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Third Annual Spring Management Conference a Tremendous Event



Mid-Atlantic Association of Clear

MAC'S THIRD ANNUAL SPRING LEADERSHIP CONFERENCE WAS A GREAT SUCCESS. THE PROGRAM WAS HELD ON MAY 5TH AND 6TH IN VIRGINIA BEACH AND FEA-TURED CAPTIVATING SPEAKERS AND A WEALTH OF INFOR-MATION TO IMPROVE YOUR BUSINESS.

"This was fantastic", observed MAC President,

Mike McKay. "The sessions were great. Mark Albrecht and Trudy Adams did a terrific job and really gave me some keen insight into ways I can improve my business. The networking opportunities were great, and their importance is often overlooked -- but greatly beneficial. It is really unfortunate for all the cleaners who desperately needed to hear these messages and didn't make the investment. They really missed out on an incredible opportunity."

"Motivating," summed up Norman Way of Puritan Cleaners. "I have sent my team the past couple years, but had been unable to attend myself. This was my first opportunity to join them, and I thought it was inspiring. It is a great event, well worth the investment of time and money, and I really got a great deal of value out of it-- as did my team. I will be back next year for sure. I really hope others who were considering it this year make a special effort to attend the next one."

TOP INDUSTRY SPEAKERS

Joining Keynote Speakers Mark Albrecht and Trudy Adams on the speaker slate were Hilda King, of the US Department of Labor, and MAC's Executive Director, Peter Blake. The over 25 attendees in the audience were guided through topics ranging from Managing and Motivating Employees, properly navigating the complex rules and regulations of wage Continued on page 5 MAY/JUNE 2019

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Getting Back to Work

HOPEFULLY AS YOU ARE READING THIS YOU ARE FRESH OFF YOUR TRIP TO THE CLEAN SHOW! LAST ISSUE I TALKED ABOUT THE IMPORTANCE OF EVENTS LIKE THIS AND THE NEED TO KEEP INVESTING IN YOUR BUSINESS.

Now that you are back at the plant it is time to take all that information you were able to soak in and get back to work. Don't delay -- and put things on the back burner as you get distracted by the day-to-day operations. If you are like me, when you attend these events, you spend your time getting re-energized, and exploring all the



Peter Blake, MAC Executive Director

ways you can improve your business. You probably have a list of things you are excited to get done and to begin using. You have all the best intentions to focus on building your business. But, like most of us, these intentions get pushed backwards as we are confronted with the realities of what we missed while gone.

Take some time and create a list of 5 things you want to implement. New ideas you want to incorporate, or new pieces of equipment you want to purchase and integrate into your operation. Make the list-- display it prominently and make a pledge to work through them,

What is on your list? E-mail it to me, I would love to see what you got from the Clean Show or any of the recent programs you may have attended. I would love some insight into what you, our members, find interesting and compelling. I will share some of these projects in future articles and will follow-up to see what kind of impact these changes have had on your business.

WHAT LIES AHEAD FOR MAC

MAC recently held its Board meeting in Virginia Beach during its annual Spring Leadership Conference, and it was a terrific meeting. At the meeting, the Board focussed on two key issues: Membership and Education. Actually, I believe the two go hand in hand. The Board and I are committed to getting out to visit more of the members in the coming months, and we will be setting up some membership "Meet & Greet" events in different areas of the region.

Initially we will be looking to host meetings in the Gaithersburg, MD area, Norfolk, VA and will be hosting the Board meeting in Cumberland, MD this fall. The programs are designed to offer members and potential members the opportunity to come out, network with each other and the association leadership. I am very excited about these events. I love the chance to get out and meet drycleaners from around the country and learn ways we can help you achieve the success you are looking for.

One of my key messages is: "Your Success is My Goal". In order to be more effective in achieving that goal is to hear from you... and to learn what challenges you are facing. Hope to see you at one of our events later in the year. Until then -- reach out and let me know what areas you may need help with!

Peter Blake

MAC Executive Director (617) 791-0128 **REGULATORY UPDATE...**

MAC Environmental Webinar a Great Success



MAC RECENTLY TEAMED UP WITH ENVIROFORENSICS TO HOST AN ENVIRONMENTAL WEBINAR ENTITLED "CLEANING-UP CONTAMINATION". THE PROGRAM WAS ALSO SPONSORED BY SEFA, CCA AND NEFA. WITH OVER 65 PEOPLE TUNING IN FROM AROUND THE COUNTRY -- THE PROGRAM WAS EXTREMELY SUCCESSFUL AND PAVES THE WAY FOR SIMILAR PRO-GRAMS IN THE FUTURE.

