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**BIGGER**  
*& Better* IN TEXAS



AMERICAN  
SUBCONTRACTORS  
ASSOCIATION

**SUB Excel** **20**  
**23**



MARCH 8-11, 2023  
FORT WORTH, TEXAS







## **Dear ASA Members & Friends**

Welcome to SUBExcel! I am so excited to be joining all of you in gorgeous Fort Worth, Texas, a city full of rich history and vibrant culture. I am immensely looking forward to meeting with everyone here at the beautiful Hilton Fort Worth, and I am excited for what the week holds in store for us. The saying tells us that everything is bigger in Texas, and this year's SUBExcel will be no exception!

During the upcoming week I am looking forward to more opportunities to network and share ideas than ever before, all while having a lot of fun together. We have incredible speakers lined up, as well as some really exciting events planned. I hope to see some of you dancing at the Honky Tonk! Each year SUBExcel is our chance to meet with fellow subcontractors from across the country, and it is always a highlight of my year. If this is your first SUBExcel, welcome! I am confident that this event will become an annual treat for you as well. Our industry is like no other, and great things happen year after year when we all come together.

I look forward to seeing all of you during SUBExcel

Sincerely,  
Rusty Plowman  
ASA President 2022-2023



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Presentations can be accessed by [clicking here](#)

## ASA National Sponsors



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# Schedule

## Tuesday, March 7, 2023

2:00 pm - 5:00 pm: Executive Committee - *By invitation only*

## Wednesday, March 8, 2023

9:00 am - 12:00 pm: Finance Committee - *By invitation only*  
 12:00 pm - 5:00 pm: Lunch and Board Meeting - *By invitation only*  
 2:00 pm - 3:00 pm: Exhibitor Set-Up  
 3:00 pm - 6:00 pm: Registration  
 6:00 pm - 8:00 pm: President's and Texas Chapters' Welcome Reception - *Open to all SUBExcel attendees*

## Thursday, March 9, 2023

7:30 am - 8:30 am: Executive Director / Chapter Leadership - [Planning for Growth and Success](#) -  
*Offered for Chapter Executive Directors, Board Members and Leadership.*  
*All SUBExcel attendees are welcome.*  
 8:00 am - 8:45 am: Light Fare Breakfast  
 8:45 am - 10:00 am: Opening Session and Keynote - Tom Thibodeau - "[Servant Leadership](#)" - *Open to all SUBExcel attendees*  
 10:10 am - 11:10 am: Contractor Education - "[Signing Contracts has Consequences!](#)" - *Open to all SUBExcel attendees*  
 10:10 am - 12:15 pm: Executive Director Council - *Open to Chapter Executive Directors*  
 11:20 am - 12:20 pm: Contractor Education -  
[The Significant Challenges of Employee Recruitment and Retention](#) - *Open to all SUBExcel attendees*  
 10:00 am - 12:00 pm: Exhibitor Breakdown  
 1:00 pm: [Cattle Drive and Pub Crawl](#) - *Open to all SUBExcel attendees*

## Friday, March 10, 2023

7:30 am - 9:00 am: Light Fare Breakfast  
 8:00 am - 9:00 am: Executive Director, Chapter Leadership - [Cultivating Young Leaders](#) - *Offered for Chapter Executive Directors, Board Members and Leadership. All SUBExcel attendees are welcome.*  
 9:00 am - 10:10 am: Opening Session and Keynote - Chris Cassidy - "[Mission: Possible -- It's in You](#)" -  
*Open to all SUBExcel attendees*  
 10:20 am - 11:20 am: Contractor Education - [Succession Planning Panel](#) - *Open to all SUBExcel attendees*  
 10:20 am - 11:20 am: Executive Director - SHARE! - *Open to Chapter Executive Directors*  
 11:30 am - 12:30 pm: Contractor Education - "[The Impact of Supply Chain Shortages, Delays & Inflation](#)" -  
*Open to all SUBExcel attendees*  
 11:30 am - 12:30 pm: Government Relations Committee - *Open to Attorneys' Council members and all SUBExcel attendees*  
 12:30 pm - 1:50 pm: Lunch & Awards Presentation - *Open to all SUBExcel attendees*  
 2:00 pm - 3:00 pm: Contractor Education - Anirban Basu - "[Show Me the Money \(Supply\)](#)" - *Open to all SUBExcel attendees*  
 3:10 pm - 4:10 pm: Attorneys' Council Taskforce Meeting - *Open to Attorneys' Council members and all SUBExcel attendees*  
 3:10 pm - 4:10 pm: Contractor Education - [Mental Health & Suicide Prevention in the Construction Industry](#) -  
*Open to all SUBExcel attendees*  
 3:10 pm - 5:00 pm: Executive Director - SHARE! - *Open to Chapter Executive Directors*  
 5:30 pm: Attorneys' Council Dinner - *Registered attorneys' council members only*  
 7:30 pm: [Billy Bob's Honky Tonk](#) - Off-Site Event - *Open to all SUBExcel attendees*

## Saturday, March 11, 2023

9:00 am - 12:00 pm: Attorneys' Council Meeting - *Open to Attorneys' Council members and all SUBExcel attendees*  
 1:30 pm: [SLDF Fundraiser - Whiskey Ranch](#) - SOLD OUT  
 There is still some room on the bus, if you would like to explore the facility on your own.  
 Contact [soscar@asa-hq.com](mailto:soscar@asa-hq.com).

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# Keynote Speakers



## Tom Thibodeau

Distinguished Professor of Servant Leadership

**Thursday, March 9**

**8:45 am - 10:00 am**

Tom is the Distinguished Professor of Servant Leadership at Viterbo University where he has taught for thirty-five years. He is the founder of the Master of Arts in Servant Leadership degree at Viterbo, the only master's degree of its kind in the nation. He is a founding member of the Place of Grace hospitality house which had been serving meals and human dignity for twenty years. He regularly speaks to national audiences on the developing servant leadership movement.

## Chris Cassidy

NASA Astronaut, Navy SEAL, CEO and President of the National Medal of Honor Museum

**Friday, March 10**

**9:00 am - 10:10 am**

In his talk, "Mission Possible: It's in You," CAPT Cassidy shares his personal story with the audience — both from his time as a Navy SEAL and a NASA astronaut — about the importance of persevering in the face of adversity and on the path to success. Drawing on lessons-learned on the battlefield and in space, CAPT Cassidy inspires groups to embrace the "never-quit" mindset and shows how it's in each and every one of us to recognize opportunities, shape them and take action to thrive in clutch moments and achieve more than we thought was possible as we leave our marks in this world, while bringing others up along the way.





