



Douglas L. Maibach

Douglas (Doug) L. Maibach, P.E. was born in Redford Township, MI. He is the youngest of 8 children. His father held a leadership role at Barton Malow for as long as Doug can remember and he recalls visiting job sites at a very young age, including many days spent cleaning and detailing company cars. Working the summer after high school graduation on a layout team and assisting the superintendent on Barton Malow's GM Conner Avenue plant site, solidified what he wanted to study at Michigan State University – Civil Engineering.

Upon college graduation, he went to work as a field engineer incorporating final actions on the then-new Wayne County Jail. Based upon the advice that diversity of experiences is important, as would a business degree, Doug quickly completed an MBA and began working in Barton Malow's self-perform group ("General Trades"), focusing on concrete foundations and structures. Under Doug's leadership, the self-perform group expanded to include interiors work in addition to civil, concrete, steel erection, rigging, and equipment installation.

Doug returned to the construction management side of Barton Malow as a Vice President for major projects in commercial, healthcare, sports, and education. William Beaumont Hospital, Daytona International Speedway, PNC Park, and Oakland University are just a few of the projects/clients he managed.

Doug's has always focused on the client's experience, valuing relationships and community building which led to many repeat clients for the company. This has also resulted in Barton Malow entering multiple repeat competitive partnerships in the construction industry, providing the client with the best possible experience. The North Terminal at Detroit Metro Airport project paired Barton Malow with its largest local competitor. The Detroit Public Schools project was transformational for Doug because of the program's complexity working with 5 different partners managing the \$1.5 billion bond issue.

Before his retirement as Chairman of the Board of Barton Malow Enterprise and Executive Vice President of the company, Doug was responsible for forward planning of the organization. In that role, he significantly expanded the enterprise's capital needs, its support operations, and risk management through the use of their own insurance entity, UIA.

Doug's tenure at Barton Malow has been significant. However, his dedication to helping others has been just as substantial. He has served the construction industry through many leadership positions within both Barton Malow and construction industry associations. Much of his time has been spent with the Associated General Contractors (AGC) – both Michigan and National - serving on numerous committees and as a Board Member, including its Education and Research Foundation. He placed a major focus on

his service efforts, helping those doing the work in the field. He views labor relations and workforce development as a partnership between labor and management. His experience began with the carpenter's negotiation team, leading AGC of Michigan's Labor Relations, then chairing national AGC's Union Relations Board for many years. He has also served on the AGC PAC, Industry Relations, Project Delivery, AIA/AGC Joint Committee, and the Industry Workforce Development Coalition.

Doug's father served as a minister, as well as President and Chairman at Barton Malow while Doug was growing up. He set an example for Doug that allowed Doug to see that "while there is so much you can do by yourself, you have a larger impact when you reach out and partner with others." This philosophy leveraged his accomplishments leading the Barton Malow Foundation from 2002 until his retirement in 2022. Under Doug's guidance, the Foundation has received numerous awards, recognizing the company as a community builder - expanding from helping to support causes in which their clients were involved to causes that their employees found to be worthwhile in the community where they live, work, and play.

A community day in which employees could give back has expanded into Community Week and more (to balance the impact on the jobsites) at locations where Barton Malow is located throughout the United States. In 2022, Community Week included more than 800 Barton Malow volunteers at 107 different volunteer activities in 14 states and 2 countries – volunteer time totaled more than 3,500 hours, all on company time.

10 years ago, the Foundation started the Building Communities Golf Classic which is now fully supported by 50 sponsors in the architectural/engineering industry and subcontractors. It raises funds for the Foundation which, in turn, allows the foundation to support many organizations each year.

Doug has been married to his wife, Carole, for 39 years. They have 4 children, Katie, Jack, Kirk, and Craig. While Katie and Jack are following other pursuits, Kirk works as a design engineer for a mechanical contractor and Craig is interning for Barton Malow.



Bernard "Bernie" Mein

Bernard "Bernie" Mein has lived in Portage, Michigan his entire life. His grandfather was a carpenter and his dad, Bud, was a builder. What started as a hobby became Bud's full-time profession and exposed Bernie to the residential construction industry.

