

SEPTEMBER 2024

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THE END OF AN
ICONIC INCINERATOR

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KELLIE KIMBALL
CSDA President



Wow, this year has flown by! I can't believe we're already approaching the fourth quarter. Recently, CSDA hosted our Fall Meetings in Tucson, where we not only held our Board and Committee Meetings but also celebrated our newest members with our 2nd Annual Member Golf Tournament. Joining a committee and being active is such a great way to not only meet others within our industry but also to give back to it. With our ever-changing standards, laws, and practices, it's smart and beneficial to be on the frontlines, protecting both your company and your workers. We find committee work so valuable that the Board has decided to hold our December meetings virtually to allow all members to join in.

Now is the time to sign up and register for our CSDA 101 and 201 courses, which will be held from September 30th – October 4th and November 4th – 11th, respectively. This year, 101 will be hosted at the ICS Facility in Portland, Oregon, while 201 will take place at St. Petersburg College in Florida. You can find all the details and registration information on our website. The best way for our operators to learn and thrive in this industry is through attending industry training, networking, and being trained by our industry leaders. Concrete cutting is a profession, and when we train our people to be professionals, they will lead and cut for our companies as professionals.

As we enter the 4th quarter, it's also time to start preparing for our trips to World of Concrete. WOC is the best place to learn about and see new equipment, hardware, and software for your business.

It's also a great opportunity to connect with others in the industry. Be sure to visit the CSDA booth C4211 in the Central Hall, and join us for these events on Wednesday:

- 8am: Board Meeting
- 10am: Concrete Openings Awards
- 4:30pm: Happy Hour

When registering for World of Concrete, don't forget to use the CSDA A26 code for a discounted exhibition hall price of \$25.00. This offer ends on December 12, so register soon to take advantage of the discount! CSDA will also be hosting two trainings at WOC this year. Our most popular training, the two-day estimating course, will be held on Monday and Tuesday. You'll have the chance to learn from the industry's best on how to estimate your projects for increased efficiency and profits. If you're looking to add GPR to your service line or have a new GPR technician in training, our GPR Methods & Theory course is the perfect way to learn the basics of concrete investigation methods and the theory behind GPR. This one-day course will take place the Thursday of WOC, and registration for both will be available on the World of Concrete website.

Last but not least, stay tuned for the launch of our new CSDA website and database. We'll be rolling out the new site soon, and we ask for your help in updating your member information when prompted. As the end of 2024 approaches and 2025 is fast on its heels, let's stay prepared and connected through CSDA for all the industry information we need.

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CONCRETE CASES

From Cutting-Edge to Crumbling: The End of an Iconic Incinerator



Bridging the Future: Inside Sacramento's Major Infrastructure Project

CONCRETE OPENINGS MAGAZINE

Official magazine of the
Concrete Sawing & Drilling Association
Volume 33, Issue 3 ISSN: 1093-6483

Concrete Openings magazine is published by the Concrete Sawing & Drilling Association (CSDA) four times each calendar year in March, June, September and December. Editorial contributions are welcomed and advertisements are encouraged.

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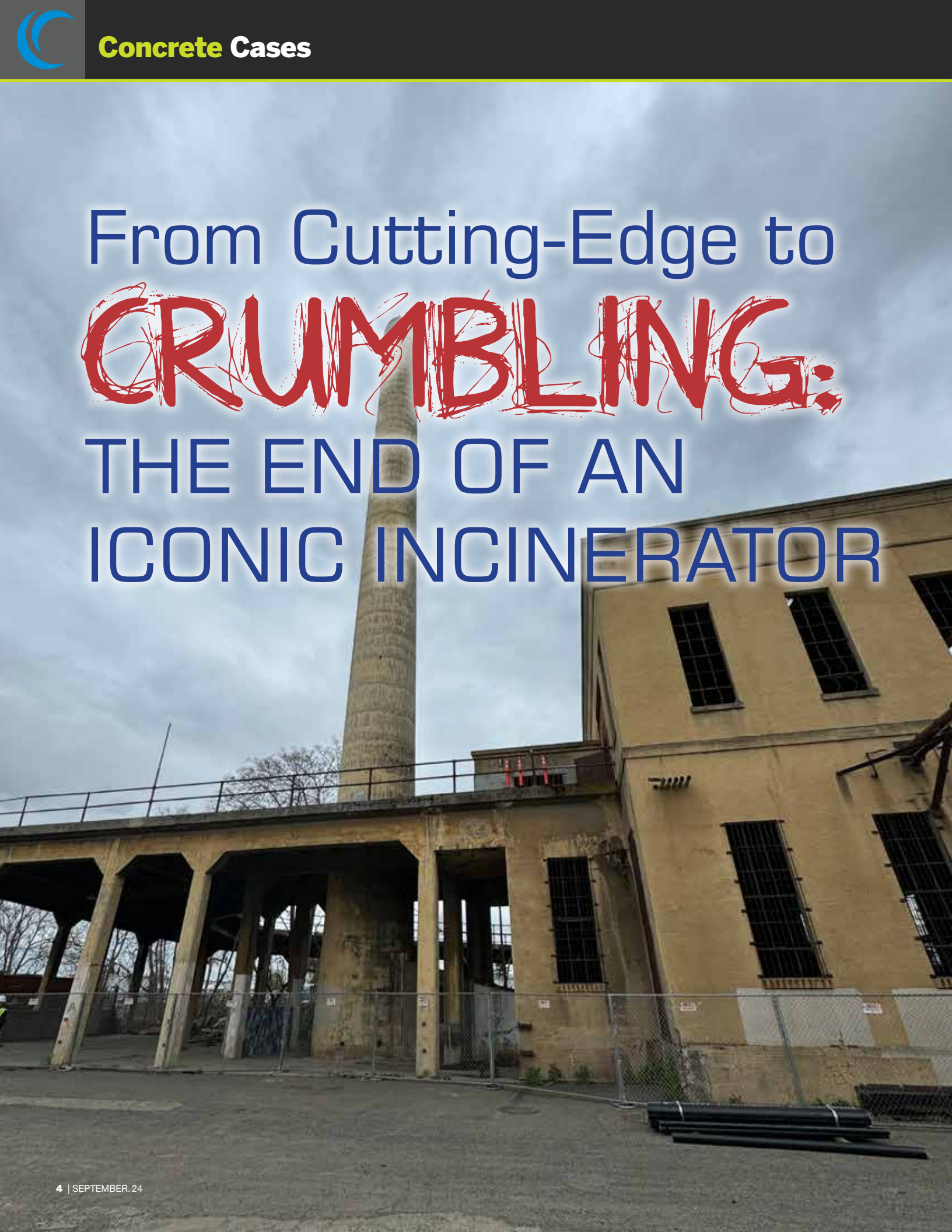


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From Cutting-Edge to **CRUMBLING:** THE END OF AN ICONIC INCINERATOR



In May 2024, work began on the demolition of Sacramento's City Incinerator, a landmark dating back to 1925. The incinerator was initially hailed as cutting-edge technology for waste disposal, perfectly situated by city planners to be near a natural depression for ash dumping as well as near the original path of the American River. However, operations only lasted a mere six years before budget constraints shut it down. Vacant since 1931, weather, water, and time had significantly deteriorated the structure, creating a safety hazard that included asbestos, lead paint, and leaded bricks inside the smokestack.



In April of this year, the city council voted to demolish the incinerator, following the recommendation from Sacramento's housing and dangerous buildings division as being "immediately dangerous." The \$1.2 million demolition project was awarded to Vacaville-based contractor Cal Inc., with locally-based Lombardo Diamond Core Drilling Co. Inc. brought on to assist with the intricate process.

Work started right away and by May, Lombardo mobilized equipment to the site. In order for the crane and boom lift to reach the incinerator, a section of the drive-up ramp needed to be removed first. Lombardo started with cutting and removing a section of the ramp using a Hilti DSW 3018E wire saw. A 20' wide x 80' long primary ramp section and a 90' wide x 32' long elevated ramp section was cut and demolished with a CAT 349 excavator with breaker.

Now it was time to tackle the smokestack. The demolition process was complicated by an additional brick chimney stack inside the concrete structure. The bricks, not mortared in place, posed an inhalation hazard due to settled ashes and soot. Detailed work plans and safety measures were put in place to handle the high-risk job.

The concrete sections were rigged and carefully lifted up to not knock the brick sections uncontrollably. Proper PPE and respirators were worn while the crew physically by hand pushed the loose bricks back inside of the chimney, dropping to the bottom of the structure that was barricaded and locked shut. This was deemed the safest way to ensure that hazardous materials were

properly contained and disposed of, minimizing potential environmental risks to workers and the surrounding area.

Lombardo core drilled forty-four 6" core holes through 6"-10" thick shotcrete walls at various specified locations on the 120' concrete incinerator tower. This enabled rigging so that the crane could safely lift 10' sections of the tower onto the ground. All cores were drilled from a 150' boom lift, again requiring necessary fall precautions to be put in place.

Tower sections were cut into 10' sections using a Pentruder 3P8 HF wire saw. A three-man crew was utilized to cut, spray, and spot off of the 150' boom lifts. The sections were secured during wire saw cutting operations and rigged and lowered to the ground utilizing a crane. The chimney was cut and lowered until Cal Inc was able to safely reach it with their excavators to finish off the demolition of the entire building.

Despite the challenges, high heat temperatures, and wind challenges while working at extreme heights, Lombardo successfully completed the high-risk job with zero time-loss injuries. Detailed work plans and safety measures ensured the project's success, marking a significant step in the ongoing redevelopment of the area around Richards Boulevard and the Railyards.





“ Despite the challenges, high heat temperatures, and wind challenges while working at extreme heights, Lombardo successfully completed the high-risk job with zero time-loss injuries. ”

COMPANY PROFILE

Established in 1961, Lombardo Diamond Core Drilling, Inc. has been in business for 63 years. They offer a wide array of services including GPR scanning, utility locating, core drilling, slab sawing, wall sawing, wire sawing, robotic breaking, demolition and excavation. They have a fleet of 40 trucks that service the greater Northern California Bay Area. Their company strengths are all aspects of concrete sawing and drilling. Lombardo has been a member of CSDA for 50 years. Past president Richard D. Long was one of the founding members of the association.

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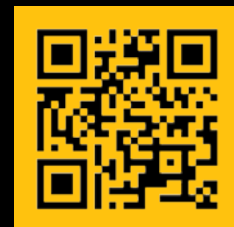


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Managing Post-Accident Communications

Preserving Legal Privileges and Limiting Liability

By Adam R. Young
and Mark A. Lies, II

INTRODUCTION

Some employers will never experience a serious workplace accident involving personal injury, property damage, or both. If one of these unfortunate accidents occurs, this article provides recommendations to respond in a forthright manner while avoiding potential additional legal liability and a public relations fiasco.

