

San Antonio

CONSTRUCTION NEWS

The Industry's Newspaper

Happy Thanksgiving

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Planting Roots in Central Texas

River City Excavation has been in business since 2004, building a strong reputation and lasting relationships throughout the construction industry in San Antonio and the surrounding areas. The woman-owned company is led by President **Cecily Byrom** alongside her husband and Vice President **Cody Byrom**, who have continued to grow River City while keeping the company focused on its people, customers and quality of work.

As many of River City's longtime San Antonio customers established offices and began taking on projects in Austin and the surrounding areas, expanding north became a natural next step.

In May 2023, River City took the leap and launched its Austin operation with a simple setup: a mini excavator, a skid steer, and an opportunity.

"We already had such a great relationship with a lot of our customers in San Antonio, and we saw many of them make the move to Austin," said **Garette Coleman** with River City Excavation. "It made sense for us to follow those relationships and see what we could do here as well."

A little more than three years later, the Austin operation looks much different.

After contributing to more than 50 projects in its first three years, River City quickly outgrew those two machines and two operators.



L-R Cade Dugi and Garette Coleman

Today, the River City Austin family includes more than 100 hardworking, dedicated and trustworthy people, each of whom has played a role in the company's growth throughout Central Texas.

But the numbers tell only part of the story.

Growth brought learning curves, long hours and new challenges, but the team was ready for them. What began with a mini excavator, skid steer and small crew has developed into a complete, turnkey MEP excavation operation supporting some of the largest construction projects in the region.

Much of that progress has happened one job and one relationship at a time. As customers trusted River City with additional work, the company added the manpower, equipment and support needed to take on larger and more complex scopes.

Today, the Austin team provides

excavation services supporting underground electrical and mechanical work for some of the most reputable MEP contractors in the United States. The operation has also expanded well beyond Austin, supporting projects throughout Central Texas from San Marcos to Waco.

"The Austin market has exceeded our expectations," said **Cade Dugi**. "Our focus has been on managing things responsibly — making the right decisions and ensuring we have the people, equipment and systems in place to support the growth."

Growing Through People

The equipment and projects are visible signs of River City's growth, but the company's ability to take on more work has ultimately come down to having the right people in the field.

As projects and scopes have grown, River City has focused on developing field leadership and giving experienced

employees opportunities to step into foreman and superintendent roles.

"You can have the equipment and all the work in the world, but you still have to have the people to execute it," Coleman said. "We've had several members of our team step up as the Austin operation has taken on bigger, more complex projects. That field leadership has been a key part of getting us to where we are today."

That emphasis on people goes back to River City's leadership in San Antonio. As the company has expanded, Cecily and Cody Byrom have remained closely involved, helping ensure River City maintains the culture and core values that have been part of the company since its early years.

A lot has changed since May 2023, but River City has worked to keep its approach to business simple: do what you say you're going to do, take pride in your work, put good people in the field and give them the equipment and support they need to succeed.

That approach has helped River City establish relationships throughout the Austin construction market and build a strong customer base. Many of the projects the Austin team handles today grew from smaller initial scopes. By performing well and earning customers' trust, River City was invited back to take on additional work and greater responsibility.

Continued on Page 4

CPA, IT and Wealth in One

For nearly half a century, **Haynie & Company** has been providing accounting services to the construction industry, public and private businesses, government agencies and non-profit organizations built on long-term client relationships grounded in trust. In 1960, **Dick Haynie**, founded Haynie & Company led by his passion to create a trusted place for families and businesses with their financial needs.

"Mr. Haynie would only hire the best hearts and minds to collaborate with him," says Staff Accountant **Annette Pickett**. "Still today that emphasis of family and trust guide our firm."

What started out as a small CPA firm has grown to multiple offices in seven states with over 400 team members.



The San Antonio family of Haynie & Company

Haynie's San Antonio office is experienced with the construction industry with multiple team members focused on construction accounting, bringing together practical insights and real-world solutions.

The company provides reliable accounting, tax, audit, and advisory services, helping businesses and individuals make informed decisions to help them reach their financial goals. These services

include tax services, audit and assurance, business consulting, business valuation, client advisory services (bookkeeping, payroll, financial reports), financial planning, cost segregation, peer review, employee benefit plan audits, ERP implementation and business consulting, financial forensics, investment fund audits, high net worth individual tax services, outsourced CFO and controller services, quality of earnings, and R&D tax credits.

Haynie & Company has expertise in all areas of construction, non-profits, restaurants, real estate, medical and dental practices, law practices and so much more. "We care about the individual client and helping them do what they do best, with the support of an expert team, without having to pay full-time employees."-cwr

Birthday spooktacular



Kurt Robinson's birthday celebration, Halloween style

October birthdays deserve a little extra fun, and what better way to celebrate **Kurt Robinson** than with a Halloween costume party! Over 35 friends and family came together for an evening filled with laughter, creative costumes, great company, and unforgettable memories.

Kurt is not only a dedicated leader at **Robinson General Contractors**, but also someone who values friendship, loyalty, and the people who make life special. "It was wonderful to see so many friends come together to celebrate him," says

his wife, **Yvette Robinson**. "The costumes were fantastic, the laughter was endless, and the evening was everything we hoped it would be.

Thank you to everyone who joined us in celebrating Kurt and making his birthday so memorable. Life is better when surrounded by great friends!"

The fun-filled party was held at Lucy Cooper's on Oct. 10. Everyone had a great time visiting while they enjoyed cold drinks and delicious appetizers. *Photo courtesy of Mary C. Haskin Photography.* -cwr

Apprentice CE

As the Plumbing Heating Cooling Contractors (PHCC) San Antonio Chapter apprentices progress through their apprenticeship program, continued training is an important part of preparing them for the field. Learning about different products, equipment, and installation practices helps build on their classroom instruction and gives them practical knowledge they can carry into their careers.

On Oct. 13, PHCC-SA hosted a CE class for their third and fourth-year apprentices on Rheem Water Heater system. The class was presented by **Pepco Sales** at the PHCC-SA Apprenticeship Academy.

"Thank you to Pepco Sales & Marketing for taking the time to share your expertise and support the next generation of plumbing professionals," says PHCC-SA

Executive Director Heidi Trimble. "If you represent a manufacturer or supplier and would be interested in providing a training session for our apprentices, we'd love to connect with you. These opportunities allow our students to learn directly from industry professionals and become more familiar with the products and equipment they'll work with in the field. Feel free to reach out if you'd like to look at some dates for a training session."

PHCC-SA values the education of their apprentices and is always working towards offering their apprentices the highest level of training. Their apprenticeship program is open to all applicants who meet the requirements without regard to race, creed, national origin, or gender. Women, minorities, and veterans are encouraged to apply. -cwr



PHCC-SA 3rd & 4th year apprentices participate in Rheem Water Heater training



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Alterman Electric	18
American Subcontractors Assoc. (ASA)	11
Aprio.....	4
Bankler Partners.....	16
Big Bassin' Fishing Tours.....	6
Buyers Barricades.....	15
Compact Equipment/Bobcat	9
Construct a Kids	20
CORE Electrical	11
Dausin Electric.....	19
First Light Fishing Charters.....	7
Harding-Conley-Drawert-Tinch Insurance	5
Howell Crane & Rigging, Inc.....	4
JCH Construction	14
KCS	15
Lynwood Building Materials.....	3
MadCat Metals	10
MCA-SMACNA	11
Mission Golf Cars	5
MPN Inc. The Exit Planning Coach.....	17
Pipeline Intelligence	16
Pro-Line Paving, LLC	13
Quality Fence & Welding	9
River City Bolt	3
Schweiss Doors	14
TNT Crane & Rigging	2
Wilborn Steel Ltd.....	10

Industry FOLKS

Evan Viquez
Tradesman and Crew Leader
Core Electrical Group
New Braunfels, TX

Evan Viquez was first introduced to the electrical trade through one of his father’s friends who owned a residential electrical company. There he started gaining some knowledge of the electrical and construction industry while working during his summer breaks in high school. Working with his hands, his interest in electrical grew as he began to experience the progression of each project.

“I have over five years of on-the-job training, and I completed two years of trade school. It’s been a very cool experience learning how everything works while you’re on the job building it.”

Since entering the construction industry, Evan has earned his electrical license and completed OSHA 30 safety training, crew management training, and mobile equipment training. He has spent most of his career with Core Electrical Group and is celebrating five years of service with the company.

Now serving a Crew Lead, Evan says, “One of the biggest challenges I’ve faced is stepping up as a Crew Lead. It’s definitely more responsibility than just installing.”

In his role as a Crew Lead, Evan is responsible for crew management, installation design, project coordination, strategizing, and installation. His experience includes commercial new construction and remodel projects across a variety of facilities including banks, office buildings, schools, and hospitals.

“A typical workday for me involves going over safety, looking over drawings, planning ahead, coordinating with other contractors, managing a crew, installing, staying positive, and keeping morale high. I



Evan Viquez, Tradesman and Crew Leader, Core Electrical Group, New Braunfels, TX

really enjoy the process of building something and turning it on, seeing it work, and teaching others along the way.”

Evan takes great pride in his work and in completing the projects under his responsibility on time and under budget. His dedication and performance earned him Core’s Crew Lead of the Quarter award.

Additionally, Evan believes safety is the core of every project, “To me, jobsite safety means leaving the jobsite the way you came in. Taking every measure to keep safety a priority throughout the day. Every morning, I gather my crew and go over the activities we are doing, the hazards involved with them, and how to prevent them. I also remind my crew of hazards and enforce accident prevention protocols and PPE throughout the day.”

Evan has had multiple meaningful, influential coworkers throughout his career. He says that one taught him how to install not only quality work but also how to get things done fast. Another taught him how to manage a crew, be organized, and be proactive.

When asked if he had advice for someone wanting to get involved in the electrical trade, Evan had this to say: “Be curious, ask questions, work hard, and have integrity.”

In his spare time, Evan enjoys going to the gym, being outdoors, and spending time with family and friends. -cwr

Answering the Call

CGC General Contractors, Inc. has wrapped up Phase One at the City of San Antonio Fire Stations 52 and 53. With new living quarters, apparatus bays, and dedicated EMS spaces, these facilities are designed to support each shift from beginning to end. CGC was honored to help create spaces that give San Antonio’s firefighters and EMS personnel the resources they need to respond to emergencies, and a comfortable place to rest and recharge between calls.



