

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

Do You Have the Power to Drive Growth in Your Retail Construction Business?

By Christine Corelli, author, *Wake Up and Smell the Competition*

Forget tough. Today, competition is fierce! Even while your retail construction business is soaring, you know full well that you can never take it for granted. And the moment you do, your competitors will have the advantage.

Construction has its peaks and valleys. It is the kind of business that requires continually developing new ideas and strategies that will create consistent business growth. These strategies will give you the power to win more bids, improve productivity, obtain higher levels of customer retention and show results where it counts the most--in your bottom line.

Maximize Your Driving Power

To maximize your driving power, you need to recognize that the world is changing more rapidly than ever before and with it, is your retail construction customer. You've heard this all too familiar mantra before, but it warrants reinforcement: "The customer rules!"

Like the construction industry, competition for retailers is fierce. New competitors are emerging daily--many from non-traditional sources who are challenging the status quo. They are frantically striving to create new strategies to increase store traffic and sales--all watching each other like hawks to see how they can outsmart each other.

Your retail construction customer is likely under a great deal of pressure from their employer. As a result, they are more demanding than ever. It is harder than ever to obtain to win them over and obtain their loyalty--your key to the next contract. What you need is to create an accurate road map that will show you the best route to compete in this environment.

Detach

First, detach yourself from the day-to-day business and look at your company objectively--as if you are an outside consultant. Write down the answers to these questions:

- ◆ What is your company doing exceptionally well?
- ◆ Where do you need improvement?
- ◆ What are some harsh realities you must face?
- ◆ What do you need to do to reach greater heights?
- ◆ What goals have you set?
- ◆ What strategic initiatives do you currently have in place?



Christine Corelli

Enlist the Help of What Should Be Your Greatest Asset

The next step is to tap into what should be one of the greatest assets of your business--the combined brainpower of your executive team, project managers, superintendents, workers and office staff. They hold the answers to your questions, the solutions to your problems, the ideas to rev up your business' growth, and the methods to keep you from falling short of your goals.

Without the help and input of your entire team, you can't move forward. That is, of course, assuming you have the right combination of people working for you--a dynamic

continued on page 6

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

President
Robert D. Benda
 Vice-President
Eugene Colley
 Secretary/Treasurer
Matthew Schimenti

Robert D. Benda 2006
 Westwood Contractors, Inc.
Matthew Pichette 2006
 Russco, Inc.
Kenneth Sharkey 2006
 Commercial Contractors, Inc.
Eugene Colley 2007
 Royal Seal Construction, Inc.
Carl Hardy 2007
 Tri-North Builders, Inc.
W.L. Winkel 2007
 Winkel Construction, Inc.
Dan De Jager 2008
 De Jager Construction, Inc.
Arthur Rectenwald 2008
 Rectenwald Brothers Construction, Inc.
Matthew Schimenti 2008
 Schimenti Construction Company, Inc.
Michael Kolakowski 2009
 Konover Construction Corp.
Kent Moon 2009
 Lakeview Construction, Inc.
Chandler Weekes 2009
 Weekes Construction, Inc.

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. Ratner 1998
 Barry Shames 1999
 Win Johnson 2000
 Dean Olivieri 2001
 Thomas Eckinger 2002
 James Healy 2003

President's Message

Thank you! to each member of our Association for your support and for granting me the privilege of serving as a Director and Officer over the last 5 years.

Thank you! to each of my fellow Past Presidents for your continued involvement and counsel in our efforts to build on our past successes and learn from our past mistakes.

Thank you! to our Advisory Board members for their active involvement and guidance in keeping us focused on our members' highest priority, our clients' needs. An extra **Thank you!** to Tom Horwitz of FRCH Design Worldwide and Craig Hale of Carter & Burgess for their show of support with a financial contribution marking the end of their terms.

Thank you! to our industry partners who have supported RCA with their financial support as annual meeting sponsors.

Thank you! to all of our friends in the trade media who continue to support our mission with ad space, meeting space and other in-kind support which allow our members' dues dollars to go farther.

Thank you! to our Association staff who have made it possible for us to expend our limited amount of volunteer time working on executive level efforts that are beginning to pay off in membership growth, higher service levels and the

greater value of your membership.

