

MARCH/APRIL 2016

MERIT SHOP

# CONTRACTOR

WISCONSIN



# What is MERIT SHOP?

THE KEY CHARACTERISTICS THAT DELIVER A MARKETPLACE ADVANTAGE

# Your Full-Service Lifting Specialists.

**LOCALLY OWNED AND OPERATED SINCE 1973**



- » **EQUIPMENT RENTALS & SALES**
- » **PARTS AND SERVICE**
- » **TRANSPORTATION**

At Ideal Crane Rental, Inc. we can provide all the equipment for your job. Our extensive selection of cranes, forklifts, aerial lifts and trucking services means we have the equipment you need when you need it.



[idealcranerental.com](http://idealcranerental.com)

<b>MADISON</b>	<b>608-241-4092</b>
<b>MILWAUKEE</b>	<b>414-463-5438</b>
<b>OSHKOSH</b>	<b>920-235-2411</b>
<b>GREEN BAY</b>	<b>920-235-2411</b>
<b>LACROSSE</b>	<b>608-784-4862</b>

Rental, sales and service - we do it all.

Call today for your heavy lifting needs.

TABLE OF CONTENTS

MERIT SHOP CONTRACTOR WISCONSIN

6 | WHAT IS MERIT SHOP?

A Merit Shop Contractor is defined by 10 key characteristics that dictate its foundational principle and practices. In this issue, we'll conduct a deeper dive on five of these key traits, including safety, industry, education, community and quality.

On the Cover:



Silver Residential Multi-Unit Stevens Construction Corp. Park Place

- 5. President's Message
20. ABC's New Members
22. Events



8 |

SAFETY



10 |

INDUSTRY



12 |

EDUCATION



14 |

COMMUNITY



16 |

QUALITY



Wisconsin Chapter

Website: www.abcwi.org
ABC National: www.abc.org

President and Publisher: John Mielke
Managing Editor: Nick Novak
Art Director: Jayne Laste Design Solutions LLC

Postmaster, send address changes to:
ABC of Wisconsin, 5330 Wall Street, Madison, WI 53718

Merit Shop Contractor Wisconsin is published six times annually by Associated Builders and Contractors of Wisconsin, Inc. (ISSN# 10642978) 5330 Wall Street, Madison, WI 53718. Periodicals Postage Paid, Madison, WI (UPS 340-650). Subscription price is \$50 per year.

- Facebook: www.facebook.com/abcwi
LinkedIn: www.linkedin.com/company/abc-of-wisconsin
Twitter: twitter.com/ABCofWisconsin

For membership information, contact Deanna Regal at ABC of Wisconsin 608-244-5883 or fax 608-244-2401

**BUSINESSES ARE BUILT WITH**  
**HARD WORK**  
**KNOW-HOW**  
*and*  
**STRONG PARTNERS**

**YOU DESERVE A CONSTRUCTION AGENT WHO WORKS AS HARD AS YOU.**

	<p><b>Dan Scheider</b>          Commercial Account Exec.          Phone: 608.512.8174</p>	<p><b>Brad Stehno</b>          Account Exec. / Safety Consultant          Phone: 262.953.7226</p>	<p><b>Jay Zahn</b>          Bond Specialist          Phone: 262.502.3829</p>
--	---	---	--

[www.myknowledgebroker.com](http://www.myknowledgebroker.com)

**Responding to challenges.**   
**Maximizing success.**

WHD's specialty teams advise ABC members in all areas from transactions to human resources, taxation and succession plans. Our Construction Services team leverages its vast experience to help clients navigate every aspect of a construction project. We are dedicated to minimizing your risk and maximizing client success. For more information, contact Josh Levy at (414) 978-5554 or [jlevy@whdlaw.com](mailto:jlevy@whdlaw.com).

**Whyte Hirschboeck Dudek S.C.** | **WHDLAW.COM**  
*Client Success.*

**WHAT IS A MERIT SHOP CONTRACTOR?**

**To Learn More, Visit:**  
**[BuiltOnMerit.org](http://BuiltOnMerit.org)**

Representing the interests of construction companies large and small, ABC of Wisconsin fights everyday to protect our cherished free enterprise system. We advocate for careers in the industry built on pride and accomplishment. And you can be assured our members' projects are *Built On Merit*.

