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Associated Builders and Contractors Central Florida Chapter



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President's Letter



PRESIDENT & CEO
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There is a new pro-union administration in Washington, DC and President Joe Biden and the Democratic-majority in Congress is not wasting time pushing executive orders, making appointments, and launching legislation with which ABC has major concerns.

At the top of this list of attacks on merit shop employers and contractors is the PRO Act (Protecting the Right to Organize Act). This multi-faceted bill has the support of House and Senate leaders and President Biden should it reach his desk. The PRO Act, as the name implies, advances the ability of unions to grab power where they have been unable up to this point. It will:

- Strip away workers' free choice in union elections as well as their privacy rights;
- Codify into law the NLRB's controversial Browning-Ferris Industries joint-employer standard (Concern to anyone who subcontract work!)
- Curb opportunities for people to work independently through gig economy platforms or more traditional independent contractor roles;
- Eliminate Right-to-Work protections for workers across the country, including in the twenty-seven states (including Florida) that

- have passed Right-to-Work laws;
- Interfere with attorney-client confidentiality and make it harder for businesses, particularly small businesses, to secure legal advice
- Prohibit arbitration agreements in employment contracts;
- Infringe on the due process rights of employers; and Strip away "secondary boycott" protections that prevent unions from using their anti-trust exemptions and immunity from certain state laws to target businesses for anti-competitive purposes other than organizing.

President Biden has issued an Executive Order to OSHA to craft regulations that would hold employers responsible for protecting workers from COVID-19. Workplace pandemic safety has previously been a Centers for Disease Control & Prevention area of concern as there has been little evidence that COVID was transmitted through the workplace.

President Joe Biden's Executive Order issued on January 21, 2021 requiring the Federal Government to take swift action to protect workers from the COVID-19 pandemic. OSHA is now looking to hold employers responsible for:

- Providing all workers with face coverings. Many states did not require this, and OSHA did not previously recommend employers purchase masks.
- Providing COVID-19 vaccine at no cost to eligible employees.
- Have policies which do not distinguish between vaccinated workers and those who are not vaccinated for purposes of implementing safety measures.
- Minimizing the effect of quarantine and isolations by implementing non-punitive policies and provide paid sick leave.
- Providing guidance on screening and testing.
- Assigning a workplace coordinator responsible for COVID-19 issues.

In Congress, Democrats have proposed an election overhaul bill. In H.R. 1, the Democrats launched a bill to overhaul the U.S. election system and campaign funding. The bill would implement government funding for federal elections, enact new federal voter registration laws, support DC statehood, and impose new requirements on engaging in the political process. ABC believes this bill would severely limit the ability of members from engaging in the political process and prevent Americans from exercising their first amendment rights.

Increase the federal minimum wage to \$15/hour. This may or may not be part of the

latest COVID relief bills, as it is supported by Democrats in the House, but several of that party have opposed it in the Senate. While not directly impacting commercial construction, the indirect impact on small business in retail and hospitality may limit their ability to expand and operate in the short run.

Federal contractors should be aware of the Biden Executive Order addressing "Buy American" standards. It directs agencies to implement stricter measures in how domestic content is measured and increase domestic content requirements. Existing Buy American rules establish a domestic content threshold – the amount of a product that must be made in the U.S. for a purchase to qualify under Buy American law. This Executive Order directs an increase in both the threshold and the price preferences for domestic goods – the difference in price over which government can buy a product from a non-US supplier. It also updates how government decides if a product was sufficiently made in America.

President Biden Fires NLRB General Counsel Peter Robb within hours of taking the oath of office. President Biden asked for the resignation of NLRB General Counsel Peter Robb (R). After Robb refused to resign, Biden fired him and his deputy, Alice B. Stock later in the day. Robb leaves the NLRB with 10 months left in his term.

Robb's termination is unprecedented at the independent agency and is being questioned by many to be potentially unlawful. However, the role of General Counsel, an agenda setting position at the NLRB, is now open for Biden's own nomination, as the eventual candidate will likely face a tough confirmation in the closely divided Senate.

Merit shop employers can expect a new wave of rulings favoring organized labor as the administration appoints union-backed candidate for the NLRB.

Regulated industries can expect the new administration to consider action on climate change, environmental justice, chemicals regulation, wetlands/waters of the United States, and endangered & threatened species.

Of most concern to the construction industry is the abandonment of WOTUS (Waters of the US) rule defense. In April 2020, U.S. EPA finalized its Navigable Waters Protection Rule, which streamlines the definition of "waters of the United States" under the Clean Water Act into relatively clear categories of jurisdictional waters and provides exclusions for certain water features. The Obama Administration wanted to give legal rights to just about any body of water in the country, allowing for citizens or groups to claim pollution from development.

(Continued on page 8)

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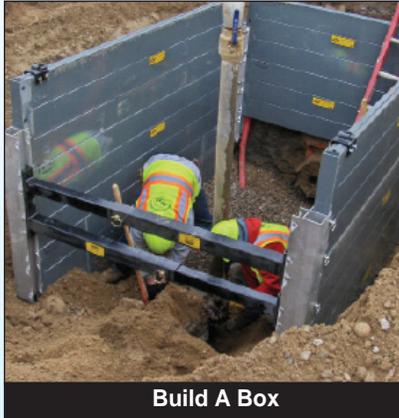
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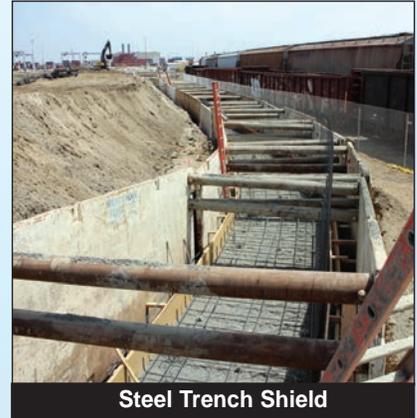
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Congratulations 2020 Model Members of the Year

A model member is what ABC defines as a successful member. Being a model member will put you on the path toward making new business relationships, enriching networking experiences, and gaining a wealth of industry knowledge!



To find out how your company can be recognized as a CFC ABC Model Member, contact Catherine Wert, Membership Director, membership@abccentralflorida.org, 407-398-1278



The first 2021 Maximize Your Membership Workshop took place February 23, 2021. Attendees at the workshop learned the ins and outs of ABC membership, how to enhance their company's ABC member

exposure, how to engage with fellow ABC members more effectively, and how to Maximize their company's return on membership investment!

There are three additional Maximize Your Membership Workshops available this year. The next offering will be held in May 2021. Please contact CFC ABC's Membership Director, Catherine Wert, with any questions regarding membership and how to become engaged.

cwert@abccentralflorida.org

Anthony Carrasco, Trade Management Inc.; Mark Webb, Campbell Plumbing & Mechanical Contractors Southeast, Inc.; Erika Souders and Julio Centeno, Amphibious Medics; Justin Stehr, Entech Innovative Engineering; Alix Pena, Arena Americas; Charisse Ocasio, Williams Company Manage-



ment Group; Soly Schrack, CT Mechanical; Ron Betta, Barrier One International, Inc.; Jonathan Sheppard, Austin Commercial; John Smalley, Hensel Phelps.

Next Maximize Your Membership Workshop May 26, 2021 Visit abccentralflorida.com/calendar to register for this free event. ■

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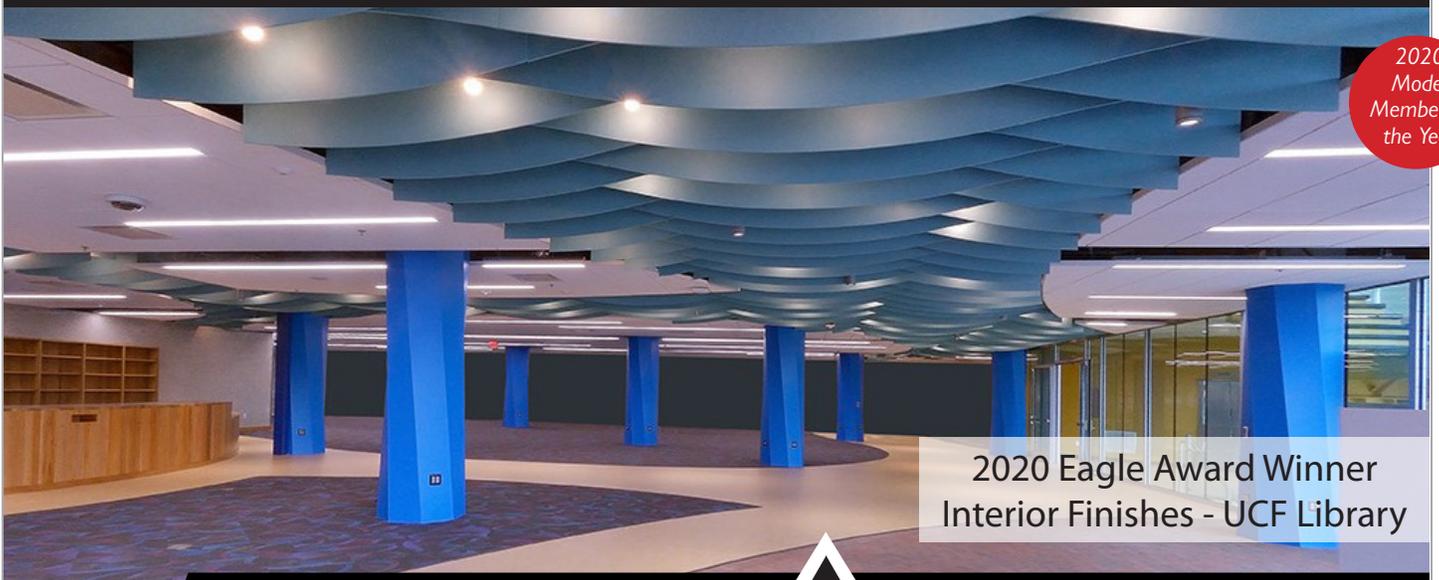


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Key Performance Indicators and Your Construction Company

By: Ray Bastin, CPA, Partner, Withum

Construction companies are often operating at a fast pace, making quick decisions to have every project completed on time and profitable. While balancing many projects, it is difficult for management to find time to reflect on their judgment calls. Miscalculations on staffing projects, ordering materials, and scheduling can have severe consequences if gone unnoticed. Bidding on a project can make or break a company. Overbidding may result in lost opportunities, but underbidding will cause financial strain and cash flow issues.



You cannot manage what you do not measure, making it essential to set measurable goals and meet with project managers and your accountant regularly to ensure you are on track to identify any roadblocks and evaluate past goals. The best way to set measurable goals to evaluate your company is through Key Performance Indicators (KPI's). This metric helps you understand where you stand compared to your competitors and industry benchmarks. KPI's can give management and ownership an

understanding of the relationship between cash, accounts receivable, billings/cost in excess, and many more. Below are just a few examples of KPI's specific to the construction industry:

1. Over-billings to Under-billings

Whether you are over-billed or under-billed is typically dictated by the phase of the project. Certain projects will likely be over-billed, while others may be under-billed. A key aspect is understanding the ratio to either an over-billing or an under-billing during certain time frames or aspects of the project.

Are you billing enough? Are all your costs included in your WIP schedule? These are just a couple of questions that may arise if your over/under-billings are not in line with your plan. Bankers and bonding companies also analyze this KPI to ensure all parties understand the project status and expectations.

2. Under-billings to Working Capital

Working capital is the difference between

current assets and current liabilities. This metric identifies your ability to meet current obligations. Still, if existing assets, including under-billings, are not converting to cash timely, this can quickly lead to the stress of making payroll and purchasing materials. It is essential to timely bill customers so that under-billings do not harm working capital.