Jeff Carnahan and Dru Shields of EnviroForensics discussed what you can expect in a dry cleaner's environmental cleanup, emerging issues, available funding opportunities, and how to get yourself into the driver's seat. The program provided a proverbial road map for dry cleaners to address their environmental issues while minimizing out-of-pocket expenses. "I thought it was excellent", observed Peter Blake, MAC Executive Director, "Jeff and Dru were able to guide attendees through the myriad of issues revolving around contamination and potential clean-ups. They were able to proved those participating with guidelines, suggestions, and tips in preparing for future issues, and to help those that are currently involved in the process. One of the key issues discussed was funding mechanisms like historical insurance coverage, and clean-up funds in some areas."

"This can be a very scary time for cleaners", concluded Blake, "and they alleviated some of that fear, and gave them practical steps they can take to explore the process."

For those that missed the event, but would like to learn more, contact Peter Blake at the MAC Office: peter@macassociation.org.

ON THE HORIZON

Based on the success of this program, MAC will be developing more partnerships like this and will be looking to host more webinars in the future. MAC is already looking at developing programs with James Peuster of The Route Pro, and will be producing its own series of Marketing/Membership webinars.

If you are interested in any specific topics, please contact us at the MAC Office and let us know. We are always looking to help.

DLI UPDATE...

Next DLI Residence Classes Set for July



THE NEXT OFFER-ING OF THE DRY-**CLEANING** AND LAUNDRY INSTI-TUTE'S RESIDENT COURSES AT ITS SCHOOL OF DRY-TECH-CLEANING NOLOGY IN LAUREL, MD, IS SET TO TAKE PLACE FROM JULY 15 TO 19.

It will be a one-week Introductory to Drycleaning course, designed for newcomers with one year of production experience or less. It will be followed by a two-week Advanced Drycleaning course from July 22 to Aug. 2, as well.

In fact, both classes will run again later this year from Oct. 21 to 25 and then Oct. 28 to Nov. 8, respectively. A special solo offering of the introductory course has also been planned from Aug. 19 to 23.

"DLI remains the world leader in drycleaning technical training," offered MAC Executive Director Peter Blake, "and MAC members are extremely fortunate to have the school right in their backyard. The program is the best in the country. I hope MAC members realize the benefits the schools has for them. Member tuition for the Introductory Class starts at \$1195, Advanced Class is \$1,695, and if you take both programs together, members pay \$1,995. These are the basic Membership costs, and there are discounts for Silver and Gold Members.

Tuition for either course is free for Premier Members, which costs \$255 per month with an annual commitment and includes five free in-person class registrations, four free self-studies, three free certifications, the stain removal app and the Encyclopedia of Drycleaning app, 20 free garment analyses, two free Clean Show registrations, access to DLI's Effortless Web products and more.

Otherwise, non-members pay \$1,595 for the five-day introductory course or \$2,195 for the advanced. A discounted fee for non-members is available for those who take both classes together. The total cost is \$2,895 for non-members.

There may be scholarships available, anyone interested in invited to contact Melissa Wagner at DLI: 800-638-2627. For more information, visit DLI at www.dlionline.org.

LOOKING AHEAD

MAC is looking at developing its educational schedule, and is considering hosting weekend programs at DLI on pressing and stain removal. Would these programs be of interest? Reach out to Peter Blake and let us know if you would find these programs beneficial: peter@macassociation.org, 617-791-0128.



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MANAGEMENT CONFERENCE RECAP...

Continued from page 1

and hour, new and innovative ways to market your business, and deciphering the "Whys" behind delivering great customer service.

CREATING LEADERS & BUILDING A TEAM

Management Expert, Mark Albrecht, shared his experiences and knowledge of successfully motivating employees and cultivating leaders. Mark has a lifetime of experience in the industry having literally grown up in the industry.

Mark shared lessons of his early experiences as he worked in all phases of the industry. He demonstrated just how important all members of the team are -- and how every employee and manager should understand the critical nature of those relationships. Mark spent time on the team dynamic and the need to establish a culture of cohesiveness.

"Mark may be well known as a route development expert," observed Peter Blake, MAC Executive Director, "but his true experience and expertise is far more diverse. He is able to demonstrate ways to maximize your staff"s potential and to help businesses run more efficiently."

