

THE PUNCH LIST

NEWS & INSIGHTS FOR SUBCONTRACTORS

SUBCONTRACTORS ASSOCIATION OF THE METROPLEX

SEPTEMBER 2026



ASSOCIATION LEADERSHIP

President: Tommy Parker, Fox Electric
Vice President: Rob Petitti, INSURICA
Treasurer: Donna Nuernberg, Donna Nuernberg CPA
Secretary: Matthew Singel, Anderson Paving
Past President: Bryan Kindopp, Staley Steel
Director: Ben Crowell, Fritz Metals
Director: Benny Aguilar, Aguilar Concrete Services
Director: Brad Chandler, Intex Electric
Director: Tom Crossland, SitePro Rentals
Legal Counsel: Sewall "Spike" Cutler, Cutler Smith, P.C.
Executive Director: Carrie Buckley

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Education: Matthew Singel, Chairperson
Events: Robert Petitti, Chairperson
Legislative: Ben Crowell, Chairperson
Membership: Benny Aguilar, Chairperson
Philanthropy: Vacant
Safety: Tommy Parker, Chairperson



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A Message from the President



Dear SAM Members & Friends,

Well, here we are two-thirds of the way through Q3! This time of year, it begins to get easier to really see how the year has gone and how your end of the year is shaping up. I like to start deeply examining my Risk Management Program and look at the trend through the year so far. Asking questions like:

What seems to be working, and what seems not to be working? Are there any trends that have developed?

How can we address those trends going into 2027? This allows time to add to or amend your risk management, safety program, and safety training protocol, and to have any revisions ready to implement at the start of the year.

At SAM events and meetings, conversations often drift towards topics like this; it's always great to hear what other subcontractors and associate members are dealing with in the realm of risk management. . SAM is a very useful tool. It can be really beneficial when used, but not when it just sits on the shelf or in a toolbox. I hope to see you at some of our upcoming events.

Sincerely,

Tommy Parker

President

Operations Manager
Fox Electric Ltd.
office: 817-151-2571 ext. 122
direct: 817-792-4222



*Invite another Subcontractor
to a SAM Meeting.
An EDUCATED sub is the best sub!*

*In SAM, it is about improving and elevating
the subcontracting community.*

Better Subcontractors make a Better Industry.





Subcontractors Association
of the Metroplex

MEMBERSHIP



GROW



EDUCATE



MENTOR



NETWORK

STRONGER TOGETHER. BUILDING TOMORROW.

MEMBERSHIP DIRECTORY

[CLICK HERE TO VIEW THE FULL DIRECTORY](#)

Access the most up-to-date member listing online anytime.

NEW EDUCATION SPONSOR





TRADES DAY

A DAY FOR CONSTRUCTION CAREER EXPLORATION

**INSPIRE.
EDUCATE.
BUILD THE FUTURE.**

Trades Day connects students with the building blocks of a strong future.

Through hands-on activities, industry professionals, and career insights, students will explore the many opportunities in the construction trades.



**TUESDAY,
SEPTEMBER 29**



**SPONSORSHIP DEADLINE
SEPTEMBER 8**



9:00 A.M. - 12:00 P.M.



**KEITH BELL
OPPORTUNITY CENTRAL**
680 Innovation Blvd.
Forney, TX 75126

YOU TOOK A SWING. SAM GAVE BACK.

SAM's Beat the Pro hole at our Golf Tournament raised \$3,600 for CIEF!

Thank you to everyone who participated and helped us invest in the next generation of construction.



Why it matters:

The construction industry offers rewarding careers, competitive wages, and the chance to build something that lasts.

LET'S BUILD TOMORROW-TOGETHER.

