

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

Inside This Issue

- Past Presidents: Where Are They Now? Michael H. Ratner Page 2
- Full Member Directory Page 4
- Member Directory Icons Page 5
- RCA Multiple Employer Benefit Plan Page 6
- RCA Sustaining Sponsors Page 8

NIKE Factory Stores – Journey to Sustainability

By Kenneth J Kosinski, LEED Green Associate, Nike Retail Store Development, North American Retail

Most great stories birthed at **Nike** are usually tied to one or more of our 11 Maxims. At their simplest, our Maxims are a set of statements or defining principles that should influence the way we think and make decisions throughout our daily work lives. At best, they can often redirect outcomes for various projects and methods we manage. This article can be specifically linked to Nike's Maxim #8, "Do the Right Thing." In part, it clearly states: "Embrace the truth. Be transparent. Promote sustainability."

Nike as a company has been doing its part to secure the vitality of the planet for many years. As a global citizen, Nike remains dedicated to reducing its carbon footprint in all aspects of its business. At the same time, Nike is also sensitive to the fact that maintaining its earth friendly practices is an ever-changing role and responsibility. In keeping with its commitment, Nike launched "NIKE Better World" (nikebetterworld.com) in January, 2011, which partially reads "a promise: to make exceptional athletic products that reduce the impact on the environment." Additionally, "NIKE Better World is not a campaign or a consumer promotion; it is part of who we are and the journey we've been on for over 15 years – it is Nike's commitment to serve the needs of athletes and the planet at the same time."

For its participation in supporting Nike's ecological practices, the Nike Factory Store program (NFS) has strived to maintain its own significant environmental role. In 2006, NFS achieved its first LEED® Silver certified store in Rio Grande, TX, with the anticipation of more to follow. Unfortunately, this grassroots initiative did not garner the immediate traction required for ongoing success.

Following this effort, in 2007, the Nike Corporate Leadership Group requested that managers and their respective teams provide a synopsis of each department's existing sustainability practices. The NFS presentation revealed that many "green friendly" components were already incorporated into its existing design:

- ✓ Architectural busSTRUT lighting grid
- ✓ Energy efficient lighting
- ✓ Energy control panels
- ✓ DuctSox air distribution system
- ✓ Polished concrete floors
- ✓ LED signage
- ✓ Nike's Reuse-A-Shoe flooring
- ✓ XLERATOR® Hand Dryers
- ✓ Factory fabricated fitting rooms

However, while these items gave NFS considerable favorability for its "green building" achievements, it did not provide a comprehensive measuring stick with which to discern the level of accomplishment these



The exterior of the new Nike Factory Store in Oklahoma City

factors delivered for Nike. Nor did they provide a comparison to other retailers or the existing environmental industry standards.

In 2010, as NIKE Inc. continued to refocus and redefine its earth friendly practices, a greater challenge was extended to the North American Retail Team. It was charged with fashioning a markedly more efficient, enhanced fleet of eco-friendly stores. The Team concluded that an important first step was to register all new NFS locations with the U.S. Green Building Council's (USGBC) Leadership in Energy & Environmental Design (LEED®) certification system.*

As a precursor to initiating this certification method, the road ahead was mapped out using the following mission critical steps:

1. Corporate Executive Buy-In: Success mandates that all leadership, beginning with the CEO and filtering down to each level of management, support this robust initiative due to the inevitable budget and schedule timeline alterations. LEED® certification is a multi-departmental collaboration affecting many strategic areas of the business. Some of the pertinent issues impacting the business are the need for employee education, ongoing systems commissioning, and in-store recycling.

2. Get Started Early: Ideally, an 18-month lead time is preferred in order to identify project specific credits, partner with Landlords to effect shell construction envelope modifications, and conduct cross functional training to enter all parties into the project dialog.

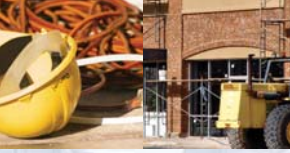
3. Retain LEED® AP Consultants: It is imperative that the parties responsible for certification be well versed and heavily experienced relative to USGBC's rigorous "green building" procedures. The credit interpretation and online administrative documentation management is extensive, thus necessitating the expertise of accredited LEED® AP's to ensure that all essential accreditation measures are taken.

