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PROJECT PROFILE:
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SPECIAL ISSUE
**women in
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President's Letter

We've Come a Long Way... But Still Have a Ways to Go.

When you think of the construction industry, one of the last things that may come to mind is what kind of impact are women having in it. It's ok to admit it, culturally it is thought of as a male-dominated industry, however, as new construction industry jobs are expected to balloon by almost two million this year, firms must look to recruit more women than ever before and bring their skill sets into the field.

Women comprise 10.9% of the industry. Even smaller, is the number of women on the front lines of a job site. Only about 2.5% of tradespeople are women. Women make up 47% of all employed individuals, yet the construction industry is only benefitting from about 1.25% of women in the workforce. We must all do our part to encourage women to join our ranks. With more than one million women in construction today and counting, this industry is on the right track to become more diverse.

I started my career in construction and I will be forever thankful for my time in the field. I attribute most of the leadership characteristics that I possess to those times in my boots and hardhat. I think fondly with satisfaction of the times I stood back to admire what our team had built. The amazing salary I was making made it financially possible for me to further my education and career track.

Women in construction jobs earn 99.1% of what their male counterparts make for the same duties.

From digging trenches to becoming CEOs of major construction companies, women have made amazing strides in their roles. I think as an industry, it is critical that we share with prospective employees that the average woman in the U.S. makes just 81.1% of a male's earnings. However, construction is already well ahead of the curve as women in construction jobs earn 99.1% of what their male counterparts make for the same duties. While the ideal number would, of course, be 100%, this is still very promising.

Please go home today and share with the women in your life the opportunities they have working in this industry, that gives us all so much.



*PRESIDENT & CEO
Michele Daugherty
ceo@abccentralflorida.org
Direct: 407-398-1272*

Women, if you're looking for a career with great salary potential, this is a great place to start. Construction is unique; it's a team effort where no one person builds a building. Here are some best practices for you to further your positions in the industry:

- Have faith in yourself and your abilities and voice your opinion. Just because you are a woman in a male dominated industry doesn't mean you can't receive the same respect and treatment.
- Accept what you know, and also what you don't know. Every job or career comes with a learning curve. Accept that there are things you need to learn and take them to heart. Knowledge really is power.
- Be everywhere you're needed. Don't just polish your skills in the office. Get some outside time and in-the-field experience. The more you do, the more you diversify your skill set.

For all the women out there in construction we say, "Thank You." You are building our future and breaking down the barriers for generations to come.



22 COVER STORY

Lake Nona Headquarters Parking Garage



Want to see your project featured in a future issue of *BUILDING Central Florida* magazine? Call 407-628-2070 or email bcf@abccentralflorida.org.

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Issue # - Materials Deadline

Issue 1 - FEB	12/15	Issue 4 - AUG.	6/15
Issue 2 - APR	2/15	Issue 5 - OCT.	8/15
Issue 3 - JUN	4/15	Issue 6 - DEC.	10/15

For more information contact Lauren Kelly, Marketing Director at 407-398-1268 or email bcf@abccentralflorida.org

Website/Media Kit: abccentralflorida.com/media/building-central-florida/
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Building Central Florida (BCF) is published bi-monthly by Central Florida Associated Builders and Contractors, Inc. All material becomes the property of ABC unless prior arrangements are made. ABC welcomes submissions of articles and press releases from our members; however, ABC reserves the right to publish based on relevance and space availability. Please direct all inquiries to bcf@abccentralflorida.org • 407-628-2070 651 Danville Drive Suite 200, Orlando, FL 32825 abccentralflorida.com ©2022 Central Florida Associated Builders and Contractors, Inc.

Welcome New ABC Members

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Jamison Chattin
5772 Timuquana Road
Jacksonville, FL 32210
(904) 777-0833
jchattin@dbkenyon.com
dbkenyon.com
General Contractor: \$3M-\$6M

Xtreme Roofing & Construction

Mathew Appell
4019 W. State Road 46
Sanford, FL 32771
(407) 960-5933
mathew.appell@xrcfl.com
xtremeroofingpros.com
Roofing contractor
Subcontractor: \$3-\$6M
Sponsor: Bruce Holmes

Aegis Project Controls

Cadesman Pope III
111 N. Magnolia Avenue
Orlando, FL 32801
(407) 840-4105
cpope@consultaegis.com
consultaegis.com
Associate

C&C Pumping Services, Inc.

Christopher Holdorf
19968 Independence Boulevard
Groveland, FL 34736
(352) 429-7867
choldorf@ccpumpingservices.com
ccpumpingservices.com
Supplier
Sponsor: Michael Jordan

Colwill Engineering Mechanical, Inc.

Larry Turnage
650 Gem Commerce Court
Apopka, FL 32703
(407) 233-3030
L.Turnage@colwillengineering.com
colwillengineering.com/mechanical/
Mechanical/HVAC contractor
Subcontractor: \$15M-\$20M

Core Concrete Construction Company, LLC

Mike Oliphant
2462 W. SR 426
Suite 1034
Oviedo, FL 32765
(407) 434-0943
moliphant@coreconcretecc.com
coreconcretecc.com
Concrete contractor
Subcontractor: Under \$1M
Sponsor: Michael Jordan

IQ Painters

Nate Thornton
1005 Orienta Avenue
Suite 1750
Altamonte Springs, FL 32701
(407) 575-8432
nate@iqpainters.com
iqpainters.com
Painting contractor
Subcontractor: \$1M-\$3M

Ruppert Landscape, Inc.

Colin Cronin
23601 Laytonville Road
Laytonville, MD 20882
(301) 482-0300
ccronin@ruppertcompanies.com
ruppertlandscape.com
Landscape construction &
management contractor
Subcontractor: Under \$1M
Sponsor: Wade Brooks

Safety Leadership Innovators, LLC

Josh Caudill, CSP, ASP, CHST
1279 Winter Garden Vineland Rd.
Suite 120
Winter Garden, FL 34787
(561) 657-0179
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ignitethejourney.com
Leadership and safety training
consultation firm
Associate Member
Sponsor: Tim Bernardi

Sunstate Equipment Co., LLC

Derek Oliver
9075 Sidney Hayes Road
Orlando, FL 32824
(407) 633-7951
derek.oliver@sunstateequip.com
sunstateequip.com
Construction tool, equipment
and machinery
Supplier Member

Verity Construction Company

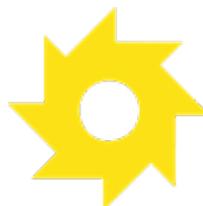
Markys Mackey
100 Pine Street
Suite 110
Orlando, FL 32801
(224) 253-9930
markys@buildverity.com
buildverity.com
General Contractor: \$3M-\$6M

Congratulations Model Members of the Year 2021

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



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

Cybersecurity Best Practices: Protect Your Business and Financial Systems

By Matthew Ferrante, Withum

Do you have a viable cyber strategy and a good understanding of cyber threats facing your business? Businesses must understand that during COVID-19 and the new normal, your organization's attack surface has significantly expanded, especially with a distributed workforce and technology. A reporter asked Mike Tyson whether he was worried about Evander Holyfield's fight plan. Tyson said, "Everyone has a plan until they get punched in the mouth."

The average cost of a data breach today in the United States is approximately 8.19 Million USD. Ransomware attacks occur every 11 seconds. Nearly 73% of critical backups fail during a cyber-attack. The average cost of a compromised record is \$242 per record exposed during a data breach. New data privacy laws enacted such as GDPR, CCPA and the NY-SHIELD act are levying substantial penalties to organizations that are not cyber fit. It is important to note that a company need not reside in Europe, California, or New York, for example, to be held accountable for data privacy violations.

It is a misconception to think data breaches occur only to collect a ransom. Modern cyber-attacks are often after more than just a ransom. Although training may help reduce the number of users who fall victim to phishing attempts, it is certainly not the fix. Consider that if a single user alone falls victim to a phishing email, the entire organization can be impacted. That single user need not be an IT Administrator with domain admin or superuser credentials for the entire environment and/or for critical business assets to be compromised.

Cyber intrusions are about the confidentiality, availability and integrity of the systems and data. Modern cyber threats to business are external hackers and even an internal threat actor, as well as government and legal actions in the form of violations and sanctions. In terms of internal threat actors, an independent poll was conducted during COVID-19 that found that approximately 57% of employees felt that they could engage in nefarious activities against the company they work for and get away with it, simply because they were working from home. Businesses must understand that during COVID-19 and the new norm, that your organization's attack surface has significantly expanded, especially with a distributed workforce and technology.

Cloud does not automatically equate to better security. Cloud is simply someone else's computer. Merely because your cloud provider is secure, does not make your company secure. If you are being told differently, ask your cloud provider to assume all liability on behalf of your company in the event that system and/or data is compromised on their impenetrable cloud. Mic drop.

Next-generation cyber-attacks are here now, and they are not science fiction either. They are called cyber kinetic attacks. These types of attacks cause physical damage to environments. So, regardless of whether backups are 'good,' cyber kinetic attacks



can brick environments. Thus, rendering physical, electronic equipment and data useless like a physical brick. Secure your environment via independent third-party audits.

Additional considerations should be adopted:

- Apply security controls and filtering with artificial intelligence integration.
- Virtual tripwires (identifies anomalies in the environment) implement self-healing smart backups (backups are typically poisoned by intruders).
- Conduct a third-party threat emulation aka authorized hacking of environment, business continuity and security gap assessment to verify the business's confidentiality, availability, and integrity.
- Independent third party monitoring and validation of environments conducted on a 24-7-365 basis provides constant 'checks-and-balances' against people, processes, and technologies. This assures internal and external policy, data privacy, and compliance adherence.

Scan these QR codes for additional information or visit withum.com



COVID-19



Data Breaches



Ransomware



New Normal



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Building Your Brand with Digital Marketing

By Michael Monahan, President & CEO, Moxē Integrated Marketing

Whether your business is a startup or one that's been around for years, it's important to integrate digital marketing strategies into your marketing mix.

According to a recent study by [Pew Research Center](#), nearly a third of adults in the U.S. are "constantly" online. While traditional means of marketing, such as direct mail, advertising, and other promotions are still effective, these strategies are no longer sufficient, on their own, to reach a busy audience.

By including digital marketing best practices in your brand's overall marketing mix, your company can reach its target audience more effectively. Learning how to fuse these practices will help build your brand, conveying its message to highly targeted audiences, resulting in more leads, more revenue opportunities and, ultimately, more customers.

Website & Search Engine Optimization (SEO)

On and off-page optimization strategies improve a company's ranking on search engine results pages, or SERPs, such as Google or Bing. On-page optimization focuses on anticipating searchers' questions, leading them to find answers they are researching. This method aligns what your organization offers with what potential customers are searching for. By performing keyword research first, your team can properly identify those terms searchers use and can then use these keywords strategically throughout the site to improve your company's ranking.

One way to do this is to post relevant, high-quality, educational and consistent thought leadership and other company content. Examples of such content include blogs, case studies, press releases, white papers, executive presentations, infographics or other subject matter. Separately, make sure the person responsible for the site includes the right title tags, meta descriptions and other technical details on your site's backend. This important step will help search engine crawlers browsing through web pages for new, updated content and other "flags"—also called "spiders", "robots" or "bots"—find your website, understand what each page is about and index those pages accordingly.

Another technique is off-page optimization. Unlike on-page SEO, off-page SEO uses tactics away from your website. An example of this is establishing backlinks from third-party groups such as news outlets, influencer platforms and other authoritative sites, which boosts SEO. Another way to lift your brand on SERPs is to maintain a strong social media presence, linking to shareable content, bringing in readers from social sites and other platforms to your company website.

Paid Search

Your company can also buy its way to the top SERPs. Typically, readers can see the difference between brands that rank well organically versus those that have "paid to play" with a small, non-descript "ad" label listing the first few companies. The bad news is that it costs money to bid on certain keywords, and sometimes that includes bidding on your company's own name. The good news is that you only pay when someone takes an action, such as clicking on the link, so this can be an efficient way to advertise, as your brand receives exposure through name recognition whether someone clicks on your ad or not. Typically, small businesses can start an effective paid search program for as little as \$500 per month. Larger companies should anticipate paying more as they bid on more competitive keywords.

