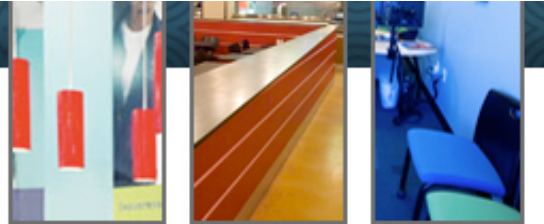




If you can envision it, we can build it.



WINTER 2008 NEWSLETTER

Welcome to our first newsletter. I want to take a moment to wish you and your families a very happy New Year. 2007 was an exciting year for us; major projects got underway, with more work in the pipeline that will keep us busy for at least the next 12 months.

As our client roster grew, so did our company, and we added several new employees. Our work took us all over New England -- to North Reading to build a Walgreen's, to Downtown Boston for a Boloco's Inspired Burritos, to Dedham to construct a new retail building, to Acton to renovate a strip mall, and to Rehoboth Beach, Delaware to build out a Mattress Discounters.

Through every project, we followed our firm's philosophy -- finish on time, on budget, every time, and make the client experience equal to the quality of the finished product. It wasn't always an easy task, but our team took the necessary steps to plan ahead, and solve any problems as quickly as they came up. I'm very proud of everyone on board for upholding our promises to clients and customers, even on those occasions when doing so proved nearly impossible.

2008 will bring new experiences and challenges. With new business prospects and additional major projects, Vision Builders will continue to grow in scope and size. We venture into this new territory filled with great enthusiasm about what lies ahead, but fully aware that there are always new things to be learned.

From everyone here at Vision Builders, thank you for your business and continued belief in us. Together, we hope to build on our vision for a successful new year.

*Sincerely,
Anthony Gagliardi, President, Vision Builders Company, Inc.*

Vision Builders Grows Staff, Clients



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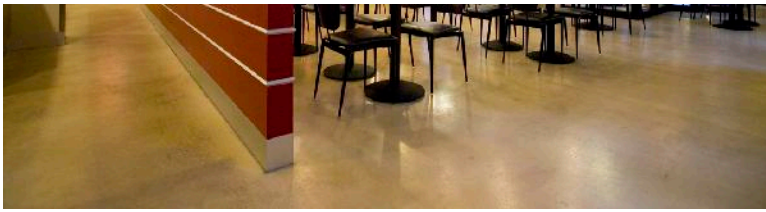
How to keep your Subcontractors Happy

by
Anthony Gagliardi, President,
Vision Builders Co.



Any contractor will tell you that your reputation is only as good as the subcontractors you hire. Even the most well-intended plans can go awry if your subs don't meet your goals.

Make sure they share both your vision and work ethic. Conduct thorough interviews, always check references, and trust your instincts. News travels fast, and so do good and bad reputations.



In the fall of 2007, Vision Builders Co. welcomed several new employees to its management staff. The company, which specializes in building for new and existing companies, including restaurants, retail stores, and office buildings, needed to ramp up to accommodate an ever-expanding roster of new projects.

Vision Builders' annual revenue grew substantially in 2007. The company is projecting revenues in 2008 to increase again, up almost 50% from the previous year. "Our customer base is growing, and we've done what we had to do to keep up with the demand for services," says Gagliardi.

Over the course of the last twelve months, Gagliardi and his team have constructed an office building, and several retail buildings, including a dozen locations of longtime client Mattress Discounters in cities and towns up and down the East coast. They also completed mall renovations, and built-out several restaurants for national franchise Melt Gelato & Crepe Café, and local chains: Firefly's Bodacious Bar-B-Que and Beyond and Boloco's Inspired Burritos (pictured above).

Executive Vice President Robert Zicher hopes to grow the company's size, and double next year's projected revenues over the course of the next five years, but realizes there's more work ahead. "There will be challenges along the way," he says, "but we have the infrastructure to handle whatever comes our way." One look at the company's list of work being bid, and it's obvious that Vision Builders is a major contender for construction of high-profile projects all over New England, and beyond.

Gagliardi's unique business model uses creative ways to save clients money and get the job done fast without cutting corners. "Clients are quick to realize that's our biggest selling point," he says. "When they want to capitalize on a growing marketplace, time is money." He is also passionate about fulfilling promises, and being true to his word when it comes to meeting client expectations.

Employee Spotlight - Bob Zicher



When Robert Zicher began in the construction business, there was no Internet, mobile phones were reserved for the military, and the first PCs were still in development.

Ronald Reagan was taking office as President, the US was boycotting the Summer Olympics in Moscow, and everyone was wondering who shot

Many subs are freelance, and work on multiple jobs. Not "locking in" your craftspeople for a particular job can result in delays that can have a "domino effect" on the rest of the job. To optimize the work your crews do and run a project effectively, be sure to follow these guidelines:

Always Plan Ahead

Pre-planning for a construction project should begin weeks, if not months out. You may have to stagger shifts depending on when your stock supply arrives, what phase of project you're in, and how the weather cooperates. Hiring crews as you go costs more money.

