

The Retail Contractor

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FALL EDITION • 2023

NEWSLETTER

RCA's Virtual Professional Development Delivers Insights and Practical Knowledge

RCA's Professional Development Committee

has been organizing monthly programming for our members and others in the industry. These programs consist of speaker presentations and roundtable discussions where RCA members can engage in open discussions about their experiences, initiatives, and challenges.

Our June webinar, titled **"Succession Planning: Key Employee Succession,"** featured two RCA members who have recently completed key employee transitions. **Steve Bachman**, the founder and Retail Construction Services, Inc., noted, "The process will take longer than you think. It's the longest, most difficult, and challenging job you've ever had. Proper planning can lead to a successful outcome."

Bachman said he began the process about seven years ago, starting with defining the roles and responsibilities of the president. He put an outline together of everything he worked on, and determined which of those tasks would be handled by a new president versus being assigned to other leaders in the company. He evaluated his options, both internally and externally, and reached out to his extensive network for suggestions and potential interested parties. He eventually worked with an organizational consulting firm that got to know him, his company, and his staff, and used that intel to profile the company to determine the best candidate to take the company into the future. Bachman said the process was transparent to his team. Len Borgen has been president and CEO of Retail Construction Services since March 2023, and Bachman is very satisfied with the process and the results.

Art Rectenwald, president and CEO of Rectenwald Brothers Construction, Inc., told a different story. He said he began considering a key employee succession about 10 years before the time he considered his "walk away" time. Rectenwald had time to consider the long-term leadership of his company. He engaged a consultant to help map the path to ownership for **Tim Aubel**, who began his career at Rectenwald Brothers as an assistant project manager/assistant estimator and is now a partner



and vice president of construction. This session was moderated by **Michael Sullivan**, president and CEO, Sullivan Construction Company.

July's program was produced in conjunction with the Workforce Development Committee. Moderator **Eric Berg**, president, Gray West Construction, noted the workforce challenges all companies are facing. He introduced **Paul Robinson**,

who founded ConstructReach to engage a diverse population of future career seekers and connect those candidates to members of the construction industry. Robinson described how ConstructReach works with organizations to attract and recruit a diverse workforce, as well as developing programs to develop their talent, and establishing metrics to measure success. He also talked about the "I Built



RCA's mission is to promote professionalism and integrity in retail construction through industry leadership in education, information exchange, and jobsite safety.

The Retail Contractor NEWSLETTER

This program, a national engagement initiative that brings together construction companies, educators, students, and household brand names for a day of fun and learning (90% of students that attended said they are now considering a career in construction).

Mike Arasin, owner, Fulcrum Construction, and **Tyshaun Allen**, vice president, Taylor Brothers Construction, joined the discussion to share how their companies have worked with ConstructReach. "An important component of the ConstructReach program is the curriculum. Interns develop soft skills and hard skills; they are learning much more than just construction, allowing them to be successful in whatever career path they choose," said Allen.

John Weiss, a bankruptcy legal expert and partner at Duane Morris LLP, was the featured presenter for the August webinar, **Are You Prepared? Bankruptcy Education**. He addressed situations both pre-bankruptcy and post-bankruptcy. He noted the importance of detailed record keeping and perfecting your lien as soon as a possible bankruptcy is suspected. Weiss made some suggestions for developing payment schedules for work being done,

"An important component of the ConstructReach program is the curriculum. Interns develop soft skills and hard skills; they are learning much more than just construction, allowing them to be successful in whatever career path they choose."

focusing on getting the most recent invoices paid first. Post-bankruptcy, a client cannot force a GC to come back to work. In these instances, Weiss suggested negotiating accelerated payments with no preference liability for attributing the payment to past due debts.

RCA members **Art Rectenwald**, president and CEO, Rectenwald Brothers Construction, Inc., **Bill Moberger**, president, Construction One, and **David Martin**, H.J. Martin and Son, have been

involved in bankruptcy disputes and candidly shared some of their experiences. A special thanks to Advisory Board member **John Polzer**, partner at Duane Morris LLP, for helping to assemble this panel discussion. **Greg Lucivansky**, vice president of project development at Elder-Jones, Inc., moderated the session.

Recordings of these sessions are available to members in the members only section of the RCA website.

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President's Message

Eric Handley, COO., William A. Randolph, Inc. (RANDOLPH)



Eric Handley

Summer has come to an official end and as we head into Fall and all the great things that come along with it, I want to take a moment to both look back at some of the accomplishments to date and look forward to what lies ahead.