[CLICK HERE](#)

For More Information



LIEN REPORT

January - July
2026



JULY 2026 LIEN SUMMARY

DFW OVERVIEW



TOTAL LIENS FILED

338



TOTAL DOLLAR VALUE

\$42,593,449



AVERAGE LIEN

\$126,016



LIENS OVER \$10,000

217
(64.2%)



LARGEST LIEN

\$6,751,859



BY COUNTY

Dallas 318 (94.1%)
Collin 15 (4.4%)
Tarrant 5 (1.5%)

TOTAL 338 (100%)



*Strong variance in lien sizes is driving the average higher.
July's typical lien was significantly smaller.*



DFW LIEN WATCH

TOP 5 LARGEST LIENS

JULY 2026

RANK	LIEN AMOUNT	CLAIMANT → PROPERTY OWNER	LOCATION (COUNTY)
1	\$6,751,859	Bestwater USA / BW Industrial Construction → Canadian Solar US Module Manufacturing Corp. & Mesquite Modules Corp.	Mesquite (Dallas County)
2	\$4,956,215	Bevan Builders LLC → Waters Living Trust / Robert & Jennifer Waters	Fort Worth (Tarrant County)
3	\$2,936,770	Mark Garland Homes → Kelly Morgan Gillette & William James Gillette	Celina (Collin County)
4	\$2,473,880	Bellator Builders & Development → Prologis-McDaniel LLC	Carrollton (Dallas County)
5	\$2,135,310	JOBS Waterproofing & Restoration Services → Bay 9 Holdings LLC	Dallas (Dallas County)



These 5 liens total **\$19,253,894**, representing **45.2%** of the total lien dollars filed in DFW for July 2026.



2026 REPEAT OFFENDERS

TOP 5 PROPERTY OWNERS WITH THE MOST LIENS FILED



JANUARY-JULY 2026 • DFW OVERVIEW

RANK	PROPERTY OWNER	# OF LIENS	TOTAL LIEN VALUE
1	Pecos Housing Finance Corporation*	95	\$2,462,065
2	108 Gilbert Villas LLC	20	\$783,809
3	The Salvation Army	10	\$3,052,529
4	VOP Partners LLC	7	\$2,127,580
5	BJS Wholesale Club Inc.	5	\$1,808,073



* Pecos Housing Finance Corporation and related entities appear frequently on residential and multi-family projects. Most other owners listed above are primarily commercial or industrial property owners.



ERGONOMICS

(lifting, carrying, and handling tools, materials, and equipment safely)

Back injuries, Sprains, and Strains – Can be a real pain!



Does your safety manual and safety training program cover proper lifting techniques?



On the job, injuries from poor or improper material handling are common in construction—how do you prevent or reduce incidents?



Training your employees in proper lifting techniques is a must; this should be done during orientation, as well as covered in a couple of times each year for current employees.



The importance of this training, follow-up, and enforcement of using proper techniques can save you a lot of grief and expense.



Employees who know how to lift properly, ask for assistance, or use proper tools and lifting aids are critical. If you do not have this set in place, you should really consider implementing this into your safety program.



LIFT RIGHT – EVERY TIME!

- ✓ **BEND YOUR KNEES**
Use your legs, not your back.
- ✓ **KEEP IT CLOSE**
Hold the load close to your body.
- ✓ **NEUTRAL BACK**
Keep your back straight.
- ✓ **TIGHTEN YOUR CORE**
Stabilize your midsection.
- ✓ **LIFT SMOOTHLY**
Use controlled, steady movements.



CONSTRUCTION SUICIDE PREVENTION WEEK

SEPTEMBER 14-18



September is National Suicide Prevention Month — a time to face a difficult truth: Construction workers die by suicide at a rate about four times higher than the general population. No one should have to struggle alone. Why are construction workers at risk? The job is tough on both body and mind. Long hours, physical demands, job uncertainty, and a culture that says "tough it out" can take a serious toll. Add financial worries and time away from family, and the stress can feel overwhelming.

