

Staff News



Morgan Wins Apprenticeship Award

Morgan Collis received the 1st place award for his project in the ABC Skills Olympics. He completed his 3rd year apprenticeship training in March.



Morgan Plays Semi-Pro Soccer

Morgan Collis is playing semi-pro indoor soccer for the Winchester Impact Team. His team had a very good season. (After a rough start, losing 4 games in a row, the Impact rebounded to win their last 6 regular season games. Their loss to the Fredericksburg Generals in the championship game placed them in 2nd place for their inaugural year!!) He is seen here with his #1 fan, Aiden Darlington, with several fans from the family in the background.



Volunteering

Berniece, upper right, participated with the Lorensen for Judge team in the March for Babies on Saturday, April 26.

Minghini's General Contractors, Inc.
51 Trumpet Lane
Martinsburg, WV 25404-4889

The Trusted Name in Construction Since 1860

PRSRT STD
U.S. POSTAGE
PAID
GREENCASTLE, PA
PERMIT NO. 10



Ph: (304) 263-9988 • Fax: (304) 263-0109 • www.minghinis.com • WV 000056

Celebrating 20 Years of Construction Excellence!

BLUEPRINT for Progress

Give Life!

SUMMER 2008

CONSTRUCTION NEWS & INFORMATION FROM MINGHINI'S GENERAL CONTRACTORS, INC.

Looking Back and Planning Ahead



Craig and Berniece Collis, 20 years ago when they purchased the business.



Berniece with Morgan and Jacob as tots.



Minghini's first dump truck.



Craig reviewing the plans of one of the medical office buildings constructed by Minghini's.



Jacob and Craig are standing, Berniece and Morgan seated.



Robine Brining, Berniece Collis and Mary Colburn-Green, Charter members of Money Unlimited, women's investment club that Berniece founded.



ABC Award of Excellence Winner: CSX MARC Layover Facility, Martinsburg.



Berniece and Craig (far left) chat with Richard (Dick) W. Klein, PE, Chairman and CEO of Alpha Associates, Inc., Architects and Engineers and manager of the Martinsburg office.

Vision for the Future

Craig and Berniece are optimistic about the future of Minghini's and their family, as the two may be closely intertwined. Their two sons, Jacob (26) and Morgan (22), having spent summers working at the company, are pursuing careers in the Construction Industry. Currently, they are in the process of getting the specialized education and independent work experience that will prepare them to become management assets to the business. If they take the reins of the company in the future, Berniece and Craig are assured that Minghini's core values will succeed them.

Jacob graduated from the Pennsylvania College of Technology's four-year degree program with a B.S. in Construction Management and an AA in Independent Studies. Since graduation, he has been working as Project Engineer at Harkins Builders in Baltimore. Morgan attended Shepherd University and is now in his last year of the four-year Carpentry Apprenticeship Program offered by the National Center for Construction Education & Research in affiliation with the University of Florida. Classes are held at Associated Builders & Contractors of Cumberland Valley's new education facilities in Hagerstown, the Barr Construction Institute.

Editor's Insights

By Berniece Collis



Berniece Collis
Vice President

Reflections on a Family Business

If you had told me in my 20s when I was teaching middle school, that I'd be the VP of a family owned commercial construction company, I wouldn't have believed it. Yet for two decades now, I have helped my husband, Craig, develop and run this business. (My stepfather must have had visions of the future, because he had encouraged me to take mechanical drawing classes in high school. Of course, I rejected the thought of taking those courses because I was preparing for a career in teaching....not contracting...who would have thought his advice would have been so valuable to me now!!!!)

We treat our business as our extended family, and that's why we have enjoyed such a high degree of loyalty from our staff that now numbers 17. We have a trusted, reciprocal relationship with all our stakeholders. While we hold high expectations and encourage high standards from our staff, we also reward them with exceptional programs related to job skills training (the ABC Apprenticeship Program), not to mention competitive salary and benefits, like healthcare and retirement investments. Moreover, we take a genuine interest in their personal, professional, and family's well being. We are real sticklers for safety on the job not just to avoid workers compensation claims but because we care about our crew. They are our family and some of our employees, like Frosty Shepherd, Glenda Nisewarner, Pat Murphy, Stanley Newcomb, Charlie Newcomb and Kenny Besaw have been **trusted employees and friends for 20 years**. Craig actually worked on jobs with Frosty, Pat and Danny Caton when Mr. Minghini owned the company.

