

ADVERTISING & MARKETING UPDATE

Gene Colley, Royal Seal Construction, Inc.

The RCA recently completed the seven part series discussing the seven phases of the construction cycle in the RETAIL CONSTRUCTION MAGAZINE. We want to thank them again for that publishing partnership.

We will be starting a new program with RETAIL CONSTRUCTION MAGAZINE in their next issue. It will be a series of round-table discussions involving our members and outside guests. We will be asking each member company to participate in a round-table, so please make good use of this opportunity.

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. Thank you.

Policies are many, Principles are few, Policies will change, Principles never do.

John C. Maxwell

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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THE RETAIL CONTRACTOR



Retail Contractors Association Newsletter

SEPTEMBER 2003

OFFICERS

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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
972.355.1360 Fax
gene@royalseal.com

DIRECTORS

Tom Eckinger	2004
Michael Adams	2005
Michael Kolakowski	2005
Matthew Schimenti	2006
W. L. 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.

Our summer Board meeting was held on August 2, 2003 in Colorado Springs, CO. All board members and two past presidents, Win Johnson and Michael Ratner, were present. Frank Trainor, who heads up our Safety Program also attended.

Since the spring board meeting, we have been working to expand & improve our programs. We have put together new training programs for project managers and superintendents. All members should have received an e-mail regarding schedules. If you need further information, please contact Mike Kowalski who heads up our education committee.

Mike Adams and Gene Colley have been working on implementing a new program called the Affinity (benefits) Program. Mike has offered to chair this committee and is looking for volunteers to assist him. Anyone who may be interested in assisting should contact Mike as soon as possible.

It has been several years since we conducted a wage and benefit survey. Bill Winkle is presently working on a new survey which should be completed soon. When you receive the survey, please take a few minutes to complete and return it. The information we gather from the survey will benefit each and every member across the country.

MEMBERSHIP REPORT

Bob Benda, Westwood Contractors, Inc.

Two new firms were presented for membership and approved by the board at the summer meeting. Joining our ranks are Eastern Development of Orlando, Florida, represented by Diane Eliopoulos and Milestone CM of Centennial, Colorado, represented by Phillip Brown. We welcome both firms to our ranks and look forward to their involvement in the Association's

Matthew Schimenti is the new chairman of the Conferences & Trade Shows Committee. We will be asking the membership to volunteer a principle of each company to attend the RCA booth with a board member, in 2 hour increments, at SPECS, Global Shop and Retail Construction Expo. A letter has been sent to all members regarding conduct and dress code when volunteering at the booth. Please be sure to adhere to the guidelines set forth in this letter.

Recently we sent out RCA brochures to over 3,000 retailers, developers and landlords across the country. We hope to promote our member companies and their qualifications to potential clients in our industry.

We would like to welcome our two new members, White-Spinner Construction, Inc. and The Mackenzie Companies. If any member knows of a general contractor who meets the RCA's criteria and may be interested in joining our organization, please let me know and I will be glad to contact them.

It is important for our members to become actively involved with our organization and volunteer to assist on one of our committees. It is a stepping stone to learn how the board functions and we need new volunteers with fresh ideas to step up as board terms expire. I hope that business is going well for everyone and encourage all members to interact with each other whenever possible.

activities. Our current membership numbers 77 strong. We encourage you to promote membership to other firms that you know are active in retail construction and the benefits of being part of the only industry association which represents retail general contractors exclusively. Forward the names of any prospects to me and we will contact them with more information on the Association.

ADVISORY BOARD

Dick Brunetti (2004)

FootStar

Troy Butts (2004)

Gap Inc.

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 Hays (2005)

Saks, Inc.

Craig Hale (2006)

Carter & Burgess, 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

Phone 914-244-9100

Fax 914-244-9104

mschimenti@schimenti.com

Web Site Administrator

Barry Shames

Phone 925-606-3000

Fax 925-606-3003

www.retailcontractors.org

bshames@shames.com

SCHOLARSHIP REPORT

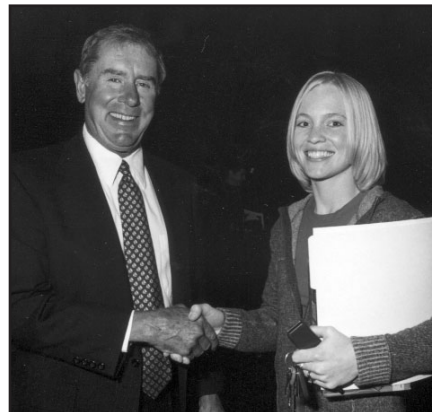
Barry Shames, Shames Construction Co., Ltd.

