"The Pipeline" NUCA OF THE CAROLINAS

PRESIDENTS REPORT November 2022

It was great to be back in Asheville at The Grove Park Inn. I would like to thank everyone who attended the fall conference. What a wonderful event that we had with great speakers, great exhibitors, and great attendance. A special thank you to the new members that joined us there – CJ Geo, Infrastructure Solutions, Transit and Level, Intragrade, Leak Locators, American Cast Iron Pipe, and Regulatory Solutions. I would also like to thank Paul Hunter for doing such a wonderful job this past year, it has been a pleasure working alongside of him and Brian Wilkerson the past couple years. It was great that Doug Carlson (CEO) and Zack Perconti (Government Affairs) were able to join us from NUCA National along with the current Chairman of the Board Ryan Kinning (Penro Construction Co from Pender, NE).

For those of you that were not able to attend, Kevin Cripps was named Ditch Digger of the year and thankfully both of his parents were able to join us (Fred Cripps past president and past Ditch Digger). Thank you, Kevin, for all that you do for our chapter and your service to NUCA National.

I would like to welcome the new board members: Mike Evans with Palmetto Rock, Sid Carpenter with Carolina Grading and Utilities, and Brian Dillenback with James River Equipment. I am glad that you have agreed to come onto the board. I would also like to take this opportunity to thank Keith Burke for his many years of service on the board and as a past president. And I would like to thank Greg Maready for your continued leadership of the S&RM Committee.

We have a lot of exciting things going on this coming year from Young Leaders events, Clay Shoot (info coming soon), Spring Conference in Myrtle Beach and Safety and Risk Management Meetings to name a few. This coming year will be packed with opportunities for you to get involved and stay plugged in.

I hope you all stay safe and continue to let others know about our great organization. While I am writing this, we are in the middle of a membership drive, but it is never a bad time to tell others about what NU-CA can do for them and share the events we have going on.

It is an honor that you have selected me to serve as your president this coming year. Let me know if there is anything that I can do for you, your company, or to help get you plugged into NUCA of the Carolinas.

I hope you and your families have a Happy Thanksgiving and a Merry Christmas!

Scott Little
President-NUCA of the Carolinas
State Utility Contractors



2023 Officers and Board of Directors

EXECUTIVE BOARD

Scott Little State Utility Contractors President

Mike Hewitt Garney Construction Vice President

Roger Richards Sanders Utility Construction Secretary/Treasurer

Paul Hunter T.A. Loving Company Immediate Past President

Brian Wilkerson JF Wilkerson Contracting Past President

BOARD OF DIRECTORS

Justus EverettABE UtilitiesTim HoganPipeline Utility ContractorsJohn BarringerB.R.S., Inc.Glenn FoleyGregory Poole EquipmentBrett SondergardUnited Rentals Trench SafetyBobbie RaynorPark Construction of NCTim HaechtenForemost PipelineDennis HollowayAnsco & Associates

Joe Williams Concrete Pipe & Precast Mike Evans Palmetto Rock

Jarrod Williamson Holland Pump Sid Carpenter Carolina Grading & Utilities

Freddie Young Sanders Utility Construction Brian Dillenback James River Equipment

Chris Sellman Smith Kesler & Assoc.

EX OFFICIO'S

Steve Brown—State Utility Contractors (CGA)

Kevin Cripps—Gen3 Energy Solutions

(NUCA National)

2023

President

Scott Little - State Utility Contractors

<u>Immediate Past President</u>
Paul Hunter—T.A. Loving Company



WELCOME NEW MEMBERS

Excavation Marketing Pros

Scott Andreasen

855-217-0194

Support@excavationmarketingpros.com www.excavationmarketingpros.com

Marketing/Technology Consulting

Martin Landscaping Co., Inc.

