

# MARCA Roof Topics

The newsletter for the Mid Atlantic Roofing Contractors Association • Winter 2010



MARCA President Doug Fields of  
CRS Roofing Services

## From the President

Welcome to the first edition of MARCA's *Roof Topics* for 2010. Congratulations to all new officers and directors who have been elected to serve in leadership roles. Without their dedication, this association could not continue to provide the rewarding experience you have come to expect. It is because of the hard work of our volunteer officers, directors and committee members that MARCA is able to provide such outstanding service to its members. These volunteers—contractor and associate members—represent the best and brightest in our industry. They serve with pride.

There is good reason to be optimistic about the future. We are part of a resilient and resourceful industry—one that has the ability to adapt to changing conditions and respond to new opportunities as they present themselves. Your MARCA membership provides you with the opportunity to network with other contractors and suppliers. I encourage you to make new friends, share ideas and benefit from your fellow members' experiences.

MARCA's membership continues to be strong despite the troubling economic times we all are experiencing. Your MARCA membership demonstrates your dedication to our industry's growth and development. MARCA will continue to provide vital educational and training programs for your employees, as well as keep you informed about important issues affecting our industry. In addition, MARCA promotes the capabilities of its member companies via its annual membership directory, *Roof Topics* quarterly newsletter and Web site, [www.marcaroof.com](http://www.marcaroof.com).

As we begin a new year, I look forward to seeing you at our dinner meetings, social events and golf tournament. I may call on you to serve on a committee or help with an event. I'm sure you will find the experience rewarding. Your continued support and participation are important, and it is not too early to start looking for the next generation of MARCA leaders. By volunteering to serve on a committee or the board, you will gain the experience and form the bonds that will serve you well in the future. MARCA's success depends on you.

Regards,

WD  
DFS

Doug Fields  
MARCA President

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# MARCA Committee Members

### Finance Committee

Mike Maguire, Jeff Orndorff, Peter Salmon

### Education Committee

Ernie Giancola, Dean Jagusch, Peter Salmon

### Employee Recognition Committee

Dave Taylor

### Legal Committee

Frank Kollman

### Membership Committee

Bonnie Carroll, Jamie Fick, Jeff Orndorff, Dave Taylor

### Public Relations Committee

Dean Jagusch, Bryan White

### Scholarship Committee

Mike Maguire

### Speaker Committee

Bonnie Carroll, Steve Carroll, Dean Jagusch

### Annual Lecture Committee

Doug Fields, Dave Taylor II, Doris Taylor

### Bull & Oyster Roast Committee

Bonnie Carroll, Rachel Howell, Brendan Lynch

### Golf Committee

Mike Maguire, Jeff Orndorff, Peter Salmon

### Crab Feast Committee

Bonnie Carroll, Rachel Howell, Dave Taylor II

# MARCA Administration

## Headquarters

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## MARCA Notes

### ❑ New members

MARCA welcomes its newest members:

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## Get Wired!

If you are not currently receiving MARCA event notices and information via e-mail, please provide your e-mail address so we can inform you about MARCA happenings in the future. Send an e-mail to Bryan White at [bwhite@nrca.net](mailto:bwhite@nrca.net) with your name, company name and the e-mail address you would like on MARCA's communications list.

NRCA members and their staff members are eligible to register on NRCA's Web site to gain exclusive access to the Members Only section and receive NRCA's electronic communications, including NRCA E-News. Members will have access to the latest industry news, extensive technical information, educational programs and more. In addition, members can renew their memberships online, download NRCA's logo and view *Special Reports*. To register, visit [www.nrca.net/register.aspx](http://www.nrca.net/register.aspx).

## Frankly Speaking

### **Dealing with discrimination**

by Frank L. Kollman

In November 2009, the Equal Employment Opportunity Commission (EEOC) announced it had recovered more money in fiscal 2009 for alleged victims of discrimination than it had in its entire history. It also announced it received 93,277 charges during that period—the second highest total in 20 years.

