

November/December 2018

BUILDING CENTRAL FLORIDA



Central Florida Chapter

PROJECT PROFILE:
**FAIRWINDS Credit Union
Support Center**

INSIDE

Central Florida ABC Gives Back

Celebrating An Anniversary!

Austin Commercial, LP celebrates 100 years

2018 VIP Elite Sponsors



STRENGTH

IN CONSTRUCTION SERVICES

BE IN A POSITION OF STRENGTHSM

Hard work, determination and passion get the job done. Like you, our Construction Services Team shares this same mindset and is committed to giving construction businesses the competitive edge to succeed by delivering accounting and technology solutions. Ask about our customer journey!

Ray D. Bastin, CPA, CGMA, Partner
Ronald J. Person, CPA, Partner



withum.com

withum 

AUDIT TAX ADVISORY



16

COVER STORY
**FAIRWINDS Credit Union
Support Center**

About Our Cover Albu & Associates, Inc.

FAIRWINDS Credit Union Support Center is an adaptive reuse and expansion creating an 86,850 SF east Orlando office campus for over 250 employees near the University of Central Florida from what was previously two separate, older structures.



Want to see your project on a future issue of *Building Central Florida*?

Call 407-628-2070 or email bcf@abccentralflorida.org for pricing and information.

Table of Contents

Articles

- 3 Don't Put Construction Industry Growth In Jeopardy This November
- 16 FAIRWINDS Credit Union Support Center
- 21 CFC ABC Gives Back
- 35 Create A Succession Plan That Includes The CFO
- 35 Help Increase Participation In ABC's Construction Backlog Indicator

Company Profiles & Anniversaries

- 15 Austin Commercial, LP's 100th Anniversary
- 19 Milwaukee Tool Corporation Profile
- 31 WithumSmith+Brown, PC Profile
- 36 RJD Risk Management, Inc.

News

- 9 Event & Education Calendars
- 9 Member News
- 12 New Members September/October

Chapter Events

- 5 After Hours, 8/16
- 5 Builders' Breakfast, 9/7
- 7 Fall Golf Tournament, 9/14
- 13 Construction Expo, 9/27

CORRECTIONS

In the Sept./Oct. 2018 issue, Saydah Law Firm's email address was incorrect. The correct address should be info@sayhawlfirm.com.

Building Central Florida (BCF) is published bi-monthly by the Central Florida Chapter of Associated Builders and Contractors. All material becomes the property of CFC ABC unless prior arrangements are made. CFC ABC welcomes submissions of articles and press releases from our members; however, CFC ABC reserves the right to publish based on relevance and space availability. Please direct all inquiries to bcf@abccentralflorida.org.

©2018 Central Florida Chapter Associated Builders and Contractors, Inc.

651 Danville Dr., Ste. 200, Orlando, FL 32825
P: 407-628-2070 F: 407-629-0144
abccentralflorida.com

When looking for a construction **Law Firm...**
start at the **top.**



One Firm. One Focus.
Construction Law.

Celebrating 20
years serving the
construction industry.



15 W Church St. #301, Orlando, FL 32801 | 407-740-6600 | kirwinorris.com

 **HENSEL PHELPS**
Plan. Build. Manage.

airports
hospitals
office buildings
manufacturing facilities
courthouses
universities
hotels

TRUE PARTNERSHIPS BUILD LANDMARK PROJECTS



Don't Put Construction Industry Growth in Jeopardy This November

BY: PETER COMSTOCK, DIRECTOR OF LEGISLATIVE AFFAIRS, ABC

During the past two years, the United States has seen real economic growth within the construction industry—tied, at least in part, to regulatory policies that have helped businesses grow and create jobs for hardworking Americans.

In one of his first official actions, on Jan. 30, 2017, President Trump signed Executive Order 13771 on “Reducing Regulation and Controlling Regulatory Costs,” which cut the amount of regulations created by federal agencies and implemented a “one in, two out” policy to reduce unnecessary and burdensome rules—resulting in the rollback of more than 860 regulations.

Recently, the U.S. Department of Labor issued a final rule to rescind the 2016 persuader rule that would have effectively limited the ability of small construction businesses to obtain labor relations advice from attorneys and trade associations such as Associated Builders and Contractors, depriving employees of their right to obtain balanced information about union representation.

The Tax Cuts and Jobs Act, passed by Congress and signed into law by the president, also has assisted the construction industry, particularly the reduction in the corporate tax rate and the 20 percent tax deduction for pass-through businesses that has resulted in many small construction companies having a much lower effective tax rate. Construction companies also can immediately write off the cost of new equipment, which has further encouraged growth.

This critical shift in the right direction has provided many construction executives with much-needed certainty, allowing them to grow their firms, pay better wages and support their communities.

According to an analysis of data from the U.S. Bureau of Labor Statistics, the U.S. construction industry has added 282,000 net new jobs during the past year, a 4.1 percent increase from last year.

To continue this growth and keep pace with the expanding economy, it is critical to maintain a common-sense approach to the policies and regulations affecting the construction industry.

Democrats positioning to take control of the U.S. House of Representatives this November increase the risk of stalling this common-sense progress.

Democrats currently serving in Congress already have revealed their anti-growth agenda by introducing the deceptively titled Workplace Democracy Act (H.R. 5728), which contains provisions that would impact



employers and employees by limiting their rights in the workplace.

Among the most harmful provisions of this bill are:

- the elimination of the right to a secret ballot in union representation elections;
- the elimination of Right to Work protections for workers; and
- the unreasonable expansion of joint employer liability under the National Labor Relations Act, which would impose onerous burdens on the contractor-subcontractor relationship, resulting in a chill throughout the construction industry.

The Workplace Democracy Act, just one of Democrats’ many policy initiatives, is supported by numerous potential Democratic presidential contenders for 2020, including Sens. Bernie Sanders, Elizabeth Warren, Kamala Harris and Cory Booker, and has the full weight of support from Rep. Bobby Scott (D-Va.), the ranking member of the House Education and the Workforce Committee, and 57 other Democrats.

With only net gains of two seats in the Senate and 23 in the House, Democrats could take control of Congress next year. Twenty-five House seats are in districts where Hillary Clinton won the presidential vote in 2016, and national publications have rated more than 50 of these House races as competitive, with several leaning toward the Democrats in November. While the Senate map currently favors Republicans maintaining their majority in the fall, their lead is likely to remain slim.

The construction industry seems to have benefitted from the reduction in government interference that has prevailed during the past two years. A Democratic majority in the House or Senate would undoubtedly be under immense pressure to stifle this progress in its efforts to oppose President Trump’s agenda. ■

Reprinted with permission from Construction Executive magazine’s eNewsletter, a publication of Associated Builders and Contractors Services Corp. Copyright 2018. All rights reserved.



Central Florida Chapter

STAFF CONTRIBUTORS

PRESIDENT & CEO

Mark Wylie
mwylie@abccentralflorida.org

VICE PRESIDENT & CHIEF OPERATING OFFICER

Nancy Wray
nwwray@abccentralflorida.org

MARKETING DIRECTOR

Kelsey Wilkinson
kwilkinson@abccentralflorida.org

MEETINGS & EVENTS DIRECTOR

Taylor Tidwell
ttidwell@abccentralflorida.org

MEMBERSHIP DIRECTOR

Catherine Wert
cwert@abccentralflorida.org

SOCIAL MEDIA

 CentralFlorida-ABC

 Associated Builders and
Contractors Central
Florida Chapter

 @CentralFLABC

 @CentralFLABC

BCI Integrated Solutions is your one-stop shop for integrated electrical solutions. We provide the systems you need in a variety of fields:

- Audio Video
- Security
- Fire & Life Safety
- Data & Network Cabling
- Healthcare Communications
- Service & Monitoring

Contact us today to start your project!

Tampa • Orlando • Fort Myers
 (407) 279-2759
 (813) 249-1020
www.bcifl.net



BCI | INTEGRATED SOLUTIONS
 INNOVATIVE ELECTRONIC BUILDING SOLUTIONS

WE BUILD UNIQUE CREATIVE, LARGE-SCALE, COMPLEX & HIGHLY RELIABLE STRUCTURES & MACHINES.

- Mechanical, Structural & Control Systems Design & Professional Engineering
- Metal, Timber & Composites Fabrication
- Pneumatic, Hydraulic & Electrical Systems
- Scenic & Certified Automotive Paint Applicators
- Installation & Erection & Startup
- Certified General Contractors
- Certified Welding



ENTECH INNOVATIVE
 ENGINEER + DESIGN + BUILD

280 Gus Hipp Boulevard | Rockledge, FL 32955 | (407)956-8980

entechinnovative.com



A Trusted Partner

ABC After Hours

August 16, 2018

THE PORCH, ORLANDO

Sponsored by:



Builders' Breakfast

September 7, 2018



Carla Bell Johnson, Director of Strategic Planning and Development presented a comprehensive outline of the past expansion, present condition and future plans for

the Orange County Convention Center. She spoke about the economic impact the OCCC has on the area, as well as the business mix from the past to current year, including top events held. To accommodate over 1.5 million annual attendees, the OCCC has designed and completed 96 projects from October 2012 – May 2018. There are currently 15 projects in design, with a value of \$19.7 million and 28 projects in process (bid and construction) valuing \$42.3 million.

Approved for moving to the next phase in the North/South building are

the Convention Way Grand Concourse – an enclosed connection between the North and South concourses that includes additional meeting and ballroom space and provides a new grand entry to the North/South Building along Convention Way.

The projects, which would vastly improve the OCCC's North/South building, will keep the country's second-largest convention center relevant and cutting edge in a competitive tradeshow and convention industry.

The OCCC is now in the early phases of a five year project to expand the North/South Building. The owner is now in the process of selecting the design team, then when design documents are partially completed, they will select the prime contractor using the construction manager at-risk method. Interested contractors and vendors should contact Marc Cannata, the Capital Planning & Building Systems Manager for the OCCC, (407) 685-9800. ■



Sponsored by VIP Choice Sponsors:

Brasfield & Gorrie, LLC; Certified Slings & Supply; Comprehensive Energy Services, Inc.; CORE Construction Services of Florida, LLC; Dean Mead Attorneys At Law; Hartford South, LLC; Lake Glass & Mirror, Inc.; Lykes Insurance, Inc.; Quality Labor Management, LLC; WithumSmith+Brown, PC;



“Encourage Integrity, Loyalty & Efficiencies”

- Ernie Poole
PCL Founder



VISION & VALUES PCL'S GUIDING PRINCIPLES

Developed by Ernie Poole, **Poole's Rules** have made PCL what it is today.

The key to securing client confidence is not only to deliver a project on time and on budget, but to deliver it using the time-honored principles of honesty, fair play and providing good value for one's construction dollar.

TOGETHER WE BUILD SUCCESS.
Watch us build at PCL.com



We've merged!



*The one-stop shop for
commercial general contractors*

We offer a variety of Division 10/12 services
Manual shades | Motorized shades | Shutters
Draperies | Blinds | Window film | Toilet partitions
Washroom accessories | Wall & door protection
Lockers | Fire extinguishers | Site furnishings

Contact us about your next project:

(407) 539-1303

www.interiorspecialties.com

Serving all of Florida for more than 25 years!



Fall Golf Tournament

September 14, 2018

OMNI ORLANDO RESORT AT CHAMPIONSGATE

Over 220 CFC ABC members and their guests gathered early on a Friday morning as they prepared for a day of fun, golf, and competition. Attendees got out of the office for a relaxing but hot day on Omni Orlando Resort at ChampionsGate's National and International golf courses. For this tournament, teams got to choose between the two golf courses and were asked to show sports team pride by sporting their favorite team's apparel. The tournament ended with an Italian style lunch buffet inside the club house dining room where door prize and raffle winners were selected, winners were announced, and new connections were built.

