

SPECIAL ADVERTISING SECTION

ACE MENTOR YEARBOOK 2007

Building for the Future

ACE
Mentor Program

McGraw Hill
CONSTRUCTION **ENR**

The McGraw-Hill Companies

BUILDING FOR THE FUTURE

ACE MENTOR YEARBOOK 2007



Letter from the Chairman



Charles H. Thornton
Founder ACE Mentor
Program

I'm continually amazed at the passion and potential of our nation's youth. For those that had the opportunity to see the first ever CIRT-ACE Design Competition, you really witnessed something special. Three groups of six students or more ranging from sophomores to seniors in high school traveled from as far away as Hawaii to present clever, well thought out design projects in front of industry leaders. It was incredible.

Now, think about this – we had 7,500 similarly talented young people in the ACE program across the country in 2006-2007. These high school

students are the future of our industry. Their excitement, energy and passion to learn and make a difference is inspiring to those of us who are veterans of the profession. Thanks to them, and the thousands of mentors and partners, the ACE Mentor Program has completed another extraordinary year, one that far eclipses prior successes.

In this one year, we've gone from four industry sponsors to 16! Just a couple years ago, we had just two. These new sponsors join because they see the difference we have made and can continue to make in the lives of young people and the needs of our industry. With their help and the dedication of thousands of mentors, we're expanding our reach into more cities and communities every day.

This tremendous support has helped add 16 more affiliates during the last year. Just recently, an architect in Kentucky heard about the program and called me about opening an ACE affiliate's office in his area. I provided the framework and some guidelines, and he

High school students are the future of our industry. Their excitement, energy and passion to learn and make a difference is inspiring to those of us that are veterans of the profession.

did the rest. In addition, we have affiliates in one region helping others start affiliates nearby. The annual ACE Affiliates meeting hosted more than 70 affiliates this year. It's gratifying to know that we have industry folks that are willing to step forward and take charge.

As well, the national scholarship program is firmly in place. In fact, ACE was able to give over \$1 million in scholarships last year alone, bringing our total to \$6.4 million to date. Similarly the College and University Program has grown to include over 46 institutions.

We've also developed mentoring best practices manuals to provide standards and guidelines to all mentors as well. With the help of Edmund Worthy, retired Director of Education from the National Building Museum, ACE now has a mechanism in place to share new ideas and ways to communicate.

No doubt, we have the demand and the support to grow exponentially. However, building the program with quality will require careful and constant management. I foresee the need for a National Scholarship Coordinator to manage the staggering amount of scholarships that are already coming into the program. We'll incorporate a summer internship director to help guide students in high school to on-the-job training programs. And finally, we expect to expand the alumni program, an innovative effort to support ACE graduates through college and into their careers.

We have a strategic plan of where we want to be by 2010. We can change the makeup of our industry. You can help.

Dr. Charles Thornton, Chairman
ACE Mentor Program of America

BUILDING FOR THE FUTURE: PROJECT PLANS

Work begins on final project plans for Easton ACE students. From left to right: Corey Greenhawk, ACE Easton; Charles Thornton; Carolina Santos, mentor, Willow Construction, Easton; and Leanna Isom, ACE Easton.

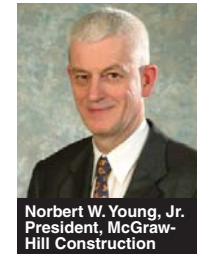


BUILDING FOR THE FUTURE

ACE MENTOR YEARBOOK 2007



Letter from the President of McGraw-Hill Construction



Norbert W. Young, Jr.
President, McGraw-Hill Construction

Dear ENR Reader:

As you know, one of the most significant challenges facing the construction industry today is the shortage of qualified workers at all levels. Recruiting has never been more critical. The industry must demonstrate to multiple levels of students – from middle school to graduate school – just how exciting the career opportunities are in construction, engineering and architecture.

Since the ACE Mentor Program was launched in New York City in 1991, it has become the construction industry's premier workforce advocacy and school outreach initiative. The program is run by a nonprofit coalition of professionals working together to excite and motivate young people to pursue careers in construction, and it is growing.

Just last year, ACE Affiliates operated in 77 cities, involving more than 143 after-school activity teams and 5,500 students. Within one year, we have seen an increase of support by 21% more cities, involving an increase of 50% after-school activities and more than

35% additional students, including high schools.

As an advocate for best practices and innovation, McGraw-Hill Construction supports ACE as an active board member. Because we are an information and media company, we are in a unique position to contribute our media resources to help raise awareness of ACE among construction industry leaders.

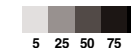
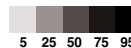
In this spirit, McGraw-Hill Construction is proud to publish the ACE Yearbook to raise awareness of ACE and to honor participating mentors and students.

