

The Quarterly Magazine of the Associated Builders & Contractors New Hampshire/Vermont Chapter

CONSTRUCTION RESOURCE



Volume 34, Issue 1

Protecting and Developing our Construction Workforce



2025

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

VISION

The Vision of ABC is an environment in which people and companies succeed based on free-enterprise principles within the free-market system.

MISSION

ABC will continually strive to be the leading voice promoting free enterprise within the construction industry. ABC will promote and defend the merit shop philosophy. This philosophy encourages open competition and a free-enterprise approach to construction based solely on merit, regardless of labor affiliation.

CORE PURPOSE

The Core Purpose of ABC is to advance and defend the principles of the merit shop in the construction industry and to provide members and their employees with an opportunity to succeed.



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Associated Builders and Contractors, Inc. is a national non-profit organization whose mission is to represent the construction industry as a cohesive group of professionals, to serve as their vision and voice, and to pursue quality, common goals, and solutions to industry issues. Construction Resource is published quarterly by the NH/VT Chapter of Associated Builders and Contractors. Subscription rate is \$20 per year.

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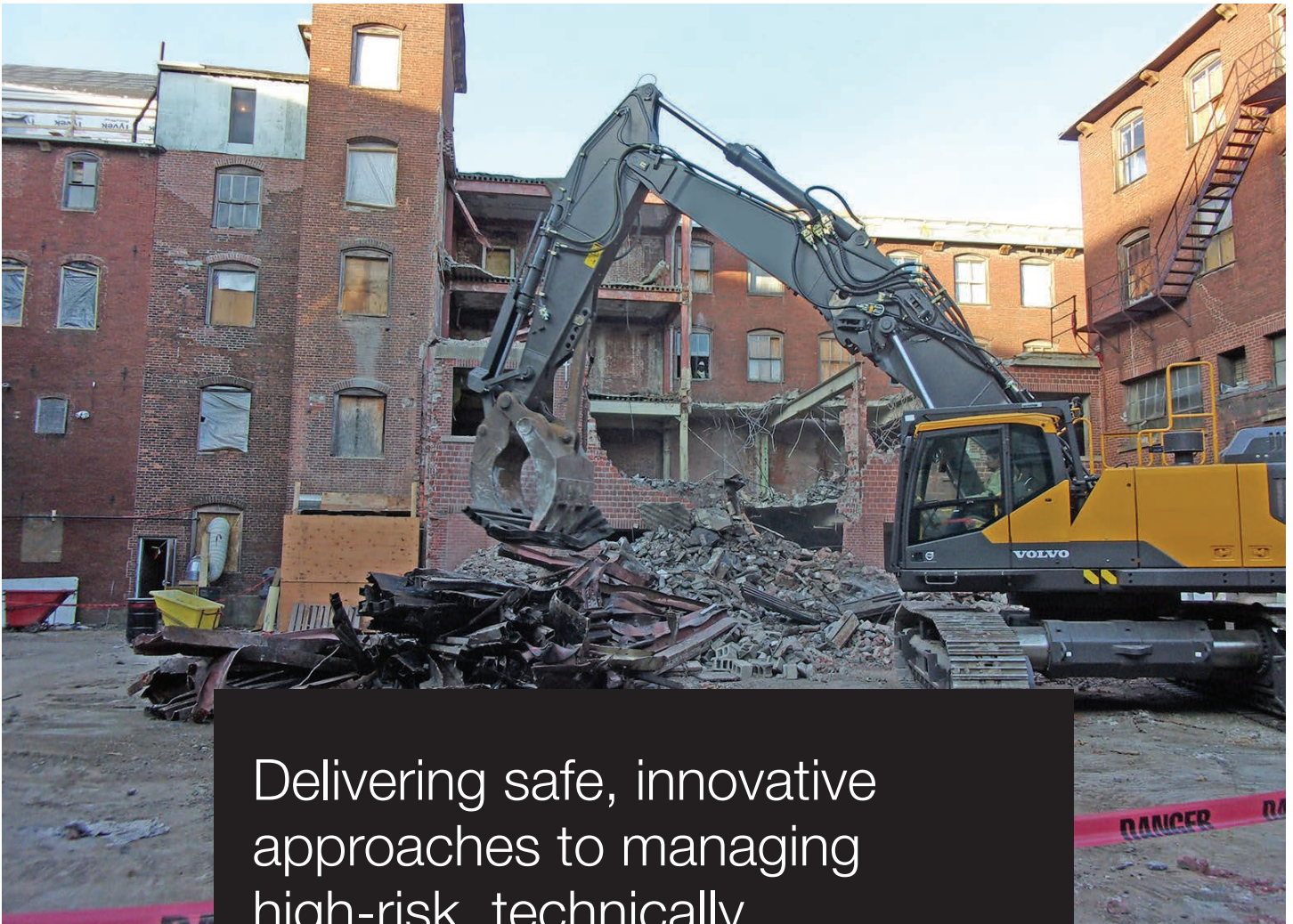
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From the Chair

Here's to the Next 40 Years!