3. Months in Backlog

The backlog of projects on the horizon is the lifeline of any construction company and the best way to gauge how profitability will be in the upcoming months/year. The formula is total contract backlog ÷ average monthly sales for the past twelve months. A less than twelve ratio may indicate that additional work needs to be picked up to maintain consistent revenues. The backlog is another metric that bankers and bonding agents scrutinize to determine its long-term growth and health.

4. Average Revenue per Hour Worked

Having an efficient and effective labor force is crucial in a highly competitive industry. However, it can be challenging to manage compensation. The key is to find the right balance between maintaining positive morale, reducing turnover, and maximizing profits. Understanding an hourly labor rate that factors all these can be used on individual projects to compare separate crews' profitability and indicate top performers and key personnel.

5. Gain/fade Analysis

Gain/fade analysis is one of the most often used metrics by bonding companies and banks to indicate overestimating project profitability patterns. In basic terms, this KPI is used for trend analysis by comparing the budgeted gross profit to the actual. A gain suggests that the project was more profitable than budgeted, and a fade indicates it was less profitable. If your WIP schedule frequently shows fades, it may be that the estimator was too aggressive, the project manager did not run the project effectively, or that the company took on a project that is outside their typical scope of work. Analyzing this metric can help improve your company's overall estimating processes.

Once you have a clear understanding of the KPI's that are meaningful to your company, the next step is to work with your advisors to develop standardized reporting. The reporting should provide historical insight into each project and highlight significant variances from the goals set. Consider setting routine meetings to review project performance. Meetings should happen more frequently during busier times of the year (or project) to prevent an issue from escalating into a substantial loss.

To learn more about setting and evaluating your company's KPIs, please reach out to a member of Withum's Construction Services team. ■



Central Florida

President's Letter

The Trump rule changed that but expect Biden to resurrect the Obama plan.

One of the policies that could make a comeback under the former Boston Mayor and now Department of Labor Secretary Marty Walsh is the "blacklisting rule" that was part of President Barack Obama's Fair Pay and Safe Workplaces Executive Order, which was swiftly scuttled after President Donald Trump took office. Walsh is a former member and official of the construction Labors International Union in Massachusetts.

The order required that contractors submit a record of past violations related to health and safety, civil rights, wage and other federal statutes, and equivalent state laws prior to bidding on projects valued at more than \$500,000. Contractors would have been required to disclose the same information about their subcontractors. If contracting officers determined that a contractor's violation record was egregious or had repeat breaches, they could deny those contractors work.

The Project Labor Agreement for federal projects will now take on a new life. Up to this point, it has been a concern, but merit shop employers have been able to secure most of the new federal work during the past ten years as agencies were asked to consider the use of this contracting requirement to use only union labor. ABC expects the Biden Administration to strongly encourage the contracting agencies to work closely with unions to lock in federal work for organized labor. The latest Bureau of Labor Statistics report which reveals that 87.3% of the construction workforce does not belong to a union.

It has been more than a decade since ABC began its fight against the Obama administration's controversial pro-PLA policy, and the campaign continues to produce impressive results.

ABC's campaign helped prevent PLA mandates and preferences on 99% of federal contracts exceeding \$25 million during fiscal years 2009-2020, preventing PLA requirements on 1,877 contracts worth a total of almost \$116.1 billion so all qualified firms could fairly compete to win these contracts.

For these and many other concerns, ABC will be using all its resource to educate politicians, regulators, and agencies about the value of free enterprise. Using the Legal Rights Fund, ABC will defend the rights of contractors to operate as merit shop employers where the association can bring challenges to the U.S. Courts. ■



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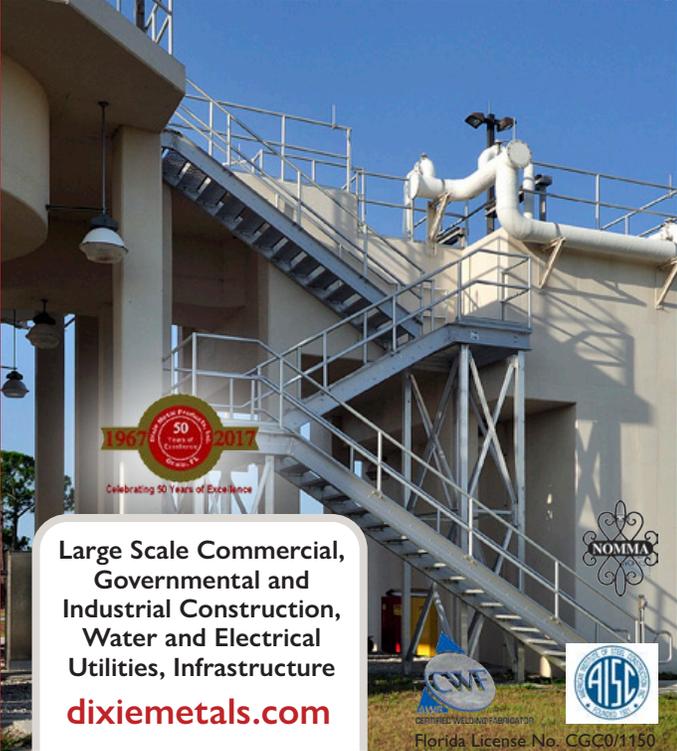


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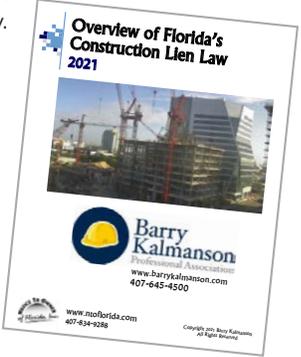
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Origin Construction

By: Jorge Ugarte, Central FL Division Leader

Among the key investments ORIGIN Construction's co-founders, John Wood and AJ Mueller, are making this year is growing the company's footprint in Central Florida, after opening an Orlando office and appointing me to the role of Central Florida Division Leader.

ORIGIN provides a full range of general contracting services, with a focus on corporate office build-outs, retail and restaurant interiors, medical offices, and ground-up commercial buildings. It currently has offices in Miami, Orlando, and Tampa.

Our company's roster of current and past clients includes prominent local, national, and international brands, including Prada, Live Nation, American Express, Facebook, FedEx, Pipeline Workspaces, Holland & Knight, Mount Sinai Medical Center, and the University of Miami.

As Florida continues to benefit from the business and wealth migration that is seeing companies relocate and expand in the state, ORIGIN started the year with 27 active projects totaling 400,000 square feet of commercial space.

Throughout its history, ORIGIN has built and transformed more than 10 million SF of commercial real estate, ranging from commercial offices and retail shops, to restaurants, hotels, and medical offices. Known for delivering exceptional quality and service, over the last two decades

ORIGIN has completed high-profile projects such as Carlton Fields' Miami office, Porsche's Latin American Headquarters, Bloomberg offices at Brickell City Centre, Prada's store in the Miami Design District, and Pipeline Workspaces co-working locations in Orlando and Tampa.

A year since communities began to feel the effects of the pandemic, this experience has underscored the importance of counseling clients as their real estate needs evolve. At ORIGIN, we work closely with clients daily to



identify innovative solutions that reflect the market's current landscape.

From the office to retail market, ORIGIN sees clients rethinking real estate for a post-pandemic life. Property owners and developers who are planning to build offices are able to incorporate new features and design elements that promote wellness. We also expect that new restaurant designs will emphasize the use of outdoor spaces and embrace touch-less features in entry ways, dining rooms, and even kitchens.

While the health crisis is causing near-term disruption, the factors driving Florida's economy continue to support demand for construction services as companies look ahead and make investments in their commercial spaces for the mid- and long-term.

To learn more about ORIGIN Construction, visit www.OriginGC.com and follow us on LinkedIn, Facebook and Instagram @OriginBuilds. Jorge Ugarte serves as ORIGIN Construction's Central Florida Division Leader and is based in the Orlando market. He can be reached at jugarte@origingc.com or (407) 473-8544. ■



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Keller Group plc is a global construction company based out of London, UK, with revenue of over £2.3 billion (\$3.15 billion USD), and approximately 9,000 employees operating in more than 40 countries. They are the world's largest geotechnical solutions specialist. They have the people, expertise, experience, and financial stability to respond quickly, see the job through, and get it done safely. They often operate in

the most challenging circumstances, where climate, terrain, and culture are forces to be reckoned with.

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Associated Builders and Contractors, Inc. Employer Guide for Diversity and Inclusion

Core Values

Associated Builders and Contractors values economic freedom within a free-market economy, with open and fair competition and diverse participants constantly striving to achieve the highest levels of personal and company performance.

ABC values the highest levels of personal and corporate standards of behavior characterized by responsibility, accountability, and integrity, with demonstrated personal and industry professionalism by all participants.

Vision and Core Purpose of ABC

The Vision of ABC is an environment in which people and companies succeed based on free-enterprise principles within the free-market system. The Core Purpose of ABC is to advance and defend the principles of the merit shop in the construction industry and to provide members and their employees with an opportunity to succeed.

ABC is committed to supporting industry efforts to overcome the challenges and maximize the opportunities associated with an increasingly diverse workforce and subcontractor/supplier base.

ABC's objective is to help shape an industry that is welcoming to all people—where employees and suppliers are limited only by their own potential, clients' needs are actively served, and shareholders receive value for their investment.

Business Case and Value Proposition

Workforce diversity is not just a moral imperative or societal goal; rather, it should be viewed as a competitive advantage and a business opportunity. Diversity is a business priority for organizations that strive to achieve a fully inclusive and culturally competent workforce.

The major reasons organizations strive to incorporate diversity are to improve productivity and remain competitive. Organizations should not implement diversity programs because of social or legal reasons, or because it is the “in” thing to do. While the need for incorporating diversity may appear to grow out of notions of social and economic fairness and morality, the real need is to maintain and increase profits amid national and global competition.

The impetus for diversity initiatives must come from awareness of the business implications: addressing the needs of workers, satisfying the demands of competitiveness, and fulfilling the requirements of the company's role in the community.

Organizations are willing to accept change related to diversity only if the potential benefits are clear and worthwhile. With that in mind, perhaps the strongest rationale for incorporating diversity

is to increase productivity among all workers, especially groups that historically have been underrepresented and underutilized (such as women, people of color, people with physical disabilities, older workers, and gay or lesbian employees).

Diversity is about recognizing, respecting, and valuing differences in ethnicity, gender, age, race, religion, disability, national origin, and sexual orientation. It also includes an infinite range of unique characteristics and experiences, such as communication style, career path, life experience, educational background, geographic location, income level, marital status, military experience, parental status, and other variables that influence individual perspectives.

These life experiences and personal perspectives make people react and think differently, approach challenges and solve problems differently, make suggestions and decisions differently, and see opportunities differently. Thus, diversity is also about diversity of thought. Superior business performance requires tapping into these unique perspectives.

To become a true industry leader and form lasting business relationships with increasingly diverse regional, national, and global customers, organizations must understand their customers' cultures and decision-making processes, not merely their languages.

It is well proven that diverse, heterogeneous teams promote creativity, innovation, and product development and delivery. Only by fully embracing diversity and maximizing the well-being and contributions of its diverse employees and suppliers/subcontractors can an organization fully maximize its strength and competitiveness. Embracing diversity enables businesses to realize strategic business goals through positive organizational change.

The faces of customers, employees and suppliers have been transformed into a dynamic mix of people comprised of various races,

cultures, and backgrounds. “Minorities” are now the

majority in six out of the eight largest metropolitan areas of the United States.

Clearly, the U.S. population—and the global population—are changing dramatically. Forward-looking organizations recognize and understand the implications of these demographic shifts, and accordingly alter their customer focus, employee and supplier base, and business practices to better manage the needs of current and future customers and employees.

