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# MORILLO CONSTRUCTION, INC.



## FOCUS ON EMPLOYEE SATISFACTION PROVES ESSENTIAL TO SUCCESS

by **Daniel Casciato**

*Above: Van Nuys Superior Court, under construction, was completed in 2003.*

KEEPING A FAMILY-OWNED CONSTRUCTION business at the top of its game is no small feat, but it's much easier when you have talented employees to support you. For Antoine B. Morillo, president of Morillo Construction, Inc., his 30-member staff has been the cornerstone to the company's success.

"We believe that the key reason for our growth the past several years has been our people," he says. "Our employees' efforts and dedication to seeing projects to their essential completion has been monumental for our success."

While Morillo Construction has built



Above: Antoine B. Morillo, president.  
Right: Pasadena Fire Station, No. 34.

a solid foundation and strengthened its technical and financial background to better position itself for growth, the most important ingredient for Morillo is having the right people in place.

As a general contractor in Southern California for 32 years, Morillo Construction specializes in commercial and public works construction, building fire stations, schools, courthouses, and performing modernization of existing structures. The company was founded by Morillo's father, Paul, in 1976. Both Morillo and his brother Pierre, the company's vice president, have been involved with the company since its inception. They find public works construction to be especially rewarding because it benefits the community.

Morillo says this family-based atmosphere has helped the company remain competitive in a crowded field.

"We're small enough to care and large enough to plan on a corporate level," he says. "It really boils down to the

family-owned atmosphere that we have, as well as our hands-on reputation for maintaining quality workmanship and dealing with owners and subcontractors to produce a successful completion of the project. Our professionalism also helps us stand out among our competitors."

In addition to its focus on employee relations, the company has also developed good relationships with its subcontractors.

"Having the right subcontractors doing the right job is also important for us," Morillo adds.

Another way Morillo Construction has gained a competitive advantage is its willingness to venture into new territories, such as the construction trend of new buildings being LEED certified.

Morillo's goals for the upcoming year are to continue to grow the company and double the volume.

"The short-term goals are to solidify our

#### MORILLO CONSTRUCTION, INC. AT A GLANCE

**LOCATION:**  
PASADENA, CA

**PROJECT SIZE:**  
\$5-50 MILLION

**SALES GROWTH IN THE PAST YEAR:**  
25%

**EMPLOYEES:**  
30

**EMPLOYEE GROWTH IN PAST YEAR:**  
20%

*Sherman Oaks Branch Library, completed in 2003.*



“Our employees’ efforts and dedication to seeing projects to their essential completion has been monumental for our success.”

*Antoine B. Morillo, President*

position, maintain our current growth path, focus on becoming more efficient, and look for new and better opportunities,” he says. “The long-term goal is to increase our volume through steady growth.”

The long-term goal could be hampered by the current economic crisis. However, Morillo is confident that his company will be able to ride out this cycle.

“Just like any other company, the turmoil in the economy is probably the number one challenge that we face,” he says. “This is probably going to result in the lack of funding by the owners—which

in our case are government agencies—for projects. Couple this with increasing competition for dwindling business, and it’s going to be difficult.”

To a certain extent, Morillo knows that the economy is beyond his control. But what he plans to do is try to broaden his company’s horizons in the marketplace.

“We’ve been here long enough and have gone through this over the many years we’ve been in the business,” he says. “The important thing is to see through this cycle.”

Morillo believes if his company contin-

ues to perform exceptional work on every project, it will come out of the economic funk unscathed.

“We’ve been in a growth mode for the past five years and have good relations with owners, entities, banks, and bonding companies,” he says. “We’ve become known as a reputable and honest company that takes pride in our work and takes our work very seriously. We do quality work, and when problems arise like they tend to do in construction projects, we always strive for a win-win situation. Everyone on the project jumps on board to help in every which way they can.” ABQ