

**INSIDE...**

Four Important  
Changes to the  
AIA Contract

 **construction**resource



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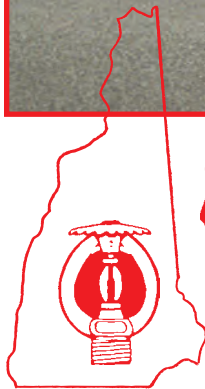
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Associated Builders and Contractors, Inc. is a national non-profit organization whose mission is to represent the construction industry as a cohesive group of professionals, to serve as their vision and voice, and to pursue quality, common goals, and solutions to industry issues.

The NH/VT chapter is located at:  
58 Chenell Drive, Concord, NH  
603-226-4789  
info@abcnhvt.org

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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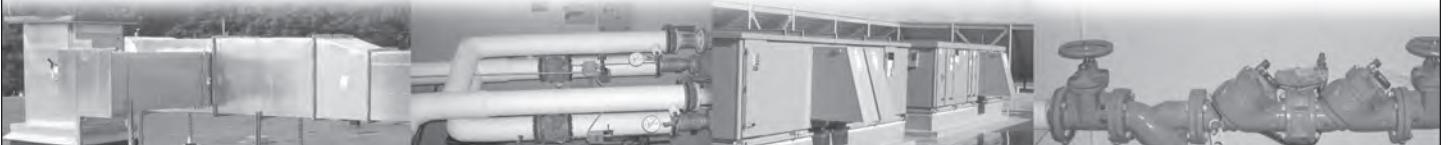
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## Women in Construction Month

It's hard to believe that spring is already upon us, although the weather on most days certainly suggests otherwise. 2019 is off to an assuring start, with many of the ABC members I have spoken to already booking work well into the fall.

There was a concerted effort put forth by many organizations and ABC member companies throughout the month of March to recognize successful, hard-working women, and the key roles that they play in construction. Ours is a rapidly-evolving industry, and it is encouraging to see a growing diversity within our workforce. The days of construction being a "good ol' boys" club are long gone, but we must still work hard to eliminate that stigma. As we struggle to obtain ad-



ditional labor forces, it is initiatives like Women in Construction Month that will help to dispel the negative

myths surrounding construction, and to inspire interest amongst women to join our workforce. I am proud of ABC and our members' continued dedication to effecting positive change in our industry.

If you attended the ABC Annual Meeting in February, you may recall hearing the exciting news that our NH/VT Chapter led the nation in membership retention in 2018! As your 2019 Chairman, I am committed to building on this success.

Having a full-time Membership Director on staff at ABC will undoubtedly help drive this mission, however, it will be a team effort that ensures the continued growth of our organization. In order to make more companies aware of the great things we do here at ABC, we must tap into an invaluable resource: YOU, our members. Each day, we all work with non-member companies who would benefit from everything that ABC has to offer, including training opportunities, membership discounts, networking with industry peers, and keeping an active watch on legislation that may be harmful to our companies.

What can you do to help grow ABC? Bring up ABC in your day-to-day conversations.

Talk about why you have chosen to dedicate your resources and time to this organization. I would like to challenge each and every one of you reading this article to be the champion of one new member this year. Invite a potential member to be your guest at one of our great events, or simply reach out to Shari Durazzano, ABC Membership Director, and she can take it from there. ABC's strength and voice is powered by numbers. Together, we can each make this chapter one more member strong.

For those of you that I have yet to meet, I hope to do so at one of our upcoming events. The Swing into Spring Golf Tournament is right around the

CHAIR, TO PAGE 5

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**CHAIR, FROM PAGE 3**

corner on May 10th, followed shortly by Adventure Night at Chucksters, a fun night of games and entertainment on May 23rd. In June, we will host the Safety Awards and Graduation Night at the LaBelle Winery. I strongly recommend attending the ABC Western Region meeting at the Blackback Pub in beautiful Waterbury, VT in July. Bring your spouse to cruise Portsmouth Harbor during a fun night of networking in August.

I look forward to seeing you all at these upcoming events and to learning more about

how ABC can better serve you. My promise as your 2019 Chairman is to be passionate and dedicated to our mission, and to continue the progress and growth set in motion by those before me.

Sincerely,

*Joseph H. Campbell*

ABC NH/VT Chairman

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## Celebrating Women in the Construction Industry

### LYNN KRAMER



**P**ROCON is an 84-year-old privately-owned design-build firm that values the contributions of women in a male-dominated industry. One of their strong women contributors is Project Executive Lynn Kramer, who has carved out a long, successful career in the field.

The best advice Lynn Kramer ever got in the business was “Never give up!” With over 30 years in construction, those words have served her well. Lynn graduated from Penn State University with a civil engineering degree, but knew by age 10 what she aspired to. She reflected “I never wanted to do anything but construction.”

After college, she landed a job working for Whiting-Turner as a Project Engineer and worked her way up to a Project Manager (PM). “It was a proving ground, so I learned my craft well and worked very hard” She reflected.

Lynn, who has been with PROCON for 8-years, has seen major changes in the industry. “I’d say that the biggest difference is the dramatic reduction in time from project initiation to building occupancy. When I started out, everything was done by paper. We now have technology adding efficiency and speed at every phase of the project.”

Her passion for the industry was evident as she revealed, “My favorite part of construction is building relationships with owners and subcontractors.” Additionally, she enjoys mentoring, which she sees as a foundational component of her leadership role as a Project Executive. Currently, Lynn has a large team of PMs divided across the six commercial projects she is overseeing, which are in various phases of construction. Lynn commented, “I offer them guidance while recognizing that each individual has their own working style. I work closely with my teams to ensure we are leaving a job having learned something new and are continuously improving.”

Her advice to women entering the field was, “It’s up to you to blaze your own trail. Be confident, be tenacious, speak up, and treat every obstacle as an opportunity to learn and deliver an exceptional project.”

### MICHELLE DELOIS



**F**or over 40 years Denron Plumbing and HVAC has been dedicated to providing top-quality installations and complete customer satisfaction in every project and application. The company places a lot of value on its people being leaders within everything they do. One of their lead team members is Chief Financial Officer Michelle DeLois.

