

# BLUEPRINTS

WEAVERCOOKE'S QUARTERLY NEWSLETTER



October - December 2018

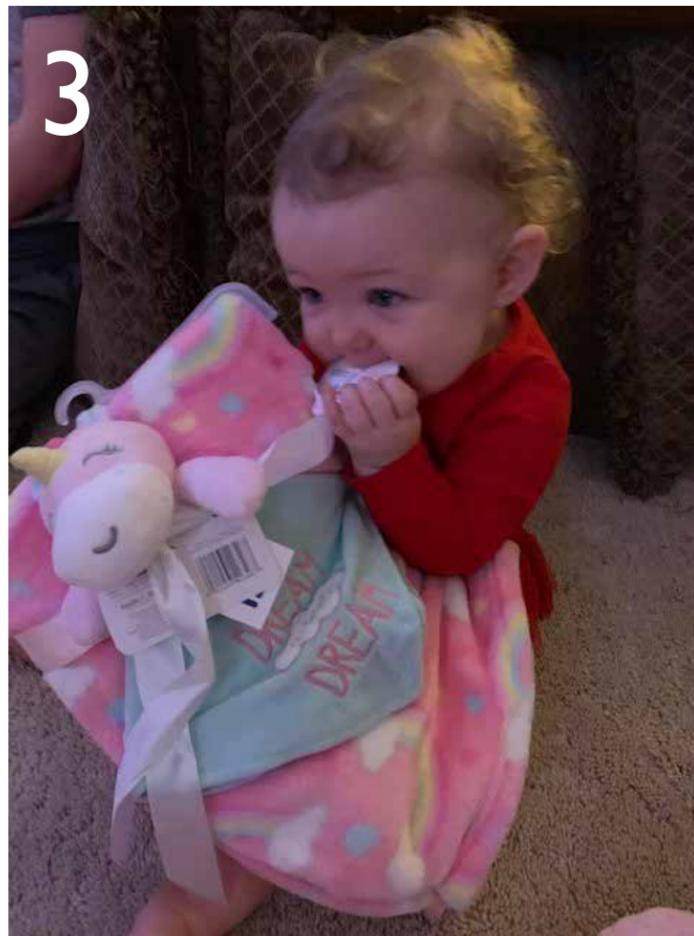
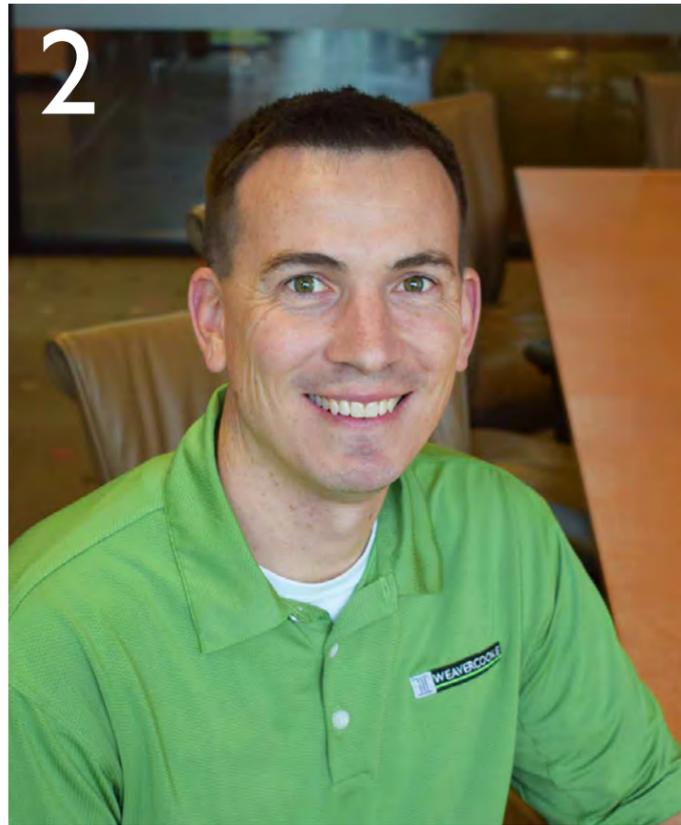
Current Projects  
New Employees & Promotions  
Holiday Events  
Success at GHA  
New Years Goals

A NEWS UPDATE FROM  
WEAVERCOOKE

## Practice excellence as a way of life.

Regard everything you touch as a personal statement. Take pride in the quality of what you produce. Excellence matters as a deeply personal value in and of itself, well beyond the probable business result.