FROM OUR PRESIDENT

# So, how do you answer the question?



**WHAT IS A MERIT SHOP CONTRACTOR?** Some attempt to answer by just mumbling a few words about free enterprise or competition without any real passion or commitment. When they realize that isn't working, they go to the default answer – “We're non-union”.

Being a merit shop contractor is more than just being non-union, however. Merit shop contractors are defined by how they operate, what they believe and who they are, not just by who they are not.

If your default definition of merit shop is “non-union”, you are missing out on a powerful ideal. And you are defaulting to an undeniably simplistic view of our industry. Instead, we must embrace our principles and be proud of the fact that merit shop contractors reward quality workmanship.

Contractors who embrace and implement the merit shop philosophy use that label to give

them a marketplace advantage over those who are just union or non-union. They talk about their commitment to safety, training, the industry and competition. They can translate that commitment into benefits for those that would hire them. When potential clients hear this passion in our members' voices, they are drawn to it.

In this issue of the *Merit Shop Contractor* we answer the question, “What is merit shop?” We identify the key characteristics of a merit shop contractor and explore a few of those characteristics in depth. Use these to evaluate your company and discover how you can best move forward. We know that proper execution of these key characteristics will improve your company and the people who work there.

Make 2016 the year you go from being simply a non-union contractor to being a merit shop contractor. And know that ABC of Wisconsin is always here to help.

— John Mielke

“

*IF YOUR DEFAULT DEFINITION OF MERIT SHOP IS 'NON-UNION,' YOU ARE MISSING OUT ON A POWERFUL IDEAL.”*

# WHAT IS MERIT SHOP?



SAFETY



INDUSTRY



EDUC

❶ **QUALITY** – There is a direct correlation between quality and reputation. The success of a project is not only judged by the quality of the construction but also by the quality of the service provided.

❷ **COMPETENCE** – Competency helps build a workforce environment conducive to high performance. Being competent means understanding your trade, delivering your services professionally and complying with applicable laws.

❸ **SAFE WORKFORCE** – Safety is everyone's priority. It means employees get to go home at the end of each day avoiding accidents and the expenses they cause.

❹ **COMPENSATION** – When employees are compensated on performance (rather than classification) it encourages individual advancement through continued skill development.

❺ **PRODUCTIVITY** – Productivity is input measured against output. Company operations and employee skills can help improve productivity, therefore reducing costs, compressing schedules and providing value.

❻ **SKILLED WORKFORCE** – Training benefits new and veteran workers alike, improving profitability, efficiency and provides motivation for employees to progress and succeed.

A Merit Shop Contractor is defined by 10 key characteristics that dictate its foundational principle and practices. In this issue, we'll conduct a deeper dive on five of these key traits, including safety, industry, education, community and quality.



ATION



COMMUNITY



QUALITY

**7 COMMUNITY** – Building strong communities is good business. Today's best companies not only provide good-paying jobs, they also support communities by giving back – donating time, talent and money.

**8 INDUSTRY** – The most successful companies are not just focused on their business, they have a desire to be active in their industry. Being involved in the industry means access to the most current information and helping to shape its future.

**9 FINANCIAL** – Financial responsibility is the process of managing assets in a manner that is considered productive and in the best interests of the

company. Being proficient at the task of managing a company's finances involves utilizing the developed systems and continually monitoring the financial results.

**10 RISK MANAGEMENT** – The construction industry is subject to more risk and uncertainty than perhaps any other industry; therefore, managerial techniques used to identify, analyze and respond to risk are essential to the business. By identifying and analyzing potential risks that may occur throughout the construction process, we can prevent and mitigate costly potential delays and disruptions. Having proper risk management procedures helps lessen the risks and/or apply cost-effective controls.

MERIT  
SHOP  
SAFETY

# GETTING HOME SAFE

SAFETY *ADDS* VALUE IF SAFETY  
*IS* A VALUE AT YOUR WORKPLACE

BY  
DON MOEN,  
HR AND SAFETY  
DIRECTOR,  
ABC OF  
WISCONSIN



**I**n the construction industry, no resource is greater than a company's employees, and merit shop contractors take pride in sending their workers home safe every single night. Not only is safety a key characteristic of the merit shop philosophy, it is a crucial building block in every ABC of Wisconsin member's strategy for running a successful business.

