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BAYLINE

January 2019



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Bayline Magazine is published monthly in the interests of all segments of the apartment industry. Opinions expressed are those of the authors and do not reflect the opinion of the Bay Area Apartment Association unless specifically stated as such. We invite the contribution of articles or information that would be of interest to the multifamily housing industry.

Editor: Nena Gang (staff@baaahq.org);

Graphic Design: Sandy Cox (saundracox@verizon.net); Photos: DaveMoorePhoto.com (727) 323-5077

Dues, contributions or gifts to the Bay Area Apartment Association are not deductible as charitable contributions. For federal tax purposes, however, such dues, contributions or gifts may be deductible under other sections of the Internal Revenue Code. Please consult your tax advisor.



Heading to Tally

By Robert Griffiths, BAAA Government Activities Director

BAAA will be heading to Tallahassee on February 5th and 6th for the Florida Apartment Association Legislative Conference. Please plan to be part of our delegation as we talk to our legislators about key issues that will or could affect our industry. It is very important that we have managers, owners and on site team members visit with our elected officials so that our members can share actual stories that involve issues that may harm or benefit the communities and the residents we represent.

BAAA represents 12 Florida counties and there will be both newly elected and seasoned law makers that we need to educate about our association and the many changes taking place in the multifamily rental industry.

For More Information about the 2019 FAA Conference which will be held at Hotel Duval in Tallahassee, please contact Rona Long at FAA for all the details. Call (407-960-2910) or email rona@faahq.org. Register online at <https://www.faahq.org/events/2019> legislative conference.

Please go to www.baaahq.org and

click on the Advocacy tab then use the Contact your Legislator to find your representative to learn more about the person who will be representing you in Tallahassee and what they are supporting or opposing in the coming session. If you can't attend the Legislative Conference, take a few minutes to share your concerns about any issues you feel are important to you, especially if your representative is newly elected for the first time.

Once the session begins in March, the more you know about proposed legislation, the better prepared you will be to make good decisions about issues that will impact you, your company and your residents. Please welcome both our new Governor Ron DeSantis and Senator Rick Scott to their respective positions and offer to work with them on housing issues that are critical to our residents and owners. A quick e-mail will be noted and remembered once they are settled in to their new positions and can find their way around more easily.

Reflecting back on the November General Election... Two months after American voters elected more than a

dozen history making House candidates newly re elected House Speaker Nancy Pelosi swore them in alongside their fellow House members.

The 116th Congress has broken historic barriers becoming the most diverse Congress in history, boasting the largest number of female members ever, with more than 100 women serving in the U.S. House alone. The swearing-in ceremony ushered in a number of individual historic firsts during the proceedings.

Rep. Ilhan Omar (D Minn.) and Rep. Rashida Tlaib (D Mich.) became the first Muslim women in Congress along with Rep. Sharice Davids (D Kan.) and Rep. Deb Haaland (D NM.), who are the first Native American women in the U.S. Congress, which has comprised more than 10,000 people since the late 1800s. At age 28, Rep. Alexandria Ocasio Cortez (D NY.), became the youngest woman ever elected to Congress.

Source information compiled in part from the Huffington Post. •



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It's a New Year... Take A Walk...You Could Save A Lot

The Christmas decorations are barely put away and the Valentine's Day hearts are already out, what's a hard working Maintenance Team to do? Well, one thing that could be a real great money saver is to just take a clip board and your crew for a little property stroll around the buildings, the workshop, the stairways, garages if you have them and all the common areas.

Always remember Rule #1. Better Safe than Sorry! Invest a couple of hours to make sure everything on your property is in good working order. You don't have to do everything in one day, but the sooner you start, the quicker you'll finish and can move on to other projects... like repairing some of the problems you discover on your walkabout.

If you have enough "people power"

on site to break up into teams, the whole process will go faster; if not, go as fast as you can, but don't rush, just to get "it" done. That's a guaranteed lose, lose proposition.

This list won't touch on everything you need to inspect, but it should catch the majority of things you need to check out. If you have an iPad or lap top you can use, you might save time as you take notes when you complete your visual inspections. Invite your manager or owner to join you if you can. Ready, let's do this.

Structural inspections are necessary to assure the safety of your residents as well protect the on-site team as they verify the integrity of your balconies, patios and stairwells, noting metal fatigue, corrosion, wood rot, insect infestation and stucco or slab deterioration. Pay attention to anchors, bolts, rails and treads. Don't forget you are required to inspect and renew your balcony certificates every three years. Remember, in Florida, water intrusion can be a problem on frame construction if it penetrates into resident's apartments.

