

CODE OF ETHICS

The construction profession relies upon a system of technical competence, management excellence, and fair dealing to serve the public with safety, efficiency, and economy. Each member of the association is committed to following the Standards of Professional Conduct:

1. A member shall maintain full regard to the public interest in fulfilling his or her professional responsibilities.
2. A member shall not engage in any deceptive practice, or in any practice that creates an unfair advantage for the member or another.
3. A member shall not maliciously or recklessly injure, or attempt to injure, the professional reputation of others.
4. A member shall insure that when providing a service that includes advice, such advice shall be fair and unbiased.
5. A member shall not divulge to any person, firm, or company, information of a confidential nature acquired during the course of professional activities.
6. A member shall carry out his or her responsibilities in accordance with current professional practice.
7. A member shall keep informed of new concepts and developments in the construction process appropriate to the type and level of his or her responsibilities.

Adopted by permission from the American Institute of Constructors. April 1999 Revision

Pursuing a LEED Professional Accreditation

By Hunter Weekes, LEED AP, Vice President, Weekes Construction and Carol Montoya, CAE, Executive Director, RCA

Green has taken center stage recently, with more and more people becoming conscious of their impact on the environment, with a new Administration that has stressed the importance of being environment stewards, and with proof that being green can actually save some green.

The **U.S. Green Building Council (USGBC)** developed the Leadership in Energy and Environmental Design (LEED®) Green Building Rating System™ to promote sustainable green building and development practices through the creation and implementation of universally understood and accepted tools and performance criteria. Anyone involved in designing developing, building, or renovating buildings can use the LEED system to ensure they are creating sustainable buildings.

LEED is the nationally accepted benchmark for the design, construction, and operation of high performance green buildings. The process promotes a whole-building approach

to sustainability by recognizing performance in five key areas of human and environmental health: sustainable site development, water savings, energy efficiency, materials selection, and indoor environmental quality.

The **LEED Professional Accreditation**, which is managed by the **Green Building Certification Institute (GBCI)**, recognizes building professionals who have the knowledge and skills to successfully steward the LEED certification process. To become a LEED Accredited Professional (LEED AP), you must demonstrate a thorough understanding of green building practices and principles and the LEED Rating System. Candidates for the accreditation should have building industry knowledge as well as experience working with green building professionals from multiple disciplines. The credential has been awarded to more than 60,000 people since it was launched in 2001. It's important to distinguish that buildings are certified, people are accredited.

RCA member **Hunter Weekes**, Vice President of **Weekes Construction**, Greenville, SC, recently became a LEED AP. Following is a synopsis of the process he followed.

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There are four tracks in the LEED rating system: New Construction (NC), Core and Shell (CS), Commercial Interiors (CI), and Existing Buildings (EB). There is a pilot program for Retail, but no exam/accreditation. I took the CI route. Weekes Construction joined the USGBC. You do not have to be a member to sit for the LEED AP exam, but you do get discounts on the reference guide and the exam.

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

OFFICERS

President
Matthew Schimenti

Vice-President
Art Rectenwald

Secretary/Treasurer
Dan De Jager

Immediate Past President
Gene Colley

DIRECTORS

Gene Colley 2011
Royal Seal Construction, Inc.

Dan De Jager 2012
De Jager Construction, Inc.

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Michael Kolakowski 2009
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Kent Moon 2009
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Matthew Pichette 2010
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Rectenwald Brothers Construction, Inc.

Matthew Schimenti 2012
Schimenti Construction Company, Inc.

Kenneth Sharkey 2010
Commercial Contractors, Inc.

Don Thayer 2011
Tri-North Builders, Inc.

Chandler Weekes 2009
Weekes Construction, Inc.

PAST PRESIDENTS

David Weekes 1990-92

W. L. Winkel 1993

Robert D. Benda 1994

John S. Elder 1995

Ronald M. Martinez 1996

Jack E. Sims 1997

Michael H. Batner 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

The Evolution of Retail Construction Management

By Jack Sims, Jack E. Sims & Associates

Most of us involved in the design and construction of retail stores today assume that our retail niche within the construction industry has existed forever. We also assume that the division of responsibilities between project managers and superintendents as we know it today has existed forever. Both are true only if “forever” is defined as less than 30 years! The niche we know today as retail construction was in its infancy 30 years ago.

