## MAC Workshops Coming to Virginia Beach



MAC IS BRINGING TWO BLOCK-BUSTER WORKSHOPS TO VIRGINIA BEACH, VA THIS MAY. THE PROGRAMS WILL BE HELD ON MAY 20 & 21 AT THE VIRGINIA BEACH RESORT AND CONFERENCE CENTER.

MAC has enlisted the services of two of the best training experts in the country: customer service expert Trudy Adams and Management Consultant James Peuster. They will be teaming up to present a Lead-

ership Workshop on Saturday, May 20 and Trudy Adams will be presenting a Customer Service Workshop on Sunday, May 21st.

The program is being held in conjunction with MAC's Spring Board Meeting. On Saturday afternoon, Trudy Adams and James Peuster will combine to present a leadership workshop delving into management techniques crucial to getting the most from your staff. Trudy's presentation, "The Magic of a Touchpoint" is designed for all managers and owners of drycleaning plants and focuses on the value of customer interaction and outreach.

James' workshop, "Turning Potential into Profit", is perfect for Owners, Managers, and other key personnel to learn how they can increase their success and productivity. Too often people are firefighters and not fire preventers. Attendees will learn when to delegate and when to develop employees. They will learn ways to motivate staff and how to hold them accountable.

On Sunday morning, Trudy will present a program designed not only for the owners and managers -- but also all your customer service representatives. The program, "Creating a Super CSR" really highlights the role your sales staff play in the success of the company, as well as tried and true methods for enhancing the customer experience. Trudy will be building on her years of experience with the industry, and leaning on her skills as a CSR trainer to guide attendees through the factors that keep customers coming back.

"We are very fortunate to have these experts joining us," offered Peter Blake, MAC Executive Director. "They are assets to the industry, and I am really excited to provide the industry an opportunity to hear and learn from the best."

MARCH/APRIL 2017

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#### PRESIDENT'S MESSAGE...

## Take Advantage of Opportunities and Get Involved

I KNOW I HAVE SAID IT IN THE PAST -- BUT I WILL SAY IT AGAIN: THANK YOU FOR YOUR MEMBERSHIP AND YOUR SUPPORT! I AM SO ENERGIZED EVERY MONTH WHEN I GET MY MEMBERSHIP REPORT AND WE CONTINUE TO GROW. OUR MEMBERSHIP HAS GROWN 17% SINCE MARCH!

The fact we are growing in a shrinking market means we are on to something. We have made some significant changes and we are developing new and innovative programs. Now we need to make the next step and get our members involved. Get active. Contact us and



Jamie Albano, MAC President

share your experiences and your thoughts. We are always looking for new ideas. We want to develop new educational opportunities and new programs to keep our membership momentum.

With that being said I am really excited to share with you the amazing next meeting we have planned – or should I say the next mini-vacation!! The workshop will take place over the May 19 - May 21 weekend and will be held at the Virginia Beach Resort Hotel and Conference Center (see next page for details on the resort).

The program will begin Saturday morning with the MAC Board Meeting. All members and prospective members are invited to join the Board and learn more about the inner workings of YOUR association. We encourage everyone to participate -- the more we hear from our members, the better we can construct meaningful programs and services.

Not sure if you are coming?? Where else can you find other dry cleaners that will talk honestly with you about your business, sharing your stress, and wanting to help you solve your problems.

If that is not enough how about topping it off with the fabulous educational speakers and beach location!! It is truly an event not to miss! I look forward to seeing you all there!! In the meantime, keep cleaning those clothes and we'll keep working on ways to make your life & business better!

One of the keys to maximizing the return on your membership investment is to take advantage of the opportunities we provide and get involved. Start by joining us in Virginia Beach and learning from two of the best training specialists in the industry. Come and learn how the MAC Board of Directors is working to help our industry and our businesses grow and prosper.