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Solid Work Rewarded



Congratulations to **Lone Star Paving** on their award-winning work on the Fort Hood U.S. Department of Public Works Airfield Hangar Parking Lot project. The project was recognized as part of the 2026 Texas Asphalt Pavement Awards, celebrating outstanding asphalt pavement projects across Texas.

Planting Roots can't. Looking Ahead

Even after exceeding its original expectations for the Austin operation, the River City team remains focused on what comes next.

“When you think about where we started in 2023 and look at where we are now, it’s pretty crazy,” Dugi said. “We’re proud of it, but we’re far from finished. We’ve got a great team and the support to grow this thing even more, and we’re excited to see where we can take it.”

In just over three years, River City’s

Austin operation has grown a long way from its two-man start. The crews are larger, the equipment fleet has expanded, and the projects have become increasingly complex, but the foundation remains the same: take care of your people, take care of your customers and take pride in the quality of your work.

It is the same approach that has guided River City Excavation since 2004 — and the one the company plans to carry forward as it continues building its future in Central Texas.

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Publisher..... Haley Mathews

Editor..... Andi Mathews

Production..... Kayla Johnson

Staff Writer.....Carol Wiatrek Rothman

Advertising..... Haley Mathews

Managing Editor:
Andi@ConstructionNews.net

San Antonio Area Counties
Atascosa, Bexar, Bandera, Comal,
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Construction News Home Office
P.O. Box 310207 • New Braunfels, TX 78131
830-500-0071
www.ConstructionNews.net

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Growth of a family business

Steve Buyers began his career as a construction superintendent servicing a project at DFW Airport where he hired a barricade company to handle traffic control. After days of poor customer service, Steve decided to take matters into his own hands. Within 24 hours, in 1984, Steve started **Buyers Barricades** with nothing more than Steve’s ‘65 Chevy pickup, a 16-foot trailer, his dog, and the vow to run his business by the golden rule. Their step-son, CEO **Blake Tuggle**, began working with the company right out of school and has been leading the company for over a decade.

Today, Buyers Barricades is a turnkey traffic control rental and sales company, offering comprehensive solutions ranging from highway and lane closures to on-site maintenance, flagging services, and dedicated traffic safety leadership. Additionally, they provide job site lighting,

temporary traffic signals, radar trailers, automated flagging assistance devices (AFADs), and custom signage. Buyers’ capabilities extend to major special events, where they have partnered with organizations such as the Houston Astros, Texas A&M University, and the San Antonio Spurs to deliver safe, efficient, and coordinated traffic control solutions. As the traffic safety industry continues to evolve, Buyers Barricades remain committed to expanding their capabilities and embracing new technologies. “We continuously evaluate opportunities to enhance our service offerings and provide customers with increasingly comprehensive solutions from a single trusted partner,” says Tuggle.

While Tuggle oversees the company’s operations as a whole, their executive leadership team brings a wealth of industry knowledge, with many years of combined experience leading and

growing successful organizations.

Growth remains a key priority for Buyers Barricades. They continue to seek opportunities to expand their geographic footprint and diversify their presence within the traffic control industry. “Our new headquarters and customer center represent a significant investment in our future,” adds Tuggle. “And will enhance our ability to serve customers through expanded resources and capabilities. We are also exploring strategic opportunities that align with our long-term vision and evolving industry trends. We look forward to building on our momentum in the years ahead.”

The Buyers Barricades team is especially proud that Buyers Barricades remains family-owned in an industry increasingly dominated by private equity. “That makes a real difference in how we treat our customers and our people,” adds Tuggle. “We genuinely care about

our employees and are incredibly thankful for the team we’ve built. When you work at Buyers, you’re not just a number on someone’s spreadsheet, and I believe that same mindset translates directly into the level of service we provide our customers.”

While working in a family-owned business can be challenging at times, it also comes with its perks. “It’s been a privilege working together and sometimes we work better as a family in the business than we do outside of it. I don’t know if too many people can understand that, but I wouldn’t change any of it. It has been a great experience,” Tuggle says.

Buyers Barricades home offices are in located in Richland Hills, TX. Their continued growth has allowed them to expand into Austin, Houston, and San Antonio and service the entire state of Texas. -cwr



The Buyers Barricades Dallas/Fort Worth team



Buyers’ Truck Mounted Attenuator (TMA)



L-R: CEO Blake Tuggle, Founder/Co-Owner Steve Buyers and President/Co-Owner Shelba Buyers

Your Brand Matters



The Associated Builders & Contractors (ABC) South Texas Ladies Operating for Growth in Construction (LOGIC) event, led by Michele Davis, President of ABC South Texas, focused on the importance of building a strong personal and professional brand.

Your brand is more than your title, company, or logo. It’s the reputation you build, the relationships you develop, and the impression you leave on others. The discussion emphasized the importance of authenticity, confidence, effective communication, and consistency in shaping how we are perceived as professionals and leaders.

Thank you to everyone who joined for an engaging conversation and another opportunity to learn, connect, and support one another in the construction industry. Your reputation is built every day. Make it count.



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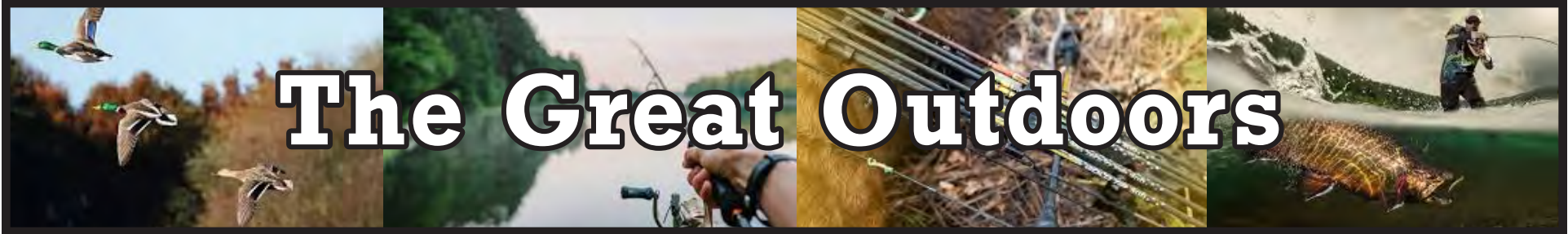
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National Holidays of Texas!

After months and months of planning and scheming and working to pull everything together, we finally get to celebrate one of the National Holidays of Texas. No silly, not Thanksgiving! It's Deer Season!

I live in the Hill Country of Texas where this day is nothing short of sacred. When I was a kid, you could tell your teacher you were going to South Texas to hunt deer with your dad, and they would give you an excused absence. I bet that wouldn't fly today, but it used to! Maybe it still should...

If you deer hunt you know that feeling of apprehension you get in late summer when the venison supply in the freezer starts running low. If you aren't careful, you might run out! No more protein as nature intended it to be for you. No more grass-fed meat with no extra hormones or additives or supplements and stuff that we are beginning to be afraid of. You might even have to buy beef at the grocery store! Have you seen how much that costs lately?!?

Economically speaking, deer hunting and deer hunters provide quite a bounty of benefits. Texas Parks and Wildlife make a lot of money from the sale of hunting licenses and from enforcing the game laws that protect our wildlife resources. Many of the counties with a deer hunting claim to fame take in most of their revenue during deer season. In a lot of places that is cause for celebration in itself! It's a pretty safe bet that Christmas wouldn't be nearly as merry for a lot of folks if deer

season didn't bring in plenty of extra work and jobs to rural Texans.

The thing I love most about deer season though is the memories. Several years ago, I opened up the phone lines on my radio show on the first day of deer season. I shared some of my memories of learning to deer hunt at my Daddy's side, and then I invited listeners to call in and share their experiences too. I will never forget the turn that radio show took that morning. I know I wasn't the only one who got a little soggy eyed before we were done. You never realize as an adult just how much something like sharing a hunt with a kid can come to mean until you share your memories with others.

Deer hunting is an important right that we should be thankful to have and be ready to defend. It is also a solemn duty to hunt lawfully and humanely. Most importantly it is a responsibility to share the hunting culture (and fishing too), with our young people so they don't miss out.

Man has hunted for food and warmth, clothing and shelter and tools from the beginning of time. Learning the art of hunting has been a time-honored rite of passage for our children, to help them achieve self-respect as well as an understanding of their place in the world. It is this hunter's prayer that we can hunt all the way until the end of time.

Fall fishing is good! Give us a call if you'd like to get ready for the Holidays with a fishing trip!

Chasing Fall Bass on Lake LBJ

all bass fishing on Lake LBJ is a moving game. It's easy to pull up to a favorite dock and spend the morning trying to make something happen, but I'd rather start by finding baitfish. Locate the groceries, then work through the nearby cover.

LBJ gives you plenty of places to look. Boat docks, rocky shorelines and creek pockets offer different opportunities, and fall is among the lake's better seasons for largemouth bass. Texas Parks and Wildlife also identifies docks near deeper water in the Colorado River arm as productive places to target.

I'd start the morning with a topwater tied on. A walking bait or popper lets you cover shoreline while watching for shad flickering across the surface. Make casts along dock edges, across points and past shallow cover. Give the lure an occasional pause, especially when a fish follows without committing.

Don't put that topwater away just because the sun clears the trees. Shade, cloud cover and a little surface disturbance can make it worth another pass. Let the fish tell you when to change.

Once the surface bite fades, I'd pick up a spinnerbait, squarebill crankbait or small paddle-tail swimbait. These are good tools for searching. Work creek mouths and pockets, paying attention to where bait is holding. A shoreline with visible forage deserves more attention than one that simply looks good.

When you get a bite, remember the details. Was the fish on the outside corner of a dock? Beside a float? Along a rocky stretch near deeper water? One fish gives you a clue. A second fish from similar cover gives you something to build on.

Docks deserve a patient approach. I'd start with the shaded edges, then pitch a Texas-rigged worm or compact jig farther underneath. Make controlled casts and watch the line as the bait falls. Sometimes the only sign of a bite is a small jump in the line or the bait stopping before it should reach bottom. LBJ's shallow vegetation is worth checking, too.

After a cold front, I'd slow down before abandoning an area that held fish. Try a smaller soft plastic, longer pauses and tighter presentations to cover. Check nearby depth changes, but keep testing shallow targets as the day warms. Keep a follow-up bait ready for missed strikes. If a bass blows up behind a topwater, send a weightless soft plastic back to the spot and let it settle.