Whether you are currently involved as one of our partners in ACE Mentoring, or planning to volunteer, I hope the ACE Yearbook provides new insights and inspiration for you to reach out to young people in your community and help them discover the rewards of a career in construction.

Sincerely,

Norbert W. Young, Jr., FAIA
President, McGraw-Hill Construction

ACE MENTOR YEARBOOK 2007



BUILDING FOR THE FUTURE
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ACE Mentor Program
End of Year Review 2007

**Nationwide
Mentoring
Program
Gains...**

The ACE Mentor Program has introduced over 30,000 high school age students to the architecture, engineering and construction (AEC) profession in the last decade. If momentum

Clark Construction Group and EMCOR.

And yet ACE staff and board members are quick to point out that they are not the reason for the extraordinary growth and success

individuals have found a way to change the lives of many youths, and change the future of an industry. Rarely has one or two hours a week provided so much to so many."

Momentum and Results

continues at its current pace, that number will double in the next two years.

During 2006-2007, ACE expanded to 93 locations in 26 states. AEC firms in an additional 71 cities have asked to start a program in the next year, which will expand ACE into 45 states. ACE National and ACE Affiliates provided over \$1 million dollars in scholarships this year alone. Sponsorship jumped from 7 to 16 corporate and trade associations and the ACE Board of Directors reads like a who's who of construction industry leaders that includes Turner Construction, the

of the program: It's the mentors, those who generously donate their time, ideas and energy. Currently, there are over 2,100 architects, engineers, contractors and other building professionals from participant firms that range from the one-person company to global organizations mentoring for ACE across the country.

Dr. Charles Thornton, founding principal of The Thornton-Tomasetti Group and chairman of the ACE Mentor Program of America, confirms, "Mentors are the foundation of our organization. Whether they give a few hours a year or a few hours a week, these

THE SEEDS OF SUCCESS

ACE affiliates provide the forum for volunteers to become mentors in an organized, somewhat standardized environment. Each affiliate begins with the vision of an industry leader, an individual who champions the cause and is in a unique position to call on colleagues to help build a team.

For instance, three years ago, Alan Petrasek, senior vice president of Clark Construction, participated in the founding of the ACE Affiliate in San Diego, California. He had heard about the program and then used the

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excitement about the new PETCO Park to generate interest in the community for building and construction. He assisted others on the sports facility project to help start the local mentoring program. Since that time, the San Diego Affiliate has initiated ACE programs in four area high schools.

Tiffany Summers, marketing manager and community affairs director for Turner Construction Co., used a similar experience to help start the ACE Affiliate in Indianapolis, IN, in 2004. She says, "A large number of AEC firms in the area were involved in a local airport expansion project. We used that project as the catalyst to drive involvement in the program."

Just two years later, the Indianapolis ACE Affiliate is active in three high schools and is supported by over 50 AEC firms in the area.

A mentor and team leader in the ACE Affiliate of Baltimore, MD, had a slightly different entrée into mentoring.

Adam Snavelly, president and CEO of The Poole and Kent Corporation recalls, "EMCOR (Poole and Kent's parent company) has been a strong advocate of ACE for years, particularly with financial scholarship support, and actively encourages the participation of all of its subsidiaries.

However, Poole and Kent's advocacy kicked up to an entirely new level in 2005 when we hired an ACE scholarship recipient as a student intern. We were very impressed with the foundation that ACE helped to create and how it has complemented his college education."

Snavelly adds that Poole and Kent has hired two summer interns from this year's ACE class. The Baltimore ACE chapter, founded by David Gaudreau, of a leading Baltimore based A/E firm Gaudreau Architects, is actively supported by Poole and Kent and over 40 other building-related companies in the area. The Baltimore Affiliate now mentors between six and 10 ACE teams annually, and Snavelly is enthusiastic about the future growth and development of the local program.

Similarly, the ACE Affiliate in Nashville, TN, began in 2002, and has been successfully operating for 5 years with help from individuals like Wayne Harnack, senior vice president at Professional Service Industries, Inc. (PSI).

"I enjoy the direct student contact at meetings and watching the students present their work at meetings and at our local events. Through ACE, we are making a positive difference in some young lives – especially for less privileged students who might not otherwise have the opportunity."
– Terry Dooley, Morley Builders, retired

Harnack recalls, "Our first look at the ACE Mentor Program was at an end of the year presentation hosted by another ACE affiliate. I was amazed at the students' abilities. That's all it took. We got involved the following year." Today, Harnack is one of about a dozen mentors from PSI.

Poole and Kent's Snavelly summarizes, "On a personal level, mentoring is a truly engaging process that is extraordinarily satisfying. On a professional level, we're all interested in forming

relationships with these young people, watching them learn about the industry, go through college, intern, and then become valuable employees."

"I've learned so much and really had fun figuring out how to work with teenagers," agrees PSI's Harnack.

Their thoughts on mentoring are echoed by volunteers across the country.