In the early 1960’s and 1970’s, when the development of regional shopping malls and the evolution of nationwide retail chain stores was at full speed, the design and construction of retail chain stores was handled in a traditional fashion: an architect developed the drawings and specifications and a contractor built the store for the retailer. The desire of retailers to create a national image and build the same store in many locations throughout the U.S. resulted in profound changes in this traditional approach. It took little time for retail design and construction to evolve as a specialty within the design and construction industries. Large national retail chains developed in-house staffs of architects, engineers, store designers, and construction managers to manage the design and construction of their stores nationwide. The challenge of repeating the same store image and developing the support structure to manage aggressive growth was significant. The result was the evolution of specialty companies with the sole purpose being to support the expansion of national retail chains: architects, engineers, general contractors, and suppliers for light fixtures, HVAC equipment, display fixtures, security grills, floor coverings, ceiling materials, and hundreds of items needed to build a retail store. An entire industry developed quickly and the retail construction niche was born.

Simultaneous with the evolution of the retail design and construction niche was the evolution of the project manager as we know that role today. In the early 1960’s, administrative, managerial, and project paperwork responsibilities expanded to the point where many superintendents had decreased time available to spend in direct supervision of the workforce and the work of subcontractors. Project productivity, profits, safety, and quality suffered when superintendents spent the majority of their time accomplishing administrative tasks. The industry response to this dilemma was to free superintendents from much of the managerial and administrative duties so they

could spend more time in direct supervision. This was accomplished by creating a new management position, “project manager,” whose primary responsibility was to manage and administer—not to supervise—projects.

Today, the retail construction specialty has fully matured and in many ways is unrecognizable from the days of infancy. Technology, in particular, has made a huge impact. The roles of the project manager and Superintendent have increased in importance. Today, both positions require more knowledge, education, and experience than was ever anticipated when the team concept originated. Well-qualified project managers and superintendents are clearly critical assets for successful contractors. The team concept works well for companies that have clearly defined project manager and superintendent duties and established policies that do not allow deviations from a standard set of operating procedures. This standardization and consistency have become the foundation for quality work and dependability—critical ingredients for success in retail construction. Successful contractors recognize that this foundation can only be maintained through formal training and continuing education for project managers and superintendents.

RCA recognized this need approximately seven years ago and established the **RCA Education Program**. Many years of hard work by the Education Committee and input from RCA member companies have resulted in a program that offers formal training for Technical and Managerial Skills for both project managers and superintendents. Today, a variety of classes are available to RCA member companies. Visit www.retailcontractors.org and click on Programs for more information.

Jack Sims is a RCA Past President and instructor for RCA’s Education Program.

RCA member companies that have conducted a RCA Project Manager and/or Superintendent training workshop are recognized with an icon in the member directory.



The Strength of the RCA: A Message from an Advisory Board Member

By Chuck Barnes, Barnes & Associates

As a new member of the RCA advisory board, I want to thank Matt Schimenti, the officers, board of directors and the RCA membership as a whole for this opportunity to be of service. I look forward with anticipation and excitement to my three-year term as this industry, like most others, faces the challenges of our current economic conditions. It will be a trying time for all of us, but not the first one we have seen, and those who are smart, flexible and nimble will be stronger when we come out of this time of difficulty. There are opportunities, and we need to consider how we re-invent ourselves to change with the climate.

At the most recent Board of Directors meeting in Phoenix, I was discussing some of my experiences over the years with various RCA member firms, and was asked to share some anecdotal stories with you for this article. I started to compile a list of memorable moments, projects, professional, and social experiences with various members of the association, and it reminded me that I have become one of the "gray-beards" in this business. I'll save the memorable moments and social experiences for the next time we decide to roast one of you, but I do want to talk about my history with RCA and my take on the mission and importance of the organization to our industry.

I had my first exposure to RCA and the contractors who started the organization in 1992. I was then the Director of Construction for Melville Corporation, a large multi-brand retail holding company that divested in 1995 to become many different retailers, some still with us and strong (CVS, Marshalls, and FootAction, which is now a part of the Foot Locker group) and some long since gone (Thom McAn, This End Up, and Prints Plus). We hosted a three-day meeting of contractors, architects, and vendors who provided services to the combined Design, Store Planning, Construction and Purchasing departments at Melville. We believed that there was value to be added to our store development program by bringing together all our business partners to meet each other face-to-face, to network, share ideas, complain when necessary, and generally challenge ourselves to come up with ways to design and build our stores faster, cheaper, and smarter. The fledgling RCA group was represented by founding members David Weekes of Weekes Construction, Bob Benda

