What Cash Management Tools Does Every Business Need Access To?

Your business needs the right cash management tools to meet customer and employee expectations.

When it comes to running your business, you need cash management tools that are affordable, intuitive and versatile.

1. **Online Banking:** Just like personal banking users need online banking to stay in touch with their money on the go, businesses also need intuitive and convenient online banking. Look for a service that lets you pay bills, transfer funds, check your account history and deposit checks on the go. You won’t need to worry about running to the bank every time you leave a client meeting anymore!

2. **Wire Transfer:** Wire transfer transmits funds from one place to another in real time with same day availability, so that you can get back to business.

3. **Direct Deposit Payroll:** Employees appreciate the ability to access their paychecks immediately and skip a trip to the bank. Direct deposit technology makes payroll easier and stops you from needing to print checks every pay period.

4. **Fraud Prevention:** Electronic Fraud is on the rise. The right tools can protect your business and employees.

**The 8 Cash Management Tools Every Business Needs**

**In This Issue Of Networked & Connected:**

- **Cash Management Tools Every Business Needs**
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- **Making Maryland Magnificent - Lewis Contractors**
- **Meet & Greet - Maine Drilling & Blasting**
- **Insurance Needs For GC's & Subs**
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- **What's Holding You From Realizing Your Potential?**
- **Catch-up Contributions And Should You Use Them?**
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In Like A Lion, Out Like A Lamb

Springtime Compounds Job Site Hazards for Workers

With Spring upon us, construction projects and opportunities are plentiful, but so are the hazards. However, it is vital that you continue to prioritize the safety of your workers to avoid unnecessary setbacks. In the U.S., Spring is often accompanied by heavy rain, high winds, and heat waves, with some of the most common job site accidents being a result of slipping and falling on wet surfaces. It is essential that you take steps as an employer to ensure workers’ safety. The following are a few tips that both you and your workers can follow to ensure safety while on the job site.

Keep Gear and Work Area Clean

Keeping the work area, as well as boots and gloves, clean from mud or dirt will greatly reduce the possibility of injury. This also includes keeping one’s safety glasses clear of obstructions, such as water or fog. It is impossible to keep the work area and gear completely clean at all times, but you should make sure your workers clean their gear regularly. Attempting to use stairs or ladders with muddy boots potentially could lead to a nasty fall.

Inclement Weather

While on the job site, if you are experiencing inclement weather, ensure all workers are moving at a slower pace. We understand that there are often deadlines that need to be met. However, these deadlines are not worth the safety or lives of your workers. While this will result in slower progress, it cannot compare to the complete stop in progress if an injury occurred.

Wearing the Right Gear

Always have on site spare/replacement reflective and waterproof gear for your workers. During inclement weather, especially for those working on public roads and highways, it is extremely important that they be easily seen by each other and by drivers. It is also important that workers are able to remain warm while on the job site, making waterproof jackets, hoodies, and gloves vital for your team.

Stay Safe,

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Meet & Greet


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We’ve been busy in Maryland with a variety of projects.
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- Pump Stations
- Landfills
- Commercial developments

We operate throughout the entire state of Maryland.
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Our Local Commitment
Our name says Maine just because that’s where we started over 50 years ago. But our experienced teams are local. We live and work nearby, utilizing local resources.

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Our Employee Ownership works for our customers. We understand our business only profits when their businesses profit. That’s why we work harder and smarter. We are as productive, efficient and safe as we know how in order to better our bottom line, growing the value in our ESOPs. But think about it. Our customers’ businesses are the ones that profit with safe projects that are on (or under) time and budget. That’s how we take care of business better. It’s a win-win.

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Insurance Needs For General Contractors And Subcontractors

Bringing a construction project to life is a team effort. There’s usually a general contractor, who is responsible for the full management of the project, but there’s also a group of subcontractors, who perform the actual work itself. When it comes to insurance coverages for both parties, many of the same rules apply. It’s often the general contractors who set the pace but it’s the subcontractors who carry the limits. There may also be a variety of stipulations set forth in a contract or certain requirements depending on the state or municipality where the work is being performed. So, what type of insurance coverages should general contractors and subcontractors carry?

INSURANCE FOR GENERAL CONTRACTORS

Let’s start by talking about general contractors. General contractors typically take on a project for its entire lifecycle, start to finish. This includes not only management aspects but also hiring the right teams to perform the work. It’s important for a general contractor to ensure the subcontractors they hire all have proper insurance, including any subcontractors hired by those subcontractors. If they don’t, they could find themselves paying for any number of different lawsuits or claims. But what type of insurance coverage should a general contractor have for themselves?

- **General Liability**
  This is an essential piece of coverage. A general liability policy protects your business against property damage claims and bodily injury, paying for third-party medical costs and property repairs. Although a subcontractor should have their own general liability policy, in many cases, all parties are likely to be sued in the event of an accident or incident. So, it’s critical for general contractors to have their own policy, in addition to their subcontractors.

- **Commercial Auto**
  Commercial vehicles are exposed to more risk than personal vehicles, so they require separate auto insurance coverage. These policies provide company’s with liability and physical damage protection for vehicles such as cars, trucks, and vans and tend to have higher coverage limits to account for the additional protection.

- **Workers’ Compensation**
  Construction is a risky industry, and workers’ compensation is an essential piece of coverage. It helps to offset some of the unavoidable risks your employees face by protecting your business in the event a lawsuit is filed by an injured or ill employee.

- **Umbrella**
  Many people wonder why their business would need an umbrella policy if they already have general liability. Simply put, depending on the type of job you’re undertaking, sometimes one policy isn’t enough. For example, if you take on a new project where the contract states that you must carry $2 million of general liability, but your policy only covers $1 million, an umbrella policy can provide the extra coverage you need.

- **Commercial Property**
  This coverage protects your company’s physical business space and assets including tools, computers, signage, furniture, and more. In the event of a fire, broken pipe, storm, theft, or vandalism, a commercial property policy provides protection for your office and its contents.

- **Cyber**
  Some might think this is an unnecessary coverage when in fact, it’s quite the opposite. Technology has changed the way we do business. Cyber risk is real, and it affects businesses in all industries and of all sizes. Cyber insurance typically covers your business’ liability for a data breach involving sensitive customer information such as credit card numbers, account numbers, drivers’ license numbers, and more.

- **Employment Practices Liability Insurance (EPLI)**
  An astounding 60 percent of all businesses will be sued by an employee at some point...
Six Ways To Spring Clean Your Finances

Spring has finally sprung, which means it’s a great time for a deep cleaning of your personal finances. Here are six easy ways to help you get started.

1. **Set up a Budget**

When it comes to cleaning up your finances, creating a spending plan for your money should be the first step. Start by determining your after-tax income, then lay out a plan that covers your needs, like housing and groceries, your wants, like that well-deserved summer vacation, possible emergencies, like an unexpected car repair bill, and, of course, the future, like your 401(k) retirement account. Once you have your budget in place, be vigilant about sticking to it. And if there is a sudden change in your expenses or your income, make sure to adjust accordingly. There is no such thing as “set it and forget it” when it comes to your budget.

2. **Check Your Credit**

Your credit score shows you how reliable you’ve been with the money that you’ve borrowed. A good score is important, because it qualifies you for lower interest rates and fees on things like credit cards and loans, which will ultimately save you a ton of money.

Through [annualcreditreport.com](https://annualcreditreport.com), you can check your credit score once a year, for free, from each of the three main credit bureaus – Equifax, Transunion, and Experian. Once you have your free credit report, be sure to also check it for any errors or inaccuracies. If you notice any, contact that financial bureau associated with the account and the credit bureau. Your report will also list any past due bills or delinquent items that you should take care of as soon as possible. A single negative item can put a huge dent in your score.

3. **Pay Down Your Debt**

If you want to clean up your finances, then you have to start paying down your debt. The more debt you have, the more money you end up losing to interest, especially if that debt is wrapped up in credit cards, which normally carry very high interest rate percentages. Once way to pay down your debt is with the Avalanche Approach. With the Avalanche Approach, you focus on paying off debt with the highest interest rate first, which is usually a credit card. Once you eliminate the balance with the highest interest rate, you move on to the next highest, until all your debt is paid off. There are a number of online debt repayment calculators that will show you how quickly you can pay off any debt. An easy one to use is this one from Credit Karma: [https://www.creditkarma.com/calculators/debt_repayment/](https://www.creditkarma.com/calculators/debt_repayment/).