Lisa Markus

7600 Shady Lane, Charlotte, N.C.

704-379-0076

martinlandscaping@rocketmail.com

www.seedingcontractor.com

Landscaping, Sodding and Seeding, Erosion Control

Young Construction Company

Corey Stanford

2808 Connector Road, Wake Forest, N.C.

919-435-9922

Corey@yccllc.com

www.youngconstructioncompany.com

Horizontal Boring and Vacuum Excavation



Fall Conference Highlights



CONFERENCE SPEAKERS

Scott Mabry—NCDOL
Louis Panzer—NC811
Paul Hunter—NUCA of the Carolinas
Josh Dobson—NC Commissioner of Labor
Mark Bridgers—Continuum Capital

Paul Hunter—NUCA of the Carolinas

Ryan Kinning—NUCA National Chairman of the Board

Zack Perconti—NUCA National Government Relations

Doug Carlson—NUCA National CEO





NUCA OF THE CAROLINAS YOUNG LEADERS

Paul Hunter shown with

Co-Founders of the "Young Leaders" Group

Chase Boyer—Indaco Risk Advisors

Austin Merritt—United Rentals Trench Safety

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2022 Ditch Digger

Paul Hunter presented Kevin Cripps with the annual Ditch Digger of the year award. Kevin has been involved with NUCA of the Carolinas for 27 years and has served as a Board Member, Secretary/Treasurer, Vice President and President. The past several years he has served as an Ex Officio board member. Kevin helps the chapter stay informed with NUCA National news and the CGA. Kevin has been involved with NUCA National for the past 25 years and serving on the board a is as the Southeast Regions Vice—Chair. Kevin will be installed as the National Treasurer in March.





Associate of the Year!



SR&R Environmental
Tim Barefoot





Incoming President, Scott Little, presents outgoing President, Paul Hunter, with the Presidential Plaque

Many thanks to Paul for his Leadership



2023 OFFICERS & BOARD OF DIRECTORS

President

Scott Little/State Utility Contractors
Vice President

Mike Hewitt - Garney Construction Secretary/Treasurer

Roger Richards—Sanders Utility Construction

BOARD OF DIRECTORS

Justus Everett—ABE Utilities
John Barringer—B.R.S. Inc.

Brett Sondergard—United Rentals Trench
Tim Haechten—Foremost Pipeline
Jarrod Williams—Holland Pump
Joe Williams—Concrete Pipe & Precast
Freddie Young—Sanders Utility Construction
Tim Hogan—Pipeline Utilities
Chris Sellman—Smith Kesler & Assoc.
Bobbie Raynor—Park Construction of NC
Glenn Foley—Gregory Poole Equipment
Dennis Holloway—Ansco & Assoc.
Sid Carpenter—Carolinas Grading & Utilties
Mike Evans—Palmetto Rock
Brian Dillenback—James River Equipment



Thanks to Keith
Burke for his
many years serving on the BOD
and as Secretary/
Treasurer, Vice
President and
President



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THANKS TO OUR SPONSORS!

Directional Services, Inc. McGriff Insurance BRS, Inc.

National Trench Safety State Utility Contractors nders Utility Construction **TA Loving Company** James River Equipment Ditch Witch of N.C.

Fortiline J.F. Wilkerson Contracting

BREAKFAST

Sunstate Equipment **Trench Safety**

Consolidated Pipe & Supply Concrete Pipe & Precast Crumpler Plastic Pipe **Garney Construction Ansco & Associates** Ferguson Waterworks **Pipeline Utilities**

NC811 Soggy Bottom Erosion VELCOME RECEPTION

CONTRIBUTERS

Holland Pump

Joe Johnson Equipment FRIDAY COOKOUT

DINNER Xylem, Inc. BAR United Rentals Trench MUSIC

GOLF

LUNCHES **Razor Back Boring** TROPHIES **Gregory Poole** Vermeer All Roads

SPEAKERS

Foremost Pipeline Crumpler Plastic Pipe McGriff Insurance

KEYNOTE SPEAKER

B.R.S., Inc.

PRESIDENTS BANQUET

RECEPTION Ditch Witch of N.C.

DINNER **Sunbelt Rentals**

FALL CONFERENCE GOLF



FIRST PLACE TEAM—KEVIN CRIPPS, DOUG CARLSON, Not Shown—TYLER WILSON AND **MIKE LARSEN**

Closest to the Pin **Scott Cawley**



Longest Drive Will Stokes

THANKS TO OUR EXHIBITORS

NCDOL

XYLEM, INC.

UNITED RENTALS TRENCH SAFETY

TT TECHNOLOGIES

SUNSTATE EQUIP. TRENCH SAFETY

CONSOLIDATED PIPE AND SUPPLY

CORE AND MAIN

VERMEER ALL ROADS

CRUMPLER PLASTIC PIPE

SR&R ENVIRONMENTAL

JOE JOHNSON EQUIPMENT

CJGEO

TRANSIT & LEVEL

INTRAGRADE

INFRASTRUCTURE SOLUTIONS

LEAK LOCATORS

LEDWELL

REGULATORY SOLUTIONS

NEW MEMBERS IN ATTENDENCE!

