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The Industry's Newspaper

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They got you covered



L-R: Robert Nocito, Steve Whitener, and Mary Jean Garcia, accounts manager say hello to *Construction News*.

or some it starts at the top and for others the bottom. Take **Gomez Floor Covering** (GFC) for example, they started their small business from a garage. Through the years of adversity and achievement GFC has moved forward. In fact, the company established an operation in Dallas in 2000.

Steve Whitener, chief operating officer at GFC, remembers working at the outside garage on their property. "In the office (the garage) me and one other person went and did the selling; another would handle the operations," he says. In 2004, the company moved out of the garage and into their current location.

GFC puts down floors for commercial and state projects, but they've already placed a steady floor for their em-

ployees to walk on. Steve mentions the benefits they offer to their employees. "I think one of the most important things we've done since we've had employees is have health insurance." He tells us about Robert Nocito, human resources for GFC, was very close to being legally blind six or seven years ago. Through their insurance program he was able to get the operations that he needed. Another case was with a project coordinator who has been with them for over 10 years. She was diagnosed with cervical cancer and became infected during tests. "She was in the hospital for probably four or six months. She got down to less than a hundred pounds. Because of her insurance she's almost back to working full time," Steve adds.

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God's company



The Extreme Pumping family.

A nswering an ad when he got out of the military, **Mike Gipson** went to work for Capitol Pumping. Having no idea what concrete pumping was or what it entailed, Gipson learned and has been doing it ever since.

"I've been doing this since 1986. I originally worked at Capitol Pumping which is probably the biggest pump company in this part of the country. I worked my way up to vice president and then worked at a couple of more places before I decided to do it on my own 11 years ago," explains Gipson.

Extreme Pumping started out with one pump truck, Mike, his wife Susan and their son Troy. Today the company has seven pumps and 11 employees including their youngest son Mathew.

Working from home and renting a parking space at a nearby crane yard for the first two years, Susan, who was home schooling their youngest son, was also doing all the paperwork for the company, while Mike handled collections in addition to overseeing the jobs with their son Troy. "It wasn't easy. It's been a challenge, but it's been very rewarding. We have come a long way in the last 11 years."

"This is God's company," adds Susan. At first glance you may not notice the X is actually a cross in the Extreme Pumping logo. "You would be amazed how many people will stare at my truck and see the X and notice it is a little different and then they'll look at the door, but until you ask them, they don't realize the bolts repre-

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A first in four decades

The Boys & Girls Clubs of San Antonio's (BGCSA) mission is to inspire youth, especially those who need us most, to achieve their full potential in a safe, positive and engaging environment that promotes education, health and character development. So finding the right contractor for the construction of a new facility for BGCSA was vitally important.

Founded in 1977, *Keller-Martin Construction Inc.* has consistently demonstrated a commitment to excellence in construction for 40 years. The majority of their work is in the private sector including many projects each year for non-profit organizations such as the Boys & Girls Club. In addition to quality, they take pride in their record of completing projects on schedule and within budget. Their business philosophy is based on dedication to customer service. They work with owners and architects as a



The new Boys & Girls Club of San Antonio

team, in a spirit of cooperation toward a common goal. At the core of each project are communication, collaboration and trust. The company's proactive approach includes advance planning and problem solving that result in a seamless workflow during construction of even the most challenging projects.

The first new construction of a Boys & Girls Clubhouse in over 40 years is in one of the oldest inner city neighborhoods in San Antonio that is highly dense with an extreme poverty rate.

The construction of a new 23,000sf Boys and Girls Club took 11 months to complete, starting in June 2016 and completed in May 2017 with a construction cost of \$4,600,000.

The project was a two-story structure with concrete slab on grade and a pre-engineered steel structure. The lower level included a full gymnasium, class-

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A charitable first



The winning class A team - Hicks Lighting Protection

Iterman held its first annual charitable sporting clay shoot Nov. 17 at the National Shooting Complex to benefit the American Heart Association and American Stroke Association. -cmw

Winners included:

<u>Highest Overall:</u> Tad Riney, Hicks Lighting Protection, score of 97

<u>Class A Winner:</u> Hick Lighting Protection - Jeremy Bilbrey; Tad Riney; Robert John, Alterman and Brad Guillaudeu, Alterman

<u>Class B Winner:</u> Hill Country Electric Supply – Bernie Rivera; Terry Hitchcock; Emile La Rosa, Alterman, and Carl Koenig, Alterman

Class C Winner: 2M Lighting - Zack Merrill, Patrick Howard, Nate Nichols, and Nick Merrill



L-R: Shaun Blumhoff, Alterman Inc. with highest overall shooter Tad Riney, Hicks Lightning Protection

Holiday wishes with appreciation

Joeris General Contractors' 50th anniversary year-long celebration closed with a bang Nov. 30. Full of holiday spirit, the 50-year-old company went all out to for the final stage of their company's celebration by hosting a holiday party for their industry partners; showing them appreciation for their contribution and support over the past 50-years. -cmw



L-R: Michelle Seward Davis, Joeris General Contractors; Denise Bendele, RSM US LLP; Stephanie O'Rourke, Cokinos; and Ryan Doege, Joeris General Contractors



L- R: Rick Jetter, Roger and Maryanna Christensen, Harding-Conley-Drawert-Tinch Insurance Agency



Gloria and John Dunn, Hull Doors of SA



L-R: Rena Jaccobson and Ray Fehner, KCM Cabinets



L-R: Doyle Fontenol, Debra DiRocco, and Mark Ali of Project Control





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Don Harrell, Harrell Plumbing



L-R: Raul Sanchez, Clayton Young, Tyler Towles and Luke Williamson of Young Brothers Fire Protection

Not just fences



Co-owners Kelly and Beau Carroll, Circle C Services

rowing up on a ranch in a ranching community, Beau Carroll built a lot of fences as a young lad. It was only natural that Beau would continue building fences right out of high school before starting Circle C Services with his dad, Kelly Carroll.

"It wasn't anything we didn't know about or hadn't done before. So when the moment came for us to talk about being partners, it wasn't very hard to figure out," says Beau.

For the first couple of years, the company just built fences and worked on ranches. When the oil boom hit, the company migrated into the oil business and started diversifying into the building of substations for electrical companies and building schools.

Beau, vice president of Circle C, graduated from Texas Tech University in 2004 with a degree in Agriculture and Applied Economics. Company President and Co-owner, Kelly, was a Medina

County commissioner prior to starting the company. Together the two incorporated the company in 2006.

The father and son duo enjoy working in the field and being hands on. "We'd rather be out in the field than inside sitting behind a desk. We see every job that we do no matter if it's the beginning, middle or the end. We like to see jobs all the way through to the end," adds

Kelly says being self-employed and working with his son is the best part of the business.

The company has been in business 11 years and Beau recalls getting started was no easy task. "We have great customers that we work for now. It was hard to get to where we are. Getting our foot in the door was not easy. We had to build our clientele and customer base. That's always a challenge for any company."

Circle C Services Inc. is a specialty contractor in Devine, TX. -cmw

Automatic decision



Bryce and Amy Ronek, co-owners of A & B Automatic Doors of Texas

ne day you wake up and you decide, today I'm going to take the bull by the horn. Not knowing whether or not that bull is going to let you ride or not, but you're going to do it. For **Amy** and **Bryce Ronek** that is exactly what they did.

Amy grew up in the automatic door business. She knew all the ins and outs, ups and downs of running a business as she had done so for years working with her dad. Bryce on the other hand, knew all the ins and outs of installing automatic doors. When the revelation hit, and hit it did, starting an automatic door business they could call their own was the logical

The young couple had talked about this many times. They had begun making plans for it in a round-a-bout way. In Nov. 2017, the Roneks started A & B Automatic Doors of Texas.

With the new company up and running, the duo is excited about reconnecting with the customers and manufacturers they have known for well over 20

"I started in this industry as a teenager working for my dad," says Amy. "I've always wanted my own company. This is what I was born to do. My great grandmother was the first woman on the board of construction in Amarillo, TX in the '70s and she was actually the one who started the door closer company and my dad worked for her.

"A & B Automatic Doors of Texas will offer that personal touch that you won't get with the larger companies. You will get me, you will get Bryce. We will see that you get exactly what you want, high quality products with top quality installation and service and nothing less."

A & B Automatic Doors of Texas is a specialty contractor in San Antonio servicing San Antonio and the surrounding areas.



CAROL WIATREK, Managing Editor **Construction News / San Antonio** (210) 308-5800

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President Rentz Electric San Antonio, TX

rowing up in a small town has fond memories for Jerry as evident by the twinkle in his eyes. So much so that he knew early on the small town he grew up in would be home his entire life and that is where he would remain to raise his family.

Following his father's footsteps, Jerry continues the work his father started and much like his dad, he shares the same passions for family, hunting, fishing, golfing and development.

Where did you grown up?

I grew up in Boerne, TX.

What was it like growing up in Boerne?

A lot has changed since I moved to Boerne 42 years ago. Growing up in a small town taught me the value of family, friends and neighbors. Back in the day, everyone knew each other and did what you could to help each other out. I graduated the Class of 1979 from Boerne High School, together with 99 of my fellow classmates.

What did you do after graduation?

After graduation, I went to San Angelo State on a football scholarship and played for two years. Due to an injury, I was forced to quit football and made the decision to come home and work.

Did you get your degree?

No, I never did get my degree.

Did you start Rentz Electric?

My dad, Jerry Rentz Sr., started the company in 1961. My brother Kirk and I took over the business in 1996.

How long have you been doing electrical work?

During my high school years, I worked under my dad, in the field for three summers. After coming home from college, I worked full time alongside the men in the field. Subsequently, following a five-year period of time, I acquired my Journeyman's license. It was then that my dad brought me into the office to start learning estimation. Up until then, dad estimated on his "Big Chief" tablet and ultimately decided to send me to school to learn electronic estimating. To answer your question, I am going on 41 years in the electrical trade.

When did you take over the business?

I started working full time in 1982 and trained under my dad's guidance until 1996 when my brother, Kirk, and I took over Rentz Electric.

What do you like most about electrical work?

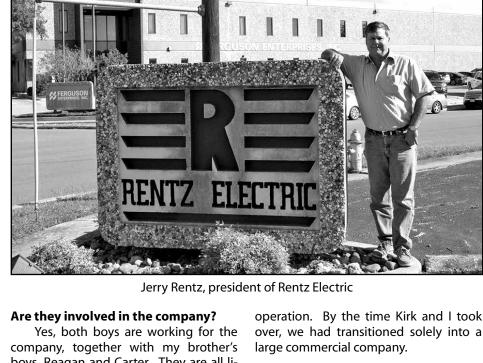
I actually like the design stage of the job and overseeing the project to its completion. I also enjoy the camaraderie that has resulted from the relationships with contractors over the years. The least favorite part of my job would be the constant changing of rules and regulations. It is difficult to keep my men educated with the newest code and directives made mandatory by state and local agencies. Rentz Electric's continued commitment to our owners, contractors and employees are crucial to the success of our business. However, the ongoing changes in policies continue to put a huge burden on the management, training and financial aspect of the business.

Are you married?

Yes, I have been married to my wife Lisa for 28 years.

How many children do you and Lisa

We have two boys, Austin who is 27 and Devin who is 24.



