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Cover Photo: Alex Fradkin, Via 57 West, Durst Pyramid – Courtyard
Manufacturer: Southside Precast Products
PRESIDENT’S MESSAGE
Dino Diana, American Stone Virginia, LLC

Dear fellow precasters, associates and professionals,

It is with bittersweet knowledge that I write my last President’s Message. It has truly been a privilege to serve in this capacity over the past two years. I am honored to work side by side with others who want to improve upon this unique industry. Being a part of an industry association takes time and effort. However, I have found that the personal satisfaction and potential rewards are far greater than the effort. For those of you that serve or participate, I want to thank you for your contributions. For those that have not, I want to encourage you to do so, you won’t regret it.

Although we are nearing Thanksgiving and winter will soon be upon us, the weather was a lot warmer for our fall APA Annual Convention recently held in Destin, FL. While the late developing tropical storm threatened to spoil the event, the program went off pretty much as planned and we only lost one day to rain. The resort was new, beautiful & hospitable and the Florida Panhandle showed off its sugarcube white sand beaches and plentiful local restaurants and shops.

This year’s program featured in-depth presentations on precast benchmarks as well as best practices from Mike Strain and on the ability of precasters to obtain research and development tax credits for portions of our work with CPA’s from CliftonLarsenAllen. I think that most in attendance would agree that the speakers presented some eye opening and thought-provoking information as well as potential opportunities for all producers. As usual, we had our great group of sponsors and associate members in attendance who make these meetings more informative & enjoyable. For that, they have our appreciation. Our annual awards once again showcased the skill and craftsmanship of our producers as well as the wide variety of products and structures that we participate in. Please check out the APA website for evidence.

As we near the end of 2017 our markets are strong and many members are reporting a significant backlog well into 2018. This bodes well for our industry and membership and is yet another reason for offering thanks in the upcoming holiday season.

Best wishes,
Dino Diana

SAVE THE DATE FOR THESE IMPORTANT APA EVENTS!

2018 APA SPRING WORKSHOP
April 28-30, 2018
The Worthington Renaissance Fort Worth Hotel
Fort Worth, Texas

2018 ANNUAL CONVENTION
September 21–24, 2018
Gaylord National Resort & Convention Center
Washington D.C.
2017 APA Annual Convention Wrap-Up

We hope you enjoyed the 2017 APA Annual Convention. We appreciate each of you attending and making it another successful conference! We would like to start by thanking our sponsors (listed on page 17). We are so appreciative of the support you provide the Architectural Precast Association and look forward to partnering again with each of you in the future!

This years’ Annual Convention was packed with informative sessions, fun-filled cocktail receptions and some unexpected forces of nature! Attendees were able to enjoy an incredible view on the Beachside Deck of The Henderson for the Friday Night opening reception with the sounds of steel drums echoing in the background. Saturday & Sunday were jam packed with educational sessions that focused on precast benchmarks, best practices and R&D tax credits. We also had a fantastic spouse/guest activity which was a glass art class taught by Mary Hong.

The 4th Annual JBT Golf Tournament has a new name on the Winner’s Trophy for 2017, as Hurricane Nate won by raining it out. Thankfully, our Board President hosted a friendly poker game in lieu of it. We wrapped up Sunday activities with the 2018 Board of Directors Installation as well as the 2017 APA Awards for Excellence, which showcased outstanding work by so many of our APA producers. The storms did clear on Monday and we were able to finish off the weekend with an exciting plant tour at Ft. Walton Machining.

We are very excited to announce that because of so many donations for the golf tournament as well as the YETI drawing we raised $4,300 for The Cure Starts Now in memory of John Bradley Thompson. Thank you all for your heartfelt support and commitment to help find a cure for Diffused Intrinsic Pontine Glioma (DIPG). Together, we truly can make a difference.

We are already moving full steam ahead as we plan for the 2018 Annual Convention. Mark your calendar now for September 21-24, 2018 when we take the APA Convention to Washington D.C. – You will not want to miss it!

2017 Annual Convention Gallery
Board of Directors Installation & Special Recognition

We are excited to announce that the following were elected to serve as leaders of the Architectural Precast Association, effective January 1, 2018, in the following offices:

- Mario Forlenza – President
- Tim Michael – Vice President
- Nick Carosi, IV – Secretary/Treasurer

Chris Cox, Billy Jolly and Jennifer Welding were also elected to serve on the APA Board of Directors. We congratulate all of you on this honor and wish you great success on your tenure!

