

OUR PEOPLE PERFORM

NEW LEADERSHIP



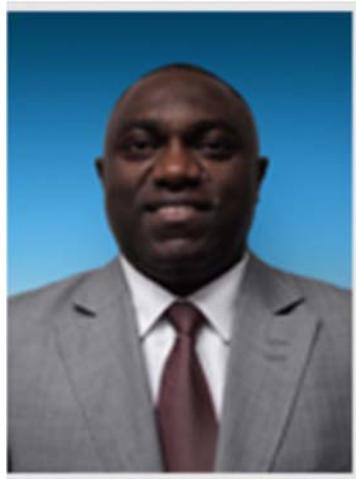
Nick Lowe

With over 20 years of industry experience, Nick Lowe first started his career as steel fabricator, and welder. He joined Shapiro & Duncan as a Foreman in 2012 supervising and coordinating all phases of plumbing and HVAC installations. In 2015, he was promoted to Superintendent and is responsible for production scheduling, safe work practices, application of arithmetic principles, process compliance and administrating, managing, coaching and mentoring field employees. **Nick's leadership helped Shapiro & Duncan achieve their most aggressive schedule to date, a large-scale data center, in record timing (5 months).** The project included 18,000 feet of welded-steel HVAC piping, 30,000 weld inches and 60 tractor-trailer loads of pipe delivered to the job site.



Billy Campbell

Billy Campbell brings more than 23 years of trade experience, mechanical and plumbing. In 1995, he joined Shapiro & Duncan as a Helper and within 10 years moved up the ranks to Foreman, supervising and coordinating all phases of plumbing and HVAC installations. **In 2013, Billy was leading a crew of over 200+trades craftsmen and women on our largest project to-date, INOVA Women's and Children's Hospital. His team installed 76 miles of pipe, finishing under budget and on schedule despite a defaulted electrician, and an Ebola scare.** More importantly with his leadership, Shapiro & Duncan earned their first National Associated Builders and Contractors **Excellence in Construction Eagle Award.** Currently, as Superintendent, Billy oversees 160 field employees to help ensure jobs move efficiently as possible.



Justin Poka

Justin has been a loyal employee for almost a decade! He started as a Help Desk II Technician in November 2007. Since then, Justin has passed several IT Professional Certifications, as well as a couple of Leadership training courses, which helped him earn his first promotion as a Systems Engineer and then I.T. Manager. With a few years of management under his belt, he became Director of I.T. and joined our leadership team. He ensures that cost efficient IT systems are in place and in align with corporate strategic objectives and supervises our help desk operations. He makes certain that all systems, software, and networking are secure and that end-users needs are served. Justin also works with various consultants to advise and coordinate the acquisition, upgrade and repair of major computer hardware and software. He holds a bachelor's degree in Engineering from Ekiti State University.

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Stacey Holsinger

Promoted to Marketing Manager

Stacey has over 12 years of experience in the construction industry (home building, heavy civil and mechanical). After graduating from Temple University with a bachelors in communications, she took the position of Preconstruction Coordinator in our Estimating Department. After 8 months, she was promoted to Business Development Specialist and focused on the timely execution and delivery of technical proposals and all marketing/promotional activities. In 2016, Stacey received her masters in marketing management from UMUC and was promoted to Marketing Manager. She leads a team that focuses on internal/external communications, corporate branding, event planning, advertising, social media, and public relations.



Billy Litteford

Promoted to Assistant Project Manager

From the field to the office, Billy is working towards his transition and promotion to Assistant Project Manager in our Special Projects Department. He is currently enrolled at Montgomery College seeking to expand his knowledge and obtain an Associated Degree in Construction Management to help him with his new role.



Marilyn Aguilar

Promoted to Purchasing Assistant

Marilyn started at Shapiro & Duncan as the Front Desk Receptionist at our Rockville, Maryland Office. Now, as a Purchasing Assistant, Marilyn will be helping the purchasing team with orders for both the office and field. Marilyn is a quick learner and believes she can adapt to the position quickly.



Dilma Montano

Promoted to Project Manager

Dilma started her career with Shapiro & Duncan 14 years ago as an Accounting Clerk. She was then promoted to Project Coordinator for the Special Projects Department and continued to grow as an Assistant Project Manager. With the experience gained from her previous positions and her willingness to learn about the HVAC and plumbing trade, Dilma is well prepared for her new role. While working full-time for the company, Dilma also received a bachelors degree in Business from UMUC in 2010.

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Kirsty Mastroni

Promoted to Controller

Prior to working at Shapiro & Duncan, Kirsty worked as an Accounting Leader at Whole Foods Market. Her past experience also includes Controller at Xceleron, Inc. and Regional Accountant at Aggregate Industries US. Now with S&D for over 2 years, her new role requires her to be working on a wider range of financial duties which will include monthly and year-end close financial reporting. Originally from Edinburgh, Scotland, Kirsty has enjoyed her new home in the United States now for the past six years. The Grand Canyon is on her list of places to visit.



Sandrine Djomdom

Promoted to Assistant Accounting Manager

Sandrine started as an accounting clerk at Shapiro & Duncan in June 2014. With a Bachelor's of Science in Accounting and a Minor in Business Administration, she will continue her pursuit with higher education by studying to take the CPA exam. Now as Assistant Accounting Manager, Sandrine has more responsibility as she supervises the accounting clerk staff.



Rosa Carrillo

Promoted to Project Accountant

Rosa started her career with Shapiro & Duncan three years ago in our Purchasing Department. In June 2015 she joined our Accounting Department as a clerk. Rosa has a Bachelor's degree in Business Administration from UMUC. As a new mom, and wife, Rosa keeps busy by spending time with her family and pursuing her masters in Financial Accounting online at UMUC.



Carlos Montano

Promoted to Project Accounting Manager

Carlos has been with S&D for over 10 years. He begun his career in S&D's warehouse department, and was then promoted to Accounts Payable Clerk where he held that position from 2008-2015. In late 2015 he was promoted to Project Accountant. Now as Project Accounting Manager he will be helping the CFO with financial statements. Carlos is working towards his Associates Degree from Montgomery College and plans to transfer to the University of Maryland to pursue a bachelors in accounting.

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Promoted to Welding Shift Manager

Francisco's responsibilities include overseeing a team to ensure welds are completed on-time and to the highest standards. For the past 6 years, Francisco has focused on improving his craft through expensive training; welding, vernon cutting machine; fitting; band saw and vic pipe. His most challenging project, but rewarding project to date was the Shaw Road Data Center Project because of the amount of welding that needed to get done.

Francisco
Velazquez

We're here. We hire. We train. We need you.

Why Construction?

- Industry expected to grow twice as fast as the average of other industries
- \$ Great Wages
- Diamond Limitless Career Path
- Smiley Face Industry with the greatest employee engagement and job satisfaction
- Gears Variety of Professions (From the office to in the field)
- Get paid while you attend classes
- Debt Minimal to ZERO Student loan debt

Why Shapiro & Duncan?

- Tuition Reimbursement
- Award-Winning Company
- Competitive Benefits Package
- Paid Internships
- Paid Training including Apprenticeship Sponsorship
- Employee Recognition (Awards, Competitions, Bonuses)

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CURRENT OPENINGS