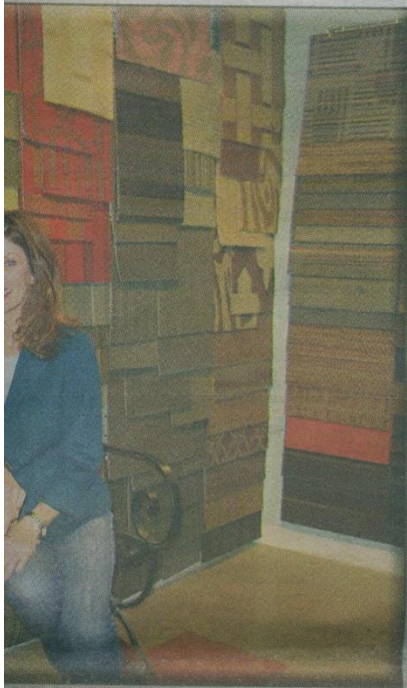


Home market



...gy Arnold

uses on the commercial market and Carpet Floors covers the residential market.

Arnold and Petlin agree their partnership allows them to offer a greater variety of merchandise for their clients.

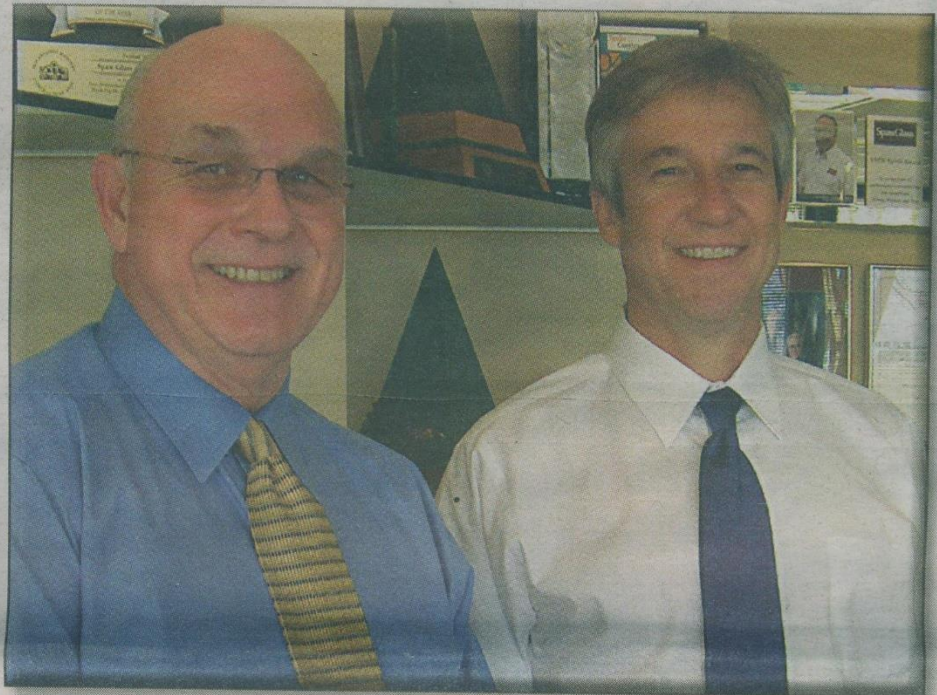
Petlin commented, "If it goes on the floor, we do it."

Arnold stated they offer traditional flooring, but they specialize in sustainable and renewable products.

"Today's consumer is really looking to make educated selections on sustainable products. The need for FootPrint flooring came from the evolution of the

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Leadership transition



L-R: Fred Raley and Joel Stone

S pawGlass announced it would undergo a leadership change at the end of the year. **Fred Raley**, chairman and chief executive officer of the commercial contracting firm, has named **Joel Stone** as the next CEO. Stone will take the helm Dec. 31, 2011. Raley will remain chairman of the company.

The transition is part of a plan Raley made when he assumed the company's leadership position as president and CEO in 2002. At that time he committed to train and name his successor by 2010. After undergoing a process to determine the right team member to step up to become SpawGlass' next CEO, the commercial contractor named Joel Stone as its

new top executive.

Stone began his career at SpawGlass in 1988 as a field engineer. He later was promoted to superintendent and project manager and eventually vice president/Austin regional manager. Currently, Stone serves as vice president of corporate business development.

Raley joined SpawGlass in 1977 as a superintendent. During his tenure with the construction company, he held numerous leadership positions culminating in his current position as chairman and CEO in 2009.

"I've spent most of my career with

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★ **Location**

★ **Location**

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SpawGlass, and I'm grateful for the opportunities provided to me to grow both professionally and personally. Serving the clients and employees of this company has been the experience of a lifetime," said Raley. "I'm confident Joel will do a great job leading SpawGlass. I want to make sure he is successful, and I'll be here to help in any way I'm needed."

"Fred has done a great job leading SpawGlass," acknowledged Stone. "He's certainly leaving the company in a great

position. My goal is to capitalize on the company's steady growth and great team to continue to create future opportunities for the company and our employee owners."

SpawGlass is a Texas-based general contractor, construction manager, design/builder and civil contractor. With more than 550 employees statewide, SpawGlass is 100 percent employee owned and has regional offices in Austin, Houston, San Antonio and South Texas. —dn