



**DYNAMIC  
GLASS**

**WINTER**



**2017**



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# Message From The President

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DG Family –

2017 is in the books and I wanted to take this opportunity to share with you some of our accomplishments and challenges from the past year.

Starting with the positives, 2017 was once again a record year of revenue for the Company. Our reputation in the market for quality, safety and execution is a huge advantage for us and continues to lead to new work. We must continue to build on this reputation to remain successful. Another positive was the progress made with two new divisions that were started in 2016. Both Metal Panels and Dallas successfully completed multiple projects during 2017 and built backlog for the future. Finally, across the Company we have extremely talented and capable people. I truly believe we have the best team assembled in Texas and the sky is the limit for us!

However, I'm consistently reminded that most good things don't come easy. As we've steadily improved as a Company, the construction market in Houston has gotten tougher. We've reacted by winning projects outside of our typical markets and customers but our financial performance on these projects was not where it needed to be. Our quality and execution was good but our efficiency was not. In a tight market, we have to find ways to do things better and faster to remain competitive and continue winning work. This is everyone's responsibility. If you have ideas on how we can improve, we want to hear them.

Looking towards 2018, we are budgeting another big increase in revenue. We have some exciting projects underway and more under contract that will begin this year. Dallas will take a big leap forward in 2018. Our Dallas Division has done a great job winning high-profile projects in Dallas with top GCs. More importantly, they have built a talented, experienced team to execute the work. Metal Panels is about 50% complete with a major metal panel project in College Station. Successful completion will put the division on the map and prove we can handle nearly any size project. The Lease Division led by Bobby has very strong backlog which should lead to a record year for his Division. Contract Division is in the process of completing its second large unitized job in City Place 2, which has gone extremely well thus far. Our capabilities and confidence continues to grow on large projects and with a lot of "irons in the fire", more monumental work will be coming our way.

Good things happen to good people so let's keep pushing each other forward. "Great things in business are never done by one person. They're done by a team of people." – Steve Jobs

*Rick Cieslewicz*

President

*DG Vision*

*Create a people-first culture where we love what we do and execute at the highest level.*

# LET'S TALK SAFETY



## Who does a work-related injury hurt?

According to OSHA (Occupational Safety and Health Administration), construction is one of the most hazardous industries. If an accident happens, the mindset of some is that, as bad as it is that someone got hurt, it doesn't affect them. What they don't consider is that accidents don't just affect people who are directly injured. Indirectly, accidents affect everyone involved in one way or another. Imagine this:

An accident happens on our work site. At the start, the injury seems worse than it is. Immediately, for a few moments, work on the job site stops to allow the injured to be attended to. This impairs the schedule and causes delay. At this point the entire job is being affected.

Meanwhile, reports of the accident reach employees not involved and other jobsites, and the company is flooded with calls inquiring about the accident. Those calls tie up company phone lines, interrupting everyone's work, delaying progress, and delaying the company's ability to correct the problem that caused the accident.

Following the accident some or all the following will occur for the injured: pain, discomfort, disability, loss of hearing, loss of the ability to continue in his craft, total disability or even death.

Let's consider family, maybe a wife and children. Do any of the above possibilities affect them? What about a parent or brother or sister? Friends even enter the equation.

Now, let's consider the foreman on the job. He is responsible for making sure a certain amount of work is completed by his crew. Anything that injures or delays one of his men, or interrupts the orderly flow of the job, reflects unfavorably on his ability to control and direct the work for which he is responsible. Will an accident affect him?

Suppose we consider the superintendent next. He is responsible for completing an assignment by a designated date at an agreed upon price. Anything that injures a worker or delays the project and interrupts the timely accomplishment of the job reflects unfavorably on his ability to control and direct the work for which he is responsible. An accident will certainly affect him.

What about the loss suffered by the company? Each accident that occurs on a job reflects their ability to attract and obtain skilled workers needed. The reputation of the company is hurt by its failure to prevent accidents.

Last, don't forget the customer, in the form of a delayed contract, additional insurance costs and their ability to get their building complete.

All the above is why Dynamic Glass and the construction industry take safety programs seriously. Safety programs are in place not only for you as an individual, but for everyone in your life.

