March 2019





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2019 AWARDS OF EXCELLENCE SPONSORSHIP OPPORTUNITIES

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OnSite / March 2019 Editor: Barbara Bertone Design: Gregory J. Del Deo Executive Officer: Yolanda Sheffield Williams

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Mission Statement: Metro is a professional organization that shall serve to protect and advance the rights and interests of builders, remodelers and associates in all matters affecting the building and remodeling industries. Metro shall support the business interests of all its member firms, support safe and affordable shelter, and foster the American dream of home ownership.

Vision Statement: Metro is the leading trade association for the construction industry. Metro inspires active membership through professional development and advocacy. We embrace free markets to promote cost effective housing in NJ.

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President's Message March 2019

March is an exciting month. The days are getting longer and the weather is getting warmer. For those of you that were able to get to Las Vegas for the 75th anniversary of the NAHB International Builders show, you are probably finally feeling back to normal. The show was amazing from all the million square feet of show floor, to the 400 plus classes and 25 master classes, to the networking and special events. It was not only well run and organized, but well attended with over 70,000 attendees.

As we all go back to work and look back at an amazing IBS experience, it's important to find time to begin the implementation of what you learned at the show. Whether it was the education series, new product sets or something that someone said. It's how we apply what we learned at the show to our day to day business and or personal lives.

What I took away from this year's shows was that even though our industry is becoming more and more complex and constantly changing, one thing has always stayed the same: The NAHB has always been there for the industry and its members. They are constantly fighting to help us with lumber pricing, tax bills, code issues, etc. The NAHB is always involved fighting for our industry and what makes our industry stronger. My favorite part was learning about the partnership between NAHB and Lowes to create more interest in kids about learning the trades. Our industry has always struggled to keep the interest in the trades and now more than ever it is important to get some growth with the trades. As many people can't afford to take on huge amounts of college debt and with more and more jobs being outsourced, it is even more important to see what your options are. Now we are looking to also get the local Vo-Tech schools involved and promoted.

Lowe's Commits To Developing Future Skilled Trades Workforce With New Employee Pre-Apprenticeship Program:

https://newsroom.lowes.com/news-releases/lowes-track-to-the-trades/

Alan Archuleta CGB,

– Alan



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on of New Jersey

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Yolanda's Blueprint



Despite the unexpected snow at IBS last month, Metro members came back excited, refueled and insightful. Many of our members were exhibitors, received recognition awards and took advantage of the many courses and seminars that were offered. Please check out the photos that our members were kind enough to send us while there. For those that missed IBS this year,

mark your calendar for Jan. 21-23, 2020 in Las Vegas.

The month of March is in full swing. Metro hosted a Builder Show on March 7th sponsored by Kuiken Brothers. We had 18 members sponsor tables. They came with open projects they are currently working on. Our Associates were able to spend some 1:1 time with them.

The Program Committee is planning an evening of Networking in Construction on Thursday, March 21st at the Bridgewater Manor. Finally, for all you gamers, Metro Young Professionals Group are hosting an event at Yestercades on Wednesday, March 27th in Somerville. Please visit our website or call our office for more info.

We hope to see you at the ABC show at Harrah's Waterfront Conference Center April 2-4, 2019 in Atlantic City, NJ.

> "Alone we can do so little. Together we can do so much." – Helen Keller

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Top 10 Reasons to Attend The Industry Event of the Year







Builders Association

- 10. Learn about the latest trends in the industry.
- 9. There are valuable seminars available throughout the day Wednesday and Thursday in Harrah's.
- 8. When you lose your money to the casino, there's no need to hail down a cab to get to your room.
- Hit up your favorite contacts with booths at ABC and request complimentary floor passes for the event. Don't know one yet? Try General Plumbing Supply (GPS) or SESI Consulting Engineers.
- The host hotel and the convention space are both at Harrah's. So you can roll out of bed and be at the show floor in minutes.
- 5. You can schmooze with the new NJBA President, Corey Wescoe, and NJBA Board of Directors.
- 4. You have an opportunity to participate in a boot camp to benefit a charity of your local chapter's choice.
- You have two days to meet over 300 vendors, and 6,000 attendees, associated with the building industry. Luckily, ABC has them all under one roof!
- 2. Celebrate your successes and party at the "The Pool" from 10PM to 2AM with music and cash bar.

And the #1 reason to attend ABC April 3rd-4th, is to Putt For a Chance to Win a Drone at Booth #533 at the end of each day.