# Education Sessions

## Signing Contracts Has Consequences!

**Thursday, March 9**  
**10:10 am – 11:10 am**

Who better to discuss the real meaning and the dangers hidden in the fine print of contract language than a lawyer who does it on a daily basis. We will also discuss insurance and the significant challenges of ensuring you are truly protected and at the same time managing your liability and costs. This session will also provide examples of court cases ASA has battled and won as part of our Subcontractors' Legal Defense fund initiatives.

### Panelists:

[Brian K. Carroll](#)  
Sanderford & Carroll

[Justin Schneider](#)  
Assured Partners

## Show Me the Money (Supply)

[Dr. Anirban Basu](#)

**Friday, March 10**  
**2:00 pm – 3:00 pm**

Soft landing? Something harder? Whither inflation? This presentation will supply in-depth analysis of the major factors shaping economic outcomes, including central bank policymaking, worker attitudes, business confidence, and geopolitics. It will then turn toward a forecast for the year to come, highlighting the major risks that economic stakeholders will likely encounter.

## Succession Planning Panel

**Friday, March 10**  
**10:20 am – 11:20 am**

When to plan, how to plan, when to seek counsel and how to place a value on your business in preparation

for its for sale. Your peers will discuss the pitfalls, challenges and their successes in planning their exit, while ensuring the business continues to thrive. Additionally, succession planning ensures that there is no leadership vacuum after the retirement or exit of a senior officer in the organization. In the case of a family business, it ensures that the business continues to run even after the exit or death of important persons in the business. Are you ready?

**Facilitator:** Richard Bright, ASA National

### Panelists:

[Walt Bazan, Jr.](#)  
Bazan Painting Company

[Duane Hannasch](#)  
Sciens Building Solutions

[Phillip Hoppman](#)  
Big D Metalworks

[Brian Johnson](#)  
Soil Consultants, Inc.

[Val Perales](#)  
Bazan Painting Company

## Managing the Impact of Supply Chain Shortages, Delays and Inflation

**Friday, March 10**  
**11:30 am – 12:30 pm**

How to manage the ups and downs, and what can we do contractually and through negotiation, to better our position? Can we continue to expect turbulent times and how should we reposition our bidding strategies and better manage overhead?

**Facilitator:** [Andrew Christ](#) - Compass Constructors

### Panelists:

[Al Amerson](#) - Texas AirSystems

[Ray Moya](#) - Prime Electric, Inc.

[Chris Peck](#) - JE Dunn Construction

[Jim Yand](#) - Miller Nash LLP



## The Significant Challenges of Employee Recruitment and Retention

Thursday, March 9  
11:20 am – 12:20 pm

What are others doing to effectively work through these challenges, even more exacerbated, post COVID? What recruitment and retention strategies work for you, and how do you continue to motivate your employees?

### Panelists:

[Jeff Belfield](#)

Scaffold Resource

[Jamie Hasty](#)

SESCO Management Consultants

[Robert Abney](#)

FL Crane

[Larry Williams](#)

Marek Companies.

## Mental Health and Suicide Prevention in the Construction Industry

Friday, March 10  
3:10 pm – 4:10 pm

Did you know the suicide rate for construction workers is more than four times that of all construction fatalities? With construction as the most at-risk industry for suicide, join [Stuart Binstock](#), CFMA's President & CEO, as he discusses the need to address mental health and suicide prevention in the construction workplace. Learn about risk factors prevalent in construction, warning signs of which to be aware, and available resources for immediate help and to make a difference in the industry.



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# Executive Director & Leadership Sessions

## Planning for Growth & Success

Thursday, March 9 | 7:30 am - 8:30 am

Get ready to take away tangible and useful information that can transform your chapter and company. Successful planning is both a science and an art. From how to host a great planning session to following through on implementing those plans, you'll learn from experienced, chapter leaders and ASA staff in this practical AND critical session.

### Facilitator:

Richard Bright—ASA National

### Panlists:

[Jennifer Church](#)—United Rentals

[Gia Espinoza](#)—ASA New Mexico  
Executive Director

## Cultivating Young Leaders

Friday, March 10 | 8:00 am - 9:00 am

How do you make sure your chapter remains relevant and an indispensable part of a rapidly-changing construction industry? Develop a thriving young leaders group! Just as companies develop talent into future leaders, chapters need to do the same. Marketing/communications efforts, membership growth, board/committee participation all improve when there is "new blood." Hear from three chapters who successfully created and sustain young leaders groups. This will be a game-changer!

### Facilitator:

[Matt Levine](#)—ASA National

### Panelists:

[Warren Quinn](#)—Humans at Work, CEO

[Dick Roberts](#)—ASA of Arizona, Board President

[Angie Wentz](#)—ASA of Western Pennsylvania, Executive Director

Speaker presentations can be accessed by [clicking here](#)

## Take Your Operations to the Next Level

When you simplify your operations, subcontractors see big benefits — and big results. Kahua helps you connect field to office, organize documents and streamline project communications — just to name a few.

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## Together, we can build a stronger future for the subcontractor community.

At Billd, we understand the challenges faced by subcontractors in the construction industry. That's why we're proud to support the ASA in their mission to advocate for and empower subcontractors across the country.

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### Know Your Numbers. Improve Your Cash Flow.

Communication breakdowns impact the overall financial health of your business. You don't have a good grasp on your numbers. You're surviving job to job. Your business decisions are based on good guesses, not actual financial data.

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ASSOCIATION**  
HOUSTON CHAPTER

 **San Antonio**



Thursday, March 9, 1:00 pm

## Cattle Drive with Pub Crawl



Discover the history of Fort Worth's famous Stockyards as you visit local saloons and watering holes. Enjoy the hidden history, cold drinks, and good times. Experience the Stockyards like you never have before! Fort Worth is where the West begins, and nothing embodies Western heritage better

than the Fort Worth Stockyards National Historic District. From the original brick walkways to the wooden corrals, every inch of the Stockyards tells the true history of Texas's famous livestock industry.