4. Training: While a program is in the early stages of development, a difficult learning process is to be

Continued on page 3

RCA's Mission:

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

BOARD OF DIRECTORS

Brad Bogart 2014
Bogart Construction, Inc.

Dan De Jager 2012
De Jager Construction, Inc.

Michael Kolakowski 2013
KBE Building Corporation

Mike McBride 2013
Westwood Contractors

Kent Moon 2015
Lakeview Construction, Inc.

Robert Moore 2015
Gray-I.C.E. Builders, Inc.

Matthew Pichette 2014
Russco, Inc.

Arthur Rectenwald 2012
Rectenwald Brothers Construction, Inc.

Matthew Schimenti 2012
Schimenti Construction Company, Inc.

Kenneth Sharkey 2014
Commercial Contractors, Inc.

Chandler Weekes 2013
Weekes Construction, Inc.

Mike Wolff 2015
Timberwolff Construction, Inc.

PAST PRESIDENTS

David Weekes	1990-1992
W. L. Winkler	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

Past Presidents: Where are They Now? Michael H. Ratner

By Jennifer Danquist, Director of Business Development,
Marco Contractors, Inc.

When it comes to the RCA, we would not be here without our Past Presidents, who have guided this association, built it up, and watched it continue to grow. For this we are all grateful. In an effort to recognize these "founding fathers," remember our beginnings, and review our history, we have created a new feature in our newsletter: Past Presidents: Where Are They Now? Each edition will feature a RCA past president and give some insight into their time at the helm as well as talk about what they're doing now.

A New Yorker to the core, a lecturer, a civil engineer, a CEO Emeritus, an entrepreneur, and a founder...

The next professional featured in our "Past Presidents – Where are They Now" series is **Michael Ratner**, CEO Emeritus at Richter+Ratner Contracting Corporation – a 99 year-old family business and leading New York based construction firm founded by his grandfather in 1912. Ratner is also Principal at Michael H. Ratner Consulting, LLC. Ratner was one of RCA's founding members and filled many officer roles such as Secretary/Treasurer and Vice President before serving as RCA's President from 1998-1999. Being a founding member of RCA and serving on the board for five years made for an experience to be cherished greatly by Ratner. Ratner stated that "I am very appreciative of the camaraderie and the chance I was given to work with such interesting and committed people who were in our industry."

The RCA impacted Ratner in many positive, beneficial ways. RCA gave Ratner the opportunity to contribute his own life and business experiences as well as share in and learn from the group's knowledge and expertise. "The RCA exposed my company to the entire industry rather than just the segments we worked in which were high end retail and commercial" stated Ratner. "I've also been delighted to have made so many new friends and professional acquaintances over the years."

Ratner's first job in retail construction was as a carpenter's assistant at Richter+Ratner during high school. Upon graduating from Cornell University in 1965 with a degree in civil engineering, Ratner worked for Turner Construction on a B Altman department store in Radnor, PA. Experience in a family run construction business and with one of the nation's largest builders (Turner Construction) coupled with the amount of time spent in this industry, Ratner has been exposed to many shifts and changes in construction; however, he has also been a part of those changes as he states that he has "participated in decades of construction changes; I've [he has] seen the venue of action change – going from downtowns to open malls to enclosed malls to outlet centers to lifestyle centers and back to downtowns." Ratner recalls how "we use to work on a handshake – now we have 100 page contracts. The sophistication of construction management has significantly increased as well as the means and methods of construction." Even the personnel and business contacts have changed throughout Ratner's time in the construction world as he "has been working with starchitects, which was far from the norm until the mid-1990s."