CJGEO

INFRASTRUCTURE SOLUTIONS

INTRAGRADE

LEAK LOCATORS

TRANSIT & LEVEL

AMERICAN CAST IRON PIPE

REGULATORY SOLUTIONS



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Safety & Risk Management

CHAIRMANS MESSAGE

Happy Fall!

Just want to send out one final message as we close out the year and what a tremendous year it has been for our NUCA Safety and Risk Committee! Shout out to everyone who dedicates and commits their time to attend and support this critical and important aspect of our organization here in the Carolinas NUCA Chapter.

Special thanks to Linda Goslee our Executive Director and to Jason Walker our Safety and Risk Committee Vice-Chair. Without these two and their support, we would not be able to have the program we have.

There is a saying that I love to share with our employees... "The reward for safe work to-day.... Is tomorrow!" I share this with all of you with a simple heartfelt "Thank You" to each and everyone of you who accepts the call each and every day to wake up and head out to your job sites and make life better for the citizens and communities we serve. With Thanksgiving, Christmas, and the Holiday Season right around the corner, I encourage all of you to prepare for some well earned time off to celebrate the Holiday Season with your families and friends. And while doing so, take time to give thanks for all the men and women who dedicate themselves each day to working in our industry. Without you all, the essential work in Utilities would not get done. For that and for you all, I am truly thankful. We are blessed.

Stay healthy! Stay focused! Stay SAFE! Enjoy the upcoming Holidays and finish the year strong! And see you all again in 2023!!!

Greg Maready – NUCA Safety Committee Chair

TA Loving Company





S&RM Meeting/Membership Social

Tuesday, November 15th

ROOKIES SPORTS BAR

SAFETY & RISK MANAGEMENT MEETING

3:00-5:00 p.m.

4911 Central Park Drive, Durham, N.C.

Please RSVP BY Friday, November 11th Igoslee@nucacarolinas.org



Membership Social Rookies 5:00 - 7:00

Sponsored By





Please RSVP by Friday, November 11th Lgoslee@nucacarolinas.org

Stars In Safety: NUCA Announces First Platinum Winners Of New STAR Safety Program

Safety is a vital component of every utility construction jobsite and employee activity. The National Utility Contractors Association (NUCA) is proud to announce the first two members who have completed the association's new safety program enhancing and recognizing this critical aspect of construction.

BRS, Inc. of Richfield, North Carolina, and Concrete Cutting Systems Inc. of Philadelphia, Pennsylvania, are the first two construction companies to achieve the STAR Program's top Platinum status. Both are NUCA members.

NUCA's new STAR (Safety, Training, Awareness and Recognition) Program provides a venue for every company in the utility construction industry to measure the effectiveness of their safety programs and recognize how these important company programs can be improved.

"Congratulations to our first two Platinum winners," said Kirk Blomgren, NUCA Safety Committee Chairman, and Vice-President of Safety and Quality of Petticoat-Schmitt Civil Contractors. "These companies have shown strong dedication to creating and managing world class safety programs, and more importantly, honoring their commitment to ensure that their employees make it home safely when the working day is through."

The STAR Program categories of Bronze, Silver, Gold, and Platinum allow companies to review their processes and evaluate their safety programs' strengths and potential areas of improvement in the important areas that provide a lasting path to safety success. Evaluation areas are Leadership, Records Management, Culture, and Procedures. Under these four core areas are subsections scored on a point system meeting specific guidelines that a company must meet for each category.

Platinum winners were chosen by the STAR review board based on their submissions following the STAR Program guidelines. The overall winner in the Platinum category for 2022 will be announced at the NUCA Safety/Damage Prevention Conference in Denver, Colorado, to be held November 17-18, 2022.

NUCA's website (www.nuca.com/nucastar) contains detailed information on NUCA STAR Program guidelines, as well as the application process for members and non-members. The STAR Program was unveiled in June 2022 during Trench Safety Month.

All participants who attain one of the four levels of the STAR PROGAM are recognized as companies who are sincere in their efforts to build effective programs and are to be commended for their participation in ensuring the safety of their employees.

The goal of this program is to help industry members master one of the most important functions of a successful company—safety—and to help ensure industry employees stay healthy and safe while they build our nation's vital core infrastructure projects.