Special thanks to our sponsors and the Golf Committee for putting this event together and making it so successful! ■

National Course Winners

Flight 1 Winners: 52

- Austin Commercial, LP
Rob Allen
Jonathan Sheppard
Ryan Daniels
Frank Bianchi

Flight 2 Winners: 64

- MiGre Engineers, LLC
Mike Dodane
James Garritani
Ken Lowery
Blaine Kreuzsch

Flight 3 Winners: 69

- Finrock Construction, Inc.
Lloyd Kennedy
Aaron Gase
David Shirley
Kathryn Maluda

Contest Winners:

- Closest to the Pin - Hole #10
Henry Thacker - Balfour Beatty
- Longest Drive - Hole #7
Phil Davis - Balfour Beatty

International Course Winners

Flight 1 Winners: 55

- Ferran Services & Contracting
Shawn Boone
Hector Dominicci
Ryan Serfozo
Ben Dahl

Flight 2 Winners: 60

- DEWALT
Paul Kennedy
Trip Long
Cory Aspelier
Cory Hrynyk

Flight 3 Winners: 65

- RAMS/RPG, Inc.
Mark Kashmanian
Matt Redwine
Jeff Curry
George Kania

Contest Winners:

- Closest to the Pin - Hole #17
Ron Person - WithumSmith+Brown, PC
- Longest Drive - Hole #11
Matt Scott - Acousti Engineering Company of Florida

On-Course Sponsors:





LET'S BUILD SOMETHING COLLABORATIVE.

For over 75 years Hoar Construction has been not just a builder but a partner with owners and developers. From Eastwood Mall in 1960 to the recent construction at Dania Pointe in Dania Beach, FL, we continue to collaborate and work with some of the best developers in the business. Hoar brings unrivaled expertise, leadership and success. Ready to build something collaborative? Let's talk.

hoar.com



Providing you with worry-free project management through completion of your commercial concrete project.



- Specializing in:**
- Structural Concrete • Post Tension • Tilt Up
 - Elevated Decks • Masonry



Ph: 407-277-8766 Fax: 407-277-9596
 677 N. Goldenrod Road, Orlando, FL 32807
Dewittcustomconcrete.com

Member News

PCL CONSTRUCTION SERVICES, INC.

... continues to experience growth, as evidenced by record billings in 2017 of over \$400 million and projects for 2018 and 2019 approaching \$1 billion. This

growth requires the addition of a second operations manager to assist Tony Sturgess, operations manager, in



managing day-to-day operations of the business. Cory Hrynyk's new position, will provide proactive leadership and guidance for exceptional project performance while mentoring project managers and other team members.

... was honored to receive the Downtown Orlando Partnership's (DOP) Golden Brick Award as the Construction Manager for the CitiTower Luxury Apartments in downtown Orlando, which were completed in September of 2017. The DOP named CitiTower as the best residential construction project. As a 100% employee-owned company, PCL works hard to ensure that their people are happy to come to work each day and receive benefits among the most competitive in the industry. Their employee-focused work culture is what keeps PCL continually recognized as a Best Place to Work by publications such as the Orlando Business Journal, Orlando Sentinel, and Florida Trend Magazine.

ROGER B. KENNEDY CONSTRUCTION

... broke ground October 4 for Phase II of Griffin Farm at Midtown town center, Lake Mary, under an \$8 million contract



with Unicorp National Developments. The center, which is slated to contain 150,000 square feet, is located at Lake Mary Boulevard and Longwood-Lake Mary Road. Phase II, which is scheduled for completion in July 2019, will consist of

five retail shell buildings totaling 35,864 square feet. Also, adjacent to the town center, Kennedy recently completed Unicorp's upscale Drake Midtown Apartments, a twin five-story, 263-unit apartment community valued in excess of \$65 million.

... was named among Orlando Business Journal's 2018 Golden 100 top privately-held companies in Central Florida for the 11th year, ranking as 18th largest. The Altamonte Springs-based general contractor and construction manager posted \$139.75 million in revenues for survey period 2017, a 36.1 percent increase over the prior year. The annual awards luncheon was held on September 20 at the Hilton Orlando.

... broke ground for the new Banyan Cove senior living apartments in DeLand, under an \$11 million contract with an affiliate of Banyan Development. The 100-unit community will include two four-story apartment buildings plus related site work, and is slated for completion in December 2019.

... was among five companies honored in the 25-100 Employees Category at the 2018 Seminole Business Awards. Recognizing Seminole County's Best Businesses, the awards were presented on August 30 by the Seminole County Regional Chamber of Commerce.

S.I. GOLDMAN COMPANY, INC.

... was selected by Charles Perry Partners, Inc. for the HCH 5-Bed Renovation project located in Ocoee, FL. Work includes renovation of the 3rd floor to allow for five new patient rooms at the existing Health Central Hospital Campus with all new HVAC, plumbing and medical gas systems. Work began in September 2018 and is scheduled for completion in February 2019.

... was selected by Gilbane Building Company for the FHO CT Scan Replacement project located on the Florida Hospital Main Campus in Orlando, FL. Work includes new ductwork and accessories for the new CT machine. Work began in October 2018 and is scheduled for completion in November 2018.

... was selected by Charles Perry Partners, Inc. for the HCH Observation Unit project located in Ocoee, FL. Work includes a new 28 bed patient Observation Unit build-out at the existing
continued on page 11



EVENT CALENDAR

November 7

Builders' Breakfast

November 8

Chili Cook-Off

Oviedo Amphitheater & Cultural Center

December 5

Toys for Tots Holiday Party
Shine, Wall Street

December 11

Builders' Breakfast

January 17

CFC ABC Kick Off Party

January 24

Sporting Clay Shoot
Blackjack Sporting Clays, Sumterville, FL

EDUCATION CALENDAR

November 13

Project Management Skills

November 15

Construction Documents

November 20

Lien Law

December 6

Negotiating Critical Contract Terms

January 14

Blueprint Reading

January 23

CPR & First-Aid

January 24

OSHA 10-hour Certification

January 30

Reading Body Language

OSHA 10-hr. and 30-hr. online courses available at abccflflosa.com

Computer training courses available online or instructor led.

Visit abccentralflorida.com for more information, events and course schedules.



Celebrating 50 years of Excellence

Ocala, FL
352-873-2554
dixiemetals.com

Large Scale Commercial, Governmental
and Industrial Construction, Water and
Electrical Utilities, Infrastructure, Etc.



Florida License No. CGC0/1150

**A Premier
Central Florida Based
Life Safety Systems
Contractor
Since 2005!**



life safety
SINGLE SOURCE SOLUTION
FIRE ALARM • SPRINKLER • SECURITY

**4617 Parkbreeze Ct.,
Orlando, FL 32808**

(407) 816-9101

www.AITLifeSafety.com

We Make Power Work for You

If it's worth doing, it's worth doing right. Our highly-skilled electricians, engineers, and technicians deliver unparalleled contracting services through every stage of your commercial, industrial or institutional project.



When you're looking for brilliance, look to ESI.

352-787-1322 • www.electric-services.com

EC#0001415, CA#9435

Member News continued from page 9

Health Central Hospital Campus with all new HVAC, plumbing and medical gas systems. Work began in October 2018 and is scheduled for completion in August 2019.

WELBRO BUILDING CORPORATION

... recently completed the construction of Audubon Park K-8 for Orange County Public Schools. WELBRO provided Construction Management at Risk Services for this multi-story prototype built on an existing 13-acre school site. Construction of the building included approximately 160,000 SF of the following spaces: classrooms, resource



rooms, skills labs, art, music, gymnasium, media center, administration, dining, kitchen, multipurpose room, and support spaces. Play fields, basketball

courts, playgrounds, and a track were also included. Faculty and staff moved into the building in the beginning of August and school started for students Monday, August 13, 2018. Baker Barrios is the Architect of Record.

WHARTON-SMITH, INC.

... celebrated the grand re-opening of the Austin-Tindall Sports Complex in Kissimmee, Florida with Osceola County



Commissioners, project team members and the community. The evening began with a ceremonial ribbon cutting, VIP reception and ended with a much anticipated scrimmage match between two football powerhouses in Central Florida - Osceola High School and Dr. Phillips High School.

The Austin-Tindall Sports Complex was originally constructed in 1993 on a 100-acre site and hosts a variety of events for over 30,000 athletes annually including soccer, lacrosse, rugby, football and flag football. Wharton-Smith provided construction management services on the \$9.6 million redevelopment project which was completed in a very tight timeline

of nine months. The scope of the expansion included five new full-sized multi-purpose fields, a new stadium, restroom/concession facilities, amenities to update the existing park, and a new entrance to the complex that will help the flow of traffic off Boggy Creek Road during events.

"Wharton-Smith has done an outstanding job to get us here," said Jeff Kuenzli, Sports Facility Manager at Austin-Tindall Sports Complex during the event.

The newly expanded facility was funded by Osceola County tourist development dollars.

WILLIAMS COMPANY MANAGEMENT GROUP

... is slated to complete Phase I of the 450,000 square foot Vineland Pointe retail center this December. The center is located near the Orlando Vineland Premium Outlet Mall in Orlando.

... completed the new \$17.5 million Sage Park Assisted Living and Memory Care at Osceola Corporate Center located at 1701 Ball Park Road in Kissimmee. The three-story, 107,000-square-foot facility offers a total of 128 ALF and Memory Care units.

... handled 19 Target store remodels in Florida and North Carolina during 2018. Since 1990, Williams has constructed over 100 new Target stores plus more than 200 Target store renovations in 11 states.

... Building Division completed Orange County Public Schools' new \$29.8 million Lake Como K-8 School located at 901 S. Bumby Avenue in Orlando. The company also completed OCPS's new \$17.2 million Frangus Elementary School located at 380 Killington Way in Orlando. ■

**EVERY
STEP OF
THE WAY.**

Dr. Phillips Center for the Performing Arts

With four decades in the industry, we know finding the right surety isn't always easy. At Guignard, we'll work tirelessly to secure a surety program that is tailored for your company, and we'll remain firmly by your side every step of the way.



CONTACT US TODAY FOR A NO-COST COMPETITIVE ANALYSIS.
407-834-0022 | GuignardCompany.com/no-cost-competitive-analysis

**NOTICE TO OWNER
of Florida, Inc.**

*Serving the Construction
Industry Statewide
for over 28 years.*

No Setup or Membership Fees

(407) 834-9288 • www.ntoflorida.com

401 Center Pointe Circle, Suite 1549 • Altamonte Springs, FL 32701

New Members

September/October 2018

David Allen Company

Ron Whitt

Servicing the Central Florida Area
P. O. Box 27705, Raleigh, NC 27611
P: (919) 821-7100

E: ronwhitt@davidallen.com

W: davidallen.com

Subcontractor - Tile, Terrazo, Stone Installation, \$3 - \$6M

Sponsored by: Chris Evans

Vigilante Associates

David Vigilante

2400 W. 84th Street, #13, Hialeah, FL 33016

P: (305) 653-8383

E: david@vigilanteassociates.com

W: vigilanteassociates.com

Subcontractor - Custom Glass Installation, \$6 - \$10M

Sponsored by: John Kurtz

WorkComp Solutions, Inc.

Lorri Mills

5143 South Lakeland Drive, #1, Lakeland, FL 33813

P: (863) 646-4642

E: lorri@workcompsolutionsfl.com

W: workcompsolutionsfl.com

Associate - Workers Compensation Insurance Agency,

Workcomp Consultant

Sponsored by: Chip Tucker

Weston Coatings Group, Inc.

Kenneth W. Presley

1901 Mason Avenue, Suite 106, Daytona Beach, FL 32117

P: (386) 274-3278

E: kenny@westoncoatings.com

W: westoncoatings.com

Subcontractor - Paint and Wall Covering, Finishes, \$3 - \$6M

Sponsored by: Derek Gregg

Zoom Drain

Susan Whitaker

1134 North Blvd E, Leesburg, FL 34748

P: (352) 805-4775

E: susan.w@zoomdrain.com

W: zoomdrain.com/central-florida

Subcontractor - Drain & Sewer Cleaning and Inspections,

Video Inspection & Pipe Location, Under \$1M



**TOGETHER,
WE GO BEYOND
BUILDING STRUCTURES**

We build relationships. We build solutions.
We build communities. We build dreams.

