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Pepper Construction Group names Scot Pepper President
Midwestern contractor establishes next generation of leadership in advance of its centennial.

Chicago, Illinois – January 15, 2026 Pepper Construction Group is ushering in a new era of leadership as Scot Pepper becomes President of Pepper Construction Group.

This leadership transition comes as Pepper Construction approaches its centennial, a milestone that reflects a legacy of the Pepper family. Their commitment to building a better future has shaped the company's culture and set the foundation for transforming tomorrow.

Scot Pepper, who joined the company in 1989, has led teams across operations, safety, marketing and integrated construction services. He's known for building lasting relationships with clients and partners and for his focus on innovation and high-performance construction. Scot also serves the community through board roles at the Lincoln Park Zoo and the Harper College Educational Foundation. He previously served as President of Pepper Construction, the firm's Illinois-based operation.

Stan Pepper, Chairman and CEO of The Pepper Companies, shared, "Scot's leadership is rooted in the values our grandfather Stanley established and our parents Richard and Roxy championed. I've seen firsthand how Scot's collaborative approach and vision have helped shape our company's success. I'm confident he'll continue to lead with the same dedication and entrepreneurial spirit that defines Pepper."

Chris Averill, who serves as CEO of Pepper Construction group, agrees. "As Pepper has grown, we've focused on sustaining operational excellence and living our shared values," said Chris. "The Pepper Way – doing the right thing, finding a way and always caring – was set in motion by the Pepper family in 1927. These principles continue to guide us as we look to the future."

Scot added, "Our strength is in our people and the consistency of our culture. As President, I'm committed to investing in our teams and empowering them to deliver for our clients. We'll keep pushing the boundaries of what's possible in construction, using technology and progressive insights to transform tomorrow."

As Pepper Construction approaches its 100th year, the company is expanding into new markets like data centers, science and technology and stadiums while deepening its leadership in healthcare, education, industrial and cultural projects. Stan Pepper reflected,

"We're on a trajectory for growth and I'm proud to see Scot and Chris lead us into the next century. Together, we're building on a legacy that's always been about people, progress and a better built world."

About Pepper

Now in its fourth generation of family leadership, Pepper Construction serves clients across the country with comprehensive teams in Illinois, Indiana, Ohio and Wisconsin. Ranked by ENR (Engineering News-Record) magazine as one of the top builders of sustainable projects in the nation, Pepper serves clients in a variety of markets such as aerospace, healthcare, science and technology, education, manufacturing and industrial, data centers, entertainment, hospitality and interiors among others. Pepper's High Performance and Sustainable Construction group is part of its Integrated Construction Services (ICS) team, which represents some of the most advanced thought leadership in our industry — investigating new technologies, evaluating new methodologies and integrating innovative solutions in the field. For more information, visit pepperconstruction.com.

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