Social Media Advertising

Social media is a great way to reach ideal customers, create brand awareness, drive website traffic, and more. If your team is looking for an easy, fast, and cost-effective way to target a specific demographic within a geographic area your company can service, then it's time to consider advertising on a social platform best fit to reach your brand's target audience. Paid social media campaigns create an entry way for new, hyper-targeted potential customers to find your company, as your team builds an audience database to easily track return on investment (ROI).



Email and Content Marketing

Email marketing can be an effective marketing tool, providing a fluid, interconnected buyer's journey. More importantly, email marketing fosters relationships with leads as well as current and past customers. Coupled with the right messaging, email can be an impactful marketing channel. There are a variety of key performance indicators (KPIs) to track an email campaign's performance like bounce rate, open rate, click-through conversion rate, etc.

While it is important to track metrics, determining ROI on different channels, don't limit your focus only on one or two metrics, giving too narrow of a performance picture. Instead, encourage your team to look at a wide range of KPIs to understand what's working well with the current campaign and which areas need improvement.

In closing, while traditional marketing methods remain an important part of this industry and a company's overall plan, adopting a specific digital strategy has become more important than ever before. Even better, consider implementing an integrated marketing approach, connecting your brand to its vital elements—visual identity and what that conveys, brand language, key messages, communication channels, call to action (CTA), and purpose.

For more information, please visit www.getmoxe.com or call 407-581-4222.



ABC Workforce Committee in Action

ABC Workforce Committee members Juan Garcia (second from left) and Derrick Valkenburg (right) with his son visited with South Lake High School and Lake County School District staff. Pictured are instructor Jared Fullerton (white shirt) and beside him are District staff Lynnea Weissman and Marta Ramirez. ABC was there to discuss the school's construction program which recently received a workforce grant from Central Florida ABC Board.

Apply for the HIRE Vets Medallion Award Program by April 30

U.S. Department of Labor - ABC members are invited to apply to the U.S. Department of Labor's HIRE Vets Medallion Award Program, the only federal-level veteran's employment award that recognizes employers for their investments in recruiting, employing and retaining our nation's veterans. The deadline to apply is April 30. Scan the QR code to read more or visit hirevets.gov/



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Women Are Their Own Best Advocates!

ABC 2022 National Board Chair Stephanie Schmidt spoke with ABC Marketing Director Lauren Kelly to share words of wisdom with Central Florida Chapter's Women in Construction. Stephanie Schmidt's Executive Profile interview can be found online at www.constructionexec.com/article/unique-perspective

Act with intention: To advance in your career in construction, or any field for that matter, you must have the skills needed to do the job. Make the time to learn the necessary skills to do the job at hand and do it well.



Hone your craft and you will develop the competence that in turn [and time] will drive your confidence.

Widen your circle of influence: It's all about building relationships with people, which builds trust in business. No one is comfortable walking into a room of strangers

at a business networking event. Do it anyway. Be that person that introduces yourself and starts the conversation. Join organizations that foster career growth and community development. Raise your hand and be willing to try something new. Surround yourself with the types of leaders you aspire to be. Ask questions.

Create collaboration: Everyone should have a seat at the table and good ideas can come from anyone. Welcome input from others who may in turn help you see your own blind spots which leads to future growth for yourself and your company. Give of yourself -- help wherever you can and volunteer for a cause meaningful to you.

Put in the effort: Immerse yourself in a learning environment. Whether you join the local chamber of commerce; serve on a board of directors for a non-profit, hospital or educational institution, look for the opportunities to share what you know while you learn from others.

Expand your knowledge: The wealth of knowledge on success and leadership is vast. Cultivate your growth by following the guidance of others and consider adding these books to your future reading list: *Good to Great* and *Built To Last* by Jim Collins, *The 7 Habits of Highly Effective People* by Stephen R. Covey, *The 15 Invaluable Laws of Growth* by John C. Maxwell, and *Start With Why* by Simon Sinek.

Own your success: The construction industry holds great opportunity for women and can offer a rewarding career to last a lifetime. Whether you're looking to grow within a company in skilled trades or project management, or you dream of being your own boss, the potential is quite high, and the pay scale is 99% of what men earn for the same job. Ultimately, it's up to you to look for opportunity, to take chances; to be willing to fail, to grow and succeed. Believe in yourself and then show others how to achieve the same. Schmidt was one of five women in her Penn State architectural engineering undergraduate class in the early 1980's. She's now president of Poole Anderson and says to all women in construction, "Spread the word!"



How Men Can Support Women in Construction

The construction industry has come a long way in how men and women work together to be successful. However, there is always room to evolve the relationship between colleagues.

DIVERSIFY YOUR PERSPECTIVE

It's vital to recognize that there is value in having female colleagues in the construction industry. Everyone brings a different perspective to problem solving and project development. Women often offer a different set of critical thinking skills and their insights are valued in an inclusive workplace. Having a different perspective can help expedite a project, solve an issue or generate new ideas. And as with any interaction among colleagues, it's a two-way street. Women and men alike need to be receptive to other viewpoints. Doing so allows both to build on one another's strengths.

RECOGNIZE THE VALUE OF EMPATHY

According to a study by Cambridge University researchers, women, on average, have a greater tendency toward empathy—63% compared to 53% for men. This is a positive attribute to a collaborative team culture. Empathy brings diversity of thought that can help team members understand each other better and open up lines of communication. This attribute can also be key to building relationships and understanding customer needs. Empathy helps breakdown barriers in the industry and drive further change.

BE ADVOCATES

All coworkers should advocate for one another and for themselves. This means recognizing skills and fostering growth in a way that is best for both the individuals and the team. An impactful leader knows their team well enough to ensure they are represented accurately and fairly, and that they are working together toward common goals. Male leaders and male team members throughout the organizational hierarchy advocating for their female colleagues with other male coworkers is important. It comes down to support, relationship building, and creating a robust and diverse workforce. Advocating for each other can help grow skills all around.

FOCUS ON INCLUSION AND EQUITY

As a critical starting point, many companies focus on implementing recruiting and hiring practices to ensure women have the opportunity to join the construction industry. But what happens when employment begins? Just because a team has several women on it, doesn't mean that it is inclusive. To be inclusive requires leveraging the talents and perspectives of all members of the team to create an equitable workplace—and making sure everyone is comfortable sharing their unique perspectives and strengths. Focus on action—what can men and women do to collaborate to reach a shared outcome? Keep in mind that everyone has different ways of learning, so providing equal footing for that collaboration should be a consideration.



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Celebrating WOMEN IN CONSTRUCTION

Get to know these amazing women who work among us!

Albu & Associates, Inc.

This year for Women in Construction, Albu & Associates wants to shine the light on their Project Manager, Aimee VanWormer. Balancing her professional career with being a loving wife and mother to a one-year-old boy, she is a power woman who knows how to manage it all.

One would say Aimee has always had an appetite for design and construction. She would regularly listen to her electrical engineer father talk about the details of his projects while at home. In middle and high school, she debated going to college for architecture, then realized that construction management gets her out of the office more. She grew up a Penn State fan, so when she learned

they had an architectural engineering program with a focus on construction management, she knew that was her destined path. Fourteen years after graduating, Aimee has no regrets about joining the construction industry. She is currently managing a few projects including a non-profit office renovation for Homeless Services Network.

One of her favorite projects has been a CVS retail store in downtown Miami Beach. It was a challenging conversion to an existing, stand-alone building where the concrete slabs were over two-feet thick, making it extra difficult to cut through it to reach the existing plumbing.

Her Central Florida favorite is BATL Axe Throwing, located in the heart of downtown Orlando on the first floor of 55 West. Favorite



features include overhead garage doors on one side of the building that roll up to allow for an indoor/outdoor social space.

Andrew General Contractors, Inc.

Andrew General Contractors (AGC) values the perspective of the women on the team and believes that their contribution is essential to the business and the strength of the team.

Two women who make significant contributions to the team at AGC are Business Manager and Controller, Penny Fye and Project Coordinator, Myriam Melendez. Penny and Myriam bring a combined 30 years of experience to their respective areas of expertise. They are both known for their ability to stay calm under pressure, a valuable trait.

Penny has always enjoyed working with numbers; making it a natural transition from project coordinator to business manager for AGC.



Her customer service and business analytics background combine to make a perfect fit in her current role; she makes business decisions regarding everything from contracts to billing to human resources. Penny's advice to women looking for a rewarding, exciting, and fast-paced career is "Look at construction, please. We need you."

Myriam works closely with their project managers and superintendents to ensure

successful project completion and accurate record keeping. She coordinates permitting for all projects. Myriam's advice to anyone entering the construction industry is, "Be yourself, understand your strengths, and don't let your limits hold you back. Use all the knowledge and tools you've learned throughout your life to be successful. The skillset I gained from my experiences has helped me in immeasurable ways in my role. The key is to learn how to implement those strengths to be successful."

Baker Concrete Construction, Inc.

Iris Perez has been with Baker Concrete Southeast Region since 2010 as safety coordinator. She has worked in their commercial division on projects in South Florida, Tampa, and Orlando. Iris has a great personality that she brings to work every day. She makes a point to talk with every co-worker even if it just a simple, "Hola, como esta?" She is known for her caring side of making sure everyone stays safe and healthy but for also enforcing the rules and letting everyone know what Baker's expectations are. Spending 90% of her time in the field keeping a watchful eye over the flock, her tenacity as a woman in



construction is tremendously appreciated for representing "The BAKER WAY" through her focus on people, honor, and grit.

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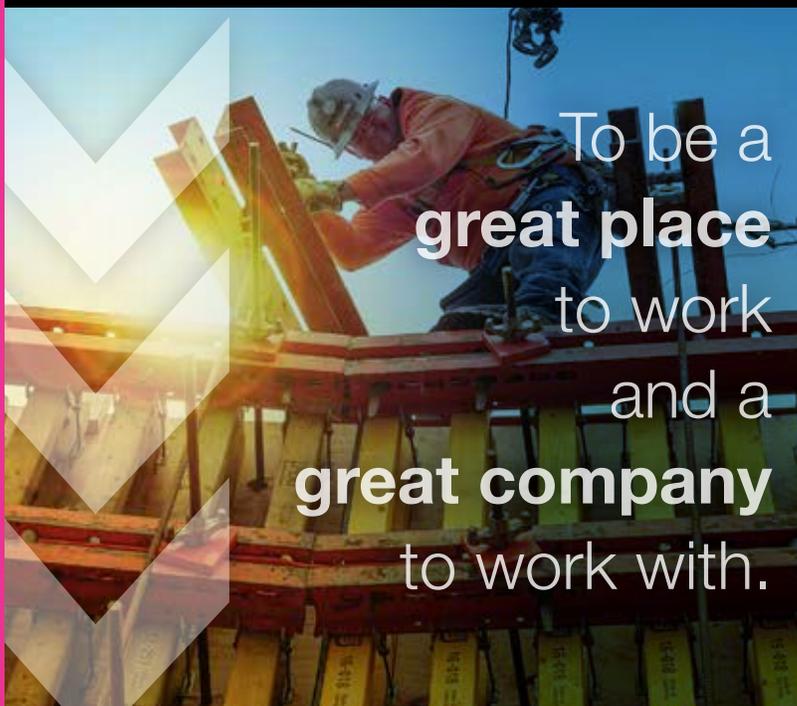
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WOMEN IN CONSTRUCTION

BCI Integrated Solutions

As the construction world continues to evolve, we are starting to see a shift in the male-dominant industry. Women have expanding roles, from executive positions to operational and technical roles. It is no longer uncommon to see a woman in the construction industry. BCI Integrated Solutions is proud to not only support and provide opportunities for women in construction but are leading from the front as a certified woman-owned and operated business.

Chief Executive Officer Marva McMillen takes pride in inspiring her customers and her team. "Being born and raised in Western South Dakota on the Cheyenne River taught me a lot about resourcefulness and making do without much. I make sure throughout our organization that all of my employees and customers are treated like family because we all depend on each other to communicate and keep people protected and safe."



team. "Being born and raised in Western South Dakota on the Cheyenne River taught me a lot about

With Marva's direction BCI is proud of the team of women they have within their organization and will continue to set the standard in the industry as a woman-owned and operated business: April Nelson, executive vice president; Shannon Thorpe, finance manager; Lisa Thorpe, service manager; Linda Kennedy, office administration; Amanda Dolly, human resources manager; Brittany Williams, electrical estimating coordinator; Jane Grafova, marketing coordinator; Tammy Miller, engineered systems sales representative; and Pamela Anderson, electrician.

