

# **BX BUILDERS EXCHANGE DAYTON**

The Construction Journal  
MAR 2019

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**April 24, 2019**  
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# THE CONSTRUCTION JOURNAL

Editor  
**RACHEL A. PINKUS**



Published by:  
**The Dayton Builders Exchange**  
dbx@assnsoffice.com

The Construction Journal is a review of construction activity in the Miami Valley.

The Journal contains Plans on File, Mechanic's Liens, Statistics, Industry News, Notices and Builders Exchange Activities.

All information contained herein is considered reliable to the best of our knowledge, and we accept no responsibility for incorrect material secured from outside sources.

\$50.00 of the annual membership dues to a subscribing association is paid as a year's subscription to the Construction Journal.



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# THE PLAN ROOM POST

*From Plan Room Manager, John Grandetti*



**John Grandetti,  
Plan Room Manager**

**Staff Changes:** We are happy to announce that we have hired Mariellen Green to fill the position. Mariellen has now been with us for about a month and is assuming the duties that Ashley once performed. If you need to have something printed, please email her at [mgreen@bxohio.com](mailto:mgreen@bxohio.com)

**Toolbox Viewer:** Our members have long used the Pro Viewer to do basic take offs and estimates for jobs on the site. Early in the fall we introduced the Toolbox Viewer. It has comparable features to IPIN Pro but eliminates the need to download software and removes a lot of the technical updates we had to make in order to get the viewer to work.

All of the tools are still present for the most part, and some got a nice update. We would encourage you to begin exploring this new viewer and check out the member help section to get a tutorial on the viewer.

And if you didn't know you could do online take offs with your BX membership, give me a call and I'd be more than happy to show you how to do it!

**Chrysler/Dodge/Jeep Program:** If you have company titled vehicles from any of these car brands, I would strongly encourage you to mention you are a member to your dealer the next time you make an auto purchase. AS BX members, you are eligible for discounts on a wide range of vehicles simply by paying dues.

**Healthcare Benefit:** Healthcare is a tricky issue to handle, and politics has driven even more uncertainty into the market as of the past month. As a BX member, you are eligible to receive a quote for insurance through BX Benefits

If you have any questions, please contact the office so that we can get your information and see if the BXB Benefit Plan is right for your company.

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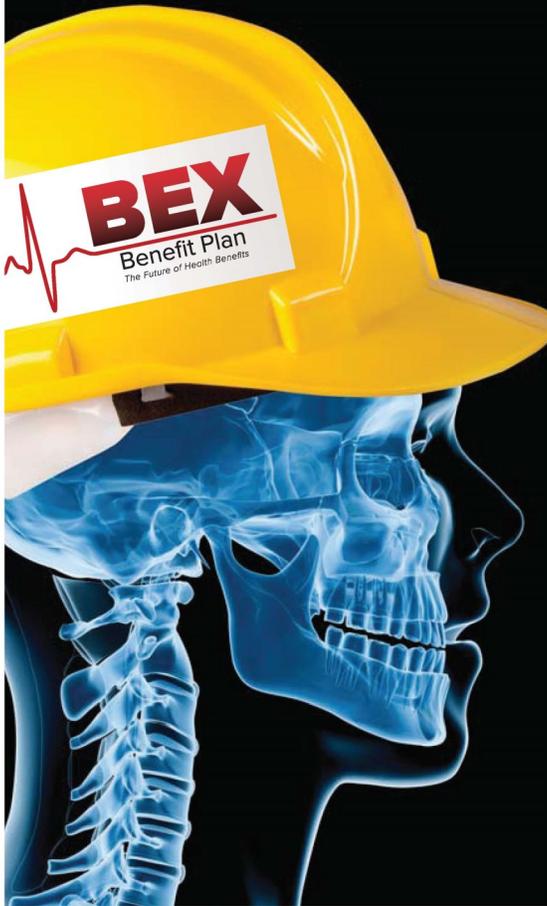
**The Builders Exchange of Dayton  
Announces "Unlimited Notary Service" to  
any BX Dayton Member!**

**Contact Rachel Pinkus for details 937-278-5723**



# Examine your healthcare dilemma...

...take a look at the new **BEX Benefit Plan**, a better way to deal with your company's healthcare benefits!



The health insurance industry has changed dramatically in the last several years with the advent of the Affordable Care Act (ACA). This has forced many companies to change health plans and pay substantially higher premiums.

A new health benefit program called BEX Benefit Plan is an innovative alternative to the ACA. It's designed specifically for the Ohio construction industry, allowing for more coverage options and provider choices, including plans with copays and prescription drug cards. The BEX Benefit Plan uses demographics as well as medical underwriting to help determine a company's contribution rate, while still allowing for pre-existing conditions.

BXBenefits has been chosen as the exclusive agent to bring this self-funded Multiple Employer Welfare Arrangement (MEWA) health plan to the industry. Our member companies can expect the highest quality of service and dedication while receiving valuable advice, review and planning on a wide variety of comprehensive insurance products, all designed to meet the needs of the Ohio construction community.

For more information about the BEX Benefit Plan, contact Scott Tovissi at 877-987-9292 or email him at [scott@bxbenefits.com](mailto:scott@bxbenefits.com).

## Plan Advantages

- Utilizes Medical Mutual's SuperMed Plus provider network of physicians and hospitals
- Uses demographics and medical underwriting to determine each company's contribution rate
- Pre-existing conditions that are disclosed are covered as any other illness
- Eligibility, enrollment and COBRA administration are fully integrated
- All employers are provided with a Summary Plan Description (SPD) for the BEX Benefit Plan that meets the compliance regulations of the Employee Retirement Income Security Act (ERISA). (All employers are required to provide SPD's for all of their health and welfare benefits)
- Sole Proprietors are eligible to apply
- Plan year and deductible both run on a calendar year basis
- Flexibility in traditional plan offerings as well as Health Reimbursement Accounts and Health Savings Accounts if those suit your needs
- Self-Insurance Trust is reinsured to provide terminal liability to all participants
- Provides small employers with a cost competitive alternative to the Affordable Care Act (ACA)
- It is the only Multiple Employer Welfare Arrangement (MEWA) in Ohio designed specifically for the construction industry.
- Builders Exchange Benefits, Inc. (BXB) is the exclusive broker for this plan and will assist employers and employees wishing to enroll
- The BEX Benefit Plan, like all MEWA Plans, must meet the stringent standards of the Ohio Department of Insurance, the Department of Labor and the Internal Revenue Service. This is done to protect the plan participants



Dayton Builders Exchange  
2077 Embury Park Road, Dayton, OH 45414  
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# Member Spotlight

**WENCO Construction, Co.**  
**Suzanne Winters, Owner**



WENCO Construction, Co. has been a leader in the Miami Valley construction landscape for close to 36 years as a design-build, commercial construction company providing a full range of services in manufacturing, industrial, healthcare, commercial, and religious facilities. Suzanne Winters, Principal and President, has been with the company since 1994, and purchased the company in 2014. "I approached our founding owner, Nelson Wenrick, in 2012 about buying the company. Nelson took some time to consider my offer, and what was most important to him was knowing if we were on the same page when it comes to company priorities: a quality product, a satisfied customer, and loyalty to and support for our employees. I am extremely proud that over 80% of our business is from repeat customers. My father is a general contractor, semi-retired now, and my mother is in the construction industry as well. You could say I have construction in my blood. I grew up going with my father on Saturdays to his construction sites to check on his jobs. I have worked in construction for 38 years and I still enjoy going to work every day. I did not get where I am without hard work and knowing that I can improve every day. I believe that when you think you know it all, you lose your edge and are no longer competitive," said Winters.

Nestled in the heart of New Carlisle, OH, WENCO has found a niche in healthcare construction. "Working within a healthcare facility carries a different set of challenges than your typical construction site. We have many different customers to please all at the same time. We have to take into consideration not only our direct customer but the doctors, nurses, patients and their families as well. Timing is everything when you work within a healthcare facility. We have to be sensitive to everyone's needs. Our employees are trained to assist and know when to start and stop work during times of stress for patients or their families. It's also imperative to maintain a clean work area," said Winters. "WENCO has been working with Premier Healthcare for over 20 years. Our learned behavior for working in occupied spaces has strengthened our ability to provide better customer service for our clients outside healthcare such as religious, educational, retail and commercial business" added Winters.

