

## What's Inside:

- PAGE 3** 150,000-Square-Foot Office Building Completed in Chicago
- PAGE 4** New Regional Career Hub Will Accommodate Students in Houston
- PAGE 6** 18.8 Acres Assembled in the Heart of Phoenix for Speculative Development



## Common Goals: Sustainable Growth and New Challenges

**Molly McShane** CHIEF OPERATING OFFICER

**Spring is finally upon us. The grass is green, flowers are blooming and all of us in the Midwest are trying to forget how cold the winter was. As we begin Q3 of our fiscal year, all three McShane companies are busy and profitable. I am pleased to share some exciting news and updates from across the country.**

We are very proud to announce that *Crain's Chicago* has recognized McShane Construction as a 2019 Best Place to Work. During the competition to determine top employers, over 26,000 Chicago-area workers completed an employee satisfaction survey. Thanks to our wonderful team members who took the time to participate – combined with our excellent benefits and perks – we made this prestigious list. We appreciate our employees and are happy to know we provide them with a fulfilling work environment.

McShane Construction's Southeast Office is growing substantially. Not only is this one of our busiest offices in terms of construction activity, but also in hiring. We welcomed 20 new professionals in the past six months. Our Southeast Office continues to set a high bar when it comes to multi-family projects, securing four new jobs within the region in the month of March alone. One of these projects is located near Nashville – a new market for the company.

Cadence McShane Construction continues to be a premier K-12 builder in Texas. Currently we are finishing Barbara Jordan High School in Houston, a 120,000-square-foot educational facility created to transition a career magnet school into a regional career hub. Cadence is also underway on several multi-family and hospitality projects. The '68 is a brand-new apartment complex coming to downtown San Antonio. It has been a challenging and rewarding undertaking due to its close proximity to area businesses and a popular children's playground, preventing the use of cranes during construction, even though the project includes eight stories of concrete and steel.

Conor Commercial Real Estate is focusing on making smart deals in a very challenging environment. With land prices higher than ever, we are being selective with our development activity. An example of this is Airport 40 in Phoenix. After a complex land assemblage of three parcels, this new industrial infill project in the Sky Harbor Airport submarket includes two industrial buildings in a prime location. In the Midwest, we are wrapping up two spec developments in the Chicago area – Last Mile Logistics Center I-55 and North Avenue Commerce Center – and launching two more.

I would like to close by welcoming new team members to the McShane family and congratulating others on recent promotions. In McShane Construction's Western Office, Charlie Stone was promoted to Vice President & Regional Manager, Ryan Carroll to Director of Project Development and Ed Rodriguez to Director of Project Management. In Auburn, Brian Wood was promoted to Director of Project Management. Finally, Jody Lee has joined Cadence McShane as Vice President of Marketing.

After enjoying our best year on record in 2018, we are confident that our success and prosperity will continue through 2019. ■



**Willis Apartments**  
MARKET RATE APARTMENTS | AVONDALE ESTATES, GA



## Focus On: Company Culture

**The McShane Companies has built a reputation as a leader in the construction and commercial real estate industries. We're also extremely proud to have been recognized on various Best Places to Work lists. Here is a look at some of the reasons why McShane is an employer of choice.**

### WE DEVELOP LEADERS

Many of our leaders joined the company as interns or new grads and developed their entire careers at McShane. Our average project size is ideal for developing full-cycle project management skills in just a few short years.

### WE TAKE CARE OF OUR EMPLOYEES

We support our team members' health and well-being with comprehensive insurance benefits, paid parental leave for mothers and fathers, a 401(k) savings plan with company matching and profit sharing contributions, and a student loan assistance program for employees with student debt.



New Multi-Family Development Brings Class A Rental Opportunities to Chicagoland

Construction is complete at Lakeside Village Apartments in Oakbrook Terrace, Illinois. The new luxury rental community consists of 315 units on a six-acre parcel. Featuring a Texas donut design, the residential component was constructed around a central core parking garage. This strategic configuration provides added convenience for residents allowing them to live and park on the same level. Furthermore, it eliminates the visibility of the parking structure to showcase the elegant exterior design that utilizes a mix of fiber cement siding, fiber cement lap and masonry.

