



DYNAMIC  
GLASS

NEWSLETTER  
SPRING 2021



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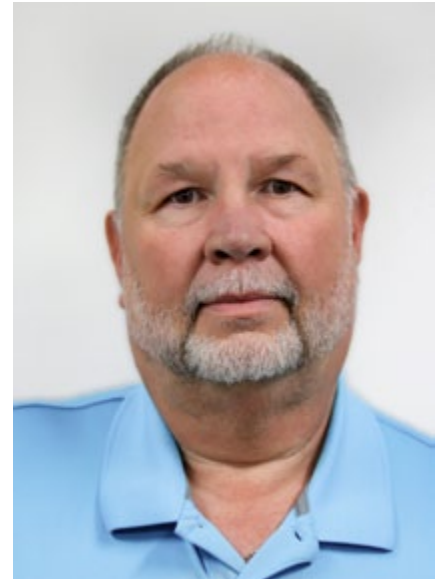
Our Dynamic Team

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In the News

# A LETTER FROM OUR PRESIDENT

RICK CIESLEIWCZ



Dynamic Team –

Every month for the last several years, the 5 division leaders as well as myself, Scott Coulter (CFO) and Jason Golden (General Manager) meet for an all-day management meeting. The goal of this meeting is to make sure everyone is on the same page, share ideas and to set goals to make the Company better. In our March monthly management meeting, we discussed the differences between surviving and thriving as a Company. This may seem obvious but our goal is to avoid a survival mentality and to thrive in as many areas as we can.

When describing surviving, words like reactive, inconsistent execution, low sales, low margins, high stress, poor communication, among others, come to mind. No one wants to work at Company consistently defined by these attributes. At the same time, every construction Company enters survival mode at times and for variations reasons, sometimes self-inflicted and sometimes the market just turns against you. For Dynamic, Covid put us into survival mode. New work slowed, margins came down and stress went up. The good news is Covid is coming to an end and sales are already picking up.

The more enjoyable topic is defining our shared vision for “thriving” at Dynamic Glass. We came up with 7 key categories for thriving. In no particular order, we want to thrive in these key areas:

- Sales / Business Development – Strong relationships, good margins, broad network
- People – Recruiting, training and developing the best people in the industry
- Execution – Deliver high-quality work on-time, every time
- Reputation – Be the go-to glass and metal panel company in Texas
- Innovation – Consistently seek new, better ways of delivering our products
- Financials – Consistent results on projects, best in class financial metrics
- Growth – Consistent, long-term growth
- Vendors – Strong vendor relationships to support us on projects

These are the areas we are focused on as a management team. As difficult as the last year has been, I’m more confident than ever that thriving is in our future. Thanks for all you do to help make us great. I hope you all stay with us for the ride because the future is bright!

Sincerely,

Rick Ciesleiwcz



# LET'S TALK SAFETY

SEAN MCGEE - SAFETY DIRECTOR



It's hard to believe but we are almost through the first half of 2021 and our safety efforts are going strong. Let me start off by saying how impressed I am with everyone's safety efforts over the last year. Once again, we have dropped our EMR rating for the 3rd year in a row! Hats off to all whom have helped Dynamic Glass improve our safety rating. We should all strive to be more safety conscious and help others when needed.

Most of our injuries over the past quarter have been muscle strains. I understand that our trade involves strenuous work at times. In addition, we are under pressure to meet schedules that might make us push harder and work faster. Please make sure you are taking care of your body by eating healthy and drinking plenty of water each day. Continue to stretch and flex in the morning before starting our job tasks. This will help us "wake up" those muscles so they are not so tight.

## Safety Tips to Help Prevent Muscle Strains

### Forward Fold

Why: This releases tension from the lower back and stretches the hamstrings which, when tight, can result in back and hip pain.

- With a slight bend in your knees, reach your arms towards the floor
- Deepen the bend by further bending at the knees until your stomach touches your thighs
- Hold your opposite elbows with your hands
- Shift your weight into the balls of your feet
- Hold for ten deep breaths
- Avoid: Rounding your lower back or keeping your weight in your heels.