To download the full guide from National ABC, please go to: <https://abc.org/Portals/1/Documents/Diversity/ABCEmployerGuideforDiversityPreview.pdf> or email diversity@abc.org



Celebrating CFC ABC WOMEN IN CONSTRUCTION

Get to know these amazing women who walk and work among us!

Comprehensive Energy Services, Inc. (CES)

CES is proud of its support of women in the construction industry and provides continuous opportunities for career growth since its inception. This opportunity starts at one of the top two leadership positions in the company, belonging to a female leader who consistently supports women having equal opportunities to men in a male-dominated industry.

In order to develop, grow, and retain talent, CES offers financial support of continuing education classes; membership in industry organizations and associations, including the



National Association of Women in Construction (NAWIC); and focuses on building and maintaining a culture that provides work life balance, while encouraging and supporting the individual passions and philanthropic efforts of its team members.

A year ago, when the COVID-19 pandemic started, CES made a concerted effort to seek and hire talent even outside the industry to support the local Orlando community. Positions were filled or created in the construction services, sales and service, finance, human resources, and business development and marketing. The collective experience of the

new female employees is more than 75 years, and many are bringing new ideas, approaches, and perspectives to the company while they learn the industry.

In January CES was awarded the 2021 Top Workplaces USA award, and rounded off 2020 by being recognized by the Orlando Sentinel as a Top Workplace, and for the 10th year in a row was recognized as one of the Best Places to work by the Orlando Business Journal. ■

Clancy & Theys Construction Company

In an industry that continues to be male-dominated, women have an expanding role. For 72 years, Clancy & Theys Construction Company has led construction management services in the Southeast. They owe much of their success to several women who have worked with their firm for several years – some with more than two decades of experience. Today, Clancy & Theys employs more than 300 full-time team members, with more than 20% of those roles fulfilled by women, double the 10% national average in the construction industry. These include positions in both the office and the field, from project administrators, managers, and superintendents to chief financial officer. While the groundbreaking continues, Clancy & Theys will remain committed to helping women drive progress.



“If we could reach out to women and let them know about the available opportunities for them in the industry, opportunities to be extremely successful, we could easily change the narrative regarding the role of women in construction,” said Cassie Weidinger, assistant project manager.

As they look toward the future, Clancy & Theys will continue to support all women in construction and raise awareness of the growing impact women provide to this industry. ■

Coastal Construction Products, Inc.

Construction projects begin to take shape when the materials needed arrive at the jobsite. If you have ever started a project in Orlando, chances are some of those materials came from Coastal Construction Products with assistance from their own women in construction.



L-R: Amber Rivera, Amy Zdrowak, Katelyn Livengood and Maggie Myers.

Amy Zdrowak, outside sales, is an experienced technical professional who works with design teams and contractors. She supports customers with timely insights and solutions on the materials they need to get the best results. Amy is active in the construction community as board member and secretary



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of the Central Florida Chapter of International Concrete Repair Institute (ICRI).

Coastal Construction Product's inside sales team, including Katelyn Livengood, Maggie Myers, and Amber Rivera, focuses on getting products to customers when they need them. With an emphasis on outstanding customer service, the team gets it done! Coastal is a distributor of Division 7 products and these often require specialized knowledge and service. Katelyn, Maggie, and Amber have the technical background and skills needed to create the best possible experience for our customers.

If you have not had the opportunity to work with these women, they encourage you do so. Their enthusiasm and dedication are impressive! ■

Energy Air, Inc.

As VP of Residential Sales, Yolanda R. Pizarro is responsible for business development and pre-construction coordination within the residential new construction and retail add-on/replacement market. She is also involved in residential operations management. Yolanda started with Energy Air in 2004 in the HR department. In 2007, she transferred to the residential



division to work with the estimating team. By 2008 she became the primary account manager. Based on Yolanda's hard work, loyalty, and performance, in 2017, she received the promotion to her current position.

Throughout her tenure at Energy Air, Yolanda has built multiple relationships with large residential builders in both their purchasing and field departments. She is a valued member of the partnership Energy Air shares with its customers. She consistently produces record breaking sales, while simultaneously leading a team of sales personnel and estimators.

Yolanda has completed all three years of the Air Conditioning Contractors Association of Central Florida apprenticeship program along with numerous advanced HVAC sales, marketing, and manufacturer training courses. In 2018, Yolanda received her Florida Certified Air Conditioning Contractors license.

For the past 6 years, Yolanda had served on the Executive Board of Directors for Air Conditioning Contractors Association of Central Florida (ACCACF) and participates in the Apprenticeship and Events Committees. In her current role as Secretary/Treasurer, she has led the charge to get new benefits for students from local resources. ■

Gilbane Building Company

Rachel Bouffard, project executive, delivers construction management expertise for multiple educational facilities, including complex projects on occupied campuses. Currently, she



is overseeing the Orange County Public Schools (OCPS) Technical College Building project. Rachel has completed Gilbane's leadership program and

is an ideal example of a female front-runner in the construction industry. Balancing work-life with four children ranging from 4 to 16, Rachel Bouffard is breaking the mold of what a woman in construction looks like.

When asked about why she chose this career path, Bouffard responded, "As a child, I was raised to believe that women were able to do anything men could do. My parents renovated houses and acquired rentals to supplement a teacher's salary in order to raise three kids. We watched their hard work and dedication, and during this time, I fell in love with construction and engineering and I appreciate the challenge of integrating the skills I learned to problem solve and bring people together to build buildings. With over 19 years in the industry, I have enjoyed seeing the increase of women in the workforce. Construction provides limitless possibilities and opportunities for women, from the technology of three-dimensional computer modeling, artistry of terrazzo to the operation of heavy equipment. I hope to inspire others to find the satisfaction of a career in construction and to show the world that women can do anything men can do. I couldn't imagine another field I would love as much." ■

GMF Steel Group

Growing up on a farm instilled a work ethic and desire for creativity in Lauren Nodal that prepared her to be a welder in the construction industry. "I've always been creative. I enjoy doing things with my hands, so I've worked with various mediums like cardboard, leather, paint, fiberglass, even clay, and then I realized—the only one I hadn't worked with was metal," Nodal shares.



This passion led her to take a welding course at Daytona State for a year. She was then

offered a teaching role for a year and a half before COVID-19. When Nodal was offered a position as a welder at GMF Steel Group, she faced the initial intimidation of being a woman in the construction industry.

She realized that she was going to have to "work twice as hard to receive the same level of respect that men give to each other in this industry."

Nodal admits that "it's common to initially think that a girl can't compete in construction because she can't lift that heavy object, or isn't tall enough to see that one thing, but I have to realize I have a purpose."

Jeremy Turner, construction manager at GMF Steel Group, acknowledges that Lauren brings "impressive physical labor skills along with new ideas and perspectives. Her strengths allow the team to be productive in not only completing tasks but being efficient while doing so."

Some things may be harder for a woman in general, but "women bring a certain attention to detail and patience, which then brings a different viewpoint daily," Nodal says.

She wants to encourage every woman that "you can't say you don't belong somewhere if you haven't given it a try."

Turner says he is thankful for GMF's "proactive culture in hiring women and challenging the status quo for skilled positions reciprocates to the entire construction industry and sets a new standard for everyone."

With her mom working for a general contractor, the construction industry was not new to Natasha Trimble when she started her career in estimating. After graduating from Florida State University with a Civil Engineering degree, she began working with her mom at the same company.

Trimble expresses that she "learned quickly that the politics of being a woman in construction were difficult, and it got to be very frustrating when I wasn't receiving the appropriate amount of respect."

When she started working at GMF Steel Group, she had the intention of working as a field engineer but became an estimator because of an open position.

"I ended up being pretty good at it, which turned out well for me," Trimble laughs as she says, "I don't have the personality to impose my will on people, so it's easier, as a woman, to be behind the scenes making things happen rather than trying to prove myself."

In her time at GMF, she has taught herself how to do take-offs on screen rather than by



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hand. Trimble said, "I hate writing. I also found there was more room for error, so I didn't want to risk it." Because of this, and it being faster to do them on-screen, she is usually the one assigned to projects over \$2 Million.

She says that "women shouldn't be afraid to innovate or think outside the box, because it will benefit everyone else around them."

"It's important for women to be everywhere—where decisions are being made—where things are happening," says Sarah Vespa, assistant general counsel and risk and compliance manager at GMF Steel Group.

Becoming a lawyer was always Vespa's goal

when attending Florida State University. After graduating, she clerked for Children's Legal Services but found that she wanted her career to go in a different direction. In

2019, she began working at GMF to ensure their compliance with state, local, and federal laws.

"One thing I love about the construction industry is knowing that we are the ones unseen making things happen so others can live their lives. We build the buildings where society, at large, is going to spend their free time or further their careers," Vespa expresses, "and it's easy to forget that women have a huge role in that."

"Sarah implements positive attributes about GMF and the projects we build," Andy Norman, president of GMF shares, "she's really excited to tell that story."

Vespa thinks that "there is a misconception that women in the construction industry are not tough enough to handle it." She elaborates, "It does a disservice to women because women are some of the toughest people I know."

Vespa believes that women are a "tremendous asset" and hopes that they "leverage their skills because they are a benefit to any company and the industry as a whole."

Norman explains that "diversity is important because if you end up with all the same kind of people, you're going to limit your think tank and emotional capacity. The diversity we have at GMF allows us to have different thought processes and approaches to overall growth." ■

H. J. High Construction Company

H.J. High has a total of 15 women on staff, nearly half of the company's workforce. As the number of women in the industry grows, it is more important now than ever to

encourage young women to consider a career in construction.

While many women in the industry fulfill the marketing, administration, and assistant roles, they wanted to highlight the women in the field.

Lori Baker and Liz Buske are two of their top project managers. Their dedication to their projects and the love they have for the industry is evident in the work they do. They lead their project teams with authority to impressive results. Their enthusiasm for their job is inspiring to all the other women in the office



and shows young women that they can excel in construction. The steel-toed boots and hard hats are not just for the men.

Lori's advice to any woman who wants to pursue this career is to get out into the field and walk with a seasoned superintendent as much as possible.

"While having a degree in a construction/engineering field is great, what you learn in the field from an experienced superintendent is invaluable."

Another powerful female force in H. J. High's office is the safety director, Cindy Spiropoulos. Cindy is the Greater Orlando regional director for the National Association of Women in Construction (NAWIC). Cindy spends her free time organizing and planning events for NAWIC so she can help inspire and encourage women to pursue a career in construction. ■

Interior Specialties, Inc.

Interior Specialties, Inc., a Division 10 and 12 specialty contractor, has a long history of leadership from women in construction. Now, the company once again has a woman at the helm. In early January 2020, Stacy Robinson took the lead as the company's CEO. She joins her husband, President and Co-Owner Bob Robinson, and Vice President and CFO David Yates on the leadership team for the company.



Interior Specialties, formerly Window Interiors, was founded by and previously led by a woman, from whom the Robinsons bought the company. Now, Stacy is continuing that tradition, with the company on the path to once again becoming a certified woman-owned business. Through her leadership, Interior Specialties has seen strong growth, and taken on several notable jobs recently, including at the cutting-edge Center for Advanced Healthcare at Brownwood in The Villages, UCF's Celeste Hotel, and the Global Home of the PGA TOUR in Ponte Vedra Beach.

Stacy is a great example of the power of elevating women leaders in the industry, she and her team look to build on these successes as they continue to deliver excellence on jobs in Central Florida and throughout the Sunshine State. ■

JK2 Scenic

Since 2013, JK2 Scenic has been on a path of strategic growth. Led by President Julie Holmes, the company has stood out as a certified woman-owned and operated business. Now, with a diverse team and unique perspective, JK2 Scenic is looking toward the future, fortifying a culture of creativity and employee growth.