Lakeside Village's modern amenities offer the nuance of big city living, while on-site comforts make it feel like home. The property consists of 40 one-, 263 two- and 12 three-bedroom

floorplans. Each unit includes high-end features such as quartz countertops, stainless steel appliances, in-unit washers and dryers, walk-in closets and a private balcony or patio.

In addition to upscale fixtures and finishes, residents have access to an array of best-in-class amenities including a fitness center, business center, swimming pool, playground, dog park and dog washing station. On-site management and concierge services are also available.

PROJECT HIGHLIGHTS

TYPE:	Multi-Family
LOCATION:	Oakbrook Terrace, Illinois
SIZE:	315 Units
ARCHITECT:	Baranyk Associates



Every unit offers an open floor plan with upscale finishes.



Vue at the Quarter will offer first class amenities including an in-ground pool and clubhouse.

Vue at the Quarter Apartments Underway in Atlanta

The multi-family market is booming in the Southeast Region. McShane Construction is currently underway on 15 apartment projects in this region alone, including Vue at the Quarter Apartments in Atlanta.

The new 271-unit project sits on 11.3 acres of land. The gated community is in Atlanta's Upper Westside and is just minutes from downtown with easy access to I-75. It is also near numerous restaurants and shops.

The project involves the construction of 3, four- and five-story buildings totaling 359,000 square feet. Residents will enjoy extensive amenities that give Vue at the Quarter a resort-style feel. Some of these amenities include a clubhouse, outdoor pool, grilling area, workout facility and pet play yards.

The project consists of wood frame construction with a brick and Hardie siding exterior that will provide a fresh and modern appeal.

McShane is also constructing 2, six-car detached garages along with a two-story, precast parking deck that will provide 413 parking spaces for residents.

Construction is slated for completion by the end of the year.

PROJECT HIGHLIGHTS

TYPE:	Multi-Family
LOCATION:	Atlanta, Georgia
SIZE:	271 Units
ARCHITECT:	Dynamik Design

New Office Building Completed for GlenStar

GlenStar O'Hare is a 150,000-square-foot office building constructed on a greenfield site near O'Hare International Airport. Built entirely from precast concrete, the eight-story building features an attached three-story parking deck. To support the weight of the 1,112 pieces of precast that comprise the building, McShane constructed the facility on top of a massive 4' mat foundation.

Over the course of two days in the freezing winter, McShane poured over 4,800 cubic yards of concrete on top of 1,450 tons of rebar to lay the mat. Throughout the 19-hour concrete pour, over 560 cement trucks came and left the project site.

Due to the small site and location, equipment and material deliveries had to be flagged and carefully maneuvered through the site. With no buffer space on the west side of the project site, McShane worked with

neighboring properties to mobilize equipment and construction work. To facilitate these site constraints, the firm implemented an elaborate logistics plan to ensure that work did not slow down on the project.

McShane also worked with the FAA for permission to use the giant crane needed to hoist the panels in place, since the development is directly in-line with one of O'Hare's busiest runways. At the end of each workday, the crane was broken down and stored on-site to reduce the height by 50 percent.

PROJECT HIGHLIGHTS

TYPE:	Office
LOCATION:	Chicago, IL
SIZE:	150,000 SF
ARCHITECT:	Wright Heerema Architects



A comprehensive logistics plan was implemented to facilitate the delivery of 1,112 pieces of precast and over 4,800 cubic yards of concrete.

McShane Underway on Home Chef's Western Distribution Center

Construction continues on the Home Chef Western Distribution Center in San Bernardino, California. The facility will include 107,000 square feet of distribution and warehouse space, 80,000 square feet of food preparation space and 18,000 square feet of office space.



