PA Society Honoring Greg Bentley, President & CEO of Bentley Systems, Inc

Let us be the first event on your calendar for this year’s Pennsylvania Society of New York!

On Friday, December 13, 2013, we will be hosting a private reception at The Benjamin Hotel from 4:00 pm to 6:00 pm honoring Greg Bentley, President & CEO of Bentley Systems, Inc. This event will bring together a number of CEOs, elected officials and key political leaders here in the Commonwealth.

In keeping with the tradition of this event, we will be honoring Greg with a very special award; our “2013 Salute to Leadership Award,” for his consistent leadership, support and overall advocacy in helping to push a business agenda.

Be sure to become a part of a very special evening with the Chester County Chamber of Business & Industry. Sponsorship opportunities are available.

If you are a member of the Chamber and will be attending PA Society Weekend please contact Marianne Martelli for your invitation to our reception.

Friday, December 13
4:00 pm - 6:00 pm
The Benjamin Hotel
125 E 50 St,
New York, NY 10022

Sponsorship opportunities are available. Contact Marianne Martelli at 610-725-9100 x14 for additional information.
Annual Dinner Hits Record Numbers

October 17th was truly a spectacular evening at Longwood Gardens. Almost 400 business professionals gathered to celebrate and support the Chamber and the award recipients that evening.

The presentations brought a feel-good attitude to the event, as we honored our Citizen of the Year, Bob Spatola and our CEO of the Year, David Moser. Both received a standing ovation for these well-deserved awards. We were also excited to present Joel Frank, Lamb McErlane, PC as our new Chairman of the Board and thank Mike DeHaven, Rainer & Company Certified Public Accountants, for his dedication over the past two years.

The Chamber extends our greatest thanks to our sponsors and all members as we look towards our new year!

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Calendar of Events

November 7
Joint Chamber Fall Mega-Mixer
United Sports
5:00 pm - 7:00 pm

November 21
In The Loop "Firing"
Chamber HQ
7:30 am - 9:00 am

December 4
Business After Hours
The Phelps School
5:30 pm - 7:30 pm

December 13
PA Society of New York,
A Salute to Leadership
The Benjamin Hotel, NYC
4:00 pm - 6:00 pm

December 19
Prospective Member Orientation Luncheon
Chamber HQ
12:00 pm - 1:15 pm

Click here for a full calendar of events.

Questions?
Please contact us.
610-725-9100
Lamb McErlane’s Joel Frank Appointed New Chairman of the Board at the Chester County Chamber

Joel Frank was officially named the Chairman of the Board of The Chester County Chamber of Business & Industry on October 17, 2013 at the Chamber’s Annual Dinner.

Frank is a graduate of the University of Delaware where he earned a BA in Criminal Justice. He then went on to earn his JD from Widener University School of Law.

Joel is a resident of West Goshen Township. He and his wife Jean, a nurse at Paoli Surgical Center, have been married for 28 years. They have twins, Jared and Sarah, who are seniors in college. Outside of practicing law, Joel spends time in Ocean City, NJ, where he enjoys salt water fishing and striper fishing. He has also been involved in martial arts for the better part of 20 years.

Chairman of the Board
Joel Frank, Esq.
Managing Partner
Lamb McErlane, PC

Everything you want to know about our new Chairman!

How did you get started practicing law?
I wanted to be in the FBI and I knew that I had to be a lawyer to make that happen.

What does it mean for you to Chair this organization?
I am looking forward to the opportunity to grow the organization. There are many dynamic, very successful businesses within the membership. The opportunity to interact, learn, and collaborate with them is something I am very much looking forward to.

Where do you see this organization going in the next five years?
I think there is positive development with the next chair being a woman (Kim Brumbaugh). Another focus will be to enhance advocacy so we ensure a pro-business climate in the region.

