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RCA's Virtual Professional Development Delivers Insights and Practical Knowledge

FALL EDITION • 2023 NEWSLETTER

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 Match 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.

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)



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.



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Retail Contractor

RCA Membership

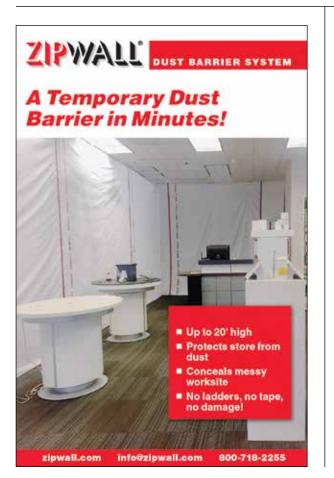
RCA members must meet and maintain a series of qualifications and are approved by the Board of Directors for membership. They have been in the retail construction business as general contractors for at least five years; agree to comply with the Association's Code of Ethics and Bylaws; are properly insured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

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EDC Christopher Johnson 804-897-0900 VA cjaphsson@deveb.com 1998 Elder-Jones, Inc. Justin Elder 952-345-6069 MN justin@elderjones.com 1990 Engineerd Structures, Inc. Justin Elder 952-345-6069 MN justin@elderjones.com 2018 Engineerd Structures, Inc. Mike Magill 208-362-3040 ID mikemagil@escionstruction.net 2018 Fronter Sultancia Marin Ross 678-903-2200 GA darin.ross@fmg-linc.com 2013 Fred Olivieri Construction, Inc. Mitch Lapin 440-716-4000 H malpin@fbroneweygandt.com 2018 Fulcrum Construction, Inc. Mitch Lapin 440-716-4000 H malpin@fbroneweygandt.com 2018 Graves Construction, Inc. John Castellano 710-612-8005 GA worsner@fulcrumconstruction.com 2017 Graves Construction Co., Inc. Dwight Groom 714-491-1317 CA ranthore@gray.com 2005 Grave Socialt Martin 920-467-2200 CA socialt@fardinestysacoiates.com 2016						
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Fortney & Weygandt, Inc. Mitch Lapin 440-716-4000 OH mlapin@fortne/weygandt.com 2013 Fred Olivieri Construction Company Dean Olivieri 330-494-1007 OH dean@fredolivieri.com 1992 Fronter Building Corp. Andrew Goggin 330-598-2092 FL agoggin@flidtic.com 2018 Fulcrum Construction, Inc. John Castellano 412-389-2577 PA anthony@gravesconstruction.com 2022 Gray Robert Moore 714-491-1317 CA ramore@gray.com 2005 Groom Construction Co., Inc. David Martin 920-494-3461 WI david@hjmartin.com 2016 Hardnesky & Associates SoctH Hardesky 949-723-2230 CA soctWardsmonconstruction.com 2017 Harmo Construction fo. William Harmon 812-346-2048 IN bill.harmor@flaradesyssociates.com 2016 Harmes Onstruction, Inc. James Healy 708-396-0440 IL biealy@fleahyconstructionservices.com 1996 Immel Construction, Inc. Bruce Bronge 630-834-8043 IL biealy@fleahyconstruction.com	5	•				
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Fulcrum Construction, LLCWilly Rosner770-612-8005GAwrosner@fulcrumconstruction.com2014Go Green Construction, Inc.John Castellano412-389-2577PAjohn@ggc-pgh.com2017Graves ConstructionAnthony Graves949-467-1799CAanthon@gravesconstruction.com2022GrayRobert Moore714-491-1317CAramoore@grav.com2005Groom Construction Co., Inc.Dwight Groom781-592-3135MAdwargon@groomco.com2023H.J. Martin & Son, Inc.Dwight Groom781-592-3135MAdwargon@groomco.com2020Hardesty & AssociatesScott Hardesty949-723-2230CAscott@himarte.com2016Hardnon Construction, Inc.William Harmon812-346-2048INbill.harmon@harmonconstruction.com2017Healy ConstructionPete Smits920-468-8208Will psmits@jimarl-builds.com2018International Contractors, Inc.Bruce Bronge630-834-8043ILbbronge@icbluilds.com1995JAG Building GroupMatt Allen229-460-2700FLmatta@jagbuilding.com2013Jares Agresta Carpentry Inc.James Agresta201-489-1477NJjim.agresta@jacarpentryinc.com2012Lakeview Construction, Inc.Ann Smith440-647-4200OHmatta@jagbuilding.com2012Marco Contractors, Inc.Martin Smith724-741-0300PAmatta@jagbuilding.com2014Marco Contractors, Inc.Martin Smith724-741-0300PAmatta@jag						