At JK2 Scenic, the company is not only focused on the development of their employees, but the support of the local community through involvement in local industry organizations and charities. Over the last year, JK2 Scenic has added four women to the team, who participate and are involved in the community.

They believe their strategic focus and ability to think outside the box and adapt is the reason they have been able to find the silver lining over the past year. Although 2020 was a challenging year, they made quick business decisions, pulled in outsourced work, and invested in technology, equipment, and talent to position the business for growth and a strong future.

They look forward to building upon their creative approach to uncommon ideas and will continue to invest in strong women in the industry, think outside the box and build things that have never been built before. ■

Marietta Drapery & Window Coverings Co., Inc.

The women of Marietta Drapery & Window Coverings Co., Inc. have a text thread containing the actual thoughts and experiences they face walking into trailers, safety meet-





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ings, and job sites. Somewhat of a “Sisterhood of the Traveling Hard Hat.” It’s these internal discussions, ideas, and buzz words, written through the lens of their own experiences that continue to generate success.

A prime example began at the Central Florida Chapter ABC Chili Cook-off late last year. Marietta partnered with a local general contractor to create Roadkill Chili. The event was productive, relationships were made, and chili was consumed. Aspects of the partnered event were discussed on the text thread. Follow up occurred at the local level from women in their perspective territory making their regional office aware of the success of the Roadkill Chili. Fast forward several months, and now other women at Marietta are getting

Sprinklermatic Fire Protection Systems, LLC

While seeking a career path that would challenge her skill set and give her the opportunity to flourish, Nova Hemmings stumbled across the construction industry. She continues to be motivated by the culture at



Sprinklermatic and the drive they have to succeed and grow as a team.

In her current role, Nova is involved in business development

while also providing support to their estimating team. Her team sees her as extremely approachable, driven, and results oriented. Nova explains, “My key to success has been emphasizing to our team of both men and women that relentless follow-up gets results”.

After constantly being told she “could not”, she is most often inspired by the woman she sees in the mirror on her most difficult days. Nova believes that, “The reality of being a woman in construction has many challenges and obstacles which can be overcome by lifting one another up and approaching each challenge as an opportunity to stand out”.

“A woman in construction is fearless, reliable, committed, and has the tenacity to achieve her goals”, she says. She believes the future is very bright for women in construction and they will continue to break the glass ceiling in the industry. No longer does she overlook the industry that once seemed favorable only to men. The presence of women in an industry previously run by men has become more prevalent every day.

Nova’s advice to other women looking to make a career switch is, “if you want to get the opportunity you deserve, never limit your options. The worst opportunity is the one you don’t take”. ■

Universal Engineering Sciences (UES)

Major Projects Manager Christiane Nelson has worked for Universal Engineering Sciences for more than 15 years. Although she is located in the Orlando branch managing significant projects throughout Florida, much of her time is spent on job sites. She currently leads UES efforts for the 35-mile Brightline East West project and Archer Western design builds, as well as other complex projects.

Nelson studied at the University of Central Florida, earning a BS in Engineering. She has since been able to develop her career in a number of roles within Universal Engineering Sciences.

“There are so many possibilities in construction. There’s a vast array of jobs, and it is vital to find the right career fit for your person-

ality,” said Nelson.

Nelson is grateful for several mentors at UES that have helped her technical and professional growth.

“They have led me to aim for positions where I will be successful. Now I try to help others also choose positions that work well for them and I like to give people opportunities when they arise. I think it’s incredible to see what people can do when you give them a chance.” ■



WELBRO Building Corporation

Pat Walker has spent her career with WELBRO Building Corporation as a champion for the construction industry and the amazing careers available to all people regardless of their background. Pat has been a NAVIC member for over 30 years and has held numerous leadership roles. Some of Pat’s key contributions have been the development and growth of the Construction Career Camp and in making the Greater Orlando Chapter one of the most active and successful NAVIC chapters in the nation.

Pat has made a difference in attracting women to the construction industry and increasing the opportunity for professional development, education, networking, and ultimately success. She received the “Legendary Leader Award” for her exceptional mentoring of future leaders, embracing change, and her impact on both the local and national level.

Through her work with the Academy of Construction Technologies, Pat has touched and enriched the lives of many young adults by attracting and preparing them for a career in the construction trades.

In addition to these two career-long endeavors, Pat has spent years supporting those whose leadership can bring positive change to the industry and the lives of young people through the Central Florida Junior Achievement and Seminole County Teach-In programs. She uses these platforms to share professional experiences, interests, and information on the different careers in construction and influences others to do the same, earning the respect of her peers and becoming a role model in this industry. ■



bids from general contractors who indulged in some Roadkill Chili at the event.

In a male-dominated field, women are often seen as less knowledgeable. Referencing incorrect issues immediately reduces their credibility. That’s why the women of Marietta mentor each other through their discussions and examples. They understand the value of diversity in the construction industry and attack it every time they walk on site. ■

Poli Construction, Inc.

Vida Szatkowski founded Poli Construction, Inc. in July 2009 with her husband Pawel.



Vida’s goal with Poli Construction has always been to create a positive impact within the community and over the years, that is exactly what they have accomplished across the entire

Central Florida region. A detail-oriented, open-minded, and honest leader, Vida strongly encourages open communication and collaboration between team members. She knows that by working together, Poli Construction is better able to overcome obstacles, tackle more ambitious projects, and exceed client expectations allowing them to become a go-to company for all levels of GC projects. ■

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CT Mechanical

By Soly Schrack, HR Director

CT Mechanical is a versatile team of commercial HVAC, plumbing, and refrigeration experts who offer full-service mechanical contracting for new and existing buildings. Under the Comfort Temp Company umbrella, CT Mechanical is also the sister company of Comfort Temp Heating & Air. Headquartered in Gainesville, Florida, CT Mechanical established two additional offices in the fall of 2019 to accommodate organic growth and opportunity in the Orlando and Jacksonville markets and now have a staff of over 200 in central and north Florida.

Along with their impressive team count, they have over 100 vehicles in their fleet, their own in-house training and safety program, and a very productive sheet metal fabrication shop. With over \$100 million of work completed within the last five years alone, across all sectors, there is no job too big for CT Mechanical to handle. Whether working on a school, hospital, stadium, museum, or grocery store, you can rest assured that when entering a space completed by CT Mechanical, it will feel just right!

CT Mechanical believes the success of commercial construction begins with thoughtful inquiry and meticulous planning. Their team

to large commercial chillers and data systems, their service department is capable of working on a wide range of equipment.

Safety is CT Mechanical's primary strategic objective and the first consideration in every project. Dedication to safety and commitment to quality are nonnegotiable.

"Our values shape every decision, every client interaction, and everything we expect from our teammates," said Erik Worthmann,



president and CEO of CT Mechanical. He believes that by investing in his team, equipping them with the resources they need, and cultivating a strong culture they will continue to succeed and bring value to every project.

The CT Mechanical team has continued to grow and evolve as opportunities and challenges present themselves. They attribute their success, in large, to the six core pillars that

ago. Their mission was to bring comfort into every family's home. Although the scope, business, and their services have evolved, the goal remains the same; to bring comfort into the most used spaces and peace of mind every step of the way. People do their best work when buildings are comfortable. When the air flows and the systems work, they do not have to think about it. They are free to do what they do best. Their comfort is the company's success.

From a very young age, Erik was very involved in the family business. He worked alongside his parents as often as he was able to and finally joined them

full-time in 2000, when he received his Mechanical Contractor License in Florida at the age of 21, being one of the youngest people to ever accomplish this. From 2000 to 2009 Erik worked his way through the field and into the role of vice president, learning every aspect of the business. Erik's true passion has always been in commercial and industrial mechanical work, and in 2009, he and his wife Christine established what today is CT Mechanical.

"One of the things I love about Erik and Christine is that they aren't afraid to work alongside you. They do what is necessary to keep us moving forward. As a matter of fact, the guys love when Erik puts on his tools and works alongside them, it helps motivate them and

shows them that we are all part of one team, no one is more important than the other" said HR Director, Soly Schrack.

This company, from humble beginnings, has been built on strong family values with giving back to the community always as a core focus. On a yearly basis they support over 35 non-profit organizations, through sponsorships, drives, and or even volunteering to cook a meal. Giving back is a strong part of the company's DNA and it was passed on from Tom and Lucy to Erik and Christine to every single team member in the company.

CT Mechanical recently joined the Central Florida Chapter ABC with hope to build strong, lasting relationships with contractors and vendors in the central Florida region. Pre-Construction estimator, Austin Schrack commented, "We really value relationships with our business partners and contractors, and I hope we have the opportunity to establish some great relationships within the business that make up this ABC chapter". ■



thrives on unusual challenges and project managers work diligently to ensure projects are completed on time and within budget. Their field teams provide expert workmanship that reduces energy and maintenance costs while maintaining a high standard of safety. From simple HVAC systems in small offices

drive their company; commitment to quality, answers through ingenuity, people over ego, clear considerate communication, go farther together, and of course never forgetting the company's mission and purpose.

Erik's parent, Lucille and Tom Worthmann started Comfort Temp Heating & Air 36 years



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A Project Unlike Any Other- NeoCity Academy

Celebrating the First Net-Zero School in Florida

*By Shane Burnsed, Area Manager
Gilbane Building Company*

Recently opened for the 2019-2020 school year, the NeoCity Academy is a 500-student, net-zero energy, public STEM high school is located on the NeoCity Campus in Osceola County. Situated in the heart of a new advanced manufacturing corridor within the NeoCity Masterplan, this unique facility offers STEM-focused curriculum paths including engineering, biomedical, and cyber security. The School District of Osceola County (SDOC) formed a partnership with the University of Central Florida



to evaluate STEM pedagogy to create a national instruction model. This project was intentionally designed with a zero energy goal, meeting rigorous WELL Building design standards to use 76% less energy than a typical school. A collaborative approach centered on SDOC's overall desire to provide an educational setting unlike any other in Florida. Gilbane co-located with SDOC and Little Diversified Architectural Consulting during the conceptual design phase to immediately begin building strong teaming relationships and trust. This methodology continued throughout procurement and construction to help maintain budget, schedule, and safety goals while ensuring all members worked towards the same goal. At the onset of the project, Gilbane provided the school district over \$1 million dollars in value engineering options. Throughout construction, the team continued to find ways to save the client money while focusing on value and quality. These efforts resulted in an additional \$220,000 in savings - \$50,000 of which were unused funds returned to SDOC at the end of the

project. "As the planning principal and now principal of NeoCity Academy, a 500-student STEM Magnet in the School District of Osceola County, I have been engaged in the planning, design, and construction of NeoCity Academy from day one. This project pushed everyone involved out of their comfort zone and required the entire design and construction team to push their thinking and methodologies. Gilbane Building Company, not only met, but far exceeded my expectations to deliver a learning environment that will serve the school district for years to come." Michael Meechin, Principal, NeoCity Academy

Energy Management

The building's energy management system included a two-way electric service meter, which monitors energy usage and allows for tracking energy produced by the numerous solar panels situated on the roof and canopy structures. This system is intended to drive down Energy Use Intensity (EUI) and add renewable energy sources for the building to achieve net-positive energy status, enabling systems to generate more energy than is consumed over a year.

The typical EUI for a facility that is built to traditional construction standards in Central Florida is 55 to 65. The EUI for this facility was lowered to an impressive 16. The solar system to achieve zero energy requires a minimum of 660 roof-top panels with a minimum estimated annual energy production of 226,000 KWH. After the solar panels were installed, the actual EUI came in at an astounding -2. The project's air infiltration maximum was set at 0.15 CFM/SF, and the first round of testing produced a 0.20 CFM/SF. The team made necessary changes to address



From Builders to Advocates

Serving as true advocates for net zero facilities, various members of the project team have presented on this new wave of construction at both the local and state levels. Presentations included, but were not limited to: FEPPA (Florida Educational Facilities Planning Association); several universities; organizations including UCF, Leadership Orlando, ASHRAE, etc.; and state officials/representatives such as County Commissioners, Senators, Florida House of Representatives and the Department of Education. Gilbane's project manager emphasized, "it is our hope that NeoCity Academy will serve as a model for affordable and sustainable educational facilities that will change the way schools are designed and built in Florida, and across the country." ■



Building photos © Mark Herboth Photography LLC

this leakage, resulting in .029 CFM/SF, 82% better than the requirements.

