

# ACCWPA

Air Conditioning Contractors Western Pennsylvania

January  
2018

**Inside:**

- 2018 Mark Your Calendar
- 2018 Officers List
- Business Succession

Volume 13, Issue 1

## 2018 General Meeting Dates

Mark your Calendar!

**January 11, 2018**  
**Business Succession**  
Ned Conley  
EG Conley PC  
Place: Carmody's Grille

## **2018** Watch for 2018 Meeting Topics!

**February 8<sup>th</sup>**  
Wine Tasting  
Pittsburgh Winery

March 8<sup>th</sup>  
April 12<sup>th</sup>  
May 10<sup>th</sup>  
June 14<sup>th</sup> – Board Mtg Only  
July – no meetings  
August – Golf Outing  
September 13<sup>th</sup>  
October 11<sup>th</sup>  
November 8<sup>th</sup>  
December – No Meetings

**ACCWPA**  
Air Conditioning Contractors Western Pennsylvania

If you wish to continue getting our ACCWPA Newsletter please email your email address to: [accwpa@zoominternet.net](mailto:accwpa@zoominternet.net)

## January 11<sup>th</sup> – Meeting at Carmody's Grille

*This Meeting was rescheduled from November to January 2018.*

# How to Exit Your Business & Accomplish Your Goals

**Ned Conley, CPA, CVA, CEPA**  
EG Conley PC

Ned will discuss how you define a “successful” exit and the timing required to do so. He will explore the importance of having congruent personal, business, and financial goals and the role each plays in designing the exit plan. Various transfer motives, channels, and methods will be brought to life through the sharing of real life cases Ned has been a part of. Ned will also talk about Business Valuation and its role in the process.

**Join Us**  
**January 11<sup>th</sup>**



4905 Grand Avenue (on Neville Island)  
Pittsburgh, Pa 15225  
412-458-1813  
Upstairs meeting room.

**Registration Flyer on page 3**

**WE HAVE MOVED SEE PAGE 9. PLEASE UPDATE YOUR INFORMATION!**

What is one of the most influential factors affecting your company's success? It's your employees—the people who are right beside you, helping to build the profit and pursue opportunities for growth. Physical assets—the buildings and equipment—support financial goals, but to carry out the directives necessary to reach those goals, a company won't get too far without trusted employees.

And, if you're like other business owners, you have certain employees whose departure from the company could create genuine setbacks. They're the ones with the management skills, technical know-how, experience, and customer relationships you rely on. How would your company handle the void left by a key employee's departure or death, and the urgent need to find a qualified replacement?

Are any of your key people close to retirement, or absent due to a long-term illness or disability that may prevent their return? Perhaps one of your star performers recently quit. Or, perhaps, one of your key employees passed away not long ago. With the anxiety of losing a valuable employee still fresh in your mind, it's a perfect time to start putting a plan in place to protect your company in the event another key person leaves.

### **Determine who your key employees are.**

They are the employees you could describe as the people you can't do without—the ones you trust to make the right decisions when you're not available. They can be at any level or in any position. And there currently may be no one who could step right in and take over their responsibilities. Remember, you're a key person too! While it can be uncomfortable to think about one's own mortality, concentrate on those left behind and what they could go through if you haven't planned for your company's future.

### **Decide how to protect your company after losing a key employee.**

It's an unhappy reality of running a business that good employees leave. And, if an employee has distinctive skills, the loss can be even harder to deal with. That person's unique talents and expertise mean you need to fill some big shoes. Plan to spend a lot of time and effort finding a replacement. And, don't forget money. It's estimated that the cost to replace mid- to high-level employees can range from one-and-a-half to four times their annual salary.

Are you prepared to cover that expense out-of-pocket? Few employers have that kind of extra money lying around, "just in case." Having an important employee leave is enough of a disruption to your business. Do you want to add a financial burden on top of that?

This article is intended to provide general information and recommendations regarding risk prevention only and should not be considered legal advice. Following these guidelines does not guarantee reduced losses or elimination of any risks. This information may be subject to regulations and restrictions in your state. Qualified counsel should be sought regarding questions specific to your circumstances and applicable state or federal laws. © 2017 Federated Mutual Insurance Company. All rights reserved.



*Integrity is the  
essence of  
everything  
successful.*



### **SmartWords You Must Remember**

To thrive in Life  
you need 3 bones:

**A Wish Bone.  
A Back Bone.  
And a Funny Bone.**

Reba McEntire

### **Inspiration**

**BeLIEVE**  
  
IN  
**YouRSELF**



# How to Exit Your Business & Accomplish Your Goals

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Ned will discuss how you define a "successful" exit and the timing required to do so. He will explore the importance of having congruent personal, business, and financial goals and the role each plays in designing the exit plan. Various transfer motives, channels, and methods will be brought to life through the sharing of real life cases Ned has been a part of. Ned will also talk about Business Valuation and its role in the process.