Michelle is a CPA and has a background in public accounting. She spent many years preparing financial statements and audits of small and mid-size general contractors. Michelle shared that she “felt it was rewarding to have helped so many construction companies and at the same time it developed into a niche profession.” As the accounting industry changed to involve less face to face interaction with clients, Michelle found that she wanted to be “somewhere I could apply my niche experience in new ways to make a difference.”

That opportunity came when she joined Denron. Michelle’s confidence in her work is evident as she described her role as CFO at Denron, “I saw an opportunity to improve how we do business here. I work with our leadership team to think in new ways how we can bid jobs successfully. In some ways I changed the role the CFO plays in our business.”

During her time at Denron, Michelle has been a champion of creating new processes and systems that have had positive impacts on the way people communicate and make decisions within the company.

While construction is still a very male dominated industry, Michelle says that she sees things are changing. “In our industry, more women are in positions where they make a difference in getting things done.” Michelle’s advice to women entering the industry is to “be the person that speaks up when you have a good idea. Seek out education to become a knowledge leader in an area of interest you have and be confident in what you are saying, that empowers you to become a leader.”



## ASHLEY LECLAIR (LORMAN)

**B**uilt in 1960, Methuen Construction Company is recognized as a highly successful, self-performing general contractor in the industry. Methuen Construction self-performs construction services using many highly skilled professionals including welders like Ashley LeClair.

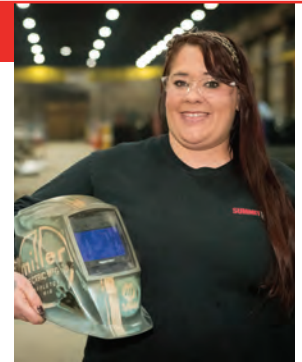
Ashley did not start her career thinking she would be a construction welder. Instead she thought she would be a marine biologist, but her hobby of mud truck racing led to the need to learn how to weld and she attended the welding program at Manchester Community College. While there, Ashley fell in love with her work and became involved in SkillsUSA. Through that program, Methuen offered Ashley an opportunity in the field. For the last two years she has blossomed into a leader of her team.

There isn't a task or role that Ashley is afraid to learn and take on. She believes that "No matter what you do, you will always need to learn, so get into a program early. My advice to anyone is that if you are interested in doing something, then get into it as early as you can and never stop learning."

While at Methuen, Ashley's proven herself a real leader in the industry. She had a part managing operations for high-profile projects such as the Tappan Zee Bridge and the Boston MTA. What she likes most about construction is there are "always people there to help you learn to do something. It makes things much easier to get the job done when someone can help explain it and work with you as a team to get the work done." That sense of teamwork and being empowered to lead is what makes Ashley proud to be doing what she does.

Her advice for anyone looking to entire the industry is simple, "the construction field is a hard thing to get into. But with a good attitude and a willingness to learn, you will be able to get into a career without a problem. The best thing anyone can do is get involved as early as possible and don't hold back."

It's clear that Ashley is a leader among the next generation of women in the construction workforce.



## AMELIA DEVELLIS

**A**melia is a carpenter at North Branch Construction. Having worked in the construction industry for 8 years, Amelia plays an immensely important role in construction as she is responsible for physically building North Branch's projects. Amelia's favorite thing about her job is being part of a crew; she enjoys how everyone works together as a team. She chose working in construction because she wanted a career where she could see tangible results of her efforts and accomplishments every day at work. She likes being able to drive by or walk around a building and know that she had a part in its creation.

Amelia is inspired by knowledgeable and seasoned carpenters at North Branch Construction who take the time to teach less-experienced employees how to do things in a safe and efficient way. When discussing challenges women can face working in construction, Amelia admits that sometimes people underestimate her, but she tries to show them that she is there to get the job done just like they are.

If she was to give one piece of advice to girls and young women interested in pursuing a career in construction, Amelia would say, "Be willing to work hard, be open to learning, have a good attitude, and you will be able to go far in construction. Show that you are capable, and you will earn respect."





## KAREN PRINCE



**R.**M. Piper is a general contractor that has been committed to improving New Hampshire's infrastructure since their incorporation in 1982. The company values their small business nature, their safety minded operations and takes great pride in the quality of the work they perform. As one of the leading voices in the company, Karen Prince has spent her career striving to make this family business a great place to work.

For the last 25 years, Karen's role at R.M. Piper has continually expanded. What started out of an opportunity to fill a vacant entry-level position has evolved into a passion for the industry and the people that work in it. "There is something pretty special about people that commit themselves to working in construction. It is hard work, but it instills pride and you can really sense that." As one of the senior leaders of the company, she is devoted to supporting all operations of the business her father started nearly four decades ago. She has viewed the most important role in her job as building a place where people want to come to work. Karen enthusiastically said she "Ultimately wants people to say 'If there's an opening, you want to check them out because this is a great place to work.'"

Karen stated that the industry has come a long way in welcoming women into construction. "Women are more welcome today in the industry than any time before, and the value they add to an operation is being recognized. It takes all kinds of people, personalities and perspectives to make it work."

Karen expressed concern over the shortage of skilled construction workers and is hopeful that more women will see this as an opportunity. "Construction provides a very good living and having the opportunity to build something that will be here for generations is a benefit that can't be measured."

Karen's advice for a career seeker is also insightful for those that may not think they have the skills to do construction. "It is okay if you don't have experience doing this work," shared Karen. "If you are dependable and able to communicate, we will train you. If you can follow direction, we can teach you the skills necessary to advance in the industry. The opportunities are endless for a motivated person."

It is clear her passion for helping develop talent and create a positive working environment is a leading force that helped make R.M. Piper a successful New Hampshire company.

## STACY CLARK



**T**urnstone Corporation is a family-owned business which Stacy Clark started with her father, Billy, in 2002. As President, Stacy has led the company from inception through 17 successful years of growth into one of New Hampshire's leading construction management, design build and general construction firms.

Stacy is a motivated, personable executive who grew up in the construction industry. Before starting Turnstone Corporation, she worked in the financial industry discovering through this professional development that she could utilize her construction background and financial business acumen to lead her own company.

For Stacy, the biggest challenge was being young when she started the business, but it was not a deterrent. She found that "No matter what, you will find obstacles and you have to do your best to overcome them by being motivated and the best you can be." Her best advice for anyone interested in construction is "Be ready to work hard and show dedication. Those qualities will get you far in this industry. As long as you prove yourself you will do well in generally any business."