Welcome ABC Members to our first issue of the 2025 year for Construction Resource magazine. We are always sharing amazing articles, incredible project highlights, as well as what is happening in our great States of NH and Vermont communities.

I am extremely honored and feel fortunate to be the 2025 ABC NH/VT Chapter Chair—especially to be the chair during such an amazing time for our chapter. When I first joined ABC, it was mostly to gain a strong connection with stable, talented subcontractor pool. Little did I know and understand how much more I would gain for myself and the entire NorthPoint team. The comradery and relationships I have established with my peers

in the chapter, between the ideas or situations that we are able to share with each other, is truly appreciated.

As most of you know, we are celebrating our 40th year as a chapter this year. To think that, back in 1985, a handful of reputable contractors and subcontractors made the decision to begin the chapter is astonishing—many of whom are still with our ABC chapter today!

Additionally, we are in the process of having our very own trades academy to be called Vermont Construction Academy in Winooski, VT. The academy will begin to prepare anyone who is interested in coming into our construction industry, be it masonry work, wood framing,

metal stud framing and dry-wall, acoustical ceiling work and so many other trades to follow. We are all very excited about how quickly this new program is moving forward and the endless amount of talent it could bring to our construction community. I am prepared to help wherever I / NorthPoint CM can with this new academy and I hope that all our members are ready to do the same. We all know our industry in dire need of something like this.

Lastly, during 2024 at ABC, our president Joshua Reap has been able to rebuild what was already a very strong and talented group of staff members into a super powerhouse team of industry educators, marketing specialist, sales personnel, and event coordinator. The new class curriculum being offered is something you will want to push yourselves, your leadership teams, and your employees to take advantage of. And of course, Josh continues to push through our Legislative and Regulatory issues and always be watching over us as an ABC family.

Thanks again for the trust and opportunity this year. I look forward to seeing everyone at the exciting events this year!

Sincerely,
Gary Thomas

Sincerely,

Gary Thomas

2025 ABC NH/VT Chairman
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Protecting Fair Competition in New Hampshire's Public Construction Sector

BY JOSH REAP, PRESIDENT & CEO,
ABC NH/VT

New Hampshire has long prided itself on a competitive, business-friendly environment that fosters growth, innovation, and economic prosperity. However, this advantage is under threat due to government-mandated Project Labor Agreements (PLAs), which stifle fair competition in our public construction sector. That is why the Associated Builders & Contractors New Hampshire/Vermont Chapter (ABC) strongly supports Senator Regina Birdsell's Senate Bill 88 (SB88), legislation that ensures taxpayer-funded projects are awarded through fair and open competition.

PLAs impose restrictive conditions that often disadvantage non-union, merit shop contractors—excluding them from the negotiation process and forcing them to adhere to union-specific work rules. These agreements may require companies to recognize unions for job representation, use union hiring halls for workforce recruitment, and abide by union benefit structures.

A 2021 study by Dr. John McGowan, formerly of Saint Louis University, found that merit shop workers on PLA projects can lose up to 34% of their take-home pay to benefits they do not utilize. This essentially amounts to wage theft, favoring a specific segment of the industry while sidelining qualified, skilled workers who do not belong to a union.

The consequences of mandated PLAs extend beyond workers—they directly affect taxpayers. Studies indicate that PLAs can increase construction costs by as much as 20% compared to non-PLA projects. Reduced competition leads to in-

flated bids, meaning that fewer infrastructure improvements can be completed with the same budget.

Twenty-five other states have recognized this issue and enacted policies prohibiting government-mandated PLAs on public projects. It is critical that New Hampshire follow suit to prevent unnecessary cost increases and ensure our construction sector remains competitive.

SB 88 is a common-sense solution that applies solely to state-funded projects while leaving local municipalities free to make their own decisions. It does not ban the use of PLAs; rather, it prevents the state government from mandating them, allowing contractors and their workforce to make their own labor management decisions.

This stands in stark contrast to Massachusetts, where recent legislation now requires government agencies to explore PLAs for every public project—forcing many businesses and workers to relocate to states with more favorable policies, including New Hampshire. We cannot afford to follow that path.

Without the Fair and Open Competition Act, government-mandated PLAs threaten New Hampshire's economic strength in several ways: Excluding 90% of New Hampshire's 38,000 hardhats from opportunities in their own communities, replacing them with contractors from Massachusetts. Raising costs on taxpayers by increasing construction expenses by up to 20%, worsening inflation and harming small businesses. Undermining local control and negotiated contracts, leading to reduced take-home pay for workers and fewer infrastructure improvements across the state.

SB 88 ensures that New Hampshire continues to benefit from an open and competitive construction market, where taxpayer dollars are spent efficiently, and all qualified contractors have an equal opportunity to bid on state-funded projects. By passing this legislation, we can protect the integrity of our public procure-

ment process, safeguard jobs for local workers, and keep costs manageable for New Hampshire residents.

