baby, perfect child, etc. Then we go off to school where we are expected to be the perfect student, perfect athlete, musician, etc. We are expected to be the perfect spouse, parent, boss etc., etc., etc.

Then we are hammered by the entertainment industry. The "hero" saves the entire world in a two hour movie. The detective solves the TV crime in 40 minutes; the other 20 minutes are commercials telling you that you need "something" because you are not "perfect" as you are.

The myth of perfection drives our lives and it sucks. We feel we do not hold ourselves accountable so how can we hold others that way.

Make a special note of this:

The Coach says you will never be perfect' so get over it!

Now take a deep breath; don't you feel better?

Just think about this – the golfer who won the recent PGA Championship had a triple bogey on one hole.

Let's strive for **high standards** instead of "perfection". Those standards are going to be defined in writing for everyone to see. That could be an employee manual, mission statement, checklists of many varieties, clearly defined position descriptions, procedures, and so much more.

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Safety Stop

Construction Site Electrical Hazard Protection

At construction sites the most common electrical hazard is the ground fault electrical shock. A ground fault occurs when a "hot" electrical wire contacts a grounded enclosure. In most situations, the fault will trip a circuit breaker or blow a fuse. However, if a break in the ground wire occurs, the worker would no longer be protected unless a secondary safety measure is available. One way to determine if your equipment is able to protect your workers is the Assured equipment grounding conductor program.

Assured equipment grounding conductor program

The assured equipment grounding conductor program covers all cord sets, receptacles which are not a part of the permanent wiring of the structure, and equipment connected by cord and plug.

OSHA requires:

- A written description of your program to be kept at your jobsite outlining your specific procedures for the required inspections, tests, and test schedule.
- That required tests are recorded, and the record kept until replaced by a more current record.
- That you designate one or more competent persons to implement the program.
- Electrical equipment noted in the program must be visually inspected before each day's use. Any damaged or defective equipment must not be used by employees until repaired.

Two tests are required by OSHA. They are:

- A continuity test to ensure the grounding conductor is electrically continuous.
- A test to ensure that the grounding conductor is connected to its proper terminal.

These tests are required before first use, after any repairs, after damage is suspected to have occurred, and at 3-month intervals. Any equipment failing the required tests cannot be made available or used by employees.

Another method to overcome ground and insulation deficiencies is the use of a ground-fault circuit interrupter (GFCI). The GFCI is a fast-acting circuit breaker which senses small imbalances in the circuit caused by current leakage to ground and in a fraction of a second shuts off the electricity. The GFCI will not protect

employees from line-to-line contact hazards, but it does provide protection against fires, overheating, and destruction of wiring insulation.

Ground-fault circuit interrupters (GFCIs)

You are required to provide approved ground-fault circuit interrupters for all 120-volt, single-phase, 15- and 20-ampere receptacle outlets on construction sites not a part of the permanent wiring of the structure and which are in use by employees. Receptacles on the ends of extension cords are not part of the permanent wiring and must be protected by GFCIs.

GFCIs monitor the current-to-the-load for leakage to ground. When this leakage exceeds 5mA +/- 1 mA, the GFCI interrupts the current. They are rated to trip quickly enough to prevent electrocution.

OSHA's requires you to provide either ground-fault circuit interrupters, or a scheduled and recorded assured equipment grounding conductor program.

Stay safe,

Terry L. Foy ~ Foy Safety Consulting, Inc.
410-446-3995

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Accountability

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I have a model position description/evaluation form that I often suggest to clients/workshop attendees. Not a single person evaluated on this form has ever been rated as “perfect”; but most have achieved high standards.

Whatever written standards are developed, get your team members involved in creating them; that makes them powerful. Any standards imposed from above will never work well.

Now the tough part – just enforce the written standards.

But isn't it easier to enforce written standards rather than those unwritten? And certainly easier than those ones folks should know. Having read past newsletters you know what happens when you live in the “land of should”.

Made a mistake; no problem, fix the written standards and retrain. Something bugging you – get some written standards and train folks on them.

Failed to enforce one – stop beating yourself up, confess your sins to the folks and start enforcing it again. This is not as complicated as you might think.

“Coach” Bill Harrison
Phoenix Learning Institute
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Donald N. Hoffman, MS, CPA,
Daniel J. Wahlberg, CPA, or
Stephen W. Oliner, CPA, CFE, CVA, ABV

Benchmark Your Company

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benchmarking, while informative, may not be useful for a locally or regionally focused contractor because construction practices vary widely across the country. Similarly, a contractor with national reach would likely find local or regional data to be less helpful or even misleading.