Women belong in construction – to help cultivate ideas, execute plans, and make decisions.

Brambier's by Ver-Tex Construction

Kelly Garcia joined Ver-Tex Construction in 2019, in the role of senior estimator. Her incredible energy and experience have contributed greatly to the fast growth of Ver-Tex in the Southeast. Kelly has become the face of Ver-Tex in interactions with their clients in Central Florida, developing strong relationships and building repeat business with each new customer. As a woman-owned business prioritizing DEI, Ver-Tex is thrilled to have someone like Kelly representing Ver-Tex in the Central Florida market.



Charles Perry Partners, Inc.

As a field dominated by men slowly begins to see more diversity of gender, Charles Perry Partners, Inc. (CPPI) is proud to share that their firm employs more than 200 full-time team members with more than 20% of those roles fulfilled by women, while the national average of women in the construction workforce currently sits around 10%. What are they doing differently to attract a larger-than-average pool of talent?

Project Manager Kristin Andreasen says, "CPPI allows me to grow by constantly supporting and cultivating my experience and expanding my education, assigning me to projects that shape who I am as a leader and as a project manager as I progress forward in my career. The firm also whole-heartedly supports my time with the National Association of



Women in Construction (NAWIC), where I currently serve as vice president of the Greater Orlando Chapter. This has encouraged me to continue to choose construction

every day. There are so many reasons, really, but in the end, it boils down to seeing a project from conception to completion, and every little piece that goes into it. It is a tangible thing for one to drive past a new facility year after year and be proud to say 'I worked on that project. I helped people learn how to continue in skilled trades.' Construction touches every aspect of this world, and I am just a small person in this huge industry that continues to make a difference."

Clancy & Theys Construction Co.

Both in office and in the field, from project administrators, managers, and superintendents to chief financial officer, Clancy & Theys Construction Company recognizes that women have expanding roles in our industry. Today, Clancy & Theys proudly employs 347 full-time team members, 68 of whom are women. That is nearly 20% and well above the industry's 10% standard.

They owe much of their success to their female employees, some with decades of experience, and others for whom construction is "in their blood."

With more than 40 years of dedication to Clancy & Theys, Vice President and CFO Becky Carter, is one of their many employees who have had a longer-than-average tenure. "I've always loved working with the people I've known over the years," she said. "We share common goals of positive work ethics, helping each other as part of a team, and supporting a healthy balance between our work-life and our home life."



Jill Stauffer, corporate fleet manager, who has been with the company for 25 years added, "I grew up in a family-run millwork company and spent my summers sorting lumber, operating a planer, and making newel posts and pickets. When the opportunity arose to interview with a family-owned construction company, I was thrilled."

Lisa Snow has seen the changes in the industry through her own career, which began in an administrative capacity and has advanced to her current role of project engineer. "Being in a male-dominated industry, I am both surprised and happy about the opportunities and number of women here at Clancy & Theys and throughout the industry."

As the industry continues to evolve, Clancy & Theys remains committed to providing an inclusive environment that promotes progress and to doing the right thing for their clients, colleagues, and communities in which they serve.

The Collage Companies

Tara Sanders of The Collage Companies is a forward-thinking chief financial officer with a proven record of accomplishment with exceptional accuracy in reporting and auditing. She is a strong leader with a calm presence and builds relationships inter-departmentally. She has demonstrated success by streamlining operations and increasing efficiency through proactive and repetitive processes with a focus on continual improvement. With the right mix of positivity, the ability to tap into others' strengths, and thinking outside the box, Tara has created and sustained a set of widely successful programs, which allows presenting and reporting accurate and timely current and historical financial information of the company. All stakeholders



in the company, including creditors, employees, and other members of management, rely on the accuracy and timeliness of this information. Her ability to consistently provide accurate and useable data is a critical factor in the decisions made by the company.

Tara Sanders is not only responsible for the

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WOMEN IN CONSTRUCTION

company's past and present financial situation, but she is a crucial player for the company's future growth potential. Her forward-thinking abilities allow company leadership to identify what areas of the company are most efficient and allow the company to capitalize on this information. Tara has achieved excellence in her field of work and made significant, observable changes to enhance the fiscal stability of the company.

Competitive Edge Partners, LLC (CEP)

As a business leader, Debbie Rodriguez has always been inclusive. Of course, a huge part of Debbie's reputation is the fact that she is a woman in a male-dominated industry. That has driven Debbie to ensure her company and her jobsites reflect the inclusion she would like to see for herself. Debbie believes if someone has the drive, she and CEP can teach them a trade so they can build a life for themselves and their families.

CEP currently has 18 women of the 30 employees in its office and 102 women of 260+ skilled trades workers. This includes women like Yeanny and Maria, who both moved from Venezuela. CEP helped them with ABC English classes, OSHA 30 and CPR/First Aid certifi-



cations at no cost. Yeanny is now a fire alarm technician, and Maria is an electrical foreman, both running crews. CEP's staff also includes Stefany, who came to the company unable to speak English and with no experience. She is now a lead electrician and runs safety for jobs. Finally, CEP's women-strong team includes women like Cathy, who was referred to the company when she could not find work in 2019. She is a carpenter, and CEP helped with her OSHA 30, MOT flagging and CPR/First Aid training. She is now an iBuild instructor.

These are just a few of the examples of CEP's vision for women in construction, and they are committed to helping even more women enter the industry. Debbie Rodriguez also serves on the Central Florida ABC Board of Directors.

David Boland, Inc.

Terri Holmes has been on the forefront championing women in construction. This November marks Terri's 37th anniversary with David Boland, Inc., where she began as an estimator. To this day, she not only continues to provide this valuable service, but also functions as vice president and corporate secretary for the company.

As an active member of the National Association of Women in Construction (NAWIC) for



26 years, Terri is a charter member of the Space Coast Florida Chapter. Over the years, Terri has

held every position within the chapter, and is currently serving her fourth term as President. Some of Terri's contributions to the Space Coast Florida Chapter include:

- Block Kids Building Contests, building competition for K-6th grade
- National WIC (Women in Construction) Week
- Grade school and middle school career days at various schools in Brevard County
- Finance, audit, bylaws, membership, professional development and education, and scholarship committees
- Chapter Member of the Year
- Construction Industry Advisory Committee, Florida Institute of Technology

Terri continues to support the construction industry by educating youth about the opportunities that are available for all within the construction industry and has been instrumental in the growth experienced by the Space Coast Florida Chapter of NAWIC.

Terri joined the construction industry during a time when there were few women working in traditional construction positions. Today, Terri is a role model for the next generation of women in construction; her commitment and dedication to the construction industry, and more specifically, to David Boland, Inc., is truly admirable.

Finfrock Construction, LLC

Mayra Velez Reyes moved from Brooklyn, NY to Florida 8 years ago, leaving her job of 18 years as a medical secretary. After founding her own business and spending a few years in residential construction, Mayra took the next step in her career to work in commercial construction, where she accepted an opportunity as a construction coordinator at FINFROCK in 2019. Mayra says FINFROCK is her perfect match, and she has finally settled into where she wants to be in her career. Mayra spends her time both in the office and out on jobsites, handling owner-direct purchases and managing subcontractor relationships and contracts. She



considers herself a very hands-on person and learns the most from her personal experiences and

from being in the field. She says there is never a dull moment when working on a project and she would not want it any other way. Mayra promotes a level of equal treatment among her team members as they are highly team oriented – they even call themselves the FINSQUAD. When asked what advice she would give to a woman entering a career in construction, she says “When faced with an opportunity you're unsure about, embrace it and learn what you can from it.”

Florida Surety Bonds, Inc.

From a young age, Sarah O'Linn, the second generation of Florida Surety Bonds, witnessed her mom, Susan Reich, carrying the weight of the world as Susan and Jeff Reich founded Florida Surety Bonds in 1998. Florida Surety Bonds is a majority women-owned business that has a reputation for growing their construction clients into the leading construction businesses in Florida. At the beginning, they put everything on the line to build their business. Sarah remembers worrying about losing their house in 5th grade because they had to take out a home equity line of credit. “Seeing my mom's dedication and resourcefulness as a child drives me to do my very best to help my clients who are carrying the weight of the world on their shoulders, knowing their families and employees' families are depending on them to succeed. Many of them have kids and grandkids looking up to them too.”

Like most women who've been underestimated, Susan learned to over-perform and work harder than anyone else was willing to, while still maintaining her love for serving oth-



ers. “Susan is a dynamo with gears and horsepower that they don't put into street legal cars, much less construction insurance executives, anymore,” says Bob O'Linn, Susan's son-in-law and business partner.

Susan and her team's willingness to roll up their sleeves and solve problems is one of the reasons why Florida Surety Bonds is the leading independently owned surety agency that construction companies trust.

Gilbane Building Company

Construction was always an industry Kelly Esposito had admired and found herself surrounded by. “My husband, Pete, had been in the industry for over 15 years, and dinner conversations often involved discussions on projects and field challenges and successes,” said Kelly. “He casually commented that I would make a great project engineer, to which I replied, ‘Dang right,



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WOMEN IN CONSTRUCTION

I would make a great project engineer. What's a project engineer?" So, my journey began. I found a college, received my AS in Construction Management, and haven't looked back. The best dinner conversation we could've had."

Kelly feels like the most crucial change in the construction is, "the appreciation for diversity and inclusion. Just embracing people. I feel so appreciative of this organization that embraced me, a middle-aged female Puerto Rican from the Bronx with nothing more to offer than passion and work ethic, and they let me be me."

Kelly's advice to other women entering the construction industry, "Have a love for this



industry. If there is no passion, there is no drive. That's what keeps you going when things get stressful, and they will. The second is you will be challenged, but knowledge is

power. If you know your stuff, you know the details, materials, sequence, schedule, costs, scope, etc., there's no contest. Absorb as much as you can, ask questions, and learn something new every day. You will gain respect, which helps move projects along positively."



After graduating from the School of Architecture at the University of Arizona, Tanasee Durrett began her career as an architectural designer at a

design-build firm in Central Florida. She found her love of construction through her participation in design-build projects. "I grew to learn the importance of translating design into a constructable form and how constructability of a project relies on the functionality of the design—design and construction work hand in hand. It was this understanding and admiration of problem-solving that encouraged me to pursue my career as a virtual design and construction (VDC) engineer at Gilbane," stated Tanasee.

When asked how she thinks the construction industry can attract more female candidates, Tanasee responded, "It begins with representation and being aware of representing women in construction. We all have a story, and each of our stories represents who we are and where we're going. By not acknowledging the importance of representation, we ignore someone's background and value. Instead, we are using discrimination to understand a person. This causes female candidates to be invisible, when we are, in fact, here! We need more female representation in the profession to be recognized, seen, and heard. Once this step happens, we can attract more female candidates."

Tanasee's advice to women entering the construction industry is, "Gain your voice and keep it. There will be moments where people will not recognize your worth. You have a voice to be heard for your talents and persona as a professional, never lose sight of it."

GMF Steel Group

Sisters, Neily and Yesy Morales - Velasquez, are firewatchers at job sites for GMF Steel Group. Yesy believes women are important in construction to inspire young girls and to show they can break stereotypes in a male-dominated industry. Neily laughs as she shares that she "enjoys getting her hands dirty." It opens doors for them to learn and grow in areas they may not have explored before.



Talking highly of the sisters, Jeremy Turner, construction manager at GMF expresses, "They're two of the most trusted team members, even from senior leadership staff, because I know job site risk is drastically reduced because of their overall diligence. They make those around them better because they're pushing themselves. They elevate teammates around them because they're setting the standard."

"Women are strong and resilient. We're made differently than men, so it requires tenacity for us to do what we do," says Sara Taylor, marketing and public relations at GMF. "I wasn't aware there was a side of construction I could fit into," Taylor says.



Andy Norman, president and principal at GMF Steel Group, continues, "By educating and showing the different paths in construction, more females come in."

"There should be more women in the construction industry because they provide different perspectives to those around them,"



Taylor adds. Further, Norman states, "Whether family, mentoring, or leadership dynamics, women offer a different level of empathy than their male counterparts."

"We're here to make a mark for women," Bushn stresses about women in construction.

Tricia Bushn is the corporate controller at GMF Steel Group. Andy Norman describes her as an "expert in the accounting field." She chose the construction industry because she wanted to be challenged.

