MASTER BUILDERS' ASSOCIATION OF WESTERN PENNSYLVANIA, INC.

# 2022 Member Report



\* ADMIT ONE VIP \*



Master Builders' Association of Western Pennsylvania presents

THE CONSTRUCTION INDUSTRY

# EVENING of EXCELLENCE

FEBRUARY 23, 2023





ACRISURE STADIUM, UPMC CLUB

5-9 P.M.

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Tired of sitting through long webinars to get five minutes of relevant information? **MBA's Flash Webinars** provide valuable information from industry experts in just 10 minutes or less.

View the MBA Flash Webinar library

**Publisher:** Master Builders' Association of Western, Pennsylvania, Inc.; **Contributors:** Dave Daquelente, Mary Chuderewicz, Marilyn Rossa Kail; **Design:** Dana Boulden; **Photography:** Mary Chuderewicz; **Questions or comments to:** info@mbawpa.org



Reflections

of the President

Raymond A. Volpatt, Jr., P.E.

Dear friends,

This year was marked both by renewed progress and innovation. It also was my first year as your MBA President. I feel privileged to be able to serve in this role, and I look forward -- with your continued support — to another year of service and even greater success in 2023.

#### I am especially proud of the progress we made with several key initiatives:

- MBA's commitment to labor negotiation and workforce development strategies will provide an even stronger base for labor stabilization over the next two to five years.
- Our newly formed President's Council ensures even greater collaboration and communication among our Committee Chairs, and with our Board of Directors.
- The creation of two additional (one-year) MBA Director positions, as appointed by MBA's President, not only expands volunteer leadership opportunities for our membership, but also will generate even more experienced advice and perspective to MBA leadership.

MBA has remained a strong, influential, and single voice to the construction industry since our founders sparked our collaborative spirit in 1886. Today, we know our success and impact on the region is propelled by the contributions of our members, staff and industry partners. In this year's Report to Members, you will learn more about many of those shared successes, as well as how we will focus even more aggressively on Building Momentum next year.

REFLECTING ON 2022

Raymond A Volpatt, Jr., P.E.

President, Master Builders' Association of Western Pennsylvania





#### **Quality Events and Educational Seminars**

"I love MBA due to the quality of its members and events. We're a consistent sponsor for the Evening of Excellence. Much of my role is to foster industry relationships between clients and underwriters. MBA events and educational seminars are a great forum for that purpose."

JAY BLACK Seubert & Associates, Inc.

#### An Organization Driven by Members

"MBA is an organization driven by members. All events are very well organized and attended. We enjoy supporting, and being associated with MBA. Industry knowledge and relationships with people in the industry make membership a must. Keep up the good work!"

TED PETKO Schneider Downs & Company, Inc.

# **Invaluable Opportunities for Collaboration**

invaluable opportunities for collaboration among industry colleagues and peers, access to key professionals involved in labor relations and workforce development, as well as access to construction education, and industry specific networking events."

TARA CONNOR
Turner Construction

#### **Looking Forward to 2023**

"It is an absolute pleasure working with everyone at MBA. You all continue to help promote and support all the Carpenters' programs. I am extremely fortunate to work with you all, and look forward to more good things in 2023!"

RICHARD F. PAGANIE JR. Carpenters Training Center

#### Keep up the good work!

"There is nothing wrong with a little change and new ideas and programs to help stimulate enthusiasm.

Keep up the good work!"

JASON MALATAK Mosites Construction & Development Company

**We want to hear from you.** Let us know what we're doing right, and how we can make your membership even better. MBA Inbox is also the place to share your company's successes with other members. **Email us at info@mbawpa.org** 

\$800,000 IN SCHOLARSHIPS & EDUCATIONAL SUPPORT \$1994

#21#
WEBINARS

FIVE
INDUSTRYRELATED
SCHOLARSHIPS

\$43,500 DONATED IN 2022 TO LOCAL CHARITIES

100,000+

© DOWNLOADS OF ©
HARNESS HERO &
GROUND UP
CONSTRUCTION

6 BICYCLES රම්රම්රම්රම් DELIVERED TO රම්රම්රම්රම් KIDS AT THE CHILDREN'S INSTITUTE 1998
FIRST SCHOLARSHIPS
AWARDED TO
PITT STUDENTS

EMERGING LEADERSHIP,
SOCIAL MEDIA,
AGC SAFETY AND
CONSTRUCTION
SUPERVISOR
FUNDAMENTALS

144 WORKFORCE
DEVELOPMENT, &
DIVERSITY EQUITY & INCLUSION
PRESENTATIONS
REACHED
1600+ PEOPLE

255
MEMBERS

36

GENERAL CONTRACTORS

SPECIALTY CONTRACTORS

125

AFFILIATE MEMBERS

### Awards of Distinction



MBA Safety Champion Award CARL TIPTON Superintendent, Rycon Construction, Inc.

