

The 4th Annual
**BIG
Book
of Lists**

For the fourth year, USGlass magazine presents its *Big Book of Lists*, a ranking of the top industry companies. Below you'll see an list of some of the top glazing contractors ordered by annual sales. The information was provided to USGlass by the companies listed and includes websites where you can find more information about the company. These contractors also each submitted a short description of the work they do.

On the following pages you'll find rankings of glass companies, from largest to smallest, in a variety of categories. Information was obtained through companies' submissions and our editors' independent field research.

This year we've included a list of the top woman-owned glazing contractors. Read more about these noteworthy women in our sidebar, *Breaking the Glass Ceiling*.

To ensure your inclusion in next year's *Lists*, e-mail mheadley@glass.com.

Top Glazing Contractors

Based on 2007 sales revenue of commercial glazing business segment

Company City, State	Web Address	President/CEO	No. of Locations	No. of Employees	Years in Business
Harmon Inc. Eden Prairie, Minn.	www.harmoninc.com	—	18	1,100	12
Harmon Inc. services the entire life cycle of a building's glazed exterior and provides a full range of glass services, from new construction, to repair and replacement, to renovation.					
Enclos Corp. Eagan, Minn.	www.enclos.com	Gregg Sage	18	650	32
Enclos Corp., one of the largest specialty contractors in the United States, designs, engineers, fabricates and installs exterior facades and curtainwall cladding systems.					
Permasteelisa Cladding Technologies Ltd. Windsor, Conn.	www.permasteelisa.com	Alberto De Gobbi	6	—	35
Through research and development of new design and construction systems and technologies and the use of innovative materials Permasteelisa aims to guarantee and constantly improve the quality of its architectural claddings.					
Walters & Wolf Fremont, Calif.	www.waltersandwolf.com	Randy Wolf	5	835	30
For 30 years, Walters & Wolf has designed, fabricated and installed custom curtainwall and exterior cladding systems. Regional production facilities allow for single-source responsibility, commitment to quality and on-time delivery.					
Trainor Glass Alsip, Ill.	www.trainorglass.com	Thomas Trainor/ Robert Trainor	14	534	55
Trainor Glass is committed to quality fabrication and installation of glass products and aluminum framing systems for commercial and industrial applications, with a focus on building exteriors and tenant interiors.					
W&W Glass LLC Nanuet, N.Y.	www.wglass.com	Michael, Jeffrey, Howard and Scott Haber (co-managing members)	2	195	30
W&W is one of the largest commercial architectural glass and metal subcontractors in the New York metropolitan area, specializing in curtainwalls, storefronts, entrances, ornamental, metal, skylights and structural glass systems.					
CBO Glass Alden, N.Y.	www.cboglass.com	Paul Hogan	2	300	35
CBO's management and staff are dedicated to completing high quality projects on time and within budget. Its goal is 100 percent customer satisfaction through teamwork and strong performance.					
Haley-Greer Inc. Dallas, Texas	www.haleygreer.com	Don Haley (CEO); Letitia Haley Barker (president)	3	260	29
Haley-Greer Inc. is a professional installer of high-performance window wall and curtainwall systems on major commercial projects. Its experience includes multifaceted projects requiring innovative design and installation.					
Heinaman Contract Glazing Lake Forest, Calif.	www.heinaman.net	John Heinaman	2	130	20
Heinaman Contract Glazing furnishes and installs glass and aluminum wall systems for mid- to high-rise commercial projects in Southern California and Nevada.					

