

OFFICERS

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 708.396.0440
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 jhealy@healyconst.com

Robert D. Benda
Vice President
 Westwood Contractors, Inc.
 817.302.2050
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 bbenda@westwoodcontractors.com

Gene Colley
Secretary/Treasurer
 Royal Seal Construction, Inc.
 972.539.6771
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DIRECTORS

Tom Eckinger	2004
Michael Adams	2005
Michael Kolakowski	2005
Matthew Schimenti	2006
Bill Winkel	2007

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. Ratner	1998
Barry Shames	1999
Win Johnson	2000
Dean Olivieri	2001
Tom Eckinger	2002

President's Message

James D. Healy, Healy Construction Services, Inc.

I would like to take this opportunity to thank all of the Retail Contractors Association members for their support in giving me the opportunity to serve as RCA's president and to thank the Board members and past presidents whose time and energy have made our organization successful. I look forward to the next year and consider it an honor to be President of the RCA and ask any member with suggestions, questions or concerns to please feel free to contact me.

My main goal as president is to work to improve and expand our existing programs and create new ones to benefit our membership and expand our horizons. I look forward to the new challenges that lie ahead of us in the future and the opportunity to make the retail construction industry a better place in which to work, with continued interaction and networking within our membership.

We thank Barry Shames for running our Scholarship Program and all of our members who have supported it over the years. It has been a great way to give back to the community as well as improve our industry

with incoming graduates who have fresh and energetic ideas which will enable our industry to flourish. Thanks also to Frank Trainor for continuing to run our Safety Program and Mike Kolakowski for his work on our Education Committee. Great job guys!

We welcome new board members Matthew Schimenti, Mike Adams and Bill Winkel. I look forward to working with them as well as Bob Benda as our new Vice President and Gene Colley as our new Secretary/Treasurer. I commend them both on the great jobs they did last year – Bob as our Secretary/Treasurer and Gene for running our Marketing/Advertising Committee.

I would ask that any members who might be interested in assisting with any of our program committees to please contact me. We encourage all of our members to become actively involved in our organization and its continued success.

Lastly, I thank Tom Eckinger for his outstanding job as President.

“In business you get what you want by giving other people what they want.”

Alice Foote MacDougall

Scholarship Committee Report

Barry Shames, Shames Construction Co., Ltd.

I am pleased to report that we awarded 18 scholarships in the amount of \$1500.00 each, for our fiscal year ending April 30, 2003. We have now given out \$110,000.00 in the 83 scholarships awarded since the program started in 1997. The Scholarship Committee met in Dallas after the RCA general meeting and all of us are committed to working as a group to ensure that the program continues to grow and prosper.

As you read this article, please be reminded that you will soon receive your annual renewal forms for the RCA, as our year

begins on May 1st. In your paperwork, you will find our annual request for scholarship donations, so please don't forget to give as much as you can. Contributions of any amount are accepted. In the past, approximately half of our members are donating to the program and I am hopeful that the percentage will increase this year.

Thank you for your participation in this program that highlights the generosity of our membership. As usual, your comments are welcomed. bshames@shames.com

ADVISORY BOARD

Dick Brunetti (2004)

FootStar

Troy Butts (2004)

The Disney Store

James Dobbs (2004)

ORS, L.L.C.

Thomas Horwitz (2005)

FRCH Design Worldwide

Jane Rappleyea (2005)

Linens 'N Things

Larry Tureff (2005)

Borders Group, Inc.

John Hayes (2005)

Saks, Inc.

Craig Hale (2006)

Carter & Burges, Inc.

Roger Henry (2006)

Cato Corporation

Committees:

Advertising - Gene Colley

Phone 214-539-6771

Fax 214-355-1360

gene@royalseal.com

Education - Michael Kolakowski

Phone 860-284-7100

Fax 860-284-1176

mkolakowski@konover.com

Membership - Robert D. Benda

Phone 817-302-2050

Fax 817-334-1270

bbenda@westwoodcontractors.com

Safety - Frank Trainor

Phone 617-770-0050

Fax 617-472-4734

frankt@combuild.com

Scholarship - Barry Shames

Phone 925-606-3000

Fax 925-606-3003

bshames@shames.com

Trade Show/Annual Meeting

Matthew Schimenti

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Fax 914-244-9104

mschimenti@schimenti.com

Web Site Administrator

Barry Shames

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Fax 925-606-3003

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PARTING PRESIDENT'S MESSAGE

Tom Eckinger, Eckinger Construction Company

How quickly a year comes and goes. On April 30th, I will serve my last day as president of the Retail Contractors Association. The year has been both challenging and rewarding. I have had the opportunity of working with fellow board members whom have been both helpful and supportive. Our organization is an asset to our businesses in the programs and support it offers. The extent of what you can expect to get out of our organization is based on what you put in. For those that have not attended the annual meeting, this would be the first step in realizing what RCA can do for you. At this years annual meeting, roundtables were established to solicit ideas on what our members want from our organization. It was concluded that our existing programs are all valuable, particularly the education, safety, and scholarship programs. Many members indicated a desire to have regional meetings for networking purposes. We will be contacting members to get their ideas regarding setting up these meetings

along with the desired format.

I would like to thank the membership for allowing me to serve as your president. This year will always be a special year for me. I would encourage all members to support Jim Healy as he takes office on May 1st.



Tom Eckinger, Eckinger Construction Company

RCA MEMBER SCHOLARSHIP CONTRIBUTIONS

The RCA greatly appreciates contributions from these member companies to the RCA Scholarship Fund.

President's Circle - \$5,000 and up

Patron - \$2,500 - \$4,999

Scorpio Construction

Platinum - \$1,500 - \$2,499

Commonwealth Building, Inc.

Elder-Jones, Inc.

Fred Olivieri Construction Co.

Possell Construction Co., Inc.

Richter + Ratner Contracting Corp.

Royal Seal Construction

Shrader Martinez Construction, Inc.

Westwood Contractors, Inc.

Woods Construction, Inc.

Gold - \$750 - \$1,499

Allegheny Design Management, Inc.

Commercial Contractors, Inc.

Gledson/Cashman Construction, Inc.

Healy Construction Services, Inc.

R.E. Crawford Company

Shames Construction Co., Ltd.

Silver - Up To \$749

Chance Construction Co.

De Jager Construction, Inc.

E.C. Provini Co., Inc.

Eckinger Construction Company

Epstein Contractors, Inc.

Hays Construction Co.

Konover Construction

Lehto Construction, Inc.

Marco Contractors

Mid-Com, Inc.

Retail Construction Services

Russco, Inc.

Schimenti Construction Co.

Tri-North Builders, Inc.

Tuscan Builders Corp.

U.S. Design & Construction Corp.

Valco Associates, Inc.

Weekes Construction, Inc.

Win & Associates, Inc.

The RCA Educational Committee is Alive & Well! *Michael Kolakowski, Konover Construction Corp.*

Mike Kolakowski of the RCA Education Committee is pleased to announce that RCA will be offering Training Classes for Superintendents and Project Managers in 2004.

Dates of Training Classes

We are contemplating the seminars to be held over a weekend to minimize the disruption of daily business. Hold open these dates for your perspective employees:

<u>Course:</u>	<u>Dates:</u>	<u>Location:</u>
Superintendent Training:	January 9 – 11, 2004	T.B.D.
Superintendent Training:	January 23 – 11, 2004	T.B.D.
Project Management Training:	February 6 – 8, 2004	T.B.D.
Project Management Training:	February 26 – 28, 2004	Orlando, FL (In conjunction with SPECS Convention)

We are seeking any RCA members to volunteer as a Host Company for one of these seminars. The Host Company would provide the facility for the training classes to help defray the overall cost of the seminar. RCA would provide all instruction, training and coordination.

Additional Training Seminar to be Offered:

We will also be offering a 10-hour OSHA Safety program to any and all RCA members interested in hosting this event. RCA will provide the Training Personnel who will come to your company. The level of interest will determine the cost of this seminar.

Please email, fax or mail your interest in any of these classes within the next two weeks to:

bdeschaine@konover.com
Barrie Deschaine
Konover Construction Corporation
16 Munson Road
Farmington, CT 06032
(860) 284-7412 - phone
(860) 284-1174 - fax

Advertising & Marketing Update

Gene Colley, Royal Seal Construction, Inc.

The RCA will complete the seven part series discussing the seven phases of the construction cycle in the *RETAIL CONSTRUCTION MAGAZINE* in their next issue. We want to thank them again for that publishing partnership. We will continue to have this space for our use for future subjects.