It seems to me the number of charges should be decreasing if the EEOC is doing its job. The EEOC was created in 1964 to end workplace discrimination; so wouldn't it be logical to conclude that if the number of charges is increasing 45 years later, the agency is

failing to eliminate discrimination? It seems a better way to measure success. If discrimination were a medical condition, we would be looking for a cure—not an increase in the number of infections.

In some fairness to the EEOC, the law has expanded since 1964. There now are prohibitions against age discrimination, disability discrimination and genetic testing discrimination. There now is a Family and Medical Leave Act (FMLA), which generates litigation for employees denied leave or punished for taking it. Furthermore, when the Civil Rights Act of 1964 was passed, sexual harassment was not necessarily considered sex discrimination as it is now.

What this means for employers is that it is becoming far more difficult to make operational decisions concerning employees. In the early days of the Civil Rights Act, an employer merely had to worry about discrimination based on race, sex, national origin, color and religion. When disciplining a black Muslim woman from Nigeria, the employer had to be careful not to treat her more harshly than a white Baptist man from Dundalk, Md. Even the addition of age discrimination did not significantly complicate matters.

The Americans with Disabilities Act (ADA) and FMLA clearly have added more complexity. In addition, the number of charges and lawsuits based on retaliation is on the rise. An employee making a frivolous charge of discrimination might be able to prove retaliation when his or her performance soon after causes the employer to take disciplinary action.

What makes the ADA and FMLA so difficult to administer is that almost every employee can either claim a covered disability or invoke the FMLA's provisions with respect to a medical condition or a relative with a medical condition. Under the ADA, medical examinations that are not "job-related" are prohibited, and some courts have started looking at the scope of the examination to determine whether the entire examination is job-related. For example, a physical that includes blood pressure testing may be difficult to justify based on business necessity. Most employees can perform their jobs with high blood pressure.

So, is an otherwise proper physical examination now tainted because the doctor took a blood pressure reading? It could be. Then, when it comes time to fire that employee for a performance issue, can he now claim that he is being fired for high blood pressure as a result of an "illegal" physical exam? It is possible.

Common sense used to be able to insulate an employer from discrimination charges, but those days are over. Under the FMLA, perfect attendance bonuses can be illegal if absences subject to the FMLA disqualify the employee from the bonus. Perfect attendance no longer means perfect attendance. Treating employees differently based on experience and performance can lead to discrimination claims if an employee getting less money or fewer fringe benefits is covered by one of these discrimination statutes.

The ADA is perhaps the one most likely to get out of control. When the ADA was passed, many of the people testifying in favor of the ADA were in wheelchairs. The other supporters were suffering from disabilities such as blindness or hearing loss, which are easier to identify and, if possible, accommodate. Nevertheless, Congress recently

amended the ADA to make it easier for an employee to claim that some health or physical condition is a disability or “perceived as a disability” by his or her employer. When the ADA was passed, I do not believe anyone envisioned it covering the wide range of conditions it covers today. The recent ADA amendments clearly were designed to make almost anything a covered disability.

Unless your company is eliminating all employees, you need to take steps to ensure you are not risking discrimination and other employment-related charges with your business methods. And I haven’t even mentioned wage and hour cases, which also are on the rise.

Here are some steps you can take:

1. Audit your employment practices and policies.
2. Train your supervisors regarding the law, how to supervise employees and how to impose discipline.
3. Revise your handbook to come in line with legal changes during the past 10 years.
4. Have all firings reviewed by the boss before they are implemented.

I suspect Congress and state governments will continue to tinker with our employment laws rather than cut them back because they have successfully eliminated discrimination. In New York last year, breastfeeding discrimination in the workplace was a big issue. In Maryland, there now are severe penalties for construction companies that use independent contractors that really are more like employees. Congress still is toying with amendments to the National Labor Relations Act that will make it easier for unions to organize workers.