Winters attributes WENCO's success to her employees, stating "About 50% of our staff have been with

us for 10+ years, and more than 10 have been here 20+. It is my choice to maintain the business at a certain size. It is important to me that I know everyone's name. I believe this is what makes us different from the competition, we are a family business."

WENCO is recognized as a Woman Owned Small Business (WOSB), Women's Business Enterprise (WBE) and EDGE Certified, (Encouraging Diversity Growth and Equality). "Obtaining your certifications is a rigorous vetting process," explained Winters.

WENCO won the Subcontractors Association of Western Ohio's prestigious Outstanding General Contractor Award for 2017. The nomination came from Warren Smith, of Osterfeld Champion Services. "I was surprised and flattered when Warren told me he had nominated us for the CCL Histology Lab project, and that we had won. It was not a large job, but it was complicated. Maintaining a good working relationship with our subcontractors has helped WENCO succeed."

Winters is supported by her family. Her husband, Richard Winters who works for Prime Lending (a residential mortgage lender), has been a solid sounding board for Winters. "He has supported me even from day 1 and gives me positive feedback when needed." Together they have two children, Olivia, 15 and Trey, 11, and live in Centerville, OH.



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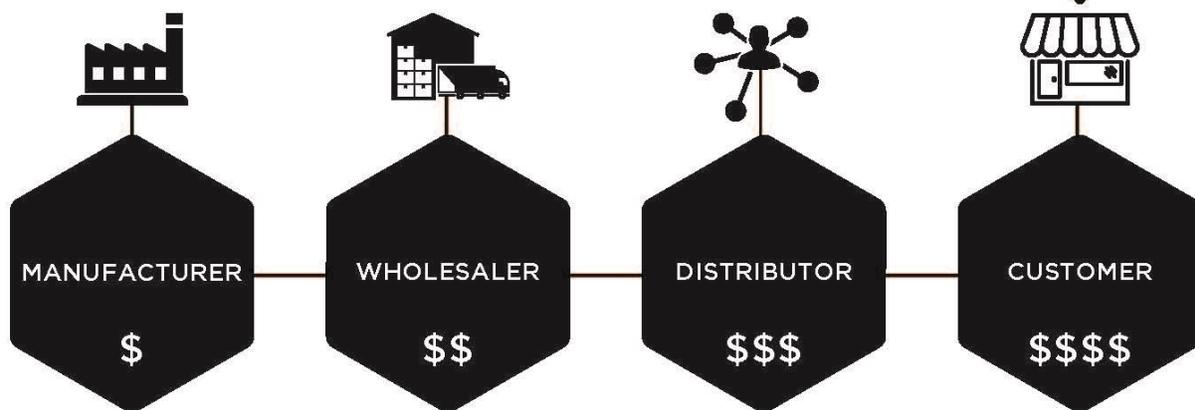
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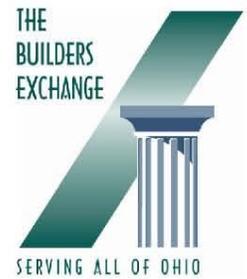
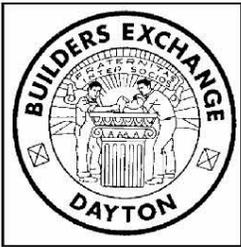
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- You may use the Builders Exchange website and database of projects to find jobs we are already reporting on to place in your Private Planroom or, if you would like to keep your job private, send us the plans and specs and we scan and name all images at no additional cost to you
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- With one click, you can send out as many ITB's as you need. Don't worry about tying up your phone lines and server as all information goes through our system. You are given the option to send the ITB's by e-mail, fax or both.
- Create standard bid lists for projects (i.e. companies who always work on your church projects can be selected as a group)
- The system gives you the ability to track who has viewed the project, what they have looked at, and when they looked at it
- The "nag" feature persuades your subs and suppliers to respond to your ITB by the date you set. Must respond "yes", "no" or "undecided" at the date you specify or they cannot access your private planroom. Saves you from scrambling to get bids in close to bid day.
- Your subs and suppliers can access the drawings and specs at no charge to you or them. They do not have to be a member of the Builders Exchange. Your ITB gives them a Code Number exclusive and usable only to that particular subcontractor. They can also order prints through the Builders Exchange at \$3.00/page or print them to their plotter at no cost. They can print specs at no cost to them.
- All customer service for you and your subs is included in the costs. If your subs and suppliers have questions, they call our toll free number to speak to one of our Private Planroom Plus specialists.
- The cost for member companies is \$2,400/year, plus \$.05 per fax page sent out. Total cost is billed annually; fax costs are billed quarterly. General Contractors currently using the system have found that sending all ITB's to companies with a valid e-mail address (which is free) keeps their distribution costs down and increases their responses and response time from bidders.

**Are you interested in learning more or seeing the system in action?**  
*Please call John Grandetti at (937) 278-5723 to ask questions or set an appointment.*



# Team Building Night

April 24, 2019

Sinclair Conference Center Great Hall

The Builders Exchange of Dayton and The Subcontractors Association of Western Ohio have joined together again to offer the

## **“Sixteenth Annual Team Building Night”**

In addition to the great networking opportunities during the cocktail hour and Table Top Displays, Team Building Night will also include the presentation of:

**BX Craftsmanship Awards,  
BX Project Manager Award  
BX Architectural and Engineering Awards  
SAWO Subcontractor of the Year  
SAWO General Contractor of the Year  
SAWO Architect/Engineer of the Year  
SAWO Public Official of the Year  
and many other industry recognitions!**

### **TEAM BUILDING NIGHT SCHEDULE**

**4:00 P.M. – 6:00 P.M. REFRESHMENTS WITH TEAM BUILDING  
NIGHT TABLETOP DISPLAYS & NETWORKING**

**6:00 P.M. – 6:45 P.M. DINNER**

**6:45 P.M. – 7:30 P.M. ASSOCIATION AWARD PRESENTATIONS**

This Annual Event is a great way for area industry associations to highlight their members and showcase their latest successful projects. Team Building Night is also a fantastic way for you to honor the supervision and craftsmanship you’ve benefited from this year. We encourage all members to participate.



# REGISTRATION FORM

**Wednesday, April 24, 2019**  
**SINCLAIR COMMUNITY COLLEGE CONFERENCE CENTER'S GREAT HALL**  
**301 W. FOURTH STREET, DAYTON**

\_\_\_\_\_  
Name of Firm

We would like to have a complimentary display table. Space is limited.

We will be attending, but will not be needing a tabletop.