During the program we also recognized a member who is leaving the board at the end of the year, Chris Leonhardt. Chris has been an integral part of the APA Board and he will be greatly missed!

Last but not least, we also honored our president, Dino Diana who is wrapping up his term with us! Dino has done a wonderful job and will continue to be with us as he moves into the role of past president on the board’s executive committee.

1. Dino Diana and Chris Cox
2. Dino Diana, Nick Carosi, IV, Mario Forlenza, and Tim Michael
3. Dino Diana, Jennifer Welding, Billy Jolly, and Chris Cox
4. Dino Diana and Chris Leonhardt
2017 APA Awards for Excellence

Each Year, the Architectural Precast Association hosts its Awards for Excellence program, which recognizes excellence in design, manufacturing and craftsmanship of architectural precast concrete structures and individual components. Sixty award entries were received and 16 awards in eight different categories were presented during the 2017 APA Annual Convention in Destin, Florida.

The Design & Manufacturing Awards are judged by a jury of architects and the Craftsmanship Awards are judged by a jury of peers. The APA would like to thank Mark Tarmey and his team at 4m Design Group for their help judging the Design & Manufacturing Awards. Also, a special thanks to Dino Diana from American Stone Virginia in Virginia, Chris Cox from Castone Corporation in Alabama and Mary Alice Bracken and Frank Bracken from Architectural Facades Unlimited, Inc., in California for judging the Craftsmanship entries.

1. Mark Tarmey and Nick Carosi, IV
2. Mark Tarmey and Jennifer Welding
3. Mark Tarmey and Tim Michael
4. Mark Tarmey and Carl Hall
5. Mark Tarmey and Jesse Thompson
6. Mark Tarmey and Rod Johnson
2017 APA AWARD WINNERS

10ELEVEN BUILDING
Design: Torti Gallas Urban
Manufacturer: Nelson Precast Products, LLC
Category: Residential

Jury Comments:
• Very nice massing, the individual detail elements including cornices, corbels, door way architrave and brackets are beautiful.
• The entirety of the façade is precast in a series of individual elements that are each an important part of the uniform composition and harmony of the finished design.
• Joinery and connections are essentially hidden, has the appearance of carved stonework. Beautiful precision in installation.
• Casting and installation appears completely cohesive.
• Nice design, superior fabrication and installation.

13TH AND U STREET
Design: David M. Schwarz Architects
Manufacturer: Nelson Precast Products, LLC
Category: Residential

Jury Comments:
• Classically detailed, Intricate but also balanced.
• Clean design, corbels other architectural design elements express crisp and intricate detailing at doorway Architrave.
• Radius panels very uniform and vertical and horizontal joinery carefully placed so as to not draw attention,
• Connections and joints feel like real stonework - great precision in installation
• Nice balance of classical materials and proportions.
• A large scale project with human scaled elements that respond to other contextual references in the District. Clean installation.
255 KING STREET
Design: Freiheit & Ho Architects
Manufacturer: Northwest Precast
Category: Commercial

Jury Comments:
• Good use of color – achieved through use of aggregate, excellent consistency of color.
• Excellent use of spanning members and nice contract of finish and fit. Joinery and connections appear seamless.
• Interesting use of forms, again fit and connections between panels and vertical, especially the geometry is very good.
• Nice balance of form and function. Lintels read as structural components. Nice span proportions.
• Nice massing and deference to surrounding environment.

900 16TH STREET
Design: Cooper Cary – Robert A.M. Stern Architects
Manufacturer: Arban & Carosi, Inc.
Category: Commercial

Jury Comments:
• Very interesting texture, Marble like mimicry of natural stone and use of natural marble seems appropriate for the context.
• Random “veining” and color consistency is impressive.
• Joints are beautifully aligned horizontally and vertically. Great precision in installation.
• Great precision in casting and installation.
• Agree with contextual comment, the building fits well in its surroundings.
2017 APA AWARD WINNERS

**ARTESIAN SPRINGS**
Design: Think Architecture  
Manufacturer: Unlimited Design, Inc.  
Category: GFRC

Jury Comments:
- This is a re-creation on the existing framework of a historic landmark. Given the complexity of restoring the top of the existing tower, I think that the craftsmanship is outstanding.
- Interestingly, you can’t differentiate where the existing and new are connected. Good Job.
- This is a complex renovation and templating the elements of the existing curved forms was nicely executed.
- Precision level that probably could only have been achieved in this medium.
- So important to be able to restore this iconic element!