of Westwood Contractors, John Elder of Elder-Jones, Bill Winkel of Winkel Construction, and others. In a separate breakout session for the GC group, these contractors made the RCA pitch to us, and I recall being impressed by the ease of the relationship between these individuals who were pretty fierce competitors, but who shared the common goal of instilling principals of good business ethics, integrity, and professionalism in their industry. I was struck by the novelty of the idea. The old model of the relationship between retailer and contractor was an adversarial one. This group was preaching partnership and cooperation, and was leading the way by establishing ground rules of professionalism and benchmarks of conduct for their own kind, and selling that vision to their retailer clients by vowing to maintain the high ethical and professional conduct they were prescribing for themselves.

We were sold instantly, and membership in the RCA became a qualification requirement for inclusion in the stable of general contractors that Melville maintained on our bidders list. We understood that RCA membership was not absolute assurance against contractor failure, either on an individual project or as a company, but we knew that the scrutiny by peers that members were subject to would tend to lift the membership as a whole to better performance and create a stronger group for all retailers to draw from.

Over the years, I have always looked first to RCA membership in selecting contractors for the work we manage, and have encouraged my peers and clients to do the same. RCA educational programs have been put in place that support professional development for those already within your ranks, scholarship programs exist to support students studying to enter our ranks, and quality assurance and control programs, site safety programs, and

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Correction

In our Fall 2008 list of Scholarship Program contributors, **Scorpio Construction** was inadvertently omitted from the list. Scorpio has been a consistent supporter of the program and we regret the error.

Chuck Barnes	2011
G.C. Barnes Associates	
Ronald L. Braun	2009
J.C. Penney	
Dave Handera	2009
Sears Holding Company	
Kim Klingler	2011
Sephora USA LLC	
Tony Maldonado	2011
Gap, Inc.	
Tom McDermott	2011
Limited Brands	
Jeff Michna	2012
Fossil	
Jason Miller	2011
Kohl's	
Sam Pena, AIA	2009
Jacob Carter Burgess	
Tony Poma	2011
True Religion Brand Jeans	
Mariha Spatz	2009
Development Management Associates	
Scott Winstead	2011
FMI Corporation	

ANNUAL MEETING

Matthew Pichette
508-674-5280
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909-944-6446
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RCA Membership Means Quality

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.

For the most up-to-date information and to search by states members operate in and their participation in RCA programs, visit www.retailcontractors.org.