It was great to see everyone at the fall conference in Asheville last month! I was pleased to be able to present information about NC 811 activities as well as some national updates on CGA DIRT and the new Damage Prevention Institute. Staying aware of these reports and efforts can help you stay ahead of any actions that will affect your business. It is also a great opportunity for all stakeholders to "look in the mirror" and ask what they can do to help smooth the 811 process and reduce damages.

We are bracing for an unprecedented surge in excavation activity in 2023. This means patience and communication are going to be critical elements in every job.

In the meantime we are roughly 7% up in volume already. I ask that you do the following to help reduce "noise" as we prepare for the surge:

- 1. Make sure a good field contact number is on every request.
- 2. Review your processes to assure no tickets are being created before or after work is happening.
- 3. Plan to participate in your local UCC meetings. Invite a friend!

Work smart, stay safe

May you all have a blessed Thanksgiving and I will see you around the bend. Louis Panzer

Executive Director North Carolina 811 336-707-1736



South Carolina 811 hopes autumn "leafs" you feeling refreshed! Our public awareness team joined forces with Paradigm to provide education on underground utility damage prevention and compliance training. We offered free training to excavators, first responders, public officials, members, and pipeline operators across South Carolina.





We have created a new Spanish landing page on our website. Here, you can view all Spanish-only content, order Spanish printed material, and download educational resources from our website https://sc811.com/811-en-espanol/. We are in the process of creating Spanish training videos for our online training catalog as well. Stay tuned for more!

The amount of locate notices in South Carolina continues to increase yearly. Every month in 2022 has exceeded the ticket volume for the previous four years, September has a four-year average of 94,000 tickets. The most work continues to occur in Charleston, Richland, Horry, Greenville and Spartanburg. SC811 September Call Center Stats

Incoming Calls 19,317 Total Tickets Received 111,918

Have a safe and happy start to the holiday season, and as always, DIG SAFE!

Misty Wise - Executive Director South Carolina 811 (O) 803-451-7715

Free Online Education: https://sc811.com/education-outreach/ online-training/

misty.wise@sc811.com | www.sc811.com

NUCA OF THE CAROLINAS YOUNG LEADERS

NUCA of the Carolinas Young Leaders are putting on their first Philanthropic Event with <u>Habitat for Humanity</u> of Wake County! We are proud to have raised our goal of \$15,000 for this event. This money will help provide the roofs for three homes for families in need! There are still spots left for this event if you wish to volunteer. Please reach out to <u>nucaofthecarolinasYL@gmail.com</u> if you are interested in volunteering your time to this awesome event!

Details: Saturday, November 12th, 8:15AM-3:30PM at Maybrook Townhomes – 1525 Oxleymare Drive, Raleigh, NC 27610

Thank you to our sponsors for this event!!

PLATINUM EXCAVATOR SPONSORS

Indaco Risk Advisors

JF Wilkerson Contracting Co

SILVER EXCAVATOR SPONSORS

BRS Inc

Bruce Allen Construction Company
Park Construction of North Carolina
Xylem

Transit & Level Inc

BLUE EXCAVATOR SPONSORS

United Rentals Trench Safety

GOLD EXCAVATOR SPONSORS

Garney Construction
TA Loving Company
Terrahawk



BREAKFAST/LUNCH SPONSOR

Xylem

Want to get involved in NUCA of the Carolinas Young Leaders? Send an email to nucaofthecarolinasyl@gmail.com.

More information to come on our upcoming High School Outreach; 2023 Young Leader Membership Opportunities; 2023 Committee Expansion; 2023 Events

CREW LEADER TRAINING

Please contact

Linda Goslee if interested in a Crew Leader Training Class

lgoslee@nucacarolinas.org

DON'T FORGET TO APPLY FOR THE

TOP JOBS

ध

WILLIAM H. FEATHER SAFETY AWARD

DEADLINE IS 12/31/22

GO TO WWW.NUCA.COM

Call 703-358-9330 if you need Log in information

INDUSTRY NEWS

NUCA's All New Safety & Damage Prevention Conference: Nov. 17-18 in Denver, Colorado

The Safety/Damage Prevention Conference offers the unique opportunity for safety management to hear from industry experts on a wide variety of topics that impact the industry and network with other utility construction safety managers from across the country. This conference also provides an opportunity to address and strategize how members can better navigate complex damage prevention issues in our industry. Speakers include Aaron Witt of WittBuilder, Kirk Blomgren of Petticoat-Schmitt, and John Olaechea of OSHA. Click here to learn more, download the complete speaker list, and register for the event, or go to nuca.com/sdpc.

