# **Zampino Construction Group**

## **Company Overview**

Zampino Construction Group is a family-owned construction enterprise headquartered in Chicago, Illinois, with operations spanning nationwide through strategically located branch offices. Founded in the early 1900s by Mark Zampino, the company has grown from a small local builder to one of the nation's largest privately-held construction firms, now employing over 15,000 employees and contractors across the United States.

## **Leadership & Heritage**

Currently led by Robert "Rob" Zampino, great-grandson of founder Mark Zampino, the company represents four generations of construction excellence and family stewardship. Rob joined the company in 1997 after earning his Civil Engineering degree and MBA, working his way through various operational roles before taking the helm as CEO in 2012.

## **Executive Leadership Team**

* **Robert "Rob" Zampino** - Chief Executive Officer *Joined: 1997* *Background: Civil Engineering, MBA from Northwestern University* *Fourth-generation family leader who modernized the company's approach to large-scale government contracts*
* **Maria Zampino-Rodriguez** - Chief Financial Officer *Joined: 2005* *Background: Finance, CPA with previous experience at Ernst & Young* *Rob's sister who returned to the family business after a successful career in consulting*
* **Thomas Harrington** - Chief Operating Officer *Joined: 1989* *Background: Construction Management, former U.S. Army Corps of Engineers* *Longest-serving executive team member and mentor to Rob during his early years*
* **Diane Chen** - Chief Technology Officer *Joined: 2019* *Background: Computer Science, former tech executive at Autodesk* *Newest executive member hired to lead digital transformation initiatives*
* **James "Jim" Wilcox** - Chief Legal Officer *Joined: 2001* *Background: J.D. from University of Chicago, specializing in government contracts* *Instrumental in navigating complex compliance requirements for federal projects*

## **Regional Leadership**

* **Northeast Division (Boston)**: Eliza Dawson, Regional President *Joined: 2008* *Background: Architecture and Construction Management* *Leading the division with strongest growth in educational facilities*
* **Southeast Division (Atlanta)**: Marcus Johnson, Regional President *Joined: 1995* *Background: Civil Engineering, MBA* *Supervises operations across 7 southeastern states*
* **Midwest Division (Chicago)**: Anthony "Tony" Zampino, Regional President *Joined: 2010* *Background: Business Administration, Rob's cousin and fifth-generation family member* *Oversees the company's largest and original regional operation*
* **Southwest Division (Dallas)**: Carmen Vasquez, Regional President *Joined: 2003* *Background: Structural Engineering* *Pioneered the company's expansion into sustainable construction methods*
* **Western Division (Denver)**: Brian Miller, Regional President *Joined: 1999* *Background: Construction Management, former project manager for major municipal projects* *Leads the division handling the majority of scientific research facility projects*

## **Departmental Structure**

### **Estimating & Preconstruction Department**

*Led by: Vincent Russo, Vice President of Preconstruction (Joined 1992)*

A team of 85 estimators and preconstruction specialists who analyze project feasibility, develop preliminary budgets, and prepare competitive bids for government contracts. The department has a reputation for accuracy in estimating complex infrastructure projects.

Key Personnel:

* Sarah Mitchell, Director of Federal Estimating
* David Patel, Director of Commercial Estimating
* Lauren Coleman, Manager of Digital Preconstruction Visualization

### **Project Management Department**

*Led by: Katherine "Kate" Williams, Vice President of Project Execution (Joined 2004)*

Oversees a nationwide team of 420 project managers and field superintendents who execute construction projects from groundbreaking to client handover. The department emphasizes tight schedule control and quality assurance.

Key Personnel:

* Frank Torres, Director of Federal Project Management
* Heather Davis, Director of Quality Assurance
* Michael O'Donnell, Senior Construction Operations Manager

### **Engineering & Technical Services Department**

*Led by: Dr. Samuel Wong, Chief Engineer (Joined 2007)*

A specialized team of 150 engineers across various disciplines who provide technical expertise for complex structural, civil, and systems engineering challenges across all company projects.

