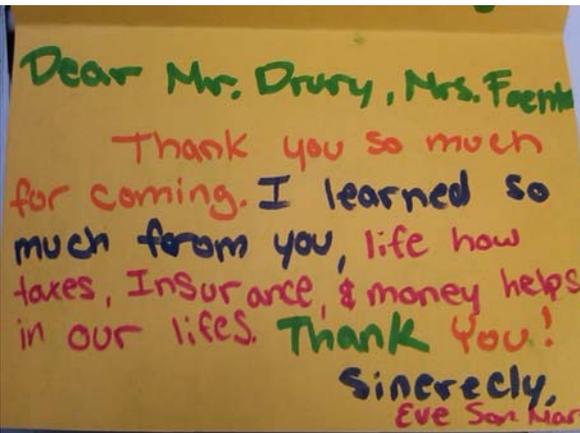
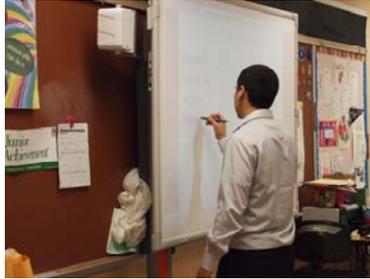


# Our People Serve the Community

Shapiro & Duncan has been very active within our community the past several months partnering with great organizations like Junior Achievement, Food & Friends, Rebuilding Together, DC Students Construction Trades Foundation, and Operation Renewed Hope Foundation. Read more below.



18 Shapiro & Duncan employees volunteered their time on Friday, April 19th to teach over 220 students at Gaithersburg Middle School about financial literacy. With the help of Junior Achievement, they spent hours preparing their lesson plans for the day, which included how to create a budget, maintain a good credit score, when or when not to use a credit card, needs vs. wants and how to make good overall financial decisions. The students were very excited to have us there for the day, and they asked a lot of good questions. The day proved to be a great team building exercise for co-workers that normally would have not worked together, as well as great practice on presentation skills.

On Thursday, May 16th employees along with several vendors participated in the JA Bowl at 300 Shady Grove in Gaithersburg, MD to help raise money for Junior Achievement. The event was a huge success with 11 teams and 55 bowlers that raised a total of **\$8,936.00!** Shapiro & Duncan would like to thank the following sponsors for their time and donations:

Fairfax Insulation

HAVTECH

Insurance Associates, Ltd.

DeSanto Co.

Magnolia Companies, Inc.

ARC Water Treatment

The Morin Company LLC

Boland Trane Associates

ABC of Metro Washington

KOGOK

Tanks Direct



# Our People Serve the Community



In 2012, Shapiro & Duncan teamed up with Operation Renewed Hope Foundation (ORHF) to help them end homelessness among Veterans. We are excited to announce that we successfully placed a candidate and he is currently working towards his plumbing apprenticeship. With hard work and dedication, this once homeless veteran is now employed, living in a town house and is successfully providing for himself and his son. We are happy to have him aboard!

## TAKE YOUR KID TO WORK DAY

Shapiro & Duncan employees brought 9 of their kids into work on Thursday, April 25th. The day started with a presentation about the company as our Business Development Specialist discussed “21 Jobs at Shapiro & Duncan.” Next the kids participated in a team building activity called, “The Spaghetti Challenge,” where they had 18 minutes to build the strongest and tallest standing building with marshmallows and spaghetti sticks. In the afternoon, the kids had lunch with their parents and were spoiled with treats when they participated in a rotation visiting different departments. They were challenged to ask a number of employees questions in regards to their job. Below are some of the results:

**2. CONSTRUCTION: Emelia**  
 What classes did you take in middle school and high school that are important to your job?  
 Science math and technology applications  
 What do you like most about the construction industry?  
 You work on different problems every time's and challenging stuff every day but you dont do the same stuff every day.

**4. SERVICE: Don**  
 What do you like least about your job?  
 I dont like collections.  
 What are your goals in the next 5 years?  
 Help grow this department

Who is your favorite co-worker and why?  
 sheldon because he sign my pay check

**4. SPECIAL PROJECTS: Dilma**  
 What do you like least about your job?  
 Paper work

**1. ACCOUNTING: Amanda & Melissa**  
 What is your job position? Describe your daily schedule.  
 Accounting Mgr  
 print checks, bank balances  
 What do you like most about your job?  
 the people



## Our People Serve the Community

# CHRISTMAS IN APRIL



Lead by Chris Matthews from Clark Construction, our Special Projects Department completed their 10th year of "Christmas in April" on April 18th. Sam Spence and Eugene Brown volunteered their time by replacing a gas water heater, installing a new toilet on the 2nd floor, a new faucet and shower assembly for a free standing bathtub and a new sink and a vanity in the basement. They also made assorted piping repairs on the plumbing and hydronic heating system for a homeowner that desperately needed these repairs to live. All materials and supplies were donated by Shapiro & Duncan.

# DC STUDENTS CONSTRUCTION TRADE FOUNDATION



Shapiro & Duncan attended the Annual Meet the Future Luncheon on May 15th, which recognized scholarship winners and graduates of the Academy of Construction and Design at Cardozo Senior High School. This event brings business and community leaders together with the students for informal mentoring over lunch about careers in the building industry. In 2000, there was a lack of interest and low enrollment that caused DC Public Schools to virtually abandon these vocational training classes. This non-profit was formed to introduce middle school students to the broad range of careers in our industry, engage high school students in hands-on learn-

ing experiences and encourage positive peer interactions that lead to a successful paths to graduation, careers, and post-secondary education. We have seen this program succeed and grow over the last 8 years and we are proud to be supporting such a great organization.

# Our People Serve the Community

## Additional Outreach:

Montgomery County Student Construction Trades Foundation - On April 29th Paul Tse and Mark Drury were honored to speak to the Construction Trades Foundation students at their graduation awards ceremony about the opportunities for success in the construction industry. Paul's message was extremely pertinent as he was in their seat only nine years ago and has successfully advanced at Shapiro & Duncan from HVAC Apprentice to Project Manager.

Montgomery County Public Schools Students Engaged in Pathways to Achievement (SEPA) Program - On February 15th Monica Flores and Mark Drury presented to a SEPA class at The Thomas Edison High School of Technology a program detailing all of the career opportunities and pathways at Shapiro & Duncan.

Montgomery County Career Resource Bank - On March 22nd Stacey Ehring participated in "Career Day" at Shady Grove Middle School in Gaithersburg, MD. She used prez.com to present her job responsibilities, and had an open conversation with the 8th grade students on how she reached her goals. On May 8th, Stacey helped with 8th grade exit interviews. She reviewed and critiqued resumes and project portfolios.