At 8 years old, Bernie would visit his father's construction sites (multiple residential subdivisions) where he would sweep out the basements and garages. He progressed over the years with increasing

responsibilities, learning the process from the ground up. One semester at college did not hold Bernie's interest, so he returned home and went into building houses with his father and brother, learning from everyone around him – from the tradespeople to the bankers, to real estate agents.

When his father left the industry, Bernie and his brother, Gary, started their own building company, Mein, Inc. utilizing the remaining buildable lots owned by their father. Mein, Inc. constructed subdivisions, custom homes, and semi-custom homes throughout Kalamazoo and Portage. Bernie and his brother were Mein, Inc.'s main employees, doing everything necessary for the business. They would review plan books, select plans or elevations that they liked, and then revise them to suit their (their client's) preferences – drafting the plans themselves, keeping in mind construction material increments for efficient construction. This was Bernie's favorite part of building homes.

Mein, Inc. subcontracted all of the work involved in the construction of their homes, except for the designs. Constructing between 10-20 homes per year, Mein, Inc. utilized the same subcontractors for years. This allowed them to develop a level of trust where they only needed a minimum of daily supervision for their subcontractors. Mein, Inc. became known for running the most efficient construction projects.

Bernie and Gary are considered pioneers in the development of the City of Portage due to their residential projects, but they also ventured into commercial and retail development – beginning with a piece of land they received as a downpayment on a house from a client. They developed it with 6 different commercial buildings and served as its property manager for over 30 years.

Bernie joined his local HBA to help them with their home expo and soon realized that for Mein, Inc., the bigger benefit of joining the HBA was that the company could participate in the Parade of Homes - an easy, direct means of marketing their product with significant outreach.

It was during one of the recessions that Bernie stepped up his involvement with the HBA and he soon found that the more he became involved, the greater his business and personal benefit. He served as President of his local HBA in 1991. At this time, he was approached by the regional HBA beginning his involvement at both the regional and the state level. By 1997, he was serving as Secretary of the state HBA.

During these years, Bernie became very involved in the legal arguments to revise the size requirement for utilizing an architect from 3,500 SF to 4,000 SF. He soon moved on to tackling the building codes. At the time he began, there were approximately 883 building codes in the State of Michigan. Every governmental agency could make changes to multiple existing codes but frequently they also did not publish the changes. This was especially trying for residential builders because codes could vary depending upon which side of the street your site was located. The issue was finally revised by developing a single published building code, simplifying the building process.

Bernie was also engaged in the development of the Energy code – specifically requiring evidence that any revisions to it had to show the change would pay for itself within 7 years. This ensured that changes were well thought out and their frequency was limited. This benefitted not only the builders, but also the homeowners who ultimately pay for those revisions.

After working on builder's license law reform (requiring renewal every three years and adding 3 hours of continuing education each year), Bernie moved to the national level of the HBA, serving as a state

representative, which also put him on the executive committee. He found that his active participation allowed Michigan to get help when needed.

While Bernie served in multiple executive leadership positions at the state and national HBA's, he never forgot his local HBA. He was responsible for the construction of their current office building, several Habitat for Humanity houses, wheelchair ramps, and multiple other volunteer projects. He volunteered time as the Project Manager for the Hospital Hospitality House in Kalamazoo. He championed supplier contributions valued in excess of \$750,000 as well as HBA labor. This resulted in a savings of over \$1,000,000 to the organization.

Bernie believes that everyone, from his father to his brother and sister, to his subcontractors was his mentor. His wife, Cindy, supported him with his erratic hours and HBA involvement to make the business successful. His son, Brent is a master electrician and his daughter, Katie, is a teacher. He enjoys volunteering and spending time with his grandchildren.



David I. Ruby

David I. Ruby, PE, SE, F-ASCE, was born in Aliquippa, Pennsylvania – the heart of steel country. He grew up in the shadow of the largest integrated steel mill in the world (7 ½ miles long and ½ mile wide). As a child, he often played with his erector set where he and his friends would create structures that could take 2-3 days to complete.

