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2021 Ones to Watch: David Musto, Executive Vice President, U.S. Pavement Services, Inc.

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What led you to your current profession? U.S. Pavement Services is a family business started by my father in 1985. After venturing out on my own for a few years, I settled back with the family to help

grow both our local in-house as well as our national division. Last year U.S. Pavement Services performed work in 42 states for our clients and continues to grow! We even acquired an asphalt coating manufacturer in New England.

How do you keep your team motivated despite conflicts and obstacles? It's important to share your vision and set clear goals with your team. It is hard to inspire your team without them knowing what goals they are working towards. Making sure they are aware of our company vision and what are ultimate goals as an organization is very important. Communication is key and we strive to make sure there is a constant flow of communication between management and employees. This was difficult to achieve but more important than ever throughout the COVID-19 pandemic.

What advice can you offer to someone who is interested in a career in your industry? There is a ton of opportunity for growth both personally and professionally within the pavement industry but also within the trades in general. There are not many young people looking to get into our line of work now, so we make it a priority to show those interested in a career in the pavement industry that it is a noble profession with an opportunity to make a good living for oneself and one's family.

How do you contribute to your community or your profession? I'm involved in many local community organizations within the Woburn and Winchester area, including being a member of the Board of Director's at the James L. McKeown Woburn Boy's & Girls' Club. Our company has always made it a priority to give back to the local communities that have provided us with opportunities to grow.

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