### Side Stretches

Why: Stretching the sides of your body is the key to avoiding and relieving lower-back pain

- Stand with feet shoulder-length apart. Lift your left arm straight above you, keeping your right arm relaxed
- Bend at your waist towards your right, reaching up and to the right with your left arm as far as is comfortable
- Hold the position as you inhale and exhale for three deep breaths
- Return to a neutral stance
- Switch sides, reaching up with your left arm and bending towards your right side
- Repeat three times, switching sides each time
- Avoid: Dumping all of your weight into one side of your body. Press your feet evenly into the floor to keep your weight evenly distributed.



# PROJECT SPOTLIGHT

## VANTAGE POST OAK APARTMENTS



Vantage Post Oak Apartments is a 41 story high-rise multifamily project located in the heart of the Galleria in Houston. Dinerstein is developing the project with Ludlow Construction serving as the general contractor and our customer. The exterior is anticipated to be completed by early June. The interior is expected to be completed by July.



# PROJECT SPOTLIGHT

## Q&A WITH KYLE COLTON PROJECT MANAGER



**What did you find most challenging about executing a project of this size?** Taking over the project for another PM and all the late nights ordering material and cut list to make sure the project stayed on schedule. It's challenging to step in midway through a project but I'm surrounded by a strong team that was willing to help.

**What did you like most about being a part of the project?** How all the PM's rallied together and unselfishly helped me when they had other projects going on. Special shoutouts to Mike Holloway, Mark Pfeffer, Curtis Murphy, Brian Bordosky and last but not least Sandy Shepard and Oscar Diaz. I've been impressed with the field install team and how well they have done to this point and the pride in the work they have put forth through this project. Some other well-deserved team recognition would be Bianca Golden and the Logistics Team, Jason Golden and shop team. Big thank you to Justin Golden and CNC Team.

**What takeaways do you have from this project to apply to future large projects?** No matter how big of a challenge thrown our way, we have shown teamwork. We have displayed hard work and pride in what we do and we have persevered despite any challenges thrown our way.



# PROJECT SPOTLIGHT

## VANTAGE POST OAK APARTMENTS

**Can you name an example of the DG team working together to succeed?** The leadership and the example Oscar Diaz sets and the confidence he instills in his team that we can accomplish anything put in front of us. This has been a huge value to me and the project team.

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

Rake top roof top parapet walls levels 39-41.

**Is there something most don't know about the project that you would like to share?** I was extremely nervous when I took the project over. Project Management was a new role to me and jumping into a major project for the company was a tall task. I didn't want to let the team down and did everything I could to help us succeed.



