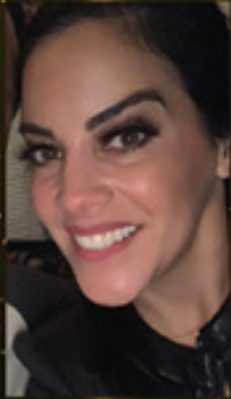


# OnSite

## BY KAREN ADAMSBAUM

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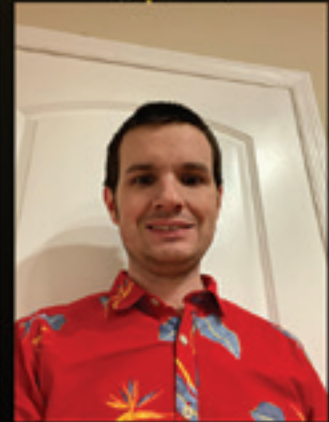
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Website: [www.MetroBCA.org](http://www.MetroBCA.org)

**OnSite / February 2022**

**Editor:** Kimberly Nordstrom

**Layout:** Gregory J. Del Deo

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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

## February 2022

Greetings Fellow Metro Members and Potential Members,

Holy smokes, what a great General Membership Event (GME) we had! I'd like to thank all the folks at Ferguson for hosting the event and thank our Platinum Sponsor General Plumbing Supply. I'd also like to share a behind-the-scenes story that will shed some light on the evolving culture of Metro BCA. There was a bit of concern prior to Metro's first GME, that it would be awkward to have GPS and Ferguson featured at the same event. I know Brian Maffia from GPS very well and wasn't worried about him, but I had just met Jorge Nunez from Ferguson. After six different individuals came to me to express their concern and speculate on how two competitors would handle sharing the spotlight, I beelined it for Jorge. We started talking about how most sports competitors might look like they hate each other in the game, however many of them are good friends off the field. I related how much I have learned over the years from my contractor competitors, like seasoned veteran Phil Calinda, and new board member Hasnain Nasar.

I've never viewed them as friends as "The World is Abundant." When I said those words Jorge's eyes lit up. He beamed "Brian and I were JUST talking about that." I was so happy! Yes, it is true that one way to view success is to view any competition as win-lose. In order for one to win, one has to lose. However, another way, and great way, to view business is that of the win-win. With the attitude of abundance and the competitive spirit of "iron sharpening iron" in business, we all win.

In this case, two plumbing supply companies, each trying to set the bar higher, in turn raising both their games. Jorge and Brian are both winners in my book!

On the subject of winning, at the January 20th meeting I relayed a story about a conversation I had with my Mother while driving to the event. I was sharing with her my excitement over presiding over my first board meeting and GME as President. Another aspect of the culture of Metro BCA is that our leadership team is inspiring as it is full of people of action. Folks that are self-reliant doers. David Bernadino did such an amazing job spelling out the plan of ACTION for Metro's Journey to Excellence. His high intellect, coupled with a remarkable speaking ability, clearly and concisely shows how Metro can become one of the top HBAs in the USA. If you haven't seen the Journey to Excellence document, be sure to look for it. This document will be refined each month and distributed at each GME going forward. I challenge you, dear reader, to be an active part of this journey and look to see how and where you can add value so we all can win. Thank you David for all your hard work on this.

And now, on the subject of hard work, let me congratulate Frank Caccavale for all his efforts to spearhead and implement Roxbury High School's Structural Design and Fabrication program. I am proud to announce that Metro BCA's Board of Directors unanimously approved Roxbury H.S. to be sponsored by Metro BCA. This partnership in workforce development will be one of the key factors in the growth of Metro BCA. The NAHB student chapter program empowers members to act as mentors to America's youth. As David Bernadino mentioned in his remarks last week; 40% of all tradesmen are expected to retire in the next decade. Keep an eye out for more news regarding the Student Chapter program, as we educate young men and women interested in exploring the home building industry, and inspire them to future careers. This program is a perfect example of ACTION, a pathway of EXCELLENCE for all involved, and most importantly, WIN-WIN.

I look forward to seeing you all at our next event, the Economic Forecast GME spearheaded by our Treasurer, Andrea LoMonaco, and featuring the dynamic Kei Sasaki from Northern Trust.