Jamie Albano

Albano Cleaners 234 West 22nd Street Norfolk, Va. 23517 757-428-3335 ext. 106

## Virginia Beach Resort and Conference Center Set as Host Hotel for MAC Workshops

MAC HAS ARRANGED AN INCREDIBLE RATE OF ONLY \$149/NIGHT AT THE VIRGINIA BEACH RESORT AND CONFERENCE CENTER FOR ITS MAY WORKSHOPS ON MAY 20 & 21ST.

"I don't expect the rooms to last too long," observed Peter Blake, MAC Executive Director, "the rate is terrific and the resort is beautiful. The location is a perfect opportunity to combine work and play -- and to just get away after a long winter."

You can make reservations by calling the hotel directly and requesting the Mid-Atlantic Cleaners rate: 800-468-2722. In fact the rate will be honored for the days leading up to the event -- and for a couple days after so feel free to take advantage and treat yourself to a little spring get-a-way! The hotel has their own private beach, tennis courts, and features some terrific ocean views. Check them out at www.virginiabeachresort.com.

"Don't wait too long," cautioned Blake, "I expect the room block to sell out. We already have over 20 people signed up for each session."



beach, or tee-off at one of the area's well-kept golf courses. The staff at the Virginia Beach Resort Hotel will show you all of the area hot spots – bike or hike through the cypress trees at nearby First Landing State Park. Or take a family trip to Colonial Williamsburg, Busch Gardens, the Virginia Marine Science Museum or Nauticus – all just a short drive from this conveniently located Virginia Beach hotel.



## Gary Glover, of Puritan Cleaners, Hosts "Roundtable of Launderer's & Drycleaners" Event



ROUND TABLE HELD THEIR ANNUAL EVENT IN ARUBA DURING FEBRUARY 26 TO MARCH 4, 2017. THIS YEAR'S HOST AND CHAIRMAN WAS GARY GLOVER, PRESIDENT OF PURITAN CLEANERS. "

We find great value in the exchanging of ideas in our group and we see the value of bringing in successful people outside of our industry." said Glover. "So, this year we brought in Marcus Sheridan of The Sales Lion who presented a full day session on inbound marketing which is a great opportunity for us all." The week long event began with an opening dinner followed by member led sessions regarding route growth, best & worst ideas from the past year, an in depth introspective of sales, expenses and margins and more. At the closing dinner, Gary Glover passed the gavel and chairmanship to Rob Walker of Max I. Walker Cleaners of Omaha. Walker announced that the 2018 annual conference will be held at Casa de Campo in the Dominican Republic.

"The exchanging of ideas is the life-blood of this group" says Walker. "so all of us are expected to take an active part in the presentation of at least one subject to be considered part of the 'price of admission'."

Current Round Table members include Zengeler Cleaners of

Chicago, IL; Red Hanger Cleaners of Salt Lake City, UT; Puritan Cleaners of Richmond, Va; Pratt-Abbott Cleaners of Westbrook, Me; Porter's Cleaners of Bossier City, LA; Pilgrim Cleaners of Brooklyn Park, MN; Model Cleaners of Chaleroi, PA; Max I. Walker Cleaners of Omaha, NE; Hallmark Cleaners of Jackson, MS; Dependable Cleaners of Denver. CO; Classic Cleaners of Indianapolis, IN; Avon Cleaners of Dallas, TX; Anton's Cleaners of Boston, MA; Admiral Cleaners of Annapolis, MD and A Cleaner World/Shores Cleaners of High Point, NC. Each company comes to the conference with a presentation and returns with valuable and confidential materials from all member companies.

Tripp Penninger of Tripp's Fine Cleaners joined the group as an invitee this year. "Knowing some of the members", said Penninger, "I had high expectations coming in but the information exchanged and the bond of this group confirms that this group will make a positive difference in our operations and our profitability."

#### **ROUNDTABLE MEMBERSHIP**

The Round Table of Launderers and Dry Cleaners is an informal group of top executives in the laundry and dry cleaning business who meet twice each year to discuss industry best practices and exchange ideas across the conference table. In addition to an annual conference, the group meets in the Fall for a "Fly-In" where the host company receives a critique and the group plans the annual conference.