Labor laws will continue to make it more difficult to run your business. Your only hope is to be prepared, have good managers and stay informed of changes in labor and employment law.

## Industry News

### ❑ Maryland governor proposes tax credit for hiring unemployed workers

Gov. Martin O’Malley (D-Md.) has announced he is proposing a \$3,000 tax credit for firms that hire unemployed Maryland workers, according to *The Baltimore Sun*. O’Malley believes the one-year plan would help employ thousands of Maryland residents.

Capped at \$20 million, the plan would allow Maryland businesses to receive a tax credit for each jobless resident they employ.

O’Malley also wants to allocate \$10 million toward efforts for more liquidity for small businesses. His proposal would allow banks to apply for a Maryland Industrial Development Financing Authority guarantee of up to \$50,000 for loans they make to businesses.

Additionally, O’Malley says he wants to help businesses that face a large increase in unemployment insurances taxes. He plans to present that proposal as emergency legislation before the general assembly.

Anirban Basu, chief executive of economic and policy

consulting firm Sage Policy Group, Baltimore, says the proposal seems reasonable.

“These ideas all appear to address the heart of what ails Maryland’s economy, meaning a lack of jobs, lack of credit availability and rising costs among businesses who can at least afford to take on additional costs,” Basu says.

### ❑ SBA loans in Washington, D.C., area plummeted during 2009

Small Business Administration (SBA) loans to businesses in the Washington, D.C., area fell 48 percent to 459 loans during the 2009 fiscal year, which ended Sept. 30, 2009, according to the *Washington Business Journal*. SBA-backed lending was down 71 percent compared with fiscal 2007 levels.

During 2009, \$132.6 million was loaned to local businesses through the SBA, which is 36 percent less than in 2008 and 52 percent less than in 2007. The decline occurred despite \$730 million in federal initiatives to boost SBA programs.

During fall 2008, frozen secondary markets and fewer businesses seeking loans caused lending to slow significantly. The economic stimulus package led to SBA eliminating fees on its 7(a) and 504 loans and increased the maximum guarantee from 85 percent to 90 percent, allowing lending to rebound in the spring. Additionally, in June 2009, the SBA began offering fully guaranteed bridge loans of up to \$35,000 to businesses that have shown past success but need help paying bills in the short term.

However, even after those efforts, lending has not returned to



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normal levels. Two-thirds of the 85 lenders that made local SBA loans in 2008 pulled back in 2009, and 22 lenders stopped making local SBA loans entirely.

Still, other lenders are using the economic downturn as an opportunity to expand their loans. Business Finance Group, Fairfax, Va., the largest SBA lender in the Washington area, increased its lending 24 percent during 2009. Sally Robertson, president of Business Finance Group, says the organization saw a significant increase of borrowers who pursued loans before the Oct. 1, 2009, mandated 0.4 percent rate hike on all 504 loans was implemented. She says in 2010 she will be watching for problems in the commercial real estate market as loans come due and many borrowers don't have a way to refinance.

Bridget Bean, district director for the SBA's Washington area office, says she expects 2010 will be a "blockbuster year" with increased lending and significant growth.

#### ❑ Prince George's County identifies biotech sites

Maryland's Prince George's County planning consultants have announced three possible locations for the county's biotech complex, which is expected to include two to four new buildings with high-quality laboratories, according to the *Washington Business Journal*. County economic development leaders are in talks with at least one developer regarding the plan.

Publicly owned lots near M Square Research Park are the top recommended location because of proximity to a University of Maryland research hot spot and College Park Metro station. The

Konterra business campus and the area near the Prince George's Plaza Metro station are a close second and third on the list of sites.

Although consultants have said the plan will be achievable, some developers worry about the current economy, lack of financing and constricting budgets. Thousands of square feet of Montgomery County laboratories remain empty and offer lower rental rates, so developers believe it could be risky to support the new laboratories in Prince George's County without having committed tenants.