"I think diversity is important in any type of workplace, but women tend to help increase creativity and problem-solving. It's important to not have a one size fits all approach and reach outside the norm to bring more people in to let them experience it," she explains.

Norman agrees, "Diversity is important and the female aspect inside the construction industry tends to be different." He emphasizes GMF is recruiting just as many women as men.

"Our female drive is a force that when added to the construction team brings incredible possibility and achievement," says Trisha Weinreich, paralegal at GMF Steel Group. Working in the construction industry has pushed her out of her comfort zone to areas she had little to no knowledge in.

Andy Norman states, "As technology evolves, there are more ways for females to get into this. We are seeing more machine operators and welders who are women. We encourage females to get into the hands-on aspect, and we find ways to inspire them to come into our industry."

"Women are essential in the construction industry because they bring a dynamic with different thought processes and skills," says Weinreich.

Graybar Electric Co., Inc.

Beginning with the corporate office of Kathleen M. Mazarella, chairman, president, and chief executive officer, Graybar proudly supports and promotes career growth opportunities throughout the organization for women in the construction industry. Internally, WINGS (Women Influencing Graybar's Success) was created in 2008 to give women an opportunity to connect through networking, professional development, and mentoring.



Here in Central Florida, Amanda Ferguson, Sharon Martel, and Katelyn Calow are three highly skilled and hard-working outside sales representatives who support their local contractors, integrators, commercial, and government customers with their comm/data, electrical equipment, and material needs.

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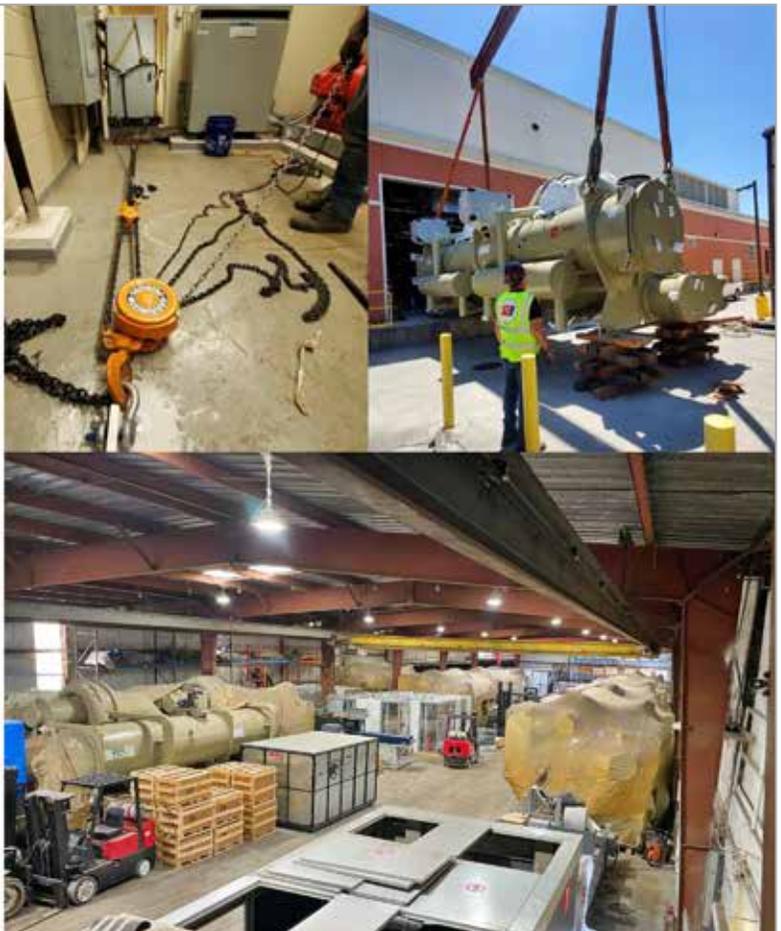
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Hensel Phelps

With diversity as a core value, Hensel Phelps would like to take a moment to appreciate and congratulate the strong women of their company.

Senior Estimator Sara Lomonaco is a tangible example of strong female leadership within the Southeast District. As a cost management representative, she prepares proposals, evaluates trade partner pricing, and provides risk management for Hensel Phelps to construct a client's project. Beyond her day-to-day, Sara has helped plan and will speak on communication and managing at Hensel Phelps' company-wide 2022 Estimating Seminar.

Sara's professional qualities and accomplishments can be attributed to her career and personal growth over the last 16 years at Hensel Phelps and 18 years in the U.S. Air Force reserves.



Sara grew up watching movies like *G.I. Jane*, *Rambo*, and *Terminator* with strong female leads and military themes that developed a self-passion to prove she could accomplish similar feats. After the 9/11 tragedy, Sara became determined to be a part of a solution. After some research, she learned she could be in the military while having a career and family. She enlisted in the reserves and deployed two times to Afghanistan and once to Africa. Since 2004, Sara has received 13 medals and ribbons, including most recently the Air Force Achievement Medal in 2021.

Sara is grateful to Hensel Phelps and the mentors she's had along the way that shaped who she is professionally and personally. Today, she desires to share with other women — "the opportunity is there if you want it."

Hoar Construction, LLC

People are Hoar Construction's greatest asset, so they put a lot of effort into recruiting employees with diverse experience, talents, and backgrounds. In their company, 21% of women hold positions in every aspect of work, from preconstruction, to superintendents, project managers, project directors, and administrators. The women at Hoar have and continue to contribute to the success of the 82-year-old, billion-dollar company. Their clients can attest to the quality of staff we have



working for their team, especially the women based in the Central Florida Office. The team is stronger and better because of each one of them. They are excited for the momentum of women growing within construction and their new hires have people like Project Manager, Kelly Taylor and Project Engineer, Jana Rezabek to look up to. Kelly, Jana, Jessenia Pu, and Taylor Garick are simply a few women in their office who are paving the way for the new employees. These four women convey leadership, strength, and reliability when working in the field and managing on-site processes for several high-profile clients. The industry overall still has a long way to go but they are encouraged by the increased representation of women in it.

Interior Specialties, Inc. (ISI)

When Stacy Robinson took the helm at Interior Specialties, Inc., it was not without its challenges. The country was in the throes of the pandemic, and the industry was facing issues with safety protocols, a labor shortage and looming supply chain issues. Even so, Stacy and the ISI team have remained focused on their goals: to continue serving as a subcontractor GCs can rely on to finish out projects without problems and to further grow the company's Florida footprint.

Stacy recently gained her MBE certification through the state of Florida, and she looks forward to keeping the woman-owned business going strong. "Interior Specialties has a long history of women leadership, and I'm proud to be part of



that tradition," Stacy said. "As women leaders gain more recognition in construction, more and more women see what is possible. I look forward to seeing even more women in boardrooms, on job sites and in trade publications soon." Even though 2021 was strong, Stacy and her team hope to make 2022 even better.

J. Raymond Construction Corp.

You could say that Claudia Garcia grew up on job sites.

Tagging along with her dad (who was a construction manager and engineer), she quickly fell in love with the diversity and complexity that each of his days held — and knew early on that she wanted the same.

On these visits, though, she noticed something: there weren't many women in the field. She thought that to follow in her father's footsteps she'd have to pursue a career in architecture — which she considered the "girl" equivalent of his job.

In 2009, Claudia found herself in the middle of an economic recession, with an architecture degree it led Claudia to take on an entry-level job in a construction company, where she

quickly had what she describes as an "a-ha!" moment. This realization set in motion a chain of events that led to a Master's in Building Construction from UF, a field internship with J. Raymond, and her eventual full-time employment at the same company, where she still works today as a project manager.

Transitioning from architecture to construction, Claudia thought that as a young woman she would have to work extra hard to prove herself, but joining the J. Raymond team, she found herself surprised



by how much support she received from the team; her path and potential seemed to be the very same as her male colleagues.

"No 'glass-ceiling' experience over here," she says. "Just hard work and a constant desire to improve and learn from my peers and work in an ethical way."

Balancing new roles as a wife and mother to a young girl of her own has given Claudia new perspective on her work. She says she's realized some important — and unexpected truths. "You can be both a feminine, motherly, nurturing woman, and a powerful, confident, construction manager and leader," she says. "There is no giving up one to become the other."

Now, Claudia considers herself living proof that the American dream still exists. The daughter of immigrants, and an immigrant herself, she credits her success to hard work, passion, and some helpers along the way.

JK2 Scenic

Julie Holmes understands the challenges of being a woman leader in a male-dominated industry. Since she took the helm of JK2 Scenic in 2013 she has directed her team and made strategic decisions to not only continue the company's reputation for excellence, but to take it in new directions of growth.



JK2 Scenic has been able to build dreams and make its clients' visions a reality all over Central Florida and beyond. The company has also grown tremendously, with revenues up over 1,000 percent from when Julie began. JK2 Scenic has been named to the Orlando Business Journal's list of the fastest growing companies in Central Florida, and Julie has been named

(Continued on page 24)



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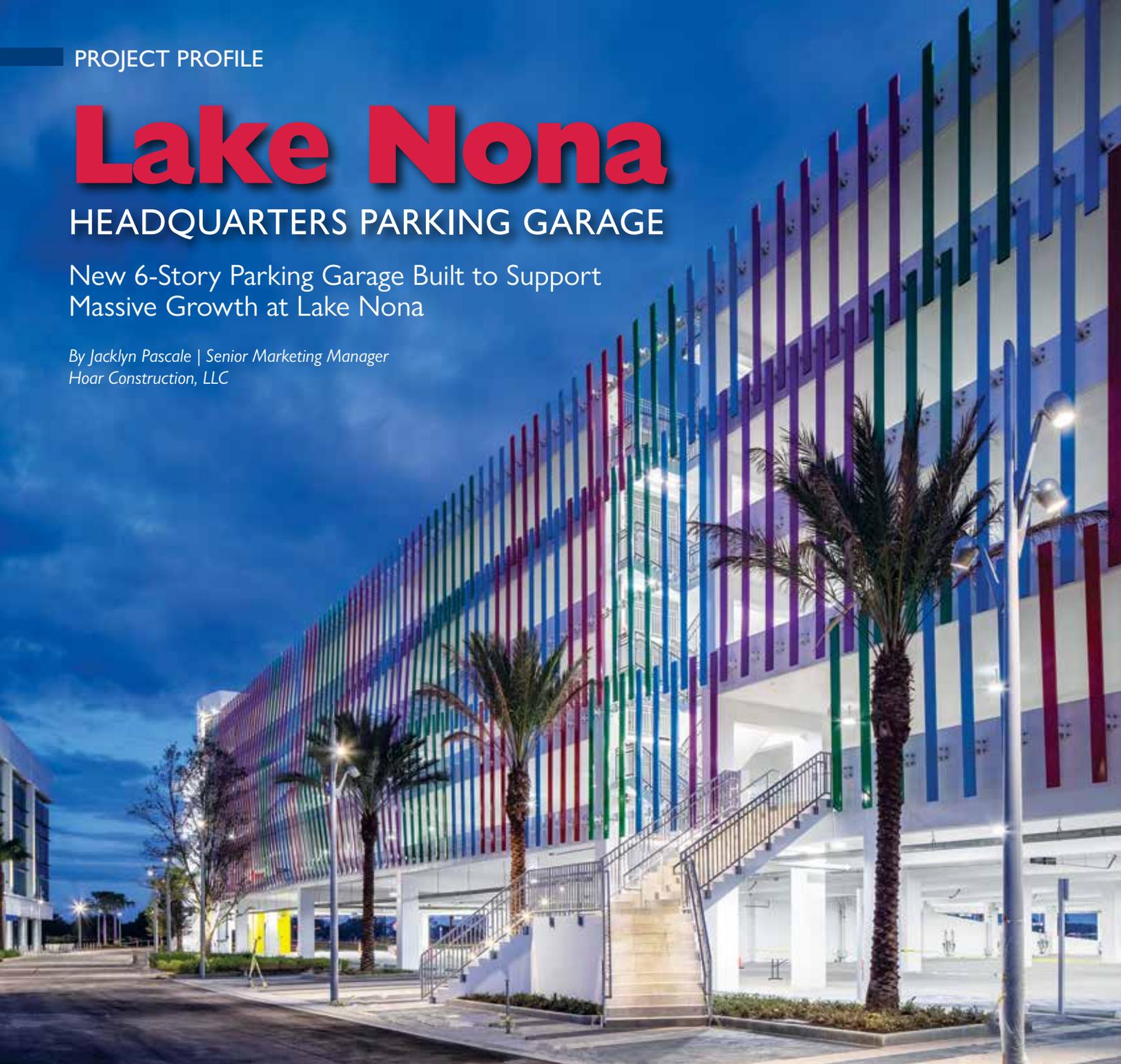
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Lake Nona

HEADQUARTERS PARKING GARAGE

New 6-Story Parking Garage Built to Support Massive Growth at Lake Nona

By Jacklyn Pascale | Senior Marketing Manager
Hoar Construction, LLC



It's just a parking garage, right? The Lake Nona HQO Parking Garage is one of the best-looking parking garages in the area. The design partners, Desman Design Management based out of New York out did themselves on this project. The design behind this product was thoughtful and thorough; designed to merge functionality with public art, no longer accepting the uninspired colorless concrete structures usually considered for parking garages.

