

## From Pete's Desk

As we move quickly towards summer, positive things are happening. Our Quarterly Survey of Lending Institutions indicates that many banks are willing to lend, but don't have developers asking to borrow. The last nine months have made many of our clients gun-shy on asking for money with banks shut down, but other clients are getting it done, and we have a number of projects to start in the next sixty days and later in the year. It's good to see.

The owners of this company (all of our associates are owners) are working hard to take care of our clients, as you would expect company owners to do. And they are working hard to advance their own careers. We've had four promotions in the past month in our Toledo office, which will increase capacity to even better take care of our clients, with more to come.

We have developed PACTs (Performance and Career Trackers) that will enable very focused development with monthly coaching for all of our office project staff and will accelerate development further and faster. It's working so well that it's been asked that we expand the PACT format to our estimating and superintendent staffs. Our first internal company owner's surveys reports that our Partners are motivated by the new structure to do their jobs better for the client and to stay with the company long term, which was a big part of our goal. It's all exciting to be a part of, and bodes well for everyone inside and outside the company (except maybe our competitors).

Please join me in congratulating Andrew Sokol, Project Estimator; Justin VanAtta, Project Manager; Alex Koch, Assistant Project Manager and Hunter Kick, Assistant Project Manager on their promotions. They all worked hard, demonstrated ability, and earned these promotions. And join me in congratulating this month's Core Values Winner, Andrew Sokol.

Lastly, it's with a heavy heart that I tell everyone of the passing of Nick Arduine. Nick was our General Superintendent in Florida. He was capable, selfless, and dedicated. Our prayers are with his family for this tragic event.

*By Pete Douglas*



**Tim Clement**  
Orlando Project  
Superintendent

## Notes from Orlando

We are a month into Spring and the 2nd Quarter and there's a lot going on. In operations, we are a week away from attending the Grand Opening event at the Blue Heron Health & Rehabilitation project. It should be a wonderful event at a beautiful building. It took a lot of work by many people but the end result is worth it and the facility should serve that community well. The 4th floor walls are being framed on the 1st building at the Sagefield Apartment project in Jacksonville, FL and the setting of the roof trusses should start by the end of the month. Lumber remains a challenge but the TDC Team is doing a good job of navigating these difficult and unprecedented market conditions. On the Grove at Trelago project, permanent power has been turned on in the building and MEP trim-out in the resident units has started. This project has many fancy interior details and it will be fun to watch it all come together over the next few months.

It has shaped up to be a busy month for our estimating department. We recently delivered a firm price on an apartment project in Gainesville, FL for a repeat client. Our pricing was competitive and we are assisting the owner and design team in the value engineering efforts to help solve the project's budget issues. We've received four sets of Design Development plans this month which we have or are currently being priced. One set is for Chance Partners, who are owners of the Jacksonville project, which is encouraging to me that they're interested in having us build more work for them and is a testament of the quality work we did for them in preconstruction and are currently doing for them in the field.

Lastly, we say goodbye to our General Superintendent, Nick Arduine, who passed away suddenly this week. Nick was with us for several years and left us when we had leadership changes in Orlando. I randomly ran into Nick one Saturday at the Mecum Car Auction in Kissimmee and told him I was now running the office. A few weeks later he agreed to come back to us, a decision for which I will always be grateful. Nick was a good man and a great superintendent. His field, code, and AHCA knowledge were exemplary and he was always a pleasure to work with. Nick, you will always be remembered by your TDC teammates.

*By Jeremy Bartolovitch*



*Nick Arduine*

### Our Brand Promise

One of our Brand Promises to our clients is a Best Price Solution. This solution is important now more than ever with material price increases as they are and getting commitments from the debt and equity communities to be able to move projects forward. A Best Price Solution comes in a couple different flavors too.

The first type is the selection of material types and finishes in interiors, HVAC systems, residential appliances, lighting fixtures, exterior facades and the list goes on. Unless you are trying to put an asset in the market that is extremely high end across the board, you can make some smart decisions in these areas to save some money with “similar to” choices and still have a nicely finished project. These areas are of course the owner’s decision but we can help consult them.

The second type of Best Price Solution is our selection of sub-contractors to work with. We don’t necessarily want the lowest price company in the market because that is probably all they have to offer and we of course don’t want the highest priced company either. We select the most qualified company that can complete the work on time, with good craftsmanship at a reasonable price. We continue to work with our clients in a very transparent manner to illustrate how we help them get to the Best Price Solution for their projects.

*By Don Diedrick*



### Happy Work Anniversary!!

Harrison Inman	2 Years
Jack Potter	2 Years
Hunter Kick	3 Years
Jonathan Geiger	3 Years
Matt Upton	4 Years
Tyler Stout	4 Years
Scptt Lynch	6 Years
Matt Pigula	6 Years
Debbie Breakstone	9 Years
Kevin Green	14 Years
Josie Ludwig	15 Years

### Happy Birthday!!

Andrew Sokol - May 7  
 Carter Kunz - May 7  
 Pam Klatt - May 7  
 Dylan Lewis - May 15  
 Victoria Crawford - May 20  
 Naomi Sears - May 23  
 Josie Ludwig - May 26

### 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

### Living the Core Values

This month I would like to recognize Andrew Sokol for his exceptional showing of “Keeping our commitments through proactive attention to detail and execution”. Firm bids take a lot of very detailed and tedious work to get everything right. This year we’ve been very busy in Toledo Preconstruction with updating firm bids, with one actively going on nearly every week so far this year! Sokol has been involved with every firm bid we’ve done in the Toledo Office this year – Either his own or by supporting others. He has logged some late nights and long hours to help the team meet our commitments, and we appreciate the time and commitment he has made!

*By Bruce Douglas*



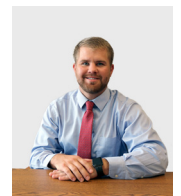
Justin VaAtta  
Project Manager  
Toledo Office



Hunter Kick  
Assistant Project Manager  
Toledo Office



Andrew Sokol  
Project Estimator  
Toledo Office



Alex Koch  
Assistant Project Manager  
Toledo Office