

San Antonio

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The Industry's Newspaper



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Cadence McShane Completes Kyle Technology Park Phase I

Cadence McShane Construction Company is pleased to announce the completion of Kyle Technology Park Phase I, a three-building warehouse development for client TIG Real Estate Services, Inc.

Totaling 75,000 square feet, Phase I of Kyle Technology Park is part of a larger master-planned industrial development. Each of the three buildings spans 25,000 square feet with a 35’ clear height, and they are designed to accommodate multiple tenants for a variety of warehouse and flex industrial uses.

“The completion of Phase I at Kyle Technology Park marks an important milestone in bringing high-quality flex industrial space to one of Central Texas’ fastest-growing markets,” commented **Srinath Pai Kasturi**, Executive Vice President of Cadence McShane. “We’re proud to deliver not only this development but also opportunities for companies seeking flexible, highly adaptable industrial spaces.”



Phase I of Kyle Technology Park includes three, 25,000-square-foot industrial buildings.

Kyle Technology Park Phase I represents the latest successful collaboration between Cadence McShane and TIG Real Estate Services. The project continues a longstanding relationship between the two companies that spans more than two decades and includes numerous successful projects across Texas.

“Central Texas has become an increasingly attractive destination for industrial investment and business growth,” said **John Walsh**, CEO and Founder of TIG Real Estate Services. “Kyle Technology Park supports that demand by offering flexible spaces with convenient access to key transportation networks and business hubs

throughout the region.”

Positioned on a 41-acre site at FM 1626 and Plum Creek Meadows, Kyle Technology Park provides convenient access to I-35, Austin-Bergstrom International Airport, West Austin, and San Antonio. The development is intended to serve businesses seeking flexible space solutions in one of Central Texas’ fastest-growing communities.

Kyle Technology Park is a master-planned business park designed to support the growing demand for flexible industrial and commercial space in Central Texas. Upon full buildout, the development is planned to include up to 11 buildings totaling approximately 300,000 square feet, offering opportunities for office, industrial, showroom, and build-to-suit users. The architect of record is Studio 8 Architects.

Cadence McShane also completed multiple infrastructure improvements including earthwork, utility installation, drainage enhancements, and a new crossover road.

Not just another pigment

During a period of economic uncertainty in Mexico, Biochemical Engineer **Franklin Jiménez** was by the responsibility of providing for his family and by a desire to build something of his own. As a result, Jiménez turned his passion for research and development into a business, and in March of 1999, Jiménez founded **Construcolor** in Mexico.

Through extensive testing and formulation, he developed a liquid gel integral pigment that is used by concrete contractors throughout Mexico and the United States.

Since 2003, Construcolor has served customers and has been establishing its brand in the United States with its first location in Laredo, TX. While Construcolor’s Laredo location operated as a warehouse and distribution center from which they delivered their products directly to their customers, the company opened its first retail location right here in San Antonio, TX.

“San Antonio is our first physical retail location, where customers can visit us in person, purchase products in the store, place orders online, and arrange



Construcolor Store Manager Felipe Mujica at Construcolor’s San Antonio retail location at 10874 Leslie Rd. in Helotes, TX

pickup or local delivery,” says Store Manager **Felipe Mujica**.

Currently servicing all of San Antonio and its metropolitan area, the San Antonio location also offers deliveries to Austin as well with plans to expand their reach throughout Texas and beyond.

“Research and development are at the heart of Construcolor,” continues

Mujica. “Our products are never treated as finished simply because they are already successful. We continually evaluate and improve our formulations so we can deliver better performance and value to our customers. Customer service is equally important to us. We believe in providing personalized attention, understanding each

customer’s specific needs, and willing to help them find the right solution.”

For over 27 years, Construcolor has developed pigments, additives, and protective systems that combine innovation, durability, and design. Their work is built on collaboration, partnering with architects, contractors, precast concrete manufacturers and concrete producers to bring ideas to life and performance to every surface. Additionally, they offer a superior color matching service.

“As we expand in the United States, we want to bring that same combination of innovation, product quality, and personal service to every market we enter,” concludes Mujica.

From color consistency to surface refinement and long-lasting protection, Construcolor’s solutions are formulated to elevate concrete and masonry projects at every stage. Their system-based approach is designed to improve durability, enhance aesthetics, and deliver reliable performance in residential, commercial, industrial, government, and public sector environments. -cwr

New Campus



IEC Greater San Antonio's New Braunfels Campus located at 707 Landa Street



L-R Deni Pesek, Joey Howard, Shannon Cadena, Julie Tucker, Chassie Bentley, and Billy Ross Hill



L-R Joey Howard, Julie Tucker, Cassie Jones, and Luis Ronquillo

Leading the way in connecting electrical contractors stewardship and sound business practices within the local, state, government and industry leaders, the Greater San Antonio Chapter of the Independent Electrical Contractors (IEC) has a lot to be excited about. Realizing there was a need in the New Braunfels and surrounding areas to accommodate individuals interested in learning the electrical trade, IEC Greater San Antonio opened a new satellite campus in New Braunfels.

Last year, the new location hosted three first year classes. This is equivalent to about 60 students. This year IEC will have two second year classes and three or four first year classes beginning in the middle of September.

"The expansion has been very exciting and quicker than we actually expected," says IEC Greater San Antonio Executive Director **Julie Tucker**. "But we are so grateful for the support and opportunities that this new campus is offering to the IEC Greater San Antonio Chapter."

On Aug. 27, IEC Greater San Antonio hosted an open

house at the new campus located at 707 Landa Street in New Braunfels. Guests were treated to a tour of the campus including offices, classrooms, labs, etc. They also enjoyed refreshments and drinks as they were able to meet and mingle with the IEC staff and instructors.

The new facility which was just purchased by IEC will be expanding into all four years of classes within the next two years. Additionally, the 19,000-plus-sf facility has plenty of room for growth as well as some office rental space available; and currently has two tenants.

Established in San Antonio in 1933, IEC is a trade association made up of more than 3,200 merit shop electrical systems contractors within 55 chapters nationwide. Headquartered in Arlington, VA, IEC is dedicated to promoting the common interests of those engaging in the business of electrical and communications construction. IEC also works to initiate federal and state legislation that makes the electrical industry safer and stronger. *Photos courtesy of Mary C. Haskin Photography. -cwr*



L-R Rebecca Welsch, Julie Tucker, and David Johnson



L-R Shannon Cadena, Cassie Jones and, Julie Tucker



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How to De-Escalate

The Associated Builders & Contractors (ABC) South Texas members of Ladies Operating for Growth in Construction (LOGIC) learned how to de-escalate situations with basic self-defense moves, tips and tricks. They were fortunate to have Brooke Iglesias of Bold Reactions Allow Various Escapes (BRAVE) along with fearless volunteers **Sean Simon** of **Core Electrical Group** and **Gabriel Ochoa** of **Harvey Cleary** who helped to reassure the ladies with support and advice of their own.



Terracon Promotes Nathan Gunn to Senior Associate

Terracon, a national consulting engineering firm, has promoted Nathan Gunn to senior associate. Gunn serves as Group Manager and brings more than 29 years of experience in construction materials testing, special inspections, and quality assurance services. Based in Terracon’s San Antonio office, he has built a strong reputation for technical excellence, operational leadership, and workforce development. As a Senior Associate, Nathan looks forward to expanding his impact through



mentoring, strengthening client relationships, and advancing quality and safety across complex projects.

Industry FOLKS

Michael Moore
Partner, Audit | Construction
Aprio LLP | Aprio Advisory Group LLC
San Antonio, TX



Michael Moore, Partner, Audit | Construction, Aprio LLP | Aprio Advisory Group LLC, San Antonio, TX

Michael Moore was born and raised in Houston, TX. He graduated from St. Thomas High School on the edge of downtown and says, “It was a great experience and brought kids together from all parts of Houston.” After graduation, Michael did his undergrad studies at Schreiner University in Kerrville. There he played soccer for the university which kept him busy in addition to his classes. He earned a BBA in Accounting and Information Systems from Schreiner University before going on to get his master’s degree in accounting from the University of Houston. Michael met his wife, Roxie, while in college in Kerrville, where she too played soccer. “Schreiner is a small school and everyone pretty much knew everyone. I pursued dating Roxie for quite a while before she agreed to go out on a date, just to prove to me that it wouldn’t work. Here we are 21 years later!” Together they have three children, one son and two daughters. Their son, Zachry, is 15 and a freshman in high school. Their daughters, 12-year-old Katen and 11-year-old Logan are in seventh and sixth grades. Zachry loves football and also runs track. The girls love dance and dance competitively year round. They also currently have two Persian cats, leading the way to Michael losing the debate about getting a dog. Right out of school, Michael worked for an accounting firm in Houston that I had a very heavy concentration of clients in the construction field. “Clients in the construction field are all the same, good down to earth, hardworking entrepreneurs. I truly enjoy working within this industry.” “When we moved from Houston

in the summer of 2015 to San Antonio, I decided to join Ridout, Barret & Co. due to their culture and how engrained they were in the San Antonio construction industry. Then in January of 2024, Ridout, Barrett & Co. merged with Aprio.” Michael is an Audit/Assurance Partner on Aprio’s construction team and enjoys being able to be a resource for their clients and his team, and helping them solve problems. With no true mentor, Michael looked at his parents and learned a lot about how to excel in business and his professional life. “Both our parents worked full time and had demanding jobs. I’m the youngest of three boys and we were always in sports. From year-round club soccer to school athletics on top of that. No matter how busy our parents were there was never a doubt that they would be at our events to support us. I use my parents as my model to how to always be there for our kids no matter how busy I get at work.” To relax, Michael enjoys working out, hunting, and spending time with his family together when they don’t have dance recital or sporting event to attend. He also does Jiu Jitsu which helps him relax and release stress. “I’ve been doing Jiu Jitsu for ten-plus years and received my black belt a while back. I once had a client ask me how I stay so calm... and I told her that I get to choke my friends in the evenings. You can image the look I got! I then told her that if I can stay calm while someone is trying to choke me unconscious then an accounting problem is nothing!” -cwr

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Back In Session



The Plumbing Heating Cooling Contractors Association (PHCC) classroom is back in session for another year of learning, training, and putting skills to work. PHCC-San Antonio apprentices are heading into the 2026-2027 school year with another opportunity to build their knowledge of the plumbing trade, strengthen their skills, and take another step toward becoming licensed professionals.