THE DIFFERENCE MAKERS

Throughout the ACE Mentor Program, mentors span the corporate ladder from presidents and senior executives to project engineers and leads, young people only a few years out of college and knowledgeable professionals closing in on retirement, some with experience, many others with none.

Take Emily Coleman, senior project manager with Clark Construction. She was called on by Clark's Alan Petrasek in the early days of the ACE San Diego Affiliate in 2003. At his suggestion, she joined with other mentors from architectural firms, construction companies, a local

university and subcontractors to create one of San Diego's ACE mentoring teams.

Coleman says, "I've volunteered in the past but never mentored until ACE. It's so satisfying to watch these kids grow and learn, and get excited about a possible career."

Each of these mentor programs typically follows a similar format. For the first half of the year, students and mentors spend time visiting architectural offices, construction sites and/or fabrication

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ACE'S 2006-2007 GROWTH

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facilities – including the new PETCO Park. In January, Coleman and her team worked closely with these same students to develop challenging and realistic projects. Students stepped through the entire design process for a hypothetical client. At the end of the school year, the team attended a special event in their honor where they were able to present their projects to family, friends, industry professionals and the community.

“They learn how to communicate, work together and create something that makes a difference in their community. Then, to top it all off, you should see their

reactions when they earn a scholarship,” Coleman adds. Mentors for the brand new ACE Jacksonville Affiliate in Florida offer

“The ACE Mentor Program impacts students in multiple ways unlike any program I have ever seen. I never had those opportunities when I was in high school so, if I can spend a few hours out of a year to do all that for students in my community, and help jumpstart the careers of future industry leaders, then mentoring through ACE is well worth it.”

– Laura Elvia Hernández, architectural designer at Ford Powell & Carson

a similar story. This affiliate just completed its first year mentoring an ACE team at two local high schools, with support of industry

professionals like Denise Ramsey, vice president and chief engineer for The Haskell Co.

Ramsey says, “I didn’t have career role models when I was growing up – I’m here by happenstance. Now I have the chance to share experiences, attract young people that might not otherwise have considered a career in building and construction, and, as a side, help with the industry’s labor shortage. Believe me, the day of presentations

drives it all home; if you haven’t seen a presentation, do it. I’m sure you’ll catch the same spirit and energy.”

A COMMON GUIDE

ACE mentors from across the country agree that experience is not a requirement – if you have the interest and the desire to make a difference, the ACE Mentor Program has the resources to help.

Steve Baldrige, president of Baldrige & Associates Structural Engineering, Inc. (BASE), a small engineering firm with less than 20 employees based in Honolulu, Hawaii, says, “I’ve mentored in other organizations, and the hardest part is figuring out what to do. With ACE, the plan is set with helpful resources and even manuals with ideas and lessons learned from

other affiliates around the country.” PSI’s Harnack agrees, “ACE has done a good job of developing a program template – we don’t have to reinvent the wheel, just guide the process.”

“Mentoring is my chance to introduce kids to an exciting future, to opportunities for job satisfaction and financial security.

All they need is someone to support them, give them a chance.”

– Osmary Rodriguez, business development coordinator, Gilbane Building Company

As well, ACE affiliates regularly share ideas with each other. The ACE Affiliate meeting in 2007 included over 70 participants working together over the course of

two days to share ideas for activities, hands-on projects and field trips.

Every ACE sponsor notes that while experience is not a prerequisite, executive

management support is critical. Poole and Kent’s Snively emphasizes, “Commitment to, and support for, the program and the mentors must come from the highest levels within the firm. Senior managers must be willing to allocate the necessary resources to

make the program work and to ensure that mentors are encouraged and given the flexibility to be present at schools – that’s

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ACE Strategic Partner Update: 2006-2007 Alliances Expand Possibilities

The success of ACE, much like the success of any construction project, is strongly dependent on people working together. ACE continues to build strong bonds with public and private industry, universities and colleges and industry associations and organizations. We are proud to recognize our newest alliances that will further expand our ability to help young people find careers in the architecture, engineering and construction profession.

NATIONAL ACTION COUNCIL FOR MINORITIES IN ENGINEERING (NACME)

NACME's mission is to provide leadership and support for the national effort to increase the representation of successful African-American, Native American Indian and Latino women and men in engineering and technology, math- and science-based careers. This year, more than 1,200 students attending one of 47 NACME partner universities are receiving scholarship support. Since 1974, NACME has supported more than 20,000 underrepresented minority engineering students (nearly 15% of all underrepresented minority engineering graduates) who have received over \$90 million in scholarship grants at 160 colleges and universities in all regions of the United States.

