

This week: Business services

GOOD HELP IS HERE TO FIND

Express Employment Professionals builds on a culture of caring.

BY CAROLE DURAN
READING EAGLE CORRESPONDENT

Dan J. Brumbach, 41, is the owner of the Express Employment Professionals franchise in Wyomissing.

He opened his employment agency in May 2015.

“Our goal is to put as many people as possible to work in good jobs with great companies,” said Brumbach. “We strive to find the right fit between our associates and their skill sets, and our client’s needs for their open positions.”

The firm wants its clients and associates to be successful by finding those right matches, he said.

When it comes to employment, there are two sides to the story. Employers say, “Good help is hard to find,” while job-seekers think, “I can’t find a good job out there.”

No matter which side of the coin you’re on, finding good work and workers is a difficult process. For businesses that are hiring, one job opening could attract hundreds of applicants.

Sifting through them to find a good fit is time-consuming. On the other hand, a job hunter may feel like he or she is sending resumes into the black hole of the internet, never to hear a response.

Cut through red tape

There is a way businesses and job hunters can cut through the red tape of the hiring process. Many use an employment agency to find the right employee.

“Express is the only employment agency I use,” said Lisa Schulze, who works in customer sales support at Wind-Lock Corp., a Bern Township supplier to the building industry.

“They get us,” said Schulze, who described Express Employment Professionals as professional, yet friendly. “They find us candidates who fit. They’re a fantastic company to work with.”

Schulze said another benefit to working with Express Employment Professionals is that they are a national company, and she



READING EAGLE: BEN HASTY

The staff of Express Employment Professionals, Wyomissing, is, from left, Catie Pierce, senior staffing consultant; Hannah Wolfe, staffing consultant; Dan Brumbach, owner; and Maggie Rodriguez, front office coordinator.

Express Employment Professionals

Owner: Dan J. Brumbach

Local location: 840 N. Park Road, Wyomissing

Phone: 610-750-7898

Website: www.expresspros.com

Express Employment Professionals

Founders: Bob Funk and Bill Stoller

Corporate headquarters: 8516 N.W. Expressway, Oklahoma City

Phone: 405-840-5000

Website: www.expresspros.com

can use them to fill Wind-Lock positions in Reno, Nev.

“Our team believes that if we do the right thing by both our clients and associates, our clients’ success will follow,” Brumbach said.

The Express Employment Professionals team includes two staffing consultants, Catie Pierce and Hannah Wolfe. Maggie Rodriguez is the front office coordinator.

‘Making matches’

“They are really the engine that makes us go, between interviewing associates and making matches with open jobs or answering associate questions and concerns,”

Brumbach said. “Their day is usually non-stop from beginning to end.”

His team goes above and beyond to make sure both clients and associates have the information they need, Brumbach said.

They’re willing to go the extra mile in order to make sure we, as a team, are achieving our goals within the office, he said.

“I also believe they’re dedicated to making a difference in our community,” Brumbach said. “We talk often about what the results of our efforts are doing and what kind of impact we’re having within the community.”

Express Employment Professionals was started in 1983 by Bob Funk and Bill Stoller, who were determined to do business differently by building on a culture of caring.

The company generated \$3.05 billion in sales and employed 510,000 people in 2016. The long-term goal of Express Employment Professionals is to put a million people to work annually. Express Employment Professionals has more than 770 franchise locations worldwide.

The vision of Express Employment Professionals has been to help people find jobs and help businesses find the people and human resource services they need.

According to its website, Express Employment Professionals is one of the top staffing companies in the U.S. and Canada, helping people find jobs and providing workforce solutions to businesses.

Contact Carole Duran: money@readingeagle.com.



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PROFILE 2017

Berks Digital Inc.

Address: 2620 Hampden Blvd., Reading, PA 19604; **Phone:** 610-929-1200; **Web:** www.berksdigital.com

Gary and Elaine Brown founded Berks Digital Inc. in 2005, with a focus on maturing digital printing technologies, which have changed the printing industry. Starting in the basement of their Muhlenberg Township home, they quickly outgrew the home business. In 2008, they moved operations to their current location at 2620 Hampden Blvd., Reading. In 2010, Berks Digital acquired a competing company that focused on the “large-format” market, and 2016 marked the 11th consecutive year of sales growth for the firm.