The Fort Worth Herd steers can be viewed before and after cattle

drives in their pens behind the Livestock Exchange Building or at the Observation Deck just east of the Livestock Exchange Building on East Exchange Avenue. Drovers are available before each cattle drive for photo ops and questions. Be sure and ask for Steer Trading Cards!



Friday, March 10, 7:30 pm

## The World's Largest Honky Tonk

Whether you want to strut your dancing stuff, ride a bull, or shoot some pool, we'll all be having fun at Billy Bob's Texas. We'll start the evening with sampling authentic western cuisine, and then get



moving - whether on a bull, in a line dance, at the pool table or on your own, exploring the music memorabilia and a variety of other activities.

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# Texas Whiskey Ranch Tour & Tasting Fundraiser

Benefits the ASA Subcontractor Legal Defense Fund

Saturday, March 11 at 1:30 p.m.

This event is sold out, but contact Shannon Oscar (email below) if you would like to walk the grounds and visit the ranch on your own. Transportation included  
Email any questions to [soscar@asa-hq.com](mailto:soscar@asa-hq.com)



## The Brianna Wright Memorial Scholarship Fund



The ASA Chapter Scholarship Fund has been proudly renamed the Brianna Wright Memorial Scholarship Fund in honor of the late Brianna Wright, the beloved Executive Director of the ASA of Houston chapter. Her dedication to ASA and her contributions to the organization over her decades of service will never be forgotten.

Do you know someone who wanted to attend SUBExcel, but just couldn't spare the funds? Encourage them to apply for a scholarship to attend the next SUBExcel! Executive Directors and officers are all eligible to apply.

Do you want to support Brianna's lifelong mission of joy and subcontractor love? Please consider [donating](#) the scholarship fund.





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is the future.”**

**Frank Matz**

President, Central Air & Heating Service

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## QUALITY PLANS AND PROVIDERS

**Our program gives you and your employees access to top national providers and benefits.**

- Exclusive program offers PPO and RBP options utilizing several national networks
- Unlimited major medical coverage for groups of all sizes (down to 1 life)
- Nationwide network of doctors and pharmacies
- ACA compliant plans
- Monthly enrollment on the first of each month

## COMPETITIVE RATES AND BENEFITS

**You can choose among multiple plan designs to ensure the right fit and budget for your company.**

- Deductibles ranging from \$1,000 to \$7,350
- Monthly rates as low as \$305 for a single employee
- Monthly rates as low as \$1,020 for a full family—regardless of age and size of family
- Premiums locked in until July 1, 2024

## EXCEPTIONAL SERVICE AND SUPPORT

**You can leverage our expertise before, during, and after your plan is implemented.**

- Experienced team guides you through the process
- Fast and easy steps to get enrolled and insured
- Secure online questionnaire protects your employees
- Ongoing personal support for claims and billing

## THREE EASY STEPS TO START SAVING TODAY!

### STEP 1

**Send World Census and current invoice**

Employees Complete online questionnaire.

In only 10 minutes, you and your employees can complete our online personal health questionnaire. The online form is secure, encrypted, and HIPAA compliant.

### STEP 2

**Review and choose plan.**

Choose the plan that is right for your employees and complete the group contract and ACH form.

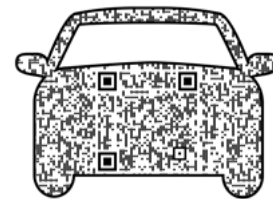
### STEP 3

**Get enrolled and receive ID cards.**

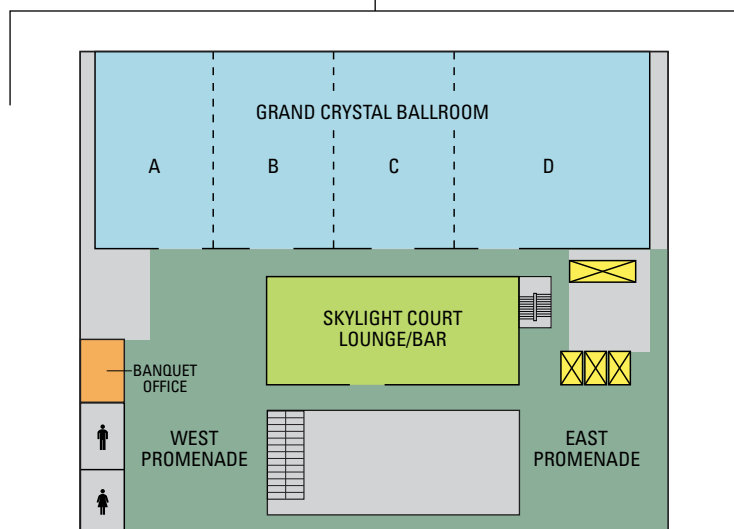
Contact Rachel LaChance to get your questions answered and to submit completed documents. Employees will receive their ID cards directly.

**Our experienced team is always available to help at any point during the process.**

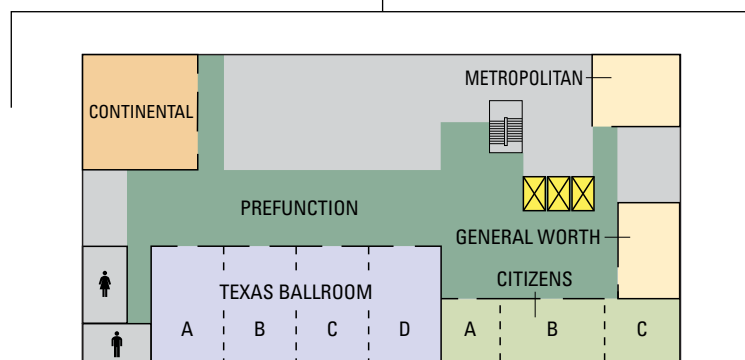
**Call or email today to learn more about the program and savings.**