During Gilbane's joint effort with the design team, a complete life-cycle analysis was conducted, and it was determined that the school will save over \$115,000 per year in energy costs. It is predicted that, over the next twenty years, SDOC will save more than \$3.2 million dollars with relation to energy costs.

As energy consumption is the number one cost impact for most school districts, the more than 660 self-ballasted solar panels installed on the roof and canopy structures will produce over 228KW of energy, drastically reducing NeoCity's carbon footprint. Mark Clinch, Chief Facilities Officer of the School District of Osceola County states that "Gilbane Building Company made a positive difference on the NeoCity Academy Project; the first zero energy school project in the state. The Gilbane team was seasoned and professional. Their attention to detail directly contributed to our success and exceeding our high performance/air tightness requirements by 83%."



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MEMBER NEWS

Member News is a forum for companies to share information with the Central Florida Chapter membership, *free of charge*. This service is available to all member companies on a first-come, first-serve basis, as space permits. Content should be editorial in nature. For more information contact Lauren Kelly, Marketing Director at 407-398-1268 or email bcf@abccentralflorida.org. Download the Media Kit from: abccentralflorida.com/building-central-florida/

COMMITTED TO SAFETY

As the leading occupational medical support provider in the United States, **Amphibious Medics** has had a proactive response in keeping their clients and the communities they serve safe. Due to the unprecedented impact of the COVID-19 global pandemic, Amphibious Medics created the **COVID-19 TASK FORCE** to assist their clients in keeping their work sites open and compliant with state guidelines. Throughout 2020, the company supported the NYS Department of Health by providing fit testing and personal protective equipment training at strategic locations throughout the state. In doing so, they were able to make sure all EMTs, RNs, doctors, and National Guard soldiers assigned to these locations were protected and prepared to support the public. The Amphibious Medics COVID-19 Task Force services include accurate COVID testing, 3-in-1 Face Recognition devices for controlled access, and other temperature measurement devices to limit contact between individuals. The company's nationwide footprint allows for assistance anywhere, 24/7. It is this footprint that allows for a continued effort to sustain the growing demand of positions such as COVID Screeners, COVID Compliance Officers, and Jobsite Safety Accountability Supervisors and deploy them daily all over the country to support clients in every industry.

"If you told me in 2011 when I joined Amphibious Medics as a lifeguard/EMT, I would have to create a brand-new division or task force designed to operate and support all industries due to a pandemic; I would have laughed at you and said this person is crazy. I am proud of every single one of my co-workers," said Terence Curran, COO of Amphibious Medics. "Not one of them said I couldn't do this or that is not my job. We all jumped in and did our part; weekends were not a thing. We worked together and grew together as a family."

On Dec. 14, 2020, the first COVID-19 vaccination was administered to a nurse in New York. In 2021, Amphibious Medics looks to continue supporting the department of health to protect all staff members assigned to COVID-19 testing and vaccine sites.

In addition, the Amphibious Medics COVID-19 Taskforce team is diligently working on obtaining approval for providing and distributing the COVID-19 vaccine throughout all states that they operate in.

For more info on Amphibious Medics and their services, please visit www.amphibiousmedics.com/covid-task-force. ■

Colwill Engineering Electrical, Inc.

...is on the move! Due to the continued support of their ever-growing client base and talented staff, Colwill Engineering Electrical, Inc. is expanding their facilities to serve the Orlando Market. Construction is now underway on their new 19,000 SF building located in Apopka with completion scheduled for mid-summer of 2021. Once finished, the facility will not only provide enhanced quarters for existing electrical contracting operations but will also provide a home for permanent mechanical contracting, technologies, and consulting engineering operations in the area. ■

Comprehensive Energy Services, Inc.

... named a winner of Energage's 2021 Top Workplaces USA Award. This is the inaugural year for Top Workplaces USA, built on the program's 14-year history surveying more than 20 million employees across 54 markets for the regional Top Workplaces awards. "We are honored to be recognized as one of the Top Workplaces USA. The key to our success since inception is to be relationship based and performance driven in everything that we do, which truly embodies our company culture," said Todd S. Morgan, president & CEO. "Comprehensive Energy Services

(CES) is a family-owned and operated company that embraces each team member as a member of the CES family. We are sincerely humbled to be recognized by our team members in this incredible way." Winners of the Top Workplaces USA list are chosen based solely on employee feedback gathered through an employee engagement survey, issued by Energage. Results are calculated by comparing the survey's research-based statements, including 15 Culture Drivers that are proven to predict high performance against industry benchmarks. ■

Nash Plumbing and Mechanical, LLC

... has been awarded the plumbing and mechanical scopes for Baptist Health Care Campus Pensacola with Brasfield & Gorrie, LLC. The project consists of 602,000 SF, 10 floors, 264 beds including 54 ICU, 198 medical/surgical, and 12 labor and delivery. It also includes a Level II trauma center with 61 exam rooms, critical care areas, a mother-baby unit, and surgery department with 25 procedure and operating rooms, specialty cardiac care treatment, and procedure rooms. Construction is expected to be completed in 2023.

... has been awarded the plumbing and mechanical scopes for BayCare Hospital Wesley Chapel, partnering with Robins & Morton. The \$246M, 318,000 SF project includes a 6-story acute care hospital and emergency department, CEP, and Medical Arts Building. With one and a half floors shelled for future expansion, the current scope includes 90 patient beds, four operating rooms, and one Cath Lab.

... has been awarded the plumbing and mechanical for Orlando Health Reunion Village Freestanding Emergency Department, partnering with Charles Perry Partners, Inc. The single story, 11,800 SF ER will include 11 exam rooms and one triage room. Construction is expected to start in March and be completed before the end of the year.

... Additionally, Nash's Commercial Service department is on track to earn nearly \$1 million in revenue for 2021, and the department is continuing to grow! ■

Service Complete Electric, Incorporated

... has broken ground on Florida Can Manufacturing in Winter Haven, Florida. The Oviedo-based electrical firm is working to finish the 305,200-SF, \$4.25 million project by September of this year. With an aggressive 10-month timeline, SCE is working to overcome numerous challenges. To adhere to the schedule, SCE is pre-fabricating numerous assemblies offsite at its Oviedo pre-fabrication shop and shipping directly to the job site for installation. One example of this is underground assemblies at each piece of distribution equipment. "We're really looking forward to finishing this project in September," said Tony Scruggs, president of SCE. "The schedule is aggressive, but if there is any firm that can complete this project with an exceptional result and safety as a priority, it's Service Complete Electric."

SCE has taken extra steps to ensure safety best practices and protocol are being followed by implementing special training as it relates to working with medium and low voltage power distribution, controls, and manufacturing and process equipment. The project will also require team members to work at heights ranging from 47 to 57 feet. The company's safety department will be involved daily throughout the entire project to ensure the safety of everyone involved. "Safety is at the forefront of everything that we do, and this project is no exception," said Scruggs. "We're cutting the number of working days in half while ensuring the quality and safety of the project aren't compromised." ■

S.I. Goldman Company, Inc., a Comfort Systems USA Company

... was selected by Brasfield & Gorrie, LLC for the AdventHealth Altamonte Outpatient Infusion Pharmacy project located in Altamonte Springs, FL. The project consists of renovating an existing 1st floor area into a USP 797/800 compliant pharmacy and infusion bays. The mechanical and plumbing work includes the installation of a new chiller, air handling unit, exhaust fans, and renovation to the existing fixtures. Work began in March 2021 and is scheduled for completion in August 2021.

... was selected by AJAX Building Company for the University of Florida 632 Data Science and Information Technologies Building early



Colwill Engineering Electrical, Inc.

site package located in Gainesville, FL. Work includes the installation of underground HDPE and steel pre-insulated chilled water piping from the existing campus loop to the new building. Work began in January 2021 and was scheduled for completion in March 2021. ■

...has been the catalyst behind some of Central Florida's most iconic structures for nearly 40 years. Since 1982, Collage projects have provided thousands of job opportunities in Central Florida. Collage has donated significant dollars to support local nonprofit organizations. ■

Sprinklermatic Fire Protection Systems, Inc.

...Opens fifth training facility at the University in Florida, adding to the Sprinklermatic Universities in Davie, Tampa, Fort Myers, and Jacksonville and showing the company's seriousness about training and education.

These facilities are built by the men and women of Sprinklermatic for use by anyone, regardless of who they are. They train with contractors, fire departments, engineers, property managers, their team, and even the competition. There are no boundaries when it comes to life safety education. This passion stems from their belief that their system integrity lives far beyond the life of the warranty.

Knowledge of life safety will keep people safe, and educating people is the mission and passion at Sprinklermatic. They are excited to host teams with one of their state-accredited programs or custom fit a curriculum. Check out one of the five facilities or plan a virtual training for multiple offices. To set up a hands-on or virtual training at Sprinklermatic University, email communications@sprinklermatic.net. ■

Universal Engineering Sciences (UES)

... appointed James Walsh as president. With more than 35 years of experience, Walsh is a seasoned executive with extensive experience and strong leadership in the engineering space, excelling in business strategy, M&A, service management, human capital development, integrations, and technology. He will report to CEO Mark Israel, PE and work in the corporate headquarters in Orlando, Florida.



"Jim is recognized for delivering results in complex, dynamic environments by steering strategy, promoting culture, driving change, and creating consistent processes," said CEO Mark Israel, PE. "Jim will drive enterprise-level consistency and stability across our national organization, partnering with key stakeholders to achieve long-term and short-term objectives."

... recently acquired Construction Testing & Engineering, Inc. (CTE), and Wallace-Kuhl & Associates in California. UES, a nationwide leader in geotechnical engineering, construction materials testing, building code compliance, threshold inspections, and environmental consulting, serves clients throughout the Southeast and West, operating from 37 offices with 1,850 highly skilled professionals.

The company recently launched a new website, combining the entire family of companies under one unified digital presence at universalengineering.com. The website offers more robust content and a more sophisticated look and feel as the company continues to grow and evolve. universalengineering.com ■

The Collage Companies

...is passing the leadership baton. Effective January 20, 2021, Brian Walsh, founder of The Collage Companies, assumed the title of chairman and CEO and continues to guide the vision and strategic direction for Collage's market expansion. Mr. Walsh will be succeeded by Rob Maphis, who will assume the role of president of The Collage Companies. Rob has served as executive vice president since 2016. Steve Pinyot will move from his current role of vice president to fill the role of executive vice president. Tara Sanders, who has been Collage's controller since 2014, will assume the leadership position of chief financial officer.



Pirtle Construction Company

Since 1968 Pirtle Construction Company (Pirtle) has been committed to delivering excellence from concept to completion. As one of Florida's foremost contractors, Pirtle has earned awards from ENR, ABC, AGC, NAMC, SE Construction, and more over the years. Pirtle is a financially stable and highly respected private builder; they have earned a solid reputation for completing projects ahead of schedule and under budget. Pirtle has built an impeccable reputation throughout Florida based on quality projects and owner satisfaction over our 52 years. They are proud to say and demonstrate that owner satisfaction is always a top priority. As a result of this, and with their "Commitment to excellence", Pirtle is proud that 95% of their work comes from previous clients. They have maintained three South Florida offices with a diverse portfolio in over 15 markets ranging from public to private sectors.

are expecting. Their projects win awards for quality, exceed standards for safety, and are at the forefront of cost-efficient, sustainable construction — all while saving their clients millions of dollars.