As president of Turnstone Corporation, Stacy made community involvement a key component of the company's success. That approach helped the firm develop a reputation of quality and dependability, which in turn has secured many high profile projects in New Hampshire. The company's best source of projects comes from repeat customers and referrals from a growing list of satisfied clients.

The underlying secret to the company's success is from a focus on "a culture that makes an environment where people are happy to come to work every day," according to Stacy. It is that attention on developing talent that made Turnstone Corporation a place that does not experience high turnover. A great deal of the credit goes to Stacy's role in mentoring many of the employees that come to and stay with Turnstone Corporation.

Stacy's passion for mentoring extends outside of Turnstone Corporation, as she is a champion of the ACE Mentor Program of New Hampshire. ACE helps mentor high school students and inspires them to pursue careers in design and construction.

Her advice to anyone entering construction is to "be creative in getting the job done. The most important piece of advice I can give anyone is to try out what you are interested in and get the education you need."



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The ABC NH/VT Young Professionals Group is excited to recognize Women in Construction throughout the month of March by celebrating the female ABC staff and YPG Steering Committee members who are a critical part of our organization and our industry. These women represent a diverse variety of roles in construction. In every facet of the construction workforce across New Hampshire and Vermont, you will find talented women of ABC and YPG. The women of the YPG would like to thank Paulette, Jennifer, and Shari for their continued mentorship, leadership, and support!



Meet the women on the ABC YPG Steering Committee:



**Heather Lindh**, Marketing Committee  
Commercial Account Manager,  
Cross Insurance

Heather's role at Cross Insurance supports contractors in determining what insurance coverage they need to best protect themselves from potential future losses. She is inspired by her peers who work hard and who sincerely care about the future of her generation and the industry. Heather advises young women not to succumb to a false stereotype that being female is a setback in the construction industry. Perseverance, hard work, and dedication, she counsels, will always bring success no matter your gender.



**Katie Lopes**, Vice Chair | Marketing Director  
Marketing Manager,  
North Branch Construction

Katie develops, coordinates, and implements all aspects of North Branch Construction's marketing. One of the most important parts of her job is creating qualifications and proposal packages to win new work. A long-time participant in Construction Career Days, she is excited to see the ever-increasing attendance of girls at this event interested in construction and the trades. As many of her hobbies involve creating art, Katie enjoys any opportunity to use her creativity at North Branch Construction, and to promote ABC and the YPG.



**Nina Ann Timney**, Treasurer | Events Director  
Assistant Controller | HR Manager,  
Al Terry Plumbing & Heating

In Nina's role at Al Terry Plumbing & Heating, she strives to facilitate sound decision-making by interpreting and communicating financial data to key players. She sees the construction industry as having vast opportunity, and encourages young people to pursue the trades. Nina is committed to YPG because she believes that when young workers get together to socialize, network, and further their education, they build professional skills and become better integrated and invested in industry and community.



**Michelle Trodella**, Education Director  
Senior Manager of Project Administration,  
Methuen Construction Co., Inc.

Michelle's passion is workforce development. She fully embraces Nelson Mandela's philosophy of "Lead from the back, and let others believe they are in front," empowering others through education, motivation, practice, observation, encouragement, and reward. As a graduate of ABC FliC and the LDG Future Leaders Program, Michelle works diligently to bring departments together within her organization to work collaboratively as one efficient workforce; and to build the future leaders of Methuen Construction.

YPG THANK YOU TO OUR 2019 ANNUAL UNDERWRITERS





# Four Important Changes to the AIA Contract that Owners Will Almost Always Accept

BY KENNETH E. RUBINSTEIN  
AND GREG SILVERMAN

Many contractors are hesitant to make changes to the standard AIA Contracts for fear that doing so will prompt the owner make their own aggressive changes, or that a lengthy process will ensue. While this is a legitimate concern, there are certain changes that most owners will readily accept without hesitation, and which make the contract significantly safer for contractors.

This article lays out several of these edits, and also offers a suggestion of how to present the changes in a manner that is likely to be accepted without issue.

## Addition of “Order of Precedence” Clause

The AIA Documents generally include an “Enumeration of Documents” section, laying out the documents comprising the contract, but it does not identify which documents take priority in the event of a conflict. Accordingly, we recommend that contractors include an “Order of Precedence” section to avoid any question. An example of such language would be, “Any conflict between any of the Contract Documents shall be resolved in the order of precedence listed above, such that any document shall enjoy priority over any subsequently listed document.” This avoids any

argument over which provision governs and gives clarity to the contractor of how to proceed if an issue is discovered in the course of construction.

## Clarification of Commencement and Substantial Completion Date

The Main Contract (e.g., the AIA A101 or A102 incorporating the A201) includes a section where the parties can define the commencement date and duration for the construc-

tion period. We recommend that contractors define commencement as “Seven days following the later of Owner’s furnishing of (a) all necessary permits and access necessary to complete the Work and (b) the parties’ execution of all applicable contract documents.” We then recommend that the Substantial Completion date be measured as a set number of calendar days from commencement, which is one of the options given in the contract, rather than use a calendar date for the deadline. These two changes together allow some breathing room at the beginning of the project, and avoids any conflict over delays caused

## Modification of Notice Requirements

by permitting, access, or late contract execution. The language of the AIA A201 General Conditions requires that all Notices of Claims must be made “by certified or registered mail, or by courier providing proof of delivery.” This language ignores the way that communications are typically conducted on a project. We recommend that this language be modified by

*....modifications can be implemented as “redline” changes made in the contract itself, or by adding an “Addendum,” which can be added as a Contract Document.*

adding, “, or by any reasonable method consistent with the parties’ prior communication or where receipt can be reasonably confirmed.” This change is consistent with the way that communications generally proceed on the project, and is important because notices that do not comply with the contract’s requirements may be deemed invalid, and contractors may be held to have missed important deadlines as a result. Indeed, where possible, my preference is to change the contract’s 21 day notice requirement to instead require notice “within a reasonable time,” however,



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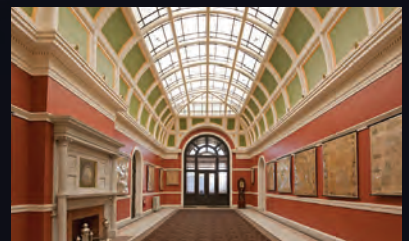
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AIA, TO PAGE 13



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**AIA FROM PAGE 11**

some owners may object to that flexibility. At a minimum, we advocate to modify the form of the notice, as this ease of communications helps both parties.