Ratner's RCA colleagues as well as his extensive background in construction have revealed much about the type of leader and businessman he has grown to be. Jack Sims, who served on Ratner's presidency board, said the following concerning Ratner:



RCA Past President Michael Ratner

Michael is a very disciplined and proper businessman from New York City; when we first met I was from Texas, disciplined, but far less proper (by New York standards) In many ways Michael and I were exact opposites, but we've enjoyed working together on the RCA Scholarship program, the training program, new memberships, safety program and back in the day all of the administrative duties of the RCA as it was the officers' responsibility.

Sims continued to speak about what a pleasure it was to work with Ratner – how he was dependable and always provided Sims with the "New York perspective" but also how he valued Ratner's opinions and ideas when having discussions. RCA member Barry Shames, CEO of Shames Construction Company, Ltd., described Ratner as "a very dedicated and no nonsense President. Under his term he oversaw the only known nomination mutiny in the history of the RCA." Sims echoed the voice and opinion of many when he stated that "Michael is a well-respected member of the RCA, a great representative for the scholarship program, and he helped bring the RCA from infancy to a well-recognized organization. Not bad for a New Yorker."

After helping to expand his grandfather's construction firm, Ratner ventured out and created his own consulting firm – Michael H. Ratner Consulting, LLC (www.michaelhratner.com). Ratner works with clients in the retail construction and design fields to help them understand the project that they are managing so that the best approach can be selected. While Ratner has great experience and a respectable reputation, much of the firm's success lies in his commitment to client relationships, personal attention, honesty and reliability. Since Ratner has invested in the relationships with his customers, many return to him when other construction challenges surface. Ratner does not have to worry about attracting new clients because he has created a loyal firm for its customers, yielding loyal customers in return.

While Ratner is a successful retail construction professional, there is more to learn about him than simply his trade. When asked who his greatest mentors

Continued on page 7



ADVISORY BOARD

Chuck Barnes
Barnes & Associates

Ken Kosinski
Nike

Tony Maldonado
Gap, Inc.

Tom McDermott
Limited Brands

Jason Miller
Kohl's

Sam Pena, AIA
JACOBS

Kevin Townson
The Townson Company

Scott Winstead
FMI Corporation

Michael Yorio
Bed, Bath & Beyond

COMMITTEE CHAIRS

ANNUAL MEETING
Matthew Pichette
508-674-5280
mattp@russoinc.com

EDUCATION & CAREER DEVELOPMENT
Robert Moore
714-491-1317
ramoore@gray-iceb.com

MARKETING & COMMUNICATIONS
Kent Moon
262-857-3336
kent@lvconstruction.com

Chandler Weekes
864-233-0061
cweekes@weekesconstruction.com

MEMBERSHIP
Mike Wolff
909-949-0380
mike@timberwolff.com

QUALITY ASSURANCE PROGRAM
Ken Sharkey
616-842-4540
ken.t.sharkey@comcont.com

SAFETY
Frank Trainor
617-770-0050
frank@combuild.com

SCHOLARSHIP
Mike McBride
817-302-2050
mikem@westwoodcontractors.com

SPONSORSHIP
Brad Bogart
949-453-1400
brad@bogartconstruction.com

NIKE Factory Stores – Journey to Sustainability

Continued from page 1

expected. One crucial aspect to prepare Nike in overcoming any unforeseen hurdles was the immediate partnership with Green Building Services (GBS)** and Kevin Lawrence, Nike Global Store OPS Manager. Each was significantly important in guiding the Team as it traversed the complicated phases of this renewed direction. A workshop was presented at World Headquarters (WHQ) with the participation of our contractors, architects, vendors, facilities teams, and additional service providers. The main intent was to educate key stakeholders of the intricacies involved in “green” building and design. It also conveyed the expectation of all parties becoming USGBC LEED® GA accredited, with 20 individuals ultimately achieving this important certification. An eco-design charrette was subsequently held at WHQ to develop actionable strategies for all LEED® areas of concern. It is important to note that on-going education and training is essential in supporting communication and the integrated design approach.

5. Architect Selection and SPEC Writing: It cannot be overstated the importance of utilizing Architects that have historically accomplished LEED® certified projects. Initially, NFS traversed the closed SPEC alternative, which led to the inclusion of eight additional pages within our construction documents. These were created to fully define the essential requirements and provide quality control needed for product selection and successful certification, whereby minimizing the submittal review process.