Yes, both boys are working for the company, together with my brother's boys, Reagan and Carter. They are all licensed journeyman electricians. Carter just graduated from college and will be joining the team this year

What role are your boys playing in the company?

Austin is an estimator and in project management. Devin is responsible for ordering material, accounts receivable and payables.

Are you grooming them to take over the company?

Absolutely. My brother and myself are training the boys in all areas of the business.

Was the transition difficult in taking over the business?

I thought it might be, but it wasn't. My brother and I were working together with my mom and dad for several years, before the transition occurred. We were extremely fortunate to have had a heavy workload during that time and, even though my parents were officially retired, we knew they would always be there to support us.

Is your father still around?

No, we lost our dad 11 years ago. His death was the toughest time in my life. He was an amazing man and mentor.

How has the business changed since you and Kirk took over?

When my dad was in charge, Rentz Electric worked primarily on residential and small commercial projects. When I started estimating, the company began transitioning into more of a commercial

Did you ever have a desire to do anything besides electrical?

Other than my hobbies, I love the electrical trade. The labor side of the business is demanding and you have to stay on top of it every day, but other than that, I can't imagine doing anything else.

What kind of hobbies do you have?

My first love is hunting and fishing with my family. I also do some small real estate investing and development.

Does your wife hunt, too?

She is always with me, but isn't as excited about "pulling the trigger" any more. The boys have taken over in that respect.

Do you just hunt domestic or do you hunt exotics as well?

We primarily hunt domestics, but we hunted Africa once before. It was an amazing experience, but now have choosen to stay closer to home where we can hunt together as a family. We also spend a lot of time in Rockport where my parents retired. As a kid, we spent lots of weekends there fishing as well.

Any plans for retirement?

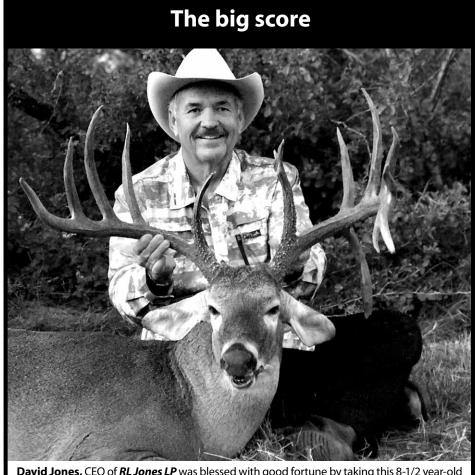
Yes. As soon as the boys learn the business, I will retire.

How long do you think that will take?

Probably another three-five years. The boys are doing a great job learning the business, but experience can't be rushed. I can tell you that I will be ready to pass the torch, just as my dad did for me. –cmw

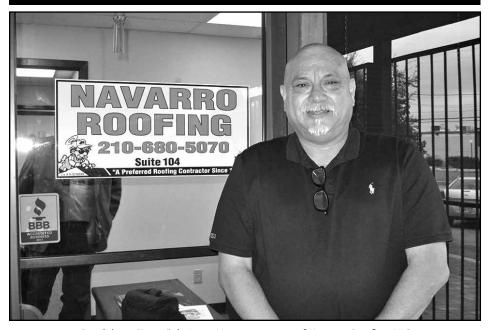






David Jones, CEO of *RL Jones LP* was blessed with good fortune by taking this 8-1/2 year-old La Salle county buck scoring 208 6/8's guided by son Josh Jones on a CH Wildlife hunt. -cmw

What's in a name?



Guadalupe "Lupe" de Leon Navarro, owner of Navarro Roofing LLC

rowing up in construction as a young man, it is only natural that one would seek construction as a profession. Knowing exactly what you want to do in construction is an additional bonus. Guadalupe "Lupe" de Leon Navarro was a young boy approaching his teen years when his dad started a roofing company in 1968. He worked with his dad learning the ins and outs of construction and roofing in the summers during his school years. A year after Navarro graduated from high school, his dad left the business and Navarro took over.

"I love it. It's all I've ever known. When my dad started the company all he did was new construction. I graduated from high school in 1978. In 1979 I had nothing to do but I knew how to do roofing so I continued on with the business," says Navarro.

Many things had to be done. The business at the time was going through a rough patch, but Navarro was bound to see it through and see it through he did. He worked hard to pay off debts left behind and worked even harder to get more work. "It was hard for a while, but I decided the best option was to start over and that's what we did. It's been really good since. Unlike my dad, we do not do new construction. Navarro Roofing LLC now focuses only on re-roofing work, reroofing of any kind. "We're here to stay. Every roof that we do, and I mean this from the bottom of my heart, I pretend it's my roof and I repair it as if it were mine. Believe it or not, there are people we will not do business with because they insist on wanting it cheap."

"We paint everything. We replace

everything. We started the 10-year warranty and other roofers would ask why would you do that and I said, 'if you do it right, you have nothing to worry about.' Now we are offering a 12-year warranty."

Although Navarro Roofing does both commercial and residential roofing, Navarro loves working with residential customers, helping them deal with insurance issues that they may not otherwise understand. "I love helping them understand how to work with their insurance companies and saving them money."

Navarro Roofing has come a long way. The company now has locations in Brownsville, Harlingen, Corpus Christi and San Antonio. And while they do siding as well, Navarro prefers to focus on roofing and considers himself a specialist in color coordination. "I have people tell me, 'uh no, that color is ridiculous;' but when they see it, then it's 'wow that's incredible. I'm so glad you talked me into it."

Roofing is not Navarro's only passion, and passionate he is. Navarro is an evangelist and does missionary work on the side and has been involved in building and repairing churches in Guatemala.

He is the very proud grandfather of four grandchildren, which is evident by the many displays of artwork provided by his little angels and says that he has set new priorities and goals because of them.

"We've built quite a reputation. The Bible says that a good name is better than rubies or great wealth. You have to have a good reputation or you are nothing. We have a lot of repeat customers and customers from word of mouth."

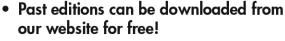
Navarro Roofing LLC is a roofing subcontractor in San Antonio. -cmw





L-R: Mark Jones, Tess Shelton, Cheyene Walker, Carol Perez, Jesus Martinez, and Gilbert Garza with Intertech Flooring take a break from holiday decorating. -cmw

DID YOU KNOW?



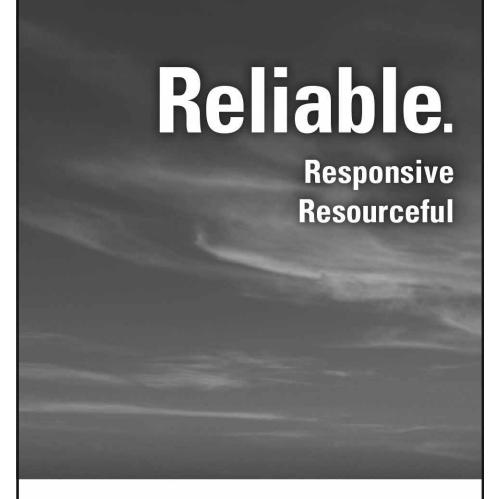
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CELEBRATING 25 YEARS IN SAN ANTONIO

L-R Scott Lewis, Stephen Grounds, and Jason Holzhaus are busy bees at **Morrison Supply Co.** –lv

Construction News ON LOCATION Tools up

Environmental ■ Facilities ■ Geotechnical ■ Materials

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Engineering Christmas

The engineering family of **Bain Medina Bain** gathered for their holiday mixer
on Dec. 7 at their offices. –cmw







L-R: Lynn Salazar and Eric Ordaz



L-R: Mia Esposito, Vicky Sanchez, Maureen Gonzalez, Johanna Torres

Construction News ON LOCATION

Waning crescent



The ladies of *Quarter Moon Plumbing, AC & Heating* L-R: Megan Vinson, Hannah Epstein, Jaime Gibbons, Ty Bagley-Loar, Janet Schmidt and Dianne Wilks keep things in alignment. -cmw



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Brent & Mark Marshall

90 years of building visions



Guido Construction team members gather together.

n the early 1900s, Louis Guido and his father came to America from Italy looking for work after earthquakes left Italy impoverished. They made the journey several times until a young 16-year-old Louis told his father he wanted to stay in America. Louis stayed America earning his citizenship after serving in WWI.

After the war, Louis married his sweetheart Florence Sirianni in Arizona. Hearing that there was really good work in San Antonio, Louis left his wife and newborn daughter Dora and came to San Antonio where he found work. He would ride his bicycle to work with his tools in toll. Some of which are displayed in the front entry at *Guido Construction*.

Louis grew his business at first as Louis L. Guido General Contractor in 1927. He partnered with a gentleman for the first building to bare his name, St. Francesco Di Paola, that is now on the national historic registry. He also built the San Pedro Playhouse, another San Antonio historic gem.

Louis' brother Frank, joined the compa-

ny until his passing. After WWII, Louis' son. Cosmo. graduated from Texas A&M, and he too joined the company. But there was a real building material shortage after the war, and Cosmo would start **Guido Lumber Company** that he ran for many years.

Frank Guido's son, Gino, joined the company and began running the lumber company until Cosmo's sons graduated from college. Tom and his brother Brazos joined the company. Brazos took over the lumber company, while Tom ran the construction company under their father and uncle Louis Guido Jr.

As with many companies, partners leave and are bought out and in 2007, **Tom Guido**, president and his wife **Maryanne Guido**, CEO, took over the companies. Since then, the companies have grown dramatically. Guido & Companies are currently in the process of expanding their corporate offices to include a new showroom for Guido Building Materials.

Guido Construction is full-service general contractor in San Antonio. -cmw

Construction News ON LOCATION

Freeze warning



L-R: **Janice Hans** and **Dana Delao** are freezing cold at the **Hansco Demolition and Excavation** office because they can't turn up the heat. –lv

Christmas salvation



L-R: Owner, **Nicholas Bergmann** and Vice President, **Charles Plunkett, Capco General Contracting** stand before the many toys collected. -cmw

Industry FOLKS

Mary Sweet Admistrative Aide Surmac Inc.

The best way to describe Sweet's job at Surmac is the wearing of many hats. She prepares bids, makes travel arrangements for crews, keeps track of the boss' schedule and rents equipment for the job sites, to name a few.

"Surmac is a good company to work for. Rick Watson (owner) is one of the nicest and most generous people I know. We have a great group of people working here and we all consider ourselves family. Everyone's birthday is celebrated and we have a big family Christmas party every year," says Sweet.

"One of the most memorable projects we worked on restoring was the facade of the old Joske's building in downtown San Antonio. I remember going there when I was a kid and it was great seeing it brought back to life."

Sweet was born and raised in San Antonio, and has one daughter, Amy. Another family member is a 14-year old dachshund/terrier who thinks he's people. Her family usually vacationed in Rockport but since the hurricane, that won't be happening anytime soon.

One of Sweet's memorable experiences was in Sausalito, for her 30th birthday.

"We were having dinner at a restaurant on the bay and watched the fog rolling in over the Golden Gate Bridge just as the sun was setting. The low-lying fog looked pink in the light so you could see the bridge towers rising up out of the fog. The buildings in San Francisco looked like they were floating in the clouds. Truly magical."

Sweet is a very talented lady. She builds dollhouses and room boxes.