SCENARIO

An accident just occurred at one of your Company's worksites, injuring an employee. Upset employees across the country are calling and emailing each other, speculating on the root causes of the accident, the inadequacies of safety procedures, and the Company's response to the accident. One email even suggests that the Company knew about the hazard and willfully exposed the employee. Any of the unfounded speculations in these emails could serve as a "smoking gun," supporting a personal injury plaintiff and his attorney or an OSHA compliance officer's theory as to why the Company could be liable for the accident. If the accident resulted in a fatality, a manager could be facing a criminal prosecution by the Department of Justice, a \$250,000 personal fine and six months in federal prison. If employee interviews are not properly managed and employees provide false or untruthful information, including documents, to OSHA, there can be personal criminal liability for lying or obstruction of justice.

Advances in communication technologies (e.g. smartphones) have made communication easier and faster than ever. These communications will now be preserved digitally for future litigation and the legal risks of miscommunications have become far more serious. Studies indicate that the period immediately following an accident is the breeding ground for workplace miscommunications -- rampant communications with the lowest instances of factual accuracy and containing potential unfounded "admissions" of Company or management liability in the form of "finger pointing." Employers need to develop crisis management policies and train employees to restrict their communications to accurate information and avoid speculations that could hurt the Company. The Company should have a crisis communication plan in place, to centralize information flows through a designated Company spokesperson and inform the appropriate authorities regarding crisis response. The Company must regulate what statements are made, and be careful to create and maintain legal privileges including attorney-client privilege and work product, where applicable.



CAREFUL COMMUNICATIONS POLICY

The best way to prevent communications mishaps following a workplace accident is to have comprehensive and effective policies in place beforehand, which informs employees on how to communicate. With a careful communications policy, employers can train employees to think ahead, scrutinize their methods of communication, and limit their communications to accurate and necessary information. With this policy, employees will be mindful of the need for coordinated communications that are based on whether there is a “need to know” the information before communicating it internally or to third parties. The basic elements of a careful communications policy are:

- **Method of Communication (In-person, Telephone, Email, Social Media)**
The policy should help employees evaluate whether an email is the necessary and preferable form of communication. Communications made on social media may not be private (regardless of the employee’s privacy settings) and may not be deleted. Social media comments must be prohibited as a means of disseminating authorized Company communications.
 - **Audience**
Employees are required to evaluate who will be the audience for the communications, and how the sender can carefully craft the communication to be appropriate for the audience. In a crisis, this may require the sender to limit technical language and detail for a high-level audience for the communication to be effective.
 - **100% Factual Accuracy**
Employees should be instructed to be speak factually in all authorized communications and emails. Their communications should clearly state facts of which they have first-hand knowledge and therefore are credible. Relaying hearsay information that may not be credible since it may be nothing more than “gossip” needs to be prohibited.
 - **Speculation**
Employees should be instructed to be avoid speculations, including unfounded “opinions” on what may have occurred or assessing “fault” or “blame” in emails, particularly on areas outside of their expertise. Absent specialized knowledge, speculations and assumptions result in inaccurate communications.
 - **Professionalism**
Workplace communications such as email and text should maintain a level of professionalism akin to respectful in-person communication. A professionalism provision will help prevent harassing, offensive, and retaliatory communications.
 - **Legally Valuable Documentation**
Sometimes documentation is necessary to confirm that employers have timely responded and corrected or abated hazards. Employee discipline, particularly with regard to addressing potential violations of safety rules that may have caused or contributed to the accident, should be carefully scrutinized before being committed to a documentary format.
 - **Record Retention**
Employees should follow the Company’s record-retention guidelines for maintaining documents, including those containing electronically stored information (ESI). In some cases, the documents generated may need to be retained by law, for example, those documents which may constitute ESI and may related to potential litigation. The Company will have to issue a “litigation hold” notice within the Company to preserve such documentation.
 - **Second Opinion**
Employees should consider obtaining a second opinion on communications which are questionable through the designated Company spokesperson or legal counsel.
- Emotional Emails**
The greatest risks may come from impulsive emails, sent under the stresses and strains of a workplace accident. In many cases, there is a kneejerk reaction to a serious accident in which employees express shock, outrage or disgust about the occurrence through internal or external communications. The policy should direct employees to consider talking through issues rather than writing an emotional email, or to save a draft and review it after the emotional environment has subsided.

CRISIS COMMUNICATION PLAN

For reasons outlined above, employers should have a Crisis Communication Plan in place to manage communications during a crisis. The plan will instruct employees on how to centralize

information, release verified information, deliver a pre-written initial press statement, deal with rumors, and keep accurate logs of inquiries and news coverage. The crisis communication plan will prohibit speculation on the causes of the accident, or the time for resolving a crisis. The plan will prohibit the release of any information potentially placing blame for the crisis, misleading the media, and releasing information that is confidential or privileged, unless it has been cleared by the communications department or the crisis team. With regard to the physical site of an accident, the plan will designate who will control access to the site, and who will escort and monitor third parties on the site. An effective crisis communications plan will simplify information management, provide employees with a resource for accurate information, and limit potential sources of miscommunications, particularly to the media or third parties.

"The best way to prevent communications mishaps following a workplace accident is to have comprehensive and effective policies in place beforehand."

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CREATING LEGAL PRIVILEGES

The attorney-client privilege only protects a communication between an attorney and a client in which legal advice was sought or rendered, and which was intended to be and was in fact kept confidential. This means a client cannot protect facts simply by incorporating them into a communication with the attorney. Merely cc'ing in-house counsel will not create an attorney-client privilege. Where the client also seeks business advice, the communication will only be protected so far as the communications concern the provision of legal advice. Accordingly, employers should take caution with regard to attorney-client privilege, and limit emails to attorneys to legal advice. Attorney-client privileged communications should be appropriately labeled in the email or other correspondence, for example "Privileged and Confidential Legal Matter".

MAINTAINING LEGAL PRIVILEGES

As discussed above, to be protected by the attorney-client privilege, a communication must reasonably have been intended to be confidential. This includes documents generated by or at the direction of legal counsel which are the attorney's "work product". Work product cannot be disseminated within the Company to employees who are outside of the "control group", that is, those employees whose job responsibilities will require them to have access to and utilize the work product to make decisions affecting the Company within their area of responsibility. Dissemination beyond the control group can result in waiver of the legal privilege and make work product discoverable in litigation. The communication must not be shared with any third party, which will waive the privilege. Where an attorney seeks information, the attorney's discussions with an employee may generally be shared with other designated non-attorney employees and still maintain privilege. However, employees should be careful not to disseminate legal advice outside of the Company, or to copy legal advice in internal business discussions.

ACCIDENT INVESTIGATIONS WITH THE ADVICE OF COUNSEL

Following an accident, investigations into the causes of an accident can be protected by attorney-client privilege and work product if they are conducted at the direction of counsel. Employers regularly consult outside counsel to commission investigations and protect them in privilege. The Company should create and maintain the documentation confirming engagement of counsel for the post-accident investigation.

CONCLUSION

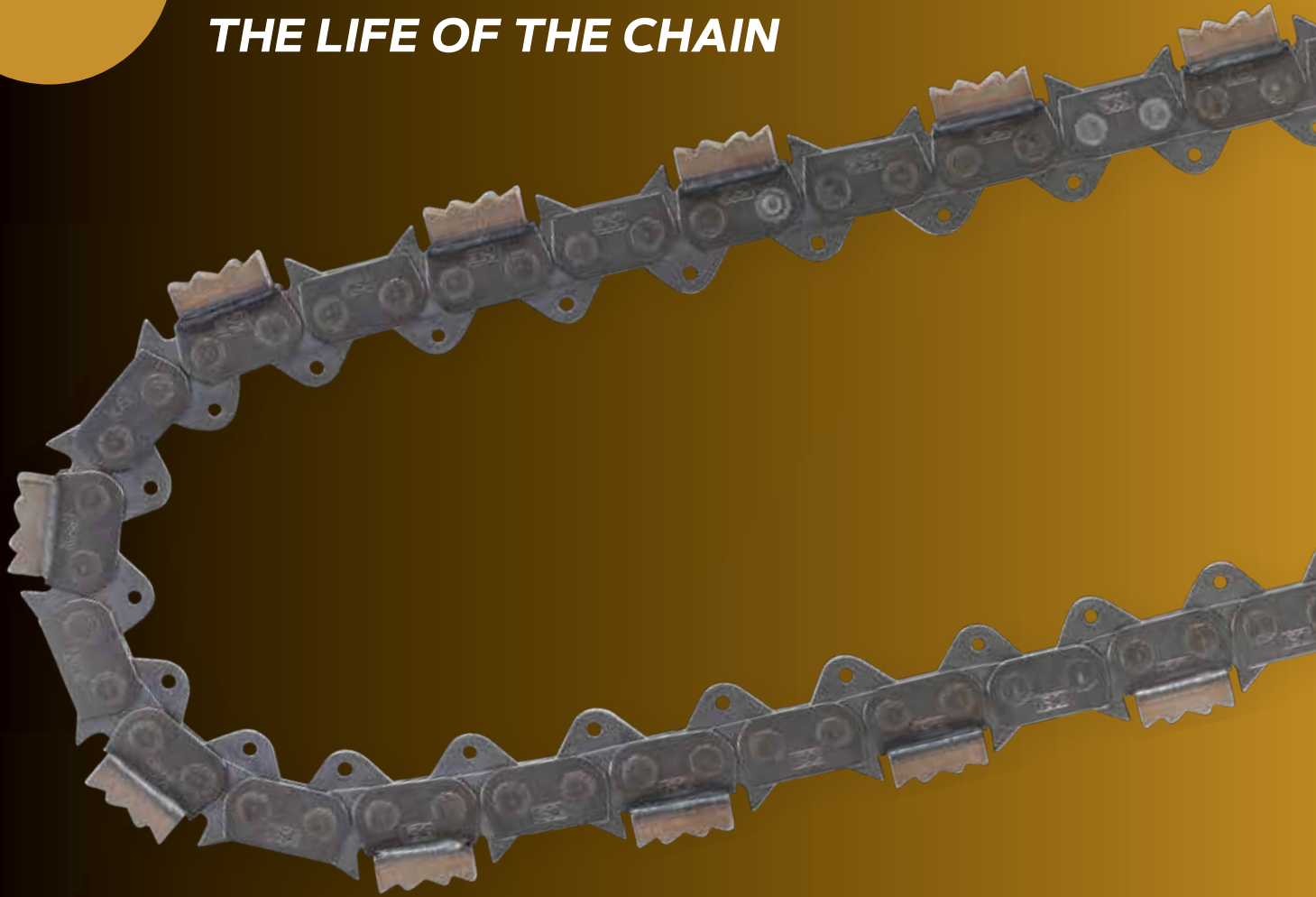
Employers should maintain clear communications and crisis response policies. Following an accident, employers should maintain attorney-client privilege and conduct third-party investigations through counsel. In the event that there is litigation or a regulatory inspection, including OSHA, the Company will not have to defend itself against (1) unfounded or conflicting communications within the Company that may create the impression of wrongdoing by the Company or Management (2) waiver of important legal privileges that can be utilized to defend against liability claims.



