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OHIO VALLEY
CONSTRUCTION EMPLOYERS COUNCIL

MAKING A DIFFERENCE



PROVIDING **COMPETITIVE**
ADVANTAGES

NWiR

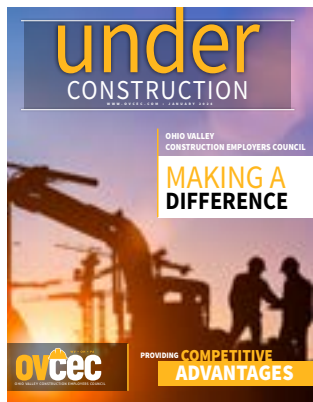
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industry!



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Cover Story

Ohio Valley
Construction Employers Council
Making A Difference
Providing Competitive Advantages

MISSION

The Ohio Valley Construction Employers Council is the unified voice of best-in-class contractors, dedicated to providing quality and value, using the most professional, highly skilled workforce.

VISION

Elevating the construction industry to the highest standards, providing next generation opportunities, and building a more prosperous community.

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FROM THE EXECUTIVE DIRECTOR



Eric Starkowicz

Welcome to the January edition of *Under Construction* magazine. As we embrace the new year, it's with immense pride that we unveil this issue, centered on the theme of "Making a Difference, Providing Competitive Advantages." This edition dives deep into the heart of OVCEC; our reason for being.

OVCEC's rich history and enduring legacy stand as a testament to the remarkable strides we've made collectively. From our humble beginnings to 2024, we continue to evolve, adapting to the ever-changing demands of the construction landscape, while remaining true to our founding principles.

In addition to the many member services that OVCEC provides, this issue explores the topic of labor relations — the cornerstone of our Council. We shed light on the collaborative efforts that foster a thriving environment for both labor and management, underscoring the importance of mutual respect and understanding in driving success.

We also take a look at the undeniable value of union apprenticeships. These programs not only cultivate skilled professionals, but also inspire them with a strong sense of commitment and craftsmanship, paving the way for a brighter future in construction.

As always, member news and upcoming events are featured prominently in this issue. It's a celebration of the achievements, milestones, and initiatives undertaken by our community of members.

Moving forward, OVCEC's strategic plan takes center stage. In year one of the three-year plan, we've made great progress and are positioning the Council for continued growth, new ideas, and success. We are always aiming to improve, and we need you to be part of it to make it happen.

I encourage you to get involved in the OVCEC in 2024. Whether you are a seasoned industry veteran or a newcomer seeking insights, there's something here for everyone. Attend events, join a committee, subscribe yourself or co-workers to our weekly newsletter, and/or refer subcontractors and suppliers for membership.

Your feedback, ideas, and engagement are pivotal to our growth. Share your thoughts, join the conversation, and let's collectively drive meaningful change within our industry.

Thank you for your unwavering support and for being an integral part of our vibrant community. Together, let's propel the construction industry forward, creating a legacy that inspires generations to come.



OVCEC'S COMPETITIVE ADVANTAGE in the Regional Construction Industry

The Voice of Leadership

The Ohio Valley Construction Employers Council (OVCEC) is more than the flagship organization of this quarterly magazine.

OVCEC membership provides a competitive advantage. With over 80 years of experience, the organization is leading the way in the area's construction industry through a wealth of information, resources, professional development offerings, and social/networking events. The benefits you receive as a member of the OVCEC are designed to help you and your employees with expert advice, training, and valuable solutions.

The OVCEC unites and represents the best in the industry. They serve all types of construction contractors, professional advisors, material and equipment suppliers, and industry-related companies in the region.

The Construction Employers Council is a vast resource of services, information, and training for their diverse constituents within the Ohio Valley's construction industry.

Our commitment to our members serves as the bedrock of OVCEC's strategy.



*The OVCEC unites
and represents the best
in the industry. They serve
all types of construction
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industry-related companies
in the region.*

Providing Value

The OVCEC has a professional staff that provides individualized assistance and education to members within all phases of the area's construction industry.

This includes providing a comprehensive range of offerings such as labor relations, education/training, workforce development, safety services, and networking opportunities.