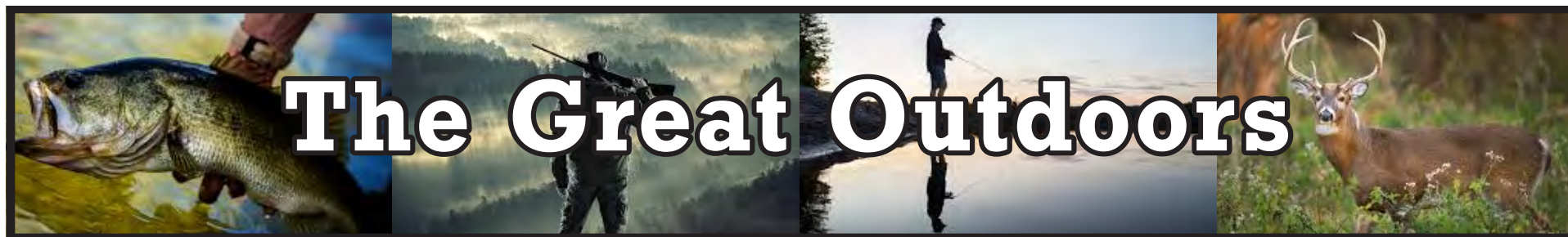
My fall approach would be simple: cover water until something points you toward fish, then slow down enough to learn why they're there. On Lake LBJ, that might mean a stretch of shaded docks, a pocket full of shad or one productive rocky bank. Find that detail, and the next stop becomes a much better decision.



Captain Evan Coleman
Big Bassin' Fishing Tours

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Only in Cozumel

MEMCO's Heather Nelson Osborn, and her husband, Heath Osborn, had an awesome fishing trip in Cozumel over the Labor Day weekend. The two went fishing in the pristine waters of Cozumel with **Tres Hermanos Fishing Charter** and great

expectations. They were not disappointed.

"Captain Jose Chale and his crew were top-notch," says Heath. "We had a blast catching mahi-mahi and barracuda!"

Heather caught the biggest fish of the day, a 52" mahi-

mahi cow. "Captain said he'd never put one that size on his boat before," Heather adds. "Now to get a replica made!"

Together, Heath and Heather caught three mahi-mahi and two barracudas. Not a bad haul for one day of fishing. -cwr



Falling into Winter



As I write this, we still have our fall bull tide hanging out. It's been a great change of pace. Targeting shorelines up tight by the grass for redfish, it doesn't matter if you're in the boat or out wading. Big groups of black drum are back to meandering all over the tops of reef ledges in every bay. About the only thing we are not seeing in bulk is mullet. Even the bait shops are having trouble keeping it in stock. Lucky for us, the same redfish that love mullet also love skipjack and sardines. If your bait shop is short or out of mullet, don't

be scared to buy a box of sardines from them and use them the same way you would a chunk of mullet. I also like to go up to a 6/0 hook for any dead bait on bottom, especially with bigger cuts of meat from skipjack or pony mullet.

As the tide recedes to its winter lows, the fun begins all over again for us. If you're fishing south of Rockport, keeping an eye out for the bottom of hard tide drops will line up the edges of the flats for easy connections with groups of redfish. Flats like Brown and Root or the South Bay flats and Lighthouse Lakes will look almost empty of water when this happens. North of Rockport, early before the sun gets going, all those inlets along the island into the back lakes will have the same excitement as the redfish and drum stage for the tide to turn back around and let them

back into the flats to warm up.

Wade fishers, this is your chance to start working shoreline edges with large guts, places like the Matagorda shoreline and the top of Carlos Bay. With the water low, you'll get to watch fish push out of the guts into skinnier water on sunny days to warm up and feed. Slow your retrieves and reduce weight size for the winter as well. I don't know how many times going from a 1/8 oz. jig head to a 1/16 oz. jig head has paid off in dividends.

Happy Fishing and Happy Hunting to those who are putting the boat up and trading it in for the blind.

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The Great Outdoors

Memorial fishing

The Plumbing Heating Cooling Contractors (PHCC) San Antonio Chapter added another successful fishing tournament to its books. The association’s 250th-themed, 31st Annual Perry Beyer, Jr. Memorial Fishing Tournament was held Sept. 25-26 in Rockport, TX at the Fulton Beach Convention Center. Two hundred ten (210) fishermen registered to fish, with approximately 250 people in attendance for the weigh-in, dinner, awards, and raffle drawings.

In addition to the tournament’s activities, memorials for those that have passed from the industry

were recognized at the event. The tournament committee sponsored two family teams from **Frontline Heroes**, a first responder and family, and Majesty Outdoors, a mom and her three young sons, to a two-night hotel stay, fishing registration and fishing guides for the day.

“The success of this event would not have been possible without the time, energy, and teamwork from our fishing committee and volunteers,” says PHCC Executive Director **Heidi Tribmle**. “From planning and setup to sponsorships, registration, raffles, the Friday

night side pots, VIP tables, weigh-in, entertainment, and everything in between, each of them played an important role in bringing this year’s tournament together. Thank you to our amazing committee and tournament sponsor **Andres’ Pro Plumbing** for your commitment to this year’s event success!”

Net proceeds from the 31st Perry Beyer, Jr. Memorial Fishing Tournament will go to the Beyer Cares Foundation, the Scott Freund Memorial foundation, Frontline Heros, and the PHCC San Antonio Plumbing Apprenticeship program. -cwr



1st Place: Viega



Conservation



3rd Place: Primo Plumbing #2 “Lonestar Anglers”



Junior Division Heaviest Red



Most Spots



Honorable Mention: A 40” redfish caught by the Majesty Outdoors sponsored team – 26.15 LBS.

Fishing team winners:

1st Place: Viega- 16.48 LBS

- Brandon Stowe
- Ryan Bodiford
- Greg Crawford
- Fernando Herrera

2nd Place: Winston Water Cooler - 16.02 LBS

- T Tony Castano
- Mike Waitena
- Rene Quinones
- Jacob Trevino

3rd Place: Primo Plumbing #2 “Lonestar Anglers” - 14.59 LBS

- Abel Martinez
- Gabe Gonzales
- Ryan Stultz
- Gilberto Gonzales

Conservation Award:Primo Plumbing “Boats & Poles”

- Chad Selsor
- Abel Flores
- Joseph Ballard
- David Ramirez

Junior Division Heaviest Red Fish:

1st Place: Cannon Galvon, Safewell Quality - 5.49 LBS

Side Pots: \$665 cash each

Black drum closest to 23 inches:

Winston Water Cooler - 16 15/16”

- Tony Castano
- Mike Waitena
- Rene Quinones
- Jacob Trevino

Most Spots Redfish:

- Viega - 14 spots
- Brandon Stowe
- Ryan Bodiford
- Greg Crawford
- Fernando Herrera

Cheers to Education

Joeris General Contractors celebrated another amazing txEDCON (Texas Education Construction) at a happy hour where everyone enjoyed reconnecting with friends and industry partners, sharing meaningful conversations, and strengthening the relationships that help build a brighter future for Texas education.



P•R•O•J•E•C•T S•H•O•W•C•A•S•E

Uvalde Memorial RHC Expansion

Founded in 1897, **Chamberlin Roofing & Waterproofing** has over 125 years in the building envelope industry. Not yet a large roofing company at the time, Chamberlin began by selling its patented metal weather stripping products door-to-door to homeowners. Since then, Chamberlin progressed from residential weather stripping to sophisticated waterproofing and roofing systems on large commercial facilities.

Chamberlin’s commitment to every project through quality workmanship, proactive collaboration, and an unwavering commitment to safety has repeatedly earned Chamberlin a multitude of high-profile projects like the Uvalde Memorial Hospital Rural Health Clinic (RHC) Expansion.

The Uvalde Memorial RHC Expansion project is a new ground-up, three-story medical office building with a total footprint of 87,000 square feet. This addition to the existing hospital campus represents more than new construction; it reflects the city’s ongoing efforts to provide modern healthcare facilities while supporting the continued growth of the region.

Chamberlin Roofing & Waterproofing proudly partnered with **Rogers O’Brien**, the **Uvalde County Hospital Authority**, and **O’Connell Robertson** to help bring this important project to life. Led by Waterproofing Project Manager **Cesar Alvarez**, Chamberlin’s waterproofing



Uvalde Memorial RHC Expansion

team delivered a comprehensive scope that included sheet waterproofing, fluid-applied air barriers, sheet metal flashings, thermal insulation, high-temperature underlayment, interior and exterior expansion joints, building joint sealants, and site sealants.

As with every successful project, this project had its share of obstacles to overcome. Frequent rain during the early stages of construction created scheduling challenges that threatened to delay progress. To keep the project on track, Chamberlin mobilized an experienced waterproofing crew to complete critical work ahead of subsequent trades. Consistent communication was instrumental to the project’s success. Weekly coordination meetings with Rogers O’Brien and fellow trade partners allowed the team to proactively address challenges, align schedules, and maintain momentum throughout construction.

Chamberlin delivered added value

through both craftsmanship and adaptability. The team fabricated custom sheet metal flashing that served as the foundation for the project’s stone and brick veneer, providing both cavity wall drainage support and long-term weather protection. Chamberlin’s attention to detail was further demonstrated when every flashing assembly successfully passed water testing without a single failure, a testament to the quality of the installation.

With a project of this size and complexity, quality control played a critical role from start to finish. Chamberlin utilized **ProjectSight** to manage Job Hazard Analysis and QA/QC reporting while collaborating through **Procore** with foremen, superintendents, and the general contractor to review updated drawings, coordinate schedules, and ensure installations met the highest standards.

Protecting every worker on the jobsite remained a top priority throughout construction. During the project, Chamberlin’s Safety Team worked with the general contractor to identify a potential issue with a suspended scaffold. Before anyone used the equipment, the team ensured the scaffold was repaired, helping prevent potential incidents and protecting every worker on site. Additionally, one of Chamberlin’s Foreman, led daily stretch-and-flex exercises each morning before work began, helping crews prepare for the day’s activities while reinforcing the importance of injury prevention.

One of the most memorable moments of the project came when the final structural steel beam was installed. The milestone was celebrated by the project team and community members, recognizing not only the progress of the building itself but also the continued growth and optimism of Uvalde.

