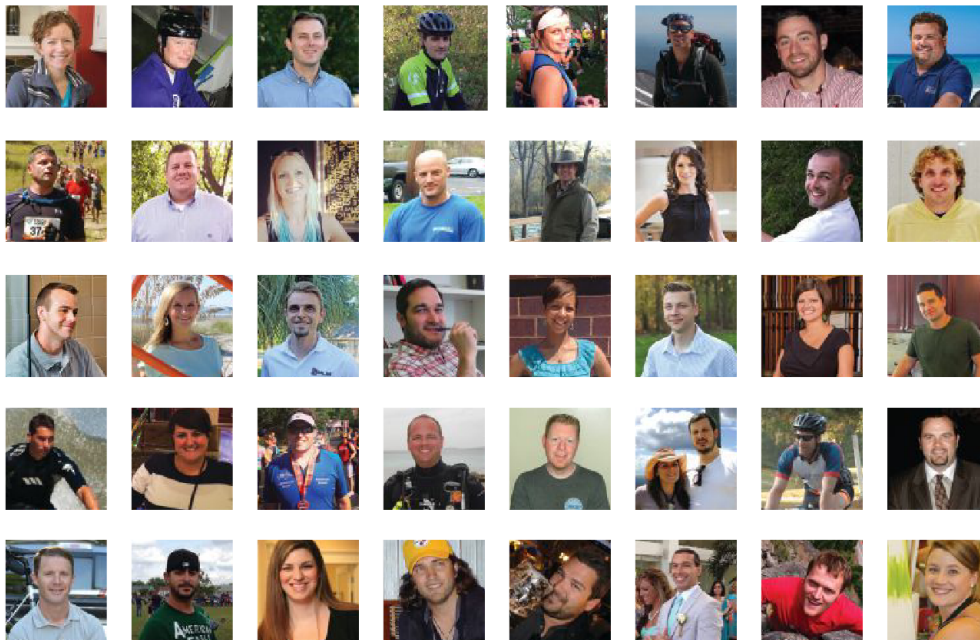


# forty UNDER 40



## CLASS OF 2014

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### *Class of 2014 represents diverse background, momentum for future of remodeling industry*

BY TIM GREGORSKI, EDITOR IN CHIEF & ABBY KLECKLER, ASSOCIATE EDITOR

The 40 remodeling professionals on the following pages represent *Professional Remodeler's* 40 Under 40 Class of 2014.

This year's class was chosen from over 100 applicants and they join the previous 120 recipients of the 40 Under 40 award dating back to 2011.

As has been the case in previous

years, they are very diverse in their professional and personal interests, as well as their service to professional societies and philanthropic organizations such as Habitat for Humanity.

*Professional Remodeler* is proud to present the 40 Under 40 Class of 2014, our industry's next generation of remodeling leaders. **PR**



## KEN WARE<sup>38</sup>

SALES MANAGER  
MOSBY BUILDING ARTS LTD.  
ST. LOUIS, MO.

### EDUCATION

University of Missouri, St. Louis  
Missouri Western State College

### ACCOMPLISHMENTS

- Helped design and implement custom CRM software for Mosby
- Training and sales programs increased closing rate by 4 percent to 26 percent and led overall sales closing rate by 2 percent to 30 percent up from 28 percent
- Helped launch Right Bath in 2013, a 5-day bath full-remodel business currently 203 percent above planned revenue

### EXTRACURRICULAR

- Den and Pack Leader for Cub and Boy Scouts
- Volunteer, Bridge at Centenary United Methodist Church
- Served on Board of Adjustment for City of Ellisville, Mo., in 2013

### OFF THE CLOCK

- Can't live without: music
- Can live without: television
- Favorite movie: "Rocky IV"
- Favorite food: Imo's pizza
- Favorite vacation spot: Destin, Fla.
- Enjoys golf, coaching football, fishing, and working in the yard

### SECRET LIFE

Gets mistaken for his twin brother on a daily basis

## CAROLYN ANDREWS<sup>29</sup>

DESIGNER  
PRESTON FEATHER BUILDING  
CENTERS  
TRAVERSE CITY, MICH.



### EDUCATION

BAA, Central Michigan University

### ACCOMPLISHMENTS

- Had kitchen remodel featured in UP North kitchen tour
- Named to NKBA's 30 Under 30

### EXTRACURRICULAR

- Vice President of Academic Relations, Michigan Chapter NKBA
- Board Member, Grand Traverse HBA
- Member, Zonta Club of Traverse City

### OFF THE CLOCK

- Can't live without: Chapstick
- Can live without: onions
- Favorite movie: "Anchorman"
- Favorite food: Italian food, especially caprese salads
- Favorite book: "Heaven is for Real" by Todd Burpo and Lynn Vincent
- Enjoys spending time outdoors, going to the beach, and golfing

### SECRET LIFE

- Won a local highland games competition and can turn a caber
- Grandfather's house in Massachusetts, believed to be built by an old sea captain, has a carved ship's wheel at the top



## MICHAEL SYLKATIS<sup>38</sup>

OWNER/MANAGER  
READY DECKS  
SHREVEPORT, LA.

### EDUCATION

Business & Finance, Richland College

### ACCOMPLISHMENTS

- Tripled annual deck sales between 2011 and 2014, annual sales expected to exceed \$2 million
- In his initial year of Ready Decks franchise ownership, became the only owner to have multiple franchises within the first year of investing
- Volunteer, Big Brothers, Big Sisters, St. John Berchmans Catholic Church, Providence House

### OFF THE CLOCK

- Can't live without: family
- Can live without: traffic
- Favorite movie: "Goodfellas"
- Favorite vacation spot: Gulf Shores, Ala.
- Enjoys riding his Harley-Davidson 2014 CVO Limited, shooting sporting clays, hunting, and fly fishing

### SECRET LIFE

- Has two adopted sons, Zachary and Matthew
- Can cook a perfect medium-rare ribeye steak in a cast iron pan

## JESSICA WEBBER<sup>30</sup>



CO-OWNER  
WEBBER DEVELOPMENT &  
CONSTRUCTION  
WATKINSVILLE, GA.