This year, along with the Annual Meeting and Superintendent Training, we have held five RCA Roundtables/Webinars and five regional events, in NY, GA, WI, FL, and MI. These events have not only provided great content, training opportunities, and

networking, but they have given opportunities for people who may not have been able to attend and participate in RCA events in the past the opportunity to get to know us. As a result, we are getting increased participation in our committees and greater momentum behind the initiatives that continue to make the RCA such an outstanding organization. Additionally, through these events and outreach, we have also been fortunate to bring on three new member companies so far this year.

If you missed out on any events, there are still several more this year. You can also watch the recordings in the members only section of the RCA website. Registration is now open for the 2024 Annual Conference (March 8-10) and for the Superintendent Training that will take place directly before the conference (March 7-8). RCA members and retailers can attend the Annual Conference at no cost. The meeting agenda is nearly finalized and has some exceptional content including keynote speaker Kevin Brown on "The Hero Effect", along with Gene Marks speaking on "The Coming AI Disruption", Anirban Basu's Economic Update, which is always informative and entertaining. This year we will be enhancing the roundtable discussions with one at breakfast and one at lunch along with a panel at the end of the day with an AI Case Study. The event will be capped off that evening with a reception, dinner and casino night, along with an optional golf outing the next day. The event is certainly one not to miss, so mark your calendar and register early.

There are still opportunities to serve on an RCA committee. This is a great way to get involved, to share your ideas, and to make memorable connections with other RCA members. Please reach out to Carol Montoya, carol@retailcontractors.org, if you would like to get involved in any of the committees:

- > Construction Training
- > Membership and Recruitment
- > Professional Development
- > Sponsor and Member Benefits
- > Workforce Development
- > Legislative & Regulatory

For myself, being from the upper Midwest, the first morning I wake up and need to put on a jacket is when I start worrying about finishing all of our weather sensitive projects before Thanksgiving when the asphalt plants close for the season. It's a more stressful time than normal for those of us working up North. I hope most of you are more concerned with your fantasy football team, apple and pumpkin picking, and just making memories with family and friends during the upcoming holidays. I hope everyone enjoys the Fall season and I look forward to reconnecting with all of you at the upcoming regional events and at the Annual Conference.

ADVISORY BOARD

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John Polzer - Duane Morris

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COMMITTEE CHAIRS

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Jay Dorsey

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PROFESSIONAL DEVELOPMENT
Tim Aubel

**SPONSORSHIP AND
MEMBER BENEFITS**
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WORKFORCE DEVELOPMENT
Eric Berg

OFFICERS

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Justin Elder
Elder-Jones, Inc.

Secretary/Treasurer
Steve Bachman
Retail Construction Services, Inc.

Immediate Past President
Ray Catlin
Threecore LLC

BOARD OF DIRECTORS

2025 Timothy Aubel
Rectenwald Brothers
Construction, Inc.

2026 Steve Bachman
Retail Construction Services, Inc.

2025 Eric Berg
Gray

2026 Andy Bohon
Westwood Contractors

2024 David Brown
Tri-North Builders

2025 Ray Catlin
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2025 Denise Doczy-Delong
Singleton Construction, LLC

2024 Jay Dorsey
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2026 Justin Elder
Elder-Jones, Inc.

2026 Anthony Graves
Graves Construction

2025 Eric Handley
William A. Randolph, Inc.

2024 David Martin
H.J. Martin & Son, Inc.

2024 Mike Sullivan
Sullivan Construction
Company

2024 Hunter Weekes
Weekes Construction, Inc.

2026 Rick Winkel
Winkel Construction, Inc.

PAST PRESIDENTS

David Weekes 1990-1992
W. L. Winkel 1993
Robert D. Benda 1994
John S. Elder 1995
Ronald M. Martinez 1996
Jack E. Sims 1997
Michael H. Ratner 1998
Barry Shames 1999
Win Johnson 2000
Dean Olivieri 2001
Thomas Eckinger 2002

James Healy 2003
Robert D. Benda 2004-2006
K. Eugene Colley 2006-2008
Matthew Schimenti 2008-2012
Art Rectenwald 2012-2014
Mike Wolff 2014-2016
Robert Moore 2016-2017
Brad Bogart 2017-2018
Rick Winkel 2018-2019
Steve Bachman 2019-2021
Ray Catlin 2021-2023

RCA Membership

RCA members must meet and maintain a series of qualifications and are approved by the Board of Directors for membership. They have been in the retail construction business as general contractors for at least five years; agree to comply with the Association's Code of Ethics and Bylaws; are properly insured and bonded; are licensed in the states in which they do business; and have submitted letters of recommendation.