Repair costs can be minimized corrected as soon as they are found. Your owner could face expensive potential life safety issues, costly corrections that must be brought to current

code standards and other insurance and financial risk hazards.

Garages, carports and enclosed storage areas are also vulnerable to deterioration, vermin and enclosed fire issues depending on the type of construction methods. Whether frame, structural steel or concrete, watch for water intrusion and the effects of humidity and heat transfer on carport roofing Be sure to inspect any on-site work shop facilities, golf cart charging stations, cook out/picnic areas, dog walk/clean up areas, dumpster and compactor sites for damage or potential life safety issues.

Don't forget to evaluate the condition of your roofs noting potential damage to shingles, tiles or flat roof sealers plus any areas of concern including old, equipment working or inoperable. Note the need for tree trimming or removal if there is potential for roof damage caused by lightning or rain/storm damage. Also be mindful of potential fire hazards on the roof and if you have accessible attic spaces, inspect them to make sure that all fire stops are properly sealed and any breaches are repaired to discourage fire spread.

Once you've completed this part of the inspection process, you can schedule time for another walking tour to inspect, any pond, lake, swimming pool, spa and fitness center buildings including your landscape and irrigation systems. If you do the things we've covered today, you will have a great head start on making this year a pro-active experience and being able to help your team accomplish more with less time spent fixing preventable "do-overs"! Report any serious issues immediately to your manager or owner for immediate attention. •



BAAA TAKES TALLAHASSEE

at the FAA Legislative Conference



FEBRUARY 5 & 6, 2019

FAA Host Hotel: Hotel Duval
888-236-2427 Rate: \$179

BAAA Optional Hotel: Candlewood Suites
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- 1** Register for the conference at: faahq.org/events/2019-legislative-conference & pay \$95 registration fee. (Includes the legislative briefing & APAC reception.)
- 2** RSVP with BAAA at: baaahq.org/events/2019-faa-legislative-conference for legislative appointment pairings.
- 3** Find a friend and carpool to the conference!



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Diversity Awareness at Home, Work and in Our Community

PART ONE

While we are fortunate enough to have the most diverse-centric generations in history, there is still much that needs to be done to achieve a level of tolerance and acceptance that will guide us today and into the future.

In the coming months, we will look at how to increase our understanding of diversity by identifying and clarifying what diversity is and how it interacts

honest communication and enthusiastic participation.

This can only be accomplished when everyone involved at every level can commit to making change a necessary component when needed and that change often drives not always winning, but by valuing our differences by being open minded to alternatives and compromise.

or organization programs intended to promote diversity in schools

2 : an instance of being composed of differing elements or qualities : an instance of being diverse a diversity of opinion

Cambridge Dictionary

diversity noun

The condition or fact of being different or varied; variety; genetic/biological diversity, a wide diversity of opinion/ideas



Diversity can also be defined as all characteristics and experiences that define each of us as individuals. A common misconception about diversity is that it only pertains to certain persons or groups, when in fact, exactly the opposite is true.

Diversity can include Race, Ethnicity, Gender, Age, Religion, Disability, and Sexual orientation. A truly diverse workplace aims to create an inclusive culture that values and uses the talents of all its employees.

with our daily lives, our workplace and our relationship with our community, our leadership and our relationship with other countries who may have significantly different cultures that are unknown or misunderstood by what we perceive to be the norm.

Now, we will begin by attempting to define the word “diversity.” See the definitions below.

WHAT IS THE DEFINITION OF THE WORD ‘DIVERSITY?’

Merriam-Webster

diversity noun

1 : the condition of having or being composed of differing elements : variety especially : the inclusion of different types of people (such as people of different races or cultures) in a group

Next month, we’ll take a look at learning more about your personal self awareness of diversity and your comfort level with family and friends. In the meantime, think about your own culture and how it affects you when dealing with social media, negative or positive reports about other cultures and your own reactions to issues that concern you personally.

Excerpted in part with thanks from Valuing Diversity www.gov.pe.ca. •

One of the many objectives when we conclude this series is to better appreciate our individual sense of diversity and how to better interact with others and develop a sustainable workplace culture built on mutual respect, open and

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- ◆ Bathtubs
- ◆ Doors/ Baseboard

References

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New Year's Resolutions That Will Work For You

2019 can be the year that those resolutions you've made in the last few days really are goals you can stick with and accomplish in the coming months. Before you start to give up before this first week is even over, consider trying a different approach to end up where you want to be in the next sixty to ninety days. You may be tempted to aim as high as you can when setting goals. It is also important that you don't feel like a failure if you don't reach all of your goals.