Build to Last

Lean. Expert. Trusted. Safe.

balfourbeattyus.com

COC1514969

Balfour Beatty

Construction Expo

September 27, 2018

CENTRAL FLORIDA FAIRGROUNDS

CFABC members had to get creative with the 2018 theme of music without playing actual music – through interactive booths, incredible costumes, themed treats, great giveaways and unwavering team spirit! Over 1,500+ people attended the event to visit 83 exhibitors. Exhibitor booths were judged by interior designers and local celebrities for 1st, 2nd, and 3rd place in the categories of General Contractor, Subcontractor, Supplier, and Associate for best booth. This year, the Program & Events Committee added a new award, called “Best new Artist,” to recognize the best booth design by a first-time exhibitor. A special thank you goes out to all the members on the Programs & Events Committee, volunteers and sponsors for making the event possible. ■

Congratulations to the 2018 Best Booth winners!

General Contractors

- Hoar Construction, LLC – 1st Place
- R. C. Stevens Construction Company – 2nd Place
- WELBRO Building Corporation – 3rd Place

Subcontractors

- Bright Future Electric, LLC – 1st Place
- Tharp Plumbing Systems – 2nd Place
- Tri-City Electrical Contractors, Inc. – 3rd Place

Suppliers

- DEWALT – 1st Place
- Herc Rentals Inc. – 2nd Place
- Hays Construction - Recruitment Specialists – 3rd Place

Associates

- Kirwin Norris, P.A. – 1st Place
- Guignard Company – 2nd Place
- Berman, Hopkins, Wright & LaHam, CPA's, LLP – 3rd Place

Best New Artist 2018

- H. J. High Construction Company



Sponsored by:

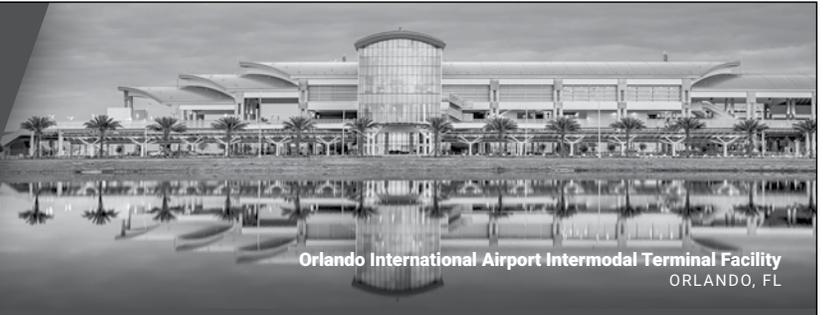
- Aagaard-Juergensen, LLC
- Advanced Millwork, Inc.
- Burr & Forman LLP
- Business Traction Center
- CEMEX
- Coastal Construction of Central Florida
- Deatrick Engineering Associates, Inc.
- Detail Dynamics of Florida, Inc.
- DPR Construction
- Dunkman Paint & Wallcovering, LLC
- Enterprise Fleet Management
- Gulf Mechanical Contractors, LLC

- Interior Specialties, Inc.
- MLC Theming, Inc.
- Modern Plumbing Industries, Inc.
- Orlando Dodge Chrysler Jeep Ram
- R. C. Stevens Construction Company
- Robins & Morton
- Rush Truck Centers of Orlando
- Tharp Plumbing Systems
- Top Tile & Stoneworks
- Trench Plate Rental Company
- Wharton-Smith, Inc.



2018 WINNER
Eagle Award

Infrastructure • Over \$100M



Orlando International Airport Intermodal Terminal Facility
ORLANDO, FL

2018 WINNER
Eagle Award

Health Care • \$5-\$10M



UHS Behavioral Rehabilitation Facility Renovations & Additions
MOUNT DORA, FL

2018 WINNER
Award of Merit

Commercial • \$5-\$10M



My Neighborhood Storage Center at Millenia Parc
ORLANDO, FL

Turner

Get What You Want From your Business

Thousands of Business Owners are *getting what they want* from their business with EOS®

- People that perform consistently
- Reliable profits
- Steady growth
- Less Stress
- More time with family



You can too! Learn how.
Call for a free 90 minute overview



407-733-4318 | www.businesstractioncenter.com

Austin Industries Celebrates a Century in Business in 2018

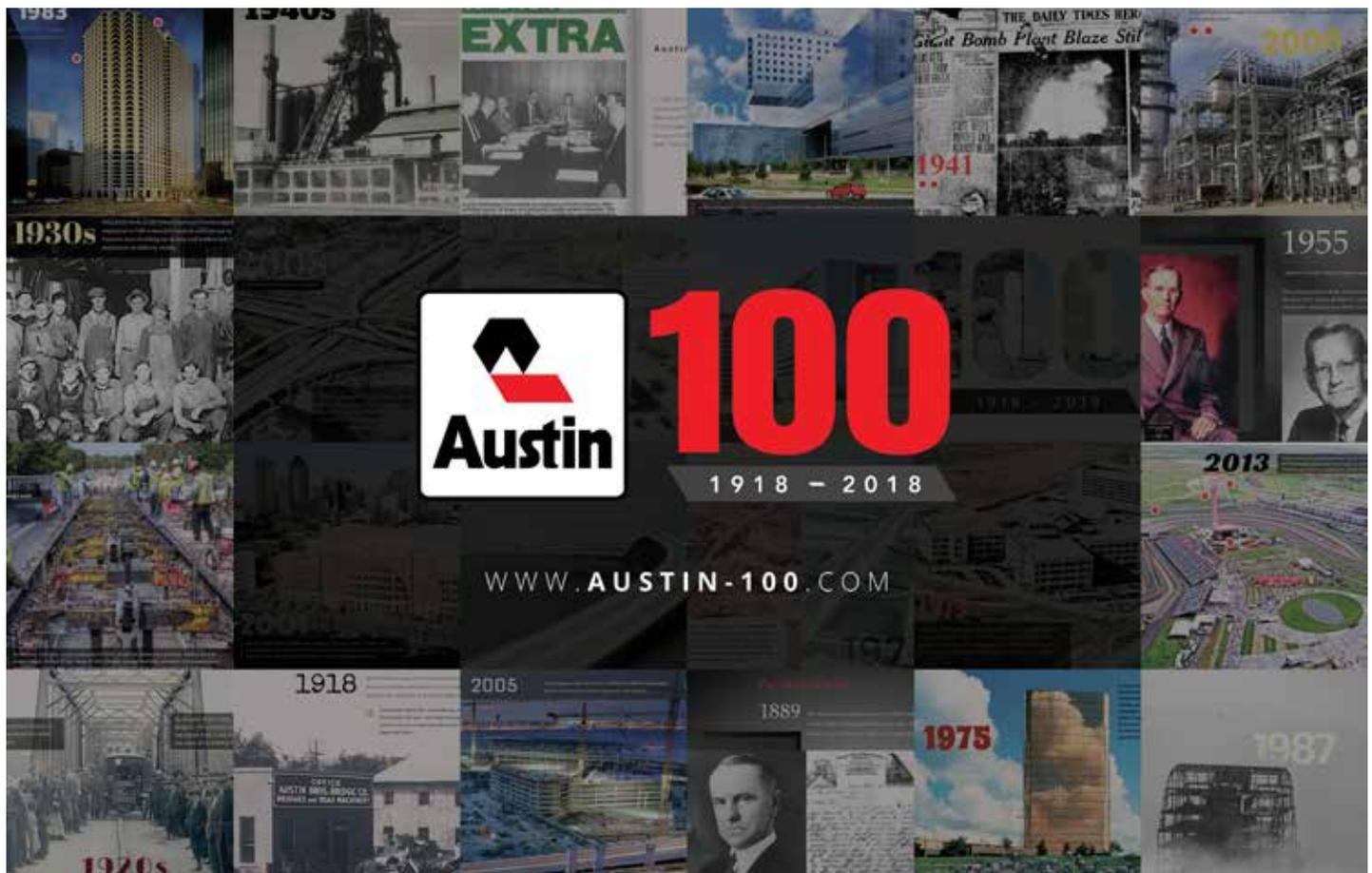
Austin Industries, one of the largest construction managers in the United States (ranked 34 on Engineering News-Record's list of Top 400 Contractors), is celebrating 100 years of successful business operations this year. Austin Industries is the parent company of three operating companies - Austin Bridge & Road, Austin Commercial and Austin Industrial, which are all leaders in their own industries - civil, commercial construction and maintenance.

retired chairman, William T. Solomon. On that day the charter for Austin Brothers Bridge Company was filed with the Texas secretary of state. Frank Austin agreed to let Moore buy out the contracting portion of the business and become president of what would soon be shortened to Austin Bridge Company. Frank retained the fabricating side of the company and formed Austin Steel.

Since then, Austin has grown, diversified and become employee owned.

Austin Industrial was formed in 1983 to provide maintenance and construction services for the petrochemical, power and manufacturing industries. This company's roots go back several decades to Austin's experience building power plants, industrial facilities, and marine structures.

In 1986, Austin Industries became employee owned when the Austin Industries Employee Stock Ownership Plan (ESOP) was established. It became 100 percent employee owned in 2000.



The Austin name first became synonymous with Texas bridge building when George Austin came to Dallas in 1889. He was serving as an agent for the George E. King Bridge Co. of Des Moines, Iowa. George's younger brother, Frank, joined him in 1894. Frank hired a young man named Charles R. Moore in November 1900.

March 1, 1918, is the official founding of Austin Bridge Company under the leadership of Charles R. Moore, grandfather of the company's

Over time, Austin Industries would enter new and lucrative markets. Austin Bridge remained the civil construction company for roads and bridges and merged with Austin Paving in the early 1980s to become what it is today, Austin Bridge & Road. Austin Commercial was formed in 1975 to provide commercial construction. Today, it is one of the nation's leaders in building airports, hospitals, corporate headquarters, university campus buildings and sports complexes, and semiconductor facilities.

According to The National Center for Employee Ownership, Austin is the 13th largest employee-owned company in the U.S.

Today, Austin has a workforce that numbers more than 6,000 and has projects underway from coast to coast. The company's core values of safety, service, integrity, and employee ownership permeate the culture of a company built on a century of success. ■

FAIRWINDS CREDIT UNION SUPPORT CENTER

COMPILED BY: KELSEY WILKINSON, CFC ABC MARKETING DIRECTOR

FAIRWINDS Credit Union Support Center is an adaptive reuse and expansion creating an 86,850 SF east Orlando office campus for over 250 employees near the University of Central Florida from what was previously two separate, older structures. The project was designed as a forward thinking campus to support future technology and work practices for Central Florida's largest locally owned credit union, while serving as a shining gateway into UCF's main campus in east Orlando. The two existing buildings – one three stories and the other four – were originally going to be reskinned, but the three story building was decaying and had to be demolished. It was rebuilt with a light filled glass atrium to connect it to the other building. But in doing that, the offices were modernized and brought in several sustainable elements, ranging from more natural light, along with a health and wellness aspect – such as an open stairwell to encourage physical activity – and collaborative spaces to bring teams together.