Let's maintain the New Hampshire Advantage—support SB88 to preserve fairness, competition, and economic efficiency in our state's public construction sector.


SB-88:

- ▶ Allows local workers to compete fairly for local jobs
- ▶ Preserves privately negotiated union-labor and union-contractor agreements
- ▶ Prevents the government from picking winners and losers
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- ▶ Sparks competition between businesses, lowering prices and improving services
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2025 NH Future Cast Conference

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Greg Stewart, President, Jewett Construction

As we step into 2025, New Hampshire's commercial construction industry stands at a pivotal juncture, poised for continued growth while addressing key challenges.

STRENGTHS OF DOING BUSINESS IN NEW HAMPSHIRE

New Hampshire consistently ranks as one of the most business-friendly states in the country, thanks to its low tax burden, strategic location, and high quality of life. With no state income or sales tax, businesses find financial advantages that are hard to match. Proximity to major markets like Boston, combined with a robust infrastructure and a skilled workforce, further cements its appeal.

In 2024, New Hampshire's Gross State Product (GSP) grew by 2.3%, reflecting a resilient economy and stable environment for investment. This economic stability fosters confidence among developers, with demand for office spaces, industrial facilities, and mixed-use projects continuing to grow.

MIGRATION OF BUSINESSES TO NEW HAMPSHIRE

The state's favorable business environment has led to a steady influx of companies seeking lower costs, fewer regulatory hurdles, and a better quality of life. In 2024, industries such as technology, manufacturing, and professional services expanded their footprint in New Hampshire, while professionals relocating to the state drove population growth of 0.7%.

This migration fuels demand for commercial construction, particularly in creating modern office spaces, mixed-use developments, and infrastructure to support growing communities. The construction industry's ability to adapt and deliver tailored solutions is vital in ensuring New Hampshire remains a top destination for businesses and talent.

MANUFACTURING: A PILLAR OF NEW HAMPSHIRE'S ECONOMY

Manufacturing remains a cornerstone of the Granite State's economy, contributing nearly 12% of employment. Industries such as aerospace, defense, life sciences, and advanced manufacturing continue to thrive, supported by a network of suppliers, workforce training programs, and state incentives.

Recent investments highlight the sector's vitality, including ex-

pansions in food processing, biopharmaceutical production, and precision manufacturing. For commercial construction, these projects present opportunities to deliver specialized, high-value facilities that align with modern demands such as automation and renewable energy solutions.

By continuing to invest in manufacturing infrastructure, New Hampshire reinforces its position as a leader in advanced industries while creating high-quality jobs that drive economic growth.

A CALL TO ACTION: COLLABORATION FOR GROWTH

As New Hampshire builds on its successes, challenges remain. Labor shortages, permitting complexities, and increasing competition from neighboring states require innovative and collective solutions.

Collaborating to enhance New Hampshire's economy and attract more businesses requires a focused approach in several key areas. Streamlining permitting processes is essential to reducing delays and encouraging investment, while expanding workforce development initiatives will help address labor shortages and attract much-needed talent. Embracing sustainable and innovative construction practices will enable the state to meet modern expectations and environmental goals. Additionally, strengthening public-private partnerships is vital to aligning development projects with both community priorities and broader economic objectives.

By working together, developers, policymakers, and business leaders can create a roadmap for sustainable growth that benefits the entire state.

In conclusion, New Hampshire's commercial construction outlook for 2025 is one of optimism and opportunity. The state's business-friendly environment, influx of new companies, thriving manufacturing sector, and collaborative spirit position it for continued success.

The challenge now is to act. By leveraging our strengths and addressing shared challenges, we can ensure that New Hampshire remains a leader in economic innovation, attracting more businesses, creating jobs, and building a brighter future for all. Let's work together to make it happen.

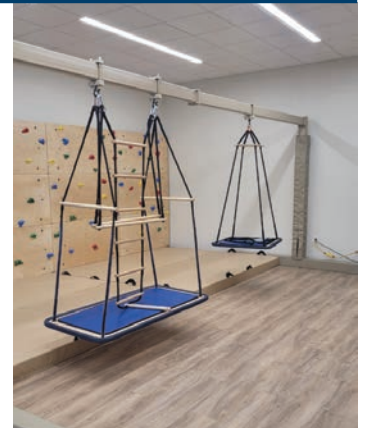


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Apprenticeships: What's Old is New Again!

BY DOUG CULLEN, MANAGER OF APPRENTICESHIP & IBUILD INITIATIVES

The apprenticeship movement started officially in the United States with The National Apprenticeship Act of 1937 (aka: the Fitzgerald Act), established by the Department of Labor's role "to safeguard the welfare of apprentices, ensure equality of access to apprenticeship programs, and provide integrated employment and training information to sponsors and the local employment and training community."⁽¹⁾ A brief glimpse into the history of apprenticeships provides some perspective as today's apprenticeships are well-suited to a contemporary economy with technologies, information sources, and career paths that are much different from our pre-World War II society when this training style became official.