As many of you have noticed, some of the trade magazines have allowed the RCA to submit articles to their publication from the membership. If you have an interesting topic that you feel should be brought to the attention of the industry, please contact me, and I will

help you get published. It is good publicity for you and for the RCA.

For 2003, the RCA will be advertising in Chain Store Age, Shopping Center World, and Retail Construction Magazine to continue to spread the word about the quality of RCA Contractors. We have created several new advertisements that you will start to see very soon.

Please feel free to contact me with your input and ideas for the Advertising Committee. Also, if you would like to be a part of the advertising committee, please let me know as well, thank you.

RCA MEMBERS

<u>Company</u>	<u>Contact</u>	<u>Phone</u>	<u>State</u>
AOI of Des Moines	Linda Crose	515-986-3848	IA
All-Rite Construction Co., Inc.	Leonard Zysman	973-340-3100	NJ
Allegheny Design Management, Inc.	John S. Kuruc	724-845-7336	PA
Amakor Inc.	Steven Serbu	302-834-8664	DE
Bay Planning Company, Inc.	Frank Amonte	781-331-4000	MA
Chance Construction Co.	Jay Chance	409-787-2615	TX
Citadel Design Construction, Inc.	Richard A. Cashen	214-342-8890	TX
Coastland Construction, Inc.	Stan Robinson	979-848-0965	TX
Commercial Contractors, Inc.	Ken Sharkey	616-394-0722	MI
Commercial Contractors, Incorporated	Michael Sturges	860-647-8446	CT
Commonwealth Building, Inc.	Frank Trainor	617-770-0050	MA
Construction One, Inc.	Steven Moberger	614-235-0057	OH
Contractor Management Group	Thomas Speroni	310-343-3430	CA
R. E. Crawford Company	Tom Churchick	724-274-5000	PA
David A. Nice Builders, Inc.	Deborah Nice	757-566-3032	VA
DeJager Construction, Inc.	Dan DeJager	616-530-0060	MI
Desco Professional Builders, Inc.	Robert Anderson	860-870-7070	CT
Devcon Enterprises, Inc.	Debbie Rae	480-850-6900	AZ
Eckinger Construction Company	Tom Eckinger	330-453-2566	OH
EDC	Adrien Jacob	804-320-5555	VA
Elder-Jones, Inc.	John S. Elder	952-854-2854	MN
Epstein Contracting, Inc.	Robert Epstein	201-646-9646	NJ
Flynn Construction, Incorporated	Thomas O'Connor	412-243-2483	PA
fpf Construction Corp.	Felix Paz	631-420-8282	NY
Fred Olivieri Construction Company	Dean L. Olivieri	330-494-1007	OH
B.R. Fries & Assoc.	Norman Rijo	212-563-3300	NY
Gledson Cashman Construction, Inc.	Michael Cashman	909-944-6446	CA
Greenwood Construction Company	Michael D. Stone	801-576-0550	UT
Greg Construction Company	Sean Pfent	810-757-4000	MI
Hambleton Group Companies, Inc.	Celso Suarez	787-781-8186	PR
Hanlin-Rainaldi Construction	Michael Hanlin	614-436-4204	OH
Hardy Building Corporation	Charles F. Hardy	757-463-5666	VA
Hays Construction Co., Inc.	Roy Hays	303-794-5469	CO
Healy Construction Services, Inc.	James D. Healy	708-396-0440	IL
S. Hecht & Sons, Inc.	Scott Hecht	215-925-6337	PA
Herman/Stewart Const. & Dev., Inc.	Raymond Herman	301-731-5555	MD
International Contractors, Inc.	Bruce Bronge	630-834-8043	IL
J. G. Construction	Jack Grothe	909-993-9393	CA
John B. Sullivan Jr. Corp. of N.H., Inc.	Thomas Sullivan	603-647-1777	NH
Jord Construction, LLC	Kathryn Stenwall	203-877-6438	CT
Kelly Wood Company	Casey Wood	806-379-9696	TX
Konover Construction Corp.	Michael Kolakowski	860-284-7110	CT
Lakeview Construction, Inc.	Kent Moon	262-857-3336	WI
Lehto Construction, Inc.	Al Lehto, Jr.	941-925-7141	FL

SECRETARY / TREASURER REPORT

Robert D. Benda, Westwood Contractors, Inc.

