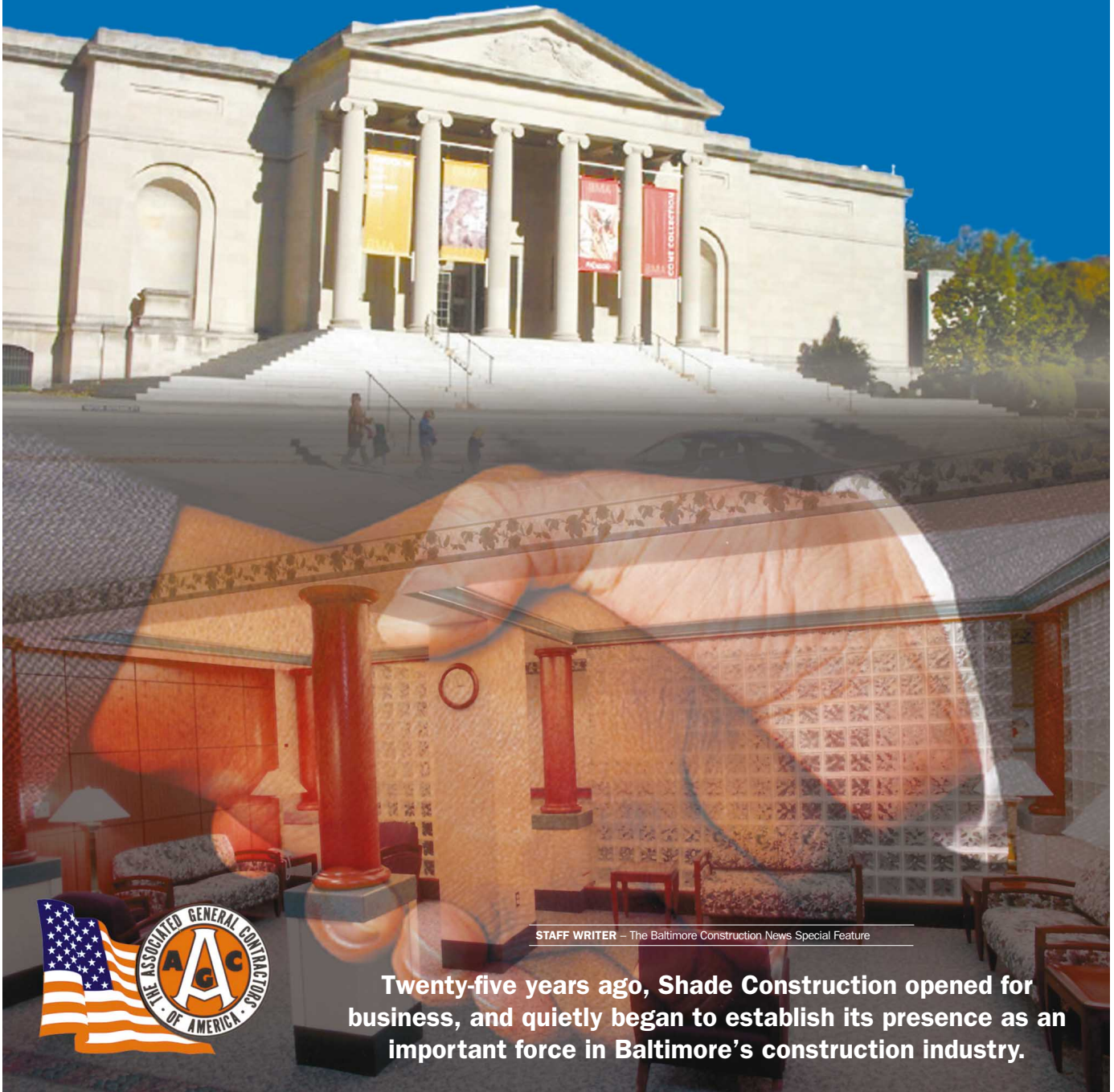


SHADE CONSTRUCTION

forms fast bonds with professional contacts



STAFF WRITER – The Baltimore Construction News Special Feature

Twenty-five years ago, Shade Construction opened for business, and quietly began to establish its presence as an important force in Baltimore's construction industry.





Shade Construction

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Over the past few decades, this general contractor, located on Joppa Road, has done major renovations and additions for

chains like Montgomery Ward and defense contractor Northrop Grumman, and built complete Emergency rooms for hospitals like Harford Memorial, Church Home and Harbor Hospital

Center. Beginning with their first job, Fort Howard Hospital in Edgemere, the family-owned company has gone on to establish a tradition of creating its management team from within. "Every one of our peo-

ple have come up through the field, starting as apprentice carpenters, working their way up to carpenter, then foreman, superintendent, estimator, and project manager," says President Bill Shade, who took that route himself, rising to the driver's seat in 1992.

"We like to think we treat our people well," says Chairman Bob Shade, who founded the company with his wife, secretary/treasurer Mary Shade, in 1977. "In 25 years, we have had very few employees leave."

"Almost everyone has grown up in the company," agrees Vice President Nick Verdis, who also climbed the ladder from apprentice carpenter, starting with the company in 1979.