What would you say to the membership if you could speak to everyone?
Get involved. The more you put in the more you get out may not mean the same thing for everyone. We want to deliver varying and multiple needs to the membership. Take advantage of the wide variety of events that the Chamber offers.

What mentors have you had in your life?
In my personal life my parents were my biggest mentors. They showed me the proper way to conduct myself and how to raise a family.

Bill Lamb and Jim McErlane have been my biggest influences professionally. Being able to rely on them has been very beneficial in my professional development.

Some of Joel's favorite things...
Book - Anything by author Vince Flynn
TV Show - Homeland and Modern Family
Movie - Godfather 1 & 2
Food / Restaurant - Capital Grille
The Chester County Chamber is excited to announce the Annual Small Business Dinner will be held on Thursday, January 23, 2014 at the Desmond Hotel and Conference Center. This sell-out event gives us the opportunity to celebrate small business in the region and honor our Small Business of the Year. We also host a keynote speaker and recognize the Green Business Award. Mark your calendars now. 

Click here to register.

Sponsorship opportunities are also available.
Welcoming the Chamber’s Newest Members
Joined between September 30 & October 30, 2013

Mark J. Snyder
610-314-1669
AFR Furniture Rental
Randi Berman
856-406-1200

East West Advisors Group
Joel Flachs
610-469-6999

Keller Williams
Bev Raspanti
610-458-7573

Advanced Chiropractic
Wellness Center
Dr. Lauren Schofield
610-696-8888

Regus
Patrick Magollon
610-727-4006

Lancaster General
Health Center
Terry Buda
888-544-4636

AFR Furniture Rental
Randi Berman
856-406-1200

Platinum Pilates
Andrea Cousins
610-692-3478

StarCap Finance Partners
Todd Darr
610-357-1846

Meet Your Board

Name: Frances Sheehan
Title: President & CEO

50 Word Description of Company:
The Brandywine Health Foundation’s mission is to improve the health and well-being of people who live and work in the greater Coatesville area by fostering community partnerships, by providing capacity building support, and by making grants to promote health equity, healthy youth, and a healthy community.

What is the best leadership/management tip you have received?
Focus, focus, focus!

If you were not in the position you currently hold, what would you be doing?
Traveling the world.

What is one thing that you are willing to share that one might not know about you?
My husband and I are naturalized citizens, born in Cuba and England, making our children first generation Americans.

What is your favorite quote?
When you’re done learning, you’re done. – John Wooden
Tired of an unpredictable electricity bill?

As a small business owner, your eye is always on the bottom line. You need competitive electricity rates from a supplier you can count on. Constellation is that supplier. We offer a competitive fixed price solution that allows you to set your price, then forget about it—with confidence.

Learn more at ConstellationSmallBusiness.com/CCCBI or call us today at 888-900-1671.

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Constellation is the exclusive electricity supplier of the Chester County Chamber of Business and Industry, and the Chester County Chamber of Business and Industry receives compensation for its promotional and marketing efforts from Constellation.
Roadblock or Speed Bump

The legislature ended the last session day in October with no movement on the issue of transportation. It wasn’t, however, without much discussion between the caucuses and the administration. What we are watching is a delicate seesaw of votes as leadership tries to work a deal that provides enough votes from both the Republican and Democratic caucuses. The major discussion point for the past few weeks has been the insistence by House Republicans on linking prevailing wage reform to the overall transportation issue. Union officials have been engaged in an internal debate on whether or not to agree to a modest reform of boosting the minimum state construction project cost from $25,000 to $100,000 before the higher wages are required. In the end the unions split on the decision with several large unions coming down against a compromise arguing that this would set a bad precedent.

The legislature left Harrisburg with no real compromise in sight. They will return mid-November to take up the issue again, but until then I wanted to recap the major issues separating the sides and complicating the way forward.

