

March/April 2020

BUILDING CENTRAL FLORIDA



PROJECT PROFILE: Hyatt Regency Grand Cypress Expansion

INSIDE

**Effective Date nears for
New Mobile Elevating Work
Platform Safety Standards**

**Construction Tech Trends to
Watch in 2020**

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COVER STORY Hyatt Regency Grand Cypress Expansion

About Our Cover Hoar Construction LLC



Hoar Construction recently completed the 57,000 square foot expansion of the Hyatt Regency Grand Cypress convention center, including a 25,000 square foot ballroom and 32,000 square foot expansion of event, pre-function, and back of house space.

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President's Letter

BY: MARK WYLIE, CFC ABC PRESIDENT & CEO



As many of you might have heard at the January annual membership kick-off meeting, 2019 was a terrific year for the chapter. There was strong membership growth and continued engagement in

chapter meetings and educational services.

I think 2020 will also be another banner year for ABC, which is a great way for me to finish my 34 years with this organization – on top!

For several years, I have been discussing with the Board of Directors my plan to retire at the end of 2020. Having worked for ABC since 1983, and this chapter since 1986, I have seen many other chapters go through leadership change. Some have been orderly and the transition smooth, and others have been sudden and chaotic with disastrous results. My intention here is that the transition to a new president in Central Florida will be one of the smoothest and most orderly ever in the history of ABC.

How are we doing? The chapter has experienced record membership retention for the past several years. Thanks to many new members coming on last year, the ABC membership growth trajectory is heading in the right direction, finishing 2019 with 428 members.

The Chapter has a solid history of well-supported meetings and events, as well as professional and appealing publications. There are over 60 companies participating in the VIP sponsorship program, making it possible to offer many ABC programs free to attend.

The chapter's finances are rock solid, as well. ABC owns its office building (the mortgage was paid off in 2011) and is fully leased out on the first floor. The organization's cash position will help it weather the next economic downturn.

Nancy Wray, who came to work here in 1986 also, will continue her role as vice president and chief operating officer. Her experience leading the staff and flagship events – like Excellence in Construction, the Construction Expo and education services – will continue.

Under 2020 chapter chairman Ben Goodin's leadership, a transition/search committee has been formed. Joining him are the 1997 chapter chair (and now the 2020

National ABC Chair) Tim Keating, chapter vice chairs Michael Parks and Roy Burkett, and immediate past chair Brian Prebenda.

This committee will work with National ABC to conduct a nationwide search for candidates later this year, with a goal of having someone on board in the fourth quarter.

While the organization has accomplished huge objectives in the past three decades, there is much more to be done. As the reader may be aware, the Democrat-majority U.S. House of Representatives recently passed the "Pro Act," a major victory Democrats promised to their union friends. Among other things, it would eliminate right-to-work laws that exist in over 25 states like Florida and make union organizing much harder to fight. The Pro Act will be stopped in the Republican-controlled Senate, and President Trump vowed to veto it if it ever got to the White House. The point is that while Organized Labor is now at historic lows in the workforce, it is not defeated and always looking for an opening.

On the positive side, in Tallahassee ABC's lobbying team is pushing hard to reduce the retention on public works from 10% to 5%, and close to getting it done! They are also championing a bill to raise the cap on continuing government contracts from \$2M to \$4M, something that will benefit many ABC contractors.

I look forward to more good news to report in coming issues of Building Central Florida and hope to visit with you in the coming weeks and months at ABC's events and meetings. I am very grateful for the opportunity to work for merit shop contractors in Central Florida and look forward to a bright future for the chapter. ■

Mark P. Wylie



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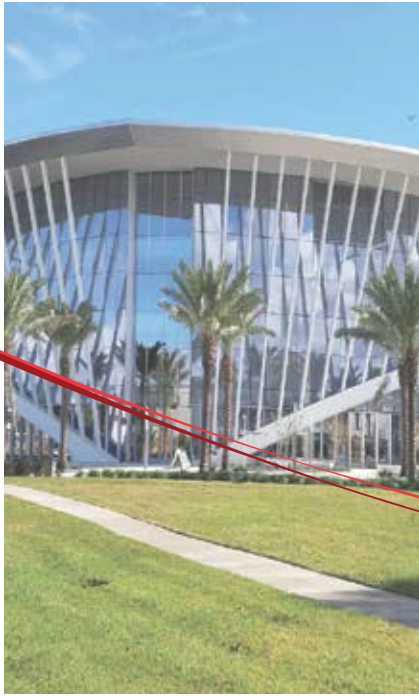
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Builders' Breakfast

December 4, 2019

December's first of two Builders' Breakfasts hosted Brian Rabitaille, Development Manager for Tavistock Development Company, who presented on the Lake Nona Fairfield Inn Project. With an estimated construction start date of April 2020, the new 139,000 SF Fairfield Inn project will consist of a lobby, fitness center, meeting space, dining hall, pool and 247 rooms. Planned construction will be hollow core plank & CMU block and will include a central chiller plant. ■

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Kick Off Party

January 15, 2020

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Builders' Breakfast Kick Off

January 30, 2020

Over 90 CFC ABC members gathered to hear the Associations plans for 2020 and meet the current Board of Directors. After welcoming the crowd and leading the pledge of allegiance, Chairman of the Board, Ben Goodin, Baker Concrete Construction, explained why ABC exists. "ABC exists to protect your rights, help develop your people, help members win work and deliver that work safely, ethically, profitably and for the betterment of the communities where we work," explained Ben. "In other words, ABC is here to create common community success. ABC achieves this by focusing on four areas: connections, advocacy, education and giving members tools they need to complete."

Vice chairs Roy Burkett and Chris Evans, along with Ben Goodin and Matt Walton shared the results of the Board Strategic Planning that took place in November – the Association goals for 2020 in membership, events, training, and safety. ABC staff department heads presented the strategies and campaigns for these areas along with marketing efforts that are planned to meet these goals.

Chris Evans and Jonathan Peach, 2019 Vice Chair of the Membership Development Committee presented the 2019 Model Member of the Year awards to PCL Construction Services, Inc., and PeopleReady for their overall chapter participation and support in 2019. ■



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Young Professionals' Plant Tour with Finrock

November 8, 2019

Representatives from Finrock Construction, LLC gave a 360 degree tour of their Dual Deck® Building System – allowing the Young Professionals to learn first-hand how their vertically integrated company encourages collaboration across all departments, from design to manufacturing to construction. ■



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Lunch & Learn

February 11, 2020

Over 40 people attended CFC ABC's first Lunch & Learn Program. Ariel Rejtman, AEC Technical Specialist/ Bluebeam Certified Instructor for Digital Drafting Systems, Inc. presented on how to improve the design review process with Bluebeam Revu. ■



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Sporting Clays

January 23, 2020

BLACKJACK SPORTING CLAYS

Over 30 companies and 160 shooters from the Central Florida Chapter ABC gathered bright and early at Blackjack Sporting Clays in Sumterville on January 23 for the sold-out event, 2020 CFC ABC Sporting Clays Tournament. Despite the cold weather, attendees were able to have a great time! Sponsor representatives and volunteers from the Special Events committee manned stations and were able to shoot the breeze with participants from each

Individual Winners (orange course)

1st Place: Darion Percle, *Baker Concrete Construction, Inc.*
2nd Place: Phil Miller, *Alpha Insulation & Waterproofing, Inc.*
3rd Place: Scott Murphy, *Energy Air, Inc.*

Individual Winners (blue course)

1st Place: Matt Hardy, *Tri-City Electrical Contractors, Inc.*
2nd Place: John Stansel, *Tri-City Electrical Contractors, Inc.*
3rd Place: George Kanaan, *Sigma Marble & Granite-Florida, Inc.*

Best Female Shooter

Olivia McGrew, *Rhodes Building Company LLC*

Best Team

Tri-City Electrical Contractors, Inc.

course. After two and a half hours and over 16,000 rounds of ammo and clay pigeons, the groups gathered under the pavilions for a delicious BBQ lunch while waiting for the final scores. Prizes were awarded to the top four individual shooters from each course, best female shooter, and best team (foursome) of the day.