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Bridging the Future: **Inside Sacramento's Major Infrastructure Project**



The American River Bridge rehabilitation project in Sacramento is an essential undertaking that involves demolishing the old bridge in order to construct an improved version which includes several modalities of transportation. This one and a half mile bridge, a six-lane multi-span bridge built in 1954, connects downtown and eastern Sacramento. This project is essential for maintaining the infrastructure and ensuring the safety and efficiency of transportation in the area. The demolition of the old bridge was necessary due to structural concerns and the need for modernization to accommodate increasing traffic demands.



The full scope of work includes the removal and replacement of the existing concrete deck and steel girder post-tensioning systems, and the widening of the shoulder. The contractor will also construct a class 1 bike path along the bridge that will connect to existing bike trails.

Austin Enterprise, from Bakersfield, CA, was hired to handle all the saw cutting required for the demolition and segmentation of the old bridge into manageable pieces for removal. There were several discussions back and forth with the contractor before deciding the best course of action. At that point, Austin began mobilizing the equipment needed for the job. This included two panel trucks, each with two saws - two Merit 600s and two Diamond Product Core Cuts 75/74.

In 2023, a team of four began by saw-cutting the barrier rail, which was obstructing the new bridge's construction. Using the flat saws and ICS hydraulic-powered chainsaws with a 15 inch bar, the crew worked on 20 ft transverse cuts as they worked their way down the barrier rail. Precise longitudinal and transverse cuts were made per the contractor's schedule. All work was in tandem with crane operations to remove cut sections.

With only one crane in operation, progress was specific to the pace of the crane. The crane would be working as the piece was cut free. Even so, the crew averaged 8-10 transverse cuts per day, 16 core drill holes per day with Diamond Product core drill CB733, and averaged 60-80 linear ft per day on the longitudinal cuts.

The job presented several challenges, including limited access, environmental concerns, and cutting through steel reinforcement. Navigating tight spaces and ensuring safe operations were crucial. Preventing debris from falling into the American River was a top priority.

Cutting through steel on the bridge deck is a challenge that requires an experienced cutter. Many times, bridge decks require being cut a certain way as the steel is usually going the same way as the blade. The



upcutting can only be accomplished by a skilled operator. Austin's crew was hand-picked for this challenge.

Safety was paramount throughout the project. Fall hazards were addressed by installing a cable the length of the barrier and secured every 20-30 feet. This cable acted as a point where people would connect their harness, ensuring that everyone was 100% tied off. Trip hazards were managed, and clear zones of 30-40 feet were maintained around crane operations. The contractors utilized their own spotters for the crane - a rig hand that runs the cables through the pieces that are being flown out. Plus standard PPE, including life jackets over safety harnesses, were used.

Once the barrier was removed, the contractor could begin work on eastbound construction. The cutting portion was put on pause until the new eastbound bridge finally opened. Austin Enterprises is currently working on cutting the old eastbound bridge deck in specified patterns.

This rail barrier portion of this project was completed on time and within budget, with no significant issues.

A strong relationship with the contractor, built on trust and reputation, has been a key factor in the smooth execution of the project. The contractor has stated they are extremely pleased with the work Austin Enterprise is doing for this job.

Ralph Ortega of Austin Enterprises says, "We are very satisfied with the outcome, meeting the contractor's needs and maintaining a good relationship. The job has proceeded smoothly, with no incidents, and we are pleased with the overall progress."

"Our company was chosen for this project due to our expertise in cutting bridge decks, our strong reputation, and our ability to work closely with the customer throughout the bidding process and project execution. Our knowledge and experience have instilled confidence in our ability to deliver quality results."



COMPANY BIO

Austin Enterprise boasts an impressive 53 employees and 47 truck fleet. They pride themselves in having the best people and equipment to get any job done well and on time. Austin Enterprise specializes in flat sawing, core drilling, hand sawing, wall sawing, wire sawing, bump grinding, loop sawing, saw and seal, crack seal, bridge joint, floor grinding, curb cutting, recess markers and stripes, jackhammer, rock drills and dowel drilling. With 34 years in business, customers can rest assured they are getting quality work with the experience and knowledge behind it. Austin Enterprise has been a proud CSDA member since 2010.

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Top 5 Marketing Tips for Small Business Owners

Marketing is essential for all small business owners and those in the construction industry are no exception. The competitive landscape requires a thoughtful approach to stand out and build lasting relationships with clients. Here are five top marketing tips to help your small business succeed:

1. Build a Strong Online Presence

In today's digital age, having a strong online presence is non-negotiable. Many potential clients begin their search for construction services online. To capture their attention:

- **Create a Professional Website:** Your website should serve as the hub for all your online marketing efforts. Ensure it is mobile-friendly, easy to navigate, and showcases your previous projects and client testimonials. Include a blog with industry-relevant content that demonstrates your expertise.
- **Optimize for Local SEO:** Make sure your website is optimized for search engines, particularly for local searches. Use keywords related to your specific services and location, so people in your area can find you easily. Claim your Google My Business profile and maintain accurate contact information.

2. Leverage Social Media

Social media can be a powerful marketing tool for small businesses in the construction industry. Although it may seem like an unconventional space for construction services, the ability to visually showcase your work can attract potential clients.

- **Focus on Visual Content:** Platforms like Instagram, Pinterest, and Facebook allow you to share photos and videos of your projects. Post before-and-after shots of renovations, time-lapse videos of builds, and behind-the-scenes content to engage followers.
- **Connect with Your Audience:** Use social media not only to share your work but also to connect with your audience. Platforms like LinkedIn allow you to engage your customers and prospects with comments and messages, industry tips, and company milestones. Building a relationship with your audience can lead to referrals and repeat business.

3. Utilize Referral Marketing

Word-of-mouth referrals are invaluable in the construction industry. Satisfied clients are more likely to recommend your services to others, which can lead to consistent leads.

- **Ask for Reviews and Testimonials:** After completing a project, ask satisfied clients for reviews and testimonials. Feature these prominently on your website and social media profiles.
- **Incentivize Referrals:** Consider offering a referral program where clients and business partners can receive discounts or bonuses for referring new clients to you.

4. Invest in Content Marketing

Content marketing positions your business as an authority in the construction industry and helps build trust with potential clients. By offering valuable and informative content, you can demonstrate your knowledge and skills.

- **Create Educational Content:** Write blogs, create videos, or produce guides that educate your audience on various aspects of construction or highlight your ability to solve difficult construction challenges.
- **Collaborate with Influencers or Industry Experts:** Partnering with industry experts or influencers can help spread your message to a wider audience. For example, a guest blog post or video collaboration with an architect or engineer can drive traffic to your website.

5. Attend Networking Events and Trade Shows

Even with the power of digital marketing, face-to-face interactions remain crucial in the construction industry. Trade shows and networking events allow you to meet potential clients, connect with industry peers, and showcase your services.

- **Build Relationships:** Attend industry-specific events such as contractor expos and conferences. These venues offer excellent opportunities to build relationships with potential clients and industry professionals.
- **Showcase Your Expertise:** If possible, participate as a speaker or exhibitor at these events. Hosting a seminar or workshop on a construction-related topic can establish you as a leader in your field.

Effective marketing involves a balance of digital and traditional strategies. By building a strong online presence, leveraging social media, utilizing referral marketing, investing in content creation, and attending networking events, small business owners can reach new clients and grow their business.

Cutting Edge Recruitment Strategies for Concrete Cutting Contractors

Recruiting is one of the biggest challenges faced by contractors today in the highly specialized field of concrete cutting. How can you find qualified people to fill job openings in a shrinking labor market? Tammie McDaniel, a recruitment expert with over 30 years of experience in construction staffing, shares her insights and practical tips on recruitment strategies for sustainable business growth.

How has the recruitment landscape evolved over your 30 years in the industry?

Over the years, we've seen dramatic shifts in labor trends. We've had a shortage of skilled craftsmen since the 90's, the supply-and-demand is more competitive than ever.

Another one of the most significant changes we've seen is the use of technology to automate, track and manage hiring activity.

Today's job seekers expect a 1-click application, immediate response and mobile communication. Utilizing recruitment software to automate initial responses and schedule interviews – usually within 24 hours – can boost candidate engagement by up to 73%.

Speeding up candidate response and taking a more proactive approach to hiring is crucial in securing top talent.

Given the demand for skilled labor in concrete cutting, what proactive steps do you recommend for building a pipeline of qualified candidates?

Proactive recruiting for skilled labor is all about continuous engagement with potential candidates by:

- Maintaining an online presence
- Building an employment brand
- Networking at industry events
- Nurturing relationships
- Creating a robust talent pipeline for future hiring

If a contractor could do only one thing to improve hiring, it's to Be Proactive.

How can small to mid-sized concrete cutting contractors compete with larger firms to attract and recruit top talent?

The two most important things small companies can do to gain a competitive advantage over the big guys are:

- Use recruitment software and get automated
- Outsource the “heavy lifting” in the recruiting process

Large companies with human resources departments and full-time recruiters ALL use recruiting software called an Applicant Tracking System (ATS). I dislike the term ATS. This recruiting industry terminology can sound confusing for construction business owners. I prefer the term Virtual Career Center, or simply Recruitment Software. Recruitment software and recruiting process outsourcing give small companies the same tools used by their largest competitors to manage recruiting -- and make better quality hires, faster.

What can contractors do to leverage digital platforms and their careers pages to attract Gen Z candidates?

Digital platforms (another fancy word for Virtual Career Center and Recruitment Software) are essential to reach Gen Z candidates who make up a significant portion of today's workforce.

Gen Z values transparency and authenticity, so a well-crafted careers page and proactive social media presence are invaluable.

Companies using these tools effectively can increase applicant pools up to 48% by appealing to younger, mobile and tech-savvy talent.

How can smaller contractors manage workforce stability during seasonal fluctuations in manpower requirements?

It's vital for construction contractors to advertise year-round, especially in specialized sectors prone to seasonal hiring spikes like concrete cutting.

Small contractors can attract talent by showcasing their value proposition, such as:

- People-oriented, supportive workplace culture
- Commitment to employee safety and well-being
- Employee testimonials
- Mentorship, internship and apprenticeship opportunities

An ongoing, targeted recruitment campaign will attract candidates and can improve employee retention during seasonal highs and lows.

By advertising year-round, you'll increase the pool of candidates to choose from, ensure you have a team of trained staff ready to work when bidding on a project, and mitigate the impact of seasonal fluctuations.

How can contractors differentiate themselves to attract job seekers in the concrete cutting sector?

With over 3,000 U.S. job seekers entering the market daily, including an average of 21 experienced concrete cutting technicians, differentiation is key.

Here's a few ways that small businesses can attract job seekers:

- Use personalized recruitment strategies that highlight the advantages of working in a close-knit team environment
- Write clear, compelling, and mobile-friendly job descriptions
- Offer clear paths for career development
- Be competitive on wages, benefits and sign-up bonuses

Differentiators like these also support the retention of employees who want stability, job satisfaction and growth opportunities.

How critical is researching competitive wages and benefits in attracting top-tier talent?