For the Year 1 apprentices, welcome to the beginning of your apprenticeship journey. Soak up all the knowledge and ask questions. For Years 2, 3, and 4, welcome back. Keep building on what you have learned and make this year count. PHCC is looking forward to another year with their apprentices and seeing where putting in the work takes you. Welcome back, PHCC-San Antonio apprentices!

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WS&P Shares About Defensible Space



Defensible Space was the topic of Associated Builders & Contractors (ABC) South Texas' Sept. Lunch & Learn. Participants heard from **Corey Huffman** and **Luke Thompson** of **WS&P** who enlightened attendees on how companies can protect assets. Defensible Space is designed to prevent incidents, reduce claim severity, improve legal defensibility and protect a company's reputation.

Huffman and Thompson noted that Defensible Space is important due to operational risks (employees, subcontractors, vendors, drivers) as well as external risks (customers, the public, attorneys, and cyber criminals) to also regulatory risks such as OSHA, DOT, DoI and environmental agencies. Those in attendance walked away with numerous final takeaways-- document everything, transfer risk contractually, and build a safety culture.

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A year worth recognizing

In Evergreen, Colorado, four men had a vision to create a general contracting company focused on providing quality service in retail construction. That vision came to life on February 25, 1997, when **Jeff Cochran, Geoff Wormer, Kurt Kenchel, and Jeff Sidwell** brought their vision to life with the founding of **Catamount Constructors Inc.**

As the company began making tracks, **Scott Reynolds** joined the Catamount leadership in 1997 and has continued to be instrumental in the company's dynamic growth. Today, Catamount is a 100% employee-owned national general contractor serving clients across the country. Its retail construction expertise has expanded into commercial, Build-to-Rent, education, healthcare, government, industrial, and multifamily construction.

"Much of that growth has followed our clients," says Business Development Manager for San Antonio **Courtney Collins**. "As our relationships expanded into new markets and geographies, so did Catamount, opening offices in Atlanta in 1999, San Antonio in 2011, and Tampa in 2023. The San Antonio team has played an important role in that progression, helping to expand Catamount's national industrial capabilities and, as clients expanded into Florida, Catamount opened its Tampa office, established to provide local service."

In 2017, Catamount became 100% employee-owned through an Employee Stock Ownership Plan (ESOP), giving its team members a direct stake in the



Catamount Constructors - San Antonio at their 15th anniversary celebration

company's future. Today, Catamount delivers projects across the country, and has surpassed \$1 billion in annual revenue. The company continues to grow its people, expertise, and capabilities while maintaining the relationship-driven approach its founders established.

In 2011, when Catamount opened its San Antonio office led by Scott Reynolds and about 50 employee-owners, the Alamo city team focused on retail construction and quickly expanded into additional markets. Today, Catamount's San Antonio team has grown to more than 150 employee-owners, reflecting 15 years of investment in the San Antonio community and market, its people, and long-term client relationships.

Catamount's San Antonio team provides general contracting and construction management services, supported by comprehensive preconstruction capabilities, including estimating, conceptual budgeting, scheduling, constructability, value engineering, and design-build services.

The team serves clients across a diverse range of markets and can draw on specialized expertise and resources throughout

Catamount's national organization.

While Catamount serves clients nationwide, its San Antonio, their employee-owners have a strong presence throughout the city, South Texas, and the broader Texas market, while also supporting national clients and projects across the country. That ability to serve clients locally and travel with them as they grow has been an important part of Catamount's San Antonio success story from the beginning.

To celebrate its 15th anniversary in San Antonio, Catamount celebrated how any true San Antonian would, with a Fiesta-style event that brought together employee-owners, clients, partners, and friends who have been part of its journey. The milestone gave the Catamount team a chance to celebrate how far it has come and recognize the relationships that have helped Catamount grow alongside the San Antonio community.

"Throughout the anniversary year," adds Collins. "we continue to recognize the employee-owners, clients, partners, and community relationships that have shaped

our first 15 years while looking ahead to what comes next."

Additionally, Catamount's San Antonio team was recognized as a 2026 Best Places to Work company. "This recognition is especially meaningful as we celebrate 15 years in San Antonio," Collins continues. "The recognition reflects the culture our employee-owners have built together—one centered on ownership, teamwork, leadership development, and shared success. We're proud to celebrate this recognition with the people who earned it, while continuing to invest in the culture and opportunities that enable our employee-owners to advance their careers and make an impact."

San Antonio has played an important role in Catamount's growth. The company continues to pursue strategic growth aligned with its clients' needs and the markets they serve. As clients expanded into Florida and needed local support, **Stephanie Martinez**, now Senior Vice President leading Catamount's Industrial practice, championed opening Catamount's Tampa office in 2023. Today, the Tampa team continues to grow and has recently relocated to a larger office.

This progression reflects Catamount's approach to expansion; grow alongside its clients, develop leaders from within, and invest locally when there is a long-term opportunity to better serve the market. Catamount will continue to seek opportunities to expand its people, expertise, and presence to strengthen its ability to support clients and create opportunities for its employee-owners. -cwr



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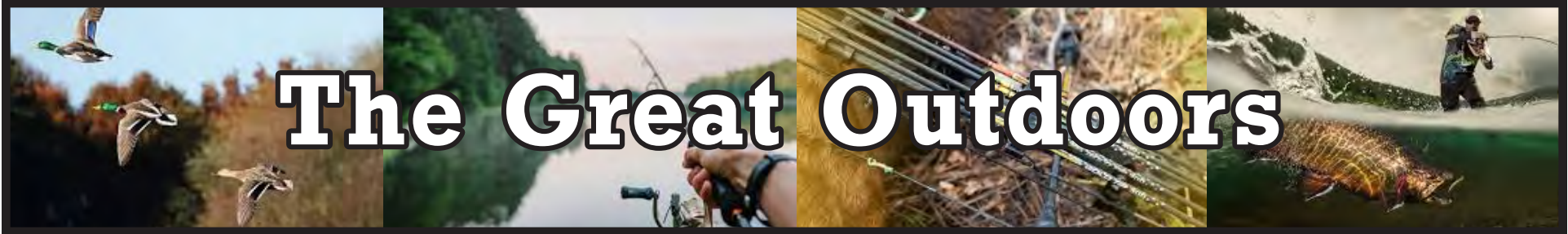


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The Great Outdoors



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Since 1981, Ken Milam has been guiding fishing trips for striped bass on Lake Buchanan in the Texas Hill Country.



Fall Flip: Stripers Fire Up While Catfish Stay Steady on Lake Buchanan

October has brought the kind of shift Lake Buchanan anglers have been waiting on all year. After months of scattered schools and unpredictable patterns, the stripers have finally started behaving exactly like they're supposed to for this time of year. With fall settling in and bait pushing shallow, the lake has erupted into true topwater chaos — the kind of explosive, highenergy action that makes October one of the most exciting months to fish Buchanan.

Stripers are pushing shad to the surface, stacking up on points and humps, and feeding with the intensity that defines a classic fall pattern. The topwater bite has been loud and aggressive, with surface eruptions that can be seen from across the lake. Rods are bending fast, drags are screaming, and groups are getting the kind of action that turns an ordinary morning into a highlight reel. After a strange spring and a moody summer, the lake has finally flipped into the pattern everyone hoped would arrive, and it's delivering in a big way.

Even with stripers reclaiming the spotlight, catfish continue to hold their ground as the most dependable species of 2026. Blue cats and channel cats have carried the lake all year, and fall hasn't slowed them down. Cooler nights have pushed them into a comfortable feeding rhythm, and they're still producing steady action on ledges,

timber, and flats. For construction crews wanting guaranteed meat in the cooler, catfish remain a top choice. Their strong size structure and higher meat yield make them ideal for fall fish fries, company cookouts, and stocking the freezer before winter.

Catfish also continue to offer the kind of simplicity that makes them perfect for mixed groups. There's no chasing fastmoving schools or timing narrow bite windows. It's relaxed, hands on fishing that keeps everyone engaged, from seasoned anglers to firsttimers. And with Texas's higher catfish bag limits, groups walk away with more meals per trip than they would targeting other species.