This year's Construction Suicide Prevention Week, September 14–18, encourages employers and workers to make mental health a workplace safety priority. As part of the nationwide effort, construction companies across the country will participate in a one-minute stand-down and moment of silence on September 14 to honor lives lost and renew their commitment to prevention.

You are not alone. If you or someone you know is struggling, help is available:

- Call or text 988 for free, confidential support 24 hours a day, seven days a week.
- Visit OSHA's [Preventing Suicides in Construction webpage](#) for workplace resources and guidance.
- Visit CPWR's [Mental Health in the Construction Industry webpage](#) for suicide prevention training and other resources.
- Explore the [Construction Industry Alliance for Suicide Prevention website](#) for stand-down materials, training resources, and information about Construction Suicide Prevention Week.

Watch out for each other. Creating a workplace where people can talk about mental health saves lives. If you notice someone struggling, reach out, listen, and help connect them with support. Breaking the silence could save a life.



National Moment
of Silence

September 14
1:50 p.m. Central

Other TDI Resources

FREE OSHA 10 Classes

Zoom - [October 14-26](#)

In-Person - [October 20-21](#)

CPR, AED,

& First Aid Training

[October 19](#)

OSHA 30 Classes - \$30

In-Person:

[September 28-October 2](#)

FREE Safety Webinars

[View 2026 Calendar](#)

More FREE Safety Resources

[Click Here](#)

ARTIFICIAL INTELLIGENCE CAN WRITE YOUR EMPLOYEE HANDBOOK. **SHOULD YOU LET IT?**

SUBBIE SAMANTHA'S COMPLIANCE CORNER



Artificial intelligence can produce professional-looking workplace policies. Ask an AI program to prepare an attendance policy, progressive-discipline procedure, drug-testing policy, job description, or employee handbook, and within seconds it can produce something that looks as though it came from an experienced HR department.

That is precisely what makes it dangerous.

For a subcontractor, employment policies do much more than tell employees when to report to work. They interact with wage-and-hour laws, discrimination statutes, disability and religious-accommodation requirements, workers' compensation programs, safety rules, drug testing, leave laws, unemployment claims, and—particularly in Texas—the employer's valuable right to maintain employment at will.

The Problem: AI Does Not Know What It Does Not Know

Generative AI predicts what language should come next. It absolutely cannot independently determine whether a proposed policy is appropriate for your company, workforce, jurisdiction, existing handbook, benefit plans, or actual management practices.

The accidental “for cause” policy. An employer asks AI for a fair disciplinary policy. The program produces an impressive progressive-discipline system requiring a verbal warning, written warning, final warning, and only then termination. Management adopts it without recognizing that mandatory language may be used by a discharged employee to argue that the company limited its discretion to terminate employees.

If you rely upon on-line drafting to prepare an employee handbook without fully understanding what you have – or how to use it – you may accidentally create an employment contract that you're about to breach!

While Texas strongly presumes employment to be at will, employers should not casually tamper with that protection. The Texas Supreme Court has specifically recognized the importance of handbook disclaimers in preserving at-will employment (*Federal Express Corp. v. Dutschmann*). More recently, in the *City of Denton v. Rushing*, the Court again recognized that an effective disclaimer can prevent handbook provisions from becoming contractual obligations.

An AI-generated handbook can easily omit critical protections—or undermine them elsewhere with mandatory-sounding promises.

Construction-specific physical-requirement problems. AI may draft a laborer's job description requiring an employee to “lift 75 pounds,” “stand continuously for eight hours,” or have “no physical restrictions.” But was that requirement established from the employee's actual essential job functions, and have you properly documented the actual job requirements? If not, the language may unnecessarily create ADA problems, exclude qualified applicants, or complicate an accommodation request.

continued



Likewise, a generic AI-generated “zero tolerance” attendance policy may say that a certain number of absences automatically results in termination—without accounting for FMLA leave, disability accommodation, military leave, workers’ compensation issues, jury service, or other legally protected absences.