## SECOND LEVEL



## THIRD LEVEL



Meeting Room	Dimensions	Ceiling Height	Square Feet	Classroom	Theater	Banquet	U-Shape	Hollow Square	Exhibit Booths
Grand Crystal Ballroom	65' x 184'	18'	11,960	760	1,400	1,000	—	—	85
Crystal A	65' x 39'	18'	2,535	170	300	230	50	68	15
Crystal B	65' x 40'	18'	2,600	170	300	240	50	68	15
Crystal C	65' x 40'	18'	2,600	170	300	240	50	68	15
Crystal D	65' x 65'	18'	4,225	250	500	360	72	92	25
Crystal A + B	65' x 79'	18'	5,135	300	600	460	—	—	30
Crystal B + C	65' x 80'	18'	5,200	300	600	460	—	—	30
Crystal C + D	65' x 105'	18'	6,825	375	800	580	—	—	40
Crystal A + B + C	65' x 119'	18'	7,735	450	900	690	—	—	45
Crystal B + C + D	65' x 145'	18'	9,425	525	1,100	800	—	—	55
Promenade Prefunction Area		11'	6,940	—	—	425	—	—	50
West Promenade		11'	3,864	—	—	200	—	—	25
East Promenade		11'	3,076	—	—	200	—	—	25
Texas Ballroom	38' x 84'	8'	3,192	144	300	200	—	—	—
Texas A	38' x 21'	8'	798	36	85	50	25	30	—
Texas B	38' x 21'	8'	798	36	85	50	25	30	—
Texas C	38' x 21'	8'	798	36	85	50	25	30	—
Texas D	38' x 21'	8'	798	36	85	50	25	30	—
Texas A + B	38' x 42'	8'	1,596	72	160	100	—	—	—
Texas A + B + C	38' x 63'	8'	2,394	108	240	150	—	—	—
Continental Room	34' x 34'	8'	1,156	60	100	80	27	30	—
Citizens Room	21' x 77'	8'	1,617	105	175	120	—	—	—
Citizens A	21' x 18'	8'	378	18	45	20	9	12	—
Citizens B	21' x 36'	8'	756	48	90	60	30	32	—
Citizens C	21' x 23'	8'	483	27	50	30	17	22	—
Citizens A + B	21' x 54'	8'	1,134	72	135	80	—	—	—
Citizens B + C	21' x 59'	8'	1,239	81	140	90	—	—	—
General Worth Board Room*	18' x 21'	8'	378	—	—	—	8*	—	—
Metropolitan Room**	23' x 28'	8'	644	—	—	—	16	—	—

\* General Worth is a hard-set conference board room for 8.

\*\* Metropolitan Room is a hard-set U-shape meeting room for 16.



# Participant Biographies

**Robert Abney**

Robert Abney has been employed with FL Crane & Sons for over twenty years. Robert started as a laborer while completing his Bachelor of Science in Mechanical

Engineering at Mississippi State University. Upon graduation, Robert began estimating and project managing projects in the Memphis Division. In 2001, he was elevated to Memphis Division President and continued to estimate in and around Memphis but placed an emphasis on Healthcare and Lean Building Projects throughout the Southeast. Some highlighted projects include LeBonheur Children's Hospital, Atlanta Motor Speedway, Bohemian at Biltmore Village and works at St Jude Medical Center.

In late 2019, Robert was elevated to the role of Sr. Corporate Vice President where he assists with blending of corporate requirements with the operational needs of the individual branches.

**Al Amerson**

Al Amerson is Executive VP of Sales, at Texas AirSystems and manages a \$400M+ P&L with over 250 employees overseeing sales and service. Al is a member

of TREC, TEXO, and ASHRAE and holds board positions on American Subcontractors Association and is the membership chair of Association of Medical Facility Professionals. Al currently sits on the board of Texas AirSystems and Meriton as well as serving on multiple advisory boards for manufacturers.

Al graduated with a Materials Engineering degree from Auburn University in 2001. Upon graduation he began his career with York International where he was a sales engineer. In 2006 he returned to Auburn to get an Executive MBA while continuing to work as a senior sales engineer for Johnson Controls.

In early 2010 Al joined Texas AirSystems as a Senior Sales Account Executive working in the Fort Worth office. At Texas AirSystems Al focused his sales efforts on engineers and mechanical contractors. In 2017 Al became a shareholder and was promoted to Director of Special Projects, assisting on the sale of large projects in DFW along with M&A opportunities in Florida, Nevada, North Carolina and South Carolina. In 2019 Al was promoted to DFW Sales Manager focused on leading the applied equipment sales team. In 2020 Al was promoted to Vice President of Sales.

Al Amerson grew up in New Orleans, Louisiana and loves spending time outdoors hunting and fishing when not working. Al is actively involved in Soles for Souls, where he has traveled to Dominican Republic and Tanzania to distribute shoes and takes part in hosting local shoe drives.

**Anirban Basu**

Anirban Basu is Chairman & CEO of Sage Policy Group, Inc., an economic and policy consulting firm headquartered in Baltimore, Maryland

with an office in Indonesia. The firm provides strategic analytical services to energy suppliers, law firms, medical systems, government agencies, and real estate developers among others.

In 2014, Maryland Governor Larry Hogan appointed him Chair of the Maryland Economic Development Commission. He also serves as chairman of the Baltimore County Economic Advisory Committee. He is also the Chief Economist to Associated Builders and Contractors and Chief Economic Advisor to the Construction Financial Management Association. He serves or has served similar functions for Visit Baltimore, Maryland Realtors, and Marcum, LLC.

He lectures at Johns Hopkins University in Global Strategy and has also taught international economics, urban economics, micro- and macroeconomics at Hopkins. His radio show can be heard weekdays on 88.1FM, WYPR, Baltimore.

**Walter Bazan, Jr.**

Walter (Walt) Bazan, Jr., joined Bazan Painting, which was started by his father in 1977. With your name on the business, there's a lot of pressure to excel. Bazan Painting

in St. Louis, MO has done just that, winning multiple awards for painting, excellence in safety, and ethics. Walt will participate in our session on succession planning.

Jeff has over 39 years' experience in the scaffolding industry. He currently manages all day-to-day operations at Scaffold Resource. Prior to his construction years, Jeff was enlisted for 7.5 years in the USMCR.

**Jeff Belfield**

Jeff started out in his construction career in the shipbuilding industry in Newport News, VA for over 14 years. There he did all types of rigging and staging until he

resigned in 1997 as a Rigger Foreman and relocated to the DC Region.

Jeff is one of the founders of Scaffold Resource in 1998 and has worked in all areas of the scaffold trade. He is coming up on 24 years with Scaffold Resource and his current role is a Sales Representative. For ASA, Jeff was President of the DC/Metro Chapter from 2020-2021 and has served on the Board for many years.