When a worker arrives on the job site of a merit shop contractor, they know that safety is not just a priority, it is a requirement. While some builders will merely say, "Safety is a priority," ABC of Wisconsin members meld it into their culture. They make no compromises with respect to morality, ethics or safety. If anything is perceived as unsafe, a project will not move forward until the issue is corrected.

To ensure merit shop contractors continue to improve jobsite safety, ABC developed the Safety Training and Evaluation Process – better known as STEP. It not only recognizes ABC member companies who consistently excel in the field of safety, but – more importantly – it provides an evaluation tool to help identify areas in which contractors can work to reach the ultimate goal of sending every worker home safe to their families every day.

STEP was developed by contractors, for contractors. It is designed to provide those in the merit shop construction industry with an organized approach to analyze and further develop their safety programs. STEP's self-audit style provides a valid objective method to measure current safety programs and determine what improvements can be made.





# STEP

## THE SAFETY TRAINING AND EVALUATION PROCESS

The Safety Training and Evaluation Process (STEP) program can help contractors evaluate 20 key elements of an effective safety program, including:

- Management Commitment
- Management Policy Statement on Safety
- Responsibility for Safety Defined
- EMR or Loss Ratio
- Safety Budget
- Safety Program Goal Setting
- Management Supervisory Meetings
- Pre-Planning for Job-Site Safety
- Employee Participation
- New Employee Orientation
- Safety Rules
- Employee Safety Training
- Safety Tool Box Meetings
- Inspections
- Supervisory Training
- Accident Investigation
- Use of PPE
- Performance Audit
- Substance Abuse Policy
- Record Keeping

When completed, ABC will provide safety performance information that can be used as an important business development tool with customers. STEP Awards evaluate and reward members who achieve the appropriate levels in five categories: Bronze, Silver, Gold, Platinum and Diamond.

Developing an effective safety management program is a challenge for every contractor, large or small. An effective safety program can improve employee morale, increase productivity, reduce accidents and lower worker's compensation costs. All aspects result

STEP data will provide a clearer picture of what level a company's safety program has achieved. Combined with the safety resources offered by ABC of Wisconsin, contractors are able to identify and develop what it takes to achieve World Class Safety, ensuring every employee goes home safe every night.

That is the simple goal of every merit shop contractor. Protecting their employees is good for the future of their business, but building a culture around safety is about more than just that. Employees at a merit shop become part

### 2015 SAFETY AWARDS OF EXCELLENCE WINNERS

LARGE CONTRACTOR:	FAITH TECHNOLOGIES, INC.
MID-SIZE CONTRACTOR:	QUALITY INSULATORS, INC.
SMALL CONTRACTOR:	WONDRA CONSTRUCTION, INC.

in increased business opportunities because merit shop contractors can put themselves ahead of the competition by showing off their top-notch safety standards.

By objectively completing the STEP Program, a contractor can identify the safety strengths and weaknesses of their safety program. Then, STEP will set a safety baseline allowing the contractor to outline the next steps for improving safety within the company. By targeting a safety baseline, the ABC member can then focus in on its specific safety needs. This helps a merit shop contractor to effectively develop safety-related materials, training and programs that will directly benefit the company and its workers.

of the family, and at the end of the day, their safety is the best reward a project manager or owner could ever get.



## MOBILE OFFICE

**SALES • RENTALS**

WBE

**Borrow our experience**  
*... you can bet on it!*



800-236-8518



**WWW.DACCOTRAILERS.COM**



# PRESERVING AND DEFENDING

## THE FREE ENTERPRISE SYSTEM

BY  
**JOHN SCHULZE,**  
DIRECTOR OF  
LEGAL AND  
GOVERNMENT  
AFFAIRS,  
ABC OF  
WISCONSIN



Governor Scott Walker using simulators in the training center at ABC offices with Tim Feucht, ABC's Heavy Equipment Operator Instructor from Wondra Construction.

Wisconsin's capitol city is oftentimes referred to as the smallest big city in the United States. The intertwined state government and political world is even smaller. It is small enough that legislators and lobbyists alike interact with the same group of people on a daily basis.