"I build the dollhouses and room boxes in several different scales, up to 1 inch = 1 foot. Not only do I make the houses and individual rooms, I also make as many of the furnishings as I can. I also crochet miniature afghans using sewing thread and a very, very fine crochet hook. I also make miniature quilts."

She says she has made replicas of family's homes/rooms as keep-sakes.

Sweet's other passtime is she likes to read almost everything - fiction, non-fiction cereal boxes, whatever. However, she doesn't read westerns.-rd



50th wedding anniversary gift to her parents, a miniature of the living area in their old family home

Full circle



L-R: The G.W. Mitchell Construction leadership Andy Mitchell, Bill Mitchell, Lane Mitchell and Melvin Mitchell

fter 62 years in the Mirano Building on St. Mary's St., *G.W. Mitchell Construction* has a new home. This of course is preceded by 30 years in the Builders' Exchange Building and before that, four years where it all began, 211 Stratford Court.

On Dec. 1, 2017, G.W. Mitchell moved into their new location at 8610 Broadway in suite 310. The interesting thing about this new location is that G.W. Mitchell actually built this very building back in the '80s, so there is a feeling of having come full circle.

George W. Mitchell founded the company in 1921 after leaving his job as a superintendent at Southern Steel. Passing his knowledge and love for building onto his three sons, the company was incorporated to G.W. Mitchell and sons. The company is now under the leadership of a third generation; Bill Mitchell, president and brothers Lane Mitchell, vice president and Andy Mitchell, CFO who work closely with second generation Melvin Mitchell, chairman of the board. Adding to the flare of the company, a fourth generation of Mitchells has



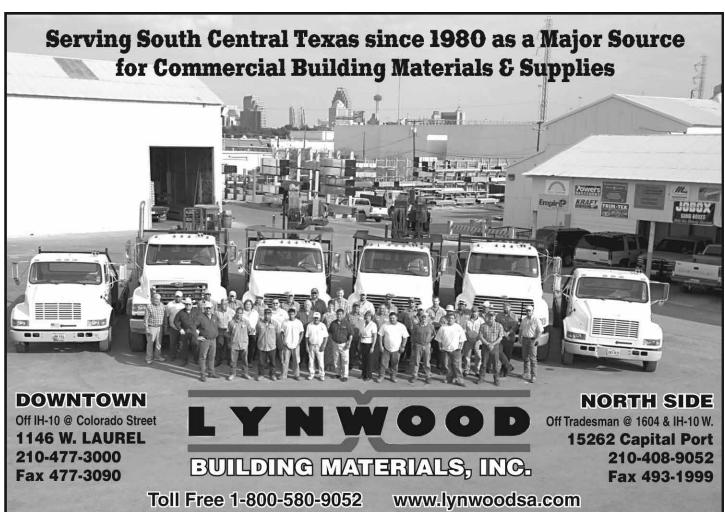
G.W. Mitchell Construction new offices, 8610 Broadway, Ste. 310

entered the fold, Erin Mitchell Clementson, director of business development, keeping the family tradition alive.

G.W. Mitchell is a four-generation fullservice general contractor in San Antonio.







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Estate and transition planning, the S Corporation

James P. Cook, CPA Tax Manager Ridout Barrett & Co. San Antonio, TX

SCorporation ownership transition planning must be carefully followed in order to balance the needs of the owners and preserving the S Corporation's status. A

few examples here will show methods using trusts that elect to hold S Corporation stock, using voting and nonvoting stock and a cancelling note.

If a trust is used, it should elect to be a qualified Subchapter S trust (QSST) or an electing small business trust (ESBT) to keep the S election in effect after the two year holding period for S Corporation stock expires in non-electing trusts. These trusts do have drawbacks. A QSST may only have one beneficiary and the S Corporation income must be reported by the beneficiary, even when there is no distribution. An ESBT may have more than one beneficiary, but the income from the S Corporation is taxed at the trust level at the highest individual rates (including capital gains).

A very simple method of transfer that allows control to be retained while passing current and future value is the use of nonvoting stock. Differing voting rights are not considered to violate the one class of stock rule for S Corporations as long as all outstanding shares of stock have identical rights to distributions and liquidation proceeds. This can be accomplished by recapitalizing the S Corporation with a Type E reorganization.

For example, a 50 year old owner of an S Corporation that expects the growth and value of the business to be substantial over the next 20 years would like to maintain control of the company until he reaches 70, but would like to transfer ownership to his two sons. The owner would exchange all of his stock for 2,000 shares of voting common stock and 8,000 shares of nonvoting common stock. All of this stock should be identical except for the voting rights. The stock would then be gifted to his two sons: 4,000 shares of the nonvoting stock and 250 shares of voting stock each. Now the two children would hold 85% of the corporation's stock (as well as current and future value), but the father holds 75% of the corporation's voting stock, keeping him

Owners in an estate tax situation may want to remove the company and its

future appreciation without the use of gifting. This can be achieved with the use of a self-cancelling installment note (SCIN). Although SCINs must be properly executed and structured under strict guidelines, they are extremely useful when the seller's actual life expectancy is less than his or her actuarial life expectancy. Once the note is canceled under the terms of the SCIN, only the remaining unrecognized installment sale income is included in the gross estate. This method allows the seller to keep an income stream, while excluding the company from his gross estate.

For example, an owner with a life expectancy greater than 20 years sold his S Corporation stock to his son 15 years ago. The owner accepts a cash down payment, a properly executed 20 year SCIN and reports his gain on sale using the installment method. Both the sales agreement and the installment note automatically cancel all sums due upon the owner's death. The SCIN included all necessary terms upon execution, including a written medical opinion stating the owner is in good health and a risk premium to compensate for the cancellation feature. With 5 years of payments remaining totaling \$80,000 of unrecognized installment sale income, the owner's death cancels the installment obligation under the terms of the SCIN. Since the note receivable doesn't transfer but cancels upon death, only the cancellation of the remaining obligation is included in the owner's gross estate, \$80,000. Since the sale was for S Corporation stock, the son can deduct on his tax return the interest portion of the installment payments as either business or investment interest, depending on the S Corporation's activities.

James Cook, CPA is a tax manager at Ridout Barrett & Co.'s San Antonio Office. He joined the firm in May 2017.

INSURANCE



When should I bond my subcontractors?

Eric Lesch, Principal/Bond Producer **PCL Contract Bonding Agency** Irving, TX

As a general contractor, the margins are tight and pretty much any extra expense is too much to bear, but there are times when bonding just a single subcontractor may

be worth doing. Years ago, many large general contractors used surety bonds as their primary risk management tool. Today that has largely changed with the widespread use of Subcontractor Default Insurance (SDI). However, even though SDI has started to become available for smaller general contractors, it is still not available for many small or medium general contractors.

As a bond agent, I naturally believe that bonds are a great fit in a variety of situations and that being bondable is an indicator of a superior subcontractor. So, in what situations would binding a subcontractor be a good choice?

Here are the top situations where I recommend using bonds:

- (1) The bid spread is 10% or more Bid spread is the #1 biggest indicator of risk. Along with largest backlog, but since you can't always know the backlog size then bid spread is the thing you need to watch for. My recommendation is to not use the bid, but if you do then I'd require bonds.
- (2) The size of job is large for the subcontractor. You checked their references and they haven't done anything nearly this large. By very large, I mean about double their largest job that was completed in the last few years.
- (3) The owner is requiring you to use their favorite subcontractor. In this case you suddenly develop a long-standing requirement to bond subcontractors. If they can get a bond they can stay, but if they can't then you are so sorry they didn't meet your requirements.
- (4) The first time that you use a subcontractor. This allows you to use the bonding as a first-time prequal and to protect yourself as you get some experience with them. This can be especially helpful on an out-of-town job where you don't know any of the subcontractors.
- (5) The subcontractor is in the critical path. You can't afford to have delays with this subcontractor, and delays are fast becoming the new normal, so some protection here could be the difference between making that slim margin or a big
- **(6)** The subcontractor has not been in business for more than a couple years. The busy market has created many new

companies that do not have a proven track record.

(7) Your project is very large for you, more complex than usual or in a different industry.

(8) Your project is cost plus or more profitable than normal. Can't you afford a little extra protection for that big profit?

Discuss the bonding of subcontractors with your professional surety agent. Just like any risk management product, there are potential issues you may encounter so when you are thinking about making a claim on a bond, discuss it with your agent and keep them in the loop. They can help you identify and work through potential issues specific to your situation.

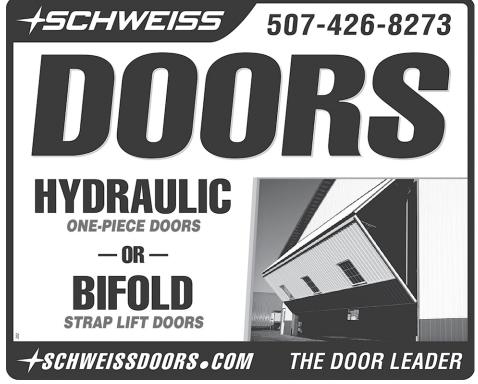
Make sure that you are using bondable subcontractors. Just like asking for a certificate of insurance, you should ask for a bondability letter. A bondability letter contains information about their bonding relationship and capacity. It should contain the name of the surety and agent, length of the relationship, size of bond line with both single and aggregate limits, and possibly information about the size of prior bonds issued. Your agent will help you review the bondability letters.

Follow your contract to the letter. The surety gets to use all the defenses present in the subcontract. If you don't follow the terms of the subcontract, you may find the protection of the bond reduced or even forfeited.

Your surety agent is one of the least expensive resources that you have. Ask them for help any time you are having a problem and you will be surprised how many ways they can be a valuable resource for you.

PCL Contract Bonding Agency 8615 N. Freeport Pkwy, #155 Irving, Tx 75063 (972) 459-4749





LEGAL



Helping your lawyer help you in 2018

West W. Winter, Attorney *The Winter Law Firm, PLLC* San Antonio, TX

As we begin a new year, I want to get you thinking about making the most out of your attorney relationship. Consider these thoughts throughout the year as you work with your attorneys.

Communication

Like all relationships which thrive, good communication is essential. It is therefore essential to establish open lines of communication with your lawyer. Your attorney is an extremely important resource for you and your business, and you should not hesitate to contact your lawyer as the need arises. Additionally, the attorney-client privilege generally applies to confidential communications with your attorneys, so there is comfort in knowing that, subject to some exceptions, what you and your attorney discuss will remain confidential.

Time is almost always "of the essence" in the construction industry, and delaying your communication with your attorney can have severe consequences in the form of missed contract deadlines, missed lien/bond claim deadlines, lost opportunities, or otherwise. The sooner you communicate with your attorneys, who are often busy on many matters, the better position your attorneys will be in to help.

Lawyers provide professional services and should provide timely and sufficient responses in an acceptable manner. If you are dissatisfied with your attorney's responsiveness, talk to your lawyer and let him or her know. If there is any confusion or uncertainty, ask lots of questions. Legal issues are often complex, and if you are not fully informed, you may not make the correct decisions for your business. Given the opportunity, your attorney will help you understand the complex issues at hand and help you make the best decisions under the circumstances.