### PROFESSIONAL CREDENTIALS

AKBD

### ACCOMPLISHMENTS

- Increased revenue in Webber Development & Construction by 50 percent from 2012-2013, helped grow sister cabinet company, Webber Coleman Woodworks, by 25 percent between 2011-2013
- Sales helped Webber Coleman Woodworks recover from a fire that completely destroyed business in 2010
- Only NKBA certified designer in the Watkinsville, Ga., area

### EXTRACURRICULAR

- Member, Athens Area Cancer Auxiliary Board and Mercy Health Center Board

### OFF THE CLOCK

- Can't live without: family and traveling
- Can live without: incompetent people and wasting time
- Favorite movies: "Seven Brides for Seven Brothers" and "White Christmas"
- Favorite book: "The Male Factor" by Shaunti Feldhahn

### SECRET LIFE

- Grandmother found living in East Germany after the Berlin Wall fell
- Bit by a copperhead snake when she was 8 years old

## TRAVIS BARKSTEDT<sup>28</sup>



**PRESIDENT AND OWNER**  
TRAVIS ROBERT RENOVATIONS  
LLC, ENGLEWOOD, N.J.

### EDUCATION

BS, St. Thomas Aquinas College

### ACCOMPLISHMENTS

- Started his business while a freshman in college
- Has built a successful network of more than 50 contractors industry specific to high-end home remodeling and building
- Nearly doubled sales year-over-year for the past three years
- Winner, Best of Houzz Award 2014 and 2013

### EXTRACURRICULAR

Volunteer, Habitat for Humanity and Surfers Healing

### OFF THE CLOCK

- Can't live without: the beach
- Can live without: traffic and tofu
- Favorite movie: the "Bourne" series
- Enjoys traveling to Mexico, Thailand, Barbados, Hawaii, and Costa Rica
- Loves spending time outdoors, cooking, spending time with family, and trying new ethnic foods
- Relaxes at the beach by paddling out in the water and surfing

### SECRET LIFE

Achieved Eagle Scout rank by the age of 16



## SUZIE ATKIN<sup>33</sup>

**DESIGN CONSULTANT**  
NEIL KELLY INC.  
PORTLAND, ORE.

### EDUCATION

BA, Brigham Young University

### ACCOMPLISHMENTS

- Design work has helped sales increase by 25 percent each year since 2011
- Seventy-five percent of business is repeat/referral clients
- Volunteers and leads multiple internal committees

### EXTRACURRICULAR

Volunteer, Meals on Wheels and Habitat for Humanity

### OFF THE CLOCK

- Spends free time on bikes, either training or racing as a competitive cyclist
- Can't live without: her bikes
- Favorite food: pie
- Favorite vacation spot: Kauai
- Favorite book: "Walden" by Henry David Thoreau
- Enjoys hiking, snowboarding, camping, reading, cooking, gardening, and playing the piano

### SECRET LIFE

- Although now a city girl, grew up on a farm in Montana on a reservation
- Can say "supercalifragilisticexpialidocious" backwards

## TROY BISHOP<sup>39</sup>

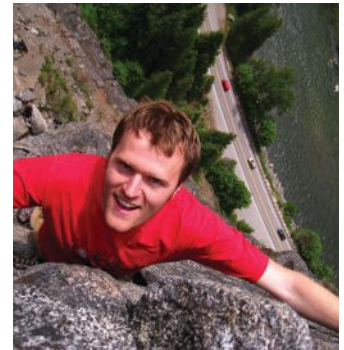
**OWNER**  
ROMEO KITCHEN AND BATH  
LLC, WASHINGTON, MICH.



### ACCOMPLISHMENTS

- Has 22 years experience with the business and became partner in 2005
  - Added home maintenance and handyman work to fill the gaps between jobs and potentially lead to larger jobs
  - Led the company through recession by cutting overhead and switching to all new product lines and suppliers to keep costs down
- ### EXTRACURRICULAR
- Volunteer, Adopt-A-Highway
- ### OFF THE CLOCK
- Can live without: TV commercials
  - Favorite movies: "Tombstone" and "The Good, The Bad and The Ugly"
  - Favorite food: pizza
  - Favorite vacation spot: Colorado, especially the Rocky Mountains
  - Favorite book: "Unbroken" by Laura Hillenbrand
  - Enjoys hunting, golfing, and spending time with friends and family
  - Relaxes while sitting by a campfire with a cocktail or reading a good book
- ### SECRET LIFE
- In the Boone & Crockett record books for taking a black bear that weighed almost 500 pounds
  - Former firefighter; joined at age 18 and became lieutenant at 22

## AUGUST BERGDAHL<sup>33</sup>



**GENERAL MANAGER**  
CRESCENT BUILDS  
SEATTLE, WASH.

### PROFESSIONAL CREDENTIALS

CGR, CAPS

### ACCOMPLISHMENTS

- Started the business at age 26 as a one-man operation, company now has three partners and eight employees
  - Grew business from sales volume of \$550,000 in 2009 to more than \$2.4 million in 2013
  - Developed service manager position and continues to grow sales within the service division
- ### EXTRACURRICULAR
- Vice-chair for the Remodeler's Council of King and Snohomish Counties
- ### OFF THE CLOCK
- Can't live without: his wife and bourbon
  - Can live without: TV commercials
  - Favorite food: sushi
  - Favorite book: "Cat's Cradle" by Kurt Vonnegut
  - Enjoys fine woodworking and steel working, forging/welding
  - Spends time outdoors climbing, skiing, hiking, and fishing
  - Relaxes with friends, family, and good food and wine
- ### SECRET LIFE
- Climbed Mount Rainer in 2001
  - Rescued a three-legged Mexican street dog that was attacked by a crocodile





## DAVID CLARK<sup>37</sup>

OWNER  
DAVID CLARK CONSTRUCTION,  
LLC, GERMANTOWN, TENN.