Overall Spending on Transportation

There have been three levels of funding debated throughout the year. The Governor’s plan was introduced with an overall spending level of $1.7 billion. SB 1, authored by Transportation Committee Chair Senator Rafferty, proposed a much higher level of $2.5 billion. The House GOP number fell in between these two. A key provision to attract Democratic votes in the House is the overall amount spent on mass transit. A higher number attracts more support. On the other side, some in the GOP caucus would rather see a smaller spending number mainly to reduce the amount of new revenues required.

Revenue Sources

While there was little concern over the Governor’s idea to uncap the oil company franchise tax in the Senate, the House has been a different story. Indeed, the whole process ground to a halt in late June as House GOP leaders heard a lot of dissention from the more conservative in their ranks. This concern has not abated over the summer months even as more and more bridges are weight restricted by PennDOT. It is this effort to appease some of their concerns that the House leadership is linking the prevailing wage reform to transportation. They were proposing a trade between a vote for some revenue increases and a vote for a reform of a key labor issue. With the unions declining to link prevailing wage reform and the revenue concerns of the Republicans, a new deal needs to be forged.

The Calendar

Just as the deadline of the budget at the end of June forced the legislature to run out the clock, we are again looking at waning time for the legislature to act before the end of the year. The House has just 10 voting session days remaining before Christmas and the New Year. That leaves little time for more negotiating.

So have we hit a roadblock on the way to more investment in our roads and bridges or just a speed bump? As I write this today, I don’t know. However, I do know that our membership can make the difference. Log-in to the Chamber Advocacy Page and contact your state representative today!
On The Scene…  
View, like and share our photos on our facebook page!

Business After Hours  
General Warren Inne

Patrick Byrne and Timothy Gemmell pose with Nancy Keefer at her last Chamber event.

2013 Annual Dinner  
Longwood Gardens

Molly Breffitt, Kevin Broadhurst, Marc Lewyicki, and Bill Mawson

Charlie Kochka, Meridian Bank & Kenneth H. Slack, Stephano Slack, LLC
Citizen of the Year Robert Spatola and family

Standing ovation by the sold out crowd at Longwood Gardens. A record attendance for our Annual Dinner.

Immediate Past Chairman of the Board Michael DeHaven, CEO of the Year David Moser, and Chairman of the Board Joel Frank

Lizette Sherrill & Ned Sherrill of Church Farm School

Dr. Mark Pavlovich, West Chester University and Patrick Scott, MacElree Harvey, Ltd.

Annual Dinner photos courtesy of Angle Eye Photography
Description of Company:  
DesignDesign is a graphic design and marketing agency specializing in website design and development, logo design, branding, marketing, copywriting, and email & direct mail campaigns. We develop marketing strategies and design solutions that directly elicit value and appeal, drive differentiation, attract attention, build brand loyalty, and lead to market conversion.

Why did you join the Chester County Chamber of Business & Industry?  
We joined the chamber because there are so many fantastic companies right here in Chester County to connect with. We thrive with small to mid-sized businesses that seek to build their brand. It’s amazing too, what you can learn when you listen to the experiences of other professionals.

If you were not in the position you currently hold, what would you be doing?  
I would likely still be some kind of designer, whether interior, fashion, or landscape. It’s impossible to deny my creative nature and my innate need for expression.

What is the most important lesson you have learned in business?  
To listen. Early in my career I thought that I was hired to know everything, have all the answers, and define solutions instantly. The more I collaborate with clients, the more I learn. When I meet with someone I come loaded with questions, instead of assumptions. Clients will always know more about their business than I do, and by getting to know them, earning their trust, and listening to their ideas, we can provide strategies with much greater value.

Business After Hours

Join the Chester County Chamber and The Phelps School as we get in the holiday spirit with December’s Business After Hours, the Chamber’s most visible and highly-attended networking event.

Connect with the region’s leading professionals while enjoying drinks and hors d’oeuvres on the beautiful Phelps campus, featuring historic Tudor revival architecture in a classic Chester County setting.

