A facility of the CADC’s McWhorter School of Building Science, the first-of-its-kind lab will advance hands-on education and research. It was made possible with support from Robins & Morton, valued at more than $1.3 million.

“The field lab is a teaching and research facility that allows our students and faculty to experience the full range of construction management, including building assemblies in full scale and testing new construction materials and processes,” CADC Dean Vini Nathan said.

“We are thrilled that this facility is the first and only one of its kind in the U.S., which gives our students a distinct advantage in the competitive building construction industry.”

The Robins & Morton Construction Field Laboratory, located on the university’s campus in Auburn, Alabama, recreates an active construction site, complete with a classroom that resembles a project office and indoor and outdoor spaces to demonstrate building processes.

“We believe field experience is critical to a successful career in our industry,” Chairman and CEO Bill Morton said. “The field lab allows students the opportunity to combine experience in the field with a formal classroom education. We’re very excited to have this opportunity to partner with Auburn University to advance the learning process for the next generation of construction professionals.”

The field lab will provide opportunities for visiting tradespeople to demonstrate their crafts to students and for other construction professionals to work with students outside the classroom.

“One of the biggest challenges we see recent graduates face when they begin their careers is adapting to the pace and complexity of a construction project and understanding how to collaborate with project team members and trade contractors,” Vice President of People and Development, Aimee Comer, said.

The McWhorter School of Building Science will use the field lab for faculty research and to support community service organizations like Habitat for Humanity.

In addition to the classroom building, the field lab includes:

• A steel building with four 30-foot high bays, two of which are fully enclosed
• Multiple Conex units that can serve as demonstration stations, project stations or for tool and equipment storage
• Outdoor spaces for large equipment demonstrations

Auburn will also use the lab to host outreach events, including the Construction Management Summer Academy for Young Women and the Building Construction Summer Camp for rising high school juniors and seniors, already scheduled for June.
FROM THE CHAIRMAN AND CEO
Bill Morton

In thinking about this NewsCorner, it is obvious we need to depart from our traditional focus and communicate what is happening in these unprecedented times. We would normally be talking about sales and revenue performance in the first quarter. Because our business and personal situations are already impacted and probably will be even more in the weeks ahead, that focus will have to wait until we can understand the full effect of the drastic actions taken in so many areas.

Until the shutdown of the economy, we were expecting to have one of the best sales years in our history. We entered the year with a solid backlog and the prospect of a record year for the company. Because we cannot fully understand all the impacts, we are taking a conservative approach to forecasting the results for the year.

We have had a handful of small renovation projects paused and start dates on two larger projects deferred. At this point, the changes on those projects would not represent a significant impact to our business plan. In fact, at the federal level, healthcare construction, which represents about 80% of our revenue, is considered an essential activity and has been allowed to continue. Beyond that, healthcare was designated a critical resource and received a portion of the federal stimulus package. On balance, the environment for continued healthcare construction looks promising.

What actions should we be taking now? First, recognize that the business climate is very uncertain. No one knows when the shutdown will end or how long it will take the economy to recover. Secondly, the emphasis on each industry segment will be different. For example, unfortunately, the travel industry is in a firestorm and our hotel clients are clearly dealing with major revenue impacts.

As we begin preparation of our NewsCorner in the midst of the COVID-19 crisis, there is one sure thing—events will be different by the time you receive it! We continue to deal with a rapidly changing situation and it’s extremely hard to plan for an anomaly like this. However, through flexibility and strong teamwork, we have reacted well. Hopefully we will continue making progress to resolve this serious situation.

What can we effectively plan toward is our long-term success for the future. We are about 18 months into our latest strategic planning process and the effort is advancing well. We have discussed many important aspects of our business but have essentially focused on three major areas of planning: people and development, risk management, and continuity and growth. As we deal with the short-term situation of COVID-19, we need to stay focused on our long-term success, as well.

In the area of people and development, we have been working on an array of proactive actions related to hiring, training and development. At the entry level, we have enhanced campus recruiting, developed starter packages for new employees, and improved our orientation process to include more information on how Robins & Morton works.