COMPANY	CONTACT	PHONE	STATE	EMAIL	MEMBER SINCE
Acme Enterprises, Inc.	Jeff Lomber	810-499-7127	MI	jlomber@acme-enterprises.com	2009
Atlas Building Group	Brian Boettler	636-368-5234	MO	bboettler@abgbuilds.com	2017
Bogart Construction, Inc.	Brad Bogart	949-453-1400	CA	brad@bogartconstruction.com	2008
Buildrite Construction Corp.	Bryan Alexander	770-971-0787	GA	bryan@buildriteconstruction.com	2013
Buch Construction	Greg Kozero	301-369-3500	MD	gkozero@buch.us.com	2022
Commercial Contractors, Inc.	Kenneth Sharkey	616-842-4540	MI	ken.t.sharkey@teamcci.net	1990
Commonwealth Building, Inc.	Chris Fontaine	617-770-0050	MA	cfontaine@combuild.com	1992
Connor Construction, LLC	Benjamin Connor	856-599-1765	NJ	bconnor@connorconstructionllc.com	2021
Construction One, Inc.	Bill Moberger	614-235-0057	OH	wmoberger@constructionone.com	2015
David A. Nice Builders	Brandon Nice	757-566-3032	VA	bnice@davidnicebuilders.com	2011
De Jager Construction, Inc.	Dan De Jager	616-530-0060	MI	dandj@dejagerconstruction.com	1990
Desco Professional Builders, Inc.	Bob Anderson	860-870-7070	CT	banderson@descopro.com	1995
Diamond Contractors	Lori Perry	816-650-9200	MO	loriperry@diamondcontractors.org	2015
Division 9 Commercial Inc.	Cheryl Montour	770-919-9941	GA	cmontour@division9inc.com	2021
DLP Construction Company, Inc.	Dennis Pigg, Jr.	770-887-3573	GA	dpigg@dlpconstruction.com	2008
E.C. Provini, Co., Inc.	Joseph Lembo	732-739-8884	NJ	jlembo@ecprovini.com	1992
Eckinger Construction Company	Philip Eckinger	330-453-2566	OH	phil@eckinger.com	1994
EDC	Christopher Johnson	804-897-0900	VA	cjohnson@edcweb.com	1998
Elder-Jones, Inc.	Justin Elder	952-345-6069	MN	justin@elderjones.com	1990
Encore Construction, Inc.	Joe McCafferty	410-573-5050	MD	joe@encoreconstruction.net	2018
Engineered Structures, Inc.	Mike Magill	208-362-3040	ID	mikemagill@esiconstruction.com	2016
FMGI Inc.	Darin Ross	678-903-2200	GA	darin.ross@fmgi-inc.com	2022
Fortney & Weygandt, Inc.	Mitch Lapin	440-716-4000	OH	mlapin@fortneyweygandt.com	2013
Fred Olivieri Construction Company	Dean Olivieri	330-494-1007	OH	dean@fredolivieri.com	1992
Frontier Building Corp.	Andrew Goggin	305-692-9992	FL	agoggin@fdllc.com	2018
Fulcrum Construction, LLC	Willy Rosner	770-612-8005	GA	wrosner@fulcrumconstruction.com	2014
Go Green Construction, Inc.	John Castellano	412-389-2577	PA	john@ggc-pgh.com	2017
Graves Construction	Anthony Graves	949-467-1799	CA	anthony@gravesconstruction.com	2022
Gray	Robert Moore	714-491-1317	CA	ramoore@gray.com	2005
Groom Construction Co., Inc.	Dwight Groom	781-592-3135	MA	dwgroom@groomco.com	2023
H.J. Martin & Son, Inc.	David Martin	920-494-3461	WI	david@hjmartin.com	2016
Hardesty & Associates	Scott Hardesty	949-723-2230	CA	scott@hardestyassociates.com	2020
Harmon Construction, Inc.	William Harmon	812-346-2048	IN	bill.harmon@harmonconstruction.com	2017
Healy Construction Services, Inc.	James Healy	708-396-0440	IL	jhealy@healyconstructionservices.com	1996
Immel Construction	Pete Smits	920-468-8208	WI	psmits@immels-builds.com	2018
International Contractors, Inc.	Bruce Bronge	630-834-8043	IL	bbronge@icibuilds.com	1995
JAG Building Group	Matt Allen	239-540-2700	FL	matta@jagbuilding.com	2019
James Agresta Carpentry Inc.	James Agresta	201-498-1477	NJ	jim.agresta@jacarpentryinc.com	2013
Jirsa Construction	Jennifer Jirsa	847-836-1321	IL	jjirsa@jirsaconstruction.com	2022
Kerricook Construction, Inc.	Ann Smith	440-647-4200	OH	ann@kerricook.com	2012
Lakeview Construction, Inc.	Kent Moon	262-857-3336	WI	kent@lvconstruction.com	1998
M. Cary, Inc.	Bill Tucker	631-501-0024	NY	btucker@mcaryinc.com	2014
Management Resources Systems, Inc.	Doug Marion	336-861-1960	NC	dmarion@mrs1977.com	1992
Marco Contractors, Inc.	Martin Smith	724-741-0300	PA	marty@marcocontractors.com	1994
Market Contractors	Kerry Lobbestael	503-255-0977	OR	kerry@marketcontractors.com	2019
National Building Contractors	William Corcoran	651-288-1900	MN	bill@nbccconstruction.us	2013
National Contractors, Inc.	Michael Dudley	952-881-6123	MN	mdudley@ncigc.com	2018
Pinnacle Commercial Development, Inc.	Dennis Rome	732-528-0080	NJ	dennis@pinnaclecommercial.us	2012
Prime Retail Services, Inc.	Donald Bloom	866-504-3511	GA	dbloom@primeretailservices.com	2014
R.E. Crawford Construction LLC	Jeffrey T. Smith	941-907-0010	FL	jeffs@recrawford.com	2011
RAYWEST DESIGNBUILD	Greg West	910-824-0503	NC	greg.west@raywestdesignbuild.com	2021
Rectenwald Brothers Construction, Inc.	Art Rectenwald	724-772-8282	PA	art@rectenwald.com	1996
Retail Construction Services, Inc.	Stephen Bachman	651-704-9000	MN	sbachman@retailconstruction.com	1998
Retail Contractors of Puerto Rico	Sean Pfent	586-725-4400	MI	spfent@rcofusa.com	1996
Right Choice Development & Construction	Danielle Wright	832-567-9648	TX	danielle@rightchoicedev.com	2023
Russo, Inc.	Matthew Pichette	508-674-5280	MA	mattp@russcoinc.com	1995
Sachse Construction and Development Corp.	Jeff Katkowsky	248-647-4200	MI	jkatkowsky@sachseconstruction.com	2009
Scheiner Commercial Group, Inc.	Joe Scheiner	719-487-1600	CO	joe@scheinercg.com	2012