NACME recently partnered with ACE to create a common high school outreach program that includes mentors and the development of education and career-related materials. NACME expects to generate excitement for ACE and grow the cadre of ACE

mentors through volunteers from its corporate partners, which include many of the nation's most prestigious firms and alumni. ACE mentors will support students at newly introduced academies of engineering, a national network of high schools designed to prepare students for college and careers in the engineering profession by providing its after-school program. The academies of engineering are supported by the National Academy Foundation, Project Lead The Way and NACME.

John Brooks Slaughter, President and CEO of NACME, says, "ACE is the premier mentoring organization in our industry today. Together, ACE and NACME can introduce a large number of students to engineering through a growing cadre of mentors and provide the necessary information to help these young people fulfill their dreams."

MECHANICAL CONTRACTORS ASSOCIATION OF AMERICA (MCAA)

For 118 years, the MCAA has fostered an environment of continuous learning. Currently the organization represents about 2,300 mechanical, plumbing and service contractors working in public and private industry. In addition, the association is positioned in some 38 student chapters in universities and colleges around the country, chapters that are focused on attracting students into mechanical industry careers, increasing academic opportunities and enhancing the image of specialty construction.

In 2006, MCAA partnered with

ACE to further encourage interest in the building and construction profession.

Dennis Langley, Executive Director of MCAA, says, "ACE and MCAA have a common synergy. Our student chapter members are extraordinarily good at creating relationships with fellow students, talking about the industry, jobs and even setting up field trips. Through the ACE Mentor Program, MCAA university student chapter members will serve as mentors in nearby high schools. It's a great connection. Together we provide students with insight into industry opportunities at the high school level, support them through college, and finally into industry."

NATIONAL ASSOCIATION OF WOMEN IN CONSTRUCTION (NAWIC)

NAWIC is an international non-profit professional organization with more than 5,500 members in 179 chapters in almost every U.S. state. The mission of the organization is to advance the causes of all women in construction, from tradeswomen to business owners. Over the years, NAWIC has introduced a number of youth education programs, such as construction career days, to encourage women in the construction profession.

In 2007, NAWIC partnered with ACE to expand its reach into the high school age group.

Chris Wigginton, NAWIC National President, explains, "This is a great fit for both of our organizations. Through our members, chapters and sponsors, we can open doors to high school

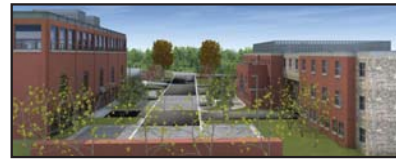
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ACE'S 2006-2007 GROWTH
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BAC/IMI:

INVESTING IN TOMORROW'S workforce



The International Union of Bricklayers and Allied Craftworkers (BAC) and the International Masonry Institute (IMI) share the goals of the ACE Mentor Program: recruiting talented young people, and nurturing an appreciation for collaboration among professions.

BAC and IMI work closely with ACE chapters throughout the country, supporting mentoring and scholarship activities, and offering hands-on exposure to the masonry crafts and training.

BAC and IMI have a long history of investing in the future of the industry. Last year alone, IMI dedicated \$20 million to craft training, while

BAC local unions spent millions more. IMI also provides technical assistance and continuing education to designers and builders.

The embodiment of that investment is the new BAC/IMI National Training Center, opening this spring in Maryland. The 25-acre campus includes a 61,000 sq ft training center and a 45,500 sq ft dormitory building. This will allow IMI to expand craft training programs offered to all levels, from pre-job apprentices to supervisors, plus educational programs for the design and building professions, and the popular Masonry Camp.

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and college age students throughout the country. In turn, we can have the people and processes that will help ACE grow even more."

INTERNATIONAL INTERIOR DESIGN ASSOCIATION (IIDA)

The International Interior Design Association (IIDA) is a professional networking and educational association of more than 12,000 members in more than 30 chapters around the world. The IIDA mission is to enhance the quality of life through excellence in interior design and advance interior design through knowledge.

As part of its education initiative, the IIDA has worked regularly with high school counselors to provide materials about the interior design profession and opportunities. Through the ACE program, IIDA members have a chance to work directly with students as mentors.

Suzanne Heath, senior director, Education & Professional Development for IIDA, says, "We provide one more door of opportunity for young people. While they learn what it takes to plan, design and construct a structure, they'll also learn about building out the interior space."

Beginning in fall 2007, IIDA will work closely on its chapter membership to encourage mentoring at ACE-associated high schools.

PROFESSIONAL SERVICE INDUSTRIES, INC. (PSI)

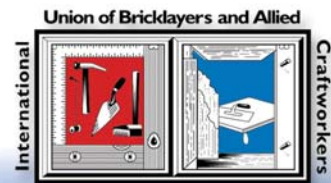
As an industry leader in consulting, engineering and testing services, PSI provides environmental consulting, geotechnical engineering, construction materials testing, asbestos management, and

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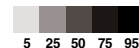
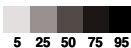
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BAC/IMI National Training Center
Opening 2007





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facilities and roof consulting. This national firm is also well-known for its strong commitment to mentoring and educational support for young people, helping introduce many from high school age and up to the opportunities in the engineering profession.