This is unfortunately a disservice to our representatives in Madison who know lobbyists on a first-name basis, but rarely have the opportunity to hear from a real constituent. While lobbyists for businesses and unions look

outstanding in their thousand-dollar suits, the true voice of the people is not heard on many issues.

Fortunately, it is the merit shop construction industry that once again breaks the mold. When the ABC of Wisconsin government affairs team meets with Lt. Gov. Rebecca Kleefisch, she always asks about Jessica Cannizzaro of Milestone Plumbing. And, U.S. Sen. Ron Johnson greets Olympic Builders' Julie Yahnke with a hug every time they see each other.

These anecdotes demonstrate exactly what it is to be a merit shop contractor in the ever-changing political

landscape. ABC members' hard work and willingness to reach out to elected officials show they are not afraid to stand up for their values.

Last year was a year of impressive legislative accomplishments for ABC, with significant prevailing wage reform, commercial plan review efficiencies and the construction sales tax exemption pass-through all becoming law. This is in large part thanks to Wisconsin's merit shop contractors being active in the political process and supporting the construction industry.

There are numerous construction trade associations out there, but ABC members are ABC members because they believe in free enterprise, and they know that fair play for all employees and employers is essential to the preservation of that system. ABC members believe in free enterprise because they oppose any kind of price or wage fixing in either the public or private sector. It is that commitment to the market that also compels merit shop contractors to connect with their representatives and be effective agents of change for good government.

Over the last year, ABC members made their presence felt in the state capitol.

- A member came to Madison during the middle of the busy construction season to give real life examples involving the red-tape problems with doing construction work for tax-exempt entities like schools and fire stations.

- The Chapter leadership's support of Wisconsin becoming a right-to-work state.

- Three members who take a vacation day every month to come to Madison to serve on the Uniform Commercial Building Code Council.

- A member exposing their business practices to unfair criticism when they show real-world problems with the state's antiquated, expensive (and soon to be history) prevailing wage laws.

ABC members did the above and more not because it was easy, but because it was important. They took an active role in making the sure policymakers hear the voice of merit shop contractors. The result will be the betterment of individual construction employees, the construction industry and the entire state of Wisconsin.



*Leadership. Safety. Performance. Dawes Delivers.*

**Time is money.  
We save you both.**

As a member of the ALL Family of Companies, we draw from the largest, technologically advanced fleet in North America. Our operators are simply the industry's best. Our factory-trained technicians keep the equipment running perfectly, and that includes job site emergencies, 24/7. We are Dawes. And your productivity and uptime are how we grow.

**ALL**  
Family of Companies

**DAWES**  
Rigging & Crane Rental



Elk Mound | 715.879.4800  
Kaukauna | 920.766.0100  
Madison | 608.221.2516  
Milwaukee | 414.453.5335

DAWESCRANE.COM



# EDUCATING

## THE MERIT SHOP WORKFORCE

BY  
**ELIZABETH  
RODDY,**  
RECRUITMENT  
AND TRAINING  
COORDINATOR,  
ABC OF  
WISCONSIN



**A**s the classic management quote goes, “What happens if we train our employees and they leave? On the other hand, what happens if we don’t train them, and they stay?”

This quote highlights one of the key characteristics of a merit shop contractor. ABC of Wisconsin members care deeply about educating their workforce, because their well-being and success are reliant on having the most qualified workers on their team.

While some have lambasted merit shop contractors as those that cut corners and put profits ahead of people, nothing could be further from the truth. In fact, it is the exact opposite.

Throughout the country, ABC member firms spend

\$1.1 billion on workforce development and train approximately 476,000 construction industry professionals annually. In a merit shop company, both the employer and the employee are invested in training – the employer knows that a skilled employee will be the most productive, and the employee knows that the more skills and knowledge they have, the more success they will achieve.

“I see firsthand, each and every day, that our members care deeply about training their employees,” said Wayne Belanger, ABC of Wisconsin Director of Education. “They want their workforce to succeed, and it is a testament to the merit shop philosophy that we regularly see individuals go from apprenticeship to management and even ownership.”

When talking with merit shop contractors, most see their employees as an extension of their family. If the

individuals in this family succeed, the family as a whole is stronger and better. From introductory courses to continuing education, merit shop contractors ensure their workers are prepared for any task – because, after all, education is one of the most important tools in an employee’s toolbox.