<u>COMPANY</u>	<u>NAME</u>	<u>PHONE</u>	<u>STATE</u>	<u>EMAIL</u>	<u>MEMBER SINCE</u>
Allegheny Design Management, Inc.	John Kuruc	(724) 845-7336	PA	jkuruc@alleghenydesignmgmt.com	1994
All-Rite Construction Co., Inc.	Warren Zysman	(973) 340-3100	NJ	warren@all-riteconstruction.com	1993
The Benmore Construction Group, Inc.	Jeffrey Pittel	(201) 489-4466	NJ	jlpenmore@verizon.net	2004
Bogart Construction, Inc.	Brad Bogart	(949) 453-1400	CA	brad@bogartconstruction.com	2008
B.R. Fries & Associates	Barry Fries	(212) 563-3300	NY	barryf@brfries.com	2002
Chance Construction Co.	D. Jay Chance	(409) 787-2615	TX	tellinaw@chanceconstruction.com	2000
Commercial Contractors, Inc.	Kenneth Sharkey	(616) 842-4540	MI	ken.sharkey@comcont.com	1990
Commonwealth Building, Inc.	Frank Trainor	(617) 770-0050	MA	frankt@combuild.com	1992
Construction Central Consulting Corp.	J.L. Thomas	(407) 498-0644	FL	floridajlt@yahoo.com	2007
Construction One, Inc.	Steve Moberger	(614) 235-0057	OH	smoberger@constructionone.com	1996
Corna/Kokosing Construction Company	Mark Corna	(614) 212-5594	OH	msc@corna.biz	2005
db Construction Group, Inc.	Dan Boehme	(412) 464-4600	PA	dan@dbconstructiongroup.com	2006
De Jager Construction, Inc.	Dan De Jager	(616) 530-0060	MI	dandj@dejagerconstruction.com	1990
Desco Professional Builders, Inc.	John Rizdon	(860) 870-7070	CT	jridzon@descopro.com	1995
DLP Construction	Dennis Pigg, Jr.	(770) 887-3573	GA	dpigg@dlpconstruction.com	2008
Donnelly Construction	Chris Powers	(973) 672-1800	NJ	cpowers@donnellyind.com	2005
E.C. Provini, Co., Inc.	Edmund Provini	(732) 739-8884	NJ	eprovinci@eprovinci.com	1992
Eckinger Construction Company	Thomas Eckinger	(330) 453-2566	OH	tome@eckinger.com	1994
EDC	Christopher Johnson	(804) 897-0900	VA	cjohnson@edcweb.com	1998
Elder-Jones, Inc.	Brian Perkkio	(952) 854-2854	MN	brian@elderjones.com	1990
Flynn Construction, Inc.	Thomas O'Connor	(412) 243-2483	PA	tomoconnor@flynn-construction.com	2000
Fred Olivieri Construction Company	Dean Olivieri	(330) 494-1007	OH	dean@fredolivieri.com	1992
Gallant Construction Company, Inc.	Donna Low-Harwood	(815) 568-1880	IL	dlow@egallant.com	2007
GC Builders, Inc.	George Gledson	(909) 944-6446	CA	georgeg@gcbuildersinc.com	2000
Greg Construction Company	Sean Pfent	(586) 725-4400	MI	spfent@gregconstruction.com	1996
Hanlin Rainaldi Construction Corp.	Michael Hanlin	(614) 436-4204	OH	info@hanlinrainaldi.com	1997
Hardy Building Corporation	Charles Hardy	(757) 463-5666	VA	charlie@hardybuilding.com	1990
Hays Construction Co., Inc.	Roy Hays	(303) 794-5469	CO	r.hays@haysco.biz	2002
Healy Construction Services, Inc.	James Healy	(708) 396-0440	IL	jhealy@healyconstructionservices.com	1996
Herman/Stewart Construction	Michael Dennis	(301) 731-5555	MD	mdennis@herman-stewart.com	1995
Hill & Wilkinson, Ltd.	Deren Wilcox	(512) 287-6309	TX	dwilcox@hill-wilkinson.com	2006
I.C.E. Builders	Robert Moore	(714) 491-1317	CA	ramoore@icebuildersinc.com	2005
International Contractors, Inc.	Bruce Bronge	(630) 834-8043	IL	bbronge@iciinc.com	1995
J. G. Construction	June Grothe	(909) 993-9393	CA	juneg@jgconstruction.com	1998
KBE Building Corporation	Michael Kolakowski	(860) 284-7110	CT	mkolakowski@kbebuilding.com	1998

