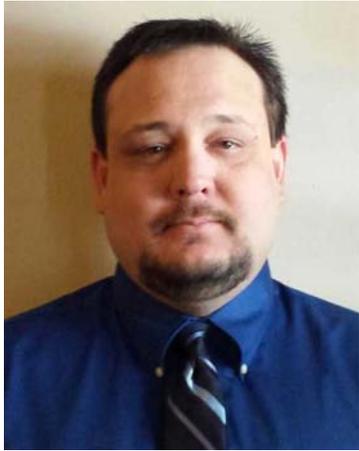


# Our People Perform



John Carter II, born and raised in Luray, Virginia joined Shapiro & Duncan, Inc. in January 2006 as a Foreman. His interest in the mechanical trade started early in life as he watched his grandfather, father and uncle operate their family-owned plumbing company. His leadership style which encompasses communication, the sharing of ideas, encouragement of people to feel good about their involvement and to be recognized earned him an award in March for “Outstanding Young Leader” from the Associated Subcontractors of America (ASA). This award is given to the young professional who actively participates in ASAMW, demonstrates expertise, dedication, innovation, leadership and community involvement; and pursues continuing education.



Meet Planning Coordinator, Lester Hottle. He was awarded Employee of the Month in November for exemplifying three of our company values; Our People Perform; Our People Do the Right Thing; and Our People Take Pride in their Work. Lester has seamlessly been able to multi-task through multiple jobs drawing a majority of the graded systems for our planning department. Over 6 months, he worked late and on the weekends in order to meet deadlines for our customers. His ability to balance six projects successfully has paid off. Lester will celebrated his 24th work anniversary with Shapiro & Duncan this year.



Leadman, Billy Sperry was awarded Employee of the Month in December for demonstration our company value, “Our People Take Pride in their Work.” He carefully planned and coordinated his work with his co-workers and our trades. His positive attitude always looks to bettering the future and is very appreciative to be part of the Shapiro & Duncan team. Billy has been a long-term dedicated employee for over 18 years.



In January, Leadman Jesus Rivera demonstrated our core values of “Our People Perform” and “Our People Take Pride in their Work” by coming up with creative and innovative ways on how to accomplish his tasks faster and efficiently. His co-workers describe him as always willing to give a helping hand. He also won the Golden Hardhat award at our company holiday breakfast for his commitment to safety. We have had the pleasure of working with Jesus for the last 14 years and look forward to the future.

# Our People Perform



Shapiro & Duncan made an exception to our Employee of the Month Program in February to include not one individual, but a team of HVAC Service technicians who worked late cold nights during this harsh winter. Temperatures were the lowest in almost two decades that month. Working outdoors sure proved to be one of our biggest challenges. It's employees like Randall Phillips, Evelio Osorio and James Mitchell who live up to our great reputation. For the Full story read below.

*On 1/7/14, employees from Shapiro & Duncan came to Congressional Bank in Washington, DC around 3:00 in the afternoon. Our heat was not working because, as they discovered, we had a cracked pipe which was spraying water all over the boiler room. The Shapiro & Duncan employees were great. They stayed until 8:30 p.m. working to get the water out and the heat back on. The conditions were terrible, the boiler room door opens to the outside, so the temperature was at 12 degrees and everything was soaked. Their attitudes were great, they did not take any breaks and they were determined not to leave until we had heat. Not only did they not complain, but they were in such great spirits, making jokes and lightening the mood. I got to work a little before 8:00 this morning and they were already waiting for me to make sure everything was ok.*

*I would like to make a note of this because I feel like most other people in their situation would have taken the easy way out and left early, or at the very least would have spent a lot of time complaining. The conditions were so brutal last night. They would have been completely justified in doing either of those things, instead they went above and beyond and really saved the day.*

Sincerely,

**Chris Reintjes**, Vice President DC Community Manager at Congressional

# Our People Perform



Jerry Lackovitch has been with S&D for 12 years. Previously he has been a plumber and a Leadman, but for the past two years he has taken on the role of Quality Control Manager. Currently, he has been working at S&D's largest project to date, INOVA Women's and Children's Hospital in Falls Church, VA where Clark Construction awarded him for his outstanding performance in safety and quality control. Jerry was also awarded by his peers for the Employee of the Month for his positive attitude and willingness to give a helping hand in March.



Nick Lowe was awarded Employee of the Month in April for his job performance. Please read what Jim Salvino from Clark Construction had to say about him below:

"I just wanted to take a few minutes and let you know what a great job Shapiro & Duncan, and specifically, Nick Lowe has done with the pipe fitting work in the CEP, CUP and underground HVAC. I'm sure you already know the work is really first rate and always done on time. We are in a perfect position for the start up of the mechanical systems, and we will beat our contract milestone date, which is a huge victory. Nick is always professional and helpful when we talk, and on the one or two occasions when an item of work has been questioned, it has been fixed immediately. Please pass along our thanks to Nick and his men, as well as the entire Shapiro & Duncan Team. Great Job!"



Plumber, Marvin Cruz has consistently demonstrated a great attitude, work ethics, along with high production rate and quality work. Awarded with the Employee of the Month for May, he also has good attendance and is a team player. "He is someone I look forward to having work on my crew," said his Foreman, Jeff Kantner. Marvin has been with the company since January 2011.



Dwight Heidel joined Shapiro & Duncan, Inc. in 2011 as a Project Coordinator. A year later he moved up the ladder to Assistant Project Manager working on a variety of school projects such as Cardozo High School, Gaithersburg High School, Gallaudet University, Broad Acres Elementary School, Eastern Middle School and Dufief Elementary School. In March, Dwight proved he was ready to tackle on a new challenge and was promoted to Project Manager. Dwight also participated in ABC's National Student Construction Management Competition where his Montgomery College team placed 3rd for their project management plan and schedule and 2nd for their quality control plan.