Round Table members represent 379 stores, 108 routes, over 2100 employees who profitably process over 20 million pieces per year. While membership is limited, Roundtable is open to adding one or two new members for 2018. If you would like to be considered, please contact Rob Walker of Max I. Walker Cleaners at rwalker@walkeruniform.net.

#### The Next Mid-Atlantic Association of Drycleaners Board Meeting

MAC Board Meeting 8:30 - 12:00 on Saturday, May 20, 2016

Customer Service Management by Trudy Adams: "Leadership & Management Workshop": 1:00 - 4:00 p.m. Saturday, May 20 "Creating a CSR Superstar": 9:00a.m. - 12:00 noon, Sunday, May 21

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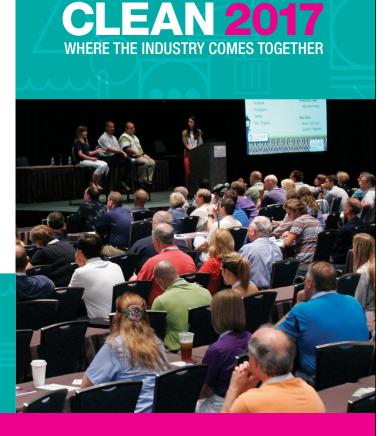
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### The Clean Show is an Opportunity- Don't Miss Out

Written by Peter Blake, MAC Executive Director



HAVE YOU MADE YOUR PLANS TO ATTEND THE CLEAN SHOW YET? IF NOT... STOP RIGHT NOW AND START MAKING THEM IMMEDIATELY. SIMPLY PUT, THIS IS AN OPPORTUNITY YOU CAN'T AFFORD TO LET PASS BY.

Too frequently when I talk to people about the Clean Show their first thoughts are "I am not looking

at buying any new equipment", or "I am not in the market for any new services". This drives me crazy because they just don't understand the tremendous opportunity they have to invest in their business -- and I am not just talking about equipment, I am talking about the entire experience.

This is THE chance to see all the industry has to offer. This is your chance to expand your mind and learn what is out there. What potential new services you can offer, or use to enhance your business.

DLI and all the other partnering associations have incredible learn-

ing sessions. You and your key managers have the opportunity to learn from the best. Experience what other industry professionals throughout the country, even the world, are in Vegas to share.

Don't make the mistake of thinking the only thing of value is the show floor. Every contact and every gathering is a chance for you to learn and grow. The educational sessions, the booths on the floor, the cocktail receptions, and fellowship with your peers in the industry -- they all provide opportunities for you to learn. Soak it in, immerse yourself in all possibilities.

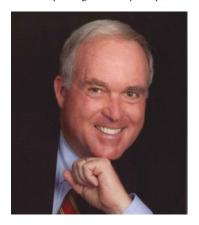
If you can, bring your key staff members. They will often see things and learn things that you might not pick up on. They could provide you valuable insight into the industry by pointing out things you may not have thought of. Don't overlook the benefit your mangers will gain from being involved. Don't underestimate the job satisfaction employees feel when you invest in their future and in their education.

This opportunity only comes around every two years, don't waste it. Make your plans to attend, and plan on making the most of the investment. Come by the DLI Booth and I would be glad to help you make the most of your investment.



### A Change in Tone

Written By Raleigh F. "Sandy" Seay, Jr., PHD, Chairman of The Seay Management Consulting Firm



IN A WORLD IN WHICH EMPLOYERS ARE CONSTANTLY BOMBARDED WITH THE RIGHTS OF EMPLOYEES, WE SELDOM TAKE A MOMENT TO THINK ABOUT THE FACT THAT MANAGERS AND SUPERVISORS HAVE RIGHTS, TOO.

Sure, the playing field is tilted away from employers and

when it comes to making employee decisions, the burden of proof is on the employer.