The use of SuccessFactors as a performance and career development tool reached 70% to 80% in 2019. We hope to improve upon this in the coming months and emphasize more career planning through its use. Additionally, we plan to begin measuring true engagement in these conversations as opposed to simply online use. We have also begun the training process for better retention through communication, surveys, and career planning.

There are no fewer than 20 tangible actions in place to support these efforts, including the development of tracking databases, a certification program, and survey logs.

Risk management can cover a wide range of actions and topics, and we have identified several courses of action related to this. We plan to address our scheduling process by enhancing our existing procedures as well as adding internal resources to support it. The development and use of Procore as a management tool will be studied and integrated with other areas of the business. We will establish resource committees to develop a specific plan around this. The area of project forecasting, several new tools are in development, including enhanced cash flow reports for larger jobs. In the area of policies and procedures, a dedicated team has been established to review all of the existing policies and update them, integrating our latest management tools and philosophies. This will be a step-by-step process that should result in good risk management tools for company-wide use.

The first major review should be complete by the second quarter of this year.

Finally, we will continue to address the growth and continuity of the company. This has always been handled conservatively and with great care, as our actions in this area probably have the greatest effect on our long-term success. We are continuing with our plans for geographic expansion with the opening of two offices. The timeline on this could shift a little due to the effects of COVID-19, but it is currently still on track for 2020. Our expansion into the commercial growth sector is still underway as we continue to diversify at a controlled level. Lastly, long-term continuity for the company is continuing to be addressed by the development of strong future leaders. We are facilitating this through diversification of assignments, training, and mentoring through strong communication.

In spite of the COVID-19 anomaly, our future is bright. Will there be economic effects, possible struggles with sales, and unforeseen impacts? Yes, there likely will be. However, if we adapt effectively, continue to think strategically about our future, and remain dedicated to our growth principles, this will eventually fade into the past.

Thanks for all who have been a part of the strategic planning effort and we look forward to sharing the success of these plans as they continue to develop.

FROM THE PRESIDENT AND COO
Robin Savage

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SMARTFAB: NEW OVERVIEW COMING SUMMER 2020

Last summer, Robins & Morton announced a formal initiative to create a project-specific, customizable approach for prefabrication called SmartFab. Led by a five-member cluster group, the approach coalesces Robins & Morton’s industry-leading quality, production and logistics programs to efficiently guide project delivery teams through processes like prefabrication, modularization, unitization, kitting and supply chain management.

To achieve a standardized deliverable for widespread use, the group’s leaders – Bill Stevens, Bill Morton, Kyle Davis, Steve Moore and Jennifer Lacy – have been working toward a consolidated overview, which is in its final stages. They expect this to be available in Summer 2020. They have also started work on an additional implementation guide to help project team members in applying SmartFab more tactically.

Meanwhile, Bill Stevens and his team will be utilizing the ideology behind SmartFab on their current project – Carilion Roanoke Memorial Hospital in Roanoke, Virginia – which is expected to be ready in April. The $100 million, multi-year, campus-transforming project will span approximately 900,000 square feet. It will feature an emergency department expansion, a 76-bed patient tower, a 72-bed behavioral health tower, pedestrian bridge connector and parking garage. Throughout its duration, the project will involve more than 5,000 people, peaking around 1,000 workers, and is scheduled for completion in 2024.
It’s been slightly more than a year since Robins & Morton launched the inaugural Strategic Planning Group, including 17 preconstruction, marketing, VDC, self-perform, and field teams. Collaborating with the executive strategic planning committee, this group has focused on championing three initiatives that will shape the future of the company: growing our people, policies and procedures, and work-life balance. Although they have been holding quarterly in-person meetings to benchmark progress, discuss challenges and share partnership opportunities, the subgroups have worked together behind the scenes to establish clear roadmaps in achieving overarching goals.

Revising Policies and Procedures.

Policies and Procedures remain an important part of how Robins & Morton performs work, as an engagement has evolved with Building Forward®, certain aspects of the documents have been reevaluated. Scott proposed and launched the Family Hub Facebook group. Through this, they’ve hosted virtual gatherings, provided local recommendations, and created a space for members to experience a sense of community. In the near term, the team will begin drafting a more robust diversity initiative.