Congratulations to the 2020 Sporting Clay Tournament winners! ■



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EVENT CALENDAR

March 4

EIC Workshop 1
CFC ABC Office

March 5

Seafood Boil - PAC Fundraiser
Wekiva Island

March 12

GC Connect
Winter Park Community Center

March 18

ABC On Tap
The Porch

March 27

Bass Fishing Tournament
Hickory Point Recreation Park, Tavares

March 31

EIC Workshop 2
CFC ABC Office

April 13

Spring Golf Tournament 1
Bay Hill

April 17

EIC Workshop 3
CFC ABC Office

April 23

ABC On Tap
Ember

April 27

Spring Golf Tournament 2
Bay Hill

May 6

Let's Do Lunch
Harry P Leu Gardens

May 19

Maximize Your Membership Workshop
CFC ABC Office

May 28

Design & Building Industry Mixer
Ember

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Cost Segregation - A Contractor's View

BY: PETER HILERA, CPA, PARTNER & TORREY HILL, CPA, WITHUMSMITH+BROWN, PC

In today's competitive marketplace, contractors look for ways to leverage signature services to win bids, as well as provide the best service possible to their clients. Working in tandem, contractors can leverage Withum's cost segregation strategies to their client's benefit. In an effort to save capital in the short term to fund capital projects, or to realize an earlier return on investment, a cost segregation study can put contractor's clients in a position to succeed in their endeavors.

A cost segregation study is a strategic tax saving tool that allows companies or individuals to increase their cash-flow by accelerating depreciation expense and deferring their federal and state income taxes. In general, for real estate, the value of the building and its components are limited to depreciation over a 27.5-year period for residential rental property (i.e. apartment buildings, nursing homes, assisted living facilities, etc.) or a 39-year period for nonresidential real property (i.e. office buildings, car dealerships, hotels, retail centers, etc.).

"Significant real estate projects will often have millions of dollars invested in 27.5-year property or 39-year property, which significantly defers the return of the invested capital."

A cost segregation study can be applied to purchased, renovated or newly constructed properties. A taxpayer can reclassify certain building components over shorter tax lives that will allow for faster cost recovery/ depreciation, rather than using 27.5 years or 39 years for the entire project. The cost segregation process is far from simple and faces considerable scrutiny from the Internal Revenue Service (IRS) when not done properly, thus the importance of using a seasoned cost segregation firm.

The complex nature of a cost segregation study requires significant record keeping and documentation for proper segregation. For a newly constructed building it is preferable for the documentation process to begin at the commencement of construction planning. Without the proper

documentation, the study may not be substantial enough to prove worth, or may simply hinder the process of a proper study. A tandem relationship working at the goal of a cost segregation strategy could prove to be beneficial to not only the client receiving tax benefits up front on their investment, but also the builder in a commitment to providing excellent service.

The IRS accepts various methods in performing a cost segregation study, but the preferred method is to use a detailed engineering approach to actual cost records. In general, it is the most methodical and accurate approach, relying on solid documentation of the construction costs and minimal cost estimating for newly constructed properties. Original documents such as construction drawings, engineering specifications, contracts, job cost reports, change orders, payment requests and vendor invoices are used to determine which costs can be reclassified to shorter lives under MACRS depreciation.

This engineering-backed approach will provide the most rigorous and accurate results in overcoming IRS scrutiny rather than the other less methodical and structured approaches presented above. This is why it is important to have contractors on board early with implementing a plan that will provide the best records and evidence for the segregation.

Not all cost segregation studies are the same. A taxpayer should be aware of what areas the IRS will consider key factors in a cost segregation study and be sure to use a reputable cost segregation firm.

Please reach out to Peter Hilera; PHilera@Withum.com with any questions. ■



EDUCATION CALENDAR

March 3*

Stepping Up To Supervisor

March 5

Business Etiquette

New Horizons Learning Center

March 11*

Project Management Program

March 18*

Construction Estimating

March 19*

TRESTLES Frontline Supervisor
Training Program

March 24

CPR/First-Aid Certification

March 26

Lien Law Level One

April 14*

OSHA 10-Hour Outreach Training
in Spanish

April 14

Business Writing

New Horizons Learning Center

April 15

CPR/First-Aid Certification

April 16*

OSHA 30-Hour Outreach Training

April 29

Project Management Skills

April 30

Lien Law Level Two

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date listed is first session**

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Unless otherwise noted, all class
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Member News

COMPREHENSIVE ENERGY SERVICES, INC.

... Co-founder/Co-owner Shelly Morgan was prominently named among Orlando Business Journal's 2020 Women Who Mean Business, one of only 21 Central Florida businesswomen to receive the prestigious honor. The honorees were featured in OBJ's February 28 edition, and were also recognized at OBJ's inaugural 2020 Day of Empowerment event held February 24 at the Hyatt Regency Grand Cypress.



... for the 11th year was named a 2020 Best Place To Work by Orlando Business Journal, one of only six companies in the Giant Category for the second straight year! This year, CES was joined by the likes of the Orlando Magic, fellow CFC ABC members Finrock Construction Company and Turner Construction Company, plus two financial organizations.



Announced on February 3, the publication stated "Companies that participate in OBJ's Best Places to Work competition are judged based on the results of an employee survey administered by Quantum Workplace. The survey evaluates: team effectiveness; retention; employee alignment with company goals; trust with co-workers; individual contribution; manager effectiveness; trust in senior leaders; feeling valued; work engagement; and people practices." President/CEO Todd Morgan said, "We could not be more proud of our CES Team in being named an OBJ Best Place To Work for the 11th year!" OBJ will host a special celebration on March 27 at Main Event Orlando, and the honorees will also be specially featured in OBJ's April 3 edition.

... CES was founded in 1992 by Todd and Shelly Morgan, and currently ranks as the Southeast's #1 largest mechanical

contractor according to ENR Southeast's 2019 Top Specialty Contractors survey. A full-service Design-Build-Maintain Mechanical and Plumbing Contractor, CES self-performs a full range of advanced HVACR commercial and industrial services including mechanical engineering design and construction, plumbing, building automation, special effects, indoor air quality (IAQ), and more. Also in 2019, CES was named among OBJ's Golden 100 Top Privately-Held Companies, ranking 47th largest, and was named an OBJ 2019 Best Place To Work for the 10th year. The company was also ranked among OBJ's 2019 Top 10 Philanthropic Companies. Based in Longwood, CES also has a Tampa Bay office in Tampa, a North Florida office in Gainesville, and a South Florida office in Pompano Beach.

FINROCK CONSTRUCTION, LLC

... hosted a topping out ceremony to celebrate the final piece of its proprietary DualDeck® Building System for Lake House Apartments across from Lake Ivanhoe in downtown Orlando on February 3. Invited guests had the opportunity for a "first look" tour of the apartments before the interiors are finished. Lake House will feature 252 units above 34,900 SF of office space and 2,563 SF of eatery space. The new luxury residences will include 19,537 SF of amenity space including an elevated 2nd floor pool deck, fitness center, lounge and clubhouse on the ninth floor overlooking Lake Ivanhoe and the downtown skyline. First units are planned for new residents in July 2020.

R. C. STEVENS CONSTRUCTION COMPANY

... was awarded a 30,000 SF facility currently under design and referred to as The Hub at West Lakes located at 726 S. Tampa Avenue, Orlando. The Hub at West Lakes is a health and wellness project of Lift Orlando who partners with residents to accelerate community transformation. When complete, the facility will provide public meeting spaces, cafe, fitness area and co-working spaces, as well as traditional clinical and wellness services. The initial construction agreement will be for the core, shell and related site-work for The Hub at West Lakes. Interior build-outs will be constructed as individual suites and will be designed and permitted under a separate agreement.