**Frank R. Coppola III**  
2022 Metro President



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**Metropolitan Builders & Contractors  
Association of New Jersey**

# Welcome New Members!

*Building our future...one member at a time.*

## 2022 SPIKE CLUB/ MEMBERSHIP SPONSORS COUNT

**Frank R. Coppola III 5**

Membership in this prestigious Club is for any Metro member who has brought in 2 or more new members during 2021. Thank you for your efforts in recruiting new Metro Members!



## *Growing Our Strength Through Member Recruitment, Retention, and Involvement*

Recruiting new members to the Metropolitan Builders Association is recognized and rewarded through the Spike Club. Those who participate are called Spikes, and they are among the most valued members of the association.

Before becoming a Spike, you are a Spike candidate. That means you have earned between one and five credits.

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**Anthony Berardo**

**Cross River Design**

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Email: rod@irislaboratories.com

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Email: evelyn@interiormotives.net

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## KIM'S CORNER

I heard a quote recently by Andy Rooney, "Everyone wants to live on top of the mountain, but all the happiness and growth occurs while you're climbing it" and it is one I truly believe in. So many people today are used to immediate satisfaction due to the internet. Almost every answer these days you can find by the stroke of a keyboard. While in some ways the digital age is great – you can communicate in ways we did not think was possible 15 to 20 years ago and we are able to reach so many more people than we previously could, that I think sometimes people forget that in true reality of any situation, it all still takes time.



We still need to remember that there is work to be done and even in the digital age, we are only seeing what people want us to see. People are able to cut and paste together the life they want you to see. This makes people forget how much they had to experience to get it right. Metro

is currently in the process of climbing a brand-new mountain. However, instead of waiting until the "end result," we are inviting all our members on this journey with us. We are taking the time to see where we've been in the past, where we currently stand and where we want to end up. In order for Metro to succeed, we must make sure to challenge and ask ourselves the hard questions: what can we do from here and where do we go to get to our mountain top. And once we achieve one goal – how do we move forward to meet the next? Sometimes you might think you have reached the mountain top but there will always be more mountains to climb from Mount Snowdon to The Matterhorn to Mount Kilimanjaro to Mount Everest.

**Kimberly Nordstrom**, Office Manager  
knordstrom@metrobc.ca.org

## METRO'S MONTHLY QUOTE

***"Membership  
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Advocacy  
is our Power."***

**– Ronnie Glomb,**  
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## MICHELE'S EO PERSPECTIVE



In January, we held our first General Membership Meeting at Ferguson Bath, Kitchen, and Lighting Gallery in Fairfield. The entire event was hosted by Ferguson, which included a chef, countertop charcuterie board, and an amazing winter-themed bag of goodies. I would personally like to give a big shout-out to the entire team at Ferguson, who raised the bar for future Metro events. We heard from Dave Bernardino, Metro's Vice President, as he presented the details of Metro's Journey to Excellence for 2022 and laid out the plan for success.

We also listened to Frank Caccavale of Roxbury High School, who is the teacher advisor for the first student chapter of Metro this year. Frank is working alongside Habitat for Humanity, by providing the students with firsthand experience building a house in the Roxbury HS parking lot. They were featured in NJ.com, Fox News, and many newspaper articles. It is something that all Metro members should see for themselves. We are looking to establish more student chapters in Metro with the hopes of gaining much needed youthful momentum in the building industry.

Next, as the Awards of Excellence Celebration draws closer, the entries are in full swing. If you have not sent in

your entries, please do so by **February 28th** to provide the judges with ample time to fully assess each entry. Last year we had many new winners, a few new categories and lots of fun. I am looking forward to seeing you all there this year as Tammy Murray, of Anderson Windows and Kristie Veri, of Cleanscape Construction co-host this year's Awards of Excellence on June 9th.

This year PWB, led by Linda Garvey of Coppola Brothers is hosting another great Home Show at the Hanover Manor in the beautiful Empire Room on April 21st. We are currently looking for vendors and sponsors for this event. Please note these opportunities sell out quickly, so lock in your spot today! Visit our website Events page for more information about the Metro Builders Home Show.

Last but not least, please join us for our Sales & Marketing Breakfast on March 2nd at the Broadway Diner in Summit. SMC Chair Tony Cretella, of Custom Sign Source and Vern Tatum of Carolina Painting, will be leading the morning discussion. Join us as we learn and discuss current trends in business. Visit the [www.Metrobca.org](http://www.Metrobca.org) Events page for more information.