In 2006, PSI partnered with ACE to further expand its philanthropic endeavors. In particular, PSI plans to help ACE meet its growth goals by supporting new chapter start-up and existing chapter expansion. With offices in 125 locations across the country, PSI is uniquely positioned to generate the excitement and commitment necessary to help ACE with its expansion plans and chapter leadership needs.

Murray Savage, chief executive officer of PSI, says, "Our geographic footprint matches up extraordinarily well with ACE's master plan – we're already in places that they'd like to be. We see this as a tremendous opportunity to expand our educational outreach in ways that would not be possible on our own. The ACE Mentor Program is a truly inspiring way to bring architecture, engineering and construction professionals together to help our youth learn about fulfilling careers in this dynamic industry."

ASSOCIATED BUILDERS AND CONTRACTORS (ABC)

For over 50 years, ABC has represented merit shop construction and construction-related firms. The national association currently supports chapters in 78 locations across the United States as well as 50 student chapters at colleges and universities with construction management programs.

As an ACE National Sponsor, ABC plans to expand its education outreach program by connecting existing ABC chapters with ACE affiliates to encourage mentors and sponsorship opportunities, and help start new affiliates where ACE doesn't have a presence. ABC has also committed to \$250,000 in sponsorship contributions to ACE over five years.

M. Kirk Pickerel, president and CEO of ABC, says, "ACE and ABC are a natural partnership. We have chapters near all ACE Affiliates, and in many cases, our ABC chapters are already involved in ACE programs as mentors and sponsors. Now we'll have the opportunity to grow this great program."

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what makes the whole process work.”

The powerful possibilities of this top level support are clearly evidenced by Turner Construction Co. Since 2004, Turner has become part of ACE programs in 25 cities and now supports some 250 mentors.

AN UNEXPECTED INTERFACE

Interestingly, many of the companies that have sponsored ACE Mentor programs have realized some unexpected business benefits over the years.

PSI's Harnack says, “Turns out, ACE is a great marketing and networking tool. Often, we get to know a leader from another firm in the construction industry that we hadn't worked with in the past. After ACE, we had developed a close working relationship – much like the students.”

Others have noted similar unexpected benefits. Participation in or sponsorship of ACE is a tremendous opportunity to enhance a company image within the industry, provide networking opportunities for mentors and principals while connecting to a new generation of talented and motivated young people who will make up the workforce in the next decade.

“The ACE program is a great way for a company to gain industry exposure, as well as putting them in a unique position to groom the next generation of employees and leaders,” says Clark's Petrasek.

Poole and Kent's Snavely concludes, “This is an opportunity to touch the lives of high school students, to get them interested in our industry. There is no program out there that equals the quality and breadth of ACE. I would

strongly encourage anyone in our industry to get involved and give it a try; I guarantee the experience will be rewarding.”

For more information about the ACE Mentor Program or how you can get involved, contact Pamela Mullender, ACE Mentor Program of America at 203.323.8550 or at pmullender@acementor.org. You can also write to her at The Ace Mentor Program of America, 400 Main Street, Suite 711, Stamford, CT 06901. Log onto www.acementor.org to find an ACE Affiliate in your area.

“When you see the faces of these young people light up, when they realize that there is a place in our industry where they can earn a good living at something they really enjoy – those are exceptional moments.”

– Adam Snavely, president and CEO of The Poole and Kent Corporation, an EMCOR company

ACE Mentor Program Sponsors/Partners

National Sponsors

American Institute of Architects (AIA)
 American Society of Landscape Architects (ASLA)
 Associated Builders and Contractors (ABC)
 Associated General Contractors of America (AGC)
 Charles H. Thornton and Company
 Clark Construction
 EMCOR Group, Inc.
 Gilbane Building Company
 International Union of Bricklayers and Allied Craftworkers
 McGraw-Hill Construction
 Mechanical Contractors Association of America (MCAA)
 Professional Service Industries, Inc. (PSI)
 Thornton Tomasetti
 Turner Construction
 U.S. Green Building Council (USGBC)

Strategic Partners

Construction Industry Round Table (CIRT)
 International Interior Design Association (IIDA)
 National Action Council for Minorities in Engineering (NACME)
 National Association of Women in Construction (NAWIC)

BUILDING FOR THE FUTURE

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ACE National Scholarships

The following scholarships have been awarded to ACE students on behalf of the national office and its sponsors who made these scholarships available.

