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## **PROCON continues to grow under the next generation of leadership**

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John Stebbins and Jennifer Stebbins Thomas

Hooksett, NH PROCON, a family-owned and operated design-build firm is continuing its family legacy under the leadership of managing directors John Stebbins and Jennifer Stebbins Thomas, along with long-term PROCON officers.

With the sudden passing of their father, Mark Stebbins, earlier this year, John and Jennifer stepped into leadership roles that in many ways their father was preparing them for all their lives. John, who holds a master's degree in architecture, has been involved in all aspects of the family business from the time he was a teenager working as a laborer, intern, and architect. Over a decade ago, John returned to the family business full time working as a senior project manager for some of PROCON's

largest projects. Likewise, Jennifer began working with the PROCON accounting department in high school. After time at a global management consulting firm, Jennifer returned to focus on the financial, legal and strategic aspects of the business. Combined John and Jennifer have over three decades of experience working with PROCON's team.

"Taking on a greater leadership role has been a natural progression and has been seamless thanks to the foresight and lessons my sister and I have learned from our father and grandfather," said John Stebbins. "They taught us that happy employees make for happy clients and that begins with relationship building, trust and integrity. As we continue to grow, we are looking for people who appreciate our family atmosphere and positive work environment and can offer innovative solutions for our clients."

To accommodate growth, PROCON is looking to hire employees for all aspects of their business including project managers, superintendents, estimators, accountants, architects and mechanical engineers.

PROCON is known for the longevity of employee tenure. The firm's leadership team averages nearly 25 years of employment with the company and employees' average tenure is more than a decade. The company offers employees well-above industry-standard wages and immediate benefits upon hire to include medical, dental, vision and 401K. Additional perks include surprise extra paychecks, bonuses, free breakfast Fridays, lunch with leadership, strategic flexibility, wellness reimbursement, and liberal paid vacation and holiday leave. PROCON currently employs 125 people and is looking to expand its workforce by 20% in the coming months.

"We know that pay and benefits are obviously important to employees," said John Stebbins. "But, I believe what really drives their happiness and longevity is that it is fun to work at PROCON. Our friendly work environment emphasizes collaboration, problem-solving and innovation internally at each level of the business, and most importantly with our clients. PROCON has earned a reputation for being the best team in the industry for delivering seamless and cost-effective development projects with a focus on speed to market. We design and build exceptional projects as if they were our own."

PROCON's single-source design-build solutions include architecture, virtual design and construction, estimating, engineering, and construction management. The company's class A headquarters in Hooksett fosters a collaborative work environment and is equipped with the latest technology.

"Our company vision remains the same," said Jen Stebbins Thomas. "We will continue to be the leader in single source development solutions. We know that over the last few years, employees have been looking for different things out of their employer. They want to make a difference and feel supported in all aspects of their lives. John and I each have young children and we understand that when employees have balance between their work and home lives, it benefits both their family and their work. When our employees feel supported, they naturally deliver better work for our clients, and everyone wins. Our motto is: 'At PROCON, every solution is just down the hall.' Having the best

people working here really brings that to life.”

PROCON's diverse portfolio of projects includes mixed-use, industrial, private aviation, educational, ice rinks, hospitality, and senior living developments, among others. While 90% of PROCON's clients are repeat customers reflecting the firm's commitment to creating long-term relationships, the company's expertise and focus on meeting the growing demand for industrial warehousing and private aviation is helping to fuel its growth.

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