Best benchmarks

The specific benchmarks you use should be those that have the most effect on your company. A plumbing contractor, for example, is unlikely to be as concerned with capital equipment costs as an excavator will be.

In deciding which benchmarks would be best for you, consult your financial advisor. He or she may, for example, suggest a comparison of estimates to historical averages using a three- to five-year period.

You might also look at how gross profit in backlog compares to historical averages or how profit recognized to date compares to historical averages. You're also likely to examine:

- Labor costs (including overtime),
- Overhead,
- Materials and equipment costs,
- Cycle time, and
- Change orders and late work orders (those submitted after cutoff dates).

In addition, surety information — how your bonding compares to that of your peers — is valuable. Your bonding company is likely to be one of the most important users of your financial statement, and any benchmarks you establish in that area can only help your capacity, especially if you can demonstrate that you're working to improve.

Measurement data

Once you've established your benchmarks, you'll need to assemble the data you need to measure them. Again,

your financial advisor can be a good partner in the process.

Just make sure you're working with complete information that's relevant to what you're measuring. A single financial statement from five years ago won't provide an accurate representation of what you were doing back then, and a marketing summary that confidently predicts you're going to double your gross revenues next year isn't a reliable guide to the future.

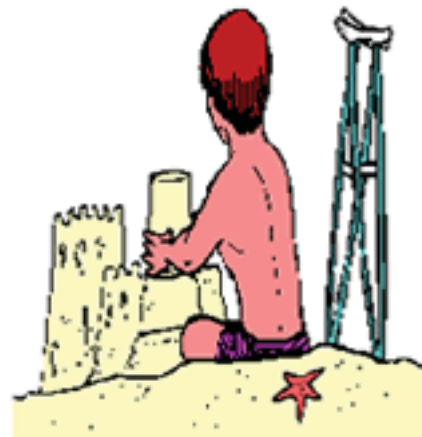
Last, when you've collected all the information, keep it together — benchmarking should become a regular part of your financial operations. If you report financial information every quarter, benchmark every quarter, too.

Good time to try

Benchmarking is a good way to keep some perspective on how well or how poorly your construction company is doing in today's competitive industry. It can also be a good way to build morale (if you're doing well) or motivate employees (if you've fallen behind). If you haven't given benchmarking a shot lately, now may be a good time.

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Happy Labor Day!





FREE LUNCH AND LEARN SEMINAR

How to Bid More Competitively on Government Projects

Ever lost a bid on a government job by just a few dollars?

On average, 22 companies are bidding on each government contract, an increase of 400% from 5 years ago. So how do you beat out the other 21 contractors?

Attend our **Members Only FREE** lunch and learn seminar on Wednesday, September 14 from 11:30 - 1:30 and learn how to:

- Reduce payroll taxes and insurance costs on public work
- Be more competitive and/or profitable on prevailing wage projects
- Uncover ways to reduce wage discrepancies on public vs. private work
- How to handle increased compliance issues
- The difference between federal and state prevailing wages

When: Wednesday, September 14
11:30 am - 1:00 pm

Presenter: Karen deMontigny, The Contractors Plan

Where: CBIZ Insurance Services, Inc.
9755 Patuxent Woods Drive, Suite 200
Columbia, MD 21046

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How to Prepare For a MOSH Audit

September 22 ~ 5:30-8:00 pm

Squire's Cafe ~6723 Holabird Avenue, Dundalk MD 21222



Join us for :Networking, BPI, Ask the Attorney, Great Food, Priceless Information

What would you do if MOSH walked on to your jobsite tomorrow morning unannounced?

Recently subcontractors have had Compliance Officers come on site and not properly present or display their official credentials, cited unusually high fines for infractions that were abated on the spot, improperly instructed employers on abatement which results in higher fines and penalties, and even found infractions from photographs and notes well after the onsite inspection occurred.

Safety is an issue for all subcontractors. Complete cooperation with the authorities should be given, BUT you need to know the difference between cooperating and cutting off your own foot! Terry Foy, Foy Safety, will share his personal stories of MOSH audit nightmares with you and give you the heads up on what your rights are. Safeguard your assets as well as your employees. Know Your Rights!

