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“The Three Rules of Work

1. Out of clutter, find simplicity.
2. From discord, find harmony.
3. In the middle of difficulty lies opportunity.

Attributed to Albert Einstein”

theLEAFLET

MAKING IT OFFICIAL: NATURAL BIODIVERSITY, INC.

Announcement And Call For Founding Board Of Directors

By Kristin Sewak, Director, Natural Biodiversity

I am pleased to announce the upcoming formation of Natural Biodiversity, the 501(c)3 non-profit corporation. You may wonder what is going on – Natural Biodiversity already exists. You are right, effectively. During the last decade, Natural Biodiversity staff, volunteers and partners have certainly been busy building programs, striving for excellence, getting work done on-the-ground, and engaging our citizenry.

But one thing is missing...a home, the 501(c)3 non-profit organization. As the first step, we need to form a quality board of directors who will work with staff and partners to guide the organization. Generally, we are looking for a board of directors who will collectively fulfill these roles and responsibilities for the Natural Biodiversity organization:

- Ensure fiscal and legal fitness
- Contribute to our financial health
- Support the Executive Director
- Serve as spokespersons and ambassadors
- Attend regular board meetings
- Serve on at least one focus committee

We need a diversity of people who will collectively provide strength to Natural Biodiversity through their:

- Dedication to land restoration
- Business expertise & entrepreneurial spirit
- Connection to community, stakeholder & philanthropic groups
- Recognition of the potential challenges associated with service on a founding board
- Flexibility and patience needed to overcome obstacles presented

The Founding Board of Directors will be gifted a 10-year old program of established successes and model management, one with a unique niche and much potential. However, this body will be expected to work for the betterment and evolution of the current effort, setting a new tone that will propel Natural Biodiversity toward long-term success.

If you would like to apply to serve on our founding board of directors, or would like to nominate someone you feel would serve well in this capacity, please send the following information to me at ksewak@naturalbiodiversity.org by October 30, 2009:

- Name of Board Applicant / Phone Number / Email Address
- Name and Contact Information of Nominating Party (if different from Applicant)
- In 300 words or less, please tell the Nominating Committee how the Applicant would be an asset to Natural Biodiversity's Founding Board of Directors

**If nominating someone other than yourself, please let us know whether this person is aware of the nomination. You will be identified as the nominating party.*

The Natural Biodiversity Founding Board of Directors Nominating Committee is comprised of a combination of current Natural Biodiversity program steering committee members and staff. The Committee will interview nominees in November and then make its final selection of about 7 board members, based on issues of board balance and the strategic needs of the organization. There are currently no official geographic constraints to Natural Biodiversity's focus area, therefore potential board members may apply from any location.

NATURAL BIODIVERSITY STAFF

KRISTIN SEWAK, DIRECTOR

Kristin is a graduate of the University of Pittsburgh at Johnstown, where she earned a Bachelor of Science in Biology, Terrestrial Ecology option. She served two years in AmeriCorps with the Conemaugh Valley Conservancy in Johnstown, and consulted with the Juniata Clean Water Partnership on the creation of DCNR greenway feasibility studies. In 2000, Kristin and partners founded Natural Biodiversity in response to citizen disdain for invasive species in Kiski-Conemaugh riparian areas, which became apparent within the Rivers Conservation Plan completed in 1999. "She also serves on the Stonycreek-Conemaugh River Improvement Project (SCRIP) and National Association of Exotic Pest Plant Councils boards of directors, Kristin is President of the Mid-Atlantic Invasive Plant Council and a member of the Penn Highlands Community College Science Advisory Committee. Kristin was the recipient of Roaring Run Watershed Association's 2007 Environmentalist of the Year Award. She is married to David Sewak, and the couple has three young children, Aedan, Cassidy and Sage. She enjoys spending time with her family and her Siberian husky Sequoia, walking, hiking, cross-country skiing, and snowshoeing.



natural amenities. In her free time Meghan enjoys hiking, kayaking, rock climbing and skiing.