Three layers of multi-colored aluminum skin slats, surrounding one side of the exterior of the structure, represents the DNA sequence of

a Valencia Orange, while a wall of aluminum panels with cutouts of zeroes and ones in binary code wrap around the other portion of the exterior. Each elevator vestibule is a different bright color to identify each level of the garage, contrasted with the crisp white paint throughout and a grand stair entry from the main road.



Anyone living in Central Florida is aware of Lake Nona and its ever-expanding development. The community's growth is exponential and exciting for the area. Residents, businesses, schools, events, and more,

Lake Nona has it all. To accommodate the many people moving

“We are proud of the results of the design and construction efforts and appreciate the quality that the general contractor and their subcontractors adhered to in order to deliver this quality project to us.”

and visiting the area, the owner, Tavistock Development Company, contracted to have the 681,322 SF parking deck built, which offers 1,847 parking spaces. The general contractor, Hoar Construction, teamed with Baker Concrete Construction, Inc. and Tri-City Electrical Contractors, Inc. as major trade partners.

During construction, the building was split into east and west phases that required precise coordination with equipment and manpower to transition between sides as well as overcome any challenges that present with any construction project. A decision to raise the first floor to accommodate future expansions for retail caused adjustments to the construction schedule and a change to the tower crane location. Slab placements of 12,000 – 18,000 SF were being made up to two times per week, each with upturned beams that required same day placement. Daylight sensor photocells and lighting control panels were utilized to ensure the proper lighting levels are always achieved while not conflicting with the parking assist features.

From parking guidance systems with license plate recognition, park finder, park alerts, park surveillance, and electric vehicle charging stations, the Lake Nona Town Center parking garage provides a functional and thoughtful space for the community that incorporates advanced technology.

Tavistock’s Vice President of Construction, Chad Tinetti stated, “We are proud of the results of the design and construction efforts and appreciate the quality that the general contractor and their subcontractors adhered to in order to deliver this quality project to us.” Hoar and Tavistock Development Company worked closely with the entire project team through design guideline changes, a looming pandemic, and even an unexpected event from a neighboring project, to finish per contract and deliver a stunning garage that adds to the trendy community.

Central Florida Members

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International Flooring, Inc.
P & A Roofing & Sheet Metal Inc.
The Plummer Painting Company
Sunbelt Rentals
Tharp Plumbing Systems, Inc.
Tri-City Electrical Contractors, Inc.*

Photos © Chad Baumer Photography



WOMEN IN CONSTRUCTION *(Continued from page 20)*

a *Woman Who Means Business* by the *Orlando Business Journal* as well as serving on the Central Florida ABC Board of Directors.

Since the company became its own independent entity in 2017, Julie has also made it a priority to reach more women and hire them for their own careers in the industry. Currently, the JK2 Scenic team consists of 27 percent women (11 employees), to include women in the shop, project managers, drafters, purchasing, estimators, talent manager, and office support.

"I'm incredibly proud when I look at my team and see these smart, capable women among the members," Julie said. "It's wonderful to see more women gaining traction in our industry. We'll only be better and stronger by supporting and growing more women in construction. They definitely add a different perspective."

Kirwin Norris, P.A.

Kirwin Norris, P.A. is well-known for being one of the best boutique construction law firms in Central Florida, but what comes as a surprise to many is the depth of successful women attorneys at the firm. While many construction law firms or departments consider themselves lucky to have one female attorney, Kirwin Norris has five, almost 40% of the firm:



E. Ashley Fields, Christene H. Ford, Leanne E. Palmer, Jessica Quintana, and April A. Rocke. These women have contributed greatly to the firm, whether it is their unique perspectives, hard work, or connections with a growing number of women executives to name a few, they are one of the reasons Kirwin Norris is as successful as it is.

Kirwin Norris also has more women board certified in construction law by the Florida Bar than any other firm in Central Florida – three, including Christene, Leanne, and April, all of whom are partners in the Orlando office and have had long careers with the firm. For reference, of the more than 100,000 attorneys licensed in Florida, only 418 are board certified in construction law. Board certification demonstrates experience and expertise in construction law and professionalism and ethics in the practice of law.

KSM Engineering & Testing



Julie Keller, P.E., is a second-generation geotechnical engineer with over 20 years

of experience in land development, geotechnical engineering, and materials testing. Julie has acquired the esteemed W.B.E. (Women's Business Enterprise) designation nationally, in Florida, and in Orange County. She employs a team of ten talented women in various administrative and field roles. In addition, KSM is very proud to have received the 2021 Indian River County Minority Business of the Year Award from the Indian River County Chamber of Commerce. KSM is also proud associate member the National Association of Women in Construction.

Established 31 years, Julie has been with KSM since childhood. She started sweeping floors and learning to operate lab equipment from age ten under the tutelage of her father. Obtaining her P.E. as a UCF graduate, she has been a driving force for KSM's growth in the greater central Florida market over her 17-year tenure.

Loyal Waterproofing Construction, Inc.

Growing up as a Hispanic Women in the inner city of New York, Evelyn C. D'Amato saw a distinct lack of opportunities for minority women – especially in the construction industry. Motivated and ready to strive forward, Evelyn was part of a team that successfully applied waterproofing at The World Trade Center site and the LaGuardia and Newark Airports. As a result, she knew exactly what she had in mind for the future.



Seizing her opportunity, Evelyn came to Central Florida and started her own waterproofing company with the intention of opening more opportunities

for women in construction, just like her. Her vision was for Loyal Waterproofing Construction, Inc. to be known for more than just being a waterproofing business – she wanted it to be seen as a company that valued its loyalty to their customers and employees. Leading to the creation of the Loyal Credo: "Loyal to you. Loyal to our employees."

Evelyn and all Loyal Waterproofing Construction, Inc., has since had the fantastic opportunity to work alongside some of the biggest players in the construction industry and hopes to continue to deliver excellent service to the Central Florida area for years to come.

McCree General Contractors & Architects

As a result of hard work, motivation, and continuous positive outcomes, Elena Scurtul, has progressed into a leading project manager at McCree. Coming from a background in real estate and construction prepared Elena for the roles she would inhabit working in the construction industry.

After attending Rollins College, she worked for commercial and residential firms before

joining McCree. Elena began working for McCree in 2019 and quickly earned the respect of her peers throughout the organization. Her passion for getting things done "the right way" stood out and led to her quick advancement. Her career at McCree began working on the construction side as a project expeditor. Her eagerness to learn and develop led her to work in the estimating department and then as a project engineer. Today, she is the project



manager overseeing some of McCree's most prestigious projects in the public sector. "Elena's efficiency and high standards match our company's mission. We are grateful for

her commitment in providing superior services for our clients," stated Cindy McCree-Bodine, vice president/principal at McCree General Contractors & Architects. Her commitment to excellence and strength of character is commendable.

Additionally, finding a career in the construction industry may not have been the path Anna Marye Oliveira thought she would take, but working in the hospitality industry for many years, she changed industries and construction caught her attention. Not only has Anna landed



a career in construction, but she has also excelled at it. As a carpenter helper, Anna joined McCree shortly after completing her certification in carpentry at Valencia

College. Within 90 days of her employment at McCree, she earned a peer-nominated award for her commitment to excellence. "McCree lucked out when we hired Anna as she shows up every day with a high moral standard. It is exciting to see Anna grow and achieve success. We look forward to watching her continue on a successful path in construction," commented Cindy McCree-Bodine. Anna is diligent and efficient in her daily activities, and her work is impeccable in the field.

OHLA Building, Inc.

Betsy VanderLey entered the construction field when she became a single parent of three after a divorce. An at-home mom with no college degree or direction, she needed to feed her family and the traditional jobs available to women in the late 1980's did not pay enough to support the household. Having grown up in a construction family, she knew the terminology and bluffed her way into her first assistant project manager job. She then enrolled in



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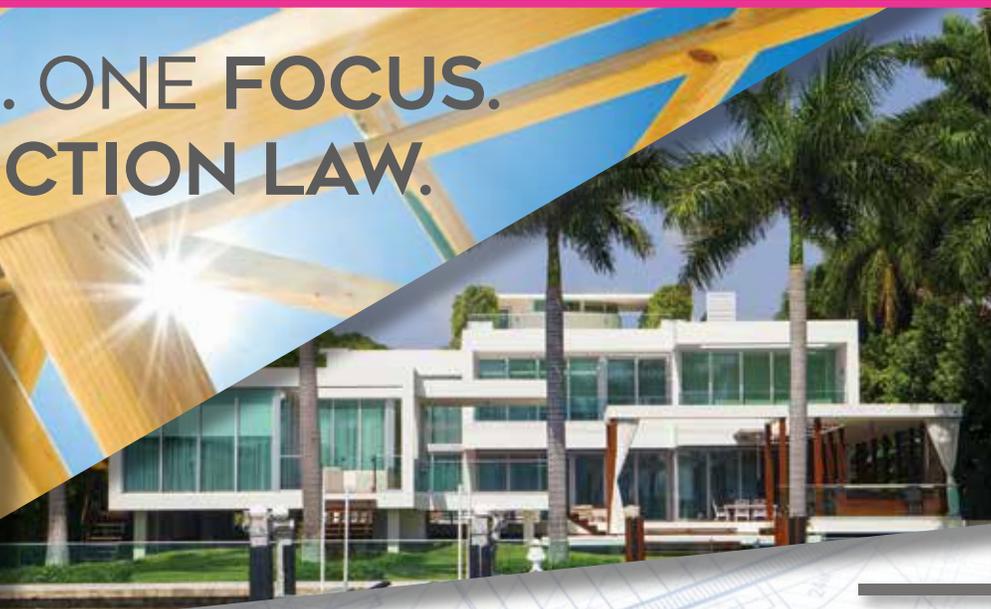
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WOMEN IN CONSTRUCTION

classes through ABC in blueprint reading, materials take-off, and lien law. After a few years she obtained her pollution storage contractor's license and opened her own doors performing pollution clean up for underground storage tanks. When the economy changed and she was forced to close her doors, she went into business development for materials testing and engineering firms, then in architecture, followed by engineering.



Betsy was appointed to Orange County's Membership and Mission Review Board, then Planning and Zoning Board, which she later chaired. Eventually, Betsy ran for the Orange County

Commission and won. Now that she is no longer serving the community in that capacity, she is the senior director of business development for OHLA Building, a large, multi-national firm based in Madrid, Spain. Betsy still serves the community by serving on the Central Florida Council of Boy Scouts, as a member of the Winter Garden Rotary club, as a Women Build chair for West Orange Habitat for Humanity, and many other worthy causes.

P & A Roofing & Sheet Metal Inc.

As CFO of P&A Roofing and Sheet Metal, Kellie Clark has seen it all. Starting with the company 20 years ago she worked her way up the ladder of success. Kellie handles all things office related; billings for the production side of the business as well as all the money, contracts, men in the field and all things that need problem solving while running a crew of women in the office. Her employees find her to be approachable, driven and results oriented while still having empathy. The challenges of being a woman in the construction industry can be very frustrating at times but she knows that leading her team to success helps to alleviate those that doubt.

She is passionate about cross training the women at P&A Roofing in multiple positions. She believes it builds character and helps the company stay on task. She knows that by working together throughout the company they are better able to overcome obstacles and exceed clients' expectations. She said, "When you continue to see old clients and new clients come to you with new opportunities then you know you are doing something right!" Ms. Clark

also encourages the women of P&A Roofing to further their education and join organizations like NAVIC. Kellie stated, "Keeping the women in touch with other women in the



construction world allows them to gain valuable knowledge that they can then use at our company and in life."