It is also important to further communicate expectations which you may have relevant to any particular matter for which you are represented. In contract negotiations, it is helpful to discuss any unusual circumstances and your risk tolerance so your lawyer has the specific knowledge necessary to best assist your company. In litigation, where fees and costs can increase quickly, it is important that goals, costs, and any change in circumstances be fully discussed throughout the representation.

Retain All Documents and Other Evidence

If your business is in litigation, you will be required to provide documentation and other tangible things to your opponent in the discovery phase of the dispute. If you have deleted or lost relevant evidence, it could be harmful to your ability to prove your case and defend against your opponent's claims. Equally concerning is the potential that you could be sanctioned as a result or even face a spoliation instruction whereby the missing evidence could be presumed harmful to your case.

Since time is money and knowing that some amount of discovery occurs in almost every dispute, it will assist your attorney, and be more cost effective, to gather and organize all relevant documents and evidence early on and provide all such evidence to your attorneys for review. The sooner your attorney knows what the documents hold, including emails and text messages, the better your attorney can represent you and best address any concerns.

Insurance

It is essential in any litigation or other situation where claims have been asserted for you to let your lawyer know about all applicable insurance policies. Failing to let your attorney know about insurance could be costly. If you have a right to a defense, then your carrier may be picking up the tab for the defense of covered claims. Significantly, by not timely reporting a claim or demand to your insurance carrier, you could be prejudicing your carrier's rights and therefore waive coverage.

By following these principles, your business should experience improved representation, and hopefully 2018 will be, as Humphrey Bogart once said, "the beginning of a beautiful friendship." The Winter Law Firm wishes you and your businesses a happy, healthy, and prosperous new year!

West W. Winter, a LEED Green Associate, serves on the board of the Construction Law Section of the San Antonio Bar Association and has been listed as one of the Best Lawyers in San Antonio for Construction Litigation. The Winter Law Firm represents general contractors, subcontractors, and suppliers, in all phases of the construction process, from contract formation through dispute resolution, litigation, and collection. West can be reached via email: west@thewinterlawfirm.com.



OSHA



Outreach training program OSHA 10-hr and 30-hr cards

Joann Natarajan Compliance Assistance Specialist OSHA Austin, TX

The Outreach Training Program is a voluntary program. Its purpose is to promote workplace safety and health and to make workers more knowledgeable about workplace hazards and their rights. Outreach training

does not fulfill the training requirements found in OSHA standards. Employers are responsible for providing additional training for their workers on specific hazards of their job as noted in many OSHA standards. A list of standards requiring training may be found in OSHA Publication 2254, *Training Requirements in OSHA Standards and Training Guidelines*.

The 10-hour training program is primarily intended for entry level workers. The 30-hour training program is intended to provide workers with some safety responsibility a greater depth and variety of training. All outreach training is intended to cover an overview of the hazards a worker may encounter on a job site. Training emphasizes hazard identification, avoidance, control and prevention, not OSHA standards.

OSHA authorized outreach trainers are not OSHA personnel. Trainers are authorized (not certified) through this program to deliver Outreach training classes. Trainers are independent service providers and their schedules and fees may vary. OSHA recommends contacting multiple trainers to find one that best meets the student's needs. Students may verify the status of an authorized outreach trainer. All authorized trainers must possess a trainer card which includes an expiration date along with the name of the authorizing OSHA Training Institute Education Center.

Through its national network of OSHA Training Institute (OTI) Education Centers, qualified individuals can become authorized OSHA Outreach trainers. Authorized OSHA Outreach Trainers deliver 10- and 30-hour outreach classes to workers in construction, general in-

dustry, maritime, and 15-hour classes for disaster site workers. To become an Authorized Outreach Trainer, interested individuals must meet industry safety experience requirements and complete a training course in the applicable OSHA standards and a trainer course to become authorized. Trainers must attend an update course every 4 years. Courses are available through OTI Education Centers

OSHA maintains a list of Spanish trainers at: https://www.osha.gov/dte/outreach/construction_generalindus-try/spanish_outreach_trainers.html

Other listings of OSHA authorized trainers can be located at: http://www.outreachtrainers.org

Outreach Training Program trainers must issue student course completion cards directly to the student, regardless of who paid for the training. Cards must be sent to the student's address on record.

To obtain a replacement 10- or 30-hour student completion card, students must contact their trainer. The trainer will contact the authorizing OSHA training organization. Replacement cards may only be issued for training which took place within the last 5 years.

natarajan.joann@dol.gov 512-374-0271 x232

More than one



The Campbell Painting, Millwork and Interior Systems team.

hey are their own triple play. Meet the guys who make moves in the commercial painting industry. Matthew Chapman, president at *Camp*bell Painting says he was delivering uniforms when he met Joseph Campbell, then owner of Campbell Painting.

Chapman didn't know anything in construction, but he did know how to read blueprints and was good with numbers. Mr. Campbell eventually gave him a chance in 1997. Chapman took the opportunity and ran with it. As a matter of fact, he's stilling running. In 2008 Chapman took over and bought the business from Mr. Campbell.

Chapman brought in John Bynum, who runs the accounting dept., Kelly Jan, co-creator of Campbell Millwork, and Jason Marcom, co-creator of Campbell Interior Systems. "We've all known each other forever and I gave these guys the same deal that Mr. Campbell gave me. I said let's pick something and go

for it," says Chapman.

Once a year the guys and their fathers take a football trip. They go all out, literally. Every year they travel to a different city to watch an NFL game. They also root for the home team to the city. This tradition has been going on for 13 years.

Through it all they've bought a numerous amount of gear to represent each home team, tried different foods, and met great people. "I met my wife at our Steelers game trip. She was sitting behind us when we were at the game," says Marcom. These are memories with their fathers they will not forget.

Back to the home team in San Antonio, the guys mention they have a great team that was built on what everybody does. Marcom adds, "It's shown to be a huge advantage for the general contractor and a huge advantage for us when all three of us are on the same project."

Campbell Painting Inc. is a commercial painting contractor in San Antonio. – lv

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Industry FOLKS



Whitney Oldfather Business Development Advanced Connections, Inc. San Antonio, TX

This native Texan isn't riding horses on her acres of land, but she's raising chickens. To be exact, 17 chickens. Oh and one rooster, two guineas, and two ducks. "They are just funny – I mean I haven't killed any so I'm not eating the actual chicken. Obviously, I do get eggs and that's fun. It's like Easter every day," jokingly says Whitney Oldfather. She also has her rescued lab mix puppy Charlie Brown. She says she didn't grow up with these animals; instead it was a cat and dog like any normal household. Eventually, she would like to get peacocks too.

Oldfather was born and raised in Austin. Now she lives in San Marcos. She received two undergraduate degrees from Texas State and a master's in literature. Unexpectedly, she found herself in the construction industry. Oldfather works as a business development manager at **Advanced Connections, Inc.** "Right now we are working at the Buda municipal complex. For that project we are working for JE Dunn." In hindsight she wishes she had known about the construction degrees that exist. Oldfather insists it's too late for her to go back to school. Plus, she says she has way too much education as it is.

One thing for sure is she doesn't need her hardhat when hiking at Purgatory Creek. Hiking is just one of her hobbies. Although, she does need proper foot wear. "I just went to Cabela's and got some hiking shoes." Oldfather mentions a trail run race in February, which she's a little freaked out about. "It's a 10-mile race. My only goal is just to finish it alive." Go Whitney!

With the New Year here we talked about what's to come outside of work. As a member of the Buda chamber in town she says they are putting together a trip to China in October. "I've never been over seas and I have a passport that's empty, so I'm going to do that." She looks forward to seeing the terracotta army. She'll be able to scratch that off her bucket list. —Iv





THO CREAT





Cold weather fishing strategies

by Capt. Steve Schultz

Sponsored by:

Waypoint Marine, Evinrude Outboards, Fishing Tackle Unlimited, E-Z Bel Construction, Costa Sunglasses, Diawa Reels, Power Pole Shallow Water Anchor, ForEverlast Fishing Products, Interstate Batteries, MirrOlure, and AFTCO Clothing.

appy New Years everyone! I'm hoping all of you had a great Christmas and a joyful New Year. I'm not sure about you, but I'm ready to get 2017 behind me and get into 2018. Hunting season continues in South Texas and for the majority of January I will still be in hunting mode. It's been a great season so far and we have been fortunate to have harvested some really nice deer this season. I still have some late season trophy and management hunts available, so don't hesitate calling if you are interested in one of our whitetail packages.

I'm also really excited about getting started on this year's fishing season. The predictions that I'm hearing from some of the other guides and trophy-minded fisherman are right on line with my thoughts also. We should have a stellar season on our bay system starting this month with trophy trout. Laguna Madre and Baffin Bay water conditions are in excellent shape and baring some extreme cold temperatures, the bait migration should be exceptional also. February is a great month for wading the shores of out



Dr. Phil Leggett displays his 25-in., 5lb. late season trout caught a few days before Thanksgiving fishing with Steve Schultz Outdoors.

bay complex for trophy class specks. From the time I step out of the boat to the last cast of the day, I literally have one objective on my mind when fishing this time of the year. To catch a big fish, you have to think like a big fish. Usually, when the water temperatures are in the 50s or low 60s, your bigger fish will typically eat one large meal per day or maybe every couple of days. They're in what I call energy conservation mode and would rather eat one larger mullet or other type of baitfish a day than chase much smaller bait fish around disbursing lots of energy. Therefore, in the colder months we tend to use a larger lure and slow the presentation down, to make it appealing for

those big gals to get up off the bottom

Slow retrieving is a major key to success this time of the year with frequent pauses and minimal rod movement. Hours without a bite can drive a man to insanity and wonder why he's wasting his time on fish that won't eat or that are not even in the vicinity. Start your day off with a plan to commit to a few locations. Analyze each location and keep an open mind if conditions look promising. As the day moves on, pay attention to your water temperatures as this can make all the difference even in the same spots you fished earlier with no success. Be confident with your efforts and your determination will payoff with great rewards.

Starting in February I will be offering wading fishing for the Lower Laguna Madre (LLM). These trips will be wade fishing trips exclusively using artificial lures. Port Mansfield will be the destination for these multi-day trips and accommodations will be furnished in these packages. I will also be available for single day outings in the Upper Laguna and Baffin Bay if that's your preference.

My 2018 calendar is now open for bookings throughout the year. Don't hesitate in booking your fishing trips because my dates usually go pretty quick, especially during the more popular months. To schedule your next bay fishing trip or hunting trip give Capt. Steve Schultz a call at 361-813-3716 or 361-334-3105 or e-mail him at SteveSchultzOutdoors@gmail.com.

Good luck and Good Fishing.



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welcomes your stories and photos. Call us.







Ken Milam's Fishing Line

Since 1981, Ken Milam has been guiding fishing trips for striped bass on Lake Buchanan in the Texas Hill Country, You can hear Ken on the radio as follows:

The Great Outdoors: 5-8 am Saturday on 1300, The Zone, Austin and The Great Outdoors: 5-7 am Saturday on 1200 WOAI San Antonio The Sunday Sportsman: 6-8 am Sunday on 1300, The Zone, Austin All on iHeart Radio

Happy New Year!

ell we did it! We made it through another year and are ready to tackle us a new one!

I hope you and yours had a nice hunting season and happy holidays. To be honest though, I'm glad to be passed all that hustle and bustle and just settle into waiting out the rest of the cold weather, and looking forward to spring!