It is with great pleasure that we list in this issue the names of our scholarship recipients for the year 2002-2003. The RCA awarded 17 scholarships, all in the amount of \$1500, to students at 16 universities across the country. There are also pictures of a couple of the award ceremonies at the schools. I want to thank the following RCA members that participated in the award ceremonies, as representatives of the RCA. They are Mike Cook (Shrader Martinez), Tom Eckinger, John Elder, Mike McBride(Westwood), Michael Ratner, David Weekes and Bill Winkel who attended 2 ceremonies. Our program continues to be successful, due to the dedication of our association and those individuals involved in all aspects of the process. If you are interested in participating in the award presentations next year, please contact me for more information.

This year's contributions are off to a slow start, so please become involved and give whatever amount you can afford to give. We want to eventually endow the program, so please remember to write that check and send it in.

This coming year, we plan to award 18 scholarships for \$1500, to 18 schools. The new schools are Penn State University & the University of Washington. We had hoped to add them last year, but the timing wasn't quite right.

I again want to thank all of the member companies that have contributed in the past and have again donated this year. This is a great program and couldn't be possible without the support of our membership.



David Weekes with University of Florida recipient, Anne Marie Sowder.

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.

PLEASE MARK YOUR CALENDARS!

UPCOMING TRAINING CLASSES for P.M.'s & Supers in 2004

COST PER PERSON = \$250.00 per class

Schedule of Classes

Course:	Date:	Location:
Superintendent Training:	January 9 - 11, 2004	Westwood Contractors Fort Worth, Texas
Superintendent Training:	January 23 - 25, 2004	Schimenti Construction LaGuardia Airport, New York
Project Management Training:	February 6 - 8, 2004	Shames Construction Livermore, California
Project Management Training:	February 22 - 28, 2004	In Conjunction with SPEC's Orlando, Florida

Sign Up Requirements are as follows:

No Later than: December 10, 2004 - For January Classes

No Later than: January 10, 2004 - For February Classes

To Register please notify:

Barrie Deschaine

Konover Construction Corp.

(860) 284-7412

bdeschaine@konover.com

REMINDER

RCA is pleased to launch its OSHA 10-Hour Certification Training Program to its members at a cost of \$100.00 per person including training & handouts.

An Authorized OSHA Outreach Trainer will travel to your company to teach the 10 Hour OSHA Certification to your employees at your office or a nearby facility. Audio Visual Equipment available upon request.

For Further Information, contact: Barrie Deschaine at (860) 284-7412

bdeschaine@konover.com

Be curious always! For knowledge will not acquire you: you must acquire it.

Sudie Back

THE RCA EDUCATIONAL COMMITTEE IS ALIVE AND WELL

Michael Kolakowski, Konover Construction Corp.

Mike Kolakowski of the RCA Education Committee is pleased to remind our members that RCA will be offering Training Classes for Superintendents and Project Managers in 2004 for the cost of \$250.00 per person per class.

Jack Sims will be the instructor for these informative classes that will prove

to be both stimulating and educational. Don't miss this excellent opportunity for your employees!

Call Barrie Deschaine at (860) 284-7412 or email deschaine@konover.com for any further information.

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

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.

SAFETY PROGRAM

Frank Trainor, Commonwealth Building, Inc.

In our industry, providing a good service to a client is what creates success. We would like to follow that blueprint and extend the same service to our membership. In our continuous effort to improve the existing safety program, we are in the process of researching the potential services listed below:

An online safety learning management system. It is a good way to meet your OSHA training requirements at a special rate for the RCA. This will be available on a national level.

Drug and Alcohol Abuse Program.

Approved first aid boxes at a membership rate and shipped anywhere.

Providing access and information for the new Dig Safe System.

We are in the process of creating a campaign to reintroduce our Safety Program. It will contain a recap of all the present updated material and will introduce any new service items.

Note: The posters have the current Federal minimum wage, not each State. When the rates change, new wage stickers will be sent out.

Any suggestions or comments please e-mail me at frankt@combuild.com "Safety is everyone's responsibility".

TRADE SHOWS/ANNUAL MEETING

Matthew C. Schimenti, Schimenti Construction Company, Inc.

I would like to thank the membership for the opportunity to serve on the RCA Board of Directors. I am excited to be succeeding Jim Healy as the contact for the future trade shows and annual meetings and thank him for his efforts in this area in the past.

During the recent summer meeting the board decided that the RCA would develop an entirely new booth and program that will promote the current safety and scholarship programs along with the new OSHA, superintendent, and project management educational classes. In addition to sponsoring these programs the new booth program will allow us to promote the organization, its membership, as well as future programs that are under consideration and in development stages.

While there has been an outline of booth guidelines in the past, all members will be receiving a letter concerning booth conduct. For all shows going forward, there will be a formal code of conduct for all members that represent the RCA participating as a booth representative. Please remember that the RCA is a volunteer organization therefore your participation at the shows is both welcome and needed for the benefit of the organization.

