

AMERICAN DOOR AND GLASS

Employee Dedication Reflects Company Growth

American Door and Glass president Larry Lamanca is rightfully proud of the growth of his operation during its 15-year history; he speaks glowingly about his staff—which has mushroomed from just himself to 35 employees; his customer base, which has shown a similar exponential increase, and his wide variety of top-quality product lines.

It's no coincidence that ADG has been honored twice during its history with Roanoke Regional Small Business Awards, including winning the Construction/Real Estate category, as recently as Sept. 30.

But Lamanca remains humble; he knows that circumstances have played a part in the company's success.

"The design and engineering of glass products has helped a lot," he says. "Decades ago, glass would let in a tremendous amount of heat and cold. Not so today. Glass systems are stronger, more durable and more energy efficient. With so many things going 'green' and the simple visual appeal of glass and light, architects, contractors and designers are incorporating glass wherever they can."

ADG specializes in commercial glass products such as aluminum curtain wall and storefront systems, architectural panel systems, architectural glass, fiberglass window systems and more.

The company's portfolio includes many projects at Virginia Tech, Washington & Lee University, the Greenfield Education & Training Center in Botetourt County, Westminster Canterbury in Lynchburg, and Roanoke projects such as the O. Winston Link Museum, Carilion Hospital and Medical Clinic, the new Patrick Henry High School, Hidden Valley High School and the upcoming William Fleming High School, as well as major work in North Carolina, Mary-

land and Washington, D.C.

Lamanca says that it's vital to have proven product lines; however one of the most critical aspects of the business is making sure the projects are managed and installed correctly.

"You can have the best products in the world but if you don't have great installation crews, you've lost. Installation and installation management must be the top priority and that's where our experience comes into play.

"ADG has grown partly because of improvement in product design and also because people with a lot of experience have grown with our company. We are proud of the longevity of our employees and their dedication."

Experienced players include Doug Kirsch, Vice President and Chief Project Manager, who has been with the company over 13 years. "He places his reputation on every project that we do," says Lamanca.

Tim Camper, a 14 year company veteran, is the Project Field Superintendent and has been involved in every project that ADG has done in the past 14 years. Lamanca says, "Tim makes sure the installation is completed with quality and assurance."

Jay Finkle, who has been with ADG for over 12 years, is ADG's Chief Estimator. He and Doug worked together at Kawneer, one of the leading manufacturers of aluminum commercial glass systems. Kawneer has a leading reputation in the commercial glass field, and is a well-known product with architects and contractors. "The education and training that Doug and Jay received from Kawneer, has played a key roll in their abilities and commitment to our company," says Lamanca.

Lamanca says that the dedication of Doug, Tim and Jay has had a trickle-down effect on his entire employee base. "You cannot grow



Standing L to R: Rick Remensnyder, Neil Kirsch, Kathy Lamanca, Sam Lamanca, Tim Camper, Lynn Bither; Seated L to R: Jay Finkle, Larry Lamanca, Doug Kirsch

or succeed without quality, dedicated people, who care about what they do, and we are very fortunate to have such people. Not only have Doug, Tim and Jay been with the company from almost the onset, but there are others who have dedicated seven, 10 and more years to the company. That means a lot in all areas of the company, from estimating and project management, to fabrication and installation, to accounting and marketing."

In 1993 Lamanca settled on the goal of developing a commercial glass company with an array of commercial glass products, and a diverse line that most glass companies chose not to represent. He started a company that one day he hoped would stand out ahead of the competition.

"Most of our first projects were all bid projects, but as our company grew and improved, it created an avenue for design build and negotiated projects.

"You have to create relationships with the contractors and architects that you're working with. Once you build a relationship with a contractor or architect, you're qualified and have proven yourself. We sell ourselves more than anything else. Our sales approach is by achieving a high performance on all projects."

Lamanca says his company has reached plateaus about every three years in business. After the plateau, a new growth potential presents itself. "Never have we said don't grow, or just stay in our current position," Lamanca says.

"We have always continued to grow. We have confidence in what we do, who we are, and we all believe we can make it happen, even in the most difficult of times. We hope to continue this growth through these very difficult economical times and as long as the commercial market grows, we plan to as well."

*"We believe American Door and Glass provides the highest quality product at the best price with the best service and installation in the industry."
—Larry Lamanca*



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