This method of training and education still works today and is on the rise as a remarkable option for Americans wishing to pursue

sustainable career paths into and beyond the middle class.⁽²⁾ The rising cost of post-secondary education combined with a diminishing workforce is making many rethink the country's college-for-all mindset, highlighting apprenticeships as a much more attractive alternative. This is especially true with a shift in beliefs that apprenticeships are simply a path to blue-collar jobs as many apprentices are earning middle-class wages without incurring post-secondary education loan debt.⁽³⁾

A historical, official proclamation boosted an upward trend

"...In this era of rapidly changing industrial techniques and new approaches to many aspects of our economic life, the development of this Nation's skilled craftsmen is of vital importance to the contin-

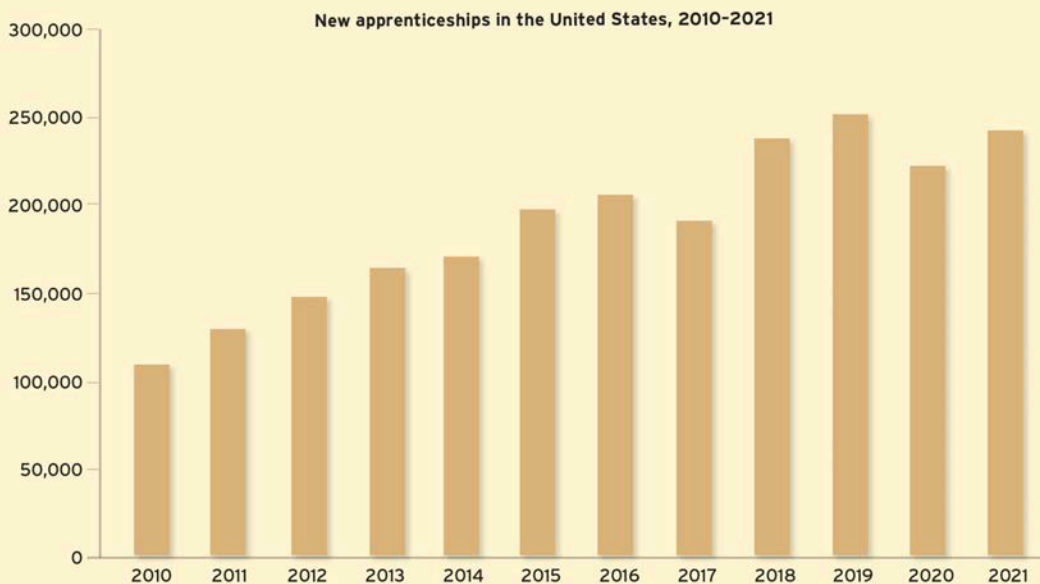
ued national security and economic growth of the United States. The Congress recognized the importance of apprenticeship training by enacting the National Apprenticeship Act, approved August 16, 1937 (50 Stat. 664); and further development, expansion, and strengthening of apprenticeship training would benefit employees, employers, and the Nation..."

With that proclamation (#3473), President Kennedy declared August as National Apprenticeship Month

FIGURE 1

New Apprenticeships on the Rebound Nationally (Figure 1)

The number of registered new apprenticeships in the United States rose steadily during the 2010s. Following a dip during the Covid-19 outbreak, new apprenticeships are rebounding nearly to pre-pandemic levels.



SOURCE: U.S. Department of Labor, Employment and Training Administration, FY 2021 Data and Statistics, "National Registered Apprenticeship Results"

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on May 7, 1962. ⁽⁴⁾ Looking ahead 37 years and Construction-focused apprentice programs represented nearly three-fourths of all apprenticeships nationwide. However, as we look ahead another 10 years to 2019, we see that the number of apprenticeship program disciplines increased, which dropped the percentage that construction-focused apprenticeships held to just under 60% of the nation's total given the changes in apprenticeship program styles, length, and adaptation of European models where companies hire and train their apprentices who also attend school part-time. ⁽⁵⁾ Post-COVID pandemic, that upward trend continues with new apprentices rebounding to nearly pre-pandemic levels and new registered apprentice programs attaining the highest levels since the apprenticeship movement became official. (see Figure 1).

A Local Look

An analysis of New Hampshire's apprenticeship success showed remarkable similarities in apprenticeship program development and attainment compared to national statistics. The number of active apprentices increased eight percent in 2024 over 2023 with 385 of the 492 apprenticeship programs having active apprentices showcasing 56 new registered apprentice programs in 2024 alone! ⁽⁶⁾ Again, with similar statistics to national statistics, construction and extraction occupations accounted for just under 60% of the active registered apprentices. Vermont saw even greater growth with an 80% increase in the number of active apprentices from 2022 to 2024. This increase is no surprise as apprenticeships are a cornerstone of Gov. Phil Scott's workforce development efforts. ⁽⁷⁾ From 2017-2022, Vermont's Registered Apprenticeship initiative has enrolled more than 8,800 apprentices across 35 programs. What's even more celebratory is that approximately 80% of graduates will not only still be employed in four years, but that their wages are expected to increase by twice the [Vermont] state average. ⁽⁸⁾

Capitalizing on apprenticeships: helping our members succeed!

