



FOR IMMEDIATE RELEASE
CONTACT: Cassie Kelleher 312.266.6821

Pepper Construction Announces Key Promotions *Key Leaders promoted to Senior Vice President*

Chicago, Illinois – January 26, 2026 Pepper Construction Company is pleased to announce the promotions of Kevin Heatter and Tom Sanderson to Senior Vice President, recognizing their exceptional leadership, deep technical expertise and lasting impact on the company's success.

With 30 years of industry experience, including more than 25 years at Pepper, Kevin Heatter is widely regarded as a trusted leader on some of the firm's most complex and high-profile projects. Known for his ability to manage large-scale, demanding work, Heatter successfully led the 1060 Project at Wrigley Field and will next help lead delivery of the new Chicago Fire Stadium—projects requiring exceptional focus, precision and executional discipline. Heatter leads by example, keeping our clients' goals in mind while consistently delivering excellence in every project. He holds a Bachelor of Science in Construction Management from Bradley University.

With 29 years of industry experience, Tom Sanderson has played a pivotal role in shaping Pepper's Preconstruction services and strengthening the firm's competitive position markets. His deep expertise allows him to engage at both the detailed and strategic levels—collaborating closely with operations and design teams while guiding clients through key decisions from project initiation through a guaranteed maximum price. Sanderson holds a Bachelor of Science in Civil Engineering from the University of Illinois at Urbana-Champaign and a Bachelor of Arts in Physics and Mathematics from Augustana College and is a LEED Accredited Professional (BD+C).

"Tom and Kevin exemplify the leadership, expertise and commitment that define Pepper," said Jay Ripsky, President. "Their promotions reflect not only their individual achievements, but also the value they bring to our teams, our clients and the future of our company."

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 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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