Key Personnel:

* Rebecca Johnson, Director of Structural Engineering
* Alan Peters, Director of Civil Engineering
* Sophia Martinez, Director of MEP Coordination

### **Business Development & Client Relations Department**

*Led by: Patricia "Trish" Montgomery, Vice President of Business Development (Joined 2001)*

A team of 70 professionals who cultivate relationships with government agencies, develop responses to RFPs, and work with existing clients to secure repeat business.

Key Personnel:

* Robert Chen, Director of Federal Contract Development
* Lisa Washington, Director of Municipal Partnerships
* Gregory Barnes, Director of Private Sector Development

### **Technology & Innovation Department**

*Led by: Diane Chen, CTO (Joined 2019)*

A relatively new department of 65 technology professionals created to accelerate the company's adoption of construction technology, digital collaboration tools, and data-driven decision-making processes.

Key Personnel:

* Jason Howard, Director of BIM Implementation
* Nicole Foster, Director of Construction Analytics
* Tyler Williams, Director of Field Technology Solutions

### **Safety & Compliance Department**

*Led by: Richard "Rick" Sanchez, Vice President of Safety (Joined 1998)*

A critical team of 95 safety professionals responsible for maintaining the company's excellent safety record and ensuring compliance with federal, state, and local regulations across all project sites.

Key Personnel:

* Michelle Thompson, Director of Field Safety Operations
* Kevin Wilson, Director of Safety Training
* Elizabeth Chen, Director of Regulatory Compliance

### **Human Resources & Talent Development Department**

*Led by: Jennifer Okafor, Vice President of Human Resources (Joined 2008)*

A team of 120 HR professionals who manage recruitment, benefits, training, and advancement for the company's 15,000+ workforce. Increasingly focused on attracting younger talent with technology skills.

Key Personnel:

* Brandon Taylor, Director of Talent Acquisition
* Amanda Roberts, Director of Professional Development
* Carlos Mendez, Director of Labor Relations

## **Services & Expertise**

Zampino Construction specializes in:

* Federal government infrastructure projects
* Recreation facilities (community centers, sports complexes)
* Research facilities and laboratories
* Commercial office buildings
* Transportation infrastructure (highways, bridges, roadways)

## **Notable Projects**

* Midwest Transportation Corridor (2018-2022): $3.2B highway expansion project
* National Science Foundation Research Campus, Colorado (2015): $780M research complex
* Veterans Affairs Administrative Headquarters, Virginia (2010): $420M office complex
* Great Lakes Recreation Network (2005-2012): $1.5B multi-site recreation centers project

## **Company Culture**

Zampino Construction maintains a traditional corporate culture, with many leadership positions held by long-tenured executives, some with over 20 years at the company. The organization values loyalty, reliability, and proven methodologies that have served them well for decades.

This established culture has created some resistance to technological and procedural modernization, particularly among senior leadership. While the company has implemented essential technological updates to remain competitive, the pace of change tends to be measured and cautious compared to industry competitors.

### **Cultural Initiatives**

* **Zampino Leadership Academy**: An internal program established in 2015 to develop the next generation of company leaders, with special emphasis on preparing family members and high-potential employees for leadership roles.
* **Veterans Integration Program**: A recruitment and retention initiative that specifically targets military veterans, leveraging their experience for government projects and providing mentorship from senior leaders with military backgrounds.
* **Zampino Women in Construction (ZWIC)**: An employee resource group founded in 2017 by Maria Zampino-Rodriguez to promote advancement opportunities for women in traditionally male-dominated construction roles.
* **Legacy Builders**: A mentorship program pairing experienced employees nearing retirement with new hires to ensure knowledge transfer and preservation of institutional memory.

## **Challenges & Opportunities**

The company faces the dual challenge of honoring its traditional values while adapting to rapidly evolving construction technologies, sustainability requirements, and workforce expectations. Younger managers within the organization are advocating for more aggressive adoption of construction technologies like BIM, drone surveying, and integrated project management platforms.

## **Competitive Advantage**

Despite some cultural resistance to change, Zampino Construction's long-standing relationships with federal agencies and reputation for reliability on complex government projects remains a significant competitive advantage. The company's extensive experience navigating government procurement processes and security requirements positions them favorably for continued success in the public sector.