The Phelps School was founded in 1946 with the goal of helping young men in grades 7-12 reach their full potential. The school’s motto has always been “Dedication to the individual boy.”

Join us on Wednesday, December 4, 5:30 p.m. - 7:30 p.m.

Space may be limited—register today. Free for Chamber members with advance registration, $10 day-of. $30 for future Chamber members.
Sugarcoating performance reviews. Waiting too long to consult professional counsel or outside experts. Failing to thoroughly document and address incidents of poor behavior or performance. Refusing to honestly evaluate yourself as honestly and critically as you evaluate employees.

These are just a few common behaviors that contribute to workplace conflict and poor employee performance, as discussed last month by local business leaders and industry experts at *In the Loop*, the Chamber’s reoccurring issue-focused roundtable discussion.

The key lesson? Conflict is natural, and it's an inevitable part of any organization. Some degree of conflict is even healthy, spurring change, growth, and creativity. Good leaders get out in front of conflict, identifying it early and steering it towards those positive goals.

Experts agree that doing so requires a diverse conflict management “toolbox.” Good managers diagnose the conflict early and thoroughly, then approach it based on the severity, circumstances, and individuals involved. In some cases, avoidance and denial can lead to catastrophic results, for instance in the case of a star salesperson with a penchant for tasteless jokes. In that case, direct and early confrontation would like be the better approach. In another case, say, when an important client requests a maintenance call on a day you don’t normally offer them, avoidance of conflict—that is, breaking the policy to preserve the relationship—might be the best option. For a good synopsis of different conflict management strategies and when to apply them, [click here](#).

Participants also heard from Stephen McDonnell, Esq., *Gawthrop Greenwood, P.C.* about how quickly case law surrounding workplace conflict is developing. Because you can’t predict how any single incident will evolve over time, and because legal gray areas remain, your best bet is to document, document, and document. Many employers wait too long to consult a legal expert, and once they do, fail to disclose all the pertinent information of the case. All of these mistakes can be costly down the road.

McDonnell added that much of the law centers on the concept of an employee’s “reasonable expectation” (of privacy, of their professional duties, of the employer's standards, etc.) For that reason, having an employee handbook that clearly states policies, guidelines, and expectations, and having employees sign it, can go a long way toward minimizing future conflict and legal liability.

Increasingly, an organization’s biggest vulnerability in any workplace conflict is the technology they rely on every day. Digital forensic expert *Paul Herrmann of eVestigations* shared several cases in which disgruntled employees did serious damage to their employer, either by downloading privileged documents, like client lists, prior to departing, or by intentionally sabotaging crucial computer systems. From tracking an employee’s use of time, to recovering stolen documents, to procuring emails for an unemployment dispute, how a company approaches its digital security and policies, especially during and after an employee dispute, can be either a great organizational weakness or strength.

But this roundtable wasn’t just about the experts. We had great contributions from all attendees, with excellent combined professional experience. It’s not too late to get “In the Loop” yourself: the series is back by popular demand on Nov. 21 for its fifth and final HR-centered discussion, “**FIRING**.” We’ll have legal counsel on hand, plus an array experienced managers, to discuss key strategies and best practices for this difficult but essential task.
Discuss pressing issues of the day with business owners and senior executives. This four-part series of 75-minute roundtable discussions is an ideal way to exchange ideas around specific & relevant topics.

Thursday, November 21, 2013
“FIRING”
7:30 - 9:00 a.m. @ CCCBI
1600 Paoli Pike
Malvern, PA 19355

Being a good manager means being able to address difficult issues and make tough decisions. Few conversations are more avoided—even dreaded—than the decision to terminate an employee.

On November 21, we’ll discuss key strategies and best practices for this difficult but essential responsibility. We’ll have expert counsel on hand to explain the legal guidelines, plus experienced managers to share personal stories and insights.