# PROJECT SPOTLIGHT

## City Place 2

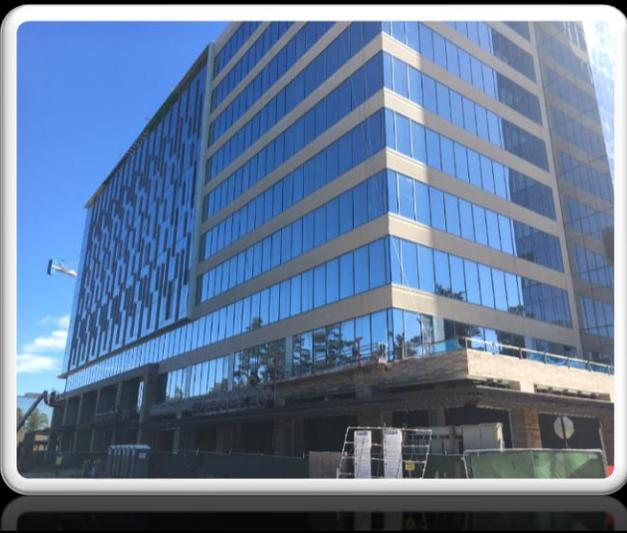


### **What did you find most challenging about executing a project of this size?**

I would say the most challenging part of this project in my opinion would be the sequencing of the unitized panels. This is a key component in making sure that all the panels are fabricated, glazed, racked for transport, delivered to the correct floor, and installed in the correct locations. Even though the building looks to be mostly typical from afar, there are some areas where no one panel is the same. There was a lot of pre-planning and brainstorming on the front end with the entire team before fabrication started so that this process would be successfully executed. Creating accurate fabrication sheets for each panel, individual floor plans with unit numbers or tags, and communicating this information to everyone involved in the project was a critical step in minimizing the amount of errors in the field during installation. I believe that the time we spent on this step of the project definitely paid off in the end as there were no major errors to report.

### **What did you like most about being a part of the project?**

Being a part of this project has been a pleasure from the beginning and there are many things I've enjoyed about it. I would have to say the one part I did like about this project among all the others is the teamwork I've witnessed in this Dynamic Glass team. This project is one of the first projects I was given since coming aboard here and ever since I received the project folder for City Place 2 there has been an overwhelming wealth of knowledge from veteran employees that has been offered to me with no question, great and usable ideas from everyone involved, patience, open mindedness, and the desire to succeed on this project, and all other projects.



**What takeaways do you have from this project to apply to future large projects?**

The main takeaway for me is to continue to have great communication. Not only in just the Dynamic unit, but great and consistent communication with our customers, vendors, and sub-contractors on all aspects of the project. I've learned that if you put everything out on the table as soon as you receive it, good or bad, the job always progresses in a much better and organized fashion. Large projects thrive on these two critical components to be successful – solid communication and persistent organization.

**Can you name an example of the DG team working together to succeed?**

During the month of December 2017, we were confronted with a very large and daunting task of closing in a large portion of the North elevation to meet our building dry-in schedule. Due to the holidays, unforeseen weather conditions we endured in the last couple of months of 2017 and even a natural disaster (Hurricane Harvey), our close-in schedule had pushed us back a bit to say the least. The concern of not meeting this date was vocalized, the team was assembled, and we created a plan to achieve this goal within the small amount of time we had to do it in. To put this into better perspective, we had four weeks to set 412 unitized panels. The plan was immediately put into place without delay and monitored every step of the way until we reached our goal in the final days of December. I have to say that Fabian and his crew in the field did a fantastic job in helping us achieve this goal and stepped up to the task without hesitation. I'm very proud of these guy's and the DG team for making this almost unachievable goal possible. This has definitely opened my eyes in knowing that anything is possible with this DG team at the wheel.

**What is your favorite feature of the project?**

The 8 inch extended face covers on the North side unitized wall has definitely grown on me. In the early stages of the shop drawings I questioned to myself how these covers would appear on the building and coincide with all the other areas of the building since this feature was unique and defined to just on one elevation of the building. But as the project progressed and this one elevation began installing during the end, I quickly realized that this feature of the building was a key element in the appearance and design. I tend to stand back and admire them each time I visit the site.

**Is there something most don't know about the project that you would like to share?**

I would like to give recognition to Curtis Murphy for starting City Place 2 in the beginning. Some might now be aware, but Curtis was the person who did the majority of the front end work before I had acquired it such as submittals, initiating shop drawings, and also placing the order for all of the embeds on the entire project. Curtis definitely made my job easier with all of his help and I feel as though he deserves to be mentioned.

