

ENR's Annual ACE Mentor Yearbook

Building for the Future



ACE
Mentor Program

McGraw_Hill
CONSTRUCTION ENR

The McGraw-Hill Companies

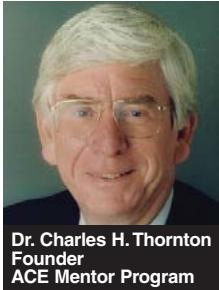
aecom



ENR's Annual ACE Mentor Yearbook

Building for the Future

LETTER FROM THE CHAIRMAN



Dr. Charles H. Thornton
Founder
ACE Mentor Program

We, as an industry, are the only ones that can reverse the predicted construction workforce deficit – a number that ranges from one to two million over the next four years. We've already taken the first steps in making that shift thanks to the vision, dedication and commitment of industry organizations across the construction landscape working together through the ACE Mentor Program.

To-date, ACE mentors have introduced more than 37,000 students to the industry. At the same time, the organization has spread from 93 to 106 cities. We've initiated 17 more startup affiliates in 2008, each dedicated to introducing even more high school students to the possibilities in our dynamic industry.

Yet, this is a mere fraction of our ultimate goal, which is to have 100,000 students per year in the program by 2012. Currently, we have about 10,000 students in the program per year. A lot of people think we're crazy to set such lofty goals, but the reality is that we're talking about the future of our industry. This is not a capitalistic money-making endeavor; it's a non-profit, altruistic program designed to develop the workforce infrastructure that will help our industry survive. Through this unique program, we have the opportunity to come together with a com-

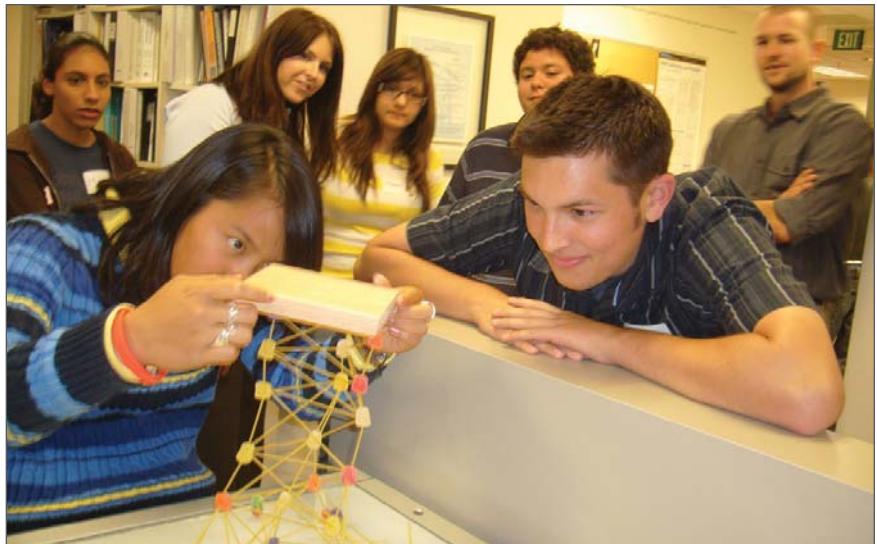
mon vision and make a difference.

It's certainly a challenge as the industry is highly fragmented. At last count, there were over one million companies and thousands of associations representing every aspect of the business – and yet no one voice. We can be that voice, an organization like the AMA is for doctors and the ABA for lawyers that can shape our future with clarity and credibility.

Ours is not a board of members sweating equity. We have created an organization of energetic doers, movers and shakers who are actively involved in helping ACE meet its strategic, financial and operational goals through continuous hands-on support.

I give a heartfelt thanks to the thousands of mentors and partners that have made this another extraordinary year. We have a long way to go, but we're certainly making progress and gaining momentum. For those who haven't had an opportunity to experience the possibilities of ACE, to spark young minds and shape an industry, give us a call. We think you'll see the difference. ■

Dr. Charles Thornton
Chairman, ACE Mentor Program of America



hill



ENR's Annual ACE Mentor Yearbook

Building for the Future

LETTER FROM THE PRESIDENT OF MCGRAW-HILL CONSTRUCTION



Norbert W. Young, Jr.
President,
McGraw-Hill Construction

Dear ENR Reader:

As you know, one of the most significant challenges facing the construction industry today is the shortage of qualified workers at all levels. Recruiting has never been more critical. The industry must demonstrate to multiple levels of students – from middle school to graduate school – just how exciting the career opportunities are in construction, engineering and architecture.

Since the ACE Mentor Program was launched in New York City in 1991, it has become the construction industry's premier workforce advocacy and school outreach initiative. Since its inception, it has given 37,500 students insight into the design build industry.

The program is run by a nonprofit coalition of professionals working together to excite and motivate young people to pursue careers in construction, and it is growing.

ACE affiliates now operate in 102 cities, involving 300 after-school activity teams and 7,500 students. More than 2,700 mentors are inspiring students and honing their skills in 31 states across the country.

Within one year, we have seen an increase of support by 32% more cities, involving twice as many after-school activ-

ities and more than 35% additional students, including high schools. And we are starting new programs in 21 locations this fall.

As an advocate for best practices and innovation, McGraw-Hill Construction supports ACE as an active board member. Because we are an information and media company, we are in a unique position to contribute our media resources to help raise awareness of ACE among construction industry leaders.

In this spirit, McGraw-Hill Construction is once again proud to publish the ACE Yearbook to raise awareness of ACE and to honor participating mentors and students.

Whether you are currently involved as one of our partners in ACE mentoring, or planning to volunteer, I hope the ACE Yearbook provides new insights and inspiration for you to reach out to young people in your community and help them discover the rewards of a career in construction.

Sincerely,

Norbert W. Young, Jr., FAIA
President, McGraw-Hill Construction





ENR's Annual ACE Mentor Yearbook

Building for the Future

ACE Mentor Program 2008 Year-End Review

THE VOICE AND THE VISION TO SHAPE THE FUTURE

In the last year, the ACE Mentor Program once again beat all growth odds, expanding from 93 to 102 locations in 31 states that are supported by over 3,000 mentors and double the number of participant firms to 1,600. This unique organization boasts sponsors from global corporations, trade

organizations, industry associations and owners. Over 37,000 students have gone through the ACE Mentor Program in the last decade. Yet, it's a small fraction of the goal to reach 100,000 students in the program annually – a goal that ACE staff, affiliates, mentors and sponsors expect to achieve by 2012.



emcor



ENR's Annual ACE Mentor Yearbook

Building for the Future

GAINING MOMENTUM

The ACE Mentor Program of Greater New York, the first ACE affiliate in the United States, began in 1994 with 90 students mentored by professionals from 17 firms. Today, this affiliate supports 518 students annually with over 300 mentors from over 85 firms spanning New York City, Long Island and Westchester.