Top Glazing Contractors

Based on 2007 sales revenue of commercial glazing business segment

Company City, State	Web Address	President/CEO	No. of Locations	No. of Employees	Years in Business
TSI/Exterior Wall Systems Inc. Landover, Md.	—	Victor Cornellier	1	160	30
TSI/Exterior Wall Systems is a glass and glazing subcontractor specializing in high-end custom curtainwall, windows, entrances, panel walls and canopy systems in projects in Washington, D.C., and Baltimore.					
Karas and Karas Boston, Mass.	www.karasglass.com	Joseph Karas	1	118	84
Karas & Karas, a leader in the contract glass industry, aims to see projects through from planning and contract drawings to fabrication, all the way to professional installation.					
ASI Ltd. Indianapolis, Ind.	www.asilimited.com	Ken W. Smith	1	265	19
ASI Ltd. performs all engineering and manufacturing processes to provide a turnkey project. Its ability to develop job-specific unitized systems set it apart.					
Giroux Glass Inc. Los Angeles	www.girouxglass.com	Anne-Merelie Murrell	2	220	62
Giroux Glass specializes in glass, glazing and architectural metals serving the Western United States in commercial, design-build projects and high-end residential work.					
MTH Industries Hillside, Ill.	www.mthindustries.com	Lyle R. Hill	1	124	121
MTH Industries is one of the country's largest and oldest full-service architectural glass providers.					
Juba Aluminum Products Co. Inc. Concord, N.C.	www.jubaproducts.com	John Juba (president); Joni Juba (CEO)	2	149	14+
Juba Aluminum Products specializes in building exteriors for low- to high-rise curtainwall projects. The company has created a niche for itself working with pre-construction teams in the design-development phase.					
Cartner Glass Systems Inc. Charlotte, N.C.	—	Lawrence A. Cartner	2	72	27
From mid- to high-rise buildings, Cartner Glass Systems strives to provide owners with curtainwall and glass products that are not only installed professionally but also environmentally friendly.					
Glass Systems Inc. Lithonia, Ga.	www.glasssystems.biz	Luther Hudson	1	140	23
Glass Systems Inc. has specialized in building envelopes, windows, window walls, curtainwall and entrances for more than two decades.					
Architectural Wall Systems Co. West Des Moines, Iowa	www.archwall.com	Mike Cunningham (CEO); Tom Schlotfeldt (president)	1	125	16
Architectural Wall Systems Co. provides engineering, detailing, manufacturing, estimating and installation of exterior wall materials with professional project management and union craftspeople. Its expertise includes rainscreen technology and unitized wall construction.					
Sunset Glazing La Mesa, Calif.	www.sunsetglazing.com	Don E. Witte	1	50-60	27
Sunset Glazing has established a reputation of excelling in quality, reliability and service. The company has the capability to provide single-source responsibility for the complete design and development of a project.					
Tower Glass Inc. Santee, Calif.	www.towerglass.com	Evelyn Swaim (president)	1	125	19
Tower Glass Inc., the largest glazing contractor in San Diego County, specializes in new construction. Its projects are noted for custom applications, hard bid as well as negotiated projects					
MasonryArts Inc. Bessemer, Ala.	www.masonryarts.com	Roy Swindal	2	—	40+
MasonryArts has been a leader in the curtain/window wall industry for more than ten years. The single-source cladding contractor erects high-rise glass curtainwall, stone claddings systems, commercial and industrial masonry and precast.					
Ridgeview Glass Inc. Marlboro, Md.	www.ridgeviewglass.com	Andy E. Canter Jr.	1	132	25
Ridgeview Glass Inc. is a family-owned business that specializes in curtainwall design and installation, with contracts ranging from \$1-5 million.					