And the biggest **THANK YOU!** and debt of gratitude of all goes to my fellow board members who over the last few years have tolerated my cranky nature, hair brained ideas, dictatorial meeting management style, unilateral delegation and nagging follow up and have answered every call with commitment and collaboration to make my job easy and fun. I consider each of you great friends and hold you in the highest regard. I look forward to continuing to be a supportive member of RCA and an active Past President. I am thrilled about the emerging new leadership that our board consists of and look forward to supporting their efforts to build on our strengths.

One last time, I encourage each of you to become more involved in the direction of your Association and more engaged in taking advantage of our education and other programs. You will be glad, as I am, that you did.

May your days be filled with early turnovers and short punch lists!



Robert D. Benda
 Westwood Contractors,
 RCA President

Thank you to our 2006 Annual Meeting Sponsors



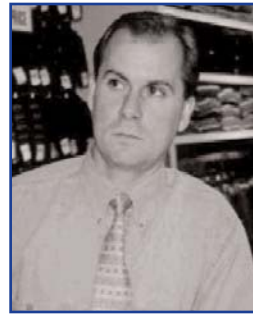
GEAR MANAGEMENT GROUP



Meet Your Board of Directors

Art Rectenwald Rectenwald Brothers Construction, Inc.

Art Rectenwald is the President and Co-founder of Rectenwald Brothers Construction, Inc. (RBCI). RBCI, headquartered near Pittsburgh, PA, builds for major retailers throughout the U.S. and Canada. Anchored by long standing retail relationships, RBCI is proud to be celebrating its 21st year providing quality retail construction services.



Art Rectenwald

In addition to managing the overall operation of the company, Art serves as chief estimator and holds GC licenses in several states. Art's ability to make sound business decisions and his keen interest in cutting edge technology sets RBCI apart from other companies. He has been a contracts law guest lecturer at Duquesne Law School in Pittsburgh, a roundtable facilitator at CenterBuild and was elected to the RCA Board of Directors in 2004.

The youngest of nine children, Art grew up in a blue collar family in Pittsburgh where he learned a strong work ethic at an early age. His father and grandfather were both carpenters. In fact, Art's father and uncle were the

original Rectenwald Brothers. The brothers operated a small carpentry business that spanned from the end of WWII to 1982. In addition to the work ethic and carpentry skills Art learned from his family, he has also learned how to manage his business while serving the customer. Diligence, integrity and respect are the principles on which Art has built his career and his company on.

Art is a founding advisory board member of "Pennies From Heaven," a local children's hospital charity. He has been married for 19 years and has three daughters. He enjoys golf and is a part time professional musician.

**Creating Long Term Partnerships
for the Strategic Development
of Retail Roll-Out
Programs and Prototypes**

- Construction Project Management
- Store Planning & Fixture Design
- Value Engineering & Sourcing
- Cost & Schedule Reductions
- Staff Development
- Customized Tracking & Reporting Tools

Corporate Office
email: dgearing@gearmg.com
925-979-0013 ~ 925-979-0010 fax

Roger Henry Cato Corporation	2006
Sean Easter Bass Pro Shops	2008
John Hays Saks, Inc.	2008
Ed Kunzelman Limited Brands	2008
Tony Maldonado Ann Taylor	2008
Ronald L. Braun J.C. Penney	2009
William G. Freeland Golf Galaxy, Inc.	2009
Sam Pena, AIA Carter & Burgess, Inc.	2009

EDUCATION

Michael Kolakowski
860-284-7100
mkolakowski@konover.com

MARKETING/ADVERTISING

Art Rectenwald
724-772-8282
art@rectenwald.com

MEMBER BENEFITS

Carl Hardy
608-271-8717
chardy@tri-north.com

MEMBERSHIP

Dan De Jager
616-530-0060
dandj@dejagerconstruction.com

SAFETY

Frank Trainor
617-770-0050
frank1@combuild.com

Matthew Pichette
508-674-5280
matp@russcoinc.com

SCHOLARSHIP

Tom Eckinger
330-453-2566
tome@eckinger.com

TRADE SHOW/ANNUAL MEETING

Ken Sharkey
616-394-0722
sharkeyk@comcont.com

Retail Contractors Association
717 Princess Street
Alexandria, VA 22314
800-847-5085
info@retailcontractors.org

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.