*On the Cover:  
WEAVERCOOKE is finishing up exterior renovations at Ray Warren, the largest of the GHA Scattered Sites.*



# FEATURES

## 1. Current Projects

We are starting the New Year with plenty under construction, but far more in the pipeline, waiting to start. We have seven projects gearing up for the first quarter of 2019.

## 2. New Employees

We have added three new employees, had John Hoots return to working with WEAVERCOOKE, and have had three of our four interns from this summer working with us during their winter break.

## 4. Holiday Events

Looking at some of the things we did to give back this holiday season. Also, our plan to continue to give back in January of 2019 with our annual Trade Partner Appreciation Luncheon.



## 5. GHA IS A HUGE SUCCESS

It cannot be overstated that GHA has achieved some astounding goals this year. We agreed to an aggressive schedule, and ran into challenges along the way, but the GHA team still reached our goal of 495 units in 8 months.

## 7. New Years Goals

WEAVERCOOKE employees are looking forward to the New Year. Here's what we hope to accomplish in 2019!



**Tuckasegee Senior Apartments**  
Charlotte, NC

**Laurel Oaks**  
Greensboro, NC

**Booker Park Apartments**  
Raleigh, NC

**Loftin II at Montcross**  
Charlotte, NC

**Stoneridge**  
Greensboro, NC

**Galloway Ridge Memory Care Facility**  
Pittsboro, NC

**River Birch**  
Greensboro, NC

**Pear Leaf**  
Greensboro, NC

**Galloway Ridge Clubhouse Renovations**  
Pittsboro, NC

**Silverbriar**  
Greensboro, NC

**Berewick Senior Apartments**  
Charlotte, NC

**Ledgewood Village**  
Asheville, NC

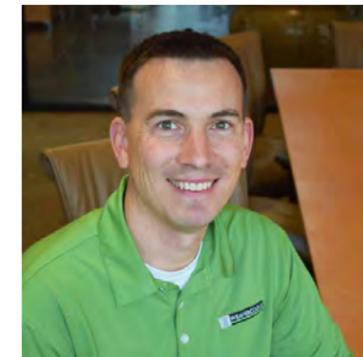
**Woodbury Run/Baylor Court**  
Greensboro, NC

**Brew View**  
Asheville, NC



WEAVERCOOKE has hired three new employees this quarter, and we are excited to welcome them to our team! We are also glad to welcome John Hoots back to our Preconstruction Department as a Senior Project Director.

Name	Title	Date of Hire
Kelley McClure	Superintendent	October 8
John Hoots	Snr Project Director - Precon	October 29
Randy Denham	Superintendent	November 5
Grant Egbert	Project Coordinator	November 12



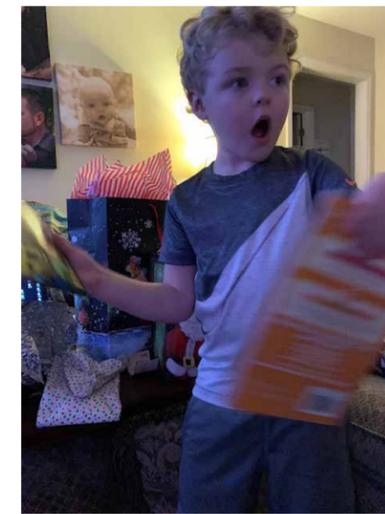
## Return of the Interns



Chad Hupp, Will Edwards, and Stevie Clark all returned during their Winter Break from school to work part-time with WEAVERCOOKE. All three of them have accepted job offers with WEAVERCOOKE, and will be coming on-board as Project Coordinators after they graduate.

# 2018 Adopt-A-Family

WRITTEN BY DAWN WRIGHT



Due to everyone's incredible generosity, WEAVERCOOKE was able to raise \$2,680.00 (\$1,340 employee + \$1,340 WCC match) for the 2018 Adopt-a Family!!!