Many employers who fail to research competitor wages and benefits are surprised to learn that they're losing out on top talent because their compensation hasn't kept pace with the industry.

At ConstructHire, we guide businesses in benchmarking our clients' compensation structure to ensure they remain attractive to top-tier candidates. We've found that companies offering above-market salaries average a 57% increase in applications, while comprehensive benefits packages reduce turnover rates by 35%.

By researching wages and benefits, you can gauge how attractive your offer is compared to competitors. Knowledge of industry compensation packages is also extremely handy when it comes to final negotiations with top shelf talent.



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Tammie McDaniel, the dynamic President of ConstructHire, has redefined headhunting and recruitment for the construction and concrete industries. With a passion ignited at just seven years old, when she first visited construction sites with her father, Tammie has dedicated her career to connecting top talent with leading contractors. Her deep industry knowledge and innovative recruitment strategies have made ConstructHire a pivotal force in shaping successful teams and advancing the field. Visit www.constructhire.us for more info.

For contractors hesitant to invest in technology due to complexity or cost, what long-term benefits do you highlight to show ROI?

An investment in recruitment software pays off by improving efficiency and quality of hire and eliminating duplication of effort. Like your Sales/CRM software, you'll have a database to store and search all candidate records including resumes, documents, communications, evaluations and interview notes.

Studies show that adoption of recruiting technology delivers results:

- Reduce cost-per-hire by as much as 43%
- Average 46% reduction in time-to-hire
- Significant increase in candidate quality
- Lower turnover rates up to 32%

Recruitment software also enhances the candidate experience by making it easy to apply online. If you have a clunky PDF job application form on your website – you could be losing up to 96% of candidates due to “fall off” just because it takes too long to apply.

What is your fall-off rate for your website's careers pages and job seekers who do not complete the application?

The biggest ROI that recruitment software delivers is reporting power. A strong recruitment database pays for itself many times over in the event of a government audit of your hiring practices, or if a candidate files a discrimination lawsuit against your company. Technology ensures you're compliant with government employment regulations and provides built-in reports to prove it.

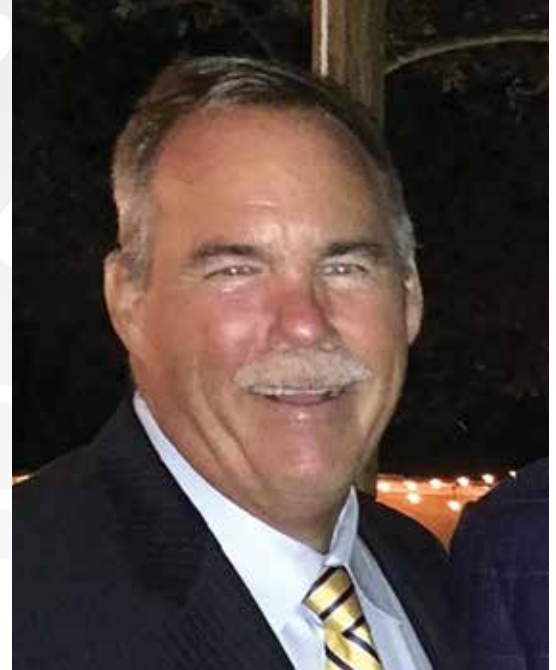
In addition, do you know:

- > What is your cost-per-hire?
- > Average time-to-fill a job?
- > Where are your candidates coming from?
- > Cost-per-applicant by source?

By automatically logging activity and collecting metrics like these in a centralized database, your business gains instant access to a wealth of knowledge that will lower costs, save time and drive recruiting process improvement.

Staying Sharp in the Concrete Drillers & Sawers Peak Season

DOUG WALKER
IACDS President



As the President of the International Association of Concrete Drillers & Sawers, IACDS, I want to take a moment to address the community as we enter the peak season for our industry. This is a time when our services are in high demand, projects are ramping up, and schedules become increasingly hectic. While this is an exciting period filled with opportunities, it is also a time when we must remain vigilant and attentive to the details that ensure our success and safety.

In the rush to meet deadlines and fulfill contracts, it's easy to let the small things slip through the cracks. These "small things" can range from meticulous work details to critical safety protocols and regular equipment maintenance. Each of these elements plays a crucial role in the overall efficiency and profitability of our operations. Precision is at the heart of our profession. Whether it's drilling, sawing, or any other concrete-related task, the quality of our work depends on our attention to detail. Overlooking even minor aspects of a job can lead to costly errors, rework, and client dissatisfaction. It is essential to maintain a focus on the specifics, ensuring every cut and core meets the highest standards.

Safety should never take a backseat, especially during our busiest times. The nature of our work involves significant risks, and it's imperative that we adhere strictly to safety protocols. Regularly reviewing safety procedures, ensuring proper use of personal protective equipment and fostering a culture of safety can prevent accidents and protect our most valuable asset, our people.

Our tools and machinery are the backbone of our operations. Regular maintenance and timely repairs are vital to keeping equipment running smoothly and avoiding unexpected downtime. Scheduled maintenance checks, proper handling, and prompt addressing of any issues can extend the life of our equipment and enhance productivity. By keeping our eyes on these critical aspects, we not only ensure smooth operations but also protect our bottom line. Mistakes, accidents, and equipment failures can lead to significant financial losses. Contrarily, a well-organized, safety-conscious, and detail-oriented approach can drive profitability, client satisfaction, and long-term success.

In this spirit of excellence and dedication, I am excited to announce that the IACDS will be celebrating the Diamond Awards next year. These awards will recognize outstanding achievements in job execution and product innovation within our industry. It's an opportunity to highlight the best practices and remarkable projects that set the standard for us all. I encourage every professional to consider submitting their work for consideration, as it not only brings recognition but also inspires others in our community to strive for excellence.

As we navigate through this peak season, let us remain steadfast in our commitment to quality, safety, and innovation. Together, we can achieve remarkable things and continue to elevate the standards of our industry.

Thank you for your dedication and hard work. Stay safe, stay sharp, and let's make this season a success.

Running a Small Business is Hard.

Be Smart About It.

Cutting or coring concrete (turning big rocks into littler rocks) is only a small portion of the business you are in, as any astute concrete cutter can attest. What about marketing your business so people even know they can contact you? What about managing personnel, hiring and firing, dealing with legal pay issues, tracking time off, and ensuring you aren't breaking any employment laws? What about managing cashflow and trying to balance when to spend money on new equipment verses when to purchase a new computer for the office, or how to afford a new generator versus providing a raise to employees instead? What about calling on delinquent accounts asking to be paid the money owed? You could be the very best concrete cutter in the entire world, but if that's all you can do, running a small business will break you mentally, physically, emotionally, and financially!

The good news is problems are often proportional to the size of your business. If you are running 1 or 2 trucks, your accounts receivables are much more manageable than if you are dispatching 50 trucks. But that doesn't mean they still aren't a problem. In fact, the smaller your business, the more hats you must wear. Where a relatively larger business may have employees dedicated to collections, a small business owner has to worry about collections while quoting and selling, while cutting and coring, while servicing equipment and trying to figure out why the internet is down. This can be very taxing and can lead to a phrase I have personally heard over and over again that goes something like, "I'm just a concrete cutter. I don't like any of the other aspects of the business."

So where does that leave you? Are you wanting to grow your business and take it to the next level or are you coasting, riding those diamonds for another couple of years before retirement? Are business strategies different for these two scenarios? If they are, should they be? If they aren't, should they be? In other words, the decisions you make today will have a lasting impact on your business

(for better or worse). That sounds self-evident. But all too often people don't think through the long-term effects of their choices. Let's explore this idea to illustrate how pivotal company leadership can be and how dangerous apathy can be.

Let's say you've been in business for 25 years. You've done alright for yourself and are proud of the business you've created and grown (as you should be!). You have grown your operations from a single truck (you) to around 10 trucks. Between field technicians, office staff, mechanics, and management, you employ around 25 people. You have a tried and proven way of estimating jobs



that you feel works well. But this tried and proven method is quite tedious and requires a lot of training. Your field technicians turn in paper tickets every day allowing your estimators to price the tickets before handing them over to you for final approval. But sometimes that paperwork falls behind the cab in the tech's truck and is lost until long after the job is completed and billed. In the meantime, stacks of paper pile up on your desk waiting for your approval while you're out bidding jobs or helping a tech figure out a difficult cut; obviously, you work hard. Sure, missing the kids' school performances and football games is tough, but it's part of the job and so you continue to sacrifice and put in the long hours, day after day, weekend after weekend, year after year.



But part of being a good business owner is learning to put your dislikes (and sometimes even your fears) aside and walking into the unknown. In other words, as a business director, your job is to know, understand, and evaluate not only your current environment but have the vision, insight, and courage to make a good company better...and a better company great. It is literally your job to figure out the unknown and create policies and procedures that will harness new tools to improve your business and lighten your load.

Continuing our example, a small business owner needs to stop and think, "There's got to be a better way to live! How can we get data back from the field that is more accurate, more descriptive, and faster? How can we price tickets quicker and decrease our time to bill?" Ultimately, the question should be: How can I do all this and see my family again? How can I increase my quality of life?

The answer to this scenario is simple: use the tools that are available! Stop letting previous bias and fears govern tomorrow's decisions. For example, regardless if you like or dislike computers, not using the tools that are available is like saying I'm going to hammer and chisel that door opening because saws scare me. Computers can solve so many of your office issues, when properly used...just use them wisely.

Would you ever set a tech loose saying, 'Hey, go figure out this wall saw at a customer site'? Of course not. Techs are trained on proper saw usage. Techs are trained how to handle issues as they arise, what they should and should not do. Techs spend a lot of time getting comfortable with the saw, fully understanding its capabilities and limitations. This concept easily generalizes to your office staff. How much time do you spend training your estimators on how to use software or how to ensure data is never lost? How much time do you spend helping staff identify spam/scam emails? How much time do you spend performing menial tasks while your time and attention would be much better served growing, expanding, and optimizing your business?

In other words, whether you are just starting out or thinking about retirement, embrace the future! Look for ways to improve and grow. Take time to learn, understand, and utilize the tools you have. Be smart about it, but fight the inclination to pump the brakes or give in to your fears. You'll never regret it...and neither will your employees or your customers.



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From Business Owner to Retiree: Planning Your Exit

By 2029, it is estimated that about 75 percent of small business owners will have exited their companies due to retirement. About half of those will exit in the next five years. This wave of retirements, sometimes called the "silver tsunami," is driven by aging Baby Boomers.

Yet, many owners have done little to prepare for their departures. Only a small percentage have formal exit strategies or succession plans in place, and finding suitable buyers remains a significant obstacle for many. Among family-owned businesses, it is estimated that only about 34 percent have plans in place.

A successful ownership succession plan is critical to preserving the legacy of the business, safeguarding the livelihoods of employees and providing financial security for the retiring owner. Options include selling to a family member, selling to employees, selling to an external buyer, creating an ESOP, merging with another company or liquidating your business.