Jeff lives in the DC area with his wife Kathy; they also have two sons. He enjoys spending time with his family, serving in his local community and church, fishing, and basketball.



## Stuart Binstock

Stuart Binstock is President and CEO of the Construction Financial Management Association (CFMA). He has extensive experience in management issues,

including strategic planning, government affairs, educational programming and delivery, financial management, membership development, non-dues revenue growth, program development, and process improvements.

Binstock has served in executive positions for such trade and professional associations as the National Electrical Contractors Association, Associated General Contractors of America, and American Institute of Architects. He is an experienced moderator of panels at national and regional conferences. He is also a frequent speaker and has been interviewed on television and NPR.

Since Binstock became President and CEO of CFMA, the association's membership has grown from 6,400 to over 9,000 today. Its revenue has grown from \$4.6 million to \$6.1 million today. This growth has come about by CFMA focusing on bringing value to its members, finding non-dues revenue sources of income and returning nearly 10% of its revenue back to its 99 chapters through a variety of means which has resulted in strengthening CFMA's chapters, thus strengthening the entire Association.

Stuart received his JD from the Catholic University School of Law in Washington, D.C. and has a BS in Industrial and Labor Relations from Cornell University.



## Brian Carroll

Brian Carroll is the most recent past ASA President. He has previously served as the ASA Vice President as well as Secretary/Treasurer at ASA. He is a

co-owner and outside general counsel for LoneStar Paving in Austin, Texas. Brian is

also the managing partner at Sanford & Carroll, PC. The primary focus of his firm is representing contractors and subcontractors in the construction industry. He holds a Bachelor's of Science in Architectural Engineering from the University of Texas at Austin, as well as a law degree from Baylor. Prior to pursuing a law degree, Brian worked as a design engineer for two of the preeminent civil engineering firms in the nation. He has also taught senior and graduate level courses in contracts, liability, and engineering ethics at the University of Texas School of Engineering.



## Captain Chris Cassidy

NASA Astronaut, U.S. Navy SEAL, CEO and President of the National Medal of Honor Museum

A decorated veteran of the sea, air, land, and outer space, Captain Chris Cassidy is among the leaders of an exclusive and distinguished group of accomplished military astronauts who have made an impact on and beyond this world. Recognized for his leadership and achievements as a United States Navy SEAL and a NASA astronaut, CAPT Cassidy's various military deployments and spaceflight missions provided the catalysts for an action-packed career where he made the most of every opportunity presented to him, even in challenging and high-stakes environments.

Exclusively represented by Leading Authorities speakers bureau, CAPT Cassidy's talks explore the habits of effective leaders and how they can motivate their teams to overcome the obstacles in front of them, foster a high-performing culture of trust, and thrive in clutch moments when everything is on the line. With a talent for storytelling and well-timed humor, he shares his inspiring journey from the U.S. Naval Academy to becoming NASA's 15th Chief Astronaut – motivating audiences to develop a never-quit mindset to accomplish their goals, and help others along the way.

CAPT Cassidy's career began as a member of the U.S. Navy SEALs team where he

spent 11 of his 28 years in the Navy – making two six-month deployments to Afghanistan and a further two deployments to the Mediterranean. During his tenure with the Navy SEALs, he served in various leadership roles, including Executive Officer and Operations Officer of Special Boat Team Twenty and SEAL Delivery Vehicle (SDV) platoon commander in Norfolk, Virginia, as well as SEAL platoon commander at SEAL Team THREE in Coronado, California. Deployed to Afghanistan just two weeks after the September 11 attacks, Cassidy also served as Ground Assault Force Commander for international and U.S.-only combat missions. A master of many trades while serving his country, CAPT Cassidy also amassed several hundred hours underwater as a navigator or mission commander of a two-man flooded submersible SDV which are launched from a full-sized submarine at sea.

Making his way from Earth to the cosmos, CAPT Cassidy was selected as an astronaut candidate by NASA in 2004. Assigned his first spaceflight in 2009 as a mission specialist aboard the STS-127, he became the 500th person in history to fly into space, as well as the second-ever SEAL. In subsequent flight experiences, CAPT Cassidy was assigned to Expedition 35 in 2013 as a flight engineer and Expedition 63 as Commander of the International Space Station in 2020. While at NASA, CAPT Cassidy accumulated 378 days in space, and 54 hours, 51 minutes of spacewalk time, placing him in an elite group of four U.S. crew members with 10 spacewalks. He was named NASA's Chief Astronaut in 2015, a role in which he was responsible for flight assignments, mission preparation, and on-orbit support of U.S. crews, as well as organizing astronaut office support for future launch vehicles. He served in this position for two years before returning to normal flight status. In May 2021, three-time space veteran CAPT Cassidy announced his retirement from both NASA and the Navy, transitioning into his current role as CEO of the National Medal of Honor Museum. He also serves on the board of directors for the JFK Library Foundation and the Navy SEAL Foundation, and as an advisor for New Vista Acquisition Corp.

Among CAPT Cassidy's awards and honors are the Bronze Star with combat "V," the



Presidential Unit Citation for leading a nine-day operation at the Zharwar Kili cave complex on the Afghanistan/Pakistan border, a second Bronze Star for combat leadership during Operation Enduring Freedom, and the NASA Exceptional Achievement Medal. He completed the 2014 Ironman World Championship in Kona, Hawaii and spent three weeks cycling through the Amazon rainforest in 2017. CAPT Cassidy earned his Bachelor of Science in mathematics from the U.S. Naval Academy in 1993 and his Master of Science in ocean engineering from MIT in 2000. He was awarded an honorary Ph.D. from Husson University in 2015, and a second honorary Ph.D. from the University of Maine at Augusta in 2021.



## Andrew Christ

Andrew Christ currently serves as Chief Operating Officer of Compass Constructors in Parkville, MO. Before joining Compass Constructors, he worked for a large

general contractor and helped deliver more than \$450 million in various projects throughout the United States.

Mr. Christ has been involved in the commercial construction industry since 2004 and became an ICC Accredited Commercial Building Inspector in 2010. Mr. Christ graduated from Kansas State University in 2008 with a Bachelor of Science degree in Construction Science and Management. Mr. Christ currently serves as Vice President for the ASA of Greater Kansas City.