The building features a 32' clear height, 30 truck docks and one drive-in door. McShane is also adding conference rooms, a locker room, bathrooms, a frock room and break room. Site work includes sizable on-site parking for 208 vehicles.

Founded in 2013, Home Chef offers fresh, pre-portioned ingredients and easy to follow recipes delivered weekly and is designed for anyone to be able to cook and everyone to enjoy. The Chicago-based company delivers nationwide.

PROJECT HIGHLIGHTS

TYPE:	Food & Beverage
LOCATION:	San Bernardino, California
SIZE:	205,000 SF
ARCHITECT:	Harris Architects



McShane Named a Best Place to Work

McShane Construction Company is honored to have made *Crain's Chicago Business's* Best Places to Work list for 2019. We are ranked #11 in the mid-sized companies category.



Women in Construction Symposium

MCC attended the 3rd annual Women in the Built World Symposium in Chicago where our Executive Vice President and Regional Manager, Mat Dougherty, spoke on The Male Perspective panel.

Construction Continues on The Lotus Project in Arizona

The Lotus Project is a two-phase infill industrial and office development underway in Chandler, Arizona. Phase I is near completion and includes four state-of-the-art advanced manufacturing and light industrial buildings totaling 470,000 square feet. The second phase will either be a continuation of Phase I, adding three industrial buildings totaling 216,000 square feet, or provide office use, adding two buildings totaling 200,000 square feet.

The highly visible development is located directly off the Loop 202 freeway. It sits on a 53-acre site only 15 minutes from Sky Harbor International Airport and 20 minutes from Downtown Phoenix. Known for its depth of skilled labor,

the Southeast Valley is an ideal location for a mixed-use employment park. According to the City of Chandler, the project is projected to provide between 1,500 and 2,500 jobs once completed.

PROJECT HIGHLIGHTS

TYPE:	Industrial
LOCATION:	Phoenix, Arizona
SIZE:	470,000 SF
ARCHITECT:	DLR Group



NAIOP SoCal Night Out

Members of our Irvine team recently attended the NAIOP SoCal Night at the Fights event at Hotel Irvine in Jamboree Center. All had a great time networking and taking in the action in the ring.



2019 MFE Top Builders

With 4,400 units started in 2018, Multifamily Executive ranks The McShane Companies as the fourth largest apartment builder in the United States.



Eggs on the Plains

Our Auburn team had a great time cooking brisket tacos, sampling delicious foods and raising funds for the Exceptional Foundation of East Alabama.





The facility features two distinct entrances for the separation of high school and K-8 students and activities.

## STEAM Center Delivered for Allen ISD

Construction is completed on the new STEAM Center for Allen Independent School District. The 111,000-square-foot, state-of-the-art education facility provides an innovative approach to science, technology, engineering, arts and mathematics.

The education facility is located on a 26-acre site off of Sam Rayburn Tollway and Exchange Parkway in Allen, Texas and serves Allen ISD students of all grade levels, through field trips by kindergarten through eighth grade students or as a satellite campus for Allen High School.

The two-story facility features numerous classrooms, specialty labs, collaborative learning spaces, learning stair with elevated seating, and a 250-seat Sci-Max theater for large group educational programs. The Cadence McShane project team also completed an on-site outdoor

learning pavilion, pond and new pathways throughout the woods where students have the opportunity to experience hands-on outdoor learning. The new building's exterior finishes include a curtain wall, fiber cement siding, masonry and phenolic wall panels with accents of color shifting tiles.

The STEAM Center was funded by the 2015 Allen ISD bond program. VLK Architects provided architectural services on this esteemed project for the Allen community students and staff.