AVOIDING THE PITFALLS OF WAGE AND HOUR ISSUES

Hilda King, Enforcement Officer for the US Department of Labor, was on hand to share her experiences with small business and to highlight many of the most common issues she has run into. She highlighted ways to avoid conflicts and to make sure you are in compliance.

"This was a great session". offered Tom Williams, MAC Education Chair, "and one that everyone really needs to hear. There were more questions asked in this session then the last three years combined! That shows how important it is to know how to avoid issues. It also shows just how confusing this area can be."

King navigated through tough topics like salary vs. hourly criteria, compensation for workshops and added expectations, when overtime is required, and how to handle complaints.

"This is not a subject people really want to hear about," cautioned Blake, "but it is a subject that everyone needs to learn about. The more litigious society gets -- the more important it is to understand the guidelines and how you are effected by them."

USING ALL THE TOOLS IN YOUR TOOLBOX

MAC's Executive Director, Peter Blake, explored tools to effectively promote and run your business. He not only focussed on the "why" to using the tools --- but explored "how-to" use them effectively.

"In my experience, everyone has these great tools at their dispos-

al," offered Blake, "but rarely are they using them to their full potential. They don't realize how to put them to use, and how to effectively use them to improve their business and their bottom line. Unfortunately, it takes workshops like these to realize the power of the DLI Apps, Effortless Social Media, and some of the incredible marketing tools that we provide."

"WHAT'S THE WHY?"

On Sunday Morning, Trudy Adams led an interactive Workshop exploring "What's the Why?" The program was sponsored by Cleaner's Supply Company who also supplied all attendees with notebooks for the event.

"At all these conferences," explained Adams, "we hear how to give great service. People demonstrate examples of proven techniques to establishing an effective customer service program and promise. What we don't really talk about it the 'WHY' it is so important. I believe people are more effective when they understand the big picture and learn why things need to be done the prescribed way."

Trudy led participants through a series of exercises designed to demonstrate the need to have systems in place and training in place to make sure you are consistent in your customer service promise.

"This was the highlight of the program for me", offered Mike McKay. "Trudy is an excellent speaker, and her messages are always well targeted. She knows her subject and really helps you to understand the importance of the message. She capped off a terrific weekend of learning and business improvement!"

 Clockwise: Attendees networking over lunch, Trudy

(Clockwise: Attendees networking over lunch, Trudy Adams leads an interactive exercise in customer service, Mark Albrecht sharing his experience, and Trudy Adams leading the discussion)





Has Contamination Cracked Your Nest Egg? (Pt. 1)

Written By Jeff Carnahan, LPG President, EnviroForensics



AT THE THREAT OF MIX-ING METAPHORS RIGHT OUT OF THE GATE, I'D LIKE TO START THIS AR-TICLE BY REFERENCING A FABLE WE ALL KNOW; THAT OF THE ANT AND THE GRASSHOPPER.

While the care-free grasshopper chirped away and enjoyed times of plenty, the industrious and hard-working ant

busily labored to store food for winter. When readily available food became scarce as winter fell, the grasshopper starved but the clever ants remained well-fed from their stockpiles. I have met many dry cleaners throughout my career, and their work ethic and wisdom have consistently impressed me. Without fail, the hard work they've put into their business is intended to help build-up winter stores for lean times, their retirement, or to pass-on to their children. A lot of people refer to this as building a nest egg. Regardless of what you call it, the monetary value of the hard work, blood, sweat, and tears that you've invested in your business is held in the potential sales price of your business assets and potentially, your property.

THE GOOD OLD DAYS ARE OVER

During all the years of doing business, the fact that your future nest egg could be potentially devalued by an environmental contamination problem was probably not part of the equation. Decades ago, it didn't need to be. Back then, when businesses and properties were bought and sold, it wasn't standard practice to even consider the environmental condition of the land. As such, the value of the sale wasn't affected.

Today, however, nearly every commercial property and business acquisition involves a real estate and environmental due diligence process intended to specifically and thoroughly find out whether environmental contamination has occurred. The days of expecting someone to buy your business without determining if its value has been impacted by contamination, are gone.

Let's talk for a minute about the environmental assessment process during sales transactions, and then we can go over a couple of things that you can do to help yourself out and minimize the damage to your nest egg when the time to retire comes.

WHAT HAPPENED?

A short discussion about the environmental due diligence process was presented in my last two articles, How Clean is Clean Enough? Regulatory Closure vs. Environmental Cleanup, but I'll breakdown the process step-by-step. Back in the late 70s and 80s, a series of laws were passed by congress that put into place two major facts:

1. Certain chemicals were determined to be hazardous and had

to managed in specific ways; and

2. As a generator of wastes containing these certain hazardous chemicals, businesses or individuals would forever carry any associated liabilities resulting from these chemicals.