RCA Board Meeting Minutes

April 5th, 2003

Chapel Hill, North Carolina

Members Present: Bob Benda, Gene Colley, Tom Eckinger, Jim Healy, Win Johnson, Michael Kolakowski, Dean Olivieri, *Bill Winkel (*interim member).

Other attendees: Mike Adams, Matt Schimenti

The Spring Board of Directors meeting of the Retail Contractors Association was called to order at 7:55 a.m. on Saturday, April 5th by President Tom Eckinger who presided as meeting chair. A copy of the meeting agenda is attached and included as a part of these minutes.

Mr. Eckinger began by recognizing and welcoming incoming Board members Adams, Schimenti and Winkel who will assume their seats on May 1, 2003.

Mr. Eckinger called upon Mr. Benda to give the Secretary/Treasurer's reports. Mr. Benda presented the minutes from the Board's December 7th, 2002 meeting for review and approval. A copy of the minutes as presented is attached and included as a part of these minutes. A motion was made and seconded to approve the minutes as submitted. The motion passed unanimously.

Mr. Benda then presented the report for the Association General Fund which included a summary of revenues and expenses for the period from May 1, 2002 through March 15th, 2003. The ending balance for the account at March 15, 2003 was \$194,538.30. A detailed summary of all income and expenses for the period from May 1, 2002 through March 15, 2003 was presented. A motion was made and seconded to approve the Treasurer's report for the general fund as presented including each and every transaction conducted for the preceding period. The motion passed unanimously. Mr. Benda presented the report for the Association Scholarship Fund, including balances and detailed revenues and expenses for the period from May 1, 2002 through March 15th, 2003. The fund balance at March 15th, 2003 for the Scholarship Fund was \$58,300.94 in the operating account and \$113,934.20 in the MBNA certificate of deposit. A motion was made and seconded to approve the Treasurer's report for the scholarship fund as presented including each and every transaction conducted for the preceding period. The motion passed unanimously. Next Mr. Eckinger and Mr. Olivieri reported on the transition of the bookkeeping and accounting functions to B-C Basics and the transfer of all Association bank accounts to a new bank with a fee structure more favorable to the Association. The transfer to B-C is complete and they will now issue checks on the Associations behalf and forward them for the appropriate signature/s as required by our guidelines. The association should no longer experience account analysis fees due to the new banking arrangements.

Mr. Healy then gave the membership report including two new membership inquires from Doty & Associates, Atlanta, GA and Acme Enterprises, Inc., Roseville, MI, distribution of a new membership roster directory disk and the submittal of 2 new membership applications. New applications were received from The Mackenzie Companies of Hackettstown, NJ and White-Spunner Construction, Inc. of Mobile, AL. There were discrepancies in both applications between the States in which their information said they were qualified to do business and the documentation provided regarding licensing. A motion was made and seconded to approve both applications conditioned upon clarification of which States each applicant was properly licensed in and submission of supporting documentation as required. The motion was passed unanimously.

Mr. Eckinger then gave a report on the membership development project. He presented a proposal for Strategic Marketing Solutions to develop additional Association programs. Current suggestions include exploring the possibility of reinstating the Mall Deposit Program with greater participation and support from Retailers to gain Developer participation and the development of regional member networking opportunities at regional meetings which could include members located in the region, new prospects in the area and retailers in the area. It was agreed after extensive discussion that the Board would rather spend some of the allotted funds from this initiative to organize support from Retailers to eliminate the requirement of a mall construction security deposit from their leases at least if the Retailer's contractor is an RCA member. It was further suggested that the regional meeting format should include some type of continuing education or skills training for member company staff to take fullest advantage of the travel and facility costs involved. Mr. Colley reported that many company's such as Plan Express, Williams-Scotsman, ATT, MCI and others are willing to offer affinity programs where members would receive discounted services if granted the ability to promote their services to the members. These value-added services and discounts could be communicated on the Association website and newsletter. Mr. Eckinger asked the Board members to review and respond back to him with any comments or additional ideas on the SMSI proposals and asked Mr. Colley to provide additional information to him regarding possible affinity programs.

Mr. Eckinger gave the report as submitted by Frank Trainor, Safety Committee chairman including a summary of committee activity, a proposal to produce additional safety manuals for inventory and a proposal to add 3 new initiatives to the safety program. A motion was made and seconded to approve the committee report and to authorize the expenditures and pursuit of additional programs as proposed. Following discussion, the motion was amended to include the addition of a 'Drug Free Workplace' initiative to the safety program materials. The motion as modified was passed unanimously.