We are currently planning the annual meeting that returns this year to Florida! The program will be held at the new Gaylord Palms Resort and Conference Center located in Kissimmee, Florida prior to SPECS and in conjunction with one of the new project management training classes. Building on the success of past meetings we will again kick off the weekend with a welcoming/networking cocktail party followed by the annual meeting on Saturday. This is a valuable benefit for all members, so please mark your calendars at this time and if you have any recommendations please contact me.

The RCA will be participating in roundtables at the upcoming ICSC Centerbuild conference in Scottsdale, AZ on December 3rd - 6th, 2003 followed in 2004 with SPECS February 29th - March 3rd, Global Shop which will now be held in Las Vegas, NV at the Venetian/Sands Expo on March 22nd - 24th, and the 2nd annual Retail Construction Expo show to be held in Atlanta on May 12th - 14th.

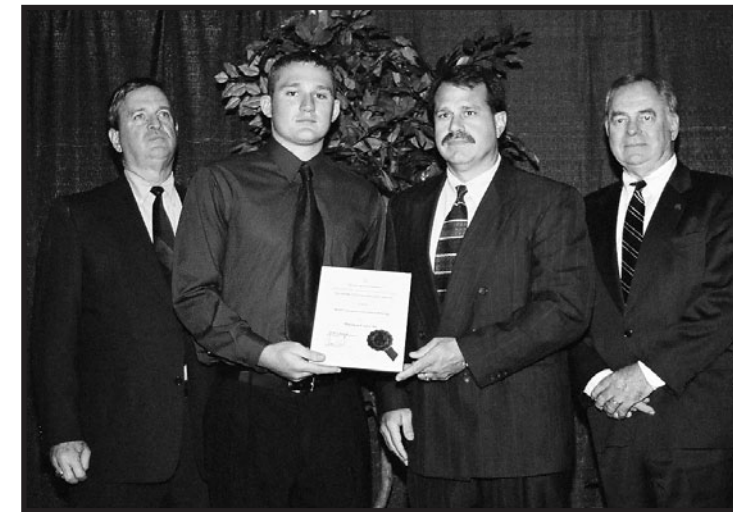
Please join in the ongoing development and future of the RCA. I welcome your feedback and look forward to getting together at an upcoming show.



Recipient Alex Skakal of Bowling Green State University with Tom Eking in Atlanta

'Equipped with his five senses, man explores the universe around him and calls the adventure science.'

E P Hubble



Dr. James Smith, scholarship recipient Matthew Koons from Texas A&M University, Mike McBride and Tom Regan



Michael Gordon, James Howie, Michael Ratner, scholarship recipient Matthew Bland from the Pratt Institute, Mary Matthews and Sal De Marco

2003 RCA SCHOLARSHIP RECIPIENTS

Bowling Green State University
Recipient: Alex Szakal

Bowling Green State University
Recipient: Holly Reiter

Cal Poly SLO
Recipient: Joshua Price

Clemson University
Recipient: Macy T. Weaver

Colorado State University
Recipient: Jason Watson

Georgia Institute of Technology
Recipient: Tahira Wilson

Michigan State
Recipient: Scott Camiller

Minnesota State University Mankato
Recipient: Calie Caric

Northern Arizona
Recipient: Wayne Carpenter

Pratt Institute
Recipient: Matthew Bland

Purdue University
Recipient: Alan Dale

Roger Williams University
Recipient: Matt Rymanowski

Texas A & M University
Recipient: Matthew Koons

University of Florida
Recipient: Anne Marie Sowder

University of Nebraska
Recipient: Bill Jansen

University of Oklahoma
Recipient: Jason Kopke

Wentworth Institute
Recipient: Amanda Clapper

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
Coastland Construction, Inc.	Stan Robinson	979-848-0965	TX
Commercial Contractors, Inc.	Ken Sharkey	616-394-0722	MI
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
Eastern Development	Diane Eliopoulos	954-523-5157	FL
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
Flynn Construction, Incorporated	Thomas O'Connor	412-243-2483	PA
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
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
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

RCA MEMBERS

<u>Company</u>	<u>Contact</u>	<u>Phone</u>	<u>State</u>
Mackenzie Design & Construction	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, Ltd.	Tim Swan	210-829-5542	TX
Milestone CM	Phillip Brown	303-792-5179	CO
Milric Construction Corp.	Frank E. Ricciardelli	732-919-3700	NJ
Montgomery Development Corporation	John W. Fugo	919-969-7301	NC
MYCON General Contractors, Inc.	Charlie Myers	972-529-2444	TX
Possell Construction, Inc.	Wiley C. Possell	818-785-1151	CA
PWI Construction, Inc.	Jeff Price	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	773-935-4646	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	914-244-9100	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 Swierczynski	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 Associates, Inc.	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 817-877-3800 x135 • E-Mail: guyt@westwoodcontractors.com