

New Path to Eternal Youth? Playing the Get-Into-College Game
After JFK: What LBJ Was Really Like Inside Architects' Homes

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**LOOKING
FOR A
BETTER
JOB?
HERE'S
WHERE TO
FIND GOOD
PAY AND
BENEFITS,
INTERESTING
WORK,
FRIENDLY
OFFICES,
AND THE
CHANCE
TO LEARN
AND GROW**

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[MAKING PEOPLE FEEL AT HOME]

Bowa Builders

Construction

Contractors aren't always known for customer service, but Bowa has built a reputation for it. Employees might shovel a customer's sidewalk, walk the dog, or change a light bulb along with building an addition. Mark Ross, vice president of production, once flew from Washington to North Carolina, rented a truck, picked up some carpeting, and drove back to make a project deadline.

Bowa has 70 employees, nine of whom are owners; several started at entry level. One-third drive company cars. Everyone is eligible for profit sharing, which gives back 20 percent of profits.

Every employee has quarterly goals, most of which have nothing to do with revenue. A goal might be improving computer skills or learning a language. The company provides Spanish classes for English speakers and vice versa. CEO Larry Weinberg is learning Spanish and practices on job sites—which he visits each Friday,

bringing lunch to workers.

On hot summer days Bowa has sent a Good Humor truck to job sites. An annual Chesapeake Bay fishing trip is a favorite get-together.

Bowa Builders, 6623-A Old Dominion Dr., McLean; 703-734-9050; *www.bowa.com*.



**On Fridays, Bowa Builders' CEO
Larry Weinberg brings lunch to
employees at construction sites.**