The EMCOR Scholarship for Mechanical Engineering

\$5,000
Kevin Miller—Baltimore, MD

The EMCOR Scholarship for Electrical Engineering

\$5,000
Elise A Morris—Birmingham, AL

The ACE National—Steve Greenfield Scholarship for Engineering

\$5,000
Latisha Patel—Jersey City, NJ

The ACE National Legacy Award for Architecture

\$4,000
in honor of Cesar Pelli
Christine Kim—Philadelphia, PA

The ACE National Legacy Award for Engineering

\$4,000
in honor of Preston Haskell
Davis Quarles—Nashville, TN

The ACE National Legacy Award for Engineering

\$4,000
in honor of Charles H. Thornton
Ricardo Leon—Dallas, TX

The Turner Construction Scholarship

\$4,000
Angel Ruacho—Los Angeles, CA

The Gilbane Building Company Scholarship

\$4,000
Samrawit Fikru Belew—Washington, DC

The Associated General Contractors Scholarship

\$4,000
Bridget Moran—Oakland, CA

The Associated Builders and Contractors

\$4,000
Joe Zarasua—Palm Springs, CA

The American Institute of Architects Scholarship

\$4,000
for Architecture
Dana McKinney—Trumbull, CT

The Professional Service Industries (PSI)

\$4,000
Scholarship for Engineering
Nadezhda Polyanskaya—San Antonio, TX

The Clark Construction Scholarship

\$4,000
Key Rebolledo—San Diego, CA

The Mechanical Contractors Association

\$4,000
Scholarship for Mechanical Engineering
Julia Diaz—Frederick, MD

The Thornton Tomasetti Scholarship

\$4,000
for Structural Engineering
Roman Vovchak—Chicago, IL

The International Union of Bricklayers and Allied Craftworkers

\$4,000
Greg Swift—Albany, NY

The ASLA Scholarship for Landscape Architecture

\$2,500
Daniel Ryder—Ellicott City, MD

The US Green Building Council Scholarship

\$2,500
Joshua Heath—Kansas City, MO

The McGraw-Hill Scholarship

\$2,500 each
Katarina Ivezić—Portland, OR
Long Lin—Denver, CO
Lisa Verzemnieks—Seattle, WA
Wilfrido Hernandez—Indianapolis, IN
Hieu Nguyen—Honolulu, HI

The Deep Foundation Institute

\$3,000 each
Tanakorn Techajongchareon—Oakland, CA
Edward Cheung—New York, NY
Ellyn Dean—Nashville, TN

ACE'S 2006-2007 GROWTH

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Career Directions for Students in Architecture, Construction and Engineering

Alabama
Birmingham
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Auburn
Oxford
Mobile

Arizona
Phoenix
Contact: Valerie Churchwell
Turner Construction
Company
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Contact: Vicky Morris
Sundt Construction
vmorris@sundt.com
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Greater Los Angeles
Metro Area
Los Angeles
Pasadena
Santa Ana
Santa Monica
Contact: Terry Dooley
Morley Builders
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Palm Springs
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Sacramento
Contact: Jim Lambert
Sacramento Builders
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Clark Construction
Alan.Petrask@clarkcons
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San Francisco Bay
Area
San Francisco
San Jose
Oakland
Contact: Aaron Gruber
Thelen Reid Brown
Raysman & Steiner
LLP
agruber@thelenreid.com
San Clemente
Irvine
Bakersfield
Contra Costa

San Luis Obispo
San Bernardino
Ventura
Sonoma
Colorado
Denver
Contact: Tom O'Keefe
okeefetom@comcast.net

Connecticut
Bridgeport/Stratford
Hartford
Stamford
Waterbury
New Haven
Contact: Maria Loitz
BVH Integrated
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marial@bvhis.com

District of
Columbia
Washington, DC
Montgomery County,
MD
Fairfax County, VA
Prince George's
County, MD
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How to Become an ACE Mentor: Frequently Asked Questions for You and Your Company

1. How is ACE organized?

The ACE Mentor Program is made up of affiliates. Each affiliate serves high school youths within a certain region or city.

Each affiliate can have a number of teams. A mentoring team is organized similar to a project team: it will typically include an owner firm, an architectural or designer firm, engineering firms representing several specialties, a construction manager, a general contractor, sub-contractors and skilled craft workers. This team is then matched with a team of students. The number of student teams an area may have is determined by the number of mentor teams in place.

Each team will have a lead firm. The mentors on the lead firm will be responsible for scheduling meetings and coordinating activities.

2. What is my firm's commitment?

The main commitment a company makes is empowering its staff to give time to the ACE Mentor Program.

Teams meet in an after-school setting during the school year. A total of 15 – 20 two-hour sessions are held at either the school or the offices of the mentors. A firm's time commitment is approximately 30 – 40 hours each school year. Additional time may be necessary to organize for a mentoring session.

Many firms provide refreshments for the students and supplies that may be needed to complete a related activity.

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“Mentoring is an opportunity to give back to the industry, to show young people the range of careers available and the value of our profession to communities around the world.”