We will have the following in attendance for the Team Building Night table top reception and dinner. The registration fee is \$85 per person. This includes the cocktail hour, dinner, and parking.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Total cost is \$ \_\_\_\_\_

Enclose a check made out to the Builders Exchange of Dayton or provide credit card information below:

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Card Number \_\_\_\_\_ Expiration Date \_\_\_\_\_

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**2077 Embury Park Road**  
**Dayton, Ohio 45414**  
**Fax: (937) 278-0317**

Or email to Carroll Hamann [chamann@assnsoffice.com](mailto:chamann@assnsoffice.com)



# SPONSORSHIP FORM

**Wednesday, April 24, 2019**  
Sinclair Community College Conference  
Center's Great Hall  
301 W. FOURTH STREET, DAYTON

---

(Name of Firm)

We have checked below our sponsorship participation:

- Team Building Night Sponsor**  
(listed in the Team Building Program and includes one registration) - \$200.00
- Team Building Night Newsletter Ad**
  - Full Page, Full Color—\$250
  - 1/2 Page, Full Color—\$150
  - 1/4 Page, Full Color—\$85
  - 1/8 Page, Full Color—\$55
- Nametag Sponsor**  
(listed in the Team Building Program and includes one registration and logo on all nametags) - \$300.00
- Refreshment Sponsor**  
during networking time (includes 2'x3' sponsor sign and listed in the Team Building Program as a sponsor and includes one registration) - \$350.00
- Dinner Sponsor**  
(includes 2'x3' sponsor sign at entrance to dinner, full page ad in Team Building Program and highlighted in following issue of the DBX newsletter and includes two registrations) - \$650.00

Enclosed is a check made out to the Builders Exchange of Dayton or charge my credit card;

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Or email to Carroll Hamann [chamann@assnsoffice.com](mailto:chamann@assnsoffice.com)

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\*\*In order to use the program, your dealer will need to obtain a membership verification letter from **Laurel Sreptock at Builders Exchange, Inc.** (866-907-6300 or [Lsreptock@bxohio.com](mailto:Lsreptock@bxohio.com))



For Members of Builders Exchange, Inc. (Planrooms in Cleveland, Toledo, Cincinnati, Dayton)



# BUILDERS EXCHANGE OF DAYTON CRAFTSMANSHIP AWARDS

## PROGRAM OVERVIEW

*The purpose of this award is*

### **To recognize and encourage Superior Workmanship and Service Work**

This recognition is reserved for individuals who show excellence in ANY trade and in any phase of construction for work that was completed between October 1, 2017 and December 31, 2018 in the Miami Valley Region.

Nominees must also be employed by a company that is a member of the BX Dayton, Subcontractors Association of Western Ohio, or a Sponsoring Association.

#### **BASIS FOR CRAFTSMANSHIP AWARDS**

This is an award to recognize the importance of accuracy, productivity, resourcefulness, and trade skills on a particular project.

- Praiseworthy solution of unique project challenges
- Commendable work under difficult project conditions
  - Enhancement of the artistic, aesthetic, or pragmatic qualities of the basic project design



#### **REQUIREMENTS FOR SUBMISSION OF CRAFTSMANSHIP AWARDS**

- Fully completed nomination form including description of work done by Nominee
- \$100.00 nomination fee for each nominee submitted (includes 2 event registrations if nominee receives the award)
- Three pictures of nominee's work for use in the judging process and presentation

#### **BASIS FOR SERVICE WORK AWARDS**

This award recognizes excellence in customer service, productivity, responsiveness, and related technical knowledge on a particular service job.

- Exemplary responsiveness to customer needs and timelines
  - Skillful identification and resolution of a service challenge
- Creative, unique, or especially resourceful service techniques used either technologically or personally



#### **REQUIREMENTS FOR SUBMISSION OF SERVICE WORK AWARDS**

- Fully completed nomination form
- \$100.00 nomination fee for each nominee submitted (includes 2 event registrations if nominee receives the award)
- Minimum of one testimonial letter from the owner of the facility where the job was performed
- Photo of the facility and/or owner for use in awards presentations

***Nominations must be received at the BX office by March 29, 2019  
2077 Embury Park Road, Dayton, Ohio 45414***



# BUILDERS EXCHANGE OF DAYTON CRAFTSMANSHIP AWARDS

## NOMINATION FORM

Nominee's Name:

Employing Company:

Company's Address

Employer Contact Person:

Employer Phone:

Employer Contact Email Address: \_\_\_\_\_

Name of Company Facebook Page: \_\_\_\_\_

**Type of Nomination:**

**Craftsmanship**

**Service**

**Craft Nominated:**

Cement Mason

Insulator

Plumber/Brazer

Tile & Terrazo

Boilermaker

Electrician

Iron Worker

Roofer

Millwright

Bricklayer

Landscaper

Plasterer

Sheet Metal Worker

Operating Engineer

Carpenter

Glazier

Painter

Pipefitter/Welder

Name of Project:

Owner of Project:

Architect or Engineer (if applicable)

Description of Work Being Nominated:

Please attach a detailed summary of why the nominee should be considered for award. Give specific details of any special conditions the Awards Committee should consider in reference to the project or service work.

Also submit at least 3 photos of work completed by the nominee, and owner or employer testimonial that supports the nomination.

These will be used in the judging process, and in the actual award presentation.

**Awards will be announced on April 24, 2019 at TBN.**

*Nomination forms are due by **March 29, 2019**. Checks can be made payable to BX of Dayton in the amount of \$100.00. Credit card payments also accepted.*

*Contact Chrystal Burris to submit payment or for payment questions: 888-294-0084*



# BUILDERS EXCHANGE OF DAYTON PROJECT MANAGEMENT AWARD

## PROGRAM OVERVIEW

*The purpose of this award is*  
**To recognize those who excel  
In the area of Project Management**

This recognition will be given to just **ONE** individual from the industry to award their exemplary management of a project for either new construction or renovation completed between October 1, 2017 and December 31, 2018 in the Miami Valley Region. Nominees must also be employed by a company that is a member of the BX Dayton, Subcontractors Association of Western Ohio, or a Sponsoring Association.

---

### **BASIS FOR PROJECT MANAGEMENT AWARD**

This is an award to recognize the exemplary project management skills as demonstrated on a particular project.

- Praiseworthy solutions to unique project challenges
- Commendable management under difficult project conditions
- Outstanding ability to meet and exceed rigorous customer demands

### **REQUIREMENTS FOR SUBMISSION OF PROJECT MANAGEMENT AWARDS**

- Fully completed nomination form including a full description of what characteristics of the manager and the project make the nominee worthy of this exclusive award
    - \$100.00 nomination fee for each nominee submitted (includes two event registrations if nominee wins the award)
  - Project photographs must be submitted with each nomination form of the project for which the individual is nominated for managing and/or the facility for use in awards presentations
- 

***Nominations must be received at the BX office by March 29, 2019.  
2077 Embury Park Road, Dayton, Ohio 45414***



# BUILDERS EXCHANGE OF DAYTON PROJECT MANAGEMENT AWARD NOMINATION FORM

Project Manager Nominee's Name:

---

Employer's Company Name:

---

Company Address

---

Employer Contact Person:

Employer Phone:

---

---

Employer Contact Email Address: \_\_\_\_\_

Name of Company Facebook Page: \_\_\_\_\_

Trade or Type of Work:

---

Name of Project:

---

Owner of Project:

---

Architect or Engineer (if applicable)

---

Please attach a detailed summary of why the nominee should be considered for award. Give specific details of any special conditions the Awards Committee should consider in reference to the project or service work.

Also please include project photos and, if possible, owner testimonial letters. These items will be used in the judging of the award. You may designate photos that you would like used in the actual presentation of the award. (Minimum 3 photos please.)

***The Project Manager Award will be announced on April 24, 2019 at TBN.***

*Nomination forms are due by **March 29, 2019**. Checks can be made payable to BX of Dayton in the amount of \$100.00. Credit card payments also accepted. Contact Chrystal Burriss to submit payment or for payment questions: 888-294-0084*



# BUILDERS EXCHANGE OF DAYTON ARCHITECTURAL AWARD

AWARDS PROGRAM OVERVIEW & NOMINATION FORM

*The purpose of this award is*  
**To recognize a company's best example  
Of architectural creativity**

*Projects may be nominated by the architect or any contractor who performed work on the job. Projects must have been completed between October 1, 2017 and December 31, 2018 to be eligible. Submittals will be judged by a multi-disciplinary panel of construction and design professionals. They will determine **ONE** winner that will be announced at the Team Building Night ceremony.*

Nominating Employer's Company Name:

---

Company Address:

---

Phone: \_\_\_\_\_ Email: \_\_\_\_\_

Name of Project Architect: \_\_\_\_\_

Architect's Address:

---

Phone: \_\_\_\_\_ Email: \_\_\_\_\_

Name of Project: \_\_\_\_\_

Project Address:

---

Owner of Project: \_\_\_\_\_

Please attach the following to complete your nomination:

