

From Pete's Desk

With \$70 million in starts in the next 45 days, we will be plenty busy this year. Our estimating departments have been working hard to get the right numbers, and have been working with architects and owners to provide value engineering options and to ensure drawings match agreed upon and economical scopes. As evidence of the positive impact our processes and people are providing, we are starting one project that was negotiated, and was very similar to a project in close proximity that was competitively bid. When the dust settled, our negotiated approach was \$14 a square foot less than the competitively bid project. It takes a lot of hard work, but our estimators know how to do it and are able to provide value for our clients.

We just completed our second quarter planning process. A lot of good thoughts and discussion came out of it. It's great to see our next generation leadership stepping up, demonstrating their business acumen, and giving input that will provide for direction for the future of the company. Because we are so busy in our Toledo office right now, we limited the number of new initiatives, but they are important, and will bode well for us for the future. Thanks to everyone who participated and gave input and thanks to Dave Bockbrader for leading this.

A consistent theme I hear in the industry is how contractors are failing their clients in completing construction timely. It's more difficult to build right now, but we are following our processes with discipline and achieving good results. Stories of other contractors being behind by six months to a year, even a year and a half are difficult to fathom. But with good people, processes and hard work, the risks can be minimized. Thanks to everyone on our construction teams for working hard to build effectively and honor our commitments to our clients. It's critically important.

Please join me in congratulating this month's Core Values winners Dan Arbogast, nominated by Brendan Willis and Barbie Delker, nominated by Migdalia Accius.

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*



Confluent HRA Beaver Creek, OH
Grand Opening

Notes from Orlando

Centre Pointe – Tallahassee has turned over the Dining area and looks to open the new Admin & Lobby by the end of March. The final phase, which includes the Activities Room, Bistro, Spa and Conference Rooms, will complete next month. Clarity Pointe – Coconut Creek is pushing forward with interior finishes on the 1st floor, paving the exterior roads & parking areas, and steadily marching towards a July 1, 2019 completion.

Meanwhile, the estimating and project teams on the Blue Heron Health & Rehab (TLC – Wesley Chapel) and Discovery Village of Boynton Beach projects are finalizing pricing, setting contract terms, and making preparations to kick-off these projects imminently. A number of other significant projects including The Oaks in Palm Springs, TLC Astoria and University Groves are also being final priced to start by mid year.

The promise of 2019 is coming together...

By David Reaves

Our Brand Promise

For more than forty years, The Douglas Company has been developing and refining detailed processes for every step of a project. Recently we selected Integri-D as a “brand” for our integrated processes, which collectively are the foundation to successfully delivering on each of our three brand promises.

During preconstruction, our main goal is to understand the needs of our client and work collectively as a team to achieve the determined objective. Through this process we deliver on our brand promise of **Development Planning and Leadership**.

Control of costs is important to the success of any business and our team is sensitive to this and treats our client’s money like it is our own. During each phase of a project we analyze every component to maximize value and focus on effective purchasing to meet our brand promise of **Best Price Solution**.

Throughout the life of the project, The Douglas Company’s specialists are reviewing constructability, verifying durability, prequalifying subcontractors, completing a detailed “Design Check” as well as coordinating and managing appropriate manpower, quality and safety on the jobsite to assure a timely and smooth construction process. Providing clients with our third brand promise, **Peace of Mind**.

By Bob Ritter

Living the Core Values

Dan’s work ethic and diligence really exemplify The Douglas Company Core Value of “keeping commitments through proactive attention to detail and execution” and as such I would like to nominate Dan Arbogast for a Core Values Award.

I have observed these qualities in Dan on multiple projects over the last three years, first during his co-op and then after his hire as a Project Coordinator. Oftentimes he was working beside me in the field as a de facto second superintendent. At the start of this year Dan’s job title officially changed to Assistant Superintendent and he joined the team on the All American Assisted Living project in Kingston, New Hampshire. He hit the ground running and made an immediate positive impact by assuming responsibility for quality assurance checks, door and hardware inventory, and coordination of finish trades. Dan is methodical, organized, and has a keen eye for detail. In his short time on this project he has become an invaluable part of keeping our commitment to deliver a quality product to our client.

By Brendan Willis

I would like to nominate Barbie Delker for “Living the Core Values”.

Barbie’s positive attitude and leadership skills are a tremendous asset to the team. Barbie is constantly asking the team, “can I help you with anything?” Barbie understands how much help it is to have assistance with things like typing something up for someone, following up with an irate vendor, or indexing certificate of insurances. Barbie’s people skills are amazing! I like to call her the Director of First Impressions. When vendors call, they know Barbie will do her best to get them an answer or point them in the right direction.

By Migdalia Accius

Associate News

Congratulations to Andrew Best and his wife Jackie on the new addition to their family!

Lili Joann



Birthdays!



Debbie Breakstone
April 5

Chris Mildon
April 6

Jeremy Bartolovitch
April 11

Nikki Lopez
April 21

Andrew Nowak
April 26

Drew Rahrig
April 26

Service Anniversaries



5 years
Tyler Brumbaugh

3 years
Jeff Bigelow