Through the OVCEC, members receive representation in the negotiations of Collective Bargaining Agreements, obtain training and education for employees, build their business, make connections, stay informed, and become a part of our amplified voice on industry issues.

When it comes to growing and maintaining exceptional construction in our region, the Council is the ideal partner that provides the broadest range of advice and information. OVCEC enhances awareness about the work of the union construction industry in supporting the Ohio Valley's economic and workforce development objectives.

Membership Has Its Benefits

Labor Relations Support

- Representation in contract negotiations
- Collective bargaining
- Resolution of disputes with labor unions related to both contractual and noncontractual matters

Improving Safety

- Safety training
- Provide safety education and posters
- Provide regular safety updates and topical information in the weekly newsletter

Plan Room Services

- The OVCEC Plan Room provides access to plans and specifications for Tri-State area projects
- Our online plan room allows members to view plans, specs, and addenda for all projects from their home or office
- The OVCEC staff is available to help you with any project needs

Cost Savings Programs

- OVCEC members can take advantage of discounts and savings programs from a number of local and national businesses

Legislative Advocacy

- OVCEC works diligently to keep our members informed on issues that affect their businesses and the construction industry
- Strive to increase the excellence and diversity of the construction workforce, upsurge job site safety, and provide services that strengthen the industry
- OVCEC also works with national, regional, state, and local construction associations, chambers of commerce, and others to improve the industry

Networking

- Members have excellent networking opportunities through OVCEC's social activities and committees, and as they work together to advance the industry
- Understand and serve construction as a relationship business
- Help you build relationships and your network while working on industry initiatives

Public Relations

- It is through the efforts of the OVCEC that the voice of the membership is projected and amplified into all forms of civic and industry-wide activities
- Purchasers of construction services and the general public are constantly reminded that OVCEC membership represents the highest degree of skill, quality, and service



A History of Excellence, Integrity, and Expertise



Ohio Valley Construction Employers Council has been the voice of the Ohio Valley construction industry – in one form or another – for decades. For over eighty years, in fact. But how did it begin? What was the maturation process of the organization that has enabled it to now offer a comprehensive range of services that includes labor relations, education/training, networking opportunities, and much more?

It all started in the 1940s when a group of contractors recognized a need for unified contractor representation in organized labor dealings. These men organized the Ohio Valley Builders Exchange, Inc. to fulfill that need. In addition, they began to represent the common interests of those in the construction industry and the need to establish guidelines for quality and professionalism.

For over 30 years, the group laid the foundation of the organization, as we know it today. To reflect more accurately what it did, the entity then changed its name to Ohio Valley Construction Employers Council, Inc. in 1973.

In 1984, a platform was created to realize a vision for economic growth and increased job opportunities for the construction industry in the Upper Ohio Valley. Through the combined efforts of the Ohio Valley Construction Employers Council and the Upper Ohio Valley Building & Construction Trades Council, they joined their resources and collective membership to create Project BEST. This entity facilitates industry development and promotes the Ohio Valley's public and private construction.

Today, the principal efforts and activities of the OVCEC are designed to help the construction industry businesses and their employees with valuable resources, expert advice, and training. This culture of growth and excellence is supported by contributions made to the Construction Advancement Program (CAP). The Construction Advancement Program of the Ohio Valley Construction Employers Council, Inc. was created in 1961 out of a recognition by employers of construction labor of the responsibility of collectively sharing in defraying the cost of conducting, administering, and servicing every phase of labor/management relations. These services include education/training, safety, industry relations, legislative affairs, HR, and public relations/marketing.

The combination of OVCEC services, its administration of CAP programs, and national affiliations with The Association of Union Constructors (TAUC) and Associated General Contractors of America (AGC) assures architects, construction users, and developers that OVCEC contractors provide the best value for the construction dollar. The members of this organization are the fabric of this community — they've designed, built, and maintained almost every building the eye can see. They're proud of their history, and their work, and are eagerly looking forward to building the future of the Ohio Valley.



