

HICAPS Highlights

Providing a centralized approach to project management

Fall 2019

Innovative Thinking Saves Clients Time And Money

HICAPS has a long history of helping our clients reduce costs and save time. In fact, the motto “On Time and On Budget” can often be heard in our hallways.

However, these are not just words to our founders. For the past 35 years, our founders have impressed upon every team member that some of the biggest issues a client faces is how to reduce cost and time on their construction project.



Thom Bradley

HICAPS Senior Construction Manager Thom Bradley is well versed in our mantra of “On Time and On Budget.” Thom has spent many sleepless nights developing solutions to present to

customers. Thom relies upon new technology and new products to help clients save time and money.

Thom is currently working on a multi-million dollar project in Florida that includes constructing new public safety

communications towers and modifying the client’s existing towers. Always looking ahead, Thom saw that the project was in danger of missing some deadlines and the client’s budget was tight. Thom realized the project specifications included the use of a new, innovative product, called a chain wall.

The chain wall does not require a foundation and takes just a single day to install. The product is slightly more expensive than a traditional concrete pad, but as the project deadline was looming, the project team was running out of time. Despite the chain wall’s quick installation and potential time-saving benefits, Thom was able to scrub the project schedule, pulling in lag times to meet milestone dates and keep the project’s critical path on target. The use of the chain wall was ultimately avoided, keeping the budget in the black. Thanks to Thom’s experience and efforts, he remains an integral part of every team he has worked with.

Thom is one of many HICAPS team members that uses innovative thinking to solve problems. Have a construction issue or would you like to learn how HICAPS has helped other companies? Give us a call and ask for our one of our professionals. They would be more than happy to share our history and experience with you!

HICAPS Welcomes New Team Members



Dave Carmona

Dave Carmona has recently joined HICAPS and has quickly become an essential team member. He acts as the Director of HICAPS’ Telecom Construction Division. Dave owned his own business for years, where he worked, managed and led electrical and HVAC construction. His work included design-build commercial, government and residential projects.

In addition to leading a construction team, Dave has experience supporting a design staff by performing constructability reviews and works alongside our engineers for design-build projects. HICAPS is excited to see Dave utilize his skills as our new Construction Manager.

Seymone Edali Spence joins us as a Project Manager, Quality Control Manager and Certifiable Items List Manager (CIL).



Seymone Spence

She is a proud native of St. Vincent, West Indies. As a teenager, Seymone courageously left Brooklyn, New York to launch her armed service career with the U.S. Navy. The USS Safeguard ARS-50 and the USS Fletcher DD-992 were her home for four years where she learned the value of integrity, honor and commitment. As a sailor, Seymone’s work focused on engineering and facility management.

For the past 15 years, Seymone has led projects in project management, safety and quality control management within the private, commercial and government sectors. She was recognized for her successful leadership and management of the MGM Grand Hotel and Casino—a \$2 billion project where she was one of a few women of color in leadership. She recognizes that her presence in the construction field breaks

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down barriers for other women of color and challenges standards of what is seen as normal.

Driven to be excellent in her work, she finds enjoyment in projects that are ground-up new construction, historical renovations and IT infrastructure. Seymone is the proud mother of a brilliant 18-year-old, Angelou Spence, who recently graduated from Takoma Academy. She spends her free time as a mentor for young women who are aspiring entrepreneurs with the Envision Lead Grow organization. Seymone holds a Bachelor of Education in Workforce Education and Training Development from Southern Illinois University Carbondale. She has completed Project Management Training at Villanova University and has certifications in construction that include: OSHA 30, Construction Quality Control Management Certification and ISO

9001:2015 Certified Lead Auditor.

James Semler, Safety Superintendent, CHST is responsible for ensuring the Safety and Health for the entire scope of the WMATA project. As a relatively new member of the HICAPS team, James has 10 years of experience in the safety and health industry. His experience began during his time in the U.S. Air Force as an occupational safety and health technician until he transitioned into the construction industry. James was born and raised in Pennsylvania and now currently resides in Arlington,



James Semler



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New Team Members... *continued from above*

Virginia. James was involved in numerous high-profile projects such as the House of Representatives-Cannon House Office Building, CSX Tunnel Expansion Project, Amazon Data Centers, Reagan National Airport, Quantico Marine Corps Base, as well as numerous Air Force Bases across the United States. James' high energy, motivation, determination, and approachable ability to listen and brighten your day speaks volumes of the character found within this young safety superintendent. You're in safe hands (pun intended) when James is out in the field and on-site!

Jonathan Layton has been with the HICAPS team for nearly a year. Since joining HICAPS as a Project Engineer, he has provided services to various building diagnostics projects. He has a degree in Architectural Technology and is a Level II Thermographer. He is also a Building Performance Institute certified building analyst.

He is a member of the Construction Management Association of America (CMAA), recently completing the requirements for the Construction Manager-In-Training certificate.

Jonathan has been in the construction industry much of his life, starting out as a general laborer, then a warranty specialist and finally being promoted to superintendent. When not working, Jonathan spends time with his wife, Andrea and their two children, Mabry and Campbell. He is also a huge Wake Forest fan! Go Deacs!



Jonathan Layton