Mount Sinai Medical Center’s Skolnick Surgical Tower recently received two awards from the Precast/Prestressed Concrete Institute’s 2020 Design Awards. It not only tied for the Best in Healthcare Award, but it was also recognized with the Harry H. Edwards Industry Advancement Award. This winner is described as having, “fresh, uninhibited concepts that hold the potential to move the industry to the next generation.” Congratulations to CannonDesign, GATE Precast, Precast Directors and the Robins & Morton Mount Sinai team on this recognition.

In a schedule-driven industry like construction, achieving work-life balance is a challenge. To take proactive measures against burnout and the effects of an always-on mentality, this group began brainstorming ways to feasibly integrate better balance into Robins & Morton’s culture.

In the last year, they proposed and implemented a birthday holiday. They also began developing a jobsite people and planning campaign, and are currently revisiting the living allowance and trip home benefits process.

Senior Strategic Planning Committee Progress

Additionally, the executive strategic planning committee, made up of senior-level managers, has continued to work on their four initiatives while supporting the strategic planning group. These four initiatives include: creating infrastructure to base our people more regionally, expanding our business unit management model, focusing growth with micro-offices and creating clarity surrounding the Bonus program. While several of these initiatives will take time to successfully implement, the committee has already updated the business unit management model to reflect more career tracks for our preconstruction team, a Construction Coordinator position to attract more talent, and a Project Director and a Division Safety Director position to support multiple project oversight. They have also provided clarification on the bonus program, and are on track to open two new offices in 2020.

The Strategic Planning Group’s diversity of perspectives has proven invaluable when considering new business ventures, and their work in accomplishing tangible objectives cannot be understated. As the second quarter launches, they continue to press forward in pursuit of their goals, approaching challenges with fresh ideas – all to make Robins & Morton the best it can be.
On Dec. 7, Robins & Morton was the returning premier sponsor for the Reindeer Run and Santa Stroll in Macon, Georgia, benefitting the Boys & Girls Club.

Children’s Hospital Navicent Health. Project Director Ashley Dyer not only worked as a greeter, but also participated in the run!

**GIVING with PURPOSE**

These individuals have displayed a strong work ethic and have improved their skills and qualifications in their positions.

**By the Numbers**

**WE WELCOME 21 NEW HIRES**

- **Felix Alman** – Self Perform Work Senior Safety Manager, Miami Office
- **Bradley Davidson** – Field Engineer, Encampus City View
- **Josh Davis** – Virtual Design Coordinator, Orlando Office
- **Joe Klawe-Genao** – Field Engineer, Famous Children’s Hospital

**IN BRIEF**

- In February, Robins & Morton project teams and offices showed their support for heart health awareness by participating in National Wear Red Day on Feb. 7.
- In conjunction with Indiana Hope Project, the La Porte Hospital project team donated four pallets of food benefiting the Center Township Trustee Food Pantry and Resource Center of La Porte, Indiana, in December.