- Description of the owner's requirements for the project
- Description of the project's compatibility with the surrounding environment
- Architectural comment on the solution of the owner's requirements for use in public commentary about the nomination
- Minimum of two (2) 8x10 photographs
- Two (2) to Six (6) high quality photographs for presentation purposes
- One reduced 8x10 positive proof of floor plan
- One 8x10 reproduction of site plan with schematic description of surrounding buildings and/or environment
- Proper release from owners and photographers for all photographs submitted for use by the Dayton Builders Exchange for promotion & presentation

*Nomination forms are due by **March 29, 2019**. Checks can be made payable to BX of Dayton in the amount of \$100.00. Credit card payments also accepted.*

*Contact Chrystal Burriss to submit payment or for payment questions: 888-294-0084*



# BUILDERS EXCHANGE OF DAYTON GREEN BUILDING AWARD

## AWARDS PROGRAM OVERVIEW & NOMINATION FORM

*The purpose of this award is*  
**To recognize those who excel  
In the area of Green Building**

*Projects may be nominated by the architect or any contractor who performed work on the job. Projects must have been completed between October 1, 2017 and December 31, 2018 to be eligible. Submittals will be judged by a multi-disciplinary panel of construction and design professionals. They will determine **ONE** winner in each category that will be announced at the Team Building Night ceremony.*

**Type of Nomination:**       New Construction       Retrofit

Nominating Employer's Company Name:

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Company Address:

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Phone: \_\_\_\_\_ Email: \_\_\_\_\_

Name of Project:

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Project Address:

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Owner of Project: \_\_\_\_\_

Please attach the following to complete your nomination:

- Description of the owner's requirements for the project
- Description of the project's compatibility with the surrounding environment
- Comment on the solution of the owner's requirements for use in public commentary about the nomination
- Minimum of two (2) 8x10 photographs
- Two (2) to Six (6) high quality photographs for presentation purposes
- One reduced 8x10 positive proof of floor plan
- One 8x10 reproduction of site plan with schematic description of surrounding buildings and/or environment
- Proper release from owners and photographers for all photographs submitted for use by the Dayton Builders Exchange for promotion & presentation

*Nomination forms are due by **March 29, 2019**. Checks can be made payable to BX of Dayton in the amount of \$100.00. Credit card payments also accepted.  
Contact Chrystal Burris to submit payment or for payment questions: 888-294-0084*



# BUILDERS EXCHANGE OF DAYTON ENGINEERING AWARD

## AWARDS PROGRAM OVERVIEW & NOMINATION FORM

*The purpose of this award is*  
**To recognize those who excel  
In Engineering Creativity**

*Projects may be nominated by the engineer or by any contractor who performed work on the job. Projects must have been completed between October 1, 2017 and December 31, 2018 to be eligible. Submittals will be judged by a multi-disciplinary panel of construction and design professionals. They will determine **ONE** winner that will be announced at the Team Building Night ceremony.*

Nominating Employer's Company Name:

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Company Address:

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Phone: \_\_\_\_\_ Email: \_\_\_\_\_

Name of Project Engineer:

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Architect's Address:

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Phone: \_\_\_\_\_ Email: \_\_\_\_\_

Name of Project:

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Project Address:

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Owner of Project:

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Please attach the following to complete your nomination:

- Description of the owner's requirements for the project
- Description of the project's demonstration of engineering excellence
- Engineer's comment on the solution of the owner's requirements for use in public commentary about the nomination
- Minimum of two (2) 8x10 photographs
- Two (2) to Six (6) high quality photographs for presentation purposes
- One reduced 8x10 positive proof of floor plan
- Proper release from owners and photographers for all photographs submitted for use by the Builders Exchange of Dayton for promotion & presentation

*Nomination forms are due by **March 29, 2019**. Checks can be made payable to BX of Dayton in the amount of \$100.00. Credit card payments also accepted.*

*Contact Chrystal Burriss to submit payment or for payment questions: 888-294-0084*



**SUBCONTRACTORS ASSN. OF WESTERN OHIO  
2018 OUTSTANDING  
GENERAL CONTRACTOR  
AWARDS PROGRAM OVERVIEW & NOMINATION FORM**

**Criteria:**

- Fair and reasonable to subs in accepting bids and awarding work.
- Uses AIA 201 and 401 contracts or contracts with equitable terms to contract Subcontractors.
- Runs a smooth, efficient, well coordinated and on-time project.
- Processes pay requests and ensures that subs are paid promptly.
- Expedites and pushes final payment for Subcontractors.
- Reasonable about change orders, back charges, and interpretations of the contract.
- Acknowledges the rights and responsibilities of the Subcontractors as an important member of the construction team.

I, (individual making nomination and name of firm)

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Nominate the following individual / firm (General Construction Firm Name Being Nominated)

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for Outstanding General Contractor Of The Year.

**LISTED BELOW ARE SPECIFIC REASONS WHY I FEEL THIS INDIVIDUAL / FIRM SHOULD RECEIVE THIS AWARD:**

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**Nominations must be submitted by March 29, 2019.  
Awards will be presented April 24, 2019 during Team Building Night.**



SUBCONTRACTORS ASSN. OF WESTERN OHIO  
**2018 OUTSTANDING  
ARCHITECT OR ENGINEER**  
AWARDS PROGRAM OVERVIEW & NOMINATION FORM

**Criteria:**

- Specifies the use of AIA 201 and 401 documents.
- Plans and specifications are clear, accurate, and complete.
- Processes and approves payment requests promptly.
- Processes pay requests and ensures that subs are paid promptly.
- Cooperative in resolving technical problems and approving shop drawings and samples.
- Reasonable in interpreting drawings and specifications.
- Pushes for “on-time” performance and job close-out.
- Encourages line item retainage.

I, (individual making nomination and name of firm)

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Nominate the following individual /firm (Architectural – Engineering Firm Name Being Nominated)

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for Outstanding Architect- Engineer Of The Year.

**LISTED BELOW ARE SPECIFIC REASONS WHY I FEEL THIS INDIVIDUAL / FIRM SHOULD RECEIVE THIS AWARD:**

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**Nominations must be submitted by March 29, 2019.  
Awards will be presented April 24, 2019 during Team Building Night.**



**SUBCONTRACTORS ASSN. OF WESTERN OHIO  
2018 OUTSTANDING  
PUBLIC OFFICIAL  
AWARDS PROGRAM OVERVIEW & NOMINATION FORM**

**Criteria:**

- Has made major contributions toward improving conditions for the Subcontracting industry
- Has helped by sponsorship or support of legislation favorable to our industry and opposing harmful legislation.
- Has been available to listen to our problems caused by Government legislation.
- Has understood and helped to ease and relieve construction industry problems.

I, (individual making nomination and name of firm)

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Nominate the following individual (Public Official's Name)

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(Office Held) \_\_\_\_\_ for Outstanding Public Official Of The Year.

**LISTED BELOW ARE SPECIFIC REASONS WHY I FEEL THIS INDIVIDUAL SHOULD RECEIVE THIS AWARD:**

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**Nominations must be submitted by March 29, 2019.**

**Awards will be presented on April 24, 2019 during Team Building Night.**



SUBCONTRACTORS ASSN. OF WESTERN OHIO  
2018 OUTSTANDING  
SUBCONTRACTOR  
AWARDS PROGRAM OVERVIEW & NOMINATION FORM

**Criteria:**

- Has developed a reputation in the industry as providing quality work and follows fair business practices, not only with the owners and general contractors, but also with fellow subcontractors and suppliers.

I, (individual making nomination and name of firm)

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Nominate the following individual /firm (Firm Name Being Nominated)

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for Outstanding Subcontractor Of The Year.

**LISTED BELOW ARE SPECIFIC REASONS WHY I FEEL THIS INDIVIDUAL / FIRM SHOULD RECEIVE THIS AWARD:**

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**Nominations must be submitted by March 29, 2019.  
Awards will be presented April 24, 2019 during Team Building Night.**



**SUBCONTRACTORS ASSN. OF WESTERN OHIO  
2018 OUTSTANDING  
EDGE / PEP CONTRACTOR  
AWARDS PROGRAM OVERVIEW & NOMINATION FORM**

**Criteria:**

- Has developed a positive reputation in the industry for providing quality work and follows fair business practices, with owners, general contractors, subcontractors and suppliers.
- Is a certified company through Ohio's EDGE program or the City of Dayton's Purchasing Enhancement Program (PEP) which includes MBE, FBE, DBE, and SBEs.