**Join Us**  
**January 11<sup>th</sup>**



4905 Grand Avenue (on Neville Island)  
Pittsburgh, Pa 15225  
412-458-1813  
Upstairs meeting room.



3:00 pm Board Meeting • 5:30 – 6:00 Social (cash bar)

**Guest Speaker – 6:00 – 7:00 pm**

7:00 pm – Buffet and Social Hour resume (cash bar)

**Dinner Buffet - \$40.00**

**RSVP – 724-779-1860, fax or email • No Cancellations after January 8<sup>th</sup> noon!**

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**\* Important – RSVP is appreciated! \***

Email: accwpa@zoominternet.net or fax (724) 779-1860

Name(s): \_\_\_\_\_

Company: \_\_\_\_\_ Phone: \_\_\_\_\_

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

**Dinner Buffet: \$40.00 NO Cancellations after January 8<sup>th</sup> NOON. No shows will be billed.**

**IF YOU ALREADY MADE YOUR RESERVATIONS, THANKS!**

**PLEASE PASS THIS NOTICE TO SOMEONE ELSE THAT WILL BENEFIT!**

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### WESTERN AREA CAREER & TECHNOLOGY CENTER

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724-746-2890

## “Be There Fund”

(Must be an ACCWPA member to Win!)

January 2018: \$150.00



**PITTSBURGH 15201**  
185 40TH STREET  
**412-486-0695**

1525 Beaver Avenue  
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# ACCWPA

Air Conditioning Contractors Western Pennsylvania

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Mgr. – Chris Vicari

## WEST

110 Parkway View Drive  
Pittsburgh, PA 15205  
412-489-9170 – phone  
412-788-5291 – fax  
Mgr. – Joe Zylinski

## About our Speaker – Ned Conley

Ned is a CPA with over 35 years of experience in public accounting - primarily with closely held family businesses. He graduated from Duquesne University in 1980 and also received a Master's in Taxation from Robert Morris University in 1986. In 2000, he obtained his CVA (Certified Valuation Analyst) designation and in 2012 he earned the CEPA (Certified Exit Planning Advisor) designation.

Ned has been the managing director since 1991 and oversees all tax, accounting and business development activities of the firm. He places extraordinary emphasis on his key advisor relationship with his clients.

### To Realize:

- The value of a sister/brother: Ask someone Who doesn't have one.
  - To realize The value of ten years: Ask a newly Divorced couple.
  - To realize The value of four years: Ask a graduate.
  - To realize The value of one year: Ask a student who Has failed a final exam.
  - To realize The value of nine months: Ask a mother who gave birth to a stillborn.
  - To realize The value of one month: Ask a mother Who has given birth to a premature baby.
  - To realize The value of one week: Ask an editor of a weekly newspaper.
  - To realize The value of one minute: Ask a person Who has missed the train, bus or plane.
  - To realize The value of one second: Ask a person Who has survived an accident.
- Time waits for no one. Treasure every moment you have. You will treasure it even more when you can share it with someone special.
- To realize the value of a friend or family member: **LOSE ONE.** Hold on tight to the ones you love!

## Air Conditioning of Western PA

**will continue to be your local industry partner,  
as we have been since 1950.**

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- Current info from local suppliers
- Legislative efforts
- Local website
- Technical training courses
- Apprenticeship program  
State recognized
- Monthly newsletter
- Information of industry news  
changes within the industry
- Insurance for member's company discount
- Code enforcement updates • Local lobbying
- Indoor Air Expo
- Voice for the local contractors
- Golf Outing
- Education opportunities for your technicians  
office staff
- Advocacy agenda promote contractor interest
- Labor and HR legal advice before utilities
- Helping members to stay ahead of the curve
- 8 Monthly informative meetings



## Upcoming Meetings!

# Jan. 11<sup>th</sup>

## Business Succession

### Ned Conley

### EG Conley PC

Place: Carmody's Grille

## 2018

### Watch for more 2018 Meeting Topics!

February 8<sup>th</sup>  
Wine Tasting!

March 8<sup>th</sup>

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August – Golf Outing

September 13<sup>th</sup>

October 11<sup>th</sup>

November 8<sup>th</sup>

December – No Meetings

*create  
SOMETHING  
every day*



## Are you prepared for an evacuation?

In a workplace emergency you should act quickly and effectively.

So:

- Know your workplace's Emergency Action Plan, including how and to whom to report workplace emergencies.
- Know where emergency alarms are located and how to use them.
- Understand how to perform emergency duties you've been assigned.
- Have at least two emergency exit routes—a primary route and an alternate route in case your primary route is blocked by fire or smoke.
- Follow EXIT signs to evacuate safely.
- Move swiftly, but don't run.
- Once outside, move away from the building and its exits so you don't hamper emergency operations.
- Know the location of your muster points - the place you should escape to in the event of an emergency.
- Report to the evacuation warden when you reach the muster point.
- Stay at the muster point until notified by the warden that it is safe to leave.