If you know someone who meets these standards, recommend them for membership by contacting the RCA office at info@retailcontractors.org or 800-847-5085.

When you are looking for a retail contractor, remember that RCA membership stands for quality.

Committee Updates

CENTERBUILD & SPECS

Gene Colley, Royal Seal Construction, Inc.

The CenterBuild Committee met March 29 in New York and put a few more of the finishing touches on the program. RCA will be supplying 15 facilitators for roundtables again in 2006. If you get a chance, thank the staff at RCC Associates; they are going to coordinate the facilitators for RCA this year.

The SPECS Advisory Board met May 10 and 11 to start putting the program together for SPECS 2007. I will keep you informed of the progress.

I want to thank everyone who participates and volunteers for inclusion in ICSC CenterBuild and SPECS. This is a constant reminder to the industry of the contribution that RCA and its members make.

EDUCATION

Mike Kolakowski, Konover Construction

The Education Program has been gaining momentum over the past few months and participation from RCA members has increased significantly. Over 50 Superintendents and Project Managers have participated in training seminars to date.

- ◆ The first training seminar of 2006 was hosted by Commercial Contractors in Michigan in January. Additional participation by RCA members included Weekes Construction, Eckinger Construction, Westwood Construction and U.S. Design & Construction.
- ◆ In March 2006, a training seminar was held for the New England area. This was hosted by Russco, Inc. in Westport, MA with participants from both Russco, Inc. and Konover Construction Corporation.
- ◆ Training classes are currently scheduled for Royal Seal Construction along with potential classes for GC Builders and Montgomery Development.

The evaluations submitted following the class have been extremely positive. Jack Sims has been very well received as an instructor and will tailor the program to accommodate both Project Management and Superintendent training.

Jack will be on the road again soon and available to conduct a training class in your area! For further information, contact the RCA office at (800) 847-5085 or info@retailcontractors.org

MARKETING/COMMUNICATIONS

Art Rectenwald, Rectenwald Brothers Construction, Inc.

Over the past few months we have continued our efforts in promoting RCA and its members via the newsletter, website and various trade magazine advertisements.

The new website is up and running with many new features. The searchable member directory will make it easier for retailers to find you or your company by searching to the states you where you work. The search feature also allows retailers to narrow their search to members who participate in one or all of the RCA programs. All members should take advantage of the education, safety and quality assurance programs. We are open to new marketing ideas and encourage members to contact Art with their comments and suggestions.

Art can be reached at art@rectenwald.com.

SAFETY PROGRAM

Frank Trainor, Commonwealth Building, Inc.
Matthew Pichette, Russco, Inc.

The installation of the Safety Program onto the RCA website is now underway. Due to the process involved with product, pricing, and shipping, it will take some additional time to perfect this section. When complete, the results will be well worth the wait. This new method of distribution has opened doors that were not possible in the past. It now allows us to review, add new materials, and perform regular updates with far less effort as well as potential cost savings.

Personally, we feel this is the missing link the RCA Safety Program has always needed. Now if any safety regulations are altered or completely changed, we have the ability to respond in a timely manner with proper notification. Until the process is complete, please continue to use the order form that is listed in the RCA newsletter.

Safety Announcements

When working on projects in different states, along with the federal poster you must also display each state poster. It is also a good idea to contact each state you are working in for any special requirements. There is current legislation that would allow OSHA to cite employees for specific violations. For more information go to; <http://thomas.loc.gov> click on and type in bill search for; occupational Safety Fairness Act - S. 2066.

Frank can be reached at frankt@combuild.com.

continued on next page

Committee Updates

SCHOLARSHIP PROGRAM

Tom Eckinger, Eckinger Construction Company

2006 begins the ninth year for the RCA scholarship program. We currently give out eighteen \$1,500.00 scholarships in six regions of the country each year and to date we have given out \$206,000 to construction students across the nation. These scholarships show our organization's awareness of the importance of providing quality individuals for the future of our industry.