EPA Releases \$1.3 Billion for Water Infrastructure Projects in 18 States

Infrastructure Act money continues to make its way to states, the EPA announced on Sept. 22. \$1.3 billion in Clean Water SRF will be used for drinking water and clean water projects, focusing on benefiting underserved communities. The funds are the first installment of \$44 billion the agency will be sending to states for water infrastructure projects over the next five years. Pennsylvania is looking at \$240 million, the highest funding level among the 18 states. NUCA's advocacy on last year's Infrastructure Act is beginning to deliver to our industry in a big way—with more to come.

Dig This! Podcast: Chapter Workforce Development Programs

This month's podcast discusses several workforce development programs underway in our Chapters. The utility construction industry has a recurring labor shortage that awaits new approaches and ideas, some of which contractors can do immediately. This episode discusses the next generation of employees to be involved in these NUCA-supported programs:

- --Renee Nutter of the Nutter Family Foundation talks about Dozer Days and their 2023 program with several NUCA Chapters
- --Workforce development coordinator Annette McRoy of NUCA of Nebraska discusses her chapter's focus on finding skilled employees for their members

Dig This! can be found at nuca.com/podcast or on all major podcast services.

Petticoat-Schmitt Awarded NUCA STAR's Top Platinum Level Award

NUCA is proud to announce that member Petticoat-Schmitt Civil Contracting of Jacksonville, Florida, achieved the STAR Program's Platinum Level status. NUCA's new STAR (Safety, Training, Awareness and Recognition) Program provides a venue for every company in the utility construction industry to measure the effectiveness of their safety programs and recognize how these important company programs can be improved. NUCA's website (www.nuca.com/nucastar) contains detailed information on the program's guidelines, as well as the application process for NUCA members and non-members. For more information on your own company's participation in this new safety program, please contact NUCA's Mike Flowers at mike@nuca.com.



Association News

Member Benefit Alert - Prepare Your Listing for the Annual Buyer's Guide!

Deadline is October 31! All NUCA Members who have categories on their online profile are listed in the Online NUCA Member Directory. Associate Members are also listed in the NUCA Buyers Guide issue of Utility Contractor. To ensure that your listing is up to date for the November/December issue, please log into your NUCA Member Dashboard by visiting www.nuca.com. Please note: Members without categories selected may not be included in both the Buyer's Guide and the nuca.com online directory, so make sure your organizations information is up to date--don't miss out on potential business referrals! Review your information before Oct. 31. For questions about logging in or your NUCA membership benefits, please contact director of member benefits Lauren Hensley at lauren@nuca.com.

Are You A Part Of The NUCA-STAR Company Safety Program?

Safety is the utility construction industry's first priority. It is also the top priority of NUCA. To help our members reach that goal, NUCA introduced this summer the NUCA Safety, Training, Awareness and Recognition (NUCA STAR) Program. The NUCA STAR Program was developed by the association's Safety Committee to help evaluate, update, and recognize a member company's safety program and practices. NUCA members who volunteer to participate should see lower incident rates and accidents on their jobsites and in their company facilities. There is no cost to NUCA members. More at nuca.com/nucastar.

Do You Have Enough Leaders? NUCA's Essential Skills for Crew Leaders

NUCA's Essential Skills for Crew Leaders Training is a two-day, intensive course that trains your employees to be effective leaders and communicators so they can provide clear direction to your crew, and plan and schedule the crew's work to maximize safety, production, and profit. With all the necessary hiring coming up for new infrastructure projects, now is a great time to prepare by ensuring your veteran employees are ready to run your new crews. Find out more at **nuca.com/crewleader**, or contact NUCA's <u>Mike Flowers</u> for more information at mike@nuca.com.

NUCA Careers Website Open For Your Business: Post-Interview-Hire!

NUCA Careers is a premier online career resource connecting employees to the utility construction and excavation industry's talented professionals. Take advantage of your NUCA membership by posting your open jobs with NUCA Careers and tap into a concentrated talent pool of industry professionals at a fraction of the cost of online or local ads. Search the database, complete your employer profile, and let the resumes come to you. Visit online our website <u>careers.nuca.com</u> to learn more about this NUCA service.



NEW LOGO!