MBA Risk Management Committee established the MBA Safety Champion Award to recognize one individual who consistently practices the safety leadership skills needed to create a strong jobsite and organizational safety climate. Carl was presented with this award at the 2022 MBA Building Excellence Awards program by Chris DiBon, of Mascaro Construction, the 2020 MBA Safety Champion. This award is sponsored by MSA—The Safety Company



2022 March of Dimes Annual
Pittsburgh Transportation,
Building & Construction Awards
Frontline Worker of the Year

#### **RICK BOWERS**

MBA Risk Management Committee Chair, and Director, Health, Safety & Environment Mascaro Construction Company, LP



Pittsburgh Business Times
Top 20 People to Know in
Construction and Architecture

**DAVE DAQUELENTE**MBA Executive Director



National Safety Council
Distinguished Service
to Safety Award
BOB McCALL

MBA Director of Safety

#### 2022 ENR MidAtlantic Contractor of the Year RYCON CONSTRUCTION, INC.

Founded in 1989, with nearly 350 field craftspeople mostly located in the MidAtlantic region, Rycon Construction Inc., is one of the largest employers of carpenters in Western Pennsylvania. The retention of skilled labor craftspeople, especially during the current labor shortage, has been critical to the company's accomplishments.



CONGRATULATIONS TO OUR MEMBERS RECOGNIZED AS

#### 2022 ENR TOP 400 CONTRACTORS

- Mascaro Construction Company, LP
- PJ Dick Incorporated

- Rycon Construction, Inc.
- Turner Construction Company

# BUILDING EXCELLENCE AWARD 2021 WINNERS

#### **NEW CONSTRUCTION**

#### Over \$25 Million

Allegheny Health Network, Wexford Hospital Contractor: Massaro Corporation

#### \$10 - \$25 Million

St. Vincent College Latimer Library Contractor: Rycon Construction, Inc.

#### \$5 - \$10 Million

Eastern Atlantic States Regional Council of Carpenters Administration Building Contractor: Rycon Construction, Inc.

#### **Under \$5 Million**

DiMarco Construction Co., Inc.

New Headquarters

Contractor: DiMarco Construction Co., Inc.

#### RENOVATION CONSTRUCTION

#### Over \$10 Million

AJ Palumbo, Chuck Cooper Fieldhouse Contractor: PJ Dick Incorporated

#### **Under \$10 Million**

Carnegie Library of Pittsburgh Mt. Washington
Contractor: Volpatt Construction Corporation

#### **EXCELLENCE** in **CRAFTSMANSHIP**

Bakery Square Contractor: PJ Dick Incorporated

#### **FEBRUARY 23, 2023**

The 2022 award winners will be celebrated at The Construction Industry **Evening of Excellence**.

Register now 😜



# **Breaking Ground**

**WINTER 2023 ISSUE** 

Breaking Ground is a comprehensive source of local market information for professionals in the commercial building, construction and real estate development industries, produced six times a year.

To be added to the mailing list, email Mary Chuderewicz ✓





resulting in strong and positive outcomes.

Western Pennsylvania has been known for outstanding, positive labor relations for over 40 years. Here are some MBA wins for 2022:

- Four Collective Bargaining Agreement (CBA) settlements set the stage for labor pricing stabilization, and financial support for increased workforce development, recruitment, and retention strategies. MBA's Labor Negotiation Committee reached settlements with the Laborers District Council of Western, Pa., Cement Masons and Operative Plasterers (Local 526), Operating Engineers (Local 66), and the Eastern Atlantic States Regional Council of Carpenters (EASRCC). These settlements also reinforced our signatory Contractor Members commitment to provide a premium wage for premium performance and productivity from our craft labor partners.
- Power collective bargaining for our Contractor Members, who assigned their collective bargaining rights for the Carpenters to MBA, produced another big win. They gained a collective \$1.5M in savings across the first year of settlement through a one-dollar subsidy program with EASRCC.