Ensure Productivity


Some delays can't be helped. Build in a few extra days for a job to ensure you will meet your deadline. Usually, subs are hired for a specific part of a project and paid a lump sum for their work. If *you* don't finish on time, they are likely to lose work and you will encounter delays, which can also affect long-term profitability.

Adhere To Your Timetable

Creating loyal, hard-working crews requires that you stick to your start and completion dates. In addition to compromising efficiency and revenues, broken promises can also compromise worker reliability. If, for example, they show up to find a half day of work, or no work at all, they'll be less than enthusiastic the next time you call.

Agree to Terms of Payment, and Pay Them On Time

Enter into a written contract with each subcontractor before

 JR. The year was 1980, and Zicher was employed as an Estimator for Gilbane Building Company in Providence, Rhode Island.

Over the next quarter-of-a-century, Zicher would work on a wide variety of projects, ranging from the Atrium Mall in Chestnut Hill, the Cambridgeside Galleria in Cambridge, and the Westin Hotel in Waltham -- to build-outs of hospitals, college campuses and historic and office buildings in downtown Boston. Most recently, he worked for Payton Construction, Beaver Builders, and Shawmut Design & Construction.

As Vision Builder's new Executive VP, Zicher handles all new client contracts. "I have the opportunity to train a younger generation of workers on how to merge new technologies with the 'old school' skills that are so important to the heart of this job," he said. Zicher's contacts across New England have resulted in many new opportunities for Vision Builders. "I know so many of the players, and Anthony brings a great general contracting firm to the table. We're a winning combination."

Gagliardi agrees. "Bob is helping us secure projects more complex and larger in scope, and he's bringing us into untapped market areas." In his new role, Zicher will spearhead business development efforts, manage projects, negotiate contracts and supervise staff.

with each subcontractor before the first nail is hammered in. Agree to terms of payment up front to avoid problems later. Most importantly, pay your subcontractors on time for their services. If the work is done, they deserve their check.

Keep the lines of Communication Open

If your client praises a sub's work, be sure to let them know. If the opposite happens, resolve the issue immediately. Whether it's with your clients or your subs, you need to be accessible.

Feed Your Subs

If they're working in extreme temperatures, spring for hot coffee or cold drinks. Crews often can't leave a job site when they're working on a schedule, and some short money upfront will keep them going to meet your deadlines.

Subcontractors, like any other workers, want fair working conditions, equitable pay, and longevity with their general contractor. They are a unique breed who often holds the key to your success. Having the most talented and committed people on hand to do the job will help you meet your objectives on time, every time.

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PROJECTS IN THE SPOTLIGHT: BOLOCO's and COMCAST CABLE

You see them every week on Extreme Home Makeover; harried construction crews trying to meet insane deadlines that seem impossible to fathom in the first place. While Vision Builders doesn't build houses in a week, the firm does endure some pretty tight turnarounds. They've made it their business to meet those goals, no matter the circumstances.

Two recent projects completed by Vision Builders illustrate the hurdles they often face, and how they're able to move past them to get the job done. One is the brand-new build-out of a Boloco's Inspired Burritos on Congress Street in Downtown Boston, a job that required the company to transform a former Brigham's Ice Cream restaurant into a new location for the fast-growing "upscale burrito" restaurant chain.

The project began in September of 2007 and was open for business on December 17th. From the start, the Vision Builders team had to deal with other subcontractors assigned by the building owner to work on the exterior. This required careful planning and coordination. The landlord was also responsible for getting the sub-flooring installed, and scheduling around all of the other construction was crucial, so Vision Builder's Project Superintendents stepped in and took over the process.

The storefront itself was not installed until mid-November, which forced construction crews to work on off hours to stay on schedule. The space was also very tight, making it impossible to have more than one crew inside at any given time. With the right planning and execution, the job was completed and Boloco's opened its new doors, right on time.

"Although I've opened many Boloco's in the past, this was by far the most challenging location," says Adam Leibman, co-founder of the chain. "The final product had to be executed professionally without disrupting the other tenants, and expectations were high. Anthony Gagliardi and his team did a great job throughout the project, always ahead of every situation." added Leibman. "They professionally managed the renovation, and handled logistics that weren't even part of their scope of work. Vision Builders is an invaluable partner in our success."

A similar challenge awaited Vision Builders in Plymouth, Massachusetts -- a multi-part project for Comcast Cable that involved refitting its Grissom Road headquarters, which included a warehouse and office space in two separate buildings a couple of hundred yards apart. Both jobs had to be done simultaneously. Permits were issued at the end of September, with a deadline of October 31st. With painstaking pre-planning and synchronization of work crews, supplies and subcontractors, both jobs were completed ahead of deadline.

These projects are indicative of the types of deadlines Vision Builders deals with on a regular basis; but some are even more daunting. Taking the necessary steps to meet client goals is a cornerstone of Vision Builders' business model.

We hope you enjoyed our first newsletter. Please visit our newly-launched website for a complete list of current projects awarded to Vision Builders.

Sincerely,

***Anthony Gagliardi, President
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