Also remember these important evacuation safety tips:

- Recognize your limits; don't be a hero.
- Do your job and let others do theirs; everyone has specific jobs for which he or she has been trained.
- Remain calm; help others only if you can do so without endangering yourself.

### Three ways to prepare for an emergency

**September is National Preparedness Month.** Here are three steps recommended by the Department of Homeland Security that you can take to make sure that you're prepared if a disaster strikes.

1. **Have a family emergency plan.** To develop one, ask yourself these questions: "Do we have everyone's contact numbers as well as an out-of-town contact?" "What is the evacuation route for our neighborhood?" "Is there a designated place for everyone to meet outside of the home and neighborhood?" "What is the emergency plan including the evacuation location of my child's school?" Homeland Security says only you can answer these questions and develop an emergency plan that will suit your family's unique needs. You can download templates at their website to help get you started ([www.ready.gov](http://www.ready.gov)).

2. **Create an emergency kit.** The kit should include basic items like water, food, battery-powered radio, flashlight, and first-aid supplies. For a complete list of recommended supplies, go to [www.ready.gov](http://www.ready.gov).

3. **Learn more about specific natural disasters, potential terrorist threats, and other catastrophic events.** For general information check the Homeland Security website. For specific questions about threats in your area, contact your local Office of Emergency Management or Citizen Corps council.

### WHY SAFETY RULES MATTER

Don't be one of the 4 million-plus American workers who are injured on the job every year—or one of the 5,500-plus who are killed. Take safety rules seriously.

### DON'T SKIP YOUR LUNCH BREAK

Skipping your lunch break to get more work done might be a mistake. A Canadian government program called "Take Back the Lunch Break!" urges workers to take their break and eat a nutritious meal.

If there's time, you could get out and take a brisk walk, too. The Canadians suggest that more work is not necessarily better work—and it also might not be safer work!

### ASK BEFORE YOU ACT

Not sure about a job procedure? Not sure about a safety or health hazard? Not sure about what type of PPE you need to protect yourself on the job? Any time you're not sure about anything related to your job and your safety, ask your supervisor about it before you act.

## ACCWPA Newsletter and all notices:

If you wish to continue getting your ACCWPA Newsletter in 2018 Please email the ACCWPA Office with your correct email address.  
[accwpa@zoominternet.net](mailto:accwpa@zoominternet.net)

Every Job is a  
**SELF-  
PORTRAIT**  
Of the Person  
who does it.  
Autograph your  
work  
with  
**Excellence!**

AUTHOR UNKNOWN



**ACCWPA**  
Air Conditioning Contractors Western Pennsylvania

**Happy New  
Year!**

# ACCWPA

Air Conditioning Contractors Western Pennsylvania

126 Resolution Drive  
Mars, PA 16046-3719

## Indoor Environmental & Energy Professionals

### 2018 ACCWPA Officers

**President:** Steve Woodring  
**Vice-President:** Rege Dumm  
**Secretary:** Rob Champe  
**Treasurer:** Chuck Rauch

ACCWPA has moved! Please update mailing address and phone number!  
See the next page.

# Happy New Year!

### ACCWPA Upcoming Events

January 11, 2018

*Rescheduled from November 2018*

#### Business Succession

Ned Conley

EG Conley PC

Place: Carmody's Grille

Election of 2018 Officers



**ACCWPA**  
Air Conditioning Contractors Western Pennsylvania

### 2018 Officers and Directors

**President:**

Steve Woodring, Wade Heating & Cooling

412-787-1341

**Vice President:**

Rege Dumm, A-Air

412-741-9420

**Treasurer:**

Chuck Rauch, Valley Heating and A/C

724-941-9793

**Secretary:**

Rob Champe, Shearer Heating & Cooling

724-222-1830

**CONTRACTOR DIRECTORS:**

Ron Doebler, Premier Heating

412-928-8277

John Wilcox, Wilcox Plbs & Htg

412-212-7525

**ASSOCIATE DIRECTORS:**

Mike Marhefky, Carrier Enterprise

724-989-9555

Steve Bichey, Johnstone Supply

724-561-3345

Colleen Kames, Standard Air & Lite

412-920-6505

**SPECIAL ADVISOR:**

John Matthews, A-Air Company

412-741-9420

Dave Williams, A-Air Company (ACCWPA Past-President)

412-728-5148

Bob Boyle, J. A. Sauer

412-931-7200

Bob Champe, Shearer Heating & Cooling

724-222-1830

**Executive Director:**

Pat Forker

accwpa@zoominternet.net

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Cell 412-760-5792





**Effective December 1<sup>st</sup>, 2017  
ACCWPA has moved their office to:**

**126 Resolution Drive  
Mars, PA 16046**

**NEW Office and Fax number:  
724-687-7860**