Pirtle is committed to local minority and small business growth and success and works diligently to support them to help promote these smaller businesses into larger successful companies. Pirtle has consistently exceeded those requirements set forth by their clients. They actively solicit disadvantaged or small developing firms through

and residents' inclusion and development through information sessions, matchmaking sessions, training and development, as well as local workforce outreach events. Based on their Central Florida experience, Pirtle has developed an extensive database of subcontractors and vendors within the area.

Although they have earned the reputation as the "Number One School Builder" in the Florida construction market, Pirtle has serviced clients in:

- Athletic & Sports Complexes/ Recreation
- Community Centers/Country Clubs
- Cultural/Performing Arts
- Education: K-12, Higher, Private
- Government
- Hospitality & Dining
- Industrial/Warehouse
- Interior Buildouts
- Multifamily
- Office & Administration
- Public Safety
- Research & Healthcare
- Retail/Private Development
- Transportation/Automotive

Pirtle's delivery methods range from CM@R, design-build, design-bid-build, integrated project delivery, lean construction techniques, and public-private partnerships (P3).

Services Provided:

- **Preconstruction:** Pirtle's collaborative team offers in-house technology to offer ideas as we partner with you during the design phase.
- **Construction:** Pirtle uses various construction contracts to add more value for our clients.
- **BIM:** Building Information Modeling, we train our staff to offer in-house BIM training and will be provided for every project.

While Pirtle offers mentoring opportunities and creative ways to assist subcontractors, Pirtle also gives back to the community. By ensuring they offer the utmost service to their clients, they strive to give back to the associated groups and organizations that are important to their clients. Pirtle looks forward to expanding to the Tampa, Brevard, Volusia, and Jacksonville areas. ■



Pirtle opened an office in Orlando in 2012 and now has an array of repeat clients locally. Pirtle Orlando has built a reputable reputation based on client success. By doing so, they have a strong pool of local trades that they use and trust to ensure that their clients receive the product they

mentoring sessions, outreach programs, and participation in various events and conferences. Their entire team mentors, trains, and assists all minority subcontractor business partners throughout the construction process. They implement comprehensive programs to promote local vendor's



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- ⊗ ENGINEERING SERVICES
- ⊗ BUILDING AUTOMATIONS

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Founded: 1992
Revenue: \$50M per year
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CF C043045 (plbg)
PE 45955 (PE)

LOCATIONS

- 1 LONGWOOD
- 2 GAINESVILLE
- 3 TAMPA
- 4 POMPANO



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Kick Off Party

January 14, 2021

CFC ABC started the year off right with the Kick Off Party at Ace Café! Over **225 members** came to celebrate the new year, network, and connect with fellow colleagues. This was a record-breaking attendance for this event, and everyone was able to enjoy a good time and build connections.

Thank you to the 2021 VIP Select Sponsors for supporting this event:

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- SAVI EHS
- Tharp Plumbing Systems
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- Universal Forming, Inc.
- Wharton-Smith, Inc.



Design Round Table 2021

January 19, 2021

Central Florida Chapter ABC hosted a panel of architectural firm representatives for the January Builders' Breakfast to discuss industry design trends. Michael Gibbons from Lowndes, Drosdick, Doster, Kantor and Reed, P.A. and the ABC Programs Committee chairman, began the discussion with introductions and opening questions. The three panelists showcased a broad segment of the industry; Andrew Dorin, RA, NCARB, LEED AP BD+C, MBA, principal at Cuhaci & Peterson Architects, Inc., represented the retail and grocery segment; Margaret Brock, director of hospitality and principal at BRPH Companies, Inc., represented the hospitality sector; Daniel Gordon, AIA, LEED AP, principal at Hunton Brady Architects represented the commercial office and healthcare arena.

Questions posed to the panel had them reflecting on changes seen as a direct result of the COVID-19 pandemic and how it these changes may impact the future of building design for years. Dorin sees a future flexibility becoming an important aspect in design giving the example of grocery stores and the circular organization that has become prominent because of the new modes of grocery shopping including online ordering and more pick-up options for customers. This flexibility was also described by Gordon and Brock in the demand for more mixed-use spaces. Working from home has decreased the need for large corporate offices but is giving way to an increase in healthcare investment. Renovations of shopping centers to change the use of office space to include mercantile, fitness, healthcare, and even education spaces are increasing in demand. Similar with the hospitality industry, with less people traveling, this sector is pairing up

with other opportunities towards community geared builds mixing entertainment, office space, and retail.

The best news the panels imparted is that developers are ready to get back to building. Brock described clients looking for six-month turnarounds putting shovels in the ground at Q3/Q4 this year. She also remarked on the importance of communication and partnership on these new projects between developers, architects, as well as the construction managers, due to the increased mixed-use nature. And with that, Gordon offered some sage advice that, as antiquated as some think the phone is, emails get lost in translation comparatively.

The panel was also asked to describe changes they have seen in construction materials being used as an effect of COVID-19. Easily cleanable surfaces were at the top of the list that included hard surfaces and floors, even hotel rooms constructed with hard floors instead of carpet, anti-microbial textiles, filtration systems, UV lights, and acoustics for mitigating sound issues due to increased hard surfaces. Everyone could agree though, most heavily used material during the pandemic: Plexiglass.

Dorin said he has seen an increase in the integration of technology to prevent people from having to touch anything such as automated systems and self-checkouts. Clients looking to become more efficient while lowering touch points is translating into an important design element. Brock countered this idea in the hospitality sector though, pointing out that more tech is bad for guest experience. As opposed to technology to lower guests touching anything, technology must be integrated in a way to not be seen by guests.

By 2023, construction on the projects currently being designed will be completed. Will there be a noticeable difference to the average eye between the pre-pandemic buildings and the post-pandemic ones?

Thank you to the panel for their time and candid discussion! ■





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EVENTS

Sporting Clays January 21, 2021

Over 35 companies and 160 shooters from the Central Florida Construction Industry gathered bright and early at Blackjack Sporting Clays in Sumterville on January 21st for the sold-out, CFC ABC Sporting Clays Tournament. The weather was beautiful, and all attendees has a great time! Sponsor representatives and volunteers from the Special Events Committee manned stations and were able to connect with shooters from both courses. 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. With the success of this event, CFC ABC has scheduled to host a second Sporting Clays Tournament this year on December 3, 2021!

Congratulations to the 2021 Sporting Clay Tournament winners!

Individual Winners (orange course)

1st Place Shooter

Paul Miles II, Energy Air, Inc.

2nd Place Shooter

Andrew Pu, KHS&S Contractors

3rd Place Shooter (TIE)

Nick Shadid & Ian Fraser, Energy Air, Inc.

Best Female Shooter - Caitlin Pope, Baker Concrete Construction, Inc.

Best Team - Energy Air, Inc.

Thank you to all the event sponsors:

Breakfast Sponsor: Alpha Insulation & Waterproofing, Inc. & KHS&S Contractors

Beverage Sponsor: Paramount Consulting & Engineering & Polygon US Group

Individual Winners (blue course)

1st Place Shooter

Adam Butcher, PCL Construction

2nd Place Shooter

Cooper Chesebro, PCL Construction

3rd Place Shooter

Dustin Miller, Baker Concrete Construction, Inc.



High Performance Building

February 10, 2021

CFC ABC had a full house to hear Marc Clinch, chief facilities officer at the School District of Osceola County, speak about high performance (HP) building. With the NeoCity Academy having won the 2020 Project of the Year at the CFC ABC Excellence in Construction Awards, Clinch had a lot to boast about and his passion and enthusiasm for HP building came through in his presentation.

High performance building is the beginning path towards zero energy usage in buildings. Clinch describes it as "building a better built environment". The amount spent on energy usage in school districts is only second to the cost of teacher salaries. HP building uses 65-80% less energy than traditional construction and these savings can be put back into the school districts to create better educational opportunities for students.

When deciding to incorporate high performance building techniques, Clinch made the case for considering the life cycle cost and cost of ownership versus the actual cost to build the structure, which is relatively low compared to the lifetime savings. For example, NeoCity Academy will save \$3.2 million on energy and maintenance over the next 20 years. These HP building options have quick returns on investment and Clinch insists not to let architects/contractors say otherwise.

When working towards a zero-energy structure, Clinch hinted at the misconception that to significantly reduce energy use, the building needs to be running on a field of solar panels. In reality, HP building is the foundation needed before solar is even involved, solar is just the last step in the net-zero/net-positive outcome. HP building at NeoCity resulting in a 77% energy use savings per year before a single solar panel was added and if the HP building designs were not used, the school would have required 1-acre of solar panels to achieve their net-positive status as opposed to not even a full roof of panels they have.

The secret sauce, as Clinch explains, is in the tight building envelopes, dedicated outdoor air systems (DOAS), minimal air leakage and the right mechanical systems, and even using natural daylighting. These changes are not only cost efficient in the lifetime of the building, but they also create a more

(Continued on next page)



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EVENTS

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conductive learning environment for students. The DOAIS brings outdoor air in, scrubs it, then vents it inside creating a lower CO2 level inside, a lower CO2 level is scientifically proven to promote better brain function that creates better student performance. Even using natural daylighting is proven to have multi-faceted positive effects on people. These positive effects are not limited to students, if translated to office workspaces, it would create a more productive environment for employees.

Understanding that mock-ups are non-negotiable is important and the lessons learned on mock-ups and attention to details are key in achieving the desired results. Everyone is learning together, getting subcontractors to understand objectives to work towards the same goals requires a teamwork mindset. There is a tremendous synergy with HP building that starts with leadership and during this transformation time there is an opportunity to be passionate about the future of construction. The benefits of healthier buildings are more than just savings and quick ROIs. The high performance building trend is growing, tomorrow it will be the way that everyone does business.

Thank you to Marc Clinch for this informative presentation! If you have any questions, Marc encouraged anyone to reach out to him through email at marc.clinch@osceolaschools.net.



Over 100 people gathered at the World of Beer in Lake Eola for February's ABC on Tap event sponsored by: Amphibious Medics and SAVI EHS. Board member in attendance included Charles Bracco with Modern Plumbing Industries, Juan Garcia, PCL Construction Services, Ben Goodin, Baker Concrete Construction, and Roxana Hernandez, Turner Construction.



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CONCRETE JUNGLE - GOING GREEN FROM THE GROUND UP

By: Taylor Dupree, Chapter Services Coordinator



Almost 200 years ago, Portland Cement was invented by Joseph Aspdin by burning finely ground chalk and clay until carbon dioxide was removed, becoming the base for modern day cement. The earliest recorded use

of concrete structures dates to 6500 BC in regions of Syria and Japan. By 3000 BC, the Great Pyramids at Giza were using concrete made of gypsum mortars and mortars of lime.

Today, concrete is responsible for 8 to 11% of all global emissions. If concrete were a country, it would be 3rd after China and the United States for total CO2 emissions. The demand for concrete is only second to the demand for water throughout the world. In buildings, concrete is the number one source of embodied carbons. Astonishingly, to produce one ton of Portland cement one ton of CO2 emissions are released in the process.

When considering creating concrete with a

reduced carbon dioxide emission, "capture and store" was the original idea for a more sustainable method, still widely used today. Exactly how it sounds, the CO2 is captured during concrete production then stored typically in underground storage. That is becoming the old way of thinking as new technology allows the industry to begin moving towards a "capture and use" process. By capturing the carbon dioxide and then adding it to ready-mix concrete and its components, it is converted to a mineral that can never be released as CO2 and as a bonus, results in concrete that is stronger while using less cement.