Chamberlin is grateful for the opportunity to work on this project and value the trust placed in them. Chamberlin remains committed to ‘Delivering More’. -cwr



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Young Craig Noto after starting Quality Fence & Welding



The Quality Fence & Welding team



Craig Noto, founder of Quality Fence & Welding

From paper routes to mowing grass to building fences, **Craig Noto** built an empire that will benefit the San Antonio community for years to come. But how did all begin?

His story is different from most. He dropped out of school in the 9th grade after not being allowed to participate in a work program and had to move out on my own. He knew then he had to figure out a way to make it work. It was that experience that gave him the motivation to work hard every day.

As a young boy, Noto learned early on that if he wanted something outside of the two pairs of jeans, six pairs of underwear and six pairs of socks he had for school and church, he would have to get it himself since his family didn't have a lot of money. He got himself a couple of paper routes and then, using his dad's lawnmower, he started mowing grass. Working with his grandparent's handyman, he learned everything from plumbing to electrical, carpentry to sheetrock and painting. He even convinced his grandmother to let him put a room addition on the back of her house.

As time pressed on, Noto got a job with the city circulation department selling newspapers over the phone. "I actually did really well at it," says Noto. "I had a pretty good spill and sold the most newspapers."

After dropping out of school in the 9th grade, Noto got a job with a forming company where they hired labor to haul material, shovel and perform other manual labor before getting a job with a framing contractor, framing houses. He started out hauling the lumber to the cutters and framers.

"Very quickly I noticed the guy who was doing the nailing didn't have to haul anything and that looked pretty easy to me. I eventually convinced them to let me use the nail gun and ended up being the fastest framer they had. Then I realized the guy doing all the cutting didn't have to do all the leaning over I was doing nailing. He just

stood there behind the sawhorses, cutting the lumber as everyone brought him the material. Well, I decided I wanted that job. I ended up getting really good at that."

With all that experience he moved up to reading plans and mapping foundations. He and a buddy then started a small remodeling company doing painting, carpentry repair, remodeling, window glazing – anything to make a living when he was approached and asked to build a chain-link fence.

"While doing a job for one of my grandmother's friends in Alamo Heights, re-glazing some old wood clad windows, painting and building a deck, the next-door neighbor approached me and asked if could build her a chain link fence. Of course, I said yes."

As it turned out, Noto didn't know how to build a chain-link fence, but he would figure it out. He picked up the yellow pages and found a fence supplier, **De La Garza Fence and Supply** on Old Hwy. 90. He went over there, got the necessary materials and asked how to install the fence. After being shown how to build a chain link fence, he went back to his new customer and built her fence.

Happy with her new fence, Noto got paid. Then her next-door neighbor wanted a chain-link fence too. He went back to the supplier and got his materials. While there, he explained that he was a remodeler and did they have a need for installers. His supplier told him they had their own installers, but they supplied all the chain-link fence for Handy Dan, one of the first DIY stores like Home Depot or Lowe's.

"I went to Handy Dan and talked to a gentleman named **Frank Denny** and said I hear you might be looking for some installers. And he said they were dying for installers."

Noto quickly found his niche building fences, and he loved it. The unfortunate part was he didn't have much guidance along the way. "I had to learn everything through experience and, many times,

through my mistakes. Looking back, I wish I had Al back then."

Working from his house, he began building fences, one after another, after another. And with each fence, Noto put a small sign on each fence. He even took out an ad in the Northside Reporter, "Chain-link fencing starting at \$1.99 a foot." His phone began ringing off the hook.

Everything was going great until he had three trucks trying to load material in the alleyway behind his house. When trash pick-up couldn't pick up trash because the alley was blocked by his trucks, Noto was reported and was told he had to find another place to work from. He got his first place with **Sam Manoco** and **Central Electric**. Manoco had a stall, a couple of warehouse buildings, alley and yard in the back.

Noto discovered that part of the problem with building chain-link fences were the projects calling for a special gate. They would have to go to Old Hwy. 90 to get their materials and then go back to pick up the gate. It didn't take Noto long to come up with a solution. He went to Montgomery Wards and bought his first cracker box welder and the first guy that could weld thin tubing with that cracker box welder got the job. That guy has been with Noto and Quality Fence ever since. And that's what got Noto started in the welding business building rod iron fence and rod iron railings.

From there, Noto got his first contract with a homebuilder installing fences, followed by his first commercial job with **Lyda and Manhattan, Joint Venture**, the contractor responsible for building Fiesta Texas. That project would stand out the most for Noto. "It was my first big job with Lyda and Manhattan, working as a joint venture, and it was a major milestone for us. That project really helped set the stage for **Quality Fence & Welding** to become involved in commercial work.

"Over the years, we have been fortunate enough to build many premier projects throughout San Antonio and the

surrounding areas. We have worked on schools, industrial buildings, apartments, government facilities, and entrances to many of the subdivisions where people live today. We have also had the privilege of working for some of the top homebuilders in the area. At our peak, we averaged more than 70 miles of wood fencing per year, and that doesn't include all of the chain-link, wrought iron, and vinyl fencing we installed.

"When I look back at everything we have accomplished, I'm extremely proud of what our team has built."

About ten years ago, Noto got the idea to start doing structural steel jobs from his dad who had been building metal buildings. While on a trip to Florida, Noto found an overhead crane and bought it. With no building to put it in, the crane sat on the side of the fence until he decided to build a building to put the crane in. That would be the start of Quality Fence & Welding's structural division. With the purchase of a Python Robot and multiple types of burn tables, Quality Fence & Welding was on the map as a major player in the structural steel and welding industry.

"All those experiences taught me some of the most important lessons in my life: work hard, treat people right, keep your word, learn from your mistakes, and never be afraid to try something new. What started with me building fences eventually grew into a company that has employed hundreds of people and become a respected part of the San Antonio business community. I am incredibly proud of what Quality Fence & Welding has accomplished, but I'm even more proud of the people who helped build it."

In May of 2023, Noto sold Quality Fence & Welding to the Texas Research and Technology Foundation (TRTF), now known as VelocityTX. and has spent the past several years training and preparing Quality's great management team to carry on the legacy they have built together.

Continued on next page

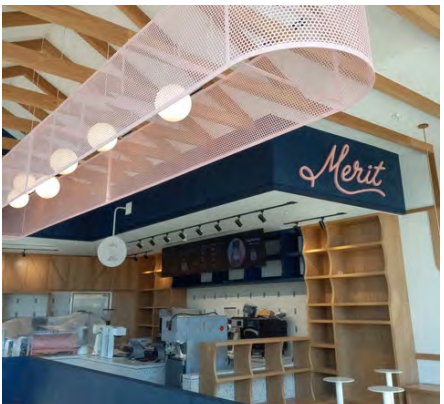
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VelocityTX is a San Antonio nonprofit dedicated to advancing bioscience research and innovation and helping early-stage companies bring life-saving technologies to market. From its 12-acre innovation campus on the city’s historic East Side, VelocityTX provides lab and office space, startup support, workforce development programs for local students, and partnerships in military medicine. Through its Community House initiative, a 501(c)(3) community trust, VelocityTX preserves the legacy of regional family-owned businesses in generational transition, keeping their names, management teams, employees and community impact in San Antonio. A portion of the earnings from Community House companies, including Quality Fence & Welding, helps sustain VelocityTX’s work to create inclusive economic opportunity and revitalize the East Side.

“Our mission has always been to take care of our clients by delivering 100% customer satisfaction with competitive pricing, while also providing our employees with a great place to work. We are very fortunate to have many employees who have been with us for more than 20 years. Our business model has always been based on Christian values, treating our customers, employees, and business partners with honesty, integrity, and respect.

“VelocityTX has been committed to keeping our management team in place so they can continue the legacy I have built over the past 46 years. I have complete confidence in our team and believe Quality Fence & Welding is in very good hands.

“I am also proud that VelocityTX continues to support the East Side of San Antonio, and that the company’s success helps support our community in many different ways.”

Satisfied that the Quality Fence & Welding’s future and team are ready and secured, Noto plans to retire at the end of the year. “Each division has a strong management team in place. I have spent a lot of time working and preparing them for this transition. I have complete confidence in their abilities and know they will continue moving the company forward.”

With Noto’s retirement just around the corner, he thinks about it every day and

admits it will definitely be difficult because Quality Fence & Welding has been such a huge part of his life for the past 46 years. “Without a doubt, I will miss working with my team. I have always enjoyed sitting down with our people, developing different strategies, solving problems, and figuring out how we can continue to build a better company. Our employees are like family to me, and that will probably be the toughest part of retiring. I have watched many of them grow personally and professionally, and some have been with us for more than 20 years. Those relationships are something I will always treasure. But I also know that this next chapter of my life is about my family, enjoying God’s beautiful outdoors, and doing some of the things I haven’t had as much time to do over the years.

“I will never be completely away from the company. I will always be available to support our team by phone, and if they need me to come in and help solve an issue, I’ll be there. I’ve developed so many great friendships over the years, and I intend to continue those relationships. You will still see me at fishing tournaments, BBQ cook-offs, golf tournaments, and other events supporting Quality Fence & Welding and the people I have worked with for so many years.”

Quality Fence & Welding will host a celebration with all their employees at their annual Christmas Party in December. Then, in March, they will have another celebration to celebrate Noto’s 65th birthday and retirement.

“I’m really looking forward to having the opportunity to celebrate with the people who have been such an important part of my life and the company’s success.”

Noto further states, “As I retire, I don’t look at it as the end of my relationship with Quality Fence & Welding. I look at it as the beginning of a new chapter. I have complete faith in our management team, and I know they will continue to take care of our customers, our employees, and the legacy we have built together; giving back what they give. More importantly, I am excited to spend more time with my family, enjoy life, travel, work on my ranches, and simply enjoy the blessings God has given me. After 46 years, I can honestly say, I wouldn’t change a thing.” -cwr

Stars, Stripes & Clay Flights

The Hispanic Contractors Association (HCA de SA) San Antonio had themselves a day at the National Shooting Complex for the 11th Annual Paloma Primer: Stars, Stripes & Clay Flight presented by **Southland Industries**. They survived the Texas heat, strengthened their relationships & made memories with their HCA de SA Familia.

HCA de SA would like to thank everyone for the support that helps make this event possible and will help 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.

