



ENR's Annual

ACE Mentor Program Yearbook 2018

Building for the Future

ENR
Engineering News-Record



ACE MENTOR PROGRAM
ARCHITECTURE • CONSTRUCTION • ENGINEERING

Announcing...

The CMiC-Allen Berg Memorial Scholarship Awards



Who was Allen Berg?

Hardship & Resiliency

Born in a refugee camp in Germany to Holocaust survivors, Allen moved to Canada with his family. Unfortunately, at age 13, his father suddenly passed away.

Builder & Creator

At age 26, Allen founded CMiC, a software company that transforms how construction firms in North America and overseas optimize productivity, minimize risk and drive growth.

Allen also became a real estate developer, focused on transforming old warehouses into lofts in downtown Toronto.

Heritage, Community & Legacy

Allen's devotion to education and community service was rooted in his connection to his past. Today, Mr. Berg is fondly remembered for his support of numerous community initiatives, such as youth mentoring and career counseling, and for serving on the boards of several religious, government and technology organizations.

Allen's greatest joy was helping the disadvantaged by providing opportunities; the Memorial Scholarship Awards represent a continuation of his legacy as a lifetime mentor and education advocate.

CMiC-Allen Berg Initiative

On the third anniversary of Allen Berg's passing, Gord Rawlins, President of CMiC since 2002, considered possible tributes to CMiC's founder. It quickly became very clear that a partnership with ACE would epitomize everything Allen stood for and would be a great way to honor his memory.

Gord Rawlins and everyone at CMiC is excited about this initiative with ACE. This builds the foundation of a long-term relationship between CMiC and the ACE Mentor Program, while keeping alive the memory of CMiC's founder Allen Berg so that his legacy may continue by helping and inspiring others. ■

In memory of its founder, Allen S. Berg, CMiC is pledging \$10 million to help advance the construction industry.

The initial \$3 million grant will fund scholarships and mentoring programs for underprivileged high school students through the ACE Mentor Program of America.

The Scholarship Program

The awards will recognize outstanding high school students each year— from every corner of the U.S.—who demonstrate promise in architecture, construction or engineering.

Winners will be recognized each springtime during an awards dinner and ceremony, with the first selection and announcement of recipients anticipated in the spring of 2019

For more information about the scholarship program, please contact:

Diana Eidenshink
President, ACE Mentor Program
+1-571-297-6869





A Letter From the ACE Mentor Chair

Our profession is one that inspires. How many of us have pointed to a building, a bridge, a road or another structure and said, “I was part of the team that made that possible.” Just about the only thing that is sweeter is the sense of accomplishment when you see a young person catch an interest in our industry. The satisfaction is tenfold stronger.

Ask any of our 3,700 exceptional ACE mentors about their proudest moment with the program. They’ll quickly describe the moment when one of their students decided to pursue an education in our field and then enter our industry. Through ACE, we’re helping young people discover a tremendously fulfilling career. How great is that for our youth and our industry?

Our mentors are extraordinary people, and we wouldn’t have a program without them. They dedicate time out of their personal and professional lives to make a difference. Many of them believe they get more out of the mentoring experience than the students. They get a fresh perspective on their careers. They learn leadership, communication skills and how to work with people from incredibly diverse backgrounds. They also gain perspective on how fellow mentors approach an assignment from their individual disciplines and points of view.

Our sponsors play a critical role in giving our mentors the freedom and encouragement to dedicate time to the ACE program. Our sponsors are also providing significant financial support that has enabled ACE affiliates to award \$1.6 million in scholarships this past year. That amount will grow considerably in the coming years. In this regard, I’d like to thank CMiC for considering ACE when it established the CMiC-Allen Berg Memorial Scholarship Awards in honor of its founder, Allen Berg. The donation is the largest single financial commitment ACE has ever received.

A growing number of our sponsors are encouraging and engaging ACE students and alumni through internships. We know firsthand the value of internships to these firms and our future workforce. Students gain greater clarity about their area of

study, practical applications of their classwork, knowledge of company culture and greater insight into our industry. In turn, companies get a chance to see the students in action and witness firsthand how they work as part of a team and bring their skills to the delivery of services.

In recognition of our influence on the industry, the AIA honored ACE with its 2018 Diversity Recognition Program Award for our work to make the profession more diverse, inclusive and equitable.

I firmly believe that when you surround yourself with high-energy, talented people, like our board members and national staff, who are committed to continuous learning and continuous improvement, you find an ever-greater sense of purpose. I’d like to thank ACE President Diana Eidenshink, as her leadership and dedication to the next generation of construction leaders inspire me. In addition, I want to thank the hardworking ACE National staff, dedicated ACE Executive Committee members, our highly engaged board, and my friend and former ACE Chair Tom Gilbane. Tom is a big reason why ACE is so strong financially and operationally today. His mentorship in my transition to chair was invaluable, and we wouldn’t be where we are today without him.

I look forward to continuing our work together. As you’ll see in the following pages, ACE students, mentors, sponsors and staff have made this another successful year—and we’ve just begun. I invite you to join us for our 25th anniversary celebrations and help launch the next phase of ACE’s work. The coming year will include the creation of more affiliates, a greater inclusion of the trades into ACE programs, and raised awareness of our mission inside and outside the industry.



Peter J. Davoren

Chairman, ACE National Board

Chairman & CEO, Turner Construction Co.

The ACE Incentive: Tangible Results Spark Upsurge in ACE Sponsor Commitment

For almost 25 years, the ACE Mentor Program has worked to engage, excite and inspire high school students to pursue careers in the building and construction space. Today, more than 9,600 students from 1,000 high schools in 36 states (and the District of Columbia and Puerto Rico) participate in the program annually. The success of this volunteer program is due to thousands of mentors and sponsors from companies of all sizes and scopes.

While mentor volunteers are certainly the lifeblood of the ACE program, devoting countless hours to students, ACE sponsors and supporters are the heart, providing the wherewithal to keep the program moving forward. These sponsors are the who's who in the AEC industry, with champions from leading firms in architecture, engineering and construction, technology, insurance, surety and law, and nearly every major industry association.

Many of these ACE sponsor advocates have gone well beyond a financial commitment, actively encouraging and supporting mentoring and making ACE an integral part of their corporate community engagement initiatives. When asked why they continue to partner and grow the relationship with ACE, every executive leader pointed to the program's comprehensive win-win-win incentive—it's good for the kids, good for sponsor employees and good for the future of the industry.

The Continuous Link

For ACE sponsors and supporters, ACE is the ideal link between community activism and workforce continuity and diversity objectives.

As Gavin Keith, president of **DPR Construction's** foundation supporting the company-wide Community Initiative Programs, explains, "We like the



DPR Construction and the **Austin, Texas**, affiliate cosponsored a community service project to build bookcases for a local school.

underlying foundation of ACE. Its primary goal is to motivate youth to pursue careers in our industry, which fits well with our corporate mission of community engagement with under-resourced youth."

Keith is not alone. **Associated Builders and Contractors (ABC)** has partnered with ACE since inception, providing a framework for companies of all scopes and scales to get involved in community action initiatives that tie to the heart of their businesses.

Michael D. Bellaman, president and CEO of ABC, says, "For an organization like ours that represents a number of companies, ACE just makes sense. We have a lot of local chapters with member companies of all sizes that are interested in supporting community programs and the concept of mentoring but need a foot in the door."

