



*Randal L. Gaddis Sr.  
Gaddis and Sons, Inc., Owner and CEO*



*Ohio Dominican University  
Battelle Hall*

### Gaddis and Sons, Inc. at a Glance

**Owner(s):** Randal L. Gaddis Sr.  
**CEO/President:** Randal L. Gaddis Sr.  
**Address:** 739 Mulberry Street  
Columbus, OH 43219-2515  
**Phone Number:** (614) 252-3109  
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**Email:** [rigaddis@gaddisandsoninc.com](mailto:rigaddis@gaddisandsoninc.com)  
**Website:** [www.gaddisandsoninc.com](http://www.gaddisandsoninc.com)

#### Type of Work Performed:

Site Concrete and Amenities

- ADA Compliance
- Safety & Security
- Decorative Concrete
- Restoration
- Equipment Services

#### Mission Statement:

To provide for our customer quality concrete site construction, concrete products and construction services. To deliver to our customer a completed project that is of the highest quality. To employ the best people and practices as we continue the legacy and vision of the founders.

**GADDIS & SONS, INC**  
**CONCRETE CONTRACTORS**  
SINCE 1971

### Gaddis and Sons, Inc. A Brief History

Gaddis & Sons, Inc. was founded in 1971 by Willie and Vivian Gaddis. Willie was a concrete foreman for a local concrete paving contractor when he and his wife stepped out on faith and began the company. The company's first public works contract was the City of Worthington's (Ohio) 1974 Street Improvement Program. Gaddis & Sons, Inc. had a role in pouring concrete on many of the major projects that shaped the central Ohio landscape. In 1994, Randal L. Gaddis Sr. became president. He attended The Ohio State University (OSU) and is a graduate of Mount Vernon Nazarene University with a Bachelors in Business Administration. He represents the second generation of Gaddis leadership and ownership. Under his leadership, the company received SBA 8(a) certification and began the process of seeking ways to make the company multi-disciplined within the concrete construction arena. Matthew Gaddis, one of Randal's four sons that elected to work in the family business, graduated from OSU in 2006 with a degree in Construction Systems Management (CSM). Prior to Matthew joining the company, he worked as an intern with Messer Construction Co. on

the Bio-Medical Science Research Tower on OSU's main campus. While there, he gained valuable insight into the world of construction, as well as established many meaningful relationships with key Messer Construction Co. staff members.

#### How has Messer impacted the growth and development of your company?

In order for a small company to grow, there needs to be opportunity and exposure for growth. Gaddis & Sons Inc. found that Messer Construction Co. was willing to provide this type of opportunity through access to the procurement process. Our company was challenged with trying to submit bids on every job for which we received notice. This was not always possible, however, the bid opportunities have not ceased. We have control over what jobs we bid and the types of jobs as well. After being awarded our initial project at Ohio Dominican University (ODU), we worked closely with site staff to understand the "Messer Method," enabling us to develop some of our own internal practices and policies.

# GADDIS & SONS, INC

## CONCRETE CONTRACTORS

SINCE 1971

### MBE/WBE Certifications:

- City of Columbus (MBE)
- Columbus City Schools (LEAD)
- Ohio Department of Administrative Services (MBE & EDGE)
- Ohio Department of Transportation (DBE)
- U.S. Small Business Administration (8(a) Certified)

### Messer Work:

- Mount Carmel, Saint Ann's Hospital
- Ohio Dominican, Battelle Science Building

### Contracts:

- Franklin County Resurfacing
- Timberlake Wastewater Treatment Plant
- Naval Operations Support Center Parking Lot Repairs

### Customers:

- Messer Construction Co.
- Central Ohio Transit Authority (COTA)
- City of Columbus, Franklin County Engineers
- Columbus Regional Airport Authority (CRAA)
- Community Housing Network
- Ohio Department of Transportation
- The Ohio State University Medical Center
- Rickenbacker Ohio Air National Guard

### Affiliations:

- Builders Exchange of Central Ohio
- Ohio Concrete
- National Association of Minority Contractor (NAMC)
- Ohio Department of Administrative Services Construction Reform Demonstration Team (CRDT)

### Providing Services for the Following Messer Regions:

- Columbus
- Dayton

“We want to be a multi-disciplined concrete contractor with the capability of performing as a general contractor.”

– Gaddis & Sons, Inc. Vision Statement



### Why was this company selected for the Minority- and Women- Owned Business Enterprise SPOTLIGHT?

With similar interests and values, Messer Construction Co. and Gaddis & Sons, Inc. formed a strategic relationship in 2004. Matthew Gaddis completed a co-op session with Messer at the OSU Biomedical Research Tower where he was an integral part of the project team. Upon graduation, Matthew decided to return to the family business, further strengthening the connection between the two companies. In 2010, both companies completed their first project together at the ODU Battelle Hall Science Facility. The project was a great success.

As we look forward to partnering with Gaddis & Sons, Inc. we also look forward to strengthening and building a long-term relationship that is mutually beneficial to both Messer and Gaddis & Sons, Inc.

- Kenneth Miller  
*Project Executive,  
Columbus Region  
Messer Construction Co.*



- Matthew Gaddis  
*Project Manager/Estimator  
Gaddis & Sons, Inc.*



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We believe sustainable change requires strategic relationships and a commitment of resources and capital. Messer's objective is to grow the resources that we have in our communities' Minority-Owned Business Enterprises (MBEs) and Women-Owned Business Enterprises (WBEs).

**For more information, contact: Sonya Walton at (513) 482-5419 or email at [swalton@messer.com](mailto:swalton@messer.com).**