The laws were comprised primarily of the Resource Conservation and Recovery Act (RCRA) and the Comprehensive Environmental Response, Compensation and Liability Act (CERCLA). Some of you may remember these days because you had to manage your solvent waste differently and ramp-up your record keeping.

It may have even seemed unfair that the government was going to be holding you responsible for what contamination may have happened as a result of your business, or on your property, regardless of if you had anything to do with it. The fact is that RCRA and CERCLA ended up causing a standard of practice in the property and business transaction world that was intended to avoid those liabilities from being transferred along with what was being sold.

HOW IT WORKS THESE DAYS

When a business entity buys a property, if a series of environmental inquiries aren't performed properly, they could accidently be held responsible for contamination in accordance with CERCLA. If the inquiries are performed correctly, the buyer may qualify for an exemption from those CERCLA liabilities. The first inquiry that is needed is called a Phase I Environmental Site Assessment (ESA). The Phase I ESA needs to be performed by a qualified Environmental Professional (EP), like an environmental consultant. Your consultant will follow a specific set of due diligence standards to look at environmental records and databases to determine what the sale property has been used for in the past, and what has gone on at surrounding properties to see if those activities could potentially have impacted the sale property. They will also come do a site visit to walk around the property and buildings to see if any present operations may be potentially causing a problem. They'll also need to do an interview to ask some standard questions about knowledge of environmental issues, etc. If they do find something during this process, they may have to put in their report that a Recognized Environmental Condition (REC) has been identified. If a REC is identified during the Phase I ESA process, then there needs to be samples of soil, groundwater and/or vapor collected from the sale property to determine if an actual environmental release has occurred.

The subsurface investigation process is called the Phase II ESA. If an environmental release is identified at the property, there will be additional investigations to gather more data. There needs to be more data to gain insight into the potential cost of cleanup so that the buyer and seller of the property can start talking about how the price is impacted, or even if the buyer wants to still buy the property. The cost estimating process will also need to take into consideration that the cleanup would be performed in a state agency program so that a regulatory closure can be received afterward.

In part 2, we will discuss the challenge for drycleaners and ways you can preserve your nest egg!



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"It's My Favorite (insert garment here)"

Written By Norman Way, President of Puritan Cleaners and MAC Board Member



RECENTLY ATTENDED THE MAC SPRING LEAD-**ERSHIP CONFERENCE** THIS PAST MAY AND RE-ALLY ENJOYED THE EN-TIRE EXPERIENCE. IT WAS A FIRST CLASS CONFERENCE AND A TOP NOTCH LEARNING EXPE-RIENCE.

I value the team we have work-

ing at Puritan and had brought a number of them to the conference. Upon returning, I was so inspired from the conference I wrote to our team outlining some of the key concepts from the conference. I really thank MAC, the leadership of MAC, and all the speakers for providing me the motivation!

One of the things that really stuck with me was from Sundays exploration of Customer Service. It made me really think of the service we provide. The truth is we have a tremendously successful return rate for accepting-cleaning-returning garments. But, we are human and occasionally we make a mistake. And, doesn't it seem

that when we inform the client of our error that the odds are great that they make the garment out to be 'a special garment' or 'their favorite garment'? If you have been in our industry for more than a month, you have surely experienced this feedback. Perhaps, if you have been in the business a long time, you could think that it is almost cliche' that a client would make this statement.

During Trudy Adams' presentation, this subject came up in conversation and the reason we get this response so often became obvious - IT IS ONE OF THEIR FAVORITE GARMENTS! If they didn't really like it and if they didn't consider it special, chances are they would not have chosen to have it cared for by a drycleaner. And in our case, paid to have it cared for by a certified professional dry cleaner who has been selected as one of America's Best cleaners!

The reminder in our conversation that followed was clear - treat every garment and client interaction as special because it is! Caring in this manner helps us to ensure that we 'aim small, miss small'. So today, don't have another 'transaction' but provide an 'experience of trust' as you interact with your favorite people with their favorite garments!

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Green Earth Network Diverts More than 20,000 Pounds of Clothes from Landfills

Submitted by Aaron Newport, Green Earth Cleaning



GREENEARTH CLEANING CELE-BRATED ITS 20TH EARTH DAY AS GREEN AS EVER. IT SEEMED ONLY NATURAL TO LINK THE COMPANY'S 20TH ANNIVER-SARY WITH THE PLANET-LOVING HOLIDAY.