FAIRWINDS Credit Union consistently ranks as one of Central Florida's best places to work and continues to flourish locally. The credit union wanted to reposition and modernize the East Orlando Campus into one building called the Support Center. The two existing buildings on the site were becoming a maintenance and fiscal liability. FAIRWINDS brought Albu & Associates in to unify the two buildings into a holistic campus worth of the credit union's brand. The design build team of Albu & Associates and Little Diversified Architectural Consulting began by connecting the two buildings with a continuous, light filled glass atrium, providing a single point of entry for all employees and visitors. A simple folded plane simultaneously shades the building from the intense Florida

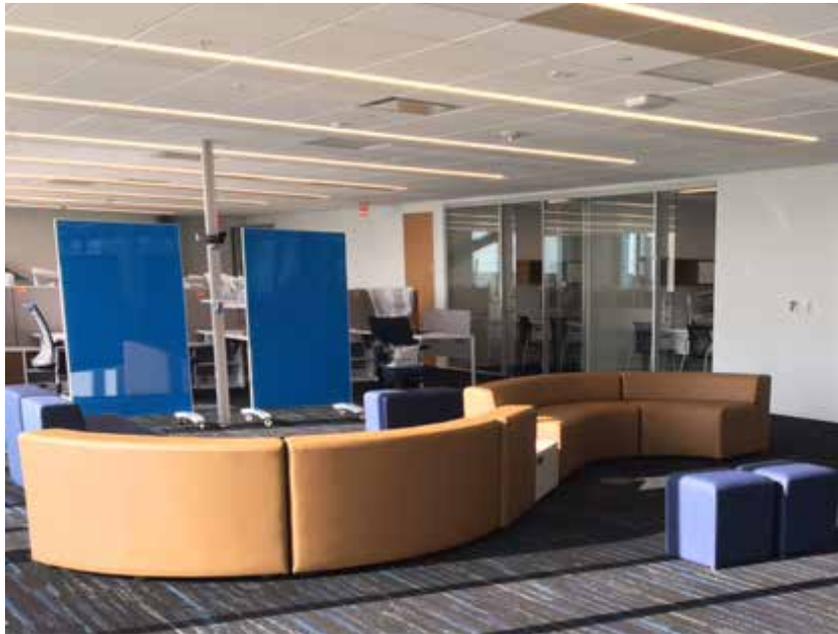
sun, unifies the two existing masses and creates a unique entry procession through a series of lush garden spaces. ACM metal panels were chosen as the primary material which combined with the curtain wall system provides for a modern sophisticated and truly impressive building. The delicate brise soleil filters Western light and enables the expanse of a taut glazed skin.

These brise soleil filters are "intelligent" design incorporating sun deflectors and architectural fins to help shield the sunlight and help moderate temperature. The interior still gets plenty of sunlight, while the building has a daylight harvesting system and

specialties for commercial projects, so the company is equipped to make the best recommendations to fit the specific shading needs of the building.

The exterior engineered pressure-equalized façade system fabricated and installed by N-RG Cladding consisted of ACM panels supported by secondary sub-framing members and continuous outboard insulation to promote the building's low carbon footprint on the environment. Particular care had to be given to any variations in the walls of the existing portion of the facility. To overcome these variations, N-RG utilized it's in-house FARO 3D scanning capabilities for the as-built portion of the structure.

The building's entryway has a three story atrium and glass stairwell that serves as a centerpiece. There is a café on the first level where employees can gather for lunch and a community room that can fit over 100 people for large meetings. The rest of the building has multiple kitchens, breakrooms, collaborative workstations and a boardroom for executive use. The goal of the facility is to provide more effective and efficient services to the members (customers) of FAIRWINDS Credit



fully digital lighting that manages internal lighting to reduce energy consumption.

Interior Specialties provided the shading system that covers all exterior windows for the project. It included manual shades, as well as motorized shades in the executive suites and conference rooms. Some of the motorized shades feature a solar sensor, allowing shades to be deployed automatically based on the amount of sunlight coming in. This project featured about 20,000 SF of shade material in the building. Interior Specialties specializes in shading and

Union. The open space fosters better communication, collaboration and comfort for crew members (employees) and guests.

During construction several high performance enhancements to both the exterior and the interior of the building were completed, focusing on exterior envelope improvements of an occupied building while maintaining 24/7 mission critical functions. The design incorporated WELL Building Design Best Practices, Personal and Data Security, Sustainable Design, and rationalizing modern office design demands with life safety requirements. WELL Building



best practices were used through the workplace. This was achieved through a building design that focuses on the visual and physical connection to the outdoor spaces, improved air quality and vertical circulation resulting in happier, healthier and more engaged employees. The building is at once a transparent and collaborative community connector, while still protecting employees, members and personal data through deliberate layering of security, from public to private. It was designed to accommodate the dynamic densities associated with modern office spaces, while maintaining accessibility and life safety for the occupants. Many Sustainable Design strategies were employed in the building, including a visual connection with nature and daylighting, while protecting the building from the Florida sun to prevent solar heat gain.

Energy Air, Inc. installed the heat recovery VRF system, a three pipe system. There were 31 condensing units that take care of 145 fan coils throughout the building with about 3,000 ft. of copper tying the systems together and one of the biggest challenges was the layout and design of

all the pipe runs. The team had to count every foot and every turn of all copper pipe in the system so the system could be properly charged with refrigerant.

Once the system was all tied in Energy Air then had to pressurize each system to 600 lbs then evacuate each system to 400 microns then repressurize each system to 600 lbs and then evacuate each system again to 200 microns that was a challenge but the crew made it look easy.

Energy Air's Project Manager, Steve Benjamin said "Even though this was a challenging project, working with Albu made it all come together seamless as they did an awesome job with all the coordination of all the different trades which allowed Energy Air to have a successful project."

Modern Plumbing Industries, Inc. found the Fairwinds project unique in the sense that there was an existing structure, which was completely gutted, then rebuilt. And then a new construction building right next to it that was made into one complete building. Each building had gang bathrooms on each floor and there are several break rooms throughout the building. In total there were four different plumbing

systems. Anthony Bracco, Project Manager said "This project will be one I drive by and tell my children Modern was part of with great pride."

The project has won several awards including a Structures Award for Green Building and Coolest Office Space from the Orlando Business Journal, and awards from the American Institute of Architects and Associated Builders and Contractors. ■

Additional CFC ABC Members involved with this project:

Energy Air, Inc
Fire & Life Safety America, Inc.
Hartford South, LLC
Hufcor, Inc.
Interior Specialties
Kenpat Central Florida, LLC
MC², Inc.
Modern Plumbing Industries, Inc.
Otis Elevator Company
Pece of Mind Environmental, Inc.
Plummer Painting Company
Spectra Contract Flooring
Tri-City Electrical Contractors, Inc.



**PROUD TO WORK WITH ALBU & ASSOCIATES ON THE
FAIRWINDS CREDIT UNION SUPPORT CENTER PROJECT**

1575 ABER ROAD, ORLANDO, FL 32807 | (407) 568-3456 | WWW.PECEOFMIND.COM

COMFORT SYSTEMS USA

S.I. Goldman Company, Inc.

**4111-A N.W. 6th Street
Gainesville, FL 32609
(352) 367-0200**

**799 Bennett Drive
Longwood, FL 32750
(407) 830-5000**

**150 Venetian Way, Suite 109
Merritt Island, FL 32952
(321) 636-3170**



**www.sigoldmanco.com
CMC057041/CFC1429535/CUC1224857**



The Milwaukee Story

Solutions For The Trades

BY: ADRIAN CERNA, JSS MARKET MANAGER, MILWAUKEE TOOL

As Milwaukee Lithium-Ion battery technology continued to improve, the company launched a family of powerful performance M18™ Lithium-Ion tools and a family of compact M12™ Lithium-Ion tools focused on providing “disruptive innovation” to the plumbing, electrical, HVAC and MRO trades.

The M18™ cordless system was developed to be the ultimate synergy of professional grade power, extreme performance and superior ergonomics. With patented technologies, innovative motors, advanced electronics and the industry’s best battery technology, the M18™ family has been the fastest growing 18V cordless system on the market since its inception.

The M12™ cordless system was designed to deliver industry-leading durability and power in a size that outperforms the competition in the tightest places. Milwaukee created a new space in the professional power tool market with the M12™ system by transforming inefficient manual tools - such as cable and copper tubing cutters - into advanced workhorses powered by award-winning battery technology. Using the same drive for innovation and leadership, Milwaukee aggressively expanded its tool accessories division by developing unique industry first technologies. In 2008 Milwaukee developed and launched a range of hole cutting accessories under the name “BIG HAWG®” and a range of SAWZALL® Recip Blades that would serve a wide range of applications for users in the HVAC, electrical, plumbing and maintenance and repair trades. Through advancements in tooth geometry and bi-metal construction, the Milwaukee accessory business continued to grow.

These new innovations quickly won new customers and kept the continued loyalty of the thousands of existing Milwaukee distributors and end-users. The accessory business flourished, and in 2009 Milwaukee launched a new line of impact-rated accessories under the SHOCKWAVE™ brand to serve the growing market of Impact Driver users. With the growing popularity of Impact Drivers, came an opportunity to innovate and provide a solution that could stand up to the extreme torque of these tools. Delivering high performance and functionality, the SHOCKWAVE™ full range solution did just that, and provided up to 10X longer life than the competition.

In 2009, Milwaukee saw an opportunity to deliver overdue change to an under-served, dormant category. With a strong user base in electrical, HVAC/R, MRO and remodeling, Milwaukee launched several new productivity enhancing solutions in the Test and Measurement category. Engineered from the ground up, the new products strategically targeted Milwaukee’s core end-users with a focus on Electricians and HVAC/R Technicians.

Logging hundreds of hours on the jobsite, Milwaukee saw another opportunity to deliver innovation to their core users, and launched an entirely new business unit in 2010 for Hand Tool solutions. With the same focused approach on understanding end-user requirements, each tool was completely designed and engineered by Milwaukee to incorporate innovative features that provide application specific solutions for the Electrical, Mechanical, HVAC, MRO, and Remodeling trades. Milwaukee’s attention to innovation and user productivity set it apart from others in this space as they completely

redesigned tools that had been around for decades and provided new-to-world features that would set a new standard for professional tradesmen.

Milwaukee had made it their mission to focus on and design new solutions that make tradesmen on the jobsite more productive, regardless of whether the solutions were electrical or battery powered, test equipment, accessories or hand tools. Their drive to improve workplace productivity continued to help push the envelope of innovation and design.

The Next Generation Of Cordless

Work continued on the development of the next generation of Lithium-Ion technology, leading to the introduction of RED LITHIUM™ batteries in 2010. Fully compatible with all M12™ and M18™ cordless products, the new REDLITHIUM™ batteries provided up to 40% more run-time, 20% more power and 50% more recharges than other Lithium products on the market.

As the clear industry leader in cordless technology, Milwaukee continued to make advancements in motors, electronics and battery capabilities. With these advancements, came opportunities to challenge conventional wisdom on what types of tools could be effective cordless solutions.

Milwaukee’s relentless cycle of product development and focused brand expansion firmly positioned the company as a leader in disruptive innovation, going beyond the requirements of the end-user and providing productivity enhancing solutions that are unparalleled in the industry. ■

PAID ADVERTISEMENT



RE MARTIN
PLUMBING, INC.

Craftsmanship & Integrity
All the time, Guaranteed!

- Commercial
- Light Industrial
- Custom Homes
- Back flow Certification

**Contact us today for all of
your plumbing needs!**

Office: 407-786-8766 Service/Dispatch: 407-937-8769
CFC1427436 • www.remartinplumbinginc.com

*With warmest wishes for a
wonderful Holiday Season
from all of us at*

SAYDAH LAW FIRM

407-956-1080 | www.saydahlawfirm.com

The Orange Difference



**For All Your Business, Fleet and Commercial
Vehicle Needs. Before, During, After the Sale**



- Sales, Service, Parts & Accessories for Business & Commercial Fleets
- State-of-the-Art Body Shop Collision Center
- **ABC Members eligible for additional \$500 or \$1,000 Savings!**

Rod Connole - 407.367.8121 - rodconnole@orangebuickgmc.com
Business/Commercial Sales



407.295.8100
OrangeBuickGMC.com

Sales Hours:
Monday - Friday 9a - 8:30p
Saturday 9a - 6p
Sunday Noon - 6p

ABC Members: Get an extra \$1,000 Off from General Motors for Fleet orders. Take an extra \$500 off for a retail delivery. Some restrictions apply - please call Rod for details!

CFC ABC Gives Back

Charitable Contributions and Community Involvement throughout the year

Albu & Associates, Inc.

Year after year, Albu & Associates continues to exceed all prior year contribution goals to their favorite corporate charity, "A Gift for Teaching." This year was no exception as the Albu team garnered participation from partners, colleagues and neighbors to collect the largest contribution of school supplies to date!

Albu & Associates invested countless volunteer hours as they participated in two fundraising facets of "A Gift for Teaching;" The Back-to-School Supply Drive and the annual WKMG News 6 Telethon. Albu CEO, Jason Albu, states that his participation in the WKMG Telethon "gave me the opportunity to witness firsthand how great our community's generosity really is." The initial Telethon goal was to raise \$20,000



in honor of AGFT's 20th birthday, and in just 14 hours over \$33,000 was raised.