... is ready to roll on a project for Qorvo Semiconductor located in Apopka, FL. The project consists of an interior buildout of a three-story unfinished shell addition that is approximately 40,000 SF of office space and another 60,000 SF of office renovations in a connected adjacent building. The project will have three to five phases and is projected to start end of 1st quarter. Once complete, the space will accommodate 250 to 300 new Qorvo design employees to the Apopka area. The architect partner in this design-build project is the DLR Group who will also manage interior design, structural engineering and MEP consulting.

... completed in January renovations to the Orlando Health - Health Central Hospital's 4th floor of main campus medical office building which included



architectural, mechanical, and electrical work. The 18,830 SF space was converted to a cardiology practice with offices, exam rooms, and non-invasive treatment rooms for cardiac patients. HKS Architects, Inc. was the architect of this beautiful makeover.

... is thrilled that their owner and president, Tim Keating, was chosen as the 2020 Chairman, ABC National



Executive Committee. Over most of his construction career, he has been a part of ABC and has served the local/state chapters, southeast region and several national committees in different capacities.

continued on page 15
Member News continued from page 13

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... is constructing a 12,000 SF preschool in Winter Park, the Chesterbrook Academy, for a repeat client.

... is wrapping up construction of a



8,500 SF retail center in Mt. Dora that will house an Orangetheory Fitness, Tropical Smoothie Cafe and two other high-end tenants. The project includes a complete build-out of the Orangetheory Fitness studio as part of Rhodes' long-standing partnership with the company.

... proudly volunteered with Habitat



for Humanity Greater Orlando & Osceola County to build a new home for a local family.

ROGER B. KENNEDY CONSTRUCTION

... broke ground for the new 139-unit Providence Reserve apartments, under a \$15 million contract. The 142,485 SF community will include three two-story apartment buildings, a clubhouse and related site work consisting of 15 acres. The project is slated for completion in September 2020.

... is wrapping-up work on the new \$37 million, 320-unit Aqua Palm Bay Apartments, slated for completion in the spring of 2020.

... for the seventh consecutive holiday



season, Roger B. Kennedy Construction collected and donated a truckload of toys for the 2019 U.S. Marines' Toys for Tots Program.

... has been in continuous operation as a family-owned construction business for five generations, and opened its Florida office in Orlando in 1972. Headed by Roger B. Kennedy, Jr., President, Altamonte Springs-based Roger B. Kennedy Construction ranks among Florida's largest construction companies and is one of Florida's largest family-owned businesses. The company specializes in multi-family, hospitality, retail-commercial and medical projects.

S.I. GOLDMAN COMPANY, INC.

... was selected by the Orlando Utilities Commission to design and build a new 20,000-ton Central Energy Plant, with the capacity of expanding to 25,000-tons. When completed, this CEP will provide chilled water services to the tourist corridor in the I-Drive area of Orlando, FL. Work began in October 2019 and the construction of the project is scheduled for partial operation in December 2020 and completion in February 2021.

... has been awarded the Randal Park FSR & MOB project by Charles Perry Partners, Inc. This new construction project for Orlando Health will provide a new Free Standing Emergency Room with an additional two floors of medical office building, totaling approx. 60,000 SF. S.I. Goldman Company, Inc. is working with Orlando Health and CPPI to provide design assistance during the development phase in preparation for construction. Following the design phase, construction services will begin for the HVAC, plumbing and medical gases. The design process for the project began in November 2019 and the overall project is scheduled for completion in the 1st quarter of 2021.

... was selected by Brasfield & Gorrie, LLC for the AdventHealth Winter Park Emergency Department Demo Package project located in Winter Park, FL. Their scope of work includes the cutting, capping and relocation of the existing chilled water, steam, sanitary, domestic water and medical gas services in preparation for the demolition of the existing Emergency Department. Work began in January of this year and is scheduled for completion in March 2020.

WILLIAMS COMPANY

... Bob Lipscomb, a 33-year company veteran, advances from his position as Chief Executive Officer to Chairman. Lipscomb joined Williams Company as a Project Manager in 1988 and has been



at the core of developing the overall company culture and performance standards with a special focus on service to their clients and business partners alike. Lipscomb is a voracious reader and is constantly striving to improve not only the company's performance, but also the performance of his entire team. Lipscomb's long-term vision and leadership enabled a successful transition from private ownership by implementing a succession plan which ultimately led Williams Company to become a 100% Employee Owned company. Lipscomb is a graduate of the University of Florida's School of Building Construction.

... Taylor Huddleston has been promoted to Chief Executive Officer, having previously served as President. A 20-year company veteran, Huddleston



began his career at Williams Company in 2000 as a Preconstruction Manager and later served as Director of Preconstruction, Vice President and Executive Vice President. With a special knack for analytical reasoning, Huddleston excelled in leading the daily operation of the company and was responsible for company structure, long-range goals, strategies, plans and policies. Huddleston is a graduate of the University of Florida's School of Building Construction.

continued on page 17



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The PRO Act Passes in the U.S. House of Representatives

BY: REBECCA GALE, COMMUNICATIONS MANAGER, ASSOCIATED BUILDERS AND CONTRACTORS, INC.

On Feb. 6, the U.S. House of Representatives passed the disingenuously named Protecting the Right to Organize Act by a vote of 224 to 194. Five Republicans voted for the bill: Reps. Don Young (Alaska), John Katko (N.Y.) and co-sponsors Jeff Van Drew (N.J.), Chris Smith (N.J.) and Brian Fitzpatrick (Pa.). Seven Democrats opposed the bill, along with Rep. Justin Amash (I-Mich.); Reps. Henry Cuellar (Texas), Joe Cunningham (S.C.), Kendra Horn (Okla.), Ben McAdams (Utah), Lucy McBath (Ga.), Stephanie Murphy (Fla.) and Kurt Schrader (Ore.). ABC urged members of Congress to oppose the PRO Act, considering the vote a "KEY VOTE" for the ABC Legislative Scorecard on the 116th Congress.

Thankfully, the bill is dead on arrival in the Republican-controlled Senate, and in a veto threat, the White House said in a Statement of Administration Policy that the legislation would "take the country in precisely the opposite direction from the president's successful deregulatory agenda, which has produced rising

blue-collar wages and record low unemployment."

The PRO Act is rife with policies that impose radical changes to settled U.S. labor law, benefiting big labor at the expense of workers' rights and the well-being of the nation's small businesses. A recent analysis by the American Action Forum proved the PRO Act's economic cost would be disastrous for the economy. The provision limiting independent contractors' rights would affect 8.5% of GDP and put up to \$12.1 billion of additional annual cost pressure on employers, and the joint employer provision would cost up to \$33.3 billion in lost annual output for the franchise business sector alone.

Following the passage of the PRO Act, ABC vice president of legislative and political Affairs Kristen Swearingen issued the following statement:

"This big labor wish list was passed at the expense of workers, entrepreneurs and small businesses by the Democrat-controlled House, and seeks to hamper growth of the U.S.

construction sector, which supports more than 7.5 million jobs. Violating privacy rights, eliminating choice and diminishing the freedom of construction employees in order to shift the advantage toward forced unionization would fundamentally harm our nation's businesses and curb opportunities for hardworking Americans.

"Ignoring sound policy that supports American workers and allows our economy to thrive, Democrats and some Republicans grit their teeth while supporting this bill to gain political favor with labor leaders. Thankfully, President Trump has issued a veto threat against the bill and Majority Leader Mitch McConnell will never bring this harmful legislation to the Senate floor."