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- · Publications · Industry News and Information · Awards
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- · Working with Local Councils

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Dues are only \$55 per year - send your payment to the Metro office and we'll take care of the rest! Check out the benefits of being a member at www.nahb.org - go to NAHB Community - Councils - Remodelers Council to see the benefits of membership. By being a member

of the Remodelers Council, your name will be listed in the NAHB Directory of Professional Remodelers on the NAHB website.



Dimensions Winter 2019 New Jersey Builders Association A Message From President Tom Troy

The 70th annual Atlantic Builders Convention will be held April 2-4 at Harrah's in Atlantic City and I am hoping to see you all there to celebrate and take part in the largest industry trade show in the Northeast.

The convention will mark the culmination of my term as President of the New Jersey Builders Association – an experience that has been very rewarding on both a personal and professional level. I am extremely grateful to the numerous members who have worked with me over the past year to protect the interests of our industry in the legislative and regulatory arenas. Members and staff have been actively engaged in critical policy making discussions and it is crucial our membership remains vigilant as the political environment continues to pose challenges for our industry.

Most recently, NJBA has been heavily engaged with fire safety legislation. In November, I testified in front of the Senate Budget and Appropriations Committee against S1261 (Stack), which would require all multi-family residential buildings to be equipped with NFPA 13 sprinklers, horizontal separation and fire partitions of non-combustible materials, and a 24-hour fire watch warden during construction. After strong pushback from NJBA and other industry partners, a significantly scaled backed version of the bill was ultimately released from committee and the sponsor agreed to meet with the interested parties before any further movement of the bill. In December, I participated in the stakeholders' process to identify the major concerns and to work toward a reasonable, workable alternative and we await the outcome of that discussion.

In January, I also testified before the Assembly Housing and Community Development Committee against A3974 (Quijano), which would require fire suppression systems in all new single and two family homes. The Assembly Committee voted to release the bill, but NJBA is urging the sponsor and legislative leadership to forego this unreasonable mandate and instead work on more focused, cost-effective fire safety initiatives.

Over the past year, our members and staff have been working with the legislature on S1073/A2694 (Smith/ McKeon), that attempts to addresses the state's compromised stormwater infrastructure through the establishment of stormwater utilities. While NJBA supports the centralized management of stormwater facilities, we worked diligently to secure amendments that ensure a property owners' right to maintain their own stormwater system and to clarify credit provisions in the bill. On January 31, S1073/A2694 (Smith/ McKeon) passed in both houses of the Legislature and awaits final consideration by Governor Phil Murphy. NJBA has also been working with lawmakers and lobbying against other legislative initiatives that could create burdens on our industry including "environmental justice" legislation, public access legislation, a constitutional amendment on the right to clean energy, a number of bills regarding landlordtenant issues and bills dealing with solar panels and electric vehicle charging stations in common interest communities.

In addition to playing defense on harmful legislation, NJBA is also engaged on several proactive legislative proposals to enhance the housing economy in NJ. NJBA is pushing policies through the legislative process that would reform liquor licenses, facilitate the repurposing of stranded assets and address NJ's foreclosure process through the Residential Foreclosure Transformation Act.

On the regulatory front, members have also been extremely active, working on reforms to ensure a reasonable regulatory environment. Members have been meeting with the Department of Environmental Protection to review numerous regulatory issues including the Flood Hazard Area Control Act, CAFRA center designations, the Site Remediation Reform Act, Coastal Rules and the recently proposed green infrastructure Stormwater Rules.

To conclude, I'd like to provide an update on one of my core initiatives as President of NJBA – helping to address the ongoing labor shortage in the skilled trades. I am pleased to report that we made a major stride forward with the passage of a ballot initiative in November that will provide \$500 million for public education, vocational and technical schools and county colleges for new programs. NJBA was strongly supportive of this initiative led by Senate President Stephen Sweeney and I am proud to have been a part of the campaign. The passage of the initiative will provide the resources necessary for training the next generation of workers.

We also partnered with the National Association of Home Builders (NAHB) and Lowe's on a public relations campaign to encourage students to enroll in skilled trades programs and our members are connecting with the NJ Council of County Vocational-Technical Schools as well as the County Career and Technical Education Advisory Committees. Lastly, we launched a scholarship trust which will distribute \$2,500 annually to each of our four locals over the next five years. I will continue my involvement in this initiative after I step down as President, and we will continue to bring dozens of young men and women to various job sites and show them how beneficial a career in the building trades can be for their future, their family and their community. As the tenure of my presidency ends, I would like to thank all the members of NJBA who worked hard for the association and helped to make my year as your President a success and an honor. I look forward to working with all of you as we move our mission forward to create a more vibrant, greener and affordable housing market in New Jersey.