# RING THE BELL!

RECENTLY AWARDED PROJECTS



CMC PLANO

LOCATION: PLANO, TX

CONTRACTOR: VAUGHN CONSTRUCTION

ARCHITECT: HKS





# RING THE BELL!

RECENTLY AWARDED PROJECTS

LINDEN RESIDENCES

LOCATION: AUSTIN, TX

CONTRACTOR: BARTLETT COCKE

ARCHITECT: RHODE PARTNERS



# RING THE BELL!

RECENTLY AWARDED PROJECTS



UH HILTON HOTEL

LOCATION: HOUSTON, TX

CONTRACTOR: DPR

ARCHITECT: KIRKSEY



# RING THE BELL!

RECENTLY AWARDED PROJECTS



AWTY SCHOOL

LOCATION: HOUSTON, TX

CONTRACTOR: D.E. HARVEY

ARCHITECT: LAKE | FLATO ARCHITECTS



# RING THE BELL!

RECENTLY AWARDED PROJECTS



TMC 3 METAL PANELS

LOCATION: HOUSTON, TX

CONTRACTOR: VAUGHN CONSTRUCTION

ARCHITECT: ELKUS | MANFREDI ARCHITECTS



# RING THE BELL!

RECENTLY AWARDED PROJECTS



SYMPHONY SQUARE

LOCATION: AUSTIN, TX

CONTRACTOR: GREYSTAR

ARCHITECT: R2L



# RING THE BELL!

RECENTLY AWARDED PROJECTS



CENTRO NORTH

LOCATION: AUSTIN, TX

CONTRACTOR: HARVEY-CLEARY

ARCHITECT: GENSLER



# OUR DYNAMIC TEAM

## THE NEW HIRES

<b>ANGEL BARROS PULGAR</b>	Glazer - Metal Panels	<b>RICARDO ROLDAN</b>	Fabrication - Contract
<b>DANIEL TOLANO</b>	Glazer - Dallas	<b>ROGER GUEVARA</b>	Fabrication - Metal Panels
<b>DAVID LOUCH</b>	Glazer - Austin	<b>RUBEN RODRIGUEZ GARCIA</b>	Glazer - Austin
<b>DAVID ONTIVEROS</b>	Glazer - Austin	<b>SHANE BAYLIS</b>	Glazer - Contract
<b>EDWARD ESPINOSA</b>	Fabrication - Contract	<b>TOMAS GARAY ZELAYA</b>	Glazer - Contract
<b>ERIC REYNA</b>	Glazer - Dallas	<b>ZACHERY HAMILTON</b>	Drafting
<b>ERIC RODRIGUEZ</b>	Fabrication - Contract	<b>JAVIER GONZALES</b>	Fabrication Dallas
<b>FLORENCIO RAMIREZ</b>	Glazer - Contract	<b>JOSE RIVERA</b>	Fabrication Dallas
<b>HUMBERTO RODRIGUEZ</b>	Glazer - Austin	<b>ERIK MENDOZA</b>	Fabrication Dallas
<b>JAMES CONTRERAS</b>	Fabrication - Austin	<b>ROSENDO SANTANA</b>	Fabrication Dallas
<b>JIMMY VELASQUEZ ARZU</b>	Glazer - Contract	<b>RICARDO RAMIREZ</b>	Fabrication Dallas
<b>JONATHON CLARK</b>	Fabrication - Austin	<b>OSCAR REYES</b>	Glazier Dallas
<b>JUAN GONZALEZ</b>	Glazer - Metal Panels	<b>GERMAN OROZCO</b>	Glazier Dallas
<b>MARWIN RIASCOS CELORIO</b>	Glazer - Contract	<b>MANUEL RAMIREZ</b>	Glazier Dallas
<b>MICHAEL ORLOVSKI</b>	Fabrication - Austin	<b>ROSENDO SANTANA</b>	Glazier Dallas
<b>MICHAEL WASHINGTON</b>	Glazer - Contract		

CONGRATS ON YOUR PROMOTION!

JUVENTINO CANALES IV WAS PROMOTED TO PROJECT MANAGER – AUSTIN!



# OUR DYNAMIC TEAM

## ANNIVERSARIES

### JANUARY

<b>ANDRE MBOUA OLINGA</b>	1 YEAR!	<b>MAYTHOR MACGREGOR GARCIA</b>	1 YEAR!
<b>DANIEL GARCIA</b>	2 YEARS!	<b>MICHAEL GONZALEZ</b>	1 YEAR!
<b>DAVID CRUM</b>	3 YEARS!	<b>PARIS KARAGEORGIS</b>	5 YEARS!
<b>DAVID ZAMORA</b>	2 YEARS!	<b>RICHARD SALINAS</b>	2 YEARS!
<b>IRWIN GARCIA</b>	6 YEARS!	<b>RODOLFO GUEVARA PRIETO</b>	1 YEAR!
<b>JACKIE MATA</b>	1 YEAR!	<b>RONALD CANO VILLASMIL</b>	1 YEAR!
<b>JESUS LANDAETA MARQUEZ</b>	1 YEAR!	<b>VICTOR MONTEMAYOR</b>	2 YEARS!
<b>JOSE CUEVAS</b>	2 YEARS!	<b>MAX SALINAS</b>	4 YEARS!
<b>JUAN GAYTAN</b>	1 YEAR!	<b>FAUSTINO PEREZ</b>	2 YEARS!
<b>JUAN PEREZ</b>	9 YEARS!	<b>ISMAEL HERNANDEZ</b>	1 YEAR!

### FEBRUARY

<b>ALBERTO ZAMBRANO</b>	2 YEARS!	<b>JULIO GARCIA</b>	1 YEAR!
<b>ALFREDO RIOS</b>	2 YEARS!	<b>KEVIN ARMENDARIZ</b>	2 YEARS!
<b>ANTHONY MEDINA</b>	2 YEARS!	<b>MARIO HERNANDEZ</b>	1 YEAR!
<b>ARIEL ROQUE GAMEZ</b>	2 YEARS!	<b>MICHAEL FIGUEROA</b>	17 YEARS!
<b>BRUCE ROBINETT</b>	1 YEAR!	<b>MICHAEL HOLLOWAY</b>	4 YEARS!
<b>DANIEL CASTILLO</b>	1 YEAR!	<b>MIGUEL FLORES</b>	1 YEAR!
<b>DIANNE LINKE</b>	2 YEARS!	<b>NOE LOREDO</b>	2 YEARS!
<b>DRAPER ESPARZA</b>	1 YEAR!	<b>ORESTES BORGES</b>	2 YEARS!
<b>EDUAREDO GARCIA</b>	1 YEAR!	<b>ROBERT MAGDALENO PENA</b>	1 YEAR!
<b>EDWARD LLOYD</b>	2 YEARS!	<b>ROBERTO CANTU</b>	8 YEARS!
<b>ERIC GRESHAM</b>	5 YEARS!	<b>RUDY SIERRA</b>	1 YEAR!
<b>JOSE LOPEZ</b>	2 YEARS!	<b>SERGIO CASTANEDA</b>	7 YEARS!
<b>JOSE MUNIZ</b>	2 YEARS!	<b>MIGUEL RAMIREZ</b>	1 YEAR!