## Jennifer Church

Jennifer has over 20 years' experience in the construction industry, as a Strategic Account Manager, with the largest rental equipment company in the world,

United Rentals, Inc.

Jennifer was President of the St. Louis / Midwest Council Chapter from 2019-2020 and has served on their Board for many years. She founded the ASA Women's Council -She's

Built for This! Jennifer has been the Chairman of the Midwest Council Golf Tournament for seven years. Jennifer is a published author. The books are best-sellers both in the United States and Internationally.

Jennifer lives in the St. Louis area and has one daughter, Morgan. She enjoys spending time with her family, traveling is her passion, playing golf, and boating.



## Gia Espinoza

Gia Espinoza is ASA New Mexico's Executive Director. Gia was raised in New Mexico and began her career in the construction industry in 1996 by working at

a commercial flooring distributor, and then working for a commercial subcontractor for 11 years. She then began her work with ASA as the Member Services Administrator for the New Mexico chapter in August of 2011.

In May of 2016 she was promoted to the Executive Director by the ASA-NM Board of Directors. She enjoys the duties that come along with her job on the local level as well as serving on the National Think Tank. Engaging with members on a local and national level is another benefit she enjoys. She is currently the President of Women In Construction of New Mexico and is also a founding member of the local association.



## Duane Hannasch

Duane Hannasch is the Division President for Fire Alarm Control Systems (FACS), a Division of Sciens Building Solutions in San Antonio, TX. He transitioned from working

for his father's electrical company as a Journeyman electrician into the Life Safety industry in 1980 with Hockstadt, Inc. where he did sales, alarm design layouts, drafting, and technician duties until

1995 when he and his partner opened FACS. After 27 years in business, FACS was acquired by Sciens Building Solutions in

November 2021 and is the first acquisition by Sciens in Texas. Duane is actively involved in all aspects of the business operations and assists customer Design/Build teams for both military and commercial projects, works with engineers, and other team members providing input on Life Safety designs to meet all applicable code and design requirements.

Volunteering in the community is something that he has done for many years including Captain at the Bulverde VFD for 15 years before moving to BSBEMS where he volunteered as a Paramedic for close to 20 years. Duane is a current member of the San Antonio Stock Show and Rodeo Medical Committee.

Duane is NICET IV (National Institute for Certification in Engineering Technologies) certified in Fire Alarm Systems, a Tx State Licensed Fire Alarm System Planner, a member of NFPA (National Fire Protection Association), AFAA (Automatic Fire Alarm Association), serves on the BOD for the Texas Fire Alarm Association (TFAA), and a member of ASA - San Antonio Chapter.



## Jamie M. Hasty

Ms. Jamie M. Hasty is a Vice President with SESCO Management Consultants, Richmond, Virginia. Jamie is a Generalist consultant in all areas of human

resource management with specialties in affirmative action, policy development, wage and hour accounting, employment regulation compliance, training and development, compensation and performance management systems, employee satisfaction assessments, executive screening and placement, and general human resources consulting.

She regularly conducts management training for clients and serves as guest speaker for state and national associations. Jamie is a certified trainer for Vital Learning Corporation, John Maxwell and SESCO Leadership Institute. Jamie can be reached at 804-931-6281 or Jamie@sescomgt.com

**Phillip Hoppman**

Phillip Hoppman is Chairman and CFO of Pebcor dba Big D Metalworks, which he and two partners acquired in 1981. In 2005, they converted Big D to an

Employee Stock Ownership Plan (ESOP) company, and Phillip served on the Board of another company that also transitioned to ESOP ownership in 2012. In 2022, Pebcor acquired a company that they added as an ESOP participant (Pebcor Corporation now has two separate corporations that are enrolled in its ESOP).

Big D is an active member of both ASA and Associated Builders and Contractors and has been for a number of years. Other members of the company are active in ASA, while Phillip served as a Regional Vice Chair for Associated Builders and Contractors and has also chaired two National Committees at ABC.

**Brian Johnson**

Brian Johnson is the President of Soil Consultants, Inc., a Geotechnical Engineering, Testing and Inspection business based in Charleston, SC. Brian

is a second-generation owner in the family business, which his father started 72 years ago. Brian has served in multiple roles within the company - from technician to manager, and was promoted to President in 2002.

**Matt Levine**

Matt Levine is the Vice President of Operations for ASA. He is a communications expert, bringing over 14 years of experience in non-profit

and association management.

Besides his work with ASA, Mr. Levine works with the National Foundation to End Senior Hunger. Before joining NFESH, Mr. Levine was the Assistant Vice President, Development

and Business services at the Meals On Wheels Association of America.

Prior to his non-profit work, Mr. Levine spent 10 years doing marketing and public relations for Washington DC area consulting, real estate and real estate finance firms. He received his BS in public relations from the S.I. Newhouse School of Public Communications at Syracuse University.

**Ray Moya**

Ray Moya was born, raised and is a lifelong resident of Santa Fe, NM.

His career has been in the electrical contracting industry since 1980. Ray

is Vice President (estimating and project management) and co-owner of Prime Electric, Inc., founded in 1998 and based out of Albuquerque. His company specializes in commercial, industrial and service work. Ray is a past president of ASA New Mexico and currently chairs and/or serves on various committees with his local chapter. He was elected to the Board of Directors of ASA National in 2016. He serves on the Executive Committee, Finance Committee, FASA Board, Investment Committee and Think Tank, all on the National level. Ray is honored to currently serve as the ASA National Treasurer/Secretary.

Ray has been married for over 42 years and has two adult daughters and four young grandchildren. Ray volunteers, stays active and supports his church, community and high school and college alma maters. He enjoys outdoor activities such as camping, hiking, cycling, golfing and woodworking.

**Chris Peck, J.D.**

Chris Peck serves as Senior Vice President and Dallas Office Leader for JE Dunn Construction. JE Dunn is a family & employee-owned commercial builder with

\$5B+ in annual revenues. Since 2013, he has overseen a region for JE Dunn that includes North and West Texas, Arkansas, Louisiana, and Mississippi.