"A Gift for Teaching" is Central Florida's primary provider of free school supplies to almost 200,000 local students, ensuring that every child has the essential learning tools they need to succeed in school and in life. With firsthand experience, Jason Albu witnessed his wife, a teacher, spending hundreds of dollars every year to obtain the supplies her students needed. "We are so proud to partner with "A Gift for Teaching" in filling this void so many teachers have experienced," says Albu President, Andrew Albu. "We expect to continue our support for many years to come."

BRPH Companies, Inc.

BRPH has several locations across the United States, each of which is empowered and encouraged to select their favorite community causes and serve as a good corporate partner to these organizations, leveraging our human and financial resources whenever possible to do so.

In addition to this, BRPH has a

"Best Place to Work" reimbursement for all full-time staff. Employees may use their annual \$500 benefit to refund their own personal non-profit charitable contributions.

BRPH executives and staff are regularly involved in local charitable initiatives tied to students, veterans and the elderly, volunteering time and resources to support national veterans homeless initiatives, No Limits Academy,



Aging Matters, Junior Achievement, the Boys and Girls Club of Central Florida, Take Stock in Children and many others. They are also a proud community partner with the Universal Foundation.

At BRPH they also believe strongly in giving back through the United Way of Brevard County - with a major push every October to garner employee donations through one-time or bi-weekly paycheck contributions. In 2018, BRPH was presented with the United Way's Chairman's Award for Community Support, for "outstanding leadership, generosity and dedication to improving our community." The award, presented to only one local company per year, recognizes philanthropic efforts that go above and beyond simply contributing to the annual United Way campaign.

CEMEX

The CEMEX Orlando/Ocala team volunteered at Give Kids The World, an organization that grants wishes for children with life threatening illnesses. Give Kids The World Village is a 70-acre, non-profit "storybook" Village located near Central Florida's most beloved attractions. Here, children and their families are treated to weeklong, cost-free fantasy vacations, complete with accommodations in the Village's whimsical villas, transportation, donated attraction tickets, meals and much more. At the Village, these precious children learn that dreams really do come true. Since 1989, the Village has

hosted more than 120,000 deserving families from all 50 states and more than 70 countries. This extraordinary,



life changing experience is Give Kids The World's gift, made possible only through the generosity of dedicated corporations and countless individuals.

Collis Roofing

Collis Roofing came alongside Latisha's House which is dedicated to helping women trapped in negative circumstances or exploited by the sex industry find their way home. Latisha's House provides a trauma informed safe house for victims of sex trafficking. Once safe, the ladies acquire the tools to live a healthy and productive life. They opened their first safe house in Florida in an undisclosed location and Collis Roofing replaced their 5,400 SF roof using Landmark architectural shingles in Charcoal Black.



Collis Roofing donated the much needed roof replacement, wood decking, soffit and fascia replacement and repairs also. The Children's Safety Village educates children on water, electric power, fire, stranger and pedestrian safety. They are excited to be part of the restoration of the concessions building of this legacy nonprofit focused on safety, care and education!

Collis Roofing joined one of their employees' (who is currently fighting breast cancer) team at Making Strides

continued on page 23

Commercial Contractors of Innovative Interior Systems Since 1946



Acoustical Ceilings, Drywall, Floors
Orlando Health, Orlando, FL

- 19 Locations
- Specialty Construction
- Ceilings • Walls • Floors



ACOUSTI
ENGINEERING
COMPANY OF FLORIDA

P: 407.425.3467 | www.acousti.com | F: 407.422.6502

>>> Integrity. Quality. Commitment.
The tools we bring
to every job.

We don't just meet the schedule, we drive it.
We don't just talk about safety, we live it.
We don't just tell the client about a problem, we solve it.
That's why we do the job better than anyone else.

BAKER
CONCRETE CONSTRUCTION
expect more


www.bakerconcrete.com

1540 Aber Road ■ Orlando, FL 32807 ■ 407.736.9908



Gives Back continued from page 21

Orlando. Employees had shirts and walked together to support more resources for those impacted and the end of Breast Cancer.

In addition to their annual holiday toy drives for Baby DJ and Mason Dixon's Christmas Wish Fund, Collis Roofing is gearing up again to provide needed supplies to the victims of Hurricane Florence.

Cuhaci & Peterson Architects, Inc.

One of the mantras that has been heard throughout the Cuhaci & Peterson offices over their 40-year history has been "Make a Difference." The 270-person staff participate in a number of organizations; there are often volunteer efforts being planned or attended—many of them taken on corporately. C & P has decided that the firm will touch at least 40 organizations in some way (monetary, in-kind or volunteer) over the 12-month period running from August 2018-July 2019 as a nod to their 40th anniversary celebration.

Some charitable organizations that they have already worked with as part of this 40-40 Initiative are: Foundation for Dreams, Sarah's Sporting Clays Against Cancer, Center for Independent Living, CANstruction Orlando, Lift Orlando, Tour de Cure, OneBlood, Welbro Tailgate benefiting the Children's Home Society of Florida.

Entech Innovative Engineering

When Entech Innovative Engineering relocated its corporate facility from Orange to Brevard County, they knew they wanted to be involved in the local community. With over 210 local beaches and 72 miles of shoreline, helping out civic organizations like the Cocoa Beach Rotary Club was a no-brainer. Beach safety is not only important to locals, but also to the area's four million annual visitors. Entech was eager to team up with the Rotary Club for the "Drown Zero Project."

When approached with the idea of designing and fabricating 42 life saving stations, Entech's founder and managing partner John Marhoefer stated, "We can design and build anything, so getting the job done wasn't a concern. More importantly it only takes a few seconds for fun in the water to turn tragic. When we were approached with the idea of sponsoring this project, it was an easy decision."



What better way to introduce themselves to their local community, then to sponsor a lifesaving initiative that benefits both locals, and visitors. Entech Innovative Engineering is designing and building 42 of these stations that include a U.S. Coast Guard approved lifesaving ring, directions for its use, and a reminder to call 9-1-1. This unique device will be distributed across multiple Cocoa Beach locations this Fall.

Finrock Construction, Inc.

Finrock is proud to have assisted eight very deserving Central Florida families to become homeowners through its long-time corporate partnership with Habitat for Humanity of Seminole County & Greater Apopka, Inc. Through corporate donations, employee donations and fundraising events, the Community Contribution Tax Credit Program (CCTCP) and employee volunteer hours, Finrock has contributed more than \$660,000 to the local Habitat affiliate.

This past summer interns took it upon themselves to organize a work day on a house the company sponsored. The company also has many women who support Habitat's annual Women Build through fundraising and volunteer work days.

The company's President, Bill Finrock is Board Chairman of Habitat for Humanity of Seminole County & Greater Apopka, Inc. He is fully supportive of his company's involvement in Habitat and likes that its beneficiaries receive a "hand up, not a handout." According to Bill, "These families work very hard to become homeowners, something many of us take for granted. They dutifully hammer nails into the frames of their future home even after sometimes working two shifts at their regular jobs. On top of that, they work building the homes of other client partners to demonstrate their commitment to home ownership. Seeing the pride, joy and yes, relief that a family experiences when they receive the keys to their new home is immensely gratifying."

Fringe Benefit Plans, Inc.

Fringe Benefit Plans, Inc. is a second-generation Central Florida employer preparing to celebrate their 50th Anniversary. They are a comprehensive financial services firm specializing in employee benefit programs and executive benefits. Their scope of services is focused on consultation, financial strategy, compliance, education, technology and wellness.

Their mission and vision is built upon serving their community and a large aspect of service includes their philanthropic contributions. They recently sponsored a Habitat for Humanity Building Hope event where they worked together as a team to build homes for fellow neighbors. Building Hope is focused on transforming houses into homes, family memories and opportunity.

They had a Habitat for Humanity Women's Build in October 2018. This event was centered upon community women coming together to serve and celebrating awareness for Breast Cancer.

The FBP Team is engaged in numerous endeavors to support the community. The team serves on Boards and Committees as community leaders to provide guidance and support to: iBuild of Central Florida, Make a Wish Foundation, and United Arts of Central Florida.

H. J. High Construction Company

H. J. High's core purpose is to revitalize and develop the communities they serve. One of the ways they do this is by encouraging our employees to participate in local community organizations and contribute to local charities.

Near the end of 2007, they began an initiative to promote H. J. High's charitable involvement as a company.

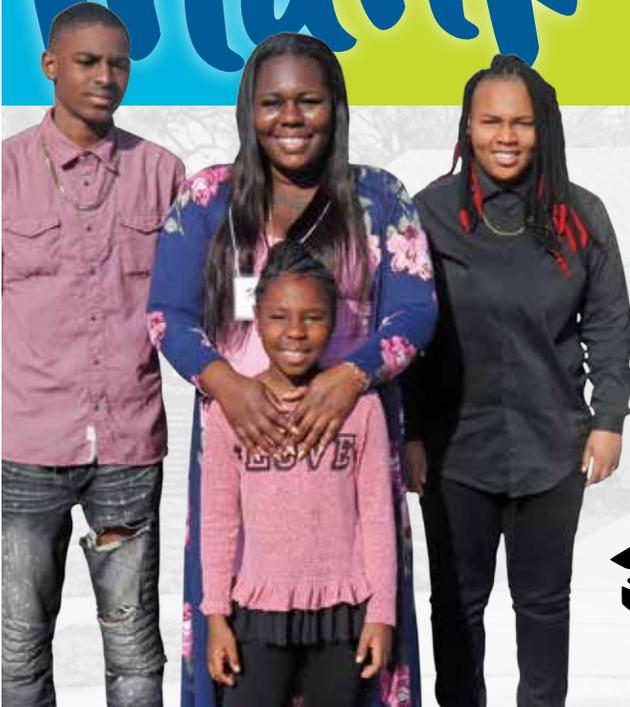
They specifically wanted the effort to be employee driven: selected, organized and executed by the employees, with little-to-no direction from the company executives. What resulted was a program that employees enthusiastically embraced and implemented. This is not an effort to donate money, but an effort to donate labor to worthy causes while at the same time uniting employees behind a good cause.

At the end of each year they solicit suggestions from employees as to what charities they should support in the upcoming year. Employees "sponsor" the charity of their choice, preparing a brief presentation in front of the entire company explaining the mission of their

continued on page 25

Thank you

Associated Builders and Contractors!



Habitat for Humanity Greater Orlando & Osceola County recognizes, thanks and appreciates all Associated Builders and Contractors who have partnered with us over the past year to build new, affordable homes and to rehab others to ensure that everyone has a decent place to live in Central Florida.

We could not build and strengthen our community without you!

If you would like to find out more about our ongoing projects and subcontractor needs, please contact our office at (407) 648-4567 for more information.



habitorlandoosceola.org

TRUSTWORTHY. RELIABLE. AGGRESSIVE.

SASSO & SASSO, P.A.

ORLANDO CONSTRUCTION AND BUSINESS
LITIGATION ATTORNEYS

407-644-7161 SASSO-LAW.COM

1031 W. MORSE BLVD. SUITE 120, WINTER PARK, FL 32789

Gives Back continued from page 23

chosen charity and why they believe that mission is worthwhile. After the presentations are complete, employees vote for the three charities they want the company to support that year. The votes are tallied, and the top three become



their adopted charities for the upcoming year.

During the course of that year, they work with the charity to identify their needs and how their employees' talents can best be utilized. On each prescribed charity work day, H. J. High closes our office so that each employee has the opportunity to contribute.

Several of their staff members generously volunteer to donate a portion of their salary in contribution to the charities selected. In 2016 the total employee donations amounted to \$3,349 and corporate sponsorships totaled \$16,000. Recipients of these funds included Indian River State College Foundation, INDriv, Christian Service Center, Enzian Film Festival, Ft. Pierce Sunrise Kiwanis, JDRF, Make A Wish, OPCS Ace School and the Valencia Club Foundation.

So far in 2018 their philanthropy efforts have included employee volunteer time with Habitat for Humanity and Matthew's Hope with Edgewood Children's Ranch coming up before the end of the year. In addition, they have made in-kind donations to outdoor Classrooms/Planters for Lake West Elementary and Chisholm Elementary.

