



PARADIGM  
CONSTRUCTION

*Celebrating*

10

*years*

OF BUILDING  
TO A HIGHER

STANDARD

2013 - 2023



**PARADIGM**  
CONSTRUCTION





PARADIGM  
CONSTRUCTION

## DEAR PARADIGM FAMILY,

In some ways the last 10 years feels like it flashed by in the blink of an eye, in others, it feels like it has been an eternity! When I started Paradigm, my goal was to create **a place where people love coming to work.** When you take care of your employees, your employees take care of your clients, and happy clients lead to more work! To date, our team has successfully completed roughly \$200,000,000.00 worth of commercial construction in the Houston market sector, including multiple award-winning projects, and *many* lasting partnerships.

There are so many accomplishments that I am proud of, but being recognized as a Houston Business Journal's Best Places to Work for two years in a row has been one of my favorite acknowledgments. This shows that despite our growth, our culture remains a priority, and is truly the glue that holds us together. We have assembled a spectacular team centered around a shared vision, with core values that **DRIVE** everything we do. Our focus on building lasting relationships, doing whatever it takes, and looking out for the best interest of everyone involved has been key to our success. Even though 10 years in business is an exciting milestone, it pales in comparison to the over 600 years of combined construction experience of our individual team members!

I am truly humbled and honored by the number of clients, design partners, and families who have trusted Paradigm over the past decade. We look forward to the next 10 years of Building to a Higher Standard!

DUSTIN HALL  
PRESIDENT & FOUNDER



BRILEY HALL  
TOP DOG



## OUR COMMITMENT:

To combine our technical experience, innovative processes, professionalism, and “beyond the warranty” customer service to build positive lifelong client relationships.

## CORE VALUES:

Our core values **DRIVE** our passion to make a difference in the lives of people we serve.



## OUR PROMISE:

To be good stewards and look out for your best interest.

## THREE UNIQUES:

- Relationship-Driven Culture
- Whatever It Takes Approach
- Innovative Custom Solutions

## FLYWHEEL:





# WHERE IT ALL BEGAN

MAY 17, 2013

DUSTIN HALL ESTABLISHES  
PARADIGM CONSTRUCTION IN  
HOUSTON, TX.



## THE WOODLANDS

DEVELOPS, BUILDS, AND MOVES PARADIGM  
INTO FIRST HEADQUARTERS  
NEAR THE WOODLANDS MALL.