Top Glazing Contractors Continued

Company City, State	Web Address	President/CEO	No. of Locations	No. of Employees	Years in Business
Arcadia Products Inc. Northbrook, Ill.	www.arcadiaproducts.com	Robert L. Martin	1	80	27
Arcadia Products is a unique resource for building glass and cladding technologies. It serves developers, architects and general contractors who demand performance, versatility and reliability in design, engineering, procurement, fabrication and installation.					
Ajay Glass Manchester, N.Y.	www.ajayglass.net	Demetrios G. Stathopoulos (CEO), Steve Stathopoulos (president)	1	120	49
Ajay Glass provides exterior cladding solutions with the attitude "whatever it takes to get it done." The company uses extensive resources to engineer, fabricate and erect complex projects that meet design, cost and schedule goals.					
Sierra Glass & Mirror Inc. Las Vegas, Nev.	www.sierraglass.com	Robyn McGinnis	1	65	29
Sierra Glass & Mirror is committed to quality fabrication and installation of glass products and aluminum framing systems for commercial and industrial applications. The company specializes in custom interiors and building exteriors.					
Interclad Plymouth, Minn.	www.eganco.com	Bill John	1	65	10
Interclad is a regional cladding company specializing in engineering and fabrication of aluminum curtainwall, storefronts, glass and glazing, composite metal panels and specialty metals for major commercial construction projects.					
Champion Metal & Glass Inc. Dear Park, N.Y.	www.championmetal glass.com	Ali Ghahremani	1	45	15
Champion Metal & Glass is celebrating 15 years in the architectural and ornamental industry in the New York City metropolitan area. It continues to build on its reputation for quality and service excellence with every project.					
Galaxy Glass & Aluminum Inc. Manchester, N.H.	www.galaxyglass.biz	Daniel Simpson (co-owner, president), Mark Brown (co-owner, vice president)	2	85	16
Galaxy Glass, a commercial glass and glazing contractor servicing the New England and Mid Atlantic area, is committed to teamwork and quality.					
R & R Window Contractors Inc. Easthampton, Mass.	www.rwindow.com	Roger A. Fuller	1	80	30
R & R Window Contractors Inc. sells, installs and services a broad range of commercial window, storefront and curtainwall systems, from traditional styles to customer designs.					
Metropolitan Glass Inc. Denver, Colo.	www.metroglass.com	Michael Smith	1	106	44
Metropolitan Glass serves the construction industry with innovation and installation of aluminum and glass-related products. The company provides a full array of products and services including preconstruction services.					
Accuracy Glass & Mirror Co. Las Vegas, Nev.	—	Kelly Marshall (president), Michael Lamek (vice president)	1	97	20
Accuracy provides complete design and installation for a number of glass and related products, including custom handrails and claddings, entrance doors, storefronts and curtainwalls, skylights, shower doors, metal wall panels and window film.					
Hilboldt Curtainwall Inc. St. Louis, Mo.	hilboldt.com	Dennis Hilboldt (president); Jane Hilboldt (CEO)	1	22	3
Hilboldt Curtainwall Inc. specializes in high-quality exterior wall systems. The company works to build, panelize and install custom enclosure systems with an emphasis on prefabrication to the fullest extent possible.					

Top Glazing Contractors Continued

Company City, State	Web Address	President/CEO	No. of Locations	No. of Employees	Years in Business
American Glass and Metals Corp. Plymouth, Mich.	—	James D. Vogelsberg	1	65	28
American Glass and Metals is a glazing contractor with more than two decades of experience in the Michigan area.					
Carter Glass Co. Inc. Kansas City, Mo.	www.carterglass.net	Terrence F. Carter (CEO), John Carter (president)	2	60-70	47
Carter Glass is a family-owned business with the goal of service excellence. The company offers its services on all jobs, from the smallest project to highly customized glazing systems.					
Lynbrook Glass & Architectural Metals Corp. Hauppauge, N.Y.	www.lynbrookglass.com	Joseph Torsiello	1	80	77
Lynbrook Glass & Architectural Metals Corp., a family-owned and -operated business, designs, manufactures, fabricates and installs standard and custom aluminum windows, storefronts, glass curtainwalls, greenhouses and skylights.					
Glass & Mirror America Clarendon Hills, Ill.	www.americanglassandmirror.com	P. Hill, D. Lamantia, L. Ferrusi (directors)	3	86	42
Glass & Mirror America is a full-service, multi-state glass and metal provider. The company specializes in high-end retrofit projects.					
Vienna Glass Co. Manassas, Va.	www.viennaglass.com	Richard Glaze	2	60	53
Vienna Glass is a full-service glass company in the Washington, D.C.-area. The company, which has one facility for retail and one for commercial projects, prides itself on its diversification.					
Modern Mirror and Glass Co. Inc. Roseville, Mich.	modernrglass.net	Paula Zeoli	1	80	63
Modern Mirror and Glass is a full-service glazing contractor, providing work on commercial, industrial, educational, large residential and glass railing projects. The company maintains a focus on customer service and teamwork.					
Sound Glass Sales Inc. Tacoma, Wash.	www.soundglass.com	Warren W. Willoughby	3	88	25
Sound Glass Sales Inc. is Puget Sound homeowners' and contractors' source for glass, doors, shower and bath enclosures and glass railing systems.					
Hale Glass Inc. Placentia, Calif.	www.haleglass.com	Brian Hale Sr. (president), Gloria Hale (CFO)	1	55	29
Hale Glass aims to educate its people to make the right decisions, and empowers employees to do whatever necessary to ensure its mission statement "American pride and quality" is more than just words.					
United Glass and Panel Systems Inc. Canton, Ohio	www.ugps.com	Tom Nesbitt	1	50	12
United Glass and Panel Systems has grown from five employees to more than 50, including 30 tradesmen with more than 300 years of collective experience. Its designs, fabricates and installs systems for building exteriors.					
Del Ray Glass Co. Alexandria, Va.	www.delrayglass.com	Mitchel Papanicolas	1	60	55
Del Ray Glass Co. specializes in commercial storefront and interior glass systems, as well as residential custom all-glass shower enclosures and mirrors. The company's management all holds Purdue University engineering degrees.					
EAP Glass Inc. Golden, Colo.	eapglass.net	Edward A. Perme	1	65	25+
EAP Glass Inc. specializes in medium- to large-sized construction and remodel projects in both the commercial and service fields.					
The Glass Shop Visalia, Calif.	www.theglassshop.com	Jeff Theis	1	63	30
The Glass Shop is a family-owned and -operated full-line shop, handling commercial, residential, auto and replacement windows. The company is second generation-owned, with the third generation working in the business.					
Linford Contract Glazing LLC Salt Lake City	—	Earl J. Linford	1	57	8 months
Linford Contract Glazing LLC began business on May 1, 2007, when Earl Linford and Gary Dabb purchased the commercial division of Linford Brothers Glass. The company now targets projects ranging from \$1 to \$5 million in size.					