As long-time Central Florida residents, H. J. High is eager to continue their charitable contributions as they work together to Build Community.

Habitat for Humanity - Greater Orlando & Osceola County

The need for affordable housing in Central Florida continues to rise while affordable housing options continue to shrink. Building industry professionals understand the importance and impact of having a safe, affordable home.

Habitat for Humanity - Greater Orlando & Osceola County annually partners with professional builders and subcontractors who donate building

materials, supplies and the hours of labor needed to build homes for future Habitat homeowners in just a few days. This Builders Blitz changes the lives of families in the Arbor Bend community in Apopka.

"In our highly-competitive construction industry, it is rare to find competitors who bring their residential and commercial real estate expertise together and lay aside their differences for the sole purpose of giving a hand up to future homeowners," said Catherine Steck McManus, President and CEO, Habitat Orlando & Osceola. "When builders provide the labor, funding and materials, it allows us to serve even more homeowners. We are grateful for everyone's generosity to make our Builders Blitz a reality."

Participating builders have included Bellavista, Emerson International, HGR Construction, Jack Jennings & Sons, Jones Homes, K. Hovnanian, Legacy Custom Homes, Park Square Homes, PCL Construction, Pulte Homes, RL Burns, Inc., Standard Pacific Homes, and Walker & Company.

But it's more than just building homes. It's building families, like Judith's. Judith is a single mother of three whose home had plumbing leaks, electrical issues and safety concerns. These challenges strengthened Judith's resolve to create her family's positive change



through homeownership. Her closely knit family now has renewed hope to transform their future in their new home.

To learn more about Builders Blitz or other Habitat for Humanity Greater Orlando & Osceola County initiatives, visit www.habitatorlandoosceola.org or call (407) 648-4567.

Hensel Phelps

As 2018 comes to a close, Hensel Phelps continues to live, work and grow in Central Florida, and so does their mission to give back to the local community. Hensel Phelps' Southeast District regularly lends a helping hand, through both monetary contributions and employee volunteer hours to several local organizations including



the Arnold Palmer Children's Hospital, Habitat for Humanity, Construction Angels, Home-At-Last, Ronald McDonald House (RMH) Charities of Central Florida, The Sarah Szafranski Endowment Fund, Second Harvest Food Bank, Make-A-Wish Foundation, and the Universal Orlando Foundation, just to name a few!

One of the annual events that was orchestrated in 2018 was a "day of service" for Habitat for Humanity. Hensel Phelps volunteers painted eight homes in an effort to revitalize the community. Additionally, Hensel Phelps participated in the annual RMH Ride-4-Ronald, a holiday toy drive benefitting Arnold Palmer Children's Hospital, Sarah's Sporting Clays Against Cancer, volunteered at Second Harvest Food Bank, and sponsored and participated in the annual Camaraderie Foundation Ruck Sack Race.

The spirit of generosity and giving back to the local community runs deep within the Hensel Phelps culture, not only for their Southeast District employees, but throughout the entire company.

Hoar Construction, LLC

The spirit of generosity has always run deep at Hoar Construction, LLC. Businesses thrive when the communities that surround them are also thriving.

This year the Florida division commemorated their office's 20th anniversary with a give back day at United Against Poverty of Central Florida. Hoar's team focused on tackling four construction projects to help enhance and improve their facilities, as well as, contributed to the daily need of helping in UP's grocery store. This charitable organization has grown to be one Hoar's Florida office favorite - to learn more about this amazing facility, visit uporlando.org.

For over 10 years, the Florida Division at Hoar participates regularly in lending a helping hand with the Children's Home Society of Central Florida. This organization helps more

continued on page 27



Commercial New Construction—Multi Family Construction—Assisted Living Facilities—Hospitals—Schools— Repaints & MORE!!!!!!

1-800-Painting—www.DunkmanPaint.com



**TRENCH
PLATE®
RENTAL Co**

SHORING AND SAFETY SPECIALISTS

**FIRST IN SERVICE
SINCE 1979**

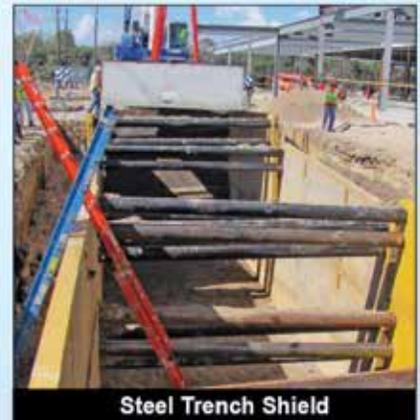
tprco.com



Slide Rail System



Build A Box



Steel Trench Shield

ORLANDO 407-854-9949

Locations throughout California, Nevada, Texas, Illinois, and Florida

Gives back continued from page 25

than 12,000 kids and families in Central Florida each year. To learn more about



this amazing local organization, you can visit their website at www.chsfl.org/CentralFlorida

The Hoar Florida office is privileged that their success enables them to donate time and resources to organizations throughout the community that hold a special place in their hearts, such as United Against Poverty of Central Florida, Christian Service Center of Central Florida, March of Dimes, Susan G. Komen and the ACE Mentor Program.

Mader Southeast

At its heart, Mader Southeast is a family business. From its earliest origins in the 1980s, Mader has established itself as a contributing partner in the Central Florida community. "We've always been a local company and we understand the responsibility we have to supporting our neighbors in Orlando and Tampa," explains Mader President/CEO Adam Eckelbarger. Mader has lent its support to Dave's House -- A provider of affordable housing for individuals with serious mental illness and disabilities -- where Adam serves on the board of directors. Mader has also provided support to Habitat for Humanity. Mader has maintained a commitment to the Give Kids the World Village -- a relationship that dates back to the 1980s. Most recently, Mader has provided manpower to complete extensive repairs at Orlando's Children's Safety Village -- where Mader Southeast Safety Director Timothy Bernardi serves on its board of directors.

Moss & Associates

Moss is not just building structures, they are helping to build communities. Each time they add work to the fabric of a community, they think a great deal about the people it will affect and the lives it will touch. So it's only natural that they remain dedicated to these communities long after the work is done. Founded in 2014, the Moss Foundation continues to partner with organizations that share similar values with them and education is at the top of the list.

The new school year can be challenging for families who don't have the resources to purchase necessary school supplies. Moss' Central Florida office collected school supplies, ranging from binders, notebooks, and markers to backpacks and more, during their Back to School Supply Drive. This year, Harmony Community School, was selected to receive these supplies for their students. With support from generous employees, subcontractors, and friends they were able to assist more families prepare for the new school year.



Moss was also a platinum sponsor for the Osceola County School District Education Awards, an award ceremony that was held on March 15 that honored all Teacher of the Year and School-Related Employee of the Year nominees across Osceola County.

Moss is proud to support communities across the US in each of the areas where they work and live.

Oelrich Construction, Inc.

Oelrich Construction funds dozens of community causes each year. In 2018, target philanthropic focus areas included: youth, education, and workforce development. Some contributions included: ABC of Central Florida's Workforce Enhancement Fund, March for Babies, Rotary Club, Education Foundation, Porters Back-to-School Supply Drive, UF Performing Arts, Future Farmers of America 4-H Club, GRU engineering scholarships, UF Health Children's Hospital, Boys and Girls Club of Alachua County, Builders Association of North Central Florida



apprenticeship scholarships, Cade Museum for Creativity and Invention, and K-12 athletics programs. The Oelrich Construction leadership team invests in Florida's future construction workforce

as a Bronze Major Donor for the UF M.E. Rinker School of Construction Management and as Master Trades Apprenticeship Advisory Committee members for Santa Fe College.

For the past two years, Oelrich Construction has donated more than 500 hours of pro-bono CM services to the City of Gainesville, Gainesville Police Department, and Institute for Workforce Innovation to plan the Banks-Cosby Youth Empowerment Center and Construction Learning Lab.

Oelrich Construction is a proud sponsor of this seven-month program which helps low-income students between the ages of 16-24 attain their high school diploma, rehabilitate low income housing and earn nationally-recognized construction certifications. Staff provided hands-on, field learning opportunities to IW's Project YouthBuild participants during construction of their new facility. The completed 2,700 SF Youth Empowerment Center features administrative offices, a kitchen, multipurpose room, computer labs, and an outdoor construction learning lab.

Regan Whelan Zebouni & Atwood

Learning that you have young onset Parkinson's can turn your life upside-down, particularly if you're a new bride wanting to start a family. That's exactly what happened to Tonya Walker. But rather than let the diagnosis define their lives, Tonya and her husband Chad (ABC's Program & Events Committee Chair) decided to turn adversity into an opportunity to raise money and awareness for Parkinson's research, choosing to live life joyfully in service to others.



Husband and wife team Chad and Tonya became Team Fox members, and so far have raised over \$35,000 to advance research efforts through The Michael J. Fox Foundation for Parkinson's Research (MJFF). In addition to hosting several fundraisers that capitalized on Tonya's love of fashion, they have more recently focused their attention on distance races with Team Fox. They

continued on page 29



A Well-Built Team

PeopleReady finds the best skilled tradespeople available, and places them when and where you need them. They arrive at your job ready to work, smart and safe. Our team of construction experts understand your local market and know what it takes to help your business grow and thrive.

Connecting people and work is what we do best. Trust PeopleReady to make that connection for you.

We call it work done well.
844.775.8326 | PeopleReady.com



OPD HEADQUARTERS



UCF WAYNE DENSCH CENTER



OUC NORTH CENTRAL PLANT



USTA NATIONAL CAMPUS

Providing Mechanical Contracting in Orlando since 1949

Westbrook

www.westbrookfl.com • 1411 S. Orange Blossom Trail, Orlando, FL 32805 • 407.841.3310

Gives Back continued from page 27

are currently training for their second NYC Marathon in November and are taking on the "Dopey Challenge" (four consecutive days of running) during the Disney Marathon Weekend in January.

In addition to fundraising events, the duo also participates in events to educate others on Parkinson's. This year, they spoke at the Brain & Beyond Conference hosted by Florida Hospital in partnership with the Parkinson Association of Central Florida, to share their journey with Parkinson's as a couple. They also host a podcast for the Parkinson's community called "PD Connect."

Chad's commitment to the Parkinson's community would not be possible without the support of his law partners at Regan Whelan Zebouni & Atwood.

RJD Risk Management, Inc.

On August 4 and September 25, RJD Risk Management participated with Ann's Angels Adaptive Water Ski Foundation, Inc. in providing special needs children and adults (including military veterans) with the experience of waterskiing.



Rick Dalrymple, CEO of RJD Risk Management, and a sponsor for Ann's Angels, says "it is incredibly heartwarming to see the exhilaration and excitement of children and adults with disabilities as they conquer their fears and end up with an ear to ear smile after water skiing for the very first time." In preparation for such events, Rick trains year round so he can be a part of such a wonderful cause.

Ann's Angels provides a therapeutic recreation that reduces anxiety and depression while improving well-being and quality of life. They provide all the equipment, safety and personnel to hold safe organized waterski events for organizations, municipalities and individuals that want to provide this recreational sport to their community, free of charge to the adaptive participants and their families.

If you would like more information, please reach out to Rick Dalrymple, at 407-256-9861.

Roger B. Kennedy Construction

On September 5, Altamonte Springs-based Roger B. Kennedy Construction donated \$5,820 in collected cash contributions plus 10 boxes of supplies for the 2018 "Tools 4 Seminole Schools" supply drive. A program of The Foundation for Seminole County Public Schools, a nonprofit 501(c)(3) organization, the countywide drive and fundraising efforts enhance the superior performance of students and teachers in



Seminole County Public Schools.

"Notably, for every dollar we raised, 'Tools 4 Seminole Schools' can purchase ten dollars of supplies which this year corresponded to \$58,200 in school items," said Sheri Ebersbach, Executive Assistant at Roger B. Kennedy Construction. Continuing, she added, "We are proud to annually support this vitally important drive benefiting the students and teachers of Seminole County."