## Limitation of Liquidated Damages

Owners and contractors frequently agree that liquidated damages that will be assessed if the work is not completed on time. The AIA contract includes a placeholder to include such language, however, the AIA contract does not offer any recommended language to address. Accordingly, the parties will likely be editing that section of the contract anyway. We recommend that where contractors accept liquidated damages, there should be some limitation (typically 50-100%

of the contractor's fee or profit margin) to avoid the potential for unlimited liabilities that are disproportionate to the Contractor's potential benefit.

Of the four changes recommended in this article, this is the most likely to generate pushback as this change (unlike the other three) solely benefits the contractor, and not the owner; however, this may also be the most crucial in protecting contractors from potentially catastrophic risk. In any event, because the liquidated damages clause is already a modification to the standard contract, this is an area where change can be presented without necessarily inviting further scrutiny. Moreover, in our experience, many owners understand the contractor's hesitance to accept unlimited risk and are willing to accept reasonable limitations.

The above modifications can be implemented as "redline" changes made in the contract itself, or by adding an "Addendum," which can be added as a Contract Document. Some clients prefer one option over the other, and you can select your approach based upon which option you feel will be most easily received by the owner.

In our experience, these changes (particularly items 1, 2 & 3 above) are nearly always accepted by Owners without hesitation. For complex or particularly high dollar projects, we recommend certain additional edits to the AIA documents, however, the changes identified here present an easy way for contractors to make important improvements to their contracts without inviting a costly, lengthy, or difficult negotiation process.

*Kenneth E. Rubinstein is the co-chair of the Preti Flaherty Construction Law and Litigation Group and works from the firm's Boston, Massachusetts and Concord, New Hampshire offices. Ken can be reached at (617) 226-3868 or (603) 410-1568. Greg Silverman is a member of the Construction Law and Litigation practice group and works from the firm's Concord, NH office. Greg can be reached at 603-410-1548.*



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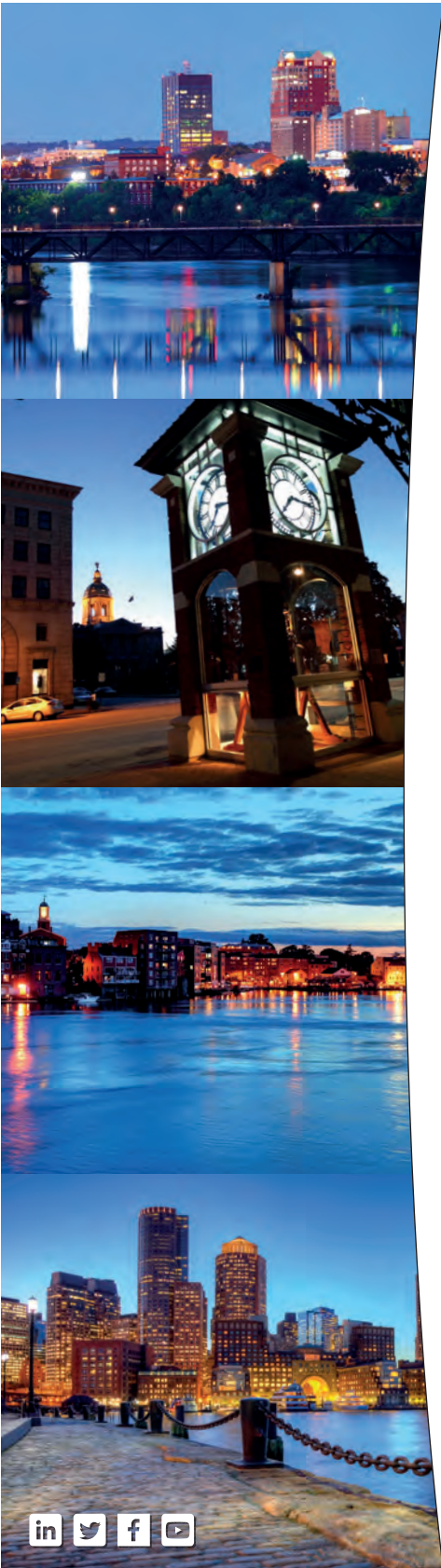
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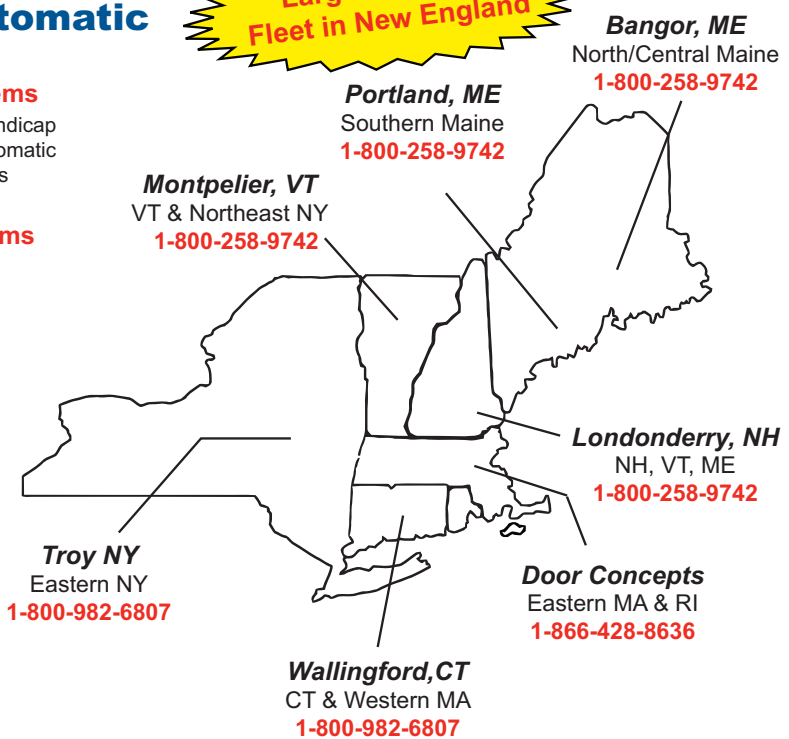
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■ Kenneth Holmes, CEO and former President of **NORTH BRANCH CONSTRUCTION**, has retired after thirty years with the firm. Prior to working at

North Branch Construction, Holmes, a Dartmouth College graduate, worked for an investment bank in New York before starting his own real estate development and construction management company in New London, NH in 1987. Holmes has been a practicing EMT-B for over 36 years and volunteer Certified Firefighter for the Newbury Fire Department for over 30 years.