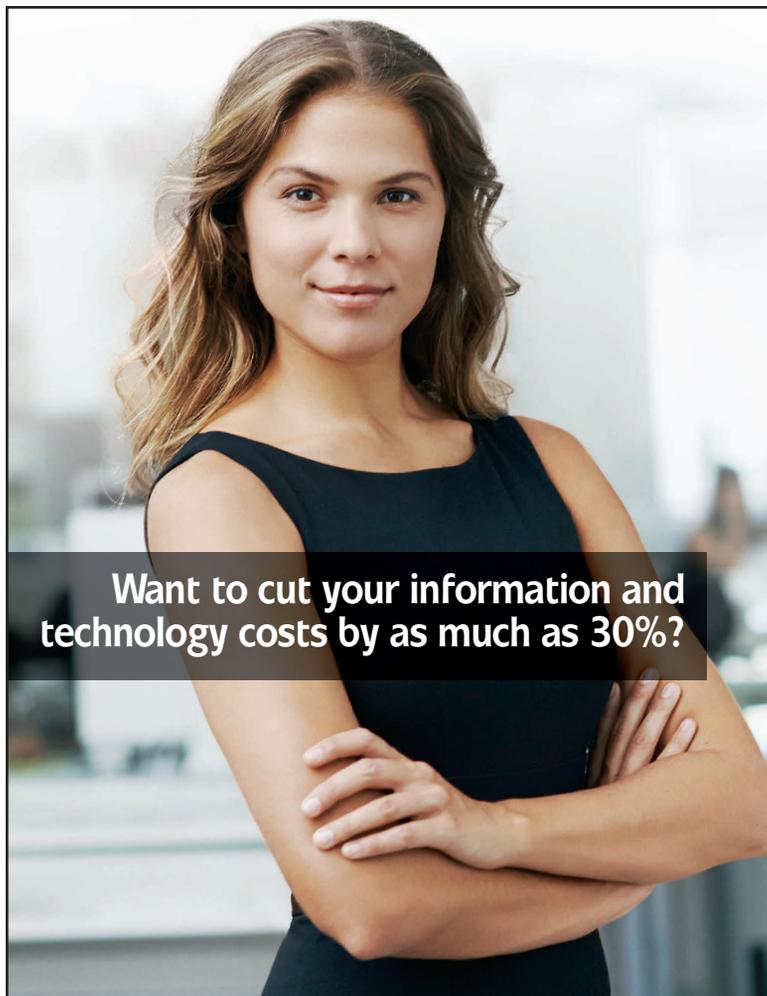
“Recently we’ve upgraded our roll printers and added a 98-inch-wide UV flatbed and roll capabilities for expanded service and quality,” said Gary Brown, partner at Berks Digital. With continued investment in automation technologies, they have been able to offer both large and small companies fast turnaround times on high-quality, digitally printed materials at competitive prices.

The new equipment has allowed Berks Digital to take on larger production sign and banner orders, producing thousands of high-quality signs and banners for large companies in a few days.

“We’ve been able to prove that we can meet the needs of big business, and when we get to speak to the right person in these companies, the value we provide is pretty clear,” said Gary Brown.

Berks Digital offers small-format printed materials that businesses use, such as brochures, flyers, postcards and much more. Large-format printing includes banners, pop-up displays, fine art reproductions and store signage.

With a focus on quality and customer service, Berks Digital has both national and local customers who rely on their expertise to make print buying pleasant and affordable.



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This is a family-owned business that supports creativity and passion in doing what is best for the customer. Our mission is to help our customers grow revenue by recommending ideas to challenges they have. Our creative solutions range from recognition of employees and suppliers to help engage them to support the needs of the company, to promotional products and printing that can be combined into sharing a well-thought-out emotion that drives change in the target audience. Our business supports our customers' marketing, sales and human resource departments.

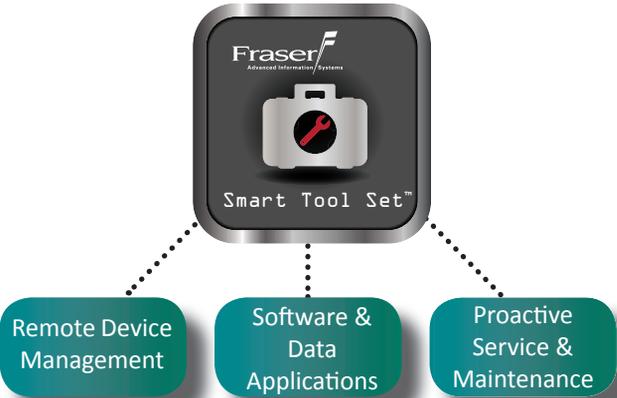
Another part of our business is our solutions, which is where our CEO-Tool (Creative Evolving On-Line Tool) is utilized. Our CEO-Tool is our own custom program allowing us to support larger customers with programs such as a group purchasing for a salesforce around the country, utilizing economies of scale to reduce costs or identifying over-spending, which our system does extremely well.

The business started out 27 years ago on the family room floor, selling promotional products door to door with nothing but a handful of catalogs. Today, we have a 10,000-square-foot office and production facility in Sinking Spring, Pa., as well as a 14,000-square-foot warehouse. Our production includes on-site embroidery and a full-scale print shop (International Minute Press franchise) with high-end digital printing, allowing for today's print needs to personalize and target your customers and employees. Our services include fulfillment (kitting of printed materials and promotional products), targeted direct mail, large-format printing (banners, posters, wall signage and trade show exhibits).

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Address: 118 West Lancaster Ave., Shillington, PA 19607; **Phone:** 610-777-0500; **Web:** www.signsmore.com

Strategic Visual Marketing — take advantage of MORE!
 When it comes to visual communications, our name says it all. For over 18 years, Signs & More has partnered with local businesses, organizations and institutions to improve their visual communications by use of strategic marketing strategies. We work with you to effectively target your market by utilizing creative graphics and innovative products that communicate your message with impact. Your success is our No. 1 goal. Our knowledgeable staff will advise you about the latest products available and help expand your ideas into measurable results. We offer MORE ideas and better design, providing MORE VALUE for your marketing dollars. Our team includes professional graphic designers with over 30 years of advertising experience.