# **BuildOn Workforce Recruitment Event Spotlights Career Opportunities in Our Industry**

Many roads lead to a rewarding career in the construction industry. In November 2022, MBA engaged with the **Builders Guild of Western Pa.**, to present the **BuildOn Workforce Recruitment Event** at the David L. Lawrence Convention Center to showcase opportunities in construction, and the pathways to a successful career.

More than 1,500 students from regional high schools and vocational-technical programs, as well as interested adults, participated in the event and walked away with insights, connections and resources to help plan their future.

For more information about MBA's Workforce Development programs, <u>contact Lance Harrell</u>, Director of Workforce Development and Diversity, Equity & Inclusion ☑

# A YEAR OF GREAT EVENTS AT MBA

From educational and sporting events to community service and awards of excellence, 2022 proved to be an especially busy year. Many thanks to our valued members, partners and sponsors. We can't do what we do without you.

See event photos on MBA's Flickr Page





#### The Construction industry Evening of Excellence

Nearly 1,000 representatives of our industry attended

The Construction Industry Evening of Excellence in February, where the 2021 Building Excellence Awards were celebrated. Since inception, these coveted awards have honored the owners, architects and contractors who have raised the standard of construction in our region. The Excellence Award Crystal is the highest and most sought-after commercial construction industry award in our region.

MBA











#### **Apprenticeship & Training Fund**

MBA partnered with Keystone Mountain Lakes (KML) Carpenters Apprenticeship and Training Fund, the Eastern Atlantic States Regional Council of Carpenters to offer the Carpenters' Apprentice Ready Program (CARP), a pre-apprenticeship program registered with the PA Department of Labor. Special thanks to Milwaukee Tools and Stanley, Black & Decker (DeWalt) for their contributions to the participants in CARP.

#### **Bike Quiz-A-Thon**

In this team building activity, MBA members worked together building and donating six bicycles for kids at the Children's Institute of Pittsburgh. They worked together to build a stronger team, give back to our community, and change the life of a child.

#### **Construction Safety Week Program**

MBA joined forces with CAP to celebrate the hard work undertaken by all to ensure safety is a priority for construction in our region.

#### **Earth Day Cleanup**

MBA Young Constructors and Green Builders Committee members participated in a cleanup event at the Duck Hollow Trail Access in Pittsburgh in April. Thank you to Republic Services, Inc., for providing trash bins and removing the collected items from the site.

#### Mario Lemieux Foundation and Austin's Playroom

MBA Young Constructors (MBAYC) made their annual donation to the Mario Lemieux Foundation and Austin's Playroom Project in December. For the past few years, MBAYC has been fundraising throughout the year for the Mario Lemieux Foundation, culminating with their holiday event. Thanks to the generosity of the sponsors and attendees, MBAYC was able to present the Mario Lemieux Foundation with a check for \$10,500.

#### **MBA Grand Slams Golf Outings**

MBA hosted two golf outings this year. Our Young Constructors Golf event at the Old Stonewall Golf Club in May, raised \$3,000 for the ACE Mentor Program. At the MBA Members Golf Outing in September, members and their guests enjoyed a day of networking and relationshipbuilding at Laurel Valley Golf Club.

#### **Operation Home Front**

On Veteran's Day, MBA partnered with Rebuilding Together Pittsburgh and Rocky Bleier Construction Group to make two low-income, disabled, and elderly veteran's homes safer and healthier. Nearly \$40,000 worth of labor and materials were donated and installed that day. MBA and MBA Board Members joined forces to contribute more than \$20,000 to help honor those who served.













# Want to get involved with MBA?

Join us at our next event or follow us:

Facebook in LinkedIn

**►** YouTube













# Educating the Next Generation



#### **MBA Safety Scholarship**

MBA Risk Management Committee established the Safety Scholarship to provide and support quality educational programs designed to engender and enhance the success of the construction industry. **Ty Kent** (left) from Slippery Rock University of Pennsylvania was named the winner. The \$5,000 scholarship was presented by **Rick Bowers**, Director, Health, Safety & Environmental at Mascaro Construction Company, LP, Chair of MBA Risk Management Committee, during MBA's Annual Members Meeting in January.



#### CAP/MBA Educational Contributions and Scholarship Awards for University of Pittsburgh Students

MBA and CAP awarded two scholarships this year at MBA's Annual Membership Meeting. **James Frantz**, Education Committee Chair, presented the award. **Anthony Ganso** (left) and **Gary Sciulli** (right) from the University of Pittsburgh's Swanson School of Engineering's Construction Management/Civil Engineering Program, each received \$7,500. Since 1998 MBA and CAP have teamed up to provide annual scholarships valued at more than \$240,000 to Pitt Engineering students.