ABC NH/VT has enjoyed this ride on the apprenticeship wave through the deployment and sponsorship of our members of the Carpentry program in New Hampshire and the shorter Commercial Craft Professional program in Vermont. Collectively, these programs have enrolled 21 construction partners with 65 registered apprentices.

These programs have a heavy focus on the following carpentry disciplines:

- **FRAMING** (Concrete handling, framing sills, walls/partitions, staging)
- **FOUNDATIONS, WALLS AND FLOORS** (leveling, concrete forms, footing, concrete stairways)
- **STAIRS** (cutting stair horses, various threads, railings)
- **ROOFS IN NEW HAMPSHIRE** (Framing rafters, sheathing, composite shingles and other coverings)
- **EXTERIOR MILLWORKS** (use of tools/materials, saws – skill, electric, and bench)
- **INTERIOR WALL COVERINGS IN NEW HAMPSHIRE** (wood coverings, sheet rock, baseboard)
- **INTERIOR FINISH** (moldings, door jams, fastening hardware, hanging doors)

■ MISC (building walkways, scaffolding, temp sheds)

However, these programs are only the beginning of the apprenticeship program disciplines with which ABC NH/VT is planning to assist our members develop. Many of our members have engaged ABC NH/VT proactively requesting apprenticeship program design assistance, some also requesting sponsorship assistance, in other construction-related disciplines including, but not limited to:

- Building Facilities Management
- Masonry
- Construction Laborer
- Weatherization
- Fire Suppression
- Cabinetry and Construction Building Manufacturing

ABC NH/VT's members are the drivers behind our apprenticeship program development movement. One of the major tenants of an apprenticeship program is "being industry lead" (with the other tenants being: "structured on-the-job learning/mentorship", "upholding EEO principles", "earning credentials", "having a paid job during the apprenticeship", "obtaining supplemental education as part of the program", and "understanding quality & safety best practices"). ⁽⁹⁾ This means we want to look at building apprenticeship programs that meet or exceed the training needs of our members in both alignments to occupations and locations at which apprenticeship program supplemental education can occur.

For additional information on how your company can connect and understand the value of apprenticeship programs for your business, email Doug Cullen at doug@abcnhvt.org.

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- 1 <https://www.dol.gov/agencies/ebsa/employers-and-advisers/plan-administration-and-compliance/apprenticeship-plans#:~:text=The%20National%20Apprenticeship%20Act%20of,and%20the%20local%20employment%20and>
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- 9 <https://apprenticeshipnh.com/about/>

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Vermont: Big Things Coming for Craft Training

BY MATT MUSGRAVE,
VT REGIONAL DIRECTOR

Challenge Accepted

The construction workforce is the top challenge firms face in 2025 but it's not new and is part of a trend that must be dealt with now. In Vermont as in most New England states, the average age of a construction worker is 55-60 and they are continuing to retire at an alarming rate. On the other side, fewer and fewer young people over the past 30 years have been replacing those aging out of the business. Even with advancements in technology and automation, construction firms are extremely challenged by a deficit in willing and able workers.

Workforce was the #1 topic of a meeting organized with several ABC NH/VT members, staff, and some members of the public in July of 2024. Everyone agreed that building a workforce was not only critical for industry but also as critical for Vermont as a whole. The group questioned: Who will build the hospitals, schools, housing, and other critical needs in our society in the future? How will ABC NH/VT members find the best candidates out of a shrinking pool of options? How do we keep them trained and upskilled to be ready for their advancement through construction careers?

By the end of the July 2024 meeting, all attendees agreed that it is now time for the industry to step up and take responsibility for building our workforce. ABC NH/VT Merit Shop members understand this fact and are prepared to do so, and we would be surprised how much generosity, commitment, and teamwork they would offer over the coming months to find a way to bring back the trades

in Vermont. This small group of Vermont's largest contractors then teamed up to create first a small committee and then an organization to launch the Vermont Construction Academy.

A Program

After interviewing many Career Technical Education instructors one main reoccurring theme emerged. The success of the student is often tied to whom they are matched with as an employer. When they are matched

from the educators to send their students to ABC NH/VT members.

ABC NH/VT has already launched a successful Commercial Carpentry Apprenticeship program that has now run through three cohorts. The well-attended program was becoming popular with members and was topic number one for future workforce plans. Members offered some great feedback about the strengths and places the program could improve.

members to develop and fine-tune their training programs while having the opportunity to expand offerings where needed.

While the Commercial Carpentry program is very popular there are also needs beyond just carpentry in the industry. Going forward, the program would expand by adding one or more disciplines each year. Requests for masonry, painting, cabinetry/finishing, HVAC, and welding were topics that came up for potential new apprentice programs.