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- MORE market exposure
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We strive to exceed expectations regarding quality and customer service, as only a local company can. We work for some of the largest companies in the area, upholding stringent quality standards demanded by their in-house marketing departments. We also have a huge customer base of small- to mid-sized companies, who know they can rely on us to provide great ideas and high-quality products that enhance their image.

In today's fast-paced world, it makes sense to take advantage of every opportunity to get your message out there. Let us show you the value of MORE. Signs & More is located on Lancaster Avenue in the center of Shillington. Call or stop in to learn MORE about the advantages we can offer you!

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The Anderson Group is a full-service integrated marketing agency, delivering effective creative solutions that best meet our clients' needs. Named one of the top 25 woman-owned businesses in Pennsylvania, TAG has been on *INC.* magazine's 5,000 fastest-growing small businesses list twice. Now in its 30th year, TAG continues to evolve its services, partnerships and core team. The newest members to TAG bring exceptional talent with major brand experience. They include Derek Hollister, chief creative officer; Chrissy Faller, director of PR and social media; Diane McConnell, account executive; and Jeremy Benza, director of strategic analytics. This accomplished group enhances TAG's capabilities, including creative services, digital marketing, video production, web design, social media marketing, public relations and our newest service opportunity, TAG DataIQ. With TAG DataIQ, we help clients take the guesswork out of business growth decisions using proprietary data analytics tools. By bringing together data scattered across an organization's systems, TAG DataIQ can present business information in a way that lets clients be proactive in their market. Company leaders can leverage key data and metrics to generate better sales leads and execute more effective marketing programs. Always evolving, TAG continues to partner with clients who value fresh perspectives that deliver measurable results. Our growing roster of national and regional clients includes Armstrong, Tetra, Marineland, Instant Ocean and STAINMASTER. Let's connect. Call 610-678-1506, email MORlando@theandersongrp.com or visit TheAndersonGrp.com.



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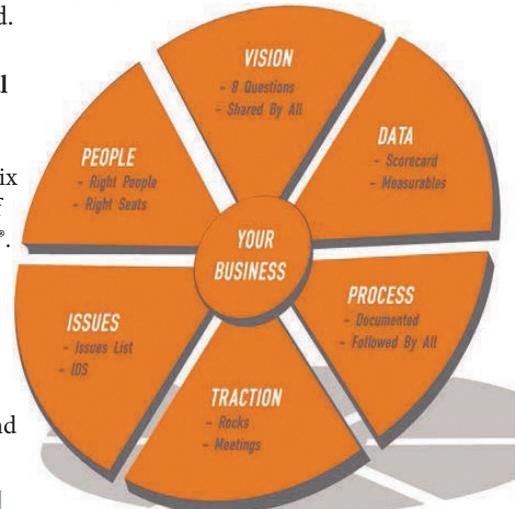
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Tracy McKay has been creating innovative, practical and beautiful designed interior spaces in Berks and the surrounding area since 1991. She develops a great working relationship with the client and others involved, making the projects become less of a challenge for everyone.

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Address: 3 Park Plaza, Wyomissing, PA 19610; **Phone:** 610-777-3200;
Web: www.edgeinsights.com

Edge Insights has been helping clients reduce their operational costs for 26 years and has secured millions in savings. Our 15 employees have over 200 years of experience in the waste disposal, telecommunications and energy industries.

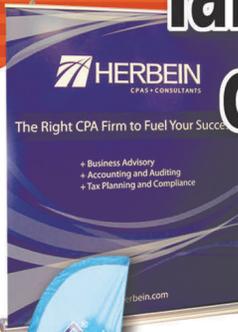
Businesses face financial challenges every day. Managing basic operational costs is critical, but often does not get the attention it needs. Edge Insights evaluates waste disposal, telecommunications and energy bills to ensure the client is getting exactly the services they need at the best price possible. We operate on a contingency basis so there is no out-of-pocket cost or risk to the client, and the results are always cash-flow positive.

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In today's fast-paced business environment, our team still believes in traditional values: we listen to our clients, we anticipate their needs, and we deliver effective recognition, branding and print solutions. *Whatever It Takes.*






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Address: 607 Washington St., Reading, PA 19601; **Phone:** 610-478-2153; **Web:** www.fsandl.com

A part of the Stevens & Lee/Griffin platform of companies, Financial S&Lutions LLC, headquartered in Reading, provides financial advisory, swap advisory and debt-related consulting services to state and local government and nonprofit clients. Our team of professionals has extensive experience in a wide variety of financial advisory services, including capital planning, resource allocation, debt management, revenue analysis and debt issuance. We have focused segment expertise in the state and local government sector (state agencies, counties, cities, boroughs, townships, school districts and affiliated authorities) and the nonprofit health care and higher education sectors.