Mr. Eckinger then gave a report on the website submitted by Barry Shames. In addition to a reduction in our hosting and maintenance fees Mr. Shames reported fairly low activity on the intern posting program. It was suggested that there be more promotion of this service in the newsletter and that all regional representatives need to be sure to get photos when they attend award ceremonies to be used in promotion of the website job posting and scholarship programs. Mr. Eckinger went on to review the Scholarship committee report submitted by Mr. Shames. The only changes to the program for this year are that Penn State was unable to identify a student who met the Associations scholarship criteria. Therefore, the extra scholarship will be awarded to Bowling Green University as a result of a random drawing for the unused award. In conclusion the Board was asked to approve the report and to authorize a total of 18 scholarships for the coming year as well. A motion was made and seconded to approve the report and requested scholarships for the coming year. There being no further discussion, the vote was called and the motion passed unanimously.

Mr. Colley then gave the Marketing/Advertising committee report. He presented new ads which will be running in Chain Store Age, Shopping Center News and Retail Construction Magazine which he has produced in house. The board members were favorably impressed with the content and quality of the ads. In addition, Mr. Colley stated that he will be developing a new series of ads to run in Retail Construction Magazine for the coming year. Finally, he reported that he will be involving Mr. Adams on the committee to assist in new marketing ideas and programs for the coming year.

Mr. Kolakowski then gave the Education committee report. The committee is planning to provide skills based training using materials previously produced for the Association by an outside consultant using Jack Sims as the instructor. The plan is to hold the training at various regionally accessible sites around the country with a local member acting as 'host' firm to provide facilities and assist in arrangements. There will be 2 day superintendent training programs held in as many venues as demand will support and a 1 day project management program conducted in conjunction with the SPECS conference. It was felt that the most effective days for the field training would be a Friday/Saturday, but member feedback will be solicited before final dates are confirmed. Mr. Kolakowski indicated that he was prepared to also offer a 10 hour OSHA course using his firms training resources and those of other members who may have staff properly certified to offer this course. He will survey interest in participation by member firms. It was also suggested that the Construction Financial Managers Association (CFMA) is a source to assist in preparing continuing education training for financial staff. Mr. Benda will put a CFMA official in touch with Mr. Kolakowski to discuss this possibility further. It was suggested that we put the entire program and curriculum on the website for self-study and that all program participants who successfully complete the program be given an RCA jacket or some other visible acknowledgement of their participation to promote enrollment. The cost of the program will be included in the fee but the committee will price it such that we maximize participation with a possible subsidy from the general fund as a member benefit. Everyone was very excited about the new momentum which the Education

committee program is developing.

Mr. Eckinger and Mr. Healy then reported on Association trade show participation since the last Board meeting and what is planned for the future. A wrap up from the SPECS sponsor was shared with the Board. Show and exhibit floor conduct by certain members not registered as a part of the show continues to be an issue with exhibitors and the show sponsor. It was agreed that Mr. Healey would draft a letter regarding the expected conduct and ethics of all Association members at this and all trade shows for review and signature by all Board members. This letter would be mailed in advance of the 2003-2004 trade show schedule. It was felt that the Annual Meeting program was well accepted and successful. The tentative Annual Meeting date for next year will be Saturday, February 29, 2004 with the tentative project management training on Friday, February 28th. Mr. Eckinger will check with the SPECS people to inquire as to their ability to provide the rooms for the project management training in return for continuing to expand our member participation in the show. GlobalShop will be moving to Las Vegas for 2004 and the dates will be March 22 – 24. The Centerbuild conference will be in Phoenix again December 4th through the 7th. RCA has been asked to provide moderators for 5 roundtable discussions plus one workshop panel on Construction Quality Trends. Win Johnson will be coordinating these programs and their participants. The winter board meeting will be held on December 7th. The summer board meeting will be held at the Broadmoor in Colorado Springs on August 2nd.