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Top Float Glass Producers

- PPG Industries Inc.
- Guardian Industries Corp.
- Pilkington North America Inc.
- AGC Flat Glass North America
- Cardinal Glass Industries
- Vitro America
- Saint-Gobain

Top Fire-Rated Glass Manufacturers

- SAFTI First
Fire-Rated Glazing Solutions
- VETROTECH Saint-Gobain

Top Mirror Producers

- Arch Aluminum & Glass Co. Inc.
- Guardian Industries Corp.
- Vitro America
- Virginia Glass Products
- Gardner Glass Products
- Walker Glass Co. Ltd.

Top Door and Window Hardware Distributors

- Mayflower Sales Co. Inc.
- JLM Wholesale
- Strybuc Industries
- International Door Closers
- Calibre Door Closers

Top Low-E Glass Producers

- Cardinal Glass Industries
- AGC Flat Glass North America
- PPG Industries Inc.
- Pilkington North America Inc.
- Viracon
- Guardian Industries Corp.

Architectural Metal Producers

- Kawneer, An Alcoa Co.
- YKK/AP America
- Vistawall (a part of Oldcastle Glass)
- United States Aluminum
- Tubelite Inc. (a part of Apogee Enterprises Inc.)
- Arch Aluminum & Glass Co. Inc.
- EFCO, A Pella Co.
- TRACO
- Accura Systems Inc.
- Laminators Inc.
- VETROTECH Saint-Gobain
- FabTech LLC
- Quality Metalcrafts LLC

Top Laminated Glass Producers

- Guardian Industries Corp.
- Oldcastle Glass
- Arch Aluminum & Glass Co. Inc.
- Viracon
- AGC Flat Glass North America
- Vitro America
- Hartung Glass Industries
- J.E. Berkowitz L.P.
- Dlubak Corp.
- Northwestern Industries
- Cristacurva

Top Fire-Rated Distributors

- Technical Glass Products
- General Glass International
- Oldcastle Glass
- Hartung Glass Industries
- Prelco Inc.
- Coastal Glass Distributors

Top Tempered Glass Producers

- Oldcastle Glass
- Arch Aluminum & Glass Co. Inc.
- AGC Flat Glass North America
- PPG Industries Inc.
- Viracon
- United Glass Corp.

Curtainwall and Storefront/Entrance Producers

- Kawneer, An Alcoa Co.
- Vistawall (a part of Oldcastle Glass)
- YKK/AP America
- United States Aluminum
- EFCO, A Pella Co.
- Tubelite Inc. (a part of Apogee Enterprises Inc.)
- Arch Aluminum & Glass Co. Inc.
- TRACO
- Wausau Window & Wall Systems
- Accura Systems Inc.
- Architectural Glazing Technologies
- PORTAL Inc./
National Store Fronts Co.
- Laminators Inc.
- FabTech LLC

Top Shower Door Producers

- Kohler Co.
- Alumax Bath Enclosures
- Basco Shower Enclosures
- Southeastern Aluminum Products
- Hartung Glass Industries
- Coral Industries
- Coastal Industries