John Magliano, one of the founding members of the ACE Mentor Program and chairman and chief executive officer of Syska Hennessy Group, explains, "Our goal is to double the number of students who participate annually by 2012. To do that, we have to focus on our infrastructure. For more than a decade, we've administered the program with part-time volunteers. Handling over 1,000 students in schools from New York City to the tip of Long Island requires that we put in place a more defined governing structure and a dedicated staff to drive the operations forward. We're well on the way to reaching our goal."

Advocates of the ACE Mentor Los Angeles Metropolitan Area, established in 2002, agree. The affiliate currently provides 300 high school students in Los Angeles, Orange and Riverside counties with opportunities to discover the exciting potential of careers in architecture, engineering and construction.

Terry Dooley, secretary of the Board of Directors for the ACE Mentor Program Los Angeles Metro Area, says, "A number of our former students are now nearing graduation from colleges and universities across the country and moving into industry and we'll offer scholarships to about 60 more out of the high school program this year. The program is so appealing to students, mentors and schools that it's not hard to sell."

Much like ACE in New York, Dooley searches for ways to help grow the program and meet the interests of young people throughout this highly populated region. He says, "We are at the limit of our ability to expand on an all-volunteer basis. Further growth in the Los Angeles Metro Area will require expanded funding and some paid staff."

ACE Mentoring of Dallas/Fort Worth (DFW), one of the newer affiliates, graduated 21 students out of its program this year and is looking to continue on.

Patricia Coleman, executive director of the ACE DFW program and principal with Thornton Tomasetti, says, "We've been particularly active in developing our college and university relationships. Local community colleges as well as the University of Texas-Arlington and Texas A&M University have been very supportive in introducing programs and helping our students get into challenging programs after high school."

HEARING THE CALL

As these ACE Mentor Program affiliates continue to grow, some are introducing innovative ideas to continue momentum and reach out to more students.

Just three years old, the ACE Mentor Program Frederick, Maryland affiliate was named the 2007 Emerging Affiliate of the Year. This program includes over 40 students, primarily from rural communities in nine Frederick County Public and Private schools. Carol Ritz, champion of the ACE Frederick affiliate and communication specialist for Bechtel Construction, hopes to double or triple those numbers in the coming years by expanding in some innovative directions.

What ACE Mentor Program participants and supporters are saying:

"I've found a career choice that I love – a place where I can make a difference, grow my skills and facilitate my passion to help those in need," says Yuri Estrada, ACE Mentor Program alumni, member of Engineers without Borders and recent new hire for DMJM Harris.

"ACE successfully meets its objective, which is introducing the next generation to the opportunities in architecture, construction and engineering," confirms Bryan Hubbard Ph.D., P.E., director of Industrial Relations for the Purdue School of Civil Engineering.

"We're able to offer young people challenging and exciting career options that they might never have considered, while we develop local talent and build relationships," says Joshua Carney, an ACE mentor and department manager for the C.S. Davidson Structural Engineering Group.

URS

Thornton



ENR's Annual ACE Mentor Yearbook

Building for the Future



They further encourage youth participation by applying for grants from small family foundations that emphasize urban youth at risk. Each of these grants translates to about \$2500 - 5000 dollars each.

"It's so important for the industry to continue to grow the ACE program," says Gaudreau. "Several years ago, most of us really didn't see workforce shortage in the industry. Now, it's one of the hot topics - many in the industry simply can't find qualified expertise. Through ACE, we're helping develop our future workforce."

Yet, it's not just the growth of the program that defines the ACE Mentor Program's incredible success, it's the ultimate results. Are ACE mentored students fulfilling their dreams, finding careers in the construction industry and helping cut workforce shortage predictions?

The answer is an unequivocal yes!

REALIZING SUCCESS

The ACE affiliate in Central Pennsylvania was started in 2004 by six York County building and construction firms. It began with 25 students. Today, the affiliate boasts 110 students taught by mentors from over 30 companies and continues to generate excitement throughout its core region of Harrisburg, Lancaster and York. Perhaps the most exciting milestone for the affiliate is the recent graduation of several of its first students from college - an event that might not have happened without the ACE Mentor Program.

Estheury's Zapata, a young woman from York, PA, was one of the first students to enter Central Pennsylvania's ACE program in 2005. Under the guidance of her mentors, she found a passion for drawing and design. She took advantage of a winter internship

Ritz adds, "Our goal is to expand beyond public and private schools to reach home-schooled students and even the local High School for the Deaf. Achieving our growth goals means we've got to bring other AEC businesses into the fold and evolve our organization so that we continue to deliver a quality mentoring program that speaks effectively to young people."

Their program has certainly started on a strong foundation. A team from the ACE Frederick affiliate recently won the CIRT-ACE Design Competition (see sidebar: ACE Frederick's Multi Modal Solution Takes Top Honors).

FROM ZERO TO 100

In 2003, the ACE Baltimore affiliate started out its first year with 50 mentors from 60 different firms. David Gaudreau, senior vice president of Gaudreau, Inc., and one of the

founders of the Baltimore program, recalls, "We went from zero to 100 mph very quickly and have expanded from there. This year, we had 100 students in the program with 64 mentors."

The Baltimore affiliate mentors are also expanding opportunities for the students. "Our teams work together very closely to find ways to attract these young people to our world. This year we brought in a regional software provider to teach the kids a little about intelligent building information modeling (BIM)," says Gaudreau.

Their efforts are not in vain. About 80% of ACE Baltimore's students go on to college - young people, who in many cases would never have considered continuing education after high school without ACE. Gaudreau and the rest of the ACE Baltimore team have also found innovative ways to raise necessary scholarship funds.



ENR's Annual ACE Mentor Yearbook

Building for the Future

It's not just the growth of the program that defines the ACE Mentor Program's incredible success, it's the ultimate results. Are ACE mentored students fulfilling their dreams, finding careers in the construction industry and helping cut workforce shortage predictions? The answer is an unequivocal yes!

opportunity with C.S. Davidson and soon after enrolled in a local private institute to earn an Associate's Degree in Specialized Technology for Computer-Aided Drafting and Design. She continued her internship work and upon graduation this year took a job as a full-time draftsman for the same company.

Zapata adds, "Through ACE, I was able to get a feel for the wide variety

of jobs in this industry – many well beyond design. I also benefited from the interaction with other students who had the same interests as I did. Together with our mentors, we were able to explore a range of opportunities." Zapata plans to continue her education down the road, eventually earning a degree in architecture.

Joshua Carney, structural department manager at C.S. Davidson Inc.,

says, "It's so gratifying to see the fruition of the program goals. This is our opportunity to be in the process early and continue to build on that relationship during college. Our goal is to have 200 students in the program by 2012, creating a tremendous influx of potential talent at a time when we will need it."

Carney notes that other industries, including the health care profession, have called to find out more about the ACE Mentor Program and see about implementing a similar model for nurses, doctors and other healthcare related careers.

POWERFUL PARTNERS

The ACE Mentor Program has also

STV

attracted some influential industry organizations such as the Construction Industry Round Table (CIRT), an organization exclusively composed of approximately 100 CEOs from the leading architectural, engineering and construction firms doing business in the United States.