Chris leads a \$300M+ office that is active in commercial building construction in the Public, Private, Higher Education, and Healthcare markets. Chris' career in construction began in high school as a general laborer. During college, he worked as a union roofer and lead foreman for residential and commercial landscape and irrigation companies. In his career he has served as a project manager overseeing design and construction of both commercial and heavy civil projects, as well as, spending 13 years as a business development executive.

Chris' undergraduate degree is from Texas State University, and he has a law degree from South Texas College of Law Houston.

**Val Perales**

Val Perales is currently president and owner of Bazan Painting Co. In 2021, Val and co-owner Kevin White were promoted to President and Senior Vice President

respectively. Ownership transition occurred at the same time as these promotions, as Val and Kevin took over the helm of Bazan Painting Co. from its second-generation owner, Walter Bazan, Jr. Walter Bazan Jr. transferred to the position of Chairman.

Val started at Bazan 28 years ago, in 1995, while pursuing his Bachelor of Science Degree in Business Administration from University of Missouri – St. Louis. His entry position at Bazan was an estimator and project assistant. After graduating in 1999, he moved up in the company from project assistant to Project Manager/ Estimator and eventually was promoted to Vice President of Commercial Painting. Val served as President of ASA Midwest Council (2018-2019), sits on multiple committees of his local chapter, and currently serves on the ASA National Board of Directors.

He and his co-owner, current Senior Vice President, Kevin White, have taken the helm of this legacy company, continued its work excellence and client success, as well as spearheaded new initiatives, such as fresh branding, more robust website, and a 45-Year Anniversary Celebration, all while continuing to nurture the traditions and mission that helped make the company successful.



**Warren Quinn**

Warren Quinn believes that everyone should find fulfillment in their work. As the CEO of HUMANS AT WORK, his clients include American Subcontractors

Association (ASA) of Baltimore, serving as the Executive Director since 2018, and small, privately-held businesses in the Baltimore area for which he provides executive advisory services. Warren is a CultureWise™ Licensed Consultant and a Certified Practitioner for The Leadership Circle 360 Profile™.

After starting his career in the landscape construction trade following his undergraduate work in Political Science at Hampden-Sydney College, Warren received his Doctor of Law (JD) degree from Emory University and practiced general corporate law for several years. He then spent 18 years at the American Nursery & Landscape Association learning non-profit best practices from his mentors and peers in the association executive profession. While with ANLA, he led the development and delivery of elite education and business services to over 1,700 closely-held companies and mentored the leadership development of the CEOs, presidents, and owners of those firms. Starting in 2013, when ANLA merged with another organization and moved its headquarters to Ohio, Mr. Quinn began his executive leadership coaching practice, including two years as a Vistage Chair.

His unique journey, combining executive and hands-on operational experience in both the non-profit and for-profit sectors, in addition to his legal background, informs a powerful approach to leadership and organization development.

**Dick Roberts**

Dick Roberts is currently serving his second term as ASA of Arizona's Board President. He was born (Sept. 17th) William Richard Roberts in Martinez, CA, and

attended Saguaro High School in Scottsdale, AZ where he was a 3-year letterman in football and baseball. He played one year

of baseball at ASU while earning his degree in Business Administration/marketing and advertising. He started in business in 1979 in landscape maintenance & construction. In addition to ASA he is active in Arizona Landscape Contractors' Association (ALCA) and the National Irrigation Association.

**Gary Semmer**

Mr. Semmer is Executive Vice President and Construction Vertical Practice Leader with Assured Partners, an Insurance and Risk Management firm based

in Warrenville, Illinois.

He started his career with the St. Paul Insurance Company (now Travelers) in Chicago as a Commercial Insurance Underwriter. Mr. Semmer graduated from the University of Minnesota Carlson School of Business- Bachelors of Science Degree in Business with a concentration in Marketing & Finance. He earned his Certified Insurance Counselor (CIC) designation and his Certified Work Comp Advisor (CWCA) designation.

Mr. Semmer has taught Seminars for the Society of CIC and Guest lectured at the Katie School of Insurance, Illinois State University and Carlson School of Management, University of Minnesota. Gary served on the Associated Risk Managers International Board of Directors, and was past President of the Associated Risk Managers (ARM) of Illinois. He served as President of the Independent Insurance Agents of Illinois (IIAI) and was Chairman of the Federal Governmental Affairs Committee spending time in Springfield, IL and Washington DC.

Mr. Semmer served on the Board of Governors of the Society of Certified Insurance Counselors (CIC) for the National Alliance of Insurance and Education & Research in Austin, Texas.

Gary was presented the "Cartwright Award" which recognized his numerous years of service to IIAI as well as his meritorious service on behalf of Insurance Agents & Brokers in Illinois. Mr. Semmer has considerable Insurance & Risk Management experience in the Construction & Real Estate Development industries.

**Tom Thibodeau**

Tom is the Distinguished Professor of Servant Leadership at Viterbo University where he has taught for thirty-five years.

He is the founder of the Master of Arts in Servant Leadership degree at Viterbo, the only master's degree of its kind in the nation. He is a founding member of the Place of Grace hospitality house which had been serving meals and human dignity for twenty years. He regularly speaks to national audiences on the developing servant leadership movement.

Tom is a husband, father, grandfather, teacher, active community member and part owner of a country tavern.

**Angela M. Wentz**

Angie currently serves as the Executive Director, ASA Western Pennsylvania.

Angie started her career in the family business,

Zottola Steel Corp. She specialized in the highway division and later branched off to start Highway Construction Products, a WBE company, selling steel products to Penn DOT highway contractors for 10 years.

After taking a few years off to raise her two sons, she was approached in 2002 by the President of ASA Western PA to manage their books and schedule their meetings. This allowed her to work from home and still care for the boys. There were 18 members at the time. As the years went on and membership grew, so did the responsibilities of the job along with membership.

21 years later, membership has grown to over 80, monthly meetings are more frequent, and social events like our Annual Networking Evening and Golf Outing have become well-known and well attended by the construction community.

In her spare time, she enjoys volunteering at church, working out at the YMCA and biking the trails of Western PA.



#### **Larry Williams**

Larry has been with the Marek Companies, a family-owned group of commercial and residential interior construction companies, for the past 42 years

where he has served in various executive capacities including Employee Relations Manager, Risk Manager and Director of Human Resources.