6. General Contractor Selection: The same principles apply here as for the Architect selection previously mentioned. Prior LEED® experience is important due to the extensive responsibilities of the GC such as utilizing materials with pre/post-consumer recycled content, tracking and recording waste stream diversion, and maintaining the online documentation to support each of the required sixty plus credits and prerequisites.

Moving forward with this approach, the Team's next major decision was to consider which LEED® certification level was most fitting for the NFS fleet. While LEED® Silver appeared to lack fervor, LEED® Platinum proved to be impractical for NIKE Factory Stores in particular, since many of the credit-based absolutes such as mass transit, urban density, and community connectivity were ultimately unachievable. Thus, it was unanimous that LEED® Gold certification was best suited for Nike as a world-class brand.

The outcome of this approach is the realization of the first NFS anticipated LEED® Gold certified project located in Oklahoma City, OK, and which recently opened in August, 2011. The following pertinent credit related items were completed in order for NFS to achieve its anticipated LEED® Gold certification while also serving to define the prototype for all new NFS projects going forward:

- Partnered with the Landlord to improve the entire building shell by adding highly reflective roofing, bike racks, and LEV (low-emitting and fuel-efficient vehicle) parking
- 100% wind power purchased through renewable energy certificates to support renewable energy
- 100% of all wood is FSC certified and does not contain harmful added urea-formaldehyde resins
- 93% of all equipment and appliances are ENERGY STAR rated
- 91% of construction waste was diverted from the landfill
- 45% lighting energy reduced by using mercury-free LED lamps
- 33% water use reduction
- 28% of construction materials (based on cost) were



Nike Factory Store's LEED® Gold certified location in Oklahoma City, OK

- manufactured within 500 miles
- 21% of construction materials (based on cost) contained recycled content
- Improved air quality through increased ventilation, clean air measures during construction, and building flush-out at the end of construction
- Low VOC emitting materials used: paints, adhesives, coatings, etc.
- Occupancy sensors and independent comfort controls used in back of house
- Green housekeeping
- Integrated pest management
- Occupant recycling program

Assisting us in achieving this anticipated LEED® Gold certification for this project were the following talented LEED® professionals: Architect - McCall Design Group (San Francisco, CA); General Contractor - Commercial Contractors, Inc. (Grand Haven, MI; RCA member); and Project Management - The Townson Company (Dallas, TX; RCA Advisory Board Member).

We are proud of our accomplishments as a company and as a department in minimizing our impact on the environment. We will continue to “up the game” by challenging ourselves to remain focused and dedicated to improving our practices.

In keeping with our Maxim #8 “Do the Right Thing,” our principles remain: Embrace the truth. Be transparent. Seek diversity. Promote sustainability. These values are a part of who we are. They give each of us a chance to make a unique contribution to the quality of life for others and to our business. They require all of us to challenge our assumptions and to apply our innovative nature to corporate responsibility. Every person and every product can serve our commitment to these values as a global citizen. Our success depends on it.

*The U.S. Green Building Council (USGBC) is a nonprofit organization committed to a prosperous and sustainable future for our nation through cost-efficient and energy-saving green buildings. Leadership in Energy & Environmental Design (LEED®) is the nationally accepted Green Building Rating System developed by the USGBC. LEED® certification provides independent, third-party verification that a building project meets the highest performance standards. LEED® is a registered trademark of the U.S. Green Building Council.

**Green Building Services, Inc. (GBS) is a consulting firm providing services and tools to design, construct, and operate buildings and communities that are responsible, enduring, and healthy.

Kenneth J Kosinski, LEED® GA, manages the design and construction for Nike Factory Stores, North America. He has been with Nike for seven years and is an active Advisory Board Member for the RCA and SPECS.



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.