As always, I would like to thank all of our members for their continued support in Metro. If you have any questions, concerns or would like to share your ideas, please reach out.

**Michele Leppard, EO**  
[mleppard@metrobc.org](mailto:mleppard@metrobc.org)  
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# SPOTLIGHT ON AOE

**Co-Chairs: Tammy Murray of Andersen Windows and Doors, Kristie Veri of Cleanscape Construction**

Did you get your entries in for the Awards of Excellence 2022? What are you waiting for? February 28th is going to be here before you know it!

As co-chairs of the Awards of Excellence Tammy and Kristie are always in the process of coming up with new ways to make entering easier and the ceremony itself more delightful each year. This year you can pay for your entries right through the website before officially emailing them over to the office.

Additionally, this year the Awards of Excellence is going to be extra special as we will have a variety of new sponsorships. We will be offering the well-loved ones from last year, but turning it up with some new ones. If you would like to get a jump on a sponsorship this year – we have decided to open some options early. However, make sure to stay tuned as we will be sharing the new opportunities shortly. Sponsorships are great if you want to be front and center of Metro's BIGGEST EVENT OF THE YEAR!

Lastly, if this is your first time submitting an entry to the Awards of Excellence, you are highly encouraged to keep an eye out for a schedule of educational zoom calls offered by the committee and attend. The zoom calls will be dedicated to reviewing the process, answering application questions, and discussing the appropriate categories to use when submitting.



*“Receiving an Award of Excellence is a great pleasure for us because it’s an award for doing something we love! It is an honor to have received the coveted “Community of the Year” award, and testament to our commitment to creating great places for people to Live, Work, Shop and Play. The Awards of Excellence Dinner/Event is always a fun time to meet and talk with fellow members. The honor of receiving so many “Awards of Excellence” over the years will remain part of Woodmont’s history forever.”*

**– CHRIS CAMY, MARKETING MANAGER,  
WOODMONT PROPERTIES**



*Caroline Gosselin, Kristie Veri and Andrea LoMonaco*

## Important Links to know for Awards of Excellence:

**Award of Excellence Instructions:** [https://growthzonesitesprod.azureedge.net/wp-content/uploads/sites/1619/2022/01/AOE\\_2022\\_CFE-Final.pdf](https://growthzonesitesprod.azureedge.net/wp-content/uploads/sites/1619/2022/01/AOE_2022_CFE-Final.pdf)

**Entry Payment:** <https://business.metrobca.org/events/details/aoe-call-for-entries-326>

**Sponsorship Opportunities:** <https://business.metrobca.org/events/details/awards-of-excellence-sponsorships-327>

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# METRO'S PROFESSIONAL WOMEN IN BUILDING (PWB) CHAPTER KICKS OFF THEIR **"REFRESH, RECHARGE, REBUILD"** CAMPAIGN ON JANUARY 27TH WITH GREAT SUCCESS!

Metro's Professional Women in Building (PWB) Chapter is a group dedicated to promoting, enhancing and supporting the home building and renovation market for women within the industry. This year our chapter's campaign is to **"REFRESH, RECHARGE, REBUILD"** our Chapter for 2022 by offering different program options that are interesting, beneficial professionally and enjoyable at the same time to its members and other attendees of events. Our chapter was chartered in January 2021, we are still in a growth mode and started off our first meeting



with a lot of interest and excitement!

Our first meeting was on January 27th with our sponsor, Jonni Klause of Dacor Kitchen and Appliance and host was Charles Cagatay Sevinc of ANVE Kitchen and Bath in Paramus. Our evening was called an **"Evening Extravaganza with Dacor"** that had a Chef, Food, Mixologist, Drinks, an opportunity to learn more about the Dacor

product line and networking with one another. PWB would like to thank PWB member Kristie Veri, of Cleanscape Construction, who worked diligently with Jonni to coordinate and promote this event. Without them and ANVE Kitchens and Bath, we just couldn't have pulled this event off.

PWB celebrated their campaign with some Metro members and a lot of new faces outside the organization who we discussed our program and



campaign for the coming year. Between PWB's attendees and a few attendees of Dacor and ANVE Kitchen and Bath, we had about 50 in attendance. It was a great night of learning and networking!