ABC's association with ACE provides the framework for members to make connections with schools

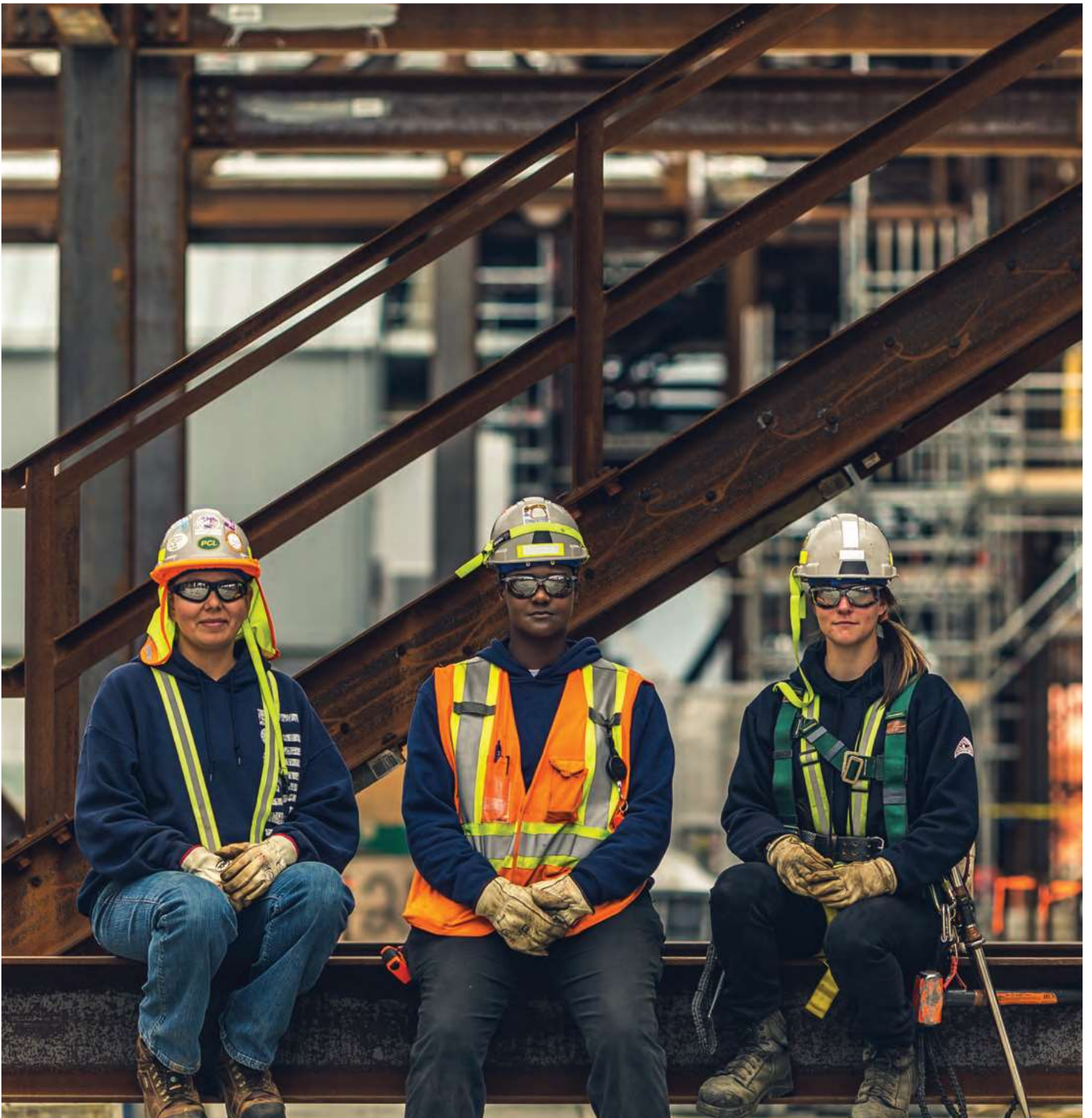
and students, and—critical in today's environment—a chance to see and potentially groom the talent of the next generation.

Realizing the ROI

Since its earliest days, ACE has focused on introducing young people to the numerous career options in the design and construction industry. Alongside social responsibility, it's one of the top reasons ACE sponsors cite for their continuing support of the program.

Ray Rhees, executive vice president of **Oldcastle Building Solutions**, says, "Beyond the fact that providing guidance and experience to young people is the right thing to do, ACE is a great way to promote our industry and our company to the next generation, and it's a top-notch recruiting tool."

As Rhees notes, many of the young people who got their first look at the construction industry through ACE are now in college or trade school or



CONSTRUCTION



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Developing the next generation of leaders by igniting their passion and inspiring them to pursue their career in construction. Participating in the ACE Mentor program allows PCL to build those who build our communities.

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Sponsors believe mentoring for ACE helps sharpen their employees' leadership and communication as well as widen their professional networks.

entering the workforce—the ultimate goal of the program.

Cathy Orquiola, director of corporate development with **PCL Construction**, agrees. “For us, the benefit of ACE is incredibly obvious,” she says. “We’re investing in the youth of today who will be leaders tomorrow.”

Like many ACE sponsors, PCL is already realizing the ACE advantage. Current PCL engineer Thai Nguyen started his future with ACE. His family had been forced to flee their home in South Vietnam and resettle in a refugee camp in Thailand where Thai was born. After his family eventually migrated to the United States, Thai joined the **Los Angeles** affiliate’s inaugural class at John Marshall High School in 2002 and went on to earn an ACE college scholarship to study engineering.

Orquiola says, “Today, Thai is part of our succession plan, running our special projects division. He represents exactly what we hope to get out of ACE.”

Thai’s story is one of many in the growing portfolio of ACE alum success stories. (Several other alum are profiled throughout this yearbook.)

Scott Murray, executive vice president and COO of **Stantec**, summarizes, “ACE is an exceptionally well-run program. Anything that’s focused on helping kids and getting them involved in the architecture, engineering and construction space is

important to us. It’s important to our business and a great way for us to give back too.”

The Networking Advantage

In many cases, the greatest intangible benefit of volunteering with ACE has been professional growth.

Stantec’s Murray believes that an ancillary benefit of the program is its influence on future leaders in his company, adding, “It’s great to see our young leaders excited about community

“ACE is good for our business and good for the personal and professional development of our people.”

—Scott Murray, Executive Vice President & COO, Stantec

involvement and active in making a difference in the world, particularly in the lives of kids today. ACE is good for our business and good for the personal and professional development of our people.”

Executives from all ACE sponsors point to improved leadership and

communication skills that they see in ACE mentors, as well as the connections they make.

Rhees explains, “ACE is a great opportunity for our volunteer mentors to rub shoulders with other industry professionals and potential customers. Construction is still a relationship business that requires trust, and those bonds are reinforced one-on-one through programs such as ACE.”

Keith agrees, adding, “Our mentors are building lifelong relationships with peers who will become CEOs and key principals at leading companies.”

As one mentor in Dallas stated, “Working with students has sometimes taught me more than I learn in the workplace.”

In discussing the ancillary value of ACE, Lisa Green, senior vice president and general counsel with **HOK**, concludes, “We support the ACE Mentor Program as part of our commitment to increasing diversity across our industry. It’s a win-win: We can help these students work toward better futures, and at the same time, the diverse experiences, perspectives and ideas they bring to the workforce enable design teams to create more innovative, inclusive experiences.”

Expanding Connections

The ROI of ACE has sparked sponsors’ interest in new programs and partnerships beyond mentoring and scholarship donations during the conventional school year to include internships and college outreach initiatives.

ABC’s Bellaman says that his organization is expanding the ACE/ABC relationship in all ABC student chapters across the country. “We want to continue those mentoring relationships that begin in high school through college, offering support and guidance,” he explains. “Those associations also open doors for internships and more exposure to our member companies for future jobs.”

Read on to learn about how many ACE sponsors are further expanding their ACE relationships through internships and much more. ♦



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American Dream: the **C** is the key.



In the fields of **A**rchitecture, **C**onstruction and **E**ngineering, Allan Myers believes that, for many deserving high school students who might not plan to attend college, the key to building their American Dream is a career in construction. That's why Allan Myers continues to be a proud sponsor of the ACE Mentor Program, and is committed to providing career paths of growth and opportunity for those students.



It's never too early to start dreaming, but more importantly, it's never too early to start planning. It's your future. Make it a good one. Believe in the **C**.



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ACE 2017-2018 Statistical Snapshot



1994

Year ACE was established

“Being part of ACE was the best decision I have made so far.”