DOUGLAS BERI JR., PROJECTS MANAGER

Doug is a graduate of Pennsylvania Highlands Community College where he earned his Associates of Applied Science Degree in Environmental Technology and received the Environmental Technology Program Award. As a start to his professional career, Doug interned with Natural Biodiversity during the summer of 2006. He then became one of Natural Biodiversity's National Wildlife Federation AmeriCorps members where he drafted the initial concepts and ideas for Beyond the Schoolhouse, a local school based outdoor classroom program. During his term of service, Doug provided over 400 hours of volunteer service to Natural Biodiversity, which earned him the 2007 Volunteer of the Year Award. Doug then became an AmeriCorps member for the Kiski-Conemaugh Stream Team serving as their Habitat Enhancement Coordinator, while continuing his involvement with Natural Biodiversity. Doug is an avid outdoorsman who enjoys hiking, whitewater rafting, kayaking, canoeing, horseback riding, and gardening. In his spare time, he also paints and takes photographs of nature.



MEGHAN KERR, ASSISTANT DIRECTOR

Meghan is a graduate of the University of Pittsburgh with a Bachelor of Arts in Environmental Studies and a Certificate in Geographic Information Systems. She served as an AmeriCorps member with the Pennsylvania Environmental Council in 2007-2008 where she worked with community groups and state government to support conservation projects and coordinated the Youghiogheny River of the Year Sojourn. As an AmeriCorps member with Natural Biodiversity in 2006-2007, she coordinated invasive plant field assessments, worked with volunteers and on outreach activities such as Outdoor Heritage and school programs focused on conservation. Meghan has also worked as an activity leader for Venture Outdoors and at Kayak Pittsburgh, helping people to enjoy the region's rich



ANDREW WICKS, ENVIRONMENTAL OUTREACH COORDINATOR

Andrew is 22 years old and has been working with Natural Biodiversity since January. He attends the University of Pittsburgh at Johnstown where he has nearly completed a degree in Environmental Studies and minors in both Biology and Geography. So far, he has organized Habitat Stewards trainings and a service-learning project, participated in various Beyond the Schoolhouse events, and travelled throughout the Kiski-Conemaugh and Juniata watersheds doing field assessments for invasive plants. In August, Andrew became Natural Biodiversity's new AmeriCorps volunteer and will remain with NB for the next year. Andrew enjoys bird watching, kayaking, hiking, reading, and playing board games in his spare time.



DIRECTORY

Kristin Sewak,
Director
ksewak@naturalbiodiversity.org

Meghan Kerr,
Assistant Director
mkerr@naturalbiodiversity.org

Douglas Beri Jr.,
Projects Manager
dberi@naturalbiodiversity.org

Andrew Wicks,
Environmental Outreach
Coordinator
awicks@naturalbiodiversity.org

NATURAL BIODIVERSITY
501 15th Street
Suite B
Windber, PA 15963

PHONE: 814-509-6036
FAX: 814-509-6049

ADAM MILLER, PENN HIGHLANDS COMMUNITY COLLEGE INTERN

Adam is currently finishing his Environmental Technology degree from Pennsylvania Highlands Community College. He plans to further his education by getting a Bachelors Degree in Biology. Adam's hobbies include hunting, fishing, canoeing and biking.



SUMMER 2009 INTERNS WHO HAVE DEPARTED NATURAL BIODIVERSITY

JANEL HUFFMAN, INVASIVE PROJECTS COORDINATOR

Janel was an intern at Natural Biodiversity in the summer of 2009. Her position at Natural Biodiversity was Invasive Projects Coordinator, for which she did field work and helped with the Juniata Cooperative Weed Management Area (JCWMA). She is 21 years old and is currently working toward a Bachelors degree in Plant Biology at Penn State University. Her hometown is Punxsutawney, PA. She wanted to work at Natural Biodiversity because she

enjoys working with plants and wildlife and giving back to the community. After she graduates from Penn State she would like to get her masters in either botany or plant biology. Janel enjoys playing tennis, hanging out with friends, hiking, reading, and drawing.

JEFF MCCULLOUGH, INVASIVE PROJECTS COORDINATOR

Jeff is currently a senior at the University of Pittsburgh in Johnstown majoring in Terrestrial Ecology (Biology). He is 21 years old and lives in Indiana, PA. During the second half of summer 2009, he interned with for Natural Biodiversity as an Invasive Projects Coordinator. Some of the projects that he has been involved in include a survey of invasive locations in the central and western areas of Pennsylvania, a prioritized list of invasive species in the state, and various management plans for private land owners that need help controlling invasive plants. In his spare time, Jeff enjoys disc golf, playing video games, football, paintball, and many other outdoor activities. Upon graduation, he hopes to get a job very similar to the position he has held over the summer or to go

on to achieve his masters in biology at IUP.