Ken Holmes joined North Branch Construction in 1989 as a Project Manager and became a Principal and Vice-President in 1990, General Manager in



Ken Holmes

1996, and the President of the company in 2006. He accomplished many things throughout his time with North Branch Construction. Holmes successfully navigated the company through the Great Recession; at a time when many companies were going through significant layoffs or, worse, closing their doors forever, North Branch Construction prospered.

In 2009, Ken Holmes received nation-wide attention for leading the charge to successfully defeat an unlawful and discriminatory government-mandated project labor agreement (PLA) enforced during the solicitation for bids to construct the new Job Corps Center in Manchester, NH.

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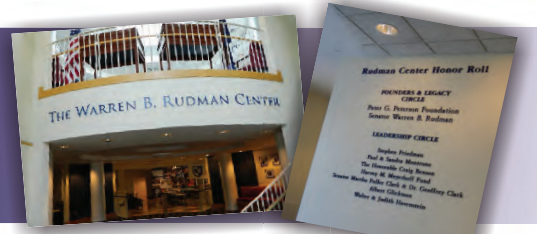


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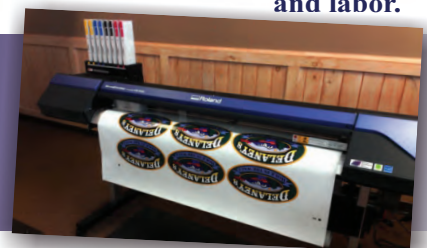
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## MEMBER NEWS, FROM PAGE 21

“Our company and other New Hampshire businesses deserve a fair opportunity to provide the public with the best construction product at the best price,” Holmes had stated during the protest.

In 2018, Holmes took on the role of CEO at North Branch Construction and Joseph Campbell stepped into the position of President. “I am extremely honored and proud of the company that I have had the pleasure to work for over the last nearly 30 years,” Holmes stated in a recent company-wide memo, “and there is no doubt that North Branch Construction, under the leadership of Joe Campbell as President with the support of his partners, Bruce Blazon, Jim Schwartzkopf, and Chris Galbraith, as well as all of you,

will continue to flourish.”

North Branch Construction recently completed the \$13 million renovation of Rock-



Rockingham Village Apartments, Seabrook, NH

ingham Village Apartments located just off Interstate 95 on Batchelder Road in Seabrook, NH. The company renovated six occupied, four-story residential buildings totaling 388 units, along with a stand-alone,

2,400-square-foot Community Building. Renovations to the apartments included improvements to kitchens and bath-

rooms, replacement of mansard roofs and trim, replacement of all windows and exterior doors, new fire alarms throughout, replacement of five 10,000-gallon oil-fired furnaces with gas-fired furnaces, refurbishment

of elevators, and the addition of a new asphalt driveway to increase visitor parking spaces. The main entry of the complex received hardscape and landscape improvements. The Community Building received a reconfiguration to repurpose its interior space in order to provide office space for Management & Leasing, as well as additional resident recreational uses. All apartments remained occupied throughout construction, requiring the highest level of coordination by North Branch Construction.

North Branch Construction of Concord welcomes Amanda Savage as the firm's Business Development Manager. Amanda brings with her over seventeen years of sales experience, including, most recently, her time as Construction Sector Partner-

## MEMBER NEWS, TO PAGE 27

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#### MEMBER NEWS, FROM PAGE 23

ship Advisor at the Business & Industry Association of NH. During her time as Advisor, Amanda coordinated efforts to brand IBuildNH.org, an initiative developed to bring awareness to the construction industry.



Amanda Savage

■ **BODE EQUIPMENT COMPANY** has been awarded the prestigious MVP (Most Valuable Partner) Award for 2019, based on our accomplishments in 2018. For the ninth consecutive year, since the Award's inception, we have earned an MVP Award from the industry's trade association, MHEDA (Material Handling Equipment Distributors Association).

To qualify for the annual MVP Award companies are required to provide evidence of their commitment to their partners in business including their customers, employees and suppliers.

■ **MERIDIAN CONSTRUCTION CORPORATION** has announced plans to enter into a management agreement with Mark Carrier Construction, Inc. (MCCI) of Manchester, NH. After the untimely death of Mark



Carrier, the founder of MCCI, discussions between Meridian and MCCI's new leader-

ship team showed synergies in management style and quality workmanship. These discussions led to some collaborations which revealed the complementary ethos and shared values between these two firms.

The highly regarded reputation of MCCI was a crucial factor in the decision to manage MCCI's operations, according to Tim Long, president of Meridian Construction. "Having known Mark over the years and constantly hearing of his fine reputation always left me with great respect. Now I've personally come to know his amazing team. After many discussions, it became clear that combining our resources and expertise helps fulfill Meridian's long term planning... It will be better for everyone in both companies," he said.

■ **TURNSTONE CORPORATION** currently engaged on their newest project, demolition of the old and building of a new Turnpike Authority Building; done in collaboration with the State of New Hampshire, Department of Transportation. Demolition of the old and outdated Turnpike Authority building in Hooksett just off of Route 93, on Hackett Hill Rd will begin right after lead and asbestos abatement. Construction of the new 9900sf administrative office building is planned for immediately afterward. The target start date of the entire operation is scheduled for April 15, 2019.

The new building will house numerous administrative office spaces, as well as conference rooms and EZ Pass-Tolls operations. The other existing buildings on the property will remain as is. Turnstone is also

MEMBER NEWS, TO PAGE 29



# METRO Walls



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**MEMBER NEWS, FROM PAGE 27**

currently hard at work on completion of the new Milford Circuit Court / Division of Motor Vehicles building in west Milford. Another notable project is the construction of a steam plant and a substantial steam conversion currently underway, involving various State government buildings in Concord.