(Continued on page 5)


Schimenti Construction Company, Inc.	Matthew Schimenti	914-244-9100	NY	mschimenti@schimenti.com	1994
Shames Construction Co., Ltd.	Carolyn Shames	925-606-3000	CA	cshames@shames.com	1994
Singleton Construction, LLC	Denise Doczy-Delong	740-756-7331	OH	denisedelong@singletonconstruction.net	2012
Solex Contracting	Gerald Allen	951-308-1706	CA	jerry@solexcontracting.com	2015
Sullivan Construction Company	Amanda Sullivan	954-484-3200	FL	amanda@buildwithsullivan.com	2012
Taylor Brothers Construction Company, Inc.	Jeff Chandler	812-379-9547	IN	Jeff.Chandler@TBCCI.com	2014
TDS Construction, Inc.	Robert Baker	941-795-6100	FL	inbox@tdsconstruction.com	1994
Thomas-Grace Construction, Inc.	Don Harvieux	651-342-1298	MN	don.harvieux@thomas-grace.com	2012
Threecore, LLC	Ray Catlin	972-800-2910	OH	ray.catlin@threecorellc.com	2021
Tilton Pacific Construction	Robert Schroeder	916-630-7200	CA	rschroeder@tiltonpacific.com	2023
Tom Rectenwald Construction, Inc.	Aaron Rectenwald	724-452-8801	PA	arectenwald@trcgc.net	2010
Trainor Commercial Construction, Inc.	Brian Trainor	415-259-0200	CA	brian.trainor@trainorconstruction.com	2012
Tri-North Builders, Inc.	David Brown	608-204-7227	WI	dbrown@tri-north.com	2015
Triad Retail Construction	Jay Dorsey	281-485-4700	TX	j.dorsey@triadrc.com	2013
Vision General Contractors of GA, LLC	Tony Durand	770-769-4674	SC	tonyd@viscongc.com	2021
Warwick Construction, Inc.	Walt Watzinger	832-448-7000	TX	walt@warwickconstruction.com	2008
Weekes Construction, Inc.	Hunter Weekes	864-233-0061	SC	hweekes@weekesconstruction.com	1990
Westwood Contractors, Inc.	Mike McBride	817-302-2050	TX	mikem@westwoodcontractors.com	1990
William A. Randolph, Inc.	Tony Riccardi	847-856-0123	IL	tony.riccardi@warandolph.com	2011
Winkel Construction, Inc.	Rick Winkel	352-860-0500	FL	rickw@winkel-construction.com	1990
Wolverine Building Group	Michael Houseman	616-949-3360	MI	mhouseman@wolvgroup.com	2012
Woods Construction, Inc.	John Bodary	586-939-9991	MI	jbodary@woodsconstruction.com	1996