HANNAH CLEMENSON, OUTREACH COORDINATOR

Hannah is a sophomore at American University where she has a double major in Political Science and Communications, Law, Economics and Government (CLEG). She was Natural Biodiversity's Outreach Coordinator for the summer of 2009 where she reached out to the community, media, and politicians through many different mediums, as well worked on fundraising efforts, Early Decision and Rapid Response (EDRR), and JCWMA. Hannah also works for the Johnstown Area Heritage Association and enjoys reading, skiing, swimming, traveling and shopping during the little bit of free time she has. She is unsure of her exact plans after graduation.

Natural Biodiversity staff meet Representative John P. Murtha at the Mid-Atlantic Invasive Plant Conference on August 11th at the University of Pittsburgh at Johnstown. Front row, from left: Meghan Kerr, Kristin Sewak, Janel Huffman, Hannah Clemenson. Back row, from left: Jeff McCollough Andrew Wicks, Congressman John Murtha, and Doug Beri, Jr.



Staff pose for a picture before a hot summer day of field work at the Foundation for Pennsylvania Watersheds' demonstration project site. From left to right: Meghan Kerr, Jeff McCollough, Andrew Wicks, Hannah Clemenson, Doug Beri Jr., Kristin Sewak



If you would like to find out more information about Natural Biodiversity and our current projects and programs, please refer to our website at www.naturalbiodiversity.org.

Past accomplishments can be located in our downloadable annual reports on our website at www.naturalbiodiversity.org/annualreport



Natural Biodiversity's Kids' Patch provides children with an online learning experience. It is a "microsite" within Natural Biodiversity's primary website that targets elementary students, teachers, and parents. Here, children can learn information about invasive plants and wildlife habitats, take the Eco-Challenge, or color Suzi's Habitat. Teachers can access sources for online curricula and other learning resources; and parents can learn about ways to get their families outdoors. In addition, this website provides links to other fun sites where kids can learn, play games, do artwork and crafts, and read stories that will help them to understand and enjoy nature! Go to www.naturalbiodiversity.org/kids to access the site.

ROOTS OF NATURAL BIODIVERSITY

As you take a walk through a forest in Pennsylvania, you expect to see a diversity of different plants, some with intricate flowers being pollinated by native bees and butterflies and others providing shelter for small mammals, amphibians, and reptiles. This is what we grew up with, this is what we know, and this is what we cherish.

Unfortunately, these native habitats are constantly being threatened by the spread of exotic invasive species. An invasive weed species, according to the National Invasive Species Council (NISC), is an alien species whose introduction does or is likely to cause economic or environmental harm or harm to humans.

Realizing that invasive plants are destroying our natural areas and degrading the recreational value of our cherished land, the Kiski-Conemaugh River Basin Alliance formed Natural Biodiversity in the year 2000 to work at controlling the spread of invasive species.

For nine years, Natural Biodiversity has been conducting invasive species control work in the Kiski-Conemaugh River Basin. In 2004, Natural Biodiversity became an official partner of the National Wildlife Federation (NWF) through their Habitat Stewards™ Host program, because it was determined that in order to prevent invasives from reestablishing in controlled areas, native vegetation needed to be planted. Also in 2004, Natural Biodiversity branched out geographically, adding the Juniata Watershed as an additional focus area. Since then, Natural Biodiversity has continued to expand its focus, filling a unique niche: Land stewardship.

Currently, Natural Biodiversity maintains a core network of dozens of partners, hundreds of volunteers, and countless sponsors from across the Appalachians and the United States. This immense support has allowed Natural Biodiversity to grow and expand while continuing to meet its mission; to conserve the native diversity of plants and animals within the ecosystem of south-central and southwestern Pennsylvania by nurturing harmonious interactions between the natural populations and communities.