A very special thank you to **Adam Hill** from the Josh Abbott Band and

Bartlett Cocke General Contractors, for beautifully playing the National Anthem on his fiddle. What a special way to kick off the day! *Photos courtesy of Mary C. Haskin Photography*

Winners

- 1st Place:** Team Villistas
- 2nd Place:** Pro Landscape Solutions
- 3rd Place:** 5G Excavation
- 1st Place:** Ladies only team - S&P Shot Callers - Satterfield & Pontikes Construction
- Top Male Shooter:** Bruce Culver - Team Villistas
- Top Female Shooter:** Roni Holmes - All Texas Electrical
- Bent Barrel:** Angela Barboza - Barboza & Son’s Contracting



5G Excavation



Adam Hill - Bartlett Cocke General Contractors & the one & only Josh Abbott Band



All Texas Electrical



Barboza & Son’s Contracting



Pro Landscape Solutions



Satterfield & Pontikes Construction



Team Villistas



Team Villistas



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Associations and Construction Education



American Subcontractors Association – San Antonio
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San Antonio, TX 78216
210.349.2105
jennifer@asasanantonio.org
www.asasanantonio.org
@ASASanAntonio



MCA-SMACNA
Mechanical & Sheet Metal Contractors Association of San Antonio
MCA-SMACNA of San Antonio
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INSURANCE



\$447,000 in Routine Claims Became \$200,000. Nobody Used the Fix Until Somebody Told the Crew.

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

You run two workforces. Payroll knows it. Safety knows it. Your supers know it. One group sits at a desk with a laptop and a company email address. The other group is on a jobsite at 6:30 a.m., looks at a phone at lunch, and has never once opened Outlook.

Benefits communication treats everybody like the first group.

Then comes the once-a-year throw-up. A 40-page PDF nobody opens, a 45-minute meeting in a trailer, and a one-week window to decide how a family gets medical care for the next twelve months. Then silence until next October.

You would never run safety this way. Nobody hands a new hire a binder and calls him trained.

What happens when somebody actually tells them

One of our construction clients had \$447,000 sitting in the under-\$10,000 bucket on their claims report. No catastrophic cases. Just a year of ordinary care bought at hospital prices. (Ask for yours broken into buckets. The under-\$10,000 line is where routine care hides, and it's the line nobody reads.)

We put a near-site option in front of everyone at zero-dollar cost to the employee and their dependents. Near-site doesn't fit every company or every crew. It fit this one.

Then came the part that mattered. Three days of meetings, English and Spanish, the Spanish sessions run by native speakers instead of somebody reading a translated slide. The crew stayed skeptical anyway. One guy went to check it out. That same day, eight of his coworkers made appointments.

Twelve months later, that \$447,000 was about \$200,000, including the clinic costs. Employees paid nothing for the care. Nobody got less of it.

The packet didn't do that. A guy in the same work boots did.

What silence costs you

Most firms never run that experiment. They send the packet and wait.

An employee who doesn't understand the plan defaults to fear. He puts the whole family on the richest plan because it sounds safest, when the lower-premium option plus the HSA dollars you fund would have left him with more cash and the same doctor. You pay more. He pays more. That is just stupid for everyone.

Or the fear runs the other way. The payroll deduction scares her into the cheapest plan. She needs care, and she spends more over the year than the richer plan would have cost her in the first place.

It gets worse from there. You already bought telehealth, no-cost preventive care, maybe a nurse line. People who don't know those exist go to the emergency room on a Saturday for something a virtual visit would have handled in ten minutes. That claim lands on your plan, and next fall it lands in your renewal.

Then the retention piece. Somebody who can't explain his own benefits assumes they're bad. He tells his crew they're bad. You're competing for welders and project managers against firms whose plan is no better, just better explained.

Two workforces, two rollouts

Same plan. Two deliveries.

The field. Text messages, not email.

A printed one-pager he can throw in the truck and hand to his spouse, because the spouse usually makes the call. A QR code in the break trailer. Meetings at the jobsite on the clock, not at 5:30 in an office 40 minutes away. Sixth-grade reading level, and I mean that as a compliment to whoever writes it.

The office. Email works. The portal works. This group reads the plan comparison and wants the HSA math, the FSA deadline, and the specialist copay.

Most firms send everybody the packet that showed up, built for people with desks.

At least three touches, not one

Communication once a year is not communication. Run it like toolbox talks. Late summer, tell people what's changing before the packet lands. During enrollment, two meetings minimum, one of them at the jobsite. January, a short "here's how to use this" push, when deductibles reset and everyone forgets what they picked.

Then one more in the spring, when nobody is selling them anything. That's the one they remember. You just wrapped enrollment, or you're finishing it now. That means you're holding the best data you'll get all year on what nobody understood. Write it down while it's fresh.

Here's the test. Ask your best superintendent what the plan covers. Whatever he tells you is what your whole crew believes.

Then ask to see the field version of the enrollment packet. One version for everybody is the problem stated in one sentence.

This plan is one of the biggest line items you have. What do you spend to make sure anybody uses it right?

LEGAL



Rethinking Mandatory Mediation as a Condition Precedent

R. Carson Fisk
Construction Attorney
Andrews Myers P.C.
Austin, TX

In construction disputes, settlement is often a preferred outcome over proceeding to trial or a final arbitration hearing. With control over the parameters of resolution, settlement generally offers substantial savings in time, cost, and energy, as well as potential confidentiality. Mediation, a facilitated negotiation under the guidance of a third-party mediator, offers a reliable pathway to achieve settlement. But there is a meaningful difference between encouraging mediation and structurally making it a condition precedent—a required gateway event—to proceed with dispute resolution processes. The condition-precedent approach is used in various industry forms, including those offered by the American Institute of Architects.

For owner-contractor agreements, the AIA Document A201–2017, General Conditions of the Contract for Construction, utilizes a tiered dispute-resolution process. Section 15.3.1 provides that, except for claims that have been contractually waived, "[c]laims, disputes, or other matters in controversy arising out of or related to the Contract ... shall be subject to mediation as a condition precedent to binding dispute resolution." Under section 15.3.2, the request for mediation may be made concurrently with the filing of binding dispute resolution proceedings (i.e., litigation or arbitration, as applicable) but mediation shall proceed in advance of binding dispute resolution proceedings, which shall be stayed pending mediation for a period of sixty days from the date of filing, unless an agreement or court order requires otherwise. For contractor-subcontractor agreements, the AIA Document A401–2017, Standard Form of Agreement Between Contractor and Subcontractor, adopts an identical approach, with mediation being a condition precedent and a stay being contemplated if a request for mediation is made concurrently with the filing of binding dispute resolution proceedings.

The rationale for using the condition-precedent approach is perhaps understandable. Construction disputes are expensive, document intensive, and often technical. A forced pause before initiating litigation or arbitration can provide a buffer of time for emotional reactions to dissipate, encourage the parties to exchange information, provide time for analysis, and expose weaknesses in each side's position before costs escalate. Some parties are reluctant to propose mediation for fear of conveying a weakness in resolve. A contractual

mandate removes that risk as mediation is simply a required step. And many cases do settle at mediation, often earlier than they otherwise might.

But mediation works as a settlement process only because the parties seek compromise. Its value lies in voluntary participation, with each side willing to move off its respective position in exchange for certainty and control over the outcome. A condition-precedent approach replaces that voluntary desire with an obligation. Parties who have no intention of settling, or no ability or willingness to dedicate the time in advance to analyze and consider positions, attend only because the contract requires it. They go through the motions. The mediator's fee is paid, the attorneys' time is billed, involved participants spend the time to prepare and attend, yet nothing changes. The dispute remains.

And that contractual condition stalls the next step. When time and prompt resolution are important factors, the lag created by a mediation condition mandate slows down the process. The opposing party can use the mediation-condition requirement tactically, delaying mediator selection and scheduling while resolution of the dispute in a binding forum remains in a captive stay. To ignore it runs the risk that the other side will seek a stay or dismissal. Some courts have refused to allow an arbitration to proceed if a mediation condition has not been satisfied. In short, it can set the stage for time-consuming and expensive procedural disputes.

Additionally, a case mediated before key documents are exchanged, before parties and experts have analyzed issues, or before the parties adequately understand their exposure may be a case mediated too early. The same case might settle readily later. A condition precedent puts mediation at the front of the dispute resolution process, regardless of whether it makes sense for a given dispute.

It is the rare construction case where mediation serves no value. Many courts require it, as do various arbitral rules. A case generally should be mediated, but it makes sense to do so when there is a real chance at resolution. Otherwise, it is wasted effort coupled with significant cost. Construction industry participants can preserve the benefits of mediation without the drawbacks raised in making it a condition precedent to a binding dispute resolution process.

See **LEGAL**, next page

ACCOUNTING



R&D Tax Credits for Construction Companies: Turning Problem-Solving into Opportunity

Meredith Kowal
Federal Credits and Incentives Tax Partner
Aprio

Every construction project presents a new challenge to solve. Whether it's overcoming difficult site conditions, meeting aggressive schedules, controlling costs, or finding a better way to build, construction companies innovate every day to overcome technical uncertainties in order to deliver successful projects.

Those same problem-solving efforts may also create valuable tax savings opportunities through the federal research and development (R&D) tax credit. While many companies assume the incentive primarily applies to technology companies or manufacturers, qualifying activities occur regularly throughout various verticals within the construction industry.

If you're eligible, R&D tax credits for construction companies can contribute to a lower federal tax liability, stronger cash flow, and additional resources to invest in equipment, technology, workforce development, and future growth.

What is the construction R&D tax credit?

The federal R&D tax credit, authorized under Internal Revenue Code (IRC) Section 41, was created to encourage companies to invest in innovation and technological advancement. Despite its name, qualifying activities do not need to involve breakthrough inventions or take place in a laboratory.

In construction, innovation often takes the form of solving technical challenges, improving building methods, enhancing constructability, or identifying more efficient ways to execute projects. Contractors routinely evaluate alternatives, test solutions, and work through technical uncertainties related to performance, safety, cost, and project delivery.

These activities may create eligibility for the R&D tax credit when they satisfy applicable IRS requirements.

What construction activities qualify for the R&D tax credit?

The credit can be valuable for construction companies because qualifying activities often come from technical work already happening throughout a project's lifecycle. To qualify, activities generally must meet a four-part test. Here's what each part requires, with examples of how it can show up on a construction project.