### PROJECT HIGHLIGHTS

TYPE: **K-12 Education**

LOCATION: **Allen, Texas**

SIZE: **111,000 SF**

ARCHITECT: **VLK Architects**

## New Regional Career Hub Will Accommodate Students in Houston

Construction is ongoing at Barbara Jordan High School for Careers, a 120,000-square-foot educational facility in northeast Houston. The new facility will transition a career magnet school to regional career hub. It will accommodate students from eight area high schools serving two groups of students per school day in morning and afternoon shifts. Students will spend half the day at their home school taking required academic classes and the other half at Barbara Jordan participating in career curriculum. Students have the opportunity to participate in high-demand career training while gaining real world experience in a variety of fields.

The first phase of the two-story facility includes lab space for various

programs such as auto/diesel, audio/visual, construction management, cosmetology, culinary arts, marketing/entrepreneurship, STEM and welding. The facility includes a Career Exploration Theater that features a learning stair and an exhibition space where the school can host events such as career fairs, trade shows and conferences. The second phase of the facility includes demolition of the existing Barbara Jordan High School building.

### PROJECT HIGHLIGHTS

TYPE: **K-12 Education**

LOCATION: **Houston, Texas**

SIZE: **120,000 SF**

ARCHITECT: **Corgan**



Barbara Jordan High School for Careers is expected to be finished in July of 2019.



The exterior of the building was completed utilizing an attractive stucco finish complemented by surrounding landscaping and outdoor lighting.

## Best Western Hotel and Resorts Dual Branded Property Completed in Austin

Cadence McShane Construction Company is pleased to announce that the firm has completed a dual-branded Best Western Plus and Executive Residency hotel property in Austin. Cadence McShane was awarded the project by owner and operator, 28 Hospitality LLC.

Best Western Plus Austin/Executive Residency is Austin's first dual-branded Best Western property. Located just minutes from downtown, the hotel is designed to accommodate both business and leisure travelers looking for an extended-stay option in the city.

The four-story property offers 86 guest rooms, 39 of which have kitchenettes for a more comfortable extended-stay experience. Each kitchenette includes a cooktop, microwave, sink and refrigerator.

An inviting main entrance welcomes guests into a first floor lobby highlighted by an abundance of natural light, elegant finishes and comfortable furnishings. Guests can now enjoy best-in-class on-site amenities including an outdoor swimming pool, fitness center and gaming lawn.

Cadence McShane completed all project sitework including paved sidewalks and a 93-vehicle surface parking lot.

### PROJECT HIGHLIGHTS

TYPE: **Hospitality**

LOCATION: **Austin, Texas**

SIZE: **86 Keys**

ARCHITECT: **TAG International**

## Renovations and Addition Made at McKinney High School

Cadence McShane recently wrapped up the McKinney High School project. The school is part of McKinney Independent School District and is located in the northern suburbs of Dallas.

The scope of work included a brand new 534,000-square-foot fine arts auditorium and renovations to the existing auxiliary gymnasium and natatorium. The fine arts auditorium renovation project consists of a new 1,020-seat auditorium with a 300-seat balcony, a new black box theater/classroom and a new choir suite. There is a green room and scene shop where students can create sets for the theatrical performances. The gymnasium received new bleachers and locker rooms and the natatorium received an updated pool deck and locker room with restrooms.

The auditorium roof spans 96' and includes a catwalk system. The space includes a gridiron level and several intermediate gallery levels as well as a below-grade orchestra pit and a basement level to access it. The project is a part of the McKinney ISD 2016 bond program and is made specifically for McKinney High School students.

The architect of record is Stantec.

### PROJECT HIGHLIGHTS

TYPE: **K-12 Education**

LOCATION: **McKinney, Texas**

SIZE: **41,000 SF**

ARCHITECT: **Stantec**



## Little Elm Strike Middle School Groundbreaking

Little Elm ISD recently held a groundbreaking ceremony for the new Lowell H. Strike Middle School in The Colony, Texas. The two-story facility will accommodate 1,200 students in a flexible design that gives teachers the ability to adapt spaces based on needs.