PROGRESS REPORT: **OVCEC's Strategic Plan —** **Milestones and Future Trajectory**

As we begin the new year, OVCEC reflects on the milestones achieved in 2023, marking a significant chapter in our journey toward realizing the goals outlined in our three-year strategic plan. It is a moment of triumph and momentum. The achievements of year one of our plan stand as a testament to the dedication and focused efforts driving OVCEC toward its defined objectives.

Milestones Achieved

The year witnessed pivotal transformations and proactive measures:

1. **Structural Revamps:** A thorough review and updating of by-laws, the transition of the Executive Committee to a Board of Directors, and a strategic reshaping of the Advisory Board to involve members in committees marked foundational changes.
2. **Visual Identity and Online Presence:** OVCEC unveiled a fresh logo and underwent a digital facelift, enhancing its website and social media interfaces for improved user experiences.
3. **Physical Presence Enhancement:** Interior signage installations at OVCEC Headquarters added a tangible touch to the organizational identity.
4. **Operational Efficiency:** Embracing a more streamlined approach, OVCEC optimized its workforce by reassigning responsibilities, leveraging consultants, and aligning with a more efficient staffing model, bolstering professionalism and financial resilience.
5. **Engagement and Events:** The inaugural Annual Membership Meeting and a series of impactful events, including training sessions and collaborative industry gatherings, reinforced OVCEC's commitment to member engagement and development.
6. **Strategic Collaborations:** Establishing and rebuilding alliances with industry colleagues and organizations with like goals facilitated shared efforts on legislative and labor relations matters.

Ongoing and Forward Focus

Amid these victories, OVCEC remains unwavering in its dedication to ongoing priorities:

1. **Community and Industry Reach:** Proactive efforts continue to delve deeper into member companies, intensify social media engagement, and elevate OVCEC's visibility within the Ohio Valley and the broader construction industry.
2. **Member-Centric Approach:** The ethos of listening, understanding, and responding to member needs remains a cornerstone, ensuring OVCEC stays aligned with the challenges faced by its constituents.
3. **Digital Transformation:** Prioritizing digital platforms over print reinforces OVCEC's commitment to staying agile, accessible, and technologically savvy in an evolving landscape.

Moving Ahead

As we embrace the dawn of a new year, OVCEC stands poised for further achievements, collaborations, and advancements, all in perfect harmony with our fundamental mission and vision.

Mission

The Ohio Valley Construction Employers Council is the unified voice of best-in-class contractors, dedicated to providing quality and value, using the most professional, highly skilled workforce.

Vision

Elevating the construction industry to the highest standards, providing next generation opportunities, and building a more prosperous community.

The journey embarked upon in 2023 has been guided by these core principles. OVCEC's commitment to its members serves as the bedrock of OVCEC's strategy, propelling it confidently toward the realization of its three-year plan. The Council is poised to amplify its impact, expand its outreach, and fortify its position as a key influencer within the construction industry.

As we step forward into the coming year, our dedication to advocating for our members, fostering industry-wide collaboration, and championing progressive change remains steadfast.

Stay engaged and connected as OVCEC continues its journey of growth and excellence, guided by our mission and vision, and fueled by the collective aspirations of our valued members.



Pros of Employee Background Checks in the Engineering and Construction Industries

In the dynamic and safety-critical fields of engineering and construction, hiring the right employees is of paramount importance. Employee background checks are a common practice in these industries to assess the qualifications, integrity, and reliability of potential candidates. Background checks offer several advantages. This article explores the advantages of employee background checks in the engineering and construction industries.

The background screening industry is governed by the laws and regulations established by the Federal Government through the Fair Credit Reporting Act of 1972 to ensure unbiased participation by employers, job seekers, and third-party background screening companies known as CRAs (Credit Reporting Agencies.)

Reputable CRAs are members of the Professional Background Screeners Association (PBSA). The PBSA is a highly respected 20-year-old association underwritten by its over 880 members engaged in employment and tenant background screening across the USA and around the world. The PBSA is dedicated to creating continued excellence in the industry including robust programs for Accreditation of screening companies and their staff and educating CRAs on best practices.