The scholarship committee continues to review schools at which the scholarships will be given. I ask that any RCA members forward the name and contact person at schools where they have a relationship so that we may consider them for our scholarships. We are also looking for members who are interested in making scholarship presentations. It is the intention of the program to have a member in attendance at the presentations to further the visibility of RCA.

As always, I would like to thank all of our contributing members for their generous contributions to this valuable program.

Tom can be reached at tome@eckinger.com.



Cory Tellers, a student at Minnesota State University/Mankato, receives a RCA scholarship from presenter John Elder, Elder-Jones.



Northeast Permit Service, Inc.

Painless Permit Processing

The Preferred Regional Provider of Retail Permit Services since 1999

Permit Processing - From application research...to approval notification...we *personally* oversee the entire process.

Onsite Services - Plan Verification, Surveys of Existing Conditions, Contractor Administration.

Expediting - The benefits of familiarity and long term relationships w/ NE municipalities.



Contact Us for Rates and References

109 Hamilton Street • Worcester, MA 01604-2215

Phone: (508) 757-7192 • Fax: (508) 757-3189

www.northeastpermitservice.com

WAL-MART®
ALWAYS LOW PRICES. *Always*

Dodge
Sweets
Architectural Record
ENR
Regional Publications
**McGraw Hill
CONSTRUCTION**

Wal-Mart is seeking New Regional Contractors to Help Facilitate its Growth.

In a bid to make contact with regional contractors, Wal-Mart has partnered with McGraw-Hill Construction to host open houses in select locations where a Wal-Mart representative will be on-site to answer questions, provide information on pre-qualification and explain the Wal-Mart construction process.

McGraw-Hill Construction is currently reporting on 419 Wal-Mart projects in the United States.

Wal-Mart Construction Open Houses All Open Houses are 9:00 a.m. - 1:00 p.m.

Tuesday, July 11, 2006: Dallas, TX - 972-819-1400
9155 Sterling Drive, Suite 160, Irving, TX 75063

Thursday, July 13, 2006: Phoenix, AZ - 602-274-2155
3100 North Central Avenue, Suite 155, Phoenix, AZ 85012

Tuesday, July 25, 2006: Denver, CO - 303-756-9995
1114 West 7th Avenue, Suite 150, Denver, CO 80222

Thursday, July 27, 2006: Salt Lake City, UT - 801-972-4400
1743 West Alexander Street, Salt Lake City, UT 84119

Wal-Mart is constantly looking for people to help them meet their goals - including environmental sustainability objectives for building more durable, energy efficient facilities.

Suppliers and Subcontractors* welcome. Come meet new and existing Wal-Mart contractors. Find out how you can join the Wal-Mart and McGraw-Hill Construction team.

Reservations are recommended, but not required.
For more information, contact Shalyn Bacon at 800-830-3182.

*Subcontractors will be requested to present their certificate of license to considering GCs during the qualification process.

www.construction.com

Do You Have the Power to Drive Growth in Your Retail Construction Business?

continued from page 1

leadership team, smart business development and marketing specialists, accountants, well-trained project managers and superintendents, quality construction workers, and competent staff who are dedicated to you and your business.

You're in the Driver's Seat - Drive to Win

Imagine for a moment that you're a professional race car driver. To win the race, you need a state-of-the-art race car and experience at the wheel. By taking risks, you can slant the odds of winning in your favor. But without a highly efficient and cohesive pit crew, you will never consistently win races.

Just as speed and responsiveness are critical factors in racing, so are they in the construction business. You must be quick to study retail and construction trends, obtain financial expertise, answer customers' needs, apply new technology, improve safety, and find cutting-edge solutions to any problem that may exist. You must also make sure your people are armed with all the interpersonal skills, knowledge, tools, equipment and construction expertise so they can drive faster and smarter than your competitors. And you must keep them safe while they do it!

Slow Down in Order to Speed Up

But before you rev up, you must slow down and work with your people to create an even more proficient strategy. Get together with your race team. Involve everyone. Don't exclude that new hire; he or she may have valuable ideas but is hesitant to come forward with them.