#### TALES FROM O'SEAY'S FABLES . . .

Jonathan McSupervisor had put up with Darrell's lateness for as long as he could stand it. Darrell wasn't that bad of an employee, but he was 5-8 minutes late every day. Jonathan had talked with Darrell on numerous occasions but he had not documented any of this in Darrell's employee file and had not given Darrell a written warning. "Can I fire this guy," Jonathan asked plaintively? "Better not," said the consultant, "at least not right now. When it comes to employee matters, it's not so much what you do as the way you do it." "Good grief," said Jonathan, "don't employers have any rights at all?"

Rest assured, employers have plenty of rights in managing and directing their employee work force.

#### MANAGEMENT HAS THE RIGHT TO . . . .

- 1. Hire the candidates you feel are the most qualified for the job. Plato told us that the person who should do the job is the person most qualified to do it. Employers do not have to hire under-qualified or non-qualified candidates. It's good to remember that some of the least qualified candidates can sometimes be the most assertive and demanding. When you are interviewing a candidate for employment, you are seeing the candidate at his or her best, and if you have a reservation at this point, it will be worse after you hire the person. Someone once said that the closest a person ever comes to perfection is when he completes an employment application.
- Establish policy and interpret policy and to change policy whenever, in the opinion of management, this is necessary. This is called "management prerogative." Management has the right to establish wages, benefits and working conditions. When it comes to interpreting policy, it's management's call. Your employment policies should be included in your em-

- ployee handbook, written in a conversational manner, that makes your handbook your friend.
- 3. Expect employees to perform at a high level of excellence and to counsel and discipline employees when they do not. Sam Walton once wrote that most employees will perform up to expectation, and you can raise performance simply by raising expectations. Employers have the right to expect the best from their employees.
- 4. Assign duties and responsibilities to employees, even if they are "not in my job description" and even if the employee does not like it. Every job description should include these words "This job description may not be all inclusive and employees are expected to perform all other duties as assigned and/ or directed by management. Job descriptions and duties may be modified when deemed appropriate by management." The only time an employee may refuse to do a job is when there is a safety or health risk involved.
- 5. Require employees to work whatever hours the company requires, including overtime hours. This is another example of "management prerogative." Management has the right to establish working schedules and employees are required to work those schedules, even if it's overtime and even if it's more hours than normal. There are some minor exceptions in the health care industry in some states.
- 6. Dismiss employees who are poor performers or who violate company policy. Most employers I know are doing the best they can to create a good place to work for employers. Most employers I know are good hearted and want the best for their employees. I have often said that you can get in just as much trouble being too good to employees as you can the other way. Being "too good" can mean overlooking lateness and absenteeism for employees who are otherwise doing a good job, giving one employee a raise because "she needs it," or keeping a poor employee because he or she has been with you a long time. If you're going to dismiss an employee, you usually need 3 written warnings first.

#### A CHANGE IN TONE AT THE DOL

Although the Trump Administration has been in office for just a few weeks, the change in tone at the Department of Labor is extraordinary. The Department of Labor website is www.dol.gov. We visit the site frequently to check on new or changed regulations and we're also on their email alert mailing list. The previous Department of Labor presented employers, on the web site and in other places, in a very negative light, in that employers were constantly taking advantage of employees and the Department of Labor was constantly uncovering employer wrong doing and forcing the recalcitrant employer to pay back wages and fines.

continued on page 8

### **Deadline for Clean 2017 Host Hotels Drawing Near**



THE CLEAN
SHOW WILL BE
HERE BEFORE
YOU KNOW
IT, AND YOU
NEED TO MAKE
YOUR RESERVATIONS ASAP
TO TAKE ADVANTAGE OF

- Hotel rates do not include local taxes and resort fees.

available by contacting the housing provider.

 Deposit via credit card of one room night plus applicable taxes is needed to guarantee a room. Deposits are refundable unless you fail to cancel your reservation within 72 hours of your arrival date, or fail to check in on your scheduled arrival date.

higher for three or more people in one room. Suite rates are

- If you are unable to provide a credit card, you can secure a room by mailing in a check; contact Connections Housing for detailed instructions.
- Complimentary shuttle buses to and from the Las Vegas Convention Center will be provided except for those hotels next door to the facility. This service is for participants staying at one of the official hotels.