COMPANY	CONTACT	PHONE	STATE	EMAIL	MEMBER SINCE
Acme Enterprises, Inc.	Robert Russell	586-771-4800	MI	rrussell@acme-enterprises.com	2009
All-Rite Construction Co., Inc.	Warren Zysman	973-340-3100	NJ	warren@all-riteconstruction.com	1993
B.R. Fries & Associates	Barry Fries	212- 563-3300	NY	barryf@brfries.com	2002
Bogart Construction, Inc.	Brad Bogart	949-453-1400	CA	brad@bogartconstruction.com	2008
Chance Construction Co.	D. Jay Chance	409-787-2615	TX	tellinaw@chanceconstruction.com	2000
Commercial Contractors, Inc.	Kenneth Sharkey	616-842-4540	MI	ken.t.sharkey@teamcci.net	1990
Commonwealth Building, Inc.	Frank Trainor	617-770-0050	MA	frankt@combuild.com	1992
David A Nice Builders	Brian Bacon	757-566-3032	VA	bbacon@davidnicebuilders.com	2011
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 Ridzon	860-870-7070	CT	jridzon@descopro.com	1995
DLP Construction	Dennis Pigg, Jr.	770-887-3573	GA	dpigg@dlpconstruction.com	2008
E.C. Provini, Co., Inc.	Edmund Provini	732-739-8884	NJ	eprovinci@provini.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
ELAN General Contracting Inc.	Adrian Johnson	619-284-4174	CA	ajohnson@elangc.com	2010
Elder-Jones, Inc.	Brian Perkkio	952-854-2854	MN	brian@elderjones.com	1990
Fred Olivieri Construction Company	Dean Olivieri	330-494-1007	OH	dean@fredolivieri.com	1992
Greg Construction Company	Sean Pfent	586-725-4400	MI	spfent@gregconstruction.com	1996
Hays Construction Company, 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	Robert Moore	714-491-1317	CA	ramoore@gray-iceb.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
Lakeview Construction, Inc.	Kent Moon	262-857-3336	WI	kent@lvconstruction.com	1998
Management Resources Systems, Inc.	Michael Swaim, Sr.	336-861-1960	NC	mswaim@mrs1977.com	1992
Marco Contractors, Inc.	Martin Smith	724-741-0300	PA	marty@marcocontractors.com	1994
Metropolitan Contracting Co., Ltd.	Jane Feigenbaum	210-829-5542	TX	jfeigenbaum@metcontracting.com	1995
Montgomery Development Carolina Corp.	John Fugo	919-969-7301	NC	jfugo@montgomerydevelopment.com	1999
Pinnacle Construction, Inc.	Greg Esterling	712-527-9745	IA	grege@pinconstr.com	2007
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
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
Roche Construction, Inc.	Thomas Roche	970-356-3611	CO	troche@rocheconstructors.com	2008



COMPANY	CONTACT	PHONE	STATE	EMAIL	MEMBER SINCE
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
Sachse Construction and Development Corp.	Jeff Katkowsky	248-647-4200	MI	jkatkowsky@sachseconstruction.com	2009
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
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
Tom Rectenwald Construction, Inc.	Aaron Rectenwald	724-452-8801	PA	arectenwald@trcgc.net	2010
Tri-North Builders, Inc.	Don Thayer	608-271-8717	WI	dfthayer@tri-north.com	1993
Tuscan Builders Corporation	Mike Adams	713-952-8800	TX	mikea@tuscanbuilders.com	1998
Warwick Construction, Inc.	Tony Annan	832-448-7000	TX	tony@warwickconstruction.com	2008
Weekes Construction, Inc.	Chandler Weekes	864-233-0061	SC	cweekes@weekesconstruction.com	1990
Westwood Contractors, Inc.	Mike McBride	817-302-2050	TX	mikem@westwoodcontractors.com	1990
Win and Associates, Inc.	Win Johnson	336-337-3808	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 the most up-to-date information and to search by states members operate in and their participation in RCA programs, visit www.retailcontractors.org. The icons below are used in the online directory to provide additional information about our members.



