




Clayco Career Development Initiative, Inc. (CCDI) focuses on exposing North County minority students to career opportunities in construction, and seeks to increase involvement in construction trades or professional college degrees.

We partner with the communities in which we operate, and we're in it for the long haul, giving time, energy, and resources to the projects and charities that can help build these communities.

CCDI SPOTLIGHT meet CHRIS CONNERS



Chris graduated from North County Technical High School in May 2016, and has been working with Concrete Strategies since early June 2016 on the World Wide Technology HQ project in Maryland Heights. As an apprentice carpenter, Chris has been working with Sam Steele with CSI; thank you Sam for the extra guidance provided to this young man! Chris started with wall forming work and recently has been working on layout and QA/QC for the drilled pier operation for the new garage.

Through his hard work, community service and great attendance in high school, Chris has qualified for the A+ program and will be taking night school classes through Florissant Valley Community College. Chris aspires to be a civil engineer someday and the CCDI program will continue to support Chris' dreams for a bright future.

As a reward for Chris' hard work and stamina, the CCDI program assisted Chris in the purchase of his first car. This 2009 Buick will provide safe transportation for Chris to and from work and school and he is very proud to have his own first car.

Special thanks to Jeff Clark for helping Chris get into the Carpenter's Apprentice program. Also, honorable mention goes to Tim Richardson for helping Chris select his new tools through our partner K&K Supply.

Tom Sieckhaus will continue to mentor Chris over the years. **We are proud of you Chris!**

UPDATE ON MALIK JOHNSON



Malik Johnson, the first CCDI student who started a year ago has been able to weather the ups and downs of his first year as an apprentice laborer by day and a college student by night.

Malik is now a 3rd term apprentice laborer and has worked over 2,100 hours. He has obtained his OSHA 10 and 30, scaffold safety, concrete formwork, first aid, CPR, AED, carpenter tending, and material handling certifications respectively. He will begin his second year of classes at St. Louis Community College this fall where CCDI is providing the financing for tuition and books.

Malik is mentored by Dan Lester of Concrete Strategies.

COMMITTEE SPOTLIGHT TSi



Morris Hervey President
Denise Hervey CEO, PE of Record

TSi Geotechnical, Inc. (TSi), formerly TSi Engineering, Inc., is a specialized practice in geotechnical engineering, drilling, laboratory testing, construction observation and field testing services. The firm was founded in 1989 by Morris and Denise Hervey, and is certified as a disadvantaged business enterprise (DBE), with a 51%-woman ownership (WBE) and a 100%-minority ownership (MBE). TSi is committed to providing the highest quality services to our clients. Our team of professional engineers and certified technicians offers extensive geotechnical expertise and technical skills to effectively manage geotechnical risk for our clients' projects.

Morris Hervey, President, and Denise Hervey, CEO and PE of Record, earned their engineering degrees from Missouri S&T (1981) and The Georgia Institute of Technology (1979), respectively. Denise is a member of Delta Sigma Theta, Inc. sorority and for the last 10 years has been an active Board member of Sherwood Forest Camp, a nonprofit camp for underserved children. Morris Hervey is a member of the fraternity Kappa Alpha Psi, Inc. and proudly serves on the Board of University of Missouri Science and Technology Miner Academic Athletic Association. In addition to these organizations, TSi supports a number of other non-profit organizations in Kansas, Missouri and Illinois.



On March 20, 2016, CCDI hosted a Job fair at Clayco's office. All students from North County Tech involved with General Trades and Carpentry classes were in attendance. Prior to hosting the event, several Clayco managers assisted in the classroom setting providing valuable insight with resume writing and preparing for these job interviews. Clayco invited 18 subcontracting firms covering various divisions of work including excavation, concrete, masonry, steel, carpentry, drywall, elevator, mechanical, plumbing and electrical.

Special thanks to the following companies who have made it possible for 12 students to secure fulltime jobs with strong potential for advancement:

- Clayco
- Concrete Strategies
- Paynecrest
- Flooring Systems
- TD4 Electric
- Waterhout
- Lighting Associates
- T-J Wies

Thank you to the following firms who also participated offering guidance and insight within their industries:

- CMT Roofing
- Heitkamp Masonry
- Weaver Steel
- Kuesel Excavating
- Merlo Plumbing
- Will-Bond Construction
- Icon Mechanical
- Kupferer
- PM Leach
- Kone Elevator

1ST ANNUAL CCDI GOLF TOURNAMENT

Tuesday, September 20th

Glen Echo Country Club | 1:00 pm Shotgun Start | 5:30 pm-7:00 pm Cocktail Hour & Heavy Hors D'Oeuvres

3401 Lucas-Hunt Road, St. Louis, MO 63121

FOR SPONSORSHIP INFORMATION AND TO REGISTER, VISIT CCDI-STL.ORG/DONATE!

MENTOR/MENTEE EVENT

On June 16, 2016, CCDI kicked off the first annual Mentor/Mentee Event at Clayco's St. Louis office. 17 Students and their parents from Jennings High School and Ritenour High School had a chance to meet up with their mentors.

The day started off with introduction of Clayco along with BIM and drone presentations. Next, the students made a visit to Midwest Testing Lab which included several interesting demonstrations. The students and mentors then toured the new Schnucks Warehouse located in Berkeley Missouri.

To close the event, Kevin Schulte cooked BBQ for everyone. We were also gracious to have Dr. Art McCoy visit the lunch. He is the current Jennings Superintendent.

SPECIAL THANKS TO OUR MENTORS:

- Michael Kennedy – The UP Companies
- Bernard Simington – City Design Group
- Tommy Davis III – TD4 Electric
- Emily Martin – Aschinger Electric
- Solomon Harris – Clayco
- Bhrandon Beasley – Clayco
- Larry Zelenovich – PayneCrest
- Tony Williams – Clayco
- Bob Kaemmerlen – Kaemmerlen Electric
- Tiesha Smith – Clayco
- Tom Sieckhaus – Clayco
- Dan Lester – Concrete Strategies
- Jaremell Jones – Clayco
- Terrance Gant – Clayco
- Derek Mascheck – Forum Studio
- Terry Helmsing – Jarrell Mechanical Contractors
- Mike Zetlmeisl – Clayco
- Jim Dearduff – Clayco

Thank you to several others who have signed up as mentors and will be utilized next year.



PROJECT SPOTLIGHT CENTENE SERVICE CENTER



Recently the Centene Corporation celebrated the grand opening of its new \$25-million Ferguson Service Center, creating 250+ jobs. The Clayco/Centene project consists of three buildings on the 8-acre site. The first is a 45,000 sf, 3-level tilt up operations center, the second is a 1-level, 6,000 sf day care and the third is a 1-level, 6,000 sf training facility. Clayco's subcontractors did a great job helping with their Diversity/Inclusion efforts. The project construction included 27 Minority & Women Owned firms, which equated to 40% of the construction value. Additionally, the workforce was made up of 33% minorities, from Clayco and the various trades. Clayco's on-site secretary was hired from the community and has since been brought on as a full time employee of Clayco. This project has become a true asset for the Ferguson Community.