Selling to a family member can help maintain the company's legacy and ensure its continued operation in line with the founder's vision. Family members often have a deep understanding of the business which can lead to a smoother transition. It can also provide financial security for the retiring owner through structured payment plans or continued income from the business. In this scenario, it is important to weigh potential conflicts or differing visions within the family. Of course, the chosen family member(s) must also possess the necessary skills and interest to lead the business effectively.

Selling to key employees who are already familiar with the company's operations, culture and clients can ensure continuity. It can enhance employee morale and offer a tool to retain key employees who view ownership as an opportunity for advancement. However, it may require creative financing solutions. Departing owners must also provide training and mentorship to ensure that key employees are prepared for their new roles.

Selling to an external buyer potentially yields the highest financial return, especially if the business is attractive to strategic buyers or investors. External buyers may bring new resources, expertise, and opportunities for the business's growth. It is important to consider how the new ownership will align with the company's existing culture and values. There may also be a significant period of due diligence to find the right buyer and negotiate favorable returns.

An Employee Stock Ownership Plan (ESOP) transfers ownership to employees which can motivate and engage

the workforce. ESOPs also offer significant tax benefits for both the retiring owner and the company. However, setting one up can be complex and expensive, requiring professional guidance and ongoing administration. Employees must be prepared and willing to take on the responsibilities of ownership.

Merging with another company can provide additional resources, stability, and opportunities for growth.

A merger can align two companies with similar visions and goals, creating synergies. They can also be complex, requiring careful planning to integrate operations, cultures, and systems.

Liquidation can provide an immediate financial return to the retiring owner. The option is straightforward compared to other succession strategies. Liquidation results in the closure of the business, impacting employees and clients. It may also lead to a lower return than selling the business.

Each of these options has benefits and challenges. In all cases, careful planning and sufficient time to execute a plan are essential for success. By researching and planning for these options, retiring owners can ensure a smooth transition, preserve their legacy, and secure financial stability for their futures. For more information or assistance in developing your strategy, consult your financial advisor, attorney or a succession planning professional.





Tech Talk is a regular feature of Concrete Openings magazine, focusing on equipment, maintenance and technical issues of interest to concrete cutting, polishing, and imaging contractors. Readers wishing to have a particular subject addressed can send their suggestions to editor@concreteopenings.com.

Deep Drilling with Diamond Core Drill Bits

Mike Myers

Diamond core bits are typically available in ½" to 12" nominal diameters with a standard drilling depth of 14" to 16" deep in concrete. These diameters and drilling depths typically cover over 95% of the core drilling applications, but there is occasionally a need for larger diameters and deeper holes to be drilled. These unusual applications can include deep drilling for earthquake retrofitting, drilling in dams, sewage treatment plant, nuclear power plants, and many other large concrete structures.

LARGE DIAMETER HOLES

For holes with a diameter larger than 12", the core bits are commonly available from the major diamond tool manufacturers. When using these larger diameter core bits, the main criteria to consider is the drilling depth. It is normally desired to have a drilling or core depth greater than the diameter of the core. This will allow for easier core removal. For example, a 16" diameter core bit would typically have a minimum of a 19" drilling depth. If the drilling depth is less than the core diameter, the core will typically need to be removed by chipping or breaking the concrete and this can be very time consuming. For example, if you need to drill a 24" diameter hole that is only 6" deep, the only way to remove the core would be to chip it out. While this might be required on some applications, it should be considered before the coring process has begun.

DEEP DRILLING

When drilling deeper than 14" is needed for ½" to 12" diameter holes, there are several core bit types available and are used depending upon the depth of the required hole. These different methods can be used depending upon the depth of hole needed. If



Extended length core drill bit.

you just need a few more inches of drilling then spindle extensions can be used. If you need to go over 10 feet deep then you need to use threaded tubing. All of these deeper cores require that mounting of the core rig is done properly and to the manufacturer's instructions. Improper core rig mounting will cause the core bit to rub against the concrete and the drilling operation will fail. Holes that are not straight can cause the core bit tube to rub against the concrete and result in very slow drilling speeds and overheating of the core bit tube.



Core bit drilling spindle extensions.
Photo courtesy of Western Saw Inc.

SPINDLE EXTENSIONS

If drilling just a few inches deeper than the depth of a core bit is needed, then spindle extensions may be able to be used. Spindle extensions are steel or aluminum tubes, threaded on both ends, that when added to an existing core bit, can extend the drilling range. Spindle extensions (Figure 1) are available in lengths 4" to 12". When these extensions are added to a standard core bit, drilling depths up to 24" can be achieved. There are some longer extensions available and extensions can be added to extensions, but these are not recommended. Using multiple extensions or extensions that are too long can result in unstable drilling conditions which lead to holes that are not straight. Extensions can be added to any diameter core bit, but if you need to drill holes over 12" in diameter or 24" deep, then it is recommended to look at using the extended length core bits.

EXTENDED LENGTH CORE BITS

Core bits are also available in lengths longer than the standard 14" or 16" lengths. These core bit barrels can be made in lengths up to 60" and can also be made in custom lengths. These extended lengths are normally used when needing to drill in concrete structures 24" to 48" deep. These are also used when drilling holes that are larger than 12" in diameter. When drilling deeper than 24", it is normally a good idea to start with a standard length core bit in order to start with a straight hole. Starting with a long length bit will be difficult to get the hole started and will frequently cause the bit to wander off point.

Threaded Tubing for Continuous Drilling

Threaded tubing systems are made for drilling holes deeper than 48". These are modular systems where tubes that are threaded on both ends can be added to a threaded diamond bit and back end. With these systems, depths greater than 50 feet have been drilled. The main limitation on these core bit systems is that they are limited to a maximum 6 inches in diameter.

Threaded tubing systems are available in two different connecting thread sizes 4 and 8 threads per inch (TPI). The 8-TPI systems are most readily available and commonly used. The 4-TPI systems have a thicker barrel and are used when drilling deeper than 10 feet or when hole straightness and accuracy is most important. As the connecting threads are different between the two variations, they cannot be interchanged.

When deep drilling in concrete, there are many other jobsite variables to be considered including the drill motor power, drill speeds, material being drilled and methods for core extraction. Deeper holes require thought and preparation. If properly executed these projects can be challenging but also a solution for a wide variety of needs and applications.



Threaded tubing system. Photo
courtesy of Western Saw Inc

Mike Myers has a BS in Materials Science and Engineering. He has worked in the diamond blade and drill bit industry as a Manufacturing and Product Development Engineer since 1992. He is currently a Business Development Manager at Hilti.

The Ultimate ROI: Being Employee-Centric as a Strategy for Growth

By Josh Ruiter

2024 marked the 50th anniversary of the World of Concrete show in sunny Las Vegas, Nevada. Over the past 50 years, it has grown into the preeminent event for everything related to concrete, including sawing, drilling, and demolition. By now, it's safe to assume that every member of the CSDA is familiar with World of Concrete. A few years before the COVID pandemic, a smaller, lesser-known version of World of Concrete started to take shape in Canada's largest city, Toronto, focusing on the Canadian market. Though COVID slowed its growth, the Canadian Concrete Expo has expanded tremendously over the past three years. While it's not yet on the same scale as WOC in Vegas, it has become the biggest event dedicated to the concrete industry in Canada.

CSDA has a strong membership base in Canada and has been active participants in the Canadian Concrete Expo since its inception. This year, CSDA member Hi-Tech Concrete Cutting and Coring was invited to deliver one of the educational sessions, focused on growing your business.

As Sales and Project Manager at Hi-Tech, I had the privilege of giving a talk entitled *The Ultimate ROI: Employee Focused Growth Strategies*. This article will share some of the strategies I discussed, while also explaining why being employee-centric is not only important today, but will become even more essential in the future.

A Unique Career Path

My career in the concrete cutting business began as a teenager working as a helper. I spent years working in various facets of the field: wall sawing, slab sawing, pouring, and eventually working on my own as a driller. After completing university, I moved into the operations side of the business for the largest concrete cutting and coring company in Canada. Three years into that role, I felt ready for a change, which led me away from the industry for 13 years before returning to Hi-Tech Concrete Cutting and Coring in 2022.

During my time away from the industry, I worked in a variety of roles, eventually finding my niche in employee benefits and pensions consulting. I worked with some of the largest firms in Canada and globally, advising them on benefits, HR strategy, and how to hire and retain workers across all industries.

Why I Came Back to Hi-Tech

I didn't return to concrete cutting and coring because I missed the trade itself—I came back specifically to work for Hi-Tech and its owner, Dan St. Onge. In one of my previous roles, I had worked with



Hi-Tech in its early days to help set up their employee benefits program for the non-unionized staff. During those meetings, I noticed something special about Hi-Tech. Dan had a clear, employee-focused mindset. After watching Hi-Tech grow for a few years, Dan asked if I'd consider joining his team as a salesperson and I jumped at the chance.

It was that employee-focused mindset that attracted me. Dan's vision for the business and the way he treated his employees aligned with what I wanted from my career—especially after working in large corporations where I felt like “just a number.”

Hi-Tech's Growth Amidst Challenges

Since its founding in 2019, Hi-Tech has experienced tremendous growth. We've expanded from a single full-service truck with a 3-man road crew to 17 trucks, 40 field staff, and almost 50 employees overall. All of this occurred while a global pandemic disrupted supply chains and business operations. Today, Hi-Tech is one of the largest concrete cutting companies in Canada.

How did we achieve this growth? While there were many factors, I believe the biggest driver was that Hi-Tech is a great place to work. In my presentation, I discussed how being an employee-centric company—where employees' happiness, safety, and ambitions are factored into every company decision—has had a significant impact. We've been able to hire and retain experienced operators who make great impressions on customers, which leads to referrals and repeat business.

Addressing Workforce Challenges

We've all heard how difficult it is to hire skilled workers, especially in construction. Many say, “young people don't want to work hard” or “no one wants to work in construction anymore.” While that may be partially true, there's a larger, more subtle issue driving this challenge: there simply aren't enough people. In Canada, we have a demographic problem. We have more people aged 50-65 (21.5% of the total population) than we do aged 15-30 (18.5%), creating a gap of over 1 million workers. This gap is only expected to grow as the economy continues to expand.

In North America, we're in an “employee market”—there are more jobs than workers to fill them. Big companies are already aware of this, and they've responded by positioning themselves as great places to work, emphasizing how well they treat employees and how vital they are to the organization.



**Josh Ruiters, Sales/Project
Manager, Hi-Tech Concrete
Cutting**

What Can Smaller Companies Do?

In my presentation, I shared actionable steps smaller companies can take to become more employee-centric. It starts with understanding why people leave jobs. According to BambooHR, the top reasons are:

1. Better compensation
2. Needing a change
3. Better work-life balance
4. Better benefits

These issues are relatively easy to solve if approached thoughtfully. Compensation and benefits can be benchmarked against competitors. Offering employees opportunities for change and growth—whether through job rotations, internal promotions, or a clearer career path—can make a significant difference.