I, (individual making nomination and name of firm)

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Nominate the following individual /firm (Firm Name Being Nominated)

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for Outstanding EDGE/PEP Contractor Of The Year.

**LISTED BELOW ARE SPECIFIC REASONS WHY I FEEL THIS INDIVIDUAL / FIRM SHOULD RECEIVE THIS AWARD:**

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**Nominations must be submitted by March 29, 2019.  
Awards will be presented April 24, 2019 during Team Building Night.**



SUBCONTRACTORS ASSN. OF WESTERN OHIO  
2018 OUTSTANDING  
CONSTRUCTION EXECUTIVE  
AWARDS PROGRAM OVERVIEW & NOMINATION FORM

**Criteria:**

- Has developed a positive reputation in the industry for providing quality work and follows fair business practices, with owners, general contractors, subcontractors and suppliers.
- Exhibits superior business management, exceptional job performance, professional adaptability, personal tenacity, creativity and integrity.

I, (individual making nomination and name of firm)

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Nominate the following individual

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for Outstanding Construction Executive Of The Year.

**LISTED BELOW ARE SPECIFIC REASONS WHY I FEEL THIS INDIVIDUAL SHOULD RECEIVE THIS AWARD:**

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**Nominations must be submitted by March 29, 2019.  
Awards will be presented April 24, 2019 during Team Building Night.**

# WHAT A \$1 DONATION BUYS

By giving up a little everyday "extra" you can create lasting change in the lives of others.



## NIGHT AT THE MOVIES

Eight children challenged by disabilities will each receive one week of day care and therapy.



## LATTE

A person without health insurance and in a medical emergency will receive a prescription.



## TAKE-OUT DINNER

An adult or family in crisis will receive ten hours of legal services.



## FAST FOOD MEAL

An under skilled or underpaid adult will receive eight hours of job readiness training.



## LOTTERY TICKET

Ten hungry children will receive a backpack filled with food to feed them over the weekend.



## PIZZA DELIVERY

A victim of domestic violence will receive ten hours of legal services.



United Way of the  
Greater Dayton Area

# DONATE TODAY

[www.liveuniteddayton.org](http://www.liveuniteddayton.org) - 937.225.3060

# DBX "Best Practices in Safety" Recognition Program Application

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The Dayton Builders Exchange (DBX) "Best Practices in Safety" Program Award recognizes DBX member companies in good standing that have demonstrated a commitment to improving jobsite safety through development, implementation, and enforcement of a safety and risk management program.

## **Eligibility:**

Submissions must come from a DBX member company in good standing with a documented safety/risk management program including a formal written safety program.

## **Confidentiality:**

The information in Section 1 of this application, and any reference in any part of this application to a specific company, will not be included with the application when the submissions are judged. All information provided on this application will be kept in strict confidence. DBX reserves the right to publish any innovative safety ideas from the submissions for the good of the industry. However, any company-specific information regarding accident or injury statistics, or any other information identified by the applicant as proprietary, will be kept in strict confidence.

## **Judging:**

Applications will be judged by nationally renowned OSHA /Workers Compensation Attorney, Gary Auman, of the Legal Firm Auman, Mahan and Furry.

## **Deadline:**

Deadline for entries is **March 18, 2019**. Winners will be announced during Team Building Night on April 24, 2019.

## **Entry Fee:**

There is a \$150 entry fee to have your safety plan reviewed by Gary Auman. In return, you will receive a detailed, written critique of the information provided with your application. This evaluation letter is designed specifically to facilitate ongoing safety program improvement for every participating member. You can submit the payment via the attached form or by check. If applying online, there is also an option to pay via credit card at the end of your application submittal.

## **Entry Submission:**

Three easy ways to submit your application:

1. Apply online at [www.bxdayton.com](http://www.bxdayton.com) (Member Services Section)
2. Mail this completed application to:  
Auman, Mahan & Furry, Attn: Brenda Lightner 110 North Main St., Suite 1000 Dayton OH 45402
3. Email a scan of your completed application to Brenda Lightner at [brl@amfdayton.com](mailto:brl@amfdayton.com)

## **More Information:**

Questions regarding the application may be directed to Gary Auman at [gwa@amfdayton.com](mailto:gwa@amfdayton.com) or by calling 937-223-6003.

## **Instructions**

Please complete the following information about your company. Complete and accurate information will help the judging process, and will likewise assist your company in receiving appropriate consideration. Feel free to attach additional paper if necessary for longer answers.

## **Section 1: General Information**

Company Name \_\_\_\_\_

Contact Name \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Telephone \_\_\_\_\_ Email \_\_\_\_\_

Please check one:

- Small Company (less than 100,000 man-hours)  
 Medium Company (100,001 – 500,000 man hours)  
 Large Company (more than 500,001 man-hours)

Does your company have a formal written safety program? Yes \_\_\_\_\_ No \_\_\_\_\_

What is your: EMR Rate \_\_\_\_\_ Lost Time Rate \_\_\_\_\_ Total Recordable Injury Rate (TRIR) \_\_\_\_\_ Restricted Duty Rate \_\_\_\_\_

## **Section 2: Company Safety Program**

Please provide written answers to each question. **If more space is required, attach additional pages.**

Please make your responses as complete as possible. All individual questions must be answered directly and specifically. **DO NOT SEND A COPY OF YOUR ENTIRE SAFETY PROGRAM!**

Doing so will result in point deduction and possible rejection of your application.

- 1) Do you have a Distracted Driving/Distracted Working Policy?  Yes  No

If yes, please describe the policy in detail:

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- 2) When and how do you train your new employees and indoctrinate them into your safety program and company expectations? Please provide a list of the topics you cover with them during this orientation and describe your orientation program. Also include information on how you continually ensure the level of safety knowledge your employees have every day.

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- 3) Please describe your comprehensive recordkeeping program. Include ALL records you maintain in connection with safety including injury recordkeeping, training recordkeeping, and disciplinary recordkeeping with regard to safety program violations.

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- 4) Please describe how you comply with the OSHA requirement for competent persons on each job site?

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- 5) Please describe in detail your safety enforcement program?

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6) Does your company have a PPE hazard assessment, training, and/or audit program?  Yes  No  
If yes, please explain the program:

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7) Do you have a substance abuse program?  Yes  No  
If yes, please describe the program:

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8) Does your company have a formal Heat and Cold Illness Prevention Program?  Yes  No  
If so, please describe these programs.

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9) Do you conduct random job site inspections and safety audits?  Yes  No  
If yes, who conducts these? How are they conducted, and what do they cover?

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10) Does your company have an Emergency Action Plan including first-aid, communication, and evacuation?  
 Yes  No  
If yes, how do you communicate this program to your employees in the field and how are they trained on the procedures?

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**Section 3: For Informational Use and Bonus Points**

The questions in this section will be used for informational purposes only and may count as bonus points towards your overall score.

1) Do you feel you do anything innovative in your safety program - anything unique or not typical of industry standard practices? If so, please explain the practice and its benefit to your company.

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2) What is your greatest risk as a Contractor and how do you mitigate that?

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All applications will be graded and recognition will be awarded at a Bronze, Silver, Gold, Platinum or Participant level. Each applicant will be judged anonymously and will receive a letter critiquing their program from Gary Auman. All participants will receive certificates, and those receiving Bronze, Silver, Gold, or Platinum awards will receive recognition during Team Building Night on April 24, 2019.

