

HMA CONTRACTING CORP

Don King – President

Mike Hamel – Secretary Treasurer

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Success Magazine: What does success mean to you?

Don King: Success is simply one's ability to achieve a goal, whether it is financial, educational, physical, spiritual, or whatever.

SM: How did you get involved in this line of work? Where did you learn the trade?

DK: Personally, I was born into the industry. My family began in the paving and site development market in the 1940's. My father exposed me to all aspects of the business, from sweeping ten miles of a highway with a broom, to running asphalt plants and construction machinery. Mike started working for the family company after college, as an assistant to our estimator.

SM: How did HMA Contracting Corp. get started?

DK: The family business was sold in the late 80's and I remained with the company for about six years as President. I left the organization in 1993 to pursue an opportunity to recycle products used in the paving industry. Mike and our former partner saw an opportunity to go into business for themselves, and HMA was formed with my backing. It was strictly a paving company in the early years, specializing in roadways and more technically demanding jobs.

SM: How has the company changed over the years?

DK: The company has diversified over the years to become more oriented in site development. This has allowed us to better control our scheduling and not be just a subcontractor to the GC's. We have a division that does concrete which enables us to be fairly self-contained on our bigger projects.

SM: As an asphalt paving company, what types of projects do you specialize in?

DK: HMA engages in all forms of asphalt paving, from roads and bridges to large shopping malls, commercial building, and custom residential. We have gained a reputation in the more technical areas of paving such as athletic complexes, specifically running tracks and tennis complexes. One area that has also grown is constructing street-scapes, where we install decorative paving, both asphalt and concrete.

SM: What project are you most proud of?

DK: Our premier project to date is the installation of a new synthetic surface horse track in the Saratoga area. It is one of the first two facilities in the US to utilize the technology, and we are excited to be a part of it. The mile long track has a surface that enhances the consistency of

the running surface for horses, and reduces the chance of injury.

SM: What makes HMA unique in the industry?

DK: Our reputation is our strong point. It provides an excellent marketing strategy because many of our customers are repeat business and referrals. We are highly mobile, and flexible in our ability to adapt to special situations.

SM: How do you advertise your services?

DK: Besides word of mouth from our customer base, we have a direct mail program, and engage in name recognition advertising such as Success Magazine and business journals.

SM: What is the largest project you have ever worked on?

DK: The horse farm is our largest project to date.

SM: What are your short term goals for HMA Contracting Corp?

DK: Our short-term goal is to increase the sales of our company to \$10-12 million, and to do this while remaining profitable in our ever changing market.

“ Our motto is “Building Pavements with Integrity.” The customer can be assured they will get what HMA says they will get. ”

SM: What is the best advice you have ever received?

DK: Do whatever it takes to maintain your credibility and integrity. If there are problems, identify them, solve them, and always keep the customer satisfied.

SM: What can a client expect from HMA?

DK: Our motto is “Building Pavements with Integrity.” The customer can be assured they will get what HMA says they will get.

SM: What is the most difficult aspect of your job?

DK: Our most challenging job is insuring that we retain our highly mobile capabilities. Project scheduling and resource allocation is a 24/7 endeavor. Also, the fuel crisis has pushed the market into unknown territory. Prices for our materials have doubled in the last 18 months. We cannot insure that our quote this week will be good next week.

SM: What was the most challenging project that your team has worked on?

DK: Our most challenging project was a retaining wall in the Lake George area. This was a poured concrete wall over 400 feet long and up to 14 feet in height. It was done adjacent to the lake, on a rock ledge with little room to work. We did, however, complete it on schedule and within our budget in spite of all the obstacles.

weaknesses from the initial hiring is paramount. Identifying these strengths, communicating our expectations, and directing the right employee to the proper slot insures that jobs are done correctly the first time and according to schedule.

SM: What do you hope for the future of the company?

DK: We hope we can continue to build on our responsiveness, while implementing the changes required by the changing market. Pavement is not just pavement any more. Green construction has come to our industry as well. Porous pavement to control drainage and noise, “heat island” considerations, excess traffic loading on roadways, and CO2 emissions are just some of the technical challenges we face in the years ahead.

SM: If you had to describe yourself in one word, what would it be?

DK: Mike picked my trait and I his. I think that he is disciplined. He says that I am passionate.



SM: What is the most important lesson you have learned in running a company?

DK: Mike and I are both in agreement on this one. The need to understand our employees’ strengths and

Building Pavements with Integrity

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HMA Contracting Corp.

Keeping Saratoga on track.

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