

In This Issue 

- Special Announcements
- New Staff 
- Project Wins
- Charitable Donations
- Promotions & Recognitions
- Mentor Protégé Spotlight 
- ACE Mentor Program
- Overhead Audit

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Special Announcements 

- Belstar would like to thank our clients, teaming partners, and friends for their support in 2008. As a result we grew 10% in 2008! On behalf of everyone at Belstar, best wishes and continued success in 2009.
- Belstar would like to thank our 2008 outside consultants: Carolyn Jarrells, Kasimer & Annino, MacConel & Dodd, BB&T/Givens & Williams Insurance Services, Ames & Gough, BB&T Bank, Meltzer Group Benefits, Miranda Eggleston, Information Management Group, plus our certification and training partners. On behalf of everyone at Belstar, best wishes and continued success in 2009.
- Congratulations to Belcher Consultants, Inc. (BCI) on their two year anniversary as a full time firm in October of 2008! 
- Congratulations to Cedar EMC, Inc. on their two year anniversary in November of 2008!
- Congratulations to Belstar Cost Estimating, LLC (BCE) on their upcoming two year anniversary in January of 2009! 
- Congratulations to M.A. + Associates, LLC on their two year anniversary in April of 2009!
- Welcome class of 2008 Belstar Mentor Protégés: Millennium Associates, Holland Home Improvement, Jarrett Contracting, Belcher Assessments, and Project Controls.
- Belstar would like to acknowledge Hispanic American Heritage Month, which was September 15 - October 15, 2008, in recognition of the many important contributions that Hispanic Americans make in every sector of our society.
- A belated Happy Veterans' Day to all of our Nation's Military Heroes across the country!
- Congratulations to our President Elect Barack Obama! 
- Belstar's 2008 Holiday party was at Landini Brothers restaurant in Old Town Alexandria, Virginia on December 7, 2008.

Belstar Team Members of the Year

Belstar congratulates **Hassan Kobrosli** and **Narciso Carrion-Rios** as the 2008 Team Members of the Year!

New Staff

Please join Belstar in welcoming **Toni Randolph**. Ms. Randolph joined Belstar at Dulles Airport as an Administrative Assistant on the Parsons Management Consultant led Metropolitan Washington Airports Authority project. 

Project Wins

Belstar is one of multiple primes for cost estimating services to the Office of Property Management (OPM) through the District of Columbia Office of Contracting and Procurement. Notice of Contract Award was received by Belstar on October 16, 2008.

Belstar is a member of the Buchart Horn team for cost estimating services for the City of Baltimore for an on-call mechanical, plumbing and electrical contract. Buchart Horn is the prime of record.

Charitable Donations

Bethel Church - Regular Contribution

Central Union Mission - Regular Contribution

Compassion - For the Benefit of Rose-Carline Petit-Frere

Jimmy Fund - Regular Contribution

Multiple Sclerosis Association of America - Regular Contribution

Olga Braga - December 13, 2008 Concert

Reston Interfaith, Inc. - Regular Contribution

Salvation Army - Regular Contribution

SAME Fort Detrick Post - Holiday Banquet Sponsorship

Special Olympics Virginia - Regular Contribution

The Michael J. Fox Foundation - Regular Contribution

Union-PSCE - Regular Contribution

United Negro College Fund - Regular Contribution

Wildlife Center of Virginia - Regular Contribution

Promotions & Recognitions

Congratulations to the following individuals for their achievements: *

Belstar colleague **Juan Washington** received a Certificate of Appreciation for a job well done on Belstar's VDOT Salem District Wide On-Call Contract (SDWOCC) for the 2008 season. **Juan Washington** then accepted a position with the McDonough Bolyard Peck VDOT Northern District Team for the NOVA Permits Contract for on-call services as a Permits Technician.

Mark Holland received a Certificate of Appreciation for a job well done on Belstar's NOVA Arlington Program project. Mark's position is being converted to a full-time assignment on the project.

Lorenzo Jones completed his assignment on the Woodrow Wilson Bridge project in September 2008 and was presented with a Certificate of Appreciation by Belstar. *

Belstar presented their colleague, **Tariq Pemberton**, with a Certificate of Appreciation onsite at Reagan National Airport. The certificate was given in recognition of Tariq's work as an Office Support Technician on the Parsons Management Consultant led Metropolitan Washington Airports Authority project. *

Belstar is a member of the Potomac Crossing Consultants team for the Woodrow Wilson Bridge Replacement project. Potomac Crossing Consultants is the prime of record. In November, Potomac Crossing Consultants extended **Hazel Joseph's** assignment on the project. *

Mentor Protégé Spotlight

Holland Home Improvement/Construction Related Services

After 15 years of managing a commercial and residential portfolio in the Baltimore area, Mark and Michelle Holland decided to answer the calls of many individuals and local firms to become licensed home improvement contractors. Holland Home Improvement (HHI) is a full service home renovation company. HHI specializes in additions, kitchens, basements and bathrooms. A service arm of the company, Construction Related Services, has been created to provide Human Resources needs. Construction Related Services is proud to be a member of Belstar's Mentor Protégé program.

Holland Home Improvement and Construction Related Services can be reached at **(410) 258-7632** via phone or via mail at the following address:

**220 South Augusta Avenue
2nd Floor
Baltimore, MD 21229**

Both companies are in the process of having web sites developed. Web addresses will be distributed at a later date. In the interim, for more information please contact Mark Holland directly at **markloans@aol.com**.

ACE Mentor Program

Belstar is a sponsor of the Architect, Construction and Engineering (ACE) Mentor Program of the Greater Metropolitan Washington Area. The program currently has 13 active mentor teams. These teams of volunteer mentors go to area high schools and meet with students, encouraging them to consider careers in architecture, construction and engineering. In 2008, ACE gave out 13 scholarships to deserving students who plan to continue their education in these fields.

If you are interested in receiving a copy of Belstar's March 2008 E-Newsletter, describing exactly what the ACE Mentor Program does and why sponsors like Belstar are crucial to its success, please let us know. Thank you in advance for your continued support of the Greater Washington Metropolitan Area ACE program.

Overhead Audit

Belstar's 2008 mid-year audit was completed in June of 2008. Based on the previous year's audited rate at the date of the audit's completion, Belstar's project 2009 estimated overhead rates for any new contract work started after April of 2009 are as follows:

- Combined estimated overhead rate was in the 98% range.
- Field estimated rate is in the 95% range.