**EAST 92ND STREET**
Design: Starr Whitehouse Landscape Architects & Planners  
Manufacturer: Nelson Precast Products, LLC  
Category: Trim and Landscape

Jury Comments:
- Interesting Organic forms and polished precast elements.
- Fountain, seating and landscape work together in harmony to create a cohesive outdoor space.
- This is a winner on multiple levels. It is artistic, clean, and contextual.
- The precast elements are beautifully crafted.
- Precision in craftsmanship, of fabrication and installation.
PHILLIPS LIBRARY RENOVATIONS AT THE PEABODY ESSEX MUSEUM
Design: Schwartz/Silver Architects
Manufacturer: Northern Design
Category: Craftsmanship

Jury Comments:
• Beautiful use of integral color to create this historic Brownstone restoration.
• Also notable is that the producer cast the columns in halves, then mechanically mated the halves and repaired the seam to make the columns appear monolithic.
• Superior craftsmanship and detail on the dentil trim, capitals, lettering for the signage, and the balusters.

POLK BROTHERS PARK – FOUNTAIN AND WAVE BENCH ELEMENTS
Design: James Corner Field Operations
Manufacturer: Architectural Cast Stone, LLC
Category: Trim & Landscape

Jury Comments:
• This is a nice project as a public space, defines a playfully complex outdoor park-space into observation, relaxation and play spaces and uses a variety of forms, colors and textures to achieve its full composition.
• The wave bench looks comfortable and inviting, and uses a nice combination of materials and colors. Nicely crafted, installation is seamless and connections are minimized.
• Well designed and fabricated.
• Excellent craftsmanship. The finished fountain is a nice addition to an already interesting park environment.
POLK BROTHERS PARK – FOUNTAIN AND WAVE BENCH ELEMENTS
Design: James Corner Field Operations
Manufacturer: Architectural Cast Stone, LLC
Category: Building Green

Jury Comments:
• This is a nice project as a public space, defines a playfully complex outdoor park-space into observation, relaxation and play spaces and uses a variety of forms, colors and textures to achieve its full composition.
• The wave bench looks comfortable and inviting, and uses a nice combination of materials and colors. Nicely crafted, installation is seamless and connections are minimized.

POLK BROTHERS PARK – FOUNTAIN AND WAVE BENCH ELEMENTS
Design: James Corner Field Operations
Manufacturer: Architectural Cast Stone
Category: Craftsmanship

Jury Comments:
• Another unique and well executed application of precast in a landscape setting.
• The curved flowing nature of the benches required constantly changing radius formwork combined with honed finishes on both front and back surfaces.
• The water feature areas consist of well-fitting scallop textured precast panels each with smaller removal pieces to access the water jets below. A good example of form work fit and finish.
RESIDENT X IN NEW ENGLAND AREA
Design: Steven Baczek Architect
Manufacturer: Northern Design
Category: Craftsmanship

Jury Comments:
• This historic portico replacement stood out for its seamless incorporation of the dentil detail and the ornate soffit panel, all of which were produced “from scratch”, despite this being a restoration project.
• The soffit panel was especially notable because along with the ornate detail on the underside, it serves as the floor of the upstairs balcony, and has a “wash” troweled into the floor to channel the rainwater to the corner drain.
• The producer also worked within a very tight time frame for installation, completing the demolition and replacement inside of a two-week time frame while the owners were on vacation.

SMU HAROLD C SIMMONS
Design: Perkins + Will
Manufacturer: Advanced Architectural Stone
Category: Craftsmanship

Jury Comments:
• Excellence in precision for formwork, molds, casting, color, and texture are continuously exhibited throughout this project entailing 4,200 pieces.
• The columns, with a marked entasis and window trim framing the curtain glass windows inside and out on a radius is perfection.
• The final results for this entire project are breathtaking and faithful to our traditional architecture whilst using contemporary methods.
2017 APA AWARD WINNERS

SUNDANCE EAST – PALACE BLOCK
Design: David M. Schwarz Architects, Inc.
Manufacturer: Advanced Architectural Stone, Inc
Category: Hospitality & Entertainment

Jury Comments:
• The façade treatment is beautiful. I especially appreciate the thespian mask keystone.
• The intricacy of the design is achieved through simplicity of the forms.
• Hand-carved and C&C elements beautifully integrated.
• This composition is achieved by understanding the existing structure and not trying over do a renovation.
• All these elements are inverse moldings. Nicely done installation and execution. Minimal joinery.
• Classic! Nice Artistic expression.