—Nashville student



9,663 Students

3,739



Volunteer mentors

“My ACE experience put me ahead of my college peers.”

—2017 ACE alumnus

61%

Minority and underserved students

\$17.9M

Value of mentors' in-kind services



34% / 66%

Female/male students



74 Affiliates

36 States

with ACE programs
(plus District of Columbia
and Puerto Rico)

*“I was hooked my
first year seeing ACE’s
impact on students.”*

—Atlanta mentor



Cash donations
received

\$1.6M

Scholarships
awarded to

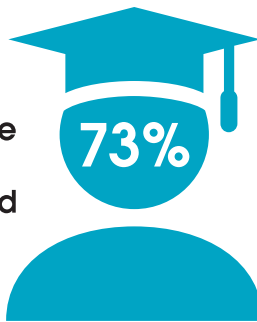
764 students
and alumni (2017)



\$16.6M+
Scholarships
awarded since 1994



of ACE seniors enter college
with construction industry-
related majors or join skilled
crafts programs



Participating
high schools



77%

of ACE alumni continue
majoring in AEC fields after
freshman year in college

*“Working with
students has
sometimes taught me
more than I learn
in the workplace.”*

— Dallas mentor

ACE Affiliates Celebrate Milestone Anniversaries

In communities across the country, ACE affiliates are making a difference in impressive, varied and inspiring ways. From supplemental summer camps to diverse community alliances, these volunteer organizations are finding new ways to raise money for scholarships, expand program features, and grow student and mentor participation. The following highlights the vitality, innovation and growth of several affiliates that are also celebrating noteworthy anniversaries.

Powered Up

Celebrating 20 years of operation, the **Connecticut ACE Mentor Program** was the second ACE affiliate to form (after **Greater New York City**) in 1998. Today, the program has expanded to four chapters—Bridgeport, Hartford, New Haven and New Britain—serving approximately 150 students from 30 schools across the state. The overall affiliate is run by a state board of directors, and each chapter has its own advisory board.

While all four chapters operate similar, strong programs, the New Britain chapter is unique. In 2012, it was established by the Board of the Boys & Girls Club of New Britain in partnership with Central Connecticut State University (CCSU), the Federal TRIO Programs and the Consolidated School District of New Britain with a common mission to promote STEM fields, particularly AEC professions. The Boys & Girls Club provides transportation and administrative support for the chapter, and CCSU offers guidance with outreach and recruitment.

Maria Loitz, director of marketing at BVH Integrated Services and president of the larger Connecticut affiliate, adds, “We fought hard to get that chapter going—and it’s very successful for everyone. Students are very engaged, and mentors often volunteer for both ACE and the Boys & Girls Club—a win-win for everyone.”



Several teams of **Connecticut** affiliate students competed to design a circuit board meeting electrical current limits.

Also of note, each year, the Hartford chapter hosts a regional ACE competition to energize students and give them hands-on training. This year’s competition involved circuit building. After an introductory presentation on electrical theory, 37 students were divided into teams and tasked to design and build a circuit board to handle as much load as possible without exceeding a maximum-value current limit—a great way to power up ACE student interest in the specialty crafts.

Fostering Career Bridges

In 2003, a group of local architects, engineers and general contractors founded the **San Diego** affiliate. The enthusiastic group started small with a handful of mentors working with three teams at four high schools. Now 15 years later, the program has grown to 11 teams at 12 high schools with volunteer mentors from more than 60 companies who work with 180–220 students per year.

DPR Construction’s Whitney Dorn, one of the early mentors and team

leaders and current board chair, believes the foundation of the affiliate’s success is its hardworking board. She adds, “These individuals do far more than donate money; they’re active partners and advocates raising awareness in the industry and community, encouraging and enabling mentors, and much more. And of course, the lifeblood of our organization is our mentors, so we focus a lot of our energies on making their jobs easier.”

Maintaining and strengthening connections to schools has helped the affiliate build strong bridges with higher-education institutions. Beyond connections with local community colleges, the affiliate has productive relationships with major universities in the area like San Diego State University, which hosts ACE’s final presentation each year, and the University of California, San Diego. The affiliate also partners with the NewSchool of Architecture and Design, which has translated into new scholarship opportunities for ACE alums—two annual \$5,000/year scholarships, one in

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Over **150** active mentors, board members and volunteers.



Proudly participating in over **43** cities and **17** states.

architecture for five years and another in construction management over four years.

When asked how she and the rest of her team keep enthusiasm so high,

Dorn says, “There’s a real satisfaction in seeing a light bulb go off in a teenager’s head about career opportunities. Over the years, I believe ACE has been the

reason many of them went to or even considered higher education. Now we’re seeing those same individuals graduate and move from Facebook to LinkedIn. It’s very rewarding.”



A team of **San Diego** students and mentors discuss site analysis, project boundaries and a project’s potential impacts on adjacent neighborhoods.

“Now we’re seeing those same individuals graduate and move from Facebook to LinkedIn.”

—Whitney Dorn, Project Executive, DPR Construction

Full-Circle Fulfillment

Celebrating its milestone 15 years, the **Greater Nashville** affiliate continues to inspire young people and transform the industry—one student at a time. The affiliate was established

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“Leading by example, delivers increased participation by ACE Mentor students.”
– **Kevin Brown**, E.I.T., *Construction Manager*, Urban Engineers

Bentley Systems is driven by its desire to help inspire young people to study science, technology, engineering and math (STEM) in order to explore and pursue architectural, construction and engineering related career paths.



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in 2002 with 40 students from three schools. Today, more than 150 mentors host 10 teams from 20 high schools in three different counties. Since its founding, the affiliate has awarded more than \$560,000 in scholarships to Middle Tennessee students. This past year, the group gave out \$73,500 to 37 young people, of which \$16,000 went to ACE alum currently in college.

Key to its growth is the affiliate's willingness to push beyond the conventional ACE program. Brittany Shepherd, an estimating engineer with **Turner Construction** and current affiliate board chair, explains, "In most cases, ACE is an after-school program with no relation to high school coursework. But we've succeeded in making ACE an approved four-credit elective that meets high school graduation requirements statewide. Now, we're working with area post-secondary institutions to get ACE approved as a college credit program."



Former ACE student and now mentor, Ansley Miller is one of the **Nashville** affiliate's 13 full-circle students.

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Shepherd adds, “Many of the people who first formed the organization 15 years ago are still involved. The long-term support from industry volunteers is a testament to the effectiveness of our program.”

When asked what accomplishment they are most proud of, Shepherd and Dan Ryan, past board chair and president of Ryan Search & Consulting, say, “Our volunteers and our full-circle students.”

Ryan, an ACE mentor since 2004, continues, “I’m excited to see the growing number of volunteers who have participated in ACE as students, completed higher education and returned to ACE as mentors.” The affiliate currently has 13 full-circle mentors inspiring the next generation of builders.

Progressive Partnerships

Celebrating its 10-year anniversary, the **Central Florida** affiliate mentors and sponsors look proudly at their positive influence on students,

communities and the profession even as the affiliate prepares to expand its reach.

Travis J. Kolbjornsen, chairman of the affiliate and senior project development manager with **Barton Malow Co.**, says, “A decade ago, we started with a handful of mentors and fewer than 10 students from schools in one county. Today, we’re hosting around 120 students at 20 high schools across three counties.”

Key in facilitating that growth has been adapting the ACE after-school formula to best fit mentors and students. Rather than running the program immediately after school hours (3–5 p.m.), the mentors moved the meetings to the evenings (6–8 p.m.) at centrally located company offices.

Kolbjornsen adds, “The biggest benefit of that shift is the availability of mentors and students. Mentors don’t have to worry about leaving work early, and students can still participate in other after-school activities.”