Start with your top two priorities. Whether it's to lose weight, exercise more, learn how to program your new laptop or to spend time with your family, pick just two things that are important to you. After you master one of the goals, you can add to the list of things you want to accomplish. The point here is to make the two priorities a habit that

you will embrace and make a permanent part of your lifestyle.

Write down those two items and then find a friend or partner to share the experience with as you begin the journey to making your two designated priorities happen. You can encourage each other on good days and bad – you don't have to have the same goals as long as both of you are committed to achieving the results you are working toward.

Stay focused. No matter how motivated you think you are don't lose sight of those two things you are working for – keep track of your progress and don't obsess over whether you're ahead or behind schedule or keeping pace with someone else's idea of your progress. If you feel that you are not giving your best, ask your team partner to share their

observations about how you are doing and do the same for them. Work to make any corrections or changes to your priority list and then get back on track.

Reward yourself along the way as you reach a milestone or master one of your key priorities. Reaching your goals will take time and work – share those moments and treat yourself every time you reach one.

Regardless of what your goals are, begin by setting yourself up for success. By taking the time to set those first two priorities, you're giving yourself the best possible launching pad, whether your goals are personal or professional. As you master one goal, add a new one to your list. Believe in yourself – trying your best is what really matters. That's an accomplishment in itself. •

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Updated Voluntary Window Covering Safety Standard Takes Effect: Go Cordless!

WASHINGTON, D.C. – Stock window coverings sold in stores or online should be cordless or free of accessible cords to meet a revised voluntary safety standard that took effect on December 15, 2018. “The new standard is the result of years of collaboration among the Window Covering Manufacturers Association (WCMA), industry, the safety community and the U.S. Consumer Product Safety Commission (CPSC). As older window coverings are replaced with these cordless products, I expect a significant reduction in strangulations of young children,” said CPSC Acting Chairman Ann Marie Buerkle.

WHAT ARE THE REQUIREMENTS OF THE UPDATED VOLUNTARY STANDARD?

Earlier this year, the American National Standards Institute (ANSI) approved an updated window covering safety standard, ANSI/WCMA A100 2018, which now requires that stock or substantially fabricated window coverings be cordless or have inaccessible cords or short cords (eight inches or less) in any position of the window covering.

The standard also has restrictions for corded custom order window cov-

erings, such as a specific default length and default to a tilt wand instead of a tilt cord. The standard also provides for more robust warning tags that emphasize the strangulation hazard.

CPSC worked with WCMA, retailers, manufacturers, test labs, and various safety advocates to make the updated standard a reality.

“I expect compliance with the voluntary standard based on the stakeholder involvement in its revision. I also appreciate WCMA’s agreement to begin addressing the remaining hazards associated with custom window coverings, by convening the first meeting of stakeholders to discuss the issues on January 23, 2019,” Buerkle added.

SAFETY TIPS

For consumers who still have corded blinds, CPSC urges them to replace their corded blinds with cordless, particularly in homes where children live or visit. Until then, consumers with corded blinds should follow these safety tips:

- Move all cribs, beds, furniture and toys away from windows and window cords.
- Make tasseled pull cords as short as possible.
- Keep all window cords well out of the reach of children. Eliminate any dangling cords.
- Permanently anchor continuous looped bead chains and cords to the floor or wall.

For more info, check out [CPSC’s Window Covering Safety Education Center](#).

Dollars & Cents Update

- Florida’s minimum hourly wage rate increased to \$8.46 an hour and to at least \$5.44 an hour for tipped employees effective January 1st. The new minimum wage is a .21¢ an hour increase from \$8.25 per hour in 2018 and \$8.10 in 2017.
- Hillsborough County voters approved a 1.5 percent sales tax increase effective January 1st for Public Schools property improvements and to improving public transit, roads and bridges. Combined, the increases make Hillsborough County’s sales tax the highest in the state of Florida at 8.5%.
- Polk County voters also approved a half cent sales tax increase raising their sales tax rate to 7.0%.

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Who is Moving In, Moving Out, and Moving On!