Stripers, though, are finally giving anglers the show Buchanan is known for. The topwater bite is beginnerfriendly, highenergy, and perfect for crews wanting excitement without complexity. Construction teams finishing long weeks in the field are finding this fall to be one of the most rewarding seasons of the year, with both stripers and catfish offering strong, dependable action.

As October 2026 rolls on, Lake Buchanan is offering the best of both worlds: stripers feeding aggressively on top and catfish delivering steady, reliable meat runs. Whether your crew wants surface explosions or full coolers, fall has finally come alive on the lake.

Slinging Slabs



The wind was light, the skies were blue, and there were hardly any other fishermen in sight. It was the kind of morning that makes a crappie trip enjoyable before the first fish ever hits the boat.

Haley Mathews, Owner, *Construction News*, was with Captain Clendon Taylor, outdoor writer and the owner of *C&C Guide Service*. "Clendon fishes lakes across Central and South Texas, and on this trip, he put us on crappie holding in 12 to 14 feet of water."

They used live minnows for bait and LiveScope to target the fish. At each brush pile, they eased into position, dropped minnows and caught a few before moving to the next spot. The steady action added up quickly. Before they knew it, they had a two-man limit.

Some trips come down to one productive spot. This one was all about moving from brush pile to brush pile and making the most of each stop. With calm water, blue skies and a limit of slabs in the boat, it was a fine morning on the lake.



Work Hard, Hunt Hard



Dawson TX Construction brought its team together for a company dove hunt, mixing an outdoor Texas tradition with some off-the-clock camaraderie.





New State Park Near Lampasas Opens for Day Trips



Post Oak Ridge State Park opened to self-guided day visitors on Sept. 24, giving Central Texans a new place to explore along the Colorado River. The park spans more than 3,000 acres in Lampasas and Burnet counties, near Colorado Bend State Park.

Texas Parks and Wildlife Department began purchasing land for the park in 2025. Its landscape includes post oak woodlands, spring-fed creeks, canyons and overlooks of the Colorado River. Visitors

can hike, watch for wildlife and picnic beneath the trees.

The initial opening provides rugged Hill Country trails and an accessible picnic area. Park superintendent Kacey Sloan said the shorter hike covers a little over three miles of challenging terrain, while a trip to an overlook and back is about five miles. Trail maps are available online and at the trailhead.

Visitors must reserve a day pass online before

entering; passes are not sold at the gate. The entrance is reached through Naruna, four miles down County Road 105. The reservation confirmation includes a gate code. Admission is \$2 for visitors ages 13 and older and free for children 12 and younger.

Park hours are 8am to 4pm Monday through Thursday and 8am to 8pm Friday through Sunday. Hikers should carry plenty of drinking water because none is available on site. Cell service is limited, and development work continues at the park.

Oktoberfest



It is that time of year once again! We have made it through the transition, the heat, the high fishing pressure, the high barometric pressure. If this was an elevator, we would be hearing the ding for the penthouse on the top floor. You name it, it's yours; big bull reds at the jetties, slots back in numbers on the flats, black drum and reds on the reefs, trout slicks everywhere. We should start with a bull tide that drags fish up. If Mother Nature wants to play ball some light northerns to cool the water off, maybe an early strong north wind to get us just as wild.

Fortunately, all the woes of bait shops not having enough piggies or croakers some weekends will be a thing of the past. We can go back to cut mullet and live shrimp under a popping cork or a light weight. Don't be in a rush, work the top of the reef or the closest to shore sand pockets at the top of the tide and as it starts moving out so do you. Bump along, make sure your trolling motor is

ready since that will be your new hammer. I thoroughly enjoy pulling up to a reef and just moving over until we get into a good group. You don't have to witness a sign that says they're here. For those interested in bull reds, swing by your favorite tackle shop and get some buck tail jigs, 2oz, 3oz will do the trick.

For some added love, take shrimp with you so you can add some scent to your drops. If the tide's ripping out usually the north jetty on the inside before the waves get big will hold the fish. If it's incoming and not heavy the outside of the north or south will hold them usually tight to the rocks before it drops off. For those wading, I'm mixed, you have access into back lakes you may not have had that are now holding plenty of reds and trout. But you can always target hard bottoms or scattered shell on hard bottoms for the trout making one last spawn.

Whatever you decide, just know you picked the best month to do it in! Good luck out there, stay safe and tight lines!

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Hooked on Tradition

Every year, **Quality Fence and Welding** holds their annual fishing tournament that brings their team, partners, and community together to celebrate camaraderie, show appreciation, and recharge in the outdoors. While many spent the day on the water, some of their wonderful admin team was treated to a well-deserved spa day!

Quality would like to cast out a massive thank you to their incredible sponsors who made this year’s event the best one yet and it wouldn’t be a success without your support!

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Mbroh Welcomes Jeannie Cisneros as Executive Vice President

Mbroh Engineering, Inc. (Mbroh), a leading professional engineering firm, welcomes **Jeannie Cisneros** as Executive Vice President with the opening of its fourth office location in San Antonio, Texas. Timing for expansion in the San Antonio-Austin corridor coincides with the company’s 20th anniversary and increased focus on regional growth as a highly specialized small- and minority-owned business enterprise. Mbroh’s San Antonio office extends the team’s outstanding electrical engineering, I&C, SCADA and programming services to municipalities and water districts/river authorities in and around the San Antonio and Austin area.

“Jeannie joining our executive leadership team and the opening of our

San Antonio office represent an important milestone in Mbroh Engineering’s continued growth,” said **Anthony Mbroh**, PE, Founder & President. “Her dedicated focus on exceptional client service and operational excellence will extend Mbroh’s municipal and transportation footprint in Bexar County and surrounding regions.”

Jeannie brings more than 27 years of diverse management, operations and marketing experience in the engineering and construction industry with previous national and regional expertise with mega-firms on client service management, pursuit strategy for complex, multi-million/billion-dollar design, and construction programs and projects for clients such as the Cities of Houston, Austin, San Antonio and Dallas;

Orange County Sanitation District (OCS&D); and San Francisco Public Utilities Commission (SFPUC).

Opening of a new office in The Alamo City also coincides with Mbroh’s 20th anniversary, a celebration of service, innovation and integrity that has defined the company’s work for two decades and continues to drive results. The year-long celebration commenced with a company Caribbean cruise in February and also includes service projects and celebrations in Mbroh’s offices across Texas and Oklahoma.

“While I’m incredibly proud of what we’ve accomplished over the past 20 years, I’m even more excited about what lies ahead,” said Anthony Mbroh. “Our greatest achievement has never been the projects we’ve delivered. It has always been the people behind them. Jeannie’s

addition further strengthens our culture and reinforces our commitment to a diverse team of professionals who care deeply about their craft, their clients, and one another. That commitment to our people has defined Mbroh Engineering for the past two decades and will continue to drive our success for years to come.”



ASA San Antonio Hosts Largest Clay Shoot in Chapter History

The American Subcontractors Association (ASA) San Antonio Chapter celebrated a record-breaking year at its annual Clay Shoot, welcoming more than 275 shooters - the largest turnout in the chapter's history.

The annual tournament brought together subcontractors, general contractors, suppliers, service providers and construction industry professionals from across the San Antonio area for a day of friendly competition, networking and camaraderie.

ASA San Antonio extends a special thank you to **Joeris General Contractors**, the event's Title Sponsor, whose continued support helped make this milestone event possible. Another highlight of the day was lunch provided by the incredible team at **Alterman**, who

generously donated their time and talents to prepare and serve a delicious meal for the hundreds of participants in attendance.

The success of an event of this size would not be possible without the tremendous support of ASA San Antonio's many event sponsors and dedicated volunteers. From preparing the course and welcoming shooters to keeping activities running smoothly throughout the day, countless individuals and companies contributed to making the tournament a success.

"This was an exciting milestone for the ASA San Antonio chapter," said Ted Dunnam, Dunnam Safety Management, & ASA Clay Shoot Committee Chair. "To have more than 275 shooters come together for one event speaks volumes about the strength and

camaraderie of San Antonio's construction community. We are incredibly grateful to Joeris, Alterman, all of our sponsors, our volunteers and everyone who participated. Our events continue to grow because this industry truly shows up for one another."

Proceeds from ASA San Antonio events help support the association's year-round efforts to provide education, safety training, advocacy, networking opportunities and industry resources for the local subcontracting community.

With more than 275 shooters participating, this year's Clay Shoot set a new chapter record, and provided another example of the strong relationships and community that continue to drive ASA San Antonio forward. *Photos courtesy of Mary C. Haskin Photography*



1st Place A Class Zac Patrick Sciens San Antonio



1st Place B Class Colton Real Bonded Lightning Protection



2nd Place A Class Kolten Motes Rocking M Team 1



2nd Place B Class Michael Blount Proman Skilled Trades



HOA Ladies Team - Frost Bank



HOA Lady - Leanne Ethridge - Frost Bank



HOA Team Overall - Acrisure



HOA Team Red Course - Health Markets



HOA Yellow Team - Big State Electric



Yellow 1st Place A Class Matt Rothe Big State Electric



Yellow 1st Place B Class Richie Cunningham Sunstate Equipment



Yellow 2nd Place A Class Tyson Gaenzel ADKF



Yellow 2nd Place B Class Chad Brightman BCS Concrete



Yellow 3rd Place A Class Chris Christians Lynwood Building



Yellow 3rd Place B Class David Arnow ADKF



3rd Place A Class Keith Hutson Central Power Systems

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Trading amp probe meters for fishing poles

The local HVAC community traded service calls for calls to fish last month as over 100 anglers headed to Corpus Christi for the Texas Air Conditioning Contractors Greater San Antonio Chapter's (TACCA GSA) 33rd Annual Fishing Tournament. Contractor and Associate Members, coworkers, friends and families gathered for a weekend of good company, new connections and great catches.