So far in 2009, Natural Biodiversity has accomplished a lot including these highlights:

- Organized the 2009 Outdoor Heritage Event, including Outdoor Adventures
- Launched a new website for Outdoor Heritage, www.ohmonth.com
- Assessed over 100 sites for the presence or absence of invasive plant species as part of a new Early Detection and Rapid Response initiative
- Trained a new corps of Habitat Steward™ volunteers
- Initiated the formation of a Cooperative Weed Management Area for the Juniata Watershed
- Completed the Phase I planting for the Reitz #1 abandoned mine drainage treatment site in Central City.
- Partnered with Recreational Equipment, Inc. to host a National Trails Day service-learning project along the proposed Pike-to-Bike trail in Breezewood.

CONSERVATION CONNECTION

A plant physiologist working for the USDA Crop Systems and Global Change lab is working on the correlation between invasive species and climate change. Lewis H. Ziska is looking into the way that global warming and other environmental concerns are affecting invasive species through climate change and elevated levels of carbon dioxide. His experiments are testing how increased levels of carbon dioxide affect plant growth and gene characteristics, allowing for invasive or non-invasive species to achieve a better advantage over other plants. Ziska is also researching how the climate changes created by human activity are enabling invasive species to take over natural parks around the United States. A final trend being monitored by Lewis Ziska is the way that invasive species are taking over many natural species, and ultimately changing the overall environment that surrounds the newly established species. Global climate change may be affected by the infestation of invasive species, and may likewise be contributing to the spread of aggressive non-native species.

**note: special thanks to Lewis H. Ziska for providing information regarding his research.*

BIODIVERSITY BATTLE: INVASIVE VS. NATIVE

INVASIVE PLANT: MULTIFLORA ROSE (*Rosa multiflora*)

Multiflora Rose is a perennial shrub that can reach a height of 15 feet. It has curved stems and leaves that are divided into five to eleven toothed leaflets. This plant produces white to pink flowers, which are in bloom from May to June. It is found in pastures, roadsides and forests. It can live in a wide range of soil and loves to be in sunny areas with well-drained soils. It reproduces both by seeds and by vegetative means. Multiflora Rose is extremely aggressive and can form thickets that choke out native plant species. It was introduced from Japan in 1886 as rootstock for cultivated roses. It was also encouraged by the U.S. Soil Conservation Service in the 1930's to help stop soil erosion.



NATIVE PLANT: CLIMBING PRAIRIE ROSE (*Rosa setigera*)

Climbing Prairie Rose is a perennial shrub that can reach a height of 15 feet. It has alternate compound leaves, which usually consist of 3 leaflets. It blooms from May to June. It reproduces both by seeds and by vegetative means. It is found around woodland borders and clearings, fencerows, abandoned pastures, and disturbed areas. This native rose can be distinguished from the Multiflora Rose by the lack of comb-like hairs at the base of its compound leaves.



ANNOUNCEMENTS

NATURAL BIODIVERSITY HAS MOVED!

Effective September 1st, 2009, Natural Biodiversity's new office is located at 501 15th Street, Suite B, Windber, PA 15963. Our phone number is 814-509-6036 and fax number is 814-509-6049.

WE WANT TO KNOW WHAT YOU THINK.

A survey is online for all who participated in any of Natural Biodiversity's 2009 volunteer endeavors, including Outdoor Adventures, Habitat Stewards, Service Learning, or any project committees. It only takes a few minutes to complete and can be accessed at www.naturalbiodiversity.org/getinvolved."

NATURAL BIODIVERSITY IS EVERYWHERE!

Natural Biodiversity has created Facebook®, MySpace®, and Principals for Change GreenSpaces pages. Check out our profiles and become our friend or fan to be updated about events and news. For links to each site, visit www.naturalbiodiversity.org.

Facebook is a registered trademark of Facebook, Inc.

DONATE TO NATURAL BIODIVERSITY... FOR FREE.

Natural Biodiversity has created an iGive and iSearchiGive account. Sign up at iGive.com/bio and donate every time you search the web or shop online.



iGive.com®
Change online shopping for good.

NATURAL BIODIVERSITY RECEIVED TWO GRANTS.