Swearingen also chairs the Coalition for a Democratic Workplace—a coalition of hundreds of organizations representing millions of businesses in nearly every industry nationwide that oppose the PRO Act. ■

Member News continued from page 15

WILLIAMS COMPANY

... Chris Rollins has been promoted to President from his prior role as Senior Vice President and Chief Operating



Officer. A 26-year company veteran, Rollins joined Williams Company as a Project Engineer in 1994 where he rose through the ranks to become COO responsible for all company construction operations. In his new role as President, Rollins will be entrusted with the daily operation of the company including preconstruction, operations, safety and accounting, as well as long-range goals, strategies, plans and policies. Holding

a degree in Construction Science, Rollins is a fifth generation graduate of Texas A&M University, where he was a member of the Corps of Cadets. After graduation, he was commissioned in the United States Marine Corps and served in the first Gulf War.

... Williams Company Building Division is constructing Orange County Public School's Winegard Elementary School under a contract totaling \$18.7 million. The scope of work includes a new multi-story prototype school building that will accommodate 837 student stations with the existing two-story classroom building that will remain operational. The 67,500 SF facility will include classrooms, skills/ resource labs, art, music, administration, cafeteria, physical education facilities, media center, and support spaces. The school will also include new parking and drop-off areas as well as play areas.

... Williams Company Building Division broke ground on three new retail stores for Goodwill Industries of Central Florida. Located in Winter Garden, Lake Nona and Viera, the stores will each provide retail space, a processing area,

and a donation drop-off center. All products used in the construction of the projects are 99% made in America.

... Williams Company Southeast completed Sysco Freshpoint's 70,000 SF refrigerated warehouse addition and 60,000 SF cold storage and processing room renovation in Orlando.

... Williams Company Tampa recently completed the construction of Hyde House, a 30,000 SF curated gallery-style co-work space in Hyde Park Village.

One of the Southeast's largest and most respected construction companies, Orlando-based Williams Company is currently celebrating its 100th anniversary and is a 100% employee-owned company. The company's operating units include Williams Company Building Division, Williams Company Southeast and Williams Company Tampa. Licensed in 13 states from Texas to Maryland, Williams Company specializes in educational, religious, industrial, retail, interior, senior living, theme, and office building projects. ■



HYATT REGENCY GRAND CYPRESS CONVENTION CENTER EXPANSION

BY: JACKLYN PASCALE, MARKETING MANAGER, HOAR CONSTRUCTION, LLC

Hyatt Regency Grand Cypress Convention Center Expansion offers a larger, top quality venue option to Orlando - Hoar Construction delivers on a \$32 million new ballroom and outdoor event space.

In the business world, you get used to attending meetings and events. These meetings come in all shapes and sizes. And if you have been a part of a committee or planning meeting for a large conference or company event, you understand the need for options when it comes to venues and meeting spaces. Orlando consistently sits as one of the top destinations for large conferences and events. The city is an epicenter of tourism and hospitality. With this hot commodity of a market, it is necessary to offer competitive space. Hoar Construction recently completed the 57,000 SF expansion of the Hyatt Regency Grand Cypress convention

center, including a 25,000 SF ballroom and 32,000 SF expansion of event, pre-function, and back of house space.

The resort now offers a total of 102,000 SF of flexible meeting space comprised of two ballrooms, exhibit space, pre-function space, 45 meeting rooms, and unique outdoor venues for groups up to 1,000. The added pre-function space offers panoramic views of the resort's landscaping and ease of access to the outdoors. Additionally, a new formal event lawn was added to provide a perfect venue for an outdoor awards dinner, upscale reception, or team-building event.

This expansion was completed adjacent to the fully operational resort and convention center space. "Logistics and scheduling played a huge role, but we also had to be mindful of how our work was impacting hotel operations and the guest experience," said Ricky

Calderon, Hoar's senior superintendent for the site. The expansion used concrete tilt walls as part of the demanding construction schedule. The walls were formed horizontally and then "tilted" to stand upright with a crane and braced into position while the roof and floor were secured. The entire process took 17 days from the start of tilt panel erection to the start of roof decking. There was a total of 83 panels lifted, each one weighing up to 120,000 lbs.

In addition to the tilt-wall panels, the team erected 270 tons of steel for the expansion. The ceilings in the ballrooms were originally designed to be framed traditionally using light gauge metal, however for the betterment of the project's schedule, the project team ultimately framed the "beams" out of a gypsum grid system. This allowed trade partner to pre-fabricate the beams on the ground and erect large sections.



The untraditional and unique design of the “ceiling beams” or “floating ceiling” are at two elevations which resulted in a modern look and feel for the new space. These high ceilings and accompanied rigging points, allow the facility to support a much larger variety of events, if desired.

The new ballroom is state-of-the-art, including unique customizable LED lighting functions and extensive Audio/Visual capabilities to support any type of event. The owner and design team focused on the details to make sure their

future guests' needs and expectations were met. “This new space will allow us even more flexibility to create spectacular events for our meeting planners, conference attendees, and social event guests,” said Paul Joseph, general manager, Hyatt Regency Grand Cypress, in a recent press release. “We’ve also gained some much-needed function space to accommodate more group customers than we were able to in the past.”

The team included HHCP Architects, Inc.; GAI Consultants (Civil Engineer and Landscape Architect); Peninsula Engineering, Inc. (MEP Engineering); and HBA Atlanta (Interior Design). In

addition, this project contracted with a dozen CFC ABC members to build this expansion.

With over 80 years of construction experience, Hoar Construction is dedicated to making the industry better and know that starts with our people. We have a process-driven culture focused on finding the best opportunities and solutions for our clients, partners, and our projects. Every time we build, we will always improve and find a better way. ■

CFC ABC Members involved in this project:

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Energy Air, Inc.
Gate Precast Company
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Celebrating 30 Years of Construction Excellence



Located in Pompano Beach, FL, KD Construction is proud to announce another milestone in its rich history. In 2020, the company is celebrating 30 years of business.

KD is a family-owned full-service shell contractor providing complete cast-in-place concrete and masonry structures as well as complete framing and drywall packages for contractors and developers. The family-owned styling means senior management at KD Construction is very hands-on and accessible, and you can depend on getting the best support from professionals who understand the business inside out.

Since its inception in 1990, KD Construction has consistently outperformed as a provider of turnkey shell building systems, delivering high-quality work cost-effectively. During this time, the company has grown to become one of Florida's premier shell contractors, focusing primarily on multifamily rental apartment complexes, condominiums, hotels, student housing, retirement communities, and military housing.

KD Construction has completed projects throughout the United States above 100,000 units and is positioned to address the needs of clients anytime, anywhere. The majority of its completed projects every year are executed on behalf of repeat customers. This return business is largely attributed to the company's continued focus on achieving the highest level of quality and

satisfaction for its clients.

Conventional Forming

KD Construction is fully versed in all aspects of conventional forming techniques and has a broad array of projects demonstrating its capabilities in this area. It has extensive experience with all kinds of foundations, reinforced concrete decks, post-tension, two-way flat-plate, and load-bearing masonry structures, columns, beams, precast planks, Hambro, and much more. The company has consistently performed these tasks successfully, safely, and on time for many years.

Tunnel

KD Construction has unmatched expertise with tunnel form systems, which provide construction sites with efficiency akin to an assembly line. By casting the walls and slabs in a structure at the same time, production is established and repeated with 4,000 to 6,000-plus sqft. of the structure produced daily.

This system creates this type of efficiency because all trades perform the same tasks each day, speeding up completion time and cutting costs. KD Construction is one of the largest tunnel form



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contractors in the United States, owning 15 sets of tunnel forms. With 30 years of experience utilizing this system, the company can handle any tunnel form project requirement from preconstruction services, design review, conceptual estimates, and design-build engineering through project completion.