The festivities were kicked off Friday with the Captain's Mixer at the Waterline at Doc's, featuring a fabulous shrimp boil piled with potatoes, corn, sausage, plenty of cold beverages and a spectacular sunset over the Laguna Madre. Mother Nature clearly got the memo.

In honor of America's 250th birthday, a little extra red, white and blue was added to the weekend. Every angler, committee member and volunteer received a special America-themed fishing shirt to mark the occasion.

Saturday delivered exceptional fishing, with every team weighing in their bounty of redfish, trout, and black drums. The tournament's first-ever Junior Division added another reason to celebrate, welcoming young

anglers into a longtime favorite TACCA tradition. Then came the well-earned BBQ dinner, thousands of dollars in raffle prizes, two guns and a celebration of the winners, America and the HVAC community that made it all possible. Whether participants landed an award, a raffle prize, or simply a great weekend, there was plenty to celebrate.

The tournament's impact reaches well beyond the coast. All funds raised stay in Greater San Antonio, supporting contractor training and education, strengthening the local HVAC industry and helping TACCA-GSA continue to serve its members.

"To every angler, member, sponsor, committee member and volunteer who helped make this weekend a success, THANK YOU! Your dedication, hard work and enthusiasm keep this longtime tradition going strong," says TACCA-GSA Executive Director **Dawn Thompson**.

On behalf of the board of directors and everyone at TACCA-GSA, CONGRATULATIONS to all the winners, and a BIG Thank You to everyone who made the 33rd annual tournament one for the books! -cwr

Heavy Stringer
1st Place: Aaron Mechanical - Jackson Packing
2nd Place: Redfish, Refrigerant, & Regret - Beyer Air Conditioning
3rd Place: Cash N Out - Beck Adventures

Heavy Red Fish
1st Place: Slay the Bay - Johnstone Supply
2nd Place: Hook Aquaholics - Beyer Air Conditioning

Heavy Trout
1st Place: Fishing in Texas with the Lunas - Beyer Air Conditioning
2nd Place: Salty Britches - Beyer Air Conditioning

Junior Heavy Fish
1st Place: Hay Bales & Tails - Beyer Air Conditioning
2nd Place: Fishing in Texas with the Lunas - Beyer AC

Spot Cash Pot
Cash N Out - Beck Adventures

Black Drum Cash Pot (TIE)
AC/DC Anglers - Beyer Air Conditioning
Cash N Out - Beck Adventures



1st Place Heavy Red



1st Place Heavy Stringer



1st Place Heavy Trout



1st Place Junior Heavy Fish



2nd Place Heavy Red



2nd Place Heavy Stringer



2nd Place Heavy Trout



2nd Place Junior Heavy Fish



3rd Place Heavy Stringer



Spot Pot and Drum Pot



Black Drum Cash Pot

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Industry FOLKS

Alexandria Ballew Monroe

Associated General Contractors

Events & Marketing Communications Manager

San Antonio, TX

H

er mother was born in Michigan, her father in London. Coming from military families, they ended up in Texas and settled in San Antonio where Alexandria, affectionately known as "AB," was born and raised.

"Growing up, I loved when my parents took my little brother and me to the San Antonio Children's Museum, San Antonio Botanical Gardens, and Fort Sam's Quadrangle. I trained in ballet at the Ballet Conservatory of South Texas on Broadway, and I met my now husband at the San Antonio Zoo when we were both zookeeping volunteers during high school. There was always something fun to do from going to Spurs games and the Rodeo to shows at the Majestic."

Alexandria's education began at Windcrest Elementary before moving to a private school at Our Lady of Perpetual Help in Selma, TX through middle school. From there, she spent her high school years being homeschooled. Being homeschooled gave her the opportunity to focus on ballet and travel more frequently with her family. "I firmly believe children learn more from museums, historic sites, and seeing the world than they do sitting at a desk."

AB says she is a certified overachiever. "I love learning. I graduated with my BA from Texas State University (Eat 'em up, Cats!) then moved to New York City with my husband to pursue my MA at Christie's Education, New York. We lived there for several years - even through the pandemic. After returning to San Antonio in 2021, I decided to go for a third degree, which I received from Escoffier School of Culinary Arts in 2024."

Alexandria earned her Bachelor of Arts degree in English and Anthropology with a minor in Art History. Her Master of Arts degree is in Modern &

Contemporary Art and the Market, and her culinary degree is in Pastry Arts.

"My degrees definitely show that I want to live a thousand lives in one lifetime! I've always been drawn to the arts and to the ways creativity, culture, and storytelling shape the world around us. While my degrees may seem eclectic, they've all given me a strong foundation in creativity, communication, writing, and understanding people, which are surprisingly transferable skills in the construction industry. My expertise came from art curation, which I have done all over Texas as well as in New York City, and I've been able to bring that experience into my current role. Today, I get to bring that arts-driven perspective into my work in events and marketing, curating experiences and telling the story of an industry that literally builds the world around us."

In November of 2025, Alexandria married Taylor Monroe after being together for 11 years. They met when they were 15 years old while volunteering for the San Antonio Zoo. Taylor is a freelance artist and musician who was most recently named Artist of the Year for William Chris Vineyards. We met when we were 15 while volunteering for the San Antonio Zoo!

"I couldn't imagine my life without his support, friendship, and love... he has been my best friend for over half of my life!"

AB says she has always been a huge animal lover and had so many pets throughout her life, ranging from a parakeet and rabbit to albino frogs, a hedgehog, eels, hamsters, fish, and many other wonderful creatures. "My family and I recently lost our 11-year-old dog, Oxford, who was very much the spoiled king of our family. We lost him just a few months ago, so we're still adjusting to life without our little shadow. He was incredibly loved and will always have a special place in our family."

But, as life tends to do, that loss has already brought them a new little personality to love, Odin, a baby Hermann's Tortoise. "He's only about a month old and has already made himself very comfortable! He's surprisingly adventurous and has somehow turned me into someone who enthusiastically discusses humidity levels and microgreens."

After moving back to San Antonio from New York, Alexandria managed an art gallery for about a year before taking on a new role at The Alamo where she was the Digital Marketing Specialist. "The Alamo gave me so much experience in marketing, social media, events, and communications, which pushed me to apply to San Antonio AGC when a position opened."

As AGC's Events & Marketing Communications Manager, Alexandria wears a lot of hats, more than her title suggests. She oversees the association's marketing, communications, social media, graphic design, website, photography, and member communications, while also planning and executing more than two dozen events each year. She also manages the chapter's Construction Leadership Council and several special events committees. All of which involves a mix of strategy, creativity, relationship-building, and organized chaos.

"At its core, my job is about telling AGC's story, creating experiences for our members, and finding creative ways to connect people within the construction industry. It's a role that lets me combine my background in the arts with my love of events and storytelling, and I love that no two days look the same."

"I am so grateful for all of the incredibly talented and kind people I've met in this role. Being able to both share and grow a genuine network is top priority, and I've had the opportunity to do that here."

Alexandria's life mentors are her parents. Her mother is an R.N., and her father is a retired Chief of Police and currently runs his own security consultation company, Iron Talon, LLC. "Despite working in fields very different from my own, they are both so accomplished and respected in their



Alexandria Ballew Monroe, Associated General Contractors, Events & Marketing Communications Manager, San Antonio, TX

careers. They are the first people I go to when I need advice or support, and they are the first to hear every work-related rant when I need to vent. They are my lighthouse when I need guidance."

Alexandria loves traveling! Mention a trip to her and she'll have flights booked before the conversation is over. She also loves spending time with her husband and family. They enjoy spending time in Gruene, listening to music or grabbing coffee from their favorite shop there. They are members of Augusta Vin Winery in Fredericksburg where they have whiled away many Sunday afternoons. Alexandria is also a Ballet Mistress for the Ballet Conservatory of South Texas where she instructs pre-professional ballet students, choreograph performances, and freelance perform. She also enjoys reading, writing, photography, gardening, hiking, kickboxing, baking, and yoga.

"I believe in having interests that keep both sides of your brain happy. One day, I might be choreographing a ballet or baking a new recipe, and the next, I'm outside hiking, planning my next trip, or attempting to convince my husband that yes, we really do need to try another new coffee shop." -cwr





Resource Guide

Associations & Education ★ General Contractors ★ Subcontractors ★ Service Providers ★ Subcontractors ★ Supplies ★ Truck & Equip Dealers

Associations and Construction Education



American Subcontractors Association – San Antonio

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INSURANCE



A 20% Increase Is Not Weather

Allison De Paoli
Founder & Principal
Altique Consulting
San Antonio, TX

A sub hands you a lump-sum bid that comes in 20% over budget. No schedule of values. No unit prices. Just a number and a place to sign.