You need to start paying attention to the weather. On these bright sunny warm days between cold fronts, you can be sure that the crappie are beginning to move up into shallow water to warm in the sun and start looking for places to nest. Warm water makes them hungry, so you need to be looking for them along the shore line around structure so you can tempt them with live minnows or the artificial lure of your choice. I can't think of a better winter supper than a platter of fried crappie!

Be thinking about white bass too. It won't be long before they will be starting to run upstream to spawn. It depends on how cold the weather has been, but they seem to get going in late January to mid-February. White bass runs take a little research on your part. You can check out local bait shops and fishing forums to see when and where they are getting started, so you will know the best places to hit.

Largemouth fishing should be getting interesting too. Don't forget, this is the time of year the ShareLunker program starts putting out all those pictures of monster bass being caught. You might

want to go chase some of them too! Buchanan has started seeing the expected big bass surge you often see after a lake comes back from being low. This should be a great year.

Now for my favorites, stripers and hybrid stripers. Stripers are cold water fish, so they and their hybrids are in their element this time of the year. Right now their instincts are telling them to eat everything they can catch, so they will be ready for spring spawning. Like white bass, they will move upstream a little for spawning time, but they are still open water feeders that need lots of room to roam and feed. They won't usually get serious about spawning until April or May, but they will be tearing their way through every school of shad they can, so they will be fat and sassy and full of eggs. We saw more stripers and larger ones coming in the last several months, so this spring should be fantastic!

Is your boat running good? If not, get it into the shop right away before everyone else finds out their boat's broke too. If she's running good, don't forget to use a good fuel additive to keep her going. There is nothing worse than standing on the bank on a nice day when you discover your rig won't run!

As always, if you don't have time to worry with a boat, just give your favorite fishing guide a call so you can cut to the chase and get on with the fishing! It's gonna be a great year!



Structura Construction with Jeff Denton Construction



Christmas around the world

he Construct A Kids Christmas Gala has come along ways since the very first gala held at Retama Park 17 years ago. This year's event was held at the Freeman Coliseum Exhibit Hall to accommodate the 1,000 plus attendees.

The Christmas Around the World theme proved to be huge success with ethnic cuisine such as Italian, Chinese, American, and Mexican.

The every popular silent and live auctions and grand gala raffle were again an astounding success. A

\$40,000 check was presented to the Friends of the Bexar County Child Welfare Board bringing an accumulated total of years past to \$720,381. -cmw

Photos by Mary C. Haskin Photography







































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Toys, toys and more toys

he beautiful snow surprise Mother Nature blessed South Texas with the night before did not stop the construction industry from participating in the Construct A Kid's Christmas toy drive held on Dec. 8. Construction companies and associations throughout the city, in addition to the many toys collected at the CAKC gala the night before and the Alterman Open House toy drive brought this year's collection total to 1,421 toys and \$1,795 in gift certificates. Total gifts and toys collected since the beginning of the Construct A Kid's Christmas toy drive 18 years ago is 24,732.

Many, many warm Thank Yous to everyone who donated time and effort to help make Christmas a brighter, happier Christmas for the many children in the Bexar County foster care system including *Allen & Allen Co.* for delivering the toys from the gala to the toy drive; *Urban Concrete Contractors* for providing the truck and driver to deliver the toys to Child Protective Services; *CBS Rental & Supply* for providing the scissor lifts that hung the banner outside the Construction News office; and *Alterman Inc.* for their huge toy drive hosted in conjunction with their holiday open house.-cmw



Mike McGinis says, "Ho Ho Ho!" He brought the Allen & Allen Co. truck filled with games, toys, and bikes all from the Construct A Kids Christmas Gala. -Iv



Dave Sanchez from the *Hispanic Contractors* **Association de San Antonio** brought toys for children of all ages. Gracias! -lv



L-R: **Jesse Olivarez** and **Eddie Aguero** of **Alterman** unload all the toys and bicycles collected from the Alterman Holiday Open House and Alterman employees. –lv



A full bed of bicycles delivered by **Greg Spencer** from *United Tool & Fastener*. –lv



Lynda Land, manager at *Ridout Barrett* was happy to open up her trunk of goodies for the toy drive. -lv



Lynne Grix, CPA, stopped by to deliver toys collected. –lv

Stacy Gunderson with Virtual Builders Exchange of Texas stopped to deliver toys and bicycles. She isn't the only one smiling now. -lv



There was more to smile about because **Kay Dorsey** from **Bartlett Cocke** brought kids toys of all sorts. -lv









Company Spirit





Raba-Kistner's Environmental Dept. poses for a group photo, wishing you a Merry Christmas. -cmw



Randy Miller, Structura; Connie Phillips, Structura; Melissa Coo, Gateway; and Donavan Rhone, Knight Office Solutions at Alterman Open House Spectacular. -cmw



Big family turnout for **Surmac, Inc.'s** Christmas party. Employees and their families feasted at Tomatillos, about 60 people. Photo of Rick Watson, owner, and his wife, Elaine. -rd



E-Z Bel Construction's Signal Team enjoying food prepared by company President Michael Ramirez himself at the E-Z company Christmas party. -cmw



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Feb: Construction Safety

Jan: Construction Forecast Mar: Construction Education May: Concrete Industry July: Electrical Industry Apr: Women in Construction Jun: HVAC & Plumbing Aug: Service Providers

MONTH

Sep: Green Building

Nov: Architecture & Engineering Oct: Specialty Contractors Dec: Construction Equipment

Construction

Forecast



2018 construction mode

Greg Lee, Chief Operating Officer **Precision Scheduling Consultants, LLC** San Antonio, TX

construction increase with a chance of growth is what we can expect in 2018. Texas has its own New Year's resolution and that's construction.

What projects are coming up for Precision Scheduling Consultants LLC in 2018?

A lot of our current projects in Texas that we are working include a general motors plant in Arlington. A pretty large plant and after it's all said and done its going to be over a billion dollar addition. We have another large project here in San Antonio off Loop 1604. It's TJ MAXX, a large \$150 million distribution center with a 1,247,547sf warehouse complex. It's going to be one of their prime manufacturing facilities throughout the whole U.S. It's in the design stages right now. We are going to get kicked off in the construction here in the next few months.

Have you see an increase in commercial construction in San Antonio?

I definitely have. For example, the Henry B. Gonzalez center is a project we've worked on scheduling. We helped schedule the electrical portion of it.

How would you describe the state of the construction industry in general

From my perspective it's grown substantially over the last 18 months. We've seen a large increase. I think a lot of it is due to an increase in scheduling special occasions and requirements from owners and various agencies. I also think a lot of contractors are starting to realize the benefits of good project scheduling.

What are the changes in the industry relating to the type of work you do?

I would say I've noticed contractors taking an increased interest in project controls. It's really not in the nature of construction to be, you know, step one, step two, step three, and just go as planned. So, I'd say over the last five years that attitude has significantly changed.

What are the "hot button" issues in your industry?

Disputes in claims because no one wants to have a claim. I think that's probably the biggest thing driving it; nobody wants to incur delay costs.

Is that one of the challenges your company faces?

Yeah, I would say it's a pretty substantial challenge. I think when we see more of it, it's when the industry slows down.

How does your company deal with that challenge?

When the market is good and everything in the economy is flowing and projects are being built, I would say our amount of scheduling work increases. When the economy is slow our claims work increases.

What are the rewards of the industry?

Project controls experts are always in the center of current issues that the project is facing. It is personally rewarding for people that like to resolve problems. Often times the schedule acts as a tool for communication between the project team. Issues can be identified, and resolved before they escalate into major delay events, which in turn spike construction costs.

What are the keys to being successful within the industry?

For our specific niche, the type of people that really excel in this are people who are tech savvy and understand the technical aspects of it. I think more importantly really good communication skills because the schedule acts as a means of controlling the time and cost of the project, but it also is a center point for our communication. If you have the schedule and you see what's on track, what's going to occur in the next two weeks, it's kind of a talking point for everyone to hash out issues and facilitate communication.

What's on the horizon for your industry? Are there changes in technology, codes, ordinances, and laws?

I think it is one that has been on the horizon for a while now, which is BIM (building information model) and how it integrates with the project schedule and with the various parts of the project plan. BIM is expanding and this calls for more coordination between the estimate, architectural model, and schedule. In terms of government, I think governmentscheduling requirements have substantially improved. I think they've improved the process somewhat.

Where do you see the industry going

Other than growth I think a lot of the industrial complexes are coming back and I think some of the manufacturing areas are coming back. Oil and energy seem to be on the decline a little bit. I mean it's not what it was five years ago. I've seen an increase also in hospitality projects, hotels, and multi-family build-

What would you tell those who are going to school majoring in the indus-

I would probably tell them to identify a really good company that they think they really want to work for. You know you want to apply at various places, but at the same time, if you're really focused on one or two and you stay adamant about working for those key companies I think you could really accelerate your career by finding and looking for the right people to work for.

Mr. Lee says he's seen a substantial amount of growth in 2017, which is always good. His outlook on the 2018 construction forecast is one to consider.

Precision Scheduling Consultants, LLC is a construction consulting firm that specializes in construction planning/scheduling, and forensic schedule analysis/delay claims. -lv



Industry's state in 2018: "Optimistic and confident"

Richard Gartner, President Trinity TransCon

Grapevine, TX

Jow would you describe the state of the construction industry in general terms?

I'd have to say the state of the industry is both optimistic and confident. Analytics are showing an increase in the percentage of contractors reporting either steady or increased backlog heading into 2018.

Texas?

The markets we serve have certainly not shown signs of decreasing. Projected population growth for North Texas should keep commercial construction going for quite some time.

What are the "hot button" issues in your industry?

The challenges we continue to focus on providing solutions for are jobsite efficiency and labor shortage.

How do you deal with or overcome these challenges?

Advances in technology contribute greatly to improving jobsite efficiency. Project management software has become much more cost effective and increasingly user friendly. We've taken

Have you seen an increase or decrease great strides at Trinity TransCon this year in commercial construction in North in reporting, documentation, and efficiency by leveraging technology and training team members. The key for us in addressing the labor issue is our relationships with subcontractors. Establishing fair and agreeable expectations as well as understanding each other's current workload and backlog greatly increases the probability of successful projects. Following through with your commit-ments to these expectations is imperative.

What are the rewards of the industry?

The greatest reward the industry can provide a company like ours is the opportunity to satisfy clients to the extent they desire to provide us repeat business. It's our obligation to then steward that provision appropriately to our employees, subcontractors and vendors. The reward in doing that well is immeasurable.

What are the keys to being successful in this industry?

While client satisfaction is certainly important to sustainability and longevity, success begins internally with your team. Establishing a culture fostering communication and relationship will provide an environment where team members can function more effectively and truly enjoy participating. This takes considerable work and commitment and is something that we continue to pursue daily.

What projects are you currently working on in Texas?

Trinity TransCon is currently rehabilitating a chiller plant for the DFWIA Board, and renovating the Terminal C Holdroom areas for American Airlines at DFW International Airport. We also have private retail development underway in Red Oak, TX as well as several concessions projects in progress at Austin Bergstrom International Airport in Austin TX. Several permits are pending for projects in Fort Worth and Dallas for which we have been awarded as well.

Is your company experiencing its own growth and evolution?