More mentors and students have also translated to more sponsorships, which in turn leads to more scholarship dollars. The affiliate gave out \$15,000 in scholarships this past year as well as a full tuition scholarship to the University of Florida. The affiliate has also established some impressive partnerships in the community. One such partnership is with the Osceola Construction Pipeline, part of The Education Foundation of Osceola County, construction industry leaders and the Academy of Construction Technologies. Together, Osceola and ACE are creating new opportunities for ACE activities, such as field trips to jobsites.

“While we’re excited about our growth over the past decade and plan for similar growth over the next 10 years, we’re mindful of not outpacing our volunteers,” Kolbjornsen says. “That’s one reason we’re excited about growing interest from our former students who

“As a former ACE student, I want to foster genuine excitement about the design and construction industry as it had been fostered in me.”

David Meek,
Project Manager



“Seeing the students’ faces light up during our weekly sessions and activities is the greatest reward.”

Michael Hasamoh,
Virtual Design Coordinator

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Projects need to have been completed within the calendar year January 1 - December 31.



At **Houston's** Build It Forward community service and fundraising event, 20 teams of students and mentors constructed picnic tables donated to local nonprofits.

appreciate the opportunities that ACE provided when they were in high school and want to give back.”

A Community Response

Hurricane Harvey set the stage for the **Houston** affiliate to mark its milestone 10-year anniversary. Established in 2008, the affiliate currently hosts about 200 students from almost 50 schools in the Houston metropolitan area, guided by 115 mentors and supported by more than 32 sponsor companies—and nearly every one of these individuals and companies had a hand in the city's recovery from the devastating storm.

One of the many affiliate highlights from this past year was the sixth annual Build It Forward fundraising event held in December 2017, where 20 teams of students, mentors and volunteers spent the day building picnic tables for local nonprofit organizations and schools, many of which were impacted

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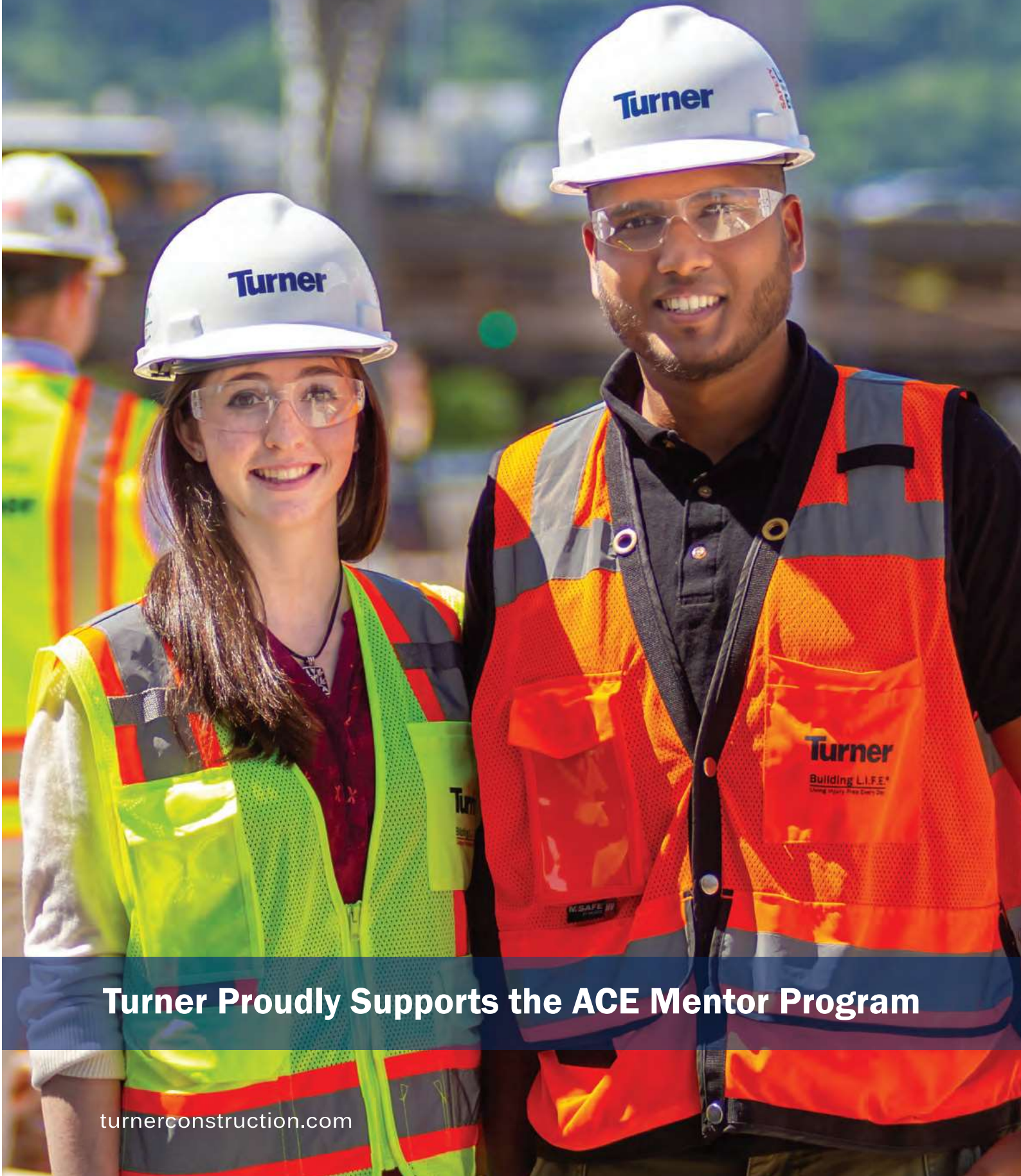
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by Hurricane Harvey. The event itself, hosted by Marek Brothers, featured a workshop to build the picnic tables, a college and career fair, a DJ and food for

participants and supporters.

Angela Cotie, project executive at **Gilbane** and the **Houston** affiliate board chairman, believes that the

organization's success is largely due to its mentors. She points to the Galena Park location as an example. It was started two years ago by lead mentor Jose Gonzalez from **AECOM** with two students and two mentors. Now that location hosts almost 30 students, and Jose still drives an hour every week to meet with them at San Jacinto College North.

The rewards of that dedication are evident in the number of young people who go on to higher education and enter the profession—and especially those who return. Many of its 115 mentors are previous ACE mentees.

Cotie adds, "Every year, we get more returning former students to continue building our program—that's extraordinarily gratifying." Of note, the affiliate also handed out \$47,500 in scholarships this past year to 17 students. Since its start, the affiliate has awarded scholarships worth almost \$275,000. ♦

Up-and-Coming Affiliates

Several affiliates successfully completed their inaugural year, while others are coming online in fall 2018.

Here are a few high points from first-year affiliates. A visit to the Milwaukee Bucks arena under construction was a special day for the eight students finishing the **Greater Milwaukee** affiliate's inaugural year. Three dozen students completed the **St. Louis** affiliate's program during its relaunch following a short hiatus. In Springfield, Mo., 23 students completing the **Ozarks** affiliate program built a tiny house.

The **Akron, Ohio** affiliate ran a pilot program attracting 13 students from two schools—and awarded its first scholarship.

ACE welcomes several new affiliates for the 2018–2019 program year: **Western New York** in Buffalo, **State College** in Pennsylvania, **Northwest Iowa** based in Spencer and **Southern Minnesota** located in Mankato. Originally a chapter of the **Tampa** affiliate, **Polk County** will become an independent affiliate, and **New Hampshire** will restart after a two-year lapse. ♦

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Mortenson knows that behind every design and construction innovation are ingenious people who make it all happen. For this reason, Mortenson is pleased to support the ACE Mentor Program and its efforts in developing tomorrow's industry professionals today. mortenson.com

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ACE ALUMNA SPOTLIGHT

AMBER TANNEHILL

Estimator, Layton Construction

Amber joined the ACE Nashville affiliate's program in her senior year (2002–03) at Martin Luther King Jr. Academic Magnet School to affirm her anticipated career choice as an architect. One year later, she found herself in college studying engineering.