To highlight this important tool, ABC of Wisconsin hosted its annual Skill Competition in January, where top apprentices from around the state came together to compete for a chance to go to the National Craft Championships. In attending this event, spectators saw apprentices beaming with pride after a job well done and employers supporting their apprentices, delighted to see the success of their employees. It was the definition of merit shop contractors supporting a highly-skilled workforce.

“**THROUGHOUT THE COUNTRY, ABC MEMBER FIRMS SPEND \$1.1 BILLION ON WORKFORCE DEVELOPMENT AND TRAIN APPROXIMATELY 476,000 CONSTRUCTION INDUSTRY PROFESSIONALS ANNUALLY.**”

Currently, ABC of Wisconsin has 1,000 people in the apprenticeship program. These apprentices understand the value of formal training. At the annual ABC Apprenticeship Graduation Banquet, apprentices and their member firms celebrate together, knowing the investment in education will pave the way for a brighter future.

That successful future, however, requires constant hard work and determination. Merit shop employees are truly in control of their own destiny. If they excel, they will get rewarded based on their worth, ability and initiative – not on the basis that they were hired before or after another employee.

In an era where the next generation is looking for independence and to be noticed, merit shop contractors can offer that opportunity to those who want to rise to the occasion.

ABC of Wisconsin has been offering educational opportunities to members for over 30 years. Throughout this time, the association has been privileged to see the growth of many members. From seeing young men and women on the first day of their apprenticeship class all the way through becoming the next generation of management, ABC of Wisconsin is honored to be a part of the process that helps build merit shop construction leaders.

## 2016 SKILLCOMP WINNERS



ELECTRICAL

Nelson Brautigam from Grafton, WI, Faith Technologies, Waukesha County Technical College



PLUMBING

Daniel Harbison from Random Lake, WI, Budiak Plumbing, Inc., Waukesha County Technical College



INSULATING

Ryan Isbell from Ferryville, WI, L & C Insulation



HVAC

Samuel Jones from Madison, WI, Dave Jones, Inc., Madison Area Technical College



THE 4 WINNERS

MERIT SHOP  
COMMUNITY

# COMMUNITY ENGAGEMENT:

DONATING TIME, TALENT AND MONEY

BY  
**NICK NOVAK,**  
MANAGING  
EDITOR,  
MERIT SHOP  
CONTRACTOR



Anniversary photo of the ABC Boys' Home from 2009. (Left to Right) Bob Riberich, Riberich, Inc.; Ted McNamara, formerly with F.J.A. Christiansen Roofing Co., Inc.; Skip Tenpas, Deceased, formerly with Central Sands Buildings, Inc.; John Solberg, Rawhide's Executive Director; Steve Stone, ABCWI former President; Tom Derrick, Derrick Companies; Gene Jacobson, PDC – Electrical Contractors; Gerry Krebsbach, K-W Electric Inc. and Bill Rozga, Rozga Plumbing & Heating Corp.

**B**uilding a successful business today is about more than increasing the size of profits. It is about preparing a company – and workforce – for the future and improving the community so it is in better shape tomorrow than it was yesterday.

However, the merit shop construction industry knows this is not done by throwing a dart at a board of charity names and writing a check to the one the dart hits. Because merit shop contractors value careers built on pride and accomplishment, their involvement in the community must be with an organization that shares the same values.

For two decades, ABC of Wisconsin and its members have been a dedicated partner with the Rawhide Boys Ranch. Rawhide offers a variety of programs and services that are designed to help at-risk youth and families turn

their lives around. Services include outpatient counseling, residential treatment programs, equine-assisted therapy, summer camp, foster care and more.

The goal for individuals – many of whom are at-risk young men – at Rawhide are for them to leave the organization ready to lead a healthy and responsible life.

This dedication to troubled youth all across Wisconsin drew ABC and its membership to Rawhide in the mid-1990s. After two years of planning and raising money and material, ABC members broke ground in spring of 1998 on what is now the ABC Boys Home at Rawhide's property in New London, WI.