Drywall

KD Construction offers turnkey solutions to metal framing and drywall on all types of projects, including condominiums, multifamily residential, hotels, office buildings, student housing, military housing, and much more. Its drywall division has been fully operational since 2006, having completed numerous projects throughout the United States. The company has expertise in interior metal framing, and exterior metal closure wall framing, incorporating a wide variety of UL rated and approved wall assemblies.

KD Construction also has the industry experience required to deliver a variety of wall finishes, ranging from sprayed texture to high-end, hand-finished smooth walls.

For additional information about KD Construction and its variety of construction service offerings, visit www.kdconstruction.us. ■



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Builders' Breakfast

December 11, 2019

December's second Builders' Breakfast hosted David G. Kilbury, EFO, CFO, FIFireE, Fire Marshall, Orange County Fire Rescue.

David presented on the requirements of NFPA 1221 and Florida Statute 633 that address Two-way Emergency Public Safety Communications Enhancement Systems. The industry terms for these in-building systems are commonly referred to as Directional Antenna Systems (DAS) or Bi-Directional Amplifier (BDA) Systems. Included in this presentation was an overview of the systems, why they are needed, and the process for installation and compliance and recurring annual

requirements. In addition, the presentation included the process of fire marshal permitting and inspections, and new code changes.

David is in his 34th year in the Florida Fire Service. He has served as the Assistant Fire Chief in Clermont and Fire Chief in Kissimmee before joining Orange County Fire Rescue in 2016. He holds a Master's Degree in Human Resources Administration and Bachelor's in Public Administration and is a graduate of both the Executive Fire Officer Program (EFO) and the Certified Public Manager (CPM) program. ■



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Potential Tax Implications of ASC Topic 606: Revenue From Contracts With Customers

BY: RUBINBROWN LLP

New revenue recognition standards under FASB Accounting Standards Codification (ASC) Topic 606 require companies to adopt new methods to recognize revenue from contracts with customers for book purposes.

The standards require a five-step analysis to be completed for all contracts to transfer goods and services. While many companies have started to complete this analysis for book purposes, few are aware of the potential tax implications.

Many of the changes required for book reporting purposes are either not acceptable accounting methods under the Internal Revenue Code and other guidance issued by the IRS, or will require new adjustments for tax reporting. Of the five-step analysis, tax adjustments will most likely occur due to changes in:

- Step 2: identifying performance obligations;
- Step 4: allocating transaction price to performance obligations; and
- Step 5: considering performance obligations satisfied.

These changes may create additional tax adjustments and possibly tax accounting method changes

requiring companies to file a Form 3115 with the IRS.

Changes in financial reporting for certain items including determining the transaction price, uninstalled materials and variable consideration have the potential to create differences in book and tax income. If it is determined during your internal contract review that any of these items are present or if you have any other questions about the tax implications of ASC Topic 606 please contact your RubinBrown adviser. ■

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Finish Line Staffing - Fishing from a Different Pond

BY: JOSH STINSON, CFO, FINISH LINE STAFFING, LLC



Finish Line Staffing bridges the gap between skilled, hard-working, Puerto Rican tradesmen and the various large contractors seeking exceptional employees in the U.S. mainland.

Based out of Louisville, Kentucky, the company earns it exemplary reputation by providing top-quality skilled labor crews with extremely low turn-over rates for projects - and to date - has helped over 1,000 Puerto Rican men and women engage in valuable employment opportunities.

Fishing from a different pond, it is these partnerships with highly motivated skilled workers from Puerto Rico that allows Finish Line Staffing to set itself apart and consistently outperform their competition.

Enlisting a High-Quality Workforce through Post-Disaster Relief

After the tragic devastation of 2017's Hurricane Maria, millions of Puerto Ricans suddenly found themselves thrust into the middle of a humanitarian crisis, leaving countless proud U.S. citizens jobless, displaced, and with little recourse.

With the current unemployment rate as high as 10%, paired with ongoing economic hardships that the residents of Puerto Rico face, many simply can't afford to move toward job opportunities that would allow them to thrive.

Finish Line Staffing recognizes these valuable professionals' desire to be able to support themselves, and their families, with respectable well-paid work. At the same time, they also acknowledge the difficulty mainland contractors frequently encounter when trying to find efficient and reliable hires. When considering both issues, the inspiration to unite Puerto Rican skilled laborers with contractors across North America immediately presented itself.

To make those dreams a reality, the company now happily covers expenses for their enlisted workers' travel and lodging to help them reach the life-changing

opportunities awaiting them. Furthermore, the company is delighted to report after a year's time, the majority of the Puerto Ricans recruited to work overseas are able to have their families join them and flourish in mainland America.



Mike Stinson, CEO and Josh Stinson, CFO

A Passionate, Dependable, and Gainful Staff

For a project to succeed, little matters more than the people closest to the work, and in the U.S. today, there are few more motivated to do good work than the dedicated citizens of Puerto Rico.

With tradesmen specializing in carpentry, electrical installation, pipefitting, mechanical engineering, the operation of industrial equipment, and everything

in-between, countless eager Puerto Rican skilled laborers are standing-by to put their skills to good use.

In addition, there are no legal concerns for contractors to worry about. Puerto Rico is an established U.S. territory, there are no immigration hurdles, and every individual that's entered the company's database first passes a series of comprehensive skill, background and drug tests. The results from this hiring process speak for themselves, with testimonials from Finish Line Staffing customers regularly expressing that it is these Finish Line Staffing employees who consistently outperform their competition.

First to the Finish Line with a Dedicated Class of Worker

Finish Line Staffing maintains offices in Puerto Rico, Kentucky and Florida - and continues to scale their operations to greater heights every day.

By sourcing ambitious skilled laborers from Puerto Rico and the U.S. mainland, the company is building a workforce that delivers measurably higher results, with a turnover rate less than 10% nationwide, while at the same time providing a higher quality of life for these forgotten Americans who are desperately in need of employment.

Recent projects Finish Line Staffing has helped staff and complete include various resorts, healthcare facilities and other large commercial projects. Some of the most recognizable examples include Disney World's Star Wars Land in Orlando, Florida's Hard Rock Hotels in Tampa and Fort Lauderdale and the Tallahassee Memorial Hospital.

"The skilled tradesmen Finish Line Staffing brings to each project are safe, on time, exceptionally skilled and reliable." - Ken Curcio, Project Manager, Tri-City Electrical Contractors, Inc.

For more information, contact the Finish Line Staffing team at (502) 690-5141 or visit flstaffing.net. ■

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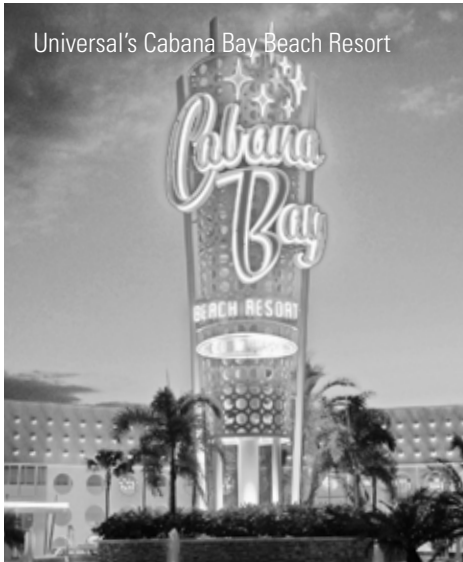
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International Flooring Inc. Celebrates 30 Years

BY: COREY ZIMMERMAN, CLIENT MANAGER, GILBANE BUILDING COMPANY



INTERNATIONAL FLOORING
INC

30 years later, Orlando-native, Chris Zimmerman, has grown his company, International Flooring Inc., from a one man start up, into an empire, all by successfully leading and mentoring people, and most of all never giving up.

Right out of high school, Zimmerman knew he wanted to be his

instrumental in our growth and success."