The building selected had previously been an electrical supply warehouse.

with a Merit Shop employer with savvy training programs and positive outcomes the new contractors generally do very well. If they don't find a Merit Shop and find someone with minimal training, advancement opportunities, or other shortcomings, the new contractors will often go to different businesses like manufacturing or hospitality. By creating a successful education program, we can draw support

The first component of the apprenticeship update was to hire a full-time ABC NH/VT-specific instructor who would be responsible for course development and delivery. During off time, this instructor could act as a conduit between employers and students at both Career Technical Education and other employer/workforce programs. Having a dedicated instructor would allow

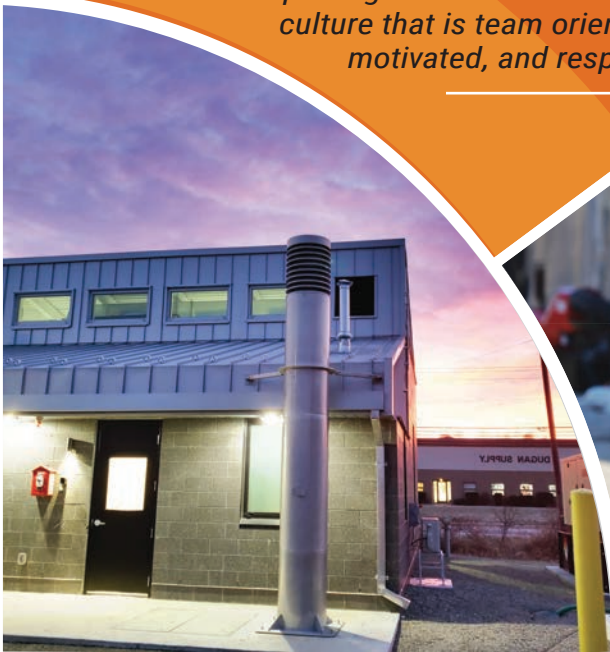
A Training Center

Part of a successful program is having a home. ABC NH/VT members had been extremely generous in donating training room space and hands-on work areas for the prior apprentices but time and time again the feedback was that the program needed a home. At the same

TRAINING, CONT. ON PAGE 19

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time plans were hatching to expand our training program, ABC NH/VT was already shopping for a small office with a small meeting room in Chittenden County, Vermont. As discussions continued this “small” office morphed into something much bigger: a training center.

Through several amazingly generous gifts, a real training center has become a possibility. The association had been forecasting to acquire a large training center, but it would have taken close to a decade to do alone. With the help of some very gen-

erous members of the public and ABC NH/VT members, a search began for a facility.

After looking at more than a dozen properties, the search committee walked through a 10,000 sq/ft facility right off Interstate 89 in Winooski. Upon walking into the building which had previously been an electrical supply warehouse with 30-foot ceilings, we knew it was the right place. Fit-up would require almost no demolition and being an empty box the space presented itself to be a blank palette. Additionally, the Winooski location was ideal, putting it between 5 high schools with



Progress on the building.

technical centers, and interstate access would make it easier for the public to come in to learn.

A deal was met, and ABC NH/VT was handed the keys in January, 2025 to begin the physical fit-up and design.

A Charitable Organization

Over the six months of planning that led to the acquisition of the facility in Winooski finances were a major part of the conversation. The initial investment in

TRAINING, CONT. ON PAGE 21



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TRAINING, CONT. FROM PAGE 19

the facility and program came from significant cash donations from members of the public and members of ABC NH/VT. To handle finances coming in/out and the direction of the program two organizations were developed. A 501(c)3 nonprofit charitable organization was developed to accept funds from members and the public while allowing them to have a tax benefit for such donations to the nonprofit. As of the publishing of the magazine, donations continue to soar in and we will be identifying those extremely generous organizations and people at the grand opening of the facility. Anyone can contribute cash or supplies to the nonprofit by simply calling ABC NH/VT.

With the extreme generosity offered to build the program and facility, it made sense to create an oversight board that would direct programming and training in the facility for the apprenticeships. This board will continue to meet every quarter going forward to supply checks and balances for the program. ABC NH/VT board of directors will provide oversight to the Vermont Construction Academy board.

It has been amazing to watch all of this come together including the generosity, community support, and interest from our elected leaders in this project. By creating this program and