Mark A. Casso, Esq., president of CIRT, says, "We believe that the ACE mentoring program addresses an important need for the industry, namely attracting the next generation of talented professionals to fill the many challenging job/career opportunities in the industry."

In fact, at CIRT's 20th Anniversary Conference in October 2007, the members identified human resources (the attracting, training, developing and eventual identification of new leaders) as one of the top three issues facing the design/construction community as we move forward to the year 2020.

As such, the ACE mentoring initiative has proven its ability to reach out to potential future employees in demographic groups like women and minorities. The industry has not had a good track record with these groups, but will need to do better as they become a larger segment of the working population. It was with this in mind, the CIRT launched a joint effort to create the CIRT-ACE Design Competition for ACE affiliates across the country.

Casso concludes, "ACE has proven to be a great success, generating a great deal of excitement and interest both in the students and mentors. In the end, the program has captured the imagination, interest and support of a growing segment of the industry – and with its mentors from many of CIRT's firms it is a natural 'fit' for our organization." ■

Railworks

Fostering Innovative Project Delivery

One of the unexpected benefits of the ACE Mentor Program is its ability to foster innovative collaborative building processes across the industry. The AIA is a strong proponent of the Integrated Project Delivery method that brings the entire project team together early in a project's conceptual phase thereby creating greater efficiencies throughout the entire design and construction process.

Christine McEntee, executive vice president and CEO of AIA says, "Through ACE, we can foster this collaborative working environment very early between students as well as the mentors."

Port Authority



ENR's Annual ACE Mentor Yearbook

Building for the Future

ACE Frederick's Multi-Modal Solution Takes Top Honors

Nine high school seniors from the Frederick, Maryland area took the stage in Washington D.C. at the Construction Industry Round Table (CIRT) Spring Conference to share their answer to traffic congestion along a major transportation corridor.

The project, called Re-Routing Transportation, focused on the growing concern of traffic along I-270 in Maryland. The team addressed the problem by designing an aero-rail train system from Frederick to the Shady Grove Metro Station in Rockville as well as a multi-modal building that is a destination center for the community and many types of transportation.

The formal presentation, covering cost estimates, schedules and conceptual designs, was presented to an industry panel of CEOs from major architectural, engineering and construction firms.

Judges awarded the Frederick team a \$3,000 scholarship contribution toward the Frederick affiliate. For the students, winning the competition was particularly gratifying as many of them are ready to begin college.

"ACE has given me a positive experience that encouraged me to pursue a career in architecture, construction or engineering," says Melissa Huston, a senior at Linganore High School and member of the winning team. Melissa plans to study civil engineering at Penn State.

Even the mentors lauded the benefits. "Working with these young people has been a great experience for me," says Bryan Burke, the team's lead mentor and professional engineer with Loiederman Soltesz Associates. "When they enter the workforce in a few years, they will be bringing power and energy, and employers will need to engage them in a meaningful way."

The design competition, launched in 2007, is initiated, coordinated and judged by the Construction Industry Round Table (CIRT) to bring attention and focus to the ACE mentoring program's important efforts to reach high school students who are interested in better understanding the design and construction industry.

Rise

Marnell

Valley Crest



ENR's Annual ACE Mentor Yearbook

Building for the Future

ACE Student Profile

ICE CREAM VENDOR TO GLOBAL ENGINEER



A Mexican immigrant to the U.S., Yurintzy (Yuri) Estrada grew up with very little of the basic necessities and learned at very young age that she had to work hard to survive. She held her first job at six years old in first grade selling ice cream from a cart to other children while living in Mexico.

Yuri recalls, "I was one of those children who had to carry water up a hill in a tin bucket on their back. I know what it's like to have no water, to wear torn shoes and have just enough to eat at the end of the day. I was lucky enough to have my parents bring me to the land of opportunity."

"Others are not so fortunate," she adds, "and I feel it is my responsibility to do something about the inequality and unfairness in this world."

As a senior in Brooklyn Technical

High School, Estrada needed to pick a major. Her first choice was psychology, while her father, an artist, suggested architecture.

"I wasn't convinced, but gave it a try and at the recommendation of my counselor, joined ACE," says Yuri. "Boy, did I change my mind! This program opened my eyes to the many ways to help people have the most basic necessities. Engineering in fact offers the solution to so many problems. The mentors did an incredible job of showing us the nobility of the profession."

Yuri attended the City College of New York in Manhattan studying civil engineering, interned with the Metropolitan Transportation Authority for one year and then with DMJM Harris, part of AECOM, for her final two years of school.

Upon graduation in 2007, Yuri accepted a job with DMJM Harris. She also continues to participate in Engineers without Borders, a volunteer commitment she began in college.

Yuri concludes, "I am committed to helping others improve their lives, and have found a career that helps me achieve that goal. Engineering is a perfect fit and I wouldn't have found it without support from my parents, counselors and my mentors at ACE." ■

What ACE Mentor Program students are saying:

"The opportunities I gained and lessons I learned helped me understand that this is what I am meant to pursue."
Michelle Martucci,
high school senior

"Through ACE, I was able to chart my future. Mentors introduced us to the industry, prepared us for college, offered internships and much more. Without ACE – I don't think I'd be graduating from college with a civil engineering degree, preparing to study for my master's at Stanford University."
Ricardo Zendejas,
June 2008 UCLA graduate.

Turner



Building for the Future

Industry Associations Unite Under Common ACE Umbrella

The ACE Mentor Program is backed by many of the industry's leading professional associations, each offering financial support, help starting new ACE affiliates and, of course, a ready resource of excited mentors.

The American Institute of Architects (AIA), for instance, was the first industry association sponsor of ACE more than a decade ago. AIA continues to expand support at the national level and at many of its 280 components across the country,

Christine McEntee, executive vice president and CEO of AIA, says, "It's our belief that early exposure to architecture and design concepts is critical if we want to influence career choices down the road. Added to this, AIA realizes that the architecture and design profession is not representative of the nation's demographics. We need to reverse that trend, introduce a more diverse range of people to career opportunities in this profession. ACE is a big part of that effort and we will continue to promote this program through our various distribution channels."

As well, the Associated General Contractors of America (AGC) and the Associated Builders and Contractors (ABC) have formed similar relationships with ACE, each donating financial support of \$50,000 annually and affiliate administrative guidance from chapters across the country.

Christopher S. Monek, senior executive director, Business Development, Programs & Industry Relations for AGC, says, "ACE has come along at the right time. We're all concerned

about the tremendous workforce shortages that are projected down the road. The industry needs ACE and our organization is in a unique position to help them. We have the national presence to help expand to new cities and find the people willing to drive this incredible program forward."

Kirk Pickerel, president and CEO of ABC, adds, "This is a program that every one of us should support. ACE has the potential to change the lives of thousands of youths and the framework of our industry. ABC is in a unique position to support that effort with financial support and a nationwide presence."