Financial S&Lutions is part of a multidisciplinary professional services platform which also consists of one of the 200 largest law firms in the country, a FINRA-licensed investment bank, a D&O and E&O insurance risk consulting firm, a state and local government operations consulting firm, a Pennsylvania state government affairs unit, and an international consulting firm focused on export assistance, international trade and investment and global higher education initiatives. Together, our team of professionals brings diverse educational and occupational experience and solid industry expertise to provide a full range of professional services.

Griffin Financial Group LLC

Address: 607 Washington St., P.O. Box 1497, Reading, PA 19601; **Phone:** 610-478-2105; **Web:** www.griffinfinancing.com

Griffin provides merger and acquisition advisory, capital markets and strategic alternatives-related services to a wide range of businesses. Headquartered in Reading, but with offices in New York City, Philadelphia, Princeton, Norfolk and Dallas/Fort Worth, Griffin is the largest investment bank headquartered in Pennsylvania and ranks in the top 5-10 regionally or nationally in many categories.

We assist clients operating in a diverse range of industries to meet their strategic objectives, but have particular segment expertise in the financial services, private equity, health care, real estate and commercial, industrial and services sectors. We also assist companies experiencing financial difficulty.

Griffin is licensed by FINRA and is an SIPC member.

In 2016, we assisted clients in 28 announced or closed merger and acquisition, capital formation and other strategic transactions.

Griffin is part of the Stevens & Lee/Griffin platform of companies. The platform consists of one of the 200 largest law firms in the country; a public policy and government affairs unit; a tax-exempt financial advisory business; a state and local government operations consulting firm; a D&O and E&O insurance risk consulting firm; and an international consulting firm focused on export assistance, international trade and investment, and global higher education initiatives. This multidisciplinary platform, featuring licensing, educational and occupational diversity, gives our clients access to a full range of talent that enhances our ability to deliver exceptional results.



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2017 To-Do List

-  **1. Increase Profits**
-  **2. Increase Sustainability**
-  **3. Decrease Environmental Footprint**

*Accomplish all 3 at the same time
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Web: www.leading-edgebc.com

Heather Uczynski started Leading Edge Business Consulting in 2010 as a result of years of observing organizations lose productivity and profits due to poor and inexperienced management. She believes that the most important asset a business has is its people. Whereas equipment depreciates, people that are invested in appreciate in value.

After working 25 years as a psychotherapist, Uczynski recognized that much of her counseling success was due to her innate coaching abilities. As she transitioned to becoming a business psychologist and executive coach, Uczynski developed a specialty in finding creative, proactive solutions to organizational problems.

Leading Edge Business Consulting helps organizations to make smart executive hiring and promotion decisions by prescreening potential hires for characteristics of emotional intelligence that accurately predict how an employee can be expected to perform on the job. This service improves retention rates and ensures that organizations have the right people in the right jobs.

In her work as an executive coach, Uczynski helps managers and supervisors develop and improve skills that relate to handling people. So often, employees are promoted to management positions without any thought about their interpersonal skills — often with disastrous results.

When workplace conflicts occur, organizations are at risk of losing valuable employees. Uczynski has developed expertise in helping to resolve complex interpersonal issues that have not improved through other workplace interventions.

Uczynski is fully committed to the importance of the humane workplace and believes in authentic servant leadership.

Mosteller & Associates Inc.

Address: 2433 Morgantown Road, Suite 100, Reading, PA 19607; **Phone:** 610-779-3870; **Web:** www.mostellerhr.com

Mosteller & Associates Inc. provides a full range of human resource services with emphasis on compensation, including executive compensation; recruiting, including executive search; employee relations; benefits; and custom training programs. The firm delivers these services as an administrative complement to small companies, as a project provider to medium-size organizations and as a strategic provider to medium and large organizations.

Mosteller & Associates has grown to become the largest full-service human resource consulting firm in the region through the expertise of strong and experienced HR professionals. The thrust and mission of the firm is to partner with organizations to improve performance through their most important resource: their employees.

Mosteller & Associates employs 22 associates, each with a minimum of 15 years of human resource and related experience, and provides services to more than 100 clients in Berks County and regionally throughout Pennsylvania, Delaware, New York and New Jersey. We work with a wide client base composed of all industry classifications, such as financial services, manufacturing, wholesale/distribution organizations, construction, health care, nonprofit/social service organizations and educational organizations.



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BUSINESS CONSULTANTS

Naugle Associates LLC

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Building and sustaining a successful company can be challenging. One of the biggest lessons I've learned in my journey is that real company success happens when strong leadership and positive cultures thrive. When you build a company that treats every individual with respect and encourages them to grow and participate at their greatest contribution, the outcome is amazing.

With that philosophy as our guiding principle, Naugle Associates works with executives and their organizations on achieving better results through the implementation of The Entrepreneurial Operating System, Vistage Executive Peer Advisory Groups, workshops and facilitation.

Entrepreneurial Operating System: The EOS process strengthens the six key elements of vision, people, data, issues, process and traction, resulting in greater clarity, stronger alignment, increased accountability and better results.