I hope to see you at Harrah's in Atlantic City on April 2 for my final Board meeting as President and for the installation of President-elect Corey Wescoe as the 66th President of the New Jersey Builders Association. I have worked with Corey on various regulatory and legislative committees and know that he will continue to make positive contributions to the housing industry and wish him much success in his new role.



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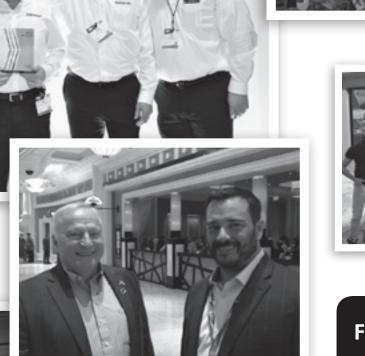


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January 21 - 23, 2020 (Tuesday - Thursday) Las Vegas, Nevada

February 9 - 11, 2021 (Tuesday - Thursday) Orlando, Florida

February 8 - 10, 2022 (Tuesday - Thursday) Orlando, Florida

January 31 - February 2, 2023 (Tuesday - Thursday) Las Vegas, Nevada

> February 27 - 29, 2024 (Tuesday - Thursday) Las Vegas, Nevada

Metro Builders Show

THURSDAY, MARCH 7, 2019 – METRO'S BUILDERS SHOW 1PM – 5PM HANOVER MANOR, EAST HANOVER





Awards of Excellence (AOE) Corner



By **Erin Myers**, Evergreen Recycling Solutions, LLC, 2019 AOE Chair

First, a big THANK YOU to everyone that entered the Awards of Excellence this year! All of your great work and support is going to make for an exciting show. There are still plenty of sponsorship

opportunities available, starting at just \$250 for Bronze level. The sponsorships for this event pack a big punch when it comes to value. Every level of sponsorship gives your company generous visibility at the event. As Metro's biggest event of the year, it's a great opportunity to get in front of the



membership, and maybe meet some new members!

A full list of Sponsorship Opportunities is included in this issue of OnSite.

Be sure to mark your calendars for Thurs., June 6th. The event kicks off at 6pm, with a networking cocktail hour. Hope to see you there!





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2019 AWARDS OF EXCELLENCE

Awards Dinner: June 6, 2019 at the Hanover Manor, East Hanover

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- Logo recognition during the Awards ceremony
- Full page Color Cover ad in OnSite magazine
- Priority seating at the Awards Dinner
- Sponsor identification on name badge

Diamond Sponsor - \$2,500

- 6 Tickets to the Awards of Excellence Dinner
- Full-page B&W ad in the Dinner program
- Logo recognition during Awards ceremony
- Full page B&W ad in OnSite magazine
- Priority seating at the Awards Dinner
- Sponsor identification on name badge

Emerald Sponsor - \$1,500

- 4 tickets to the Awards of Excellence Dinner
- Full page B&W ad in the Dinner Program
- Logo recognition during Awards ceremony
- 1/2 B&W page ad in OnSite magazine
- Priority seating at the Awards Dinner
- Sponsor identification on name badge

Gold Sponsor - \$1,000

- 2 tickets to the Awards of Excellence Dinner
- 1/2 page B&W ad in the Dinner Program
- Logo recognition during Awards ceremony
- 1/2 page B&W ad in OnSite magazine
- Priority seating at the Awards Dinner
- · Sponsor identification on name badge

Silver Sponsor - \$500

- 1 ticket to the Awards of Excellence Dinner
- 1/2 page B&W ad in the Dinner program
- Logo recognition during Awards ceremony
- 1/4 page B&W ad in OnSite magazine
- Priority seating at the Awards Dinner
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Bronze Sponsor - \$250

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AWARDS OF EXCELLENCE PROGRAM ADS

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Cost: \$89 per person (List attendees below)



Reservation Form – RSVP Required

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Lot Loans Can Be The First Step On The Journey To A New Home

As the national and regional economy remain relatively strong and interest rates are still low by historic standards, many area consumers remain interested in building their own homes.