In 2006, MCAA partnered with ACE to further encourage interest in the building and construction profession. Robert T. Armistead, CEO, Armistead Mechanical, Inc. of Waldwick, NJ, is MCAA's industry liaison to the ACE Mentor Program. Over the last two years, he has emphasized MCAA's working model for articulation between the ACE high school efforts and MCAA's network of university student chapters, as well as the United Association's apprenticeship programs for the industry's skilled trades.

"The synergies are obvious to us," says Armistead. "For those young people with the aptitude and the desire to move on to higher education or training in our industry, we offer quite a lot."

In the UA apprenticeship programs, they earn great money while learning a challenging and rewarding trade. If they choose the university route, MCAA has a network of nearly 45

student chapters at some of the country's premier universities – and that number is growing.

"The point is MCAA offers the next step in the learning continuum for ACE participants so that their enthusiasm for our industry can continue to be nurtured and developed," continues Armistead. "It doesn't stop with the individual's graduation from high school. Interested students aren't left to their own devices trying to figure out how to continue. We're still developing this articulation strategy, but its value and importance are no-brainers to us. We couldn't be more excited about partnering with the ACE Mentor Program!"

Armistead concluded by noting that he will become president of MCAA in 2010 and that the value of the ACE relationship, and finding more ways to cultivate it, will be a major thrust for his presidential term.

The U.S. Green Building Council (USGBC) joined ACE as a national sponsor in 2006. Today, USGBC chapters across the country work with ACE affiliates to shape a green-based educational component for students.

Chris Smith, chief operating officer for the USGBC, says, "Our goal is to encourage sustainable design and construction. Through ACE with its powerful connection to young people, we have an opportunity to introduce a whole new generation of architects, engineers and contractors to green tools, techniques and possibilities."



ENR's Annual ACE Mentor Yearbook

Building for the Future

ANSWERS TO COMMONLY ASKED QUESTIONS

Q: How is ACE different from other youth education programs?

A: The level of interactive involvement uniquely defines ACE. Our mentors are involved with students throughout the year. Students in turn are participants, actually putting in practice the concepts of design, engineering and construction. This is not a career day; it's a comprehensive introduction to a diverse and exciting industry.

Q: What do we do with the kids?

A: There are a number of resources available to help interested mentors get started. ACE recently completed the ACE Mentor Best Practices Manual, a 275-page comprehensive resource that is a compendium of ideas, experiences and materials largely drawn from 16 ACE affiliates. Its purpose is to give both new and experienced mentors a wide range of practical information that they can readily apply in their work with ACE students.

Q: How much time does it take?

A: During the course of a school year, it's an average of 30-40 hours a year of any mentor's time. The ACE mentoring teams meet with students at least 15 times for a couple hours after school throughout the year.

Q: What are my responsibilities?

A: First remember that you're not in it alone. Every ACE mentoring team is typically made up of a corporate owner, an architectural firm, a construction company and civil, structural, mechanical, electrical and environmental engineers as well as a local college or university member.

With that in mind, you are a trusted advisor to the kids, with the responsibility to share with them your knowledge of the industry, your profession and what they need to do to achieve similar success. ■

ACE Mentoring Made Easy

Interested in making a visible difference in your community, sharing a little about your area of expertise and meeting potential business partners?

You can with little or no experience. The ACE Mentor Program is uniquely designed to bring young people and construction professionals together with the tools to spark excitement, communication and success.

Every ACE affiliate has access to the **ACE Mentor Program Best Practices Manual**, a compendium of ideas, experiences and materials largely drawn from 16 ACE affiliates.

The first section of the manual explains the art of mentoring, especially as it pertains to the ACE program.

The second focuses on specific programmatic aspects of the ACE program. This section presents:

- a) Models for organizing the program
- b) Information about organizing construction site tours
- c) Tips for mentors about how to conduct the program
- d) Extensive background information and hand-out sheets about careers in the building industry
- e) Examples of students' final projects
- f) An extensive, annotated list of print and electronic resources for both mentors and students; and
- g) Descriptions of hands-on activities that can be used in mentoring sessions with students.

The heart of the manual is the detailed, step-by-step instructions of hands-on activities that the mentors can "plug-and-play" during their sessions with students.

Examples of activities include a simulation for cost-estimating and bidding a project, architectural scavenger hunts, bridge building contests, an exercise in geotechnical investigation and engineering, a project to design and build a catapult, and an exercise to create a site topography model. Wherever relevant, sustainable design and construction are emphasized in the activities. The manual is augmented by a CD containing PowerPoint presentations, electronic versions of forms and worksheets, and a video.

Throughout the ACE Mentor Program, mentors span the corporate ladder from presidents and senior executives to project engineers and leads. There are young people only a few years out of college and knowledgeable professionals closing in on retirement. The qualifications are minimal – a passion for the industry and a little bit of time.

MHC



ENR's Annual ACE Mentor Yearbook

Building for the Future

GROWING NATIONAL SUPPORT BUILDS ACE SUCCESS

The ACE Mentor Program is dependent on the financial and mentoring support of architectural, engineering and construction companies across the country for its continued success. The following leading firms have joined ACE as national sponsors in the last year.

PARSONS BRINCKERHOFF

Established more than 120 years ago, Parsons Brinckerhoff is one of the world's leading planning, engineering, and program and construction management organizations with over 150 offices around the world. The firm is also one of the founding members of the ACE Mentor program with many mentors across the country already involved in the ACE program.

George Pierson, president and chief operating officer of Parsons Brinckerhoff, says, "ACE is an incredibly valuable resource to the industry, with a vision that coincides with our Vision and Values that include encouraging development and sharing knowledge. As the ACE organization enters a new phase of growth, we're pleased to provide even greater support."

Parsons Brinckerhoff expects to engage its enthusiastic engineers and construction professionals located in over 60 U.S.-based offices – many coincidentally located near existing ACE chapters – in the ACE mentoring activities to build relationships among our employees and other professionals as well as secure a workforce for the future.

GILBANE BUILDING COMPANY

Gilbane Building Company, founded in 1873, offers a full slate of facilities-related services for clients in the life sciences, transportation, healthcare, convention/cultural, government, education, mission-critical, corporate, sports/recreation, and criminal justice markets. This privately held, family-run company has over 2000 employees across the country and in Puerto Rico. Many of those employees are helping the ACE Mentor program reach its extraordinary goals.

Tom Gilbane, Jr., Chairman and CEO of Gilbane Building Company, says, "We must recruit young people into our ranks as an industry. ACE is the ideal forum, creating the necessary environment where all industry professions can collectively come together to achieve a common goal. While it's very important that we give back to the communities in which we live and work, we have a second responsibility to support and grow our industry. Through ACE, we accomplish both."

As a national sponsor of ACE, Gilbane Building Company expects to create and/or grow ACE chapters in every city where it has a major presence, creating opportunities for men-

toring and developing scholarship funds.

