



Member Spotlight



Kara DiPietro
President & CEO of Holdings Management Company
dba HMC

Kara DiPietro is the President and CEO of Holdings Management Company ("HMC"), a manufacturer of commercial architectural millwork and BAUX® acoustic building materials. Under Kara's leadership, HMC has successfully attained more than ten local, state, and federal corporate designations to include the Women's Business Enterprise Council (WBENC) certification, the U.S. Small Business Administration's Women Presidents' Educational Organization (SBA-WPEO) certification, and the Maryland Department of Transportation (MDOT) certification. These channels have resulted in the formation of a sizable network of supportive, focused firms devoted to the success of women-owned businesses and opportunity equality. Kara is the founder of Kinetic Capital LLC, a firm focused on leveling the economic playing field by developing economic stimulus programs for small businesses (cooperatives, purchasing groups, etc.) that are based on collaboration, equality, social integrity, racial fairness, and environmental sustainability.

To further her philanthropic efforts, Kara established the Kinetic Capital Community Foundation, a 501(c)(3) not-for-profit organization dedicated to community and urban development. The Foundation's work is concentrated on human motivation and self-actualization in order to transform mindsets and drive economic growth and equality through the application of "econo-physics." Kara holds a bachelor's degree in education and human development from the University of Maryland College Park and is trained in a variety of areas ranging from organizational excellence to the neuroscience of change. The United States Small Business Administration named her Maryland's Small Businessperson of the Year and the Greater Baltimore Committee presented her with the Bridging the Gap President's Award for her commitment to diversity and inclusion. Kara's primary objective as a business owner remains economic development and job creation. Kara currently resides in Towson, Maryland with her two children, Sophia and Vincent, as well as her two yellow labs, Cooper and Chief.



Please tell us about Holdings Management Company (HMC), its origin and full scope of services and products produced?



HMC is a manufacturer of custom and architectural millwork, casework, cabinets, wood paneling, plastic laminate and wood veneer products, other interior structure fabrication, and sound absorbing building materials. The company is licensed by the Architectural Woodworking Institute ("AWI") and adheres to the Quality Certification Program's strict guidelines ("QCP"). The AWI-QCP certification program is the industry's most prestigious. HMC has decades of experience in manufacturing, installation, and project management.

HMC successfully manages and maintains up to twenty projects simultaneously, ranging in size from a few thousand to a few million dollars each. Every HMC project begins with a detailed estimate. Our estimators have decades of experience estimating complex millwork projects. Our commercial practice includes renovations and new construction of Healthcare Facilities, Corporate Office Space and Mixed-Use, Government Installations, Sports Stadiums, Convention Centers, College and Universities, Fast Casual and Franchise Foodservice establishments, and more.

We understand how to stick to a budget without sacrificing quality. We are knowledgeable about material pricing and lead times. During the bidding process, we review drawings to ensure constructability and durability. Project sequencing, security, and scheduling are areas of expertise. We have experience with temporary operations, complex project phasing, and tight deadlines. When bidding on projects, our understanding of construction complexities is invaluable. We take all of this knowledge and provide rock-solid bids on which the entire project team can rely.

HMC has formed a partnership with BAUX, the creators of one of the world's most innovative and sustainable acoustic products. HMC became the exclusive North American manufacturer of BAUX acoustics products. BAUX acoustic panels and tiles can be found in hundreds of projects for leading brands such as Google, Microsoft, KPMG, Nike, and many more across the United States and Canada. HMC has evolved into one of the industry's most respected trade manufacturing organizations. HMC is tenacious in its pursuit of market share and partnerships that will result in the creation of more well-paying manufacturing jobs in the United States. The company is committed to investing in diversity, accelerating minority and woman business ownership, and community development as one of the few 100 percent woman-owned large millwork firms in the industry.



What is your American footprint?