The first step of this process is often acquiring the land. Depending on the land cost, financing the lot purchase is often necessary. Lot loans are not a standard product at all banks, but M&T and several other banks will make lot loans.

A buyer may find that perfect lot and want to secure the property before being ready to fund construction of the house. We've worked with customers who may buy the lot first, but wait another year or two to finish paying one of their kid's college tuition bills before building their new house. A lot loan can provide some flexibility with the homebuilding process. Buyers are not rushed to finalize their design plans, because they have not yet taken out their full construction loan.

M&T will finance purchases of up to 5 acres, providing the borrower with flexibility in finding their ideal location. These land loans are typically fixed-rate, 3-year balloon loans providing the short term financing needed to acquire the property. The loans are, as always, subject to full credit approval but are generally available to borrowers with FICO scores over 700.

After acquiring the lot, the next best step is getting pre-approved for the construction loan. This can be done in a short time over the phone with a home financing specialist. This provides the buyer with valuable insight on how much they can afford, and an estimate of their anticipated mortgage payment, before launching into the home building process.

The process will be easier for the homebuyer when going through a lender with a specialized team handling in-house processing, underwriting, closing, draw administration and servicing to ensure your loan is well managed.

Understanding the steps of the process can help consumers avoid unexpected surprises and provide peace of mind during this project. Acquiring the right lot is often the first step of this process.



GHC Attorney Joins National Homebuilders Committee By Joshua Burd

An attorney with Giordano, Halleran & Ciesla has earned a key committee appointment with the National Association of Home Builders. The Red Bank-based firm announced last

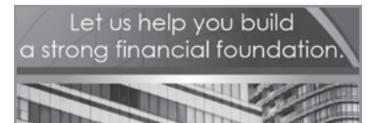


month that Steven M. Dalton, a shareholder, has been named to the association's Legal Action Committee. In the new role, he will help the association review and recommend monetary assistance from the Legal Action Fund for cases of national significance to the housing industry, while working with members and property owners on land use and environmental cases before state and federal courts.

With GHC, Dalton focuses on environmental and land use law relating to real estate development and corporate transactions, according to a news release. He guides clients through environmental permitting, regulatory compliance, remediation and redevelopment of contaminated sites and other areas related to real estate and commercial transactions.

Dalton is also active on behalf of groups such as the New Jersey Builders Association in efforts to shape environmental regulatory policy.

Founded in the early 1940s, the National Association of Home Builders works to ensure that housing is a national priority and that homeowners and tenants have access to safe, decent and affordable housing, the news release said. Its Legal Action Committee also authorizes the filing of legal briefs, monitors and disseminates information on important cases and recommends legal strategies to NAHBaffiliated state and local associations and its own members.



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Northern New Jersey / New York Suburbs Housing

4Q18: As Starts Pace Slows, Affordability & Lot Availability Remain **Key Issues Impacting Growth**

- 4Q18 Quarterly New Home Starts Down 13.4% YoY; Annual • Starts Up 4.6% YoY
- Quarterly Closings Up 20.6% YoY; Annual Closings Up 5.8% • YoY
- Affordability is taking the forefront of a slowing housing market; the NJ market has the highest real estate taxes and the cap on state, local and property taxes will only exacerbate the issue.
- There is very limited land available for new development in the • market; the pipeline is growing slowly since most undeveloped land in the state is environmentally protected and the rest of the state is overbuilt with older housing stock.

Metrostudy's 4Q18 survey of the Central/Northern New Jersey & New York Suburbs new home construction market showed 952 starts for 4Q18, a 3.9% increase from 3Q18 and a 13.4% decrease from 4Q17. There were 1,070 closings in the quarter, down 0.5% from 3Q18 and up 20.6% from 4Q17. Annual starts ended 3Q18 with 3,897 new homes started, down 3.6% from the annual pace last quarter and up by 4.6% over 4Q17. Annual closings ended the quarter at 3,653, up by 5.3% from the annual pace in 3Q18 and up 5.8% YoY.