And just remember, every extra dollar you put towards paying down your debt every month is money saved in the long run.

4. **Shop Around For Better Rates**

When’s the last time you shopped around for a better rate on your cable package, or your cellphone plan, or your various insurance coverages, like home, auto, and life? If your answer is anything over a year, it’s time to shop around. By shopping around for better rates at least once a year, you’ll have a slightly thicker wallet and the peace of mind that comes with knowing that you’re not overpaying for any of these services.

5. **Cancel Unused Subscriptions**

Take a long hard look at all of your paid subscriptions and memberships every month and decide which ones are worth keeping around. And make sure to be brutally honest with yourself. If you’re only going to the gym once or twice a month, it’s probably not worth the monthly price tag. The great thing is, a decision like this isn’t permanent. You can easily renew that gym membership whenever you want!

6. **Utilize Technology**

Technology has made our lives easier, especially when it comes to our financial lives.

Whether you’re looking for budgeting help or a tool that automatically pays your bills, there’s an app for that. Here are some of our favorites:

- Clarity money app – It tracks your expenditures to make sure you stay on budget, while analyzing your spending to clarify wise spending from wasteful spending. It will also

Continued on Page 24
In the commercial field, representing your projects and having a portfolio of your work is a most valuable asset. In residential markets, almost 90% of home buyers who are searching for homes found the photography was the most useful feature in making their buying decisions.

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FCCI INSURANCE GROUP MARKS 60TH ANNIVERSARY
Milestone Marks Company’s Legacy of Growth & Service

FCCI Insurance Group, dedicated to delivering commercial insurance products in 19 states, recently celebrated its 60th anniversary from its headquarters in Sarasota, Florida with a live feed to 850 teammates and partners in its regional footprint.

Keynote speaker, author and leadership guru, John C. Maxwell, addressed markers from his latest book, *Leadershift: The 11 Essential Changes Every Leader Must Embrace*, applauded FCCI’s legacy of keeping promises and building a unique culture.

Joining in the celebration, Courtney Hart, FCCI Regional Senior Vice President, Mid-Atlantic and Southeast Regions (pictured left) affirmed his excitement about where the Company is headed. “We are fortunate to be viewed with growing respect throughout the industry as we continue to expand our brand in the Mid-Atlantic. Each day, we find more and more agency customers drawn to FCCI’s legacy and commitment to be the best”.

*Established in 1959, FCCI is rated A (Excellent) by A.M. Best Company, and provides commercial property and casualty insurance coverage, services and commercial and contract surety. For more information, please contact 800-226-3224 or visit www.fcci-group.com*

FCCI Knows Contractors

Founded by contractors, FCCI Insurance Group has been helping contractors manage risks since 1959.

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The Aging Construction Workforce

America’s Construction Workers are Getting Older.

This is not a recent trend … the median age of the American construction worker increased by about two years between the years 2000 and 2010. And over the coming decade, the 55-and-over set will make up some 40% of the population as a whole. Combine those general demographic trends with the ongoing scarcity of labor and the conclusion is inescapable: qualified workers are older on average than they used to be.

And that is not necessarily bad news: after all, an experienced workforce is a good thing for any company. Older workers are also less likely to job-hop and more likely to be engaged in their work than their Millennial counterparts. Turning over a given position can cost as much as 50 percent of its annual salary, so there are obvious advantages to having employees stick around regardless of their age.

An older workforce brings challenges as well, though: senior employees will expect greater compensation. Whether this is due to increased responsibilities over the years or just annual merit and cost-of-living increases, an older worker will generally cost more than a younger one, all else being equal.

Older employees tend to require more healthcare services, and the smaller the company, the greater the proportional impact that can have on your costs for health benefits. And workers’ compensation costs are higher for aging employees as well: interestingly, most studies indicate that older workers have fewer accidents on the job than younger ones (there’s that experience again), but those accidents tend to be more severe. This is probably due at least in part to the fact that aging bodies recover more slowly, resulting in more missed time.

Specifically, sprains and strains are the main culprit in workplace injuries for older workers, and the most susceptible area is the back.

All of that adds even more complications to the already-difficult scenario the construction industry faces in maintaining jobsite safety: younger, inexperienced workers are more likely to have accidents, but older ones are likely to miss more time when they do. Throw in all the trends that have nothing to do with age, like the shortage of skilled workers, compressed construction schedules, greater complexity of projects and increased use of opioids and marijuana – legal or not – and it’s enough to frustrate the best of us.

What to do?

Step one is simply to accept that the situation exists. Given the ongoing difficulty of attracting young people to careers in the trades, this is likely to be the new reality for the construction industry for the foreseeable future. Don’t agonize over things you can’t control.

Next, recognize very specifically the challenges your older workers may be facing, everything from changing sleep patterns to obvious physical changes like reduced range of motion and loss of muscle mass. Cognitive abilities may show some slowing also, especially in learning new or unfamiliar tasks. Allow plenty of time for learning new skills, especially if they involve technology.

Consider what accommodations you might be able to make on the jobsite: can a position's duties be adjusted so there's less physical activity and more supervision and teaching of younger and newer employees? Are there ergonomic aids or material-handling equipment that would ease the physical burden of the work? Can the work be changed to fit the worker instead of the other way around, or can the worker be rotated through a series of tasks, alternating physical work with less demanding pursuits?

Think outside the box, and outside the jobsite, here as well. Give some thought to offering, or partnering with a local fitness facility to offer, exercise or wellness programs with an emphasis on maintaining strength and flexibility. A training regimen that focuses on core muscle groups will help in preventing those common back injuries. Wellness programs can extend to covering weight control, nutrition and disease prevention as well, and programs like these have been found to

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Moisture And Durability In Voluntary Green Building Certifications

Recent changes in building energy codes include enclosure criteria that minimize building enclosure thermal loads and in turn, reduce building’s energy consumption. Some code measures require changes in traditional building enclosure design. Unfortunately, some energy efficient designs, while code compliant, may adversely impact durability. In addition, many “green” standards lack sufficient measures to ensure long-term durability of wall assemblies.

There are many codes and standards that guide the design and construction process for buildings. This discussion focuses on the Voluntary Green Building Certifications, and more specifically on LEED BD+C v3 - 2009 for New Construction (LEED v3)[1], LEED BD+C v4 for New Construction (LEED v4)[2], ANSI/ASHRAE/IES/USGBC Standard 189.1-2014 (189.1)[3], International Green Construction Code 2015 (IgCC) [4], and Green Globes for New Construction v1.5 (Green Globes) [5]. These programs have been adopted by organizations, municipalities and government agencies as recognized standards to achieve green buildings. The inclusion and depth moisture and durability management across these programs varies widely.

Energy Efficiency

Before assessing the green building programs for their management of moisture and durability, it’s helpful to put them into context of their baseline energy efficiency performance. Using the referenced ASHRAE Standard 90.1 in each program and the minimum energy reductions relative to the standard, it’s possible to compare them. Comparatively, LEED v3 program is lagging in performance primarily due to the 90.1-2007 baseline reference. The remaining green building programs require approximately a minimum of 5% improvement in energy efficiency over the referenced 90.1 energy standard. Both LEED v4 and Green Globes reference the 90.1-2010 standard, and IgCC and 189.1 reference the 90.1-2013 standard and benefit from the relative improvements in the 90.1 update. The most current published ASHRAE Standard 90.1-2016 has an improved (lowest) baseline energy efficiency requirement than the green certifications that are part of this assessment, and is cost effective[6].

Balance of Wetting and Drying

As the energy performance requirements increase in buildings, new layers and materials are being added to building envelope assemblies to achieve these efficiency goals. There is a balance that should be struck between goals for increased energy efficiency and the long-term durability goals of the assemblies. An effective way to achieve both goals is to manage moisture in the building enclosure assemblies. Managing moisture includes not only selecting materials upfront that are serviceable.
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Put Your Claims In Writing: Subcontractor Loses Claims For Failure To Comply With Written Notice Requirements

What I routinely here from clients:

“Well, we frequently complained to the contractor in meetings and in writing about the problems with the documents and on the project and how these issues were impacting our performance.”

