We are Hickes Associates Inc., a Women-owned construction company established in 1987—Our primary construction focus is water and wastewater treatment plants. We are licensed in Pennsylvania and Maryland. We are an approved contractor for Pennsylvania State University, PennDOT, and the Pennsylvania Department of General Services.

**History:**

Hickes Assocoates Inc. was created on June 1, 1987, after the merger of Hickes Construction and Standing Stone Mechanical. On May 3, 2000, Terry Fisher, an office of Hickes in 1999, terminated his employment with Hickes Associates and gave up his position. After a special meeting, new officers were selected: William J Howe as President, Jack D. Isett as Vice President/Secretary/Treasurer, and Cynthia L. Ross as Assistant Secretary. On December 27, 2022, the resignations of William J Howe and Jack D. Isett were accepted. New officers/owners were elected: Cynthia L. Ross as President, owning 52% of the company; Alexander J. Shoaf as Vice President, holding 24% of the company; and Gregory K. Guyer as Secretary/Treasurer, owning 24% of the company. Hickes Associates, Inc. is a women-owned company and has been in commercial construction since 1987, with our focus on Water and Wastewater Treatment Plants. We have approximately 30 employees licensed to work in Pennsylvania and Maryland. We are an approved contractor for Pennsylvania State University, PennDOT, and the Pennsylvania Department of General Services and can provide up to **ten million dollars** in bonding capacity.

**Cynthia L. Ross:**

From 1995 to the present, Cynthia has been an office manager for Hickes. With her banking and computer science background, she used those skills to acquire jobs like Bookkeeper, Data processing clerk, and teller at Unitas Bank. Today, she owns 52% of the Hickes company and continues to improve on her previous successes.

**Alexander J. Shoaf:**

Alexander is vice president of Hickes. He has previously worked in Shoaf Construction, a remodeling company. He worked on various projects like water systems, wells, and storage tanks from 2015 to the present. Today, he owns 24% of Hickes and takes up the position of managing and estimating projects.

**Gregory K. Guyer:**

Gregory K. Guyer is the Secretary/Treasurer of Hickes. From 2001 to the present, He was a carpenter, project manager, and superintendent. Guyer is a highly skilled construction manager who has managed massive projects like Galllitzin Borough Sewer and Disposal Authority wastewater treatment improvements. Guyer owns 24% of Hickes, helping oversee the company's projects.