You don't sign it. You don't even get mad. You level it. You make him show the math, and the number that survives leveling is never the number he walked in with.

Then the health plan renewal shows up 20% over last year, and firms that level everything treat it like weather. Something that happens to you. Complain, budget it, pay.

The renewal is a bid. It has assumptions, allowances, and padding, same as anything else that crosses your desk with a price on it. The carrier just skips the breakdown unless you ask.

What's in the number

Three things drive a fully insured renewal. Only one of them is about you.

Trend. The carrier's assumption about medical inflation next year, baked in before anyone opens your claims file. It works like an allowance line, and nobody sets an allowance low. Ask what trend factor they used and how it compares to what your claims did.

Your experience, diluted. Carriers blend your group's claims with their whole book of business. The smaller the group, the more your renewal reflects what the carrier needs across thousands of employers, presented as if your people caused it. Ask how much of the increase your own claims drive. For smaller groups, the answer can be less than half, delivered quietly.

Large claims. One premature baby or one major surgery can swing a mid-size group's whole year. But some of those claims are over. The surgery happened. The treatment ended. If the carrier prices next year like it happens again on schedule, that's padding. Ask which large claims sit in the number and whether they're ongoing or done.

Then ask the question that levels

the whole bid: what did we pay in, and what got paid out? If the plan collected \$2 million in premium and paid \$1.4 million in claims, "why 20%?" deserves a better answer than "trend." Without one, that number is an opening position, not an invoice.

The first number is never the last number

Carriers price the way a sub prices when he knows he's the only bidder. Not dishonest. Comfortable. The renewal letter assumes you won't ask questions, because most firms don't, and the ones that do usually ask too late to matter (that timing problem was last month's column).

So run the arithmetic on your own plan. A 20% increase on a \$2.5 million premium is \$500,000. Not once. Every year, and next year's increase compounds on top of it. Firms that will fight a \$50,000 change order for a month sign that letter inside a week.

One construction employer got a 24% renewal and did something different with it. They changed the plan's structure, fully insured to self-insured, even though the guaranteed maximum cost on paper was the same as the renewal they walked away from. At year end they came in about 20% under budget. The cost reduction came from well managed claims (no patient impact) and eliminating the padding.

Firms that see their own data catch this stuff. That's the difference between groups that negotiate and groups that absorb. Not size. Not luck. Whether anyone read the bid.

When your letter arrives this fall, send back four questions. What trend did you assume? How much of this is our claims versus your book? Which large claims are in the number, and are they done? What was our loss ratio?

You'd never accept "that's just the price" from a sub. Your carrier is hoping you'll accept it from them.

LEGAL



When was the last time you checked on your company's Forms I-9?

Kristen Maloney
Attorney
Cokinós | Young
Austin, TX

For many employers, the Form I-9 is completed during onboarding, filed away, and rarely considered again. The problem is that when ICE delivers a Notice of Inspection, an employer generally has as few as three business days to produce the requested I-9s to the government for review.

As a starting point, employers are responsible for ensuring that Forms I-9 are completed properly and on time. Employees generally must complete Section 1 no later than their first day of employment, while employers generally must complete Section 2 within three business days after the employee's first day of employment. The rules governing how these forms are filled out are surprisingly specific, and if you have systematic errors on these forms, you could be looking at significant fines.

For example, an employer should not simply erase an error, use correction fluid, or backdate a correction. Corrections should be transparent: generally, the incorrect information should be crossed out, the correct information entered, and the correction initialed and dated. For major errors, USCIS guidance permits completion of a new Form I-9 or a new section, as appropriate, but the corrected form should be attached to the original rather than used to conceal or replace the original record. Moreover, who may correct an error depends on where the error appears on the form. Only employees may make corrections to Section 1, and only the employer may make corrections to Section 2.

These details have become even more important in 2026. ICE recently changed its inspection guidance regarding how certain I-9 errors are classified, meaning that mistakes previously treated as "technical" or "procedural" may now be considered substantive violations. The distinction carries significant financial weight, as substantive violations can result in civil penalties ranging from \$288 to \$2,861 per form. This might not seem incredibly damaging if you only have a handful of incorrect forms. Consider, however, a company in which the person responsible for onboarding, whether that be an HR representative, payroll employee, or front desk assistant, misunderstands one requirement on the form and, quite reasonably believing the process is correct, completes the same field incorrectly for every new employee, for years. A mistake affecting one employee may present a limited problem. If the same mistake has been repeated across

50, 100, or 500 employee I-9s, the company's potential exposure multiplies accordingly. At the current maximum penalty of \$2,861 per I-9, 200 substantive paperwork violations could represent more than \$570,000 in potential exposure.

What is remarkable about these penalties is that an employer can have an entirely authorized workforce and still face hefty fines because of a simple administrative paperwork error. In fact, the errors themselves are often unremarkable in isolation. An employee forgets to date Section 1. Admin records the A-Number from the front of a current Permanent Resident Card in Section 2 rather than the 13-character document number on the back. Someone enters "DMV" as the issuing authority for a driver's license instead of the actual state government entity or uses "U.S. Passport" rather than "U.S. Department of State." A temporary employment authorization expires without anyone remembering that reverification is required. In significant cases, an internal review reveals that an I-9 was never completed at all.

This risk deserves particular attention in the construction industry, where companies may have large workforces, frequent hiring, significant employee turnover, multiple jobsites, or decentralized onboarding practices. Whoever is responsible for the process needs to sincerely understand the current requirements and have a system in place for filing the I-9s, conducting internal audits, and maintaining a calendaring system to keep reverifications completed on time. A paperwork error made in good faith but repeated as part of the company's routine onboarding process can create substantial exposure across an entire workforce.

To reiterate, an ICE inspection is not the ideal time to discover that your I-9s contain problems. Employers should consider periodically auditing their I-9 practices before the government does. The review can begin by confirming that the company can account for its current workforce and locate the corresponding Forms I-9 for each employee. From there, the company should determine whether the forms were completed on time and whether Sections 1 and 2 are complete. Employers should also review whether acceptable documents were properly recorded, whether any employment authorizations require reverification, and whether I-9s are being retained for the appropriate period.

See LEGAL, page 14



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ACCOUNTING



Tariffs, Fixed-Price Contracts, and the Margin Protection Playbook

Jay Cho
Managing Director of Customs and Tariffs at Aprio
Aprio

Much of the industry’s conversation about tariffs has centered on procurement, sourcing strategies, vendor negotiations, and supply chain management. Those things most certainly matter, but they address only part of the challenge. The larger issue is financial, and it is one that many contractors are not yet managing with the same discipline.

The hidden financial risk in fixed-price contracts

Today, most contractors commit to a fixed price for materials they may not purchase for another six, 12, or even 18 months. When costs move in the meantime, the contractor is often the party left to absorb the difference. That is not primarily a purchasing problem. It is a question of how well the business has priced and planned for the risk.

Yet, every contractor expects prices to fluctuate. The harder challenge is committing to a project price without knowing what steel, copper, or aluminum will cost a year from now.

Why today’s cost volatility changes the equation

According to Cushman & Wakefield, current tariff rates are estimated to increase construction material costs by approximately 6% compared to a 2024 baseline, while total project costs have risen roughly 3%. At the same time, copper prices climbed approximately 32% year over year, and construction material price indexes reached record highs during 2026.

That gap between costs and pricing is where the margin quietly erodes. In effect, tariffs have turned many fixed-price contracts into risk-sharing agreements, with one party carrying most of the exposure. When those risks are not accounted for at the bid stage, margin erosion becomes almost inevitable.

The better question, then, is not “How much will materials cost today?” It is “How much margin can this project absorb if costs change tomorrow?”

Move from cost estimating to margin-at-risk modeling

Traditional estimating focuses on the expected cost of a project. In today’s market, it is worth also evaluating the range of possible outcomes.

Before a contract is signed, it helps to stress-test the proposal against several scenarios:

- Steel prices rise another 10%
- Copper climbs another 15%
- Lead times extend by several months
- Tariff policy shifts midway through procurement

Any single scenario may seem unlikely on its own, but recent conditions have shown that significant price movements

can happen quickly, and sometimes all at once. Working through that range gives a clearer view of the downsides and supports more informed pricing, contracting, and procurement decisions.

This is where an experienced financial partner earns a place at the table. An accountant or advisor who follows market shifts and has worked through prior cost cycles can help pressure-test assumptions, frame realistic scenarios, and bring a perspective that is difficult to build from inside a single project. That outside view often makes the difference between a bid that accounts for risk and one that simply hopes the market holds.

Escalation clauses document risk, but they don’t always transfer it

Escalation clauses have become more common, and for good reason. They offer a mechanism for recovering unexpected cost increases. Even so, many provide less coverage than contractors assume.

The value of any clause depends on how it is written:

- The event or threshold that triggers the clause
- The cost indexes it relies on
- The method used to calculate increases
- Whether certain materials are excluded

A poorly structured clause can create the appearance of coverage while leaving substantial risk with the contractor. It is worth reviewing escalation language to confirm that it actually transfers risk rather than simply documenting it.

Building a tariff risk strategy

Contractors best positioned in this market are not necessarily those with the lowest material costs. They are the ones with the clearest understanding of their tariff exposure and the discipline to manage it over the life of a project.