### EDUCATION

BS, University of Alabama  
PROFESSIONAL CREDENTIALS  
CGP

### ACCOMPLISHMENTS

- Memphis HBA Builder of the Year 2011
- Multiple award winner Vesta Home Show, 2013 and 2007
- Restructured business in 2007 from new residential construction to remodeling and additions

### EXTRACURRICULAR

Former president and Vesta Home Show chair, West Tennessee HBA  
OFF THE CLOCK

- Favorite movie: "The Shawshank Redemption"
- Favorite food: Memphis-style barbecue
- Favorite book: "The Noticer" by Andy Andrews
- Enjoys anything outdoors: hunting or boating as a family, cycling, and competing in triathlons

### SECRET LIFE

- Ran the New York marathon, completed several triathlons including two Ironman 70.3 events
- Third-generation homebuilder, which began with his grandfather who started building homes after WWII and through the Great Depression

## NATHAN CROSS<sup>34</sup>

PRESIDENT  
NWC CONSTRUCTION  
ORLANDO, FLA.



### PROFESSIONAL CREDENTIALS

CGP, CGR, CAPS

### ACCOMPLISHMENTS

- Won the 2011 Florida Remodeler of the Year, 2009 HBA Builder of the Year, and more than a dozen Florida Aurora Awards and Orlando Parade of Homes Awards
- Has led more than 200 projects valued over \$100 million
- Built the New Southern Home for the Southeast Builder Conference
- Started his first company at age 19 with \$385 in capital; NWC generates approximately \$1.5 million annually

### EXTRACURRICULAR

- President, Greater Orlando Builders Association
- Board of Directors, Florida Association of Home Builders
- Board of Directors, NAHB
- Volunteer, Homes for Our Troops

### OFF THE CLOCK

- Can't live without: his family and relationship with God
- Can live without: political correctness
- Favorite food: Japanese food, cooked or raw
- Favorite vacation spot: Redwood or Sequoia forests in California

### SECRET LIFE

- Parents married after knowing each other for less than a month



## KEN COMBS<sup>28</sup>

PRODUCTION MANAGER/  
PARTNER  
CUSTOM QUALITY CARPENTRY  
LLC, DURHAM, N.C.

### EDUCATION

Associate's degree, Durham Technical & Community College

### ACCOMPLISHMENTS

- Led business to 100 percent growth in 2013
- Sold more than \$1.6 million in 2013 and has pre-sold more than \$550,000 in 2014
- Opened a kitchen and bath showroom
- Grew business from a one-man operation to a staff of 14
- Hosts annual fundraising event for the Inspire Media Foundation for ALS
- Member, NARI and NAHB
- President, Caswell County HBA

### OFF THE CLOCK

- Favorite foods: grilled steak tips and pecan pie
- Favorite vacation spot: the Caribbean, especially St. Lucia
- Favorite movie: "300"
- Enjoys playing basketball, soccer, photography, and shooting
- Relaxes with family by going to the beach, taking cruises, and watching the Carolina Panthers

### SECRET LIFE

- Grew up in an orphanage until 14 years old



## ADAM CLARK<sup>29</sup>

VP, BUSINESS DEVELOPMENT  
& SALES  
CHOICE CONSTRUCTION  
GIG HARBOR, WASH.

### EDUCATION

BS, Oregon State University

### ACCOMPLISHMENTS

- Launched company's Remodel Division, which has grown more than 60 percent
- Instituted collaborative design/build selling process

### EXTRACURRICULAR

- Volunteer, Etta Projects, building sustainable communities in Bolivia
- Member, MBA, HBA, NAHB, and BIAW
- Member, Chamber of Commerce Young Professionals

### OFF THE CLOCK

- Can cook traditional French cuisine
- Can't live without: spontaneous adventures
- Can live without: a microwave
- Favorite movie: "Spy Game"
- Favorite food: pollo saltimbocca
- Favorite vacation spots: Key West, Fla., and Barra de Navidad, Mexico
- Favorite book: "Good to Great" by Jim Collins

- Enjoys golfing, skiing, cooking, camping, and flying

### SECRET LIFE

- Climbed Mt. Kilimanjaro to Uhuru Peak
- Used to be on the Seattle Mariners scout team

## JOHN DALY<sup>31</sup>



MANAGING PARTNER  
REVISION LLC  
WAYZATA, MINN.

### EDUCATION

BA and BS, University of  
Minnesota-Duluth

PROFESSIONAL CREDENTIALS  
CR

### ACCOMPLISHMENTS

- Has led the company to double-digit growth every year since its inception in 2010; current annual volume is \$6 million
- Completed some of the largest base renovation projects in the Twin Cities area
- Leading material recycling efforts on all of the company's remodeling projects

### EXTRACURRICULAR

Board Member, Young Life and  
Boundary Waters Experience

### OFF THE CLOCK

- Can't live without: coffee
- Can live without: Minnesota winters
- Favorite movie: "Days of Thunder"
- Favorite food: pizza with sausage and green olives
- Favorite book: "Freakonomics" by Steven Levitt and Stephen J. Dunbar
- Enjoys cycling, paddle boarding, hunting, auto racing, and family time

### SECRET LIFE

Once an outdoor expedition guide leading backpacking and canoe trips through the Boundary Waters National Park



## DAVID SUPPLE<sup>34</sup>

CEO  
NEW ENGLAND DESIGN &  
CONSTRUCTION  
BOSTON, MASS.

### EDUCATION

MS, Tufts University  
PROFESSIONAL CREDENTIALS  
CR

### ACCOMPLISHMENTS

- Started remodeling company in 2005, has grown the business annually with sales at \$1.5 million in 2013
- Winner, Guild Quality 2014 Guildmaster with Distinction
- Winner, 5 CotY Awards between 2011 and 2013

### EXTRACURRICULAR

- Board Member, Eastern Massachusetts Chapter of NARI
- Volunteer, Room to Dream Foundation

### OFF THE CLOCK

- Can't live without: his wife Lorealee
- Can live without: his wife (but he's wrong)
- Favorite movie: "Last of the Mohicans"
- Favorite food: lobster
- Favorite vacation spot: Ridin Hy Dude Ranch in Warrensburg, N.Y.
- Enjoys Crossfit, movies, music, going to church, and relaxing with family

### SECRET LIFE

Was two-year captain of Tufts University lacrosse team

## AVI RIBAKOVSKI<sup>37</sup>

OWNER  
PROSKILL CONSTRUCTION  
NEW BRUNSWICK, N.J.