<u>COMPANY</u>	<u>NAME</u>	<u>PHONE</u>	<u>STATE</u>	<u>EMAIL</u>	<u>MEMBER SINCE</u>
Kelly Wood Company	Casey Wood	(806) 379-9696	TX	casey@kellywood.com	2006
Lakeview Construction, Inc.	Kent Moon	(262) 857-3336	WI	kent@lvconstruction.com	1998
Lehto Construction, Inc.	Allan Lehto, Jr.	(941) 925-7141	FL	ajl6231@aol.com	1998
Management Resources Systems, Inc.	Michael Swaim, Sr.	(336) 861-1960	NC	mswaim@mgmtresource.com	1992
Marco Contractors, Inc.	Martin Smith	(724) 741-0300	PA	marty@marcocontractors.com	1994
MCM, Inc.	Phillip Brown	(303) 792-5179	CO	pbrown@milestonecm.com	2007
Menemsha Companies	Tom Speroni	(310) 343-3430	CA	tsperoni@menemshasolutions.com	2001
Metropolitan Contracting Co., Ltd.	Jim Feigenbaum	(210) 829-5542	TX	jfeigenbaum@metcontracting.com	1995
Milric Construction Corporation	Frank Ricciardelli	(732) 919-3700	NJ	milric@milric.com	1996
Montgomery Development Carolina Corp.	John Fugo	(919) 969-7301	NC	jfugo@montgomerydevelopment.com	1999
Oakwood Contractors, Inc.	Paul Morck	(815) 759-0010	IL	paul@oakwoodcontractors.com	2007
Pinnacle Construction, Inc.	Greg Esterling	(712) 527-9745	IA	grege@pinconstr.com	2007
Prodigy Construction Management, Ltd.	Joseph Holbrook	(614) 337-0908	OH	jholbrook@prodigyconstruction.com	2005
PWI Construction, Inc.	Jeff Price	(480) 461-0777	AZ	lipka@pwiconstruction.com	2003
RCC Associates, Inc.	Beverly Raphael	(954) 429-3700	FL	braphael@rccassociates.com	1990
R.E. Crawford Construction	Tom Churchick	(724) 274-5000	PA	tomchurchick@recrawford.com	1990
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
Richter+Ratner Contracting, Corp.	Michael Ratner	(212) 936-4500	NY	mratner@richterratner.com	1990
Roche Construction, Inc.	Thomas Roche	(970) 356-3611	CO	troche@rocheconstructors.com	2008
Royal Seal Construction, Inc.	Gene Colley	(817) 491-6400	TX	gene@royalseal.com	1994
Russco, Inc.	Matthew Pichette	(508) 674-5280	MA	mattp@russcoinc.com	1995
Schimenti Construction Company, Inc.	Matthew Schimenti	(914) 244-9100	NY	mschimenti@schimenti.com	1994
Scorpio Construction, Inc.	Stephen Romeo	(609) 296-0308	NJ	sromeo@scorpio1.net	1995
Shames Construction Co., Ltd.	Barry Shames	(925) 606-3000	CA	bshames@shames.com	1994
Shrader & Martinez Construction, Inc.	Ronald Martinez	(928) 282-7554	AZ	info@shradermartinez.com	1990
Spec-Built, Inc.	Curtis Davenport	(972) 735-8833	TX	curtis@spec-built.com	2005
Summit General Contractors, Inc.	Cliff Bianchine	(949) 499-9700	CA	cliff@summitgcinc.com	2000
TDS Construction, Inc.	David Scherer	(941) 795-6100	FL	inbox@tdsconstruction.com	1994
Timberwolff Construction	Mike Wolff	(909) 949-0380	CA	mike@timberwolff.com	2008
Tri-North Builders, Inc.	Don Thayer	(608) 204-7230	WI	dftthayer@tri-north.com	1993
Tuscan Builders Corporation	Mike Adams	(713) 952-8800	TX	mikea@tuscanbuilders.com	1998
Valco Associates, Inc.	William Star	(717) 295-0895	PA	valcoassociates@comcast.net	2001
Venture One Construction	George Kovach	(513) 527-4055	OH	gik@v1cinc.com	2006
VIRTEXCO Corporation	Michael Aliff	(757) 466-1114	VA	maliff@virtexco.com	1999
Warwick Construction, Inc.	Tony Annan	(832) 448-7000	TX	tannan@warwickconstruction.com	2008
Weekes Construction, Inc.	Chandler Weekes	(864) 233-0061	SC	cweekes@weekesconstruction.com	1990
Westwood Contractors, Inc.	Bob Benda	(817) 877-3800	TX	bbenda@westwoodcontractors.com	1990
Win and Associates, Inc.	Win Johnson	(336) 547-8912	NC	win@waawj.com	1991
Winkel Construction, Inc.	W.L. Winkel	(352) 860-0500	FL	wlw@winkel-construction.com	1990
Woods Construction, Inc.	John Bodary	(586) 939-9991	MI	jbodary@woodsconstruction.com	1996

For more information

LEED
www.usgbc.org

LEED AP
www.gbci.org

Practice tests
www.greenexamprep.com

LEED Professional Accreditation

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The discounts do not offset the cost to join.

Exams are administered through the GBCI. Their website contains the information for USGBC LEED Technical Review Training workshops, which are one- or two-day LEED AP exam prep classes. NC has an online class. I scheduled the exam two weeks after the class. The exam is given by Prometric, a national testing facility.

An 80% score is required to pass the exam, which is a closed book exam. You will need the Reference Guide for the track you are pursuing. You can download an introduction to the rating systems (basically an abbreviated excerpt from the Reference Guide), however, this introduction is not sufficient to prepare

for the exam. I also took some practice tests I found online. These tests give you a good indication of how the questions are structured. A hint from my seminar teacher: take one practice test after the class, before you read/review/study the reference guide.

A new system was recently voted on by the members of the USGBC that will combine all tracks. It is assumed that this will make the exam more difficult. There is also the possibility that exam seats will be limited as said change draws near.

GBCI website has a PDF copy of the LEED AP Candidate Handbook. It is a 20 page guide to the process and a good place to start. Good luck!

The Strength of the RCA

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marketing programs get the RCA message out to retailers and the retail development community as a whole. All of these things have grown out of the simple idea of coming together as a group to improve the industry.