United Van Lines recently published its 42nd Annual National Movers Study, which tracks customers' state-to-state migration patterns over the past year, and, like other surveys of its kind, shows that Americans are headed south and west, but not to California. More residents moved out of New Jersey than any other state in 2018, with 66.8% of New Jersey moves being outbound. The study also found that the state with the highest percentage of inbound migration was Vermont (72.6%).

States in the Mountain West and Pacific West regions, continue to increase in popularity for inbound moves. Several southern states also experienced high percentages of inbound migration, with United Van Lines noting that the top reasons for moving south include job changes and retirement. In the Northeast, an outbound moving trend continued for the fourth straight year. Midwestern states saw high outbound relocations as well.

"As the nation's largest household goods mover, our study allows us to identify the most and least popular states for residential relocation throughout the country, year after year," said Eily Cummings, Director of Corporate

2018 TOP FIVE INBOUND STATES
1. Vermont
2. Oregon
3. Idaho
4. Nevada
5. Arizona
2018 TOP FIVE OUTBOUND STATE
1. New Jersey
2. Illinois
3. Connecticut
4. New York
5. Kansas

Communications at United Van Lines. "These findings accurately reflect not only where Americans are moving to and from, but also the reasons why."

Since 1977, United Van Lines has annually tracked migration patterns on a state-by-state basis. The 2018 study is based on household moves handled by United within the 48 contiguous states and Washington, D.C. and ranks states based on the inbound and outbound percentages of total moves in each state.

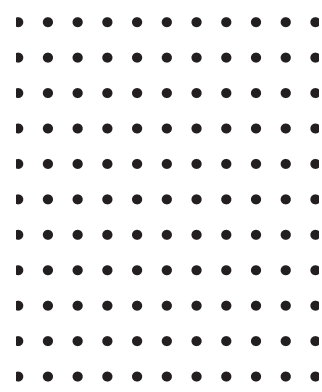
The National Movers Study reveals the business data of inbound and outbound moves from 2018. United Van

Lines also conducts a survey to find out more about the reasons behind these moves. A leading motivation behind these migration patterns across all regions is a career change, which showed that approximately one out of every two people who moved in the past year moved for a new job or company transfer.

Other reasons for the high percentage of moves in 2018 included retirement, proximity to family and lifestyle change. "The data collected by United Van Lines aligns with longer-term migration patterns to southern and western states, trends driven by factors like job growth, lower costs of living, state budgetary challenges and more temperate climates," said Michael Stoll, economist and professor in the Department of Public Policy at the University of California, Los Angeles. "Unlike a few decades ago, retirees are leaving California, instead choosing other states in the Pacific West and Mountain West. We're also seeing young professionals migrating to vibrant, metropolitan economies, like Washington, D.C. and Seattle."

Resource text and data excerpted with thanks from www.builderonline.com and the 2018 United Van Lines Study.

2018 FLORIDA PRIMARY REASONS FOR MOVING		
InBound Total: 55.6%		OutBound Total 44.4%
38.54%	Retirement	10.68%
5.68%	Health	7.35%
13.37%	Family	30.31%
18.60%	Lifestyle	12.74%
34.43%	Job	42.82%



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- Kwikset Key Control Deadbolt Test
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- Race Car Competition

You must compete in all challenges, plus enter a car in the race car competition to be able to qualify for a spot in the National Championship.

Event Schedule:

- Car check-in opens: 5:00 p.m.
- Registration for Guests: 5:30 p.m.
- Practice time: 5:30 - 6:00 p.m. Check out all the games!
- Competition begins: 6:15 p.m.
- Buffet 6:30 p.m.
- Awards Presentation at end of competition

Cost: \$45 Members, \$55 Non-members, Free for Competitors
(Competitors must complete at least 5 of the 8 games to qualify for free admission and dinner)

To receive Competitor's Registration Packet, visit BAAAHQ.org/maintenance-mania or email Andrew@BAAAHQ.org.
Registration date for participants to complete all forms is 2/8/19.
Participants **MUST** be a member of BAAA in good standing in order to compete. To join BAAA, please call 813-882-0222.