A practical tariff risk strategy includes:

- **Scenario-based forecasting:** Forecast against several pricing scenarios rather than a single set of assumptions.
- **Proactive risk transfer:** Structure contracts, supplier agreements, and procurement timing to transfer risk where possible, not merely recording it.
- **Financial performance monitoring:** Monitor margin trends, cash flow, and bonding ratios as closely as the build schedule itself.

Margin protection no longer begins at the loading dock. It begins at the bid with forecasting, contract strategy, and financial planning that treat tariffs as what they have become: a recurring business variable rather than a passing cost. That is the new margin protection playbook.

OSHA



Stay Ahead of Electrical Hazards

Michael Middleton
Compliance Safety & Health Officer
OSHA
Harker Heights, TX

Electrical hazards on construction sites aren’t always obvious—and that’s exactly what can make them dangerous. One of the most common concerns is failing to recognize when flexible cords, power tools and extension cords are no longer safe to use. A damaged strain relief, torn outer sheathing, missing ground prong or connector exposed to wet conditions might seem like a minor defect, but continuing to use damaged equipment can expose workers to serious electrical shock or electrocution hazards.

Recognizing warning signs and immediately removing damaged equipment from service is an important step in avoiding electrical injuries at work.

A damaged cord is more than wear and tear

Extension cords and flexible cords are common on construction sites, powering tools and equipment where permanent wiring may not be available. But tough jobsite conditions can take a toll. Cords can be pinched, pulled around sharp corners, run across rough surfaces or damaged by equipment.

This wear can damage insulation and expose electrical conductors, increasing the risk of shock, burns or fire. OSHA requires flexible cords and cables to be protected from damage. Extension cords used with portable electric tools and appliances on construction sites must also be three-wire type and designed for hard or extra-hard use.

A quick visual check can help prevent

injuries. Before plugging in a tool or extension cord, inspect the cord, plug and connection for cuts, worn insulation, exposed wires, loose connections, damaged strain relief or missing ground prongs. If you find damage, take the cord or tool out of service until it is repaired.

Water and electricity don’t mix

Construction sites may also expose electrical equipment to rain, standing water and other wet conditions. A wet cord connector can allow current to leak and potentially reach a worker who touches it. Using equipment and connectors designed for the conditions and limiting their exposure to excessive moisture can help reduce the risk.

Ground-fault circuit interrupters, or GFCIs, provide another important layer of protection. A GFCI is designed to quickly shut off power when it detects a ground fault. OSHA requires employers on construction sites to use GFCIs or an assured equipment grounding conductor program to protect workers under specified conditions.

Make checking cords part of the job

Electrical safety starts with prevention before someone gets hurt. Employers should make cord inspections part of everyday work and train workers to recognize electrical hazards. Workers should never assume a damaged cord is safe to use because it still works. See a damaged cord? Don’t plug it in. Take it out of service. Small checks can help save a life.

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Association Calendar

Content submitted by Associations to Construction News

ABC Associated Builders & Contractors South Texas Chapter Oct. 1: Lunch & Learn, Surety Bonds & Construction Industry Update, ABC office, 11:30-1pm, 814 Arion Parkway Suite 111, San Antonio Oct. 28: Annual Chili Cook0off, 11am-4pm, Pickrell Park, 703 Oak St., Schertz	HCA de SA Hispanic Contractors Association Oct. 23: Elevating the Skyline Awards Gala & Masquerade, Emcee: Chuck Cureau, Keynote Speaker: Julissa Carrillo, 5:30-11pm, Security Service Event Center. Sponsorships and tickets available at www.HCAdeSA.org
AGC Associated General Contractors San Antonio Oct. 3: Safety Fair & BBQ Cook-Off, 10am-4pm, Kendall County Fairgrounds, 1307 River Road, Boerne Oct. 22: CLC View from the Top, 6-9pm, The Quarry Gol Club Banquet Room & Patio, 444 E. Basse Rd., San Antonio	IEC Independent Electrical Contractors Oct. 9: 26th Annual Golf Tournament, 6am-3pm, Hyatt Hill Country Golf Club Oct. 13: A&T Committee, 11am Oct. 13: Continuing Education Class, \$35 Member - \$45 Non Member, 5-9pm Oct. 18: Electrical Maintenance Technician Class, \$175 Per Person, 8am-5pm Oct. 19-25: IEC SPARK - Columbus, Ohio Oct. 21: Board of Directors Meeting, 11am
ASA American Subcontractors Association San Antonio Oct. 1: Free Safety Update, 11:30am, Alterman’s Office Oct. 6: Young Professional Group (YPG) Driving Range Mixer, 3-6pm, San Pedro Par 3, 6102 San Pedro Ave, San Antonio Oct. 8: Tacos & Training, 8:30am Oct. 13: General Meeting, 5pm, Petroleum Club of San Antonio, 8620 N New Braunfels, Unit 700, San Antonio Oct. 27: Contractors Connection Norris Conference Center, 3-6pm, 618 Northwest Loop 410 Ste 207, San Antonio Oct. 29: Fall Golf Tournament, Hyatt Hill Country Golf Course, 8am	MCA-SMACNA INC Mechanical Contractors Association Sheet Metal & A/C Nat’l Association Oct. 14: Regular & Associates Meeting, 11:30am, The Petroleum Club, 8620 N New Braunfels Ave #700, San Antonio Oct. 28: Joint Industry Fund Meeting, 11:30am, MCA-SMACNA office, 12500 Network Blvd Ste 410, San Antonio
GSABA Greater San Antonio Builders Association Oct. 16: 2026 Young Professional Leadership Committee (YPLC) Chili Cookoff & Cornhole Tournament: Oktoberfest!, 4-7pm, 3625 Paesanos Pkwy #100 San Antonio Oct. 22: 3-PAC Fundraiser, 2-7pm, San Antonio Gun Club, 928 Contour Dr., San Antonio	NAWIC National Association of Women in Construction San Antonio Oct. 7: General Meeting, 5:30-7pm, Alamo Café, 14250 San Pedro Ave., San Antonio
	PHCC Plumbing Heating Cooling Contractors Association Oct. 8: October Monthly Membership Meeting, Guest Speakers: VIA Transit 11am-1pm, Paesano’s 1604 - 3622 Paesanos Pkwy, San Antonio Oct. 21: Fall Ladies Mixer: Breast Cancer Awareness Event - \$50 Registration, 4:30-7:30pm, San Antonio Gun Club, 928 Contour Dr., San Antonio
	TACCA Texas Air Conditioning Cooling Contractors Association Oct. 21: Member Meeting, 11:30-1pm, Paesanos, 1604, 3622 Paesanos Pkwy, San Antonio

LEGAL con’t

If an internal review uncovers an error, employers should resist the temptation to simply make the paperwork look correct. If ICE discovers that an employer backdated or concealed corrections, it can undermine the employer’s credibility and weigh heavily against any argument that the employer acted in good faith. Likewise, if an employer discovers that no I-9 exists for an employee who should have one, the employer should address the deficiency promptly and honestly. A new form should be completed using the current date rather than backdated to create the appearance of timely compliance, with a separate dated memo explaining the situation.

Form I-9 may be one of the shortest compliance forms your company handles, but its simplicity can be deceptive. Ask

the people responsible for your company’s onboarding process whether the required I-9s are actually on file, whether they are being completed correctly and on time, whether the company has conducted an internal audit recently, and whether those responsible for the process understand what changed in 2026. If the answer to any of those questions is “I’m not sure,” now is a much better time to find out than after receiving a Notice of Inspection.

The good news is that the Form I-9, at its core, is a simple form, and there are excellent resources available to help train whoever is responsible for completing them. USCIS publishes detailed guidance, and investing the time to ensure that your onboarding personnel are properly trained on the current requirements is one of the most straightforward steps a company can take to reduce its exposure.

Catamount Welcomes Josh Presits as Vice President, BTR to Its Build-to-Rent Team

Build-to-Rent operations leader joins Catamount to drive the next chapter of growth for ArchType®, its Build-to-Rent solution

Catamount announced that **Josh Presits** has joined the company as Vice President, BTR leading ArchType®, its Build-to-Rent solution.

Presits joins Catamount from Onyx+East, an award-winning homebuilder and one of the Midwest’s most active Build-to-Rent developers and contractors, where he spent seven years delivering single-family rental communities across multiple markets. Before that, he worked at PulteGroup, one of the nation’s largest homebuilders, and began his career as a carpenter and estimator at Martin Brothers Contracting, a high-end custom homebuilder. His career has been built at the operational core of residential construction, from estimating and field management to leading the delivery of entire single-family rental communities.

Presits will lead ArchType®, Catamount’s ready-to-build solution for the Build-to-Rent market. ArchType® gives developers a kit of proven, pre-designed plans that streamlines design and construction, reduces risk, and provides cost certainty on single-family rental communities. He steps into the role as Bernida Chapman, who was instrumental in developing and launching ArchType®, moves into a new role leading Catamount’s senior living work. Presits will guide the solution’s



continued growth as a core part of the company’s Build-to-Rent offering.

He holds a Bachelor of Science in Organizational Leadership and Supervision from Purdue University and is a U.S. Army veteran.