This year, CEMEX launched Vertua®, a new low carbon concrete that includes the option to offset residual CO2 resulting in a carbon neutral product. This new product is an important step in CEMEX's goal of delivering net zero concrete globally by 2050. "At CEMEX, we take our commitment to sustainability very seriously across our operations and in new products," said CEMEX USA President Jaime Muguero. Vertua® utilizes an innovative, new geopolymer cement solution, developed at its Global Research & Development Center in Switzerland, that contributes towards the 70%

reduction in emissions. Joel Galassini, executive vice president cement commercial at CEMEX USA added, "At CEMEX, we continue to innovate products and services toward building a better future together with our customers. Vertua is an important development, in offering reduced carbon concrete, and we look forward to addressing the needs for carbon reduction in Florida."

In addition to this new product, CEMEX participates in various collaborative efforts to develop technologies that will allow separation, capture, and use procedures to become widely available throughout the industry. These technologies will be essential for the sector to truly produce net-zero solutions. The term "Concrete Jungle" has a whole new meaning these days as the cement industry races towards going completely green from the ground up.

When considering how much concrete is used globally each year, the impacts of a net-zero carbon emission concrete are immense and far reaching. A main pillar of construction will be able to utilize even more sustainable and green technology, just one additional step in protecting the earth for future generations. ■

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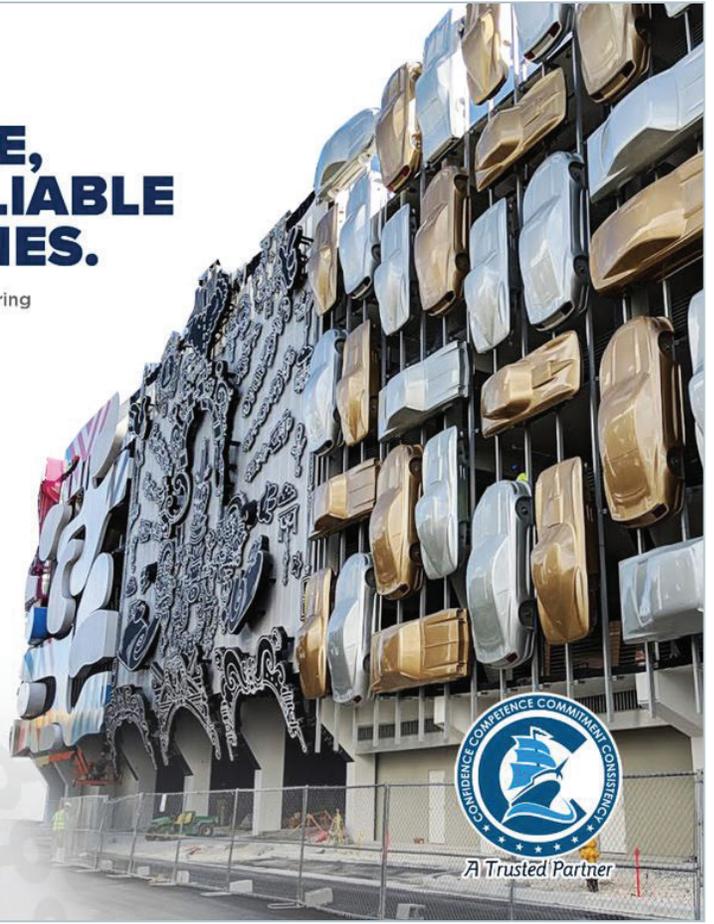
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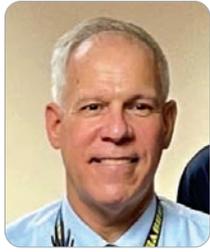
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Sparking a Passion: High Performance and Zero Energy Projects

By Marc Clinch, Chief Facilities Officer, School District of Osceola County



Do you recall the last time that you became passionate about something? My passion for high performance/zero energy was sparked in 2012 after reading case studies on two recently completed net zero energy projects. What I saw, 30% higher costs than comparable schools that we were constructing at the time. Granted, both of these schools had lots of “bells and whistles”. I thought, surely, there had to be a way to construct a zero energy school with minimal premiums and a quick ROI. Year after year, I presented the concept to our school board. While there was great excitement for such a project, there was also great reluctance to attempt something that was considered emerging technology. What is safe about zero energy is the fact that the building is still connected to the power grid. It is a “belt and suspenders” approach so that even if the school is unable to produce its own power

but you must enlist designers and construction managers that understand and can successfully incorporate high performance concepts. Owners quickly understand high performance concepts once the details of this approach are de-mystified, and see that the long-term costs of ownership can be significantly reduced with minimal up-front premiums.

For designers and contractors that have been designing and constructing buildings essentially the same way that they always have for the last 30-years or more, shifting mind-set to high performance can be tough, because they have become comfortable. Changing the way we do things so that we can achieve better results is not about comfort or ease. As Admiral Hopper famously quoted, “The most dangerous phrase in the language is ‘We’ve always done it this way.’” For high performance to be successful, it starts with your designer and contractor embracing high performance strategies. When it comes to high performance, I have experienced both mind sets: those that want to point out every reason why it will not work and those that immediately recognize the benefits

and want to learn how to make it work. I highly recommend that owners pursue their first high performance project with a designer and contractor with successful track records on such projects. That allowed us to achieve success and get the momentum going for more high performance projects.

We have learned so much about the building science of high performance and zero energy projects. Our high performance goals were exceeded on our first project. With a very low EUI, we were able to easily take the project to positive zero



Aerial Photo of Canoe Creek K8 – Osceola Schools most current High Performance Project on track to open to students in August.

via renewables like a photovoltaic system, the school can be guaranteed to have a steady and reliable source of power.

Attempts for this approach became somewhat distorted from solar advocates pushing solar. This is not the best approach. It needs to start with high performance building criteria, which incorporates specific strategies to drive down Energy Use Intensity (EUI). As compared to most buildings designed and constructed to conventional standards where EUI’s typically range from 55 to 68, the EUI for high performance buildings are considerably lower. At Osceola Schools, we have been successful in lowering EUI’s to less than 22 on several projects; one as low as 16 EUI. With this very low remaining EUI, it now becomes very economical and feasible to add a much smaller solar array to address the low remaining EUI. If you don’t add a single solar panel to the project, owners still stand to save 65%-80% on their power costs alone. There are further savings when factoring in other operational and maintenance cost saving opportunities. High performance is the ‘cake’ and zero energy is the ‘icing on the cake’. In essence, high performance paves the way to solar and zero energy, but the greatest benefit is with high performance alone; before installing a single solar panel. Based on the successes and significant operational savings that we are achieving, we have decided that all new construction going forward will be high performance. It’s a “no brainer”,

energy whereby the school produces more power than it consumes on an annual basis. On our subsequent high performance projects, we have been contracting with designers and contractors with little or no high performance experience, but with the correct mind-set. Goals continue to be exceeded. With the success of high performance projects, these designers and contractors are able to offer a niche’ service, will be able to continue to learn and grow their high performance project portfolio, and will become recognized high performance experts ready to respond to the volume of these projects as this trend continues to grow.

The New Buildings Institute (NBI), a leading authority in high performance/zero energy, advises that this trend has grown by 93% in the



Blower Door Test on 3-5-21 at the Canoe Creek K8 Mock-up

(Continued on page 36)

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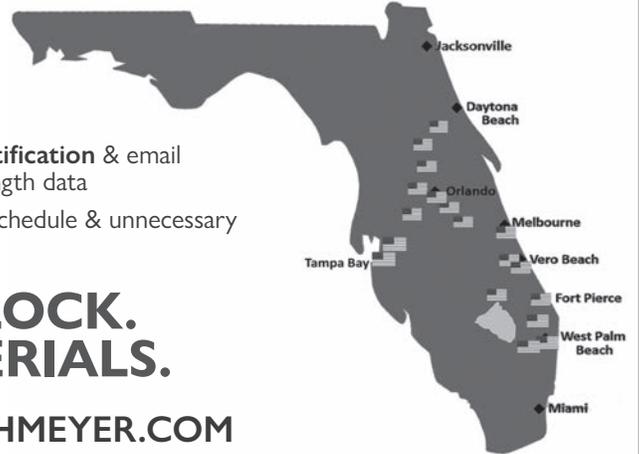
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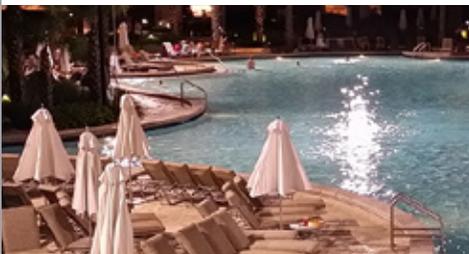
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POWERING THE FUTURE

Continued... Sparking a Passion: High Performance and Zero Energy Projects

last seven years and 61% of respondents are likely to demand such projects over the next 10 years. It would behoove design and construction professionals to engage in such projects if they don't want to be "left in the dust".

In 2016, I accepted the Chief Facilities Officer position for Osceola Schools and was provided a tremendous opportunity to grow a school expansion program. I really wanted to produce unique projects that provided tremendous benefit to our school district and value to the community we serve. With fiscal responsibility as the cornerstone for all our projects, our goal has been to produce highly efficient and cost effective projects. With the budget challenges that school districts continually face, we must embrace projects that produce low operational costs. When facilities personnel work in collaboration with their operational counterparts, there is great attention for "life cycle costs" and synergistic opportunities for the entire organization. Value engineering often means spending a few extra bucks on the front end to deliver a project that is easier to maintain on the back end. High performance building criteria takes this process several steps further by incorporating many opportunities into the building's design and construction to reap significant benefits. These benefits include significant operational savings, healthier buildings, buildings that motivate teachers and students to learn, better performing buildings, etc. Think about the leadership position in which you are currently serving. You were placed in this position to do great things. Find your passion and apply it to improve projects. As quoted by Harry Potter author, J.K Rowling, "We must face the choice of what is right and what is easy." It is about doing what is right for the project; this is what our clients demand and deserve. ■



NEXGEN Session Four — Business Development Building Central Florida

By Megan Saucier, Training & Development Director, Central Florida Chapter Associated Builders and Contractors, Inc.

NEXGEN Session 4 "Business Development: Building Central Florida" was hosted by Tavistock Development Company in the heart of Lake Nona! Everyone gathered in the new HQ Building and Park Pizza lunch was sponsored by Balfour Beatty. Chad Tinetti, Vice President of Tavistock, and Ralph Ireland, Vice President of Tavistock, presented "The Evolution of Lake Nona", a remarkable glimpse of the history and vision for the future of Lake Nona. They provided a snapshot of visionary planning and spoke about the importance of innovative design essential in transforming a region into a booming community.

Our NEXGEN leaders were also presented with valuable information about best practices of contractors and developers. The day did not end there! NEXGEN headed out in the field for specialized tours on active job sites. Balfour Beatty and Brasfield & Gorrie, LLC provided tours of the up-and-coming Wave Hotel and the Lake Nona Wellness Center. Thank you to everyone involved at Tavistock Development Company, Balfour Beatty, and Brasfield & Gorrie, LLC for making this day exceptional for NEXGEN! Scan the QR code for NEXGEN Session 4 pics.