Below is a breakout of starts and closings in the three regions covered in this market:

- Central New Jersey (including condos) started 538 homes in 4Q18, a 1.1% decrease from the prior quarter and down 26.9% YoY. Annual starts were 2,651, down 6.9% from last quarters pace and down 5.9% YoY. Looking at closings, 4Q18 saw 688 homes occupied for the quarter, down 4.4% QoQ and up 23.1% YoY. Annual closings increased by 1.8% YoY, ending the quarter with 2,456 closings.
- Northern New Jersey (including condos) had 1,669 annual new home starts in 4Q18, a 0.6% decrease from last quarter and down by 13% YoY. Annual closings increased by 12.9% QoQ and increased by 6.6%. YoY. The Northern NJ market continues to be the most active market in the Central/Northern NJ & NY Suburbs region.
- The New York Suburbs (Westchester, Rockland, Dutchess, Putnam and Orange Counties) ended 4018 with 794 annual starts, down by 4.5% QoQ and up 1% YoY. Annual new home closings for the quarter numbered 733, down 4.6% QoQ and down 4.6% YoY. Vacant developed lots in this market were at 20.6 months of supply.

"The Central/Northern NJ market will continue to benefit from buyers who are priced out of the NYC market as well as a rental alternative to the high rents on the other side of the river," said Quita Syhapanya, Regional Director of Metrostudy's New Jersey and New York markets. "The only issue now is that the NJ market has the highest real estate taxes and the cap on state, local and property taxes will only exacerbate the issue. New Jersey remains an unaffordable market and has to find a way to bring in new companies to the state which will draw population and potential new homes."

Total housing inventory (models, units under construction, and finished vacant units) ended 4Q18 with 3,327 units, down 3.4% from 3Q18 and up 8.5% YoY. There were 2,597 units under construction, a 4.4% decrease from the prior quarter and up 13.9% from the same period last year. Finished vacant inventory was unchanged quarter to quarter with 533 vacant standing units in 4Q18, but decreased by 9.6% YoY. Total Inventory months of supply for 4Q18 was at 10.9 months,

down from the 11.9 months of supply last quarter, but an increase from 10.7 months the same period last year. Single family detached months of supply was at 7, down from the 8.9 last quarter and down from 9.7 months in 4Q17.

For 4Q18 there were 6,370 Vacant Developed Lots (VDL) in the market, a 3.8% increase from 3Q18 and up 6.4% from the same quarter last year. This region had 19.6 months of supply of vacant developed lots remaining. Months of supply increased by 1.4 month QoQ and was up 0.3 months YoY. A healthy market supply level for equilibrium would be between 24 to 30 months. There were 1,185 lots delivered into the market this quarter, up 2.6% from 4Q17. Annual lot deliveries ended 4Q18 with 4,135 lots delivered into the market, down 5.3% from the prior year. There is very limited land available for new development in the market.

"The pipeline is growing slowly since most of the undeveloped land in the state is environmentally protected while the rest of the state is overbuilt with older housing stock," said Syhapanya. "It doesn't help that local cities and towns are still determining the amount of affordable housing they must provide. This has a negative effect on market rate new construction as these mandates are imposed pushes taxes up for local residents who in turn end up with a higher tax bill that the 'middle class' in NJ can't afford. With affordability taking the forefront of a

slowing housing market and mortgage rates



rising it is understandable that both builders and consumers are concerned with where the economy and housing market will be heading in 2019 and beyond."

For information contact: Quita Syhapanya, Regional Director 215.893.9890 x231 qsyhapanya@metrostudy.com

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Look For The Abbreviations! NAHB

In today's changing housing market, potential homeowners have more questions than ever. How do I know if my builder or remodeler is the best one for the job? How do I choose a home sales professional that I am confident has my best interests in mind? How can I modify my home so I can continue living here after I retire?

The National Association of Home Builders (NAHB) offers comprehensive training programs to builders, remodelers and other industry specialists that lead to professional credentials. The professional designations from NAHB can be earned in any of 13 specific areas ranging from building and remodeling to sales to property management to green building, allowing you to find the perfect program for your specific niche or specialty.

Earning a professional designation from NAHB is a challenging and enriching process. Though the curriculum is demanding, year after year, builders and remodelers eagerly enroll in designations programs, and each year hundreds from around the country earn professional credentials.

NAHB's targeted curriculum and accomplished teachers help builders and remodelers learn the latest technology, building methods and business practices. Designations also give consumers a guide to selecting professionals who have specialized in their areas of interest, whether it is aging-in-place or marketing. Consumers can rest assured that a credentialed graduate from NAHB Education has excellent training, practical experience and in-depth knowledge.