For one of PWB's *"something different"* this year, we will be joining the members of the Sales and Marketing Council Breakfast on March 2nd at the Broadway Diner, 55 River Road, Summit from 8:30 to 10:00 PM to meet and mix with other Committees and members at Metro.

**SAVE THE DATE** – PWB is coordinating and hosting Metro's General Membership Meeting by sponsoring **"Metros Home & Builder Show"** on **April 21st** from **3:00 to 7:00 PM** at The Hanover Manor, 16 Eagle Rock Avenue, East Hanover. We are looking for event sponsors and vendors. Our flier and sign-ups are up on the Metro website.

If you have any questions regarding PWB or the Metro Home & Builder Show, please contact Linda Garvey, PWB Chair at [L.Garvey@CoppolaBrothersLLC.com](mailto:L.Garvey@CoppolaBrothersLLC.com). Hope to see you at some of our events in 2022!



## **NAHB PROFESSIONAL WOMEN IN BUILDING MEMBERSHIP**

According to recent studies, company earnings of PWB members are 22% higher than those who are not members.

PWB members agree that they are more successful business professionals because of the support they receive from peer members. Access to professional development resources, forums that hone leadership skills, and national recognition within the largest network of residential construction industry professionals also give them a competitive edge.

### **Join NAHB Professional Women in Building**

To join PWB, start locally at Metro BCA. Sign up today! By becoming a member at your local PWB, you also become a member of the national PWB Council.

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# TAKE WHAT THE DEFENSE GIVES YOU



By Dave Bernardino, Ammunition

As an avid Philadelphia Eagles fan, I've begun the process of getting mentally prepared for the upcoming season. Part of that "preparation" is watching pre-season football. Yes, the results are meaningless, but I find a lot of joy watching a game that I absolutely love, seeing what the rookies can do, and trying to understand who I should look to draft in my upcoming fantasy football leagues.

During a bunch of games last night, I kept hearing the phrase "take what the defense gives you." To put it simply, it means if the defense is playing for the run, you pass the ball. If they're lined up in pass coverage, you run the ball. Net - you, as the offense, are reacting to what the other side is showing and your change your game plan accordingly. However, just because you changed the play doesn't mean you've solved the problem. You still have to execute with excellence to get the desired result.

For those who've ever worked with me, I tend to use a lot of football metaphors. "Take what the defense gives you" is a common refrain that I've used. This has a lot of parallels to the marketing world - let me explain with a simplistic example.

Say you have a brand that wants to expand into a new market. You're known for being a super-premium (and foreign) brand, which is aspirational to the market. You have your launch plan all developed, which is focused on reapplying what made you successful in the first place (i.e. being super premium).

However, when you start to do some more due diligence on the final launch plan, you realize a couple of things - (1) the size of the super-premium segment is really small and is dominated by a bunch of other global brands and (2) the bulk of the market is made up of local brands with not much equity and minimal differentiation.

So what do you do?

Applying the "take what the defense gives you principle", you figure out (1) if consumers in the bulk of the market are open to your brand, (2) if you can make a product portfolio that delivers against those consumers' needs in a profitable way (given how that part of the market is distributed), and (3) how to advertise your brand so you're still delivering on a super-premium equity but in a way that's locally

relevant. Assuming you can do all 3, you adapt your plans accordingly and execute.

Think about your business - I'm sure you can see how this applies to your own situation. What matters is you having the vision and objectivity to see the situation for what it is, understanding what it means (i.e. the "so what"), and doing something about it (i.e. the "now what").

In my experience, so many organizations do the "so what", but do a really bad job at the "now what". That's why you see so many instances of new product launches, brand extensions, new campaigns fall flat on their face. The thinking might have been there, but the execution is also as (if not more) critical.

Going back to football, if the quarterback calls a passing play, sees the defense is lined up for pass coverage, changes the play to a run, but fumbles the snap, it doesn't matter. The QB will still get booed like mad.

So there you have it - the next time you watch football and hear some of those cliches, think about how it can translate to your business. You might be pleasantly surprised by what you come up with.

