



ASHTABULA COUNTY BUILDERS ASSOCIATION

"The Voice of the Industry in Ashtabula County"

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COMMENTARY

Dear Members and Friends,

The Annual Builders Clam Bake is behind us now; the 70 people that attended seemed to truly enjoy themselves and also the food that was put out by Drew Thomas and the folks at the Elks Lodge. I would like to personally thank Drew for doing a wonderful job for the builders and our guests. Normally we would have had entertainment for our clam bake but instead we had Representative John Patterson as our speaker, I hope that everyone got something out of his presentation, his thoughts on tourism in our area, the impact that it has and the possible benefits that we could enjoy definitely got my attention.

The October meetings speaker will be Rob Shearer. His company is Performance Systems Development (PSD) which is a primary program contractor for First Energy's Ohio Energy Efficient New Homes Program. He will be explaining this new program and the benefits for the homeowner and the builder to us. Included in this newsletter is a more detailed explanation of what Rob will be discussing with us. I would suggest that if you have anyone that you know that is involved in homebuilding in any way to have them attend this meeting. As always it always seems that we are the last to know about programs that are presented, this will be our chance to be on the cutting edge of this new building program and allow us to be rewarded also.

I recently attended the 2013 Best of the County Awards Dinner as the Ashtabula County Builders representative. I would like to congratulate the members of the Builders that were recognized at this prestigious event. Snodgrass of NE Ohio was a finalist for the Business Excellence Award for Businesses with less than 50 Employees and also Thomas Fence was a finalist for The George H. Kaul Award for Entrepreneurship.

Membership to any organization comes with responsibilities. Of course upholding the morals and beliefs of an organization are of the utmost importance. Participation in that organization is also important,

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MARK YOUR CALENDAR

October 10th	First Energy Casa Capelli
November 14th	Annual Meeting Elks
January 9th	TBA
February 13th	TBA

Happy hour is 6:00pm - 7:00pm

Dinner 7:00pm

RSVP by Monday prior to meeting date and if you need to cancel please call by Tuesday evening.

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your attendance to our meetings, your involvement on the board, voicing your concerns to your board members are just a few of the things that you can do to help our association. Helping to make our group grow by bringing a potential new member is also a way to do your part as a member of the Builders. Think about what I have just said and make an effort in the future to do your part as a member of the Ashtabula County Builders Assoc.

Sincerely,

Bill Romanko

Your President

**LET'S INCREASE MEMBERSHIP
BRING A FRIEND
to a monthly/educational meeting
on the Builders Association.
Starting in October!**

NATION'S BUILDING NEWS

The Official Online Weekly Newspaper of NAHB

Sponsored by McGraw-Hill Construction and Freddie Mae

Builder Confidence Unchanged in September

September 17, 2013 - Following four consecutive months of improvement, builder confidence in the market for newly built, single-family homes held unchanged in September with a reading of 58 on the National Association of Home Builders/Wells Fargo Housing Market Index (HMI), released today.

"While builder confidence is holding at the highest level in nearly eight years, many are reporting some hesitancy on the part of buyers due to the sharp increase in interest rates," said NAHB Chairman Rick Judson, a home builder from Charlotte, N.C. "Home buyers are adjusting to the fact that, while mortgage rates are still quite favorable on a historic basis, the record lows are probably a thing of the past."

"Following a solid run up in builder confidence over the past year, we are seeing a pause in the momentum as consumers wait to see where interest rates settle and as the headwinds of tight credit, shrinking supplies of lots for development and increasing labor costs continue," noted NAHB Chief Economist David Crowe.

Derived from a monthly survey that NAHB has been conducting for 25 years, the NAHB/Wells Fargo Housing Market Index gauges builder perceptions of current single-family home sales and sales expectations in the next six months as "good," "fair" or "poor." The survey also asks builders to rate traffic of prospective buyers as "high to very high," "average," or "low to very low." Scores from each component are then used to calculate a seasonally adjusted index where any number over 50 indicates that more builders view conditions as good than poor.

HMI component indexes were mixed in September. While the component gauging current sales conditions held unchanged at 62, the component gauging sales expectations in the next six months declined three points to 65 and the component gauging traffic of prospective buyers increased one point, to 47.

All four regions posted gains in their three-month moving average HMI scores in September, including a two-point gain to 41 in the Northeast, a four-point gain to 64 in the Midwest, a two-point gain to 56 in the South and a four-point gain to 61 in the West, respectively.

How to Fire an Employee and Minimize the Risk of Litigation

Human nature being what it is, terminated employees frequently lash back at their employers in any way they can, often by filing lawsuits. You may not be able to avoid these lawsuits, but you can increase the likelihood that you'll win them. Primarily, it takes some advance planning, coupled with management training. Join us for a presentation by David Posner as we examine the ways to protect your business during these times.

Registration Form:

Attendee #1 Name

Attendee #2 Name

Attendee #3 Name

Attendee #4 Name

Company

Email

Each Attendee: \$20

Form of Payment: Cash Check Visa MasterCard AMEX

Name on Credit Card

CV2 Code

Card Number

Exp. Date

If paying by Credit Card, you can fax or email this form to the Ashtabula County Chamber office at 440-992-8216 or info@ashtabulachamber.net
If paying by check, please make the check to ACCC and mail this form to: Ashtabula County Chamber of Commerce, 4536 Main Avenue, Ashtabula, Ohio 44004

Thursday, October 17, 2013

11:30am Registration

12 Noon Lunch & Program

\$20 per person

HRCI Certification - 1 Credit

The Lodge at
Geneva on the Lake

4888 North Broadway
Geneva on the Lake, Ohio

David Posner

Partner, Baker & Hostetler

David A. Posner focuses his practice on employment litigation and employment relations. He has a successful track record representing employers throughout the country as lead counsel in a wide range of employment litigation before state and federal trial and appellate courts, before state and federal administrative agencies and in labor arbitration hearings.



In litigation, Mr. Posner's employment law practice covers all forms of discrimination, wrongful discharge, breach of contract matters, noncompetition and trade secret issues, retaliation, FMLA, ERISA, sexual harassment, employee privacy issues, defamation and other employment-related tort matters. His experience includes the coordination of employer defense in high-profile litigation matters. Recently, Mr. Posner represented the *Cleveland Plain Dealer* in a case receiving national attention that involved the reassignment of the paper's former music critic. After a nearly four week jury trial, Mr. Posner secured a directed verdict in the case on the retaliation claim and a unanimous jury verdict on the age discrimination claim.

RSVP by October 11, 2013

This event is sponsored by:

Ohio Chamber of Commerce - Ashtabula County Chamber of Commerce
Ashtabula County Safety Council- Ashtabula County Builders Association
Ashtabula County Society for Human Resources Management
COSE Council of Smaller Enterprises - Conneaut Area Chamber of Commerce
Painesville Area Chamber of Commerce - Madison-Perry Area Chamber of Commerce