



# Gilbane Rising Contractors

Session One

Introduction to Gilbane & The Rising Contractor Program

April 5, 2022





# Gilbane Cares

Because we're all one family.



# Ground Rules & Expectations for this Zoom Session



This one-hour session **will be recorded**.



**Ask questions** in the chat or verbally in breakout sessions.



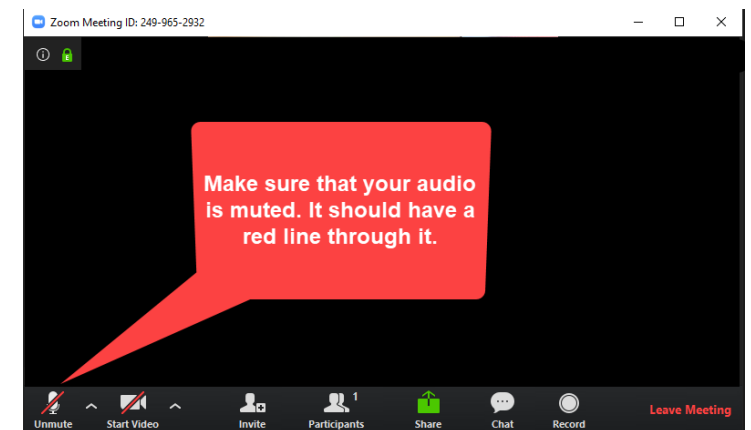
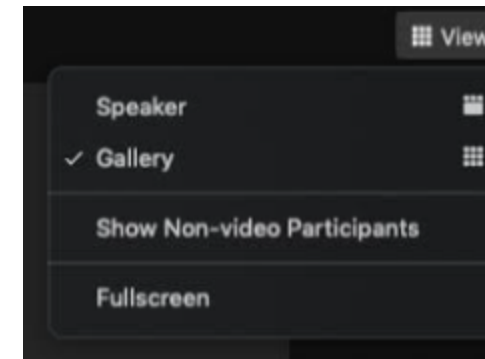
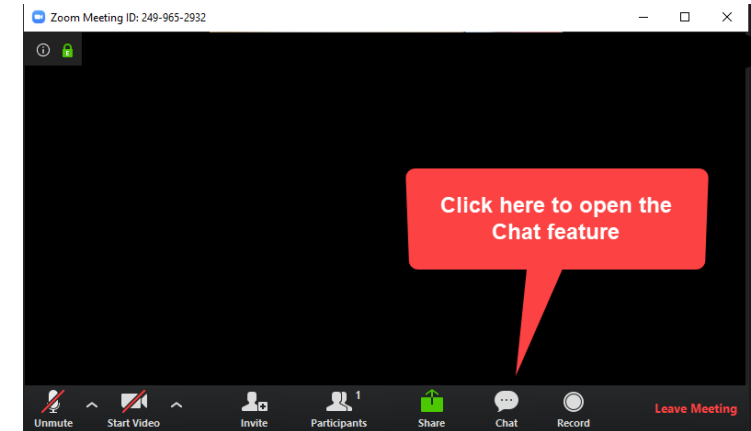
For the best viewing experience, select **Gallery View** in upper right-hand corner.



You can **expand/contract** the viewing windows by sliding the handle between panels.



Please **stay on mute** during initial presentation.



# Welcome!

Just a couple of housekeeping items before we get started.

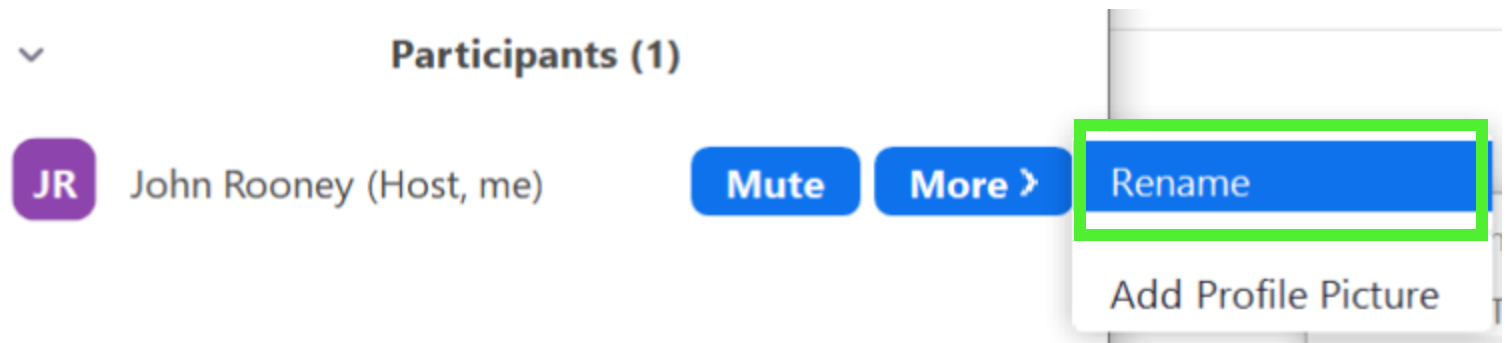
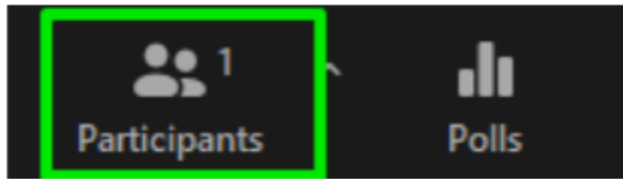
## Your Zoom Name:

