

Ahead of the wave

Mason Nichols



Bo Kuszniir was going through a rough patch.

After graduating from the Pennsylvania State University in University Park with a bachelor of science degree in civil engineering, he took his first job with Contech Construction Products (now Contech

Engineered Solutions) as a sales engineer.

The problem? He wasn't comfortable trying to persuade others to buy construction products.

"I was experiencing what felt like heart palpitations, so I went to urgent care to see what was going on," Kuszniir says. "They hooked me up to their monitors and told me, 'You're just having a panic attack, pal.'"

But Kuszniir pushed through his reservations until he grew more comfortable making calls. This resilience has defined his career, taking him from that first sales job to his current role as primary owner and chief executive officer of precast concrete erector Precast Services Inc. and partner at Construction Resource Services, both in Twinsburg, Ohio.

Kuszniir's entrepreneurial spirit came from his father, who ran a business and owned real estate and rental properties. Paired with Kuszniir's strength in math and science, engineering and construction at Penn State seemed like a natural fit.

His college experience, though, was far from typical. Because of military service and working 40 hours per week as a bus and truck driver to support his studies, it took Kuszniir seven years to complete his degree. By the time he graduated in 1996, he was focused on finding a financially stable position. Although he had hoped for a design role, the sales job at Contech was a good opportunity.

The job also shaped his leadership approach. When a successful general manager he worked with was abruptly let go under new management, Kuszniir realized he wanted equity in future roles; he didn't want to be expendable.

Around then, precast concrete began piquing his interest as he observed the speed and efficiency of wall panel jobs in Minneapolis, Minn. After being introduced to Fabcon's president, he joined the company as a project manager and was soon tasked with leading the construction of

Fabcon's new Mahanoy City, Pa., plant. The project, with its demanding design, equipment, logistics, and township challenges, pushed him to his limits and again forced him outside his comfort zone.

Later, as director of project management at High Concrete in Denver, Pa., Kuszniir oversaw the massive Caesar's Transportation Center project in Atlantic City, N.J. Then, at Precast Services, he worked on the Revel Casino parking structure, built with roughly 5000 pieces of precast concrete. These experiences reinforced his confidence in his ability, alongside his team, to deliver on large, complex work.

As the leader at Precast Services, Kuszniir focuses on preparing others for advancement, building strong leadership, and ensuring long-term success. He says he is committed to identifying and elevating team members to key roles so they may experience the same growth and fulfillment that he has found.

Kuszniir says that PCI has been instrumental for him throughout his career. He has gained valuable insight from industry connections and contributed actively for nearly two decades. He is a Leadership PCI alumnus, cochairs the Erectors Committee, and serves on the Business Performance Council, Erector Certification Committee, Field Safety Task Group, Safeguarding Impartiality Committee, and Terminology Harmonization Task Group. He is also an associate member director of the PCI Board of Directors and became a PCI Fellow in 2025.

His advice? "You get more out of PCI when you put more into it."

Looking ahead, Kuszniir knows that performing at a high level requires adapting to a constantly changing world. For him, sustained success comes from staying "ahead of the wave," finding the next big thing early and focusing on forward momentum instead of catching up.

Today, Kuszniir feels much better about his job.

His resilience and determination have guided him from an unsure salesperson to director of project management and, ultimately, owner and CEO. His legacy will be defined not only by his continued growth, but by the paths he paves for his teams and for the precast concrete industry at large through his work with PCI. [📖](#)