PROFESSIONAL CREDENTIALS  
CRPM, EPA CR

### ACCOMPLISHMENTS

- After adding a partner in 2012, business grew 60 percent in last two years
- Completed a homeowner's kitchen along with subs at a discounted rate after original remodeler skipped out on the job after collecting money for work not completed
- Winner, 2014 NARI CotY Award, Residential Bath
- Winner, 2013 PR Design Award, Residential Bath
- Company was hired for a total renovation of a home destroyed by fire. Also paid for temporary housing for the displaced family while they completed the job

### OFF THE CLOCK

- Can live without: negativity
- Favorite movie: "Shawshank Redemption"
- Favorite book: "The Warrior Within, the Philosophies of Bruce Lee" by John Little
- Enjoys watching sports, especially the Chicago Bears, Chicago Blackhawks, New York Mets, and New York Rangers

### SECRET LIFE

Grandfather was once a high-stakes poker player



## ARI FINGERBOTH<sup>37</sup>

OWNER & PROJECT MANAGER  
FEDERALIST BUILDERS LLC  
WASHINGTON, D.C.

### EDUCATION

BA, Hamilton College

### ACCOMPLISHMENTS

- Launched business in 2008, current revenue is \$2 million annually, and manages 8 field staff
- Client base 100-percent established from repeat and referral business
- Winner, 2013 National Capital Area HBA Gold Award for Whole House Remodel
- Winner, 2008 MNCBIA Gold Award Project Manager of the Year

### EXTRACURRICULAR

Conceived the Federalist Fund in 2014 to sponsor a team of Century bike riders; the money raised supports a number of local charities

### OFF THE CLOCK

- Can't live without: hiking and boating the Potomac River
- Favorite movie: "Cool Hand Luke"
- Favorite food: smoked BBQ ribs from the Village Smokehouse in Brookline, Mass.
- Favorite book: "Men at Work" by George Will

Enjoys playing hockey, snow/waterskiing, boating, and biking

### SECRET LIFE

Grandmother moved from Florida to Connecticut for a job, was hired because they thought Norma Hoffman was Norm A. Hoffman



## LISA MAGEE<sup>31</sup>

PROJECT DESIGNER  
CASE DESIGN & REMODELING  
BETHESDA, MD.

### EDUCATION

BA, Michigan State University  
PROFESSIONAL CREDENTIALS  
CKBR

### ACCOMPLISHMENTS

- Responsible for more than \$1.3 million in sales in 2013
- Developed and designed over 100 projects for clients between 2007 and 2014
- Winner, 2011 CotY Silver Award for Kitchens Under \$50,000 and Kitchens between \$50,000 and \$100,000

### EXTRACURRICULAR

Volunteer, SOME (So Others May Eat) and Hands on D.C.

### OFF THE CLOCK

- Can't live without: her husband Dave
- Can live without: cold weather
- Favorite movie: "I Heart Huckabees"
- Favorite food: cheese
- Favorite vacation spot: Cozumel, Mexico
- Favorite book: "Water for Elephants" by Sara Green
- Enjoys biking, hula-hooping, running on the National Mall

### SECRET LIFE

Completed 17 swimming, biking, and/or running races including 8 triathlons and 2 half-marathons

## LANCE MCCARTHY<sup>38</sup>

PRESIDENT  
RE-TOUCH DESIGN-BUILD  
RENOVATE  
OVERLAND PARK, KAN.



### EDUCATION

BA, Kansas State University

### ACCOMPLISHMENTS

- Launched deck-building company his senior year of high school
- Doubled number of employees and tripled revenue volume within the last four years to over \$2 million annually

### EXTRACURRICULAR

- Board Member, NARI Kansas City
- Board Chair, Transitional Housing Organization

### OFF THE CLOCK

- Can't live without: books
- Can live without: Facebook political rants
- Favorite movie: "Momento" and "Pride and Prejudice"
- Favorite food: Chinese dumplings
- Favorite book: "Divine Conspiracy" by Dallas Willard
- Enjoys watching movies with the family, building forts with the kids, and sailing (even in Kansas)

### SECRET LIFE

- Cut off big toe with a Skilsaw and was shot in a drive-by shooting within the same week
- Can earn speeding tickets at a rate beyond that of normal human



## ANGELA SIMONEAUX POIRRIER<sup>33</sup>

DESIGNER/PARTNER  
ACADIAN HOUSE KITCHEN  
& BATH  
BATON ROUGE, LA.

### EDUCATION

BS, McNeese State University  
PROFESSIONAL CREDENTIALS  
CAPS

### ACCOMPLISHMENTS

- Designed showcase home that generated over \$1 million in sales
- Company has increased revenue 696 percent in 3 years, expected to be a \$6-million firm within five years
- Named by Action Coach as Best Overall Company in 2014

### EXTRACURRICULAR

- President, NKBA La, Miss., Ark. chapter
- Past Board Member, NKBA
- VP Technology/Communication & Government Relations
- Volunteer, Habitat Restore

OFF THE CLOCK  
• Can't live without: cellphone and husband Joey

• Can live without: creating and adhering to the company budget

• Favorite food: Cajun deviled eggs topped with a fried oyster

• Enjoys traveling, spending time with family and children Knox and Jada, and tailgating for LSU games

### SECRET LIFE

Started working at family business as a child and has worked every job in the company