Ideally, you should take them into an environment where there are no distractions. Before you begin, establish the seven ground rules:



**Corelli and RCA's Annual Meeting
Chairman Ken Sharkey**

1. We will leave our titles at the door.
2. We will do our best to be completely open and honest.
3. We will show respect for each other's opinions.
4. We will all participate and not sit silent.
5. We will understand each other's pressures and concerns.
6. We will strive to see things through one another's eyes and the eyes of our customers.
7. We will recognize that the ideas we share and decisions we help to make will benefit us all.

Direct them to make an assessment of your retail construction business-and as uncomfortable as it may be, ask them to hold nothing back. Have to answer all of the questions on the **Custom Built Road Map** that follows.

Once this brainstorming is done, you'll be in a better position to see things more clearly, make decisions, and create your own race strategy. This process is hard work. Keep in mind that your biggest challenge will be to implement necessary changes and sustain momentum. Expect the road to get a little bumpy in places, while you customize your own road map.

The Keys To A Custom Built Road Map

- ◆ What are we doing exceptionally well?
- ◆ What is our reputation? How are we viewed in the eyes of our customers, the community and the retail construction industry?
- ◆ What are our customers saying about us?
- ◆ Do we operate with ethics and integrity?
- ◆ What do we do differently, and better than our competitors?
- ◆ Do our customers know this? How well do we communicate this in our advertising and marketing?
- ◆ How well do our business development people communicate it?
- ◆ Since what we offer is not any different from what our competition offering, are we far better in the level of service we provide?

continued on next page

- ◆ Are we consistently working to improve our service?
- ◆ How much effort do we put into soliciting feedback from them to discover what they want and need from us?
- ◆ How quickly do we respond to problems?
- ◆ Is it easy to do business with us?
- ◆ Are we listening to the voice of the customer?
- ◆ What can we do to develop stronger relationships with our customers?
- ◆ What have we done to exceed expectations, and what practices can we put into place we exceed expectations in the future?
- ◆ Does our business and our office operate consistently like a well-oiled machine?
- ◆ Can we depend on each other, so we can focus on the most important person to our business--the CUSTOMER?
- ◆ Do we consistently strive to improve quality, productivity and solve problems?
- ◆ How well do we communicate safety and prevent incidents or actual accidents?
- ◆ Do we need to improve team communication to avoid problems and improve quality?
- ◆ How is our overall morale?
- ◆ Do we all pull together when we have a problem and help each other deliver service excellence?
- ◆ Do our leaders, project managers, superintendents, workers and office staff have the equipment, tools and training to excel?
- ◆ Do we recognize that revenues are impressive but profitability is more important?
- ◆ How can we save money?
- ◆ Do we strive to under-promise and do everything we can to over-deliver?
- ◆ What in your opinion, does management need to do to help our company move forward?
- ◆ How can we take what we are doing right and build on these?

After this session, take a good hard look at the answers to the questions. Then, create an action plan. Does this seem overwhelming? It doesn't have to be. Determine what three things you need to implement in the next month, and start driving. Then:

Follow your strategy.

Once you have completed the road map stage, you will have your own competitive strategy. Follow it as closely as you can in order to stay on course.

Always have a clear focus on your customers and their customers.

The key to sustaining the momentum is dynamic leadership and consummate driving skill. Encourage everyone to listen to the voice of the customer and to drive with an obsession for delivering their best performance and providing quality workmanship for every project, with every customer every day.

People tend to promote what they help to create.

Ongoing employee involvement is crucial to your success. Seek to obtain their commitment to the goal of staying ahead in the race and working together as an efficient, cohesive group. Set goals to increase your business, avoid problems, and improve quality. Keep rewards in the picture and you will be more likely to succeed.

Give your people the tools they need.

World-class construction companies not only invest in the best equipment and tools, but they invest in their people. Provide supervisory, leadership, project management, negotiation, communication and teamwork training.

Make sure the work environment is upbeat.

Construction is serious business, but both you and your employees need to work in an environment that encourages ideas, stimulates creativity and helps lighten the pressure. How is the culture of your business? Is it a great place to come to work each day? Do you practice peer support and celebrate successes both small and large - such doing a great job on a tough project?

