Press Releases

XL Industries Announces Strategic Merger with Graham Construction

MILPITAS, Calif., March 4, 2025 /PRNewswire/ -- XL Industries (XLI), a leading Northern California builder, is pleased to announce its merger with Graham Construction, a Canadian-based, employee-owned construction solutions provider. The merger, which takes effect on March 4, 2025, combines two leading construction services providers, positioning the newly unified company to deliver a broader range of services, greater operational efficiency, and expanded capabilities across North America.

"We are thrilled to join forces with Graham Construction to combine our organizational strengths to expand our reach and deliver greater value to our clients," said Richard Walker, CEO of XLI. "This merger will allow us to harness the strength of both companies' expertise, talent, and innovative approaches to project delivery. It will also allow us to serve our clients in geographies beyond Northern California. Together, we will be better positioned to be great partners in delivering complex projects at the highest quality."

Strategic Reasons for the Merger

As the construction industry continues to evolve, the merger will help both companies capitalize on technological advancements, expand service offerings, and create more opportunities for their employees. "This strategic move will allow us to continue growing while preserving our people-first philosophy and maintaining the exceptional culture that makes us who we are," said Walker.

The two companies share a strong alignment in values, vision, and ways of working. The partnership supports XLI's long-term goals, providing stability, financial strength, and an opportunity to invest further in the company's future and people. Additionally, the merger introduces a broader ownership opportunity for XLI employees, as Graham's employee ownership structure allows staff to participate in an equity program, extending ownership potential beyond XLI's previous program.

No Immediate Changes to Leadership or Structure

There will be no immediate changes to XLI's brand or leadership. XLI will join Graham's U.S. Buildings group, comprised of Milender White, a full-service real estate company with offices in Southern California and Colorado that joined Graham in 2021, and Graham's Seattle operations. This presents an exciting opportunity for the company to leverage Graham's additional resources, capabilities, and expertise, both within the U.S. and throughout North America.

"This merger marks a pivotal moment in the future of construction," said Andy Trewick, CEO of Graham. "By combining our strengths, we will expand our geographic footprint, enhance our service offerings, and continue to lead with innovation in project delivery."

Graham, with over 2,700 employees and the capacity to employ up to 6,000 craft workers, has been a leader in the industry since its founding in 1926. The company generates annual revenues exceeding $4 billion (CDN) and has over 500 active projects per year across North America. This merger represents a significant step forward for both companies and enhances their ability to deliver impactful, sustainable projects that benefit the communities and industries they serve.

About XL Industries

Founded in 1992, XL Industries (XLI) is a leading construction services provider committed to its purpose of "building to improve lives." Headquartered in Milpitas, California, with additional offices in Oakland and Sacramento, XLI encompasses a diverse family of companies: XL Construction, Bradley Concrete, Elevated Construction Services, TimberQuest, and Arrow Rental & Supply. Together, these companies specialize in serving clients across the education, life sciences, advanced technology, commercial, civic, and healthcare sectors, creating spaces that enhance and enrich communities. Known for excellence, XLI has been consistently ranked among Silicon Valley's "Best Places to Work."

About Graham Construction

Graham is an employee-owned construction solutions partner with revenues exceeding $4 billion annually. With nearly 100 years of experience, Graham provides general contracting, design-build, integrated project delivery, construction management, public-private partnerships, preventative maintenance program services and development services in the buildings, industrial, infrastructure and project finance sectors. Graham has offices throughout North America and employs passionate professionals and trade craft focused on delivering lasting value. Graham has the resources, capacity, and expertise to undertake projects of every scope, scale and complexity. To learn more, visit www.grahambuilds.com.

SOURCE XL Industries

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