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How to Prepare for a MOSH Uncertainty Audit

Continued from front page

snapshot of a jobsite at that specific time. In construction a jobsite can change drastically in three weeks.

During an inspection the CO will give you a lot of information but when they say, “You didn’t hear this from me!” have them explain and take plenty of notes.

Terry Foy is no stranger to safety compliance issues. He has 33 years construction industry experience. For 18 of those years he developed, implemented and administered a comprehensive and aggressive safety program for a large Baltimore-based construction company. During his devotion time, Terry, a Christian, came across Psalm 4:8 (I will both lay me down in peace, and sleep: for you, LORD, only make me dwell in safety.) and realized that safety was much more than a profession, but a calling. “My overall objective as a businessman is to protect people and save lives, which is the same principal as my belief, and it is my faith that guided me to start Foy Safety Consulting in July 2001,” states Foy. “There is nothing more satisfying than going to bed at night knowing I have helped people.”

Foy Safety focuses on each client’s individual needs. Terry will work on a personal level to define those needs and develop strategies to satisfy them as well. He will provide them with on site and professional advice that is required to meet the demands of continually changing regulations and standards.

Safety is an issue for all subcontractors. Complete cooperation with the authorities should be given, BUT you need to know the difference between cooperating and cutting off your own foot! Join us on Thursday, September 22 at Squire’s Cafe in Dundalk and Terry will share his personal stories of his most recent MOSH inspections with you and give you the heads up on what your rights are.

**Safeguard your assets as well as your employees.
Know Your Rights!**

Continued from page 2

wanted to move the effective date of their liens each time they signed a lien waiver, making it more likely that others’ liens would take priority over theirs. Thanks to the Subcontractors Legal Defense Fund (www.sldf.net), ASA and ASAC won the case on appeal just a few weeks ago and subcontractors can have some assurance regarding their lien rights.

ASA is a pillar of certainty only because of you. As an ASA member, you support and make ASA’s work possible. ASA can endure for future generations of subcontractors only if it remains a vibrant community. That’s what next month’s [ASA Champions Academy 2011](#) in Arlington, Va., is all about. On Sept. 17-20, get tips on building your local subcontractor community through leadership, membership recruitment and government advocacy. At past Academies, I personally have gotten great tips for talking to others about why they need to be involved in ASA and how ASA makes a difference for subcontractors.

The ASA Champions Academy is a great opportunity to gather, network, compare notes, and figure out how we can succeed in business and as an association in these adverse times. We may have to accept some uncertainty as part of the “new normal,” but that doesn’t mean we can’t forge a new path forward. Don’t wait to register: The cutoff for discounted registrations/reservations is **Aug. 26**.

If you have comments or questions, please feel free to contact me via e-mail at kwhisenant@asa-hq.com.

Very truly yours,

Kerrick Whisenant

ASA President, 2011-12



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

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Member News

Hunt Valley Contractors Celebrates 30 Years in Business

There were no worries about Hurricane Irene on Friday, August 26 as Hunt Valley Contractors opened the doors of their facility at 3705 Crondall Lane in Owings Mills and hosted a gala 30th Birthday Bash Open House!

All afternoon friends, clients and fellow subcontractors enjoyed an afternoon of food and fun to help celebrate this landmark occasion.



Hertzbach Gives Back School Supplies Drive

Hertzbach & Company's "Hertzbach Gives Back" Volunteering committee launched a school supplies drive in July and collected supplies until the end of August. In this short time, we were able to collect 441 pieces of school supplies! All supplies were donated to the Family Crisis Center of Baltimore County, an organization with assists victims of violence, for the 2011 school year!



Member News

Dixon Hughes Goodman Announces Promotions

Dixon Hughes Goodman, one of the region's largest certified public accounting firms, has announced the following promotions in its Rockville, MD office.

Samita Deery, CPA, has been promoted to supervisor. Deery has over five years of public accounting experience, including several years at a Big Four CPA firm. At Dixon Hughes Goodman, Samita specializes in federal and state tax compliance for the real estate industry, as well as individual tax planning.

Nancy A. Guerra, CPA, has been promoted to supervisor. Guerra joined Dixon Hughes Goodman in 2008 and began providing accounting, tax and audit preparation services to not-for-profit clients. She has since expanded her service base to include estate and trust administration and tax preparation as well as tax planning and preparation for complex, high-wealth and international individual tax clients.

