

**Md. Washington Minority Companies Association
Interview Qs and As**

Q1: You have a vast and successful career in construction management and ownership, what drew you to join Smoot?

A1: I was drawn to Smoot because in all my years in the construction business, I've never seen a company so dedicated to their employees and local community. Smoot is in its third generation of family leadership, which demonstrates stability and a commitment to the industry. This dedication manifests itself in the quality of work we deliver. Smoot is a 'builder'; we take on the risk of delivering projects on time and within budget. Our past performance and commitment to building excellence make us well-positioned for tremendous growth and impact in the markets we serve.

Q2: Why is it so important for minority owned construction companies to exist and succeed?

A2. Minority owned and operated firms are significantly more likely to hire diverse candidates at all levels of the business, and utilize and promote diverse external vendors. In an industry that is as resource constrained as construction, we see our ability to cultivate a diverse workforce as one of our competitive advantages.

Q3: Smoot has been around for three generations and that is very unique, what has been their secret to success?

A3. From the very beginning, the company leadership understood the importance of investing in and retaining top talent, and did just that. Because of this, Smoot has maintained skilled talent and the quality of our work has remained consistently solid throughout the years, ultimately generating new business year after year.

Q4: What type of projects will you be pursuing and would you consider teaming with other minority owned firms?

A4. Smoot is aiming to expand our vast local experience in office properties, public assembly spaces, hospitality and housing work. Additionally, we are seeking to bridge the knowledge in our other regional offices to bring capability in transit, infrastructure and light industrial construction. We understand the void of diverse contractors in the building industry, and because of this, we seek to hire diverse contractors as we move into other market sectors. A large measure of our success is cultivation of a capable subcontractor and specialty contractor base from which we can call on to perform.