THE HASKELL COMPANY

In business since 1965, The Haskell Company is an integrated design-builder, providing complete planning, architectural, engineering, construction, program management, real estate, financing and facility management services for industrial, commercial, institutional, public and civil infrastructure projects. As part of the firm's industry and community commitment, the firm teamed with the ACE Mentor program as a national sponsor.

Steve Halverson, President and Chief Executive Officer for Haskell, says, "ACE is practical, engaging and it makes a real impact. We can help by offering a dedicated on-the-ground support in every city where Haskell operates."

Haskell has had firsthand experience at the power and opportunity of the ACE program. The firm's chief engineer, Denise Ramsey, is the current chair of the Jacksonville Affiliate of the ACE Mentor Program.

Halverson continues, "We believed in the concept when it was first introduced – and were sold on it after seeing the results. The program is inherently scalable, executable and, better yet, clearly demonstrates measurable results. We're proud to expand our support of this worthy organization and help develop the workforce for the future of our industry."

AECOM

AECOM, a global provider of professional technical and management support services to a broad range of markets, including transportation, facilities, environmental and energy, has more than 34,000 employees



ENR's Annual ACE Mentor Yearbook

Building for the Future

around the world, clients in more than 60 countries and an annual revenue of over \$4 billion.

As a national sponsor to the ACE Mentor program, AECOM is working to implement a structured nationwide internal program that facilitates employee involvement through mentoring, streamlines ACE student internships and puts in place necessary financial incentives for students seeking higher education.

Jane Chmielinski, Group Chief Executive for Group Development with AECOM, says, "Our worldwide presence uniquely positions us to introduce and attract young people to the architecture, engineering and con-

struction professions. The ACE Mentor program is the perfect vehicle – and it's a win-win for the students, the industry and even our company. Many people forget the impact of mentoring on employees. It's a mini leadership development program, building skills that translate back to the work environment and allow us to continually provide the best in innovative ideas and services to our clients."

AMERICAN BAR ASSOCIATION FORUM ON THE CONSTRUCTION INDUSTRY

The American Bar Association's Forum on the Construction Industry is a group of 6,000 construction lawyers

dedicated to serving the construction industry through education and leadership. The Forum recently partnered with ACE to further broaden the scope of this unique program.

John Heisse, a partner with Thelen Reid Brown Raysman & Steiner LLP and the Forum's liaison to ACE, says, "The ACE mentoring program directly addresses the industry's dire need to grow a skilled workforce. Through financial support and direct hands-on involvement in mentoring, we can help this worthy program meet its important goals."

The ABA Forum is currently working with ACE strategic planners to add a legal component to existing mentoring

programs and thereby introduce young people to construction contracting, environmental issues and other crucial facets of the industry related to law.

LIMBACH

For over 100 years, Limbach, a \$350 million national mechanical contractor, has provided mechanical and sheet metal services to clients across the country. The firm's capabilities include plumbing, HVAC piping and sheet metal fabrication and installation, stainless steel specialty piping, design build, and energy retrofit/management systems.

Now Limbach's CEO, Charles

Bacon, a long-time active supporter of youth education programs, prepared to share his firm's expertise in a new way as an ACE National Sponsor.

Bacon adds, "There are a lot of good education programs out there for young people today, but ACE is unique in that it's focused on our industry. This program introduces kids to the diversity of opportunities available in the construction industry, from architects and engineers to construction managers and tradesperson, using a highly successful hands-on, interactive approach."

Over the next year, Limbach expects to initiate staff to the ACE Mentor program, creating the momentum for

greater involvement in helping young people understand the opportunities available in the mechanical and sheet metal trades, and the entire construction industry.

SEYFARTH SHAW

Seyfarth Shaw, a global law firm, supports a full service construction law practice with more than 50 attorneys available to advise and assist companies throughout all phases of the construction process. Many of its construction law attorneys have professional degrees in engineering, architecture and related fields, and are licensed architects or engineers.

As an ACE Mentor Program National

No Dakota



ENR's Annual ACE Mentor Yearbook

Building for the Future

"We believed in the concept when it was first introduced – and were sold on it after seeing the results. The program is inherently scalable, executable and, better yet, clearly demonstrates measurable results. We're proud to expand our support of this worthy organization and help develop the workforce for the future of our industry." Steve Halverson, President and Chief Executive Officer for Haskell

Sponsor, Seyfarth Shaw provides pro-bono legal advice to ACE national and local Affiliates anytime, anywhere.

Allegra Rich, Pro Bono Partner and Director of Philanthropy for Seyfarth Shaw, says, "ACE is a natural fit for our firm, as we have one of the most experienced and largest construction law practices in the country, with legal experts in all practice areas of the industry. We're excited to support an organization that has such a powerful influence on youth and our industry."

To-date, Seyfarth Shaw has assigned a liaison in each of its nine offices to assist national and local ACE Affiliates. When ACE affiliate staff has a legal question related to operational business matters, the individual can call, and the liaison will find the right person. Down the road, Rich sees her firms expanding its role with ACE into the mentoring aspects, thus helping introduce high school students to one more critical aspect of the construction industry. ■

One Company's Dedicated Approach to ACE

From mentoring to starting new ACE affiliates to raising thousands of dollars in scholarship funds, Skanska USA engineering and construction professionals have immersed themselves in the day-to-day activities of ACE Mentor programs from New York to California.

Currently, Skanska has numerous mentors working in the program from across the U.S. including Michael Nelson who is based at Skanska's Oakland, CA office. Nelson regularly works with students through ACE San Francisco Bay Affiliate, helping them gain perspective about scope, schedule and budget on construction projects.

The relationship with the ACE program also extends to raising much needed financial support. Just recently, Skanska's Mission Critical COE raised \$10,000 in scholarship money for the ACE Mentor Program of Greater New York chapter.

As well, Skanska helped found the Nashville Chapter of ACE Tennessee, with many employees having served as mentors in the program. Joey Hatch, co-chief operating officer for Skanska also served as president of the chapter, and the Nashville office has hired several interns from the program.

Mark Zangrando, corporate HR director for Skanska says, "We are excited to participate in this worthy program and help young people further their education in the design and construction industry."

ACE Mentor Program Sponsors/Partners

National Sponsors

AECOM
 American Bar Association Forum on the Construction Industry
 American Institute of Architects (AIA)
 American Society of Landscape Architects (ASLA)
 Associated Builders and Contractors (ABC)
 Associated General Contractors of America (AGC)
 Charles H. Thornton and Company
 Clark Construction
 EMCOR Group, Inc.
 Gilbane Building Company
 International Union of Bricklayers and Allied Craftworkers
 Limbach
 McGraw-Hill Construction
 Mechanical Contractors Association of America (MCAA)
 Parsons Brinckerhoff
 Professional Service Industries, Inc. (PSI)
 Seyfarth Shaw LLP
 The Haskell Company
 Thornton Tomasetti
 Turner Construction
 U.S. Green Building Council (USGBC)

Strategic Partners

Construction Industry Round Table (CIRT)
 International Interior Design Association (IIDA)
 National Action Council for Minorities in Engineering (NACME)
 National Association of Women in Construction (NAWIC)

ENR

Why settle for just a job when you could have a **GREAT CAREER?**

Building great careers with ACE...