Ms. Clark believes in focusing on building and maintaining a culture where the employees have a work life balance and tries to support the individual passions of her teammates. President Robert DeVarona stated, "She is an invaluable member of the team and is very passionate about everything she does. We would be lost without her."

PCL Construction Services, Inc.

Alison Nykamp, senior project manager, fell into the construction industry through a college internship nearly 20 years ago and has not looked back. She studied at Lawrence Technological University in Southfield Michigan and has a bachelor's degree in civil engineering and a master's degree in construction management.

There is unfortunately sometimes a misconception that women are not capable or tough enough to be on a jobsite, but women are just as capable as anyone else. Alison's key to success is to work hard while having fun. Being on a jobsite is great, every day is different as the status of the project is constantly changing. There is no greater satisfaction than turning over and completing a job successfully.

Alison's drive and passion for construction has led her to continue her growth at PCL Construction, recently joining the team as a senior project manager. "I feel empowered as a leader at PCL, and as the most senior operations woman in the Florida Buildings Group. I am excited to be a part of the future for the incredible women here at PCL."

Alison enjoys spending time with and



mentoring young women in the industry. Her advice to other women, "Just be yourself and ask lots of questions. Every day is an opportunity to learn something new." She is currently a member of the Women's Giving Alliance at the Community Foundation of South Lake and is a graduate of Leadership Orlando Class 100.

REX Construction Services

At REX, the culture is to always question the status quo so they seek out diversity to "bring new ideas to the table." They are pleased to have women in multiple facets of their business including operations, business development, accounting, marketing, and administration.

When asked about their experience working in construction, Project Assistant, Tammy Mercer said, "It's a positive experience with lots

of opportunity and room to grow in this field. It's rewarding to see projects come together and be a part of that process."

Receptionist, Jennifer Spear, added, "Everyone has a part in the [building] process, and it is exciting to see how it all comes together. Visiting the job sites and actually seeing the project being built is definitely a highlight of the day."

Estimator, Beth Jankowski, shares this advice, "I wish women considering working in the construction industry knew how important it is to have women leaders to look up to. Find a mentor to give you professional advice and grow your industry confidence. Women mentoring women is so important, especially in a male-dominated field."



VP of Operations, Kory Kreul noted, "As a construction leader and a father of a young girl, I'm encouraged by the growing number of women entering the industry each year. Women continually make the construction industry better."

Jennifer sums it up well saying, "Women need to know that they bring skills and knowledge to the industry. Being diverse benefits the whole industry."

Rolling Plains Construction, Inc.

In an industry that continues to be male dominated, Rolling Plains Construction (RPC) is proud to support their women leaders and provide continuous opportunities for growth. Since the recent establishment of the RPC Florida office, Lead Estimator, Ashlee Carnahan and Project Coordinator, Mollie Landrum have quickly dominated the industry with continuous awarded projects and high praises from top general contractors in the industry.

Ashlee joined the Rolling Plains Construction team as lead estimator with her duties consisting of qualifying projects, generating detailed proposals, networking, creating submittals, estimating takeoffs, and quantifying material. Ashlee states, "Rolling Plains Construction has taught me that there are more things to learn about fireproofing and intumescent than I ever thought possible – which proves that the only limit to your success is how much you are willing to put in the work."



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WOMEN IN CONSTRUCTION

Mollie joined the Rolling Plains Construction team as project coordinator and is responsible for cost tracking, project coordination, office/payroll administration, prequalification coordination, estimating overflow, and much more.



Additionally, she has worked in the field as a laborer on multiple occasions to keep production going when there was an unexpected absence, and as a crew lead for a blaze shield patching project. Mollie states, "I love that the members of our team are so invested in each other's success. Our dynamic in the Florida office is inspiring, and we are committed to helping each other continue to grow." One of Mollie's favorite quotes is, "Our best weapon against stigma is undeniable excellence."

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Skanska USA Building Inc.

While women on the jobsite is certainly becoming a more common occurrence, it is less common to find multiple women – let alone five – working together on one project. That is the case at the Orlando Health Jewett Orthopedic Institute project in Orlando, where Skanska team members Erin McAlear, Emily Harden, Victoria "Tori" Reszetar, Faith Urena, and Shubhangi Purani span three positions from entry level to upper management.

Newcomers and project engineers Faith and Shubhanji remember what a welcoming sight it was when they arrived at the project and saw Erin, Emily, and Tori in their positions. As project managers with a few more years under their belts, Emily, who manages the project's mechanical, electrical, and plumbing (MEP) facet and Tori, whose work focuses on the project's exterior skin and structure, found their love for construction in different ways. While Emily had construction in her blood as her father is also a project manager, Tori was first introduced to the industry as a high school student. Although they followed different paths that placed them in construction, both women agree that the industry is making strides.

As the industry celebrated Women in Construction Week in March, the group was working to meet an aggressive schedule for a project that will have a significant impact in Central Florida. The \$187 million Jewett Orthopedic Institute's combined inpatient and outpatient facility will be dedicated to the care of orthopedic patients and will be one of only a few orthopedic-specialized hospitals in the Southeast United States.

T&G Constructors

Beginning her career with the company as a college intern, 10 years later Principal at T&G Constructors, Jessica Aksu oversees the Marketing and Business Development efforts for the company and its four offices. She graduated both her undergrad and her MBA from

the University of Central Florida, even being named UCF's 30 under 30 in 2020. She acts as the relationship manager during projects, ensuring smooth project delivery and consistent communication. Over her years in the industry,



contribute to a successful project.

T&G is coming up on its 35th year in business and owes much of its success to the women within the company - filling roles ranging from project manager, to senior estimator, to project engineer. As T&G specializes in large-scale renovations and ground-up construction, they have been honored with many awards over the years, including AIA Contractor of the Year, Gator 100, Fast 50 Growing Business, among others.

Jessica is the perfect example of a woman excelling in the construction industry and looks forward to continuing to be a leader at T&G and encouraging other young women in the industry.

Trane

Kelly Maniar has been a systems account manager with Trane for 17 years, the only woman on her team, working with mechanical



design engineers, general contractors, facilities maintenance building owners, and mechanical contractors to design and build HVAC systems around Orlando. "The challenges we face every day in our industry are often complex, and a diverse group of minds often develop the broadest range of options. The HVAC industry offers a wide range of career opportunities, and I have found that Trane connects with my own purpose." said Kelly Maniar about her career with Trane. Kelly's career at Trane has been fruitful with projects over the years and she has really cherished opportunities to work as an ACE mentor, attending college and high school career fairs. "Every time I meet with students and share Trane's purpose of lowering the energy intensity of the world and uplifting culture, I see their eyes light up. It is a wonderful company we work for that has a purpose that people can

really connect to and see themselves working for to make a real difference in the world."

Universal Engineering Sciences (UES)

Melisse James, PE, is the environmental department manager for UES' Orlando branch, one of the largest of UES' 67 branches. She began her career in the soil testing laboratory prior to transferring to the Environmental Department more than 17 years ago. As the department manager, she oversees projects involving due diligence, contamination, protected species, wetlands, asbestos, and lead-based paint. Melisse is passionate about finding solutions for environmentally impaired properties that allow for redevelopment and betterment of the community. "I'm grateful to my mentors who instilled in me a growth mindset and solution-oriented approach to business," said Melisse. She enjoys working with her team



members to see that they too achieve their career development goals and drive success for the company.

Joining USE in 2018, Yudenia Maurino, PE, serves as the assistant department manager for the Construction Services Department at UES' Orlando branch. Originally from Cuba, Yudenia moved to Central Florida in 2005 where she started her career path as a field engineering technician and threshold inspector agent in 2008. Yudenia believes, "There is a bright world of opportunities within the construction industry. I truly enjoy how a construction site transforms from raw vegetation into beautiful high-rise buildings, connector roads, and more. I love that you can see women in the construction industry on so many more projects now. I greatly appreciate the opportunity of being part of this exceptional team and being able to mentor others to follow their dreams and develop their careers."

Wharton-Smith, Inc.

Wharton-Smith, Inc. is proud to employ women in all areas of the construction process. From field craft workers to project executives and vice presidents, Wharton-Smith recognizes and values the perspective their female workforce brings to a male-dominated industry. Carlin Dunlop and Caryn Huff are just two examples of the success women have found during their tenure at Wharton-Smith.

Carlin Dunlop started at Wharton-Smith in 2014 as an intern in the Water/Wastewater Division, and since then has continued to grow in the company from preconstruction services engineer, project engineer, assistant project

WOMEN IN CONSTRUCTION

manager, and most recently, project manager. Her responsibilities include managing multiple water/wastewater projects and performing preconstruction services for varying construction manager at risk (CMAR) projects. Carlin is a graduate of the University of Central Florida, where she received a Bachelor of Science degree in environmental engineering. In June 2020, she earned her distinction as a professional engineer (PE).

Project Executive, Caryn Huff joined the



Wharton-Smith team in 2017 as a project manager for the Commercial Division, bringing

with her over 28 years of experience in the construction industry. Caryn currently oversees the newly opened North Port office where she has built a team of 20 construction professionals. She is a LEED Accredited Professional and a licensed general contractor and solar contractor in the state of Florida. Outside of Wharton-Smith, Caryn enjoys volunteering and is a proud board member of the Charlotte-DeSoto Building Industry Association and was president for the Association in 2021.

Withum

Withum is fortunate to have over fifteen talented women on their construction services team across the U.S. Their team rang-

es from staff accountants, managers, marketing, business development to partner, and together help construction-based companies navigate complex business challenges, whether tax, accounting, advisory or technology-driven. Their team remains active in many trade organizations which promote and embrace women. They thank the women of their Florida construction services team, Stephanie Nissen, Anna Kirkland, Jennifer Barrows, and Vanessa Nicholson for their dedication to their clients and the construction industry.



Turner Construction Co.

Turner Construction's Women Impacting Turner (WIT) employee resource group includes more than 130 members across the state. The group empowers and advocates for women to enhance their professional growth and visibility, challenging unconscious bias, and creating the right environment for success. For the past five years during NAVIC's

Women in Construction week, WIT has hosted a professional development series for its members, participated in industry networking events, and organized construction work boot donations for local women's shelters. The group strives for professional development, connection, and community events year-round – and looks forward to Women in Construction week each year!

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Women in Safety

By Timothy Bernardi, 2022 Central Florida ABC Safety Council Chair

As Safety Council Chair for 2022, I wanted to share one of the rewarding aspects of my experience working in construction safety, interacting with my peers. This type of engagement between local construction safety professionals has created a supportive network – a community whose strength comes from the diverse perspectives of different backgrounds, trade skills and personal experiences.

Consistent with this belief is the fact that the women affiliated with the Central Florida construction safety management have consistently demonstrated an exceptional level of leadership. Every day, these



experienced professional women commit to the objective keeping workers free from harm.

One respected Central Florida safety

professional is Doni Denning, CHST. Doni is a senior project safety manager working with Robins & Morton. Over the course of her career, Doni has worked as a leader on some of Central Florida's most prominent projects – contracts as varied as the construction of the “floating mountains” at Walt Disney World's Pandora – The World of Avatar, to a renovation of Tampa's Raymond James stadium, to Orlando International Airport's new south terminal.

“Three essential qualities that make a strong safety leader are compassion,

commitment, and concern to keep workers safe,” Doni explains. “You can't just hand a worker a book of rules and regulations and expect them to conform. By engaging and educating we can help them not only to comply, but also to develop safe work habits through positive influence, education, and mentoring. Lead by example and you can influence people to do the right thing.”



Doni's advocacy for education is echoed by Jennifer Rodriguez, safety manager at Competitive Edge Partners & Consulting, LLC. As an experienced

safety educator, Jennifer is impressed with the way construction safety managers address the challenges that come with training. “Coming from a controlled classroom environment with structured curriculum, it truly speaks volumes of how our industry adapts to its surroundings. Out on a project site we have to deal with weather, language barriers, and the task-specific priorities of multiple trades that have workers with different levels of education and experience. Yet it all works.” According to Jennifer the most rewarding part of her career is “the satisfaction of doing my part to make sure my workforce goes home each night to their families.”