### MARCH

<b>ABEL CABRERA</b>	1 YEARS!	<b>LUIS ALANIZ</b>	2 YEAR!
<b>ALBERT JR AYALA</b>	2 YEARS!	<b>MATTHEW CHAVEZ</b>	2 YEAR!
<b>BLAS GARZA</b>	2 YEARS!	<b>NOE ALVARADO</b>	2 YEARS!
<b>CHRISTOPHER ROBLES</b>	2 YEARS!	<b>OSMAN GARRIDO-CARILLO</b>	1 YEARS!
<b>EDDY PARRA PINO</b>	3 YEARS!	<b>ROGER SANCHEZ MONTOYA</b>	1 YEAR!
<b>GEOVANNI CABRERA</b>	1 YEARS!	<b>RUSSELL SLAY</b>	1 YEARS!
<b>GUADALUPE AMARO</b>	6 YEARS!	<b>RYAN SEGURA</b>	2 YEAR!
<b>GUILLERMO HERNANDEZ</b>	2 YEARS!	<b>SCOTT COULTER</b>	7 YEARS!
<b>HUGO SALDANA</b>	2 YEAR!	<b>JORGE AMBRIZ</b>	3 YEARS!

### APRIL

<b>ANDRES ZOMETA GUERRERO</b>	2 YEARS!	<b>MARK LOWERY</b>	2 YEARS!
<b>ANTHONY HAYES</b>	1 YEAR!	<b>MARTIN ESPINOSA</b>	6 YEARS!
<b>DARYL SWABADO</b>	13 YEARS!	<b>MIGUEL LARA</b>	2 YEARS!
<b>IVAN BERRONES</b>	2 YEARS!	<b>OFELIA CARRANZA</b>	1 YEAR!
<b>JOHNATHAN BARAJAS</b>	2 YEARS!	<b>RAFAEL MELENDEZ-PRIETO</b>	2 YEARS!
<b>JOSE CUEVA</b>	2 YEARS!	<b>STEVE NGUYEN</b>	2 YEARS!
<b>JOSE REYES</b>	6 YEARS!	<b>ULISES RAMIREZ</b>	2 YEARS!
<b>JOSE TORRES</b>	8 YEARS!	<b>ALEX GUARDADO</b>	1 YEAR!
<b>JUAN CABRALES</b>	2 YEARS!		





