

**Exclusive Interview with Pierce J. Flanigan, IV  
DMV's Most Inclusive Prime Construction and Material Supplier for Minority Business  
Enterprise**

**1. Why is minority and women business inclusion and participation important to you?**

Construction is a people business. One of the great joys of being in this industry for 25 years is the people that I've gotten to know from every part of society. I can interact with someone coming home and getting their first legitimate job and a person with a leadership role in our society all in the same day. It keeps perspective and humility. However, our society has a terrible historical and cultural characteristic of ethnic, racist, and sexist bias and prejudice. Programs that define and regulate inclusion and participation tip the scale towards the positive side of being a people business and away from the negative side.

**2. Tell us how it was to grow up in the family business and its expectations of you. Plus, how did you prepare to succeed your late great father, Pierce J. Flanigan, III**

The family business did not have a large presence in my life as a child. My parents wanted me to find my own way and did not pressure me in any way to go into construction. I did start working as a laborer on a concrete crew when I turned eighteen. I loved the work and I continued in entry level positions for many summers and years before I was committed to learning the business. When I got excited about being part of the company for the long term, I started business school at the University of Baltimore at night while I worked in the estimating department during the day. It was a great way to get a business education. When my father passed in 2008, I had completed my MBA and had worked my way up in most parts of the company, but I would not say I was prepared. It was trial by fire. I have always been part of a great team and we worked through it.

**3. With COVID-19 pandemic upon us, how is your business dealing with the new normalcy? Do you anticipate greater operational cost due to new health and safety requirements that will be passed down to not only you but your subcontractors? If so, who should pay for them?**

We have a very robust safety culture at P. Flanigan and Sons. We were able to develop a comprehensive action plan and implemented it early. Some of the protocols are specific to the pandemic, but many of the administrative changes we made have been positive and will be here to stay. It still is unclear to me how much productivity will be affected by the new protocols. I have always found that a safer work site is a more productive work site because of the planning that safety requires. However, if there is added cost, it should go into the cost of the project. We will see how job cost history is affected and price accordingly.

**4. With over 100 years of service in Baltimore City what's your vision of the city's future as a major metropolis and is there a V'th Flanigan in line to succeed you.**

I am extremely optimistic about Baltimore's future. Our number one problem is corruption. If we can rise to fight corruption, the City has no limits. Baltimore City is full of wonderful people and tremendous resources too numerous to list. I see no reason that Baltimore cannot be one of the most desirable places to live in the country.

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I am blessed to part of a large nuclear and extended family with a lot of children. We'll see if anyone gets the construction bug. . . and yes, my son is named after his grandfather and all the rest of the Pierce's.

**5. What makes you smile every day?**

Getting married and having kids was the best thing that ever happened to me so that is my evergreen answer. But I must tell you I've been getting a big smile out of a project I stumbled onto last year. I was able to acquire some land and a building across the street from my office that houses a food pantry, the Donald Bentley Food Pantry. We've started some grading work to build a vegetable garden, and I'm really excited about investing in the facility to get it to the point where the building functions in a way that can better support the mission and enthusiasm of the people who have kept it going for thirty years. I get a big smile thinking about the opportunity to leverage the existing pantry with better infrastructure to directly impact many individuals. I love to problem solve and this really hits that part of me.