Alton Fryer, senior vice president and partner of Manekin LLC, Columbia, Md., says the plan would be worth pursuing if his company could make money but says that is probably unlikely and laboratory spaces "are not something you would build speculatively."

"It's expensive, and for the most part, they're customized to the companies' needs," Fryer says. "New construction today can't be supported with today's rent."

However, the county only has about 2 percent of Maryland's bioscience companies and 5 percent of its available wet laboratory space; therefore, county officials say they need to invest in biotech infrastructure. They say it would bring in biotech companies and return revenue to the county.

The county's report estimates the biotech center would provide 700 to 1,900 new jobs and \$1.6 million to \$4.4 million in annual revenue, depending on the location. Although the



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Prince George's Plaza Metro site would cost five times more than the M Square lot site, it would reap double the net economic benefit once the center is fully operational—\$1.9 million instead of \$900,000.

#### ❑ Maryland uses federal program to finance affordable housing

Maryland is tapping into a new federal program to offer \$92 million in low-interest financing for affordable housing during 2010, according to *The Baltimore Sun*. The funds reportedly should allow developers to build or renovate 1,000 rental units for lower-income Maryland residents.

Because traditional sources of funding—such as mortgages and tax credits—have decreased dramatically, the financing program is meant to prevent a halt to affordable-housing production.

As part of the federal program, the state will loan \$257 million to first-time homebuyers this year, which reportedly will finance 1,600 purchases.

Additionally, the U.S. Treasury Department temporarily is allowing states to issue mortgage-revenue bonds that it will purchase, fixing the interest rate for developers around 4.5 percent. This means not only lower interest payments but low rates that could allow builders to borrow more so they can build more.

“That’s really the name of the game here—trying to find more resources in an environment where the resources for affordable housing are scarce,” says Andrew Vincent, director of Greater Baltimore AHC, a nonprofit housing developer.

Developers also strongly depend on federal Low Income Housing Tax Credits to help finance construction or renovation of affordable apartments. They sell the credits for cash to other businesses; those businesses then use the credits to lower their taxes. The tax credit program typically raised \$8 billion to \$9 billion annually before the recession; it raised about half that amount in 2009. It is estimated the amount could rise to \$6 billion this year.

Maryland hopes to help fund or finance about 2,200 units of affordable housing during 2010, which is the same number as in 2009; the Treasury Department’s financing program will account for almost half of those units.

## Raising the Roof!

### MARCA members pass away

#### Gerry Potts

Gerry Potts, former branch manager for MARCA member Bradco Supply Corp., Baltimore, passed away Jan. 20. He was 61.

Potts was a veteran of the U.S. Marines, serving in the Vietnam War. He was the first branch manager in the Baltimore area for Bradco Supply, Riverdale, Md., and opened branches for Bradco Supply in Florida. He later was vice president of Beacon Roofing Supply, parent company of The Roof Center, Gaithersburg, Md. After he retired, he opened V8 Choppers of Georgia in Buford.

Potts is survived by his wife, Dawn; sons, Jason and Christopher; stepson, Keith Turner; stepdaughter, Elizabeth Turner; and several aunts and cousins.

Memorials may be made to Eagle Ranch, P.O. Box 7200, Chestnut Mountain, GA 30502, (770) 967-8500.

#### Stanley R. Wood

Stanley R. Wood, 77, former president of MARCA member J.E. Wood & Sons Co. Inc., Upper Marlboro, Md., passed away Jan. 8. Wood was president of J.E. Wood & Sons from 1962 until he retired in 1994.

Memorials may be made to Kidney Foundation of the Virginias, 2601 Willard Road, Suite 103, Richmond, VA 23294; Animal Welfare League, P.O. Box 975, White Stone, VA 22578; or Kilmarnock Baptist Church Scholarship Fund, P.O. Box 99, Kilmarnock, VA 22482.