Fast forward to 2020, International Flooring Inc. operates in a 40,000 SF space in Winter Garden, FL with 22 full-time employees and over 500 subcontractors throughout the country. Zimmerman values relationships, mentoring his team, accountability with his team and subcontractor partnerships

Fiancé and Daniella Peter, family-friend of 13+ years. International Flooring Inc.'s primary markets are in Orange, Broward, Dade, Pinellas, Osceola, Brevard, and Collier County. "We are known as the "crane chasers". Always hungry to do more work and grow our footprint around the country," said Zimmerman.

When asked about what the keys to success have been for International Flooring Inc. over the past 30 years, Zimmerman said, "Staying devoted, focused and committed to the company, to the people who have grown alongside me and never losing focus to provide for my family to have a great life with my kids."

Proud father of five, Zimmerman's eldest daughter, Corey Zimmerman inspired by her father's career, also works in the industry. His only son, Chris Zimmerman, will be attending University of Florida in the Fall, joining the School of Building Construction to one day also work in the industry. Casey Zimmerman will be attending the University of



own boss after working for other people for many years. "I always loved working with my hands and being able to see the final product in the end," Zimmerman said.

International Flooring Inc. began with carpet installation in the residential sector. In 1994 their business launched into commercial flooring projects and is their main sector of business. The business grew tremendously which led to his purchase of an 8,000 SF warehouse off Mercy Drive. IFI has worked all over the country, including Alaska and Hawaii. "We worked with a cruise line, that allowed us to perform work throughout Europe," Zimmerman said.

"I started this business with six of my closest childhood friends," Zimmerman said. "We grew the Mercy Drive location to 60 employees, mentoring and growing the team for several years. Most are still working in the industry to this day. A few individuals started their own companies from the experience they gained working with IFI." Herb Hildenbrand, senior project manager and Deon Singh, general superintendent have been with IFI for 20+ years and are some of Zimmerman's oldest friends. "My mother, Pat Zimmerman, left her nursing career to manage the finances and has been

of 20+ years. "Now 500 people strong, it's amazing to see these men and women stick with us throughout the years. I am proud of the impact we have had to help them grow financially and allow them to take their own companies to the next level," said Zimmerman.

"The legacy I hope to leave, is the impact I have had on people's lives and the community as a whole," Zimmerman said. International Flooring Inc. is proud to be involved in giving back to the community through organizations such as, Habitat for Humanity, NAWIC, ABC, as well as various event sponsorships with general contractors.

"In 2018 we doubled our work and we intend to double it again this year. The goal is to be the leading commercial flooring company in Florida," Zimmerman said. These goals are possible, especially with the high-profile projects Zimmerman's team is working on including, the JW Marriott, Dr. Phillips Performing Arts Center Phase 2, and Channel Side, managed by project managers, Angela Wiley, Zimmerman's



Central Florida Nursing Program and his youngest daughter, Kiley Zimmerman attends Windermere Elementary school.

In Zimmerman's off time, he enjoys being at his home in New Smyrna Beach with family and friends, taking clients and team members fishing and spending many sunny days traveling between the Bahamas and around the waters of Florida on his boat, "The Reel Floridian."

Zimmerman is excited about the future of IFI and feels he is just getting started. ■



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Gary Brown, Co-Founder WELBRO Building Corporation

1947-2020

Gary Brown was born in Wilksburg, Pennsylvania and moved to Orlando with his family as a young child. He was a 1965 graduate of Boone High School and a 1969 graduate of the University of Florida School of Building Construction. After graduation, Gary took a job with the Dupont Company in North Carolina, where he worked for a short period of time, before accepting a position with Wiggs & Maule, in West Palm Beach, Florida. After a couple of years and growing weary of being away from his Central Florida roots, Gary, through friendships in Orlando, joined Tuttle White Constructors in Altamonte Springs, as a project manager. It did not take long for Ed White and Mills Tuttle to see the leadership potential and drive that Gary possessed, and soon he was overseeing Tuttle-White's largest and most complex projects throughout the state. In 1978 Tuttle-White was bought by a French construction company Nord France. It soon became apparent

that the leadership of Nord France was not headed in the direction that Gary thought it should and discussions were soon underway with "Butch" Von Weller, his partner-to-be, to set out on their own. In April of 1979 the two founded WELBRO Constructors, Inc. Determined to strike a different chord in the difficult and oftentimes contentious construction industry, Gary was determined to have the general contractor viewed as one of the "professionals" in the development process, in concert with the architects, engineers and other design professionals. It was also his intent to "deliver on what he said he would do" to his clients, even at the expense of reduced profits to the company. Thus, WELBRO started long relationships with the Rosen Hotel Group, Marriott Vacations Club, Wyndham, RIDA Development and many others which enabled him to grow the company into a leading Central Florida general contracting/CM firm. Notable projects under Gary's leadership were



the RDV Sportsplex, Rosen Center, Rosen Plaza, Rosen Shingle Creek, Marriott Grande Cypress, Grande Vista, Royal and Imperial Palms, and Wyndham Bonnett Creek. After a prolonged and difficult battle with prostate cancer, we lost Gary on January 26, 2020. His family, friends, the construction industry, the community and his business associates will miss his leadership, his values, and most of all his friendship. We will forever feel the positive impact that he had on all he touched. ■

The Merit Shop Construction Workforce Grew in 2019, According to BLS

BY: REBECCA GALE, COMMUNICATIONS MANAGER,
ASSOCIATED BUILDERS AND CONTRACTORS, INC.

Construction industry employment grew by 192,000 wage and salary workers to 8.35 million in 2019, according to a new report from the U.S. Bureau of Labor Statistics.

However, the report found the share of construction industry employees that belong to a union dropped 0.2 percentage points from 12.8% in 2018 to just 12.6% in 2019.

The nonresidential merit shop construction sector continues to perform more than 10 years into the U.S. economy's longest expansion. Backlog hovers near record highs at 8.8 months, according to ABC's Construction Backlog Indicator. And the latest ABC Construction Confidence Index increased with respect to sales, profit margins and staffing.

"The merit shop value proposition continues to deliver for workers and employers alike," said Michael Bellaman, ABC president and CEO. "Allowing contractors to pay their skilled workforce based on merit, experience and productivity and compete to win work on a level playing field fuels the American economy and millions of career dreams."

Across all industries, union membership declined to 10.3%, down 0.2 percentage points from 2018. That is the lowest unionization rate on record since BLS began tracking comparable data in 1983. The number of wage and salary workers belonging to unions, at 14.6 million in 2019, was little changed from 2018. ■



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Construction Tech Trends to Watch in 2020

BY: MICHAEL WRIGHT, CEO, REDTEAM SOFTWARE

There is a misconception that the construction industry is behind the times. While there are always opportunities to improve adoption and functionalities, as a whole, there are many exciting examples of innovation happening in construction right now.

The coming year is set to be a big one for technology trends, especially when it comes to doing more with less in the wake of labor shortages and demand surges. While there may be a wave of new, out-of-the-box innovations for construction, expect to see technology fill a more strategic, day-to-day role as companies move away from outdated methods of data collection and documentation.

2020 Construction Technology Trends

Because of the constant development of construction technology, there are many trends expected to impact the industry. However, there are three that will likely be the most significant:

1. Drones. The construction industry is one of the earliest adopters of drones and has one of the largest use cases for the technology's success. Currently, drones are being used for tasks such as site surveying, assessing structural damage and collecting data via earthworks management, since they provide a safer and more efficient option than sending a worker out on foot. Take Haskell, for example. Over the last couple of years, the AEC company has implemented drone-captured images to survey projects and track progress via bird's eye view. While this technology has already made a major impact on the industry, Gartner predicts drone shipments will increase by 50% in 2020. Increasing drone usage rates is one of the many ways the construction industry is looking to minimize the risk of worker injury and maximize project efficiency.