As is true for many students like her, interactions with mentors and the final project helped her move in a direction suited to her passion. "Initially, I was certain that I wanted to be an architect," Amber says. "After completing the ACE project and learning about the aspects of the architect, contractor and engineer roles, I decided to major in civil engineering. I later changed my major to mechanical engineering as I felt it would give me the most flexibility in job roles and industries."

Amber utilized her ACE scholarship to attend Vanderbilt University, where she earned both her bachelor's (2007) and master's (2010) degrees in mechanical engineering. She is currently an estimator at Layton Construction in the health care group in Nashville.

She began mentoring with the Nashville affiliate in 2016, working at Ravenwood High School where she is currently a co-team leader.

Amber says, "I returned to ACE as a mentor because I wanted to give back to the program that gave so much to me. My hope is that through my participation, other students can be inspired to choose the ACE career that is right for them and go on to inspire the next generation of students."

She added that she believes ACE provides students, the industry and the community the chance to contribute to something bigger than themselves. She concludes: "It provides us the

opportunity to make an impact on others and lasting connections." ♦



Thornton Tomasetti

We salute all ACE mentors who give their time to encourage and help students explore the building design and construction industry, including our very own volunteers working under the Thornton Tomasetti Gives Back initiative.



www.ThorntonTomasetti.com

ACE and Its Partners Expand Internship Opportunities

There is a growing recognition among some affiliates and sponsors that internships play an important role in furthering ACE-mentored students' awareness, excitement and investment in the construction industry. In many ways, internships are the next step after the ACE program, as they complement and supplement the regular program and often lead to employment,

A 2018 survey of ACE graduates from the class of 2017 found that 17% of those students had an internship with an industry firm while a student in the ACE program—and almost 60% of these students got the internship through ACE connections. When asked how that internship affected their decision to pursue a career in the industry, a majority said that it solidified or reaffirmed their career choice.

Heretofore, most internship programs have developed through informal channels. For instance, a mentor spots a talented high-school student and arranges a summer internship with that

professional's firm, or an ACE alum in college contacts a former mentor about the possibility of a summer job.

While a mentor-mentee relationship is an essential part of the ACE program, affiliates, ACE champions and other organizations are establishing more formalized internship programs for ACE students in high school and alums in college to deepen their commitment to an industry career. The following outlines a few notable ACE internship programs from this past year.

Affiliate Connections

The **Chicago** affiliate has long made internships an integral part of its annual program, though until recently, that effort has been more of a grass-roots effort developed at the mentor and board level. Today, this affiliate operates the largest and best organized internship program among ACE affiliates.

Krisann Rehbein, executive director of the affiliate, explains, "We've been offering internships to our students

almost from our beginning. Last year, we decided to formalize the process. With our oversight, our host firms have an opportunity to select a superstar ACE student recommended by a mentor."

The program has exceeded everyone's expectations. In 2017, affiliate sponsors hosted 24 interns. This summer, 2018, sponsor firms hosted 35. The students, typically juniors and seniors, work six to eight weeks for minimum wage, learning about the industry.

A handful of ACE alums mentored the new interns this summer. Rehbein says, "I'm impressed with the care that our host firms take with young students. They're integrating our high-school age students with their college and graduate interns. We can see the excitement in these young people building every day."

"As an intern, I was able to see engineering from a more realistic or practical perspective, giving me a better sense of what I'd be dealing with in my future."

—ACE Student, 2016-2017

And word is getting out to other firms. Rehbein adds, "During our annual luncheon, we had a former ACE student talk about the value of her internship in terms of experience and financial support. That got the attention of many sponsor firms who are now asking about hosting an intern."

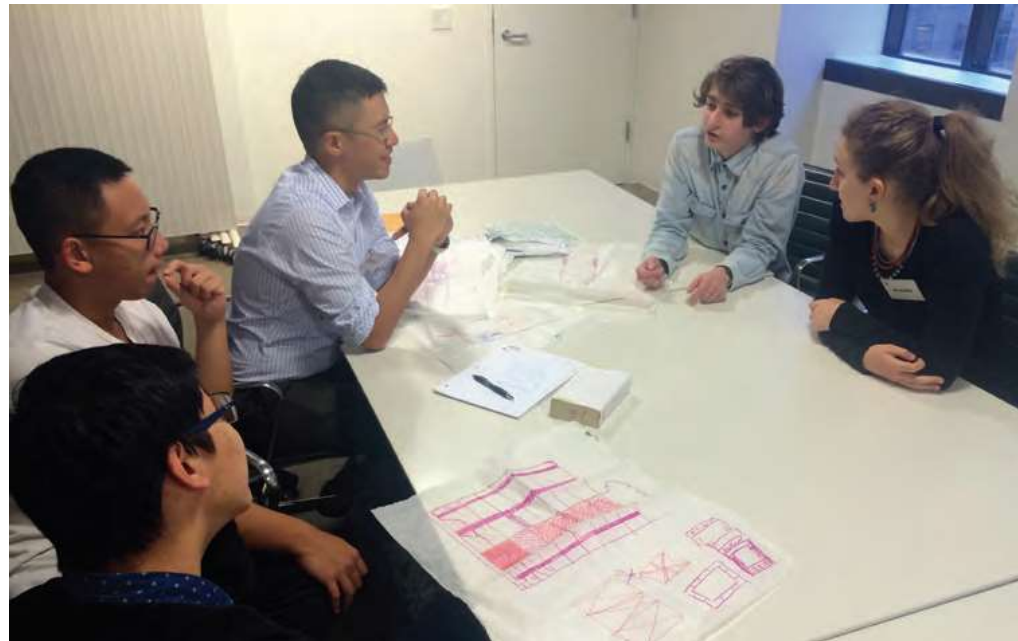
The success of Chicago's internship program is readily visible in the



During internships, ACE students build their skills and deepen their commitment to an industry career.

workforce. For instance, Saul Moreno, now 27, an architectural designer at **Thornton Tomasetti** in Chicago, started at the firm as an intern while he was part of the ACE team at Lane Tech High School. He returned to the structural engineering firm for several more summers while at Illinois Institute of Technology, which paved the way for a job offer after graduation.

The **Cleveland** affiliate started providing internships with a focus on high-school seniors four years ago. In the past 18 months, the affiliate developed its Career Pathways program as a way to more intentionally engage and retain students through the full cycle of high school, college or trade school and professional careers in the AEC industry. Glen Shumate, executive director of the **Cleveland** affiliate, explains, “The overarching goal of the program is to pair ACE students with professional mentors who provide students with a tether to their ACE



Sponsors believe mentoring for ACE helps sharpen their employees' leadership and communication as well as widen their professional networks.

relationship and help align them with co-op and internship opportunities as they move through their secondary education experience. Then, when

students graduate from college, the ACE network can help align them with full-time work opportunities, keeping them in the industry and the region.”

Building for the Future

Clark Construction Group is proud to partner with the **ACE Mentor Program** to provide the tools and support needed to develop tomorrow's industry leaders.

Best wishes to ACE students across the country for their continued success.



In a 2018 survey of students who graduated from ACE in 2017 and are now finishing their freshman year of college:



77% of ACE alumni continue majoring in AEC fields after freshman year in college

17% said they had an internship with an industry firm while a student in the ACE program.

Almost **60%** of these students got the internship through ACE connections.

15% of the 2017 alums reported that they have an internship with an industry firm in summer 2018.

30% of this group obtained their internship because of ACE connections.

This past year, the affiliate arranged 11 internships for ACE alumni (graduating seniors) and has begun providing ACE Career Pathways educational and high-school student shadowing programs.

On-the-Job Intro

As part of the increased interest in and success of internships, national ACE sponsors are establishing formalized summer intern programs for ACE students as well. For example, the CEOs of **Gilbane** and **Mortenson** have each set a goal for the coming year of employing one ACE student in each of their offices where there is an ACE affiliate.

