



B.C. Construction Co., Inc. served as general contractor for the new Foxborough Town Hall in Foxborough, Massachusetts, which replaced the original town hall structure that was built in 1961.

# A BLUEPRINT FOR SUCCESS

**B.C. Construction's Use of Quality Materials, Knowledgeable Craftsmen Create Lasting Impressions**

by Meredith Wargo

**A**mong his employees, Michael Cresta is known as an individual who strives for perfection with a work ethic second to none. "I'm tough, but I always let you know what I'm looking for," says Cresta, founder and President of *B.C. Construction Company, Inc.* "There is no ambiguity about what I expect—I want every job to be done well."

This is the core principle on which Cresta started his company in 1986.

Cresta is no stranger to the construction industry, having grown up in a family where construction was king. At age 11, he started working in his family's construction business and learned valuable trade skills, such as landscaping, paving and site work. Cresta continued his apprenticeship until he enlisted in the U.S. Marine Corps in 1982. Upon completion of his service, it was a natural transition for him to return to his roots.

"Growing up in the construction industry had a big impact on my life," Cresta says. "When I decided to start my own

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### LENDING A HELPING HAND

Located in North Reading, Massachusetts, B.C. Construction's portfolio includes a variety of commercial, municipal and federal projects throughout the Commonwealth of Massachusetts. The company has a staff of 24 employees and is certified as a Service-Disabled Veteran-Owned Small Business (SDVOSB). Approximately 25 percent of its employees are veterans.

“The veterans who work for us help spread the word within the veteran community that we are a veteran-friendly employer,” Cresta says. “We interview all veterans who approach us to see what kind of skills they have. Regardless if their talents are more suited to office work or out in the field, we give veterans preference to being hired over other equally qualified candidates.”

On the opposite end of the spectrum, Cresta is also an advocate for mentoring students who attend technical schools in the area. B.C. Construction is a registered sponsor with the Division of Apprentice Standards (DAS), the state agency responsible for promoting, developing and servicing apprenticeship programs throughout Massachusetts. Through this affiliation, Cresta often hires students who attend Shawsheen Valley Technical High School in Billerica, Massachusetts, and trains them on all aspects of general contracting, including estimating and project management. “The students who come through our program have learned a lot of valuable things at technical school, but they also need the actual field experience that only comes from working on the job to round out their experience,” Cresta says.

### SAFETY IN NUMBERS

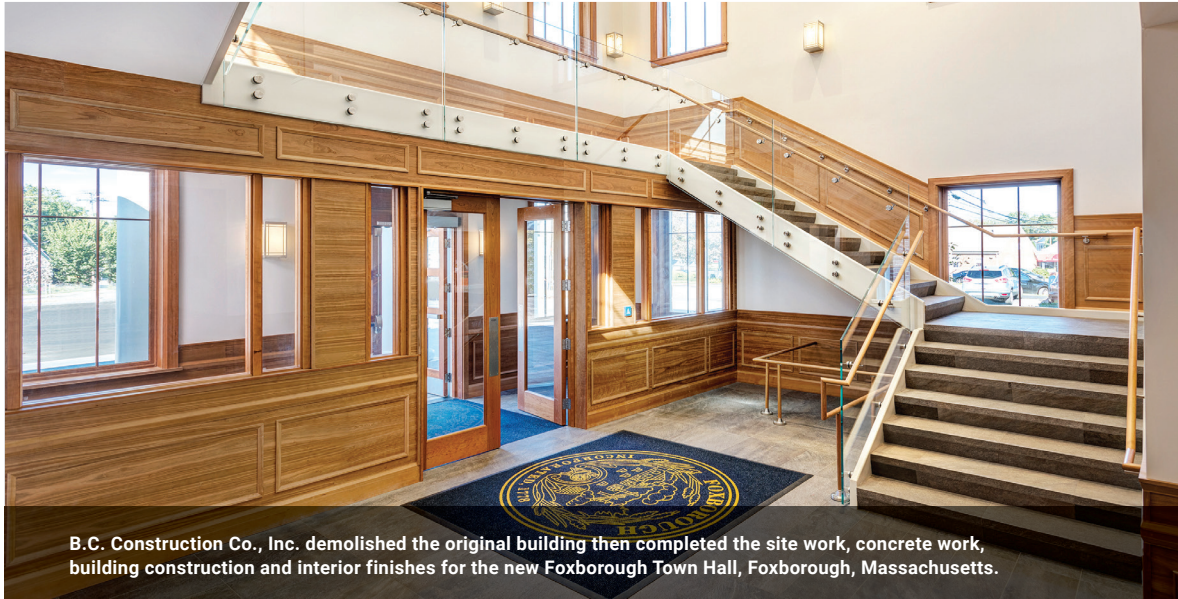
As important as proper training and education are to building meaningful and successful careers, Cresta has always maintained that the safety of the company's employees and its customers is B.C. Construction's first priority. “Regardless of the size of a project, without a safe work environment, you will have issues,” Cresta advocates.

To alleviate those issues, B.C. Construction follows an in-house safety program developed by a team of specialists, which is the basis for how they run their day-to-day operations. The company's superintendents hold daily safety sessions at all the company's job sites, and every three months, employees spend a day reviewing safety procedures to ensure that everybody is familiar with the proper usage of construction-related equipment as well as maintaining personal safety.

Cresta believes that the company's emphasis on safety, professional development and hands-on apprenticeship have all contributed to the high retention rate among his



**B.C. Construction Co., Inc.'s founder and President Michael Cresta (second from left in back row) with members of his office staff.**



B.C. Construction Co., Inc. demolished the original building then completed the site work, concrete work, building construction and interior finishes for the new Foxborough Town Hall, Foxborough, Massachusetts.

workers. “We treat our employees more like family than staff and, as a result, many of the guys have been with us for more than 20 years,” Cresta says. “If employees truly feel that you are looking out for their best interests, they will feel valued and respected, which helps build loyalty.”

## BUILDING LASTING RELATIONSHIPS

Cresta imparts a similar philosophy when dealing with his subcontractors. Over the years, B.C. Construction has worked with myriad subcontractors throughout the state. But like any good relationship, it takes time to nurture and develop these affiliations.

“Once we have a good fit, we tend to use the same subs over and over,” Cresta explains. “Like my employees, the subcontractors become an extension of our family. When I find subs that I can trust, I do my best to keep the team together. As the subs and our employees get to know each other better, they feel comfortable with one another and work together to help each other succeed.

“I also believe in hands-on involvement throughout the project to help minimize any surprises for our clients,” Cresta continues. “I visit all our job sites every day to see how things are going. I talk to my supervisors and make sure that they are in touch with the project managers on a regular basis. We submit weekly reports to all our clients documenting our progress. If there are any

outstanding issues, we work together as a team, along with the client, to find a solution. We believe in fixing the problem, not laying blame.”

B.C. Construction prides itself in the unmatched knowledge of its employees and craftsmen. “The finished product speaks volumes about who we are and the quality of work that we strive for,” Cresta says. “It’s extremely important to me that every project is given the same attention to detail. In simple terms, a company without integrity and pride in itself is a company doomed for failure.” 🐼

*Southern Utah-based Meredith Wargo is a contributing writer with more than 30 years of experience writing for myriad industries.*



The B.C. Construction Co., Inc. team provided new structural framing, a new roof, exterior masonry and new storefronts for the 8,000-square-foot Everett Post Office in Everett, Massachusetts.