Mr. Eckinger thanked outgoing Board member Mr. Olivier and interim Board members Mr. Winkel and Mr. Johnson for their service and dedication to the Association. He then welcomed new Officers, President Jim Healy, Vice President Bob Benda and Secretary/Treasurer Gene Colley and officially turned over the chairmanship of the meeting to Mr. Healy after providing a detailed transition task list listing the required actions of each incoming and outgoing officer to complete the transfer of responsibility. Mr. Healy on behalf of the entire Board then recognized Mr. Eckinger and his colleague Nancy Miller for their tireless efforts on behalf of the Association.

Mr. Healy then opened the meeting to New Business items. Mr. Winkel suggested that we commission an updated wage and benefit survey. After discussion, the Board authorized Mr. Winkel to proceed with this project.

Mr. Benda provided a quote from our insurance broker to provide Trade Association general liability term insurance at all Trade Shows where the Association has an official presence such as an exhibit. A motion was made and seconded to obtain this insurance wherever required by the trade show sponsor. The motion was approved unanimously.

A discussion was held regarding a way to better recognize those companies who support the RCA scholarship fund. It was agreed that there will be a column in all future newsletters which acknowledges by donor level all companies who participate in this important program.

There being no further business to come before the Board a motion was made and seconded to adjourn the meeting. Following a unanimous vote of approval, the meeting adjourned at 2 p.m.

RCA MEMBERS Continued from page 4

Company	Contact	Phone	State
The Mackenzie Companies	Daniel Keck	908-850-1006	NJ
Management Resource Systems, Inc.	Michael L. Swaim	336-861-1960	NC
Marco Contractors, Inc.	Erica Gillis	724-741-0300	PA
Metropolitan Contracting Company	Tim Swan	210-829-5542	TX
Mid-Com Inc.	Carmine Comitini	718-815-3375	NY
Milric Construction Corp.	Frank E. Ricciardelli	732-919-3700	NJ
Montgomery Development Corporation	John W. Fugo	919-969-7301	NC
MYCON	Charlie Myers	972-529-2444	TX
Possell Construction, Inc.	Wiley C. Possell	818-785-1151	CA
Price Woods, Inc.	LaDonna West	480-948-9451	AZ
E. C. Provini Company, Inc.	Edmund C. Provini	732-739-8884	NJ
RCC Associates, Inc.	Beverly Raphael	954-429-3700	FL
Rectenwald Brothers Construction, Inc.	Arthur A. Rectenwald	724-772-8282	PA
Retail Construction Services, Inc.	Steve Bachman	651-704-9000	MN
Richter + Ratner Contracting Corp.	Michael H. Ratner	718-497-1600	NY
Rosewood Construction Group, Inc.	Larry Prace	773-935-6727	IL
Royal Seal Construction, Inc.	Gene Colley	972-539-6771	TX
Russco, Inc.	Matthew Pichette	508-674-5280	MA
Ryan Construction	Richard Shields	508-668-6788	MA
Schimenti Construction Company, Inc.	Matthew Schimenti	914-251-0001	NY
Scorpio Construction, Inc.	Stephen J. Romeo	609-296-0308	NJ
Shames Construction Co., LTD	Barry Shames	925-606-3000	CA
Shrader - Martinez Construction, Inc.	Ronald Martinez	928-282-7554	AZ
Summit General Contractors	Cliff Bianchine	949-499-9700	CA
TDS Construction, Inc.	David K. Scherer	941-795-6100	FL
Tesco Construction, Inc.	Thomas Sqierczynski	630-595-2219	IL
Tri-North Builders, Inc.	Carl Hardy	608-271-8717	WI
Tuscan Builders Corporation	Mike Adams	713-952-8800	TX
U.S. Builders, Inc.	Charles Mormino	713-661-1987	TX
U.S. Design & Construction Corp.	Peter Ferri	713-953-9090	TX
Valco	William Star	717-295-0895	PA
Virtexco Corporation	Michael Aliff	757-466-1114	VA
Weekes Construction, Inc.	David Weekes	864-233-0061	SC
Westwood Contractors, Inc.	Guy Thornberg	817-877-3800	TX
White-Spunner, Inc.	John White-Spunner	251-471-5189	AL
Win and Associates, Inc.	Win Johnson	336-547-8912	NC
Winkel Construction, Inc.	W. L. Winkel	352-860-0500	FL
Woods Construction, Inc.	John Bodary	810-296-9550	MI

Note from the editor: If you wish to comment concerning the contents or would like to submit an article, please contact Editor: Guy Thornberg 817-302.2065 • E-Mail: guyt@westwoodcontractors.com

MISSION STATEMENT

To encourage participation in educational opportunities and industry seminars that will increase our understanding of our clients' needs and increase our ability to support those needs.