**ECKMAN CONSTRUCTION**

Vice President, Preston Hunter has been elected chairman of the board of directors of the Greater Manchester Chamber of Commerce. As a member of the board for the last five years, he has also served as secretary and vice chair. Hunter is also a member of the Amoskeag Industries board of directors and volunteers with the Granite United Way.

**RPF ENVIRONMENTAL, INC.**, an environmental health and safety consulting firm, is pleased to announce new members of their firm. Nic Dalzell has recently joined the team as a Project Manager. Mr. Dalzell has an impressive professional track record as a general manager at a prominent New England Staples location. Not only has he developed a team management approach, he has been completing measurably successful projects, providing top-notch customer service, as well as analyzing and solving complicated problems. Combined with his accelerated aptitude for environmental sciences, he will be a great benefit to RPF Environmental, Inc. and its customers.

Mr. Dalzell earned a Bachelor of Science in environmental biology with a minor in chemistry

from Plymouth State University. While there, he earned the honor of being the Top Environmental Biology Student. He recently completed training to become an EPA accredited asbestos inspector with licensure pending for New Hampshire, Maine, and Massachusetts. His eighteen years of professional work is enabling him to quickly come up to speed to provide exemplary service to RPF Environmental's customers.

Also joining the RPF Envi-



Nic Dalzell



Dawson Gay

ronmental team is Dawson Gay. Mr. Gay will be working as an EH&S Consultant providing industrial hygiene, safety, indoor air quality, and asbestos testing and consulting services throughout New England.

Mr. Gay recently earned a Bachelor of Science in occupational health and safety from Keene State College. While there, he was an organizer and social media coordinator for Vote Mob, an organization dedicated to helping students get out and vote. He also recently completed training and certification as an abatement project monitor as well as for optical microscopy analysis.

**METRO WALLS, INC.** gave back to the community with a recent donation of \$20,000 to the New Hampshire Food

**MEMBER NEWS, TO PAGE 31**

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## MEMBER NEWS, FROM PAGE 29

Bank, a program of Catholic Charities NH. These funds will help to provide approximately



40,000 meals to those in need in New Hampshire

"We're grateful to be in a position to give back to our community this holiday season." says Mike Dion, President of Metro Walls, Inc.

"Our goal at the New Hampshire Food Bank is to eliminate hunger in New Hampshire altogether. While we are always making progress toward that goal, food insecurity continues to be a major issue in New Hampshire where more than one in nine residents do not know where the next meal is coming from," said Eileen Liponis, executive director of the New Hampshire Food Bank. "Contributions like this go a long way toward achieving our ultimate goal. We are extremely grateful to Metro Walls, Inc. for their continued and generous support, which is having a real

impact on our efforts to distribute nutritious food to those most in need all over the state."

Over the years Metro Walls has donated more than \$100,000 to the NH Food Bank. The NH Food Bank showed their appreciation and invited some of the Metro Walls staff to meet New England Patriots player Dont'a Hightower.

**■ NORTHPOINT CONSTRUCTION MANAGEMENT LLC** is proud to announce the addition of Joe Gaukster to our Project Management Team. Joe has worked with such companies as Channel Building Company, Maggiore Construction Corp. and Ferd Construction, totaling over 35 years of experience in the industry. Joe is a past president and current member of the Rotary Club of Nashua West and a past Director of the

Boys and Girls Club of Greater Nashua. Joe's background spans a variety of project types including multi-tenant commercial and industrial, Retail, automotive, educational, historic renovations, health-care, manufacturing, as well as a Radar dome. Joe's extensive experience allow him to understand and meet client's diverse requirements while maintaining the project schedule and budget.



Joe Gaukster

■ The AC Hotel by Marriott is on target for a late summer completion as **PROCON** crews finish up the exterior installations. The upscale hotel with an

MEMBER NEWS, TO PAGE 33

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# Spotlight your project!

NH Business Review is giving contractors the opportunity to spotlight a recently completed project in a special two-page center spread called "From the Ground Up." This special feature gives visibility to the construction industry while showcasing some of the most interesting projects here in New Hampshire.

Each feature includes photos and article about the project, and advertising from the architects, engineers, and subcontractors who have been directly involved with the project.

For more information call 603-413-5154 or visit [nhbr.com](http://nhbr.com)



**FROM THE GROUND UP: The Prologis project**  
Dacon Corporation, TFMoran, others team up to create 614,000-square-foot distribution center near Manchester airport

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While progress has been made, Zillow report finds stubborn problem remains

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## MEMBER NEWS, FROM PAGE 31

event center and a rooftop bar is located at 299 Vaughan Street in Portsmouth adjacent to the 3S Artspace in the city's North



End. The 5-story structure will be the first AC branded hotel in New Hampshire. PROCON is the designer and construction manager on the project, which is a developer collaboration between XSS Hotels of Manchester, NH and Cathartes of Boston MA.

In December 2018 PROCON partnered with Granite YMCA in its annual Angel Tree

port celebrated its grand opening with a ribbon cutting event. It was the first new Holiday Inn located in the Greater Boston area in over 20 years. XSS Hotels of Manchester, NH devel-

oped the property and PROCON, also based in Manchester was the designer and builder. The 64,000 SF hotel is located at 1012 Broadway in Chelsea, MA.

XSS Hotels' Managing partners Mark Stebbins and Leo Xarras were joined by Chelsea officials, and by members of the Intercontinental Hotels Group (IHG), who gathered to celebrate the occasion.

The hotel is just over two miles from Boston Logan Airport, and is five miles from Boston's culture, historical landmarks, shopping, and dining.



PROCON partnered with Granite YMCA in its annual Angel Tree program.

Christmas program. Employees donated gifts valued at \$4,000 to 80 children in the YMCA START and YMCA STAY program in Manchester, NH. PROCON has been a generous partner and supporter of this program for the last six years.

In early November, 2018 the Holiday Inn Boston Logan Air-

The full-service upscale hotel was designed for business and leisure travelers with a level of luxury that makes it a one-of-a-kind for the brand. The grand opening attracted many IHG representatives ready for a first-hand look at the potential

MEMBER NEWS, TO PAGE 35

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## MEMBER NEWS, FROM PAGE 33

prototype for future Holiday Inns.

PROCON Co-President Lance Bennett had executive oversight of the project and stated, "This was our 40th project with XSS Hotels and we were excited to help them bring this new IHG hotel to the airport market."

