

From Pete's Desk

It's exciting to think about what is going to happen in this company over the next few years. As we closed out a successful year in 2020, it occurred to me that the next generation is working hard, and taking this company forward in an impressive way in sales, estimating, and operations. Because our industry lags the general economy by a year typically, we will have challenges while our clients figure out how to navigate the current lending environment, but we will get through 2021 successfully just like we did the challenges of Covid in 2020.

On Friday we completed our second quarter strategic planning session with Dave Bockbrader facilitating ably. Our focus for the year is "aggressive development and promotion of our people", and it's rewarding to see how much good thought is being put into learning and advancement by our professionals. This will give us the base for growth and client satisfaction that will be enjoyable to watch. Two of the key goals for the quarter deal with accelerating professional development by expanding the breadth of usage of the new performance and career tracking system (PACT) to other positions in the company, and developing advanced business acumen in our construction professionals. We are attacking other issues like supply chain disruption and talent acquisition, and we have the people who can get through those.

February was another good month at The Douglas company. The weather is improving and clients are starting to get motivated to start projects. Thanks to all of you for what you do, but especially to the next generation who are carrying us forward. And join me in congratulating this month's core values winner, Denny Bates, and welcoming Camden John Casper.

By Pete Douglas



Congratulations to Connor and Lexie Casper!!!

Camden John Casper
Born: 2/20/21
Weight: 6lbs 14 oz
Length: 20-1/2"



Notes from Orlando

Please join me in congratulating the Blue Heron Health & Rehabilitation Team who have passed all of their County and State inspections, achieving Substantial Completion! This is no small feat given the size and complexity of the project and the stringent requirements of the various jurisdictions. The owners have walked the building and our team is working hard to clear the punch items so the owner can take possession of the building and move residents in.

Things are taking shape at The Grove as the last of the walls are being closed up with drywall and the project is moving quickly into finishes. The slabs for the two big buildings at the River City project have been poured and framing has started on the first building. Unfortunately, lumber materials, specifically OSB, subflooring and LVL's, are in short supply which is impacting the schedule. As unfortunately predicted, 2021 is shaping up to be a year that requires diligent material procurement & delivery management to avoid impacts on job progress.

In sales, there is a LOT going on! The estimators are busy budgeting new opportunities that have come through the door, many of which are new Skilled Nursing Facilities and multi-family projects. We've even recently reconnected with several previous clients who have expressed an interest of doing more business together. One of which is Discovery Senior Living who has asked us to price their Senior Apartment project located in Gainesville, FL.

Despite all of these opportunities, which we are grateful to have, our focus remains to build the right amount of work and build it exceptionally well. That is how we earn new business through referrals, convert new clients to repeat clients, and maintain our reputation as an exceptional senior living and multi-family contractor.

By Jeremy Bartolovitch



Eastern Woods Senior
Findlay, Ohio

Affordable Senior Apartments
Number of Units: 50
Total Square Footage: 49,677
Total Contract Value: \$6.2 Million

Our Brand Promise

The Douglas Company has three brand promises, Development Planning and Leadership, Peace of Mind and Best Price Solution. By honoring these brand promises we fulfill our Core Purpose of Contributing to the Success of Our Clients and Associates.

Providing Peace of Mind and Best Price Solutions has become more and more challenging in our current environment. COVID has impacted our industry and our clients on many levels. Supply chain issues and volatile material costs make it more and more challenging to provide Peace of Mind and pricing that works for our clients. Manpower, incomplete designs and more complex building department inspections are challenging our field staff.

All of this makes Development Planning and Leadership all the more important. Our clients are counting on each and every one of us to stick to our processes, work hard on their behalf, and communicate with them often and effectively.

By Bob Ritter



Happy Work Anniversary!!

Jeff Bigelow - 5 Years

Happy Birthday!!

Debbie Breakstone - April 5

Jeremy Bartolovitch - April 11

Chris Chambers - April 21

Nikki Depner - April 21

Drew Rahrig - April 26



Core Purpose

To contribute to the success of our Clients and Associates

Core Values

- Great client relationships with high customer loyalty
- Integrity and professionalism in all we do
- Keeping our commitments through proactive attention to detail and execution
- Growth of our Associates and Business through learning, teamwork, and leadership

I would like to nominate Denny for a Core Values award by Growth of our Associates and Business through learning, teamwork, and leadership.

Denny exemplified exceptional teamwork and leadership through temporarily becoming the full-time site superintendent for the Maumee Pointe project while we worked to bridge the gap between filling in the position permanently. Denny has been our general superintendent for 8 years and over that time has been a great resource to our superintendents and office staff, but when we asked him to be a site superintendent Denny did not blink an eye and knew that was what was needed for Maumee Pointe to get up and running again. While he was not able to visit other projects during this time, Denny still took the time and effort to answer calls from the other superintendents to help out with issues.

I'd like to personally thank Denny for his positive attitude and teamwork through the unique situation in starting up a dormant project – because of him and the work of our team we can look forward to delivering another successful project in 2021.

By Chris Vasel