Shira Kavanagh has been promoted to supervisor. Kavanagh has over seven years of not-for-profit accounting experience. She graduated from Bangkok University in 1989 with an accounting degree, and has completed courses toward an MBA at City University in Seattle.

Michael E. Pierce has been promoted to supervisor. A graduate of S.U.N.Y, Pierce has over five years of experience in public accounting, focusing on the medical practice industry.

Katie Verzi has been promoted to supervisor. A graduate of University of Maryland, University College, Verzi has 15 years of accounting experience in a range of industries, including not-for-profit, healthcare, real estate, property management, hospitality, law, and title settlements.

Andrew D. Ferris, CPA, has been promoted to senior associate. A graduate of West Virginia University, Ferris has two years of accounting and auditing experience within the constructions and government contracting industries.

Shay Meador has been promoted to senior associate. A graduate of Salisbury University, Meador joined Dixon Hughes Goodman in 2009.

Vivian Yiu has been promoted to senior associate. A graduate of The University of Maryland, Yiu joined Dixon Hughes Goodman in 2009.

About Dixon Hughes Goodman

With more than 1,700 people in 30 offices in 11 states and Washington, D.C., Dixon Hughes Goodman is the largest certified public accounting firm based in the Southern U.S. and the 13th largest in the nation. In addition to comprehensive accounting and advisory services, the firm focuses on eight major industries and serves clients in all 50 states. Visit www.dhgllp.com for more information.

Historic Landmark Gets Lift

When you're an aerial lift specialist in the Mid-Atlantic and Gulf Coast regions, your equipment can be called on to help service a variety of coastal resort attractions. In this case, a commercial painter needed to access an interesting "touch up" project. Trico Lift, a privately owned aerial lift provider in Texas and the Mid-Atlantic markets, recently sent this boom lift to Margate, N.J. to help rehab Lucy, a national historic landmark and the world's largest elephant. The wooden structure stands 65 feet (19.7 m) high, 60 feet (18.3 m) long, and 18 feet (5.5 m) wide, and weighs about 90 tons.



National News

Web Insight: Discover What's Inside the Chapter Toolbox

ASA's Web Insights series of articles introduces you to several areas of the ASA Web site. In this article, you'll learn about the Chapter Toolbox, located under "Education & Events" or "Log In/Access Member Resources."

As an ASA member, you are essentially an ambassador who should be able to explain the value and benefits of membership in ASA to prospective ASA members. The Membership Development section of the Chapter Toolbox contains resources like "Responding to Prospects: Best Practices" and "Script for Recruiting a Prospect in Person."

The Chapter Toolbox is divided into 10 other sections:

- Legal Requirements
- Financial Management
- Chapter Governance
- Human Resources Management
- Communications
- Education
- Government Advocacy
- Industry Relations
- Networking
- Community Service

Once you start browsing around in the Chapter Toolbox, you might be surprised what else you'll find that interests you. For example, in the Communications section you'll find a "Public Relations Toolkit," "40 Tips for Improved Communications" and an "Introduction to Social Media."

There are also a host of resources in the Government

Advocacy section. Start out with the "Everything You Always Wanted to Know about Government," then check out all of the items under "Grass Roots Development" and "ASA Legislative Work Kits."

The ASA Chapter Toolbox is more than a warehouse of resources and materials. It offers opportunities to pique your interest in subcontractor issues, get more involved in your chapter and learn how to tell others about ASA.

For questions or help navigating the ASA Web site, contact ASA at (703) 684-3450, Ext. 1321, or communications@asa-hq.com.

Get Recognition for Your Ethical Business Practices

If your company has developed and implemented an ethics policy and training program, get recognized for "doing the right thing" with an Excellence in Ethics Certificate from ASA.

The ethics certificate recognizes construction firms that demonstrate the highest standards of internal and external integrity. Through Dec. 16, construction subcontractors and suppliers may submit applications to join the select group of certificate holders. Successful applications must provide documentation of corporate ethics policies and procedures, construction business practices, and general business practices. Applications must also include sealed letters from a customer, a competitor and a supplier attesting to the applicants' ethical business practices. A complete description of the evaluative criteria, submission requirements, an audio [podcast](#) describing the certificate program, and the official application form are available under the "[Education & Events](#)" section of the ASA Web site.