The policy nobody actually follows. Perhaps the greatest practical risk is even simpler. AI creates a sophisticated policy requiring supervisors to document counseling, conduct investigations, provide employees an opportunity to respond, and obtain HR approval before discipline. The company distributes the handbook—but its project managers and superintendents continue operating as they always have.

The company has now created excellent evidence for the employee’s lawyer: Here is the company’s written policy, and here is the company’s failure to follow it.

AI, used properly, it help organize policies, identify subjects that should be addressed, simplify language, create supervisor checklists, and prepare first drafts.

The dangerous step is going directly from “ChatGPT, write me an employee handbook” to “Everybody sign this by Friday.”

A better rule is simple: let AI help prepare the draft, but have a knowledgeable and skilled human determine what the company’s policy actually should be. Have counsel review employment policies for Texas and federal law, compared against existing company policies and benefit programs, and—most importantly—checked against what supervisors actually do in the field.

Artificial intelligence can produce twenty pages of employment policies before your morning coffee gets cold. Unfortunately, it can also produce twenty pages of new problems just as quickly.

The attorneys at Cutler-Smith, P.C. stand ready to help you with your construction, business and employment issues. Spike Cutler is Board Certified in Construction Law by the Texas Board of legal Specialization, and has protected the rights of Texas Subcontractors for over thirty years.



HR ALERT

The IRS has increased the 2026 standard business mileage rate to 76 cents per mile as of July 1, 2026, up from 72.5 center per mile in January 2026.

This continues a steady rise in reimbursement rates for employees who use their personal vehicles for work.

HR and payroll teams should update mileage reimbursement policies and expense reporting processes to ensure business travel is reimbursed at the new rate beginning in 2026.

Read the full article [HERE](#).

TrendHR * Human Resources Consulting
2701 Sunset Ridge Drive * Suite 500 * Rockwall



MEETING HIGHLIGHTS



Great **PEOPLE**.
Great **CONVERSATIONS**.
Great **CONNECTIONS**.

INFORMATION. EDUCATION. NETWORKING. MARKET AWARENESS. FELLOWSHIP.

We provide commercial trade subcontractors with the **resources**
to achieve their business goals and **stay informed**.



Moments from Our LATEST EVENTS

From **insightful presentations** to **meaningful connections**, each event is a reminder of the strength of our **SAM community**.





Register
Here

ANNUAL CLAY SHOOT

Wednesday, October 14
11:30 a.m. - 4:00 p.m.

Elm Fork Shooting Sports
10751 Luna Rd.
Dallas, Texas 75220

Individual Shooter - \$250 * Shooting Team - \$1,000

100 Targets * Ammo (12 or 20 ga) * Team Golf Cart
Buffet Lunch * (2) Drink Tickets * Raffle Items
****Gun Raffle****

Sponsorships with Shooting Teams

Event Sponsor (\$2,000) * Station Sponsor (\$1,700)
NEW Ammo Bag Sponsor (\$2,000)

Sponsorships with (2) Shooters - \$800 ea.

Ammo Sponsor * Lunch Sponsor * Bar Sponsor

Sponsorships with No Shooters

Station Sponsor (\$400) * Snacks Sponsor (\$150) * Raffle Sponsor (\$100)

Non-Shooters - \$60

Volunteers - Free Attendance

Each includes Buffet Lunch & (2) Drink Tickets

UPCOMING EVENTS



THURSDAY
SEPT 3

4:00 - 7:00 PM

GC MEET AND GREET
Delucca Gaucho Pizza & Wine
859 W. John Carpenter Fwy.
Irving

Get to know the general contractors you want to work with and give them an opportunity to get to know you!