**RECENTLY PROMOTED**

- **Mitch Coley** – Division Manager
- **Todd Gossatt** – Division Safety Director
- **Gentrie Ainsworth** – Division Safety Director
- **Sheldon Monroe** – Division Safety Director
- **Jeff Fox** – Project Director
- **Robert Ceswick** – Senior Project Manager
- **Dario Alkon** – Concrete Senior Project Manager
- **Rick Guettin** – Low Voltage Senior Project Manager
- **Mike Goodin** – Senior Superintendent
- **Ryan Van Dyke** – Senior Superintendent
- **Hannah Harrison** – Regional VDC Manager
- **Shawntel Gulafshar** – Project Manager
- **Adam Olzar** – Project Manager
- **Taylor Purdy** – Project Manager
- **Jared Selkirk** – Project Safety Manager
- **Wanye Baughman** – Superintendent
- **Brian Galasci** – Superintendent
- **Jared Wilson** – Superintendent
- **James Ayers** – Field Superintendent
- **Logan Burgers** – Field Superintendent
- **George Butler** – Field Superintendent
- **Brian Couvér** – Field Superintendent
- **Christina Holcombe** – Field Superintendent
- **Pat Moore** – Field Superintendent
- **Marion Page** – Field Superintendent
- **Garrett Possly** – Field Superintendent
- **Blake Sapers** – Field Superintendent
- **David Teal** – Field Superintendent
- **Jon Drumhur** – Assistant Project Manager
- **Jake Holland** – Assistant Project Manager
- **Ryan Parks** – Assistant Project Manager
- **Al Ramrez** – Assistant Project Manager
- **Lora Smith** – Assistant Project Manager
- **Tiffany Snow** – Assistant Project Manager
- **Michael Carraway** – Assistant Superintendent
- **Joseph Celeste** – Assistant Superintendent
- **Adam Garley** – Assistant Superintendent
- **Kyle Knarr** – Assistant Superintendent
- **Eric Legape** – Assistant Superintendent
- **Devin Malo** – Assistant Superintendent
- **Porter Martin** – Assistant Superintendent
- **Tony Martinez** – Assistant Superintendent
- **Edgar Nieves** – Assistant Superintendent
- **Eric Page** – Assistant Superintendent
- **Duran Robinson** – Assistant Superintendent
- **Logan Rush** – Assistant Superintendent
- **Clint Smith** – Assistant Superintendent
- **Chris Szapor** – Assistant Superintendent
- **Carrie Butelles** – Project Engineer
- **Christopher Chernick** – Project Engineer
- **Cory Flicho** – Project Engineer
- **Juan Hemiara Bustos** – Project Engineer
- **Brett Jacobs** – Project Engineer
- **Michael Lemuri** – Project Engineer
- **Andrew McCloy** – Project Engineer
- **Nicholas O’Connor** – Project Engineer
- **Brady Ray** – Project Engineer
- **Emmanuel Regalado** – Project Engineer
- **Alejandro Rovera Aponte** – Project Engineer
- **Michela Ruzinsky** – Project Engineer
- **Jack Schwerr** – Project Engineer
- **Daniela Tamia Ramirez** – Project Engineer
- **Sean Wubb** – Project Engineer
- **Tommy Wulff** – Project Engineer
- **Oscar Prado** – Field Engineer
- **Brendt Rogers** – Field Engineer
- **Hector Gomez** – MEP Coordinator
- **Scott Strength** – VOC Director
- **Michael Ard** – Construction Coordinator
- **Jonathan Rottger** – Construction Coordinator
- **Michael Frye** – Construction Coordinator
- **Adrian Harris** – Construction Coordinator
- **Jonathan Rowell** – Construction Coordinator
- **Tanner Swayne** – Construction Coordinator
- **Kiley Husqvarna** – Safety Administrator
- **Anna Thompson** – Project Assistant
- **Brooke Sweeney** – Senior Field Office Assistant
- **Katrina Crowe** – Field Office Assistant

**Support Services**

- **Sarah Gambeli** – Assistant Controller
- **Lisa Swack** – Corporate Recruiter
- **Susie Brezzer** – Employee Benefits Manager
- **Laura Patrice** – Learning and Development Manager
- **Jacque Hartly** – Marketing and Brand Manager
- **Amanda Bradley** – Senior Marketing Coordinator
- **Rob King** – Senior Marketing Coordinator
- **Sara Kloske** – Senior Administrative Assistant
- **Ximena Lopez** – Administrative Assistant
- **Ken Brown** – Account Payable Assistant
- **Gillian Gammon** – Risk Management Assistant

**SERVICE ANNIVERSARIES**

- **5 YEARS OF SERVICE**
  - **James Ayers**
  - **Alex Brock**
  - **Logan Burgess**
  - **Edna Chavira**
  - **Tonya Chavis**
  - **Ricky Collera**

- **10 YEARS OF SERVICE**
  - **Luke Evans**
  - **Hannah Harrison**
  - **Jacque Hartly**
  - **Gentry Jones**
  - **Juan Ortiz**
  - **Lisa Rogers**

- **20 YEARS OF SERVICE**
  - **David Allen**

**IN BRIEF**

- Our Huntsville office, Orlando office, Southeast Georgia Health System team, and Horizon West team collected gifts for community-based toy drives at Christmas. Thank you to all of our people who shared the holiday spirit with members of their communities.