The key is communication. Regularly checking in with employees about their needs and goals helps prevent turnover and keeps everyone engaged. It's also important to clearly communicate the full value of your compensation package. For example, if an employee's salary is \$50k per year, but they also receive a benefits package worth \$3k, a 401(k) match worth \$1.5k, and a company vehicle, their total compensation is closer to \$60k. Ensuring employees understand this full value can help retain them.

Offering Careers, Not Jobs

The “gig economy” has made jobs more common, but careers are what will set your company apart. Employees want to know they have a future at your company and that if they work hard, they'll be rewarded with promotions and raises. Understanding your employees' long-term goals and helping them achieve those goals is key to building loyalty.

Thinking Outside the Box

Dan St. Onge, the owner of Hi-Tech, thought outside the box when he recruited me after I'd been away from the industry for years. Are you overlooking potential employees because you're stuck inside the box? Consider leveraging the unique skills of your current employees, such as language abilities, to open new opportunities for hiring and growth.

Growing Your Business Through Employee Investment

Hiring good employees is hard, and it's only going to get harder. The mindset that workers will always be available needs to change. Employee engagement is a product of the culture you create, and that culture must be employee-centric. It must provide people with careers and be a priority for your organization.

Investing in your employees is the best way to grow your business. While a new sign for your building might look great, it won't build relationships with your customers, work late to meet deadlines, or handle the tasks required for large-scale projects. Good, stable employees will do all that and more.

If you'd like a copy of my presentation or have any questions, feel free to reach out to me at Josh@hitechcutting.ca.





Proceq/Screening Eagle Technologies Welcomes Daniel Broekhove as Regional Sales Manager for Geomatics Team

Proceq/Screening Eagle Technologies proudly announces the newest addition to its Geomatics Sales Team, Daniel Broekhove. Joining as the Regional Sales Manager for the U.S. West Coast region, Broekhove brings a wealth of experience and technical acumen to further enhance Proceq/Screening Eagle's leading portfolio of subsurface and utility scanning products, including the GS8000, GS9000 and GM8000.

A graduate of Southeastern Oklahoma State University with a Bachelor of Science in Business Management, Broekhove boasts an impressive career including eight years with IDS GeoRadar/Leica Geosystems. His professional journey is underscored by notable achievements, including certifications as a CSDA Certified Operator and a NULCA Certified Locator. Broekhove's expertise has been recognized through his experience as an instructor and engagements as a presenter at SUE Association conferences, further solidifying his standing as a trusted authority in the field.

Outside of his professional endeavors, Broekhove resides in Lakewood, Colorado, with his wife Laura and two sons, where they indulge in their shared passions for camping, fly fishing, woodworking, and all manner of outdoor pursuits.

Proceq/Screening Eagle forward to the invaluable contributions Daniel Broekhove will undoubtedly make as he embarks on this exciting new chapter within our Geomatics Sales Team.



For More Information

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Email: erin.obrien@screeningeagle.com

Proceq/Screening Eagle Technologies Names Exploration Instruments Exclusive Rental Partner for the United States

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Proceq/Screening Eagle Technologies Announces New Director of Marketing - Americas

Proceq/Screening Eagle Technologies is proud to announce the appointment of Erin O'Brien as the new Director of Marketing - Americas, leveraging her extensive 15-year background in marketing and event planning within the built world industry. With O'Brien's strategic leadership, Proceq/Screening Eagle is poised to strengthen its industry presence and broaden its market footprint across North, South, and Central America.

In her new capacity, O'Brien will play a pivotal role in providing invaluable insights to the global marketing team, specifically tailored for the Americas region, facilitating effective communication of the company's vision, product lines, and cutting-edge technologies. Moreover, she will spearhead the development and execution of a dynamic event marketing strategy, further solidifying Proceq/Screening Eagle's position as a key player within the industry.

Prior to joining Proceq/Screening Eagle, O'Brien served as Executive Director of the Concrete Sawing & Drilling Association (CSDA) since 2020, and Membership Director since 2009. She holds a Master of Science degree from the University of Florida and a Bachelor of Science from Ohio University. With a variety of experience spanning over a decade in meeting and event planning, O'Brien brings a wealth of expertise and extensive industry relationships to her new role, poised to drive transformative growth and innovation within Proceq/Screening Eagle.



For More Information

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IACDS Diamond Award Submissions Happening through December

The International Association of Concrete Drilling & Sawing is taking applications for its prestigious Diamond Awards. The IACDS Diamond Award is an internationally recognized competition for the concrete sawing and drilling industry.

This edition, like the ones before, has two categories, jobs and products, to showcase the expertise of the contractors and the innovation of manufacturers. Any company that carries out concrete drilling and sawing works or manufactures concrete drilling and sawing equipment, whether they are IACDS members or not, can submit their entries.

On this occasion, the Diamond Award ceremony and the IACDS Annual Meeting 2025 will take place on April 10th, during the BAUMA 2025 trade fair in Munich, Germany.

The deadline to submit your entry is December 31, 2024.

The application and more information can be found at <https://www.iacds.org/activities/diamond-award-2025#submissions>.

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ACI Foundation Now Accepting Fellowship and Scholarship Applications

The ACI Foundation is now accepting applications from graduate and undergraduate students for the 2025-2026 academic year. Two new fellowships and one new scholarship have been added, growing the total annual awards available to 48. New awards include:

- Kenneth C. Hover Honorary Fellowship
- ACI Houston Chapter Fellowship
- Honorary Dr. Mohan Malhotra Quebec and Eastern Ontario Scholarship

ACI Foundation fellowships are offered to both undergraduate and graduate students pursuing a concrete-related degree at an accredited institution in the US, Canada, or Mexico. Students in eligible countries can apply for the ACI Foundation Middle East & North Africa Fellowship. Students must obtain two endorsements, with one being from an ACI member.

Fellowships provide the following benefits:

- An educational stipend of \$10,000.
- Airfare, hotel, travel stipend, and registration to attend two ACI Concrete Conventions (travel contingent upon state and country laws).
- Assignment to a mentor.
- An internship, if required; and
- Recognition at ACI Concrete Conventions, in Concrete International, and on ACI Foundation's website and social media.

ACI Foundation scholarships are also offered to graduate and undergraduate students pursuing a concrete-related degree or program. International students are eligible to apply for all scholarships that are not region-specific as defined by the sponsor. Among other requirements, students must obtain two endorsements with one of the endorsements being from an ACI member. Each ACI Foundation scholarship includes an educational stipend of \$5000 USD (two of the scholarships are paid in \$CAD); and recognition in Concrete International and on the ACI Foundation's website and social media.

The purpose of the ACI Foundation's student fellowship and scholarship program is to identify, attract, and develop outstanding professionals for future careers in the concrete industry.

The deadline for this application period is November 1, 2024, at 11:59 p.m. EDT. The full award cycle covers the 2025 fall semester through the 2026 spring semester. Additional application details are available at acifoundation.org/scholarships.

For More Information

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OSHA's proposed heat injury and illness prevention standard

OSHA's proposed heat injury and illness prevention standard is now published on the Federal Register website. There is a 120 day comment period. The deadline to submit feedback is Monday, December 30. The Federal Register website is www.federalregister.gov.



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DEWALT® POWERSHIFT™ Equipment System Honored in Fast Company's 2024 Innovation By Design Awards; DEWALT is the Only Tool Manufacturer Recognized



DEWALT, a Stanley Black & Decker (NYSE: SWK) brand and leader in total jobsite solutions, today announced that DEWALT POWERSHIFT™ has been named an honorable mention in Fast Company's 2024 Innovation By Design Awards, which honor the designers and businesses solving the most curial problems of today and anticipating the pressing issues of tomorrow. As the only tool manufacturer represented in the program, DEWALT POWERSHIFT™ was recognized in the User Experience category honoring projects that consider a user's journey, from beginning to end.

The DEWALT POWERSHIFT™ system, made up of six concrete tools, was designed to meet the critical needs of concrete professionals – power, runtime, and ergonomics – allowing users to transition away from gas-powered equipment, without compromising efficiency and performance.

“As the next frontier of jobsite electrification, DEWALT POWERSHIFT™ optimizes the workflow of the concrete trade and concrete contractors by enhancing the user experience of demanding, high-intensity work on the jobsite,” said Frank Mannarino, President & General Manager of DEWALT, Stanley Black & Decker. “Recognition from industry-leading voices like Fast Company validates our focus on user-first, end-to-end design as we continue to innovate for the jobsite of the future.”

The system streamlines the full concrete application through use of the same DEWALT POWERSHIFT™ 554 WH battery and high-speed charger across all tools. It is backed by DEWALT's powerhouse portfolio of complimentary tools, accessories, and technology.

Fast Company's 2024 Innovation By Design Award is the second industry accolade DEWALT POWERSHIFT™ has received since its unveiling at World of Concrete in January.

Thousands of applicants across more than 50 categories participated in the Fast Company 2024 Innovation by Design Awards. To learn more about this year's honorees visit: <https://www.fastcompany.com/innovation-by-design/list>.



For More Information

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www.dewalt.com/systems/powershift





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ASV Launches the New Generation RT-65 Compact Track Loader, Featuring Yanmar Power



ASV, an industry-leading brand of all-purpose and all-season compact track loaders and skid steers, introduces the new generation RT-65 Posi-Track® loader, now powered by Yanmar. The compact track loader is redesigned in every facet over its predecessor and brings numerous productivity, ease-of-use and performance benefits, especially with the inclusion of a Yanmar engine. The midsize machine is ideal for contractors and owner-operators in the landscaping and construction markets.

“We’re committed to providing increasingly durable and high-performing equipment to our customers, and this new RT-65 is a significant addition,” said Peter Ovrebo, Product Management Director — North America, Yanmar Compact Equipment North America. “Not only is the RT-65 now powered by Yanmar — it is redesigned from top to bottom, making it an entirely new model that promises to allow operators an easier and more productive time on the jobsite in virtually every way.”

Power

ASV’s RT-65 is a brand-new radial-lift machine with new hydraulics, engine, controls, wiring, pumps, hoses, frame and more. These improvements maximize power from the compact track loader’s 67.1-horsepower Tier 4 Final Yanmar diesel engine and optional 26.7 gpm high flow. A highly efficient hydraulic system and direct drive pumps transfer more flow and pressure directly to the attachment, resulting in a 2,000-pound rated operating capacity and 5,714-pound tipping load. Additionally, a highly efficient cooling system and optimized hydraulics allow the compact track loader to operate at 100% load, 100% of the time up to 118 degrees Fahrenheit.

The 7,385-pound RT-65 achieves maximum traction and mobility thanks to ASV’s flagship Posi-Track rubber track undercarriage. It includes a suspension system made up of two independent torsion axles per undercarriage, allowing for a smooth ride over every type of terrain and speeds as fast as 9.1 mph. The torsion axles allow the flexible track to maximize contact with the ground, increasing pushing power and lowering ground pressure as low as 4.2 psi. This optimal weight distribution means greater performance in steep, wet, muddy and slippery conditions. It also contributes to less risk of damage to sensitive turf.