Immediate Past President, Paul Hunter, announced our new Logo at the Fall Conference! Polo's, T-Shirts and Hoodies with the Logo on them are now available. If you would like to purchase any of them, please send the order form (on next page) to Linda at Igoslee@nucacarolinas.org





NEW APPAREL!

Polo/Golf Shirts: \$40/each



Light Blue



Red



Navy

T-Shirts: \$15/each



Hoodies: \$30/each





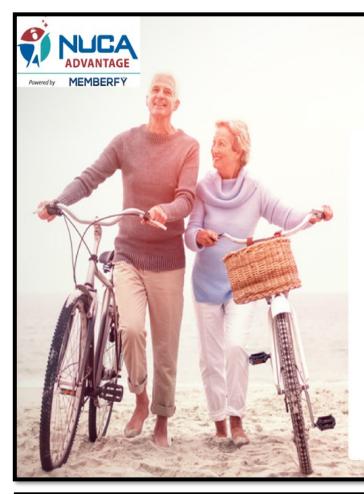


ORDER FORM

POLO'S, T-SHIRTS & HOODIES

FILL OUT AND EMAIL TO LGOSLEE@NUCACAROLINAS.ORG

Name						
Ship to Address						
Email/Phone Number						
POLO GOLF SHIRT—CIRCLE CO	OLOR	AND S	IZE			
NAVY	M	L	XL	2XL	3XL	4XL
RED	M	L	XL	2XL	3XL	4XL
LIGHT BLUE	М	L	XL	2XL	3XL	4XL
T-SHIRT	M	L	XL	2XL	3XL	4XL
Hoodie	М	L	XL	2XL	3XL	4XL
POLO/GOLF SHIRTS—\$40.00/EACH	T-SHIRTS—\$15.00/EACH HOODIES—\$30.00/EACH					
Plus Shipping Costs						
Name on Card (Please Print)	redit	t Card	Inforr			ny Name (If Applicable)
Card Number	Expiration Date					CVV Code
Billing Address for Credit Card-	–Add	ress, Sta	ite, and	Zip Cod	e	
A 4% Process	ing Fe	e will be	e added	to all cr	edit ca	rd payments



Take Advantage of NUCA's 401(k) Program!

By joining the NUCA Advantage 401(k) program with Lincoln, you get:

- Individual attention
- · Access to potential pricing and service efficiencies—economies of scale—that you may not have by sponsoring a plan on your
- The power of a group plan with the flexibility to customize your own plan design—retaining a design that's working for you or changing to one that will. No need to forfeit your business's distinct needs

FROM NOW UNTIL SEPTEMBER 20TH, 2022 START UP COSTS ARE REDUCED FROM \$1500 TO \$250!

Click Here to Schedule a Meeting Now!

www.nucaadvantage.com





SAFETY TRAINING AWARENESS RECOGNITION

All NUCA members want to send its workers home safely every night. By participating in the NUCA STAR program you can reach those safety goals and raise the bar on safety best practices in the utility construction industry

The STAR Program has been developed as a tool to aid NUCA members in evaluating, updating, and recognizing their safety program and practices. Companies who volunteer to participate in the evaluation process should see lower incident rates and accidents across the board.

KEY EVALUATION AREAS

Leadership + Culture + Procedures + Records & Database Management

For more information contact: Mike Flowers - Director of Safety, Education, & Training mike@nuca.com | #703.358.9300 www.nuca.com/nucastar

www.nuca.com | #WeDigAmerica | #WeDigSafety





Contractor members are at the heart of the NUCA mission. These companies are engaged in **bidding & performing**

- · Construction or rehabilitation of any/all types of utility systems

Specialty Contractor

Specialty Contractor members employ & provide labor that takes place on the job stre. They do not bid or perform utility construction, rehabilitation, or excavation work. Examples of specialty contractors are:

- Traffic management/flagging companies
 Environmental contractors & more
- Paving contractors
 Surveying companies



Associate (Supplier)

Associate (supplier) members are companies involved with the utility construction/excavation industry but **do not provide labor or work on the job site** beyond the delivery of equipment or material. Supplies include:

- Equipment
- Materials
- Support services or software



Institutional

Institutional members are organizations that are involved in the utility construction/excavation industry. They include:

- Educational Institution (schools, universities) Government Agency (local, state, or federal)
- · Associations, Non-profits

Whichever category, NUCA provides members and their employees in the utility and excavation industries with great value for their investment!