## TOMBALL TEXAS

PARADIGM MOVES INTO TEMPORARY  
OFFICE TRAILERS ON THE NEW PROPERTY  
WHILE DEVELOPING NEW HEADQUARTERS

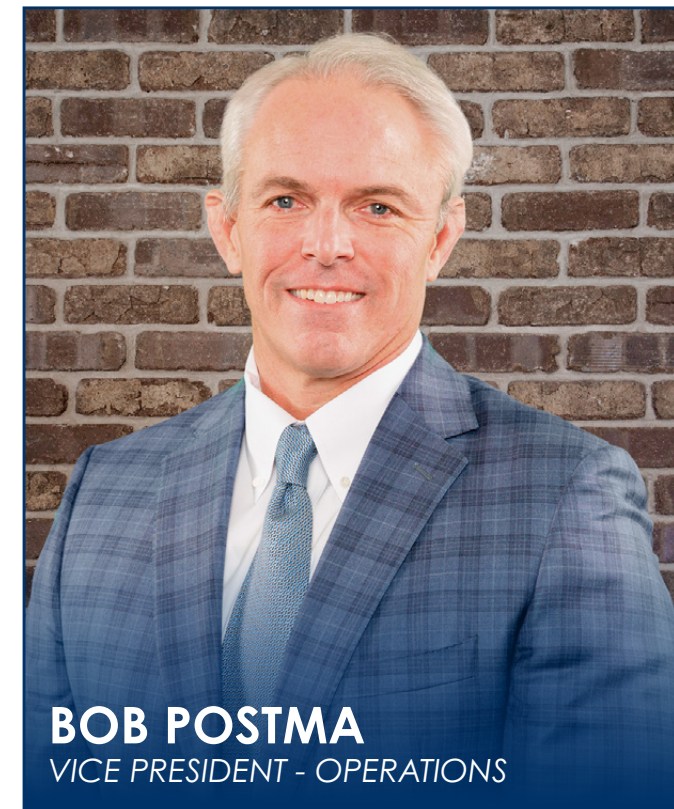


## STAY TUNED

FOR MORE UPDATES ON  
PARADIGM'S FOREVER HOME



# OUR LEADERSHIP TEAM:





# PERSONNEL



**JORGE ALVARADO**  
FOREMAN



**JORDAN BROWN**  
DIRECTOR OF PROCUREMENT



**ERICA ENGSTROM**  
ACCOUNTING MANAGER



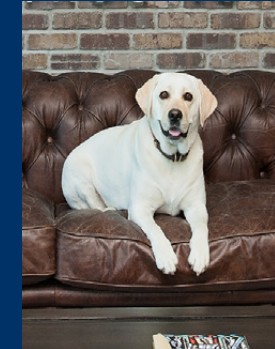
**BOB FRETZ**  
PROJECT EXECUTIVE



**CHUCK FUNK**  
SR. PROJECT ESTIMATOR



**RICKY GONZALEZ**  
PROJECT COORDINATOR



**BRILEY HALL**  
TOP DOG



**DUSTIN HALL**  
PRESIDENT & FOUNDER



**DEBORA HALL**  
CONTROLLER



**MIKE HALL**  
SUPERINTENDENT



**JUSTIN HENNIS**  
PROJECT MANAGER



**SYDNEY HOPKINS**  
MARKETING MANAGER



**LARRY HOWARD**  
PROJECT MANAGER



**BRIAN JERNIGAN**  
SUPERINTENDENT



**CHUY MANRIQUEZ**  
FOREMAN



**ERIC MARTINEZ**  
PROJECT MANAGER



**JOSEPH MATTHEWS**  
SUPERINTENDENT



**TREY NEELEY**  
SUPERINTENDENT



**KARYN OWENS**  
SR. PROJECT COORDINATOR



**RICHARD PEOPLES**  
SUPERINTENDENT



**JOHN PHILLIPS**  
SUPERINTENDENT



**BOB POSTMA**  
VICE PRESIDENT - OPS.



**KELLY PRYOR**  
PROJECT MANAGER



**ANGIE REED**  
OFFICE MANAGER/ HR



**BOB STASIA**  
VICE PRESIDENT



**ALEJANDRO TRIANA**  
FOREMAN



**DARRYL VERNON**  
SUPERINTENDENT



**JOHN WHEELER**  
SUPERINTENDENT

# 625+

YEARS OF COMBINED  
CONSTRUCTION  
EXPERIENCE



# WHAT EMPLOYEES ARE SAYING

“This Company is not just a company, it’s a **FAMILY.**”

“We all work hard together to be successful and we go above and beyond for each employee. It makes working here that much more fun.”

“This is the best company I have ever worked for, in many ways. This company cares about all aspects of our work, what we do as a company and individuals. They keep a very good balance of work, getting together as a family and enjoying time together as a company. It’s the best balance that I have ever been a part of.”

“You know how much they care about **YOU.**”

“*This is the type of company people dream of working for.*”

“I am proud to be on a team that works as hard on internal culture and growth as they do for client projects.”

“There is a feeling of family and teamwork in the organization that is built on using each others’ strengths to support the entire group, not just individual teams. The EOS method reinforces the understanding that everyone is accountable and constantly striving to improve the organization.”

“The people that work with me are not only my coworkers, but they have become like an addition to my family. We work hard and we enjoy our lives outside of work, and we all care about making this company successful and living our best lives with work/life balance. I have never found this kind of environment at any other company, and I do not hesitate to share my feelings on how awesome it is to be here. This organization is a great place to work and the folks here have something special, I am blessed to be a part of this team.”

AWARDS &

RECOGNITIONS





# AWARDS

# Inc. 5000

2018, 2019, & 2023



GOLDEN TROWEL AWARD

HBJ FAST 100 2018, 2019, & 2022



GALVESTON PLANNING  
& DESIGN AWARD





2021 FINALIST | ANCHOR BEND



2022 FINALIST | HOLY ROSARY CATHOLIC CHURCH



2022 FINALIST | COASTAL COMMUNITY CHURCH & HOLY ROSARY CATHOLIC CHURCH



2022 FINALIST | COASTAL COMMUNITY CHURCH

# HBJ LANDMARK AWARDS



# HBJ BEST PLACES TO WORK





# QUARTERLY **DRIVE** AWARD

Our Core Values **DRIVE** our passion to make a difference in the lives of the people we serve. Every Paradigm employee is expected to uphold our core values that continue to help **DRIVE** us forward.