The home, which was finished in fall of 1999, houses 10 boys and two house parents, two resident instructors and others who work with the troubled young men. Their aim is to instill self-esteem, pride, work ethic, education,



The ABC Boys' Home at Rawhide provides a comfortable, welcoming atmosphere.



The first class of residents and houseparents outside the ABC Boys' Home at Rawhide



The entrance to the Rawhide Boys' Ranch.



Rawhide Boys Ranch, New London, WI



“

*BECAUSE MERIT SHOP CONTRACTORS VALUE CAREERS BUILT ON PRIDE AND ACCOMPLISHMENT, THEIR INVOLVEMENT IN THE COMMUNITY MUST BE WITH AN ORGANIZATION THAT SHARES THE SAME VALUES.”*

and Christian values in the boys so they can return to their communities with a new outlook on life.

ABC of Wisconsin's partnership did not end there, however.

"Rawhide youth and our organization have benefitted greatly from the partnership with ABC of Wisconsin. In celebrating our 50th Anniversary, you cannot give enough credit to both the leadership and members of ABC who have sacrificed so much in building our ABC Boys Home, supporting us with financial gifts and gifts of materials and labor that allow us to maintain and remodel numerous

facilities", said John Solberg, Rawhide Executive Director. "Today the legacy of ABC of Wisconsin and their members has made a significant difference in the lives of hundreds of boys from throughout our state that have called Rawhide home."

Since building the nearly 10,000-square-foot dormitory-type home for Rawhide, ABC and its members have renovated another home on the organization's northeastern Wisconsin campus. Plus, the state chapter and many members have continued their support in other ways throughout the years.



# QUALITY:

## A CORNERSTONE OF THE MERIT SHOP PHILOSOPHY

BY  
**NICK NOVAK,**  
MANAGING  
EDITOR,  
MERIT SHOP  
CONTRACTOR

**T**he merit shop construction industry is built on a set of principles that reward hard work, determination, efficiency, safety and quality. Quality sits as a cornerstone of this viewpoint, and with good reason.

It is obvious that a merit shop contractor needs to be profitable, just as any business does. But can providing a high-quality product stand in the way of being profitable? Can building a high-quality project prove too costly for a merit shop contractor? The answer is a resounding, “No.”

In fact, the opposite is the case.

“A customer would choose a merit shop because of the quality they are going to get,” said Ross Kraemer, of Kraemer Brothers.

non-union companies. They believe in having highly skilled workers, building high-quality projects and providing the most cost-effective price for clients.

ABC of Wisconsin's members have proven year after year that this philosophy leads to the construction of some of the best buildings in the state.

In February, the top projects from 2015 were recognized by ABC of Wisconsin at its Projects of Distinction Awards Program. Nearly 40 projects were highlighted because they were the best of the best. The projects were judged in such areas as overall distinctiveness, execution of design, craftsmanship, coordination, budgeting, safety, difficulty and unusual challenges.

“We believe in high quality workmanship. We believe in leading the way on safety. And we believe in getting

### PROJECTS OF DISTINCTION 2015 *Here's a sampling of projects recognized at the recent ABC Projects of Distinction event held at Wisconsin Dells.*



STEVENS CONSTRUCTION CORP., PARK PLACE



FAITH TECHNOLOGIES, INC. OVATION 309



CORPORATE CONTRACTORS INC. THE BELOIT CLUB

Quality is key for any merit shop contractor. ABC of Wisconsin members win bids and are awarded projects based on their ability to efficiently provide the best product. And employees are rewarded for their talent, not their seniority.

Many times, individuals will define a merit shop contractor simply as non-union. And with that comparison, critics claim the quality of a non-union company cannot compete. Only, merit shop contractors are more than just

the best price for our clients,” declared ABC of Wisconsin Chairman Bill Monfre about the awards program. “These projects demonstrate that when we reward people based on merit, we can guarantee a job well done.”

The belief in rewarding merit is what drives ABC members to produce the highest quality product. After all, a company that continues to build substandard products will not stay in business very long.