Along with Jennifer and Doni, safety management in Central Florida benefits from the experience and insight of Cindy Spiropoulos CIT, LEED GA, safety director

for H. J. High Construction Company. Managing a jurisdiction that extends across the state, Cindy has real passion for her job. “I love when a hazard condition is planned out and the project is completed without any injuries or accidents,” she says. “I love the teaching aspect of it. I am not out in the field to constantly reprimand workers. I am there to teach them. I find



it rewarding knowing I am creating a safe work environment and preventing workplace fatalities, injuries.

“Construction safety is a very rewarding job. There's really no limit to what you can accomplish,” she explains. “You can find placement as anything from an OSHA trainer to an industrial hygienist, to a certified safety professional. With these designations, there is the potential for higher salaries, job mobility, and knowledge of emerging trends in the field.”

As the Central Florida construction market continues to grow, the need for experienced safety management is essential. Leaders like Doni, Jennifer, and Cindy stand out as three remarkable, professional women committed to the objective of keeping workers safe.

Timothy Bernardi is the Safety Director at Mader Southeast and the 2022 Chair of the Central Florida Associated Builders & Contractors Safety Council.

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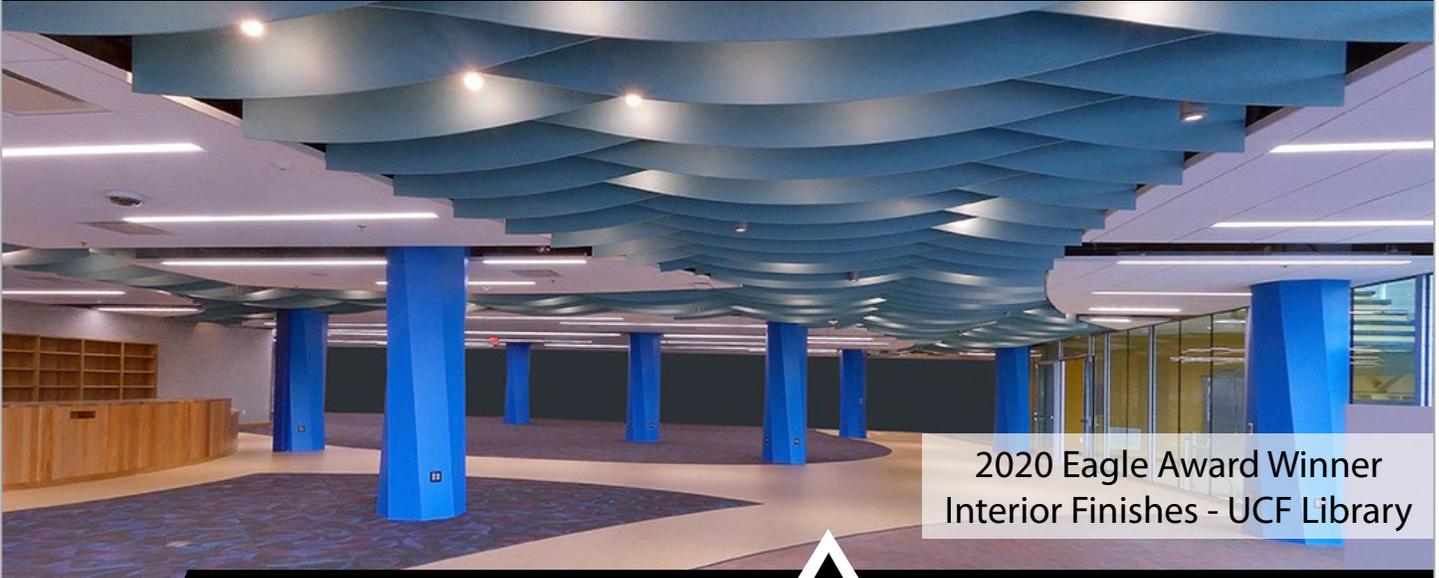
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Colwill Engineering Mechanical, Inc. (CEM)

...is growing and expanding their ability to service the Orlando construction market. A recent acquisition has provided all the remaining management personnel, a significant number of highly skilled craftsmen, and a backlog of quality projects to complete a fully operational group.

Located in the Colwill Engineering Apopka office, CEM can now address the Central Florida construction market in the same great fashion that Colwill Engineering Electrical, Inc. (CEE) and Colwill Engineering Technologies, Inc. (CET) have been doing for years. This expansion also places them in a position to offer the packaged design build approach for which they have become so well known in other areas.

Jamco Inc.

...specializing in forklift rentals across Florida, is excited to be the first rental company enabling customers to rent equipment with the option of paying with crypto.

"We are constantly evaluating methods to improve customers experience when renting equipment from Jamco," says Rental Manager Carol Fontanez. "We strive to make it as seamless as possible with same day delivery as we understand time is of the essence in the rental business. Offering clients the option to pay with crypto gives us an edge over our competitors and puts us in the forefront in adapting technology."

Crypto currencies or virtual currencies are quickly gaining mass adaption and it is going to be a major part of how business is conducted in the future. "Sending payment via crypto can be done with a few simple clicks or a QR scan from your cell phone, transaction settlements are instant. We want to continue to be industry leaders in the rental segment and the more options we can provide our customers the better it positions our company," says Tim Jamal, VP of Jamco Inc.

Cryptocurrencies make it easier, faster, and cheaper to transfer funds directly between two parties, without the need for a third party like a credit card company to settle transactions.

McCree General Contractors & Architects

... Zion Evangelical Lutheran Church held a groundbreaking ceremony on January 9, 2022, to celebrate the start of construction for their



Zion Evangelical Lutheran Church,
McCree General Contractors

new church facility. The building will be located at 16173 Marsh Rd., Winter Garden, FL. It will be built on the parcel next to Zion's previous location at 16161 Marsh Rd., which has been purchased and is now occupied by The Nest School. The owners of the preschool are allowing the members of Zion Lutheran to continue to use the facility for Sunday worship services until construction of the new church is complete.

Rev. Roberto Rojas, Jr., the pastor of Zion, explained that "German Lutherans in Gotha, Florida began meeting in homes in 1885, making it the first gathering of Lutherans in the state of Florida. Zion was officially recognized as a congregation in 1891."

The new structure will be traditional, drawing on timeless design elements of Lutheran churches in Europe. McCree General Contractor & Architects of Orlando have been awarded the design and construction contracts. The project is scheduled to be completed by the end of 2022.

Precision Building Construction, LLC

...Orlando-based general contractor Precision Building Construction, LLC (PBC) announced it has started vertical construction on the new Orlando Regional REALTOR® Association (ORRA) headquarters office in Orlando, located near Lee Road and I-4. The \$12 million project, designed as a hotel-style executive park headquarters, will span 45,000 SF over four stories.

"We are excited to move into the vertical construction portion of this project," said PBC President Chuck Hobus. "We have taken into consideration several changes ORRA wanted to incorporate into the project regarding site layout, geometry, utilities, and grading since we broke ground last May. These changes, along with proactive measures taken by PBC to value engineer the project to overcome supply chain delays and inflationary pricing, result in an updated completion date now expected in quarter one of 2023."

Hobus continued, "Once complete, this building by PBC will help bring ORRA's vision of a world-class headquarters facility to life. We look forward to delivering a finished building that ORRA and its members will be proud of for years to come."

The new facility will feature a two-story atrium lobby with concierge service, designed with the organization's values and focus on serving others in mind. Upper office floors will overlook downtown



Orlando Regional REALTOR® Association (ORRA) Headquarters,
Precision Building Construction

ABC's Top Performers Achieve Excellence in Construction

What defines the best of the best? ABC's Top Performers lists—the only rankings of their kind—recognize member contractors' achievements in safety, quality, inclusion, diversity and equity, project excellence and special designations, ranked by work hours.



The listings highlight contractors that won national Excellence in Construction,® Safety Excellence and Inclusion, Diversity and Equity Excellence awards in 2021; and those that hold designations awarded to diverse companies to help procure work from government and private entities. All Top Performers must

demonstrate world-class safety performance by achieving Gold status or higher in ABC's STEP Safety Management System in 2021.

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- W. G. Yates & Sons Construction Company
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Orlando. Other details include conference and meeting rooms, a technology lab, a media studio, fitness center, outdoor courtyard, and approximately 400 parking spots.

"This project will have a profound economic and social impact as Orlando continues to reshape the I-4 / Lee Road corridor to meet the needs of our rapidly growing community. This new facility will help ORRA to better serve its members and offer the community another premium space to host meetings, training sessions and conventions," said Hobus.

The new facility's centralized location will enable the association to better serve its growing membership base, nearby communities, and business partnerships through additional space, improved facilities and functionality, educational and training opportunities, and a modern construction design to reflect its members style and the ORRA brand.

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

...was selected by BRD Construction for the buildout of two restaurants and two food and beverage kiosks at the new OIA South Terminal. The work includes furnishing and installing plumbing and HVAC services for the new dining spaces. Work began in March and is scheduled for completion in late August 2022.

...was selected by Ovation Construction for the removal and replacement of 30 roof top units located at the UCF Communications and Media Building in downtown Orlando. The work includes furnishing and installing a new water-cooled chiller, pumping package, and over 5,500 LF of piping to support the new chilled water roof top units. Work began in February and is scheduled for completion in July 2022.

...was selected by Charles Perry Partners, Inc. for the Orlando Health Randal Park Chiller Addition project located in Orlando. Work includes furnishing and installing one new air-cooled chiller, along with associated pumps, specialties, insulation, and controls. Work will begin in September and is scheduled for completion in October 2022.

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Crown to Grout

Jensen Interiors, Inc. has handled a variety of commercial and residential projects for clients throughout Central Florida for over 20 years. Working “crown to grout”, their dedicated staff have catered to the needs of all types of projects, working hard to offer the information necessary to help owners make good decisions.

The team’s experience in both disciplines has taught them to adapt to change, keep moving forward, and maintain a customer-centric approach. Having spent most of their lives working in the construction business, Jensen’s staff knows the ins and outs of building requirements, especially in the Orlando area.

Delivering on the promise of offering the highest quality work, fair price, and attention to detail, Jensen Interiors complements the demands placed on general contractors with remodeling/TI

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and new construction. Owners and GCs alike require a skilled, patient, and budget-minded approach to complete their projects.

Mike Jensen, an army veteran, understands the importance and value of every project. With Jensen Interiors, clients are in good hands with an extremely dedicated, trustworthy, and knowledgeable industry partner that takes great pride in the work they do.

Past/Current Projects Include:

- Regions Bank, Daytona
- JLL Properties, Orlando
- Citizens National Bank, Orlando
- JW Marriott: Pool Deck, Orlando
- Staples Distribution Center: Breakroom, Orlando
- Rollins College: Tiedtke Theater & Dance Centre, Winter Park
- UBS Financial Office, Tampa



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Burr & Forman’s construction team includes locally-based Florida Bar Board Certified attorneys as well as a deep bench of construction-savvy lawyers from across the Southeast.

We represent developers, general contractors, subcontractors, specialty contractors, and manufacturers. A comprehensive team approach assists with project development, dispute resolution, and complex construction litigation in trial and arbitration. Our lawyers help acquire the property, understand zoning, negotiate construction agreements/sub-contracts, provide clients legal assistance during construction, and whenever necessary work with the surety. Burr’s experienced construction attorneys are licensed in Alabama, Arkansas, Florida, Georgia, Louisiana, Mississippi, South Carolina, and Tennessee.

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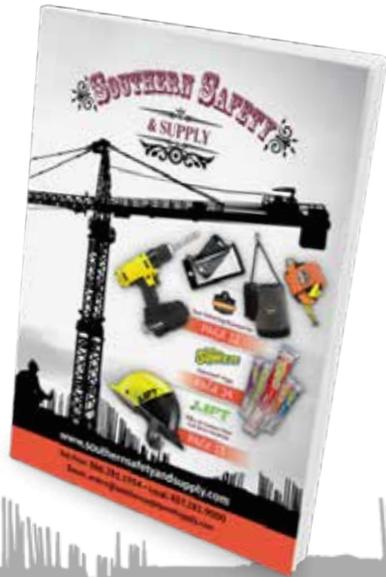
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Drywall Elements



Drywall Elements is an Orlando based commercial metal framing and drywall contractor.

