

## [From Pete's Desk](#)

Valentine's Day ended as it usually seems to, with me standing in line behind 10 other people at 9:00 at night at Kroger buying flowers for Deanne. That's not a complaint. I am fortunate. As I was standing in line, I was thinking about how I actually got to go home that evening, when so many of our professionals were out of town overnight working hard to serve our clients and support their teammates. And I felt fortunate that my late arrival home was all in the service of the same objectives. And as I sat in the office early this morning working through a number of administrative and operational issues, I thought about how fortunate we are again to have such wonderful clients and projects to work for and on, and it reminded me of how appreciative all of us have to be, and how we can't let administrative tasks get in the way of serving our clients by honoring our core purpose and values. Thanks to all of our clients and associates for making this work.

### **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*

We are in the second month of the year, and it continues to look like a great year. Projects are starting for both new and repeat clients, a credit to our reputation and past performance, projects keep moving forward, and projects are completing. The grand opening of the Confluent/HRA Beavercreek, OH project is this week, and we are set to start their Stuart, FL project next week. This is a credit to both the Beavercreek team, led by Drew Rahrig, Connor Casper, Scott Lynch, and Denny Bates and to our Florida estimating team, led by Jeremy Bartolovitch. Weather is a factor for our projects up north, but our dedicated staff is toughing it out and forging ahead.

Please join me in congratulating this month's core values winner Theresa West, nominated by Nikki Lopez. And join me in welcoming Dan Sehl as a Project Superintendent in Toledo.



Beavercreek Ohio

### Notes from Orlando

The Orlando office continues to be extremely busy finalizing our firm pricing of new opportunities including Blue Heron Health & Rehab (TLC – Wesley Chapel), Discovery Village of Boynton Beach, Discovery Village at Sarasota Bay and The Oaks in Palm Springs. Several other significant projects are right on the heels of these, all of which will lead to some sensational new project starts in the coming months.

The operations team remains focused on completing our 2018 projects and planning the new starts. Work @ Centre Pointe – Tallahassee is entering its final phase and Clarity Pointe – Coconut Creek is fully enclosed and pushing interior work for a 2<sup>nd</sup> Quarter 2019 completion.

2019 looks to be an exciting year already...

*By David Reaves*

### Our Brand Promise

The Douglas Company has made a name for itself in the senior housing market over the last twenty plus years by putting our clients' success above all our other priorities. This ties in to our mission statement "to provide individualized construction services that contribute effectively to our clients' success."

One of our most important value-added propositions to our clients is to provide our clients with "peace of mind/no surprises." This is accomplished by providing leadership to the project team, timely communication of project issues, quality control, providing value driven solutions to problems, and keeping our commitments to our clients.

Providing peace of mind to our clients on their projects is getting harder to accomplish due to a lot of external issues such as subcontractor manpower, supervision and quality issues, incomplete designs, more complex building department inspections, and the volatility of material pricing. The only way we continue to consistently provide peace of mind to our clients is following all of our processes, communicating effectively, and working hard.

*By Brian McCarthy*

### Living the Core Values

I would love to acknowledge Theresa West and show my appreciation for the incredible value that she brings to The Douglas Company team. Theresa is outstanding at encompassing all of the values held at The Douglas Company through her support of our President and our executive team. She is a woman of many hats and an individual who exemplifies the firm's values throughout the year.

Her commitment, attention to detail and ability to differentiate between "mission-critical tasks" and "tasks that can wait" showcases impeccable judgment, leadership skills, and an alignment with company values.

Theresa's commitment to The Douglas Company speaks for itself and she daily models our core values, demonstrating the highest level of integrity and celebrating excellence in all that she does. She treats every client and her fellow employees with the utmost respect and portrays a high level of professionalism in handling the sensitivity of her position.

No matter how hectic the day gets, she consistently reaches out to be helpful in a timely and responsive manner; strives to satisfy internal and external customers; and does it with a great attitude.

Theresa is a pleasure to work with and I would like to recognize the support she provides daily as an invaluable part of The Douglas Company team.

*By Nikki Lopez*

### Associate News

Congratulations to Matt Pigula and his wife Alex on the new addition to their family!



Emma Pigula

Please congratulate Andrew Best on his new position with The Douglas Company. Andrew is now working in the Estimating Department as a Project Estimator. Andrew has been with TDC for 5 years and will be a valuable team member to the department.

# Birthdays!



**Jeff Bigelow**  
March 4

**Laureen Josselyn Clancy**  
March 17

**Brian Baker**  
March 31

### Service Anniversaries



**38 years**  
Pete Douglas

**4 years**  
Rey Rodriguez

**3 years**  
Brian Baker

**1 year**  
Chris Chambers  
Kevin McCarthy

# February



**THE DOUGLAS COMPANY**  
LEAD. BUILD. SUCCEED.