Top Minority-Owned Companies

- Glass Designers Inc.
- U.S. Architectural
Glass & Metal/GMS

Breaking the Glass Ceiling

by Ellen Rogers



Letitia Barker

Letitia Barker has come a long way since 1979. That's when she joined Dallas-based Haley-Greer as its first employee. "My father [Don Haley] started the company with James Greer and I helped set up the business," says Barker (*see the July 2003 USGlass magazine, page 56, to read our exclusive interview with Don Haley*). "I remember buying our first copier, which looked a whole lot different than the ones we have today." Barker didn't stay there long, though, leaving after about two years when her husband's job took them to Florida. She returned to Dallas in 1995 to serve as chief financial officer of Haley-Greer, and became president in 2003.

It's rare that a woman is in charge of one of the country's largest contract-glazing companies (*see chart on the following page*). After all, the vast majority of professionals working in the construction industry are men. But Barker is not alone; several women presidents and/or chief executive officers (CEO) are leading contract-glazing companies across the country toward growth, innovation and success.

Breaking Ground

Contract glazing might not be glamorous work and it's certainly not the career every little girl dreams of having one day. But a growing number of women are finding successful careers in the glass industry. Barker says she has seen an increasing number of women working in the glass industry and says in many cases it's because the women have grown up in the business.

"They were born into a construction family. They've been around the business, they know it and they enjoy it," says Barker. "And today there are so many ed-

ucational programs in colleges and schools that there are more possibilities to get education in construction as well."

Like Barker, Robyn McGinnis, president and CEO of Sierra Glass & Mirror in Las Vegas, also runs the company her father started in 1979.



Robyn McGinnis

McGinnis took over that worked in hotel management and advertising. She says the glass business has been both interesting and challenging.

"My first year was very intimidating, and being a woman in an industry that I always perceived to be a man's domain made it even more so. Other than a summer or two answering phones, neither my sister nor I ever worked at Sierra, but my brother did," says McGinnis. "So, it was important for me to surround myself with people I trusted—talented, skilled and definitely open-minded individuals. I rely so much on my team to bounce ideas off of and to help grow the company. I think it's important to surround yourself with those who know more than you do and can offer a different perspective."



Joni Juba

Though Juba Aluminum Products Co. Inc. in Concord, N.C., has been in operation only since 1993, like both Haley-Greer and Sierra, it, too, is a family business—and it also has a women CEO. Joni Juba, CEO of the company, says her family has been in the glass business for more than 30 years. Her husband, John, who serves as the company's president, got started in the industry in 1970 working for PPG.

"Since that time, both John and I, and our family, have been actively involved in the industry," says Joni Juba.

Best Foot Forward

These women say they enjoy the glass business with the opportunities and challenges it brings.

"It's certainly rewarding," says Juba. "There is a great satisfaction in saying, 'we built that.'" And as far as her challenges? "This industry isn't particularly known for its work-life balances," she says. "It is a fast-changing industry and has the reputation of being very demanding."

Barker says she like that fact that there's a lot of "action" to this industry. "I like that it's so results-oriented and you can see the work from start to finish," she says. "Because of the fact that it is a man's industry traditionally, it challenges me more to make it an adventure since I'm working in a field in which someone might not think that I could be successful. So it's never been a detriment to me. My father once said, 'If you'll just learn the business you'll be amazed how successful you'll be. Women have an automatic entrance in the front door because the men are going to be polite, but after you show them you know what you're talking about you'll really be successful.'"

McGinnis says as a woman in the contract-glazing field she does find she has to work a bit harder than others might to prove she is capable of doing the work.

"I believe there's a level of respect for anyone, male or female, in top positions, but the challenge has been getting customers, clients, contractors, architects, etc. to have faith in my ability to deliver a major construction project in the same way a man would, on schedule and within budget," says McGinnis. "I think that automatically they take a second look because they are so used to seeing a male owner and when a woman walks in, they're surprised. Once you've worked with them and they've come to know you're as capable to deliver as anyone, the fact that you're a woman is not such a big deal."

Those second looks must be paying

Breaking the Glass Ceiling continued

off, because these female-lead contract glaziers are winning major projects. In Dallas, Barker is excited about the work her company is doing on the new Dallas Cowboys stadium, which is expected to be ready for the 2009 football season. She says they are currently installing the curtainwall skin.