"Once again, we are pleased to have been a part of the 2018 'Tools 4 Seminole Schools' program which provides school supplies to students in need," stated Roger B. Kennedy, Jr., President. "Accordingly, I wish to thank our many valued clients, subcontractors, vendors and employees who respond so generously to this annual drive."

For the sixth consecutive holiday season, Roger B. Kennedy Construction has preparations underway to collect and donate a truckload of toys for the 2018 "U.S. Marines' Toys for Tots" Program. In early December, a truck will deliver several giant boxes of new toys plus cash/gift card donations that will allow the Marines to purchase even more toys. "Toys for Tots" is a program of the United States Marine Corps Reserve that spreads joy each Christmas by distributing toys to underprivileged children.

Roger B. Kennedy, Jr., President of Roger B. Kennedy Construction, stated "We are proud to participate in the 2018 'U.S. Marines' Toys for Tots' program. Many are unaware that there is a high concentration of homeless children

in Central Florida, and if not for 'Toys for Tots', many of these kids would not receive any gifts for Christmas. Supporting 'Toys for Tots' gives us all an opportunity to help local kids enjoy a better holiday."

Tri-City Electrical Contractors, Inc.

This year marks the 60th Anniversary of Tri-City Electrical Contractors, Inc., and also celebrating 60 years of giving back to the communities they serve. Making annual contributions to charitable organizations too numerous to list, Tri-City's focus has always been on families and children. From donating time and labor to Habitat for Humanity for their Home At Last program for veterans to volunteering time for Junior Achievement to sponsoring school supply and toy drives for the Central Florida Chapter of the Children's Home Society, Tri-City is dedicated to doing more than expected for our community.

In 2018, the company completed a generous pledge to Florida Hospital Foundation to support the Pediatric Patient Assistance Fund at Florida Hospital for Children, helping children and their families when faced with life altering illnesses and conditions. Tri-City has also given sizable donations to Nemours Children's Hospital over the past several years.



The company and employees continue to take a special interest in Inspire of Central Florida, which provides employment opportunities and life skills training for adults with developmental disabilities in Central Florida. Inspire assists these uniquely abled adults to live, work and succeed in the community.

Since 2016, Tri-City employees have "adopted" the clients of Inspire for Christmas. Wish lists are compiled, sent to Tri-City and employees choose a list and shop specifically for that client; for some, these are the only gifts they receive. Tri-City also is a corporate sponsor of their annual golf tournament and Masks and Martinis event. As a company, they believe

continued on page 33



Commercial

Residential

HVAC

Contact us
cmbids@energyair.com

407.886.3729

CAC018270

We don't just build.
We invent.



407.425.5550 | www.khss.com



Vehicle Assembly Building High Bay 3 Work Platforms, John F. Kennedy Space Center
 Photo: NASA / Bill White



KHS&S is continually rethinking how interiors and exteriors get built, resulting in new and innovative solutions to streamline the construction process. From BIM to Lean Construction, KHS&S leads the industry in ways to add quality and value to your project.

- + Design-Assist
- + Interiors & Exteriors
- + Rockwork & Water Features
- + Themed Construction
- + Prefabrication
- + Lean Construction

Withum's Construction Services Team

BY: CASEY GAYNOR, MARKETING COORDINATOR, WITHUMSMITH+BROWN, PC

WithumSmith+Brown, PC ("Withum") is a nationally ranked Top 25 Firm that empowers clients with innovative tools and solutions to address their accounting, tax and advisory needs. Our highly responsive team of professionals offers deep industry expertise and service experience to help our clients grow and thrive—to Be in a Position of Strength.

Withum's Construction Services Team has decades of experience serving the needs of the construction industry, its suppliers, distributors and service providers. Not only do we provide our construction industry clients with the most relevant, up-to-date information on the changing tax and accounting regulations, but we also constantly seek ways to help our clients improve operations, embrace technology and plan for business succession and diversification.

Communication and accessibility are key, and our team is always available. Our culture is that of a closely-held family business, which leads to industry-leading employee retention and around-the-clock accessibility.

What sets Withum apart is our ability to go beyond the traditional accounting, auditing and tax services and serve as a trusted strategic partner. Our greatest success is derived from working alongside every client, and watching their business grow from every angle.

Withum has the specialized tax compliance, planning, business advisory and consulting expertise to service all

needs as companies continue to grow and expand their presence.

Our Tax Department's goal is to work with each client to strengthen their position, provide the highest quality tax services and help to reduce clients' tax liability.

understanding of international, federal, state and local tax regulations. We work with clients to ensure tax reporting obligations are met in an accurate and timely manner, and to minimize or defer tax exposure, thereby adding value to their company.

Withum invests in the technology-based tools and services required to stay up to the minute on tax law changes in order to provide our clients with the world-class service and depth of understanding of their businesses that they have come to expect. With over 40 years of specialized experience in the construction industry, our broad client base includes contractors, builders, distributors, suppliers, manufacturers, dealers, recyclers, demolishers and service providers. Our clients range from large multistate businesses to smaller family-owned ones.

As a team led by Certified Construction Industry Financial Professionals (CCIFP), the focus has been to help put our clients in a position of strength through the services offered by our Construction Services Team backed by years of industry expertise.

The Construction Services Team has representation from the Firm's Real Estate; Manufacturing, Distribution and Logistics; Architectural and Engineering and Insurance practice groups which provide the depth and experience needed to meet the demands of

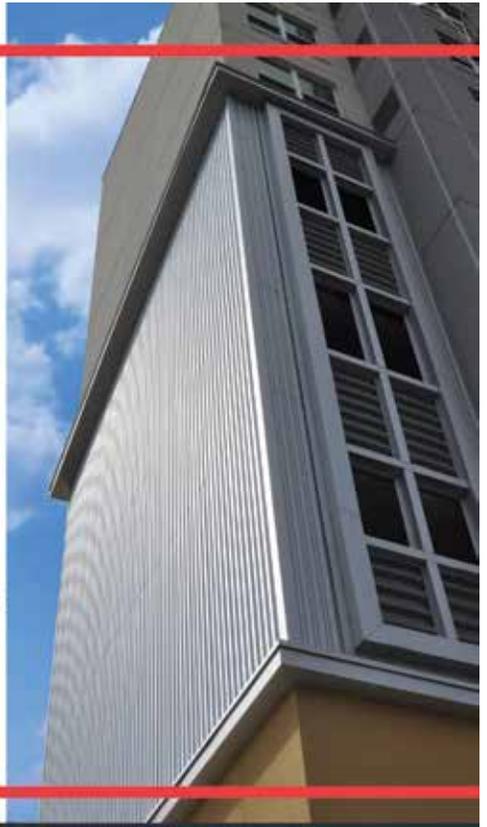
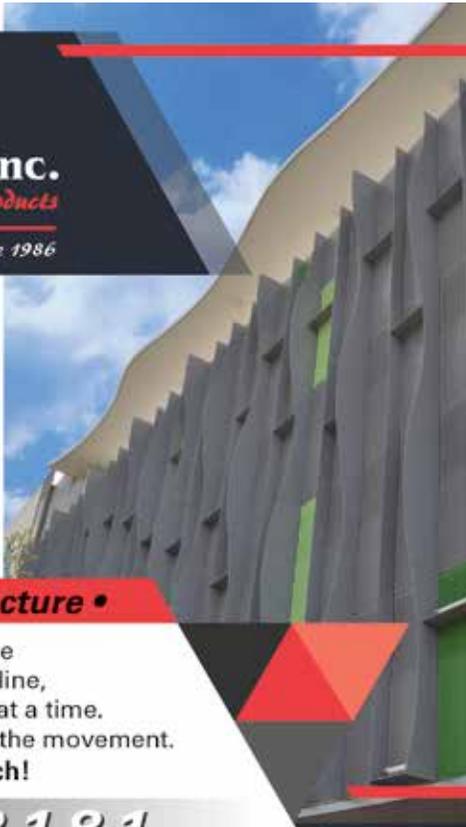
the diverse services and business types in the construction industry. ■



We are well experienced in tax planning and compliance issues. Our tax specialists have a comprehensive

PAID ADVERTISEMENT

Quality Metals, Inc.
Architectural Metal Products
Serving Central Florida Since 1986



• **Innovative Metal Architecture** •



Changing the Orlando skyline, one project at a time.
Be a part of the movement.
Get In Touch!

407.321.3181
www.QualityMetals.net

201 Gordon St. Sanford, FL 32771



**DEDICATED PEOPLE
DOING POWERFUL THINGS**



EC 0000843 Sanford, Florida

Gives Back continued from page 29

in Inspire and their efforts on behalf of this group of earnest individuals who want to be a contributing part of society. If you are interested in helping, please check out their website, www.inspireofcentralflorida.org, to learn how you can become involved.

Now an employee-owned company, Tri-City Electrical Contractors, Inc. is proud to serve our community!

Turner Construction Company

Each year, in honor of Turner's anniversary, the company spends the day giving back to the community during an event known as Founders' Day. This year more than 185 Turner Florida employees volunteered time and



talent across a number of nonprofits including Habitat for Humanity Women Build, Habitat for Humanity Brevard, Boys & Girls Clubs, Air Force Space & Missile Museum, and the Joshua House. The team logged more than 1,100 volunteer hours on projects including landscaping, interior repaints, site clean-ups, construction of ramps, shelving and storage spaces, just to name a few. Above all, they helped change the environments for folks that deserve the best.

Walker & Company, Inc.

Walker & Company, Inc. actively participates in many community charitable causes every year including schools, churches and organizations throughout the Orlando and Central Florida area.

In 2018 they were pleased to contribute as a Gold Level Sponsor for the Boy Scouts of America Golden Eagle Dinner and they continued their Sponsorship for the Elevate Orlando Program pledging their support again for the next five years. This year Walker & Company completed its third Builder's Blitz Habitat for Humanity home in Arbor Bend in South Apopka. They enlisted the assistance of their very generous subcontractors, who not only provided labor, but in many cases provided material and the equipment needed to



build a quality home for a special family. Walker & Company employees were on site as well and assisted not only with supervision but office personnel came in and worked on the final clean.

Waste Connections of Florida, Inc.

In 2004 Waste Connections started a program called the "Christmas Promise" helping provide bicycles for children and families in need. For a child a bike is wings, freedom, and independence to get around.

Bicycles are purchased by vendors, employees, and other businesses throughout the community. Cash donations are matched by Waste Connections to help purchase additional bicycles. The children that receive the bicycles believe they've experienced a miracle. This year marks their 18th anniversary for the event.

Last year Waste Connections delivered over 7000 bicycles and helmets to children across America; locally donating 200 bicycles and helmets to children and families including The Christian Sharing Center, St. Mary Magdalen Catholic Church, Winter Garden Police Department, and Eatonville Rec Center.

The Bike Build is something Waste Connections employees take pride in every year and allows them to give back to the communities they serve every day. If anyone would like more information about the Bike Build you can contact their office at 407-261-5000.

Williams Company

On Sunday, October 14, Williams Company fielded a team of 14 cyclists who supported the 9th Annual Ride-For-RMHCCF at Lake Nona benefiting the Ronald McDonald House Charities of Central Florida. For the past 16 years, Williams Company has provided and served a quarterly meal at the Florida Hospital and Orlando Health Ronald McDonald Houses.

Also during October, Williams Company proudly served as a Platinum Sponsor of the 2018 CANstruction Orlando competition and charity event. All monies contributed go toward the

purchase of canned food for creatively-designed structures judged at the Orlando Science Center, and then donated to the Second Harvest Food Bank of Central Florida.

Earlier in the year, Williams Company had 13 cyclists and contributed \$35,920 to the Tour de Cure which supports diabetes research. During 2018, Williams Company also continued its annual contributions to many outstanding local charities including Elevate Orlando, The Boy Scouts of America, Seniors First, Page 15, Greater Clermont Cancer Foundation, Goodwill Industries, The Foundation for Orange County Public Schools, Merlin's Magic Wand and ACE Mentoring.

Williams Company is again "gearing up" to proudly support the Leukemia & Lymphoma Society's 2018 Light the Night Walk at Orlando's Lake Eola Park on November 8.

Williams Company is a 100% employee-owned construction company with a 98-year legacy of providing incredible construction services to its clients, plus giving back to the community!