Many of our commercial bid requests for custom and architectural millwork projects, including installation, that come through sites like BuildingConnected are located in the Maryland, DC, Virginia area. We've recently noticed an increase in direct web traffic to our website requesting pricing for millwork packages fabricated on-site and shipped to a larger area of the United States for installation. BAUX acoustics projects are located all over the United States and Canada.



How does your team work with an owner or prime contractor's design/build team?



Often our team begins working with an owner and/or the prime contractor before the invitation to bid is even extended. We welcome the opportunity to meet with prospective clients by offering a tour of our manufacturing facility and a meet and greet with our team. We also try to take advantage of as many of the engagement opportunities offered by MWMCA that facilitate interaction among trade contractors and owners and construction management/general construction companies. Those opportunities to meet have proven to be a really valuable part of the business pipeline.

After receiving an invitation to bid, our estimating team works closely with the prime contractor's team. We conduct a thorough review of the drawings from both a quality control and a design standpoint (constructability, durability, take-off to ensure accurate dimensions, etc.). This review will frequently detect inadvertent errors, missing items or alternates, and so on. We take pride in this review because it allows us to work through the prime with the architect to avoid problems later. Because our team has extensive construction experience, we are frequently able to offer solutions that result in a better overall result. Estimating large projects can take anywhere from six months to a year!

When HMC receives the Notice of Award, our estimating team transfers the project to our project coordinator. She will work with HMC's project management and manufacturing departments to complete all initial paperwork, assign a project manager, and reserve time on the shop schedule for fabrication, installation, and so on.

Once a project manager is assigned, they take the lead on the project and will collaborate directly with the prime contractor or owner's representative to ensure the project's success.



Please tell us about the craftsmanship coming out of your manufacturing /fabricating crew?



The Architectural Woodworking Institute has certified HMC (AWI). AWI establishes guidelines for the specification, design, and installation standards of interior architectural woodwork. The AWI Quality Certification Program (QCP) ensures that AWI-certified firms provide the highest quality interior architectural woodwork. "To be the global leader in architectural woodwork standards, related interior finishes, industry-specific education, and networking opportunities," is AWI's vision/mission. As a result, as an AWI certified firm, HMC is required to uphold and deliver on the same standards, from ensuring the accuracy of construction documents and submittals to providing education and job training opportunities. Our cabinet makers, finishers, and machinists are highly skilled professionals with over a century of combined experience.



Please elaborate on your commercial kitchen equipment or appliance acquisition/installation side of the business?



In 2019, Holdings Management Company merged millwork manufacturing and BAUX acoustic product manufacturing under one roof. We believe that our custom and architectural millwork and acoustic product businesses are the stars of the show, so we have chosen to focus solely on expanding those capabilities. Beginning in April 2021, we embarked on a significant expansion project that included the purchase of several additional large pieces of manufacturing equipment as well as the construction of a specially designed and engineered state-of-the-art 33,000 sq ft manufacturing facility that is both better for the environment and healthier for our employees. We intend to hold a ribbon-cutting ceremony sometime in the first quarter of 2022, and MWMCA will, of course, be invited!



Word on the street is that you are big on philanthropic endeavors. What's that all about?



Well, as I was going through life as a business owner, I came across complex obstacles. I gained perspective through perseverance. That perspective ignited a curiosity causing me to delve deeper into serious issues effecting society. Issues such as opportunity inequality and the vast income disparities that exist in our country today. In order to understand how these issues affect everyone on the planet, I began researching the relationship between economics and quantum physics. Surprisingly, there is already a body of research linking the two. It's known as "econophysics," and you can learn more about it by going to the Kinetic Capital Community Foundation website. To cut a long story short, a few years of research and exploration resulted in the formation of two new businesses.