Please "rename" yourself using the following convention:

## Region\_First Name\_Your Company

For example: NYC\_John Rooney\_Gilbane

*Click the participants tab, then "more" next to your name. Click Rename*



## Regions:

**NY** (New York)

**MARO** (Mid-Atlantic/DC)

**SE** (Southeast/Florida)

**OH** (Cleveland/Columbus)

**MW** (Chicago and Milwaukee)

# **Gilbane** Rising Contractors

# Welcome!

# Introductions



**Tom Laird**

President and CEO  
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**Paul Choquette III**

Regional President  
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**Yvette Stevens**

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**John Rooney**

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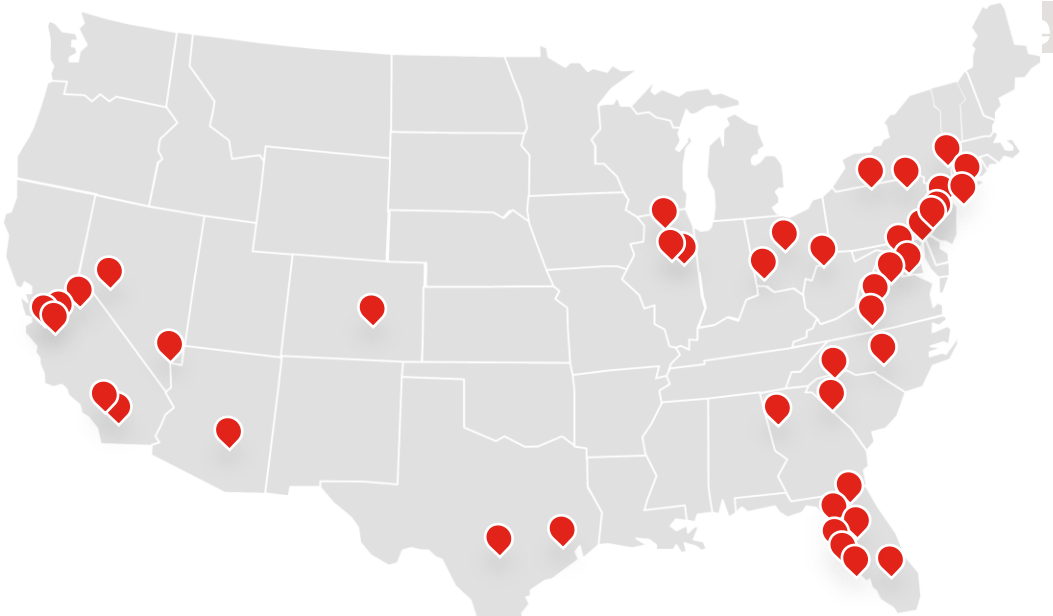
# Gilbane Building Company

Founded in

**1870**

Annual Revenue

**\$6.3 billion**



### U.S. Office Locations

- Phoenix, AZ
- Concord, CA
- Irvine, CA
- Los Angeles, CA
- Rancho Cordova, CA
- San Francisco, CA
- San Jose, CA
- Denver, CO
- Glastonbury, CT
- Stamford, CT
- Boca Raton, FL
- Fort Myers, FL
- Gainesville, FL
- Jacksonville, FL
- Orlando, FL
- Sarasota, FL
- Tampa, FL
- Atlanta, GA
- Chicago, IL (2)
- Boston, MA
- Baltimore, MD
- Charlotte, NC
- Raleigh, NC
- Merrimack, NH
- New Brunswick, NJ
- Las Vegas, NV
- Reno, NV
- Albany, NY
- New York, NY
- Syracuse, NY
- Cleveland, OH
- Columbus, OH
- Philadelphia, PA
- Pittsburgh, PA
- Providence, RI
- Columbia, SC
- Houston, TX
- San Antonio, TX
- Arlington, VA
- Richmond, VA
- Milwaukee, WI