TFMORAN was honored as the 2019 "Best of Business" in the engineering category on Thursday, March 14th at the Grappone Conference Center in Concord, marking the seventh consecutive year that TFMoran has received this award. Awards are based on a poll of 4,400 NH Business Review readers.

"We are deeply appreciative of this recognition NH Business

Review readers have given us year after year. It is a tribute to the 'putting clients first' ethic that our employees practice every day", explains Bob Duval, President of TFMoran. "Additionally, we are



thankful to be able to support events and organizations that have a positive impact on our community."

The BOB Awards honor the best of business across New Hampshire in over 90 business-to-business categories, and proceeds of the event support New Horizons and Families in Transition.



Grand Opening Ribbon Cutting at Holiday Inn Boston Logan Airport

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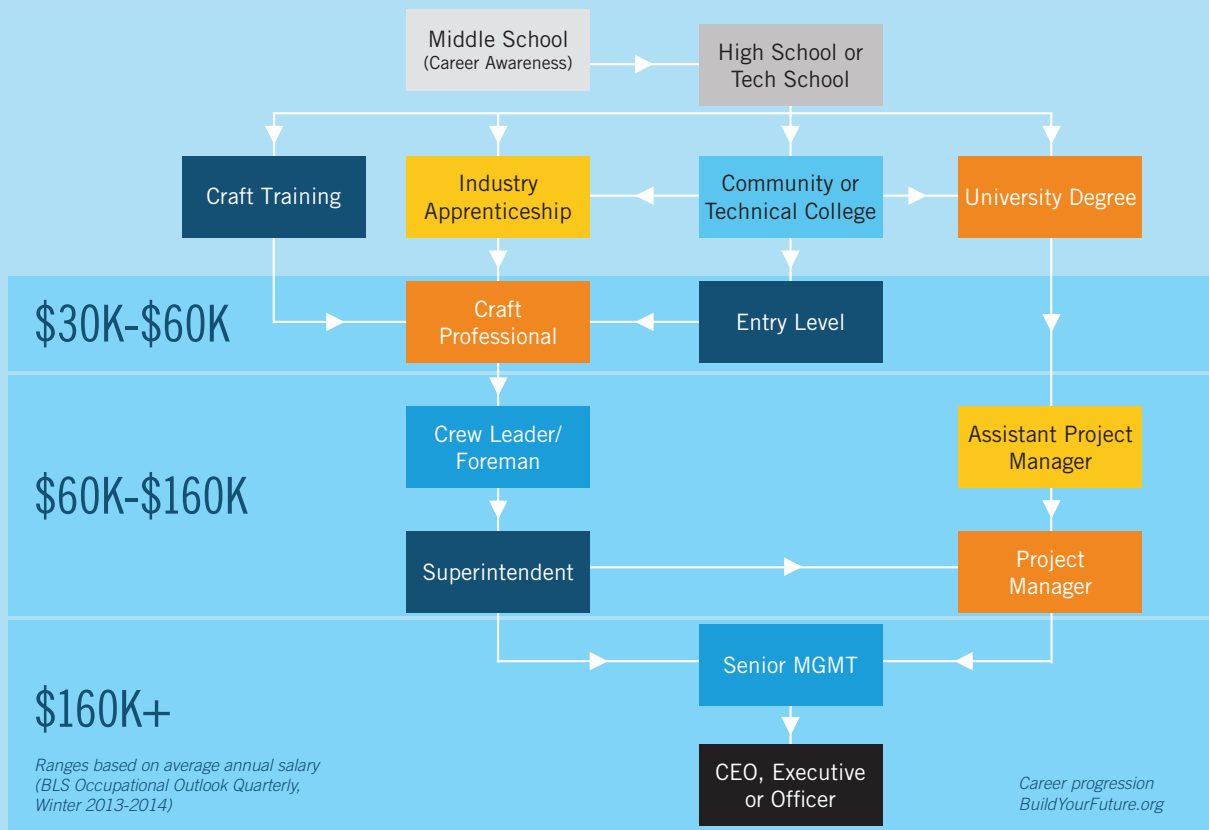


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## Why Our Industry needs ACE

The industry has struggled to replace over 2 million construction jobs that were lost during the economic downturn. And, the current workforce is aging-out faster than a younger generation can replace them. Brian Knox of PROCON decided to

and nationally for A/C/E fields related scholarships.”

**JR:** Why re-start an ACE chapter in New Hampshire?

Brian: “After experiencing the problem first-hand, I wanted to assist with workforce shortages in the A/E/C industries.



ACE NH Board Members L-R: Annette Carroll, Bob Read, Stacy Clark, Bob Holden, Brian Knox, Leslie Delsesto, Linda Moquin

do something about it and has spearheaded the opening of an ACE NH chapter. ACE stands for (Architecture Construction Engineering), and it’s a national high school mentoring program with a goal to ensure that the ACE industry has a next-generation workforce. We spoke with three of the A/C/E NH Board Members, Brian Knox, Stacy Clark, and Annette Carroll about its goal and influence on tomorrow’s A/C/E professionals.

**Josh Reap, President ABC NH/VT:** Tell us about the ACE mentor program?

**Brian:** “High school students engage with industry professionals (mentors) to work on mock projects - taking them from concept to delivery. Consequently, students have the opportunity to compete regionally

So, I brought a group of people together to discuss the plan and got commitments from current board members to build this program.”

**JR:** What is the goal?

**Brian:** “To spread the vision, and to make this amazing program available to high schools all over NH. To establish the program so it’s available for many years to come.”

**Stacy:** “We would like students to experience all aspects of the A/C/E industries and spark an interest in them so they want to pursue a career in these areas.”

**JR:** What are your NH goals for ACE?

**Stacy:** “The short term goal is to have a successful initial 2018-2019 pilot program with Oyster River High School, then a full year program while slowly starting additional ones

at other high schools.”

**Annette:** “To build up our mentor pool so that the programs can compete against one another regionally and nationally for scholarships. We need to get the younger generation interested and hope that this type of hands-on experience is the trick!”

**JR:** What has been the industry response to ACE NH so far?

**Brian:** “Excellent and very supportive! When I approached PROCON’s Chairman and CEO, Mark Stebbins about re-starting a New Hampshire chapter, he immediately agreed. So far, some great companies have gotten on board with us such as Denron Plumbing & HVAC, Turnstone Corporation, Harvey Building Products, Pilot Construction, and Read & Associates. And many others have expressed their support for our program going forward.”