## LEE BROOKS<sup>33</sup>



PRODUCTION MANAGER  
ANTHONY SLABAUGH  
REMODELING & DESIGN  
STOW, OHIO

### PROFESSIONAL CREDENTIALS RRP

### ACCOMPLISHMENTS

- Helped grow company from two employees to five while doubling revenue within two years
- Manages estimating, proposal writing and adjustment, product research, quality control, scheduling, design and implementation, and communicates company vision and mission to employees, trades, and clients
- Winner, 2010-2012 Angie's List Super Service Award
- Winner, 2013 CotY Award for Residential Addition Under \$100,000

- Winner, 2010 CotY Award for Residential Bath \$30,000-\$60,000

### EXTRACURRICULAR

Volunteer, Habitat for Humanity, Roblealto in Costa Rica rehabilitating orphanages

### OFF THE CLOCK

- Can't live without: good conversation
- Favorite movie: "Baraka"
- Favorite food: Thai and Vietnamese
- Enjoys cooking, hiking, biking, camping, and snowboarding

### SECRET LIFE

Has never owned a television



## JOSEPH KUPSTAS<sup>36</sup>



**PRESIDENT**  
REMODELWERKS  
SHREWSBURY, MASS.

**EDUCATION**  
BA, Becker College  
**PROFESSIONAL CREDENTIALS**  
CR

- ACCOMPLISHMENTS**
- Revenue expected to reach nearly \$1 million in 2014, up from \$225,000 recorded in 2012
  - Writing a company process book to ensure proper paperwork and design procedures are followed for every remodeling job
  - Personally owned companies that have completed over 500 remodeling projects since 2004

**EXTRACURRICULAR**  
Former Board Member, NAHB  
2005-2011

- OFF THE CLOCK**
- Can't live without: exercise
  - Can live without: soda
  - Favorite movie: "The Money Pit"
  - Favorite food: sushi
  - Favorite vacation spot: Maine beaches
  - Favorite book: "Who Moved My Cheese" by Spencer Johnson
  - Enjoys working out 3 to 5 days per week not only to stay fit but to handle stress and increase energy level; snowboarding and coaching baseball

**SECRET LIFE**  
Completed two 10-mile Tough Mudder races



## ANN STOCKARD<sup>39</sup>

**DESIGNER/SALES**  
NORMANDY REMODELING  
HINSDALE, ILL.

**EDUCATION**  
• BFA, International Academy of Design & Technology  
• BFA, Southern Illinois University

- ACCOMPLISHMENTS**
- Averages \$900,000 in sales annually since 2006
  - Winner, 2014 Chrysalis Award for Kitchen Remodel Under \$50,000
  - Winner, 5 CotY Awards, a Master Design Award, and 5 Remodeling Excellence Awards from NARI Greater Chicagoland
  - Developed a series of 3D project rendering case studies for use on iPads for client presentations by fellow designers

- Leads informational seminars on kitchen and bath projects to prospective clients to help with space planning, appliance, material, and design
- EXTRACURRICULAR**  
Participant, AAUW Home Tour; proceeds from tour fund various scholarships

**OFF THE CLOCK**

- Favorite book: "The Girl with the Dragon Tattoo" by Stieg Larsson
- Enjoys drawing with pastels, jogging, being outdoors, and watching "Project Runway"

**SECRET LIFE**  
Father Tim Lutrey helped design the company logo for John Deere

## ZAK FLEMING<sup>31</sup>

**OWNER**  
FLEMING CONSTRUCTION LLC  
DES MOINES, IOWA



**EDUCATION**  
Masters Electrical, NJATC  
**ACCOMPLISHMENTS**

- Launched remodeling firm at 23, increased revenue every year
- Nominated, NAHB's 2014 ROY

**EXTRACURRICULAR**

- Member, NAHB Board of Trustees
- Board of Directors, NAHB
- Board of Directors, HBA of Greater Des Moines
- Vice Chairman, Remodelers Council of Greater Des Moines
- Chairman, NAHB Remodelers Council Marketing Committee
- Manages the Gabe Fleming Memorial Hockey Scholarship Fund for Des Moines youth hockey players

**OFF THE CLOCK**

- Favorite movie: "The Bourne Identity"
- Favorite vacation spot: Phuket, Thailand
- Favorite book: "Into the Wild" by Jon Krakauer
- Enjoys playing hockey, sitting around a campfire with friends

**SECRET LIFE**

- Decided to become a remodeler while sitting in class at Iowa State after he realized he didn't want to work in an office environment
- Great grandfather was a liquor distributor during Prohibition



## JEREMY NIX<sup>30</sup>

**DIRECTOR OF DISTRICT OPERATIONS**  
RSU CONTRACTORS  
NASHVILLE, TENN.

**EDUCATION**  
AAS, Gadsden State Community College

**ACCOMPLISHMENTS**

- Opened RSU Contractors office in Alabama, the first located outside state of Tennessee

- Helped grow department from 4 project supervisors to 8, decreased average project lead time from 62 days to 21 days through a focus on project completion and scheduling
- Developed a Zero Punch List process to improve customer service to ensure no items need to be corrected or reworked; also launched a Post Mortem Review process to implement lessons learned on future jobs

**EXTRACURRICULAR**  
Volunteer, Habitat for Humanity and Associated Builders & Contractors Outreach Project

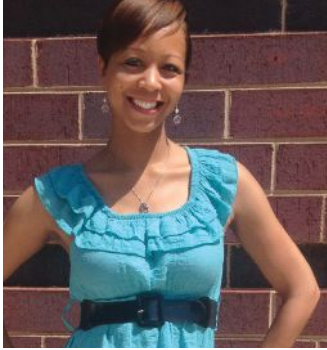
**OFF THE CLOCK**

- Favorite movie: "Gladiator"
- Favorite food: BBQ
- Favorite vacation spot: Las Vegas and the Caribbean
- Favorite book: "The Art of War" by Sun Tzu

• Enjoys working out and the outdoors especially hunting, fishing, hiking, and kayaking

**SECRET LIFE**  
• Trained in Brazilian Jiu Jitsu at Gracie Barra

## EBONY STEPHENSON<sup>29</sup>



DESIGN AND SELECTIONS  
CRINER REMODELING  
NEWPORT NEWS, VA.