- **The work must develop or improve a product, process, technique, formula, invention, or software used in the business.** This can include developing new construction methods, creating specialized fabrication techniques,

improving constructability, or building construction-related software and automation tools.

- **The work must rely on principles of engineering, computer science, physical science, or other hard sciences.** Engineering structural or geotechnical solutions for difficult site conditions is a common case.
- **The work must seek to eliminate technical uncertainty about capability, methodology, or design.** Companies often face this when evaluating whether alternative materials or building systems will meet performance, cost, or code requirements.
- **The work must involve a process of experimentation that evaluates one or more alternatives.** Modeling, prototyping, or testing alternative designs to improve performance and efficiency can all fall into this category.

For many construction companies, this work is simply part of delivering successful projects. The opportunity lies in recognizing when it may also qualify for valuable tax incentives. Eligibility depends on the specific facts and circumstances, so companies should evaluate potentially qualifying activities project by project.

Contractor R&D tax credit eligibility: Who may qualify?

A wide range of businesses throughout the construction industry may qualify, including general contractors, design-build contractors, specialty subcontractors, engineering and construction firms, mechanical, electrical, and plumbing contractors, fabricators, and industrial builders.

When evaluating contractor R&D tax credit eligibility, company size is generally less important than the nature of the work being performed. Regional firms, specialty contractors, and growing middle-market companies may qualify just as readily as large national organizations when they engage in technically complex work and maintain rights and financial risks to the development work.

What are qualified research expenses?

In addition to qualifying activities, companies must identify eligible costs associated with those activities.

Qualified research expenses (QREs) may include certain employee wages related to qualified research, supplies consumed during qualified research activities, and eligible contract research expenses, subject to applicable limitations.

Accurately identifying and

documenting these costs is often important to claiming the full credit available while maintaining compliance. Construction companies should also recognize that contract terms can affect eligibility in certain situations.

Working with an experienced R&D tax credit advisor can help you uncover qualifying activities you might otherwise overlook, review how your contracts may affect eligibility, and build documentation that holds up if the IRS has questions.

How the R&D tax credit can benefit construction companies

Unlike deductions, which reduce taxable income, tax credits generally provide a dollar-for-dollar reduction in taxes owed. The real value lies in what those savings can help fund, whether that's new equipment and technology, a larger workforce, stronger safety programs, or entry into new markets.

Many contractors are surprised to learn that activities they already perform may also support eligibility for the federal R&D tax credit. While eligibility ultimately depends on the facts and circumstances of each project, companies that take the time to evaluate their activities may uncover meaningful tax savings opportunities. When no one takes a closer look, credits that may have been earned can go unclaimed year after year.

Options include:

- Making mediation available on request by any party at any stage rather than making it a mandatory prerequisite to initiating a binding dispute resolution process.
- Allowing either party to commence arbitration or litigation immediately, with mediation to occur within a defined window once the case is underway.
- Carving out time-sensitive matters from any mediation condition requirement.
- Setting deadlines for mediator selection and scheduling, after which the requirement is deemed satisfied.

Courts and arbitrators already have tools to refer disputes to mediation once a case is pending, so a contractual mandate may be redundant. Relaxing any mandate and gaining flexibility has its advantages.

Mediation remains one of the most effective tools for resolving construction disputes. But its effectiveness depends on the parties' willingness to compromise and on timing. A condition precedent ignores both, mandating a process even if it may not make sense to do so. Parties should consider whether a voluntary, well-timed mediation framework would better serve the project and their interests.



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Association Calendar

Content submitted by Associations to Construction News

ABC Associated Builders & Contractors South Texas Chapter Nov. 3: Membership Committee Meeting Nov. 5: Lunch & Learn-Negotiation Skills/Networking Nov. 5: Future Leaders Initiative-Lessons In Advocacy Nov. 9: Government Affairs Committee Meeting Nov. 10: Excellence in Construction Awards Nov. 11: Safety Committee Meeting Nov. 18: Workforce Development & Apprenticeship Committee Meetings Nov. 19: LOGIC Jobsite Tour Nov. 20: H.I.T. (Veterans Affinity Group) Committee Meeting	IEC Independent Electrical Contractors Nov. 2: 19th-Journeymen Prep Class – Members - \$350 Per Person, Non-Members - \$400 Nov. 3: Election Day – MAKE YOUR VOICES HEARD Nov. 3: IEC Greater Texas Regional Monthly Meeting, 9am Nov. 10: A&T Committee, 11am Nov. 11: Veterans Day – Thank you for your service and sacrifice Nov. 11-15: IEC of Texas State Conference, Santa Fe, NM Nov. 12: IECGSA Happy Hour, Sponsored By Frost Bank, Alamo Café 281, 5-7pm Nov. 17: Board of Directors Meeting, 11am Nov. 21: Electrical Maintenance Technician Class, 8am-5pm, \$175 Per Person Nov. 26-27: Happy Thanksgiving from our Family to Yours – IECGSA & New Braunfels Closed
AGC Associated General Contractors San Antonio Nov. 6: CLC Community Service Day, 8am-12pm Nov. 12: Outstanding Construction Awards Gala, 6-9pm, The Ralston at the San Antonio Zoo, 834 E. Hildebrand Ave., San Antonio Nov. 14: Safety Fair & BBQ Cook-Off, 10am-4pm, Kendall County Fairgrounds, 1307 River Rd., Boerne Nov. 18: Aim High – CLC Clay Shoot, 10am-3pm, San Antonio Trap & Skeet, 928 E. Contour Dr., San Antonio	MCA-SMACNA INC Mechanical Contractors Association Sheet Metal & A/C Nat’l Association Nov. 11: Regular & Associates Meeting, 11:30am, The Petroleum Club, 8620 N New Braunfels Ave #700, San Antonio Nov. 25: Joint Industry Fund Meeting, 11:30am, MCA-SMACNA SA Office, 206 E. Nakoma, San Antonio
ASA American Subcontractors Association San Antonio Nov. 12: Tacos & Training, 8:30am Nov. 12: Free Safety Update, Alterman’s Office, 11:30am Nov. 17: Free “Toss for Toys” Mixer & Cornhole Tournament, 4-7:30pm, Joeris General Contractors’ Courtyard Nov. 23: Thankful for ASA Members: Thanksgiving Deliveries. Our Membership Committee wants to visit your office with goodies!	NAWIC National Association of Women in Construction San Antonio Nov. 4: General Meeting, 5:30pm, Alamo Cafe, 14250 San Pedro Ave, San Antonio
CTRCA Central Texas Roofing Contractors Association Nov. 3: First-Ever Golf Tournament, Canyon Springs Golf Club, 24405 Wilderness Oak, San Antonio	PHCC Plumbing Heating Cooling Contractors Association Nov 12: November Annual Business Meeting, Guest Speaker: CPS Energy, 11am-1pm, Paesano’s 1604, 3622 Paesanos Pkwy, San Antonio
HCA de SA Hispanic Contractors Association Nov. 2 or 5: CPR Training \$35 at the HCA de SA Office, 2391 NE Loop 410 #206 San Antonio. MUST register at https://www.tdi.texas.gov/wc/safety/cpe-aed-first-aid.html Nov. 3-4: OSHA 10 English FREE at the HCA de SA Office, 2391 NE Loop 410 #206, San Antonio. MUST register at www.tdi.texas.gov/wc/safety/10hrconstrclas.html Nov. 3: Lunch & Learn presented by 7tech, AI for Business: How Small and Mid-Sized Companies Are Using AI to Cut Busywork and Boost Profitability by 70%. 12-1pm, American Heart Association, 8415 Wurzbach Rd. Members FREE, Future Members \$25. Must be registered to receive lunch Nov. 12: Last HCA de SA Monthly Mixer for the year. Noche de Colores presented by Alamo Tees & Advertising, Community, Color, and Craft Meet! 5:30-7:30pm, Alamo Tees & Advertising, 12814 Cogburn, San Antonio, Members FREE, Future members- \$25 Nov. 14: American Heart Association Heart & Stroke Wall, 7am-1pm, Northeast Lakeview College, 1201 Kitty Hawk Rd, Universal City	SAMCA San Antonio Masonry Contractors Association Nov. 5: Sporting Clay Tournament & BBQ Cook-Off, San Antonio Gun Club, 928 Contour Drive
	TACCA Texas Air Conditioning Cooling Contractors Association Nov. 9: 37th Annual Golf Tournament, 10am-5:30pm, Canyon Springs Golf Club, 24405 Wilderness Oak, San Antonio Nov. 18: Member Meeting, 11:30am-1pm, Paesanos 1604, 3622 Paesanos Pkwy., San Antonio
	UCATX Utility Contractors Association of Texas Nov. 9: Golf Tournament, 8am-3:30pm, The Club at Sonterra-North Course, 901 East Sonterra Blvd., San Antonio Nov. 12: Coffee with OSHA-The Incidents That Chage Everything, 7-8pm, E-Z Bel Construction, 214 Jackson Keller Rd., San Antonio



The Associated Builders & Contractors (ABC) South Texas had the opportunity to engage with Dr. Tulio’s Construction Management Capstone Class at UT San Antonio, sharing real-world industry perspectives and preparing students for the next chapter of their careers.

Throughout the session, students explored the role of ABC South Texas in supporting the construction industry, the importance of effective communication on and off the jobsite, and how safety leadership and ABC’s STEP Safety Management System contribute to building a strong safety culture. An important part of the discussion focused on Total Human Health emphasizing that workplace safety extends beyond physical hazards to include mental health, emotional well-being, and the overall health of employees. Creating a strong safety culture means recognizing that taking care of people is just as important as completing projects safely and successfully.

A special thank-you to Gabe Ochoa of Harvey Cleary, Logan Card with Gilbane McLennan Agency, Vice Chair of ABC South Texas’ Future Leaders Initiative (FLI) for sharing their industry experience, practical insights, and commitment to developing future construction professionals. ABC also extends their appreciation to Dr. for welcoming them into the classroom and creating opportunities for students to connect with industry leaders.

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Giving back through collaboration

It was a big day for **SpawGlass** clients, trade partners, friends and employee owners on Oct. 16, when they came together to hit links on Oct 16, for the 13th Annual SpawGlass San Antonio Charity Golf Tournament at Olympia Hills Golf Course in Universal City. Two hundred and sixteen golfers participated in this year’s tournament, enjoying a beautiful day and great camaraderie.