In 1996, he was instrumental in founding MEMCO, a Marek-owned payroll and staffing company where he continues to serve as President. Under his guidance MEMCO has grown to more than 3000 employees serving the construction industry with 10 offices spanning Texas, Colorado, Georgia and Tennessee.

Larry is a 1975 graduate of the University of Texas at Austin and has been involved in the construction industry for nearly 50 years. He has been active in workforce-related issues affecting the construction industry for much of his career with MEMCO and Marek.



#### **James T. Yand**

Jim Yand's practice focuses on resolving challenges involved in construction and property development. He has more than 30 years of experience resolving

high-conflict cases that often determine the continued success of the client's project or business. His representation across the construction chain also allows him to craft and litigate contract terms that achieve the most effective results.

This work also extends to serving as outside counsel for various trade groups and advising on a range of business questions that arise. Jim is a frequent author and speaker on various construction industry topics.

Jim lives in Seattle with his wife and children. Born in Thailand and raised there until he was 12, Jim enjoys cooking Thai food for friends and family as his creative outlet.

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# ASA Board Meeting

Tuesday, June 13 through Thursday, June 15, 2023

Washington, D.C. | Cost: \$249

CAPITOL HILL HOTEL  
WASHINGTON DC

## Highlights:

- Chapter Leadership Training
- Congressional Reception
- Capitol Hill Visits
- Virtual Annual Business Meeting

Reservations

Deadline to register  
for Hill visits  
and hotel cutoff:  
May 10, 2023

## • Public Speaking with Enid A. Borden

This session is perfect for chapter leaders, business leaders; from those who present to small groups of people to those who give keynote addresses to large audiences.



Enid is the founder and CEO of the National Foundation to End Senior Hunger (NFESH). She is Recognized in the book "Everyday Heroes: 50 Americans Changing the World One Nonprofit at a Time," and honored by ADvancing States with the 2019 Arthur Fleming Award. Enid is an astonishing woman, an inspiring leader, and the preeminent authority on senior hunger in America.

More information

## SAVE THE DATE:

# Think Tank Meeting and Chapter Leadership Training

Wednesday, September 20 through  
Friday, September 22, 2023

Grand Rapids, Michigan | Cost: \$249

Wednesday, September 20

12pm - 5pm Chapter Leadership Training

7pm ASA of Michigan Chapter Event

Thursday, September 21

8am - 12pm Think Tank Meeting

12pm - 5pm Board Meeting

Friday, September 22

8am - 12pm Board Meeting

More information





## ASA Board of Directors (2022–23)

President Rusty Plowman Delta Drywall, Inc. Denver, Colorado	Jeffrey Belfield Scaffold Resource Baltimore, Maryland	Marni Goodrich Yearout Mechanical Albuquerque, New Mexico	Jeremy Pearce Title Concrete Company Oklahoma City, Oklahoma
Vice President Brad Miller Midwest Crane & Rigging Olathe, Kansas	James Bockheim Alternative Mechanical Kentwood, Michigan	Scott Holbrook Crawford & Bangs Covina, California	Val Perales Bazan Painting Company St. Louis, Missouri
Secretary/Treasurer Ray Moya Prime Electric, Inc. Albuquerque, New Mexico	Andrew Christ Compass Constructors Parkville, Missouri	Drew Lewis F.L. Crane & Sons Florence, Mississippi	Patty Peterson Tindall Corporation Petersburg, Virginia
Immediate Past President Brian Carroll Sanderford & Carroll, PC Temple, Texas	Jennifer R. Church United Rentals, Inc. St. Louis, Missouri	Kenneth Moore KCM Cabinets San Antonio, Texas	John Reynal Encore Mechanical, LLC Southlake, Texas
	Thomas Freund Freund Enterprises, Inc. San Antonio, Texas	Aaron Parker Silver Star Construction Co. Moore, Oklahoma	Bryan Tompkins Bomac Electric, Inc. Clinton, Missouri
			Tony Vermaas Sobie Company Caledonia, Michigan

## ASA Staff (2022–23)

Richard Bright  
Chief Operating Officer

Laura Quinn  
Finance/Accounts  
Receivable/  
Accounts Payable

Matt Levine  
Vice President of Operations

Jessica Enochs  
Meeting & Education  
Coordinator

Michael T. Oscar  
Director of  
Government Relations

Shannon Oscar  
Attorneys' Council & Related  
Task Forces Director

Loni Warholic  
Membership Services/  
Chapter  
Websites/Communications

## ASA Task Forces & Committees (2022–23)

THINK TANK  
Chair: Andrew Christ  
Compass Constructors  
Parkville, Missouri

ASA TASK FORCE ON ETHICS IN THE  
CONSTRUCTION INDUSTRY  
Chair: Shannon MacArthur  
MEMCO  
Spring, Texas

NOMINATING COMMITTEE  
Chair: Brian Cooper  
AROK, Inc.  
Phoenix, Arizona

ASA TASK FORCE ON MEETINGS  
Chair: Jeff Burmeister  
Kahua  
Tampa, Florida

FINANCE COMMITTEE  
Chair: Anthony Brooks  
Platinum Drywall  
Mauumelle, Arkansas

BYLAWS COMMITTEE  
Chair: Courtney Little  
ACE Glass Construction Corp.  
Little Rock, Arkansas

ED'S COUNCIL  
Chair: Loni Warholic  
ASA-Central PA  
Harrisburg, Pennsylvania

ATTORNEYS' COUNCIL  
Chair: Michael Lane  
Lane Law Group, New Orleans, LA

ASA TASK FORCE ON GOVERNMENT  
ADVOCACY  
Co-Chairs:  
Courtney Little  
ACE Glass Construction Corp.  
Little Rock, Arkansas

Gloria Hale  
Hale Glass  
Placentia, California

ASA TASK FORCE ON CONTRACT  
DOCUMENTS  
Chair: Sean Calvert  
Calvert, Menicucci, P.C.  
Albuquerque, New Mexico

ASA TASK FORCE ON THE  
SUBCONTRACTORS LEGAL DEFENSE  
FUND  
Co-Chairs:  
Scott Holbrook  
Crawford & Bangs  
Covina, California  
Russell O'Rourke  
Meyes, Roman, Friedberg & Lewis  
Cleveland, Ohio

# Exhibitors





# SUB Excel <sup>20</sup><sub>24</sub>

*March 6-9, 2024 / New Orleans, Louisiana*