Kinetic Capital LLC, for starters, is an economic innovation firm. We work to promote socioeconomic mobility by launching economic stimulus and business development initiatives (acquisitions, cooperatives, purchasing groups, and so on) that promote economic growth, opportunity equality, social integrity, racial equity, and environmental sustainability. We are working to create an economy that works for everyone and recognizes the importance of working toward transnational change based on cooperation, equality, social integrity, racial justice, and environmental sustainability. We believe that strong, local, small businesses will help to create a world in which everyone can afford to live in safe, healthy, and thriving communities. <https://www.kineticcapitalllc.com/>

Kinetic Capital Community Foundation, a 501(c)(3) non-profit organization focused on community and urban development, was established soon after. Our approach is novel, and it is intended to assist people in recognizing their own worth and potential. The services, skills, resources, and opportunities we offer are all designed to assist individuals in reaching their full potential through self actualization. Our initiatives are intended to help people improve their quality of life and to build strong, equitable, and sustainable communities by leveraging economic, physics, and business development principles. <https://www.kineticcapitalcommunityfoundation.org/>



As a woman owning and running this business, what have your encounters been like when interfacing with mostly men of authority in the construction and design fields?



Ah, we were able to stand our ground against the mafia. I couldn't have done it without the practice I got cutting my teeth with the construction and design guys....



Why should HMC be the top choice when considering Millwork manufacturing and installation?



I already told you all the fancy stuff about our manufacturing facility and AWI certification and everything, but what it all boils down to is that HMC will NEVER let you down.



How can you be reached?

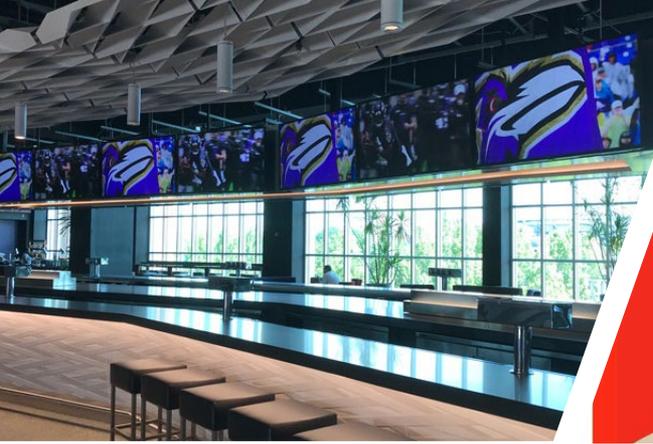


Email is great k.dipietro@hmcoinc.com or (410)309-1903 (Tell Debra you're from MWMCA)

See attached Portfolio of work.

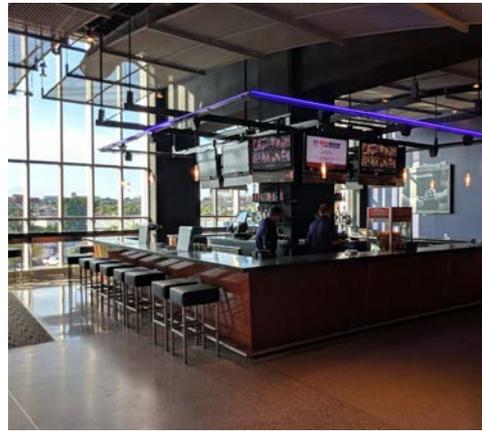
HMC





MILLWORK





M&T Bank Stadium Baltimore, MD

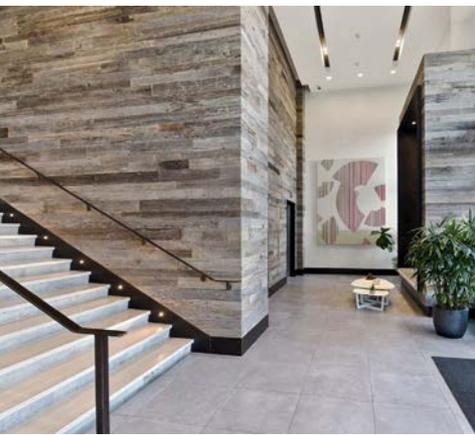
- M&T Bank Stadium opened in 1998 and cost \$220 million to build. Since then, the Ravens have spent approximately \$220 million on overall enhancements.
- The most recent improvement project included new 4K ultra-high-definition video displays, new escalators and elevators to the upper deck, a new sound system, upgraded kitchen facilities, a redesigned club level, new suites, a renovations to several existing suites.
- HMC fabricated, delivered and installed custom millwork banquettes, wall paneling, ceiling paneling, custom shelving systems, millwork bars, stone counter-tops, and cabinetry, drink rails, vanities, North and South Bar revisions, and multiple club level suite improvements.