Be sure your pit crew stays the course, and ask them to be accountable for their performance in executing your action plan.

Today's world is changing, and will continue to change. What will be will be. Just remember even though competition is fierce, you are behind the wheel of your life. **ENJOY THE RIDE!**

© Copyright 2006 - Christine Corelli & Associates, Inc.

Christine Corelli is the author of four books including the popular book *Wake Up and Smell the Competition*. She has been a featured guest on numerous radio and TV interviews and her work has been published in a multitude of business journals, magazines and trade publications world-wide. Christine was well-received at the recent RCA Annual Meeting held in conjunction with SPECS. She has also worked with numerous construction companies and construction associations.

Visit her web site:
www.christinespeaks.com
 to learn more or contact her at 847-581-9968 or cc@christinespeaks.com.

Explosive Construction Growth Demands Standards and Ethics

Sean Easter, Bass Pro Shops, RCA Advisory Board Member

Christine Corelli stated in her presentation during the RCA Annual Meeting in February that the construction industry is facing a shortage of manpower in excess of several million workers and managers. This is in contrast to other areas of our economy where downsizing and layoffs continue to be daily news. These two factors combined are drawing untrained managers and tradesmen to our industry. As the number of inexperienced workers grows, so does the importance of the RCA. The mission to educate members on ethics, technical skills and safety will continue to grow in relevance and urgency. Unskilled tradesmen and managers present challenges in all of these areas.

Safety is a habit that must be learned and constantly reinforced, much like a golf swing or the mounting of the gun on a sporting clay range. As an industry, we must recognize that the unskilled or novice employee needs constant reinforcement to develop the “safety habit.” One of the contractor qualifications that I consistently review is the safety record. It is a good indicator of a firm’s attention to detail that carries over to the management of my projects. More importantly, we want every worker to go home safe every night.

On-the-job training is a constant in our business, but often falls short of providing the professionalism and up-to-date technical advances needed for our companies to succeed. RCA’s education programs offer our industry a resource that every member should utilize to strengthen skills of the entire team.

As we stretch the employee pool to meet the growth demand, we will find a constant requirement to teach and enforce ethics to experienced and new workers alike. The fact that the code of ethics is printed on the front of the RCA newsletter reinforces the importance of ethical practices to the RCA membership. I hope all of you stress this to your employees in both the office and field.

I would like to thank Bob Benda and John Elder for extending the opportunity to serve on the RCA Advisory Board. I have worked with many RCA members in the past as a client and I look forward to helping the organization grow to meet the demands of our challenging industry.





RETAIL CONTRACTORS ASSOCIATION

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 Benmoore Construction Group, Inc.	Jeffrey Pittel	(201) 489-4466	NJ	thebenmooreconstructiongroup@verizon.net	2004
Chance Construction Co.	D. Jay Chance	(409) 787-2615	TX	tellinaw@chanceconstruction.com	2000
Commercial Contractors, Inc.	Kenneth Sharkey	(616) 842-4540	MI	sharkeyk@comcont.com	1990
Commonwealth Building, Inc.	Frank Trainor	(617) 770-0050	MA	frankt@combuild.com	1992
Construction One, Inc.	Steve Moberger	(614) 235-0057	OH	smoberger@constructionone.com	1996
Corna/Kokosing Construction Company	Mark Corna	(614) 901-8844	OH	msc@corna.biz	2005
David A. Nice Builders, Inc.	Brian Bacon	(757) 566-3032	VA	bbacon@davidnicebldrs.com	2000
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
DF Pray General Contractors	Scott Pray	(508) 336-3366	MA	swpray@dfpray.com	2005
Donnelly Construction	Chris Powers	(973) 672-1800	NJ	cpowers@donnellyind.com	2005
E.C. Provini, Co., Inc.	Edmund Provini	(732) 739-8884	NJ	ecp.provini@verizon.net	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) 345-6030	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
Fries, B.R. & Associates	Barry Fries	(212) 563-3300	NY	barryf@brfries.com	2002
GC Construction	George Gledson	(909) 944-6446	CA	georgeg@gcbuildersinc.com	2000
Greg Construction Company	Sean Pfent	(586) 725-4400	MI	spfent@gregconstruction.com	1996
Hambleton Group Companies, Inc.	Celso Suarez	(787) 781-8186	PR	tito@hambletongroupcompanies.com	2001
Hanlin Rainaldi Construction Corp.	Michael Hanlin	(614) 436-4204	OH	mike.hanlin@hanlinrainaldi.com	1997
Hardy Building Corporation	Charles Hardy	(757) 463-5666	VA	hbc@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
I.C.E. Builders (a subsidiary of Gray Inc.)	Robert Moore	(714) 491-1317	CA	ramoore@icebuildersinc.com	2005
International Contractors, Inc.	Bruce Bronge	(630) 834-8043	IL	info@iciinc.com	1995
J. G. Construction	Jack Grothe	(909) 993-9393	CA	jackg@jgconstruction.com	1998
Kelly Wood Company	Casey Wood	(806) 379-9696	TX	casey@kellywood.com	2006
Konover Construction Corp.	Michael Kolakowski	(860) 284-7411	CT	mkolakowski@konoverconstruction.com	1998