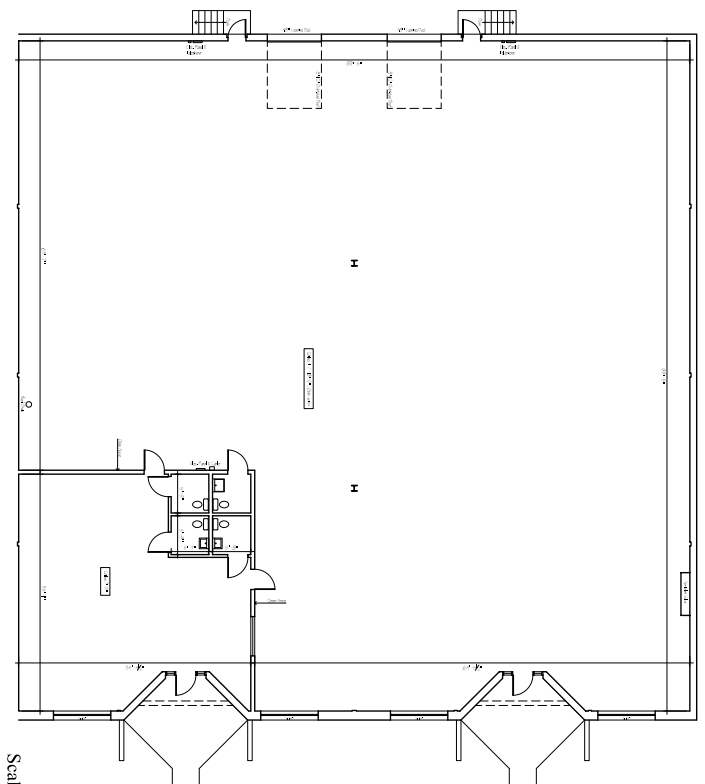


More progress...

facility we are positioning ABC NH/VT Merit Shop employers to have a competitive advantage in recruiting and keeping the best possible candidates from the job market.

Once the fit-ups are completed and we are handed the Certificate of Occupancy, we hope you will join us for a Grand Opening celebration expected in mid-April, 2025. More information on this event will be available soon.

PLANS SHOWN AT RIGHT.



Scale: Not to Scale



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Accessibility Complaints Surge 70% Under ABA

BY KRISTA RIVERS,
DOOR CONTROL, INC.

A recent report revealed a staggering 70% increase in accessibility complaints under the Architectural Barriers Act (ABA) in 2024, highlighting the persistent challenges facilities face in meeting accessibility standards. As compliance becomes an even more pressing issue, Facilities Managers must tackle these concerns with innovative and reliable automatic door solutions.

UNDERSTANDING THE ACCESSIBILITY GAP

Doors and entryways are some of the most common areas where accessibility issues arise. Outdated door systems, improper installation, or lack of maintenance can hinder com-

pliance and create significant barriers for individuals with disabilities. The rise in complaints serves as a wake-up call for facilities to assess their compliance measures proactively.

EXPERTISE IN ACTION: A CUSTOM AUTOMATIC DOOR INSTALLATION

One project example of adding accessibility to an existing facility is a custom automatic door installation for a client of Door Control, Inc. who was seeking a unique solution. Their existing door system was not only outdated but also presented



significant challenges for individuals with mobility issues. A door system was designed and installed that aligned with the client's specific needs while adhering to accessibility standards. The result? A seamless integration of form and function that

enhanced user experience, ensured compliance, and improved the facility's reputation for inclusivity.

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ABA, CONT. ON PAGE 54

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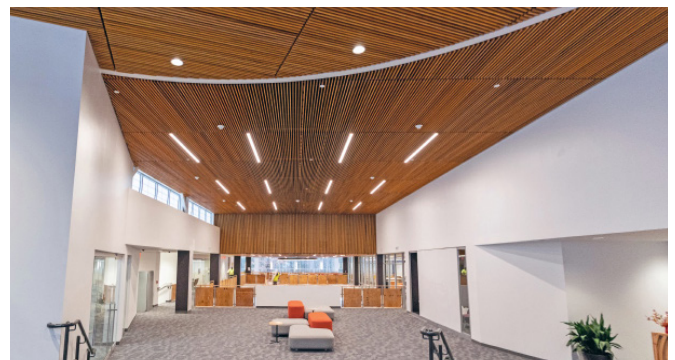
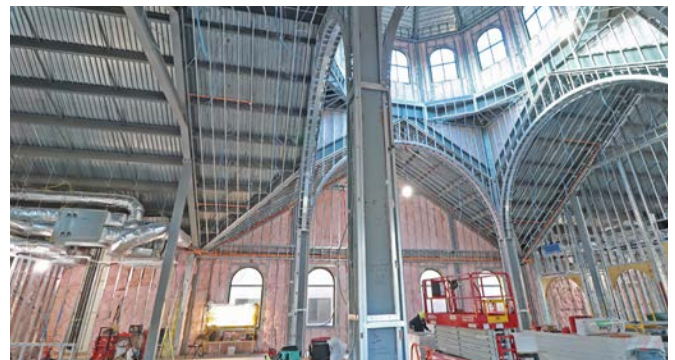
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■ **THE CHAMBERLAIN COMPANIES**, a leader in Custom Architectural Millwork across New England, is excited to announce Ginine Parrino as Head of Business Development based out of the Salem, NH office. Ginine has 8 years of experience in Custom Millwork as a Senior Project Buyer and has spent the last 2 years in Business Development. She will spearhead Chamberlain's strategic initiatives to drive



Ginine Parrino

growth, cultivate key partnerships, and amplify the company's presence throughout the New England Region. The Chamberlain Companies is a full service, woman owned millwork firm, with state-of-the-art equipment and facilities. We are AWI Premium Certified so whether your requirements call for custom cabinetry, furniture, service stations or architectural millwork, we will deliver top quality.