Unfortunately, unless the claim is in writing in accordance with the contract, you will waive your right to make your claims or recover your losses. Maryland's interpretation of contracts applies equally to contractors and design professionals who make claims for compensation. Timely written notice is key.

This tenet of Maryland law was illustrated in a recent federal case where the court dismissed a subcontractor's labor inefficiency claims. In *Hagen Constr. Inc. v. Whiting-Turner Contracting Co.*, decided in February 2019. While the subcontractor relied on its complaints to the contractor to support its claims, the court looked to the language in the subcontract and the signed partial lien releases.

The subcontractor's claims were dismissed because:

1) it failed to send timely written notice with substantiation; and

2) it signed partial lien releases without noting any exceptions, i.e., its inefficiency claims.

There, the subcontract required that if the subcontractor wanted to make a claim for additional compensation, written notice was to be given to the contractor no later than 7 days following the occurrence that gave rise to the claim. The subcontractor could not produce a compliant notice of claim. Instead, the subcontract relied on its frequent complaints to the contractor about the problems preventing it from efficiently executing its work. This - and all of its other arguments - failed.

The court could have stopped there but decided to hammer it home with the partial lien releases. A line in the release allowed the subcontractor to list any exceptions to released claims. It could have listed pending change orders or claims, extra work or, impact and inefficiency claims. It did not.

**ALERT:** Even had the subcontractor properly notified the contractor of its claim, it could have waived it by any future lien release because it was not listed on the lien release. You can access a longer summary of the case here: [Hagen v. Whiting-Turner.](#)

Subcontractors often rely on contractors that say, “it will all work out – just keep working.” Those subcontractors will find themselves in the same position as Hagen Construction. The lesson here is don’t rely on conversations or promises and document your claims.

Feel free to contact Tracy at 410.986.0822 or [tsteedman@adelberg.com](mailto:tsteedman@adelberg.com) to schedule a free 30-minute consultation. Here is a link to her bio: [http://adelberg.com/tracy-steedman](http://adelberg.com/tracy-steedman).

Tracy L. Steedman, a partner at Adelberg Rudow, specializes in construction and contract law. She partners with small and large construction and design firms in preparing risk mitigation strategies, claims avoidance and counseling, and pre-litigation alternative dispute resolution processes. A large portion of her practice is contract drafting and review, and as a litigator, she is familiar with how the courts interpret contracts.
Resilient Communities Start With More Durable Buildings

The residents of more robust cities and towns experience major benefits from the overall improvement of building resilience: fewer burdens on local services, a more stable local economy that provides consistent sources of money to run the municipality, and a more enduring legacy for future generations. Builders, architects, and designers have come to recognize that more durable public buildings, private homes, and businesses, often built with concrete to resist damage from natural disasters, reduce the impact entire communities have on our planet.

**Fewer Burdens on Local Services**

As the first line of recovery, hospitals, police and fire departments, and other critical local services need to be housed in disaster resistant facilities. Concrete building systems provide durable municipal structures so that disruption to local services can be minimized.

One study has shown that every dollar spent on reducing the potential impact of disasters saves society an average of $4. With robust construction, the damage from major storms can be less severe, reducing the energy and resources that a community will have to spend on emergency response, reconstruction, repair, and recovery.

**More Stable Tax Base**

The yearly direct cost of lost property from natural disasters in the United States averages more than $35 billion. When homes and businesses are destroyed, occupancy is disrupted, often leading to a decrease in the amount of local tax that is collected. At the same time costs rise from the expense of cleanup and recovery. Less money being available while there are greater needs squeezes budgets.

With less potential for damage, strong concrete homes and businesses are able to continue to serve the community, keeping the tax base and revenues for necessary services constant and predictable. Even when disasters do not occur, safer more resilient construction lasts longer, attracting residents and business, promoting long-term community continuity.

**More Stable Economy**

When disaster strikes, lives and services are disrupted. Many residents who evacuate an area will have no jobs or homes in which to return. They resettle elsewhere. With durable buildings to house residents and their jobs, normal day-to-day living and the local economy can recover in less time.

**More Enduring Legacy for Future Generations**

Current building codes represent minimum requirements for construction, the lowest level of quality that will be accepted. By 2030 we will have demolished and replaced 82 billion square feet of our current building stock, or nearly one-third of our existing buildings, largely because the vast majority of them weren't designed and built to last any longer. Requiring codes that are more strict results in a higher level of performance and durable structures that are better able to stand up to damage from high winds, fire, flooding, and other potentially serious events. These longer lasting buildings can be adapted to future uses, avoiding demolition and replacement. Plus, less new construction means less construction debris in landfills.

Communities built to last start with comprehensive planning, including stricter building codes that produce robust structures with long service lives. More durable buildings with high-performance features including

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Avoiding The Most Common Construction Site Safety Hazards

Every year, the Occupational Safety and Health Administration (OSHA) creates a list of the ten most common construction site safety violations based on citations issued. With 988 workers dying on the job and over 3 million getting injured every year, safety is paramount to a successful work environment.

The 10 Most Common Construction Site Safety Hazards

1. Fall Protection: If at all possible, you should try to eliminate all fall hazards. Do work on the ground before lifting and installing components at height. If fall hazards cannot be removed altogether, they should be controlled. Inform workers of the dangers and what safety equipment can be used to control them.

2. Scaffolds: Work that needs scaffolding to be completed should always be mapped out in advance. After planning, you can install, use, maintain and remove the scaffolding in accordance with OSHA guidelines. All workers using scaffolding should have proper training.

3. Hazard Communication: If you don’t have an on-site hazard communication plan, you can expect to receive a violation. Any projects including dangerous substances of chemicals should have containers clearly labeled and safety data sheets attached to each one.

4. Lockout/Tagout: All site workers should be trained in how to verify a no-energy presence for all equipment on-site that uses compressed air, steam, heat, electricity, fire or other energy sources.

5. Respiratory Protection: During the pre-planning phase, you should identify all potential respiratory hazards and create written protection plans. All respiratory protection should be rated and appropriate for the situation.

6. Ladders: Every user must inspect ladders before using them and only utilize them for their intended task.

7. Powered Industrial Trucks: These vehicles need proper training to be used. Access to powered trucks should be restricted to those with adequate training and qualifications.

8. Machine Guarding: If workers are seen operating grinders, saws and other powered equipment without utilizing guards this citation will be issued. Any tools that come with a guard should have it installed on your job site.

9. Electrical Safety: These construction site safety violations could be related to wiring or just general electric requirements. Make sure ground pins and outlets are working correctly and that all extension cords are free from cuts and nicks.

Hawkeye Safety is the construction industry’s premier safety resource offering training, consulting and staffing services. Our construction safety professionals are experienced in the field and understand how safety practices are successfully applied to real-world construction. Our extensive field experience combined with our knowledge of insurance and occupational safety & health makes us the best choice to deliver the message to your employees.

Hawkeye Safety is familiar with all OSHA standards and help construction businesses of every size to keep workers and sites safe around the clock. We pride ourselves on being “the only safety department you will ever need.” To learn more about our trainings designed to help businesses in the cannabis industry, contact us today by calling (800) 565-1157 or visiting our website.
Leasing: A New Standard Is Finally Here

After nearly ten years of working on a new leasing standard, the Financial Accounting Standards Board issued Accounting Standards Update (ASU) 2016-02, Leases on February 25, 2016. Companies will now recognize most leases on their balance sheets. The Financial Accounting Standards Board estimates that more than $1 trillion of obligations will be added to the balance sheets of public companies traded in the United States. This standard is effective in 2019 for public companies and in 2020 for private companies.

Before you decide to delay the evaluation of this standard and wait until closer to the implementation date, let’s consider some of the implications. Under the new provisions, essentially all lessees will report a right-of-use asset and a liability for the obligation to make payments. Leases will fall into one of two categories:

1. Financing leases, similar to capital leases, will require the recognition of an asset and a liability, measured at the present value of the lease payments.
   - Interest on the liability will be recognized separately from amortization of the asset.
   - Principal repayments will be classified as financing outflows and payments of interest as operating outflows on the statement of cash flows.