Steve Baldrige, President of Baldrige & Associates Structural Engineering, Inc.

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3. What happens during the season?

There are several types of activities that take place during the season.

- Registration events
- Mentoring sessions with the students where they are introduced to a segment of the industry and complete activities
- College nights
- Field Trips
- Special speaker presentations
- Project development – each team must conceptualize, design and create a project
- Final presentations – student from each team gather together to present their projects to each other, parents, teachers and industry leaders
- Scholarships presentation events

4. What qualities make a good mentor?

Mentors are dedicated professionals who are passionate about what they do and want to share that with the next generation of the industry's workforce. Ideal qualities for a mentor are enthusiasm and the ability to develop a rapport with the students.

Young mentors often can relate to the students more readily, but mentors of all ages have been very successful. Also, the closer the diversity of the mentors matches that of the students, the easier it will be to form strong relationships.

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5. What are the benefits to my company?

Besides feeding the pipeline with the next generation of construction industry workforce, your company will benefit from its involvement with ACE. The program:

- Enhances your company image, within the industry and also the community
- Provides networking opportunities, for both mentors and principals
- Connects your firm to talented and motivated part-time help and to potential future employees
- Enhances young professionals presentation and communication skills
- Creates an opportunity to “give back” to your community and to your industry

6. How can my company join an established ACE program?

Please refer to the map of ACE locations. Contact the regional coordinator in that area. They will warmly welcome your firm.

7. How can I start an affiliate in my area?

Since the program is industry driven, ACE relies on the nucleus of a few local AEC firms from an area to start a program in your area. Contact Pamela Mullender, Executive Director, at (203) 323-8550 or via e-mail at pmullender@acementor.org to start a program in your area or become involved in the planning of a new affiliate



ACE University and College Collaborative Generates Alumni Involvement

ACE University and College Collaborative Generates Alumni Involvement

The ACE University and College Collaborative, first inaugurated by ACE in 2005, is a unique program created to help ACE high school graduates transition to colleges and universities around the country through scholarship opportunities and mentoring.

"We have an opportunity to connect the organizational dots and leverage our collective assets in order to create a national pipeline that will enable talented young people to gain access to technical professions where significant workforce shortages are forecasted," says Dr. Eddie Ade Knowles, vice president for student life at Rensselaer Polytechnic Institute (Rensselaer) and chairman of the ACE Advisory Committee, speaking about the ACE University and College Collaborative Program.

In the last year, the ACE University and College Collaborative has more than doubled its participating academic institutions to include eight academic institutions including Rensselaer, Clarkson University, Manhattan College, Pennsylvania State University, Oklahoma State University, Purdue, University of Maryland and the University of Delaware.

Pamela R. Mullender, Executive Director for the ACE Mentor Program, says, "Through the University and College Collaborative program we are creating a bridge for our thousands of excited and talented ACE high school graduates to take that step forward into higher education.

Through this program, we can provide them a path to these institutions as well as a resource to help find financial aid."

ALUMNI APPEAL

One of the key missions of the ACE University and College Collaborative is to create a framework for academic institutions to work with their alumni and ACE to build a powerful network of mentors in major cities across the nation.

In essence, ACE National, ACE Affiliates and volunteering colleges and universities come together to create opportunities for alumni to join ACE Affiliates as team leaders, mentors, and sponsors. In this capacity, alumni have the opportunity to encourage students to attend their alma mater and act as the liaison between the university and the student.

Last year, ACE and Rensselaer sent a letter of introduction about ACE to 20,000 Rensselaer alumni that live and work in six key cities including New York, Philadelphia, Baltimore, Washington, D.C., Chicago and Denver. Since then, many of these individuals have contacted ACE and Rensselaer to find out more about the ACE mentoring program and volunteering for the upcoming 2007-2008 school year.

Clarkson University in Potsdam, NY, will begin a similar program this coming Fall in Boston, MA. In its letters of introduction, Clarkson included an invitation to attend ACE student final presentations at local ACE Affiliates this year. That letter is expected to help significantly grow the number of mentors in the Boston region in the next year.

NACME Participating Schools

- Arizona State University, Tempe
- Bucknell University
- California State University, Los Angeles
- California State University, Sacramento
- City College of The City University of New York
- Clarkson University
- Cornell University
- Drexel University
- Florida International University
- Georgia Institute of Technology
- Howard University
- Jackson State University
- Kansas State University
- Kettering University
- Marquette University
- Michigan Technological University
- New Jersey Institute of Technology
- North Carolina A&T State University
- North Carolina State University
- Northern Arizona University
- Polytechnic University
- Polytechnic University of Puerto Rico
- Prairie View A&M University
- Purdue University
- Rensselaer Polytechnic Institute
- Rochester Institute of Technology
- Temple University
- Tennessee Technological University
- Texas A&M University
- Tuskegee University
- University of Akron
- University of Bridgeport
- University of California, San Diego
- University of Central Florida
- University of Colorado – Boulder
- University of Houston
- University of Illinois, Chicago
- University of Maryland, Baltimore County
- University of Missouri, Rolla
- University of Southern California
- University of Texas, El Paso

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Each of the other six collaborative colleges is planning similar programs to share ACE program information with alumni and offer them opportunities to participate in the program.