## CORE VALUES:

- D** Dedicated – committed to everyone's success
- R** Relationships – serving others first
- I** Integrity - doing the right thing
- V** Value - creating innovative solutions
- E** Excellence - Building to a Higher <sup>†</sup>Standard



# AWARD WINNERS

QUARTERLY  
DRIVE  
AWARD

*congratulations!*



**SYDNEY HOPKINS**  
2019 Q4 | QUARTERLY DRIVE AWARD WINNER

"RELATIONSHIPS: SYDNEY IS ALWAYS OPEN WITH IDEAS FROM OTHERS AND GETS ALONG WITH OTHERS. IS VERY COURTEOUS BUT ALSO PROVIDES A CHEERFUL AND FUNNY ENVIRONMENT.

VALUE: SYDNEY IS ALWAYS LOOKING FOR THE BEST SOLUTION FOR EACH PROBLEM.

EXCELLENCE: SYDNEY IS CONFIDENT IN HER ABILITIES AND ENCOURAGES THIS CONFIDENCE IN OTHERS."

"EXCELLENCE: TREY IS VERY PASSIONATE ABOUT HELPING PARADIGM AND BEING A GREAT REPRESENTATIVE OF THE COMPANY. HIS ADVICE AND HELP IS ALWAYS TO MAKE PARADIGM A BETTER COMPANY"

*congratulations!*



**TREY NEELEY**  
2020 Q1 | QUARTERLY DRIVE AWARD WINNER

*congratulations!*



**CHUCK FUNK**  
2020 Q2 | QUARTERLY DRIVE AWARD WINNER

"VALUE - CHUCK IS VERY EXPERIENCED AT WHAT HE DOES AND IT SHOWS. HE IS A VERY BIG PART OF PARADIGM'S AWARDED PROJECTS AND FUTURE CLIENTS."

"ERICA SHOWS ALL OF THE CORE VALUE AND IS A GREAT EXAMPLE TO US ALL. SHE SHOWS VALUE BY THE WAY SHE COMES UP WITH SOLUTIONS TO SET UP JOB CODES AND SHOWS RELATIONSHIPS BY TRAINING OTHERS ON THE PROGRAMS."

*congratulations!*



**ERICA ENGSTROM**  
2020 Q3 | QUARTERLY DRIVE AWARD WINNER



# QUARTERLY DRIVE AWARD

# AWARD WINNERS

"JOHN IS COMMITTED TO EXCELLENCE AND DEMANDS THAT FROM HIS SUBCONTRACTORS. HE ENSURES EVERYONE HAS WHAT THEY NEED TO DO THEIR JOB AT A HIGH LEVEL."

*congratulations!*



**KELLY PRYOR**

2020 Q4 | QUARTERLY DRIVE AWARD WINNER

"KELLY CONSTANTLY SERVES OTHERS FIRST. WHEN I HAD A LOT GOING ON, HE OFFERED TO MAKE AN INVENTORY LIST FOR A DELIVERY TRANSMITTAL THAT WAS NEEDED. HE DIDN'T HAVE TO BUT WENT THE EXTRA MILE TO GET THE TASK DONE AND ALSO HELP ME OUT. HE IS A GENUINE BLESSING TO OUR TEAM."

*congratulations!*



**JOHN WHEELER**

2020 Q3 | QUARTERLY DRIVE AWARD WINNER

"ERIC IS COMMITTED TO SUCCESS, AS WELL AS BUILDING RELATIONSHIPS. HE HAS BEEN A GREAT HELP AND CONSISTENT RESOURCE FOR ME WITH VARIOUS QUESTIONS OR TRAINING NEEDS. TAKING THE TIME TO HELP A COWORKER SHOWS YOU ARE DEDICATED TO THE SUCCESS OF THE COMPANY, BUT ALSO THE SUCCESS

*congratulations!*



**KARYN OWENS**

2021 Q3 | QUARTERLY DRIVE AWARD WINNER

"KARYN BRINGS SO MUCH VALUE TO PARADIGM. AND THIS SHOWS WITH ALL OF HER HARD WORK AND DEVELOPMENTS WITH PROCORE. SHE ALSO SHOW RELATIONSHIPS AND INTEGRITY IN SEVERAL WAYS."