- Just in time for Thanksgiving, the Dallas Office spent an afternoon packing meals for Feed My Starving Children. In two hours, the team, along with other volunteers, packed 29,376 meals and 136 boxes, which equals to 80,000 children fed.

- Several members of Robins & Morton’s Southeast Georgia Health System project team took on the Under the Oaks 10k and Half Marathon on January 23.

- Members of the Dallas team and their families participated in Wreaths Across America at Pecan Grove Cemetery in McKinney, Texas, in December. The organization’s mission is to remember and honor veterans by coordinating wreath-laying ceremonies at more than 1,600 locations across the U.S.

- In support of the Palmetto Council Boy Scouts of America, Robins & Morton’s Wofford College team spent a cool afternoon at the 2019 Sporting Clays for Scouting. They served as both participants and sponsors at the November event.

- Robins & Morton was a Birdie Sponsor for the 33rd Annual INTEGRIS Golf Classic in November. This year’s event raised more than $173,000, supporting the Community Care Coordination program at INTEGRIS Southwest Medical Center and benefiting at-risk patients in the South Oklahoma City area.

- National Wear Red Day is a platform for the second annual Caring for Kids Fundraiser by Jacksonville’s Chapter of NFL Alumni. The event benefits various youth-oriented programs within Duval County, Florida.

- On Jan. 18, Robins & Morton was the presenting sponsor for Marshall Medical Centers 6th Annual Winter Ball, benefiting the Marshall Cancer Care Center. Project Director Ashley Dyer had the opportunity to thank attendees for their support and raise a glass to the continued success of the health system.

- These individuals have displayed a strong work ethic and have improved their skills and qualifications in their positions.

**Operations**

- Robins & Morton is a leader in the construction industry, with projects across the country.

- The Charlotte office volunteered at the Samaritan’s Purse, Operation Christmas Child during the holidays, by working in the processing center to put the final touches on shoebox gifts, they packaged up approximately 30,000 that were delivered to children around the world!

- In February, Robins & Morton’s Mayo Clinic project team was a platinum sponsor for the second annual Caring for Kids Fundraiser by Jacksonville’s Chapter of NFL Alumni. The event benefits various youth-oriented programs within Duval County, Florida.

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In January, Robins & Morton joined Nemours Children’s Hospital for the grand opening of the Nemours Children’s Hospital Sixth Floor Expansion. The 40,000-square-foot expansion includes seven operating rooms, a 30-bed PACU and an overall improved campus-like design for easier access to various locations within the hospital.

HuntsmanBrady Architects served as the project architect, TLC Engineering provided MEP engineering services, and Robins & Morton served as the general contractor.

On March 16, Robins & Morton joined Encompass Health in Newnan, Georgia, to celebrate the groundbreaking of the facility’s latest addition. The addition will add 7,800 square feet and 10 beds to the existing 53,000-square-foot, 50-bed facility. It is slated for completion this fall.

Robins & Morton, Texas Health and Human Services, and Rusk State added another crane to the downtown Huntsville, Alabama, skyline in early February. This crane will assist the onsite project team at 106 Jefferson. Curio by Hilton, in constructing the 90,000-square-foot, 113-room boutique hotel scheduled to complete later this year. Uniquely, the city center currently features three major Robins & Morton projects in multiple market sectors: Huntsville Hospital’s Orthopedic and Spine Tower, Redstone Federal Credit Union and 106 Jefferson.

The 196,000-square-foot patient tower is an addition to the community’s existing freestanding emergency department. It includes operating suites, a surgery center, and a comprehensive imaging center featuring MRI, CT, X-ray, mammography and ultrasound equipment. Designed by HKS, the facility reflects a Lean operational approach, creating a space that enables staff to work more efficiently. Adams served as the project’s program manager and Robins & Morton served as the general contractor.

“Halifax Health is extremely pleased with the completion of this new facility,” Jacob Napier, Director of Engineering, Design and Construction at Halifax Health, said. “We look forward to providing superior healthcare services to the residents of Deltona and the surrounding areas.”