## Spring Career Fairs

Every year Cadence McShane attends collegiate career fairs to meet students for internships and full-time positions. This spring, CMC attended various career fairs at Texas Tech University, Texas A&M University, Texas State University, University of North Texas, Southeastern Oklahoma State University and the University of Oklahoma.



## First Apartment Complex Coming to Hemisfair in Downtown San Antonio

Construction continues at The '68, a 283,000-square-foot, L-shaped, multifamily and mixed-use development in downtown San Antonio, Texas. The eight-story facility is a cold-formed metal framed structure on 1.1-acres with a brick and stucco exterior. Due to the location of The '68 being in close proximity to area businesses and a popular children's playground, the project included concrete and steel construction but no cranes were allowed.

The 119,000-square-foot residential community consists of 151 total units broken down into 129 one-bedroom and 22 two-bedroom units. On the property there is a 156,000-square-foot, seven-level, precast garage that has the capacity for 416

parking spots. The '68 features a leasing office and fitness center with easy access to the surrounding park and pathways for residents. In addition to the 151 units, The '68 will add 4,200 square feet of creative office and retail space to Hemisfair, which has become a growing area for cuisine.

Most units will feature galley kitchens with granite countertops. Each unit is designed to maximize space and will incorporate pocket and sliding barn doors. There will also be an amenity deck off of the seventh floor equipped with fire pits, hammocks and cabanas for entertaining or mingling with neighbors. The '68 project is expected to be completed in late summer.



## Form Follows Fitness 5K

Employees in Dallas ran in the Form Follows Fitness 5K, benefiting the Architecture and Design Exchange. The ADE increases understanding of architecture through scholarships, programs and exhibitions.



## STEAM Center Ribbon Cutting

Allen ISD held a ribbon cutting ceremony and community walkthrough for the new STEAM Center. The 111,000-square-foot facility provides an innovative approach to math and science.



## CMC Adds VP of Marketing

CMC welcomed Jody Lee to the leadership team as Vice President of Marketing. Jody offices in the firm's Dallas headquarters and is responsible for execution of the overall marketing strategy.





David Friedman  
PRESIDENT



## Where Did the Real Estate Cycle Go?

**In 2017, I participated in a well-known real estate organization's intimate gathering of commercial real estate industry leaders from around the nation. A central agenda topic was "How is Your Firm Preparing for the 2018 Real Estate Downturn." Considerable energy went into the strategies both public and private companies were deploying in anticipation of this imminent cyclical downturn.**

I sat uncharacteristically quiet through the session. What crossed my mind was, what does this group of really smart, accomplished people know that I don't? It was not apparent to me that a cycle change was on the horizon. The group was operating as though it was a fait accompli.

I asked myself what was happening. Was it an industry reflex that every 7+ years a real estate recession occurs? Group think? It is true that recessions took place in 1990, 2001, 2007-2008 and the real estate downturns followed shortly thereafter. These bubbles were linked to S&Ls, securitization and external factors. What was I missing that left me so out-of-sync with the leadership group?

A year later in 2018, I was back with that same group and had the nerve to pose the question, "what about the recession and real estate cycle downturn?" One person responded that they were tired of talking about the cycle. Some giggled.

It is always stressful to make the claim that something is different, but this cycle seems to be pleasantly different.

This is not to say that reversionary tendencies to the mean don't exist.

The search for bubbles has not turned any up. Economic growth is balanced. Commercial real estate construction lending is being done on rational terms and equity investors are relying on realistic underwriting. This real estate cycle is different because of its length.

### What Has Influenced This Protracted Cycle? It's Not Just One Thing.

#### Central Bank Policy

The Fed and international central banks have kept interest rates low, which has been an artificial stimulant to world economics and the US has been the biggest beneficiary.

#### Banking System & FDIC

Bank lending has regulated new supply in a manner to have forced disciplined construction lending. The biggest is capital charges for speculative loans, such as high velocity commercial real estate dating back to 2015, resulting in 150% risk-weightings. Average construction loan-to-cost has been in the 55% area.