Vistage Executive Peer Advisory Groups: Who better to help you avoid possible land mines than those who sit in your same seat? Members help each other through dynamic discussions about real-time opportunities and challenges, learn and grow professionally through interactive speaker workshops, and take time every month to step back and explore the most effective use of their time and the contribution they want to make.

Being a great leader takes hard work and commitment. It is a never-ending journey of self-discovery and learning, but it is worth every ounce of effort. Rise above the competition and dare to be great!

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Address: 101 N. Seventh Ave., West Reading, PA 19611; **Phone:** 610-376-1771; **Web:** <http://www.gagepersonnel.com>

Established in 1985, Gage Personnel is a Certified National Women's Business Enterprise Diversity Supplier. With multiple office locations in Pennsylvania, Gage Personnel has successfully placed thousands of employees in a number of positions with great companies: accounting, customer service, call centers, sales, marketing, executive supervisory, management, machine operators, warehouse, assemblers, skilled laborers and more.

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Gage Personnel: Staffing Made Simple.

The Performance Group

Address: 824 Penn Ave., Wyomissing, PA 19610; **Phone:** 610-378-7818; **Web:** <http://www.tpgworks.com>

The Performance Group has been the region's staffing partner for the past 24 years. With 10 offices throughout Pennsylvania, we offer tailor-made employment solutions for our clients and applicants.

Our Berks County branch has been at 824 Penn Ave. in Wyomissing for more than 12 years. Specializing in temporary, temporary-to-hire and professional placements, no matter the hiring needs, we have something to offer every customer.

We treat our employees' safety as a priority. The Performance Group was the first agency in Pennsylvania with a certified safety committee and an RN director of risk management on staff. We have also developed a safety training program for all of our employees.

Visit our new website, www.tpgworks.com, or give us a call at 610-378-7818 to find out more about how we can help with any of your employment or hiring needs.

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ENVIRONMENTAL SERVICES LEADERSHIP TRAINING

M.J. Reider Associates Inc.

Address: 107 Angelica St., Reading, PA 19611; **Phone:** 610-374-5129;
Web: www.mjreider.com

M.J. Reider Associates is a full-service environmental testing laboratory accredited under the National Environmental Laboratory Accreditation Program, and is certified by the Pennsylvania Department of Environmental Protection to analyze drinking water, waste water, soil, sludge and solid waste samples for regulatory compliance. Additionally, MJRA is certified by the Pennsylvania Department of Agriculture to test for bacterial presence in milk and frozen-dessert products. Expert sample collection, sample analysis and courier services also are offered for industries and private homeowners.

MJRA also maintains a variety of certifications in other states and areas of business. MJRA is a certified Woman Business Enterprise (WBE), Disadvantaged Business Enterprise (DBE) and Small Business Enterprise (SBE). MJRA also holds a PA UCP (Pennsylvania Unified Certification Program) analytical certification through the SEPTA certifying authority.

MJRA has continued its policy of keeping abreast of the latest technological advances in the environmental testing field with new instrument purchases and certifications. These advancements have allowed us to reach a more diverse testing market than before. Such new markets include food safety testing and cosmetic bacterial analysis. We also heightened our focus on implementing an automated electronic data management system which would allow even more rapid access to reports and online results. This new system will allow us to further develop our "going green" initiative as we have already become paperless. Such growth and advancement, along with our expert technical staff, have allowed us to maintain the highest quality analytical data and customer service.

Spark Solutions and Support Training & Facilitation

Address: 1930 Neversink Mountain Road, Reading, PA 19606; **Phone:** 610-781-1888; **Web:** www.sparkss.com

What We Believe: Spark Solutions and Support believes everyone has potential and our personal and professional environments can ignite or limit that potential.

What We Do: Spark is more than a global training and facilitation company. We bring your WHY to life, and that fosters better, more effective and productive workplace cultures. Whether Spark is facilitating a workshop session, designing and delivering a workshop or training, providing one-on-one coaching or leading a MasterMind group, Spark works with you to bring the four C's to life: critical thinking, communication, collaboration and creativity. We don't talk at you — we equip you and help you to apply what you've learned.

How We Do It: We provide effective interactive and experiential learning by using the best business and human development research, tools and techniques. Through awareness, practice and immediate application opportunities, Spark takes you from insight to influence in a non-threatening yet motivating way, and we have fun doing it.

What You Gain: Businesses, schools and organizations that have worked with Spark have experienced positive change in both culture and behavior, which has translated into greater ownership and pride, improved critical thinking and collaboration.

Why Spark? Owner and Founder Sharon Mast has over 30 years' experience in the business and nonprofit arenas, and a masters degree in counseling and restorative practices. She is sought out for her expertise in social, emotional and leadership development. Our motto: Be relationship-centered, strength-based and solution-focused.

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The Performance Group has been the region's staffing partner for the past 22 years. With 10 offices throughout Pennsylvania, we offer tailor-made employment solutions for our clients and applicants. Our Berks County Branch has been at 824 Penn Avenue for over 12 years. Specializing in temporary, temporary-to-hire, professional placements, no matter the hiring needs, we have something to offer every customer.

We treat our employees' safety as a priority. The Performance Group was the first agency in Pennsylvania with a Certified Safety Committee and a RN, Director of Risk Management on Staff. We have also developed a safety training program for all our employees.

