



WOMEN ARE BUILDING MORE THAN CAREERS AT WELTY

WOMEN IN CONSTRUCTION WEEK

Though work boots are not common on the modeling runways of New York quite yet, women in the construction industry are making them more and more fashionable these days. And the women wearing them at the Welty Building Company in Akron, Ohio, are stepping out of old stereotypes and constructing successful careers and putting up buildings that last.

In fact, helping create structures and skylines that will last for years is one of the aspects that attracts high-performing women to Welty. As an example, the company is currently partnering in major construction projects for one of the most notable companies in Northeast Ohio. And women like Project Managers Jordan Berry and Chyan Churchfield are on the job and steel-toed toward its success.

And they are not alone. As Women in Construction Week comes to a close, its theme of Envisioning Equity has been more reality than vision at Welty. Thirty-five percent of Welty's workforce are women and though they don't all wear boots, women occupy key positions and contribute significantly to the more than 75-year-old construction management firm's success.

Among others there are Chief Talent Officer Karen Moser; inSite Advisory Group (a Welty subsidiary) President Jennifer Syx; Senior Project Manager Robyn Sedlak; Project Engineer Natalie Davis; Energy Group Senior Estimator Megan Gladman; Property Manager Julie Parsons; Marketing Coordinator Brittney Bradner; Job Cost Analyst Christa Wagner, and Project Assistant Anita Buchanan.

Their specialty areas vary, from lean building

techniques to economic development, to recruiting and retaining the best and brightest. But they all share a common goal -- providing Welty customers with extraordinary experiences.

Just as treating customers well is a key to Welty's success, treating employees well is key to attracting talented women and creating the kind of environment that has helped Welty overcome the financial and workplace challenges posed by the pandemic and the economic downturn it caused.

Equal pay for equal work; non-discriminatory career opportunities; a safe, no hassle, mom-friendly work environment; adequate training; and a team-oriented approach to problem solving are just some of the attributes that are cited as reasons women prosper at Welty. The company's solid reputation, the chance to work with high-profile clients, repeat business from satisfied customers, competitive compensation and benefits, the company's charitable commitments, paid time off for volunteering, and working alongside great employees are additional reasons why women not only prosper at Welty but stay.

Add to those the fact that the challenges of the construction industry itself are enticing more and more women to don their boots and hit the dirt and you will begin to know why women now account for just under 11% of the workforce in the U.S. construction industry.

Listen to some of the Welty Building Company reviews from their women workforce on why they feel at home in the construction industry and at Welty.



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Robyn Sedlak: "Construction is a big world with ample opportunities wherever one's interests lie. I was drawn to the industry because it is a constant challenge, and no two projects are ever the same. With the right company, like Welty, we are encouraged to learn, research, and explore new experiences and new techniques in the industry, both academically and through field work."

Natalie Davis: "Construction is a great career path because it's hands on, challenging and creative. There's lots of problem solving and I'm able to see the evolution of a project from start to finish. The best thing about coming to work at Welty is the people. I have really enjoyed being part of the company's volunteer projects and getting to know my co-workers better in a hands-on setting while giving back to the community."

Megan Gladman: "I chose to pursue a career in construction because I have always been interested in the mechanics of how all the pieces fit together (LEGO® Lover). I enjoy solving unique application issues in either extreme environments or unique site constraints."

Brittney Bradner: "I love what I do because I work in an industry and for a company that exemplifies a high-performing workplace. I am surrounded by smart, driven, and dedicated leaders and teammates. They encourage me to learn, grow and follow my passion. I aspire to the people I work with, most of them hard-working women."

Julie Parsons: "My job is service based, so I help people all day long. I like to solve building problems that take some investigation. Sometimes you need to be creative

and intuitive to find a solution. Welty encourages me and lets me do that."

Christa Wagner: "There's never a dull moment. There's always some challenge, some problem to figure out. I enjoy solving problems that take a lot of work to figure out. I like the process of arriving at the solution. When it's all done, I can stand back and see the results of my work and be proud of what I accomplished."

Chelsea Jenkins: "My fondest industry memory is walking my first job site for a topping off ceremony – the dirt under my shoes, the project team signing the final beam and the beam with the tree being raised, the clapping from the laborers as their work was coming together piece by piece. I walked that job site feeling so lucky to be part of the team making it all happen."

