



A Commitment to Quality. A Legacy of Excellence.

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Woman's History Month

March is National Woman's History Month. Page 2-3 is where we celebrate the women of Welch and Rushe.

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Promotions Update

How are Rick, John, and Mark doing in their new roles? Find out on Page 3.

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Employee Recognition

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March is National Women's History Month

Women's History and the HVAC Industry

This Women's History Month article is dedicated in memory to the pioneering women who have helped open minds, elevate expectations and open doors of inclusivity and opportunity. This article is also in celebration of the women who continue to contribute immense value to our society while also courageously forging paths toward their own dreams.

“Be brave. It’s hard to walk into a room full of men and be the only woman there. But you can do it.”
~ Ambra Melendez, Ironworker Local 361, New York, New York

Do you remember any of the Aesop Fables shared with children about life lessons? For example, the story of The Tortoise and the Hare reminds us that sometimes slow and steady wins the race. Another memorable one is The Ants and the Grasshopper, which encourages us to work hard so we can also play hard. When I think of the contributions of women over the centuries and their specific contributions in the workplace, I can't help but to think of the fable The Crow and the Pitcher. You may be wondering about the connection between these fables and this Women's History Month tribute but stay with me a little while longer.

Globally, there are likely hundreds of books, documentaries, articles, etc. that accurately and persuasively share how and why women matter. For those, however, who prefer the short and sweet versions, here is one. While The Crow and the Pitcher fable may not be gender-specific, it lends itself as a relatable snapshot to some of the innate characteristics of women; such as grit, perseverance, determination, creativity, individualism, strategic thinking, problem-solving, innovation, and ultimately achieving goals. This fable sheds a glimpse into how these natural skillsets matter in our lives, in the workplace, and in our communities.

Interesting Facts:

- According to the U.S. Bureau of Labor Statistics, in 2018, **women made up 57.1% of the country's labor force**¹. That's more than half of the work in the U.S. economy being performed by women.
- Of the 57.1% of women in the workforce only **9.9% of these women are in the construction industry** in the United States in 2018² as reported by the National Association of Women in Construction



(NAWIC). More specifically, the NAWIC's break down looks like this:

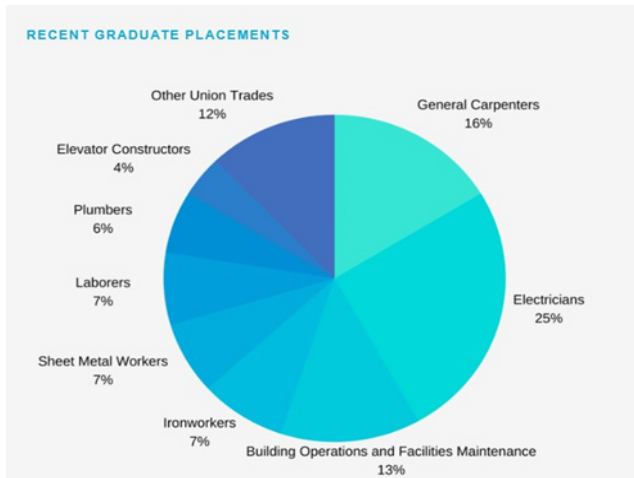
- o Total Workers in Construction: 10,692,000
- o Men in Construction: 9,721,000
- o Women in Construction: 971,000
- Drilling down even further, of the 9.9 percent of women in construction, **only 1.2% of women are working in construction related trades** as HVAC Technicians, Electricians, Ironworkers, Carpenters, etc. according to data collected by the online magazine, Construction Business Owner ³.

Did You Know:

Welch and Rushe has some pioneering women. Maria Spivey was the first woman employed at Welch and Rushe and began her career in the 1970s. In 2006 there was one-woman plumber for the company who later moved up to be 1 of 2 women coordinators. In 2010 the company hired their first woman Assistant Project Manager and in 2013 welcomed the first woman Division Manager for Coordination. Mary Munoz is the first woman in the company to have earned a leadership position and has 34 years of irreplaceable contributions toward the success of the company. Today, Welch and Rushe has 21 women who make up over 40% of the office personnel.

Over the past few decades, there are more companies, unions, organizations, and peer to peer support groups empowering women to join and stay in the construction industry. One such organization is Nontraditional Employment for Women, whose mission is to help women prepare for and obtain careers in the construction, utility, and maintenance trades.

Their motto is “Hard Hats. Strong Women. Building the Future.” This organization reports that through their partnership, they have helped place over 3000 tradeswomen as depicted in their graduate placement chart below ⁴.



Source: Nontraditional Employment for Women. <https://www.new-nyc.org/aboutus>

Many in the trenches of the workforce, business owners, and CEOs can admit that women are valued contributors and make a difference in the quality and innovation of our lives. Yet there are still far too many contradictions in the realities of encountered discrimination, biases, safety concerns, and challenging work-life balances that are unique to women.

There are surprisingly more recent writings and documentaries about the struggle of women in the construction trades and their fight to stand tall in a male-dominated industry. History, the statistics, and modern-day trends suggest that there is an overlooked group of people in the workforce, who happen to be women. These women have the drive, interest, and skillsets to successfully add value to positions that extend well beyond the “back offices” of companies. Women are one of the many missing links toward the building of a more diverse and inclusive workforce. For the construction industry, women are the crows at the pitcher. How do we build from here?