Recipients will be honored at the ASA Business Forum and Convention, March 1-3, 2012, in San Antonio, Texas. Visit the "Education and Events" section of the ASA Web site for resources that will help you submit a successful application. *For more information, contact ASA at (703) 684-3450, Ext. 1321, or education@asa-hq.com.*



Shape the Future of Your Construction Community

Learn how at the



ASA Champions Academy 2011

September 17-20, 2011
 Hyatt Regency Crystal City
 Arlington, Va.

*Cutoff for Early-Bird Discounts: **Aug. 26***

Develop your leadership potential and learn how to shape the future of your construction community through subcontractor advocacy, education and networking. The ASA Champions Academy 2011 will focus on helping you lead your ASA chapter to success with these workshops and activities:

- “Insurance and Risk Management Best Practices for Chapters”
- “Using Social Media to Expand Your Membership”
- “Making Your Case: Using Examples to Create Powerful Advocacy Messages”
- “Using Advocacy as a Membership Tool”
- “Legislative Solutions to Missing Surety Bonds”
- “Creating a Chapter Survival Guide”
- “What Your Legislator Is *Really* Thinking”
- “Working With the News Media”
- Meet and network with other chapter leaders
- Meet with federal legislators on Capitol Hill

**Registration: www.asaonline.com
 or contact ASA at (703) 684-3450, Ext. 1304**

**Hotel Reservations: (888) 421-1442
 and identify yourself as member of the
 “ASA Champions Academy 2011”**

Professional Council

Members Helping Members

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EQUIPMENT FINANCING: Mel Taylor
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410-661-5000
mel@cilc.com

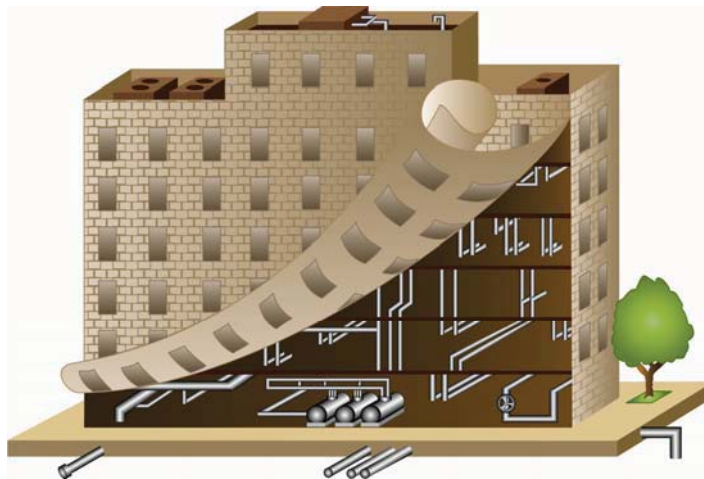
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rshaw@cbiz.com

SAFETY: Terry L. Foy
Foy Safety Consulting, Inc.
410-446-3995
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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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ASA OF BALTIMORE CALENDAR 2011-2012

<p style="text-align: center;">SEPTEMBER 2011</p> <p style="text-align: center;">September 22 ~ 5:30 - 8:00 p.m. Squires in Dundalk Speaker: Terry Foy How to Prepare For a MOSH Audit</p>	<p style="text-align: center;">FEBRUARY 2012</p> <p style="text-align: center;">February 23 ~ 5 - 7 pm Squires in Dundalk Speaker: Michael Pappas, Esquire Legislative Update</p>
<p style="text-align: center;">OCTOBER 2011</p> <p style="text-align: center;">October 27 ~ 5:30 - 8:00 pm The Bowman Restaurant Speaker: Edward Seglias and Jennifer Horn- Crossing Borders</p>	<p style="text-align: center;">MARCH 2012</p> <p style="text-align: center;">March 22 ~ 6 - 9 pm Cross Street Market Networking</p>
<p style="text-align: center;">NOVEMBER 2011</p> <p style="text-align: center;">November 18 ~ 8 pm - Midnight 3rd Annual Bull & Oyster Roast UAW Local 230 1010 S. Oldham Street, Baltimore MD 21224</p>	<p style="text-align: center;">APRIL 2012</p> <p style="text-align: center;">Annual Joint Association Networking Venue, Date and Time TBD</p>
<p style="text-align: center;">DECEMBER 2012</p> <p style="text-align: center;">Annual Holiday Celebration TBD</p>	<p style="text-align: center;">MAY 2012</p> <p style="text-align: center;">May 17 ~ 5 - 8 pm Holiday Inn Inner Harbour GC EXPO</p>
<p style="text-align: center;">JANUARY 2012</p> <p style="text-align: center;">Annual ASA/AGC Joint Dinner Meeting Holiday Inn Inner Harbour Networking Cocktail Party</p>	<p style="text-align: center;">JUNE 2012</p> <p style="text-align: center;">June 28 ~ 5 - 7 pm Year End Wrap Up & Networking The Bowman Restaurant</p>