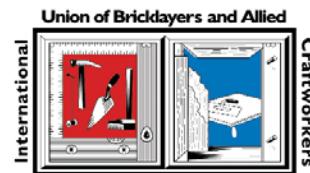
BAC is a proud and active sponsor of the ACE Mentor Program.

**International Union of Bricklayers
and Allied Craftworkers**
www.bacweb.org



International Masonry Institute
www.imiweb.org

BAC President John J. Flynn
received the ACE Legacy Award
for Construction in 2007.





Building for the Future

NATIONAL SCHOLARSHIP WINNERS

The following students received scholarships from the ACE Mentor Program of America – each representing a commitment from our sponsors. Thank you.

The EMCOR Scholarship for Mechanical/Electrical Engineering

\$5,000 each
Harold Stewart – Baltimore, MD
Ismael Gonzalez – Phoenix, AZ
Lauren Martir – Arlington, VA

The Firestone Supply Scholarship for Landscape Architecture

\$5,000
Andrew J. Speight – St. Michaels, MD
Duncan G. Yeaman – Brentwood, TN

The ACE National Legacy Scholarship – Architecture

\$4,000
Felipe Londoño – Bloomfield, New Jersey
in honor of M Arthur Gensler

The ACE National Legacy Scholarship – Engineering

\$4,000
Pranav Desai – San Antonio, TX
in honor of Anthony Guzzi and EMCOR mentors

The ACE National Legacy Scholarship – Construction

\$4,000
Kyle Baker – Frederick, MD
In honor of John J. Flynn

The Turner Construction Scholarship

\$4,000
Arturo Fernandez – Pittsburg, CA

The Gilbane Building Company Scholarship

\$4,000
Jose Paz – Providence, RI

The Associated General Contractors Scholarship

\$4,000
Rodriguez Reedy – Birmingham, AL

The Associated Builders and Contractors Scholarship

\$4,000
Taylor E. Derr – Red Lion, PA

The American Institute of Architects Scholarship

\$4,000
Francisco Barron – Dallas TX

AECOM Scholarship

\$4,000
Melissa Huston – Frederick, MD

The Professional Service Industries (PSI) Scholarship

\$4,000
Daniela E. Sifuentes – Troutdale, OR

Parsons Brinckerhoff Scholarship

\$4,000
Miguel A. Arciniega – Cathedral City, CA

The Clark Construction Scholarship

\$4,000
Jorge Vargas – Los Angeles County, CA

The Mechanical Contractors Association Scholarship

\$4,000
Craig W. Guettler – Albany, NY

The Thornton Tomasetti Scholarship

\$4,000
Christopher J. Avery – Kansas City, MO

The International Union of Bricklayers and Allied Craftworkers Scholarship

\$4,000
Christine M. Foley – Trumbull, CT

The American Society of Landscape Architecture Scholarship

\$2,500
Johnathan G. Miner – Albany, NY

The US Green Building Council Scholarship

\$2,500
Sierra Mills-Newton – Philadelphia, PA

The McGraw-Hill Construction Scholarships

\$3,000
Alix Vilme – Boston, MA
\$2,500 each
Maximiliano Canales – Sacramento, CA
Megan G. Dietz – Pittsburgh, PA
Chad A. Garrety – University Park, PA
Niravkumar Patel – Newington, CT
Miguel Ramirez – Indianapolis, IN
Matthew C. Faulkner – Easton, MD
Michael W. Wasyliv – Brentwood, TN
Andres Flores – Providence, RI

The Deep Foundation Institute Scholarship

\$2,000 each (5)
Aaron Yung – San Jose, CA
Yuxuan (Marta) Wang – Seattle, WA
Xa Yang – Charlotte, NC
Matthew J. Acosta – Frederick, MD
Fabian James – New York, NY
\$1,000 each
Fabiola Ramirez – Contra Costa County, CA
Natalie M. Wilkins – Oakland, CA

Additionally, Irvin Richter, Chairman and CEO of Hill International, has committed \$15,000 for three scholarships in Philadelphia, New York and New Jersey respectively. These students have not been selected as of this date.

Membership Directory

ALABAMA

BIRMINGHAM

Robins and Morton
Contact: Nick Dill
ndill@robinsmorton.com

ARIZONA

PHOENIX

Turner Construction Company
Contact: Valerie Churchwell
vchurchwell@tcco.com

Sundt Construction
Contact: Vicky Morris
vmorris@sundt.com

CALIFORNIA

LOS ANGELES & ORANGE COUNTY

LOS ANGELES
PASADENA
SANTA ANA
SANTA MONICA
LENNOX
LONG BEACH
VAN NUYS
THERMAL

Morley Builders
Contact: Terry Dooley
TDooley@morleybuilders.com

RIVERSIDE COUNTY

PALM SPRINGS
PALM DESERT
INDIO
CATHEDRAL CITY
ANZA
Contact: Linda Kee Dyer
LHKDYER@earthlink.net

SACRAMENTO

Sacramento Builders Exchange
Contact: Jim Lambert
lambertj@sbxchange.net

SAN DIEGO

Clark Construction
Contact: Alan Petrasek
Alan.Petrasek@clarkconstruction.com

SAN FRANCISCO BAY AREA

SAN FRANCISCO
SAN JOSE
OAKLAND
PALO ALTO
CONTRA COSTA COUNTY

Thelen Reid Brown Raysman & Steiner
Contact: Aaron Gruber
agruber@thelen.com

COLORADO

DENVER

Contact: Christi Longsdorf
acecolorado@gmail.com

PUEBLO

Bechtel
Contact: Nate Hathaway
ndhathaw@bechtel.com

CONNECTICUT

BVH Integrated Services
Contact: Maria Loitz
marial@bvhis.com

BRIDGEPORT/STRATFORD

Petra Construction
Contact: Michael DeAngelis
MDeAngelis@PetraConstruction.com

HARTFORD

Contact: Angela Cahill
acahill@schoenhardt.com

STAMFORD

Perkins Eastman Architects
Contact: Denis Belanger
D.Belanger@perkinseastman.com

Perkins Eastman Architects
Contact: Christopher Ruehl
C.Ruehl@perkinseastman.com

WATERBURY

Contact: Verzem Minnis-Poveromo
verzemm@ogind.com

NEW HAVEN

Contact: Shawna Bartkus
sbartkus@Dewberry.com
Contact: Fred Dunn
fdunn@servicepointusa.com