MAINTENANCE MANIA!®

BAAA Event Information

DATE: Thursday, February 21, 2019

PLACE: The Coliseum, 535 4th Ave N, St. Petersburg, FL 33701

TIME: 5:30pm Registration, 6:15pm Competition Begins, 6:30pm Buffet

COST: \$45 Members, \$55 Non-Members, Free for Competitors

(Competitors must complete at least 5 of the 8 games to qualify for free admission and dinner)

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<p>Silver Sponsor \$600.00</p>	<ul style="list-style-type: none"> • Acknowledgment on all printed material relevant to the event • One free admission to Maintenance Mania Event • Sponsorship signage at the event • Recognition from the podium during the event • Assist with judging
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<p>Parking Sponsor \$200.00</p>	<ul style="list-style-type: none"> • Acknowledgment on all printed material relevant to the event • Sponsorship signage in parking lots and inside event



GOLF OUTING

THURSDAY | MARCH 21, 2019

NEWMONTH! SAME EVENT WITH HALF THE HEAT!



TOPGOLF

Topgolf | 10690 Palm River Road | Tampa, FL 33619

11am to 12pm - Registration • 12pm to 4pm - Golf, Networking, Lunch & Awards

\$135 Per Player Members • \$780 Bay for 6 Members

Includes: Golf, Prizes, Hosted Bar, Gourmet Lunch and Awards Presentation



Golf skills are NOT REQUIRED to have fun!

The event you can't afford to miss with
300+ industry peers in attendance.

**PHASE 1
PRICING
ENDS
FEB 22!**

Corporate Sponsors

**YOUR
LOGO
HERE**

**JANUARY 19
DIAMONDS &
PEARLS GALA
GOLD MEDALLION
AWARDS**

6:30pm to 12:00am
Hilton Tampa Downtown
3rd Floor, Bayshore Ballroom
211 North Tampa Street
Tampa, FL 33602
\$100 before 12/14/18
\$125 until 1/2/19
\$150 until 1/9/19

Join us for professional networking and reception followed by the Gold Medallion Awards presentation. The evening ends with an After Party featuring a one hour open bar and music.

**JANUARY 24
BOARD OF DIRECTORS
MEETING**

4:30 to 5:45pm
Tampa Housing Authority
5301 West Cypress Street
Tampa, FL 33607

**FEBRUARY 5 & 6
FAA LEGISLATIVE
CONFERENCE**

See the flyer on page 7.
Register at www.baaahq.org

**FEBRUARY 12, 13 & 14
CERTIFIED APARTMENT
MAINTENANCE
TECHNICIAN (CAMT)**

8:00am to 4:30pm
Chadwell Supply
2nd Floor Training Room
5115 Joanne Kearney Boulevard
Tampa, FL 33619-8602
Registration/Payment Deadline:
January 21
Debra DeSmidt debra@baaahq.org
\$889 Members
\$1089 Non-Members

**FEBRUARY 12 & 13
CAMPUSCONNEX**

9:00am to 5:00pm
Omni Resort at ChampionsGate
1500 Masters Boulevard
Four Corners, FL 33896-5312

Day 1: Everyone's Together – Spend the day with everyone in the same room at CampusConnex Lab as you're guided throughout the day by our emcee, Curt Steinhorst. Here you'll focus on industry challenges and experience a mix of TED-style talks and collaborative, roundtable discussions. You won't go 20 minutes without interacting with other attendees!

Day 2: Offers both breakout sessions and other learning opportunities like Open Space Series. Network with industry peers and partners in the NAA Exposition and new Business Exchange as well as during Speed Networking.

For a limited time, save \$50 on your registration by using promo code NEWYEAR19. Register at: www.naahq.org/ccx19

**FEBRUARY 21
MAINTENANCE MANIA
COMPETITION & DINNER**

5:30pm to 9:00pm
The Coliseum
535 4th Avenue North
St Petersburg, FL 33701

5:30pm Registration
6:15pm Competition Begins
6:30pm Buffet
\$45 Members, \$55 Non-Members,
Free for Competitors
(Competitors must complete at least 5 of the 8 games to qualify for free admission and dinner)

EDUCATION & EVENTS

**FEBRUARY 26
MORNING
"MEET & LEARN"
POLK COUNTY**

8:30am to 10:30am
Location TBD
FREE Event
Attendees MUST REGISTER
to receive certificate/CEC's

BAAA's Monthly Education & Networking Meeting for ALL Community Site-staff and Management companies. Invite your comps and get to know your peers!

We WELCOME all Non-member Communities too! (Vendors MUST be a SPONSOR to attend)

2019 SCHEDULE:
March 26 - Bradenton/Sarasota
April 23 - Pinellas
NO May/June/August
July 23 - Polk
September 24 - Brandon/Riverview
October - Pinellas

**FEBRUARY 28
BOARD OF DIRECTORS
MEETING**

4:30 to 5:45pm
Tampa Housing Authority
5301 West Cypress Street
Tampa, FL 33607

You can register for any event at www.BAAAhq.org

Members must log in to the website to receive member pricing.