To promote our members as professionals who are responsible, well-qualified, top-performers. To legitimize our industry and members. To promote the concept of value.

To provide our members with a forum for the appropriate exchange of information relative to retailers, landlords, superintendents, subcontractors, tradesmen and other factors that affect our business practices.

ADVISORY BOARD BIO'S

O. Craig Hale, Vice President - Carter & Burgess, Inc.

Craig Hale is an Associate Principal with Carter & Burgess, Inc. and is a licensed architect and interior designer. He is a Member of the American Institute of Architects, Texas Society of Architects and the Institute of Store Planners. In addition to serving as the National Director of Retail Stores, he also serves as Program Direct, managing several programs within Carter & Burgess for retailers such as CVS/pharmacy, PETSMART, Kay Jewelers, Pier 1 Imports and Cargo Furniture.

Mr. Hale started his retail career with JC Penney in store planning. Prior to joining Carter & Burgess, he was Director of Architectural Services and Visual Merchandising with Zale Corporation.

Craig had articles published in [Chain Store Age](#), [Display & Design Ideas](#) and [Retail Store Image](#). He is a past member of the advisory boards for SPECS, [Display & Design Ideas](#) and [Retail Store Image](#), and has been a guest speaker or moderator for SPECS, CenterBuild and CRAMMM.

He has moderated the Retail Roundtable sponsored by [Chain Store Age](#) and hosted by Carter & Burgess. Participants have included Bob Benda (Westwood Contractors, Inc.), Jane Rapplelea (Linens 'n Things) and John Elder (Elder-Jones, Inc.).

John W. Hays, Director of Construction - Saks, Inc.

John W. Hays, currently Director of Construction for Saks, Inc., holds a degree in Architecture from the University of Arizona.

He began his career in architecture/construction in Arizona in 1983, which included the restoration of buildings in Bisbee, Arizona and in the historic El Presidio district of Tucson. The projects in Bisbee received the Governor's Award for Historic Preservation.

John began working in retail store development in 1988. His projects included Gurnee Mills, Gurnee, IL and Sawgrass Mills, Sunrise, Florida.

He continued in retail development with Melville Corporation overseeing multiple retail divisions under the corporate umbrella. These included Kay-Bee, This End Up, Linens 'n Things, Prints Plus, Foot Action, Accessory Lady, Chess King and Wilson's. After the dissolution of Melville Corporation, he continued working with Linens 'n Things as a Senior Project Manager.

John began his work at Saks, Inc. in 1999 as Senior Project Manager and was promoted to Director of Construction in April of 2000. John currently manages the construction process for Saks Fifth Avenue stores, Off 5th outlet stores, Herbergers, Younkers, Carson Pirie Scott and Parisian.

TRADE SHOWS / ANNUAL MEETING

James D. Healy, Healy Construction Services, Inc.

Once again we participated at SPECS, this year held in Dallas, TX on March 2nd through 5th. The show was very well organized, educational and also very entertaining. We believe this event is very important to our industry, allowing us the opportunity to become familiar with the latest information and trends in retailing. We would especially like to thank Roni Townson of Strategic Marketing Solutions and Deidre Feeney of Lebar-Friedman for once again doing a great job.

The annual meeting was again a success. We would like to thank Tom Horowitz & Shane Kavanaugh from FRCH for a great job with their presentation, providing eye-opening information as to what's happening in the

retail industry. We also thank Mark Bridgers and Andy Nenni from FMI for their presentation on economics and negotiating. It proved to be both interesting and informative.

This year's cocktail party, prior to our annual meeting, was a great success and very well attended. It provided our members the opportunity to meet with each other informally and to get to know our newer members.

We once again had a booth at the Global Shop Show at McCormick Place in Chicago on March 16th through the 18th.

We will also be having a booth at the Retail Construction Expo in Atlanta on April 23rd to the 25th.