We extend our Family Oriented Corporate Culture to our subcontractors, suppliers and associates as well. It may sound old-fashioned, but The Golden Rule really does govern how we do business. That's why we understand how important it is to exceed our customers' expectations for timely, reliable and responsive work. That's why it's important to pay people when they expect it – or earlier. Most of the companies who provide services to us are

small businesses just like Minghini's.

A little courtesy goes a long way in this and any other kind of business. Especially in this day and age when everyone is stressed and rushed and distracted by a million things. Everything from easy credit to emails and cell phones add to our desire for instant gratification and make us forget that we are all in the same boat with similar needs and desires, starting with the need to be respected.

Above all, Craig and I give the LORD the praise for not only sending work when we need it, but for putting people into our lives that have impacted our way of living, loving and doing business. With HIM all things are possible.

In closing, Craig and I would like to thank all of you (you know who you are) for your support, kindness and consideration to Minghini's General Contractors Inc. and us personally during the past 20 years. It has been our pleasure to know you and work with you, and if the next generation of Collises (Jacob and Morgan) should take over the reins of this business, we feel confident that in the future you can expect a similar Family Oriented Corporate Culture from the business.

Our sons have experienced how we do business and how we "do" family; they have received a good education in the Construction Industry – by working in many jobs in our company, by observing their father and the crew, by attending top colleges and universities, and by holding responsible positions with other construction companies to experience other best practices. Whether it's work or family, the principals are one and the same:

Treat people honorably and respectfully; Expect super performance of yourself and others; Put the other person first; And last, but not least, deliver more than you promise. Follow this philosophy and the rewards come naturally (and they are much more than financial!). ■



Many of Minghini's customers, subs, suppliers, and associates want to take this opportunity to say **Thank You** to Craig and Berniece Collis and their skilled team of employees. The married couple purchased Minghini's 20 years ago and have re-energized the 147-year old company and instilled quality throughout. Today as in 1860, the Minghini's company name denotes excellence – not just because of its industry awards, but also because the company adds value to its projects, builds trusted relationships, and honors its commitments. Minghini's management has done a wonderful job of constructing remarkable buildings in our community and also in "paying it forward" through devoted community service. We wish the Collises many more years of business success.



Craig and Berniece Collis, Owners

For more about the Minghini's success story, see www.minghinis.com.

- Air-Flow Sheet Metal Co., Inc., Martinsburg, WV
- A to Z Financial Services Donald Abrecht, C.P.A., Frederick, MD
- Ameriprise-Wes Mumm, Frederick, MD
- Antietam Metals, Hagerstown, MD
- Berkeley Glass Ltd., Martinsburg, WV
- Berkeley Paint & Decorating, Martinsburg, WV
- Fridinger-Ritchie Company, Hagerstown, MD
- Graphics Universal, Inc., Greencastle, PA
- HGP Windows & Doors, Hagerstown, Cumberland, Deep Creek Lake, MD
- Heibing Lipp Ltd. Architects Engineers, Charles Town, WV
- H.D. Cain, Inc., Martinsburg, WV
- Heritage Roofing, Inc., Martinsburg, WV
- Innerspace Floor to Ceiling, Hagerstown, MD/Martinsburg, WV
- Kitchen & Baths Unlimited, Martinsburg, WV
- Kirby's Custom Concrete, LLC, Martinsburg, WV
- LeScrub Janitorial Services, Martinsburg, WV
- LDH Electric, Martinsburg, WV
- Marketing Solutions Inc., New Brunswick, CAN
- Martin Millwork, Mercersburg, PA
- Master Masonry, Martinsburg, WV
- Miller Electric, Martinsburg, WV
- Moreland's Plumbing, Inc., Bunker Hill, WV
- Potomac Construction Industries, Martinsburg, WV
- Potomac Portable Restrooms & Septic Service LLC, Shepherdstown, WV
- Standard Acoustical of Hagerstown, MD
- Tischer Surety, Hagerstown, MD

Customers' Comments...