The Clean Show warns of false and fraudulent housing claims surrounding the event; there are fraudulent companies and organizations that will try to present themselves as official partners of Clean and offer a potential room that might not be guaranteed or available staff are staying in order to make the most of your Clean Show experience."

Learn more about The Cosmopolitan of Las Vegas and the Clean Show online: www.dlionline.org/clean-show.

#### THE SPECIAL INDUSTRY DISCOUNTS.

DLI members save \$30 on the price of registration to the Clean Show and get a special rate at the Cosmopolitan of Las Vegas, a premier destination hotel. Members who register for the show before May 31 pay only \$119 for Clean Show admission and receive a special rate on the hotel through the Clean Housing Bureau as long as rooms are available at the time. Some of the discounted hotels are already full, and some of the rates are set to expire on May 1. The Convention & Exhibit runs June 5-8 at the Las Vegas Convention Center.

A few things the Clean Show wants you to know:

 Per-night room rates offered through Connections Housing are single or double occupancy rate. A rate will be slightly

#### SEAY MANAGEMENT REPORT...

continued from page 7

The new Department of Labor website is completely different with a remarkable change in tone. Now, the web site seems to present employees, employers and the Department of Labor as cooperating partners, helping to make the workplace better. This is a refreshing and welcome change of tone. Most employers I know are not trying to take advantage of employees. To the contrary, most employers I know are doing their best to comply with regulations and to treat employees equally and fairly and with respect and dignity. My sense is that this new tone from the Department of Labor will result in greater satisfaction and cooperation on the part of both employees and employers, and will definitely ease the tension between employers and the Department of Labor.

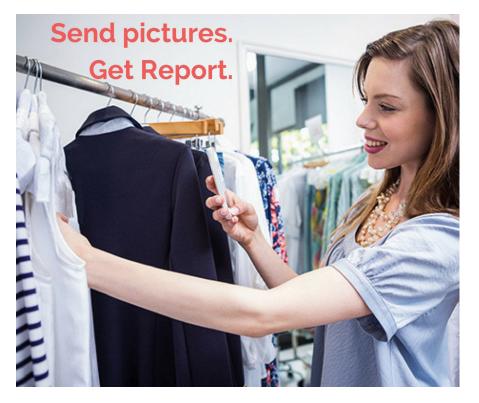
For example, the previous Department of Labor had issued a rule that would more than double the required minimum salary level for exempt employees, but a Texas judge came along at the midnight hour and issued a preliminary injunction, effectively blocking the regulation. The previous DOL website had a good deal of information, articles and essays about this increase, mostly making the point that "employees had been denied overtime" and this new

rule would get it for them. That's not true, of course, but that's how the DOL presented its case.

On the new DOL website, the question of an exempt salary level is nowhere to be found. Whether the minimum salary level for exempt employees ought to be raised is a question worthy of debate, but presenting the employers as conniving manipulators seems to me to be a poor messaging practice. The new website has lots of helpful information, presented in a positive and encouraging way. I particularly like the sections that include "Popular Topics" and the "Top 20 Most Requested Questions."

So, in our view, a previously provocative and antagonistic website has been changed into a cooperative and helpful one and in response I would say, "Well done, DOL."

So, if you have a question about management rights, the Department of Labor, or any other Human Resources Management issue, please call or email your Seay Management Consultant. We are always very glad to talk with you.



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## **HAPSITE Helps Combat Vapor Intrusion**

Written by Jeff Carnahan & Submitted By Steve Henshaw, President & CEO, EnviroForensics



A FEW YEARS AGO, THE SITE OF AN ABANDONED DRY CLEANER OR MANUFACTURER WAS PRETTY MUCH LEFT FOR DEAD, AS FAR AS FURTHER ECONOMIC DEVELOPMENT WAS CONCERNED. DOWNTOWNS AND NEIGHBORHOODS ON THE FRINGE OF CITY AND TOWN CENTERS ARE DOTTED WITH SUCH LOCATIONS.

