



Industry Focus. Powerful Results.™

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**AGC Strategic
Management Workshop:
Getting a Seat at the Table
October 11, 2017**

Sal DiFonzo, CCP, CBP, CSCP

Andy Patron, Principal FMI

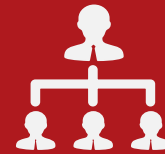
Construction Industry Macroeconomic Conclusions



THE INDUSTRY IS
RECOVERING



UNEMPLOYMENT
RATES ARE
DECREASING

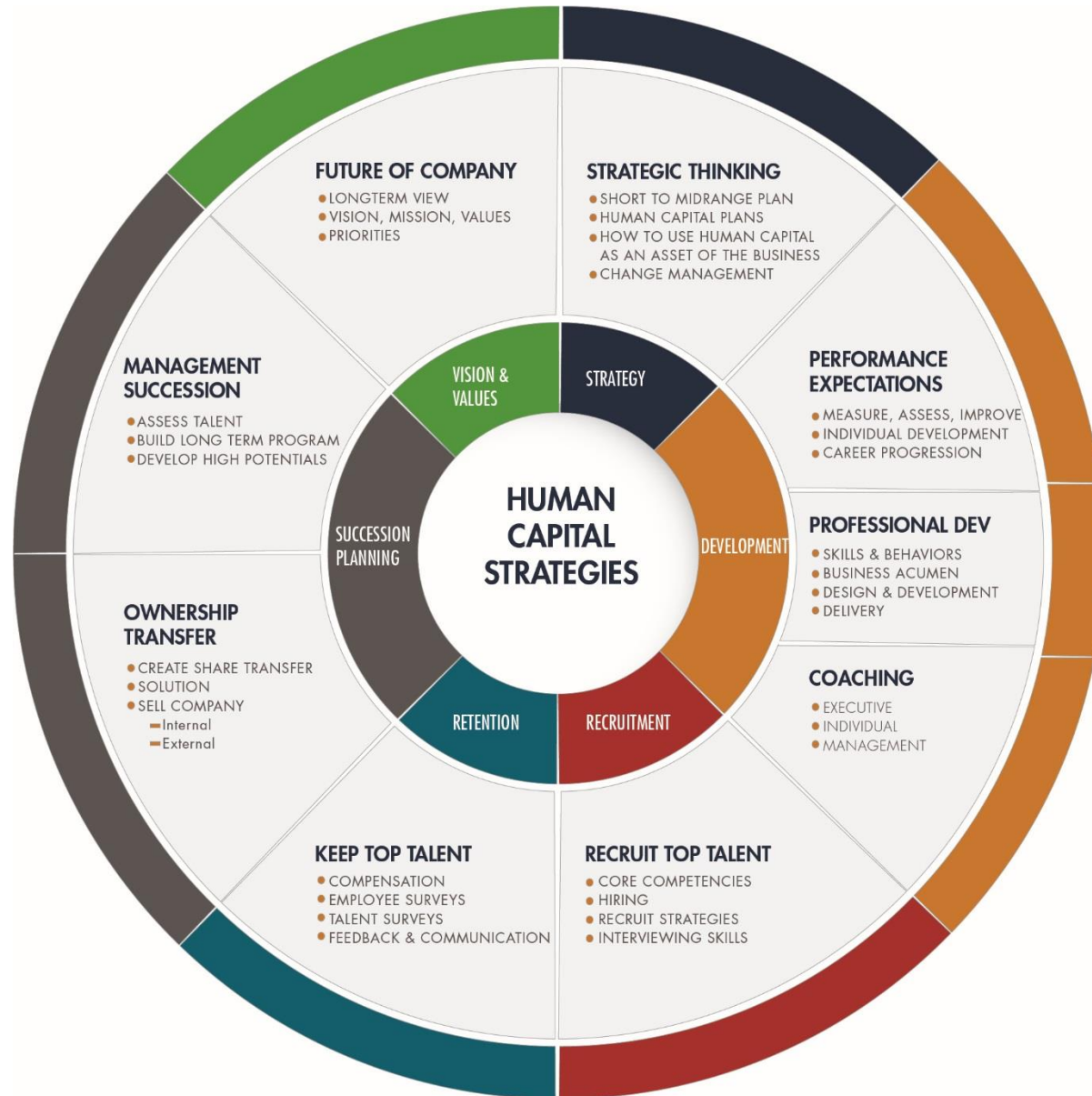


THE BIG ARE
GETTING BIGGER



HIGHER PROFITS
WILL ALLOW FOR
MORE HIRING

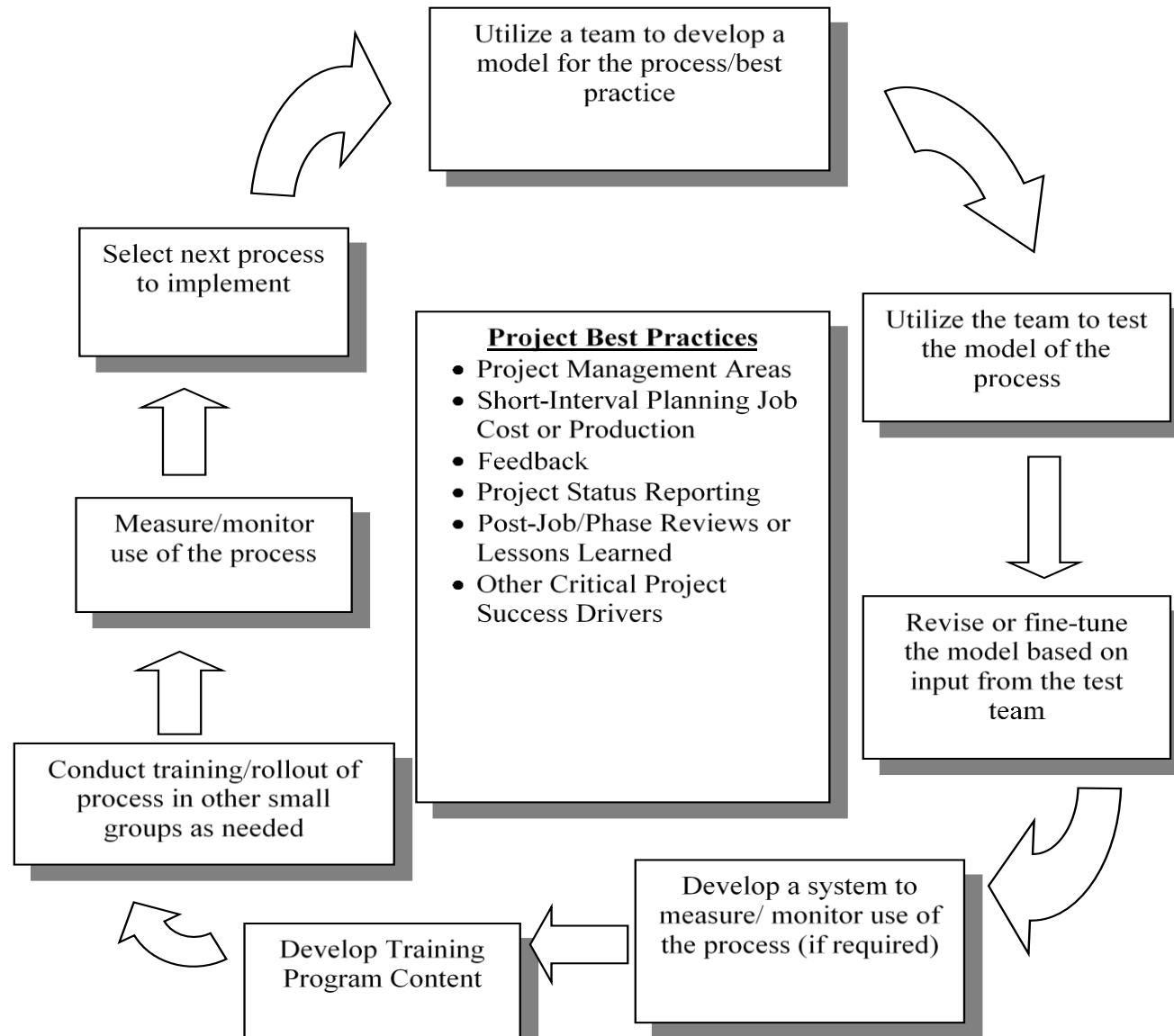
You have a lot to pay attention to



Succession Management is Proactive not Passive

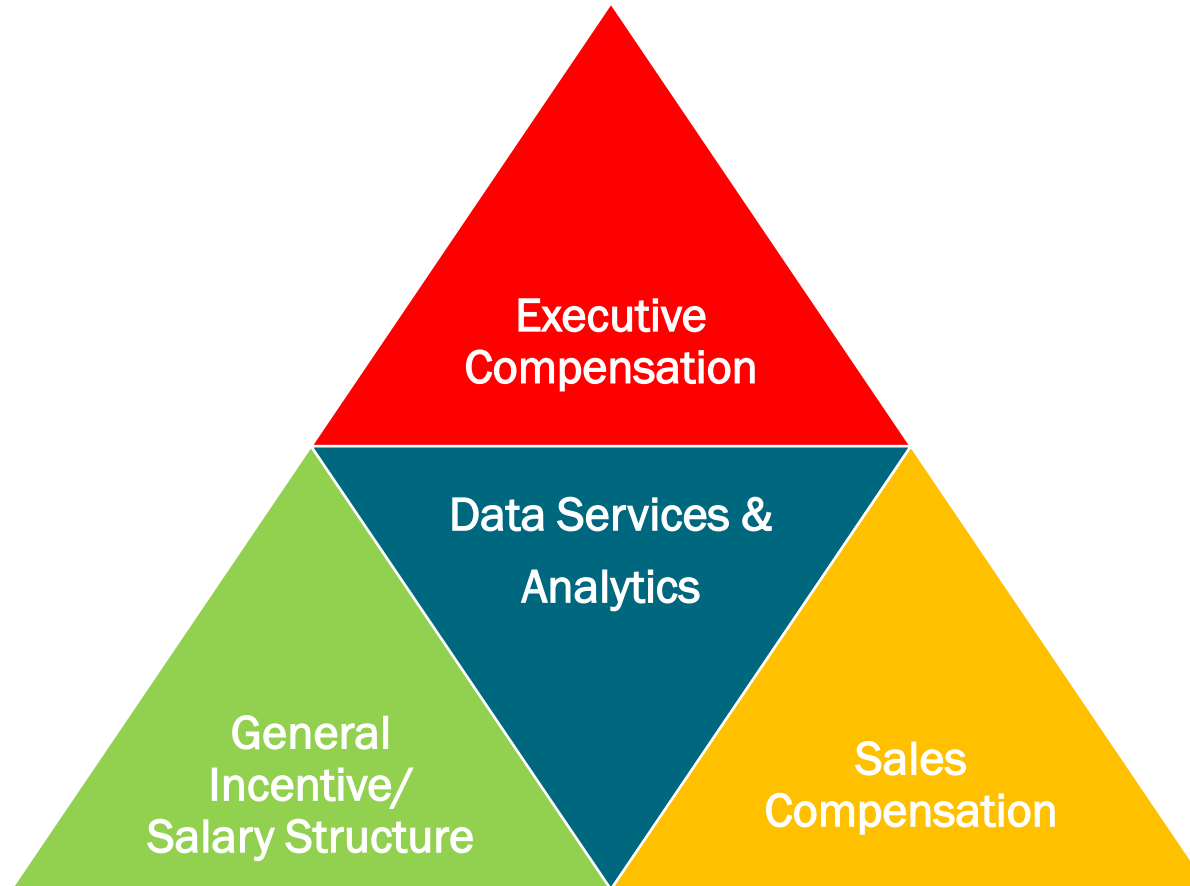


Development and Operational Focus



FMI's Compensation Service Offering

FMI offers a comprehensive approach that aligns *all* employee incentives with corporate objectives



Bios



Andrew Patron (Andy) Principal

As a principal with FMI, Andy's primary focus is on the evaluation, creation and implementation of training programs designed to develop leadership, project execution, organizational and operational excellence. He also works with clients to help them manage their succession planning process and strategy implementation. Andy's enthusiastic approach draws from his real-world experience, leading and managing people and improving work process in many industries, specifically in construction.