The tournament brings together members of the construction industry and community for a day of friendly competition, networking, and giving back. Proceeds from this year’s event will directly benefit the

San Antonio Stock Show & Rodeo’s Vaquero 4-H Club, an urban-based 4-H program providing San Antonio-area youth opportunities to develop leadership, responsibility, and life skills through agriculture and western heritage programs.

“As a community contractor, we believe what we build goes well beyond buildings,” said **Jason Smith**, LEED AP, President, SpawGlass San Antonio Region. “This tournament allows our employee owners, clients and trade partners to come together and invest in young people right here in our community. The Vaquero 4-H

Club is introducing San Antonio city kids to agriculture, leadership and experiences that can help shape their futures, and we’re proud to support that work.”

Through the Rodeo’s East Arena initiative, the club provides local youth with hands-on experiences in livestock, horsemanship, agriculture and community service while developing leadership, responsibility and life skills. Support generated through the tournament will help make these experiences accessible to more young people and connect a new generation with Texas’ agricultural and western heritage. -cwr



First Place



2nd and 3rd Place winners



L-R: Chris Delgado, Grady Frank, and David Goolsby

SpawGlass 13th Annual Charity Golf Tournament winners:

- 1st Place: Frost Bank
- 2nd Place: Western States Fire Protection
- 3rd Place: Western States Fire Protection

What a night!

The 2026 American Subcontractors Association (ASA) San Antonio Chapter Pour Off brought together more than 325 members and construction industry professionals for an evening filled with networking, friendly competition and plenty of fun!

This year’s event featured 13 teams, each bringing their creativity and competitive spirit with signature drinks, themed booths and some fantastic decorations. The teams truly went all out and helped make this year’s Pour Off one to remember!

Guests were also honored to welcome State Representative Marc LaHood as our special guest. Rep. LaHood spent time visiting with ASA members and industry leaders, giving our construction community another valuable opportunity to connect with one of our elected officials.

A special thank you goes to Pour Off Committee Chair Michael Moore and the entire Pour Off Committee for the time, energy and hard work they put into making this event such a success. Our volunteers are truly the heartbeat of ASA San Antonio, and events like this would not be possible without them.

And, of course, thank you to the 13 teams, sponsors and more than 325 attendees who joined. The Pour Off may be about a little friendly competition, but ultimately, it’s about bringing our industry together, strengthening relationships and enjoying the incredible community we have built through ASA San Antonio. *Photos courtesy of Mary C. Haskin Photography*



Absolute Resourcing

Winners:

- Non-Frozen
 - 1st Place: Absolute Resourcing
 - 2nd Place: Butler-Cohen Design + Build
 - 3rd Place: KCM Cabinets
- Frozen
 - 1st Place: Alamo Crane Service, Inc.
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Celebrating 2026 Master Builders Graduates

The American Subcontractors Association (ASA) San Antonio Chapter recently celebrated eight construction professionals who completed the association’s Master Builders Program, an intensive three-level educational program designed specifically for subcontractors.

The graduates were recognized during a special celebration luncheon on Sept. 23 at Seasons 52 in San Antonio, surrounded by instructors, ASA leadership and members of the construction community. Texas State Senator José Menéndez joined the celebration to congratulate the graduates and visit with local industry professionals.

The ASA Master Builders Program was developed to provide subcontractors with practical, real-world education in the areas that directly impact their careers and companies. Through three levels of instruction, participants expand their knowledge in topics including construction law and contracts, bidding, project management and scheduling, insurance, technology, human resources, financial management and other critical areas of construction business operations.

The 2026 ASA Master Builders graduates are:

- **Mark Aguilar**, Core Electrical Group
- **Tamie Bocanegra**, ARI
- **Caleb Lansdale**, Alpha Insulation & Waterproofing
- **Tanner Loeffler**, Alpha Insulation & Waterproofing
- **Saul Perez**, JR Ramon
- **Edmundo Rios**, Core Electrical Group
- **Dionicio “Dino” Senac**, KCM Cabinets

The program is made possible through the involvement of construction and business professionals who volunteer their time and expertise to teach the courses. ASA San Antonio recognized Paloma Atkinson, Bethany Beck, John Campbell, Tom Freund,

Cyndi Mergele, Katy Schmidt and Greg Wiatrek for serving as instructors and sharing their professional experience with the participants.

ASA also recognized its Education Committee: Bethany Beck, John Cruz, Debbie Hannasch and Sheri Kitchen, for its leadership, planning and continued commitment to providing meaningful educational opportunities for the subcontracting community.

“The Master Builders Program represents exactly what we want education at ASA to accomplish,” said Jennifer Swinney, Executive Director of ASA San Antonio. “These graduates made a significant commitment of their time to become stronger professionals and leaders within their companies. Just as important are the industry professionals who stepped forward to teach and mentor them. When experienced leaders are willing to share what they have learned with the next generation, our entire construction community becomes stronger.”

The celebration marked the culmination of months of coursework and a significant professional achievement for the graduates.

ASA San Antonio congratulates its newest Master Builders and looks forward to seeing them put their knowledge and leadership into action throughout the San Antonio construction industry. *Photos courtesy of Mary C. Haskin Photography*



Jonathan Campos, Core Electrical Group



Mark Aguilar, Core Electrical Group



Tamie Bocanegra, ARI



Caleb Lansdale, Alpha Insulation & Waterproofing



Tanner Loeffler, Alpha Insulation & Waterproofing



Edmundo Rios, Core Electrical Group



Dino Senac, KCM Cabinets



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The big “30”



What began as a solution to the changing demands of the workforce has grown into a trusted staffing partner for the commercial construction industry. In 1996, **MEMCO** was established after its parent company, **Marek**, faced a fluctuating job market, increasing demand for a reliable workforce, and rising unemployment and workers’ compensation costs, particularly among new hires.

Over the course of a decade, Marek partnered with staffing agencies and refined its staffing model to better meet the needs of its business and industry partners. The result was MEMCO, a purpose-built solution designed to provide dependable workforce support across the commercial construction industry.



Since its founding, MEMCO has experienced significant growth, expanding from a single location in Houston, Texas, to 12 locations serving communities across the country, including Atlanta, Austin, College Station, Dallas, Denver, Harlingen, Pasadena, San Antonio, Spring, and multiple locations throughout Houston.

Today, MEMCO is a full-service payroll and staffing agency specializing in skilled trades, general labor, and professional personnel. Its broad range of capabilities allows the company to serve diverse industries, including commercial construction, light industrial, manufacturing, hospitality, and more. Through its commitment to reliable staffing solutions and strong customer relationships, MEMCO continues to help



its partners meet workforce demands and achieve their goals.

On Oct. 21, MEMCO San Antonio celebrated a significant milestone with a 30th Anniversary Party at Aggie Park. More than 150 guests gathered to commemorate three decades of service, growth, and lasting partnerships.

The celebration brought together MEMCO management and team members, retired members of the MEMCO team, and Marek team members, along with valued customers and partners. Guests enjoyed great food, refreshments, and an afternoon filled with fellowship and appreciation for the relationships that have helped shape MEMCO’s success.

For MEMCO President **Larry Williams**, the anniversary was an opportunity to



recognize the people and partnerships behind the company’s accomplishments.

“We just want to tell our partners, our customers thank you for supporting us,” Williams said.

The gathering served as a reminder that MEMCO’s success is built on more than providing staffing and payroll services. It is rooted in the trust of its customers, the dedication of its employees, and the enduring relationships it has developed throughout the years.

As MEMCO celebrates 30 years in business, the company looks ahead with the same purpose that inspired its founding: supporting its partners with dependable workforce solutions and helping build a stronger future for the industries it serves. -cwr



MEMCO San Antonio team members L-R: Branch Manager **David Musquiz**, Front Office Administrator **Linda Ortega**, Account Manager **Heather Osborn**, Recruiter Coordinator **Ivone Flores**, Head Recruiter **Cecilia Vital**, and Recruiter **Valentin McGraven**



L-R: MEMCO President **Larry Williams**, Heather Osborn, and ABC President **Michelle Seward Davis**



L-R: Marek President **Bruce Marek** and Carol Rothman, **Alamo Crane Service**



Marek team members L-R: **Isabel**, **David Cupit**, **Carrie** and **Mark Williams**

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2 – Isaac Ayala / Core Electrical

2 – Jay Young / Lone Star Reprographics

2 – Liz Boone / Lone Star Civil

3 – Adolfo Flores / Middleman Construction

6 – Gabryel Ledesma / Core Electrical

6 – Jenna Martinez / You Name It Specialties

6 – Christie Strunk / VIP Staffing

8 – Shelton Aguilar-Mock / Middleman Construction

13 – Justin Blalack / Garden Ornamental

13 – Courtni Navarro / Rogers O'Brien

16 – Rick Smith / Keller-Martin Construction

16 – Marvin Ohlenbusch / Alamo Crane

18 – TJ Howard / Quality Fence & Welding

18 – Tom Stewart / Core Electrical

18 – Matthew McDevitt / Core Electrical

19 – Simran Gill-Tirado -SGT Consulting

21 – Clay Page / RC Page

21 – Juan Alvarez / Core Electrical

24 – Evan Viquez / Core Electrical

25 – Ramiro Casiano- Turner Construction

26 – Jessica Enochs / ASA National

26 – Leonard DeBraska / Alterman

26 – Joe Rust / Davidson Capital Management

28 – Enrique Landeros / Core Electrical

28 – Kaela Moore / Morlandt Electric Company

29 – Jana Clarke / Core Electrical

29 – Kevin McIntyre / KMAC

29 – Mike Oscar / ASA National

30 – Blaine Beckman / Nunnelly General Contractor

30 – Patrick Freund / Comfort-Air Engineering/ Primo Plumbing

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

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In memoriam....

Brian Lamar Ohlenbusch, 64, joined his heavenly Father in eternal rest on October 17, 2026.

Brian was born on April 14, 1962, in Escondido, California. He grew up in the close-knit community of Bulverde, Texas, and attended Smithson Valley High School, where he excelled as both an accomplished athlete and a student leader. Brian played center on the varsity football team and catcher on the varsity baseball team. Demonstrating an early passion for leadership and community, he served on the student council and was class president throughout all four years of high school. He was also an active member of the Comal County FFA before graduating in 1981.

Following graduation, Brian attended Blinn College in Brenham, Texas, before joining the family business, Alamo Crane Service, on April 29, 1983, as the company's very first hired employee. Over a dedicated 42-year career, Brian was a foundational pillar of Alamo Crane's success. He began his journey as a crane operator and transitioned into

sales in 2007.