*congratulations!*



**ERIC MARTINEZ**

2021 Q1 | QUARTERLY DRIVE AWARD WINNER



QUARTERLY  
DRIVE  
AWARD

# AWARD WINNERS

*congratulations!*



**RICHARD PEOPLES**

2022 Q1 | QUARTERLY DRIVE AWARD WINNER

"RICHARD CONSISTENTLY GOES ABOVE AND BEYOND TO MAKE SURE THINGS ARE TAKEN CARE OF AND DONE SO WITH QUALITY. HE IS WILLING TO JUMP IN WHERE NEEDED AND DOES IT WITH A SMILE ON HIS FACE. HE IS COMMITTED TO EXCELLENCE AND I'M THANKFUL THAT HE IS PART OF OUR PCC FAMILY. "

*congratulations!*



**JOSEPH MATTHEWS**

2022 Q1 | QUARTERLY DRIVE AWARD WINNER

"JOSEPH HAS BEEN A TRUE EXAMPLE OF WHAT A TEAM PLAYER AND COWORKER SHOULD BE. HE ALWAYS HAS A GREAT ATTITUDE AND IT IS EVIDENT THAT HE IS COMMITTED TO SUCCESS AND EXCELLENCE."

*congratulations!*



**JUSTIN HENNIS**

2022 Q2 | QUARTERLY DRIVE AWARD WINNER

"JUSTIN'S SHOWS DEDICATION, INTEGRITY, AND VALUE WORKING ON A CHALLENGING PROJECTS; HE CONQUERS THE ISSUES AT HAND TO THE BEST OF HIS ABILITY BY CREATING SOLUTIONS TO EACH UNIQUE ISSUE AND/OR SITUATION. HE IS A DRIVE POWERHOUSE!"

"RICKY REALLY STEPPED UP AND SHOWED HIS DEDICATION BY WORKING EXTRA HOURS TO GET THE CONTRACTS KNOCKED OUT FOR THE PROVIDENCE PROJECT. HE COMMITTED TO STAYING UNTIL THEY WERE DONE, SO I WOULDN'T HAVE TO COME IN ON SATURDAY."

*congratulations!*



**RICKY GONZALEZ**

2022 Q4 | QUARTERLY DRIVE AWARD WINNER



# NOMINATIONS:

## QUARTERLY DRIVE AWARD



**CHUY MANRIQUEZ**

"When Father Orrin made last a minute request prior to dedication, Chuy changed his weekend plans to make sure the client's request was completed. That hits on all of our **DRIVE** values."

**ANGIE REED**

"Angie shows Relationships by going above and beyond to genuinely serve others first. She always makes sure there are plenty of office supplies and goes out of her way to be helpful in any situation."



**MIKE HALL**

"Mike shows integrity and does the right thing by ensuring that every element of the project is included and done properly. Mike displays excellence and always does his part to help Paradigm Build to a Higher Standard."

**BOB FRETZ**

"Bob displays integrity at all times by doing the right thing. He frequently states that " it is the right way to do it ", even when it may not be the easy thing to do."



**DEBORA HALL**

"Debora worked endlessly to help make the transition with new laptops/work stations a smooth process, and made it a priority that each team member had what they needed to continue to work as normal."

**JORDAN BROWN**

" Although new to the PCC Family, Jordan has jumped right in and is already living out our core values. He had a great idea of sending MSA's with work orders, which has made a big difference. I love the effort he puts into building relationships. You Rock, JB!!"



**DARRYL VERNON**

"Darryl shows Integrity by taking proactive steps to coordinate and process the burn pile. He is always keeping his head up and finding things that need to be done without asking."



**JORGE ALVARADO**

"Jorge demonstrated dedication this quarter by going to an out-of-town job site to work and supervise a job so a coworker could take vacation during Christmas and New Year's. He spent a week in another town, during the travel season, with no complaints. Thank you, Jorge, for your hard work and commitment."





# 5 YEAR ANNIVERSARIES



Chuy Manriquez | 2018



Mike Hall | 2021



Dora Charlton | 2021



John Wheeler | 2021



Bill Neeley | 2021



# 5 YEAR ANNIVERSARIES



Kelly Pryor | 2022



Trey Neeley | 2022



Debora Hall | 2022

# 5 YEAR ANNIVERSARIES



# EVENITS







*Celebrating*  
— 10 YEARS —  
of  
Building to a Higher Standard







*Celebrating*  
— 10 YEARS —  
of  
Building to a Higher Standard





# CHRISTMAS PARTY





# CHRISTMAS PARTY





# CHRISTMAS PARTY





# AIA SANDCASTLE COMPETITION

**3X**  
**CHAMPIONS**





# THE LITTER MERMAID







# OLYMPICS IN THE PACIFIC



# IRON MAN THE METAL AGES





THE  
DRIVE  
COMMISSION  
EVENTS







THE  
DRIVE  
COMMISSION  
EVENTS





THE  
DRIVE  
COMMISSION  
EVENTS





# THE DRIVE COMMISSION EVENTS







COMMUNITY  
OUTREACH



# WHAT OUR CLIENTS ARE SAYING:

***“It was the best experience I’ve had working with a contractor in recent memory.”***

**Brent Laumen,**  
Construction Manager  
Midway

***“In all of our dealings with Paradigm Construction, I can easily say that we have been impressed by the whole team through every step of the process... Going forward, I would not see Concordia using a different contractor due to the very positive experience we have had to date.”***