I am now seeing a next generation of RCA contractors and emerging new management in some of those founding firms. To all of you I say 'Remember the fundamentals. Build on the pillars of honesty, integrity, quality workmanship, financial soundness, and professionalism that you vow to uphold.' To the officers and board members, I know that you are all investing a lot of time into the

organization at your own cost. Continue to do so, because it's worth it. To the general membership, I encourage you to increase your level of support and participation in RCA programs and functions. Don't simply use your membership as a marketing tool. Your officers, committee chairs, and board members work hard for you and for the industry. To the advisory board members, I hope to work with all of you in our role of supporting and advising the membership of the association. Today's RCA stands on the shoulders of giants in this industry. Here's to building on that foundation.

RCA Sustaining Sponsors

Platinum



Silver



Meet Your Advisory Board

Kim Klingler
Sephora USA LLC



Kim started in the Retail Construction business in 1978 as Director of Construction for a regional music company with stores in Southern California. In 1980 he decided to venture out on his own as a General Contractor and continued doing small specialty retail stores in the Southern California market. Due to a recession and a slump in retail business in 1982, he decided to close his company and took an offer in Hawaii to help with the build out of a penthouse condominium for a well-known television celebrity. After completing the Hawaii penthouse in 1983, Kim was hired as a superintendent for Fisher Development, Inc. and worked on the roll-out program for Banana Republic throughout the U.S. In 1985, he was promoted to Project Manager and continued to work on the Banana Republic account and other Gap, Inc. subsidiaries.

In 1987, Kim was promoted to Vice President working on the Gap, Inc. account along with other retailers such as Striderite, Williams Sonoma, and Sharper Image. In 1990, he was moved to Vice President of Operations for what is now called the Gap Division of FDI. His role at that time was all operational duties from control of the mailroom, purchasing, and insurance to safety and superintendents. Due to the rapid growth of The Gap in the mid to late 90's, in 1997 Kim became the liaison between Gap, Inc. and FDI.

In 2000, Kim accepted the position as Director of Construction of a new start up specialty retailer known as Sephora. Sephora was a small cosmetic retailer in France that was purchased by LVMH in 1997 and was rolled out in the U.S. in mid 1998. When Kim joined Sephora they had 50 stores nation wide and he has helped build the store program to almost 300 stores to date.

Kim has resided in the San Francisco Bay Area for the past 25 years where he met and married his wife Mary and they have raised three kids who are all in college.

Tony Poma
True Religion Brand Jeans



Tony is Director of Construction at True Religion Apparel. He joined True Religion following a 7-year tenure at International Coffee & Tea as their Senior Director of Design and Construction, where he was instrumental in opening over 500 retail outlets in 16 different countries.

In his role, Tony oversees the buildout of all domestic retail outlets as well as assists on the buildout of international outlets. He is also responsible for the facilities management of all existing domestic retail outlets.

Tony began his career managing major hospital remodel and reconstruction projects throughout southern California, leading into a natural transition into hospitality and retail for brands such as Jamba Juice, Starbucks, Koo Koo Roo Chicken, The Coffee Bean & Tea Leaf and others across the continental U.S. He also plays an active role in the industry through his trade memberships and acting as an Advisory Board Member of SPECS since 2003.

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RCA Communications

RCA is continuously taking advantage of the electronic age by providing most of its administrative and member service functions online and via email.

Please make sure we have your current email address so we can keep you informed.

Contact us at
info@retailcontractor.org or
800-847-5085.

Safety Materials Update

In response to member requests, the Safety Committee has developed a Spanish-language version of the Federal Safety Poster. The RCA Safety Program is a member benefit and posters can be ordered through our e-store.

Go to www.retailcontractors.org and click on **Make an RCA E-Store Purchase Today** in the RCA News section of the home page.

New FMLA regulations have affected the information on RCA's Federal Safety Posters. The Safety Committee is developing a sticker with the new information that can be affixed to existing posters. If you would like to receive a FMLA sticker for your existing posters, contact the RCA office at 1-800-847-5085 or info@retailcontractors.org.

Welcome New Members

The following new members were approved by the RCA Board of Directors at its December meeting.

Applications for membership to be considered by the Board at its August meeting must be submitted to the RCA office by July 15.

DLP Construction Company, Inc.

Alpharetta, GA
Dennis Pigg, Jr., President

Timberwolff Construction, Inc.

Upland, CA
Michael Wolff, President/Owner