On October 22, 1988, Brian married the love of his life, Melanie Perrin. Together, they built a beautiful life and raised three children: Austin, Courtney, and Cassidy.

Brian's profound love for God and his family was the guiding priority of his life. A resident of New Braunfels, Texas, he was a devoted parishioner of Saints Peter and Paul Catholic Church, where his faith remained a steadfast foundation.

Brian deeply enjoyed life, finding immense joy in the outdoors and immersing himself in God's creations. While he loved hunting, some of his most cherished moments were spent deer hunting with his parents, children, and grandchildren, who meant the world to him. Above all, Brian cherished time with his family. Whether hosting backyard barbecues, gathering at the family ranch in Spring Branch, Texas, or simply staying home to watch movies together, he treasured the everyday moments that brought them closer. Brian especially loved going on dates with Melanie, his wife of 38 years. His love for God, his devotion to his

family, and his appreciation for life's simple joys were at the heart of who he was and the legacy he leaves behind.

Brian is reunited in eternal rest with his beloved brother, Robert "Bobby" Ohlenbusch; his grandparents, Bill and Anita Ohlenbusch; and his grandparents, John and Ora Mason.

His legacy of love lives on through his surviving family members: his wife, Melanie; his son, Austin Ohlenbusch (Shelby); his daughter, Courtney Wooldridge (Clayton); his daughter, Cassidy Sullivan (Hawk); his parents, Marge and Marvin Ohlenbusch; his sister, Cheryl Strickland (Mark); his sister, Regina Ohlenbusch; eleven grandchildren; and numerous nieces and nephews.

Brian possessed a kind heart and a loving soul. He embraced life fully and was always willing to extend a helping hand to anyone in need. He greeted the world with a warm smile, a trademark twinkle in his eyes, and a joyful, quirky giggle that left a lasting impression on everyone he met. Brian touched countless lives and will



Brian Lamar Ohlenbusch

be deeply missed by all who had the privilege of knowing him.

Rest in eternal peace with the angels above, Brian.

A celebration of Brian's life will be held at the Ohlenbusch family ranch:

M & M Ranch,
2252 Limestone Ledge,
Spring Branch, TX 78070
November 21, 2026,
at 12 PM (Noon)





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Making life better



The JRV Homes Services team.

Through **JRV Construction**, the team spent years building projects across Texas, contributing to everything from infrastructure projects along the Texas-Mexico border to improvements at San Antonio’s historic La Villita and city park developments throughout the region. Those projects not only helped shape those communities, but they also helped build the foundation for a new vision. That vision became **JRV Home Services**.

With the team already equipped with decades of experience in the HVAC industry, the transition into home services felt like a natural evolution. On June 10, 2020, during one of the most uncertain periods in modern history, JRV Home Services officially opened its doors.

“We saw an opportunity to create something bigger than a service company,” JRV CEO **Chris Ramirez**. “We wanted to build a business that combined technical expertise with a genuine commitment to improving people’s lives.”

Launching a company is never easy. Launching one during the height of the COVID-19 pandemic brought an entirely different level of challenge. Supply chains were strained. Equipment was difficult to obtain. The business landscape was changing almost daily.

Yet while much of the world continued to slow down, the JRV team kept working. They secured and outfitted their first warehouse, purchased vehicles through auctions and transformed those vehicles into service trucks, building the infrastructure needed to serve customers. More importantly, they focused on finding people who shared the same vision, individuals who believed that great service starts with integrity, accountability, and care for others.

“Our focus was never just about growing a company but building the right company WITH the right company.”

That philosophy would become the cornerstone of JRV Home Services.

Despite the obstacles, the company experienced rapid growth and by the end of 2022, JRV Home Services had grown to approximately 30 employees. Today, the company employs 146 team members across two locations, with operations in San Antonio and Austin. Its original home remains in San Antonio on East Houston Street.

Along the way, JRV has expanded its reach far beyond its headquarters.

“In addition to serving homeowners, builders, and commercial customers throughout Central and South Texas, we’ve had the opportunity to contribute to projects for organizations such as SpaceX. Those opportunities are exciting, but we’re equally proud of helping families and businesses throughout the communities we serve every day.”

Today, JRV Home Services provides residential and commercial HVAC and electrical services, including new construction, system installations, maintenance, repairs, and ongoing service support.

Whether the customer is a homeowner looking for comfort during a South Texas summer or a commercial client managing a large facility, JRV’s mission remains the same: deliver honest solutions that put the customer’s needs first. One of the company’s defining differences is its philosophy of repairing before replacing.

“While some companies are looking for the fastest path to a sale, we’re looking for the best solution for the customer. That’s why we genuinely enjoy second-



JRV Homes Services Start up HVAC technician Juan Angulo-Espinoza

opinion calls. There are many situations where homeowners can save thousands of dollars through a proper repair rather than immediately replacing an entire system.”

That customer-first mindset extends beyond pricing. Instead of high-pressure sales tactics, JRV focuses on education, transparency, and trust. Their goal is to help customers understand their options and make informed decisions that are right for their homes, their families, and their budgets.

“We want to be the company customers rely on for the life of their HVAC system, not just the company they call when something breaks.”

That commitment is reflected in the company’s motto: We Make Life Better.

While the phrase appears on company materials and throughout its branding, it represents far more than a marketing slogan. It’s a guiding principle.

For customers, it means honest recommendations, fair pricing, quality workmanship, and service rooted in integrity. It means empowering technicians to repair equipment when possible and recommending replacement only when it is truly necessary.

For employees, it means creating a workplace built on trust, opportunity, and purpose. And for the community, it means being the kind of company willing to do the right thing, even when it’s not the

easiest or most profitable choice.

Perhaps one of the most visible examples of that philosophy can be found on JRV’s fleet of service vehicles.

Rather than covering their vans with promotional offers and sales messages, the company chose a different approach: sharing positive affirmations and encouraging words with the people they pass every day.

“We realized our vans spend thousands of hours on roads throughout Texas. If someone is sitting in traffic, having a difficult day, and one of our messages can make them smile, feel encouraged, or remind them they’re capable of getting through a challenge, then we’ve made a small difference.”

In many ways, that simple idea captures the spirit of JRV Home Services. The company repairs air conditioners, installs electrical systems, and serves customers across Texas. But at its core, the mission has always been bigger than HVAC. It’s about people. It’s about service. And above all, it’s about making life better. -cwr





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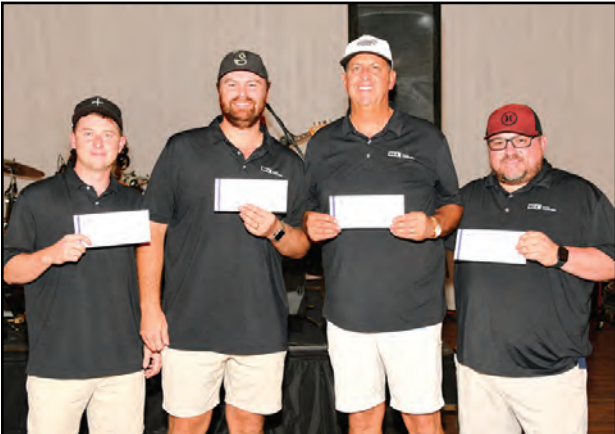
1st Place – Power Labor



2nd Place – Texas First Team #1



3rd Place – Rexel



The Independent Electrical Contractors Greater San Antonio (IECSA) hosted its 26th Annual Golf Tournament on Oct. 9 at the Hyatt Hill Country Resort. The tournament proved to be an overwhelming success with over 200 players participating in the fun-filled tournament benefiting the IECSA apprenticeship program.

Players enjoyed a gorgeous day on Hyatt’s beautiful course. Spirits were high and the golfing was great. “Thank you to all our sponsors, volunteers, and participants for making this a spectacular event,” says IECSA Executive Director Julie Tucker.

IECSA has been providing a forum for independent electrical contractors to continue learning while improving their community and industry since 1933. *Photos courtesy of Mary C. Haskin Photography. -cwr*

Tournament winners:

1st Place: Score of 53 - Power Labor

- Caleb Hyde
- Corey Holmes
- Ryan Tomlin
- Nick Joseph

2nd Place: Score of 57 - Texas First Rentals - Team 1

- Vincent Templin
- Chris Shull
- Raleigh Kelley
- Tim Adler

3rd Place: Score 58 - Rexel

- Nathan Maples
- Carlo Escamilla
- Cody Friesenhahn
- Hayden Killam

Closest to the Pin: Course Lakes #2 - Edmundo Rios

Longest Drive: Course Lakes #8 - Rafael Bramble

Closest to the Pin: Course Creeks #8 - Richard Gonzalez

Longest Drive: Course Creeks #4 - Brian Zigrang

Closest to the Pin: Course Oaks #5 - Ryan Funk

Longest Drive: Course Oaks # 7 -Tim Adler



Construct A Kids Christmas

The CONSTRUCT A KID’S CHRISTMAS TOY DRIVE Magic of Christmas

It’s the most wonderful time of the year and YOU can make a difference for the children in foster care, and ensure that each child receives a gift this year, and experiences the MAGIC OF CHRISTMAS!

»» TOY DRIVE | FRIDAY, DEC 4TH | 9AM-12PM
LOCATION: Northside Collision Parking Lot | 12227 San Pedro Ave ««

SPONSORSHIPS

Holiday Hard Hat Hero – \$5,000

- Decorated Hard Hat in display case & story
 - Appreciation Plaque
- 50 Tickets in the Raffle Extravaganza
- Photo Recognition in Construction News

Christmas Crusader - \$2,000

- Appreciation Plaque
- 20 Tickets in the Raffle Extravaganza
- Photo Recognition in Construction News

Angelic Advocate - \$3,000

- Appreciation Plaque
- 30 Tickets in the Raffle Extravaganza
- Photo Recognition in Construction News

Cheerful Champion – \$1,000

- 10 Tickets in the Raffle Extravaganza
- Photo Recognition in Construction News

Toy Sponsor - \$500

Raffle Sponsor - \$250

Contact your local participating construction association for more info & to drop off donations before the toy drive date. Foster kids range in age from 0-18 years old. Gift Cards, clothing, makeup, shoes, duffle bags, etc., are great options for older kids.