The year 2017 has blessed Trinity TransCon with growth and development as an organization. We are grateful to have added Bill Schnoor and Shelley Travell to our team this year to take the reigns on the future development of our Operations and Preconstruction/Estimating departments respectively.

With this growth, we are also excited to announce our relocation back to Main St., Grapevine, TX! Having started this adventure in Grapevine back in 2012 in a small room above a local restaurant, it's amazing and encouraging to see how we've progressed. This year is already providing great opportunity for continued growth!

What advice would you have for people who wish to begin their careers in your industry?

Don't be afraid to get your hands dirty. It is crucial to one's development in the industry to have firsthand knowledge of the projects you are selling, estimating and building. Even the administrative functions of this industry benefit from experiencing projects in motion and learning why things happen, when they happen, how they happen, and who makes them happen. Also, volunteer to help other departments. Every department is dependent upon one another to succeed and learning why will not only enhance your resume but instill a great deal of respect in you for your company

Trinity TransCon is a Grapevine-based general contractor providing a comprehensive range of commercial constructionrelated services including preconstruction and estimating, project management and post construction services. The company is experienced in ground up, tenant finish, remodel and renovation projects. –mjm

Texas

- ★ San Antonio
- **★** Austin
- ★ Dallas/Fort Worth
- **★** Houston

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NEXT MONTH

Construction Safety

If you would like to represent your company in an upcoming FOCUS, contact your Austin Editor for an Interview

Carol Wiatrek (210) 308-5800 SAeditor@ConstructionNews.net



The path of construction

Cloteal Davis Haynes, CEO Haynes-Eaglin-Waters, LLC Austin, TX

Over the years HEW has primarily acted as a subcontractor to general contractors doing interior finishes, and as a small general contractor for projects that are \$6 million and under. On February 1st HEW hits 30 years! Here is what's in store for the 2018 forecast.

How would you describe the state of the construction industry?

I think this is probably one of the most robust markets for construction that we've seen in probably the past 15 years. It's been a robust economy anyway for construction in Austin. We've seen incredible growth in downtown development.

What factors are driving this increase?

Particularly downtown there is a significant amount of mixed-use development. Austin has seen a number of high tech companies expand which has driven construction development. We've seen a number of significant public and private projects, which has benefitted the construction industry in Austin.

Due to the increase in business, how has that affected HEW?

There has been an increase in residential multi-family development in the city, but my company focuses on commercial projects. It's been tempting to go and look at residential opportunities because so much is going on here. It's important to know your lane and focus on

commercial opportunities that are available in the private and public sector. Fortunately there are numerous opportunities in all sectors. We've been fortunate to be able to achieve success with public sector projects.

What are the "hot button" issues in your industry?

Honestly, with so much work going on I think that the key thing for my company is not to extend. Go after things you have the resources to complete. You can get yourself in trouble really quickly if you over extend and over commit.

What is the most significant challenge your industry faces?

I think we are dealing with a time right now where a lot of the skilled construction labor that was abundant in the '70s and '80s is dwindling. One of the challenges is we don't have as many youngsters getting introduced to construction as a profession. I'm happy to see the recent return to construction skills training in schools. So just finding sufficient workers that can perform these skills is a huge challenge. Then with all

the weather related disasters that we've had over this past year particularly in Texas – we are challenged by labor that goes to where the work is. With the significant need in recovery that is going on in Houston, the coastal cities in Texas, or other states it makes the pool of available workers even thinner.

How is HEW dealing with those challenges?

First, we are strategic and careful about what we pursue. Secondly, we are trying to find individuals who do not have construction skills or experience, but are interested in getting a job and willing to learn. We bring them on as laborers and pair them with a skilled worker, so they can eventually pick up some of those skills. The key is to find people with a good work ethic who are willing to learn new skills.

What's on the horizon for your industry?

I can tell you that every industry is seeing technological advances and if you are unable to keep up with them you will have a hard time being successful. I remember when communication about the work on a project was all done verbally and through punch lists, which were put in your jobsite mailbox. Now communications are instantaneous because everything is on an iPad. To keep up you not only must provide iPads to your workers, but you also have to train your workers on how to use them.

What are the rewards of the industry?

It's a great industry. It's very gratifying when you drive around and point to a building or a project and share with your children or grandchildren that you were a

part of making that happen. I remember one of our early projects was the construction of the monument and courtyard for the MLK statue at the University of Texas. It was one of the first jobs that we were awarded as a general contractor. We bid it – we got it – we did it. It was significant not just because I am an African American woman, but it was also significant because I went to UT. For my company to be awarded the contract to build the monument that the statue was put upon and the courtyard where people gather to view that statue - that was huge! To be able to do something that's lasting and that's a good product, whether it provides shelter, office space, or a monument honoring a National icon like Martin Luther King, it's a great feeling to be a part of something like that.

What are the keys to being successful in the industry?

I think you have to find your passion. Find what you're good at and stick to it. Never give up. Keep working toward your dream. You're going to have lots of disappointments and lots of times when you go after bids and you don't get them. Now 30 years later, I can tell you and everybody else this – sometimes when you bid work and you don't get it that's the best "no" you ever received and you didn't even realize it. It's not good to get everything you go for and I know that

Haynes reminds us with all the mixed development in Austin to carry an umbrella, sunglasses, and light jacket. 2018 is going to be a mix of all things construction.

Haynes-Eaglin-Waters, LLC is a general contracting and consulting firm. -lv



Good, but not great

Marc Ramsey, Director of Communications **American Subcontractors Association** Alexandria, VA

With economists predicting a "subdued," but possibly still "moderate" construction marketplace, indicating that the market is "in the process of either approaching or rounding a peak," subcontractors, specialty trade contractors and suppliers are keeping a close eye on several issues that may factor in their business decisions in the coming year or two.

Dodge Data & Analytics Chief Economist Robert A. Murray characterized the economic environment so far in 2017 as "good but not great," noting that real GDP this year will be up 2.2 percent. Murray said the U.S. construction industry is now "fully into the mature stage of its expansion, one that's characterized by slower rates of growth as activity approaches a cyclical peak." He said that after rising 11 percent to 13 percent per year from 2012 through 2015, total construction starts advanced a more subdued 5 percent in 2016. "That deceleration has continued into 2017, with construction starts exhibiting an up-anddown pattern on a quarterly basis, often typical of a market that's in the process of either approaching or rounding a peak."

Murray estimated total construction starts in 2017 to climb 4 percent to \$746.5 billion. He added that job growth is not moving quite as fast as last year, but long-term interest rates remain low. For 2018, he estimated that economic growth will be 2.6 percent, and he said he expects job growth to continue at a moderate pace. He predicted total construction starts in 2018 to advance 3 percent to \$765.2 billion.

Subcontractors, specialty trade contractors and suppliers may react cau-

tiously to the construction forecast, considering several issues that may factor in their business decisions.

Tax Bill

While the media reports on the broad outlines of the House and Senate tax bills, ASA is deeply involved in those provisions that have a direct impact on the construction industry, as well as provisions that impact the operations of construction businesses. The Congressional Joint Committee on Taxation has reviewed each of these proposals to determine whether they would increase or decrease the tax burden on individuals or businesses. Construction businesses will ultimately have to evaluate the impact of the tax bills on their bottom line.

Infrastructure Funding

President Trump pledged to introduce a massive \$1 trillion infrastructure plan during his first 100 days in office, however, the construction industry is still waiting for a plan that it can embrace. Congressional leaders continue closed-door discussions on their own plans, but ASA does not expect to see any construction under a new infrastructure program until late 2018 or early 2019, if then.

Trade Shortage

Union and non-union construction firms alike have been affected by the inability to find qualified skilled labor. According to Tradesman International, over a five-year period through 2011, the construction industry lost 2.3 million jobs. Numerous contractors reduced their work forces' overtime to cut overhead that simply could not be covered. A surplus of available employees was created that had limited options. In the past few years, the market has returned, but the laborers have not. Many individuals either left the industry for other careers or retired. Compounded with a generation of students whose high schools were graded on college placement or did not encourage the trades, the construction industry has a current shortage and faces a troubling labor outlook.

"The average subcontractor now faces an abundance of profitable work with a depleted staff and resources," said Paul K. Reimer, AFSB, a contract-underwriting officer at Liberty Mutual Surety. "While cutting staffs down to their 'A&B' teams may have saved their organization in the downturn, it now hamstrings their ability to expand. Many find themselves forced into bringing in new employees who may not understand their corporate mindset and methodologies. This is a major concern from the underwriting side, as owners are forced to decide between simply standing firm with the resources on hand or hiring and growing."

Reimer warned that hiring the wrong employee could have drastic ramifications on the project a company assigns him or her. "One poor decision could potentially jeopardize the company's balance sheet and ability to obtain future work," he said. "In order to have the construction marketplace grow as an indus-

try, we need to focus on acquiring the right talent and retaining it."

ASA encourages construction employers to invest their own resources in workforce development, including hiring apprentices; providing employees with specialized training; and working with local high schools, technical schools and community organizations to develop training programs to fill their needs.

Material Prices

Reimer noted that material pricing for contractors on long-term projects has, and always will be, a concern and a key component to overall project pricing. "Once a project has started, a contractor has little leverage to bill material cost increases to a job (unless they include an agreement in their contract), so the ultimate effect is a reduction of the original profit margin," he said.

The construction industry has recently seen increases in fuel, metals, drywall, and lumber. And according to the Producer Price Index, increases in metals—copper, iron and steel scrap and brass—have shown the highest increases over 2017. Reimer said that products such as drywall, glass, and cement have all shown lesser increases—2 percent to 7 percent respectively—over the year. "The only material decreases we are seeing in 2017 have been insulation and asphalt paving," he said.

"Ideally, contractors can lock in prices with suppliers at the time of award and also bill for stored materials either on-site or in warehouses," Reimer added. "This limits price fluctuation risks. Having strong supplier relationships remain key to protecting contractors, especially specialty contractors with limited sources to find materials." -cmw

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Construction Industry Events

Remodeling at its best

he National Association of the Remodeling Industry's (NARI) Evening of Excellence Awards was held Nov. 17 at the Norris Conference Center. Winners of the 2017 Contractor of the Year Awards include:

Residential Bath under \$25,000:

BRC Remodeling

Residential Bath \$25,000 - \$50,000: Haven Design & Construction Residential Bath \$75,000 - \$100,000:

CROSS Residential Kitchen \$30,000 - \$60,000:

Haven Design & Construction

Residential Kitchen \$60,000 - \$100,000: **Haven Design & Construction**

Residential Kitchen \$100,000 - \$150,000: CROSS

Residential Interior Element under \$30,000:

BRC Remodeling

Residential Interior Element \$30,000 & Over:

CROSS

Remodeling Done Right."