2. Machine Learning. AI certainly has a great deal of innovation potential when it comes to robots and autonomous vehicles, but the biggest trend in 2020 will likely be using data mining and machine learning to accomplish everyday tasks. The reality is that no one in construction has the time to sift through the massive amounts of data that come in every hour, minute or second. Machine learning's most

valuable role in construction is to help extract meaningful insight from this data and organize it in a way that can be easily analyzed. In an Autodesk video on the subject, Pat Keaney, director of BIM 360 Enterprise Products, put it best by saying, "If our customers have a thousand quality issues on a construction jobsite, no human being could – or would want to – read them every single day."

3. Cloud-Based Technology. Arguably the greatest opportunity for construction technology investment in 2020 is in streamlining everyday processes and workflows. Cloud-based technology provides staff with easier access to data and constant communication among all project stakeholders. In addition, using this tech to document all processes helps mitigate risk in the event of litigation by reducing contract disputes. Diligent tracking via technology can also minimize the potentially disastrous impact of these disputes. For example, earlier this year Granite Construction announced poor financial results. James Roberts, CEO of Granite Construction, stated that contract disputes played a significant factor in this loss. Managing risks remains the number one focus area for construction companies to strive, cloud-based technology plays a major role in managing this challenge.

In 2020, the greatest tech trends likely won't be those that aim to revolutionize or disrupt the industry; the most prevalent ones will be those that help GCs invest in their infrastructure through data collection, analyzation, collaboration and documentation.

2020 Outlook: Investing in Technology Is Investing in the Workforce

The worker shortage is an issue that has impacted the construction industry for many years, and it appears to only be increasing. In 2018, the United States Bureau of Labor Statistics found that the construction industry had almost 300,000 vacant jobs.

Although Baby Boomers currently make up a large portion of the construction industry, they are beginning to leave as they get older, which is why construction businesses should work to cater the work environment to



younger individuals. In order to attract younger workers, such as millennials and Gen Z, construction industry leaders will have to adopt technology into everyday practices. As technology natives, younger generations expect to have it naturally integrated into the workplace and some may not be willing to work in an environment that lacks the tools they feel they need to work most efficiently and effectively. Construction professionals who do not meet these generations' desires for a better-equipped workplace are missing out on valuable candidates.

Not only will the investment in technology help attract new workers to the field, but it will also help address the many struggles construction companies encounter during business development, billing and other behind-the-scenes essentials. Due to the shortage of workers in the construction industry, it is vital that in tandem with using technology to attract new generations, construction professionals also learn to use these developments to fill the void of having fewer workers. To efficiently use resources, technology will have to be incorporated to improve communication, analysis and transparency on projects.

Technology in the construction industry is continuing to grow and 2020 will be no exception. As the industry continues to innovate, construction professionals should work to figure out which solutions work best for them. Technology is not a one-size-fits-all plan; instead, industry professionals should work to customize options to fit their needs and desires. ■

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Effective Date Nears For New Mobile Elevating Work Platform Safety Standards

Late amendments delayed updates covering scissor and boom lifts

BY: SCOTT VAN VOORHIS, ENR SOUTHEAST

A sweeping set of new standards from the American National Standards Institute, for operators, supervisors and owners of boom and scissor lifts and under-bridge inspection platforms, are now poised to go into effect March 1, more than a year after it was first rolled out.

The standards, which typically are adopted by or referenced in a wide variety of safety codes and regulations, deal with both operation and the training for use of the equipment.

New safety and fall protection standards and regulations usually take years to develop and sometimes get hung up in appeals or even litigation. The American National Standards Institute review board had previously pegged December 2019 as the effective date, but postponed the final implementation after a pair of appeals by a major equipment rental association and a large equipment distributor.

Even the name has been revised: ANSI now refers to the equipment formally known as aerial work platforms as mobile elevating work platforms (MEWPs).

The three new standards deal with equipment design, safety requirements and test methods. They also cover training requirements not only for operating the equipment, but also for inspecting, testing and maintaining it. Mark Gates, who works in training and product support for Toyota Material Handling in California, noted in a blog post that the new standards “are designed to enhance safety and shift North American equipment standards closer to international standards.”

The three standards involved—A92.20, A92.22, and A92.24—are slated to replace predecessors that are now more than a decade old.



ANSI Standard 92.22 deals with the safe use of boom lifts, electric scissor lifts and vertical lifts.

Both owners and companies who simply rent mobile platforms are required under the new rules to draw up a site safety and risk assessment plan, which, in turn, must be shared with everyone at the jobsite. The risk assessment must include five different elements. They include scoping out the work, describing where it will be performed and when. The risk assessment must also include an explanation of the equipment chosen for the job—boom, scissor or vertical lift—followed by an evaluation of ways to reduce risks. Some examples include avoiding power lines, staying within the rated height of the equipment and keeping workers on the ground safe.

Additional requirements include a review by the project staff of safe work procedures, including fall safety systems and training. Communication is also required. This means checking whether the operator is trained and authorized to use the equipment and posting a supervisor nearby to oversee the operations. The new standards also

require having a rescue plan ready if a worker falls or if the machine fails or the platform becomes entangled.

Further, the plan need to be shared with workers on a jobsite. It must be written out and included in a company's training manual.

ANSI Standard A92.24 lays out extensive new training requirements, including for “occupants,” defined as anyone on a platform who is not an operator and for supervisors.

Occupants must now learn about fall protection systems and steps to take if the operator is for some reason no longer able to run the lift. Operators, when using a new lift, now must also take steps to ensure they know how to use it, by reading the operating manual, understanding what the equipment can and can't do and conducting a walk-around inspection.

Under the new training standard, supervisors who oversee one or more aerial lifts are now also required to have safety training as well, including how to decide what lift is right for what job and the potential safety hazards of each machine.

continued on page 34

New Design Requirements

Meanwhile, the new ANSI A92 standards spell out several new design requirements for aerial lift manufacturers. They include a gated entrance to the work area. Platform railings now must be more than 43 in. high, from the 30 in. previously required. For some equipment, standard writers reduced lift and load speeds. Additionally, solid or foam-filled tires must be used in rough terrain.

The implementation of the new standards was delayed from December to this coming March in order to make important revisions, which deal with the way design modifications are proposed and the removal of a requirement that a manual of responsibilities be included with each machine.

"It's about a page of revisions," wrote DeAnna Martin, executive director and ANSI liaison for the Scaffold & Access Industry Association in a statement. "These are significant revisions. Our ballot passed and now we're in a 30-day appeals period."

The American Rental Association successfully appealed plans to require that each new work platform come with a manual of responsibility and that the manual be maintained by the owner.

"This is a huge win for the equipment and event rental industry," John McClelland, the rental association's vice president for government affairs, stated in Rental Pulse, the organization's official publication. Various sources charge from \$7 to \$8 per copy for the manual, according to industry websites. And with nearly one million work platforms owned by rental companies, the requirement [that each work platform have a manual of responsibility] on it amounted to a significant financial burden on the industry," said McClelland.

While the requirement for that each work platform come with its own formal operating manual has been pulled, there is still a requirement for some sort of operating instructions. The new requirement allows an "equivalent" instruction booklet to be substituted for the \$7 to \$8 manual.

Equipment distributor Tutus Solutions appealed a provision that

would have restricted modifications or additions to mobile platforms to the manufacturer. Tutus argued the process would shut out the expertise of engineers with experience in aerial lifts but who are not employed by a particular manufacturer.

That appeal was only partly successful. While the changes are no longer restricted to manufacturers, the standard still requires that the owner or engineer seek permission from the manufacturer for any change. If that is not forthcoming due to the company having gone out of business or some other reason, the owner or engineer can get approval from a designated equivalent organization, with an engineer's sign off needed.