Performance

The RT-65 boasts numerous optional technology features to improve jobsite performance and ease of use. The efficiency-enhancing tools can boost productivity and help with repetitive tasks for new and experienced operators.

Auto 2-speed provides operators improved control while grading, in tight spaces or other precise applications by creating a seamless transition between low- and high-speed modes. Similarly, speed-

sensitive ride control improves material retention at higher speeds without the need to switch off the feature when moving to slower-moving applications. Self-leveling features further boost those efficiency-enhancing benefits. The self-leveling technology automatically levels the load both while raising the machine’s arms and — different from most compact track loaders — while lowering them.

Other new tech features improve jobsite productivity. The RT-65’s work-tool positioner provides the ability to create a button preset for the angle of the attachment based on the application. Return-to-position technology complements that with the ability to set a preset for the height of the loader arms. The two features can be paired or used independently, depending on the task at hand.

Comfort & Operator Experience

The RT-65 is a MAX-Series™ model, providing all the premium comforts associated with that class. Operators can better see the attachment and their surroundings with premium 360-degree visibility. A vibrant 7-inch color display improves convenience with access to vital monitoring tools, view from the backup camera and integration with service schedules and history. The new RT-65 includes electronic controls, meaning fewer switches and a more ergonomic working space. This is complemented by a fully adjustable suspended seat, which improves comfort, especially when paired with the machine’s torsion axle suspension, a feature not found on most machines of this size class. Operators can work with the comfort of knowing ASV prioritized safety with the design of the RT-65, as the model includes a roof escape hatch, a rare feature for a compact track loader.

ASV’s optional Yanmar SmartAssist telematics system changes how operators experience their machine. The service includes features ranging from error detection and notification to real-time operational status updates and daily work reports. Owners also benefit from integrated theft protection, allowing users to set a range from a specific location and trigger an alert if the machine moves outside of that range.

Serviceability

ASV builds the RT-65 to allow operators to spend more time working and less time maintaining their machine. ASV makes this possible with industry-leading access, including a swing-out radiator, top hood and side doors that provide access to all sides of the engine compartment, including filters and other daily checkpoints. Additionally, the machine’s cooler swings out with the door, allowing easy access for cleaning.

Machine owners have improved serviceability convenience from the inclusion of the RT-65’s Yanmar engine. It can be serviced from top to bottom at ASV dealers, providing a one-stop-shop experience for maintenance needs.

The RT-65 also maximizes reliability. ASV includes a 2-year, 2,000-hour warranty that not only boasts the industry’s only no-derailment guarantee, but also covers the tracks for the entire warranty period.

For More Information
Contact: Yanmar Compact
Equipment North America
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www.YanmarCE.com
www.asvi.com



LISSMAC Corporation Highlights SBM-L G1S2 Grinding and Deburring Machine

LISSMAC Corporation, serving the North American market with innovative and reliable metal processing and construction technology solutions, announces the SBM-L G1S2 grinding and deburring machines, developed for deburring and edge rounding of workpieces in a single pass. A process designed and brought to the market by LISSMAC. The SBM-L G1S2 is ideal for workpieces made of multiple material types, including stainless steel, steel, aluminum or non-ferrous metal. Double-sided sheet metal processing and edge rounding in one operation provides time savings of up to 60 percent.

The versatile LISSMAC machines are used for deburring, edge rounding, and surface finishing sheet metal parts. The LISSMAC product line can be used for a wide variety of applications. The L machine is equipped with three units each on the top and bottom. Workpiece processing can be done either on the upper side, the lower side or on both sides. The SBM-L G1S2 can be easily connected to automation solutions or integrated into production lines. The machine concept ensures efficient and repeatable operation without pollution, dust, and noise.

With top and bottom processing in a single pass there is no need to flip parts, increasing processing efficiency. Set up efficiency is also increased by the ability to save programs. With the optional barcode reader, operators can scan a barcode for programming setup, increasing efficiency even further. Controllers for motorized transport tables are available to help process larger parts, making loading and unloading more efficient.

Automatic wear compensation results in less manual intervention and adjustments, offering less wear as well as savings on consumables. With a 59-inch working width, the SBM-L G1S2 facilitates high volume production because multiple parts can be staggered on the infeed conveyor table. It can process parts with a minimum part size of 6-inches long by 2-inches wide and can process coated and galvanized parts, leaving surface coating intact.



For More Information

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www.lissmac.com/en-us/products/metal-processing/productssbm-l-g1s2-250/

Hard Hats to Helmets Presents at the CSDA Quarterly Meeting



The Concrete Sawing and Drilling Association (CSDA) held an informative Lunch and Learn during its Summer quarterly meeting in Pittsburgh, PA. Scott Greenhaus of Hard Hats to Helmets spoke to attendees about this important initiative. From the history of hard hats to injury statistics to helmet technology, attendees walked away with great information that will help them make impactful decisions about their business in the future.

Attendees also enjoyed two networking events. Screening Eagle hosted a cocktail hour that included a tour of their Aliquippa, PA facilities. The following evening, everyone enjoyed a Pittsburgh Pirates game together.

CSDA encourages all members to attend quarterly meetings and learn about the work committees are doing to benefit the industry. Non-members are also welcome to see what CSDA is all about.

For More Information

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www.csda.org

For more information about the Hard Hats to Helmets initiative, go to www.hardhatstohelmets.org.

Skate4Concrete Presents the 2024 Construction Summer Camp - showing youth an alternative path to a successful career

By Jacklyn Schwenck, Skate4Concrete summer intern.



This year, Skate4Concrete, powered by the non-profit organization Project Cornerstone, delivered its first-ever Construction Summer Camp. In three days, twenty-two students (ages 15-18) visited three locations throughout San Diego County and explored the science of, pathway to, and job opportunities within the concrete and construction materials industry.

The students' first day was spent at the Associated General Contractors (AGC) Apprenticeship and Training Trust in San Diego. AGC graciously provided its own staff to lead the students through hands-on activities, including wood and metal framing, concrete mold preparation, and heavy equipment operator simulation.

The AGC Apprenticeship pathway is an alternative to a traditional four-year college degree, wherein apprentices work for a partnered construction company and simultaneously receive a free education from AGC. AGC representatives explained to the students how to apply and succeed within their program.

The second day was hosted at Martin Marietta's Mechanic shop in Lakeside. Students were able to tour the site and explore job opportunities in the quality control lab, diesel mechanic shop (hosted by Miramar college diesel technology instructor Valentino Nevarez), and driver (thanks to West Coast Sand & Gravel Inc). Additionally, Volvo Construction Equipment & Services representatives visited the site with one of their brand-new bulldozers, allowing the students to sit inside and simulate basic maintenance tasks.

Finally, on the third day, students experienced the working environment at Enniss Inc, a local licensed Verti-Block Manufacturer. They finished their hands-on experience in the concrete and construction materials industry with actual supervised heavy equipment operation, welding, and the full process of Verti-Block construction, from cleaning and preparing the concrete molds to the finishing touches of smoothing and installing hardware.

Students were then able to conduct mock interviews with representatives from local construction companies from Martin Marietta, Enniss, Cemex, Superior Ready Mix, and Hester's Granite. These professionals were able to provide a simulated interview experience and provide helpful feedback to the students to aid in their potential foray into the concrete and construction materials industry.

The 2024 Skate4Concrete campers finished the event with a well-rounded perspective of the concrete and construction materials industry. They learned about the creation and use of concrete and explored various pathways to obtaining experience, such as AGC apprenticeship, on the job training, and Career Technical Education (CTE) courses. The students were additionally offered hands-on exposure to numerous job offerings, including welding, equipment operation, diesel mechanics, etc. Finally, they earned real practice in honing their interviewing skills with actual industry professionals. This event could not have occurred without the support of sponsors and the companies who graciously provided their time, expertise, and materials to assist the next generation of concrete and construction professionals. Thanks to the Lakeside Chamber of Commerce, Associated General Contractors Apprenticeship and Training Trust, Martin Marietta, Valentino Nevarez (MiraMar College), West Coast Sand & Gravel, Volvo Construction Equipment & Services, Enniss, Cemex, Superior Ready Mix, and Hester's Granite, this Summer Construction Camp was an incredible success! Event Sponsors: Lakeside Chamber and their Touch-a-Truck event. Safety Vest Sponsor: Volvo Construction Equipment & Services Lunch Sponsors: Martin Marietta, Enniss, Lakeside Boll Weevil

About Skate4Concrete Skate4Concrete is powered by Project Cornerstone, a 501(c)(3) non-profit that recognized the opportunity to reach and educate local youth through the popular activity of skateboarding. Skaters throughout the US enjoy using concrete skateparks to practice their hobby. Skate4Concrete seeks to educate students on concrete and allow them to explore the process of building these skateparks and the job options involved in doing so. Their projects include the online Concrete Certification course and the mini-skatepark building contest.

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A leading construction figure says the new Government is making ‘all the right noises’ when it comes to delivering on the five Ps that will provide the building blocks for economic growth



Julie White, the managing director of D-Drill & Sawing – which has offices right across the UK – and the chair of industry body Build UK as well as the Drilling & Sawing Association, said the sector would play a fundamental role in delivering the economic growth promised by the new Prime Minister and Chancellor.

Julie says the Government must strike up a partnership with construction and help it to overcome a series of barriers to growth that include a consistent pipeline, planning and places to live, procurement, performance and people.

The five Ps were set out at a recent meeting of Build UK, which is the leading representative organisation for the UK construction industry.

It brings together clients, main contractors and trade associations representing a wide range of specialist contractors, and other organisations committed to industry collaboration to promote the value of construction and drive change that strengthens the sector.

Julie said: “The construction industry is vital to economic growth and in delivering the housing, infrastructure and improvements to the built environment that everyone wants to see. For every £1

invested in construction, £2.92 is returned to the UK economy, which shows the part we can play in getting the economy moving.

“There were some very positive noises from Sir Kier Starmer and his Government prior to the election on how they want to get the UK building and those have continued since the vote – with major reforms announced on planning already.

“At the most recent Build UK forum we discussed some of the barriers to growth and the solutions.

“Firstly, we need a clear and consistent pipeline. If the industry knows what is planned for the next five to ten years we can invest in the technology and the skills we need to deliver that. Improved infrastructure is crucial for economic growth and it also provides a boost to the construction industry.

“Much has also been made of the promises to deliver more houses and speed up the planning process, which is something the whole of the industry has been crying out for over many years. If the new Government can deliver on this – as it has already begun to map out – it will be a real driver for the economy.

“As an SME specialist contractor, providing diamond drilling and concrete sawing services across the whole of the country, I know first-hand that there need to be improvements when it comes to procurement.

“We want the Government to implement the Construction Playbook consistently, which sets out the key guidance on how public sector works projects and programmes are assessed, procured and delivered. This will provide consistency for the industry. The Government must also continue the reform of prompt payment legislation and ensure Departments are adhering to it or risk smaller businesses, particularly, running out of cash.

“As an industry, we continue to drive standards in performance and it’s important that the Government backs this with clear regulation and makes sure that standards are applied consistently.