2. Operating leases will also require the recognition of a right-of-use asset and a lease liability measured at the present value of the lease payments.
   - A single lease cost resulting in a straight-line recognition of lease expense.
   - All cash outflows will be classified as operating on the statement of cash flows.

For short-term leases of 12 months or less, lessees are permitted to make an accounting election by class of underlying asset not to recognize right-of-use assets or lease liabilities. If the alternative is elected, lease expense would be recognized generally on the straight-line basis over the respective lease term.

Below are three steps that companies that should tackle in regards to this new standard:

1. Develop a list of all existing contracts. ASU 2016-02 contains a very broad definition of a lease. The standard notes that “A contract is or contains a lease if the contract conveys the right to control the use of identified property, plant or equipment for a period of time in exchange for consideration.” This standard will impact all contracts which contain a lease. This will likely include contracts related to real estate, heavy equipment, automobiles, office equipment, technology, and various other items.

2. Carefully assess new lease agreements. This new standard may impact how companies enter into new leases. Companies may want to consider who is authorized to enter into contracts and the process for reporting, updating, and maintaining the accounting systems to properly capture the relevant financial information. Companies may also consider renegotiating some existing leases and analyzing various lease-versus-buy decisions.

3. Evaluate the financial implications. Companies will need to assess how the new rules will affect equity (or net assets), debt covenant requirements, capital requirements, incentive compensation, and various other aspects of the company. Consider when to engage your key stakeholders, including owners, investors and banks, in discussing the impact of this new standard.

Companies need to assess the widespread effects of this new leasing standard so they can plan for needed business and process changes. This standard has wide sweeping implications including affecting various financial measures such as the balance sheet, financial ratios, debt covenant calculations and requirements, compensation arrangements and incentives, capital expenditure requirements, and disclosures, to name a few.

April 25th Webinar

Continued on Page 27
Five Digital Collaboration Tools To Increase Your Competitive Edge

Construction Technology has slowly but surely progressed to create a jobsite and project planning environment that is more efficient, productive, and communicative. RPG has seen the evolution of the industry.

Through experience and training, our team has compiled a list of five, easy-to-implement ways to help you switch to digital collaboration on projects, thus increasing your ability to get a leg up on the competition, while running more efficiently. Our goal is to help ALL project stakeholders.

**Shared Cloud-based Project Spaces**

Effective communication is a crucial element in ensuring your project is completed on time and on budget. Unfortunately, email inboxes become overloaded quickly and thumb drives are often lost. That’s where a shared cloud-based project space can be a huge asset to your team. Dropbox Business is a collaborative platform that offers: file sharing (for nearly all file sizes), task management, editing tools, software integration, advanced security/SSL encryption, and more. This single platform enables your entire team to view files, projects, and tasks in one spot, both online and offline. Right now, you can sign up to try Dropbox Business FREE for 30 days!

**BIM Execution Plans**

Get fully on board with BIM, by creating an BIM Execution Plan (BEP). Formulating a BIM Execution Plan is the best way to safeguard your project from getting bogged down by hang ups. The detailed framework of a BEP provides your team with a comprehensive overview of every key player and task involved in the BIM process. This in turn allows your team to successfully optimize time and diminish the possibility of unforeseen circumstances, redundancies, or bottlenecks within your workflow.

**Drone Data Capture**

You’ve probably heard some buzz about Drones and UAVs, but did you know they are an added value to your project planning and jobsite monitoring? Drone Data Capture is a cost-effective way to collect and analyze data, survey difficult to reach areas, inspect sensitive systems, and map project progress. Verifying your site plans is a breeze when you utilize a drone for mapping. RPG offers several Drone and UAV models specifically designed for all terrain jobsites. You can check out what’s currently available here!

**Mobile Jobsite Solutions**

Time management is a big deal, especially on the jobsite where every minute counts. Investing in mobile jobsite solutions can help keep your efficiency in check. The BIMbox is a secure, mobile jobsite workstation that can be stored anywhere. Forget about making extraneous trips off site to view and print documents; the BIMbox has you covered, containing: a touchscreen monitor, core computer, backup power supply, HP LaserJet Pro printer, and more – All within a rugged mobile datavault! In search of a collaborative solution for viewing/editing documents and working within software such as BlueBeam? Look no further than the RPG PlanView™ Plan Table. The PlanView is ideal for take-offs, collaborations, markups, edits, and presentations. The large touch screen monitor with multiple touch points and titled stand provide the perfect platform to work in a group setting and keep each member of your team up to speed on your latest project!

**3D Laser Scanning**

Say goodbye to measuring and re-measuring with outdated methods that are prone to error. 3D Laser Scanning is your ticket to highly accurate 3D data capture for BIM integration. Generate a precise point clouds in minutes with one mighty tool. Though 3D laser scanning has quickly taken the industry by storm, there’s still some apprehension to fully embrace its use. Adding 3D laser scanning to your repertoire can be a huge benefit, by helping your firm achieve: reduced error thanks to enhanced accuracy, verification of work quality while the project is still ongoing, and as-builts for documentation or future use. RPG is here to
Changing The Reality Of Construction

Mixed Reality’s Contribution to the Field

Microsoft just revealed its next iteration of the HoloLens, named HoloLens 2, in February, at the 2019 Mobile World Congress in Barcelona, Spain. “What is HoloLens?” you may be wondering. HoloLens is a Mixed Reality headset, developed by Microsoft, that lets you view and interact with holograms via displays built into the lenses that overlay onto your surroundings in the real world. Mixed Reality is defined by Wikipedia as “the merging of real and virtual worlds to produce new environments and visualizations where physical and digital objects co-exist and interact in real time.” This sounds like it might be too much like science fiction or something used for a video game, but it turns out there are many practical uses for this type of hardware. While there are bound to be entertainment uses for HoloLens; it is starting to gain traction in the armed forces, medical, manufacturing and construction industries. This is not to be confused with Virtual Reality, where you are in a controlled environment viewing a totally virtual space.

So how can this technology help with construction? Using Mixed Reality apps, you can view and interact with your blueprints and Building Information Models (BIMs) at the physical job site location, whether work is still being performed or has been completed. Being able to see your digital models or drawings in a physical space, at 360 degrees, allows you to quickly and efficiently transform your models on the fly to see how the changes affect the rest of your model and your surroundings all in real time. Since Mixed Reality lets you see the models for your work area through the lens display, you can effectively see any graphical data, as it’s represented, such as: rooms, pipes, cabling, ducts, etc., even if it would normally be concealed by a wall, floor, or ceiling panel.

As for the hardware itself, HoloLens is an impressive piece of technology; built and designed to let you see, interact and customize 3D holographic objects as though they existed in a physical space. To make this happen, it’s fitted with Microsoft’s Holographic Processing Unit (HPU), a myriad of sensors to understand the environment you are in, recognition for gestures and speech, and eye tracking to distinguish where your attention is focused. It also has built-in Wi-Fi, Bluetooth and a rechargeable battery, and does not require a connection to a PC to operate.

Hololens 2 takes the original formula and expands on its capability creating a more immersive experience. In addition to being a more comfortable and compact unit, the processor has been upgraded, movement detection has been increased, the microphone has been upgraded, and most importantly the security has been improved. Greater processing power means more holograms can be viewed at once and can be viewed at higher resolution, with more legible text. Holographic objects are more responsive to your interaction than the previous model. The improved microphones allow for better speech recognition in noisy areas, perfect for construction sites. Security is also improved, giving users the ability to log in using eye recognition rather than a user name or password.

You may be wondering about safety while wearing this headset in a construction zone. Trimble has developed an ANSI/ISEA certified hard hat solution that the original HoloLens can be mounted to, for areas that require a hard hat. They are also working on development of the XR10 hard hat for integration with HoloLens 2.

Other manufacturers like Acer, Asus, Samsung, Oculus and Lenovo are making their way into the Mixed Reality space as well but may not quite be as suitable as HoloLens in their current state. These solutions currently are not completely hands-free and must be connected to a PC to operate. If these features are not a concern, then one of these products may be a good alternative solution for you to use in the office. They are also notably cheaper but will not offer the same experience found on the HoloLens.