I'm very proud and honored to be a part of the DG family and hope that in the years to come, I can continue to be a part of this growing and unstoppable force that is Dynamic Glass. – Mike Holloway

# Ring the Bell



**Job Name:** Bus Canopies  
**Location:** Houston, TX  
**Contractor:** D.E. Harvey  
**Architect:** Stantec



**Job Name:** Joint Base San Antonio – FSH (Metal Panels)  
**Location:** San Antonio, TX  
**Contractor:** White Construction  
**Architect:** GFF



**Job Name: Holocaust Museum**  
**Location: Houston, TX**  
**Contractor: McCarthy**  
**Architect: PGAL**



**Job Name: CHRISTUS Trinity Mother Frances**  
**Location: Tyler, TX**  
**Contractor: McCarthy**  
**Architect: HDR**



# DG PEOPLE

*Create a people first culture where we love what we do and execute at the highest level.*

## NEW HIRES

Edward Longard  
Uriel Garcia  
Diego Vasquez  
Edgar Andrade  
Juan Rivera  
Juan Davila  
Ruben Tatengo  
Manuel Enciso  
James Mayfield  
Joel Jasso  
Mario Zambrano

Heather McNabb  
Terry Garrison  
Josh Toledo  
Cesar Claudio  
Maximino Salinas  
Jamarsa Brewer  
Juan Carrello  
Jeremy Davis  
Woody George  
Jesus Jasso



## ANNIVERSARIES

### October

|                   |         |                    |        |
|-------------------|---------|--------------------|--------|
| Jose Saavedra     | 9 Years | Terri Bermudes     | 1 Year |
| Joaquin Lara      | 7 Years | Joel Munoz         | 1 Year |
| ODaniel Brooks II | 3 Years | Zachary Pietrowski | 1 Year |
| Erasmus Torres    | 1 Year  | Micah Proulx       | 1 Year |
| Uvaldo Garcia     | 1 Year  | Gonzalo Contreras  | 1 Year |

### November

|                    |          |                 |         |
|--------------------|----------|-----------------|---------|
| Mark Pfeffer       | 10 Years | Edwin Oviedo    | 6 Years |
| Richard Veracruz   | 2 Years  | Matthew Grace   | 2 Years |
| Manuel Gay         | 2 Years  | Daniel Cruz     | 2 Years |
| Candelario Ramirez | 1 Year   | Roland Gonzales | 1 Year  |
| Alberto Solis      | 1 Year   |                 |         |

### December

|                   |         |                    |         |
|-------------------|---------|--------------------|---------|
| Lawrence Madojemu | 3 years | Richard German Jr. | 3 Years |
|-------------------|---------|--------------------|---------|



# BIRTHDAYS

## JANUARY

|                    |                  |                   |                  |
|--------------------|------------------|-------------------|------------------|
| Cesar Reta         | 6 <sup>th</sup>  | Jose Saavedra     | 7 <sup>th</sup>  |
| Jesus Gamez        | 10 <sup>th</sup> | Gonzalo Contreras | 10 <sup>th</sup> |
| Stephanie Clausell | 12 <sup>th</sup> | Guadalupe Amaro   | 12 <sup>th</sup> |
| Curtis Murphy      | 14 <sup>th</sup> | Diego Vasquez     | 14 <sup>th</sup> |
| Terri Bermudes     | 16 <sup>th</sup> | Sean McGee        | 21 <sup>st</sup> |
| Gary Hix           | 22 <sup>nd</sup> | Sergio Robles     | 26 <sup>th</sup> |



## February

|                    |                  |                     |                  |
|--------------------|------------------|---------------------|------------------|
| Yusmay Suarez      | 1 <sup>st</sup>  | Moises Gomez        | 2 <sup>nd</sup>  |
| Eugene Hermis Jr.  | 3 <sup>rd</sup>  | Candelario Cisneros | 4 <sup>th</sup>  |
| Gilberto Hernandez | 4 <sup>th</sup>  | Francisco Gonzalez  | 7 <sup>th</sup>  |
| Woody George       | 8 <sup>th</sup>  | Juan Perez          | 9 <sup>th</sup>  |
| Oscar Diaz         | 10 <sup>th</sup> | Charlie Barahona    | 12 <sup>th</sup> |
| Jared Kerr         | 16 <sup>th</sup> | Aaron Keene         | 16 <sup>th</sup> |
| Jimmy Marburger    | 17 <sup>th</sup> | Garrett Price       | 20 <sup>th</sup> |
| Alberto Solis      | 25 <sup>th</sup> | Fernando Guerrero   | 25 <sup>th</sup> |