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to find out more about how we can help
with all your employment needs!

The Performance Group: Your Partners at Work.

Edwards Business Systems

Address: 524 Penn Ave., West Reading, PA 19611; **Phone:** 610-372-8414; **Web:** www.edwardsbusiness.com

Edwards Business Systems (EBS) was founded in West Reading on Penn Avenue 63 years ago this April. From a small typewriter and business-machine store, it has grown to one of the largest independent, family-owned office equipment and document solutions dealers in the U.S.

With 12 offices in Pa. and Va., EBS continues to expand its staff, locations, technology and solutions to meet their clients' ever-changing needs.

"Fast Forward Document Solutions" is more than an EBS slogan.

President Ray Fuentes said, "Our company has continually been at the forefront of developing cost-effective, efficient and quality solutions for all of our clients' document management needs. It's not just about technology; it is about fast-forward solutions for today's business challenges. To better serve our clients, we are now offering the strongest products from the Xerox product line."

Vice President of Sales Nick Phillips said, "It's our employees. They embody the commitment and creativity that allow our company to deliver only the best."

EBS has achieved Elite Dealer status the past 17 years and is cited as a leading company in office technology and service. Growth, innovative marketing and sales programs, community leadership and commitment to their clients keep EBS on top year after year. Offering the best in hardware from Konica Minolta, Xerox, Hewlett-Packard, Lexmark and more, it's the technology and solutions integration that sets EBS apart. Programs such as managed print services, production print, integrated solutions, device and network administration are just some of what EBS provides to help improve its clients' cost effectiveness and efficiency. That's Fast Forward Document Solutions at its finest.

EthoSource LLC

Address: 180 Grace Blvd., Morgantown, PA 19543; **Phone:** 610-286-1766; **Web:** www.ethosource.com

EthoSource provides complete office furniture and office furniture management solutions. Their offerings includes new, refurbished and pre-owned office furniture from numerous manufacturers. The types of furniture Ethosource provides include cubicles, executive desk sets, seating, tables, filing and more. The nationally recognized leader in project management and liquidation also provides professional space planning and design services to give businesses the opportunity to customize their furniture solutions to fit their office style and needs.

Named one of Reading's Top 50 Businesses for the 11th straight year, EthoSource continues to grow with the success of two showroom locations in Reading and King of Prussia that opened in 2013.

Our Reading store and showroom features 45,000 square feet of premium office furniture samples and displays, welcoming walk-in traffic to come browse and test out everything their company or home office may need.

EthoSource was founded by John Gallen Jr. in 2001 under the premise that the utilization of high-quality pre-owned and refurbished office furniture could be a source of tremendous cost savings for businesses of all sizes. Ethosource quickly grew from two people in a small, one-room office to a complete nationwide office furniture provider with the expertise and resources to help businesses of all sizes throughout every step of their project.

BLUE LIVES MATTER.

Join a great campaign to support our local police.

This is a perfect way to honor all those policemen and women who put their lives on the line to protect all of us every day. And night. Blue ribbons will be hung throughout Berks County on poles, trees, doors, mailboxes, businesses – any place where you want to recognize our brave police and all law enforcement organizations in Berks, past and present.

The program will kick off March 30th at the Municipal Officials Dinner at The Reading Country Club. Ribbons will be available for pick up that day. **RIBBONS ARE FREE AT THE DINNER.**

You will be able to pick up a ribbon at many locations

**RIBBONS
OF RESPECT**



throughout the Berks area. For additional information, call Conrad Vanino at 610.378.0471.

WE'RE CRIME ALERT BERKS COUNTY. HERE TO HELP.

We've been the **#1 CRIMESTOPPER PROGRAM IN PENNSYLVANIA** in money paid out for tips that lead to arrests for the past THIRTEEN YEARS.

Help fight crime and make your community safer. Crime Alert Berks County now allows you to share important information anonymously with police by sending a secure text message about crimes or suspicious activity in your neighborhood.

Crime Alert Berks County is an anonymous, call-in **crime tip hot line**, and provides rewards for crime tips – up to \$10,000.

CALL 1.877.373.9913 OR TEXT ALERTBERKS AT 847411 WITH A CRIME TIP.

alertberks.org



CRIME ALERT BERKS COUNTY

Crime Alert Berks County is a 501(c)(3) non-profit organization, which is registered as a charitable organization with the Pennsylvania Department of State, Bureau of Charitable Organizations.

OFFICE EQUIPMENT, FURNISHINGS & SUPPLIES

Fraser Advanced Information Systems

Address: 320 Penn Ave., West Reading, PA 19611; **Phone:** 610-378-0101; **Web:** www.fraser-ais.com

Founded in 1971, Fraser Advanced Information Systems is an independent business technology company with locations in West Reading, Bala Cynwyd, the Lehigh Valley and Harrisburg. We are an authorized vendor of equipment and software from Sharp, Canon, Muratec, HP and 3D Systems. Fraser is recognized as a Platinum Service Provider by Sharp and is recognized as a Sharp Hyakuman Kai Elite Dealer for outstanding sales (more than \$5 million), innovative business practices and overall excellence in customer service. Fraser is the fourth largest Sharp dealer in the U.S., out of 366. We also have been recognized as a Golden Eagle Award winner by Canon for exceptional sales, and were recently awarded the Advanced Dealer Partner Award for 2015. Fraser has been named Elite Dealer of the Year for the past 10 years by The Week in Imaging, the office equipment industry's go-to resource for business technology dealers throughout the country. Selection for this prestigious honor is based on overall dealer performance, innovation and best of breed products and services.