MSA Warehouse, Baltimore, MD

- The Warehouse at Camden Yards is one of Baltimore's most identifiable landmarks. Its exposed brick walls, wooden beams, and front row ballpark views have attracted discerning tenants who value leasing modern offices in a historic building. The MSA's Warehouse Improvement Project included public lobby renovations, new elevators, a new canopy on the east side of the building, lighting for exterior signage, façade lighting, signage upgrades, and HVAC upgrades to achieve 100 percent occupancy and continue to offer workspace that is a win-win for tenants and their clients.
- HMC worked in the North, South and Camden Lobby areas and fabricated, delivered and installed wood-wall paneling systems with bio-acoustic infill, wood-ceiling systems, security desks, lobby desks, custom cabinetry and solid-surface or stone countertops, specialty ceiling wave design features, custom graphics, stainless steel wall panels, millwork columns, flooring base, and flooring installation.



Point Street Apartments Baltimore, MD



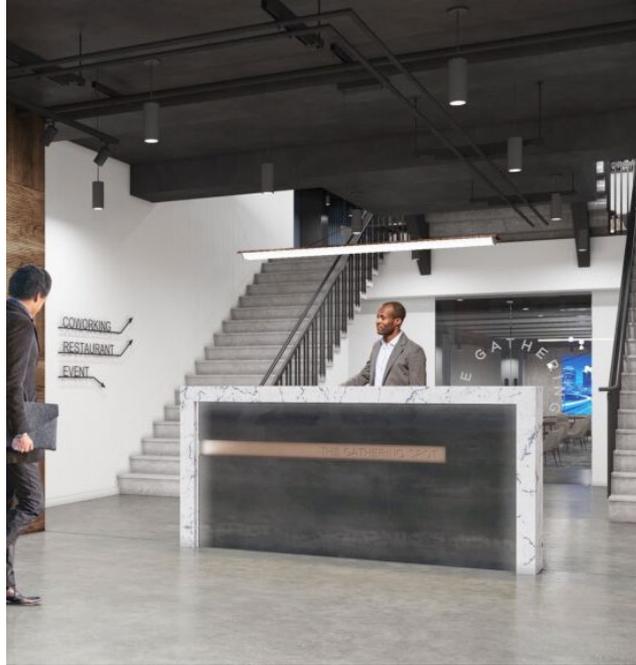
- Point Street Apartments, also known as 1405 Point, is a 17-story building with 289 residential units as well as 18,000 square feet of street-level retail and amenity space. Located on Baltimore's waterfront in the vibrant Harbor East neighborhood.
- On the 1st and 2nd floors HMC fabricated, delivered and installed the fireplace stone, wood paneling and custom built-in benches with supports, wall paneling at the elevator corridors, stone cladding, concierge desk and custom cabinetry, vanities and stone tops, wood wall-paneling, reception desk and base cabinetry, tables, custom millwork paneling display, stair threads, and wood ceiling panels.
- On the 11th floor HMC fabricated, delivered and installed vanities and stone stops for the men's and women's restrooms, wall paneling, custom storage cabinets, the wi-fi bar and stone top, wood and metal wall systems, fireplace cover, corridor paneling, wooden ceiling panels and wooden base. HMC also installed the metal louver paneling in the Fitness Center and the Carbone Industrial metal work and floating shelving.
- HMC fabricated, delivered and installed the stone countertops, kitchen appliances and shoe molding in all 289 residential units.