Natural Biodiversity received an \$18,000 grant from the Foundation for Pennsylvania Watersheds (www.pennsylvaniawatersheds.org) to enhance invasive plant early detection and response within the Juniata River drainage and to develop a demonstration site for invasive plant control and native habitat management practices. Natural Biodiversity also received a \$32,363 grant from the Pennsylvania Department of Conservation and Natural Resources Wild Resource Conservation Program (www.dcnr.state.pa.us/wrcf) to create an educational supplement for Pennsylvania schools about the environmental and habitat concerns caused by invasive plants.

HOW DO YOU WANT TO RECEIVE THE LEAFLET NEXT TIME?

the Leaflet will be produced two or three times a year as an update to members, partners and volunteers and will be followed by our longer Annual Report, which is produced within the first quarter of each year.

Do you love receiving the Leaflet and our Annual Report in your mailbox, or would you prefer to receive it via email? Because we realize that some people prefer a printed version of their news – they would print these products before reading them - but also that we should make wise use of our resources, these products are available either way. To change how you receive the Leaflet and our Annual Report, simply email nbd_staff@naturalbiodiversity.org, following the instructions below:

Because we are a non-profit environmental organization, we will greatly appreciate all those who choose to save us money - and some trees too - by receiving our products digitally.

- To do so, simply send us a message with the subject "Subscribe digitally", using the desired receiving email address.
- To receive hard copies of our products via traditional U.S. mail, use the subject "Subscribe by mail" and be sure to include your mailing address.
- To unsubscribe entirely, use the subject "Unsubscribe" and include your name.

ANNOUNCEMENTS *Continued from previous page*



PA CORPORATIONS: RECEIVE TAX CREDITS FOR YOUR OUTDOOR ADVENTURES DONATIONS

Natural Biodiversity and the Community Foundation for the Alleghenies (www.cfalleghenies.org) have received approval from the PA Department of Community and Economic Development for Outdoor Adventures (www.ohmonth.com) to become a PA educational investment tax credit project. Corporate donors can now receive tax credits for donating. In addition, a new fund is being created for Natural Biodiversity and Outdoor Adventures donations through the Community Foundation for the Alleghenies.

THREE NEW STAFF MEMBERS JOIN THE NATURAL BIODIVERSITY TEAM.

Meghan Kerr is our new Assistant Director. She had previously served as one of our AmeriCorps members. Welcome back, Meghan! Andrew Wicks is our new AmeriCorps member and has been with Natural Biodiversity since January as an intern. We're glad that Andrew is staying on board for the next year! Last, but not least, Adam Miller has joined our team as an intern from Penn Highlands Community College."

NEW CONSERVATION SERVICES

Natural Biodiversity Conservation Services offers exceptional land management techniques to corporations that, in turn, help to support civic land restoration atop public sites such as rail-trails, recreational parks, and schools.

Natural Biodiversity specializes in land restoration and enhancements, in one word, stewardship. Our services focus on and develop exceptional management practices, topping today's best practices through the application of terrestrial ecology and field-testing.

Income generated by Natural Biodiversity Conservation Services is applied to our civic projects, thereby healing our degraded lands and communities, and toward exceptional management research, continually finding new avenues to enhance stewardship.

Because our specialties lie with natural invasive plant control and native plantings, we seek to expand business partnerships, referrals, and collaborations that will grow the most effective land stewardship services. Currently, we offer the following services:

Invasive Plant Management Services

- Inventory
- Management Prioritization
- Prevention Strategies
- Early Detection and Rapid Response
- Integrated and Nature Based Solutions
- Native Plant Competition Installations Native Planting Services
- Inventory, Goal Creation, and Site Plans
- Invasive Plant Competition Plantings
- Ecological Restoration Design
- Energy Savings
- Wildlife Habitat Restoration
- Storm Water, Riparian, and Steep Slope Erosion Control Installations

Contact Director Kristin Sewak for fee schedule or for more information: 814-509-6036 or ksewak@naturalbiodiversity.org.

USDA "Q-37" COMMENT PERIOD OPEN UNTIL OCTOBER 21ST

Make your voice heard on the proposed strengthening of "Q-37", which entails the incorporation of pre-screening and pest risk analysis into international plant import approval decisions. For more information, see www.cal-ipc.org/policy/federal/Q37.php.