### EDUCATION

BA, Virginia Tech

### ACCOMPLISHMENTS

- Criner Remodeling has increased business and revenue with the addition of Ebony. As a professionally trained in-house designer, assists clients with product selections and design
- Named to NKBA 30 Under 30 in 2014
- Recognized for leadership and community involvement by U.S. Senator Mark Warner (Va.)

### EXTRACURRICULAR

- Vice President of Technology & Communications, Virginia State Chapter NKBA
- Member, NAHB, PHBA, PRC
- OFF THE CLOCK
- Can't live without: family
- Can live without: chocolate
- Favorite movie: "Willy Wonka and the Chocolate Factory"
- Favorite food: shellfish
- Favorite vacation spot: the beach
- Favorite book: the Bible
- Enjoys going to the salon, walking on the beach and hiking

### SECRET LIFE

- Painted the kitchen walls of her new home electric lime green
- Scared of mascots and people in costumes



## CHRIS RISHER<sup>39</sup>

PRINCIPAL, RISHERMARTIN FINE  
HOMES, AUSTIN, TEXAS

### EDUCATION

BS, University of Texas at Austin  
PROFESSIONAL CREDENTIALS

### CR

### ACCOMPLISHMENTS

- Started the business in 2010 with long-time friend and partner Jeremy Martin
- Winner, 2013 CotY Award for Commercial Interiors, Residential Kitchen Under \$40,000
- June 2012, NAHBR Remodeler of the Month
- Winner, 2012 HBA of Greater Austin MAX Award for 6 different categories
- Winner, 2011 Texas Association of Builders Grand ROY
- Winner, 2011 CotY Award for Residential Addition \$100,000-\$250,000; Residential Kitchen \$40,000-\$80,000; Home Theatre & Media Room less than \$150,000

### EXTRACURRICULAR

- President, NARI Austin
- Volunteer, Habitat for Humanity
- OFF THE CLOCK
- Can't live without: caffeine
- Can live without: Austin traffic
- Favorite food: sushi
- Favorite movie: "The Shawshank Redemption"
- Favorite vacations: Rwanda, Patagonia, and Tanzania, and up next is Bengal

### SECRET LIFE

Enjoys driving his 1961 Buick LeSabre convertible

## ROBBIE EDWARDS<sup>33</sup>

PARTNER  
THE KINGSTON GROUP  
NASHVILLE, TENN.



### EDUCATION

Nashville State Technical  
Community College

### PROFESSIONAL CREDENTIALS

### CGP

### ACCOMPLISHMENTS

- Started company in 2007 with partner Ricky Scott and only \$500, by 2013 gross sales totaled just under \$4 million
- Since 2010 company has increased revenue 503 percent
- In the last year, company staff has grown 33 percent to a total of 11 employees
- Winner, 2013 and 2012 Best of Houzz Awards
- Winner, 2013 and 2012, *Nashville Business Journal's* Small Business Awards
- EXTRACURRICULAR
- Member, NAHB
- Volunteer, Music City Turkey Bowl
- OFF THE CLOCK
- Can't live without: cooking meat over an open fire
- Favorite movie: "The Secret Life of Walter Mitty"
- Favorite food: eggs with carne asada and pico de gallo
- Enjoys working out, being outdoors, hunting, fishing, trail running, and canoeing
- SECRET LIFE
- Grandfather once made a violin from a cigar box and taught himself to play



## MACHI MEDRZYCKI<sup>31</sup>

OWNER/SALES & MARKETING  
MLM INC.  
METAIRIE, LA.

### PROFESSIONAL CREDENTIALS

- State of Louisiana-licensed contractor
- Certified HydroStop installer
- ACCOMPLISHMENTS
- Firm rated No. 1 Commercial and Residential contractor in the New Orleans area
- Launched a real estate development division of the company building spec homes
- Winner, 2012 Sonata Award for best bathroom design and remodeling
- Featured in *Our Louisiana* and *New Orleans Homes & Lifestyle* magazines

### EXTRACURRICULAR

- Member, HBA of Metro New Orleans
- OFF THE CLOCK
- Can't live without: his work
- Favorite food: sushi
- Favorite vacation spot: anywhere with the beach and sun
- Enjoys riding his Harley Davidson Fat Boy motorcycle and designing unique remodeling projects
- SECRET LIFE
- Tests his skills by doing P90X, Insanity, or any competitive sport





CY  
MEGNIN<sup>39</sup>

FOUNDER/OWNER  
ONE CALL PROPERTY SERVICES  
AUSTIN, TEXAS

EDUCATION

- BA, Indiana University
- MBA, Baylor University

ACCOMPLISHMENTS

- Launched business in 2006, should surpass \$1 million in annual revenue in 2014
- Winner, 2012 Angie's List Service Awards
- Winner, 2008 Best Bathroom Remodel, Austin Parade of Homes
- Appeared twice on TLC's "Flip That House" television show

EXTRACURRICULAR

- Volunteer, Prison Entrepreneurship Program and Habitat for Humanity
- Member, Architectural Control Committee
- Executive Judge, Baylor University MBA Case Competition in Ethics

OFF THE CLOCK

- Can't live without: family
- Can live without: television
- Favorite movie: "Blazing Saddles"
- Favorite book: "A Million Miles in a Thousand Years" by Don Miller
- Enjoys playing inline hockey, golfing, swimming, and coaching son's sports teams

SECRET LIFE

Met with personal hero Warren Buffett, also sat at boardroom table with Ben Bernanke

DANIEL  
GAMMON<sup>29</sup>



PRESIDENT/CEO  
SOUTHERN BREEZE HOME  
DESIGN CENTER INC.  
MURFREESBORO, TENN.