### MARCA member installs roof system on veterans' facility

MARCA member Wagner Roofing Co., Hyattsville, Md., has installed a roof system on the 72,000-square-foot National Intrepid Center of Excellence on the Bethesda National Naval Medical Center campus in Bethesda, Md. The center, which is funded privately by the Intrepid Fallen Heroes Fund, will open in April and focus on research, diagnosis and treatment of military personnel suffering from brain injuries and psychological health issues.

Many involved with the project have made personal commitments



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to help wounded veterans. Wagner Roofing and other contractors donated services and materials for the Intrepid Center of Excellence project.

“Everyone associated with the project has given a little bit—donated some money or time,” says David Wysong, project manager for general contractor Turner Construction Co., Arlington, Va. “Turner is making an in-kind donation in that we didn’t price this as a commercial job. All of the subcontractors are in the same mode, helping us provide for the soldiers, giving us their best prices and then some.”

Wagner Roofing installed a TPO cool roof system, which has contributed to the building’s Leadership in Energy and Environmental Design certification.

“Wagner Roofing is proud to have worked on the National Intrepid Center of Excellence,” says Chuck Wagner, president of Wagner Roofing. “It is our second job with Turner Construction on facilities that help our wounded troops. The first one was the Walter Reed Amputee Training Center, Washington, D.C., in March 2007. With both projects, the goal was to complete the facility as soon as possible so our veterans could receive treatment.

“Every interaction with a wounded soldier is another story of inspiration,” he continues. “I am reminded so often these days that supporting our troops when they come home is critical to their futures and ours.”

Zachary and Elizabeth Fisher founded the Intrepid Foundation in 1982, making contributions to families of hundreds of military personnel lost while performing their duties. The Fisher House Foundation was founded in 1990 to house families of hospitalized military personnel; three Fisher Houses will be built to complement the National Intrepid Center of Excellence.

The Intrepid Fallen Heroes Fund was started in 2000 and has provided nearly \$75 million to support the families of U.S. military personnel lost in service and for severely wounded military personnel and veterans.

### NRCA announces new membership categories

NRCA has introduced two new membership categories: rooftop photovoltaic manufacturers and utilities and rooftop photovoltaic service providers.

The rooftop photovoltaic manufacturers and utilities category is designed for photovoltaic (PV) systems manufacturers and companies arranging for power purchase agreements that use rooftops to collect energy. The rooftop photovoltaic service providers category is designed for companies involved with rooftop PV systems, including inverter and controls manufacturers and integrators who have an interest in PV systems and could benefit from a closer relationship with the roofing industry.

NRCA’s other membership categories include contractor; associate; architect, engineer and consultant; industrial and institutional; international; and manufacturer’s representative.

For more information about NRCA’s membership categories or to join NRCA, click on the Join link at [www.nrca.net](http://www.nrca.net) or contact NRCA’s Membership Department at (800) 323-9545 or [membership@nrca.net](mailto:membership@nrca.net).

### Community Service Day will precede 2010 IRE

Roofing professionals participating in the 2010 International Roofing Expo® (IRE) can arrive in New Orleans a day early and help give back to the New Orleans community.

Community Service Day will be held Sunday, Feb. 21, from 9:30 a.m. to 4 p.m. Volunteers will help renovate the home of Maggie Stephens, a 75-year-old retired secretary whose house was made unlivable by Hurricane Katrina in 2005. The IRE partnered with the New Orleans chapter of Rebuilding Together™ to host the event.


“This is a wonderful opportunity to contribute to the local New Orleans community,” says IRE Director Donna Bellantone. “The renovations made to this house will make a real difference in the life of Ms. Stephens.”

Skilled volunteers are needed from various construction disciplines, including roofing contractors, general contractors, project managers, home inspectors, carpenters, plumbers, electricians, painters, masons, tile setters and others.