**3,000<sup>+</sup>**

employees working from

**46** & **9**  
offices & countries

# Key Market Sectors



Cultural & Performing Arts



Federal



Higher Education



Residential



Corporate/Commercial



Hospitality



Industrial



Sports & Public Assembly



Criminal Justice



Information Technology



Interiors



Science & Technology



Environmental



Healthcare



K-12



Transportation



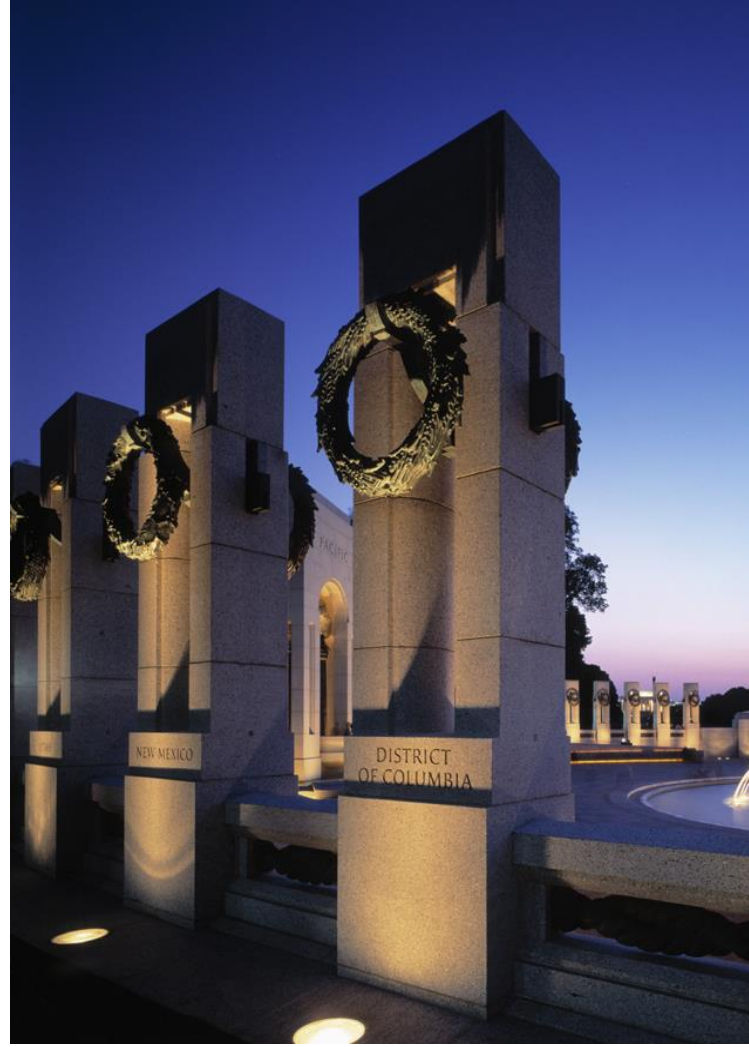
# Key Gilbane Projects



Hudson Yards Observation Deck, NYC



Kings Theater Redevelopment, NYC



World War II Memorial – Washington DC



ExxonMobil Campus, TX



Prince George County Schools, MD

# Key Gilbane Projects



TF Green Airport Intermodal, RI



California State University, Monterey Bay Student Union, CA



Foxconn, WI



Constellation Brands, Mexico



Norton Museum of Art, FL

# Building More Than Buildings™

- › Gilbane Cares Culture
- › Family-owned and privately-held with active participation of the 4<sup>th</sup>, 5<sup>th</sup>, and 6<sup>th</sup> generations of the Gilbane family
- › Over 150 years of operation

## Our Core Values



Teamwork



Integrity



Toughmindedness



Dedication to  
Excellence



Loyalty



Discipline



Caring



Entrepreneurship



# What is Construction Management?

- Construction management (CM) is a professional service that provides project owner(s) with effective management of the project's schedule, cost, quality, safety, scope, and function.
- CMs work with all parties (owner/architect/contractors) to successfully deliver building projects.