Established in 2016, their team members collectively have decades of construction experience. Together, their work represents millions of dollars in successfully completed projects throughout Florida.

Drywall Elements' extensive portfolio features work in multiple industry sectors to include retail, education, medical, restaurant, warehouse, aviation, hospitality, houses of worship, and entertainment. Additionally, the company has built and nurtured valued relationships with some of the region's leading general contractors and partnered with them on projects of every size across the Sunshine State.

WHY WORK WITH DRYWALL ELEMENTS?

SERVICES: The company specializes in providing premium commercial metal framing, insulation, drywall, taping, and acoustic ceilings services. Their highly skilled technicians bring years of experience and knowledge to every project and use only the finest quality materials to ensure the most lasting finishes.

EFFICIENCY: Their procedures are backed by a thorough planning process combined with detailed estimates to ensure that customers hit project schedules and budgetary goals.



WORK ETHIC: A strong work ethic is combined with comprehensive planning and leading technologies for a seamless end to end process. Their project team's wealth of experience equips them to work in the most challenging environments with accelerated deadlines while still delivering optimal results.

CUSTOMER VALUE: Listening carefully to client needs allows the company to implement a critical path for meeting specific schedules and cost objectives. Meanwhile, project managers liaison between all parties involved while overseeing every aspect of the job and ensuring quality control from start to finish.

SAFETY: Safety is emphasized across every job site daily. Project managers make certain that all the necessary resources and tools are available to enable their teams to work in a safe environment and return home every day.

DRYWALL ELEMENTS is among the best in the industry because they are specialists in providing premium commercial metal framing and drywall solutions. By skillfully combining the best-in-class materials with precision services, they can ensure that every

client may benefit from a high-quality building for many years to come.

Learn more about Drywall Elements by visiting drywallelements.com Contact us at 407-454-7293. Follow us on [Facebook](#), [Instagram](#), [LinkedIn](#), and [Twitter](#).

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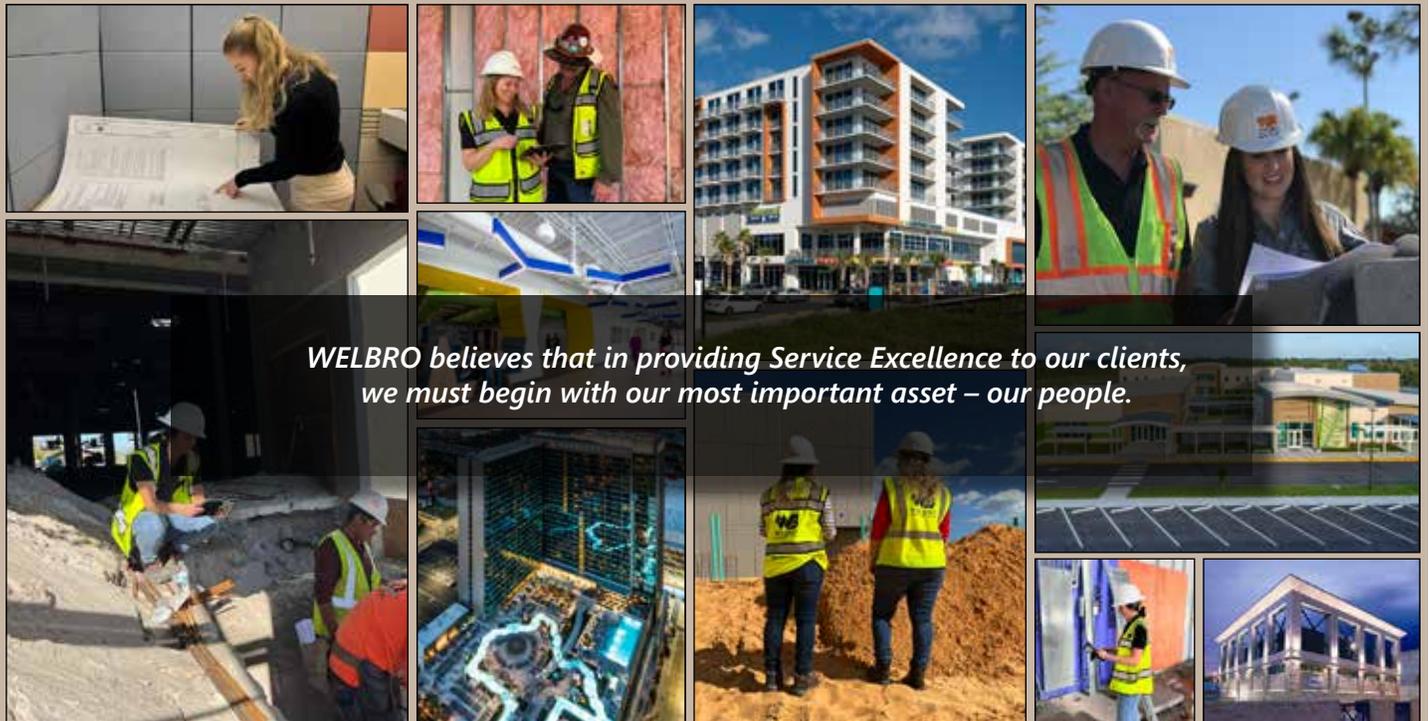
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Got Milk?

On January 12 at Central Florida ABC's Builders' Breakfast, Adam Wonus, owner at Atrium Management, a company that has been in the Central Florida area for over 20 years, spoke with members about recent and upcoming projects. Primarily focused on managing Class A and Class B residential properties, the company currently manages over 2,500 residential units.

In 2012 when Blackstone began buying up homes, knowing Atrium could not compete with that, Wonus decided to start looking in the downtown Orlando area and found contractors that were able to build duplexes for them. This ended up translating to 80 units for the company in the Milk District.

Expanding their presence in the Milk District even further, Atrium has plans for a new 27-unit, 1.34-acre multi-family development called the Milk Stacks. The name comes from the milk stacks emulated in the design, including a faucet on the front façade, which plays into the community's name derived from T.G. Lee Dairy up the street. The \$6 million project works to draw new residents to smaller properties that have a relationship to the area. With these apartments, each unit will come with an electric scooter for accessibility around the community.

In the growing Lake Nona area, Atrium has plans to develop 10-acres at 7445 Narcoossee Road into a 195-unit multi-family

mixed-use space with 6,000 SF of commercial space below the 5-story residential buildings. Although Wonus acknowledges that construction costs are high, the cost of buying existing is just as high. The \$51 million project would capitalize on the rising rent costs and increased demand for housing.

Atrium completed 13 projects in 2020. Wonus stressed the importance of ABC



members in Atrium's success with innovative cost and timing. As an example, he described working with Gilbane Building Company on a program of selecting local partners that have teamed up with developers. Those relationships between developers and contractors are a huge key to success due to the amount of work that may go into projects that do not always move forward. By working together from the start of the approval process, they can work together as a team to find innovative solutions to challenges.



While the construction industry prepares for a tough year ahead of supply shortages for contractors and possible rising interest rates for developers, it will be imperative to continue building upon existing relationships while embracing new technology that can find cost effective solutions to overcome the challenges. With that said, Wonus expects the hottest market sectors of 2022 needing new construction will be industrial and multi-family. Amazon and even smaller startups are expected to need new spaces that move away from the archaic idea of warehouses to the high-tech ones of the future.

Atrium has other mixed-use projects in the works as well. They just acquired a fourth parcel across from Orlando Health with plans of a 20-unit residential space above retail units. In Winter Garden, a 6-9 townhome space with 4-6,000 SF of retail. And in Tampa, they are transforming a historic cigar factory in North Hyde Park by using an adaptive re-use process. These smaller unit apartment complexes might not be as economically feasible in all areas, but with the use of retail space and understanding the communities they are in, Atrium balances the risk with creating and keeping a good reputation in the area.

Sporting Clays Tournament

February 10, 2022, Blackjack Sporting Clays

Over 35 companies and 160 shooters from the Central Florida Construction Industry gathered bright and early at Blackjack Sporting Clays in Sumterville on February 10th for the sold-out, ABC Sporting Clays Tournament. The weather was beautiful, and all attendees had a great time! Sponsor representatives and volunteers from the Special Events Committee manned stations and were able to connect with shooters from both courses. After two and a half hours and over 16,000 rounds of ammo and clay pigeons, the groups gathered under the pavilions for a delicious BBQ lunch while waiting for the final scores. Prizes were awarded to the best team, best shooter, and best female shooter of the day. With the success of this event, CF ABC has scheduled to host a second Sporting Clays Tournament December 8, 2022!

Congratulations 2022 Sporting Clays Tournament winners!

Best Overall Team - PCL Construction Services, Inc.

Best Overall Shooter - Cooper Chesebro, PCL Construction Services, Inc.

Best Female Shooter - Jenny Miller, Go-Tilt, guest of Rex Construction Services

ABC on Tap

February 17, 2022

Almost 200 Central Florida ABC members attended ABC on Tap at The Porch in Winter Park joining 2022 VIP Premier Sponsors: Electric Services, Entech Innovative Engineering, Maschmeyer Concrete, and Milwaukee Electric Tool Corporation.





As important stakeholders in the nation’s recovery, ABC members and their employees deserve a voice and an opportunity to participate in critical infrastructure and other federally funded projects. We are fighting for you!

President Biden’s Pro-Project Labor Agreement Executive Order

President Joe Biden has signed the Executive Order 14063 on use of project labor agreements for federal construction. Government-mandated PLAs increase the cost of construction 12% to 20%, reduce competition from 87.4% of the construction industry.

Here is what you need to know about the PLA EO:

- The EO directs federal agencies to require PLAs on federal construction projects of \$35 million or more in value.
- The EO does not affect federally assisted projects, although federal agencies have been pushing PLAs on federally assisted construction projects through grant applications and other tactics independent of this EO.
- The EO goes into effect immediately and strongly encourages federal agencies to mandate PLAs in advance of the final rule.

ABC has activated a grassroots campaign urging U.S. House and Senate lawmakers to co-sponsor the Fair and Open Competition Act (H.R. 1284/S. 403), which would prevent the federal government from mandating PLAs as a condition of winning federal or federally assisted construction contracts. ABC members are encouraged to visit the ABC Action Center and urge their members of Congress to support FOCA. ABC also issued a statement opposing the EO, highlighting why government mandated PLAs are bad public policy. ABC will continue to invest in a variety of legal, public relations, legislative, political, and other tactics to generate industry and public awareness about this issue in order to defeat federal PLAs and help elect merit shop majorities in the U.S. House, Senate, and White House.

Over 1,100 Members have signed onto ABC’s Letter Opposing Biden’s PLA Executive Order

ABC National has put together a letter highlighting concerns with the President’s recently announced Executive Order 14063, imposing government mandated project labor agreements on federal construction contracts over \$35 million. ABC is encouraging our members nationwide to sign on to the letter to the Biden administration, which will be sent to the White House.

View the [letter](#) and sign-on or scan this QR code:



Biden’s Proposed Davis-Bacon Act Reforms Are More Pork For Special Interests

ABC released a statement on March 11 from Ben Brubeck, ABC National VP of Regulatory, Labor, and State Affairs, in reaction to the U.S. Department of Labor’s proposed [rule](#), the Davis-Bacon Act and related acts collectively apply to an estimated \$217 billion in federal and federally assisted construction spending per year and provide government-determined wage rates for an estimated 1.2 million U.S. construction workers.



Davis-Bacon and 71 active related acts are in dire need of modernization and clarity. For decades, watchdogs in the federal government have criticized the DOL’s convoluted method for determining prevailing wage and benefit rates through an outdated and unscientific survey process riddled with errors and inefficiencies.

For years, ABC has [called](#) for reforms to confusing DOL compliance rules and enforcement policies which—coupled with a dysfunctional wage determination process—have resulted in a broken system.



In its current form, Davis-Bacon needlessly raises taxpayer-funded construction costs, stifles job creation, undermines productivity, and discourages competition from small businesses interested in pursuing federal and federally assisted construction projects.

ABC will continue to advocate for common sense reforms to Davis-Bacon regulations that will provide clarity for the regulated community and create accurate and timely prevailing wages. This approach will encourage quality contractors and their skilled workforce to compete to rebuild their communities and give taxpayers the best value for investments in public works projects.

ABC encourages its members, industry stakeholders, and taxpayers to suggest additional improvements to the Davis-Bacon Act regulations within the 60-day comment period deadline.



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