DISTRICT OF COLUMBIA

WASHINGTON, DC

MONTGOMERY COUNTY, MD
FAIRFAX COUNTY, VA
PRINCE GEORGE'S COUNTY, MD

Parsons Brinckerhoff
Contact: Chris Reseigh
reseigh@pbworld.com

FLORIDA

NORTHEAST FLORIDA

JACKSONVILLE

The Haskell Company
Contact: Denise Ramsey
Denise.ramsey@thehaskellco.com

SOUTH FLORIDA

MIAMI DADE COUNTY
BROWARD COUNTY
PALM BEACH COUNTY

Current Builders

Contact: Chip Reid
creid@currentbuilders.com

ORLANDO

Hensel Phelps
Contact: Charlie Barnard
cbarnard@henselphelps.com

GEORGIA

ATLANTA

Turner Construction
Contact: Theresa Schroeder
tschroeder@tcco.com



Holder Construction Group, LLC
3333 Riverwood Parkway, Ste. 400
Atlanta, Georgia 30339
Tel: 770-988-3000
Fax: 770-988-3215
www.holderconstruction.com
Contact: Michael E. Kenig

HAWAII

HONOLULU

Baldrige & Associates
Contact: Steve Baldrige
sb@baseengr.com

ILLINOIS

CHICAGO

Contact: Pat O'Connell
Poc99@comcast.net

INDIANA

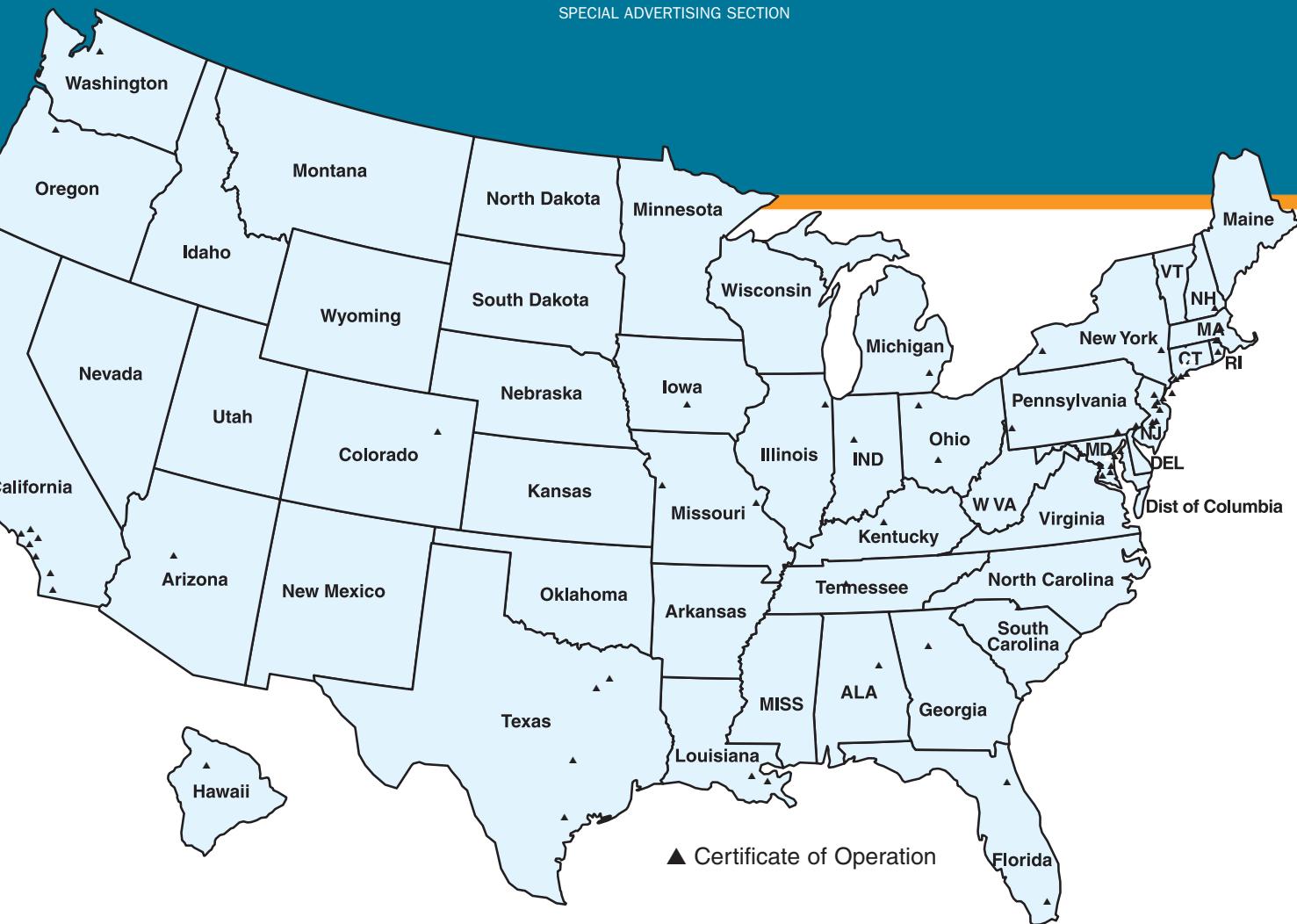
INDIANAPOLIS

New Indianapolis Airport
Contact: Gary Gibson
ggibson@newindianapolisairport.com

SOUTH BEND

IBEW
Contact: Ron Michaelis
michaelispjac@153.com

To become involved in an established ACE Mentor Program, please contact the local representative listed with the location.



▲ Certificate of Operation

IOWA**DES MOINES**

Weitz Construction
Contact: Dan Keagle
Dan.Keagle@weitz.com

KENTUCKY**LOUISVILLE****LEXINGTON**

Bentley
Contact: Rob Snyder
Rob.Snyder@bentley

MARYLAND**ANNAPOLIS**

Gilbane Building Company
Contact: Greg Dunkle
gdunkle@gilbaneco.com

BALTIMORE

EMCOR/Poole and Kent
Contact: Adam Snavley
Adam_Snavely@emcorgroup.com

EASTERN SHORE

Contact: Jack Dempsey
wamjack@aol.com

FREDERICK

Bechtel
Contact: Carol Ritz
critz@bechtel.com

MASSACHUSETTS**GREATER BOSTON**

Turner Construction Company
Contact: Alison Stanton
astanton@tcco.com

MICHIGAN

AGC
Contact: Vicki Gotts
vgotts@agcmichigan.com

MISSOURI**KANSAS CITY**

Thornton Tomasetti
Contact: Steve Hofmeister
shofmeister@thorntontomasetti.com

ST. LOUIS

Associated General Contractors
Contact: Terry Eivins
teivins@stl-cts.org

NEW JERSEY

CAMDEN
EAST ORANGE
JERSEY CITY
MIDDLESEX COUNTY
CUMBERLAND COUNTY
NEWARK
TRENTON

State Contact: John Woodman
Jwoodman1@si.rr.com

LAWRENCEVILLE

Gilbane Building Company
Contact: Nadera Persaud
npersaud@gilbandco.com

NEW YORK**ALBANY**

General Building Contractors of New York
Contact: Brendan Manning
brendanm@gbcnys.agc.org

Please email or call ACE National to assist in the start-up of an ACE program in your area at pmullender@acementor.org or 203.323.8550.