WithumSmith+Brown, PC

WithumSmith+Brown, PC (Withum) is committed to supporting the Central Florida community and charitable organizations; annually, they support the community by being a member of numerous not-for-profit boards and committees, organizing drives, volunteering and donating to charitable organizations and causes. In the last year, Withum's charitable contributions to various Central Florida organizations totaled more than \$200,000. In addition, the firm's Community Outreach Group organizes Fundraising Fridays, where members of their team donate \$5 towards that week's chosen not-for-profit organization. In the last year alone, more than \$20,000 was raised for deserving organizations.

The firm's annual "Withum Week of Caring" encourages staff to give back a portion of their time by volunteering in their communities, in lieu of working in the office. The staff participation for the last Week of Caring was the largest yet; firm-wide, almost 700 team members volunteered at over 50 organizations across 7 states and 10 offices, equaling more than 2,500 volunteer hours.

Locally, almost 100 staff members volunteered at community organizations around town including Clean the World, Second Harvest Food Bank, Pet Alliance of Greater Orlando and Freedom Ride. ■



ORLANDO

DODGE • CHRYSLER • JEEP • RAM

FAMILY OWNED
— & —

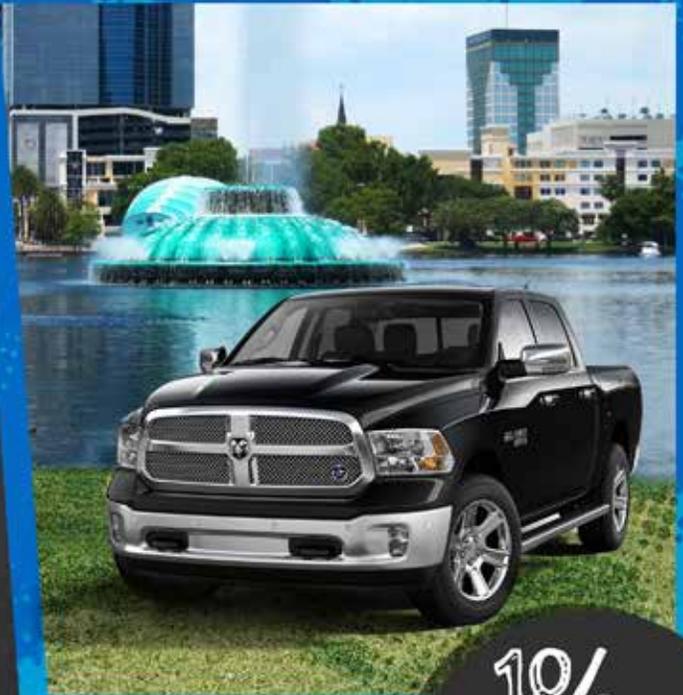
OPERATED
FOR OVER

40 YEARS

4101 W COLONIAL DR, ORLANDO, FL 32808

ORLANDODODGE.COM

407-299-1120



ABC MEMBERS AND
THEIR EMPLOYEES
QUALIFY FOR

1%

BELOW INVOICE
AFFILIATES PRICING
PLUS ALL AVAILABLE INCENTIVES & REBATES

* SEE DEALER FOR DETAILS

MECHANICAL INSULATION
MIT
& TECHNOLOGIES LLC.



-  2578 Enterprise Rd., Ste.108
Orange City, FL 32763
-  (386) 532-6963
-  mitoffice@mechinsultech.com
-  www.mechinsultech.com
-  /mit6963



Richard C Sawyer, CEO
Rick.S@mechinsultech.com



David J Llewellyn, President
David.L@mechinsultech.com

"Committed to Excellence"

Create a Succession Plan That Includes the CFO

BY: MARTIN C. MCCARTHY, CPA, MANAGING PARTNER MCCARTHY & COMPANY

Although most contractors have a business plan that they continuously update and use to guide the company, few have a succession plan. Generally, a succession plan will secure the future of the business. It is a guide for the owner and executive team to conduct business and transition the company to the next generation of leaders.

Typically, a succession plan focuses on the CEO and operational management positions. It is rare, but important, to have a succession plan for the CFO. A survey conducted by Korn Ferry, an executive recruiting and consulting firm, found that only 34 percent of the more than 700 global CFOs surveyed reported that their companies had a succession plan in place. This is an alarming statistic since the companies that participated in the research were primarily large corporations. Furthermore, the study revealed that although 46 percent of the public companies surveyed had CFO succession plans, only 28 percent of the private companies did.

The first step in developing a succession plan is to take a hard look at the in-house talent. In an ideal situation, there will already be a person or people in the organization to transition leadership, especially the CEO and CFO roles. They may be family members or trusted team members.

When making this decision, it is important to match the temperament and skill set to the job. Avoid choosing a successor just because he or she is a relative. If that person is not qualified, they should not be considered for the job. It is important to do what is best for the company, not the family. Naming the next CEO, CFO and other leaders is a business decision, not a family decision.

In a family-owned business, a succession plan is particularly important. It could save family and business relationships, especially in a situation where the timing of the owner's departure is unexpected. For example, if the owner dies without a succession plan in place, their spouse could have the right to take on a leadership role in the company. That person might not be suited for the job. In addition, it could cause disputes in the family if a spouse, child, sibling or other relatives work for the company. Any one of them could feel that they have the right to take on a key

role in the business even though they might not have the ability or skill set to do so.

According to the Korn Ferry study, only 19 percent of the companies with CFO succession plans thought there was an internal candidate capable of stepping into the role. Highly specialized skills and training are required to be a CFO. The right candidate should have an in-depth knowledge of financial accounting and reporting systems, income taxes, business law, government regulations and numerous other subjects. Although the person supporting the current CFO or a bookkeeper may have a good working knowledge of the company's finances, it is not enough to be successful in the CFO role. The person in this position must be able to interpret the meaning behind the numbers reported on the financial statement to add value to the organization.

It may be difficult to hire the right person to fill the CFO position, especially in today's tight labor market. Preferably, the new CFO should be in place at least one year prior to the departure of the current one. This will give the person transitioning into the role the opportunity to shadow and learn from someone with the proper experience. Many contractors outsource the CFO function to their accountant until they find the perfect candidate to ensure a smooth transition.

As stated by Benjamin Franklin: "If you fail to plan, you are planning to fail!" This is particularly true for a construction contractor that does not have a succession plan. According to Paul Karofsky, executive director emeritus of the Northeastern University Center for Family Business, fewer than one in three businesses successfully transition to the second generation of the family and just one in 10 survive into the third generation.

Succession planning requires leadership to be proactive and have an open mind and the vision to see beyond what might be obvious. This is especially true for the CFO position. It is critical to have a person in place that thoroughly knows the financial side of the business. Contractors should consistently work on the future of their company to ensure that the company will sustain. This takes years of planning, training and mentoring to be done correctly. ■

Help Increase Participation in ABC's Construction Backlog Indicator

ABC's Construction Backlog Indicator, which reflects the amount of work that will be performed by commercial and industrial contractors in the months ahead, reached a record high of 9.9 months in the second quarter of 2018, a 12.2 percent increase from the first quarter of the year. This national forward-looking data has provided insight on the construction economy since it launched in 2009 and has been a leading indicator of our industry's economic health for nearly a decade.

In 2019, ABC plans to take CBI to a new level by increasing the frequency of the reports from quarterly to monthly, which will not only increase the media value of the indicator but allow a better gauge of the state of the merit shop construction industry. ABC would also like to grow the participation in each state to provide additional data and analysis by region and by industry segments to continue to highlight ABC and the construction industry on a national scale.

Please take the time to regularly complete the survey, which is sent to contractor members around the 20th of each month and only takes roughly three minutes. The survey is not anonymous, but individual responses will be held in the strictest confidence and contractor names are never released along with the data and analysis. Previous Construction Backlog Indicator reports can be found on ABC's website. Please contact Rachel O'Grady at ogrady@abc.org with any questions. ■

Reprinted with permission from Construction Executive magazine's eNewsletter, a publication of Associated Builders and Contractors Services Corp. Copyright 2018. All rights reserved.



RJD Risk Management, Inc. helps companies increase profitability while lowering operating and insurance costs through comprehensive risk management and risk reducing strategies. What does this mean for your business?

A likely double digit reduction in employee turnover, claim costs and frequency. In fact, of the last 50 clients tracked on the DIAMOND Risk Reduction System®, 86% had a reduction in claims of more than 50% occurring in less than 1 year.

How do you know if it's time to consult with RJD Risk Management? Read the following list and ask yourself if any of the statements ring true to you.

14 Reasons to Partner with RJD Risk Management

1. No proactive strategies to reduce your risks and costs suggested by current agent.
2. Agent has no real incentives to reduce your costs based upon a broken insurance model.
3. Feeling your current agent does not meet all your current needs.
4. Competitors are using new tools and resources, which are not currently available to you, to get ahead.
5. Feeling your carrier is not working in your best interest in settling employee claims and bogus lawsuits.
6. Struggling with the hiring process and bringing the best employees on board.
7. Questioning if you really have all the coverage your business needs.
8. Getting claims paid by your insurance company is a difficult process.
9. Certificates of insurance are not being issued in a timely manner.
10. Response time from agent/carrier is not prompt leaving questions unanswered and service requests incomplete.
11. Employee turnover is exhausting you and your resources.
12. No trusted advisor partnership has been built leaving you feeling unsupported.
13. Feeling overwhelmed keeping up with governmental compliance such as OSHA and ACA.
14. Concerned for loss of work due to an increased Experience Modification Factor breaching 1.0.

Do any of these issues sound familiar to you or your subs? If so, let's schedule an exploratory meeting and discuss how RJD Risk Management can deliver peace of mind in risk management/insurance programs. Call us at 407-998-4108.

For more information visit: www.rjdrm.com

“Rick saved us money and helped us make more money.” ~ Darwin Yovaish of Pace Electric

**“Rick’s DIAMOND Risk Reduction System helped me reduce my Work Comp premium by \$50,000.”
~ Lori Hodgskin, Hodgskin Outdoor Living, Inc.**

“Rick provided a service level that exceeded our expectations substantially. Rick absolutely knows Workers Compensations! ~ Paul Wolmarans of KenPat USA

PAID ADVERTISEMENT

2018 VIP SPONSORS

Elite VIP Sponsors



Premier VIP Sponsors

Acousti Engineering Company of Florida
Baker Concrete Construction, Inc.
Balfour Beatty
BCI Integrated Solutions
Business Traction Center
Dewitt Custom Concrete, Inc.
Dunkman Paint & Wallcovering, LLC
Electric Services, Inc.
Energy Air, Inc.
Entech Innovative Engineering
Hensel Phelps
Hoar Construction, LLC
KHS&S Contractors
Kirwin Norris, P.A.
Morton Electric, Inc.
PCL Construction Services, Inc.
PeopleReady
S.I. Goldman Company, Inc.
Sasso & Sasso, P.A.
Turner Construction Company

Select VIP Sponsors

Aagaard-Juergensen, LLC
Advanced Millwork, Inc.
Burr & Forman LLP
CEMEX
Detail Dynamics of Florida, Inc.
DPR Construction
Enterprise Fleet Management
Gulf Mechanical Contractors LLC
MLC Theming, Inc.
Modern Plumbing Industries, Inc.
R. C. Stevens Construction Company
Robins & Morton
Tharp Plumbing Systems
Wharton-Smith, Inc.

Choice VIP Sponsors

Brasfield & Gorrie, LLC
Certified Slings & Supply
Comprehensive Energy Services, Inc.
CORE Construction Services of Florida, LLC
Dean Mead Attorneys At Law
Hartford South, LLC
Lake Glass & Mirror, Inc.
Lykes Insurance, Inc.
Quality Labor Management, LLC
WithumSmith+Brown, PC



Central Florida Chapter

PRSR STD
US POSTAGE
PAID
ORLANDO, FL
PERMIT NO. 150

A Commitment to Excellence in Our Community

Proudly supporting these organizations in the Central Florida Community.



Celebrating a Tradition of Excellence in Construction



Orlando 407-877-8818 | Tampa 813-628-5566 | madersoutheast.com