



**Bob Delhome, Founder and President, Charter Contracting Company LLC**

Guided by strong personal ethics and an entrepreneurial spirit, Bob founded Charter in 1997 and has led its growth from single-person start-up to a multi-faceted civil and environmental construction and property development firm. Today Charter numbers over 150 professionals, and consistently earns plaudits as the New England region's top environmental remediation contractor.

Charter's growth is an outcome of Bob's unwavering commitment to driving a culture of partnering, continuous improvement, and providing opportunity for professional growth and development. Prior to 2014, Bob was the sole owner; a hands-on leader supported by a capable and loyal management team. With ambitious goals to grow the enterprise and a strong desire to share, Bob transitioned the company from a single shareholder S-Corporation to a Limited Liability Company (LLC) and expanded ownership in Charter to include the senior management team. The expanded ownership structure was further supported by the implementation of a company-wide incentive compensation program, enabling every employee to have an impact on—and share in—the financial success of the company. The results so far have exceeded expectations, with top line revenue more than doubling since 2014, and operating profit margin nearly quadrupling.

With organizational alignment created by unlocking and leveraging--through expanded ownership and profit participation--the talents of many individuals working with single-minded focus, Charter's future appears bright, and Bob looks forward to seeing where the organization leads him!