#### **MICA Apprenticeship Scholarships**

Each year \$7,500 in scholarships are awarded to promising students in the trades. Winners of the 2022 scholarships include **Austin Bjerke** (Tapers), **Mike Rich** (Plasterers), and **Jack Shorthouse** (Carpenters).

**Congratulations** to our 2021 Scholarship winners!

# INNOVATIVE GRME-BRSED LEARNING

MBA partnered with a video game company to develop a series of free, computersimulated safety and career insight games for employees in the construction industry. Players learn by making the right decisions in real-world scenarios.

View all available MBA Safety Games •



# Play = Safety HARNESS HERO

Players practice proper fall arrest set up in a fun and safe way. Falls are the leading cause of death in the construction industry. This game's approach to fall protection training is helping save lives in the construction industry.

Available for download on <u>Amazon</u>, <u>Apple Music</u>, and <u>Google Play</u>.

#### **Play = Career**

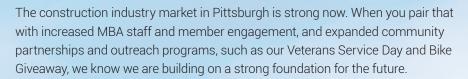
#### **GROUND UP CONSTRUCTION**

Players build and learn about commercial buildings through challenging puzzles. The game also serves as a recruitment tool, helping players learn more about a career in the construction industry.

Available for download on <u>Amazon</u>, <u>Apple Music</u>, and <u>Google Play</u>.



David D. Daquelente



Momentum is a word familiar to sports fans. When the Steelers are in the red zone and on the move, we believe they will be hard to stop. Momentum also is used to describe big plays with the expectation that more are on the way. This year MBA will be laser-focused on building momentum in our industry. We have more great plays in the works, especially in the areas of education, advocacy, safety, workforce development, as well as diversity, equity and inclusion, such as:

- Youturn Health, an investment in our psychological safety and inclusion
- **BuildWPA**, a contractor and career resource brand/platform for those in the construction industry, and for those considering joining us now or in the future
- Targeted Advocacy to modernize the PA Separations Act, and to introduce bi-partisan supported legislation addressing construction cost escalation issues for contractors in our commonwealth
- Introducing improved communication and engagement tools for membership and MBA staff to drive volunteer leadership, industry stakeholders, education, social, and networking experiences to the next level

I am proud of our leadership, proud of our team, and proud to serve as your Executive Director during this chapter in MBA history. How will you be a part of building momentum in 2023?

Kamel N. Klyunths



Building Executive Director, Master Builders' Association of Western Pennsylvania

Nomentum

# **Building Momentum**

## MBA is looking for smart, experienced and passionate members to JOIN OUR COMMITTEES

Volunteer and help advance our mission to lead the industry and build the region. Check out the opportunities below and see which committee aligns with your skills or special area of interest.

More information about MBA committees

#### **AIA-MBA JOINT COMMITTEE**

The AIA-MBA Joint Committee provides a unique forum for Architects, General Contractors, and Owners to meet and discuss conditions in the construction industry. As a result of this forum, guidelines were created to reflect the best practices for procedures involving drawings and specifications, bidding, contract documents and administrative procedures during construction.

Co-Chairs: Shawn Bell, Turner Construction Company and David Wells, AIA, RM Creative Staff Representative: Tim Mackin

#### **EDUCATION COMMITTEE**

Education Committee Members provide guidance and support to MBA Staff, ensuring that effective and relevant education programs are available to members, and those with an interest in the construction industry. This includes support for the University of Pittsburgh's AGC Student Chapter, as well as reviewing applications and awarding scholarships to deserving students in Pitt's Swanson School of Engineering.

Chair: James Frantz, TEDCO Construction Corporation Staff Representatives: Bob McCall and Dave Daquelente

#### **GREEN BUILDERS COMMITTEE**

The committee's mission is to improve our region's construction community by uniting, promoting, and creating a pool of professions that facility healthy, sustainable living, while building our region. The committee hosts building tours and an annual MBA Green Builders Symposium in the fall.

Chair: Noah Shaltes, PJ Dick, Incorporated Staff Representatives: Tim Mackin and Dave Daquelente

#### LABOR RELATIONS COMMITTEE

The committee focuses on MBA's labor relations and activities, and commitment to diversity, equity and inclusion. They negotiate labor agreements, develop policies governing MBA's relationship with unions representing the members' employees, and monitor the availability of the construction industry workforce. They also represent MBA in its relations with international unions, national associations, construction user groups, and governmental entities.