According to Bruce Berg, President of Berg Consulting Group, a 34-year industry expert, “The CRA is critical in the process of performing a reliable background check that is in compliance with the Fair Credit Reporting Act (FCRA) as well as state and local laws. The CRA not only will screen out any unreportable data for the employer/landlord, but with their knowledge of the over 3,200 county court repositories of criminal information, they can accomplish a very fast turnaround time to complete the background check as this is important for the client that is trying to hire ASAP. All this is done at a cost less than the cost if the client tries to do the background check themselves. The CRA also helps educate the client regarding best practices and how to avoid legal issues related to the recruiting process.”

1. Ensuring Safety and Compliance

Safety is a primary concern in engineering and construction. Background checks help verify if an applicant's history contains red flags like criminal convictions, substance abuse issues, or a lack of relevant qualifications. This information is crucial for reducing the risk of workplace accidents and ensuring compliance with industry regulations and safety standards.

According to Kimberley Meyers, VP, Human Resources at E2 Consulting & Engineers, Inc., “We want to provide the safest and healthiest environment possible for our clients and each employee. As such, we conduct background checks on all prospective E2 employees, rehires, or current employees who transition to a different position requiring a more detailed background check by the client as we provide engineering, environmental consulting, oil and gas pipeline engineering, infrastructure operations, and remediation-related services to clients throughout the United States.”

2. Protecting Company Reputation

The reputation of a construction or engineering firm is vital for winning contracts and maintaining a positive image in the industry. Background checks can help identify any potential issues with an applicant's past, such as unethical behavior or criminal activities, which could harm a company's reputation. Hiring individuals with a clean record can bolster a firm's credibility and trustworthiness. According to Meyers, “Many of the organizations we work with have strict privacy and security requirements. We want to ensure we have qualified individuals who do not pose a risk.”

3. Verifying Qualifications

In technical fields like engineering and construction, qualifications and certifications are essential. Background checks can confirm whether an applicant's stated credentials, licenses, and work experience are accurate. This ensures that the company is hiring candidates with the necessary skills and expertise, reducing the likelihood of costly mistakes on the job.

4. Reducing Employee Turnover

Hiring an employee who doesn't meet the job requirements or fit into the company culture can lead to high turnover rates, which are costly and disruptive. Background checks can help in assessing an applicant's compatibility with the organization, leading to more suitable hires and lower turnover.

5. Protecting Against Theft and Fraud

The construction industry is susceptible to issues like theft, fraud, and mismanagement of resources. A thorough background check can help identify individuals with a history of financial impropriety, reducing the risk of embezzlement or other fraudulent activities within the company. Always consult with your legal counsel or your human resources professional before starting a background screening program to ensure your process is compliant with the Fair Credit Reporting Act and applicable state or city equal employment opportunity requirements. An experienced background screening company can also be a valuable resource and business partner to help you stay in compliance and add expertise to your hiring and onboarding process.

Article submitted by:

Preston L. Gibson, Sales Manager, **Justifacts Credential Verification, Inc.**, Pittsburgh, PA

Justifacts has 40 years of industry experience providing thorough background screening checks, professional verifications, drug testing & employment verification for companies large and small in a variety of industries throughout the United States and Internationally. An accredited Member of the PBSA (Professional Background Screening Association).



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ANNUAL MEMBERSHIP MEETING 2024

Tuesday,
February 20,
2024



Place:

Oglebay Resort - West Ballroom

465 Lodge Drive

Wheeling, WV 26003



Times:

7 a.m. Coffee & Conversation

7:45 a.m. Breakfast Buffet

8:15 a.m. Presentations/Guest Speakers

10 a.m. Program Concludes

Event:

Join us for a morning of networking and breakfast as we provide updates from the OVCEC and host a panel of guest presenters (to be announced soon).

This is an event you won't want to miss!