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GrayRobert Moore714-491-1317CAramoore@gray.com2005Groom Construction Co., Inc.Dwight Groom781-592-3135MAdwgroom@groomco.com2023H.J. Martin & Son, Inc.David Martin920-494-3461WIdavid@himartin.com2016Hardnesty & AssociatesScott Hardesty949-723-223CAscott@hardestyassociates.com2020Harmon Construction, Inc.William Harmon812-346-2048INbill.harmon@harmonconstruction.com2017Healy Construction Services, Inc.James Healy708-386-0440ILjhealy@healyconstructionservices.com1996Immel ConstructionPete Smits920-468-8208WIpemis@immel-boilids.com2018International Contractors, Inc.Bruce Bronge630-834-8043ILbbronge@icibuilds.com2019James Agresta Carpentry Inc.James Agresta201-498-1477NJjim.agresta@jacarpentryinc.com2012Jirsa Construction, Inc.Ann Smith440-647-4200OHanm@kerricook.com2012Kerricook Construction, Inc.Kent Moon262-857-3336WIkent@lwconstruction.com2014Management Resources Systems, Inc.Doug Marion336-861-1960NCdmario@mario@nrs1977.com1992Marco Contractors, Inc.Martin Smith724-741-0300PAmario@mario@marketcontractors.com2014Maradesta Contractors, Inc.Martin Smith724-741-0300PAmario@marketcontractors.com2019Market Contractors, Inc.Mart					, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	
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Hardesty & AssociatesScott Hardesty949-723-2230CAscott@hardestyassociates.com2020Harmon Construction, Inc.William Harmon812-346-2048INbill.harmon@harmoneonstruction.com2017Healy Construction Services, Inc.James Healy708-396-0440ILjinealy@healyconstructionservices.com1996Immel ConstructionPete Smits920-468-8208WIpinits@immel-builds.com2018International Contractors, Inc.Bruce Bronge630-834-8043ILbbronge@icibuilds.com2019James Agresta Carpentry Inc.James Agresta201-498-1477NJjim.agresta@jacarpentryinc.com2013Jirsa Construction, Inc.Ann Smith440-647-4200OHann@kerricook.com2012Lakeview Construction, Inc.Kent Moon262-857-336WIkent@lvconstruction.com2014Management Resources Systems, Inc.Doug Marion336-861-1960NCdmarion@mrs1977.com1992Marco Contractors, Inc.Martin Smith724-741-0300PAmarty@marcocontractors.com2019National Building ContractorsWilliam Corcoran651-288-1900MNmduley@micle.com2018Pinne Retail Services, Inc.Michael Dudley952-881-6123MNmduley@micle.com2018Pinne Retail Services, Inc.Michael Dudley952-881-6123MNmduley@micle.com2018Pinne Retail Services, Inc.Donald Bloom866-504-3511GMoley@micle.com2014Retai Contractors, Inc.	-	•			. .	
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Healy Construction Services, Inc.James Healy708-396-0440ILjhealy@healyconstructionservices.com1996Immel ConstructionPete Smits920-468-8208WIpsmits@immel-builds.com2018International Contractors, Inc.Bruce Bronge630-834-8043ILbbronge@icibuildis.com1995JAG Building GroupMatt Allen239-540-2700FLmatta@jagbuilding.com2013James Agresta Carpentry Inc.James Agresta201-498-1477NJjim.agresta@jacarpentryinc.com2013Jirsa Construction, Inc.Ann Smith440-647-4200Hann@kerricook.com2012Lakeview Construction, Inc.Ann Smith440-647-4200Hann@kerricook.com2014Management Resources Systems, Inc.Dog Marion36-861-1960NCdmarion@mrs1977.com1992Marco Contractors, Inc.Martin Smith724-741-0300PAmarty@marcocontractors.com2019National Building ContractorsWilliam Corcoran651-288-1900MNbill@hcbcconstruction.us2013National Contractors, Inc.Micrae Dudley952-881-6123MNmduley@ncigc.com2018Pinnacle Commercial Development, Inc.Dennis Rome732-528-0080NJdennis@pinnaclecommercial.us2012Prime Retail Services, Inc.Donald Bloom866-504-3511GAdbloom@primeretailservices.com2014R.E. Crawford Construction LLCJeffrey T.Smith91-907-0010FLjeffs@recrawford.com2014R.E. Crawford Construct					-	