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# METRO'S JOURNEY TO EXCELLENCE

If you look at the top HBAs in the country, the HBAs that cover Seattle and the Raleigh / Durham market are the top two (2), as measured by number of members and member retention rates. When comparing this to Metro and looking at population data from the US Census, you see the following picture -

## MBA King + Snohomish Counties (Seattle, WA)

- 2,585 members
- 3,097,632 population
- 90% retention

## HBA Raleigh + Wake County (Raleigh / Durham, NC)

- 2,344 members
- 1,129,410 population
- 81% retention

## Metro BCA

- 222 members
- 2,532,298 population
- 62% retention

I don't know about you, but when I look at these numbers, I ask myself "why can't Metro be a top 5 HBA".

So, we decided to make this our vision - **Metro will be the TOP HBA in the USA.**

But, how do we get there? First, by leaning into Metro's Mission and Vision Statement, which is read at every General Membership Event. To summarize the two, it's really simple - **it's to serve and help one another.**

Second, we will focus our efforts on the three (3) P's -

- **People** - Our fellow Metro members
- **Product** - The stuff that Metro provides, like the events, OnSite, Sponsorships, etc.
- **Process** - The Journey to Excellence

So, what is the Journey to Excellence? It's a process, a way of thinking that will touch every facet of Metro. At its core, it's about defining what our mission or charge is all about and declaring and committing to goals. By goals, we have close in goals and BHAG (big, hairy, audacious goals) that we strive to achieve. Lets look at a few examples -

- **Metro** - Recall we want to be the top HBA in the USA. From a goals perspective, a close in goal (or a bronze level goal in our parlance) would be to grow Metro to 350 members. A BHAG goal (or gold goal in parlance) would be to garner 5,000 members.
- **Membership On-Boarding** - Their charge is to grow and engage members through a variety of mechanisms. Their bronze goal is roll out a mentoring program, have an on-boarding call with the EO, and a couple of other programs. Their gold goal is to have a membership concert that raises funds for workforce development, featuring a local rock star.
- **Sales & Marketing Council** - Their charge is to grow capabilities and drive connectivity amongst fellow sales & marketing professionals. Their bronze goal is to have more Council members and a robust breakfast + event calendar. Their goal goal would involve having a nationally-renown marketer, like Gary Vaynerchuk or Scott Galloway, present to the Council.

So each of Metro's Councils and Committees went through this exercise, which was shared and aligned to at the January Board Meeting, and then shared at the January General Membership Event.

So now that the goals are in place, we're all about execution. So that's where we need your help. You can support this in one of the following ways -

- Volunteer - To serve on a committee / council
- Attend at least one (1) more event than you normally would
- Tell a friend about what Metro has to offer and how Metro helps you

By doing this, we expect to achieve the following outcomes -

- Increased connection + engagement amongst the members
- Enhanced value proposition + reputation for Metro
- Increased membership recruitment + retention
- Increased sponsorship
- Increased advertising

So, we ask for your help and commitment to helping us grow Metro into the Top HBA in America!



# 2022 CALENDAR OF EVENTS

**THURSDAY, MARCH 24, 2022**

Lobsterfest / General Membership Meeting  
6:00 PM

**THURSDAY, APRIL 21, 2022**

Home Show / General Membership Meeting  
1:00 – 5:00 PM, The Hanover Manor

**THURSDAY, MAY 19, 2022**

General Membership Meeting  
6:00 PM

**THURSDAY, JUNE 9, 2022**

Awards of Excellence  
6:00 PM, The Hanover Manor

**THURSDAY, JULY 21, 2022**

General Membership Meeting  
6:00 PM

**THURSDAY, SEPTEMBER 15, 2022**

Grillin N' Chillin  
5:00 PM, The Raritan Valley Inn, Califon

**THURSDAY, OCTOBER 6, 2022**

6th Annual Metro Cup  
10:45 AM Registration  
Royce Brook Golf Club, Hillsborough

**THURSDAY, NOVEMBER 17, 2022**

General Membership Meeting  
& Election of Officers  
6:00 PM, Location - TBD

**FRIDAY, DECEMBER 9, 2022**

Installation of Officers & Holiday Party  
6:00 PM, Location - TBD

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**Sales & Marketing  
Council Breakfasts are  
back starting March 2<sup>nd</sup>**

**Remember to join  
Tony & Vern the first  
(1<sup>st</sup>) Wednesday of  
every month at 8:30 AM**

*Location and topic  
change monthly.*

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# EMPLOYEE RETENTION CREDITS OFFER A PAYROLL TAX SAVINGS OPPORTUNITY FOR CONSTRUCTION COMPANIES



By Nick Sarinelli, CPA, Nisivoccia

Construction contractors have a lot to consider as they prepare to file their 2021 taxes. One of them is the Employee Retention Tax Credit (ERC), which is a payroll tax credit rather than an income tax credit. Eligible employers can claim the credit by computing the ERC amount for a pay period and decreasing the required payroll deposit by that amount. The ERC is reported on Form 941.