Sent attendee(s) to most recent Annual Meeting



Past or present RCA Board member



Uses RCA's Safety Materials



Has a Certified Development, Design & Construction Professional on staff



Has sponsored a company presentation of RCA's Education Program



Has met the requirements of RCA's Quality Assurance Program



Has made a contribution to the RCA Scholarship Program

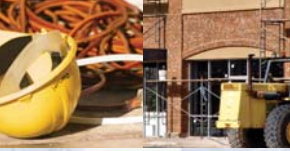


Has a LEED AP accredited professional on staff

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

RCA Safety Materials Updated

RCA recently undertook a comprehensive review of its Safety Program materials. Members can log in to retailcontractors.org to download updated templates for their safety manuals. Yellow safety binders are available for purchase at retailcontractors.org.



Multiple Employer Benefit Plan

The RCA's **Multiple Employer Retirement Plan** is now available to all RCA members!

The **Retail Contractors Association** recently announced that members are now eligible to participate in the RCA Multiple Employer Retirement Plan. RCA is aware of the many challenges our members face in today's economic environment. It's tough enough to run a business with the burdens of taxes, insurance, and regulations, let alone find the time, resources, and money to comply with legislation associated with retirement plans.

The Multiple Employer (Retirement) Plan was established in an effort to further enhance the value of the RCA to its members. The RCA MEP is a retirement plan available through Lincoln Financial Group, a Fortune 500 company. The management, administration, and reporting of the RCA MEP will be done by the RCA.

Why is participating in a MEP good for RCA members?

1. Jettison the Fiduciary Responsibility for the Selection and Monitoring of the Investment Options of the Plan. We call it "Sleep Insurance."
2. Save Time. You set up your plan provisions then remit payroll contributions. That's it!! No meetings. No 5500. No audit.
3. Potential Cost Savings. Pricing of the plan is based on the entire RCA, so group pricing on an aggregate basis is secured. And again, no 5500 preparation expense. No audit expense.
4. Eliminate Compliance Liability. The formal Plan Document is prepared at the RCA level. The Form 5500 is prepared at the RCA level. The plan

"As an employer, it was a breeze to set up and enroll. By establishing the Multiple Employer Retirement Plan, the RCA has provided its members access to a 401k plan with reduced risk and expense."

**– Art Rectenwald, President,
Rectenwald Brothers Construction**

audit is performed at the RCA level. All you have to do is establish your own plan participation guidelines and remit your contributions on a timely basis. The RCA will do the rest for you!

Henderson Brothers Retirement Plan Services (a retirement plan consulting firm located in Pittsburgh, PA) is the consultant for the RCA MEP. Henderson Brothers Retirement Plan Services will assist members in customizing employer level plan options, coordinate the conversion of retirement plans to the Lincoln platform, and provide group education and one-on-one support for plan participants.

For more information about the RCA Multiple Employer Plan, visit retailcontractors.org. The website includes a list of information and materials needed in order to receive a RCA MEP proposal along with a complimentary comparison of current plan costs to the RCA MEP.

**SERVICE. SATISFACTION.
RELIABILITY.**

That's the Regency Difference.

Regency Lighting is a national lighting distributor focused on providing the best service in the industry.

We offer:

- Competitive Pricing Through Our Strong Relationships With Manufacturers
- Deep Inventory Levels of \$10 million
- Nationwide Shipping From One Of Our 7 Warehouse Locations
- Project Management Capabilities To Help Make Your Job Easier

Contact Regency Lighting today to learn how we can help with your next lighting job.

800.284.2024

www.regencylighting.com

REGENCY LIGHTING

Los Angeles San Francisco Dallas Denver Atlanta Orlando New Jersey

Save These Important Dates!