ANNOUNCEMENTS *Continued from previous page*

NATURAL BIODIVERSITY INTRODUCES A RAIN BARREL PROGRAM

Did you know that one inch of rain fall on a 1,000 foot surface will yield approximately 500 gallons of soft, untreated rain water that is cost and carbon free? You can use rain water to water your garden or lawn, wash off vehicles or tools, bathe pets, and much more.

Harvesting this water is easy- just set up a rain barrel under your downspout and start collecting! With your rain barrel, you will save money, chemicals, water, and energy.

The Natural Biodiversity Rain Barrel program is an education and outreach effort, an initiative to reduce our water consumption, and a fundraiser to support our stewardship projects.

Rain barrels can cost hundreds of dollars each, but Natural Biodiversity is selling them for as little as \$60! You can choose from different colors and one of a kind native plant designs.

Natural Biodiversity recycled 40 Pepsi barrels to create unique rain barrels that will sell quickly so get yours today to start saving money and resources and support conservation in your region.



Natural Biodiversity Staff and Habitat Stewards™ trainees work hard to make rain barrels.

NATURAL BIODIVERSITY IS GEOCACHING!

Have you ever gone exploring the outdoors with your hand held GPS unit? Geocaching, a high-tech treasure hunting game, is played by using your GPS device to locate hidden containers, called geocaches, outdoors all over the world. Natural Biodiversity has decided to bring geocaching into its mix of education and outreach activities! We plan to send invasives back to their country of origin! How you ask? We've created a series of invasive travel bugs, which are small flashcards portraying different invasive species. Each has a tracking number, so participants can know where the species has been and where it needs to go. All of Natural Biodiversity's travel bugs, or travel "plants" are aiming to go home, to their country of origin. All you have to do is log on to www.geocaching.com, create a profile, and start geocaching! If you find our cache, go online to log your visit and take an invasive exotic species closer to home!



Projects Manager Doug Beri and friends geocaching!

CALENDAR OF EVENTS

See www.naturalbiodiversity.org for details as they develop.

SERVICE LEARNING PROJECT

Location: Lower Trail, Waterstreet Entrance
When: October 17, 2009

ANNUAL NATURAL BIODIVERSITY GATHERING: A HAUNTED OPEN HOUSE

Location: Windber Coal Heritage Center (our new offices),
501 15th Street, Windber, PA 15963.
When: October 22, 2009, 5pm



OUTDOOR HERITAGE MONTH 2010

Location: Pennsylvania's Allegheny Mountains
When: April, 2010

OUTDOOR ADVENTURES 2010

Location: Summer's Best Two Weeks @ the Que
When: May 6-7, 2010

NATURAL BIODIVERSITY NEEDS YOUR SUPPORT!

Support Natural Biodiversity by donating today! Clip the form on this page and send it to Westsylvania Heritage Corp.: Biodiversity P.O. Box 835 Duncansville, PA 16635.

THANK YOU TO THESE RECENT DONORS:

Anthony's Tax Service
Ron Boyer and Liz McDowell
Paul M. Brown
Mike Burk
American Eagle Screen Printing and Embroidery
Mike and Laura Jackson
Allegheny Ridge Corporation
Mike Kuzmin
John Linkes
Jerry Seitz
Violet Sewak
Ellen Singleton and Richard Burkert
Saint Francis University
Somerset County Conservancy

YES! I'D LIKE TO DONATE TO BIODIVERSITY!

In 2008, Natural Biodiversity **surveyed** 129 sites, **weeded** six sites, **planted** 1,600 plants, **planned** six native planting projects, and **educated** 6,000 people, all made possible by your **support!**



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www.naturalbiodiversity.org
Kristin Sewak,
Founder and Director
ksewak@naturalbiodiversity.org

Name/Organization: _____

Desired Recognition List as above Other: _____

Address: _____

Email: _____ Telephone: _____

Donation Amount: \$25 \$50 \$100 \$250 \$500 \$1000 Other: \$ _____

T-shirt Size (For donations high than \$50): XS S M L XL

Date: _____ Check Number: _____

Please make checks payable to: Westsylvania Heritage Corporation: Biodiversity



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If you're in need of cost-effective printing, email them at: US589@alphagraphics.com.



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