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International Contractors, Inc.Bruce Bronge630-834-8043ILIbronge@icibuilds.com1995JAG Building GroupMatt Allen239-540-2700FLmatta@jagbuilding.com2019James Agresta Carpentry Inc.James Agresta201-498-1477NJjim.agresta@jacarpentrylinc.com2022Jirsa ConstructionJennifer Jirsa847-836-1321ILjijirsa@jirsaconstruction.com2022Kerricook Construction, Inc.Ann Smith440-647-4200OHann@kerricook.com2011Lakeview Construction, Inc.Kent Moon262-857-3336WIkent@lvconstruction.com1998M. Cary, Inc.Bill Tucker631-501-0024NYbtucker@mcaryinc.com2014Management Resources Systems, Inc.Doug Marion336-861-1960NCdmarion@mrs1977.com1992Marco Contractors, Inc.Martin Smith724-741-0300PAmarty@marcocontractors.com2019National Building ContractorsWilliam Corcoran651-288-1900MNbill@nbcconstruction.us2013National Contractors, Inc.Michael Dudley952-881-6123MNmduley@ncigc.com2014Pinnacle Commercial Development, Inc.Dennis Rome732-528-0080NJdennis@pinnaclecommercial.us2012Prime Retail Services, Inc.Donald Bloom866-504-3511GAdblom@primeretailservices.com2014R.E. Crawford Construction LLCJeffrey T. Smith941-907-0010FLjeffs@recrawford.com2021Retail Services, Inc.Step	-	•				
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Jirsa ConstructionJennifer Jirsa847-836-1321ILjjirsa@jirsaconstruction.com2022Kerricook Construction, Inc.Ann Smith440-647-4200OHann@kerricook.com2012Lakeview Construction, Inc.Kent Moon262-857-3336WIkent@lvconstruction.com1998M. Cary, Inc.Bill Tucker631-501-0024NYbtucker@mcaryinc.com2014Management Resources Systems, Inc.Doug Marion336-861-1960NCdmarion@mrs1977.com1992Marco Contractors, Inc.Martin Smith724-741-0300PAmarty@marcocontractors.com2019Market ContractorsKerry Lobbestael503-255-0977ORkerry/@marketcontractors.com2013National Building ContractorsWilliam Corcoran651-288-1900MNbill@nbcconstruction.us2012Pinnacle Commercial Development, Inc.Dennis Rome732-528-0080NJdennis@pinnaclecommercial.us2012Prime Retail Services, Inc.Donald Bloom866-504-3511GAdbloom@primeretailservices.com2014R.E. Crawford Construction LLCJeffrey T. Smith941-907-0010FLjeffs@recrawford.com2021Retail Construction Services, Inc.Stephen Bachman651-728.282PAart@rectenwald.com1996Retail Construction Services, Inc.Stephen Bachman651-704-9000MNsbachman@retailconstruction.com1996Retail Construction Services, Inc.Stephen Bachman651-704-9000MNsbachman@retailconstruction.com1996						
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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@singletoncontruction.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	ТΧ	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	ТΧ	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	ΤX	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

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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!





In person and virtual events will allow everyone to participate in the 2023 Summit making connections with industry leaders

JANUARY 2024, DATE & LOCATION TBD



End-Users (retailers, hoteliers, restaurateurs, etc.) will receive complimentary registration in exchange for full schedule participation that includes a per diem or charity donation.

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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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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.

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