In January, Robins & Morton joined AdventHealth Waterman to celebrate the grand opening of their first inpatient rehabilitation center. The 12-bed center is the final phase of the 111,000-square-foot expansion, which includes a new emergency department as well as women’s and pediatric services. Previously, patients requiring rehabilitation services had to travel to Orange or Sumter counties to receive treatment, but they now stay locally within Lake County to recover. With this addition, AdventHealth Waterman now contains 299 beds.

On Nov. 22, Robins & Morton joined Covenant Health of East Tennesse and Elia to celebrate the ribbon cutting for the new Parkwest Medical Center patient tower. The 140,000-square-foot tower adds 72 private patient rooms, seven operating rooms, a 30-bed PACU and an overall improved campus-like design for easier access to various locations within the hospital.

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Robins & Morton, Texas Health and Human Services, and local and state dignitaries gathered to mark the official groundbreaking of Rusk State Hospital’s replacement facility on Nov. 12. This 225,000-square-foot project will replace a 100-year-old behavioral health facility, complete with two 100-bed units for both maximum and non-maximum-security patients. Ultimately, this increases the existing maximum-security unit capacity by 60 beds. The administration building will also be replaced during this update.

In total, the state has allocated $195.6 million for the project. Overall campus construction is scheduled for completion in 2024—with the administration building opening in late 2021, the maximum-security unit opening in spring 2022, and the non-maximum-security unit opening in late 2024.
BayCare Wesley Chapel Hospital $120,000,000
New Acute Care Hospital Wesley Chapel, Fla.
Novant Health, South Charlotte Medical Center $110,000,000
New Community Hospital and MOB Ballantyne, N.C.
Baptist Health South Florida $24,000,000
East Bed Tower 2nd and 4th Floor Buildout Miami, Fla.
West Marion Community Hospital $20,000,000
Rehabilitation Tower Ocala, Fla.
Vanderbilt University Medical Center $15,000,000
Lobby Expansion Nashville, Tenn.
Duke University Medical Center $10,446,000
Main Campus Upgrades Durham, N.C.
Mayo Clinic Mangurian Building $10,000,000
Research Lab Jacksonville, Fla.
Encompass Health Rehabilitation Hospital of City View $9,500,000
19-Bed Addition and Renovation Fort Worth, Texas
Auburn University, College of Education Building $8,000,000
New Facility Auburn, Ala.
Wofford College $8,000,000
Campus Dining Hall Spartanburg, S.C.
Gulf Shores Emergency Department $7,000,000
Freestanding Emergency Department Gulf Shores, Ala.
Gerald Champion Regional Medical Center $6,400,000
AIV and Center Center Alamogordo, N.M.
Southeastern Health, Gibson Cancer Center $5,000,000
Cancer Center Expansion Lumberton, N.C.
Atrium Health Pharmacies $4,000,000
Renevations Charlotte, N.C.
Encompass Health Rehabilitation Hospital of Newnan $3,500,000
Sanmina Green Cove $3,117,522
Plant Renovation Huntsville, Ala.
Nemours Children’s Hospital $3,000,000
Off Renovation Orlando, Fla.
Nor-Nea General Hospital $3,000,000
Miscellaneous Livingston, N.M.
Redstone Gateway 8100 $1,266,193
Office Building Foundations Huntsville, Ala.
AdventHealth Ocala $1,000,000
Diagnostic Imaging Renovation Ocala, Fla.
Alabama Department of Public Health $1,000,000
Facility Maintenance Various Counties, Ala.
Baptist Health South Florida, Miami Cancer Institute $1,000,000
Pharmacy Buildout Miami, Fla.
Holy Cross Hospital $1,000,000
17 Upgrades Fort Lauderdale, Fla.
Mayo Clinic South $1,000,000
Fifth Floor Buildout Jacksonville, Fla.
Vanderbilt University Medical Center $1,000,000
11th Floor Renovation Nashville, Tenn.

Industry LEADERSHIP

In January, Risk Management Supervisor Gloria Cook and Project Manager Heather Gallagher led the National Association of Women in Construction (NAWIC) Birmingham’s Winter Social. Thank you both for continuing to strengthen existing relationships in our industry and develop new ones through this important organization!