Registration:

\$40 per person

To Register:



Email:

ovcec@ovcec.com



Phone:

304-242-0520

SAVE THE DATES

Monday, June 17, 2024

Golf Outing at Williams Golf & Country Club

Thursday, August 22, 2024

Steak Fry at Oglebay's Levenson Shelter



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OHIO VALLEY CONSTRUCTION EMPLOYERS COUNCIL

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Reliable Value: Labor Relations Negotiation of Union Agreements

Collective bargaining is one of the most complex areas of labor relations. This is the top reason for the existence of the OVCEC. The Council was founded to ensure that local contractors receive unified representation in negotiations with organized labor. OVCEC holds the collective bargaining rights of its members and promotes their common interests.

Because of this, OVCEC members are on an even playing field and are not forced to negotiate separately. OVCEC provides unity, quality, and professionalism. We are stronger together.

At its best, collective bargaining is a process through which the union and employers exchange proposals, share ideas, mutually solve problems, and reach a written agreement. OVCEC provides expert representation in these contract negotiations, the resolution of disputes, and advice and counsel relating to federal, state, and local law.

OVCEC also shares relevant information on current labor developments in our weekly newsletter, as well as with the Labor Relations Committee. Additionally, current and future wage and fringe benefits information are available through the Council.

The Benefits of Union Apprenticeship Programs

Apprentices come from a multitude of backgrounds. These men and women receive paid training as they work to build the Ohio Valley. There are sizable benefits in the union apprenticeship model, and it is a family-sustaining career path worthy of consideration.

Joint labor-management construction apprenticeship programs in our tri-state area construction industry provide hundreds of millions in long-term economic value. When it comes to growing and maintaining an exceptional workforce, you can't do better than a union apprenticeship.



In 1984, we partnered with the Upper Ohio Valley Building & Construction Trades Council to create Project BEST, to facilitate industry development and promote the Ohio Valley's public and private construction.

Their efforts are aimed at economic growth and increased job opportunities for the construction industry in the Upper Ohio Valley.

Unlike colleges and trade schools, union apprentices are paid as they learn their trade. It is a fair wage that reflects the skills and knowledge they bring to the job. In addition, union members receive benefits such as health insurance and retirement plans. These benefits can provide financial security and peace of mind

for employees and their families. Doesn't that sound better than a mountain of student loan debt?

Because apprentices earn while they learn, they work on a job site with experienced journeymen, who teach them the trade. Apprentices earn a good paycheck, as they learn the ins and outs of how to become a highly trained craftsman. Besides on-the-job training, apprentices also receive classroom instruction on various key industry topics. Furthermore, they also earn industry-leading OSHA safety certifications and other certifications required by contractors.