## MARCH

|                 |                  |                    |                  |
|-----------------|------------------|--------------------|------------------|
| Daniel Cruz     | 2 <sup>nd</sup>  | Rick Cieslewicz    | 4 <sup>th</sup>  |
| Fabian Garcia   | 4 <sup>th</sup>  | Elias Tlamasico    | 6 <sup>th</sup>  |
| Antonio Garibay | 7 <sup>th</sup>  | Gerardo Hermosillo | 7 <sup>th</sup>  |
| Joey MaGee      | 8 <sup>th</sup>  | Jose Gomez         | 8 <sup>th</sup>  |
| Joel Munoz      | 9 <sup>th</sup>  | Chad Brown         | 10 <sup>th</sup> |
| Joshua Helm     | 12 <sup>th</sup> | Sergio Castenda    | 14 <sup>th</sup> |
| Mark Marino     | 14 <sup>th</sup> | Shannon McClure    | 15 <sup>th</sup> |
| Jon Staley      | 15 <sup>th</sup> | Hiram Guerrero     | 15 <sup>th</sup> |
| Mark Pfeffer    | 19 <sup>th</sup> | Juan Carrillo      | 19 <sup>th</sup> |
| Joe Gutierrez   | 20 <sup>th</sup> | Jose Torres        | 25 <sup>th</sup> |



f a m i l y

MATTERS



Sandy & Joe Holt



CSH



CP2 Team



Joe G., Sergio, Fabian, Jared, Luis, Jesus B., & Nate



Astros Game



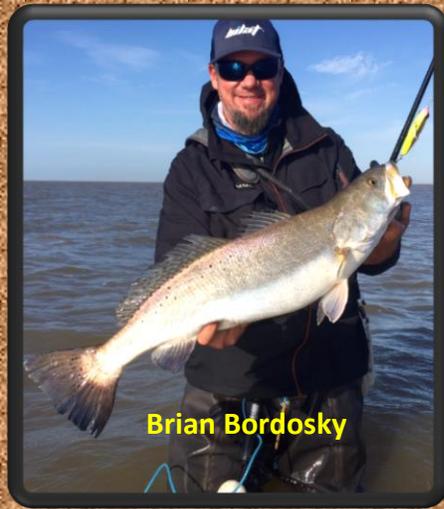
Jose Gomez & Family



Kyle Colton & Family



Dylan Turner and family



Brian Bordosky



Kevin Carey's daughter, Quinn



Paris & Christina Karageorgis



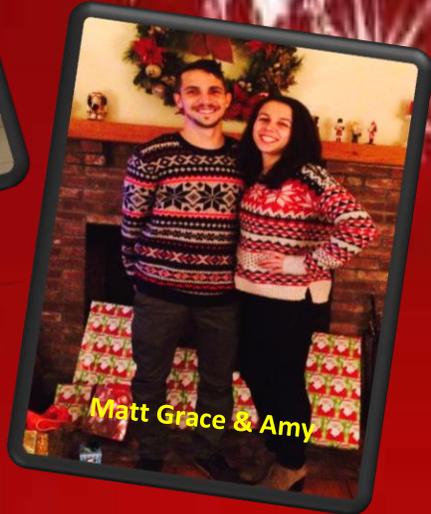
Heather & Sister



Stephanie, Kimberly, Terri, Sandy



DG Dallas Family



Matt Grace & Amy



Kevin and Wife



Edward Longard & Family



DG Dallas Family



Josh Helm & Family



Chase, Kevin, Edward, Dylan

## IN THE NEWS

- [Houston Fast 100: The fastest-growing, private companies in Houston](#)
- [Tanglewood luxury multifamily project nears completion](#)
- [Holocaust Museum Houston breaks ground for expansion](#)
- [Big projects still in the DFW construction pipeline, with no signs of slowing](#)
- [Expanding their reach: The Oaks Church opens new youth and kids building](#)

## CALENDAR OF EVENTS

### HOUSTON

- January 26<sup>th</sup> – 401k blackout period ended
- April 2018 – Houston Family Picnic  
TBD

### DALLAS

- February 14<sup>th</sup> – Valentine's Day
- February 15<sup>th</sup> – ASA/TEXO Top Golf Tournament
- February 19<sup>th</sup> – ASC/TEXO Student Competition

**CONTACT US**



# HOUSTON



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