



# BUILDING AMERICA'S FUTURE

The construction industry needs veterans to lead the charge as the nation builds its way out of the recession.

BY MATTHEW PAVELEK

**H**ow many times have you heard the adage “history repeats itself?” The current economic slump not only verifies this statement, it also provides an excellent opportunity for veterans leaving the military to find a great civilian career in construction. »



**Bret Mathews**  
Manager of Recruiting  
Kiewit Western Co.



**Ollie Windle**  
U.S. Marine Corps (1990-1996)  
Director of Regional Development  
Sunbelt Rentals



**Diane Borella**  
Corporate Human Resources Manager  
Sunbelt Rentals

»» In 1932, Franklin D. Roosevelt was elected president and part of his strategy to bring the country out of the grips of the Great Depression was to commission massive public-works projects to promote recovery. On Feb. 17, President Obama signed the American Recovery and Reinvestment Act of 2009, the most sweeping government spending law in history, designed to jumpstart the sluggish economy.

A large chunk of the \$787 billion package is designated to revitalize the infrastructure. Housing construction projects received \$12.1 billion and another \$51.2 billion has been allocated to improve roads and bridges and other areas of public transportation. The largest single line item is the \$27.5 billion earmarked to build new highways.

Bret Mathews, manager of recruiting for Kiewit Western Co., a subsidiary of the Kiewit Corporation, one of North America's largest and most respected construction and mining organizations for the last 120 years, said the future of construction looks bright.

"I don't think society is going to stop building freeways, power sources, tax-ways, water and waste water plants, bridges, structures, dams, and track for light rail and heavy rail," Mathews said.

Joe Kennedy, national trade recruiter for CLP Resources Inc., a construction staffing company providing quality skilled tradespeople to a broad range of building contractors, said the stimulus package created opportunities across the spectrum of construction jobs.

"CLP sees potential for growth in the industrial sector, alternative energy, and multitude of infrastructure projects coming out of the American Recovery and Reinvestment Act," Kennedy said. "Like many businesses today, the construction industry has been affected by the current economic situation. However, our business is diversified across a range of construction sectors – commercial, industrial, institutional and residential. That diversity helps us weather the ups and downs."

So what does this mean for you? It



**Joe Kennedy**  
National Trade Recruiter  
CLP Resources, Inc.

means you've got an excellent chance to land a great job in construction. As construction companies start landing these huge contracts, they're going to hire qualified, dependable employees to revitalize the country. And when companies look for talent, they seek out veterans.

#### SUPPORTING THE SURGE

The diverse range of contracts and projects for construction companies has also created outstanding career prospects for veterans in companies that support construction companies. Sunbelt Rentals, based in Fort Mill, S.C., is a subsidiary of Ashtead Group. As one of the largest equipment rental companies in the U.S., Sunbelt Rentals serves the needs of a wide variety of customers from commercial, residential, municipal and specialized service industries to weekend do-it-yourselfers. According to its Web site at [www.sunbeltrentals.com](http://www.sunbeltrentals.com), the company has a network of locations in 34 states. Diane Borella, corporate human resources manager for Sunbelt Rentals, said the company is looking to hire veterans.

"The construction industry has not been immune to the recent economic conditions, but recent indicators and upcoming projects point to an increase in market activity in the next 18 to 24 months," Borella said. "We are very proud to be one of the *G.I. Jobs* Top 50 Military Friendly Employers™ in the United States and to have so many veterans on our team." »»



**United Rentals Inc.**  
 Headquarters: Greenwich, Conn.  
 # of Employees: 9,150  
 2008 Revenues: \$3.3 billion  
 Web site: [www.ur.com/careers](http://www.ur.com/careers)



**CLP Resources Inc.,  
 a subsidiary of True Blue Inc.**  
 Headquarters: Reno, Nev.  
 # of Employees: 15,000  
 2008 Revenue: \$1.38 billion  
 (TrueBlue - parent company)  
 Web site: [www.clp.com](http://www.clp.com)



**Fluor Corporation**  
 Headquarters: Irving, Texas  
 # of Employees: 42,000  
 2008 Revenue: \$22.3 billion  
 Web site: [www.fluor.com](http://www.fluor.com)  
 Fluor ranked 15th on the *G.I. Jobs*  
 Top 50 Military Friendly  
 Employers™ list for 2008



**Kiewit**  
 Headquarters: Omaha, Neb.  
 # of Employees: 8,000 Staff  
 employees / more than 18,000  
 Trades, Craft, Operators and  
 Labor.  
 2008 Revenues: \$6.2 billion  
 Web site:  
[www.kiewit.com/careers](http://www.kiewit.com/careers)



**Sunbelt Rentals, Inc.,  
 subsidiary of the Asthead Group**  
 Headquarters: Fort Mill, S.C.  
 # of Employees: 6,000  
 2008 Revenues: \$1.8 billion  
 Web site:  
[www.sunbeltrentals.com/careers](http://www.sunbeltrentals.com/careers)  
 Sunbelt Rentals ranked 22nd on the  
*G.I. Jobs* Top 50 Military Friendly  
 Employers™ list for 2008



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**John Kreps**  
 U.S. Army (1996-2008)  
 Engineer  
 Kiewit Western Co.