ENR's Annual ACE Mentor Yearbook

Membership Directory

GREATER NEW YORK CITY AREA

NEW YORK CITY
GARDEN CITY
NEW HYDE PARK
YONKERS

Contact: John Woodman
Jwoodman1@sl.rr.com
Contact: Ed Jerman
ejerman@acemmentor.org

SYRACUSE

Gilbane Building Company
Sean Cahill
scahill@gilbaneco.com

NORTH CAROLINA

CHARLOTTE

Turner Construction
Contact: Susan D'Ambra
sdambra@tcco.com

RALEIGH

FMI Corporation
Contact: Greg Matteson
gmatteson@fminet.com

DURHAM

Durham Public Schools
Contact: Don Bryson
don.bryson@dpsnc.net

OHIO

CINCINNATI

Contact: Judith Cline
jcline012@cinci.rr.com

TOLEDO

Lathrop Company
Contact: Steve Klepper
sklepper@tcco.com

CLEVELAND

Gilbane Building Company
Contact: Courtney Behm
cbehm@gilbaneco.com

OREGON

PORTLAND

Nishkian Dean
Contact: Edwin Dean
Ed.Dean@nishkiandean.com

PENNSYLVANIA

EASTERN PENNSYLVANIA

ACE Mentor Program of Eastern PA
Contact: Carla Kantner
ckantner@acemmentor.org

LEHIGH VALLEY

Langan Engineering & Environmental Services
Contact: Jason S. Engelhardt
jengelhardt@langan.com

CENTRAL PENNSYLVANIA

C.S. Davidson, Inc.
P.O. Box 119
Hershey, PA 17033
Tel: 717-846-4805
Fax: 717-846-5811
www.acemmentor.org/617
Contact: Joshua M. Carney, P.E.,
jmc@csdavidson.com

WESTERN PENNSYLVANIA

Oxford Development Company
Contact: Mike Barnard
Mbarnard@oxforddevelopment.com

RHODE ISLAND

PROVIDENCE

Gilbane Building Company
Contact: Osmar Rodriguez
orodrigu@gilbaneco.com

TENNESSEE

NASHVILLE

Skanska USA
Contact: Joey Hatch
Joey.Hatch@skanskausa.com

TEXAS

AUSTIN

Architecture Plus
Contact: Betty Trent
Betty-archplus@swbell.net

LIMBACH
Since 1901 Consistently Exceeding Expectations



PROUD & ACTIVE SPONSOR OF:





We are a People Business.
Partnering & Investing in ACE is
Key to our Future Available Talent Pool.

Leading the Mechanical Industry in Safety, BIM, Green Design and Construction.
www.limbachinc.com

Ann Arbor • Boston • Columbus • Detroit • Los Angeles
Orlando • Philadelphia • Pittsburgh • Tampa • Washington, D.C.

Healthcare • Institutional & Government • Entertainment & Leisure • Commercial
Residential • Retail • Mission Critical • Transportation • Manufacturing

To become involved in an established ACE Mentor Program, please contact the local representative listed with the location.

ACE

CIRT

DALLAS/FT. WORTH

Thornton Tomasetti
 Contact: Patricia Coleman
 pcoleman@ThorntonTomasetti.com

SAN ANTONIO

Ford, Powell and Carson
 Contact: Laura Hernandez
 lhernandez@fpcarch.com

HOUSTON

Bechtel
 Contact: Carrie Arnold-Gutierrez
 crarnold@bechtel.com

VERMONT

Norwich University
 Contact: Bruce Bowman
 BBowman@norwich.edu

VIRGINIA

CHARLOTTESVILLE

Contact: Tammy Cavanaugh
 youthmotor@aol.com

RICHMOND

AGC
 Contact: Marsha Hargette
 marsha@agcva.org

WASHINGTON

SEATTLE

Magnusson Klemencic Associates
 Contact: Jon Magnusson
 acementor@mka.com

SPOKANE

Hill International
 Contact: Bill Grubich
 bgrubich@hillintl.com

RICHLAND

Bechtel
 Contact: Jeff Boardman
 jboardm@bechtel.com

NAWIC

To become involved in an established ACE Mentor Program, please contact the local representative listed with the location.

Clemson

Catholic

No AZ

Univ Neb Linc

Polytech

**No Dakota
undergrad**

Norwich

Building for the Future

LETTER FROM THE PRESIDENT



Pamela Mullender
President
ACE Mentor Program

WHAT A YEAR!

We are on the cusp of explosive growth thanks to support from some of the most powerful voices in the industry, a vast

and growing number of dedicated mentors, and of course, the interest and excitement of thousands of young people.

The dedication and commitment of our national sponsors has been particularly impressive this last year, as many of them have raised awareness of the ACE Mentor Program beyond even my expectations. They have offered dedicated resources and volunteers that continue to strengthen existing ACE programs and help provide the wherewithal to start new ACE affiliates. Even our newest sponsors have made extraordinary strides in a very short amount of time. We have a sponsor that backed one affiliate in 2006 – in the last year, this company adopted ACE as the number one workforce development program throughout all of its operating companies.

This kind of support allows us to broaden our visibility across the industry, to move beyond traditional careers in architecture, engineering and construction, even beyond the trades. We're able to introduce young

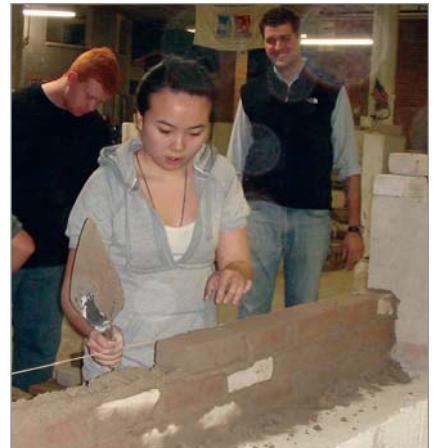
people to the entire scope of the profession including vendors, manufacturers, even lawyers and insurance providers—virtually every element of the construction building process.

In turn, we have a responsibility to grow the ACE national organization to reach our goals – to mentor 100,000 students per year by 2012. As part of this effort, we're expanding the ACE leadership council, providing the opportunity for all the “voices” of the industry to gather at the same table to promote the fastest growing high school mentoring program in the country.

I'm ever mindful that the kids in our program have made a commitment to ACE. They could have done anything with their time from playing sports or video games, to shopping or just hanging out. They choose to spend that time with us. In return, our commitment to them is that we will have a job, a challenging career in our dynamic industry when they are ready for us. Our job at ACE is to continue to provide that opportunity to learn more. If this last year is any example, we truly do have the vision and voice to succeed. ■



Pamela Mullender
President/CEO
ACE Mentor Program



ACE Mentor Program of America, Inc.

400 Main Street, Suite 600 • Stamford, CT 06901

Phone: 203.323.0020 • Fax: 203.323.0032 • www.acementor.org

PSI

PB