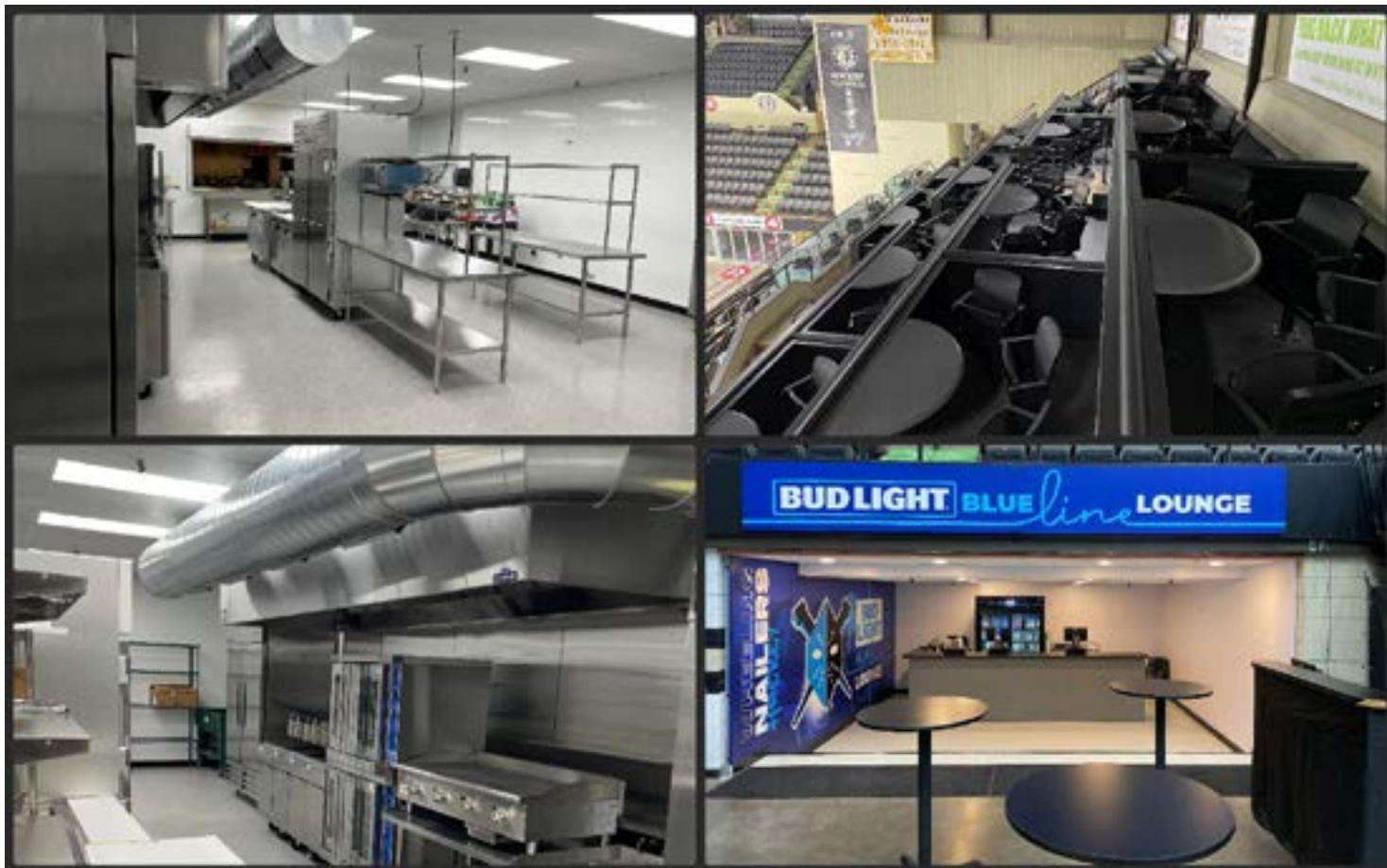
By using a JATC-trained construction workforce, project owners and contractors know that they are getting qualified professionals who help complete jobs safely, on time, and on budget.

The union-trained workforce saves project owners money by producing high-quality work done right the first time, increasing the long-term value of the project. Using a workforce that will perform quality work correctly the first time increases productivity and lowers costs.

To learn more about apprenticeships and upcoming opportunities, please visit www.projectbest.com.



PROJECT SPOTLIGHT



WesBanco Arena Upgrades – JD&E Construction Services

The Bud Light Blue Line Lounge and the new VIP seating areas were complete for the first home game November 4, and the kitchen upgrades were finalized just in time to provide a great menu for the Thanksgiving Eve home game!



Our commitment to excellence has not changed.

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For this new company, we've brought together like-minded people from across the country with the same level of commitment to our clients' success. With greater reach and capabilities from nearly 450 environmental engineers and scientists, we are ready to build a brighter tomorrow for everyone.



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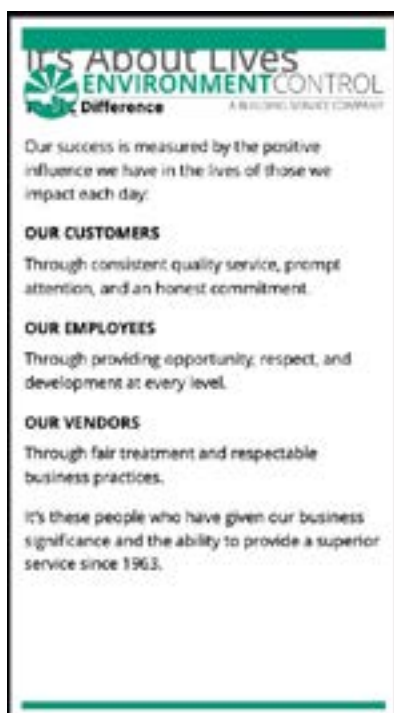
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NEW MEMBERS

ENVIRONMENT CONTROL OHIO VALLEY, INC.