By: Taylor Tidwell, CFC ABC Staff Liaison to the ABC/UCF Student Chapter

Despite school shutdowns and students retreating out of town for virtual classes, the ABC/UCF Student Chapter Committee managed to pull together as a group and sell out their first golf tournament in four years at the Eagle Creek Golf Course! Annabelle Manriquez-Mendoza, President, led the pack resulting in a hugely successful event alongside Juan-Pablo Gomez, Vice President, and Alden Gunder,

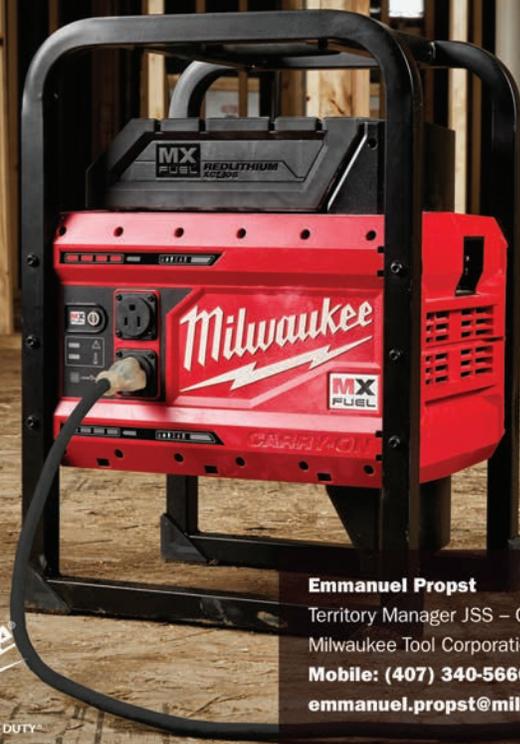


Immediate Past President. With 120 golfers, the students spent the day on the course networking and getting to meet vital contacts within the industry, many even leaving the course with internship prospects! There is

power within the student chapter and all that it holds as many have moved from the ABC/UCF Student Chapter to the Young Professionals Committee, NEXGEN leadership program, and some as far as starting their own businesses. It takes the mentorship of CFC ABC to help build future generations within the Central Florida Commercial Construction Industry. GO KNIGHTS!

Check out photos from this year's tournament, February 15!





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Morton Electric Celebrates its Golden Anniversary in 2021

BCF sat down to talk with company owner Duane Pitts about the success of his business over the past 50 years.

BCF: Why “Morton” and not “Pitts” Electric?

I have been asked numerous times, “Who is Mr. Morton?” Back in 1969 there was a ‘John Morton Electric.’ I worked for him until 1971. At that time, we were a small four-man shop doing residential and small commercial service work.

John wanted to move out West so I formed a new company and wanted to take advantage of the good will he had built with his company, so we called the new company Morton Electric, Inc. (MEI) and launched it on April 1, 1971.



My mother and I were the owners when we started. 1971 was the year that I passed my Master Electrician’s test for the city of Orlando and they were a little hesitant to issue a license

due to my age. Back then you were not considered an adult until age 21. It was close enough to my birthday and I was granted my license and approximately seven years later I passed my state license exam.

BCF: How has your business model evolved?

When we started, Morton Electric stopped doing residential work and focused on small commercial work. Metal warehouses with a little industrial wiring was our start, and from there we got into wiring churches, fast food restaurants, branch banks, and motels.

As our young staff became better trained, we went after larger projects. We developed an expertise and reputation for competing to deliver high quality and on-time service in the education sector. Today, we have wired over 200 schools in Orange, Seminole, Osceola, and Lake counties. Currently we are encountering the rewiring of schools, being renovated/upgraded, that we originally did 20 years ago.

BCF: How have you grown through these five decades?

MEI has had the privilege to work with most GCs located in Central Florida working in educational, office, industrial, and other type commercial work. We have grown to an average of 150 staff and in peak workloads, up to 250 personnel.

BCF: Hiring qualified electricians must have been very competitive over the last decade. How do you invest in your people?

I know how important education has been to my career and at

MEI we strongly support continuing education for our employees. We encourage unskilled helpers to take advantage of apprenticeship training.

All employees are regularly trained and updated for OSHA safety rules and regulations. Apprentices are encouraged to go for the journeyman license, and we offer foreman classes for those expressing the desire to move up into leadership ranks. All programs are offered at no cost to the employee.

We believe our employees are our biggest asset and they are treated as family and promoted in house where we can. Many employees have worked for MEI for 20 plus years.

BCF: Do any projects stand out for their complexity or unusual demands?

The one that comes to mind is the Florida Citrus Bowl Reconstruction, a \$25 million project for us with a very aggressive construction schedule. We had seven months to complete the electrical and systems infrastructure work requiring, at peak construction, over 325 personnel working double shifts. Substantial budget issues, a vast number of changes and revisions, an aggressive schedule to meet and an incredible amount of coordination between the GC, other trades, our own subcontractors, and numerous other specialty subs, this project brought out some of the most extreme conditions a project can present, which in turn brought out the best in our team.

Other special projects with which MEI has been involved include the renovation of Orlando International Airport’s North Airside Terminals for over 10 years and the completion of South Terminal Phase 1, including the Automated People Mover System (APM) and the Intermodal Terminal Facility (ITF), the Central Energy Plant (CEP) and parking garage buildings.

BCF: Your firm has had a tremendous impact on Central Florida’s transportation, religious, education, and hospitality sectors over the last 50 years. Congratulations!

We at Morton Electric, Inc.

would like to say a big “thank you!” to all those owners and general contractors with whom we have worked over the past 50 years, for providing the opportunities for our employees and their families to be of service in Central Florida. I fully expect the organization will continue to deliver high quality and competitive service over the next 50 years.



EDUCATION

ABC Launches Construction Technology Marketplace to Grow Contractor Members' Innovative Initiatives

ABC announced the launch of its inaugural Tech Marketplace, comprised of companies that provide construction technology and innovative digital solutions for ABC contractor members to advance and grow their technology strategies, offerings and abilities.

"Technology helps our contractor members become safer, more profitable and primed to win more work," said Matt Abeles, ABC's vice president of construction technology and innovation. "The Tech Marketplace brings together a group of technology providers, selected by ABC's Tech and Innovation Committee, ready to partner with ABC members to help them integrate construction technology and innovation into all aspects of their strategic initiatives. The majority of ABC contractor members are classified as small businesses and primarily perform work in the industrial and commercial sectors, and the Tech Marketplace will provide cost-saving solutions to fit these contractors' needs."

Consisting of 14 companies, the Tech Marketplace will be the premier source for ABC members to find technological construction solutions, chosen by ABC's Tech and Innovation Committee, to help them develop people, win work and deliver that work safely, ethically and profitably for the betterment of the communities in which they work. In particular, the Tech Marketplace will offer small and mid-sized contractors and subcontractors construction technology solutions for bidding, billing, BIM, compliance, connected equipment, CRM, field collaboration, job costing, jobsite monitoring, preconstruction, project management, safety analytics, security, service software, subcontractor management and time tracking, among others.

Current Tech Marketplace members include: Autodesk, BuildOps, Flashtract, Foundation Software, myComply, Penta, Procore, ProEst, Real Time Risk Solutions, Riskcast, Safesite, StructionSite, SubHQ, and Tenna. To learn more about ABC's Technology Marketplace, visit abc.org/techmarketplace.



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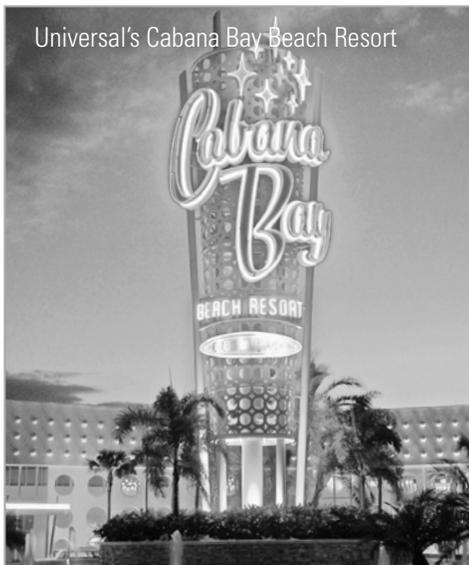
This **FREE** workshop is designed to help new, prospective, and existing CFC ABC members learn how to utilize their membership for maximum effectiveness and return on their investment.

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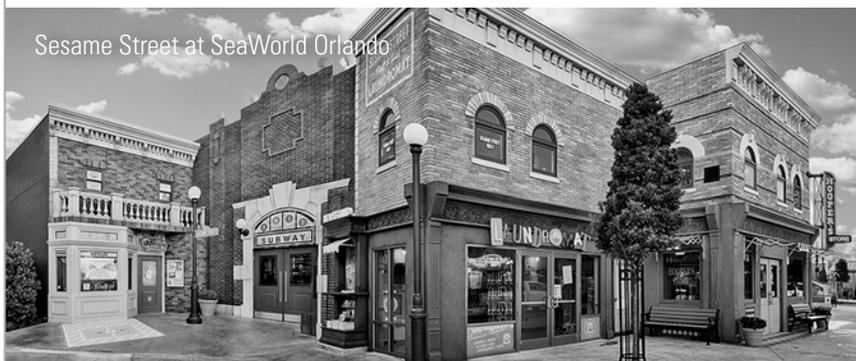


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R. C. Stevens Construction Company: 95 Years of Integrity, Innovation, and Quality

95
YEARS



As the owner and president of R. C. Stevens Construction Company, it is my greatest honor to be at the

helm as we celebrate our 95th anniversary. While a lot has changed since the company's founding in 1926 by Raymond C. Stevens, a builder and architect who was the first general contractor in the Orlando, Florida phone book. Ray's values of integrity, innovation, and quality remain the backbone of how our company operates today.

First as a homebuilder and later for industrial/manufacturing, health care, and commercial projects, Ray was a pioneer in the design-build construction process. He also happened to be good friends with my grandfather, who was a commercial glazer.

While I always thought I would follow in my grandfather's footsteps, he stressed the importance of college and encouraged me to enroll at the University of Florida. As a building construction major, I interned at R. C. Stevens during summer vacations, and joined the company as a project manager and estimator in 1984.

More than 20 years later—after learning everything I know from Ray and later his son Allyn—I was appointed the third-generation owner and president in 2007. I think daily of Ray and how his vision for being a trustworthy partner for our clients and an active member of our community still guides how we do business.

It is these values that we also share with Associated Builders and Contractors, which I have been a part of since the mid-1990s. On a personal level, the fellowship I have experienced at both the chapter and national level has been invaluable to me as I have honed my skills as a contractor, business owner, manager, and citizen.

I also look to the merit shop philosophy for guidance, which calls for the utmost dedication to jobsite safety, delivering quality work for our customers, educating the next generation of construction workers, and strong community values.

Safety is and always will be our number one priority. Year after year, we have achieved the ABC STEP Diamond designation, only one of eight companies that qualified in the ABC Central Florida Chapter in 2020.

Since 1990, R. C. Stevens has won numerous CFC ABC Excellence in Construction Awards. We are consistently designated as an ABC Accredited Quality Contractor (AQC) and have been named an ABC Top Performer, which recognizes safety, quality, diversity, and project excellence, annually since the list began in 2019.

I was proud to serve as the 2020 chair of the ABC National board of directors. While it was not the year we expected, I will always be amazed at how the ABC community came together to collaborate across our networks, nimbly adjust our jobsites, and prioritize the safety of our workers.

As contractors, we are used to the unexpected. Especially as our industry is always evolving, which requires hard work, refinement, and reflection to achieve our goals. That is why I know we will emerge from the COVID-19 crisis stronger than we were before.

That said, there were bright spots in 2020. In September, it was my greatest honor to accept the Pledge to America's Workers Presidential Award on behalf of ABC, its members, and chapters at a ceremony at the White House. It was a true testament to the investment we make to build a workforce that is safe, skilled, and productive.



That educational investment includes my son Timothy, who graduated from the University of North Florida with a degree in building construction in 2013 and has recently joined me at R. C. Stevens. As I reflect on the last 95 years and look ahead to the next, I know that he too will take up the mantle of Ray's legacy of integrity, innovation, and quality to serve our clients, community, ABC, and the industry we all love.

Tim Keating is the owner and president of R. C. Stevens Construction Company, and the immediate past chair of the Associated Builders and Contractors National board of directors.

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