December 2025 Interview with Dave Steward and Todd Weaver, Founder & President, TWC

How did you and Dave meet?

I first met Dave Steward in the late 1990s, several years before I founded TW Constructors in 2002. Dave knew my father, Bob Clark, and wanted to learn more about my story. At that time, my father was very intentional about making sure I met leaders who looked like me and reflected what was possible. I was often surrounded by successful people, but not many successful Black men in business, and he wanted me to see that representation firsthand.

Dave and I met in his office, and what was meant to be a brief introduction turned into several hours of conversation. We talked about life, faith, and business, but what stood out most was his emphasis on trust. It was not just something he talked about. It was a principle he lived by. That conversation laid the foundation for our relationship long before we ever worked together.

What stood out to you about Dave and WWT early on?

What stood out to me early on was who Dave was as a man. He was a devoted family man, deeply rooted in his faith, and that shaped how he treated people. His loyalty to his family extended directly into his loyalty to his people and his business partners. Once Dave committed to someone, he stood by them. Trust mattered, and relationships were never transactional.

That loyalty defined the culture of World Wide Technology. Even as the company grew, Dave remained committed to the people and partners who helped build it. Over time, as WWT's growth began to outpace the capacity of some long standing partners, opportunities emerged naturally. That shift was not about broken relationships, but about the scale of the work changing. That evolution is what eventually led to TW Constructors first opportunity with WWT, and was grounded in trust that we had already built.

In what ways has your relationship with Dave and WWT influenced or changed your life?

Dave has been a mentor to me from early in my career and continues to be one today. What influenced me most was not just what he built, but who he is. Alongside my father and

Arnold Donald, he helped shape how I think about leadership by showing me that trust is earned through consistency, integrity, and loyalty over time.

In the early 2000s, as World Wide Technology was growing, there were limited opportunities for diverse owned businesses to fully demonstrate their capabilities within St. Louis alone. Dave expanded the company's work across the country so it could grow at the scale its talent and capacity allowed. As that national growth took hold, WWT reached approximately $2 billion in revenue at that time and has continued to grow well beyond that since.

Because Dave understood firsthand what it meant to be a Black man and a diverse business leader in St. Louis, he was intentional about creating opportunity locally as the company scaled. In 2006, TW Constructors began working with WWT. That opportunity was built on years of trust. Through that partnership, TW Constructors became the first diversity owned construction firm in the country to independently build a data center, a milestone that fundamentally changed our credibility. That moment opened doors into the hyperscale data center market, leading to work with companies like Google, Microsoft, Apple, Oracle and Eli Lilly.

Beyond the business impact, Dave's ongoing mentorship continues to shape how I lead. Watching how he honors relationships and stays true to his values as his business continues to grow, reinforces for me that legacy is not about how big you become, but about the impact you have on people and the example you leave behind.