Chair: John C. Mascaro, Jr., Mascaro Construction Company, LP Staff Representative: Dave Daquelente

# starts here.

#### LEGISLATIVE COMMITTEE

The Legislative Committee works to strengthen MBA's relationships and leverage the collective expertise and influence of MBA Members, to advocate for, and to positively affect, local and state legislation. Members regularly monitor local, state, and federal legislation affecting the construction industry, and act when necessary, including visiting federal, state and local government representatives to promote a better understanding of construction issues. They also actively participate locally in the Construction Legislative Council of Western Pa., at the state level in the General Contractors Association of PA (GCAP), and federally, with AGC of America, informing members of National AGC federal lobbying activities.

Chair: Steven Massaro, Massaro Corporation
Staff Representative: Dave Daquelente

#### **MARKETING COMMITTEE**

The role of the Marketing Committee is to position MBA as the voice of Western Pennsylvania's construction industry. Members regularly communicate with architects, owners, and developers to be sure they know MBA contractors provide the best value for their construction dollar. Through educational trainings, communications vehicles and events, they work to showcase MBA's impact with projects such as the Building Excellence Awards, the annual Member Report, and Master Builders' Magazine, *BreakingGround*.

Chair: Emily Landerman, A. Martini & Co. Staff Representative: Mary Chuderewicz

#### **RISK MANAGEMENT COMMITTEE**

The Risk Management Committee plays a critical role in keeping MBA member projects heathy and safe. By sharing best practices, providing industry leading programs, and assisting with safety and health training, the Committee is a valuable resource for contractors, owners, and craftspeople.

Chair: Rick Bowers, Mascaro Construction Company, LP Staff Representative: Bob McCall

#### YOUNG CONSTRUCTORS COMMITTEE

Membership in this Committee provides young professionals in the construction industry with the opportunity to network with other young constructors from all areas of the industry, develop a better understanding and appreciation of each other's role, further their professional knowledge and leadership skills, and access national AGC programs and services.

Chair: Brooke Waterkotte, Easley & Rivers, Inc. Staff Representative: Mary Chuderewicz

#### Can we count on you to join us?

If you're interested in learning more about committee opportunities available at MBA, email us at info@mbawpa.org



# **Building Momentum**

Winning "Red Zone Plays" for Business, Labor and the Region

#### **BUILDWPA**



In 2023, MBA is combining workforce development efforts and diversity, equity and inclusion initiatives into a single, cohesive campaign, BuildWPA. It will serve as the comprehensive one-stop-shop for the latest information about MBA training and education programs, career recruitment and networking efforts, access to an extensive library of existing resources, and the latest in signatory relationships. Here are a few groups who will benefit from BuildWPA:

- Emerging contractors pursuing signatory relationships with building trade unions
- Signatory contractors seeking training and professional development information for DEI topics
- Career education resources for those 18+ interested in the building trades unions or other jobs in the industry
- Underrepresented communities in our industries, and companies focused on recruitment and retention of a diverse workforce
- K-12 educators and community groups focused on STEM and industry career opportunities

### TARGETED ADVOCACY FOR A STRONGER INDUSTRY AND REGION

Master Builders' Association monitors legislation affecting the construction industry at all levels of government. In 2023 we will be engaged in leveraging our collective power to advocate for legislation that positively affects our industry.

#### **Construction Material Price Escalation Legislation:**

Prices of construction materials and equipment have been skyrocketing, with costs escalating over 26+% since 2020. We are engaging both local and statewide efforts to help contractors and construction project owners manage these pricing volatilities. On the State level, we have engaged with PA Senators Devlin Robinson(R), and John Kane (D), as well as Representative Tim O'Neal (R), to support and introduce legislation (in Q1 of 2023) to implement a successful solution to manage these and future increases.

#### **Pennsylvania Separations Act:**

A modernization of the multiple prime delivery mandate in the state of Pennsylvania remains the top legislative priority of MBA. Through our statewide coalition with the GCAP, we are partnering with EASRCC and the Laborers District Council of Western Pa., to work with legislators to update the Act in 2023. Join us to build positive legislative change in 2023. For more information, contact Dave Daquelente, Staff Representative for the Legislative Committee



### YOUTURN HEALTH: SOLUTION FOR A SILENT HEALTH CRISIS

Fifty-five percent of U.S. workers say a health issue, affecting them or their loved ones, has increased since the pandemic. Yet only a small fraction reaches out for help.