#### Equity Capital Fiduciary Mindset

Equity capital allocations have been made to managers who have demonstrated strong discipline. This partially explains why \$300B+/- has been allocated to commercial real estate managers and remains uninvested. Core funds have capped new construction to 10%, on average, of allocations. Largest allocations are to the large, growing markets, which have liquidity.

#### Domestic Regulation and Tax Policy

Relaxation of domestic regulation, along with the expansionary tax policy has kept the US economy on a growth trajectory.

#### Strong Job Market

Record low unemployment, sub-4%.

#### No Surprises

Unpredictable events can lead to economic stress, but the US has not experienced one of consequence.

According to Austin Goolsby of the University of Chicago, "If something scares people enough, it can start a recession, and you probably won't know until it is too late. That's because recessions are hard to recognize at the start." In 2001, 16% of economists expected a recession within a year. Now that figure is 25%.

No individual has a monopoly on when and how the real estate cycle will change. Today the catalysts for a cyclical downturn are not obvious. This time around, the recession every seven years paradigm has been broken.

In this environment, Conor's strategy has focused on multi-family and industrial real estate development in infill locations where transportation, population, labor and executive housing are present. Continued e-commerce growth will fuel continued demand for industrial facilities and ought to buck the impact of the unexpected recession. ■



The sale of Fountain Square Commerce Center was recognized by the SIOR Chicago Chapter with a Professional Achievement Award for Largest Industrial Sale by a Platinum Sponsor.



AZ|60 consists of two buildings situated on 16 acres.

## AZ|60 Industrial Sells for \$27.4 Million

Conor Commercial Real Estate and partner Globe Corporation recently announced the sale of AZ|60, a brand new, infill, state-of-the-art industrial project located in the heart of the Southeast Valley, in Gilbert, Arizona. U.S. Trust, Bank of America Private Wealth Management facilitated the purchase of the 225,000-square-foot property. AZ|60 provides high quality industrial space in a prime location and was designed with future tenants in mind. The disposition set a new cap rate and price per square foot records for similar product within the submarket.

Consisting of two buildings, situated on 16 acres, AZ|60 features a 30' clear height, ESFR sprinklers, 100% concrete truck courts, ample dock and grade level loading, and is positioned

as a market leader in local amenities sought after by today's tenants. The property has three tenants with suite sizes ranging from 41,000 square feet to a full building user at 120,000 square feet. Steve Larsen and Bill Honsaker with JLL were the ownership's leasing representatives. Will Strong at Cushman & Wakefield represented the seller in the investment sale. McShane Construction Company served as design/build contractor.

### PROJECT HIGHLIGHTS

TYPE:	Industrial
LOCATION:	Gilbert, AZ
SIZE:	225,000 SF
ARCHITECT:	Ware Malcomb

## Northwest Pointe III Speculative Development Breaks Ground

Conor Commercial Real Estate and Globe Corporation are excited to announce the start of construction of Northwest Pointe III in Elgin, Illinois. This is the third development by the Conor team in the Northwest Corporate Park. The Northwest Pointe I and II projects were successfully developed, leased and sold over the past three years.

The project will include two buildings totaling 349,000 square feet on a 20+ acre site. It will accommodate either a single or multi-tenant configuration. Direct access to I-90 via the Randall Road four-way interchange is located within 1.5 miles of the property.

The exterior of Northwest Pointe III will be precast concrete and the facade of the office entrances will offer natural lighting featuring clerestory windows and a steel frame. The plans include one building totaling 163,000 square feet and a second building totaling 186,000 square feet. Building 1 will provide 145 parking spaces and Building 2 will have 239 spaces. The office space is to-suit.



## Executive Commerce Center Launches this Summer

Conor Commercial's latest Midwest development is set to break ground this summer. The 150,000 SF industrial facility, located in Prospect Heights, Illinois near Chicago Executive Airport will be ready for tenant occupancy in Q4 2019.