Environment Control Ohio Valley, Inc. (ECOV) is a locally owned commercial cleaning service that has been serving the Ohio Valley since 2008. Our Wheeling office is the heart of our operations, and we also have locally run offices in Pittsburgh and Morgantown. ECOV is an independently owned and run franchise of Environment Control, Inc., a nationwide provider of janitorial services since 1963.

Sean Frazier, the owner of ECOV, has been a part of Environment Control for over 30 years. He began his career as a part-time routine cleaner and worked his way up becoming the director of operations in Columbus, Ohio. In 2008, Sean was given the opportunity to start his own EC company in Wheeling. Starting with 15 employees and a handful of accounts, today ECOV services customers from a myriad of industries all over the tri-state area with more than 220 staff.

ECOV specializes in construction cleanups along with daily commercial cleaning and floor care. Our special services staff have the experience of putting the final touches on any sized project, from small office renovations to large 125,000-square-foot refrigerated warehouse additions. Our team makes sure that all the hard work put into a project shines for the client.

JUSTIFACTS CREDENTIAL VERIFICATION, INC.



Justifacts Credential Verification, Inc. has redefined the background screening experience for companies and their job applicants with state-of-the-art technology and uncompromising customer service. Over the course of 40 years, our clients have grown into thousands of small/mid-sized businesses, Fortune 500 companies, and everything in between. Justifacts is dedicated to providing clients with the most streamlined, compliant, and accurate background screening and drug testing solutions available today. We pride ourselves on providing a perfect balance of technology and personal touch service all at a reasonable price on a convenient to use platform. Contact Justifacts for a no obligation review of your background screening process at 800-356-6885 or sales@justifacts.com. Address: 5250 Logan Ferry Road, Murrysville, PA 15668



NEW MEMBERS

RSQP PRINT & DESIGN



RSQP Print & Design has been operating in the Ohio Valley as a full-service print shop for the past 46 years. We offer both printing and design work to our clients. We have a team of professionally trained graphic designers who will use their skills and expertise to improve the look of your projects. Whether you need a business card, postcard, poster, rack card, banner, window signage, wedding invitation, or any type of marketing material, the graphic designers at RSQP Print and Design will work with you to satisfy your design needs. Everyone on the RSQP team is committed to providing the best customer service and producing the highest quality work for our clients. The print shop can contribute its longevity to keeping up with technology and offering the latest design needs of both large corporations and small, independent businesses. RSQP has a knowledgeable staff and the appropriate equipment to provide efficient, high-quality printing at competitive prices.

Because of the many successful years of Rich and Shirley's in the local market, it was decided to update the logo to reflect both the many additional services now offered, and maintain the history of quality and dependability associated with the name Rich and Shirley's. We feel the new logo, RSQP Print and Design, adopted in 2005, better illustrates this.

RSQP offers many different services to our customers. If you have any questions about a particular service, feel free to contact us.
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TIPPING POINT



Tipping Point's mission is to unlock a neighborhood's highest potential through commercial real estate development. We lead each project with unwavering integrity through our values of Teach, Truth, Transparency and Transform, which means we only get involved in projects that are transformational in nature.

We build trust among all project stakeholders by putting the ideas of individuals most directly impacted by the project as the top priority. We integrate as many of these priorities as possible into development plans and will work with public officials, community development corporations, non-profits, and investors to raise capital to make these challenging projects a reality.

In the last 12 months, we've helped secure over \$135 million in public and private capital across all of the projects in our current portfolio.

For more information, visit www.tippingpointdev.com or email createchange@tippingpointdev.com.



NEW MEMBERS

MPW INDUSTRIAL SERVICES



MPW Industrial Services — a veteran and family-owned business established in 1972 — is the leading provider of industrial cleaning, facility management, water treatment and management services throughout North America. Based in Hebron, Ohio, MPW has operated in the Ohio Valley for more than 50 years and is affiliated with the National Maintenance Agreement Policy Committee and the IUPAT District Council 53 union, among other local organizations.