# Economic Inclusion

## Diverse Business Commitment

- > Across the board commitment to a minimum of 20% participation
- > Tracking for accountability
- > Economic Inclusion (EI) Task Force
  - Developing solutions to address barriers
- > EI Operations Playbook
  - EI Non-negotiables
- > Emphasis on Outreach
- > Diverse & Local Workforce commitments



*Our commitment is truly about*

**building capacity.**

# Expanded Commitment to Economic Inclusion



# Economic Inclusion Success is More Than Hitting a Number

**01**

Underrepresented groups get ample opportunities

**02**

Local firms get priority in the distribution of opportunity

**03**

Project supports in place that ensure our projects are growing firms

**04**

Opportunities distributed widely, incorporating new firms with regularity

# Rising Contractors: Regional Program Champions



**John Rooney**

*Sr. Economic Inclusion Manager  
New York, NY*



**Ezgi Talarico**

*Business Development Manager  
Chicago, IL*



**Ato Pinkrah**

*Economic Inclusion Manager  
Mid-Atlantic*



**Jason Burt**

*Sr. Project Executive  
Jacksonville, FL*



**Jay Johnson**

*Chief Purchasing Agent  
Washington, DC*



**Mark Cunningham**

*Program Director  
Cleveland, OH*



**Travis Okel**

*Purchasing Manager  
Cleveland, OH*



**Yohan Green**

*Project Engineer  
Mid-Atlantic*



**Mary Collins**

*Project Executive  
Milwaukee, WI*



**Mary Olushoga**

*Economic Inclusion Specialist  
New York, NY*



# Gilbane Rising Contractors – Curriculum Overview

- Eight-week training
  - Prequalification
  - Winning Work
  - Managing Project Success
  - Mitigating Risk
  - Developing Financial Strength
  - Leveraging Technology
  - Networking & Business Development
- Class structure
  - National hour - presentation
  - Local hour – relationship building



# Mentorship

- Purpose of mentorship is to amplify the relationship building component, ensuring the end of training represents the beginning of our partnership
- Mentor requirements
  - One year commitment
  - Hold initial introductory meeting (1 hour)
  - Monthly check-ins (30 mins)
  - Advocate for contractor to be on bid lists
  - Connect contractor to other primes
  - Attend two program sessions (including final session)
  - Conduct one site visit to Gilbane job
  - Provide EI Manager w/updates on mentorship progress

# Class Stats

## Trades

61 companies

- General Contractors
- Plumbers
- HVAC
- Carpenters
- Low Voltage
- Roofing
- Painting
- Concrete
- Demolition
- Trucking

## Regions

New York

Mid-Atlantic/DC

Florida

Ohio (Cleveland and Columbus)

Mid-West (Chicago and Milwaukee)


# Gilbane's Commitment to Rising Contractors

- **Our definition of success:** Ample provision of direct and indirect opportunities to Rising Contractors; ensuring that commitment to continuous learning and growth is core to all our dealings.
- Useful class content
  - Lessons learned report
- Flexibility in prequalification
- Provide a real connection to work
- Partnership, respect, and honest communication

**Gilbane is committed to generating \$100 million in awards over the next five years for program graduates.**

# What we expect from you

- Attend all classes
  - Know the schedule
  - Notification of conflicts
- Appear on camera for second hour
  - Be stationary (no driving)
  - Be in a quiet setting
  - Be on time
  - Be attentive
  - Be presentable
  - Participate
- Try your best



**Gilbane Rising Contractor Participant Agreement**

Company Name: \_\_\_\_\_  
Company Address: \_\_\_\_\_  
Owner's Name: \_\_\_\_\_  
Company Phone: \_\_\_\_\_  
Trade Specialty: Union  Non-Union

Participant 1 Name: \_\_\_\_\_  
Participant 1 Email: \_\_\_\_\_  
Participant 2 Name: \_\_\_\_\_  
Participant 2 Email: \_\_\_\_\_

(Note: Gilbane acknowledges that it does not alter parties' best practices, in addition to the terms set forth in this document, it is not responsible for) I understand that completion of the program does not guarantee any contracts with Gilbane and that successfully completing and completing tasks in the program requires the following:

- **Gilbane** or a previously Gilbane approved contractor needs to attend each of the eight training sessions. The first 7 of these classes will be virtual and the final class on May 24<sup>th</sup> will be in person at 88 Third Street in Lower Merion, PA.

