

## From Pete's Desk

Is this a great country or what? (I'm not getting political here.) When you look at what we've come through in the last fourteen months – a pandemic that completely shut us down and killed a million people, a recession, and other challenges this country has come through successfully it makes you believe that the spirit of this country has not changed since our World War II “can do” attitude. The development industry exemplifies this. In the past fourteen months, we've seen a lockdown on needed financing for new projects, reductions in occupancy and lease-up, a vilification of the industry, and lately extreme volatility in the escalation of pricing on new development. Despite this, the industry has persevered. And though we've seen projects deferred, we have not, to my memory, seen a single cancellation of projects. Financing is loosening up, occupancies have turned the corner and are increasing, the industry's public posture is improving, and despite the unprecedented commodity price increases, developers are finding a way to forge ahead and develop projects. It's inspiring to see.

Along those lines, our Toledo office has four projects to start by mid-June, three of which are for repeat clients and multiple commitments for the Fall. Our Florida office, which is maxed out at this point, has multiple commitments for when capacity is available in early Fall. We are hiring good people, and we can finally throw a good party with Covid restrictions being eased. It's good to have things approaching normal again. Our business has changed a little, as it needs always to do. With erratic pricing comes a need to purchase quickly after we receive commitments. And material availability is unreliable at best for nearly every product. But we can adapt and handle that, and we will.

On a granular level, please join me in congratulating Harrison Inman for his promotion to Assistant Project Manager and Justin VanAtta and Brian Carter, who have joined our LEAD Group.

This month we welcome our new associates Jonathan Geiger, Project Coordinator in Orlando; Jared Keyser, Project Coordinator in Toledo; and Mike Mertz, Project Superintendent in Toledo. We also welcome our Co-op's Amanda Keener in Toledo and Blake Bustamante in Orlando. And, congratulations to our Core Values winner, Nikki Depner, who Andrew Barger nominated.

Is this a great country or what?

*By Pete Douglas*

## Our Brand Promise

One of our company's brand promises is Peace of Mind. This brand promise is important because it allows us to provide an added value to our clients through our normal day-to-day activities. Our clients entrust us with a large investment and want to know that we are looking out for their best interest.

Peace of Mind doesn't mean that everything will be perfect and that we won't have challenges along the way, especially in today's environment with manpower shortages, supply chain issues, and pricing volatility. Providing Peace of Mind is how we handle and communicate these issues to our Clients and be part of the solution rather than compounding the problem. As with most things in our industry, it is important to communicate and keep our clients apprised of what is going on with their investment, and when we do that effectively, we can deliver on our brand promise and strengthen our relationships with them which leads to repeat work which is the goal.

*By Andrew Rahrig*



**Jonathan Geiger**  
Orlando  
Project Coordinator



**Jared Keyser**  
Toledo  
Project Coordinator



**Mike Mertz**  
Toledo  
Project Superintendent

## Notes from Orlando

The weather is heating up in Florida, and so are the activities on our job sites and in our office. The roof trusses are set and decked on the first building at the Sagefield apartment project in Jacksonville, which is a good sight to see and opens up the roofing and building envelope work to start. On-time material deliveries continue to challenge production, but the team focuses on getting ahead of the issues. On The Grove at Trelago senior living project, the drywall is nearly 100% hung and finished, and the finishes are going in. The pool was recently “poured,” and a push to get the hardscape and landscape in place is underway. It’s been a challenging month for manpower on both projects, so I’d like to challenge our teams to be diligent and demanding regarding having adequate crew sizes on the jobs. We have many tools at our disposal to increase manpower from subcontractors. We need to be using them in a timely manner to maintain schedules and revenue targets.

The estimating department is busy with estimates and wrestling with material price escalations that are straining our clients’ budgets. Alternate structural systems and creative value engineering are considered for some projects to help offset the radical increases and volatility in the lumber markets. But it’s not just lumber anymore; prices are up on just about everything. While this is not good news for anyone, it does provide an opportunity for The Douglas Company associates to demonstrate our expertise in preconstruction to help bring solutions to our clients. Developers are looking for guidance through this mess, and our ability to demonstrate our expertise in construction should lead to new opportunities.

*By Jeremy Bartolovitch*

## 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

I would like to nominate Nikki Depner for May’s Core Value award for Growth of our Associates and Business through learning, teamwork, and leadership.

On top of her daily marketing tasks Nikki has been heading up a massive cleaning effort and redesign of the 2nd floor preconstruction cubical area. She is creating space for the preconstruction department to store plans, specs, reference material, and samples. This is a large undertaking and has required many trips to the dumpster, moving old bookcases, and even painting the walls! We appreciate the hard work and are excited to see the final product.

*By Andrew Barger*



**CONGRATULATIONS  
ON YOUR  
PROMOTION**



**Harrison Inman**  
Orlando  
Assistant Project Manager



## Happy Work Anniversary!!

Braxton Skinner - 1 Year  
Victoria Crawford - 3 Years  
Jeremy Bartolovitch- 13 Years

## Happy Birthday!!

Pete Zimmerman - June 2  
Andrew Best - June 9  
Hunter Kick - June 19  
Daniel Arbogast - June 27