THE WELL
Design: Thomas Sayre
Manufacturer: Lucas Concrete Products, Inc.
Category: Craftsmanship

Jury Comments:
• All of the jurists thought that this was a most unique application and use of precast.
• The use of excavated earth as the mold and the associated difficulties in casting with a tight radius and without damaging the earthen forms made for a challenge.
• As an added plus, the design and use of the finished product in this light well was both unique and well executed.
UNIVERSITY OF TEXAS SOUTHWEST MEDICAL CENTER FOR RADIATION ONCOLOGY

Design: Perkins + Will
Manufacturer: Speed Fab-Crete Corp.
Category: Medical & Government

Jury Comments:
- The uniformity of the panels and alignment is exceptional
- The alignment and uniformity of the continuously linear panels is perfect. Tight mitered corners and excellence in detailing and installation.
- Have never seen “sacrificial sod” used to protect the panel finish during construction, great idea.
- The precision required for this design is outstanding. Installation and joinery, especially the nearly invisible vertical joints are outstanding.
- Simple, and elegant. Installation quality is very nice.

UNIVERSITY OF TEXAS SOUTHWEST MEDICAL CENTER FOR RADIATION ONCOLOGY

Design: Perkins + Will
Manufacturer: Speed Fab-Crete Corp.
Category: Building Green

Jury Comments:
- The uniformity of the panels and alignment is exceptional
- The alignment and uniformity of the continuously linear panels is perfect. Tight mitered corners and excellence in detailing and installation.
- Have never seen “sacrificial sod” used to protect the panel finish during construction, great idea.
USC FERTITTA HALL
Design: AC Martin, Inc.
Manufacturer: Advanced Architectural Stone, Inc
Category: Educational & Spiritual

Jury Comments:
• The entry element is extraordinary. The craftsmanship and forming is outstanding.
• All of the elements that required pre-casting are impressive. The concavity and “3-dimensionsality” are beautifully proportioned and executed.
• Just a beautiful building and integration of forms, and materials.
• Wonderful execution and precision in manufacture and installation.
• All the individual pieces and elements are integrated both architecturally and with great craft from the aspect of constructability.
• The precision required for this design is outstanding. Installation and joinery, especially the nearly invisible vertical joints are outstanding.
• Simple, and elegant. Installation quality is very nice.

THE TOM CORY SCHOLARSHIP
Tom Cory was a founding member of the APA and in his honor, the APA developed the Tom Cory Scholarship. This $2,000 scholarship is awarded annually to one deserving student in an architecture program. This is a fantastic scholarship opportunity for college students who are majoring in Architecture.

HELP US SPREAD THE WORD TO COLLEGE STUDENTS BY SHARING THIS LINK!
THANK YOU 2017 APA ANNUAL CONVENTION SPONSORS!

PLATINUM

GOLD

SILVER

ASSOCIATE DISPLAYS / ASSOCIATE PRESENTATIONS
INDEPENDENT CONTRACTOR OR EMPLOYEE?

Today, we’re going to look at the question of independent contractors vs. employees. In HR language, this classification is usually called an “independent contractor.” In tax language, it’s sometimes referred to as a “1099 person” and some refer to these persons as “contract employees.” The question is, “Is the person an independent contractor? Or an employee?”

The presumption of the investigating authorities is that the individuals are employees and the company has the burden of proving that they qualify as independent contractors. The issue is that some employers have people who work for them, whom they would rather classify as independent contractors, rather than employees, in order to avoid payroll taxes, overtime costs, employee benefits costs and insurance costs, primarily Workers’ Compensation and Unemployment Compensation. In addition, since independent contractors are not employees, they are not subject to the employment regulations, like EEOC and the Wage and Hour requirements of minimum wages, timekeeping and overtime.