EDUCATION

BS/CIM, Middle Tennessee State  
PROFESSIONAL CREDENTIALS  
CAPS

ACCOMPLISHMENTS

- Under his leadership, company has grown 500 percent within the past 5 years with annual revenue totaling \$2.5 million
- Opened design showroom in 2012, which helped increase business 300 percent
- Recently opened two new divisions, one for gutters, the other involving walk-in showers and tubs
- Planning to expand service area and open second business location later in 2014, goal is to open 5 new offices in 3 states by end of 2015

EXTRACURRICULAR

Board Member, Murfreesboro  
Young Professionals

OFF THE CLOCK

- Can't live without: SEC football
- Can live without: spiders
- Favorite movie: "Step Brothers"
- Favorite food: fried chicken, mashed potatoes, and green beans
- Favorite book: "1776" by David McCullough

SECRET LIFE

Was hired to remodel a portion of the private suites in the football stadium at Middle Tennessee State



ASHLEY  
KASPER<sup>30</sup>

KITCHEN & BATH DESIGNER  
KITCHEN & BATH CONCEPTS  
HOUSTON, TEXAS

EDUCATION

BS, Ohio State University

PROFESSIONAL CREDENTIALS

AKBD

ACCOMPLISHMENTS

- Created presentation "Millennial Generation on the Design Industry" defining Millennials, how they think and buy, and their needs and wants
- Co-creator/presenter of design presentation "A Shift in Customer Engagement to Social Collaboration: How to Engage Your Customer"
- Named to NKBA 30 Under 30 in 2014
- Organized and led design student bus tour for over 50 students touring 4 different industry showrooms

EXTRACURRICULAR

- President/Board Member, NKBA Texas Gulf Coast Chapter
- Vice President, Communication & Technology, NKBA Texas Gulf Coast Chapter

OFF THE CLOCK

- Can't live without: family/friends
- Favorite movie: "Die Hard"
- Favorite book: "Jurassic Park" by Michael Crichton
- Enjoys acoustic music, painting, cooking, and Vinyasa Flow yoga

SECRET LIFE

Falls asleep every night to the television show "Friends"

CHRIS  
CARDILLO<sup>38</sup>

PRESIDENT  
CASTLE WINDOWS  
MT. LAUREL, N.J.



EDUCATION

BA, Rowan University

ACCOMPLISHMENTS

- Company currently has 200 employees and \$55 million in annual revenue, expected to grow to 300+ employees and \$100 million in revenue within 5 years
- Expanded company sales by incorporating kiosks at local malls
- Installed two-man management team in strategic locations in an effort to increase sales

OFF THE CLOCK

- Can't live without: his children
- Can live without: people who give up and make excuses for their shortcomings
- Favorite movie: the "Fast and the Furious" series
- Favorite food: anything that is not fried or served in a cream sauce
- Favorite book: "The Catcher in the Rye" by J.D. Salinger
- Enjoys acting in independent films, writing movie scripts, and writing books. He is currently working on a film called "The Grievance Group" and published two books "Study Less and Earn A's with Effort" and "Collecting and Completing Your G.I. Joe Figures"

SECRET LIFE

Studied and taught a break-dancing class

## COURTNEY ROGERS<sup>28</sup>

SENIOR PROJECT DESIGNER  
RENEWAL DESIGN BUILD  
DECATUR, GA.



### EDUCATION

BS, University of Georgia

### ACCOMPLISHMENTS

- Organized first-ever UGA Student Interior Design Association trip to KBIS in Chicago
- Started a design blog called “a CLear design”
- Exceeded 2013 personal sales goal by over 25 percent
- Recognized as one of NKBA’s 30 Under 30
- Winner, regional Chrysalis Award in 2013 for Kitchen Remodel \$75,000-\$100,000

### EXTRACURRICULAR

- Founding member, MTM The Society, group developed for networking among K&B professionals in the Atlanta area ages 25-35
- NKBA-Ga. “Calla Awards” Planning Committee

### OFF THE CLOCK

- Favorite movie: “Wizard of Oz”
- Favorite food: Italian
- Favorite vacation spot: Sorrento, Italy
- Favorite book: “Tuesdays with Morrie” by Mitch Albom
- Loves playing tennis, spending time outdoors, and traveling

### SECRET LIFE

Used to be a gymnast and was a state champion in the floor exercise



## PAUL HAMTIL<sup>34</sup>

OWNER  
HAMTIL CONSTRUCTION LLC  
ST. LOUIS, MO.

PROFESSIONAL CREDENTIALS  
CR

### ACCOMPLISHMENTS

- Launched business along with partner and brother Dave in 2008, sales grew 20 percent each year
- Revenue projection for 2014 is expected to increase 100 percent over 2012
- Winner, 2013 Best Kitchen Remodel Over \$30,000, NARI Greater St. Louis
- Board of Directors, NARI Greater St. Louis
- Member of Leadership Team, DesignSpeak St. Louis
- Volunteer, Rebuilding Together St. Louis, Habitat for Humanity, and the Journey Church of St. Louis

### OFF THE CLOCK

- Can't live without: strong coffee
- Favorite movie: “Airplane!”
- Favorite food: BBQ ribs
- Favorite vacation spot: Colorado
- Favorite book: “The Road” by Cormac McCarthy
- Enjoys running, camping, fly-fishing, biking, hiking, and hunting

### SECRET LIFE

Before starting a “temporary” job at father’s remodeling business, was enrolled in culinary school and planned to be a chef

## CHAD HATFIELD<sup>39</sup>



OWNER  
HATFIELD BUILDERS &  
REMODELERS  
PLANO, TEXAS

### EDUCATION

BS, Texas Tech University  
PROFESSIONAL CREDENTIALS  
CR, CKBR

### ACCOMPLISHMENTS

- Since launching business, remodeling revenues went from \$290,000 in 2008 to \$1.8 million in 2013, a 620-percent increase
  - Projecting over \$2 million in sales for 2014
  - Winner, 2013 NARI CotY Award for Kitchens between \$40,000-\$80,000, Dallas Chapter
- OFF THE CLOCK**
- Can't live without: wife Diane and children Kate and James
  - Can live without: people who do not learn from their mistakes
  - Favorite movie: “Office Space”
  - Favorite food: pizza
  - Favorite vacation spot: Bonaire
  - Favorite book: “The 7 Habits of Highly Effective People” by Stephen Covey
  - Enjoys diving, underwater photography, playing with his children, and skeet shooting
- SECRET LIFE**
- Descendent of the Hatfield/McCoy family feud, relative Joseph Andrew Hatfield fought in the Revolutionary War



## IGGY FERREIRO<sup>32</sup>

PRESIDENT  
FERREIRO INC., NEWPORT, DEL.