"The stadium will have one of the largest inverted-slope glazed curtainwalls in the world, and the end-zone doors are going to be the largest operable glass doors ever produced," says Barker.

In Las Vegas, Sierra Glass is working on the Lou Ruvo Brain Institute—famed architect Frank Gehry's first Las Vegas project.

"The architecture is such that it twists and turns within itself in a way that some believe to resemble a human brain," says McGinnis. She says while the intricacy has created some challenges, her team is extremely excited about adding the completed project to the company's portfolio.

Career Highlights

Completing a monumental project is only one important career aspect. Achieving a certain goal, for example, can also be a milestone.

For Barker, her career highlight came when she was put to the test. "About ten years ago we had to get a contractor's license to do work in the state of Mississippi, and there were two tests, including a glazing test and business administration test, that someone from our company had to take and pass," says Barker. "The tests needed to be taken by people who we knew would be with the company for a while, so I decided to attempt and take it." Barker says she studied diligently for the test, which she took along with a gentleman from Haley-Greer. "Afterwards he said to me, 'That was really unfair that you had to take that test; it was so difficult.' Well, I passed that test with flying colors. That was when I knew that this business was not just for a man and that I, too, could be successful."

For McGinnis, taking over the com-

Top Woman-Owned Glazing Contractors

- Haley-Greer Letitia Haley Barker (President)
- Giroux Glass Anne-Merelie Murrell (President/CEO)
- Juba Aluminum Products Co. Inc. Joni Juba (CEO)
- Tower Glass Inc. Evelyn Swaim (President)
- Sierra Glass & Mirror Robyn McGinnis (President/CEO)
- Hilboldt Curtainwall Inc. Jane Hilboldt (CEO)
- Modern Mirror and Glass Co. Inc. Paula Zeoli (President/CEO)

pany her father started has been most significant.

"It's more than just a business. My father started this company 30 years ago, and devoted his life to ensuring its success. I truly had no idea the challenges he faced, but I knew I was going to devote all I had to ensure the ongoing success of the company he spent his life building," she says. "I always idolized my dad, but I have such a newfound respect for the man he was. He made success look easy. Stepping into his shoes as the president of Sierra Glass so long after his passing was a great reminder of what I had lost and how much I missed him. When I'm faced with a daunting challenge I always wonder what he would do. I'm convinced his success was based on very basic principles: integrity, honesty, a great team and a deep devotion to his customers, suppliers and employees. I follow those same principles."

Juba says she most enjoys the people and relationships that come with the job.

"It continues to be gratifying to have the opportunity to be involved in the early planning and pre-design stages of a project," she adds.

Growth Potential

Looking to the future, seeing more women in the contract glazing business is not all that unlikely.

"The glass and glazing business is no longer considered a traditional role for men," says Juba. "We now employ and effectively operate with a vast number of women who hold what used to be considered non-traditional roles, such as project estimator or project manager."

McGinnis says she expects to see an increase, too. "By their very nature, women are fixers, they are born man-

agers (women have been managing homes since the beginning of time) and this work is all about management skills, creativity, follow-through and communication," McGinnis says. "Women can bring something different to a table full of men. I'm not saying women are better than men, just different, and often times we see situations completely differently, so we react to them differently. Different perspectives are important in any business, and I hope that more women do get involved, because I believe more women in it will only benefit our industry."

And just what advice would Barker, McGinnis and Juba give to those ladies out there thinking of joining the industry? Thicken up your skin.

"It's a creative field, but it's not for the weak," says Barker. "You've got to be willing to diver right in."

McGinnis agrees. "It's a tough, confrontational business and if you're looking for something without stress, this isn't it. It's challenging, but rewarding, work."

Though it may be tough work, McGinnis still thinks it's exciting. "This is a fantastic business. Glass is so beautiful and it's often the most outstanding, exquisite product on a building," she says. "[The completed project] is a work of art and as a glazing contractor our contribution is one of the most important and most difficult. Whether you're in the field or in the office, when you see [all of your hard work] in its finished state it all becomes worth it and you're anxious to get to work on the next one."

Juba agrees, the contract glazing industry is a great one in which to work. So much that it's "easier getting on than getting out." But on a serious note she adds, "There's never been a better time to get into this industry." ■