The 11-month old girl received much needed clothing, toys and a convertible car seat that will last her throughout the years until she no longer requires one. The 5-year old boy received clothing, toys and a Nintendo Switch (perfect for keeping him entertained during travel for his sister).

The parents were gifted with \$1,200 in gift cards, the bulk were Visa gift cards so the parents can use them at their discretion for travel accommodations for the little girl's upcoming surgery in Boston; they also received gift cards for Wal Mart.

The family was overwhelmed with the gifts that were given and the kindness of WEAVERCOOKE to help them when they feel so undeserving. Attached are a few pictures of them opening gifts.

This wouldn't have been possible without the outpouring of kindness, love and generosity this company showed. A "thank you" doesn't seem enough when selfless acts bring so much joy to others...but...

**THANK YOU  
for all of your kindness!!!**

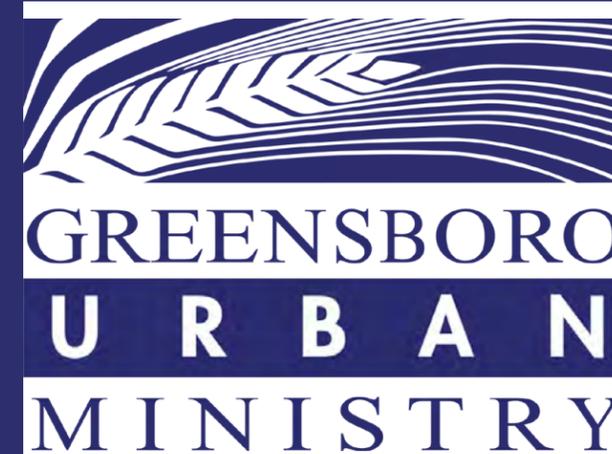
## Continuing to give back in 2019...

WEAVERCOOKE would like to start the new year by celebrating the companies who have helped us get where we are, while also giving back to the community that has supported us. We wouldn't be anywhere without the help from our trade partners!

We will be hosting a Holiday Luncheon for our trade partners and vendors to show our appreciation for all their supporting efforts.

We will also be collecting donations and food for Urban Ministries. WEAVERCOOKE has collected donations for Urban Ministries for three years now, and collectively donated over 500 pounds of food.

**January 10, from 11AM to 2PM at the Greensboro office**



Greensboro Urban Ministries opened its first shelter for the homeless in 1981 and has since instituted a number of programs to combat homelessness and hunger in the Greensboro area, including the Pathways Center, Weaver House Singles Shelter, Potter's House Community Kitchen, Project Independence, and Partnership Village.

Urban Ministry fulfills its mission by offering emergency financial assistance, food assistance, emergency and transitional shelter, and rapid re-housing in the Greensboro area.

# GHA IS A

# HUGE SUCCESS!

WRITTEN BY DAN ESTES

We were first contacted about the Greensboro Housing Authority's desire to rehab 635 units scattered over 9 separate sites back in July of 2016. In our original thinking, Robert and I thought the schedule would need to be in the 24-month range based on our experiences at the Winder and Cedartown projects in Georgia.

Greystone, the developer for the GHA project, objected to the length of our initial schedule by telling us they used a "Rapid Rehab" process that could shave months off the timeframe. I then visited one of their projects and learned that while the process they employed did breakdown the work in smaller pieces it did little in creating "flow" causing trade partners to do their work, then leave the jobsite only to return again later. We huddled up internally and put together a "small batch train (SBT)" schedule that allowed us to agree to a 14-month schedule for all nine sites.

Fast forward to today and know that our project team has pulled off an amazing feat by completing 495 units in about 8 months. We still have three sites to complete but we were able to meet the clients tax credit delivery date even though the project start was delayed by almost three months. **INCREDIBLE!**

A BIG congratulations to our GHA team and their deployment of the SBT approach to complete a very difficult project within the necessary time parameters. This is proof certain the SBT approach is an effective tool when implemented and managed appropriately and works equally as well with new construction as it does in rehab work. The lesson learned here is that by using small work batches that create flow and collaborating effectively with our trade partners, projects can be completed sooner than with traditional methods.