Congratulations on 20 years of being one of the most recognized and successful businesses in the Eastern Panhandle.
- John Beatty, Senior V.P. & City Executive, BSBT, Martinsburg

Minghini's has been a good company to work with - flexible and cooperative - even on items not in the contract.
- David Temple, Superintendent Morgan County Schools, Berkeley Springs

Most people wouldn't retain a contractor to build a 2.2 million dollar office building without a contract, but our confidence in Minghini's transcends business convention. We totally trust Minghini's and feel perfectly comfortable with this kind of relationship.
- Fred Kerns, Vice President/Treasurer Smallwood & Small Insurance, Martinsburg

Minghini's and their subcontractors were a joy to work with. They have built a high quality building for us which complements the high quality service we provide to our clients. They were also very accommodating to our needs throughout the process, which again is how we treat our clients. I am proud to have Minghini's as the builder for our Foxcroft office.
- Tim Probst, President MVB, Martinsburg

Congratulations! I have enjoyed working with Minghini's here at Jefferson Memorial Hospital. They are very professional and responsive to our needs.
- Rick Randall, Facility Manager Jefferson Memorial Hospital

Having Minghini's as your contractor is very reassuring - especially if you have never managed construction before. They did a fantastic job on our building and Craig is calm, on-the-ball whenever put my mind at ease. Minghini's looked out for our best interests and I would recommend the company to anyone, anytime!
- Lisa Bivens, Administrator, Panhandle Home Health, Martinsburg

Minghini's is an outstanding business. Not only has this company provided good jobs and created many beautiful buildings in the Eastern Panhandle, but its organizational culture is also one in which the employees invest their time, talent and treasure into our community. This leadership comes from the philosophy and ethics of Owners Berniece and Craig Collis. I am sure Minghini's will continue to occupy a leadership position in our business community for many years to come.
- Tina Combs, Executive Director Martinsburg Berkeley County Chamber of Commerce

MINGHINI'S
Tel: (304) 263-9988
51 Trumpet Lane,
Martinsburg, WV 25404
www.minghinis.com

Newspaper ad organized and paid for by subs, suppliers and associates of Minghini's.

Customer Profile



Lisa Bivens, Administrator
Panhandle Home Health
Irbivens@panhandlehomehealth.org
263-5680 X107

Panhandle Home Health (PHH) is a private non-profit charitable organization. It provides medically directed (involving a physician) home health services in the three Eastern Panhandle counties. The organization's services include:

skilled nursing, physical therapy, occupational therapy, speech therapy, registered dietician assistance, medical social work and home health aides (assisting in patients' homes). PHH has been working in the area for 32 years and it is a United Way agency.

Lisa Bivens joined PHH 24 years ago starting off her career there as a staff nurse. She loves seeing the patients in the home and making a difference in their lives, enabling them to live independently, and teaching caregivers how to take care of loved ones at home. Lisa says it is a very rewarding career. Then for several years she was the Home Health Intake Coordinator at City Hospital for PHH. In this position her responsibility was to work with the Social Workers to ease the transition for patients from hospital to home. Later she became PHH's Assistant Director of Clinical Services for 15 years. In 2006 when Debbie Henry retired, Lisa became the Administrator at PHH.

States Lisa, "All our staff has a lot of longevity here. They love what we do and are all really good people who think alike about our role. Everyone at PHH wants to make a difference in the community and believes totally in our mission."

Minghini's constructed PHH's new 7,500 sq. ft. office facility on Old Mill Road. Lisa observes, "Craig was very skilled in knowing what our needs were and ensuring they were met. He advised me and helped me to understand the process. I felt so confident in his capability and it gave me comfort just knowing he was the General Contractor. I knew he would take care of our organization and we are thrilled with the result. He gave me such personal service, and he made me feel I was his only customer." ■

20 Years

NEW & EXCITING PROJECTS

COMPLETED! Construction of the Panhandle Home Health Center, Martinsburg

STARTED! Construction of Rocs Station on Moler Avenue, Martinsburg for Roach Energy

STARTED! New Medical Office Building for Dr. Ernesto Agbayani, Martinsburg

COMPLETED! Crestwood Manor, Martinsburg