“Josh has spent his career delivering high-quality single-family rental communities, and he knows what it takes to build them efficiently and at scale,” said Jared Ford, President of Build-to-Rent and Multifamily at Catamount. “Bernida led ArchType® into one of the most compelling offerings in Build-to-Rent and left it on a strong foundation. Josh’s deep experience and operational leadership means he’s the right person to carry it forward. We’re excited to have him join the team.”

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1776 Angler Showdown

On Jul. 30 – Aug. 1 the Hispanic Contractors Association (HCA de SA) San Antonio held their 10th Annual Tres Amigos Fishing Tournament: 1776 Angler Showdown presented by Central Builders, Inc. at the Fulton Convention Center and it was a complete success.

Everyone had an amazing time on the water, and are still riding the wave of excitement months later. Proceeds from this event helps fuel the HCA de SA Safety Fair, where they provide FREE safety classes, hands-on training, and valuable educational resources to help create a safer, stronger construction community.

As with every HCA de SA event, a portion of the proceeds goes toward their HCA de SA Scholarship fund. Each year, they proudly award scholarships to deserving students at their Annual Elevating the Skyline Awards Gala & Masquerade. *Photos courtesy of Mary C. Haskin Photography*



- Winners**
- Amigo Slam:** Hard Head Unlimited, CBI
 - 1st place:** Villarreal Civil Group
 - 2nd place:** Hard Head Unlimited, CBI
 - 3rd place:** Barboza & Son's
 - Big Ugly:** In Deep Ship, Vacar Construction

Catamount Announces Leadership Succession for Industrial Group

Catamount announced a planned leadership succession for Catamount Industrial Group, the company's national industrial construction team. **Scott Reynolds**, who has led Catamount Industrial Group since its inception, has been named Chief Initiatives Officer, and **Stephanie Martinez** has been promoted to Senior Vice President, leading the national industrial team. The transition of day-to-day responsibilities will take place through the end of the year.

Catamount Industrial Group is a national team of industrial construction experts who travel with their clients, delivering projects across the country, and building long-term partnerships wherever their clients grow. The move reflects a succession the company has planned deliberately and underscores Catamount's long-standing commitment to developing leaders from within its employee-owned organization.

Reynolds is one of Catamount's longest-tenured employee-owners, having joined the company in 1998. For 28 years, he has played a central role in the company's growth, opening its Atlanta

office and later its San Antonio office. As the leader of the industrial team, he grew that segment of the business to over \$650MM in annual revenue. In addition to his operational leadership, he sits on Catamount's Board of Directors, providing strategic insight and guidance, and has been a driving force behind the company's leadership development efforts. Reynolds holds a Bachelor of Science in Building Science from Auburn University, is a LEED-certified professional, and is an Adjunct Professor in the Building Science program at Auburn University.

In his new role as Chief Initiatives Officer, Reynolds will function as an internal management consultant to the company, driving the strategic, high-impact initiatives that will shape Catamount's growth in the years ahead.

Martinez joined Catamount in 2012 and has advanced through the organization to lead one of its biggest teams. For more than a decade, she has managed the company's largest industrial relationships, and championed and opened the company's Tampa office. Martinez holds a degree in Construction

Science and Management from the University of Texas at San Antonio.

As Senior Vice President, Martinez will lead Catamount Industrial Group, guiding its national team, client partnerships, operational excellence, and continued growth.

"Today is a milestone for Catamount," said **James Benning**, CEO of Catamount. "Scott and Stephanie have each helped build this company into what it is today, and these roles reflect what they've earned and where we've headed. Scott's new role will focus his talents on the initiatives that will define our future, and Stephanie brings the experience, relationships, and drive to lead this team into its next chapter. Succession like this, planned and promoted from within, is exactly how we grow leaders at Catamount."



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Patriots & Politics

In early September, Associated Builders & Contractors (ABC) South Texas hosted their “Patriots and Politics” event bringing together members, elected officials, candidates and community leaders for Patriots & Politics at the historic Menger Hotel.

To kick off the festivities, they were honored to welcome Texas General Land Office Commissioner Dr. Dawn Buckingham. Additional guests included State Representative Wes Virdell for Texas (HD 53), Bexar County Commissioner Grant Moody, San Antonio

Councilwoman Misty Spears (District 9) and Councilman Marc Whyte Campaign (District 10).

They were also pleased to have Marcus Cardenas, candidate for Texas Senate, Chief of Staff for State Representative Barbara Gervin-Hawkins (HD 120); and Pete Gamboa, candidate for Bexar County Sheriff in 2028, join them.

At ABC South Texas, political engagement is about making sure the voice of the Merit Shop construction industry is part of the conversation at every level of government. Events like Patriots &

Politics give ABC members the opportunity to build relationships, ask questions and engage directly with those who serve, and those seeking to serve, our communities.

Thank you to everyone who joined and helped make the evening a success including **Jim Robertson**, Second Vice Chair of the Board, with **Americrane Rentals** and **Corey Huffman**, CIC, CRM, Government Affairs Committee Chair, with **WS&P Insurance: Walthall Sachse & Pipes, Inc.** Our industry builds South Texas. Our voice matters. Our engagement matters.



Bexar County Commissioner Grant Moody



Councilwoman Misty Spears (District 9)



Marcus Cardenas for Texas Senate



Pete Camboa, candidate for Bexar County Sheriff in 2028



Chief of Staff JD Pedreza for State Representative Barbara Gervin-Hawkins (HD 120)



Texas Land Commissioner Dr. Dawn Buckingham and Councilman Marc Whyte (District 10)



State Representative Wes Virdell (HD 53) and Texas Eagle Award for Voting Record in alignment with the Merit Shop, Ana Grace Husted (Vice President of Government Affairs)

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Industry FOLKS

Matt McClain
Director of Sales & Estimating
Alpha Insulation & Waterproofing
San Antonio, TX

In 2005, Matt’s family moved to San Antonio after living most of his childhood in The Woodlands. “At the time, The Woodlands had a real small-town feel about it. Looking at what it’s become since, it’s hardly recognizable.”

After moving to San Antonio, Matt attended Bush Middle School. He graduated from Reagan High School before attending St. Mary’s University where he had a blessed college career playing baseball. He earned All American honors as a pitcher in 2015 and earned a spot to compete with his teammates in the College World Series in 2012. While at St. Mary’s he majored in and earned his bachelor’s degree in Exercise & Sport Science.

“I chose Exercise & Sport Science because I was intrigued at how the human body performs...everything from biomechanics and physiology to how movement, recovery, and training all connect. I wanted to understand what driving performance was, not just observe performance from the outside. It felt like it was the right degree for someone who wanted the “why” behind human movement, not just the result.

“Because St. Mary’s isn’t a very large school, my biggest class may have been +/- 30 people. The relationships I built went beyond just teammates and classmates; I got to know my professors in a way that felt genuinely meaningful.

Between the small class sizes, the grind of balancing practices and games with classroom obligations, and friendships that experience have lasted well past graduation, it really was everything college should be. Looking back, those four years stand out as some of the best of my life.”

Matt and his wife, Shea, have been married for two years. They met through a mutual friend of Matt’s. Shea works as a Product Support Advisor for Poultry and Seafood at Sysco, and according to Matt, “she’s incredibly driven and motivated in everything she does. It’s the kind of work ethic and ambition that pushes me to be better, too.” Outside of work she loves spending time at a river, reading books, puzzling, and she puts a lot of value in family and what it means to have that close-knit connection.

Together, Matt and Shea have two dogs, a corgi named Stella and a golden retriever named Sunnie. “Not a day goes by that I’m not bullied into a game of ball the second I walk through the door... they don’t care what kind of day I had; ball is non-negotiable. They’re great dogs, full of personality, and honestly, they’ve become just as much a part of our family as anyone else.”

Matt came to the construction industry through a connection with the former President of Alpha and has been with Alpha Insulation & Waterproofing for nine years. “I didn’t know much about construction going in, but I’ve always had an interest in it. There’s something about seeing a project go from nothing to a finished, tangible thing that always appealed to me. That connection encouraged me to apply for a position at Alpha, and it ended up working out. Looking back, it wasn’t some long-

planned career move, it was more about being open to an opportunity I was genuinely curious about, and it turned into exactly the right fit.”

As of January 2025, Matt serves as the Director of Sales for Alpha’s San Antonio Market. He leads their estimating department while driving new business development and cultivating long-term client relationships across the region. His focus extends beyond individual transactions to building lasting partnerships, understanding each client’s needs and staying closely engaged throughout the full lifecycle of a project to ensure Apha Insulation & Waterproofing is consistently delivering value. His role also encompasses core leadership responsibilities: setting sales strategies, mentoring team members and helping them succeed in their careers, and ensuring operational alignment across the department.

“Ultimately, the success of this position comes down to one thing – earning trust while delivering results for the people we serve. I enjoy dealing with technical, hands-on problem solving with client’s pre-bid. Helping them interpret plan details and present value engineering options that offer savings to the overall project budget. That often means suggesting systems that may not be explicitly detailed on the plans but that I know will perform as intended and may be required by code. There’s real satisfaction in being the person who can bridge the gap between complex plans and practical solutions. Beyond that, I also value the leadership side of the role... mentoring the team, fostering a collaborative movement, and helping develop the next



Matt McClain, Director of Sales & Estimating, Alpha Insulation & Waterproofing, San Antonio, TX

generation of talent in our department. It’s rewarding to know I’m contributing not just to individual projects, but to the long-term growth and success of the people I work with.”