Just as PCs, mobile, and cloud technologies were slow to be adopted into the construction industry, Mixed Reality may take some time before it becomes mainstream. Those that do adopt this technology will have an intuitive, immersive, and interactive experience that will help modernize the way you do business.

Continued on Page 27
Why Hiring Is So Hard For Construction Contractors In 2019

Hiring and retaining quality construction employees is getting harder. In fact, of the 150+ contractors who took the 2019 Maryland Construction Industry Survey, not one respondent said it would be easier to hire employees in 2019 compared to 2018.

In the survey, contractors said finding and retaining qualified employees is their #1 concern for 2019. This has been an ongoing trend for several years. In 2017, 62% of contractors said hiring was one of their top concerns, but that percentage jumped to 83% in 2019.

Growing Concerns About Finding and Retaining Qualified Employees

Concerns over hiring and retaining qualified construction employees has been on the rise since 2017.

Why Is Hiring Getting So Hard?

New faces aren't so common around job sites anymore. As Baby Boomers retire, the decrease in young employees entering the industry is only becoming more apparent. The problem is fewer young people are pursuing careers in construction. In fact, the number of young construction workers entering the industry has decreased by almost a third between 2005 and 2016.

This could be explained by the increasing push for students to attend college. Trade schools, on the other hand, are often presented as backup plans for college. This steers young people away from careers as contractors, electricians, plumbers, welders, etc. and has bankrupted the pool of young talent entering the industry.

Respondents in our 2019 Maryland Construction Industry Survey echoed this reality. We asked contractors what they saw as being the biggest change in the construction industry in the next ten years. Here's what some contractors said:

• “Workforce is getting older. The younger generation does not want to work in construction. Labor costs will continue to increase.”
• “The lack of qualified workers in all areas of construction. Schools are pushing everyone into college. Young people do not want to go into construction. At this pace we are headed for a very severe manpower shortage.”
• “No younger people coming into the trade.”

How Do We Fix This?

One fix that construction contractors can implement right now is improving their business’s culture. Business culture is the behaviors and values of a business, which encompass things like:

• How the leadership team acts
• How employees get treated
• What perks you offer
• The overall personality of your team

While a good salary and benefits package is necessary to recruit quality staff, culture is what makes employees happy to come to work every day. As the number of young people in the industry decreases, contractors are going to have to be more competitive than ever when it comes to hiring. That means focusing on culture as well as building an environment where construction employees want to work.

Get More Insights Like This

Join us on Thursday, May 2, 2019 at Waverly Woods Golf Club as Steve Ball, CPA, CVA, CCIFP, takes a look at the state of Maryland’s construction industry based

Continued on Page 29
11 Reasons Construction Sites Are Using Business Surveillance Systems

Do you own a construction business or are you in charge of a construction site? Are you happy with the current state of your site? If the answer is no, you might need surveillance to make your job easier.

Video surveillance has become a necessity in any business. Up to 78% of all workplaces monitor their employees - and for a good reason.

There is increasing concern among employers. This in regards to employee safety, theft, and workplace conduct.

The need for business surveillance systems is a must for construction sites. With how busy construction sites become, they become harder to watch. Proper security and employee surveillance can help you save time and money in many ways.

Not convinced? Take a look at the 11 reasons why you need surveillance cameras for business.

1. Monitor Construction Workers

Business surveillance is useful for watching the activities of your field employees. To note, the entire construction site will have a big number of drone workers. There's not enough manpower to see what they're all doing.

In the past, what foremen do is delegate. Information gathering gets a pass through some of their team members.

This sort of “pass around” type of reporting is unreliable. It can breed miscommunication between people. It's also only scalable to a certain degree.

By getting installation from a video surveillance business, field managers' jobs get easier. They can observe worker efficiency amongst their people. If there's a delay in the process, you can go back to recorded videos and see where the problem is.

In itself, surveillance should make it easier to track everyone.

2. Monitor Architects, Engineers, and Design Teams

Surveillance cameras for business aren't limited to watching the worker drones. At times, you would also need to observe your engineers and design team. Why would you want to track your people in-charge?

For one, architects and engineers have deadlines. Utmost efficiency in both operations and human resources management is crucial. It helps in completing the project objectives on time.

Project managers can also make communications clearer with their field personnel. As the surveillance cameras act as their eyes, they can refer to onsite issues easier. This happens without the need for any vague descriptions.

3. Understand Resource Consumption

Resource consumption is a common problem in many construction sites. Every part of the process has a cost. Inappropriate materials usage can cause undue expenses.

Small expenses, if left unchecked, can grow up to become big issues in the future.

Why use a business surveillance system for this type of small job?

Here's the thing. Construction teams tend to use resources fast. If you want to account for the entire project, you need to look at every material.

If there are problems in the gears, their quality, or the materials, there's something you can do. Stakeholders can use the video to check back into the inventory.

Whether there's something illegal happening or in need of simple accounting, surveillance helps. Mobile surveillance for business can help reduce your resource consumption.

4. Simplify Theft Prevention

Theft of materials is one of the most significant issues in many construction sites. This can go from something as simple as a few bricks to even theft of heavy machinery. This is not only extra cost for the company but a delay in the project.
What’s Holding You And Your Business Back From Realizing Its Potential?

In the 30+ years I have been working with the owners and leaders of closely held companies, I have run into many instances where the owner and/or the business was being held back by a variety of obstacles, most of which were in the heads of the people running the business. I’m not talking about disruptive changes in markets or technology, sudden changes in family circumstances or the loss of a key employee or two. What holds those owners and leaders back most of the time is one or more of the following situations which has been catalogued with the help of my friend and successful family business coach, Terry Schaefer. We are developing a series of podcasts to explore each situation in greater depth than is possible here, so stay tuned.

Fear of Success: This condition is real although no one ever says it out loud. They just don't do the things that create and sustain success. It’s hard to imagine that anyone with the desire, energy and diligence to start and run a business would not work in a successful way but that happens. You’d have to talk with a psychologist to plumb the depths of this problem—it could be low self-esteem, upbringing, laziness (not likely) or it could be the next problem.

The devil you know: Maybe you desire greater success but fear you do not know how to run a company that has greater success, so you stick with “the devil you know:” the business you have in its current form.

Fear of Loss of Control: We all have a basic need to do as much as we can to control our own circumstances. If we believe that our business in its current form is under our control than how do we control it if it gets bigger? This is one of the most powerful roadblocks to growth and success because we have to learn how to shift from owning the process of the business to owning its results instead. This means building an organization to absorb the growth and one to which many of the tasks on the owner’s desk can be delegated.

How would I keep it going if it is a success? If you are amenable to on-going learning, there are thousands of business books, business owner peer groups, business coaches that can help you with this one. Pick a way that helps you learn what you know you don’t know and, more importantly, get to know what you don’t know you don’t know (read that slowly) and put yourself in a position to sustain your learning.

If my current job is a measure of my worth, what will the new measure be? If you are a parent or have coached any kind of team to success, think about the pride you take in helping others grow and succeed by supporting their efforts without doing everything for them. Then the success of your company and the people in it becomes the new measure of your worth. And whether you keep the business, transfer it to a child or employees or sell it, much of the measure of the company’s value is in the organization you have built and the customers you have served.

Paul Riecks is a Principal at INSIGHT. At INSIGHT, we believe that every business has the opportunity and the potential to be as successful as its owners want it to be and deserves the chance to reach that potential. One of the best resources available to business owners and CEOs for help in reaching their company’s potential is the deep pool of knowledge shared with other business owners and CEOs. So, what we do is form INSIGHT Groups—each with 10-15 owners and CEOs—and facilitate their monthly meetings where they advise each other, share ideas and experiences and gain the clarity they need to achieve the success they seek. www.gaininsight.net

“Leadership is unlocking people’s potential to become better.”

~ Bill Bradley
What Are Catch-up Contributions And Should You Use Them?

For those that got off to a slow start in saving for retirement, fortunately, most retirement plans allow you to catch up later. If you will be age 50 or older this year, you can save more in your 401(k) plan—up to $6,000 more in catch-up contributions. That's on top of the $19,000 limit for savers who are under age 50, for a total of $25,000.