"In my opinion, Shade Construction's success is based on our management-employee relationships, our fairness and understanding with subcontractors and suppliers, and our ability to develop a strong relationship with architects and owners," says Bill Shade. Indeed, this respectful relationship that he and his management team have cultivated through the years has resulted in an amazing 60% of repeat client business throughout the company's 25-year history.

Shade's record of customer satisfaction is also made obvious by the company's top rating by Dun and Bradstreet. That, and the fact that the company over the past decade has concentrated many of its efforts on health care facilities, a fairly exacting specialty, has landed them on some of the industry's lists of preferred general contractors. Specially trained supervisors, along with word of mouth, and the type of reputation they

have gained by taking small jobs for hospitals and proving themselves, has pre-qualified Shade on the preferred lists for most of Maryland's major hospitals.

Some of Shade's long-time hospital clients include:

Harbor Hospital Center, for whom they have done everything from design-build and construction

management to competitively bid projects over the last 12 years. The size and scope of the jobs have varied from a chapel and gift shop to entire floors, a new emergency department and a waterfront Oncology department overlooking the Baltimore harbor. Shade is currently working on the entire fifth floor, 25,000

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Shade Construction

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square feet of major renovation.

Howard County General Hospital:

Over the past eight years, Shade has handled a number of projects in all sizes and shapes, negotiated, or awarded through the bidding process. One of the most notable, the company says, is the Post Partum Nursing Unit, a total of

17,000 square feet of interior renovation containing 24 private patient rooms, three semi-private rooms, two isolation rooms and two nurseries with space for fifteen babies each.

More recently, Shade has done projects in the Medical Records, Stereotactic and Open MRI departments, and completed a total renovation of the main lobby.

Carroll County General Hospital:

A notable project for this customer is the OB expansion project, which consist-



ed of a 3,900 square foot addition containing a mechanical room on the first floor and seven new LDRP suites and an overnight room on the sec-

ond floor, as well as interior renovations to the Special Care Nursery, Recovery room, Reception area, Holding Nursery, and Triage Testing room.



Shade also undertook an 8,400 square foot renovation that included 14 new patient rooms, a new nurses' station and staff lounge. The special require-

ments upon contractors working in hospitals, in terms of infectious control and so on, are what make it

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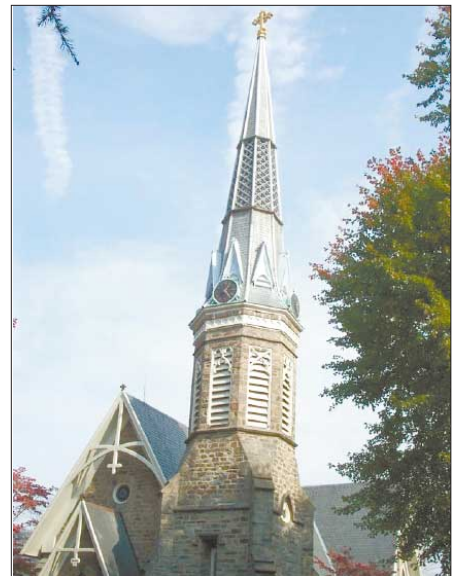


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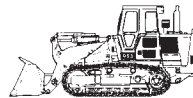
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advantageous for hospitals to hire specialists, like Shade Construction.

"We are fortunate to have excellent officers who can pitch in and adjust to the circumstances and projects," says Bill Shade. "More than once our success has been directly

linked to how one of our vice presidents or supervisors handled a situation that could have become a major problem."

And the expertise is shared with their business associates. "Our relationships with subs and clients is as strong as our relationships within the company," says Nick Verdis. Mike Drouin, also a Vice President, who has been with the company since

1982 and rose through the ranks from apprentice, has a great deal to do with that, say his fellow officers, as his honesty and engaging personality earn the trust of all.

Other Shade clients outside the healthcare arena include those as diverse as industrial customers like Pemco International, for whom they have done boardrooms, offices, laboratories, and exterior reno-

vations; the U.S. Postal Service, for whom they recently built and expanded post offices; and the Baltimore Museum of Art, for whom they have performed several large and complex roof replacements and the restoration of historic limestone walls on

which valuable works of art are displayed.

Shade also cultivates relationships with the organizations that serve those in the building industry.

The Carpenters Regional Council of the Brotherhood of Carpenters and Joiners

of Baltimore represents the company's workforce, and Shade's management says it's an important component of their success. "We've been union since the beginning," says Bill Shade. "With the union,

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Best wishes for continued success to SHADE CONSTRUCTION



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Shade Construction

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there's always a skilled labor pool; we've never seen a labor shortage. The carpenters we employ have a superior training level; they have to complete a four-year apprenticeship program to become carpenters, which is approved by the Maryland Apprenticeship

and Training Council."

Another affiliation Shade is proud of is the Associated General Contractors of America, the largest contractor association in the country. Bill Shade recently did a 2-year stint as President of that organization, which works to improve the industry and the working climate for all contractors.

Just as Shade Construction has been doing for 25 years.



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