**Please indicate to whom you would like the feedback sent and their email address**

Name \_\_\_\_\_ Email \_\_\_\_\_

**Payment Information:**

Check for \$150 made payable to DBX     Visa     MasterCard     AmExp     Discover

Name on Card \_\_\_\_\_ Card Number \_\_\_\_\_

Billing Zip Code \_\_\_\_\_ Expiration Date \_\_\_\_\_

*All applications and appropriate fees must be received no later than March 18, 2019.*

**For Office Use Only:**    DATE RECEIVED \_\_\_\_\_ ENTRY NO. \_\_\_\_\_

## Successful CEOs Envision Their Own Exit Strategy

By Aileron



Leaders need to prepare for the future of their company. "If that company is part of your identity, why not do succession planning?", asks Beth Savage, President of PQ Systems. Beth was part of a team that built a plan for succession that was implemented when the founder of PQ Systems unexpectedly passed.

The key to the plan and process was trust and communication, says Beth. "We realized that before we could really move forward with strategic planning, we needed to know what was going to happen with the company. Once that was communicated to the company, it was like a weight lifted."

Larry Grypp, President of the Goering Center for Family & Private Business at the University of Cincinnati, agrees that trust and communication are critical for any succession or contingency planning. As a non-profit organization, the Goering Center is a leading educational and informational resource center for family and closely held businesses. **Larry says there are several factors that should be a part of the succession planning process:**

### Trust

It's never too soon to learn the strategies, techniques and ways to develop trust in an organization. "If you don't have trust, it's going to be very difficult to have a healthy, effective transition and succession."

### Effective communication and conflict resolution skills

Closely tied to trust, having proactive communication is critical throughout the entire process. "How do we learn to communicate well with one other so that we show respect, and so that we let people express what's going on in their head?" Effective communication engenders the possibility to have deep trust.

### A team to help you transition

A network of advisors and peers will be important for a business owner as he/she transitions. Having an outside board is also invaluable.

### A defined and shared purpose

The mutual vision and goals of those involved must be articulated and understood. The goals and objectives will be different for every business owner, and can even vary by generation of business owner. Because a founder spends so much time thinking about the business, growing the business, developing the culture, the strategy, their goals may be very different from the second generation era. Different generations will have a different outlook and a different decision making process that should be accounted for.

### Valuation and development of financing options

Depending on what the owners intend, there is much work to be done to prepare and set up a company for its best possible transition. "Everybody values their company differently than what it really is worth, and the real value is: what's a buyer willing to pay?" adds Larry.

### Optimization of legal and tax structures

Another part of the process is looking at tax and legal ramifications. "That's part of why this is not done in several months or even one year. It takes an extended period of time to really develop someone that the owners, employees, the vendors, the banks, and others can all trust to move the company on after the original or the retiring or exiting owners leave."

Every entrepreneur will exit with or without a plan in place, but Larry shares the 3 main types of transitions to second or third generation owners:

1. **Internal transaction:** This could involve handing down a business from one generation to the next, or it could be an internal sale where control is transferred within the company among its leaders.
2. **External transaction:** A strategic buyer is typically a buyer in the same industry.
3. **Private equity groups:** PE Firms (also known as PEGs) are buyers outside your industry.

It's never too soon to start planning, even if a business owner is unsure of what the exit will look like. "If owners can acknowledge that they do not know which of those 3 options they are going to choose when they do make the eventual transition, they can at least understand what those 3 types of buyers are going to look for, and what they—the owner—needs to get ready for." If you're going to sell to a PE firm, it's a whole different set of criteria and work to be done rather than if it's an internal sale or transition, for example. Once goals are shared and decisions start to be made, a plan of action will need to be developed, as Beth also explains. "No matter what your exit strategy is—internal, strategic buyer or PE firm—team members have to know that the strategy is going to be a winning, opportunistic strategy for the future," says Larry. "People need to be working on their strategy, including their successors."

LaRosa's, Inc., a chain of pizza restaurants located in Ohio, Kentucky, Indiana and Tennessee, is an example of a company with a business owner, Buddy LaRosa, who was able to be proactive and forward-looking about his company's succession plan.

The company, a Goering Center member, was founded in 1954 by Buddy (and partners whom he eventually bought out).

When it came time to thinking about his eventual exit, Buddy chose a non-family member executive, T.D. Hughes, to continue to grow the company. As a LaRosa's veteran that was trusted by Buddy, having T.D. at the helm provided Buddy's sons and daughter the opportunity to grow and continue to learn from the business.

After 54 years in business, Buddy was able to successfully complete the leadership transition of his business to his son, Michael LaRosa, as CEO, and to T.D. Hughes as Chairman of the Board. "It was a great example of making decisions that were healthy for the business and kept the business growing and prosperous."

"When we think about succession, and what somebody started or subsequent generations now lead, it's so critical that they think through these issues," says Larry. "Doing so will give them the best chance to have their company, their employees, and what they do in their communities, to all have a successful future."



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Address: \_\_\_\_\_

City: \_\_\_\_\_

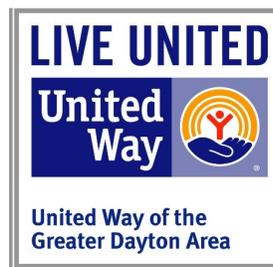
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PH: \_\_\_\_\_

FX: \_\_\_\_\_

Contact: \_\_\_\_\_

Email: \_\_\_\_\_



Every year, millions of employees get involved in workplace giving campaigns to support local United Way solutions that improve education, financial stability and health in the community.

The United Way Workplace Campaign unites employees in all offices or branches of a company, and gives them an opportunity to donate, volunteer and speak out for causes that matter to them.

This year, the Builders Exchange of Dayton wanted to encourage member companies and their employees to give back because sometimes it's not all about giving, it's about receiving too!

By participating in the United Way of the Greater Dayton Area Campaign, employees were automatically entered in a the chance to win a \$1000 Visa gift card donated by the Builders Exchange of Dayton!

This year's lucky winner was Dave McCrabb of Pickrel Brothers, Inc. Congratulations Dave!



For more information about the United Way of the Greater Dayton Area or to donate, contact Terri Leputa with United Way at 937-225-3024. The Builders Exchange is here as a resource for you. We thank you for the part you are playing to help us make a difference.

## AVOID EMPLOYMENT CLAIMS BY AVOIDING “DESPERATION HIRING”



By: Steve Watring  
Auman, Mahan & Furry

Help wanted signs increasingly are starting to litter the business landscape. Online help wanted postings are on the rise. It is rapidly turning into an “employee’s market” in which jobs are more plentiful than qualified and quality workers.

This dynamic often leads to what I refer to as “desperation hiring.” You need someone to do the work. You need them to start yesterday. You find a candidate that looks qualified. You are concerned that someone else will beat you to the punch and hire them out from under you. You move too quickly. You take some shortcuts in the screening process. You miss or disregard some red flags.

A desperation hire can work out, but it is high risk. The reality is that desperation hiring usually is better for your attorney’s business than it is for yours. This is because today’s desperation hire frequently cultivates in the petri dish until it flourishes into a full blown employment problem: next week, next month or next year. Just give it time.

In our firm’s employment law group, we frequently say that 5% of the employees create 95% of the employment problems. There is only one reason we say that...because it’s true! And what is worse, sometimes that one desperation hire spreads problems like a virus, and infects the other 95% of your workforce as well.

The best solution is relatively simple. The single best way to limit employment problems is to screen out that 5% before they become your employees, and your problem. The single best way to do that is to establish and exercise good applicant screening practices. Avoid desperation hiring by taking a disciplined approach and sticking to those practices even in an “employee’s market.” Furthermore, try to get others in your organization (yes, even your bosses) to buy into and follow those practices. Show them this article if necessary. While it cannot always be controlled, a manager’s back door job offers to acquaintances still are subject to the 5% rule. And a mistake in hiring a management level person can be even more catastrophic for your organization.

While applicant screening steps can vary depending on your business and the position involved, here are a few precautions that every employer should at least consider including in its screening process:

Develop a good employment application! Our model application (updated this year) is available on our website [www.amfd Dayton.com](http://www.amfd Dayton.com) for those who are interested.

Require a completed employment application for all applicants-NO EXCEPTIONS! And actually take the time to scrutinize the application. A partially completed or poorly completed application alone can be a red flag. A resume is fine, but it is no substitute for a completed application.