Reservations and cancellations accepted up to 48 hours before event. No shows and non-cancelled reservations will be invoiced.

CALENDAR

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

JANUARY

JANUARY 1

New Year's Day

BAAA Offices will be Closed

JANUARY 19

Diamonds & Pearls Gala

Gold Medallion Awards

6:30pm to 12:00am @ Hilton Tampa Downtown

JANUARY 21

Dr. Martin Luther King, Jr. Day

JANUARY 24

Board of Directors Meeting

4:30 to 5:45pm @ Tampa Housing Authority

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28		

FEBRUARY

FEBRUARY 5 & 6

FAA Legislative Conference

in Tallahassee, FL

FEBRUARY 12 & 13

CampusConnex

9:00am to 5:00pm @ Omni Resort at ChampionsGate

FEBRUARY 12, 13 & 14

Certified Apartment Maintenance Technician (CAMT)

8:00am to 4:30pm @ Chadwell Supply

FEBRUARY 14

Valentine's Day

FEBRUARY 21

Maintenance Mania Competition & Dinner

5:30pm to 9:00pm @ The Coliseum

FEBRUARY 26

Morning "Meet & Learn" Polk County

8:30 to 10:30am @ Location TBD

FEBRUARY 28

Board of Directors Meeting

4:30 to 5:45pm @ Tampa Housing Authority

**You can register for any event at www.BAAAhq.org
Members must log in to the website to receive member pricing.**



Diamonds & Pearls Gala

**Celebrating 30 Years!
GOLD MEDALLION AWARDS**

SATURDAY, JANUARY 19, 2019

6:30PM TO 12:00AM

Hilton Tampa Downtown

3rd Floor, Bayshore Ballroom

211 North Tampa Street

Tampa, Florida 33602

Requested Attire: Formal, Accenting Diamonds & Pearls

The Gold Medallion Awards program recognizes the
“Best of the Best” in the multi-family housing industry.

The event begins with professional networking and reception
followed by the presentation of awards in multiple categories.

The evening ends with an After Party featuring a one hour open bar and music.

Nominations open on September 4th, close on December 14th.

Ticket price per person is as follows and includes reserved seating:

 **\$100 per person before December 14th, ticket will be mailed**

 **\$125 until January 2nd, ticket will be mailed**

 **\$150 until January 9th, ticket will be available at will call**

Visit www.theGMAs.com to register for this priceless event!

ADVERTISING IN BAYLINE

Monthly Cost:

Fourth Page B/W

Non-Member Price: \$155

Member Price: \$125

Fourth Page Color

Non-Member Price: \$255

Member Price: \$175

Full Page B/W

Non-Member Price: \$350

Member Price: \$250

Full Page Color

Non-Member Price: \$450

Member Price: \$385

Half Page Horizontal

B/W Non-Member Price: \$200

Member Price: \$175

Half Page Horizontal Color

Non-Member Price: \$300

Member Price: \$225

Half Page Vertical B/W

Non-Member Price: \$225

Member Price: \$200

Half Page Vertical Color

Non-Member Price: \$325

Member Price: \$250

Third Page Vertical B/W

Non-Member Price: \$180

Member Price: \$150

Third Page Vertical Color

Non-Member Price: \$280

Member Price: \$200

*For more advertising info call
BAAA at 813-882-0222 or
go to www.BAAAHQ.org*

ADVERTISERS

Ally Turnkey Company	5
Elite Painting & Waterproofing, Inc.	9
FDOH/HCAFA	11
Rose Paving	13
Switch Electric	2

For ad info call BAAA at 813-882-0222.

BAAA WEBSITE

**Have you created an account on our website?
Get the most out of your membership!**

With your login, you will be able to:

- Register for events and classes
- Update your profile information to include a photo, bio and other marketing details
- Track event attendance
- View/Pay company invoices
- And, much more!

In order to create your new login, please complete the steps below.

1. Visit <https://www.baaahq.org/login>
2. Click "Create an Account"
3. Agree to the Terms and Conditions
4. Enter your email and select a password.
(You can also choose to login using your Facebook or Google+)
5. You may be prompted for contact information.
If so, enter it and click "Complete Registration."

*If you need help, call
BAAA at 813-882-022*



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HOW DO YOU MEASURE UP?



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