Class	Topic	Start Date	End Date
1	Introduction and Overview	05/10/22	05/10/22
2	Introduction to Construction	05/17/22	05/17/22
3	Introduction to Construction	05/24/22	05/24/22
4	Introduction to Construction	06/07/22	06/07/22
5	Introduction to Construction	06/14/22	06/14/22
6	Introduction to Construction	06/21/22	06/21/22
7	Introduction to Construction	06/28/22	06/28/22
8	Introduction to Construction	07/05/22	07/05/22

I must supply the required information to assist the participants with obtaining the full 8-week training component, and that participation is required to receive opportunities.

I must participate in the 7<sup>th</sup> hour of each virtual class. That portion of the class, being stationary (during class is prohibited), in a quiet setting, and with camera turned on.

Those of complete training, must be responsive to Gilbane, make use of membership, and otherwise do my part to try to get the most out of the program. **Gilbane** remains an active member of Rising Contractors.

\_\_\_\_\_  
Signature of Owner

\_\_\_\_\_  
Signature of Participant

\*\*\*\*\*Participants will need the government link to take the course: <https://www.gilbane.com/rising> for the link. \*\*\*\*\*

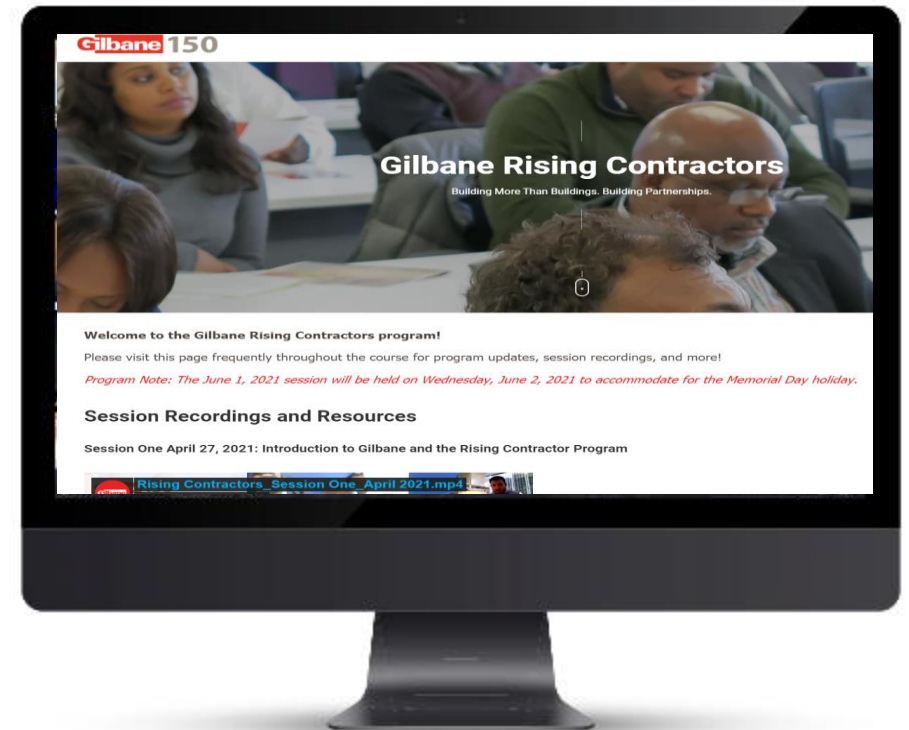


# Three Things to Avoid

1. Wasting opportunities for us to get to know you and your company, particularly in the 2<sup>nd</sup> (local) hour of class
2. Waiting too long to start the prequalification process
3. Not having an online presence that enables potential clients to learn about your company

# Rising Contractors Resource Page

- View programming updates, session recordings, and contact information.
- <https://info.gilbaneco.com/gilbane-rising-contractors-1>
- Password protected: Spring2022



# Next Steps

- Next Class: Prequalification
- Visit <https://compass-app.com/> to register and begin prequalification process
- Come prepared with any questions about prequalification
- Create a LinkedIn page for your business
  - <https://www.procore.com/jobsite/how-linkedin-company-pages-help-construction-businesses-grow/>



Questions?



# Three Key Takeaways

1. Gilbane is a family-owned company that has been around for over 150 years and we strive to be an industry leader in economic inclusion.
2. The training and mentorship components of the Rising Contractor program, while critical, are meant to support the true goal of the program: to connect Rising Contractors with work on Gilbane projects.
3. If you show up fully and take advantage of all this program has to offer, you will go far with Gilbane.

# Session Survey