Creekstone Village Pasadena, MD

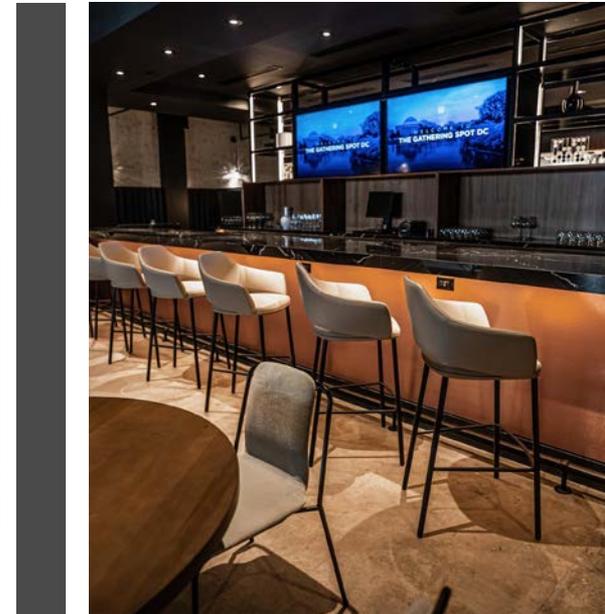
- Creekstone Village is a community of designer and craftsman collection style apartments and townhomes in Pasadena, Maryland. The community offers a host of services to its residents as well as Community amenities that include a clubhouse with swimming pool, business center, fitness facility, outdoor fireplace, and tot lot.
- HMC fabricated, delivered and installed the millwork beams in the Lobby, the custom wall finish in the Leasing Reception Area, the millwork columns in the Pub Room, the open shelving in the Internet Lounge, floating shelving in the Conference Room and the custom metal screen frames in the Internet Lounge.





The Gathering Spot Washington, DC

- The mission is to create a world where opportunity is the byproduct of community and collaboration.
- The Gathering Spot is a private membership club that brings together a diverse group of innovators, disruptors, and thought leaders. The Gathering Spot provides a flexible and dynamic environment for a variety of events.
- HMC fabricated, delivered and installed the custom millwork laminate and stone desk and wall paneling at Reception, the wire shelving system in the Production/AV Room, Coat Closet shelving and cabinetry, the stone tops for the restrooms, wall paneling in the Kitchen Pass-Through, custom millwork banquette seating, the wood die-wall, stone, metal legs, mesh screens and glass holders at the Restaurant Bar Island, the metal and laminated die-wall system including purse/bag hooks, foot rail, stone top and waterfall end-panels in the Mezzanine, the custom millwork hostess stands, cabinet units in the Restaurant Bar, custom cabinets, stone tops and copper hardware in the Private Dining Room, the Conference Room cabinetry, wire storage shelving, wooden lockers and column covers in the member areas.





ACOUSTICS

HMC



BAUX

- BAUX was founded on the notion that building materials should be environmentally friendly, unexpectedly useful, and aesthetically pleasing. BAUX creates and markets practical construction materials that fulfill the needs of today's architects, engineers, and builders - without jeopardizing tomorrow's safety and environmental standards.
- HMC manufactures BAUX acoustic products for the entire North American market. Acoustic wood wool panels and tiles combine two of the world's oldest building elements in a unique and simple way. The BAUX Acoustic Pulp Panel is the first in the world to combine perfect sustainability with utility. BAUX Acoustic Flexfelt Screens are the most eco-friendly felt products available today.

BAUX Acoustic Wood Wool Tiles models



Let's build!



BAUX Acoustic Wood Wool Panels models



Let's build!





Opus Corporation - Calgary, Canada



The Motel Bar – Chicago, IL



EF Cambridge Café – Boston, MA



Breather – New York, NY



Nostrana – Portland, OR



Stella McCartney – Houston, TX



Hem Showroom - New York, NY



Skyler Morgan Furniture – Atlanta, GA