These areas were left in the wake as economic developers moved farther out into the suburbs -- onto seemingly cleaner real estate -- leaving "rings" of abandoned property close to downtown.

Ever wonder why so many old industrial locations lie fallow, attracting debris and trouble, but not productive re-use? Simple economics dictate a path of least resistance, fair or not. It's easier to assume that these old properties are contaminated and its buildings are environmentally unsafe for occupation, than it is to spend time, effort and money to find out if harmful levels of contaminants actually exist. Even though these properties can often times be purchased for a deep discount due to the stigma they carry, most developers would rather not mess with them.

It is true that many old buildings, such as past drycleaners, are situated over the type of subsurface contamination that can cause toxic vapor to rise up into overlying buildings (this is called vapor intrusion). But that doesn't necessarily mean that these buildings can't be productively occupied while the cleanup is planned and implemented. In recent years, state, municipal and neighborhood economic redevelopment commissions and corporations have been reversing the trend of ignoring these old sites. In fact, many of the properties upon which these empty buildings sit may be already in early stages of the environmental cleanup process. However, environmental investigation and cleanup can take many years, leaving the buildings unoccupied and subject to further dilapidation.

#### WHAT DOES THE FUTURE HOLD?

There is good news; technology is improving for discovering if these old dry cleaning and manufacturing buildings are safe for immediate reuse. Advances in analytical instrumentation allow strategically-minded developers and the environmental engineering industry to steadily bring these old properties back to life. One key tool was initially developed for the U.S. military. It is a portable chemical identification system called the "HAPSITE microtrap concentrator." Commercial environmental engineering companies are now using it to locate, identify, and quantify

old chemicals -- even trace amounts down to one part per trillion. That's trillion with a "T." That's tiny! (A trillion is one million one millions. It would take over 31,000 years for one trillion seconds to tick off the clock!)

#### **BATTLING VAPOR INTRUSION CONCERNS**

The HAPSITE is a gas chromatograph/mass spectrometer. It's about the size of a carry-on suitcase and is the only one truly portable for easy application on location to find, identify and determine the quantity of toxic industrial chemicals that may be present in the building's air. The HAPSITE contains a small bed of absorbent material to trap volatile organic compounds (VOCs) from air samples over a period of 30 to 60 seconds. Airflow through the trap is then reversed, the air is heated and analyzed on the HAP-SITE's integral mass spectrometer. The result is unprecedented sensitivity for on-scene laboratory reporting, which allows for a very quick answer to the question of whether a building may be safely occupied for commercial or residential purposes. Or, if it is uninhabitable, the location and degree of contaminants that must be removed.

Our company is among the leaders in using the HAPSITE as part of an intensive vapor intrusion assessment process. The HAP-SITE alerts us instantly precisely where vapors may be entering

the indoor air. Cracks in floors and walls, floor drains, pipe chases, interior wall spaces and attics are among the most common culprits. With the use of this technology, operated by our in-house certified HAPSITE analyst, we are among those able to

"HAPSITE alerts us instantly precisely where vapors may be entering the indoor air"

provide real-time data and get down to fine detail so that we can effectively identify indoor air contaminants and then mitigate them. For example, we used the HAPSITE at a strip mall in Brownsburg to identify the precise location where vapors from subsurface contamination entered an unleased tenant space. Successfully analyzing the vapors and their source allowed for the space to be leased safely while remediation activities are ongoing.

This new development in finding and getting rid of old pollutants is a boon to commercial property owners, developers and urban officials who want to convert dangerous eyesores to safe, productive places for city neighborhood revitalization while environmental cleanup progresses beneath. Perhaps the greatest benefit is to people who live and work near former industrial locations, as they are able to gain pride in their recovering neighborhood and keep their eyes forward toward continued economic recovery.

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