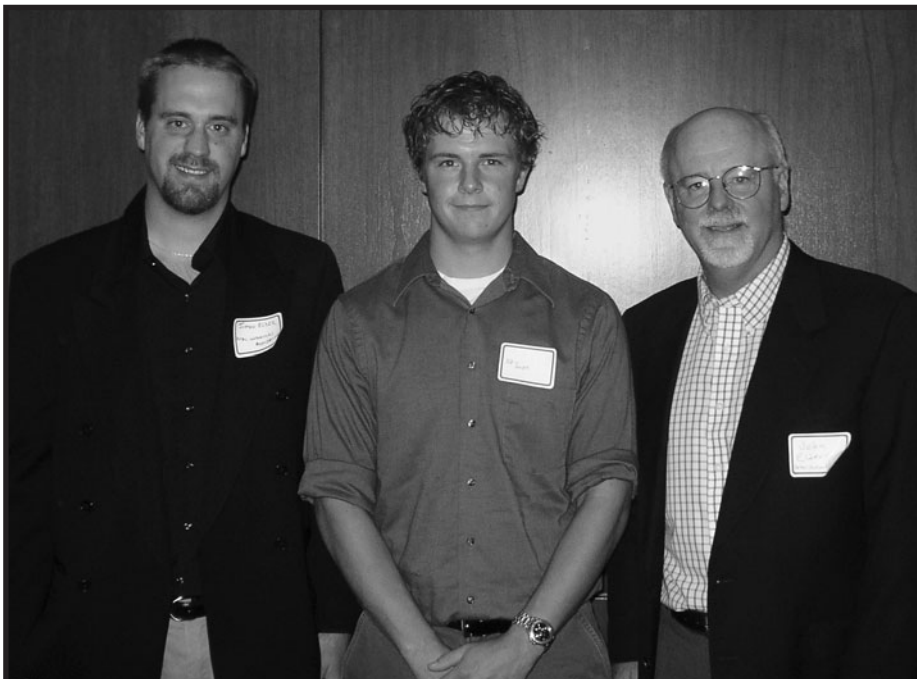
Tom Horwitz of FRCH Design Worldwide at the RCA annual Membership meeting in Dallas.



Mark Bridgers of FMI Corp. during his presentation at the RCA annual Membership meeting in Dallas.

“Nothing great was ever achieved without enthusiasm.”

Ralph Waldo Emerson



University of Nebraska student Bill Jansen (center) with Justin Elder (left) and John Elder (right) after receiving RCA scholarship.

Bill was the 2002 Valedictorian of his high school class in Huntington (NE) and will be a sophomore this fall at Nebraska. In addition to majoring in construction management, Bill participates in the student chapters of DBIA (Design Build Institute of America) and the AGC (Associated General Contractors) while maintaining a 3.71 GPA.

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

MEMBERSHIP REPORT

James D. Healy, Healy Construction Services, Inc.

The Retail Contractors Association welcomes two new companies into our membership. They are White-Spinner, Inc. of Mobile, AL and The Mackenzie Companies of Hackettstown, NJ. This brings our membership to 82 companies. We look forward to getting to know them and hope that they will utilize the resources of the RCA and take advantage of the networking opportunities the RCA provides. Again, welcome both to our organization.

Membership in the Retail Contractors Association requires adherence to strict membership requirements. These requirements are important to the mission of the RCA and will not change.

We ask all members to encourage non-member companies to join our organization. As our membership increases so will our benefits and presence in the retail community. Anyone seeking additional information and a membership application should contact Jim Healy at 708-396-0440 or e-mail jhealy@healyconst.com.

RCA Safety Program

REVISED SAFETY PUBLICATIONS E-MAIL ORDER PROCESS

- E-Mail your order to ashea@combuild.com
or call Addy Shea at CBI: 617-770-0050
 - The complete order will be calculated (including shipping) and the total cost will be e-mailed back to you.
 - A check for that amount should be made payable to the RCA
 - All materials will be sent out upon receipt of the check
- Both manuals include: divider tabs, laminated Safety Rules and MSDS sheets.
- **Shell Manuals** - Insert your own text using CD Program **\$25.00** each
 - **Complete Manual** - Generic Text - Needs your company information **\$35.00** each
 - **Replacement CD** - **\$10.00** each
 - **Posters** - Laminated (includes Federal minimum wage only) **\$5.00** each

SEND CHECK TO: RCA
C/O COMMONWEALTH BUILDING, INC.
265 WILLARD ST.,

QUINCY, MA 02169

**For any information regarding the Safety Program,
please e-mail : Frank Trainor or Addy Shea at
frankt@combuild.com or ashea@combuild.com**

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