In the Loop is a roundtable discussion—please feel free to discuss your own ideas, questions, and experiences.
1031 Exchanges: A Powerful Tax Strategy for Investors and Business Owners

By: Terry Wright

Internal Revenue Code Section 1031 exchanges enable taxpayers to defer capital gains on the sale of business use or investment property provided another business use or investment property is acquired. A 1031 exchange allows investors to accomplish many investment goals, such as acquiring property with greater income potential, less management responsibilities, relocation of an investment, consolidation or diversification.

Some of the requirements of a successful exchange are as follows:

- A qualified intermediary (QI) is required to facilitate the exchange. Through an exchange agreement, the QI acquires, hold and conveys both properties, controls the sale proceeds and guides the exchanger through the exchange process.
- The exchanger must not have actual or constructive receipt of the sale proceeds, including deposit monies.
- Once the relinquished property is conveyed to a buyer, the exchanger has 45 days to identify replacement property and a total of 180 days to acquire it.
- To maximize the tax-deferral, replacement property of equal or greater value and equity must be acquired. In the event of a trade down in value or equity, the exchanger is taxed on the amount of the trade down.
- Title to the replacement property must be held in the same name as the relinquished.

In addition to the investment objectives already mentioned, an exchange is a great wealth accumulation vehicle and estate planning tool. The fact that one may complete exchange after exchange and continue to rollover the gain allows the gain to be deferred indefinitely. Upon the death of the exchanger, the heirs inherit the property with a stepped-up basis thus eliminating all deferred gain. Using 1031 exchanges, you have the ability to grow your real estate portfolio with pre-tax dollars.

While real estate exchanges account for a majority of 1031 exchanges, you can exchange any type of asset held for business use or investment, including tangible and intangible assets. A few examples include airplanes, construction equipment, rental car fleets, artwork, patents, race horses, distribution rights and livestock. When exchanging personal property, “like-kind” replacement property must be acquired which means something within the same asset class or the same type of asset. When exchanging, in addition to deferring the capital gains, you also defer the depreciation recapture. For business owners who took bonus depreciation in recent years, this is especially beneficial and helps keep valuable capital invested in the business.

Business owners have long utilized 1031 exchanges to help grow their business. They can also help a business relocate to a better location or a more efficient facility or expand into several locations as well as replace equipment and vehicles. Additionally, exchanges can provide an exit strategy for retiring business owners by exchanging business related real property for other incoming producing real estate or even a future vacation home or primary residence.

In closing, 1031 exchange can assist investors and business owners accomplish many short and long-term objectives. Whenever selling an asset held for business use or investment, be sure to discuss how you might benefit from a 1031 tax-deferred exchange.
Providing “must-have” information for Chester County’s most active and influential business owners, executives and professionals:

- Local economic development overview
- Resources for businesses
- Community guide
- Chamber services
- Facts on major Chamber-sponsored events
- Listings, with key contacts, for more than 800 leading businesses, organized by category

**Bonus Value:**

**Digital Edition – Online 24/7/365**

A fully loaded digital edition of the directory – featuring electronic flip pages and search functionality, plus the ability to email or share content – will be posted on the Chamber website. Add a link to your display ad for $205!

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**Reach 12,000+ Chester County Leaders**

- Provided to Chamber members, elected officials, key County agencies and select non-profits
- Available at major Chamber events
- Placed in new business welcome packets
- Digital edition viewable online anytime

*assumes 4 readers per directory

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All advertising materials must be received by January 10, 2014 in order to appear in the 2014 directory.
We accept PDF digital files in Macintosh format. Advertising layout and design services are available at an additional cost.
If you have further questions regarding file compatibility or ad layout, please call Chris Milton at 443-909-7832 or email chris.milton@todaymediacustom.com.

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Lamb McErlane, PC

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Brumbaugh Wealth Management

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Immediate Past Chairperson, Michael DeHaven, CPA
Rainer & Company, Certified Public Accountants

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Membership Development Division
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Thomas Chiomento, Exelon Generation, LLC

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