On the one hand, this question is difficult, because there are two sets of standards, those of the Department of Labor and those of the Internal Revenue Service. Both sets of standards say that no single standard is controlling but that the decision rests with the entirety of the circumstances. However, even though we have two sets of standards, it’s our experience that they both boil down to about the same thing because about 5 standards seem to percolate to the top and, within those 5 standards, one of them is the most important. If you read both sets of standards, they are remarkably similar.

The dangers in classifying someone as an independent contractor, when the person should really be classified as an employee are:

- From the Department of Labor, the person could be due unpaid wages in terms of overtime or other payments.
- From a tax standpoint, the company could be subject to (a) any taxes the person has not paid and (b) the company’s matching Social Security payments.
Key Management Principle – Most people in this category do not qualify for independent contractor status. Most are employees. Qualifying for independent contractor status is specific and difficult.

- From an EEOC, et. al. standpoint, the person may be able to file a claim of discrimination or unfair dismissal.

What are the Qualifications for Independent Contractor Status?

There are a number of qualifications that a person must meet to be considered as an independent contractor, but here are the ones that seem to be most resonant:

- The person must hold himself out as an independent contractor. Usually, this means business cards, a web site, a clear understanding that this is an independent contractor.
- He or she must work for more than one company. This is the standard that, in our judgment, is most important. If a person works for only one company, he is she is almost surely not an independent contractor.
- For the most part, the person must furnish his or her own working equipment. The company can provide a working space, such as an office, but the person should not have company business cards or send out correspondence on company stationery.
- The person must work largely unsupervised and must set his or her own schedule. In other words, the person must have a substantial “degree of control” over his or her working situation.
- The person must have a substantial opportunity for profit and loss. We would look at whether the person has to make an investment in the project in terms of equipment or capital, whether he or she can make or lose money by meeting certain deadlines, etc.

If we determine that the person largely and significantly meets these standards, we can say that the “employee/employer” relationship does not exist and the person may be classified as an independent contractor. If the decision is “close,” this probably means that the person does not meet the independent contractor standard.

How to Document an Independent Contractor

Since the burden of proof rests with management, we recommend that you have each independent contractor sign a letter stating that he or she understands the independent contractor status and all that this entails. In addition, it’s helpful to have a contract that both parties sign, that includes the conditions of the engagement, such as under what circumstances the engagement can be terminated. This contract should be drafted by an attorney.

Conclusion

Having employees misclassified as independent contracts can create a significant exposure for a company so as we consider this question, here are four important points to remember.

- Workers are presumed to be employees unless management can prove otherwise.
- The burden of proof is on management.
- There are numerous standards but about 5 of them seem to be the most important.
- No single factor is controlling – we must look at the totality of the circumstances.

Very best regards,

THE SEAY MANAGEMENT CONSULTANTS STAFF

Remember, if you have an employment issue or challenge, and you need an answer right away, and you want the very best Human Resources Management advice available, you need to call The Seay Team!

888-245-6272  | www.seay.us
An Interview with Larry Rowland, Manager of Marketing & Technical Services at LeHigh White Cement

Tell us a little bit about yourself and your business?

Lehigh White Cement is the premier supplier of white cement in North America. Architectural precast producers use our cement to create building elements that are resilient and unsurpassed in architectural performance and artistic expression. We take seriously our responsibility to supply high quality products and are proud of our role in support of Architectural Precast Association producer members.

In my duties with Lehigh White Cement Company, I serve as the senior technical representative for the company. I promote architectural concrete in all its forms and manage our firm’s educational curriculum, along with marketing and promotional outreach. I serve as Chair of APA’s Sustainability Committee and expert on the topics of architectural and decorative concrete to outside audiences. I am a Fellow at the American Concrete Institute where I serve as Chair of the Decorative Concrete Committee and am a regular contributor to educational programs for the ACI. In 2015 I received ACI’s Concrete Sustainability Award. I served as Secretary to the 2016 International Symposium on Ultra High Performance Concrete where I discovered the great potential this material has for the architectural precast market.
What are some of the challenges you are facing as a supplier to the precast market?