This story was updated Jan. 8, 2020 to clarify what the new standard requires as far as manuals of responsibilities, operating instruction manuals and the permission required to make changes to the mobile elevating work platforms. ■

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Closing the Sustainability Gap in Construction

Evaluating Sustainability Risk and Performance Across the Construction Industry

BY: SYLVAIN GUYOTON, SENIOR VICE PRESIDENT OF RESEARCH, ECOVADIS

Stakeholder and societal requests for responsible corporate practices are echoing across the globe, and companies of all types are answering the call. Initiatives such as the Business Roundtable's statement of purpose and the United Nations Global Compact's Business Ambition for 1.5°C are the latest examples of increasing urgency to improve sustainability efforts.

These developments represent much needed progress and, for high-risk industries like construction, provide a necessary framework for creating a more responsible economy. However, the 2019 Global CSR Risk & Performance Index, which includes over 50,000 assessments evaluating the sustainability and ESG practices of more than 30,000 companies, shows that construction organizations are falling behind on the road to sustainability.

Performance of the Construction Industry

Scores given in the Index are based on companies' performance against 21 criteria across four themes—environment, labor and human rights, ethics and sustainable procurement—and awarded on a scale of zero to 100. Scores above 64 represent advanced performance, above 45 engaged, between 25 and 44 medium risk, and below 25 high risk.

Over the past three years, large construction companies have greatly improved compared to their small and medium-sized counterparts and have closed the gap on what was previously a three to five-point difference between the two groups. But this closure is due largely to smaller organizations essentially stagnating in their performance, despite external pressures and tightening regulations.

In an industry with significant sustainability risks including environmental and local pollution, child and forced labor incidents, and health and safety accidents, as was tragically seen in a recent Cambodian building collapse, further emphasis on sustainability performance is needed. As it stands, neither small, medium or large organizations are on track to

meet the ambitious objectives on CO2 emissions reduction. This is alarming when considering that 40% of all CO2 emissions are generated as a result of construction per the latest Global Alliance for Buildings and Construction Report released at COP25 in Madrid. The construction industry needs to take a hard look at its operational best practices to identify risks, and more importantly, put plans in place to improve.

Focus is on Labor and Human Rights and Environment

Out of the four themes measured in the Index, construction companies perform best in labor and human rights and environment. Despite these being construction's best performing categories, and areas in which they have improved, scores remain below average when compared to other sectors, indicating construction companies fail to demonstrate positive, lasting change. Additionally, issues such as modern slavery, which is highlighted in recent reports like LexisNexis, remain a high-risk area for the industry. The upcoming

2022 FIFA World Cup in Qatar has faced extensive criticism for its abundance of forced laborers to complete the extensive construction projects. Strong evidence of migrant workers, inhumane working conditions and high worker fatality rates illustrate a need for construction to increase their efforts here even more.

Sustainable procurement performance is fairly low globally, and construction is no exception. Lack of progress on the procurement side indicates companies don't have enough visibility past Tier 1 suppliers. This places them in extremely vulnerable positions, as almost half of supply chain disruptions occur in the Tier 1 category. Procurement and supply chain leaders need to proactively engage with all trading partners to address sustainability risks, improve practices and prevent a domino effect that could disrupt operations across the entire value chain.

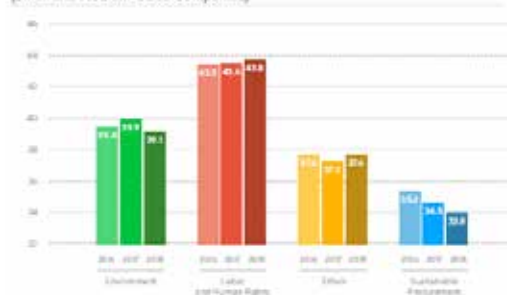
The Path Toward Improvement

When left unmanaged, the supply chain exposes businesses to serious issues, like forced labor, poor working conditions, corruption and more. When properly handled, it is the birthplace of all success, creating long-term value for stakeholders as the lever for change. Regularly and proactively measuring supply chain sustainability leads to actionable insights and better performance. The Index found that more than 75% of companies re-assessed maintained or improved their overall score.

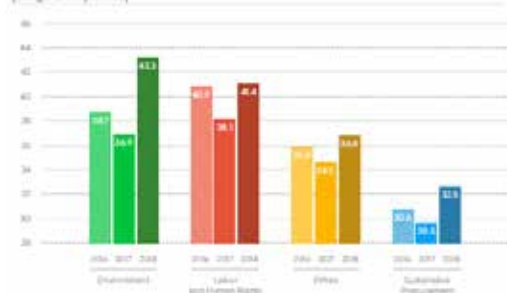
The construction industry should be motivated by the improvements of larger-sized organizations, but it shouldn't stop there. Construction conglomerates are positioned to lead the charge by delivering more value to customers and employees, mitigating CSR risks, dealing ethically with suppliers, and creating positive results for their communities. ■

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Industry Performance: Construction (Small and Medium-Sized Companies)

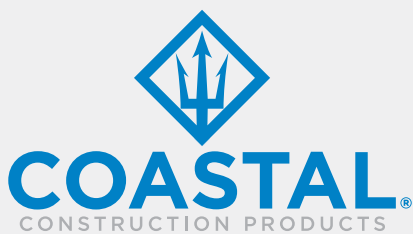


Industry Performance: Construction (Large Companies)





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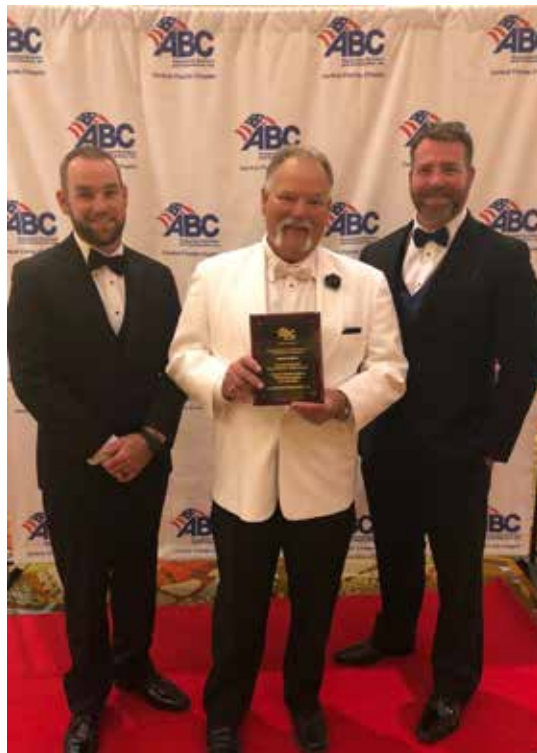
BY: JUSTIN AUSBURN, DIRECTOR OF ESTIMATING & SAFETY, CENTRAL FLORIDA WATERPROOFING, INC.

Central Florida Waterproofing, Inc. is celebrating its 30th year as a leading commercial waterproofing contractor. What began in 1990 as a small firm only serving the Central Florida area has now grown to covering the entire State of Florida, from the panhandle to the Florida Keys. Roger Ausburn, the founder and president, started Central Florida Waterproofing, Inc. with the idea of providing great quality work at a competitive price. He has always enjoyed the art of business and the relationships during his time as president. Currently, his sons Justin and Brandon Ausburn are running all procurement and operations with the same principles their father had done the first 30 years since inception. Justin Ausburn said, "As a company, we have a great company culture. Our employees love what they do and the attention to detail is constantly there regardless of project size or location. From the procurement phase to getting the job done, our team always strives to provide services we're proud to have our company's name on it."

Our company has had uncountable achievements and accomplishments over the 30 year span due to our great team. As a proud member of ABC of Central Florida and a veteran owned small business we are humbled to be recognized and for the opportunity to showcase our skills to Central Florida's leading contractors.

We are grateful to our clients, suppliers, and product manufacturers who supported us along the way. There have been great people who we have met in many circumstances throughout the years and it's those lasting relationships that have been a large part of this success story.

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