To bridge the gap between inaction and seeking treatment, MBA, in partnership with Constructors Association of Western Pa. (CAWP), launched Youturn Health — a virtual treatment program for behavioral health, substance use disorder and suicide prevention, to encourage employees to take the first steps toward recovery at any stage of their journey. This investment in our people ultimately translates into success for our entire membership.

Youturn Health is easily integrated into group health plans and Employee Assistance Programs. Because employees are underutilizing treatment, employers are losing an estimated \$225.8 billion annually due to stress, anxiety, depression, and substance use. Recent data has shown that for every dollar invested in employees' mental health, there is a four dollar return in improved health productivity, a reduction in absenteeism and lower turnover rate.

Youturn Health has three main elements:

#### **Education**

An online learning management system with the largest video library of education, inspiring stories, and insights about substance use and suicide in an easy-to-use format.

Learn more about Youturn Health •

#### **Peer Coaching**

Peer coaches are state-certified, and professionally credentialed by the nation's leading recovery support experts. Coaches help participants access clinical care or community resources, if needed. They offer unconditional support and pragmatic solutions to everyday problems they may have faced in their own recovery.

#### **Family Support**

Family members and loved ones can participate in the program at no additional cost. The family recovery program includes coaches who have lived the experience as a family member whose loved one has struggled with substance misuse or suicide.



### **MBA** Officers & Board Members

#### **SPOTLIGHT ON OUR MEMBERS**

**Our Contractor Members** and Affiliate Members are the foundation of our organization. Because of your commitment, collaboration and support, MBA has earned a reputation as a leader in the region. Together, we look forward to building momentum in 2023

Search MBA's **Member Directory** Q

#### **MBA OFFICERS**

#### President

Raymond A. Volpatt, Jr., P.E. Volpatt Construction Corporation

#### Vice President/Treasurer

Michael R. Mascaro Mascaro Construction Company, LP

#### Secretary/Executive Director

David D. Daguelente Master Builders' Association

#### **MBA BOARD** OF DIRECTORS

John P. Busse F.J. Busse Company, Inc.

Alexander G. Dick Dick Building Company

Domenic P. Dozzi Jendoco Construction Corporation

James T. Frantz **TEDCO Construction Corporation** 

Jeffrey C. Landau Landau Building Company

Anthony F. Martini A Martini & Co.

Steven M. Massaro Past President, Massaro Corporation

Dave Meuschke Burchick Construction Company, Inc.

M. Dean Mosites Mosites Construction Company

Jodi L. Rennie Turner Construction Company

Clifford R. Rowe, Jr. PJ Dick Incorporated

John Sabatos Rycon Construction, Inc.

Fredrick T. Episcopo Wyatt, Incorporated (MICA President)

#### CONSTRUCTION **ADVANCEMENT** PROGRAM (CAP) **BOARD OF TRUSTEES**

Special thanks to our valued partners and collaborators at the Construction Advancement Program (CAP).

#### Learn more about CAP •

#### Chairman

M. Dean Mosites Mosites Construction Company

#### Secretary / Treasurer

Raymond A. Volpatt, Jr., P.E. Volpatt Construction

#### **Executive Director**

David D. Daguelente Master Builders' Association





### MBA Staff Is Here for You

#### David D. Daquelente

Executive Director

☑ dave@mbawpa.org

#### Mary Chuderewiscz

Communications & Events Administrator ☑ mchuderewicz@mbawpa.org

#### Valerie Coen

Office Manager/Administrative Assistant 

☐ vcoen@mbawpa.org

#### **Lance Harrell**

Director of Workforce Development and Diversity, Equity & Inclusion 
☐ lance@mbawpa.com

#### **Tim Mackin**

Director of Services & Operations ☑ tim@mbawpa.com

#### **Bob McCall**

Director of Safety

☐ bob.mccall@mbawpa.org

#### STAFF SPOTLIGHT

### Welcome, Tim Mackin.



MBA's Board of Directors identified a new leadership role, **Director of Services and Operations**, as an important step to expand

membership services, including the learning and development opportunities in our strategic plan. Tim has served in a project management role for the last thirteen years working with owners, architects, and contractors to deliver projects with accuracy and precision. He is excited to be a part of the team, and believes his experience working as a specialty contractor will provide a unique perspective into advancing membership services.