Designations in the following areas currently are awarded by NAHB Education:

Certified Green Professional (CGP) Master Certified Green Professional (Master CGP) Graduate Master Remodeler (GMR) Certified Graduate Associate (CGA) Certified Graduate Builder (CGB) Graduate Master Builder (GMB) Certified Graduate Remodeler (CGR) Certified Aging In Place Specialist (CAPS) Certified New Home Sales Professional (CSP) Master Certified New Home Sales Professional (Master CSP) Certified New Home Marketing Professional (CMP) Master in Residential Marketing (MIRM) Housing Credit Certified Professional (HCCP)

For information on how you can obtain one of these designations or even just take one of the many courses offered through NAHB, contact the Metro office at 973-887-2888.

UPCOMING CLASSES:

 TBD - Estimating & Scheduling for Profitable Business Operations APRIL 24 - Basics of Building
APRIL 25 - Diversification: Capitalizing on New Business Opportunities MAY 23 - Profitable Business Through Quality Practices

2019 CALENDAR OF EVENTS

APRIL 3-4, 2019 – NJBA ATLANTIC BUILDERS CONVENTION (ABC) HARRAH'S ATLANTIC CITY, NJ WWW.ABCONVENTION.COM

THURSDAY – MAY 16, 2019 – GENERAL MEMBERSHIP MEETING 6:00PM – BRIDGEWATER MANOR, BRIDGEWATER

THURSDAY - JUNE 6, 2019 – AWARDS OF EXCELLENCE 6:00PM – HANOVER MANOR, EAST HANOVER

THURSDAY – JULY 18, 2019 – GENERAL MEMBERSHIP MEETING 6:00PM – BRIDGEWATER MANOR, BRIDGEWATER

SEPTEMBER 2019 – GRILLIN N' CHILLIN BBQ (TBD) 5:00 PM – THE RARITAN VALLEY INN, CALIFON THURSDAY – OCTOBER 17, 2019 – LOBSTERFEST ASSOCIATE APPRECIATION MONTH 6:00 PM – PUB 199, MT. ARLINGTON

OCTOBER 2019 – ANNUAL METRO GOLF OUTING DATE, TIME AND LOCATION - TBD

THURSDAY – NOVEMBER 14, 2019 – GENERAL MEMBERSHIP MEETING & ELECTION OF OFFICERS 6:00PM – BRIDGEWATER MANOR, BRIDGEWATER

THURSDAY – DECEMBER 5, 2019 – INSTALLATION OF OFFICERS & HOLIDAY PARTY 6:00PM – HANOVER MANOR, EAST HANOVER

(All events/topics and dates are subject to change)

Morris Habitat Family Moves into "Blitz Build" Neighborhood

Morris Habitat for Humanity and new homeowners Orquidea Pappa and Gerson Saenz recently celebrated the dedication of their home in Mine Hill. Their home was the fourth and final home to be completed at Randall Avenue, the site of last year's Blitz Build event sponsored by Metro Builders.

Says Alan Archuleta, President of Metro and owner of Archuleta Builders, "We knew that the finish line was in view and that Morris Habitat was trying to button up the project, but they needed help. I came in with my team of 3 carpenters and did the work that they needed in three days to reach their goal. I am proud to have been a part of the great work that Morris Habitat does for the community."



Morris Habitat partnered with the Pappa/Saenz family to rehabilitate a three-bedroom home on Randall Avenue, property that was generously donated by the Lenox family. During our 10-day Blitz Build last summer, Morris Habitat built three other homes on the site.

Orquidea and Gerson have two children and had lived in a tiny, one-bedroom apartment in Morristown. Despite two incomes -- Orquidea works two jobs, running a cleaning service and cleaning a local nursery school, and Gerson is a handyman – they were priced out of the rental market.

In purchasing their home with an affordable mortgage through Morris Habitat, they will save nearly \$500 a month. Orquidea said they are looking forward to saving money and having their own home where their children can play.

"I can't believe it. We are going to be the owners of a house!" Orquidea said.

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Metro Member Ken Fox Honored by The Boy Scouts of America

The Boy Scouts of America, Patriots' Path Council will be honoring a few local community members at their 24th Annual Morris County Lifetime Achievement Awards Dinner to be held on the evening of April 9th at The Hanover Marriott in Whippany at 6:30 pm.

Among this year's nominees is Kenneth J. Fox of Fox Architectural Design. The event recognizes outstanding citizens for their community service, as evidenced by their leadership and interests within the Morris County community, and for their embodiment of the values of the century old Scout Oath and Law in their personal and professional lives. If you would like additional information about this event or simply wish to congratulate Ken, please give him a call or drop him a note (kfox@foxarch.com or 973-970-9355).

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