“And, finally, on people, there is no doubt that we need to bring in tens of thousands of new recruits each year to meet the demand on the industry and, therefore, it’s crucial that we see the necessary investment in the development of people from education into employment and throughout their careers.

“Ultimately, we want stability and predictability so that we can plan. Construction has a fundamental role to play in economic growth and the drive towards net zero so its vitally important that this is a two-way conversation with the new Government and we’d like to see this relationship ‘owned’ by an individual within the Treasury to be accountable for its delivery.

“The Government has promised change and the construction industry is ready to be a partner to deliver it.”

For More Information

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www.advent-communications.co.uk



Train to Gain: How Employee Development Drives Business Success



In today's competitive business environment, investing in employee training is not just a good idea—it's essential. Here are several compelling reasons why training your staff can significantly benefit your business:

Increased Efficiency

Training equips your employees with the skills and knowledge they need to perform their tasks more effectively. When employees are well-trained, they can complete their work more quickly and accurately, leading to increased productivity and efficiency. This means more work gets done in less time, which can directly impact your bottom line.

Reduced Downtime

Well-trained employees are less likely to make mistakes that can lead to downtime. By understanding the best practices and proper procedures, they can avoid common pitfalls that cause delays. Reduced downtime means your operations run smoothly, and projects are completed on schedule, which is crucial for maintaining client satisfaction and trust.

Enhanced Safety

Safety is paramount in any workplace, especially in trades and industries where physical labor is involved. Training ensures that employees are aware of safety protocols and how to handle equipment and materials properly. This

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not only protects your employees from injury but also reduces the risk of costly accidents and liability issues for your business.

Employee Satisfaction

Investing in your employees' professional growth through training courses sends a powerful message. It shows that you are committed to their development and future. This kind of commitment fosters loyalty and dedication, making employees more likely to stay with your company and contribute to its success.

In times of high turnover and intense competition, retaining competent personnel is more important than ever. Providing the training they need to excel not only enhances their skills but also boosts their morale. A happy worker is a hard worker, and when employees feel valued and supported, they are more motivated to perform at their best.

Maximum Profitability

When employees are motivated, efficient, downtime is minimized, and safety is prioritized, the overall profitability of your business increases. Training helps create a workforce that is capable, confident, and committed to delivering high-quality work. This leads to better project outcomes, higher client satisfaction, and ultimately, more business opportunities.

Training your employees is an investment in the future of your business. It leads to increased efficiency, reduced downtime, enhanced safety, decreased turnover, and maximum profitability. Moreover, it cultivates a positive work environment where employees feel appreciated and committed. In the long run, this investment pays off by creating a skilled, loyal, and motivated workforce that drives your business forward.



OPERATOR CERTIFICATION

CSDA's Operator Certification is a comprehensive five-day program combining detailed classroom instruction with essential on-slab demonstrations and evaluations of advanced concrete cutting techniques. Safety, proper equipment use and efficiency are all emphasized.

CSDA certified operators are recognized industry-wide for their proficiency in the full range of sawing and drilling applications.

MINIMUM REQUIREMENTS

- Successful completion of CSDA Cutting Edge, Slab Sawing & Drilling 101, Wall Sawing 101 or Wire Sawing 101
- Three years field experience (4,500 hours)
- Successful completion of 10-hour OSHA Construction Safety course
- No more than one lost-time injury within the last three years
- Unrestricted driver's license
- Negative drug test within 30 days of taking the course

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REGISTER NOW FOR CSDA'S 201 TRAINING COURSE

The 201 certification courses provide classroom and hands-on instruction covering slab sawing/core drilling, wall/hand/chain sawing and wire sawing. Operators can become certified in one, two or all of the disciplines.

These courses are geared towards experienced operators who want to gain top-notch proficiency and productivity in these disciplines.

WHO SHOULD ATTEND?

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ACCREDITED COMPANIES

The CSDA Accredited Company Program is the first of its kind in the industry. This program has been created for cutting contractors to provide owners, architects, engineers, general contractors and government officials with a valuable pre-qualification tool that acknowledges sound business practices. It is available to all sawing and drilling contractors.

A COMPANY MUST MEET THE FOLLOWING CRITERIA TO ACHIEVE ACCREDITATION :

- Meet the basic safety and insurance requirements of the industry
- Undertake sound operational and financial best practices
- Provide evidence it has taken part in basic training or certification programs to better its employees and the company as a whole
- Successfully pass a written application review

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A GPR CERTIFIED OPERATOR:

- Has shown proficiency in performing scans and reading and interpreting results
- Can select the appropriate GPR scanner for the job
- Passed a written and practical test
- Was issued a certification card upon completion of the class

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CONCRETE CORING CO. OF CINCINNATI, INC.

Cincinnati, OH

CONCRETE SCANNING AND IMAGING INC.

Mississauga, ON CANADA

CONCRETE TECHNOLOGY ASSOCIATION

College Park, MD

CONQUEST DEMOLITION

Buda, TX

D & D DIAMOND CUTTING AND CORING

Wainfleet, ON CANADA

DALY CONCRETE CORING LIMITED

Courtice, ON, Canada

DIAMOND CONCRETE SAWING

Grand Rapids, MI

DIXIE CONCRETE CUTTING CO., INC

College Park, GA

ECHO GPR SERVICES

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FINE LINE SAWING & DRILLING INC.

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CSDA launches an updated website.

You'll find:

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WE ARE HERE TO SUPPORT YOU WHILE PROPELLING THE SAWING AND DRILLING INDUSTRY FORWARD. BE A PART OF CSDA TODAY.



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\$2 – 3M	\$1,830	\$1,500	\$1,500	\$2,905	\$2,175		
\$3 – 5M	\$2,455			\$4,650	\$3,500		
\$5 – 10M	\$3,105			\$6,285			
> \$10M	\$3,895			\$7,750			



For more information about CSDA membership, visit www.csd.org or email info@csda.org.

Advertising and Readership

concrete openings

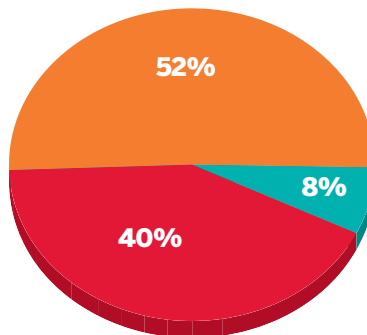


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Who Reads the Magazine?

Concrete Openings reaches cutting, polishing and imaging contractors as well as specifiers of these services, including engineers, architects, general contractors and governmental agencies. Why waste your message on unnecessary circulation? Advertising in *Concrete Openings* guarantees a targeted audience of industry professionals.

READERSHIP BY PROFESSION



- Specifiers
- Contractors
- Manufacturers, Distributors

Circulation

19,000+ minimum, per issue
12,000+ member and prospective member companies made up of contractors, manufacturers, distributors and affiliates
7,000+ general contractors, engineers, architects and government officials who specify cutting, polishing and imaging



Readership Per Issue

A poll of *Concrete Openings* subscribers revealed that 66% pass on their copy of the magazine to at least one other person, with almost 25% stating that the magazine is passed on to four or more people each issue. This translates to an average of four people reading each issue of the magazine for a total readership per year of approximately 60,000.



Target the Specialized Industry of Concrete Cutting, Polishing and Imaging

Advertising in *Concrete Openings* magazine is the only way to reach the specialty market of cutting, polishing and imaging contractors who work with concrete, asphalt or masonry because it is specifically targeted to this segment of the industry.

How Do You Reach 19,000+ Concrete Industry Professionals?

Each issue of *Concrete Openings* magazine is sent to more than 12,000 operators, equipment manufacturers and suppliers in the concrete cutting, polishing and imaging industry, and more than 7,000 specifiers of these services around the world.

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CSDA Social Media

CSDA's social media pages are packed with all the latest news, updates, photos and videos from the association and *Concrete Openings* magazine. Look out for exclusive content and become "friends" with others who are looking to network and promote the sawing and drilling industry. Join our growing fan base and stay in touch with the association through your PC, laptop or mobile device. Find direct links to these pages at www.csda.org.



Concrete Openings Website

Visitors to the *Concrete Openings* website can access our advertisers at the touch of a button!

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Visit www.concreteopenings.com for more information.

Advertisers

To receive additional information about products advertised in this issue, contact the vendors below.

PAGE	ADVERTISER	CONTACT	PHONE	EMAIL
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34	Brokk	Jeff Keeling	800-621-7856	jeff.keeling@brokkinc.com
Front Inside Cover, 26-27	Diamond Products	Jim Palmer	800-321-5336	jpalmer@diamondproducts.com
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Back Cover	Husqvarna	Sarah Martin	913-222-9342	sarah.martin@husqvarnagroup.com
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201 Certification Training

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Email: info@csda.org

November 12, 2024

GPR Certification Training

St. Petersburg College, Clearwater Campus
Clearwater, FL
Tel: 217-528-3275
Email: info@csda.org

December 13, 2024

Winter Board Meeting

Virtual
Tel: 217-528-3275
Email: info@csda.org

January 20-23, 2025

World of Concrete

Las Vegas Convention Center
Las Vegas, NV
Website: www.worldofconcrete.com

January 20-21, 2025

CSDA's How to Prepare Estimates That Win You Jobs

Las Vegas Convention Center
Las Vegas, NV
Website: www.worldofconcrete.com

January 23, 2025

GPR Methods and Theory

Las Vegas Convention Center
Las Vegas, NV
Website: www.worldofconcrete.com

February 12-13, 2025

Canadian Concrete Expo

The International Centre
Toronto, ON
Website: www.canadianconcreteexpo.co

March 10-14, 2025

CSDA Annual Conference

Plaza San Antonio Hotel & Spa, Autograph Collection
San Antonio, TX
Tel: 217-528-3275
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June 4-5, 2025

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CSDA Committee Spotlight: Training Committee



At the heart of the Training Committee's responsibilities is the leadership and management of all the association's training activities, both online and in-person.

They ensure that courses are conducted to the highest industry standards, often combining classroom instruction with hands-on practice. This practical approach guarantees that participants are proficient in that particular area, and always with a strong emphasis on safety and effectiveness.

The Training Committee regularly reviews current curriculum and course materials to ensure they are up-to-date and meet the highest standards. Additionally, they make sure that all instructors possess the proper qualifications, guaranteeing that training is delivered by knowledgeable and skilled professionals.

Overseeing the schedule of training sessions is another critical task. The committee also oversees the training schedules and locations. To keep course equipment up-to-date and well-represented, the

committee works closely with manufacturers. This collaboration ensures that the tools and machinery used in training are state-of-the-art, providing participants with the best possible learning experience.

Last but not least, this committee is always looking at new training opportunities, continually expanding the scope and reach of CSDA's educational offerings. This includes our online courses. The committee welcomes ideas for relevant coursework.

The Training Committee's role is vital to the success of our association's training programs. Through their leadership, commitment to quality, and continuous improvement, they ensure that every training session is a step towards excellence and safety.

To learn more about the Training Committee or join as a volunteer, please reach out to us at info@csla.org.



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