Utilize proper interviewing techniques! Watch for red flags along the way.

Conduct drug testing! Remember that a drug test is NOT considered to be a medical examination under the ADA. Ideally, a drug test should be conducted AND the results received before an offer is made, not after. Just the fact that you drug test can deter substance abusers from pursuing employment with your business.

Conduct background checks! Remember to follow the requirements of the Fair Credit Reporting Act.

Conduct skills, competence, intelligence or personality testing! It is amazing how few employers take advantage of this. I equate it to looking under the hood before you buy a car. If the job requires that an employee be able to hit a nail with a hammer, why not require them to demonstrate

### Would the person be a good fit for your organizational culture?

that ability before you hire them? The testing doesn’t always have to be elaborate or expensive, and the legal restrictions are fairly easy to navigate.

Conduct an internet or social media search! Whether or not you are conducting background checks, there sometimes is a wealth of information available concerning the applicant on the internet. While there are some legal pitfalls and risks associated with such searches, more often than not the benefits outweigh the risks. Sometimes these searches can tell you more about a candidate than anything else.

Check references from prior employers! Remember that a letter of reference is no substitute, and may actually be a warning sign. Make sure you direct the reference inquiry to the proper person or department, which may not be where

the employee wants you to direct it. Don’t settle for a reference from someone that is no longer with the organization. Checking references is one of those unpleasant tasks that is easy to find an excuse not to do. While it can be a frustrating process, just do it. Think of it as business networking! Always ask if your applicant would be rehired or is eligible for rehire. It is the one question that

I recommend that every employer asks and that almost every employer answer (with very limited exceptions). And the answer often tells you all you need to know.

Make your offers conditioned on medical examinations or inquiries! The EEOC has indicated that the window of time between a conditional offer and the final offer is the time

when the employer's right to make medical inquiries is the broadest. The inquiries don't even have to be job related! The main restriction is that the inquiries are made of all job offer recipients for the same position. True, even if you get unfavorable information, it may be necessary to proceed with the hire. But sometimes it is a basis for rescinding the offer. Either way, you want to be able to make an informed decision.

Remember that you are allowed to make subjective judgments! How did the person interview? Are there concerns that the applicant did not adequately address? Would the person be a good fit for your organizational culture? What do your instincts tell you? True, you have to be prepared to defend against discrimination claims. At the same time, your right to make subjective hiring decisions is one of the reasons that failure to hire claims are among the least common and easiest to defend.

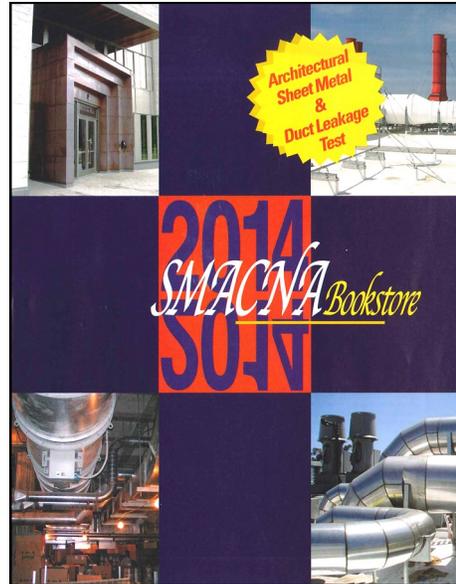
Document, document, document! You want to be able to prove the steps that you took and your reasons for rejection of an applicant. Remember that under Ohio law, discrimination claims can be made five years after the alleged discrimination occurred. Are you going to be able to prove why you rejected an applicant five years ago?

Not all of these ideas are right for all employers and for all jobs. But all of them are part of the menu of options that you should be considering as part of your applicant screening process. If you have your process in place so that it goes smoothly, the associated delay can be kept to a minimum. It can even project to that hot prospect that you are a sophisticated employer that knows what you are doing!

Desperation hiring can open your doors to the very workers that you want to keep out of your work force. Reduce employment claims later by developing and exercising good hiring practices now!

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# Share With Employees

## IRS waives penalty for many whose tax withholding and estimated tax payments fell short in 2018

The Internal Revenue Service announced that it is waiving the estimated tax penalty for many taxpayers whose 2018 federal income tax withholding and estimated tax payments fell short of their total tax liability for the year.

The IRS is generally waiving the penalty for any taxpayer who paid at least 85 percent of their total tax liability during the year through federal income tax withholding, quarterly estimated tax payments or a combination of the two. The usual percentage threshold is 90 percent to avoid a penalty.

The waiver computation announced today will be integrated into commercially-available tax software and reflected in the forthcoming revision of Form 2210 and instructions.

This relief is designed to help taxpayers who were unable to properly adjust their withholding and estimated tax payments to reflect an array of changes under the Tax Cuts and Jobs Act (TCJA), the far-reaching tax reform law enacted in December 2017.

“We realize there were many changes that affected people last year, and this penalty waiver will help taxpayers who inadvertently didn’t have enough tax withheld,” said IRS Commissioner Chuck Rettig. “We urge people to check their withholding again this year to make sure they are having the right amount of tax withheld for 2019.”

The updated federal tax withholding tables, released in early 2018, largely reflected the lower tax rates and the increased standard deduction brought about by the new law. This generally meant taxpayers had less tax withheld in 2018 and saw more in their paychecks.

However, the withholding tables couldn’t fully factor in other changes, such as the suspension of dependency exemptions and reduced itemized deductions. As a result, some taxpayers could have paid too little tax during the year, if they did not submit a properly-revised W-4 withholding form to their employer or increase their estimated tax payments. The IRS and partner groups conducted an extensive outreach and education campaign throughout 2018 to encourage taxpayers to do a “Paycheck Checkup” to avoid a situation where they had too much or too little tax withheld when they file their tax returns.

Although most 2018 tax filers are still expected to get refunds, some taxpayers will unexpectedly owe additional tax when they file their returns.

### Additional Information

Because the U.S. tax system is pay-as-you-go, taxpayers are required, by law, to pay most of their tax obligation during the year, rather than at the end of the year. This can be done by either having tax withheld from paychecks or pension payments, or by making estimated tax payments.

Usually, a penalty applies at tax filing if too little is paid during the year. Normally, the penalty would not apply for 2018 if tax payments during the year met one of the following tests:

- The person’s tax payments were at least 90 percent of the tax liability for 2018 or
- The person’s tax payments were at least 100 percent of the prior year’s tax liability, in this case from 2017. However, the 100 percent threshold is increased to 110 percent if a taxpayer’s adjusted gross income is more than \$150,000, or \$75,000 if married and filing a separate return.

For waiver purposes only, today’s relief lowers the 90 percent threshold to 85 percent. This means that a taxpayer will not owe a penalty if they paid at least 85 percent of their total 2018 tax liability. If the taxpayer paid less than 85 percent, then they are not eligible for the waiver and the penalty will be calculated as it normally would be, using the 90 percent threshold. For further details, see Notice 2019-11, posted today on [IRS.gov](https://www.irs.gov).

Like last year, the IRS urges everyone to check their withholding for 2019. This is especially important for anyone now facing an unexpected tax bill when they file. This is also an important step for those who made withholding adjustments in 2018 or had a major life change to ensure the right tax is still being withheld. Those most at risk of having too little tax withheld from their pay include taxpayers who itemized in the past but now take the increased standard deduction, as well as two-wage-earner households, employees with nonwage sources of income and those with complex tax situations.

To help taxpayers get their withholding right in 2019, an updated version of the agency’s online Withholding Calculator is now available on [IRS.gov](https://www.irs.gov). With tax season starting Jan. 28, the IRS reminds taxpayers it’s never too early to get ready for the tax-filing season ahead. While it’s a good idea any year, starting early in 2019 is particularly important as most tax filers adjust to the revised tax rates, deductions and credits.

Although the IRS won’t begin processing 2018 returns until Jan. 28, software companies and tax professionals will be accepting and preparing returns before that date. Free File is also now available.

