



Jerry Shapiro and Sheldon Shapiro, President and CEO, Shapiro & Duncan, Inc.
www.shapiroandduncan.com



Where: Rockville, Maryland
Ownership of Business: Corporation
Size of Business/Number of Employees in Montgomery County: 100-500 employees

Describe how you and/or your organization invest in your employees. (e.g., benefits, professional development, workplace culture, etc.)

- Education: In-House S&D YOUiversity, External ABC and ACCA Apprenticeship Programs- Apprenticeship Sponsorship, Tuition Reimbursement up to \$5,250/year.
- Company-paid life insurance \$10,000, Long-term disability,
- 401(k) Retirement Plan,
- Paid time off and holidays,
- Supplemental Insurance, Flexible Spending Accounts, Medical, Dental and Vision,
- Opportunity to participate in local/national apprentice competitions, members of a wide range of associations,
- Yearly Company Family Picnic, Holiday Dinner or Breakfast for Employee Recognition,
- Raffle Prizes and Give-a-ways,
- Monthly staff newsletter to show employee recognition,
- safety incentive program,
- Rockville Office Gym, Sports Tickets, Happy Hours

What local and state regulations, policies, and/or approaches to the local economy are most helpful to you and your organization to attract and retain talent? Why is this important to you and the success of your organization?

- Policies that move education toward career based education and away from the lost promise of “all of our kids go to college”.
- Legislation on a national, state and local level that support apprenticeship programs and their expansion.
- Legislation on a national, state and local level which provide incentives for employers to train their employees.

- Legislation on a national, state and local level which promotes free and open competition by prohibiting Project Labor Agreements (Union only projects)
- Being able to provide employees with pathways to success right out of high school without the encumbrance of debt.

Shapiro and Duncan is the culmination of three generations of plumbers and mechanical contractors. In the mid-1930's Jake Shapiro started J. Shapiro Plumbing & Heating in Washington, D.C.; his son David, a mechanical engineer, organized a merit shop mechanical contracting company in 1976, known as Shapiro & Duncan, Inc. David continued to develop his father's work ethic focused on excellence in performance. Today, S&D completed over 2,500 projects and our annual sales in excess of \$100 million with over 380 employees.

The corporate culture at S&D is driven by our people. Our people perform. Our people do the right thing. Our people take pride in their work. Our people drive innovation. Our people serve the community. Under the leadership of Jerry and Sheldon Shapiro, the company has built a team of talented and trained industry professionals who leverage the latest in computer hardware and software, advanced fabrication equipment and the traditional tools of the trade to maximize infrastructure life-cycle and return-on-investment on our clients' mechanical systems.

Awards include:

2017 ABC National Eagle Award INOVA Women's and Children's Hospital Project,
2016 & 2015 ABC Metro Washington Subcontract of the Year for Plumbing & HVAC,
2017 Constructech Gold Vision Award for Innovation,
2016 WBC Craftsmanship Award Stonesprings Hospital,
2016 AGC Best Sustainable Project American University Washington College of Law,
2016 Best Lean Project for Data Center,
2016 AGC Best BIM Project for INOVA Women's and Children's Hospital

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