Rotary Club tours of local manufacturing plants during high school that included steel foundries, and job sites, exposed David to the steel industry. His neighbor worked for American Bridge (a subsidiary of US Steel and the largest fabricator in the US). He would regale David with stories of the structures upon which he worked. This, and an influential math teacher, encouraged him to attend Rensselaer Polytechnic Institute where he completed a Bachelor of Science in Civil Engineering with a structures option.

Upon graduation, David began as a draftsman (where all engineers were expected to spend 1 ½ - 2 ½ years) with American Bridge, learning the importance of accuracy, connections, and how the design will work when completed in the field. As his engineering skills evolved, he quickly became the designer of fabrication and erection of structural systems for many significant projects including: the John Hancock Building (still his favorite project due to its focus on design of details/connections and means and methods of construction), the Sears (Willis) Tower, and the Standard Oil Building (Aon Center) in Chicago; the Tagus River Bridge in Portugal, and the Astoria Bridge in Oregon.

After 10+ years at American Bridge, he moved to several steel fabricators and engineering design firms that exposed him to projects around the US and the globe - ultimately working on the Renaissance Center, the Ford Flat Rock Assembly Plant, the Peachtree Center in Atlanta, and other significant projects. It was during these 14+ years that David realized that he always reviewed structural drawings with the eye that, "yes, it's correct structurally, but can we erect it?" He learned from his many Michigan projects, that Detroit needed an engineering firm that understood construction but also believed the contractor is not the enemy.

A phone call with one of his clients resulted in a \$30,000 check, enabling him to start his own firm, serving the steel construction industry. This new firm, Ruby+Associates, Inc., began in his son's bedroom with three drafting tables. After three phone calls to secure work, thanks to repeat clients and word-of-mouth, they did not have to make any phone calls for 15 years.

Ruby+Associates, Inc. has provided steel erection and stability analysis, value-engineered solutions, and constructability-focused design on many high-profile projects throughout the US, including Ford Field, Detroit (including an alternate award-winning erection plan that resulted in some of the largest assembly lifts in North American history); Lucas Oil Stadium (Indianapolis); World Trade Center Tower 1; and CS. Mott Children's Hospital (Ann Arbor). In all of these projects, Ruby+Associates, Inc. was contracted and combined with the construction team, not the design team.

Although he has served in many leadership roles in multiple industry service organizations, including Structural Engineers Association of Michigan (he was a founding member of SEAMi), Council of American Structural Engineers, (former President, National Council of Structural Engineers Associations (Former member, Board of Directors) and the American Institute of Steel Construction (AISC Professional Member), it is his constructability presentations and publications for which David has become so well known in the industry. As an example, the AISC Design Guide #23 "Constructability for Structural Steel Buildings" that he authored was not what AISC had requested, but upon reading it, they admitted it was exactly what the industry needed.

David has been honored by the steel construction industry through many awards including the J.Lloyd Kimbrough Award (architects/engineers who are universally recognized as the pre-eminent steel designers of their era) - David is only the 12th recipient of the award in 80 years. He is also a recipient of the Felix A. Anderson Award which recognizes a leader in the engineering profession whose actions have positively affected the public's understanding and appreciation of the engineering profession, and the AISC Lifetime Achievement Award.

David attributes the success of Ruby+Associates, Inc. to understanding customer service. He learned about service from his father who owned a grocery store and whose philosophy was to give his customers more than they expect. The firm's clients typically don't call until they need them immediately and Ruby+Associates, Inc. responds accordingly. Building owners understand that their product, including the cost of building/ fabricating/installing, is all dependent upon the assumptions the design firm makes, the thought process they follow, the details and connections they develop, etc. There are several ways to build a structure that are right, but determining the solution that is cost effective and schedule-adherent is key for Ruby+Associates' clients.

David has been married to his wife, Susan, for 60 years, and attributes much of his success to her support. His eldest son, Elliot Jay, is a Vice President of Engineering for Prospect Steel in Arkansas; David Jr. is a chef in Florida; and his daughter, Tricia, now runs Ruby + Associates, Inc. as President and CEO.