Visit retailcontractors.org to view the profile of each RCA member company.
Click on "Find a Contractor" on the home page to search the member list.

Please notify the RCA Office (800-847-5085 or info@retailcontractors.org) of any changes to your contact information.


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RCA Regional Events

RCA's membership committee is hosting a series of regional networking events for RCA members, sponsors, benefit providers, and other supporters. Some events are planned to coincide with other industry programs being held in major markets. When possible, a tour or other unique activity is held prior to the networking.

- > **October 26 - Los Angeles, CA**
- > **November 28 - Phoenix, AZ**

Thanks to everyone who joined us at our Milwaukee (July) and Orlando (August) events.

There is no fee to attend these events, but we ask that you register to confirm your spot. Register at retailcontractors.org. Stay tuned for the 2024 schedule of events!



Commercial Construction & Renovation

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2024 ANNUAL CONFERENCE

MARCH 8-10, 2024 | GAYLORD TEXAN | PRIOR TO SPECS

RCA's 2024 Annual Conference will be held at the Gaylord Texan, March 8-10, 2024, prior to SPECS 2023. The conference is open to employees of RCA member companies, retailers, landlords, architects, and our sponsors and benefit providers. There is no charge to attend. The full agenda and registration is available at retailcontractors.org/annual-conference. We will accept onsite registrations.

The conference will feature two sets of roundtable discussions, and opportunities to network at a welcome reception, casino night event, and golf tournament.



Featured Speakers

Kevin Brown's unconventional path to business and personal success has taught him that winning in business and in life requires anything but conventional thinking. His blue-collar roots taught him the value of hard work and determination. With a streetwise aptitude and a never quit attitude, he worked his way from the front lines in business to the executive boardroom.

Kevin is a branding and culture expert with a 30+ year career in franchise development. He spent the last 20 years of his corporate career as part of a leadership team that built a little-known family business into the #1 franchise in their industry with annual revenues exceeding \$2 billion dollars. Since 2016, he has traveled the world pursuing a mission to share The HERO Effect® message with as many people and organizations as possible. The HERO Effect® is a simple philosophy that separates world-class organizations and high-performance people from everybody else.



Anirban Basu is Chairman & CEO of Sage Policy Group, Inc., an economic and policy consulting firm. The firm provides strategic analytical services to energy suppliers, law firms, medical systems, government agencies, and real estate developers among others.

He is the Chief Economist to Associated Builders and Contractors, the Chief Economist of the Maryland Bankers Association, and Chief Economic Advisor to the Construction Financial Management Association. He serves or has served similar functions for Visit Baltimore, Maryland Realtors, and Marcum, LLP. His radio show can be heard weekdays on 88.1FM, WYPR, Baltimore.



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You've read about ChatGPT, Google's Bard and other AI tools that will be changing the way we work, both in the short and longer term. As a business leader you want to leverage this technology to increase both productivity and profits. So what should you know now? Where should you be investing?

Forbes Technology columnist and consultant **Gene Marks** will share his thoughts on the biggest AI trends that will affect your business in the near and long term and help you make the right investment decisions to fully take advantage of this new technology. Gene will bring you up to date by discussing and recommending AI tools, platforms, services and software.

Milestone Memberships

Congratulations to our members celebrating milestone membership anniversaries! We appreciate your ongoing support of the RCA!

25 Years

- > EDC
- > Lakeview Construction, Inc.
- > Retail Construction Services, Inc.

15 Years

- > Bogart Construction, Inc.
- > DLP Construction Company, Inc.
- > Warwick Construction, Inc.

10 Years

- > Buildrite Construction Corp.
- > Fortney & Weygandt, Inc.
- > JA Carpentry, Inc.
- > National Building Contractors
- > Triad Retail Construction

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