Mortenson initiated its first ACE intern program this summer as part of its company-wide intern program. With the centralized program, 185 summer interns have been hired to work in offices and jobsites around the country—including six ACE students. Through this new program focused on ACE students, a graduating high-school senior is offered a paid internship to

work in one of Mortenson's offices. These interns also receive a scholarship for college expenses.

Dan Johnson, CEO of Mortenson, adds, "We believe interns are the future of our company. For most young people, construction is all about hardhats and steel-toed boots. The goal of the expanded intern program for ACE students is to introduce them to different facets of the business. We want to give them an opportunity to see the many professions that comprise our industry. They get a chance to see what an estimator or project manager, for instance, does day-to-day, and we get a chance to evaluate talent. For us, an internship is essentially a three-month interview."

"For us, an internship is essentially a three-month interview."

—Dan Johnson, CEO, Mortenson

As well, **DPR Construction** has added ACE interns to its overall company-wide internship program. Gavin Keith, life science core market leader with DPR Construction, adds, "The kids we've hired out of the ACE program are spectacular. They're motivated, prepared and well-equipped. We're looking now to further strengthen our ACE relationship to engage students in high school, mentor them through college or trade school, and then, in the best case, hire them to work for DPR."

Currently, DPR has 18 summer interns in the program, including four ACE students.

Higher-Ed Encouragement

Affiliates have not directly tried to organize or promote internships for alumni in college, nor have sponsors, with one exception. For the past two years, **STV**, in collaboration with ACE National, has reached out to ACE alums offering internship opportunities.



Sponsors believe internships for ACE students and alum expand their firms' talent pools.



Many mentors build relationships with students that lead to professional mentoring through summer internships.

Milo Rivero, president and CEO of STV, adds, “Internships help both students and the companies who hire them. They are a great way to give students real-world experience and also offer companies a chance to find talented employees.”

ACE alum and current student at Pennsylvania College of Technology studying civil engineering, Trevor Kulynych used his internship with STV to learn more about structural and highway engineering jobs. He says, “Over two months, I have worked on multiple projects, learned many new methods related to my major and applied concepts that I learned in school. This internship is an amazing experience for me and a great opportunity.”

Diana Eidenshink, president of the ACE Mentor Program, plans to expand partnerships with sponsor companies for the purpose of recruiting interns and employees. She adds, “We are eager to help our champions recruit our talented alums and are open to exploring new programs and partnerships. Join us!” ♦

“It provided me with insight into the profession. I learned a lot about construction drawings and roof details, which will absolutely help me in the near future. I am very grateful for my internship experience and feel it has helped me stand out from my peers.”

—ACE Student, 2016–2017

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Long-Time ACE Sponsor Establishes Inspirational Scholarship Fund

Toronto-based construction software company CMiC, an ACE national sponsor, along with the family of CMiC's late founder Allen Berg, donated \$3 million to ACE—the largest single financial commitment ACE has ever received.

CMiC has had a long-standing relationship with ACE largely built on Berg's devotion to and support of education, mentoring, career counseling, the industry and community service. The funds will be distributed over six years as part of the CMiC-Allen Berg Initiative, which includes the CMiC-Allen Berg Memorial Scholarship Awards, honoring the founder's legacy.

According to CMiC representatives, Allen's greatest joy was helping

the disadvantaged by providing opportunities; the Memorial Scholarship Awards represent a continuation of his legacy as a lifetime mentor and education advocate.

The generous, multiyear scholarships are targeted at talented, deserving ACE high school seniors who are planning to enter the design and construction industry. Each spring, scholarship recipients will be invited to Washington, D.C., for an awards ceremony. In addition to the scholarships, a small part of the CMiC donation will be allocated to ACE's ongoing programs.

The first scholarship recipients will be announced in spring 2019 as part of ACE Mentor Program's 25th Anniversary celebrations. ♦



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ACE ALUMNA SPOTLIGHT

**NADENE
TAYLOR**
Associate,
Beyer Blinder Belle

Nadene comes from a long line of professional nurses, and while she certainly admires and appreciates her family's vocational tradition, she wanted to be an architect.

Unfortunately, she didn't have any idea how to achieve that goal until her family moved from Orange to Piscataway, N.J., in her senior year of high school (2006–07). She recalls, "As a new student at Piscataway High School, I wanted to get involved and mentioned my interest in architecture to the vice principal, an advocate of ACE. He introduced me to the **New Jersey** affiliate program—and I loved it."

She went on to earn an architecture degree from New Jersey

Institute of Technology, graduated in 2012 and moved to New York. In 2015, she joined the Beyer Blinder Belle architecture firm.

During an early conversation with one of the firm's women executives, Nadene mentioned that she wanted to encourage diversity in the field. "That's when she replied, 'What about ACE?'" Nadene recounts. "I told her, 'I'm an ACE alum!' I joined as a mentor that day."

Nadene, now a mentor for Team 42 of the **Greater New York City** affiliate and co-chair of affiliate's alumni committee, concludes, "This is my chance to change an industry and build diversity. There are so many young women in ACE now. It's my job to excite and encourage them about the various professions. Looking to the future, I think women from all cultures are going to be a huge part of our industry." ♦

Record-Setting CIRT Competition Wows Judges

The 12th Annual CIRT National Design & Construction Competition was an event to remember with a record 60 ACE Mentor student team entries from 26 affiliates located in 17 states. Almost 800 students and mentors participated on the competing teams.

Maintained, coordinated and juried by the Construction Industry Round Table (CIRT), in collaboration with the ACE Mentor Program of America and the Chicago Architecture Foundation, this year's competition challenged teams to design solutions for one of three categories: Ultra-Flexible Home, Ideal High School and Revitalize an Urban Block. The 2018 theme celebrated the innovations and contributions the design and construction community make to the quality of American life while understanding the issues and challenges the industry faces to deliver on this legacy.

Three finalist teams traveled to Washington, D.C., to present their projects before a live and online audience at the CIRT Spring Conference on April 30. Final project judging was based on quality of presentation and competence of the overall entry to meet the particular design challenge.

The **Central Iowa** team took first place (\$5,000 prize) with its One Shell

of a House in the Ultra-Flexible Home category, exhibiting “an extraordinary versatility and responsiveness to the criteria of the challenge while remaining within the limits of constructability and budget,” according to the judges.

A team from the **Seattle** affiliate took second place (\$3,000 prize) with its Releasing the Dragon in the Urban

“If this is any indication of the kind of character and diversity we are attracting to our ranks, then the future of our industry will be in good hands!”

— Mark A. Casso, President, CIRT

Block category, while third place (\$2,000 prize) went to the **Central Florida** affiliate for its Delta Design in the Ideal School category.

In addition to the three finalists, six other teams were recognized as either First Runner-Up (\$1,000 prize) or

Second Runner-Up (\$500 prize) in each of the three different design challenges or options:

Flexible Home Challenge (29 entries)

First Runner-Up: Greater NYC/ Team 30 for Home: The Modular Solution

Second Runner-Up: Eastern PA Affiliate/Team 10 for MUD

Revitalize an Urban Block Challenge (22 entries)

First Runner-Up: Greater NYC/ Team 15 for The Atlas District

Second Runner-Up: Greater NYC/ Team 25 for Sunrise Garden

Envisioning an Ideal School Challenge (9 entries)

First Runner-Up: New Jersey (Middlesex) for MASGA

Second Runner-Up: San Francisco Bay Area/Cupertino team for CPLUC

At the conclusion of the competition, Mark A. Casso, president of CIRT, summarized, “The energy, enthusiasm and passion of the three national finalist teams made the competition a very special and memorable event—one we were very pleased to host on behalf of the entire design and construction community. If this is any indication of the kind of character and diversity we are attracting to our ranks, then the future of our industry will be in good hands!”