<b>Steve Allison</b> Project Executive	<b>Frank Sorg</b> Project Manager	<b>Jamie Dorsey</b> Assistant Project Manager	<b>Courtney Field</b> Project Manager
<b>Kristie Allen</b> Project Coordinator	<b>Natasha Gaggar</b> Project Coordinator	<b>Sam Sink</b> Superintendent	<b>Andy Ferguson</b> Assistant Superintendent
<b>Chris Sidberry</b> Assistant Superintendent	<b>Brandon Mayes</b> Assistant Superintendent	<b>Danny Ferguson</b> Superintendent	<b>Kelley McClure</b> Superintendent
<b>Jeff Patterson</b> Superintendent	<b>Rudy Mahdinec</b> Superintendent	<b>Eddie Conner</b> Superintendent	<b>Bobby Ferguson</b> Assistant Superintendent
<b>Amanda Holder</b> Accounting	<b>Vivian Maness</b> Accounting	<b>Dawn Wright</b> Precon	<b>Stacy Anderson</b> Precon
	<b>Piper Summers</b> Accounting	<b>John Hoots</b> Estimating	



# Looking Ahead & Setting Goals

for **2019!**

*I asked WEAVERCOOKE employees what they were hoping to accomplish in 2019, and got a lot of exciting responses, both professional and personal.*

**“Finalize our Disaster Recovery Plan with back-up files saved on the Cloud, and make significant progress on our company-wide Standard Operating Procedures.”**

-Angela Blackburn

**“Do a great job in my new role as Assistant Project Manager, and start working towards the role of Project Manager. I want to make sure everyone on the job site is safe.”**

-Katherin Zekendorf

**“Zero accidents! I want everyone to be able to go home the way they came to work: safe and sound.”**

-Dickie Black

**“Graduate from college and start a successful career with WEAVERCOOKE.”**

-Will Edwards

**“Lower my blood pressure and improve my overall health, lessen the environmental impact of our jobsites, and spend more time with my family outdoors.”**

-Chris Bauer

**“Explore the possibility of implementing in-house design-build services for our tax credit work that will include a “modular” approach to the construction of the dwelling units. We can standardize the design to meet minimum requirements, prefabricate the dwelling units in ‘modules,’ then ship them to the jobsite to be ‘stacked.’”**

-Dan Estes

**“Run in my first rugged mania.”**

-Lorie Best

**“Redo the website to a more modern look, while maintaining its current integrity and placement.”**

-Savannah Murphy

**“Continue to encourage collaboration throughout all departments and have a successful first full year as Senior VP and head of the Preconstruction Department.”**

-Chris Lee

**“Run in a 10K race.”**

-Romana Hasanbasic

**“Complete the Strategy Spider before the company meeting.”**

-Sharon Harris

**“My goals for the Operations team are: that we enjoy our work, share our successes, hire great people, improve and add qualified trade partners. We want to build all of our projects per plans, specs and qualifications, follow our contracts, and have all our projects make money as planned. Our project presentation should be spot on – clean, safe, and organized with great work flow.”**

-Mike Spafford

**“I want to drastically improve our virtual presentation capabilities on modelled projects, so that our presentations and capabilities really stick with owners/developers. I’d like to give them the ability to choose finishes and explore different design ideas using new software and a Virtual Reality Hardware Setup without having to build mock units.”**

-Danial Morton

**“Utilize Procore for projections forecasting.”**

-Margaret Penn

**“Have better goals for 2020.”**

-Brit Cohan

**“Find a new hobby.”**

-Zoe Spafford

**“Meditate more.”**

-Laura Yountz

**“Successfully complete Sir Walter Apartments.”**

-Wayne Deal

**“Bring higher profits to WEAVERCOOKE through Phoenix Framing.”**

-This person asked to remain anonymous. It could have been anyone, really.

**“See the Sir Walter project through to completion, and start work on the Carolina Meadows Birch Tree project.”**

-Dan Troutman

**“Be awarded two LIHTC affordable housing deals.”**

-Paul Kirkland

**“I would like to build confidence in myself with Laurel Street and the WEAVERCOOKE Executive Management Team. I would also like to build partnering relationships with superintendents and regional superintendents. I want to manage time well on every project, and build comradery between projects. I also want to own Cost Forecasting, Schedule Creation, and Updating, and become a pro on Asta Schedule Software.”**

-Corie Shackelford