With clients in all types of industries throughout the mid-Atlantic region, Fraser helps companies digitally transform their businesses through the Internet of Things and Fraser's Smart Tool Set. Through our Global Support Center based in our West Reading headquarters, Fraser can remotely manage the business processes and equipment of our clients - from copier meter readings to supply replenishment - via the cloud. We provide services in document management, managed print, software solutions and IT and network support. Fraser provides businesses with technology solutions, working to make the ordinary office extraordinary.

Stratix Systems Inc.

Address: 1011 N. Park Road, Wyomissing, PA 19610; **Phone:** 610-374-1936; **Web:** www.stratixsystems.com

Stratix Systems is one of the region's leading technology solutions partners. With offices in Wyomissing, the Lehigh Valley, Philadelphia, York and Edison, N.J., Stratix Systems has the people, resources and experience to deliver the IT, content management and imaging support clients need, where, when and how they need it.

Stratix Systems is the partner of choice for more than 5,000 client organizations in Pennsylvania and New Jersey, from education, manufacturing and professional services to health care, law and accountancy.

The past year was a year of tremendous growth for Stratix Systems. According to Brent Simone, Stratix Systems president, "We acquired Block Business Solutions and a new office in York in August; and a majority stake in LYNX Computer Technologies, a leading IT services firm, in January 2017. As a result, over the past decade, Stratix Systems has grown by over 600 percent. Our goal is to be the leading provider of IT, document and technology services in our region."

Simone says that the secret to his company's enormous growth is in partnering with clients and a dedication to responsive client service.

"We become an integral part of our clients' business success. We take that responsibility very seriously. It makes a big difference for our clients," Simone said.

Stratix Systems also is the only organization in the region to earn Pros Elite certification, recognizing top-shelf achievement and client service of the top 100 service organizations in the country. In fact, very few providers in the region can match the vast array of total business solutions, technologies and responsive service available from Stratix Systems.

Learn more at stratixsystems.com or 610-374-1936.

Financial advisory services for municipal governments, health care institutions and colleges and universities

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SPECIALTY PRODUCTS & SERVICES

Crime Alert Berks County

Address: P.O. Box 6786, Wyomissing, PA 19610; **Phone:** 610-375-4747; **Web:** www.alertberks.org

We are a volunteer organization of local citizens dedicated to the reduction of crime, to the prompt solution of crimes and to rewarding persons who provide information that leads to the arrest of the criminals. No volunteer receives any monies for their service. Contributions are used to pay for tips and to create awareness of the program. This year is our 19th anniversary, and through the efforts of Crime Alert and the law enforcement community, we have aided in over 640 arrests and paid out over \$450,000 in rewards.

The organization was founded through the efforts of Barry E. Rohrbach, formerly a Reading banker and Pottstown police officer. Other organizers are Reading Eagle Company, Greater Reading Chamber of Commerce and Industry, the Police Chiefs Association of Berks County, Berks County DA office, the PA State Police, Berks County Commissioners and interested citizens of Berks County. Crime Alert Berks County has an active board and an advisory group made up of many law enforcement individuals. We communicate our crime tip line throughout the county through newspaper ads, WEEU radio sponsorships, billboards and social media. Channel 69 provides TV coverage for our programs and wanted persons. Our website is alertberks.org. Last year we added the ability for citizens to text crime tips.

A few years ago, we moved our headquarters to the offices of Security Guards Inc. in Wyomissing.

As SGI president Guido M. Pichini says, "It's a perfect marriage. Both organizations are in the business of protecting people and property, and we help Crime Alert by offering them our office space."

CABC is helping the Redner family by offering a reward of \$125,000 for tips in the Gary Redner case.

TELEPHONE & COMMUNICATIONS

Advantage TeleMessaging Inc.

Address: 529 Reading Ave., Suite I, West Reading, PA 19611; **Phone:** 610-372-5551; **Web:** www.AdvantageTeleMessaging.com

Advantage TeleMessaging Inc. is an award-winning, professional answering service which has proudly served the Berks County area since 1994. For nearly 23 years, we have operated under the philosophy that our clients and their callers always come first, and have become one of the premier answering services.

We are the only answering service in Berks County to achieve 24/7 gold industry certification from the Association of TeleServices International (ATSI), earn the Award of Excellence for customer service four years in a row by ATSI as well as the Canadian Call Management Association (CAM-X), and have ATSI-certified agents and supervisors effectively trained in HIPAA awareness.

We offer 24/7/365 support with HIPAA and HITECH-compliant messaging solutions, from traditional answering services to advanced Web and mobile applications. Our state-of-the-art equipment gives us the capability to help any business, no matter their industry.