**Stacy:** “Everyone believes in it and thinks it’s great, now we need commitments from companies and individuals to help us be successful.”

**Annette:** “ABC NH/VT has been especially supportive. Your organization allowed us to introduce ACE at the annual Excellence in Construction Awards gala last year. I think that everyone agrees there is a need for ACE.”

**JR:** What have you been able to achieve so far?

**Stacy:** “We are currently working on the pilot program.”

**Brian:** “We have presented our program to industry-specific organizations like yours (ABC NH/VT), as well as AIA-NH. We have also introduced it to many companies in the area.”

**Annette:** “We’ve put together a board, partnered with multiple

high schools. State of NH Extended Learning Opportunities (“ELO’s”), who are coordinators at multiple high schools and CTE coordinators, recruited mentors and sponsors, held open houses to get students interested, and put together a pilot program, schedule, and a curriculum.”

**JR:** How does ACE benefit students?

**Brian:** “Students are exposed to the A/C/E disciplines, potential career paths, competitions, engagement with other statewide/regional/national high schools, and the first-hand knowledge and experience of industry professionals.”

Annette: “It helps students to figure out if the A/C/E fields are a career path that truly interests them. They can explore them before attending college and decide whether to spend money on something they may not end up doing. A/C/E makes scholarship funds available to students who choose to pursue A/C/E careers.”

**JR:** Why does our industry need the ACE mentoring program?

**Brian:** “If we don’t get young people involved in these fields now, the entire industry will pay the price 5, 10 and 15 years from now. It’s going to take all of us recognizing the need and working together so that we all benefit in the long run.”

**JR:** How can someone become involved with ACE as a mentor or sponsor?

**Stacy:** “Join a committee, be a mentor, or sponsor the program.”

**ACE, FROM PAGE 37**

Brian: "Visit the [ACE NH website](http://www.acementor.org) ([www.acementor.org](http://www.acementor.org)). Contact us at 603-518-2179, email [newhampshire@acementor.org](mailto:newhampshire@acementor.org), or follow us on [Facebook](#) and [Instagram](#)."

Brian Knox works for PROCON as a senior project manager, Stacy Clark is President of Turnstone Corporation and Annette Carroll owns A. Carroll Consulting, a talent acquisition and employer talent brand expert.

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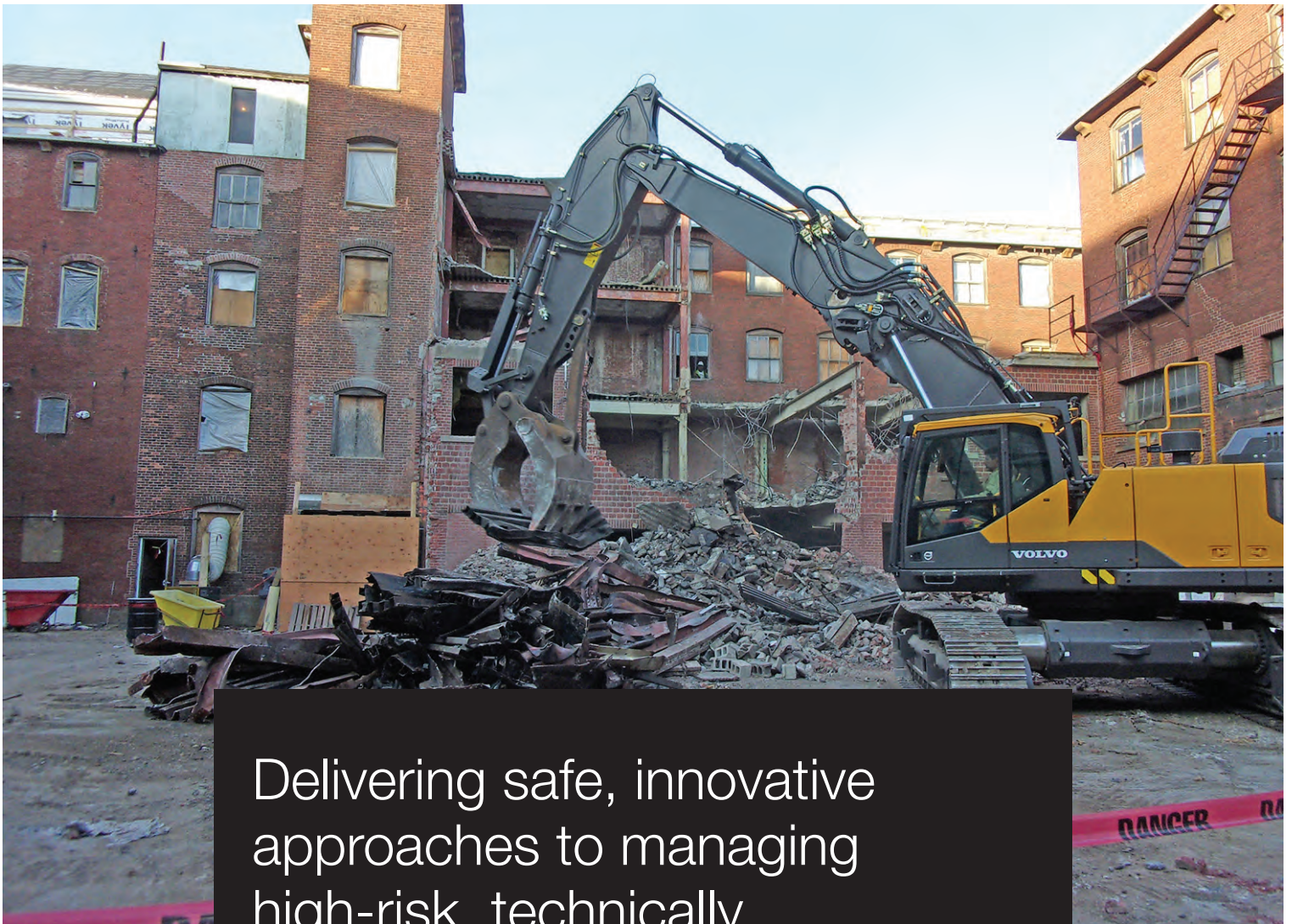


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