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

<u>COMPANY</u>	<u>NAME</u>	<u>PHONE</u>	<u>STATE</u>	<u>EMAIL</u>	<u>MEMBER SINCE</u>
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@buildgroup.com	1992
Marco Contractors, Inc.	Martin Smith	(724) 741-0300	PA	marty@marcocontractors.com	1994
Menemsha Companies	Tom Speroni	(310) 343-3430	CA	tsperoni@cmgtip.com	2001
Metropolitan Contracting Co., Ltd.	Tim Swan	(210) 829-5542	TX	tswan@metcontracting.com	1995
Milric Construction Corporation	Frank E. Ricciardelli	(732) 919-3700	NJ	milric@milric.com	1996
Montgomery Development Carolina Corp.	John Fugo	(919) 969-7301	NC	jfugo@montgomerydevelopment.com	1999
Possell Construction Co., Inc.	Wiley Possell	(818) 785-1151	CA	wiley@possellconst.com	1994
Prodigy Construction Management, Ltd.	Joseph Holbrook	(614) 337-0908	OH	jholbrook@prodigyconstruction.com	2005
PWI Construction, Inc.	Jeff Price	(480) 461-0777	AZ	price@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.	Arthur 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	(718) 497-1600	NY	mratner@richterratner.com	1990
Rosewood Construction Group, Inc.	Larry Prace	(847) 718-1711	IL	rosewood6727@aol.com	1995
Royal Seal Construction, Inc.	Eugene 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	rmartinez@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@summitcinc.com	2000
TDS Construction, Inc.	David Scherer	(941) 795-6100	FL	inbox@tdsconstruction.com	1994
Tesco Construction, Inc.	Thomas Swierczynski	(630) 595-2219	IL	tescogc@aol.com	1995
Tri-North Builders, Inc.	Carl Hardy	(608) 271-8717	WI	chardy@tri-north.com	1993
Tuscan Builders Corporation	Mike Adams	(713) 952-8800	TX	mikea@tuscanbuilders.com	1998
U.S. Design & Construction Corp.	Peter Ferri	(713) 953-9090	TX	peterf@usdesign-const.com	1990
Valco Associates, Inc.	William Star	(717) 295-0895	PA	valcoassociates@comcast.net	2001
Venture One Construction	George Kovach	(513) 527-4055	OH	gjk@v1cinc.com	2006
VIRTEXCO Corporation	Michael Aliff	(757) 466-1114	VA	maliff@virtexco.com	1999
Weekes Construction, Inc.	Chandler Weekes	(864) 233-0061	SC	cweekes@weekesconstruction.com	1990
Westwood Contractors, Inc.	Bob Benda	(817) 302-2050	TX	bbenda@westwoodcontractors.com	1990
White-Spinner	Hugh McCoy	(251) 471-5189	AL	hugh.mccoy@white-spinner.com	2003
Win and Associates, Inc.	Win Johnson	(336) 547-8912	NC	winj@winandassociates.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

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