

Juneau Construction Company



TWENTY-FIVE YEARS
AND BUILDING

Celebrates 25 years!

established 1997 | atlanta, ga

Humble Beginnings

As any business has its beginnings, Juneau was started out of great desire, passion and risk taking. With both Nancy and Les having a background in the construction business they knew this was a path where their skills, knowledge and interests could come together cohesively. When they sat down to start Juneau Construction Company the odds were stacked against them. It was after the 1996 Atlanta Olympic games, they had little to no capital and Nancy had just had their third child. She and Les knew that there would always be a reason not to do something, but the risk was worth it in their eyes. Not letting the odds deter them, Nancy said, “this is what we love and we went for it.”

As a family business, Juneau is currently led by the first generation with their children joining them in recent years – Alexandra Juneau as Business Development Manager, Trevor Gillum as Associate General Counsel, and Paxton Juneau as Assistant Superintendent. Although a young company in terms of multi-generational family involvement, owners, Les and Nancy Juneau, have persistently committed to building a company that can withstand time and grow for future generations. It is rare to see a husband and wife team start a family business within the construction industry and have it find success at the levels Juneau has.



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Juneau partners with church and community

By Sonya Lelano

The old-boy network is not what it once was. But if you're a small company in the construction industry in Atlanta, it sure does help to know somebody.

Willie Glass understands how the game is played. Glass went to **Case Do It Right**, a small cleaning operation that provides construction sites for occupancy. Glass recently worked with **Juneau Construction Co.**, on the Green Forest Community Baptist Church's new Early Learning Center. When the project ended, Glass was happy to find out Juneau planned to hire the company for another project.

"After the child learning center, Juneau hired us to work on the Evergreen Field in Stone Mountain," Glass said. "The key is making that first connection. Once you work for someone, if they like the work you do, they'll keep using you. It's all about making the initial contact."

For many subcontractors and construction workers, the question of how to make contact with the "Big Boy" remains a riddle. The Green Forest Community Development Corp., a nonprofit set up by the Green Forest Community Baptist Church to handle real estate development and other business concerns, introduced Glass to Juneau. And while spokesmen from the church and Juneau said definitive action played no official part in the Early Learning Center contract, both parties agree that one of the most positive things to come out of the project was the hiring of a minority-owned and individual workers who are too often left out in the cold when it comes to bidding on new projects.

After the CDC Bishop Columbia of the Forest set the rights on a child learning facility. For the past 13 years, the church has operated a child learning center for 2 to 4-year-olds. And for the past 15 years, the church has had a long waiting list for that program.

"We know there was a huge need for something like this in the community. Right now, we're still there. There are many people who could get to build it," Brink and other members of the church began their research by talking to the people at **Shelburne Arms**, child learning centers, which operates a chain of child learning centers throughout the Southeast, where Juneau Construction is a general contractor.

"We've completed four projects for **Shelburne Arms**," said Les Juneau, president of the 3-year-old Juneau Construction Co. "And we're getting ready to do another five, six and seven. Child learning centers have become something of a niche for us."

With an \$8 million loan guaranteed by a letter of credit from **First United National Bank**, **MetLife Capital** hired Juneau Construction to build the church's Early Learning Center. And while there were no bids in the contract stipulating Juneau had to hire minority workers, both parties entered into an unofficial "affirmative agreement" to do as much as possible to involve members of the community in the process.

"On some projects, we had people there are good to have minority businesses," Juneau said. "There was nothing like that here. We weren't forced to meet any goals. There were no recommendations from the people at Green Forest and we hired qualified workers."

Brink said the church trades agreed to pay 45 to 50 people per year in an approximately \$200,000 program. "We train workers and provide them with a skill set that they can use to start at about \$20 an hour," Brink said. "What we don't do is to train people to get on the program on the hope that they'll be able to start a business on their own. We only train people if we know we will be able to place them at the end of the program."

With the Early Learning Center, Juneau hired eight laborers who have remained with the company and a few small minority-owned businesses like **Let's Clean It Up** and **Lewis Trucking & Grading Inc.**

Community leader
The Green Forest Community Baptist Church is located in South DeKalb County by Membership Growth at 1,000 and ranges from recent members young couples to the elderly. In order to make real estate investments in the area, the church recruited members of its congregation to form the Green Forest Community Development Corp. (CDC) in November of 1996. One of the first projects the group tackled was a large, long-term property sale next to the church.

First Tennessee Bank for acquisition and another \$80,000 from the **Federal Home Loan Bank**, the CDC covered red had been a weak presence in 101 units of affordable housing called **Columbia** at the Forest.

"We completed the buildings February of this year," said Arthur Brink, program and construction manager for the CDC. "The building classes of one, two and three-unit units and we've already reached 92 percent occupancy."

Next step
The 32,000-square-foot, state-of-the-art Early Learning Center, which is open and ready for business, has the capacity for 400 children. The facility could only handle 200 kids.

"I don't know of any child learning facility larger than this one," said Todd Wilkins, the project manager for Juneau Construction. "And in terms of technology, it really has everything. Parents can even check in on their children during the day with video cameras."

Green Forest, which also assists other churches with their development plans, has already spoken to Juneau about building another 200-student facility for the Greater Young Zion Baptist Church in Augusta.

New facility: The Green Forest Community Baptist Church's new Early Learning Center, worked on by Juneau and Let's Clean It Up.