While Advantage TeleMessaging Inc. represents approximately 400 clients throughout the United States and Canada, we are, most importantly, an extension of your organization. As such, our mission is to offer our clients nothing but an outstanding answering service they can always trust, while making their callers feel as if they are the only ones we are assisting, and improving their overall business operations.

We are never "just the answering service," but the call management partner our clients and their callers deserve.



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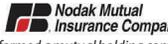
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Nodak Mutual Insurance Company has formed a mutual holding company and has become a wholly owned subsidiary of NI Holding, Inc., an intermediate holding company, which then sold: 10,350,000 shares at \$10 per share

Griffin Financial Group served as financial advisor to **Nodak Mutual Insurance Company** and as underwriter for the NI Holdings, Inc. offering

March 2017



has established the Godshall's Quality Meats Employee Stock Ownership Trust

Griffin Financial Group served as the exclusive financial advisor to **Godshall's** in the structuring of and the minority stock sale to its newly formed ESOP

March 2017

\$41,400,000



has issued 2,760,000 shares of common stock in a public offering

Griffin Financial Group served as financial advisor to **Howard Bancorp, Inc.**

February 2017

1,970,000 shares



Western New England Bancorp

10% share repurchase

Rule 10b5-1 Share Repurchase Plan

Griffin Financial Group served as exclusive financial repurchase agent to **Western New England Bancorp**

January 2017



has acquired



Lake Sunapee Bank Group

Griffin Financial Group served as exclusive financial advisor to **Lake Sunapee Bank Group**

January 2017



\$545 million
2016-1 Floating Rate Student Loan Asset-Backed Notes

\$383 million
2016-2 Floating Rate Student Loan Asset-Backed Notes

Griffin Financial Group served as structuring agent to **PHEAA**

2016



was acquired by



Griffin Financial Group served as exclusive financial advisor to **HydroWorx International, Inc.**

December 2016

Continental Credit Card ABS 2016-1, LLC

\$64,511,000 Asset Backed Notes

Co-Manager
Griffin Financial Group

December 2016



has acquired



Griffin Financial Group served as exclusive financial advisor to **East River Bank**

October 2016



has acquired



Griffin Financial Group served as exclusive financial advisor to **Westfield Financial, Inc.**

October 2016

\$50 million



5.75% Fixed-to-Floating Rate Subordinated Notes
Due October 15, 2026

Griffin Financial Group served as financial advisor and exclusive placement agent to **CNB Financial Corporation**

September 2016



Tri State Trucking Company, Debtor-in-Possession, has sold a substantial portion of its assets under Section 363 of the US Bankruptcy Code in the US Bankruptcy Court for the Middle District of Pennsylvania

Griffin Financial Group served as exclusive investment banker to **Tri State Trucking Company, Debtor-in-Possession**

September 2016



Sold a portfolio of performing loans and loan commitments to



Griffin Financial Group served as exclusive financial advisor to **The Bancorp Bank**

August 2016

A FAMILY OFFICE

\$18,039,152

sold private equity limited partnership interests and co-investment interests

Seller's objective was to achieve liquidity

Griffin Financial Group served as exclusive secondary advisor for this transaction

August 2016



The nation's leader in substance abuse and behavioral health services

Griffin Financial Group served as exclusive financial advisor in connection with **Caron's** 2016 Capital Plan and related balance sheet restructuring

July 2016



has acquired



Griffin Financial Group served as exclusive financial advisor to **CNB Financial Corporation**

July 2016



has acquired



Griffin Financial Group served as exclusive financial advisor to **Univest Corporation of Pennsylvania**

July 2016



has sold substantially all of its assets under Section 363 of the U.S. Bankruptcy Code in the U.S. Bankruptcy Court for the Middle District of Pennsylvania to



Griffin Financial Group served as investment banker to **Hetran, Inc., Debtor-in Possession**

June 2016

A FAMILY OFFICE

has acquired



Griffin Financial Group served as exclusive financial advisor to **Castle Credit and its shareholders**

May 2016

Avalanche Lake Assets, LP, an affiliate of



has sold substantially all of its assets to KDK Investment Properties, an affiliate of



Griffin Financial Group served as exclusive investment banker to **George F. Kempf Supply Co., Inc.**

May 2016

DFW CAPITAL PARTNERS

\$360,000,000
DFW Capital Partners V, L.P.

Griffin Financial Group served as exclusive financial advisor and placement agent to **DFW Capital Partners**

April 2016



has acquired



Griffin Financial Group served as exclusive financial advisor to **Beneficial Bancorp, Inc.**

April 2016



was acquired by



Griffin Financial Group served as exclusive investment banker to **Kovatch Mobile Equipment, Corp. and affiliates**

April 2016

\$13.8 Million



has issued 891,019 shares of common stock in an institutional private placement

Griffin Financial Group served as financial advisor and placement agent to **Meridian Bank**

March 2016



has acquired



Griffin Financial Group provided a fairness opinion to the Board of Directors of **F.N.B. Corporation**

February 2016



For more information, please contact:

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