Here is some background: The Coronavirus Aid, Relief, and Economic Security Act (the CARES Act) created the ERC which allowed eligible employers get a refundable payroll tax credit equal to a percentage of eligible wages. The CARES Act also created the Paycheck Protection Program (PPP), which provided forgivable loans businesses could use to pay payroll, rent, utilities, and mortgage interest expenses. However, the CARES Act did not allow employers to obtain a PPP loan and claim the ERC, leaving it up to businesses to choose between the two. Later legislation, the Consolidated Appropriations Act (CAA), changed that by allowing eligible employers to claim the ERC even if they received a PPP loan.

Until passage of The Infrastructure Investment and Jobs Act (the Act), the ERC was allowed through December 31, 2021. The Act changed the end date for claiming the ERC to September 30, 2021 for all eligible employers other than Recovery Startup Businesses, which are defined as businesses that (1) began carrying on any trade or business after February 15, 2020 and (2) had under \$1 million in average annual gross receipts. Recovery Startup Businesses may claim the ERC for all four quarters of 2021.

This means that for most businesses, for 2021 the ERC is calculated as 70% of the first \$10,000

(or \$7,000) in eligible wages per employee for each of the first three quarters of 2021.

There are other requirements as well, including:

- Companies cannot claim the ERC on PPP wages used for PPP loan forgiveness.
- Companies have three years to claim the credit retroactively by filing an amended Form 941.
- Eligible wages are calculated differently for large employers and for small employers and for 2020 and 2021. However, all calculations use the average number of full-time employees employed during 2019.

Every construction company's situation needs to be evaluated individually so that the business can be sure it is maximizing all available credits and deductions. Feel free to contact me on (973) 298-8500 to discuss the best options available to your business.

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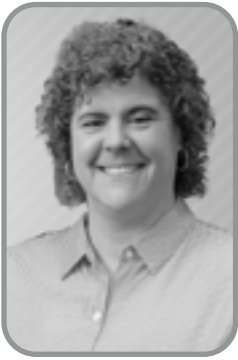
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# ASSOCIATE MEMBER BLUEPRINT

– a moment with you.



**Name:** Karen Adamsbaum

**Company:** The John Morgan  
McLachlan Agency, Inc.

**Address:** 75 East Main Street  
Somerville NJ 08876

**Phone # & e-mail:**  
908-526-4600 x207  
Karen@insuranceagent.com

YEARS IN THIS BUSINESS: 22

- **How did you get into this business?** I was previously in the computer field, and I was working at an insurance agency doing computer work. Before you know it, I was doing back-office insurance work. I enjoyed it, so I got my license, and the rest is history.
- **What products and services does your company provide?** We offer all products to protect ones assets (business or personal). Our office has 4 divisions – Business Insurance, Personal Insurance, Health Insurance and Life Insurance.
- **What is the story behind The John Morgan McLachlan Agency, Inc?** The owner, Morgan, is second generation. His father John (Pops) started the agency over 40 years ago. There are also 2 sons of Morgan's in the business, John and Alex, which would be 3rd generation. I started with the agency in 2010, and in 2018 I became a partner of the firm.
- **Have you/your company performed any community service or charitable efforts within the last year?** I have not.
- **Any additional information you want to contribute?** Technology has always been an interest of mine (prior computer field). I have embraced the Social Media platform to use with my business. I have a podcast called "Risk Intelligence" as well as a YouTube channel.

YEARS IN THE METROPOLITAN BUILDERS AND CONTRACTORS ASSOCIATION: 5+

- **How did you get involved with Metro initially?** A client of mine recommended it to me.
- **Why did you join Metro?** The audience is all in one place. So many relationships to build and ways to help.