» Ollie Windle, who currently serves as the director of regional development for Sunbelt Rentals, spent six years in the U.S. Marine Corps as a CH-53 helicopter crew chief. Windle said his civilian career in the construction industry provides him with all the things he loved about the military and also provides the options for a career, not just a job.

Windle started working at Home Depot after he left the Marine Corps. In 1996, the Home Depot location where

he worked started to provide a tool rental service and Windle volunteered to help run the new business.

“Sunbelt Rentals came to the Nashville area in 1997 and recruited me to work at a location as a rental manager,” Windle said. “I quickly promoted into the sales field, then a profit center manager. In 2001, I moved from Nashville to Portland, Ore., as a performance standards manager and in 2006 moved to Orlando as a regional training manager.”

He said the skills he developed as a Marine, like leading people, managing time and resources, field work and operating equipment, provided a solid foundation for the work he does now. Borella said veterans like Windle have proven themselves to be quality employees.

“Veterans are well-trained in their respective areas of expertise, team players, self-disciplined, understanding and respectful of rules and procedures, safety conscious and responsible,” Borella said.

#### THE GROWING DEMAND

Kennedy said Reno, Nev.-based CLP Resources recognizes the value of veterans and the fact that they take pride in the work they do. The company is looking for veterans to fill numerous openings across the spectrum of construction employment specialties.

“Currently we have immediate positions for electricians, welders (both pipe and structural), pipe fitters, ironworkers, and millwrights, but also employ numerous other construction trades,” Kennedy said.

Mathews, who served for 10 years with the Arizona Air National Guard, said Kiewit Western needs qualified people in a variety of specialties – all for heavy civil operations, including construction project engineers, business managers, surveyors, maintenance engineers, quality managers, quality technicians and project safety managers. Currently between 5 and 10 percent of the 26,000 person work force is composed of veterans and Mathews expects that number to grow.

“We are looking for people who are focused, detail-oriented, able to make the right choices and solve problems, organized, career-minded and have the ability to work with others,” he said.

John Kreps served 12 years in the Army from 1996 to 2008 as an infantryman and recently joined the Kiewit team as an engineer after completing a bachelor's degree he worked on during his service. He said working with a corps of men striving to achieve a common goal is what reminds him most of his time in the military. »

»» “The construction industry is almost exactly like the Army,” Kreps said. “There is a rank structure and the men in the field have a wide array of knowledge and skills in everything. The officers, or in my case now the office and field personnel, understand both office and field personnel. The people in the field build the work and we mainly support them to ensure they are successful.”

Roderick Shannon, Military Staffing Program manager for Irving, Texas-based Fluor, said the company also needs talented veterans to fill immediate openings. Fluor was founded in 1912 and delivers engineering, procurement, construction, maintenance and project management to governments and clients in diverse industries around the world. Fluor continues to develop and implement innovative solutions for complex projects in diverse industries, according to its Web site at [www.fluor.com](http://www.fluor.com). Shannon said the company needs to hire new employees to fill openings in engineering, procurement, construction, maintenance and project management.

Jeremy Mitchell served in the Army as an infantryman from 2004 to 2008, leaving with the rank of sergeant. He recently

joined Fluor as a worker and said he was prompted to seek employment in the construction industry because of the pay and the opportunity for advancement.

“The discipline I acquired while in the Army gives me the ability to complete any task given me in my civilian job,” Mitchell said. “Plus, I enjoy working outside and I like the many different skills there are to learn.”

Samuel A. Floyd III works for Fluor as director of operations. Floyd also served 20 years in the Army from 1989 to 2009, leaving with the rank of lieutenant colonel. Floyd said that fundamentally, there really isn't a difference in the core respon-

**“Take the time to find out what type of work makes you happy and then find a company or a business that does that type of work. Don't take just any job – military service and experience is in high demand. Do something that you are passionate about.”**



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**Roderick Shannon**  
Military Staffing Program Manager  
Fluor



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**Samuel A. Floyd III**  
U.S. Army (1989-2009)  
Director of Operations  
Fluor



Irving, Texas-based Fluor Corporation delivers engineering, procurement, construction, maintenance (EPCM) and project management to governments and clients in diverse industries around the world.

sibilities between what he does now as a civilian and what he did for the Army.