The IRS also reminds taxpayers there are two useful resources for anyone interested in learning more about tax reform. They are Publication 5307, Tax Reform: Basics for Individuals and Families, and Publication 5318, Tax Reform What’s New for Your Business. For other tips and resources, visit [IRS.gov/taxreform](https://www.irs.gov/taxreform) or check out the Get Ready page on [IRS.gov](https://www.irs.gov).

**Anthony J. Palmer**  
Stakeholder Liaison  
Internal Revenue Service



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The Mechanical Contractors Association of Greater Dayton



# MEMBERSHIP BENEFITS OF BUILDERS EXCHANGE OF DAYTON

**AN ASSOCIATION OF CONSTRUCTION-RELATED FIRMS  
JOINED TOGETHER TO PROVIDE THEIR COMPANIES  
WITH NEEDED SERVICES TO COLLECTIVELY WORK  
TOGETHER TOWARDS THE BETTERMENT OF THE  
GREATER MIAMI VALLEY CONSTRUCTION INDUSTRY.**

## FULL SERVICE PLAN ROOM and ONLINE NEWS, REPORTING & PLANS ACCESS!

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Now you can also opt for subscription services and you can access all this information from your own office - see bid lists, track project info, get addendum updates in real time. View prints online, print to your own office or order your specified pages from the BX of Dayton! Call today for subscription info!

## THE CONSTRUCTION JOURNAL

The BX of Dayton Construction Journal is published bi-monthly. It includes projects filed in the Plan Room, regional court news, lien filings, area industry news articles, and educational seminar notices.

## WORKERS COMPENSATION GROUP PREMIUM DISCOUNT PLAN

A Workers Compensation Group Premium Discount Plan available to members that provides up to a 53% discount on workers compensation premiums.

## SAFETY SEMINAR SERIES

This includes Quarterly Safety Directors Meetings and a series of safety seminars including OSHA 10 hour, OSHA 30 Hour, Confined Space, and Powered Industrial Truck.

## DRUG FREE SAFETY PROGRAM

BX of Dayton offers Drug Free Workplace Education Training in conjunction with Working Partners. Working Partners is recognized throughout the industry for their consulting expertise in Drug and Alcohol Free Workplace training and policy development.

## LEGAL SERVICES PLAN

This plan provides members with the ability to get back their investment in dues many times over. Every BX of Dayton Member is entitled to one free telephone consultation per month with attorney Bob Dunlevey of Taft, Stettinius & Hollister, LLP. This firm specializes in Labor Law, OSHA and Construction Contract Law.

## TEAMBUILDING NIGHT

This is an annual event where the BX of Dayton provides an evening for General Contractors and Subcontractors to renew business acquaintances and to establish new business contact between Generals and Subs. The evening also includes the presentation of the Annual BX of Dayton Craftsmanship and Architectural Awards.

## BEELINE PURCHASING BROKERS

Enjoy exclusive discounts on your safety supplies and equipment thanks to this OWWA Member program. By ordering the safety-related products you normally use through this direct purchasing program, you cut out the middle man and reduce your company's costs.

## TEKCOLLECT

When you need help with your receivables, TekCollect is there to assist. They put your customer relationships first while taking those extra steps to ensure that you get paid for your work.

## NATIONAL PROCESSING SOLUTIONS

Credit card processing is expensive and complex. BX of Dayton has teamed up with an Ohio-based company to bring you unbeatable processing rates and white-glove customer service. They take the disconnect and the guesswork out of your credit card income.

## BEX HEALTH BENEFIT PROGRAM

The Builders Exchange of Dayton has created a new health insurance program called BEX Benefit Plan. BEX Benefit Plan is a self-funded, multiple-employer welfare arrangement (MEWA) designed specifically for the Ohio Construction Industry. The BEX HP is an innovative alternative to the ACA.

## BX FLEET PROGRAM

Save your business money by using the GM Competitive Assistance Program (CAP) to purchase your company vehicles.

## FULL TIME ASSOCIATION STAFF

BXD Members received the service of a full time staff, ready to give direct answers to your questions or to find the source with the answer you need. We are always here to help with your issues and needs!

**CALL TODAY FOR A MEMBERSHIP PACKET AND START SEEING ALL BX OF DAYTON CAN DO FOR YOU!**



# BUILDERS EXCHANGE OF DAYTON

## APPLICATION FOR MEMBERSHIP

COMPANY NAME: \_\_\_\_\_

COMPANY ADDRESS: \_\_\_\_\_

CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP \_\_\_\_\_

PHONE \_\_\_\_\_ FAX \_\_\_\_\_

URL: \_\_\_\_\_

In Business Since \_\_\_\_\_ DBX Member Reference: \_\_\_\_\_

Primary Contact Person: \_\_\_\_\_

Email Address: \_\_\_\_\_

Additional Contact Names:	Email Address
_____	_____

- |  |  |   |  |
|--|--|---|--|
| <input type="checkbox"/> Architect                 | <input type="checkbox"/> Conveying Systems         | <input type="checkbox"/> Fire Protection          | <input type="checkbox"/> Millwork              |
| <input type="checkbox"/> Asphalt/Paving            | <input type="checkbox"/> Doors/Hardware/Partitions | <input type="checkbox"/> Flooring/Marble/Tile     | <input type="checkbox"/> Painting/Décor        |
| <input type="checkbox"/> Attorney/Law              | <input type="checkbox"/> Drilling Consultants      | <input type="checkbox"/> General Contractor       | <input type="checkbox"/> Roofing               |
| <input type="checkbox"/> Banking/Financial         | <input type="checkbox"/> Drywall/Plaster/Ceiling   | <input type="checkbox"/> Glass/Glazing/Windows    | <input type="checkbox"/> Sheet Metal           |
| <input type="checkbox"/> Bonding/Insurance         | <input type="checkbox"/> Electrical                | <input type="checkbox"/> Insulation               | <input type="checkbox"/> Steel Erection/Fab.   |
| <input type="checkbox"/> Carpentry                 | <input type="checkbox"/> Elevators                 | <input type="checkbox"/> Labor Union              | <input type="checkbox"/> Supplier              |
| <input type="checkbox"/> Communications            | <input type="checkbox"/> Engineer                  | <input type="checkbox"/> Landscaping              | <input type="checkbox"/> Trade Association     |
| <input type="checkbox"/> Concrete                  | <input type="checkbox"/> Equipment Rental          | <input type="checkbox"/> Masonry                  | <input type="checkbox"/> Underground Utilities |
| <input type="checkbox"/> Concrete/Masonry Supplier | <input type="checkbox"/> Excavating                | <input type="checkbox"/> Mech./HVAC/Plumbing      | <input type="checkbox"/> Waterproofing         |
| <input type="checkbox"/> Construction Svcs         | <input type="checkbox"/> Fencing                   | <input type="checkbox"/> Mechanical/HVAC Supplier | <input type="checkbox"/> Wrecking              |
|  |  | <input type="checkbox"/> Other _____              |  |

Labor Affiliation: Union, Non-Union, Not Applicable      Certifications: SBE, DBE, FBE, MBE, EDGE

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 Legal Services Plan     Legislative Activities     Committee Participation     Drug Free Workplace Training  
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This application for membership into the Builders Exchange of Dayton is made subject to the Bylaws and Rules governing such membership. It is understood and agreed that, if and when approved by the Board of Directors, the applicant shall maintain his/her membership in good standing and shall terminate if only in writing and only after all obligations to the Builders Exchange of Dayton have been met.

Please indicate level of service:

- Bronze: Annual Membership for Greater Dayton Area Company: \$700.00
- Silver: Membership plus Online News and Reporting Service: \$900.00
- Gold: Membership, News and Reporting Service, plus \*Full Online Service Upgrade : \$1560.00
- Annual Membership for *DBX Workers Comp Group Participants* located outside of Greater Dayton Area: \$100.00

\*(Full Online Service Upgrade includes access to all plans and specs online from any computer)

- Enclosed is a check made payable to Builders Exchange of Dayton  
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Signature \_\_\_\_\_ Billing Zip \_\_\_\_\_

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