



FOR IMMEDIATE RELEASE
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Pepper Construction Elevates Six Leaders to Vice President Roles

Strategic promotions strengthen the firm's expertise in quality management, virtual construction and operations across diverse market sectors.

INDIANAPOLIS, Indiana – January 30, 2024 Pepper Construction of Indiana continues to grow and expand its markets and with that growth comes the promotion of deserving leaders. We are honored to have the leadership of six key individuals who have provided their knowledge and dedication to our clients and our projects and we celebrate the following promotions

Ben Dykstra, Vice President of Quality Management

As Vice President, Quality management Ben will continue to focus on enhancing the level of detail we provide to our partners and clients. He began his career at Pepper in project management and has since discovered his passion for ensuring the quality of work that improves both the performance and overall functionality of buildings. Ben's commitment to quality is evident in all our projects across all markets and extends to his service with the Indiana Army National Guard, where he has dedicated many years. We are proud to witness Ben's growth and his consistent ability to inspire our team and clients to prioritize quality in all phases of project planning and construction.

Mike Alder, Vice President of Virtual Construction

In his tenure at Pepper, Mike has successfully utilized virtual construction technology on projects totaling over \$1.8 billion across various markets, including healthcare, higher education, science and technology, K-12, industrial and civic projects. As a frequent speaker at industry events, he shares his insights and expertise with colleagues and clients alike. Mike is passionate about collaboration and is dedicated to providing innovative and efficient processes and tools that facilitate successful projects. His commitment to delivering quality work within fast-paced timelines aligns seamlessly with Pepper's core values.

Dave Allen, Vice President - Operations

Dave's contributions, particularly his project management skills and his ability to delve into the details of every project, have helped create Pepper's reputation for craftsmanship in our Self Perform service group. He has leveraged his extensive experience in the commercial and industrial markets to align his insights and knowledge with leading the Self Perform Group alongside Dave Galvin. His passion for detail enhances our work at Pepper as we deliver outstanding value engineering options and recommendations for our clients.

Eric Erfman, Vice President - Operations

With 28 years of experience in the healthcare, higher education, K-12 and industrial markets the breadth of his insight and leadership is felt across our company. Eric's mentorship and commitment to career development within Pepper's team is critical to our team's success. He also utilizes lean construction concepts into his work and advocates to our partners to be proactive in setting the bar high and overcoming unique challenges to each project.

Sam Fugate, Vice President - Operations

Sam has dedicated 20 years to Pepper in various markets. His most recent career growth has involved in growing Pepper's industrial and manufacturing construction in Indiana. Known for being proactive in developing innovative solutions his projects are delivered on-time and on-budget. A communicator by nature his collaboration with our partners and clients is integral to building strong relationships and allowing Pepper to work with our clients on multiple projects.

Pat Kinder, Vice President - Operations

Pat has 33 years of experience and tapered his career to projects within the healthcare, higher education and mixed-use markets providing valuable insight to the project teams. He communicates effectively and collaboratively with both our project teams and clients, fostering an environment of transparency and trust. Pat is a strong advocate for diversity and plays a significant role in Pepper Indiana's XBE Outreach initiatives. He is dedicated to providing resources and building partnerships with other local businesses, which is essential to Pepper's success and growth.

About Pepper

Now in their fourth generation of family leadership, Pepper Construction serves clients across the country with comprehensive teams in Illinois, Indiana, Ohio and Wisconsin. Ranked by ENR (Engineering News Report) magazine as one of the top builders of sustainable projects in the nation, Pepper serves clients in a variety of markets such as aerospace, healthcare, science and technology, education, manufacturing and industrial, data centers, entertainment, hospitality and interiors, among others. Pepper's High Performance and Sustainable Construction group is part of their Integrated Construction Services (ICS) team, which represents some of the most advanced thought leadership in our industry – investigating new technologies, evaluating new methodologies and integrating innovative solutions in the field. For more information, please visit www.pepperconstruction.com.

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