WEDNESDAY
SEPT 9

11:30 AM - 3:00 PM

SAM UNIVERSITY
FINANCIAL LITERACY CLASS
IEC - DALLAS
1931 Hereford Drive
Irving

Join us for this SAM University Financial Literacy class as we connect the dots between maintaining healthy financial statements and the financial strength of your construction business. Includes Lunch

THURSDAY
OCT 1

4:00 - 6:00 PM

HAPPY HOUR MEETING
SALTGRASS STEAKHOUSE
1813 State Hwy 121
Bedford

Kick off Cyber Security Month with Peter Vavrosky of Black Belt Secure and learn how to protect yourself and your business from today's latest cyber threats... Includes heavy appetizers + 2 drink tickets.

WEDNESDAY
OCT 7

11:30 AM - 3:00 PM

SAM UNIVERSITY:
SALES & COMMUNICATION
IEC - DALLAS
1931 Hereford Drive
Irving

Learn how strong communication, smart marketing, and relationship-building skills can help grow your construction business and create new opportunities.

ANNUAL CLAY SHOOT

SHOOT. ★ CONNECT. ★ BUILD. BRING A TEAM. INVITE A CUSTOMER. MAKE NEW CONNECTIONS.

WEDNESDAY, OCTOBER 14, 2026
11:30 AM - 4:00 PM (CDT)

- 100 TARGETS PER SHOOTER
- TEAM GOLF CART & LUNCH
- POST-SHOOT BAR & NETWORKING
- RAFFLES, AWARDS & MORE!

Save the Date!
DECEMBER 3

6:00 - 9:00 PM

SAM CHRISTMAS PARTY
FOGO DE CHAO
3080 Ranch Trail | Irving

Celebrate the Holiday Season with us!





REMINDER: VISIONARY WELLNESS & IMAGING

Earlier this year, SAM partnered with Visionary Wellness & Imaging to make its corporate pricing available to our members, and we wanted to remind you that the benefit extends beyond your company.

Visionary focuses on preventive imaging, including CT scans and ultrasounds that can help identify potential health concerns before symptoms appear. Their services include heart and lung scans, full-body scans, virtual colonoscopies and several types of ultrasound screenings.

And this isn't just an employee benefit. SAM's corporate pricing is available to business owners, employees, family members and even friends. There is no cost or enrollment required from the member company.

If someone in your circle has been considering preventive imaging, simply have them mention SAM when they contact Visionary to receive our corporate pricing. Sometimes taking care of ourselves means paying attention before something tells us to.

Visionary Wellness &
Imaging
3575 W. Story Road
Suite 130
Irving

214.571.7282

More
Information
[HERE](#)

Thank You Clay Shoot Sponsors!



Event Sponsor



Ammo Bag Sponsor



Station Sponsor



Ammo Bag Sponsor



Your Voice. Your Advocate. Your Resource.
As a member of SAM, your company is automatically a member of the Texas Construction Association (TCA). Are you taking advantage of these TCA Membership Benefits?

Texas Construction Safety Group Helps Members Earn **\$5.6 Million** in Dividends While Promoting Safer Jobsites

Supporting Safer Jobsites & Lower Workers' Compensation Costs

2025 Safety Group Dividend	Participating Construction Employers
\$5.6M+	1,900+
Earned by participating employers through the Texas Construction Safety Group	Construction companies benefiting from the program statewide

 **Learn More**
txconstructionwc.com

 **Contact Patrick Finnegan**
pfinnegan@texcon.org



SEPTEMBER 17
1:00-1:30 P.M.