**Joel R. Bode, Head of School**  
Concordia Lutheran High School

***“Construction projects are always filled with stress and surprises, but we never doubted throughout our project whether we were in good hands or not. Indeed, Paradigm Construction lived up to the high standards that you set for yourself in the interview.”***

**- Rev. Chris Duncan,**  
St. Paul’s Episcopal Church

***“In all aspects Paradigm exemplified integrity, professionalism and competencies that make them worthy to serve any entity in a building project.”***

**Dr. Daniel T. Hannon,**  
Christ Church Methodist  
The Woodlands

***“It is an honor and blessing to work with you. We are thrilled with the building and the process. Please accept my sincere gratitude on behalf of our board and staff.”***

**Rev. Michael Newman**  
President  
Texas District LCMS

***“It is our pleasure to highly recommend to you Paradigm Construction... Paradigm’s diligence to ensure our satisfaction with their work will certainly make them a contractor of choice for future projects.”***

**Tim Niekerk, Senior Pastor**  
Salem Lutheran Church



# PROJECTS





# RELIGIOUS



Salem Lutheran Church



Tomball Bible Church



Christ Church Methodist



Christ the Redeemer Activity Center



Trinity Episcopal New Youth Building



Holy Comforter Episcopal Church



St. Elizabeth Ann Seton Catholic Church



St. John The Baptist Catholic - Grotto



St. John the Evangelist Youth Center



Covenant Methodist Church



Camp Allen Dining Hall



Redeemer Church



St. Mary's Catholic Church



Anchor Bend Church





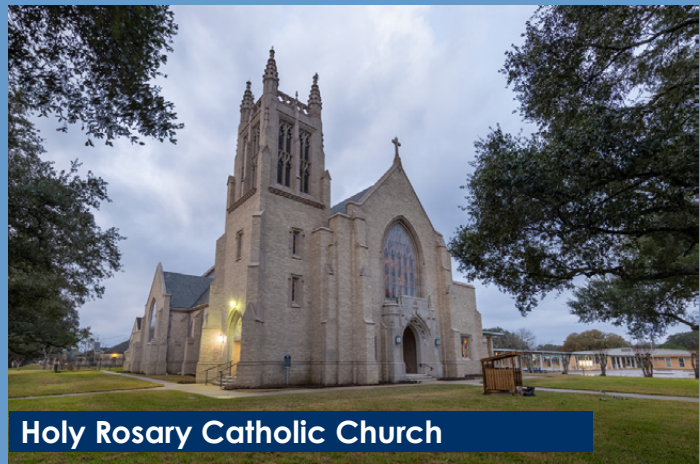
Living Word Lutheran Church



City View Church



Coastal Community Church



Holy Rosary Catholic Church



Trinity Lutheran Downtown



Parkwood Baptist Church



TX LCMS Mission Support Center



Vietnamese Martyrs Catholic Church



First Baptist Huffman



First Baptist Tomball



Real Life Church



First Baptist Friendswood



Real Life Ministries



Emmanuel Baptist Church



Galveston Urban Ministries



Holy Family Parish



# EDUCATION



South Houston Early College



Sam Rayburn Early College



Harmony School of Innovation



Adult Education Center



Amigos Por Vida Charter School



Concordia Lutheran High School



Concordia Lutheran High School



First Baptist Christian Academy



Falconridge Elementary School



Wells ES Security Upgrades



Providence Classical School



Reve Prep Charter School

Building to a Higher Standard



# COMMERCIAL



Spirit of Texas Bank



Glencairn Community Center



Missouri City Library



Mission Bend Library



Mission Bend Library



Camp Allen Dining Hall



Boxwood Manor



Boxwood Manor



Camp Arnold Welcome Center



The Salvation Army

D

R

I

V

E



# AUTOGRAPHS



**PARADIGM**  
CONSTRUCTION



# AUTOGRAPHS



**PARADIGM**  
CONSTRUCTION



# AUTOGRAPHS



**PARADIGM**  
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Building to a Higher Standard



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