Catch-up contributions can help you have more retirement income

Do catch-up contributions make much of a difference? They can. Consider Tom and Mike, both age 50. Tom saves $19,000 a year in the plan. Mike decides to save $6,000 more in catch-up contributions, for a total of $25,000.

By age 65, Mike will have about $150,000 more than Tom, assuming that each earns a 6% average annual return[1]. That means Mike should have about $6,000 more each year in retirement income, assuming he withdraws 4% of his savings annually.

Catch-up contributions can help you save more for your retirement

When you contribute to your 401(k) plan, you have more in retirement savings and gain a tax advantage. Those benefits get larger with catch-up contributions. However, to obtain the tax benefits of catch-up contributions, you'll need to increase your retirement plan savings rate. For example, Peggy will turn age 50 next year and decides to make catch-up contributions. To calculate her savings rate, she divides $25,000 by her salary of $150,000—the full savings amount allowed for people who are age 50 or older and are eligible to make catch-up contributions. Peggy sees she needs to save 16.67% of her pay starting in January. Currently Peggy contributes 12% of her pay to the plan so she will need to increase her savings rate by 4% at year-end.

You can use this online calculator to do the math for you! All you need to do is answer a few easy questions, including how much you make, how often you're paid, and if you intend to make catch-up contributions. Do you have more questions? Send me a note below!

[1] This hypothetical example doesn't represent the return on any particular investment. Your final account balance does not reflect any taxes or penalties you'll pay when you withdraw money in retirement. The rate is not guaranteed.

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rise, and businesses are just as vulnerable as individual consumers. That’s why one of the most powerful cash management tools available is fraud detection and prevention. ACH block to reject automatic transactions and ACH filter to allow your business to establish a list of acceptable transactions.

5. **Positive Pay**: Positive pay allows you to import your check issue file into an online portal. As checks are presented for payment those not in line with the issue file submitted will be flagged for your review.

6. **ACH Services**: ACH origination reduces costs and pay invoices more quickly.

7. **Target Balance Management (TBM)**: TBM makes it simple to manage your business’s cash flow and expenses. With TBM you can automatically fund or pay your line of credit while maintaining an exact balance in your operating account.

8. **Escrow Manager**: Easily manage escrow funds for your clients.

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**Connie Hess**
**VP, Sales and Cash Management**
**Hamilton Bank**

*Hamilton Bank offers a variety of business cash management services that are cost-effective allowing you to meet the daily cash needs of your company. So whether you’re looking for ways to better manage your cash flow or just want to expand your payment solutions, we have the product that works for you and your business. Call Connie at 410-616-1982 or email Chess@hamilton-bank.com for more information.*

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cancel subscriptions you’re not using or don’t need, and negotiate some of your bills down to a lower rate.

- **Mint** – One of the most popular personal finance apps out there. It easily creates budgets, and makes suggestions based on your spending. It also tracks your bills and alerts you when it’s time to pay and finds out your credit score for free, while offering tips to help improve it.

- **Acorns** – Strictly a savings and investing tool, Acorns helps users save money by rounding up your purchases to the nearest dollar and automatically adding the difference to your acorns account. The money is then invested in a diversified portfolio based on your income and goals, earning you a return on the investment. It’s an easy and painless way to invest.

This spring, while you’re busy tidying up your home, make sure to carve out some time to clean up your personal finances as well. The six ways laid out in this article are an easy and productive place to start.

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*About Beneco: Through unique employee benefits, compliance services, and HR solutions, Beneco allies with contractors nationwide to empower them to build their businesses, while helping their employees to build a secure and prosperous future for their families. Beneco serves as a Recordkeeper and Third Party Administrator (TPA) and offers benefits including retirement, medical, life insurance, and more!*
in time, yet most don’t have the proper coverage in place help to protect themselves in these situations. That’s where employment practices liability insurance (EPLI) comes into play. EPLI protects your business against employee lawsuits including discrimination, wrongful termination, sexual harassment, invasion of privacy, wage and hour disputes, illegal background checks, pregnancy, and more. It also should be purchased completely separately from your other policies.

- **Bonding**
  Licensing and permitting are nothing new to general contractors. A variety of different bonds are often required by federal, state, and local municipalities to ensure the services companies are expected to provide are completed according to regulation. There are several different types of bonds that contractors should become knowledgeable about, including:

  - **Surety Bonds:** An agreement under which one party (the surety) guarantees to another (the owner or obligee) that a third party, the contractor or principal, will perform the duties of a contract in accordance with contract documents or fulfill the obligation according to the agreement.

  - **Construction Bonds:** An agreement guaranteed by a third party (insurance company or surety) to finalize construction in accordance with the terms of the contract, in the event a contractor fails to perform according to the terms of the contract.

  - **Commercial Bonds:** Often required by commercial business entities such as distributors, suppliers, etc., federal, state, and local municipalities can require various commercial bond obligations. These help to guarantee individual compliance to follow certain rules or legal requirements.

**INSURANCE FOR SUBCONTRACTORS**

You wouldn’t hire a doctor who didn’t have proper insurance, right? The same goes for general contractors who hire subcontractors to work on their projects. As a general contractor, if you fail to properly vet your subcontractors, you could find yourself financially liable should something go wrong.

Subcontractors need to carry the exact same type of insurance that general contractors do (see our list above) but they also need to ensure their limits are adequate. A good rule of thumb to follow is that subcontractors’ limits should be comparable to the general contractors’ policy limits.

In addition to those outlines in the section above, there are a few other coverages subcontractors should consider:

- **Pollution**
  Depending on the nature of your business, pollution insurance may be an important investment. Businesses can often add endorsements to their general liability and/or auto policies, however, obtaining a standalone policy is usually the better option. Pollution insurance helps financially safeguard your company from legal defense fees, clean-up costs, and provides coverage for injuries and medical costs.

- **Errors & Omissions**
  We all know that mistakes happen. But in the world of construction, errors can often be expensive. Errors & omissions (E&O) insurance protects subcontractors from unintentional work errors, failure to deliver promised services, and instances of professional negligence.

**TRANSFER RISK AGREEMENT**

All contractors want to limit their liability and control insurance costs at much as possible. A general contractor will often ask subcontractors to have the same insurance coverages as they do, pushing liability down the chain. Risk transfer is what protects the general contractor and places (or transfers) responsibility for claims, losses, and damages on to the subcontractor. But what about when subcontractors hire other subcontractors? Well, the same applies. Subcontractors also need a
transfer risk agreement that indemnifies them. When a subcontractor hires another subcontractor, proper risk transfers techniques need to be employed in order to protect the business.

Whether you’re a general contractor searching for a subcontractor or a subcontractor seeking another subcontractor to perform a specific task, it’s important to ensure your business is protected and you have partners you can trust. Working with a knowledgeable insurance agent who understands the construction industry is also critical in helping you understand what you need, what to require from your subcontractors, and how you can keep your business safe.

Joseph Lalla,
Account Executive
Georgetown Insurance Service

Joseph Lalla has been a commercial insurance agent with Georgetown Insurance Service, Inc. since 2008. He has an extensive construction background and concentrates on servicing construction contractors, nationwide limousine companies, and hazardous soil contractors. Joe is a member of ABC Metro Washington Chapter, the Sheet Metal and Air Conditioning Contractors’ Association, and the Virginia Limo Association.

better disaster resistance, help promote community continuity, making cities and towns stronger, and better able to successfully weather any challenge.

**SAFETY is important**
Homes and storm shelters built with concrete or masonry protect your family and your possessions. Concrete buildings shelter you from wind, fire, flood, and other disasters.

**TALKING to the right people**
Your city planners need to hear from you. Let them know that you want to build better, stronger homes, schools, and structures in your community.

**RESILIENT & SUSTAINABLE buildings matter**
These terms may not be familiar to you, but you know what they mean. The older, sturdy concrete and brick buildings you still see in town are examples of the value of building for the long term. They can be adapted to new uses, continuing to serve the community for years to come.

**OPERATING EFFICIENCY saves you money**
Concrete walls provide good thermal performance that keeps your energy bills low and your home and businesses comfortable. Not only does this impact your wallet, but conservation can play a key role in moving the U.S. toward energy independence.