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CALENDAR OF EVENTS

**Wednesday, September 14
11:30-1:00**

**FREE Lunch and Learn
“How to Bid More Competitively on
Government Projects”
CBIZ Insurance Services
9755 Patuxent Woods Drive, Suite 200
Columbia, MD 21046**

**Thursday, September 22
5:30 - 8 pm**

**Squires in Dundalk
“How to Prepare for a MOSH Audit”
Speaker: Terry Foy
Foy Safety Services
Members : \$35
Non-members: \$45**

Hard Hat News

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BOARD & COMMITTEE MEETINGS

Membership Committee

Tuesday, September 13

9:30 am

Board of Directors

Tuesday, September 13

Board of Directors

10:30 am

ASA of Baltimore Office

Happy Labor Day





FREE LUNCH AND LEARN SEMINAR How to Bid More Competitively on Government Projects

Ever lost a bid on a government job by just a few dollars?

On average, 22 companies are bidding on each government contract, an increase of 400% from 5 years ago. So how do you beat out the other 21 contractors?

Attend our **Members Only FREE** lunch and learn seminar on Wednesday, September 14 from 11:30 - 1:30 and learn how to:

- Reduce payroll taxes and insurance costs on public work
- Be more competitive and/or profitable on prevailing wage projects
- Uncover ways to reduce wage discrepancies on public vs. private work
- How to handle increased compliance issues
- The difference between federal and state prevailing wages

When: Wednesday, September 14 ~ 11:30 am - 1:00 pm

Where: CBIZ Insurance Services, Inc.
9755 Patuxent Woods Drive, Suite 200, Columbia, MD 21046

Presenter: Karen deMontigny, The Contractors Plan

Listen to what other National ASA members have to say about this presentation:

"Our original 401k group was attentive and filled our needs for our program - or so we thought prior to meeting with Fringe Benefit Group. With the added State and Federal work we saw the change as a benefit for both our company and our employees. The employees would be creating a much needed retirement cushion with the cash fringe portion of prevailing wage rates and the company was benefiting with lower taxes since more money was going into retirement funds and not to cash payments, allowing us to be more competitive in bidding. The knowledge of the industry, laws and programs by Karen and Christine has been endless. Take the time to attend this valuable program and see what you may be missing that will impact your bottom line!"

James "Chip" Rohrbach, Vice President ~ F. A. Rohrbach, Inc.

HOSTED BY:



PRESENTER:



Powered by Fringe Benefit Group

REGISTER TODAY! You must be a member or prospective member of ASA of Baltimore. There is no cost to attend - but registration is required. Deadline for registration (or cancellation) is Sept. 7

Company Name: _____

Phone: _____

Attendee Name(s) _____

Email Address _____

Registrations should be emailed to: denise@asa-baltimore.com or faxed to 410-344-1472
Call Denise at ASA 410-344-1470 if you have any questions.

SEPTEMBER MEMBERSHIP MEETING

Squire's Cafe ~6723 Holabird Avenue, Dundalk MD 21222

September 22, 2011 ~ 5:30-8:00 pm

Members \$35 Non-Members \$45

How To Prepare For a MOSH Audit



What would you do if MOSH walked on to your jobsite tomorrow morning unannounced?

Recently subcontractors have had Compliance Officers come on site and not properly present or display their official credentials, cited unusually high fines for infractions that were abated on the spot, improperly instructed employers on abatement which results in higher fines and penalties, and even found infractions from photographs and notes well after the onsite inspection occurred.

Safety is an issue for all subcontractors. Complete cooperation with the authorities should be given, BUT you need to know the difference between cooperating and cutting off your own foot! Terry Foy, Foy Safety, will share his personal stories of MOSH audit nightmares with you and give you the heads up on what your rights are.

**Safeguard your assets as well as your employees.
Know Your Rights!**

**YOUR REGISTRATION FEE INCLUDES A BUFFET DINNER, BEER AND WINE INCLUDED
ASK THE ATTORNEY AND BPI IS INCLUDED AT EVERY MEMBERSHIP MEETING**

Where else can a \$35 investment save you hundreds?