The 2018 CIRT National Design & Construction Competition was hosted through the DiscoverDesign.org online learning platform. The panel of judges was headed by Michael Bellaman, president and CEO of **Associated Builders and Contractors**, and included Kevin Hilton, CEO of the **Ironworkers Management Progressive Action Cooperative Trust**; Patricia Rodgers, CEO of **Rodgers Builders**; Mark Cain, president of **Smoot Corp.**; Dan Johnson, president and CEO of **Mortenson**; and Mark Casso. ♦



The presenters for the three design competition finalist teams are (from left): Emily Boodhoos, Central Florida; Aaron Koopal, Central Iowa; and Jean Kim, Seattle.

2018 ENR-ACE Outstanding Mentors

As selected by a jury of previous Outstanding Mentor Award winners, the following mentors have demonstrated exceptional dedication, creativity and commitment to the ACE Mentor Program, most for more than a decade. Each of their affiliates received a \$2,500 student scholarship to be named after them. The Outstanding Mentor Award program is supported by *Engineering News-Record (ENR)* and its parent company, **BNP Media**.



Tricia Elms Hanafin

Consultant, Vidaris

A 10-year stalwart with the **Greater New York City** affiliate,

Tricia has been involved with ACE since graduating from Villanova University in 2008. This past year, she went above and beyond, volunteering on two mentor teams simultaneously. Students on one team were all recent immigrants with limited English, so Tricia took additional time to prep them on public speaking in advance of their final presentation. She established the affiliate's Active Mentor Committee, which she continues to grow. In recognition of her experience and dedication, the affiliate board asked her to join its Strategic Planning Committee as the sole mentor representative.



Casey Riske, AIA

Associate/BIM Manager, Miller Hull Partnership

Casey goes above and beyond to empower and inspire both students and mentors. He has been a mentor for 14 of the **Seattle** affiliate's 18 years and continues to be one of the most popular volunteers with students eager to be on his team. Even outside the ACE umbrella, Casey leads students to participate in special events like a popsicle-stick bridge competition at a local museum. He also encourages mentors to give more than their time.

For two years, he challenged them to donate funds for a scholarship, raising several thousand dollars. Already, one of his former students has returned to the program as a mentor.



Randy Schmidt

Senior Project Manager, Fink Roberts & Petrie

Randy has mentored with the **Indiana** affiliate for 11 years. He became a team leader in 2010 and four years later was asked to start up a team at a new high school. The operation of this new ACE team so impressed school administrators that they now allow students who demonstrate mastery of competencies aligned with state standards to earn regular credit. These administrators are now pushing to have ACE approved as a statewide curriculum. Randy has created several popular engineering activities, including mixing concrete cylinders, which he and the students subject to strength tests at a lab.



Andrea Stalker

Senior Associate, Director of Learning Environments, Steinberg Hart

Andrea is a decade-long mentor with the **Los Angeles Metropolitan Area** affiliate and

currently co-leads the **Downtown Combined Team** which is a training ground for new mentors. Several mentors she has coached have successfully moved on to form other teams. In addition, she has helped recruit new AEC firms to become sponsors and provide mentors. In 2014, Andrea played a leading role in creating the affiliate's new approach to teams' capstone projects. All teams collaboratively develop component projects that are part of an overall urban design scheme.



Casey C. Williams, PE

Senior Staff II, Building Technology, Simpson Gumpertz & Heger

As a mentor, team leader and secretary of the **Greater Boston** affiliate's board, Casey has contributed to the affiliate's success in several ways. Dedicated to the students, she recognized the need for and developed a senior coordinator role in 2016, and she has personally advised all seniors about their post-graduation options and scholarship opportunities. As a member of the board and its Strategic Planning Committee, she represents the students' point of view and puts their needs in perspective. Casey also assists with the affiliate's annual Trades Day. ♦



Pictured (from left) are Peter Davoren, chair of the ACE Board; Randy Schmidt, Indianapolis; Tricia Elms Hanafin, New York; Casey Williams, Boston; Andrea Stalker, Los Angeles; Scott Seltz, publisher of ENR; and Diana Eidenshink, president of ACE Mentor Program.



ACE ALUMNI SPOTLIGHT

ADRIAN RUSSELL Project Manager, Mattcon General Contractors

While attending Arsenal Tech High School in Indianapolis, Adrian loved all things structural, taking every CAD class that was offered. Early in his senior year, Adrian's CAD teacher mentioned the ACE **Indianapolis** affiliate to his father, who also worked at the school.

Adrian recalls, "I had never heard of ACE, and I had football practice. But my dad said, 'Too bad, you're going!' He knew I was gravitating toward studying architecture in college. He was right, and the volunteer mentors won me over on the first day."

By year-end, Adrian earned an ACE scholarship, which he used to attend Ball State University to study architecture—not realizing that he would lean on his mentors one more time. "I struggled with my career choice because it wasn't what I expected," Adrian recalls. "I shared

my concerns with my former mentors. They suggested that construction management might fit better with my professional goals."

Not long after, he would pay that support forward. "ACE made a tremendous difference in my life—and I wanted to give back," he adds.

He returned to his high-school alma mater as a mentor in his senior year of college (2011) on his way to earning a bachelor's degree in construction management. Today, Adrian is a project manager with Mattcon General Contractors, a member of the Indianapolis affiliate board of directors and leader of the affiliate's ambassador program that appeals to ACE alum to return to the program as mentors.

When asked about the value of ACE, Adrian replies, simply, "Opportunity. I'm from a low-income family in an urban neighborhood. There's so much untapped potential and talent in inner-city urban communities. ACE goes into those communities and helps people like me find amazing opportunities." ♦

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The ACE Road Ahead

An Interview With ACE Mentor Program President Diana Eidenshink

Based on conversations and meetings with affiliate leaders, what is your impression about the state of ACE across the country?

It's strong! Demand is high, mentors are empowered, and sponsors are motivated to expand both financial and mentor support. As always, I am impressed with the dedication and commitment of our affiliate leaders and mentors. I find it especially inspiring that our volunteer mentors are taking ACE with them as they get transferred around the country. Once they're settled, they call us to reengage with a new affiliate. The commitment of our 3,700

mentors and affiliate leaders is simply amazing. Last year, their donated time was worth almost \$18 million!

How does ACE help support the construction industry's increased focus on gender and racial/ethnic diversity?

While our program does not explicitly focus on one gender or underrepresented group, ACE started out as an effort to open doors for inner-city youth. That will always be a part of our mission. Today, to expand our outreach to women and minorities, we're working with community organizations like the Boys & Girls Clubs of America

and scouting associations to raise awareness about the program. One affiliate has initiated a pilot ACE program with the Girl Scouts of the USA. We're also making sure that our mentors and affiliate boards reflect diversity, and we're recruiting women and minority mentors who are seen as role models.

How is ACE responding to the critical shortage of skilled craftworkers?

ACE is about creating opportunity. Our mentors work tirelessly to share knowledge about all career paths in our industry, including skilled

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crafts. While most affiliates largely focus on architecture, engineering and construction management, they also, in one way or another, introduce students to opportunities in the skilled trades, including carpentry, electrical, mechanical and plumbing professions. For example, several affiliates, including **Los Angeles, Boston and Charlotte**, organize annual Trade Days. Other affiliates such as **Central Pennsylvania** and **Atlanta** have teams exclusively focusing on skilled crafts.

We're using those experiences to establish a best practices model for all of our affiliates to adopt. And we're working with unions, sponsors, associations and industry organizations to find better and more ways to attract our students into crafts careers. ACE National board members Charles A. Bacon III, chairman and CEO of **Limbach Facility Services**, and Ross Myers, chairman and CEO of **Allan Myers**, are working on an update to

the ACE National Strategic Plan, and one aspect will be to identify partner organizations to help affiliates share skilled trade career opportunities.

What new developments do you foresee for ACE in the near term?

More affiliates! This coming year, several new affiliates in New York, Iowa and Minnesota will start up, and we anticipate even more in the next few years.

As noted earlier, you'll also see much more focus on skilled craft careers in the regular ACE programs. We're also growing our sponsor partnerships beyond traditional companies to include software developers like **Oracle, Procore** and **Autodesk** that support design and construction activities. Our industry's ever-growing reliance on technology in the office and field has a tremendous appeal to young people, and software developers want to train the

future workforce on their tools, so it's a win-win.