# OUR DYNAMIC TEAM

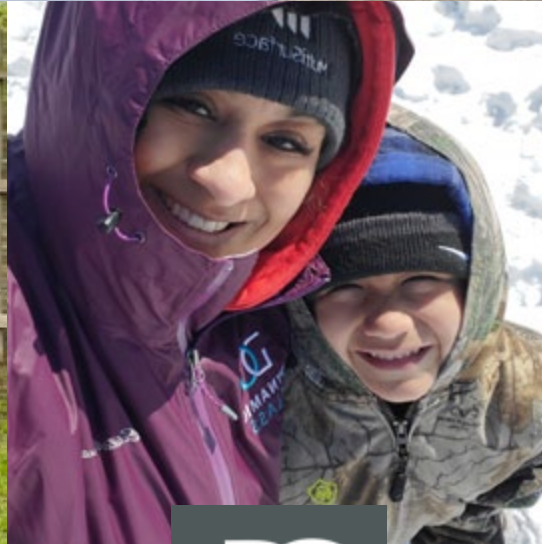
## BIRTHDAYS

4/2	<b>RAUL SEGURA</b>	5/26	<b>ROGER CANTRELL</b>
4/5	<b>ANTHONY HAYES</b>	5/27	<b>ERIC RODRIGUEZ</b>
4/7	<b>OSCAR REYES</b>	5/28	<b>MARK LOWERY</b>
4/9	<b>DIANNE LINKE</b>	5/28	<b>KEVIN CAREY</b>
4/10	<b>ALBERTO ZAMBRANO</b>	5/28	<b>FREDERICK PRENGER</b>
4/10	<b>JESSE GUILLEN</b>	5/29	<b>JUVENTINO CANALES</b>
4/11	<b>DAVID ZAMORA</b>	5/30	<b>ANGEL ROJAS</b>
4/11	<b>ERIC GRESHAM</b>	5/30	<b>ROBERTO LUIS</b>
4/12	<b>LAWRENCE MADOJEMU</b>	6/3	<b>FORTINO CANALES</b>
4/15	<b>JEFFREY KRAEMER</b>	6/4	<b>SCOTT COULTER</b>
4/15	<b>SETH AVILA</b>	6/4	<b>EDUARDO AYALA</b>
4/19	<b>JUSTIN GOLDEN</b>	6/6	<b>RUDY SIERRA</b>
4/23	<b>LUIS ALANIZ</b>	6/8	<b>MAX SALINAS</b>
4/24	<b>SIMON TOOLE</b>	6/9	<b>SALVADOR FERNANDEZ</b>
4/27	<b>ANASTASIO SANTANA</b>	6/9	<b>JORGE BANOS</b>
4/28	<b>WILFREDO IRIZARRY-CANCEL</b>	6/10	<b>OFELIA CARRANZA</b>
4/29	<b>YESSEL HERNANDEZ</b>	6/12	<b>NOE LOREDO</b>
4/30	<b>KYLE COLTON</b>	6/14	<b>ISMAEL DELEON</b>
5/1	<b>MIGUEL LARA</b>	6/16	<b>MIGUEL FLORES</b>
5/2	<b>PABLO LUIS</b>	6/17	<b>JOSE CUEVAS</b>
5/5	<b>PEDRO GUEVARA LAZO</b>	6/18	<b>DYLAN VERACRUZ</b>
5/7	<b>CHARLES SANCES</b>	6/20	<b>VICENTE ARBONA HERNANDEZ</b>
5/10	<b>ITALO PIOVAN ANTIQUERA</b>	6/20	<b>JOSE JUAN SAAVEDRA</b>
5/12	<b>DARYL SWABADO</b>	6/22	<b>ALBERT VASQUEZ</b>
5/15	<b>DAVID DELEON</b>	6/23	<b>ALBERT AYALA</b>
5/16	<b>MICHAEL HOLLOWAY</b>	6/24	<b>EDUAREDO GARCIA</b>
5/16	<b>DRAPER ESPARZA</b>	6/25	<b>EDWARD LLOYD</b>
5/16	<b>CRISPIN ANTIMO</b>	6/26	<b>JUNIOR CUAURO CHIRINO</b>
5/16	<b>HUNTER STONE</b>	6/27	<b>JACKIE MATA</b>
5/18	<b>DENNIS ARROYO</b>	6/28	<b>DAVID CRUM</b>
5/20	<b>MARWIN RIASCOS CELORIO</b>	6/30	<b>JAIME HERNANDEZ</b>



# OUR DYNAMIC TEAM

## FAMILY MATTERS



# IN THE NEWS

THE LATEST AND GREATEST

## UPCOMING EVENTS:

No upcoming events at this time.  
We hope you and your families are safe and well!



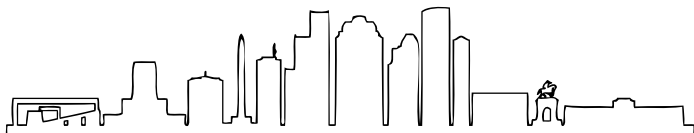
## CLICK FOR MORE:

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[Children's Medical Center Plano](#)

[The Linden Condo Tower](#)

[Hilton University of Houston](#)



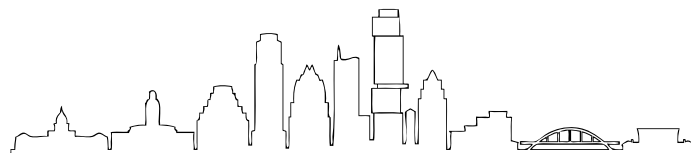
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