They accomplished

that connection in the form of a clothes drive benefiting Big Brothers Big Sisters as well as other regional nonprofits, which GreenEarth Cleaning President Tim Maxwell noted was well-suited to the brand's mission.

"Celebrating all that our planet provides us has been a fixture of GreenEarth Cleaning since the formation of our company 20 years ago," Maxwell said. "With the growing issues surrounding the disposal of waste associated with fast fashion, we felt that collecting clothing for charities fit our Network's focus on sustainable garment care."

A NATION-WIDE EFFORT

From Connecticut to Colorado to California, 140 affiliated retail locations opted in to the GreenEarth Cleaning 20th Anniversary Earth Day Clothes Drive for the month of April, racking up a combined donation amount of 20,000 pounds and counting—an average of 150 pounds per store. At the GreenEarth home office in Kansas City, Missouri, the team partnered with Big Brothers Big Sisters of Kansas City as well as local taproom Bier Station for a one-day clothes drive event of their own on April 20 to make up their contribution.

OXXO Care Cleaners, which boasts 45 franchises all exclusively using the GreenEarth Cleaning System, has been a GreenEarth Member since 2001. The two organizations' parallel goals both when it comes to quality care and environmental consciousness made OXXO's involvement in the clothes drive an easy decision.

"GreenEarth's development of a clean and safe silicone-based solvent for clothing was a perfect match for us. Together we care for human beings and for the environment," CEO Salomon Mishaan said. "Also similar to GreenEarth, OXXO is very active in the local communities in which we operate to help promote sustainability, so our participation in the recent clothing drive was logical."

A GREAT EFFORT FOR A GREAT CAUSE

Patricia Shaffer, owner of Shaffer Dry Cleaning & Laundry in Tucson, Arizona, works with Big Brothers Big Sisters of Southern Arizona year-round already, so she didn't even think twice about holding a clothes drive at her stores.

"Every day is Earth Day when you recycle your clothing at any of our nine locations," Shaffer said. "Good for the Earth and good for the kids—what could be better than that?"

Jim Gilligan of Snedicor's Cleaners in Howell and Brighton, Michigan, has the same philanthropic mentality as Shaffer. He collaborates with the LACASA Center every spring and fall to host Cinderella's Closet, which is set up as a boutique to offer low cost, gently worn gowns to high school girls, all proceeds benefiting the local nonprofit's initiatives to protect and advocate for survivors of child abuse, domestic violence and sexual assault. Jumping on board the collective effort for the Earth Day Clothes Drive and supporting LACASA again he viewed as a no-brainer.

"Participating in the GreenEarth Cleaning 20th Anniversary Earth Day Clothes Drive and collecting clothing for LACASA clients merged beautifully with our core values of helping the less fortunate in our community and caring for planet Earth," Gilligan said.

CLOTHES DRIVE PARTICIPANTS

Bridgestone Cleaners - Brooklyn, NY; Colonial Cleaners - Minneapolis, MN; Dry Cleaning Central - Winston-Salem, NC; Dry Cleaning Station - Owasso, OK; Dutch Girl Cleaners - Redlands, CA; Eagle Cleaners - Rochester, NY; El Dorado Cleaners - National City, CA; Fashion Cleaners - Omaha, NE; GreenEarth Cleaners - Castle Pines, CO; Greenest Cleaners 4U - San Jose, CA; Jones Cleaning Center - Fresno, CA; Lapels Dry Cleaning - AZ, CT, MA (42 locations); Martinizing Dry Cleaning - Royal Oak, MI; Martinizing Dry Cleaning - Santa Fe, NM; Martinizing Dry Cleaning - Wichita, KS; Oakwood Cleaners - Nashville and Hermitage, TN; OXXO Care Cleaners - CT, NJ, FL, TX (45 locations); Pratt Abbott Garment Care - Greater Portland, ME; Ray's Custom Cleaners - Fort Worth, TX; Revolution Cleaners - Denver, CO; Shaffer Dry Cleaning & Laundry - Tucson, AZ; Snedicor's Cleaners - Howell and Brighton, MI; Summit Cleaners - Briargate, CO; Swiss the Greener Dry Cleaners - Dallas, TX; Veribest Cleaners - San Diego, CA.

CLEANERS THAT CARE

Do you participate in similar programs? MAC would like to hear from other members who participate in Community Service Projects. Email Peter Blake at peter@macassociation.org and we may feature your event in future issues or on our website.

2019 MAC'S ALLIED TRADES...

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