



## **Andy & John Brooks, Brooks Construction Company, Inc.**

For Andy Brooks and John Brooks, the legacy of Brooks Construction Company is a commitment to offering quality service and product. That “Brooks 1st” legacy began with their grandfather and continues today under their leadership, the third generation guiding the company forward.

When their grandfather passed away, his twin sons James (Jim) and Robert (Bob) Brooks succeeded him. Then in 1986, their sons, cousins Andy and John, bought the business.

“Since our grandfather started the company in 1909, Brooks Construction has strived to be the company of choice for customers and employees,” says Andy Brooks, President, Brooks Construction.

“We remain the company of choice because of our commitment to being on the leading edge of the industry and our innovative approach to our work,” says John Brooks, Executive Vice President, Brooks Construction.

Both men started in the business as laborers while attending college. Today, Andy is primarily responsible for finance, administration, human resources, safety, and equipment. John’s responsibilities have included overseeing production, plants and quality control operations, sales, and estimating.



“Working in the field in the early days, I appreciated that I could see the tangible result of what we had accomplished each day,” John says. “And the project-oriented effort in so many different places continues to be rewarding.”

“I have always liked working with the people at Brooks and throughout the industry. They are self-made, honest, hardworking individuals,” Andy says. “The strong relationships we formed with other employees when we first started working here still remain.”

The men admit that when they bought the business during a recessionary period, “the earnings didn’t justify the purchase price. However, we saw an upswing coming with, for example, the General Motors plant development. We dedicated ourselves and Brooks Construction to growth.”

Today, Brooks Construction employs up to 240 people, owns six asphalt plants, and has an expanded geographical service area. The company prides itself on competing through innovation, and it wins numerous awards on the state and national level each year for quality highway construction and for specialized commercial work achieved with mixes developed in its asphalt plants, for example.

Brooks Construction was involved with the testing and construction of one of the first Superpave highways in Indiana. It created the first private American Association of State Highway and Transportation Officials-accredited lab in the state to ensure the highest quality pavement.

The two say that as Brooks Construction innovates, they work to “conserve our financial resources in preparation for lean times. It has also been important to maintain a broad range of customers, blending commercial and governmental work to remain diversified and flexible.”

As a result of their planning, the men say the company has had more market share growth than might have been expected, even with economic downturns. Andy and John attribute much of the company’s success to its workforce.

“We are blessed to have a legacy of people and family members who worked with our grandfather and our fathers,” Andy says. “They bring a broad range of talents to the business, and they take the responsibility to do the right thing on every job.”

“Our crews are out there running every job, and we’re here to support them,” John says.



“It is satisfying to have multi-generations of families working here and to know we are able to offer the opportunities and paychecks that help hundreds of people succeed each year.”

“We are proud that our employees want to work here and be associated with Brooks Construction,” Andy says. “We were raised with the same morals, values, and ethical standards our grandfather passed on to our fathers, and we are proud that Fort Wayne remains the company’s home.”