### ACCOMPLISHMENTS

- Increased revenue approximately 25 percent in recent years, current annual revenue is over \$2 million and is expected to increase in 2014
- Established solid network of subcontractors in order to keep margins high and quality of work consistent for every job
- Nearly shut down the business and was within days of closing the doors due to recession; business has been stronger than expected in recent years

### EXTRACURRICULAR

Member, Mitochondrial Disease Foundation of Delaware

### OFF THE CLOCK

- Favorite movie: “Beverly Hills Cop”
- Favorite food: pizza
- Favorite vacation spot: Cancun
- Enjoys golfing with friends and family and playing in non-profit tournaments

• Relaxes at the firing range, sighting in new firearms, and working on target practice

### SECRET LIFE

- Purchased his first home at 20 years old so he could try out remodeling ideas
- Wife started a non-profit organization to raise money for mitochondrial disease research, a disease his son was born with
- Caught a 98-inch bluefin tuna in Outer Banks, N.C.



## PAT STRAND<sup>35</sup>

PROJECT MANAGER  
TOTAL HOME OF KANSAS INC.  
LENEXA, KAN.



PROFESSIONAL CREDENTIALS  
CR

### ACCOMPLISHMENTS

Built Total Home from one truck to a full remodeling company through repeat customers and referrals

### EXTRACURRICULAR

Second Vice President, NARI  
Kansas City

### OFF THE CLOCK

- Can't live without: laughing, beer, coffee, and ice cream
  - Can live without: traffic, snow, and the ugly combination of the two
  - Favorite movie: "Dumb and Dumber"
  - Favorite foods: Mexican and pizza
  - Favorite vacation spot: Oktoberfest in Munich, Germany
  - Favorite book: "Rich Dad Poor Dad" by Robert Kiyosaki
  - Enjoys traveling, riding his 2012 Harley Davidson Fat Boy, cycling, golfing, and tailgating at Kansas City Chiefs games
- SECRET LIFE
- President Teddy Roosevelt extended a Rough Riders invitation to his great-grandfather, but they disbanded before he joined
  - Rode bike across Iowa, Kansas, and Wisconsin



## MOLLY SWITZER<sup>30</sup>

DESIGN CONSULTANT  
PRECISION COUNTERTOPS  
WILSONVILLE, ORE.

### EDUCATION

BS, Oregon State University  
PROFESSIONAL CREDENTIALS  
AKBD

### ACCOMPLISHMENTS

- Named to company's Million Dollar Club two of the past four years
- Started at company as a part-time salesperson; professional success led to current position in company's Wilsonville Showroom
- Chosen for NKBA's 30 Under 30 for 2014
- Winner, 2008 NKBA Outstanding Student of the Year

### EXTRACURRICULAR

- Member, NKBA
  - Volunteer, Raphael House
- OFF THE CLOCK
- Can't live without: family/friends
  - Can live without: chocolate
  - Favorite movie: "Death Becomes Her"

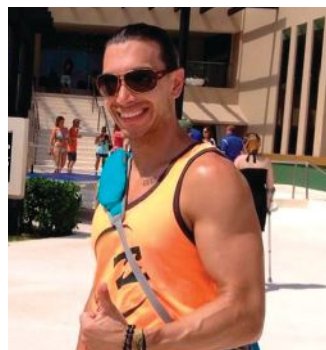
• Favorite vacation spot: Dominican Republic

• Favorite book: "The Power of Habit" by Charles Duhigg

### SECRET LIFE

- Started at the University of Oregon majoring in dance before switching to interior design
- Heads to the golf course when not in the office

## MICHAEL MACEK<sup>34</sup>



CHIEF OPERATING OFFICER  
ELITE REMODELING GROUP  
ROLLING MEADOWS, ILL.

### ACCOMPLISHMENTS

- Opened his first remodeling company in 2005 at the age of 25
- Led company to \$12 million in sales within seven years with business partner Sam Patel
- Designed all sales presentations and spearheaded the use of new technology such as iPads and smartphones
- Developed private-label manufactured products for remodeling
- Has grown staff to more than 100 employees

### EXTRACURRICULAR

Partners with Habitat for Humanity

OFF THE CLOCK

- Can't live without: black coffee
  - Can live without: Chicago traffic
  - Favorite movie: "The Shawshank Redemption"
  - Favorite food: his mom's pasta
  - Favorite vacation spot: Cancun
  - Favorite book: "The Game" by Neil Strauss
  - Relaxes by playing video games
  - Enjoys prioritizing fitness everyday
- SECRET LIFE
- Surprisingly introspective although he started as an in-home sales representative



## PAT DUGAN<sup>33</sup>

FOUNDER  
PLD CONSTRUCTION  
& REMODELING  
EAST WALPOLE, MASS.

### ACCOMPLISHMENTS

- Launched PLD Construction & Remodeling in 2008; company is nearing a half-million dollars in annual revenue
  - Serves as a mentor for the next generation of remodeling professionals; he has hired numerous younger employees in his business that have ascended the construction-business ladder
  - Sourced 100 percent of jobs through repeats, referrals, and word of mouth
- OFF THE CLOCK
- Can't live without: his wife Jennifer, dog Brewer, and HBO
  - Favorite movie: "Back to the Future"

• Favorite food: pizza from Town Spa Pizza in Stoughton, Mass.

• Favorite vacation spot: Ka'anapali Beach in Maui and Ashford Castle in County Mayo, Ireland

• Favorite book: "The Catcher in the Rye" by J.D. Salinger

• Enjoys fishing, watching the Red Sox, and building furniture

### SECRET LIFE

In 2006, caught the largest fish of the year off the coast of Maui, a 504-pound, 12-foot blue marlin that took over 2½ hours to land