We courageously open our minds, ears and eyes to acknowledge the wrongs.

We set the intention to change.

We persevere toward solutions that bridge the gaps.
WE BUILD TOGETHER.

Endnotes

¹ <https://www.bls.gov/opub/reports/womens-databook/2019/home.htm>

² <https://www.nawic.org/nawic/Statistics.asp>

³ <https://www.constructionbusinessowner.com/management/how-one-documentary-advocating-women-construction>

⁴ <https://www.new-nyc.org/aboutus>

Other Resources:

<http://www.hardhattedwoman.com/>

<https://constructionblog.autodesk.com/women-in-construction-industry-infographic/>

Promotions Update

How Are They Doing?

Writer, poet and visual artist, Khalil Gibran, once said, “Progress is not in enhancing what is, but in advancing toward what will be.” In just the past quarter, there have been several updates in Welch and Rushe’s management and progression overall. These recent promotions will help bring the company to new heights. We check in on some of them like Rick Armstrong, who is now taking on the tremendous role of Vice President.

In late 2019, Rick Armstrong was promoted from Project Manager Executive to Vice President. His credentials, history with Welch and Rushe, and his dedication to the company made this a clear decision. Even though his workload has increased, he is ready for “the opportunity to provide job experience to others and contribute successful growth to the company.”

With a wide history of successful projects, Rick is most excited about being part of the company’s history, now in a more pronounced way.

John Silor has been promoted to Corporate Quality Control Manager. He will be working with clients to ensure the final products meet their needs and requirements. What makes John suitable for this position are his strong leadership and teamwork skills as well as creating positive relationships with our team and our clients.

Attention to detail and an analytical mind are beneficial qualities to have as a Quality Control Manager, since his job involves testing products for defects and preparing reports to log faulty products.

For Mark McGuire, the promotion to Senior Project Manager was almost expected, given his 20+ years of experience. Even though his workload has increased, he still manages his time to help new Project Managers where he can.

Mark is grateful to have the opportunity to grow with Welch and Rushe and be a part of educating the future in Project Management.

We are proud to have them as part of Welch and Rushe’s history and future. We can’t wait to see where Rick, John, and Mark will take us!



Employee of the Quarter

Matt Kunko

Coordinator

Started July 2012

"Matt manages and oversees the Coordinators, Spoolers & daily functions of the Coordination Department. He is involved in all phases of our projects from early planning and scheduling to the final as-builts. He has a proven ability to juggle multiple projects and tasks while keeping track of the numerous conflicts and issues that arise during the coordination and construction phases. He has played a key role in the development and continued growth of the Coordination team and our standards and procedures. Matt's dedication and commitment to the company makes him an asset to the Welch and Rushe team."

—Jayme Routzahn, Coordinator

Congratulations, Matt!

Field Employee Shout Out

Todd Lawrence

Fitter Foreman

Started June 2008

"Todd started with Welch and Rushe in June 2008. Todd has completed the 5-year apprenticeship program and has been promoted to Foreman in 2013. Since then, he has been able to tackle many complex projects. Thanks, Todd for the long hours, overnights and dedication to Welch and Rushe. Your hard work is greatly appreciated."

—Josh Graves, Outside Superintendent

Congratulations, Todd!

Milestones

Happy 5 Year Work-iversary

Samuel Osborne - Steamfitter Apprentice

Happy 10 Year Work-iversary

Victor Juliano - Truck Driver

Happy 15 Year Work-iversary

Blake Bailey - Steamfitter Foreman

Happy 20 Year Work-iversary

Josh Graves - Outside Superintendent

Happy 25 Year Work-iversary

David Welch - CEO/President

All In the Family

Zachary Baily (Steamfitter Apprentice) was married in late January 2020 to Kris Charles.

They are expecting a baby at the end of July and Blake Baily (Steamfitter Foreman), Zach's dad, will become "Grampy"!

Our Growing Company

Getting to know some new faces



In February 2020, Welch and Rushe hired Gelencia Dennis as our new Business Development Strategist. Since starting, she has been working on revamping the company's website and assisting with business strategies. Before joining us, she spent the last 20+ years in the design and construction industry holding various positions both in the federal government and in the private sector. Some of her professional highlights include:

- Project Manager for FEMA's emergency response space in Maryland during Hurricane Katrina.
- Sr. Project Manager for the 2012 Presidential Inaugural Committee and Presidential Transitional Support spaces.
- Completing her Master of Business Administration degree.

Gelencia's free-time is spent with her daughter, DIY home projects, supporting the performing & fine arts, participating in outdoor activities and expanding her culinary skills.



Meet our new Project Manager, Jason Lowery. Jason has been in the industry since 1998, moving up from the field to the office. Throughout his years of experience, he was most proud to be able to give back and help teach other Journeymen and Apprentices.

When he's not working or teaching, Jason spends his time cooking, reading murder mysteries, or playing a couple rounds of golf.