**NEIGHBORHOOD CONTINUITY**
Resilient buildings are more able to survive natural and man-made disasters with minimal loss of housing, employment, and critical services. Even when disasters do not occur, durable buildings promote long-term continuity.

**GROWING your local economy**
Building with locally produced materials provides jobs in your community. It also contributes to your community’s tax base, helping it continue to grow strong.

Tom Evans
Executive Director
Maryland Ready Mix
Concrete Association

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www.cement.org

Footnotes:
have a significant and positive impact on workers’ compensation costs.

It’s very tempting to ponder the prospect of an older workforce and see only the costs and pitfalls. Remember that the benefits of a seasoned team, while perhaps less tangible, are considerable: loyalty and longevity go hand in hand, and there’s simply no substitute for any experience in any given field. You may never know the number of times a project didn’t grind to a halt because you had someone on site with the experience to make the right call at the right time, and it’s hard to put a price on that.

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Josh Marvel is a Commercial Risk Advisor with Consolidated Insurance + Risk Management. A member of MCN, Consolidated is an independent insurance agency based in Owings Mills, Maryland providing solutions for Commercial Insurance and Risk Management, Employee Benefits, and Personal Insurance and Risk Management. With a unique background that started as a Commercial Lines Underwriter, Josh works with clients to align their corporate and risk management goals in a way that will stand out to the insurance marketplace. Josh specializes in Business, Strategic, and Hazard risk identification and planning, as well as Experience Mod. Rating management, reputation management, and insurance contract reviews.

For more information visit Microsoft’s Mixed-Reality webpage (https://docs.microsoft.com/en-us/windows/mixed-reality/).

Adam Beegle is the Marketing Assistant at Business Information Group, Inc. (BIG), and has been in the technology industry for eight years. He writes BIG’s blog posts and manages their social changes as well. He is an avid researcher on technology and what benefits it can bring to every type of business.

McKonly & Asbury offers a free monthly webinar series and this month’s webinar will explore the new leasing standard. The webinar will explain how accounting for leases changed from the old standard to the new one. Presenters will also show a set of financial statements that adopted the new standard, making sure to highlight exactly what changed. Lastly, participants will gain an understanding of what they should be doing now in order to prepare for these changes.

Please join us on Thursday, April 25 at 2:00pm. You can learn more and register by clicking here:


This article was written by Daniel E. Sturm, CPA with McKonly & Asbury. Dan is a Partner and leader of the firm’s Construction Practice, lending expertise to general contractors, specialty contractors, and engineering firms. He serves clients in both Pennsylvania and Maryland.

For any questions regarding this article, or for more information on services McKonly & Asbury can provide to your organization, please contact Dan at dsturm@macpas.com or by calling (410) 340-3256.

support your 3D Laser Scanning efforts. We have several laser scanning options available for rent or purchase, including the highly sought after BLK360, the esteemed RTC360, and the P16. We also have a knowledgeable, trained staff available to assist you in taking your first dive into 3D Laser Scanning.

For 30 years, RPG Squarefoot Solutions has been known as your local Wide Format experts. As a Platinum HP Reseller, we have consistently provided our AEC customers with the ideal solution for their needs. In the past several years, we have broadened our expertise to include Construction Technology Solutions. We recognized its potential to elevate our customers’ workflow. We hope to assist our current and prospective customers in choosing the technology-based solutions to fulfill their individual projects and long-term goals.

For more information visit Microsoft’s Mixed-Reality webpage (https://docs.microsoft.com/en-us/windows/mixed-reality/).

Adam Beegle is the Marketing Assistant at Business Information Group, Inc. (BIG), and has been in the technology industry for eight years. He writes BIG’s blog posts and manages their social changes as well. He is an avid researcher on technology and what benefits it can bring to every type of business.
Surveillance cameras for business are perfect to use as security deterrents. They're there to make sure that you can prevent pilferage of goods in the first place.

Theft is not from the outside all the time. It's so rampant that the U.S. loses up to $50 billion a year due to internal theft. You should not focus all your closed-circuit cameras outside. Rather, set them on focus and choke points.

5. Prevent Criminals and Intruders

This may sound redundant with the previous point, but it's the truth. Mobile business surveillance in and out of your premises can deter crimes. This is important not only for your security but for your people's safety too.

An unguarded property can run the risk of harboring criminal elements and squatters. There are cases of criminals using empty construction sites for their deeds. Getting your business roped into such controversy is a major no-no.

Surveillance cameras for business are useful in pushing the lawless elements out. People fear surveillance, knowing there's an entity that's watching over them. The mere existence of cameras pointing at people is enough to make people nervous.

This gives you peace of mind, in addition to keeping your people safe.

6. Preventing Possible Liabilities

Liability lawsuits tend to be a problem in construction sites. Any construction area has dangerous materials and tools in them. Even if you follow all safety precautions, you still have the risk of your employees not following occupational safety and health guidelines.

In the event of an accident, the benefits of a video surveillance business are clear. Video evidence is one of the most critical pieces that relieves you of responsibility. As long as it's not a deliberate violation on your part, you should be secure.

This saves you a lot of time, money, and work on any litigation efforts that you might encounter. Knowing that you have CCTV surveillance can give you peace of mind that you don't have lawsuits coming up your way.

7. Business Surveillance of Construction Progress

Project managers tend to be busy people. This is the same for general contractors and stakeholders on the business. Most of the time, project managers will need to take care of various sites.

When this is the case, remote checking is a valuable time saver. Stakeholders and business owners don't have to be on site all the time. This gives you the flexibility that you may not have due to different commitments.

A proper CCTV system can also save you time, and surveillance is a worthwhile investment. Rather than wasting time visiting sites every day, you can run the business via remote view instead.


Occupational safety and health compliance is a must in any construction site. There's an exhaustive amount of training and compliance documents that a business owner needs to know to operate within proper safety protocol. This is why businesses need safety engineers to be around all the time.

The problem is, the safety engineer cannot check all activities, including ones that are happening at the same time. This is a problem as workers tend to do work outside the allowed limits of compliance. Workers have much to gain in proper obedience to occupational safety standards.

If you hire a video surveillance business, you will have video records of everything happening within your walls. You can pinpoint any shortcomings to the one who fails to comply.

9. Deter Vandalism with Surveillance Cameras for Business

Vandalism is one of the more usual issues in construction properties.

This can ruin a business little by little, and there's evidence to it. Theft can ruin any company, especially bigger firms who have more to lose. Smaller businesses also suffer the negative impact from vandalism.

Proper business surveillance can allow you to secure your perimeter. It can prevent anyone from trespassing or vandalizing important parts of the project. This not only prevents damage but cuts down on the time you will waste repairing the vandalism.

Surveillance videos can help you look at the faces of perpetrators closer. You can then do the proper action to
You Need Business Surveillance Systems in Your Construction Site

When you think about it, your construction site’s success and safety rely on how you handle the site. To make the most out of every project, you need hands-on supervision of everything that is happening. Why leave it to others when you can do it yourself?

If you want to take care of your construction site, you should. You must also focus on other things too, so business surveillance systems are key. Proper CCTV systems can help you.

Not sure which video surveillance business to trust with your company? Mobile Video Guard has you covered.

We offer state-of-the-art tech that gives you peace of mind whenever, wherever. Combine technology with law enforcement experience and see the difference.

Find the security specialists who know what they’re doing. Get Mobile Video Guard to take care of you. Talk to us now and experience what true protection feels like.

Shawn Scarlata
CEO, SMART Security Pros

SMART Security Pros through its Mobile Video Guard solution protects construction sites, equipment yards, scrap and recycling yards, utility infrastructure sites, among other types of locations. After 22 years in law enforcement and 8 years operating a large security guard firm, the founder Shawn Scarlata knew there had to be a better way. Shawn set out to develop a solution that provided higher levels of security at a fraction of the cost of guard services.

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address this problem, knowing that you have complete evidence. You can then talk to law enforcement or get private security, depending on your needs.

10. Prevent Sabotage and Destruction to Property

Saboteurs can play a big role in the damage and delay of your entire project. Sabotage happens whenever property damage happens and materials, safety equipment or heavy machinery get ravaging. This can put human lives in harm’s way.