Gaylord Palms Resort, Kissimmee, Florida
March 4-7, 2012



SPECS 2012
THE PREMIER STORE DEVELOPMENT
& FACILITIES EVENT

specsshow.com

SPECS HOTLINE: 212-756-5255

Exclusively produced by:
CHAIN STORE AGE
AN ASSOCIATE COMPANY OF THE HARTMAN GROUP
chainstoreage.com

For show updates: specsshow.com

To join our mailing list: fbatuta@chainstoreage.com or (212) 756-5255
For exhibitor information: rruzalski@chainstoreage.com or (212) 756-5268



Past Presidents: Where are They Now? Michael H. Ratner

Continued from page 2

and heroes were, he exclaimed that "Duke Snider was my hero – he was the greatest centerfielder Brooklyn ever saw!" Ratner also noted that "in business it was Max Mufson, who was an old style 'Damon Runyonesque' retail contractor who really understood people and business relationships. He used space in our offices and opened my eyes to the true workings of the industry at a young age." Ratner's father, however, was his greatest and most influential hero and mentor. Ratner described his father as being a hard-working, honest, and very intelligent businessman who never forgot being a child of the Depression – a man who instilled core values and a tremendous work ethic into his son.

Ratner is highly sought-after by design, architecture and fashion industry students for his lectures. Ratner has taught at several universities and institutes including the University of Kansas, Parsons School of Design, and Syracuse University. He has also lectured at several professional schools on a national level as well as a global level at schools such as Moscow State University in Russia and the Escola Superior de Disseny in Barcelona. Ratner loves to provide students with real-world insight and interesting scenarios about retail design and construction. His wife Marilyn is a nonprofit public relations specialist and literacy tutor. Michael and Marilyn have two sons – David, a property lawyer in Denver, and Jonathan, a real estate executive in New York City.

When it comes to Ratner's guilty pleasures, Peter Luger's steak takes first place. Peter Luger's steak remains the best in the world in Ratner's eyes, even to this day. Ratner's offices were nearby the restaurant, and he would seize every opportunity

to take a colleague to lunch. Ratner may also be spotted in the first class section when traveling to exotic countries. In his free time, Ratner enjoys photographing scenery, people, and wildlife as well as enjoying the latest computer gadgets. Ratner commented that "If I was not in the commercial construction industry, I would be a professor of political science or a professional photographer. A scratch golfer or being an extreme skier are just fantasies." Friend and colleague, Sims stated that the two families visit together every year: "we both own homes in Colorado and alternate our yearly visits between Telluride and Durango. We attempt to remember specific RCA events and activities when we are playing golf, but at our age, memory is a problem and well we are both mediocre golfers!" According to Sims, it looks like golf will remain both a lifelong hobby and dream for Ratner.

In closing, to Ratner, we would like to extend a very sincere thank you. Your continued service to the RCA Board, its membership, and the commercial construction industry as a whole is beyond appreciated. As part of the RCA presidential legacy, you have helped us grow and develop into who we are today, encouraged us toward the future, and have built an association that brings continued education and foundation to an industry that is well-deserving.

Next Issue: Barry Shames



Past President Michael Ratner on a construction site

LABOR READY

800-24-LABOR

WE WORK SMART.

Workers ready to go. Expert staff ready to help.

- On-demand, temporary and long-term staffing solutions available.
- Complete your projects on time and within budget.
- Our Retail and Construction staffing experience makes Labor Ready a natural fit for national business partnerships.

Workers ready now for:

- Reset or remodel
- Merchandising
- Stocking
- Liquidation
- Assembly
- Assembly and installation
- Warehousing and distribution
- Promotions and demonstrations
- Install prefabricated units
- General construction labor

Call us today. 800-24-LABOR

We put people to work. | 800-24-LABOR | LaborReady.com

TrueBlue company
NYSE Symbol: TBE

COMMERCIAL CONSTRUCTION

CCRP

& RENOVATION PEOPLE

Don't miss our CCRP event in Chicago on Oct. 13, 2011!

For information on joining Commercial Construction & Renovation People, contact Membership Director Kristen Corson at kristenc@ccr-people.com.

If you would like to sponsor a CCRP event, please contact David Corson at davidc@ccr-mag.com

COMMERCIAL Construction & Renovation



400 North Washington Street, Suite 300
 Alexandria, VA 22314
 800.847.5085
 www.retailcontractors.org



Silver



Gold



Platinum

RCA Sustaining Partners