Andy brings a 25-year history with private and public sector owners and contractors. He started his career as a management engineer; analyzing operations, studying work process flow and creating industrial engineering solutions for a national healthcare provider. Andy later went on to manage the planning, design and construction of their major medical facilities. He has been responsible for the day-to-day operations of a residential builder and he has a practical understanding of the unique field challenges that exist within the construction industry. He has also been a worldwide project manager for a Fortune 100 information technology company, and understands the complexities of working across continents and cultures. He leverages this broad industry experience to deliver consistent and practical solutions.

Andy is a sought after consultant and presenter. He has authored and delivered hundreds of programs across the country and abroad. He shares a deep understanding of the construction industry with his audiences and uses humor and firsthand experience to help make the results of his work relevant and meaningful. Andy has a bachelor of science in industrial and operations engineering from the University of Michigan and lives in Raleigh, N.C. with his wife and two grown sons.

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Sal DiFonzo Managing Director

Sal DiFonzo is the managing director of FMI Compensation—one of FMI's business units focused on industry benchmark surveys and compensation consulting services. Work with clients includes assessment, design and implementation in the areas of company incentives, executive compensation, sales compensation and base pay strategies.

Sal frequently authors compensation-related articles that are featured in industry publications and also published a book *Designing Effective Incentive Compensation Plans* (an Amazon book publication). Sal also speaks at industry events regularly.

Prior to joining FMI, Sal founded Upside Solutions, a compensation consulting firm. Sal's experience also includes compensation positions with increasing responsibility at Fortune 500 companies, including director of compensation and benefits at Honeywell International.

Sal DiFonzo earned a B.A. in Economics/Business and Psychology at Cornell College and an M.S. in Human Resource Management from the Krannert Graduate School of Management at Purdue University. He holds the following professional certifications:

- Certified Compensation Professional (CCP)
- Certified Benefits Professional (CBP)
- Certified Sales Compensation Professional (CSCP)
- Executive Education Graduate, *Sales Force Incentive Planning*, Kellogg Graduate School of Management, Northwestern University

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