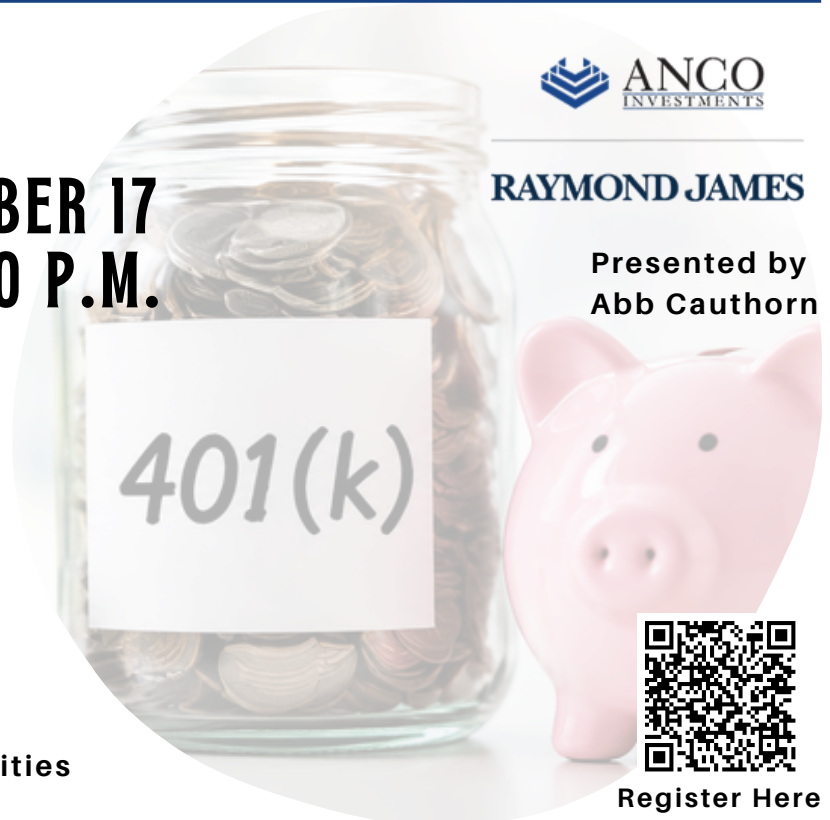


RAYMOND JAMES

Presented by
Abb Cauthorn

WE WILL DISCUSS OPPORTUNITIES TO HELP OFFSET:

- 401(k) plan startup and implementation costs
- Employer contributions
- Certain retirement plan expenses
- Other potential tax-saving opportunities



Register Here

WATCH CASH FLOW

A FINANCIAL POEM WITH A MESSAGE

Once upon a midnight dreary as I pondered weak and weary
Over many a quaint and curious volume of accounting lore,
Seeking gimmicks (without scruple) to squeeze through
Some new tax loophole,
Suddenly I heard a knock upon my door,
Only this, and nothing more.

Then I felt a queasy tingling and I heard the cash a-jingling
As a fearsome banker entered whom I'd often seen before.
His face was money-green and in his eyes there could be seen
Dollar-signs that seemed to glitter as he reckoned up the score.
“Cash flow,” the banker said, and nothing more.

I had always thought it fine to show a jet black bottom line.
But the banker sounded a resounding, “No.”
Your receivables are high, mounting upward toward the sky;
Write-offs loom. What matters is cash flow.”
He repeated, “Watch cash flow.”

Then I tried to tell the story of our lovely inventory
Which, though large, is full of most delightful stuff.
But the banker saw its growth, and with a might oath
He waved his arms and shouted, “Stop! Enough!
Pay the interest, and don't give me any guff!”

Next I looked for non-cash items which could add ad infinitum
To replace the ever-outward flow of cash,
But to keep my statement black I'd held depreciation back,
And my banker said that I'd done something rash.
He quivered, and his teeth began to gnash.



When I asked him for a loan, he responded, with a groan,
That the interest rate would be just prime plus eight,
And to guarantee my purity he'd insist on some security—
All my assets plus the scalp upon my pate.
Only this, a standard rate.

Though my bottom line is black, I am flat upon my back,
My cash flows out and customers pay slow.
The growth of my receivables is almost unbelievable:
The result is certain—unremitting woe!

And I hear the banker utter an ominous low mutter,
“Watch cash flow.”



THE BOTTOM LINE: CASH IS KING.

Profits may look good on paper,
but cash flow keeps your business
strong, stable and growing.

— Herbert S. Bailey, Jr. — 1975