## Crain's Notable Women in Commercial Real Estate

Molly McShane has been named one of Crain's 2019 Notable Women in Commercial Real Estate. As COO, she oversees development activity and strategic planning for all three companies within TMC. She is also active in various local CRE groups, including becoming NAIOP Chicago's first female president in 2018.



## 18.8 Acres Assembled in the Heart of Phoenix for Speculative Industrial Development

Conor Commercial Real Estate and Globe Corporation assembled 18.8 acres in the land-constrained Sky Harbor Airport submarket for a spec industrial development. The project, named Airport 40, will include two rear-load industrial buildings totaling 321,000 square feet.

Airport 40 is being launched after months of complex planning to bring what was originally three disjointed land parcels together into one usable parcel for a Class A industrial development. Airport 40 is a textbook example of infill redevelopment in an Opportunity Zone and offers excellent locational advantages with its urban position in the heart of the airport industrial market.

The two-building development includes Building 1, a 212,000-square-foot rear-load industrial facility featuring 40 dock-high doors and six drive-doors. Building 2 features 109,000 square feet and includes 28 dock doors and four drive-in doors. Both buildings feature 32' clear and office space to-suit with ample vehicle parking and 75 oversized truck trailer stalls.

For additional information about Airport 40, contact Mike Haenel (mike.haenel@cushwake.com), Andy Markham (andy.markham@cushwake.com) or Phil Haenel (phil.haenel@cushwake.com).



## Pacific Commons Completed

CCRE's newest NorCal industrial development in Fremont, California is wrapping up soon. At 1,398', this 815,000 SF cross-dock facility is longer than the nearby Salesforce Tower is tall.



## CCRE Holds Annual Meeting

We held our Annual Meeting earlier this year in Dallas. Teams from all four regional offices met to recap last year and work together to create smart goals for the future.



## Employees Give Back

Our Chicago team recently volunteered at Feed My Starving Children in Schaumburg, Illinois. We packed 150 boxes of food which provides 32,400 meals and feeds 88 children for one year.





**L3 Multipurpose Pilot Training Center**  
FACILITY EXPANSION | AUSTIN, TX



**Lakeside Village of Oak Brook**  
MARKET RATE APARTMENTS | OAKBROOK TERRACE, IL



**Last Mile Logistics Center**  
SPECULATIVE INDUSTRIAL FACILITY | CHICAGO, IL



**Jones Middle School**  
MIDDLE SCHOOL | HUMBLE, TX



**New Moms Oak Park**  
SUPPORTIVE HOUSING | OAK PARK, IL



**Richardson High School**  
K-12 ADDITIONS & RENOVATIONS | RICHARDSON, TX



**120 Ninth Street**  
MULTI-FAMILY COMMUNITY | SAN ANTONIO, TX



**The Lotus Project**  
SPECULATIVE INDUSTRIAL FACILITY | CHANDLER, AZ

CONTINUED FROM FRONT PAGE

## Company Culture

### WE VALUE DIVERSITY

We strive to create a work environment that is free from bias, that cultivates inclusion and belonging, reduces disparities and achieves organizational results through a diverse workforce.

We provide training and awareness and enforce policies to ensure all employees are treated with respect and everyone's contributions are equally valued and supported.

### WE MAKE TIME FOR FUN!

Our vibrant workplace is an important part of our culture, and we are always

coming up with new ideas to get employees together for fun and charitable causes. Events take place throughout the year including happy hours, in-office mini-golf, ball games, bowling, Top Golf and various volunteer and charitable activities.

### WE GIVE BACK TO THE COMMUNITY

Social consciousness is deeply ingrained in our company culture. We make every attempt to positively impact and better the local communities in which we build. Whether it is establishing funds for disaster relief, sponsoring the education of students in our corporate work-study program, constructing local



projects on a pro bono basis or involving residents from local neighborhoods on our construction assignments, we make it our mission to build a stronger society and help those who are less fortunate. ■

The  
**McSHANE**  
COMPANIES

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