■ **CHARTERS BROTHERS CONSTRUCTION** has announced several awards given within the company.

Ben Soares is the recipient of our **2024 Excellence in Safety** award. In addition to making remarkable strides in his own development this past year, Ben went above and beyond to earn this important award, always making safety, on every job, the top priority.

Nominated by his fellow colleagues for this award, Ben was

repeatedly praised for expanding his knowledge and his determination to ensure that everyone on site follows routine safety protocols. Furthermore, he is known to consistently send weekly safety updates to make sure the team is well-informed and adhering to best practices.

The **2024 Team Player Award** at Charters Brothers is about more than individual achievement; it's about celebrating the qualities of an individual who has the ability to bring people together, foster collaboration, and drive collective success. Cho-


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Ben Soares
EXCELLENCE IN SAFETY



Josh Eddington
TEAM PLAYER OF THE YEAR



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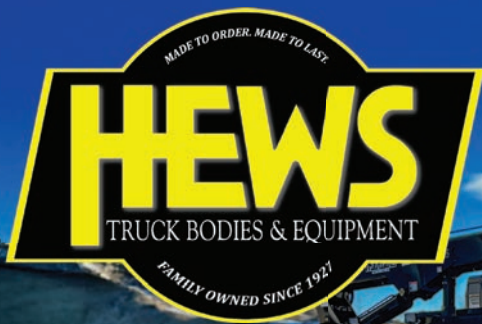
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sen by his peers for this award, Josh Eddington, embodies all of these traits.

It's no secret that Josh consistently goes above and beyond in every way, doing his part to ensure the entire team and our projects succeed. Whether it's executing the requirements of his position, lending a hand to a coworker or customer, sharing lessons learned with others,

asking others if they need help, recognizing when others need someone to talk to, or simply showing up every day with a positive attitude, Josh delivers.

Our decision to name Sam Marcionek **2024 Employee of the Year** was the direct result of the glowing feedback he received from so many of his fellow colleagues who nominated him this year. "Deeply engaged," "reliable," "hardworking and talented," and "a true team leader," are only a small fraction of the ways his colleagues describe him.

We consider Sam unshakeable in the face of adversity. From the moment he joined Charter Brothers, he has been rock solid. Taking on a challenging projects without a blink of an eye, Sam has been nothing short of consistent and de-

pendable as he continues to manage the largest project this company has ever executed, at an extremely high level.

Congratulations to all!

■ **DECCO, INC.** is excited to announce the addition of Chris Oldham to our leadership team as Vice President of Planning and Development. Prior to his appointment, he served as Executive Vice President at JM Coull and Director of Project Management at DPS/Arcadis. He brings in-depth expertise in VDC design and construction processes, particularly for complex mechanical, electrical, and process systems required in specialized projects.

Chris worked closely with DECCO on the Waters Technologies project in Taunton, MA, from 2019 to 2023, where his exceptional leadership and collaborative approach played a key



Chris Oldham

role in the project's success. As Vice President of Planning and Development, Chris will play a pivotal role in driving DECCO's expansion, focusing on areas such as constructability consulting, national service alliances, and process systems validation.

This strategic addition reflects DECCO's continued commitment to delivering exceptional service to our clients. With Chris on board, we are well-positioned to further



Sam Marcionek
EMPLOYEE OF THE YEAR

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strengthen our national presence and continue delivering high-quality services across the construction industry. We look forward to his contributions as we expand our services and capabilities nationwide.

■ **DEW CONSTRUCTION** recently welcomed Clint Oftedahl as Marketing Specialist and Ray Burns as Superintendent.

Clint Oftedahl has joined DEW Construction as a Marketing Specialist. In this role, Clint will collaborate with the Marketing Director to strategize and implement comprehensive marketing approaches. His responsibilities include producing tailored proposal responses and supporting materials for client meetings and interviews, as well as maintaining the CRM database. Clint brings nearly 20 years of experience in communications



Clint Oftedahl

and media, including broadcasting and publishing. His extensive background and enthusiastic, creative approach make him a valuable asset to the Marketing and Business Development departments. Clint holds a Bachelor of Arts in Communications with a minor in Sports Management from Campbell University and a Vocational Degree in Broadcasting from the Illinois Center for Broadcasting.

Ray Burns joins DEW Con-



Ray Burns

struction as a Superintendent, bringing decades of industry experience in construction supervisory positions. His expertise spans government, public, and private sector projects, historic restorations, and industrial and manufacturing. Ray's unique and valuable background will be instrumental in his new role. He will be working on the Bellows Free Academy project in Fairfax, Vermont, where he will manage the field staff, coordinate sub-

contractors, and ensure timely, cost-effective project completion while maintaining a safe work environment. Ray's strong leadership, communication, and problem-solving skills will be key assets in achieving project success.

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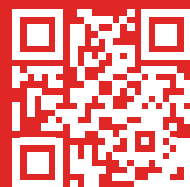
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