Ferguson Enterprises L-R: Christina Jones, Kelly Rigsby, Johnny Rice, Jordan Garner and Kristen Racicot

Entire House under \$250,000:

BRC Remodeling Entire House over \$1,000,000:



BRC Remodeling L-R: Charnell Bratton and owner Vernon Bryant



Overall Contractor of the Year:

Best Showroom:

tial Structure:

Structure:

Ferguson Enterprises

Ferguson Enterprises

2017 BUZZ Award winners were:

Best Bathroom Design in a Residen-

Best Kitchen Design in a Residential

Haven Design & Construction

Haven Design & Construction

Associate Best Direct Mail:

McCoy's Building Supply

Associate Best Sales Brochure:

CROSS L-R: Garry Turknett, Miguel Alvarado, Owner Craig Scott and Ross Doege



Haven Design & Construction L-R: Owners Armando and Jana Valdez



An electric Christmas

he National Electrical Contractors Association (NECA) held its annual Christmas dinner Dec. 1 at the Grey Moss Inn. Holding to tradition, the group participated in a white elephant gift exchange after dinner and cocktails. The group shared their holiday spirit by bringing toys and gift cards to help make a difference for children in the Bexar County foster program for Construct A Kid's Christmas. -cmw







L-R: Bob Corbo, wife Roxana Corbo, John Gueldner and wife Geraldine Gueldner



Bob Gueldner and Big State President Vincent Real



Donna Real, Big State Electric shows off her white elephant gift.

Open house season's greetings

veryone was full of holiday cheer at Associated General Contractor's (AGC) holiday open house held Dec. 14 at the AGC offices. -cmw



Gail Reynolds, Crownhill Investments; Sherri Arnold, Crownhill Builders; Lisa Butler, Horseshoe Bay Resort; Renee Fruiht, Crownhill Builders; and Mike Esquivel, Crownhill Builders



Dave Reynolds, Brooks; Ed Mullens, Project Control; and Marquez Mitchell, Brooks



Charles and Mary Lugo, AGC

Hosted by Construction Industry Associations

A festive night

The ladies of the construction industry enjoyed a festive night at the National Association of Women in Construction's (NAWIC) Christmas party held Dec. 12 at the Petroleum Club. -cmw



L-R: RidoutBarrett's Susan Haley and Lisa Good with Becky Dowda, Bartlett Cocke General Contractors



Amy Ronek, A&B Automatic Doors of Texas; Emily Rodriguez and mom, Becky Rodriguez, Zachry Construction; One Day Signs & Banners' Éloina Benavides and Paula Ćasiano; and Sandee Morgan, MCA-SMACNA



Jim Swindle, Alamo Surety Bonds; Patty Wylie, Johnson Controls; Melissa Flathers, Worplace Resource; Jan Meuth, You Name It Specialties; Terri Pasley, Sundt Construction; Thalia Williams; Connie Phillips, Structura General Contractors; and Kathy Bower, The Blue Book



Pollyanne Johnson; Lisa Garza, CCI Alliance of Companies; Elaine Thomas, K-W Construction; Lindsay Sutherland, G.D. Interior Construction; Elizabeth Connally, Connally Law

L-R: Kathryn Flores boats while husband and IEC instructor, Adrian Flores, frowns as they show their tickets for casino prizes.



Front L-R: Pamela Reed, IEC; Cinthia Monaco, Circle Electric and Back L-R: Lorena & Troy Mery, Dealers Electrical Supply



Sherri Blackmon is really excited about her prize tickets.

FA LA LA LA architects



American Institute of Architects (AIA) members enjoy presentations at their FA LA LA LA FONDUE Christmas party held Dec. 14 at the AIA Center for Architects. -cmw

Appreciation casino style

t was a great evening of laughter and fun as members from the Independent Electrical Contractors (IEC) participated in the association's membership appreciation casino night. cmw



IEC members visit with one another.



L-R: Vickie Burg, wife of Doug Burg from and Joey Howard (front)

Onto the next step

ore than 75 people attended the San Antonio Sheet Metal Workers joint Appren-VI ticeship Graduation at Dave & Busters. 12 journeyman were awarded their DOL completion certificates with the following Head of the Class graduates receiving DeWalt tool kits, recognition certificates and checks from MCA-SMACNA. -cmw

2017 Head of the Class Graduates:

Stuart McVay, No. 1 Alejandro Larralde, No. 2 David Flores, No. 3 Kolton Mangold, Attendance Award



The 2017 graduating class of San Antonio Sheet Metal workers.



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Industry FOLKS

Zeke JonesProject Superintendent **Structure Tone Southwest**San Antonio, TX

We all know there is no letter I in the word team, but there is a letter I in the word pizza. **Zeke Jones**, project superintendent at **Structure Tone Southwest** mentions on Fridays they try to do something for the guys if the job is going well.

"I was recently on a job at a call center they opened up in San Antonio and bought a bunch of pizzas for the guys. I think one of the tenants; the people that were moving in actually thought it was for them, so they took the pizzas. That was a little awkward moment between them," he says with a giggle.

Jones was born in Dallas, but in 2006 his parents brought him to San Antonio. He attended high school at Smithson Valley and received an associate degree from San Antonio College. "I had an opportunity to get in with Structure Tone as a laborer when I was about 16 or 17 in high school. Once I got out of SAC I took the opportunity to work with Structure Tone with my family." He refers to his father who works with him.

He spends his free time with family, friends, and beagle named Helix. Jones adds he takes trips to Seguin to visit his grandparents once or twice a month. "My grandpa is about 90 years old; he likes to mow everyday. I go out there and help him out."

Then when it's no work and time to play you can catch Jones checking



out the art scene. "Every second Saturday of the month down by south town they have a big art event and it's a bunch of local artists from San Antonio and Texas. It's music, art, and good food." Jones also enjoys playing his electric guitar. He plays anything from rock to country.

Back on jobs, Jones looks to his crew and says "I think it's important that I look at the guys out here who have a wealth of experience, watch them and see what they're doing and figure out how they are putting the pieces together. My dad steps in as a mentor of mine as well. I learn what I can from him." What he enjoys most about his job is getting to work with some pretty neat buildings. "We do a lot of high-end finish work and putting it all together is fun to see."

When the hardhats are on Jones mentions, "We will do whatever it takes to get the job done." Including a run to the store. "We have these meetings with the subs and we'll buy tacos or pizza for the guys and every now and again there is never enough for the guys so we'll go run to the store real quick and buy some more stuff for them."

You know what's not fun, when your pizza gets taken. Now someone buy this guy a pizza. –Iv

continued from Page 1 — They got you covered

Steve's wife, **Linda Gomez-Whitener**, president at GFC, has a big role in the GFC history. Linda is a cancer survivor and at the time of treatments her former employer Southwestern Bell had offered her an early buyout. She served with Southwestern Bell for 30 years. The couple has been married for 45 years and started their business with the advice given by mentors. Linda took the money from her savings to finance the company and GFC was established in 1996.

Since then the Whitener family has been drafted to the business. Sons **Randy Whitener** and **Kevin Whitener** are both project managers who are following the footsteps of their parents. "As Aggies they want to take over," Steve says as we laugh. "I think we could've sold it, but they wanted to carry on what we started. They are looking forward to the challenge." Kevin will be running operations in Dallas and Randy will run San Antonio in the years to come. Steve adds considering where they started that he and his wife went out of their way a long time ago to set the proper tone.

Today that tone is set and the workplace environment suitable for all.

Gomez Floor Covering is a full-service commercial flooring and furniture contractor. – ly

continued from Page 1 — God's company

sent the nails that nailed Jesus to the cross. The logo has transitioned through the years. The latest rendition is where it is bursting out and now it is bursting out of the doors, it actually looks like a cross," replies Mike.

"It gives us the opportunity to tell about Christ when people are asking about it and it gives us the opportunity to our journey story of how He has brought us to where we are today. Concrete pumping is not an easy job. It's hard on the families. These guys miss track meets, school plays, birthdays, anniversaries and things like that, but we are small enough and family enough, that even though we are not blood family, we are family enough to do what we can do to get them off the pump to get them home to see their kids do what they need to do," says Susan.

Mike says he started Extreme Pumping not knowing their kids were going to get involved. Troy is very mechanical and does all the mechanics and everything on the outside of the shop and in the field. Mathew is the company IT guy and

company salesman. "Now that they're involved, it will be up to them to keep things going whenever Susan and I decide to take a step back."

Troy was already out and operating with his dad and has been involved since day one. "We sat him down with his new wife to be and said this is the life of a pump operator, is this what you want. There's long hours. You won't see each other all the time. There will be missed birthdays and anniversaries and when it's your business you can't just say no I'm not coming in today because we have a birthday party or something to go to. We laid the worst of the worst out and they were both in 100 percent," replies Susan.

Recently the company participated in Touch-A-Truck at a local church in Stoneoak in which vehicles from local fire departments, EMS, sheriff departments and other large vehicles come and allow preschool children to climb and touch these large vehicles and learn about them.

Extreme Pumping is concrete pumping company based in Schertz, TX servicing the South Texas area. -cmw

continued from Page 1 — A first in four decades



The interior finish team of Acosta Systems

Pears ago, schools offered classes in specialty trades and other skills that would help individuals succeed after high school. Some of us knew these to be VO-Tech classes. Larry Acosta remembers these classes all too well because he was a student at Thomas Jefferson High School in the mid '70s and that is where he learned the trade of carpentry.

"We built two-bedroom cabins when I was in high school at Jefferson in 1975. My instructor saw that I had a real passion in what we were doing and encouraged me to pursue this line of work. He helped me get into the local carpentry union after graduation," recalls Acosta.

After many years of working with the union, Acosta would begin working with various other contractors until he decided he was ready to go out on his own. "I had been doing it for so long and I finally decided after talking to my wife that it was time to go out on my own and thank

the Lord, I've been doing pretty good."

Acosta started Acosta Interiors in 2000 and just this year, changed the name to **Acosta Systems** due to corporate re-structuring. He recalls getting started 17 years ago was nerve racking, but has no regrets.

With no plans for retirement, Acosta says he does not know how to rest. "For me, I'm pretty much 24-7. I have another computer system like this at the house; so when I'm not watching sports, I'm working. I can't relax. I always have to be doing something. I hope to have another 10 years in me."

His love for detail is what drives the passion for interior finish work. "I love seeing it come to life. After the framing is done, life begins to bloom within with all the details to finishes, colors, textures, etc. I enjoy what I do."

Acosta Systems is an interior specialty contractor in San Antonio servicing the entire state of Texas. -cmw



Interior view of BGCSA gymnasium

rooms, a teaching kitchen, game rooms and a teen center. The second floor included the administrative personnel for all the Boys and Girls Clubs of San Antonio and a boardroom.

The architect mixed together basic materials with elaborate colors to create an enthusiastic environment for the kids. The exterior included vertical and horizontal metal panels. The interior included high ceilings of exposed structures, drywall, suspended ceilings, and a special cushioned athletic floor in the gymnasium.

The first big challenge was working with the architect to design a building that met the Boys & Girls Club budget. Ultimately, resources were garnered to complete all aspects desired in the building, but until that time, there were numerous meetings and iterations to get the project within budget. And wouldn't you know, but San Antonio's first significant rain in decades happened during the construction period. While no one can predict the weather, there was a hard deadline to have the building ready to host the Grand Opening Gala on May 31.

Keller-Martin worked closely with **Project Control** and the architect and the board of B&G Club for nine months to align the scope of the building with the dollars budgeted. The site had an extensive amount of demolition below grade from the remains of an old manufacturing facility downtown. **Mesa Excavation** handled this sensitive work expeditiously so the project could stay on schedule.

With the start of construction delayed

and limited access to the site once started, it was discovered SAWS had scheduled a major repair of a 50" sanitary sewer line running along the south property line. Keller-Martin met with SAWS and Pape Dawson, the civil engineers, to coordinate the work with SAWS and continued on schedule.