Alpha Insulation & Waterproofing San Antonio Senior Project Manager/ Corporate Trainer Greg Wiatrek has been a huge mentor to Matt since joining the company. “Greg took me under his wing at a time when I hardly knew anything about this industry. He’s the one who trained me and shaped me into the person I am today when I walk through our doors. He didn’t just teach me the technical side of the job, he taught me how to carry myself professionally, how to build relationships the right way, and what it really means to lead. I owe a lot of who I am professionally to the time and patience he invested in me, and I don’t think I’d be in this position without him.”

In his spare time, Matt enjoys following the Houston Astros and San Antonio Spurs closely. He also tries to get outdoors as much as possible to hunt and fish at his family’s property in Kosciusko, TX. -cwr

OCTOBER

HAPPY Birthday TO YOU

2 – Ian Santos / Core Electrical Group

3 - Tracey Ferguson / Flores-H-E-B

3 – Mike McGinnis / Uvalco Supply and Powersports & Equipment

4 – Clint Wurzbach / Comfort-Air Engineering/Primo Plumbing

5 – Fabian Villarreal / Middleman Construction

8 – Bell Crisp / Absolute Resourcing

9 - Alejandro Gonzalez / Satterfield & Pontikes Construction

10 – Jonathan Rogero / Omega General Contractors

10 – Rick Taylor / Core Electrical Group

11 – Carlo Best / PeopleReady

13 – Ray Sigman / Middleman Construction

13 – Tom Walthall / Sanderford & Carroll

14 – Tyrae Patterson / Core Electrical Group

14 – Jefferey Rokstad / Core Electrical Group

15 – Steve Daughterty / Alamo 1

15 – Jennifer Swinney / ASA San Antonio Chapter

15 – Allura Williams / Core Electrical Group

16 – Haley Mathews / Construction News

17 – Tanner Mathews / KCS

17 – Ben Matous / Middleman Construction

17 – Mike Perez / Alamo 1

18 – Jeff Galvan / Alamo 1

21 – Hanna Dawson / Frost Bank

21 – Jeffrey DuBose / Lone Star Civil

24 – Greg Wiatrek / Alpha Insulation Roofing & Waterproofing

25 – Christen Benavidez / Core Electrical Group

25 – David Call / Core Electrical Group

25 – Andrew Hutto / White Rock Construction

25 – David Leza / Core Electrical Group

29 – Lane Hoelting / Core Electrical Group

Know someone celebrating a birthday next month? Let us know!

Email Andi Mathews, andi@constructionnews.net

ON THE JOB

Construction News stopped by the American Subcontractors Association (ASA) San Antonio Chapter's office to visit with the ASA Dream Team. L-R: Executive Assistant **Nora Romero**, Director of Membership & Events **Kelly Wilson**, and Executive Director **Jennifer Swinney**. While visiting with them, they were busy working on several upcoming events including the association's national convention SubEXCEL which will be held in San Antonio in 2027. -cwr

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Industry FOLKS

Mike Bynum
Preconstruction Manager
SpawGlass
San Antonio, TX

Michael (Mike) Bynum was born and raised in the Houston suburb of Katy, TX where he had a close-knit group of friends he grew up with from grade school through high school. They went to the same church, played on the same sports teams, and traveled on many family vacations together. “Looking back, those friendships and that sense of community had a significant impact on who I am today,” Mike said. That strong sense of connection followed him into his college years.

Mike graduated from Cinco Ranch High School in Katy before attending Texas A&M University, where he earned a degree in Construction Science in 2015. “Whoop! I loved college. A lot of my friends from high school also went to A&M, so I had a good core group of buddies there. We probably did college a little differently than most. We enjoyed hunting, fishing, and hanging out on someone’s patio rather than hitting the town.”

Like many students, Mike’s career path evolved as he discovered what interested him most. Originally, Mike thought he would be a mechanical engineer because his father worked in the oil and gas industry. He always had a desire to understand how things worked, along with the sequencing and

coordination of production. But he quickly realized he wanted something more tangible and closer to the action. That realization ultimately led him to the construction industry and, eventually, SpawGlass.

As part of his degree program, Mike completed a summer internship with SpawGlass in Houston. “That summer affirmed that I had made the right choice pursuing a Construction Science degree because I enjoyed the fast-paced nature of the job site and the coordination of the trades,” he said. “I still have fond memories every time I drive past that first project on I-10.” Following graduation, Mike accepted a full-time position with the company and has now been with SpawGlass for 11 years.

Currently, Mike serves as a Preconstruction Manager for SpawGlass’ San Antonio office. “When I came on full time, I started in the field as a superintendent and, a few years later, moved over to be a Project Manager, where I spent most of my career,” he said. “I quickly found excitement in management and a passion for leading multiple projects and teams across the region.”

While Mike has built a successful career, family has remained at the center of his life. Before relocating to San Antonio last year with their growing family, Mike and his wife, Emily, had spent most of their lives in the Houston area. “Emily was 25 weeks pregnant with our third child when we decided to move, which was probably not my best idea,” he joked.

Mike and Emily have been married for eight years. The couple met while working at T Bar M Camps during the

summer. Coincidentally, Emily had just transferred to Texas A&M from TCU that same year.” Once we got back to school, the rest was history,” Mike said. “Somehow, my beautiful wife manages two full-time jobs, her career at HPE and being an amazing mom to our three kids.”

Today, life at home is filled with plenty of activity. Their oldest, Blair, is 5 years old. Beau, their second child, is 3, and their youngest, Brooks, is 10 months old. “It’s safe to say life is in full chaos mode, but we are loving every second of it!” Mike said.

The family also includes an English Springer Spaniel named Ford. According to Mike, Ford is their “original child.” “I have a huge passion for training hunting dogs, and Ford was my latest duck dog,” he said. “Pre-kids, Ford traveled just about anywhere I went and was always my right hand. He’s still always close by, but he’s more focused on picking up kid scraps under the table instead of ducks these days.”

Over the years, Mike has held several roles at SpawGlass, but he says the company’s culture is one of the reasons he has stayed for more than a decade. He describes it as rewarding to work for a company that invests heavily in building people and provides opportunities to develop both professionally and personally. “I am a diehard SpawGlass fan,” Mike said. “I am proud to be a part-owner of a 100% employee-owned company. The mindset is different when everyone around you is personally invested in the success of the company. There is a strong sense of accountability and teamwork that drives us to serve our clients and leave behind a quality product.”



Mike Bynum, Preconstruction Manager, SpawGlass, San Antonio, TX

Those relationships have also shaped his career. “I feel incredibly fortunate to work alongside great people every day,” he said. “The relationships I’ve built through SpawGlass have had a lasting impact on me both personally and professionally, and I’m excited about what lies ahead for our San Antonio team.”

Mike credits several mentors throughout his career with helping guide him along the way. “The thing they all did well was focus more on me personally than professionally,” he said. “Advising me as a person heavily influenced how I treated my career and professional success.”

Away from work, Mike enjoys spending as much time outdoors as possible. Whether mountain biking, working dogs, duck hunting or simply enjoying a cold beverage on the patio, that’s where he’s happiest. He relaxes best with no electronics and some Stevie Ray Vaughan playing in the background. He also prioritizes spending time with family, and vacations remain an important way to focus on what matters most.-cwr

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Construction cup

The San Antonio Chapter of Associated General Contractors (AGC) – Construction Leadership Council (CLC) hosted their annual softball tournament on September 19. Held at Rusty Lions Field, the tournament had a record number of teams competing in this year’s tournament. Ten companies participated in the double-elimination event and a chance at winning the coveted Construction Cup.

“On behalf of the Construction Leadership Council, THANK YOU for your participation and support in helping make this event such a success,” says AGC Events & Marketing Communications **Manager Alexandria Ballew Monroe**.

“A BIG Thank You to our Title Sponsor, **Joeris**; Homerun Sponsor **Alterman**; Food Sponsors **SmartPM** and **Chamberlain Roofing & Waterproofing**; and Amenities Sponsor, **Honey Bucket** for keeping this

tradition alive,” say AGC President **Lauren Mandel**. “Your continued support is greatly appreciated.” *Photos courtesy of Mary C. Haskin Photography.-cwr*

Construction Cup winners:

- 1st Place:** TDIndustries
2nd Place: Bartlett Cocke General Contractors
3rd Place: Grubb Engineering



1st Place



2nd Place



3rd Place

Keeping it Flowing

The Plumbing Heating Cooling Contractors Association (PHCC) had a warm welcome and blessing from **Pat Freund** of **Comfort-Air Engineering & Primo Plumbing** with updates on the Scott A. Freund Foundation. Members had the

opportunity to hear from **Kathleen Stuman, Texas Parks and Wildlife Department** Bexar County Game Warden, who shared valuable information on boating safety, wildlife regulations, and staying safe on the water.

We also welcomed Association Benefit Solutions to

introduce a new benefit available to PHCC-San Antonio members, along with the launch of their new Apprenticeship Spotlight featuring former PHCC-San Antonio graduate and current apprentice sponsor **Bobby Vasquez**.



Kathleen Stuman, Texas Parks and Wildlife Department



Former PHCC graduate, Bobby Vasquez



Pat Freund, Comfort-Air Engineering & Primo Plumbing

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