Monetary donations are needed, as well as products and materials to help with the renovations. Manufacturers donating products and

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materials will be able to ship directly to the Rebuilding Together warehouse in New Orleans. Donations also will be accepted after the show from exhibitors who choose to provide their product displays.

“We are appreciative of the exhibitors and attendees who have signed up for this terrific event,” says Bill Good, executive vice president of NRCA, the show’s official sponsor. “It’s a win-win situation for all involved. I encourage all our members to come out and support this effort.”

Attendees and exhibitors will be able to register for Community Service Day when they register to attend the IRE. There is a \$25 fee that includes lunch and transportation. All volunteers must be 18 years of age or older and will be asked to sign a waiver of liability form.

The 2010 IRE will be held Feb. 22-24 at the Morial Convention Center in New Orleans. To register for the IRE, visit [www.TheRoofingExpo.com](http://www.TheRoofingExpo.com); e-mail [info@TheRoofingExpo.com](mailto:info@TheRoofingExpo.com); or call (972) 819-7606 or (866) 860-1970. For more information about NRCA’s 123rd Annual Convention, which will be held in conjunction with the 2010 IRE, visit [www.nrca.net/rp/education/convention/2010/default.aspx](http://www.nrca.net/rp/education/convention/2010/default.aspx).

### NRCA will hold ROOFPAC auction

NRCA will hold the ROOFPAC Silent Auction Feb. 22-23, 2010, during the 2010 International Roofing Expo® at the Morial Convention Center in New Orleans. Sponsored by GAF Materials Corp., Wayne, N.J., the auction will allow participants to bid on a wide array of items, including vacation packages, sporting events, jewelry, political memorabilia and more. All items for the auction will be donated by NRCA members and friends of the roofing industry with proceeds going to ROOFPAC, NRCA’s political action committee.

The auction will be held at NRCA’s booth (#2827) and an adjacent booth. For more information about the auction and its rules, visit [www.nrca.net/rp/education/convention/2010/auction.aspx](http://www.nrca.net/rp/education/convention/2010/auction.aspx).

If you would like to donate an auction item or obtain more information, please contact Bethany Field, NRCA’s manager of public affairs, at [bfield@nrca.net](mailto:bfield@nrca.net).

### NRCA University offers free safety program

NRCA University receives funding from the Occupational Safety and Health Administration to create and administer roofing safety programs. Profitability Through Effective Safety Programs is a new free daylong program that focuses on a safety program’s critical elements that can reduce injuries, sustain a productive work force and increase profitability.

Topics addressed include a risk management approach to safety; identifying risks; risk transfer techniques and strategies; effective safety training programs; discipline policies that change behavior; and safety committee structure and purpose, among other topics.

Each participant will receive classroom materials and a resource guide in an electronic format developed specifically for the class. These resources will help your company create a company or

job-specific safety program suitable for safety and health compliance that can be used in client proposals and submittals.

Profitability Through Effective Safety Programs will be held throughout 2010 on the following dates: March 17 in Boston; March 30 in Denver; April 6 in Dallas; April 8 in St. Louis; April 28 in Raleigh, N.C.; April 30 in Nashville, Tenn.; May 6 in Philadelphia; May 7 in Washington, D.C.; May 19 in San Francisco; and May 21 in Seattle.

For more information, visit [www.nrca.net/rp/industry/calendar.aspx?show=nrca](http://www.nrca.net/rp/industry/calendar.aspx?show=nrca).

### NRCA warns of proposed new EPA rules

NRCA expressed serious concern regarding an “endangerment finding” issued Dec. 7, 2009, by the Environmental Protection Agency (EPA) because of the ruling’s expected effects on construction projects throughout the U.S.

The EPA’s finding—that carbon dioxide and other greenhouse gas emissions endanger the public’s health and welfare—was issued in response to a U.S. Supreme Court ruling in 2007 that the EPA has the authority and obligation to regulate greenhouse gases under the Clean Air Act.