“At the end of the day, operations and logistics are operations and logistics,” Floyd said. “However, most challenging is learning the new terms, the new language, how the organization functions; it's a different culture.”

Floyd said he was attracted to Fluor because he wanted to work for a large company currently involved in and continuing to pursue global work.

“Throughout my military career, I was stationed overseas 12 of my 20 years of service and I enjoyed working with people that looked for that same type of diverse and challenging work in different environments,” Floyd said.

**PROVIDING THE POWER**

United Rentals Inc. is the largest equipment rental company in the world, with nearly 615 rental locations throughout the United States, Canada and Mexico. The company was founded in 1997 and its customer base includes construction and industrial companies, utilities, municipalities and homeowners. The company provides a complete range of equipment to satisfy construction needs, from small power tools to large forklifts and earthmovers.

Craig Pintoff, vice president of human resources for United Rentals, said the company employs more than 500 military veterans, and he hopes to see that number increase in the next year.

“United Rentals Inc. is the leader in the equipment rental industry and with our vast network of branch locations, veterans can find employment close to home, or start their post-military life in a new location across the country,” Pintoff said. “United Rentals Inc. is committed to finding the best employees to drive the future of our business. There's no doubt that our country's veterans possess the qualities that would make them successful on our team.”

Pintoff said the company is recruiting veterans for a broad range of positions, including inside and outside sales rep- >>

representatives, national sales managers, equipment service technicians, CDL drivers and branch management.

“We have a GSA [schedule] number, and with the recent passing of the federal stimulus package, we anticipate that the service we provide will aid the nationwide focus on infrastructure,” Pintoff said. “We have the network to supply the service and machinery to build the future of America. We look forward to being a part of that.”

David Hobbs, vice president of the Gulf Region for United Rentals, served in the Army from 1989 to 1993 as a paratrooper with the 101st Airborne Division, leaving with the rank of sergeant. Hobbs then served in the Army National Guard from 1993 to 1998. He said many people aren't aware of the solid career opportunity at United Rentals.

“The opportunity has been significant for me in my career,” Hobbs said. “The performers in this industry do get recognized and move up the ladder. It's been a great ride.”

Hobbs left the military to go to school with the intention of going back to the military as an officer. He earned a commission with the Florida National Guard. During the five years he served in the Guard, he was also working at United Rentals. He was offered promotional opportunities with the company and had to make a tough decision.

“Long story short, my career had taken off so well, I could no longer do both,” Hobbs said. “It was very painful to give up nine years of service and all the schools that I had gone to in the Army. It was very difficult to give that up and walk away, but I had to because of the opportunity that existed in this civilian career.”

#### SHOW ME THE MONEY

Construction companies offer talented employees not only great pay, but also great benefits. Mathews said the typical starting salary for many of the positions Kiewit is trying to fill is between \$52,000



United Rentals provides a full range of benefits for employees and their families that includes medical and dental insurance, as well as long- and short term disability, 401K with company match, paid vacation and holidays.



**David Hobbs**

U.S. Army (1989-1993)  
Army National Guard (1993-1998)  
Vice President of the Gulf Region  
United Rentals



**Craig Pintoff**

Vice President of  
Human Resources  
United Rentals

and \$56,000, in addition to the no- to low-cost comprehensive medical benefits.

“On average, employees pay less than \$40 dollars a month for family coverage,” Mathews said. “Employees receive \$480 dollars a year in pre-tax dollars to offset any out-of-pocket costs to add to their benefit accounts.”

Shannon said Fluor expects hard work from its employees, but it also rewards the effort.

“Working at Fluor means being expected to deliver your best and being well rewarded for your skill, hard work and commitment,” Shannon said. “Fluor craft professionals receive great pay, a solid benefits package, and real opportunities for career growth in one of the safest, largest and most successful companies in the industry.”

Pintoff said United Rentals provides a full range of benefits for employees and their families that includes medical and dental insurance, as well as long- and short term disability, 401K with company match, paid vacation and holidays.

One of the things that is often more important than salary is job satisfaction. Veterans who work in the construction industry said they are lucky enough to get paid well for doing a job they love.

“I absolutely love my job,” Hobbs said. “I've gotten to see so much of the country and learn so much about construction and how things are built. I've learned how to

do things more efficiently with construction equipment.”

Windle said one of the things he enjoys most about his job is the fact that each day offers a new challenge.

“One day I may be helping a district manager learn a different approach to coaching his managers and the next day act as a consultant in a profit center and coach employees on market penetration or service department process improvement, and then the next day working through a district sales meeting and market analysis,” Windle said.

Floyd offered some advice for those who may be leaving the military and thinking about a civilian career in construction.

“Take the time to find out what type of work makes you happy and then find a company or a business that does that type of work,” Floyd said. “Don't take just any job – military service and experience is in high demand. Do something that you are passionate about.”