As well, we'll continue developing our ACE student connections with industry by expanding internship and job opportunities and adding more scholarships for college and apprenticeship programs. Speaking of scholarships, the **CMiC's** substantial multiyear commitment to establish **CMiC-Allen Berg Memorial Scholarships** will allow us to offer financial assistance to scores more students.

Finally, this coming ACE year marks our 25th anniversary. It's going to be a fun year for our entire organization. We'll have a year-long campaign to celebrate our accomplishments over the past 25 years and recognize our founders, sponsors and especially mentors. We hope everyone in the design and construction industry will join us to celebrate our success and help inspire the next-generation workforce. ♦

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ACE ALUMNA SPOTLIGHT

ANNETTE MARVIN
Designer, Architectural
Resources Group

"When I was a teen, I loved building houses in the Sims computer game. That was pretty much all I knew about architecture. Fortunately, there was an ACE chapter in my area," says Annette, ACE alum and current ACE mentor.

Annette joined the **San Francisco Bay Area** affiliate during her sophomore year (2008–09) of high school. She recalls, "ACE gave me amazing exposure to professionals in my field of interest. We built a bridge out of toothpicks and used SketchUp to design a museum in Monterey. It was my first step to making architecture my field of study in college and now my professional field. Plus, I got to meet other students with the same interests as me, and that was just as important."

She went on to double major in architecture and French, with a minor in art history, at Washington University in St. Louis. After graduating from architecture and landing her

first job, she came back to ACE as a mentor, hoping she could do for other students what ACE did for her.

Right after starting work for Architectural Resources Group, a San Francisco-based architecture, planning and conservation firm, Annette saw a Facebook post about an ACE event recruiting potential mentors for the San Francisco affiliate. She adds, "I thought, if I can get even one kid to become an architect, it would be worth my effort."

Now three years later, Annette continues to volunteer for ACE. She's been a team leader for all three years and an avid advocate. When asked about mentoring, she says, "I love it as much for inspiring students as I do for connecting with fellow industry professionals."

In a recent blog, she said, "I try to recruit anyone who will listen...I know that many of the students won't end up going into the industry, but they'll have learned a lot of skills and sharpened their problem-solving abilities. It is gratifying to know I'm giving back to a program that literally shaped the course of my life." ♦



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Inland Empire (Riverside & San Bernardino counties)

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Los Angeles (including Orange County)

losangelesca@acementor.org

San Diego

acesd@sbcglobal.net

San Francisco Bay Area

sanfranciscoca@acementor.org

COLORADO

Denver

denverco@acementor.org

CONNECTICUT

connecticut@acementor.org

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DELAWARE

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Broward County

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GEORGIA

Atlanta

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Indianapolis

indianapolisin@acementor.org

IOWA

Central Iowa (Des Moines)

acecentralia@acementor.org

Eastern Iowa (Cedar Rapids/Iowa City)

easterniowa@acementor.org

Northwest Iowa (Spencer)

nwiowa@acementor.org

KENTUCKY

Bluegrass (Lexington)

lexingtonky@acementor.org

Louisville

louisvilleky@acementor.org

LOUISIANA

New Orleans

neworleansla@acementor.org

MAINE

Portland

portlandme@acementor.org

MARYLAND

Annapolis

annapolismd@acementor.org

Baltimore

baltimoremd@acementor.org

Eastern Shore (Easton)

eastonmd@acementor.org

Wicomico County Chapter

salisburymd@acementor.org

Frederick

frederickmd@acementor.org

MASSACHUSETTS

Greater Boston

bostonma@acementor.org

MICHIGAN

Southeast Michigan (Wayne, Oakland and Macomb counties)

michigan@acementor.org

MINNESOTA

Southern Minnesota (Mankato)

mankato@acementor.org

Twin Cities

twincitiesmn@acementor.org

MISSOURI

Kansas City

kansascitymo@acementor.org

Ozarks (Springfield)

ozarks@acementor.org

St. Louis

stlouismo@acementor.org

NEBRASKA

Greater Omaha

omaha@acementor.org

NEVADA

Southern Nevada (Las Vegas)
southernnv@acemmentor.org

NEW HAMPSHIRE

Manchester
newhampshire@acemmentor.org

NEW JERSEY

newjersey@acemmentor.org

NEW YORK

Greater New York
greaterny@acemmentor.org

Hudson Valley
hudsonvalleyny@acemmentor.org

Rochester
rochesterny@acemmentor.org

Upstate NY (Albany)
albanyny@acemmentor.org

Western New York (Buffalo)
wny@acemmentor.org

NORTH CAROLINA

Charlotte
charlottenc@acemmentor.org

Raleigh/Durham
raleighdurhamnc@acemmentor.org

OHIO

Akron
akronoh@acemmentor.org

Cincinnati
cincinnati@acemmentor.org

Cleveland
clevelandoh@acemmentor.org

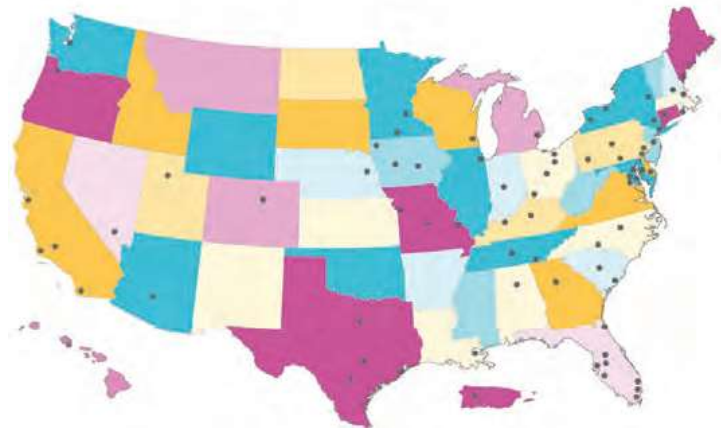
Columbus
columbusoh@acemmentor.org

OREGON

Portland
oregon@acemmentor.org

PENNSYLVANIA

Central Pennsylvania
centralpa@acemmentor.org



Cumberland County Chapter
cumberlandcountypa@acemmentor.org

Dauphin County Chapter
dauphincountypa@acemmentor.org

Lancaster County Chapter
lancastercountypa@acemmentor.org

York County Chapter
yorkcountypa@acemmentor.org

Eastern Pennsylvania (Philadelphia)
easternpa@acemmentor.org

Lehigh Valley
lehighvalleypa@acemmentor.org

State College
statecollegepa@acemmentor.org

Western Pennsylvania (Pittsburgh)
westernpa@acemmentor.org

PUERTO RICO

San Juan
puertorico@acemmentor.org

RHODE ISLAND

rhodeisland@acemmentor.org

Blackstone Valley, MA Chapter
rhodeisland@acemmentor.org

SOUTH CAROLINA

Charleston
charlestonsc@acemmentor.org

Midlands (Columbia)
columbiasc@acemmentor.org

TENNESSEE

Nashville
nashvilletn@acemmentor.org

Southeast Tennessee and North Georgia (Chattanooga)
chattanoogatn@acemmentor.org

TEXAS

Austin
austintx@acemmentor.org

Dallas/Fort Worth
dallasfortworthtx@acemmentor.org

North Dallas Chapter
dallasfortworthtx@acemmentor.org

Houston
houstontx@acemmentor.org

San Antonio
sanantoniotx@acemmentor.org

UTAH

Salt Lake City
utah@acemmentor.org

WASHINGTON, D.C.

washingtondc@acemmentor.org

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seattlewa@acemmentor.org

WISCONSIN

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milwaukee@acemmentor.org

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ACE MENTOR PROGRAM
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ACE Mentor Program Contact Information

6110 Executive Blvd., Suite 612
Rockville, MD 20852
571-297-6869
www.acementor.org



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