Saboteurs tend to be mission-oriented when they want to destroy a business form the inside. By using a CCTV system, you can find who’s performing the sabotage. This leads to the prevention of any loss of life in the matter.

11. Resolve Internal Issues with Employees

Internal issues tend to rise within the ranks of your people on the field. In-fighting and miscommunication are common in stressful work environments like construction. Many times, this can lead to scuffles, verbal confrontations, and the like.

Mobile surveillance for business can capture all these on camera. You can either use the videos as evidence or as a way to help you decide on internal issues. Not only do you get a clear image of what is happening, but you also get it without bias.

Since video surveillance has no bias, you can resolve conflict with a full understanding of the circumstances. Being able to replay footage and see what happens, you give more nuance to any argument. You prevent he-said/she-said arguments and any subjective outcomes.

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on data gathered in the 2019 Maryland Construction Industry Survey. You can learn more and register for this event here.

Need Help?

If you have questions about how to recruit and retain employees in your construction business, talk with Steve Ball, CPA, CVA, CCFIP, director of Gross Mendelsohn’s Construction and Real Estate Group. He is passionate about helping contractors succeed in all facets of business. Steve provides audit, accounting, tax, business valuation, succession planning and consulting services for contractors. Contact Steve at 410.685.5512 or sball@gma-cpa.com.
or have an expected performance life that matches the building's service life, but also through the design and construction of the assemblies to manage water. A critical principal to embrace is that, **through the service life of a building, moisture intrusion cannot be completely avoided - it must be managed.**

Moisture enters and exits the building enclosure in many ways. Incidental water that enters a building should be designed to be managed with minimal impact to the building by maximizing drying and minimizing wetting for each building enclosure assembly.

**Figure 2 - Balance of Wetting and Drying**

Green Standards and Durability

Across the Voluntary Green Building Certifications of LEED v3, LEED v4, 189.1, IgCC, and Green Globes the following aspects are related to moisture and durability: Construction Protection, Installation Verification, Building Enclosure Commissioning (BECx), and Moisture Analysis modeling.

Construction Protection

All of the green building programs evaluated have provisions for a moisture control plan to protect stored on-site and installed absorptive materials from moisture damage. The underlying goal of the construction moisture protection is to help prevent occupants’ exposure to mold spores after construction is completed. Most certification programs also have guidance to remove any materials that have been impacted by damage related to water or microbial growth and to replace it with new, undamaged materials. Green Globes stood out as it provided additional points and guidance for ensuring the building enclosure was weather-tight and permitted to dry before installation of interior walls, wood floors, ceilings, or HVAC systems.

**Installation Verification**

This category captures quality assurance (QA) programs to verify conformance with the design contract documents and functional performance testing of moisture managements systems during the construction process. This is important to capture flaws that could be covered up with finish materials by the end of the project. Both LEED v3 and LEED v4 do not have explicit requirements or additional credits available for either conformance or performance quality programs. Both 189.1 and the IgCC have provisions for air barrier installation inspections and whole building air barrier performance testing, but do not explicitly address moisture sources and systems as part of the verification regime. Green Globes has an extensive set of credits for field conformance and/or performance testing of many building enclosure assemblies including: below-grade waterproofing, roofing, flashings, fenestrations systems, and air barriers.

**Building Enclosure Commissioning (BECx)**

Aside from LEED v3, all of the Voluntary Green Building Certifications reviewed provide specific additional credit for engaging in the enhanced commissioning process for the building enclosure. While this brings a knowledgeable BECx professional into the project team, none of the green building programs establish solid enclosure performance criteria for the Owner Project Requirements (OPR) regarding design deliverables, construction observations or building performance verifications. With the open-ended nature of the OPR in the BECx project credits in all of the green certifications, it is important to utilize an enclosure professional with an ANSI-Accredited Personnel Certification Program, like a BCxP, CCP or CxA certification[8], who can lead, plan, coordinate and manage a commissioning team to implement the building enclosure commissioning processes in new and existing buildings.

**Moisture Analysis**

Moisture Analysis modeling, utilizing ASHRAE Standard 160 is present as a credit option in only 189.1 and Green Globes programs. This is a critical tool in the design phase of a project or even when comparing value engineering options later in the construction document phases. As a tool, moisture analysis performed with...
software like WUFI, can provide valuable information in comparative enclosure assembly scenarios, but is limited in describing a single wall as “good” or “bad”. In a comparison analysis WUFI can show the comparative impact of drying rates following a wetting event like trapped construction moisture, simulate condensing surface conditions to evaluate the likelihood of air transported moisture accumulation within the wall assembly, and long-term moisture accumulation impacts on an assembly with a selected incidental moisture intrusion rate.

**Figure 3 - Moisture and Durability Summary, Voluntary Green Building Certifications**

<table>
<thead>
<tr>
<th>Construction Protection</th>
<th>Installation Verification</th>
<th>BECx</th>
<th>Moisture Analysis</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>LEED v3 NC</strong></td>
<td>EQ:</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Construction IAQ Mgmt Plan</td>
<td>--</td>
<td>--</td>
</tr>
<tr>
<td><strong>LEED v4 NC</strong></td>
<td>EQ:</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Construction IAQ Mgmt Plan</td>
<td>--</td>
<td>EA: Enhanced Cx, Opt 2 Envelope Cx (BECx)</td>
</tr>
<tr>
<td><strong>189.1 - 2014</strong></td>
<td>10.3.1.5</td>
<td>10.3.1.2.5 (air)</td>
<td>10.3.1.2</td>
</tr>
<tr>
<td><strong>IgCC 2015</strong></td>
<td>502.1.2</td>
<td>605.1.2.2 (air)</td>
<td>611.10</td>
</tr>
<tr>
<td><strong>Green Globes</strong></td>
<td>3.1.2.3</td>
<td>3.5.7 thru 3.5.10</td>
<td>3.1.3.2.1.2</td>
</tr>
</tbody>
</table>

**Conclusions**

It is important for a project team to be clear about their goals when utilizing a Voluntary Green Building Certification. For instance if the owner’s goal is primarily energy efficiency, then utilizing the most current ASHRAE Standard 90.1 could be more effective than many current green standards. The green standards reviewed have a lot in common, but many of the details and scope related to the building enclosure were not comprehensive or consistent. Regardless of the green standard being utilized on a project, it is important to engage a BECx professional to help guide the enclosure commissioning process, perform design reviews, provide construction installation conformance reviews, performance testing of critical enclosure components, and moisture analysis modeling when it’s needed to compare alternatives.


[5] https://www.thegeb.org/training/user-resources/downloads/?topic=Green+Globes+NC


Founded in 1988, **Engineering Consulting Services (ECS)** is a leader in geotechnical engineering, environmental consulting, construction materials testing, and facilities engineering. Today, with over 1,700 employees, ECS has grown to more than 60 offices and testing facilities spread across the Mid-Atlantic, Midwest, Southeast and Southwest. ECS is currently ranked 75 in **Engineering News Record’s (ENR)** Top 500 Design Firms and 163 in ENR’s Top 200 Environmental Firms.
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Coming Soon

**April 23rd – GC Power Hour**
Location: FedExField Stadium | Prince George’s Co.
Host: The Blue Book Network
12:00 – 5:00 p.m.

**May 2nd – Direct Connect Networking & Pre Direct Connect Seminar**
“Overcoming the Biggest Challenges Facing the Construction Industry in 2019”
Location: Waverly Woods Golf Club | Howard Co.
Host: Gross, Mendelsohn & Associates
4:30 – 7:30 p.m.

**June 11th – “Wisdom & Wine” A Business Enhancement Event With Networking**
“The Secret of a Successful Subcontract Negotiation”
Negotiate Your Subcontract or Be Exploited
Location: Hayfields Country Club | Baltimore Co.
Host: Bruce Kauffman – Kaufmann and Forman, P.A.
4:00 – 6:30 p.m.
*** This event is for subcontractors and suppliers only.

Location: To Be Determined
Host: Andrew T. Der & Associates
4:00 – 6:30 p.m.

**July 25th – Direct Connect “Annual Picnic” Networking Extravaganza**
Location: The Crazy Tuna | Baltimore Co.
Host: Belfast Valley Contractors
5:00 – 7:30 p.m.

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