This Event is Proudly Sponsored By Foy Safety



Regular registration for the September meeting ends on Friday, Sept.16. Late registration is subject to availability and additional fees. Cancellations must be received by noon Monday, Sept. 19. for refund or credit. Substitutions are allowed.

Company Name _____ **Phone** _____

Attendee Names (additional list on back) **E-Mail to confirm registration**

Members \$35 _____ **#Non-Members \$45** _____ **#Guests* \$0** _____

*Guests must be prospective members or General Contractors for networking segment - We must have confirmation at least 7 days prior to event to ensure availability of space and include in program

Check or Charge it! Visa ___ **MC** ___ **Amex#** _____

Name on Card _____ **Exp Date** _____ **CVV #** _____

Mail to:

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Phone 410-344-1470 Fax 410-344-1472 Email: denise@asa-baltimore.com

The Phoenix Leadership Institute, Inc. Presents



SURVIVAL : THE CRASH COURSE



Developed for ASA of Baltimore

Join us for an information lunch and learn session with Coach William Harrison of the Phoenix Leadership Institute, Inc. Coach has 30 years experience in the construction industry with a proven track record of results.

You will learn:

- Facing the Tough Decisions
- Making the Tough Decisions
- Getting Work in Tough Times
- Team Building in Tough Times
- Communication is Critical
- Production, Production, Production!!

<p>When: Wednesday, October 5, 2011 Where: ARC Construction Services, Inc. 2025 Inverness Avenue, Baltimore MD 21230 Time: 11:30 am - 1:30 pm</p> <p>Cost: FREE to ASA Members and Prospective Members Lunch is included!</p> <p>Hosted by: Arc Construction Services, Inc. </p>
--

This is not a lecture, but a must attend, interactive workshop for anyone still in business. It spells out what must be done and when to survive in today's challenging market. This particular workshop received stellar feedback from a national association and is yours to experience FREE as a member of ASA.

Each person will receive their own copy of the workshop materials to keep.

REGISTER TODAY!

You must be a member or prospective member of ASA of Baltimore. There is no cost to attend - but registration is required.

Deadline for registration (or cancellation) is Sept. 28

Company Name: _____

Phone: _____

Attendee Name(s) _____

Email Address _____

EVERYBODY READS THE PLACEMATS!

So why not put your organization right in front of them at EVERY ASA membership meeting, seminar and fundraising event. If there is a table, this 11 x 17 placemat will be on it! This opportunity is available to non members as well as ASA members, so you can keep your name fresh in members minds, even if economic circumstances have caused you to drop your membership for a year or two.

See the reverse side of this flyer for pricing and fill one of these prime spaces today!

Advertisers will receive the registration lists after each event so you can follow up on any potential new business!

<p>Corner Anchor Ad 2 x 2 \$400 - Members \$500 - Non Members</p>	<p>Business Card Ad 2 x 1 \$300 - Members \$400 - Non Members</p>		<p>Business Card Ad 2 x 1 \$300 - Members \$400 - Non Members</p>	<p>Corner Anchor Ad 2 x 2 \$400 - Members \$500 - Non Members</p>												
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<p>Corner Anchor Ad 2 x 2 \$400 - Members \$500 - Non Members</p>	<p>Bottom Center Space Ad 3 x 2 \$500 - Members \$600 - Non Members</p>	<p>Bottom Center Space Ad 3 x 2 \$500 - Members \$600 - Non Members</p>	<p>Corner Anchor Ad 2 x 2 \$400 - Members \$500 - Non Members</p>													

Placemat ad sizes and pricing

Business Card ad - 2 x 1

Members: \$300

Non-Members: \$400

Corner Anchor ad - 2 x 2

Members: \$400

Non-Members: \$500

Bottom Center ad - 3 x 2

Members: \$500

Non-Members: \$600

(Placemats will be at meetings beginning October through June - we can even put them out in September if we fill all the spaces right away!)

Send in your pdf or jpeg ad and payment by Sept. 16 to denise@asa-baltimore.com

I wish to place the ad I have checked above.

Company Name: _____ **Phone:** _____ **email:** _____

Method of Payment:

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Credit Card # (Visa, MC, AMEX) _____ **exp date** _____

Signature: _____