The EPA apparently is planning to issue new regulations for mobile sources of greenhouse gas emissions (principally motor vehicles) and stationary sources (primarily buildings). According to the EPA’s announcement, only stationary sources that are responsible for a minimum of 25,000 tons of annual greenhouse gas emissions would be regulated. This reportedly would involve an estimated 13,000 facilities in the U.S., including coal and other power plants. However, it is unclear whether the 25,000-ton threshold will hold up under legal challenge, and lower thresholds (current regulations are based on 250 tons) could pose enormous regulatory burdens to building owners and developers.

“We’re concerned new proposed rules expected to be issued by the EPA in accordance with the finding would give the agency unprecedented power,” says NRCA Executive Vice President Bill Good. “And even if the 25,000-ton threshold withstands legal challenges, it starts the U.S. on a path where construction activity becomes increasingly subject to bureaucratic approvals. The EPA has suggested pre-permit assessments of greenhouse gas emissions for significant new construction projects; imagine what that will mean for shopping center developers or even local school boards.”

Existing EPA rules concerning greenhouse gas emissions are complicated. Existing facilities that contemplate “major modifications” that produce a “significant increase” in air pollution must get a permit. That type of language produces litigation, and litigation abounds in the pollution arena.

“The new proposed rules will lead—with 100 percent certainty—to new layers of construction-related litigation at exactly the time when the commercial construction marketplace is in distress,” Good says.

The EPA is expected to release more details soon. NRCA will be preparing extensive comments for the record and will be working with other similarly affected trade associations.

# Industry Events Calendar

For information about MARCA events, visit [www.marcaroof.com](http://www.marcaroof.com) or contact Bryan White, NRCA's manager of affiliate partnerships, at (877) 508-ROOF or [bwhite@nrca.net](mailto:bwhite@nrca.net).

## March

TBA Bull & Oyster Roast  
Additional details to come

## April

15 MARCA Three-year Anniversary Dinner  
Louisiana Restaurant, Baltimore  
Additional details to come

## May

7 Free safety class—Profitability Through Effective Safety Programs  
TBA Employee Recognition and Scholarship Dinner  
Additional details to come

## June

22 MARCA Annual Golf Tournament  
Additional details to come

## October

26 MARCA/RCI educational seminar  
Holiday Inn Columbia, Columbia, Md.  
Additional details to come

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## Photos—MARCA Holiday Dinner



*Mark Gaulin, Tecta America Corp., Skokie, Ill., with his wife, Shelley*



*Bob Arrington, ACP LLC, Indianapolis, and wife, Dori*



*Arrington with Steven Krupnik, Krupnik Brothers Inc., Glen Burnie, Md.*



*David Taylor, F.A. Taylor & Son Inc., Baltimore, with wife, Abbie*

## Photos—MARCA Holiday Dinner *(continued)*



*Pictured from left to right: Jeff Orndorff, Orndorff & Spaid Inc., Beltsville, Md.; Pete Salmon, ACP LLC, Indianapolis; Doug Fields, CRS Roofing Services, Bladensburg, Md.; and Howard Willis, Krupnik Brothers*



*MARCA members enjoy the dinner.*



*Celebrating the holidays with fellow MARCA members*

Photos—MARCA Holiday Dinner (continued)



*MARCA members are all smiles.*



*Hanging out with friends*



*Pete Salmon*



*Dean Jagusch, Roofers Inc., Baltimore*



*Jamie Fick, Metal Fab Manufacturing LLC, Jessup, Md.*

## Photos—MARCA Holiday Dinner (continued)



Steve Krupnik



Rick Brauner, Brauner Equipment Co. Inc., Baltimore, rewards Mike Gaulin, Magco Inc., Jessup, Md., who was the 50/50 winner.



Doug Fields

## Photos—MARCA Past Presidents Dinner



Doug Fields recognizes Howard Willis for his service as president of MARCA.




Doug Fields thanks Doris Taylor for her help with MARCA events.

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