OFFERING A HELPING HAND

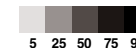
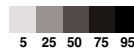
The second essential element of the ACE University and College Collaborative program is to help ACE students pay for a college education. Through the innovative Scholarship Initiative, a college or university voluntarily sets aside some designated financial aid money for ACE applicants who meet eligibility requirements.

In 2006, ACE collaborative colleges and universities participated in the Scholarship Initiative, donating several hundred thousand dollars in scholarships. ACE National expects that number to increase substantially in the coming years as an increasing number of ACE mentored students prepare for college.

In addition, the recent alliance with the National Action Council for Minorities in Engineering (NACME) will significantly grow ACE student scholarship opportunities. NACME is currently partnered with more than 40 universities across the nation, and has, since 1974,

offered scholarship support.

ACE's Mullender concludes, "We are very excited about our partnership with NACME because their reach in universities and colleges across the nation so accurately blends with ACE. Together, we can create opportunities for our thousands of ACE students to not only get excited about careers in architecture, engineering and construction – but pay for it as well."

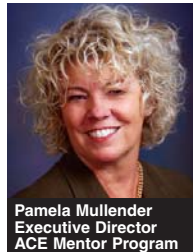


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ACE MENTOR YEARBOOK 2007

Letter from the Executive Director



Pamela Mullender
Executive Director
ACE Mentor Program

Ralph Waldo Emerson once said, "Nothing great was ever achieved without enthusiasm."

If that's the case, then the ACE Mentor Program is absolutely on the right track. I believe it is the enthusiasm of our dedicated sponsors and thousands of inspirational

mentors that has driven the tremendous growth and success of ACE in recent years.

The 2006-2007 school year exceeded all previous records in terms of number of Affiliates started, sponsors and mentors. This next school year promises to deliver much more. In fact, we expect to add at least a dozen more affiliates in cities and communities across the country by this time next year. Thanks to continued support from industry, ACE National has developed mentor training and Affiliate start-up guidelines and templates to help new Affiliates jump into these programs with confidence.

We currently have over 2,400 mentors in the program, a number that will likely double in the next year as we expand our mentor program to include professional skilled craftworkers, such as ironworkers, electricians, mechanical contractors and bricklayers. We are currently working closely with national trade organizations to create opportunities for skilled workers to join mentoring teams, set up field trips to training facilities and establish scholarships for high school graduates to enter apprenticeship programs. This is a tremendous opportunity to reach out to many

more high school students, and our affiliates are energized by the possibilities offered by the addition of skilled craftworkers to their mentor teams in fall 2007.

Also on our agenda is the expansion of our ACE University and College Collaborative. Recall that we initiated this program in 2005 to deliver a framework for academic institutions to work with their alumni and ACE to build a powerful network of mentors in major cities across the nation. Since then we've grown to 46 university participants thanks to our partnership with the National Action Council for Minorities in Engineering.

Finally, we will introduce a new dynamic ACE Website by the end of summer that will, among other things, more directly connect our students and corporate sponsors through a job bank. Through this online database, our participating companies will have the ability to post internship and employment opportunities and evaluate student-posted resumes. As well, students will use the site to manage their resumes and seek out internship or job openings.

As you can see, the enthusiasm of our mentors and sponsors serves as a springboard for our excitement as well. I tell all who I talk to how much I admire the many mentors that give freely of their time and the students that fearlessly step forward to develop their passion and their future.

Together, we are reshaping and regenerating the 21st century workforce in the building and construction profession for the better.

ACE/IMI Relationship Grows Skilled Trade Awareness

Every ACE mentoring team includes professionals from a range of building and construction disciplines including architects, engineers, contractors – and more recently, skilled craftworkers. In 2006, ACE partnered with the International Union of Bricklayers and Allied Craftworkers (BAC) and the International Masonry Institute (IMI) to introduce high school students to skilled craftworker professions.

"Guidance counselors often overlook the career opportunities in the construction industry," says Joan Calambokidis, IMI president. "It's great to have ACE to get kids interested in architecture and engineering, but there are great jobs in the skilled trades and a great career path."

As a first step in the ACE/IMI partnership, IMI opened its many regional BAC/IMI Training Centers and mobile training units to ACE students and mentors for field trips during the school year. These training centers are located in most major metropolitan areas, nearly every location that currently supports an ACE Affiliate. That's just the beginning.

This year, BAC and IMI hope other building trade unions will join in an ACE for the Trades program.