The precast concrete market share for mid-rise buildings (3-6 stories) has suffered due to the trend to build cheap, disposable buildings with little consideration for resilience and sustainability. Due to lax building codes and local, state and federal policy, developers are incentivized to construct these buildings out of cheap, lightweight inferior materials that do not last. Less concrete = less cement. To add fuel to the fire, developers of inferior construction have no accountability. Consumers and taxpayers pick up the tab when these structures burn, rot or simply fall apart due to water egress, attack from insects or natural disasters.

What are some situations you have been through or projects you have worked on that have made you become a better supplier to the precast market?

I am blessed with a position where learning how to best serve our customers is part of the job. Whenever I visit a precaster or speak with them on the phone I try to discover something new about producing great looking concrete. Situations where troubleshooting mixes is required are especially beneficial in making me a better supplier to the precast market.

How has being a member of the APA helped you in challenges within the industry?

The hard working women and men of the architectural precast industry inspire me to spread the word about beautiful concrete. Being exposed to them and the amazing products they produce informs my interaction with architects, engineers and specifiers. It gives me real confidence that concrete is the solution to almost any architectural or structural need.

What, in your opinion, are some of the most important aspects that the APA provides to you, as well as to its members?

Learning and networking. The APA provides a forum for producers to improve the quality of the precast they produce and thereby better the industry as a whole. Time and again I see industry professionals interacting to discuss precast best practices and resolve problems that come up in production. Personally, I enjoy getting to know the APA producer members. These are highly motivated, creative business people with a wealth of knowledge about their craft and business. Who wouldn’t want to be a part of the APA?

If you’d like to be featured in a Member Spotlight contact lcollier@executiveoffice.org today!
Welcome back, in this edition of the APA Precaster we are covering the art of re-surfacing an architectural precast panel or section of a panel to improve the appearance. There will be a new article in every new edition covering the art of repair and cleaning of architectural precast concrete and cast stone.

Re-surfacing Architectural Precast Panels

By Kiley Marcoe, Metro Precast & Stone Services, Inc.

There are many names for this remedial such as re-facing, grouting, bagging regardless of what you call it the procedure is as old as precast itself. Re-surfacing can be performed to fill bugholes, correct texture, correct color, and to improve the overall appearance. The techniques differ slightly depending on the condition being treated. If installed correctly re-surfacing will last the life of the panel.

The first step is to develop a repair material through a series of samples following the re-surfacing techniques.

As with all repairs the preparation is the most important step. Unlike patching where mechanical anchors and topical bonding agents can be utilized to assist in bonding the repair material to the substrate, re-surfacing depends solely on surface texture. It is very important to over texture the remedial area not only to assure a good physical bond of the repair material but to allow for a surface finish that matches the panel. Texturing can be performed through acid etching or abrasive blasting.

The surface of the concrete is first prepared by texturing this opens pores in the concrete, exposes the sand granules, and provides a proper surface texture for physical bonding to occur.

In the image below the lower panel has been over textured to assure a good physical bond of the corrective material.

All imperfections are addressed, high spots are rubbed down, dimples and larger air voids are filled with the repair material. The panel is then saturated with water.
The corrective mixture is applied to a dampened surface using sponges or floats, and then pressed into the pores using hard carbide rubbing stones. This forces the mixture into the pores of the concrete and develops a flat, smooth surface flushed with the tops of existing sand granules. All the pores act like keyed pockets to create an integrated remedial not a surface slurry.

While mix is still wet use a full size square sponge to remove any extra material and to texture to the exposure level of the project.

The image below shows the re-surfaced panel when completed. The panel may need to be washed with a 10 percent acid solution if efflorescence develops.

continued on the next page
The pictures below show panels with casting defects and color issues that were corrected through re-surfacing.
APA MEMBER BENEFIT: HR & EMPLOYMENT HOTLINE

As valued association members of the Architectural Precast Association, you have unlimited access to a complimentary HR & Employment HOTLINE through our partnership with Seay Management Consultants. This HR & Employment HOTLINE is available to you at NO COST and will provide answers to your human resources, personnel management and employment related questions.

Hundreds of employee questions arise in day to day business and almost every one of them can be different – questions about COBRA, FMLA, EEOC, ADA, and so many others. Sometimes a simple question can turn into a complicated or costly concern if it’s not handled properly.

When you have a question and need an accurate, straight forward answer, simply contact Seay Management Consultants and identify yourself as an APA member.

HUMAN RESOURCES SPECIAL MANAGEMENT PROJECTS*

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Sexual Harassment Prevention
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