"This is what we love, and we went for it."
- Nancy Juneau

Through the Years

Juneau Construction Company has enjoyed continued growth through the most depressed and turbulent economic times the commercial construction industry has experienced including 2008-2014 and the pandemic we all know as COVID. Many construction jobs in the state were lost and a number of companies did not survive. Projects were scarce, and competition had never been fiercer. It would take more than experience, know-how and hard work to overcome the challenges that presented themselves during this "great recession." However, Juneau is one of a small handful of Atlanta-based commercial contractors that saw revenues grow year-to-year from 2008-2014. In fact, Juneau set company records in revenue growth throughout those six years.

This is a testament not only to the strength of the company and its business acumen at the leadership level, but also to the strength of the Juneau family itself - a family that supports one another, relies upon one another and has not simply survived, but thrived when the outlook was bleak and foreboding.

Nancy and Les were able to remain focused on the fundamentals of their business, fundamentals of their family, their ability to adapt to change and their attitude toward steady growth. These principles and values guided them through one of the most challenging periods of their professional lives. The Juneau's kept their people working and hired new employees at a time when others were laying-off.



People and Family First

One of the most important dynamics for any family-owned company is to live up to its values of family, trust and integrity on a daily basis – not just when times are good, but when things are at their worst and hope and optimism are at a premium. The Juneau's have been able to harness these family traits for their business and create the kind of value and shared sense of accomplishment with their employees that can endure through tough times – the way a real family does.

Juneau Construction Company is built on the most important family relation there is, and that is the husband-and-wife partnership. A dedicated focus on the family as a whole and on one another has provided Nancy and Les the tools, resources and inspiration to move forward with clarity of mind and renewed spirit to continue growing the business.

Juneau's proven track record and solid reputation comes from its unique approach to construction and management. Juneau leads with a family approach and fosters that culture throughout the company – from building projects to employees and client relations.



Look How Far We've Come

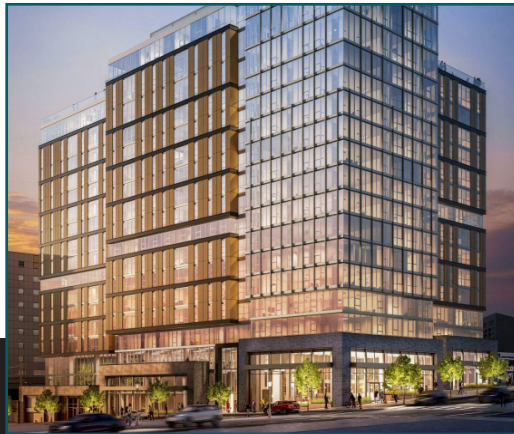
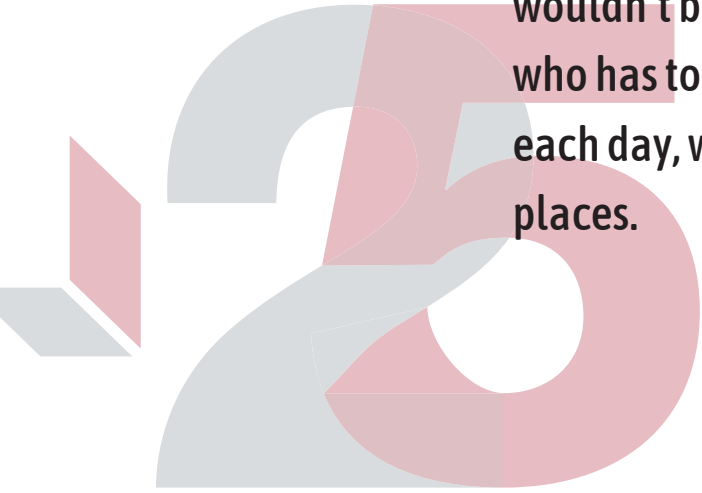
Over the past 25 years, Juneau has rapidly grown from a two-employee, wife-and-husband business to a more than \$300 million company with over 175 employees and offices in Atlanta, Miami, and Tampa. Juneau is a Top 50 Southeast regional contractor and among the premiere builders of multifamily, mixed-use, and higher education facilities in the country.

"We've made it our mission to include all stakeholders in every step and promote 'family' in every-thing we do," says Nancy Juneau, CEO "we believe our rigorous and thorough approach to the preconstruction process, our experience and our portfolio is unmatched, especially within the higher education and multifamily markets."



celebrate

with us, because we recognize it takes a village and we wouldn't be here today without each and every person who has touched Juneau over the years. At the end of each day, we exist to build best in class people and places.



To better the company and foster growth, the company's owners and leadership team plan to form strategic partnerships to expand into new regions, continue to implement advanced technology to increase efficiency and quality of projects, remain active in the community and local outreach efforts and continue leading Juneau on the journey to sustainable construction practices.

Juneau has made and will continue to make its mark on the construction industry for years to come. Reflecting back on our first project, a \$65,000 outdoor basketball court renovation at Jackson Elementary school in Sandy Springs, GA, Juneau realizes that we wouldn't be building the 31-story high rises in downtown Atlanta that we are today, without the history of projects like these and humble beginnings that Juneau has built its reputation on.

This year, Juneau is forecasted to set another record in annual revenues, while continuing to focus on our employees and foster client relationships. Juneau is built on the fundamentals of family and we will continue to put people and family first, keep it fun, keep our unwavering commitment to promises made, and continue to be passionate about what we do every single day. These are the values that have ultimately gotten Juneau to where we are today, celebrating our 25th anniversary.