- **What was/is your biggest accomplishment as a part of Metro?** For me, building close relationships both business and pleasure, that I know will last a lifetime.
- **What would you like to see more of in 2022 from Metro and its members?** To engage with each other more. That is the new memberships committees charge – engagement. With engagement comes relationships, which lead to trust, which leads to helping each other, but it has to start with engagement.
- **What is your feeling behind members helping members?** Again, engagement is key. We all have advice to offer, both business and personal.
- **How would you guide others to partner up more?** Look through the directory and write down who you want to meet/ be introduced to. Afterwards, contact me and I will help you.

## AWARDS OF EXCELLENCE RELATED

- **Has your company recently won any awards?** Yes. It was an award for the most quality business written (insurance clients who have a low claim ratio)
- **What was your favorite part of AOE in 2021 if you were able to attend?** I was not able to attend, but in 2019 I was there. The comradery of everyone showcasing their best work. Free bragging rights for the night.
- **What are you looking forward to at the 2022 AOE's?** The styles of décor have changed, so I am looking forward to seeing the new styles.
- **Are you submitting for the 2022 AOE's?** If so, for what categories? I have not decided yet.

## GETTING TO KNOW YOU:

**Favorite Color:** Red

**Favorite Food:** Bronzini, Veggies and Brown Rice.

**Favorite Band:** Linkin Park

- **Any Favorite Project you have worked on?** There are so many to name. The best way to answer this is, the more involved and challenging the project the better. I like to roll up my sleeves and dig in. When there is a will, there is a way.
- **What do you see/believe are the most important issues in the building industry today?** Consistency is key. I see the building industry challenges the same as other industries. The supply and demand chain is not balanced which is causing inconsistency.



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# METRO'S GENERAL MEMBERSHIP EVENT AT FERGUSON

On Thursday, January 20th, Metro held its first General Membership Event of the year at the remarkable FERGUSON Bath, Kitchen and Lighting Gallery Showroom in Fairfield, New Jersey. The Ferguson team not only hosted the event, but truly went above and beyond to create a spectacular and memorable event for Metro members. We could not have done this without the amazing help of Jorge, Harry, Jennifer, Jackie and the rest of the team at Ferguson.

For food Metro members were treated to a charcuterie table that dreams are made of. Different savory types of pasta - you wanted to go back for third and fourth helpings. A tasteful dinner choice of chicken and salmon with sides. In addition to a bar with numerous drink options and of course a kitchen countertop of various and enticing delicious desserts for those who like to live a little. Plus, Ferguson



sent everyone home with a Ferguson bag filled with homemade hot chocolate, fluffy blanket and cozy winter hat. They certainly outdid themselves. If you were unable to attend the meeting I highly suggest visiting the FERGUSON Bath, Kitchen and Lighting Gallery Showroom in Fairfield as the place itself is absolutely stunning and the team is an absolute joy to be around.

The General Membership Event was kicked off with motivation from Metro's First Vice President Dave Bernardino of Ammunition. During this time Dave unveiled Metro's Journey to Excellence for 2022 and everything that is in store for the upcoming year. He talked about where we are now, where we want to take Metro, and how we plan to get there. It was during this time when all of Metro's new Council

and Committee's Chairs were announced. After Dave's presentation we heard from Metro's 2022 President, Frank R. Coppola III of Coppola Brothers, LLC where it was revealed that Metro will be starting our first Student Chapter. This Student Chapter will be the students of Roxbury High School and their faculty advocate, Frank Caccavale who was able to join us that night.

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## METRO RETENTION

Happy 2022 Metro Members!

Throughout the history of Metro, membership has always been such an important part of what we do as an organization. When I first joined Metro, I remember the wonderful Roger Hendrickson, always being there to welcome, guide and introduce me to fellow members. Then the torch was handed to Dave Debonis, and over the past 2 + years, Dave did an incredible job with recruiting and engaging new members. The torch has now been passed to Greg Koryszewski, with a bit of a twist. I am happy to announce that under the Membership umbrella there will be two silos working together – (1) Membership and (2) Retention. The retention team will focus on our current members. This includes what you want to see from Metro, what you want to hear from Metro, how you want to be involved in Metro, and most importantly how we can work together to achieve those goals. The retention team will be led by Brian Maffia and myself, and we will be eagerly looking for your feedback, and how we can make Metro a better organization for YOU! If you are interested in participating in this dynamic new counsel, please don't hesitate to reach out to Brian or myself.

Looking forward to seeing you at our next event! Let's do this!



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