MPW assists in enhancing operational efficiencies, improving reliability and minimizing costs. In-house engineers and fabrication technicians understand the importance of customized proprietary tooling and mobile operating systems capable of accommodating unique industry requirements and demands. Our highly qualified and thoroughly trained personnel promptly respond to customer needs, delivering services with the highest ethical standards and commitment to safety.

MASCARO CONSTRUCTION COMPANY



Founded in 1988, on the simple premise to be a great builder and deliver extreme customer satisfaction, Mascaro has grown to be one of the region's largest contractors. This growth is reflective of the people we employ and the knowledge and dedication they bring to the project. All employees are committed to the Mascaro Advantage: be humble, hungry, and smart; provide a family atmosphere; do the right thing; and outwork the competition. By incorporating these values into our day-to-day activities, we achieve our core purpose, which is to deliver a great experience to our clients, employees, and our community. Our experience in design-build, construction management, and general contracting allows us to provide the best project management solution to control cost, quality, safety, and schedule. From senior management to field personnel, we firmly believe that when you build with Mascaro, you build with the best.

WHEELING HERITAGE



As the birthplace of West Virginia and an early industrial hub along the Ohio River, Wheeling holds a unique place in American history. Its designation by Congress as a National Heritage Area provides an effective way to tell the stories of its rich cultural past and to conserve its natural and historic resources.

In 2016, Reinvent Wheeling, the city's Main Street program, merged with Wheeling Heritage. As a Main Street West Virginia Community, Wheeling Heritage added programs that focus on business development, city planning and public art. Since our inception in 1994 as a 501(c)(3) organization, Wheeling Heritage has leveraged funding and expertise to play an integral role in shaping the city's redevelopment. Our mission is to be a catalyst for the revitalization of Wheeling.

For more information please visit wheelingheritage.org

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COMPANY OVERVIEW

We are a Disadvantaged Business Enterprise (DBE) Certified in Ohio, West Virginia, Delaware, Florida, Indiana, Kentucky, Maryland, New Jersey, New York, North Carolina, Pennsylvania, Tennessee and Virginia.

Mid-Atlantic Maintenance was established in 2010.
We are a Small Business Certified (SBE) and a Women-Owned business.

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MEMBERS IN THE NEWS



In conjunction with celebrating a milestone of 70 years, **Beaver Excavating Company** recently recognized the diligent and safe work of Beaver employees at their annual Safety Awards celebration. They honored leaders who went above and beyond to drive their number one core value of Safety.



Wheeling Gateway Center Survey

Tipping Point released a survey for public input on the Wheeling Gateway project. The public is encouraged to make their voice heard about what they would like to see at the site. More information and the survey can be found at <https://wheelinggateway.tippingpointdev.com>.

This also marks the launch of Tipping Point's proprietary and ground breaking interactive project portal that will allow residents to provide input and follow along with updates related to the Wheeling Gateway Center development.



Songer Services, as well as ICEBAC, recently presented Robert Hoover with the 2023 Eugene George Dedication Award. His career building and maintaining trustworthy relationships with stakeholders, labor officials, management/contractors, and clients has allowed him to provide experience and knowledge to organizations seeking a strong labor relations presence within the construction industry.



Kalkreuth Roofing & Sheet Metal was proud to partner with Catholic Charities West Virginia again this holiday season for their Angel Tree initiative. Kalkreuth team members brought smiles to children's faces by donating a van full of thoughtful gifts!



Bruce & Merrilees received a citation from the House of Representatives of Pennsylvania, sponsored by PA State Rep. Marla Brown of the 9th Legislative District. The citation commemorates the company's 75th anniversary and recognizes its contributions to both the electrical industry and the local economy.



Local Trade Unions Donate to Soup Kitchen
Upper Ohio Valley Building and Construction Trades donated \$1,500 to the Soup Kitchen of Greater Wheeling. **International Brotherhood of Electrical Workers Local 141, Plumbers and Steamfitters Local 83, and Iron Workers Local 549** also provided their own donations, totaling \$5,500 given to the Soup Kitchen by local trade unions.

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