

From Pete's Desk

The senior living business is always changing, which makes it interesting. With the concerns of overbuilding, people are trying to figure out what is next. I hear things like “We captured 5% of the senior market 20 years ago and are still only capturing 5%” and “Baby boomers aren’t saving enough to afford our product”, among other things. People are finally going from saying “The baby boomers are coming, (in ten years plus or minus)” to asking “How can we capture the baby boomers now”. Everybody is talking about how to capture the middle market, and we have been working hard on prototypes for this, getting great interest from clients and prospective clients. With our Big Hairy Audacious Goal of wanting to be the best senior living contractor in the country, it is incumbent on us to be on top of trends, and be the best. Our clients expect it from us, and we owe it to them. So a culture of continuous learning, questioning, and exploring as we grind through our day is part of the brand promise expected of us. Thanks to all of you who continue to do this.

It’s nice to be rid of winter weather and see the leaves coming out in the Midwest. Our construction activity has picked up, both on current projects and on new starts, with \$28 million worth of work started in the past 30 days. These are mostly for repeat clients who appreciate what we do. There are a lot of other things going on, though, in addition. Chris Vasel is promoted to project manager, having demonstrated his ability both internally and externally. Rey Rodriguez is our Core Values winner for the month having set a great example for all of us. And please join me in welcoming Kevin Dean as an Assistant Project Manager working in Florida assisting in our mission to contribute to the success of our Clients and Associates.

Core Purpose and Values

Core Purpose

- *To contribute to the success of our Clients and Associates*

Core Values

- *Great client relationships with high customer loyalty*
- *Integrity and professionalism in all we do*
- *Keeping our commitments through proactive attention to detail and execution*
- *Growth of our Associates and Business through learning, teamwork, and leadership*



The Pearl Project Team
Birmingham, MI

Notes from Orlando

Clarity Pointe – Coconut Creek is entering the final 90 days to completion and looking to finish well. Drywall hang & finish will be complete by end April and interior finishes well underway in all areas. Landscape and hardscape are underway and progressing steadily towards a July 16, 2019 completion. Centre Pointe – Tallahassee passed their final AHCA inspection and opened the new Admin & Lobby in early April. The final phase, which includes the Activities Room, Bistro, Salon and Conference Rooms, is on target to complete next month.

The estimating and project teams on the Blue Heron Health & Rehab (TLC – Wesley Chapel) are completing early buyouts, finalizing contract terms, and making final preparations to start work once the permit is issued. They are also working on a potential early start on the TLC Astoria project. Similarly, the team on Discovery Village of Boynton Beach project is budgeting the various phases and looking to start the exterior work very soon. Several other significant projects, including University Groves and The Oaks in Palm Springs have also been final priced and looking to start by mid year.

By David Reaves

Our Brand Promise

Peace of Mind, No Surprises

In some aspects of life surprises can be a fun thing to have happen such as surprise birthday parties, a pleasant surprise bumping into an old friend or colleague, a \$500 win on a scratch off ticket. But in the costly and risky business of development, surprises are not welcome.

While sometimes surprises happen no matter how hard one tries to control them, The Douglas Company works extremely hard to foresee the path in front of us and the project to minimize/eliminate the potential of these happening to the best of our ability.

This starts early in pre-construction beginning with budget estimates that we can provide from early conceptual/schematic drawings. From there we work on a collaborative basis with our clients and the design team to continuously provide cost input and constructability feedback as the drawings progress so there are no surprises about costs that may be getting added to the design that they were unaware of.

This attitude of treating our clients' money like it's our own continues throughout pre-construction and construction. During construction there are weekly meetings between the field team and management to discuss if the project is on track as expected and continuous planning for the next steps and anticipating any hurdles on the horizon. At the end of the day we want to deliver Peace of Mind with No Surprises from start to finish.

By Don Diedrick

Living the Core Values

I would like to nominate Rey Rodriguez as our Core Values Winner for "Great client relationships with high customer loyalty". Through 2018 and now continued into 2019, the Orlando office has been fortunate enough to have had the opportunity to budget and firm price over \$1 billion dollars in construction project opportunities which has led to securing a significant amount of upcoming work for the office. Despite often high workloads, Rey has always jumped on the opportunity to take on another budget, firm price, or value engineering effort. He works hard to maintain positive relationships with subcontractors and always finds the time to take their call to keep them up to date on our projects.

Rey has been an integral part of the Orlando estimating team and I congratulate him on his hard work and efforts. Thanks Rey!

By Jeremy Bartolovitch

Associate News

Kevin Dean has joined The Douglas Company as an Assistant Project Manager in Toledo. He has 17 years of experience in construction management. He is the oldest child with 2 younger sisters and as a youth played baseball for 11 years. Kevin spent 4 years in the US Navy repairing F-18 cockpit avionics. We welcome Kevin and thank him for his service!

*She said
Yes*

Engaged This Year
Connor Casper and Lexie

Married on 4/6/19
Jeremy Bartolovitch and Natalie

Birthdays!



Pam Klatt
May 7

Andrew Sokol
May 7

Brian McCarthy
May 14

Dylan Lewis
May 15

Nick Kelsey
May 17

Victoria Crawford
May 20

Naomi Sears
May 23

Josie Ludwig
May 26

Preston Knecht
May 27

Service Anniversaries



Happy Work Anniversary!

34 years
Brian McCarthy

13 years
Josie Ludwig

12 years
Kevin Green

11 years
Drew Rahrig

7 years
Debbie Breakstone

4 years
Scott Lynch
Matt Pigula

3 years
Quinn Graham

2 years
Alexander Deuell
Matt Upton
Joshua Conradi
Tyler Stout
Keith Paquin

1 year
Hunter Kick
Ken Wesley
Nick Kelsey



THE DOUGLAS COMPANY
LEAD. BUILD. SUCCEED.