Angie Mock, the CEO of B&G Clubs, was able to secure additional funding for several components of the building that were additive options in the beginning. Just before the closing up of the building, Mock asked to include a second-floor boardroom that required expediting structural steel and not delay the overall building. Keller-Martin moved quickly to add the additional work and keep the project on schedule. There was no option to be late since there was an event scheduled to recognize the donors to the project. Mock also wanted to open the doors to the downtown kids of San Antonio for summer.

Keller-Martin Project Manager Robert Hoyland and Superintendent Doug Neubauer worked closely with B&G Club CEO Angie Mock, board members William McCormick and Rene Garcia and architect Adam Gill, Luna Middleman Architects throughout construction.

Constant communication was key to the successful completion deadline. "Keller-Martin and Luna Architecture always came to BGCSA with a solution. From management to job site personnel, they were very professional and incredibly creative in working through issues. They were incredibly patient and helpful in dealing with staff questions and our building committee structure. They really went the extra mile to help us make sure our Grand Opening Gala was perfect despite construction delays due to weather. I always felt like they 'had our back' when it came to the project budget. They understood that we are a youth-serving non-profit and that every dollar we saved in contingency would benefit our organization. After construction, they continued to provide support and incredible customer service as needed," says Mock.

Keller-Martin Construction Inc. is a general contractor located in San Antonio and services the South Texas region. -cmw



What is the best Christmas present you ever received?

Since I make to-scale room boxes and dollhouses, my best Christmas present was the Dremel Rotary Tool with attachments and the Dremel lathe. These are tools made for model makers and helpful for a lot of the things I do.

Mary Sweet, Surmac Inc.

The best Christmas gift I received I would have to say is just having my family all together.

Wanda Amberson, Walker Engineering

Probably my truck; it was for my birthday and Christmas together.

Carlos Sanchez, Precision Scheduling Consultants, LLC

I had a rusty old bike as a kid and my parents hooked me up with a new bike.

Chris Carr, HD Supply **Construction & Industrial White Cap**

That's a tough one. The best one would be the first Vegas trip I went on.

Danny Rodriguez, Elliott Electric Supply I'd say a 60-inch TV.

> Tino Giuttari, **American Roofing & Metal**

My dachshund, Chewy.

Luke Kellum, ISEC

A car.

Debra DiRocco, Project Control

A GoPro camera.

Luke Williamson, **Young Brothers Fire Protection**

A new gun.

Crystal McDonald, HD Capital

My Dewalt drill with extra bits that my

husband gave me.

Gloria Dunn, Hull Doors of SA

A bicycle when I was a kid and I still have it. I found it in my mom's garage and completely renovated it. It looks brand new.

Ray Fehner, KCM Cabinets Inc.

Well, I can't tell you about that one... probably a gun, it was a very nice rifle.

Don Harrell, **Harrell Commercial Plumbing**

I got a pair of red Ropers (cowboy boots) when I was in the 8th grade and I still remember how excited was. I wore them all the time!

Christy Rhone, Cram Roofing

I just became an adoptive parent and so for me that is the best Christmas gift that I've gotten.

Robert Nocito, Gomez Floor Covering

That has to be this year because my fiancé is making a handmade Christmas village, starting with a replica of the college I went to.

Jennifer Curtis, Pecos Fence Co.

My little boy; He was the greatest Christmas gift I ever got or could have gotten.

Rick Marshall II, Hossley Lighting

Last year my mom gave me a blanket she hand crocheted that was just amazing. She worked on for three months. I have it on my son's bed. We don't use it, but I see it everyday.

Sean Benson, Alterman

Bonanza's Lorene Greene horse replica with wheels on its feet.

Randy Miller, Structura

Association Calendar

Content submitted by Associations to Construction News

ABC

Associated Builders & Contractors Inc. Jan. 25: Membership Mixer, Walk-On's

Bistreaux & Bar, 1400 Pantheon Way. For more info, call 210-342-1994

AGC

Associated General Contractors

Jan. 16: Brown Bag Luncheon, AGC Offices, 10806 Gulfdale. For more info, call 210-349-4921

Jan. 22: General Membership and Installation of Directors Luncheon, Sunset Station, 1174 E. Commerce St. For more info, call 210-349-4921

ASA

American Subcontractors Association

Jan. 16: BPI Breakfast, 8:30am, Gardner Law Firm Offices, 7454 E. Mulberry, #500l. For more info, contact Jennifer Swinney at Jennifer@asasanantonio.org or 210-349-2105

Jan. 16: Membership Mixer, 5pm, Location to be determined. For more info, contact Jennifer Swinney at Jennifer@ asasanantonio or call 210-349-2105

Jan. 26: Rodeo BBQ, San Antonio Stock Show & Rodeo On the Salado, 1723 Creekview Dr. For more info, contact Jennifer Swinney at Jennifer@asasanantonio or call 210-349-2105

Feb. 2: ASA Hockey Nigh, 7:30pm, AT&T Center, 1 AT&T Center Pkwy. For more info, contact Jennifer Swinney at Jennifer@asasanantonio or call 210-349-2105

GNBHBA

Greater New Braunfels Home Builders Assn.

Jan. 8: Holiday Install, Mixer & Horseshoe Tournament, Freiheit Country Store, 2157 FM 1101, New Braunfels, TX., 5-10pm. For more info, email kturner@ newbraunfelshomebuilders.com

Jan. 22: Holiday Install, Mixer & Horseshoe Tournament, Freiheit Country Store, 2157 FM 1101, New Braunfels, TX., 5-10pm. For more info, email kturner@ newbraunfelshomebuilders.com

GSABA

Greater San Antonio Builders Assn. Jan. 5: Construction Forecast, 8-11:00am,

Omni Hotel, 9821 Colonade Blvd. For more info, 210-696-3800

HCAdeSA

Hispanic Contractors Assn. de San Antonio

Jan. 17: Installation Dinner at Maestro Entrepreneur Center, 1811 S. Laredo. For more info, go to www.hcadesa.org

Jan. 26 - 27: Rodeo BBQ Cook-offf. Presale wristband to enter HCA's Private Party. For more info, call 210-444-1100 or go to www.hcadesa.org

IEC **Independent Electrical Contractors** San Antonio

Jan. 10: Luncheon, 11:30am, IEC Offices, 5511 Ingram Road. For more info, call Julie Howard at 210-431-9861

Jan. 22 - 24: IEC National Business Summit, Las Vegas, NV. For more info, call 210-431-9861

Jan. 27: Skills USA Competition, IEC Training Center, 5511 Ingram Rd. For more info, call 210-431-9861

NECA

National Electrical Contractors Assn.

Jan. 17-19: Electrical Council, PGA National Resort & Spa, Palm Beach Gardens, FL. For more info, call 210-226-6331

MCA-SMACNA INC Mechanical Contractors Assn. Sheet Metal & A/C Nat'l Assn.

Jan. 17: Joint Industry Fund Meeting, MCA-SMACNA Offices, 12500 Network Blvd. #410. For more info, call 210-822-3763

NAWIC

National Assn. of Women in Construction

Jan. 3: General Membership Meeting, The Petroleum Club, 8620 N. New Braunfels. For more info, call 210-639-2489 or email Rebecca.rodriguez@zachrycorp.com

SAMCA

San Antonio Masonry Contractors Assn.

Jan. 31: Membership Meeting, Pappadeaux Restaurant, 76 NE Loop 410, 12noon. For more info, contact Debbie at 830-606-5556

TACCA

Texas Air Conditioning Contractors Assn. Greater San Antonio

Jan. 31: South Texas HVAC Expo, 9:45am-3:30pm, San Antonio Shrine Auditorium, 901 N. Loop 1604. For more info, call Dawn Thompson at 210-901-4222

TSPE

Texas Society of Professional Engineers Jan. 9: Chapter Meeting, 11:30am, Old San Francisco Steakhouse, 10223 Sahara Dr. For more info, call 210-494-7223

Round-Up

HoltCat announces the following additions to the firm's office:

Peter J. Holt will take over company operations effective Jan. 1 as chief executive officer and general manager retaining his responsibilities for all enterprise operating divisions, including



HOLT CAT, HOLT AgriBusiness, Texas First Rentals, HOLT Truck Centers, HOLT Crane & Equipment and Sitech Tejas. -cmw

Corinna Holt Richter

will take over company operations as president and chief administrative officer and will continue to lead administrative divisions including human resources, safety, IT,



facilities management, legal and marketing.-cmw

TDIndustries is pleased to announce the promotion of Wesley Baker to Vice President of its San Antonio operations. He has acted a vice president of San Antonio construction for the past three



years, developing the San Antonio team and providing strategic leadership for increased growth and will oversee all of San Antonio's service and construction activities. -cmw

Round-Up **Submissions**

Brief company announcements of new or recently promoted personnel, free of charge, as space allows.

Submit Info & Photo: SAeditor@ConstructionNews.net (210) 308-5800

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Texas Mutual Insurance Company announced on October 30, 2017 that San Antonio-based Alamo Crane Service Inc. has been awarded The Platinum Safety Award, the company's top honor for workplace safety. Texas Mutual, the state's leading provider of workers' compensation insurance, recognized this company for its dedication to workplace safety. J.D. Rich of Texas Mutual presented the award that day at Alamo Crane's corporate office. Accepting the award for Alamo Crane Service was Marvin Ohlenbusch, COO and Craig Nash, Safety Director.

Alamo Crane Service is one of only 45 companies receiving the top safety award of over 68,000 Texas Mutual policyholders across the state. To qualify for this honor, a company must demonstrate its commitment to workplace safety by implementing an exemplary safety program, have an exemplary safety record and by controlling workers compensation losses. "This award recognizes companies for their dedication to workplace safety and their commitment to the safety of the employees," says J.D. Rich of Texas Mutual, "We award the Best in Class, we also recognize the strong management commitment by the company, their motto is safety, it's a way of life."

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JOB SIGHTS



Gil Garcia with *THD Construction* takes a moment for *Construction News* while performing exterior and interior renovations from the tornado damage back in February at the The Flats at Olmos apartments located at 103 Jackson Keller. -cmw



Genario Salinas, Edward Sarvaria, Ruben Guevara, Ivan Deanda, and **Jonah Benitez** with **Absolute Power** work on powering up the new Taco Bell O'Connor location. Stuthoff Co. Inc. is the general contractor for the project. -cmw





Open house spectacular

undreds came in. Shuttle after shuttle after shuttle to attend the Alterman Open House Spectacular Dec. 6 held at the Alterman corporate office. -cmw



Hossley Lighting guys Mark Bradley, Steve Tristan, and Ricky Marshall visiting with Wayne Blasingame, Hill Country Electric.



Alterman family members Stephanie Larose, Emil Larose, Amber Ramirez, Sean Benson, and Marcia Debraska.



Lisa Mochel, EESI; Mary Elizabeth Andrews, Accessment Technologies; and Novie Allen, RBFCU



L-R: Rachel Cabina and Jake Blount, Alterman









Dave Roberson, Zachry Construction and Mary Haskin, Mary Haskin Photography



Scott and Mary J. Shaver of Crawford Electric visit with Chris McCort, Burrus & Matthews.



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