## 2015 PROJECTS OF DISTINCTION

Gold Commercial \$0 - \$2 Million  
**Friede & Associates, LLC**  
Chula Vista Clubhouse

Silver Commercial \$0 - \$2 Million  
**Keller, Inc.**  
BP Hi-Way Hop

Gold Commercial \$2 - \$10 million  
**Consolidated Construction Co., Inc.**  
Holiday Inn, Bismarck

Gold Commercial \$2 - \$10 million  
**Corporate Contractors Inc.**  
CCI Office Complex

Gold Commercial \$2 - \$10 million  
**Kraemer Brothers**  
Sauk Prairie Medical Clinics & Offices

Silver Commercial \$2 - \$10 million  
**KSW Construction Corporation**  
Graduate Hotel

Silver Commercial Over \$10 million  
**Kraemer Brothers**  
Kalahari Resort & Conventions -  
Pocono Mountains - Phase 1

Gold Metal Building - Over \$2.5 million  
**Consolidated Construction Co., Inc.**  
Dakota Prairie Refinery Major Buildings

Gold Industrial - Over \$3 million  
**ESI Constructors, Inc.**  
Grifols - Greenfield Plasman  
Logistics Center

Gold Industrial - Over \$3 million  
**Kraemer Brothers**  
Promega Kepler Center

Gold Industrial - Over \$3 million  
**Wieser Brother General  
Contractor, Inc.**  
Kwik Trip Dairy

Gold Industrial - Over \$3 million  
**W.D.S. Construction Inc.**  
Enerquip LLC

Silver Institutional - Over \$5 million  
**Kraemer Brothers**  
Sauk Prairie 2020 Building Program

Gold Residential Multi-Unit  
**Consolidated Construction Co., Inc.**  
Sundance Apartments

Silver Metal Building \$1 - \$2.5 million  
**KSW Construction Corporation**  
Liberty Park Flex Building 1

Gold Metal Building \$1 - \$2.5 million  
**Derrick Companies**  
Barley John's Brewery

Gold Metal Building \$1 - \$2.5 million  
**Friede & Associates, LLC**  
Glacier Valley Ford

Gold Restoration/Renovation  
**Consolidated Construction Co., Inc.**  
Hampton Inn,  
Downtown Green Bay

Gold Restoration/Renovation  
**Corporate Contractors Inc.**  
The Ironworks Spine Roadway

Gold Restoration/Renovation  
**Friede & Associates, LLC**  
Jay's Power Center

Gold Restoration/Renovation  
**Friede & Associates, LLC**  
Ramaker New Office Building

Gold Restoration/Renovation  
**Kraemer Brothers**  
Marriott Fairfield Inn & Suites

Silver Restoration/Renovation  
**KSW Construction Corporation**  
KSW Construction  
Liberty Park Office

Gold Restoration/Renovation  
**NCI - Roberts Construction, Inc.**  
Asbury United  
Methodist Church

Silver Restoration/Renovation  
**Ross & Associates, Ltd.**  
UW-River Falls North Hall

Silver Electrical Over \$1 million  
**Faith Technologies, Inc.**  
Ovation 309

Gold Electrical Over \$1 million  
**Steiner Electric, Inc.**  
Kerry Ingredients  
Jackson, WI Production Addition

Gold Mechanical - Commercial  
**North American Mechanical, Inc.**  
Kenwood IRC

Gold Mechanical - Industrial  
**North American Mechanical, Inc.**  
Alliant Energy Center-  
New Holland Pavilion

Silver Specialty Trades -  
Plumbing, Commercial  
**Dave Jones, Inc.**  
The Domain

Gold Sitework  
**Friede & Associates, LLC**  
Bitton Family Skeet and Trap Range

Gold Sitework  
**Friede & Associates, LLC**  
Woodside Sports Complex

Gold Sitework  
**Wondra Construction Inc.**  
Hartford Mill Pond Bulkhead Wall  
Replacement Project

Gold Specialty Trades  
Thermal & Moisture Protection  
**Pioneer Roofing, LLC**  
Johnson Controls, Inc.  
Building 1 Facade Repair  
& Reroofing Project

Gold Special Projects  
**Corporate Contractors Inc.**  
The Beloit Club

Gold Special Projects  
**Friede & Associates, LLC**  
Kalahari Slide Tower Replacement

Silver Special Projects  
**Ross & Associates, Ltd.**  
Tri-Angels Playground

Silver Residential Multi-Unit  
**Stevens Construction Corp.**  
Park Place



CONSOLIDATED CONSTRUCTION CO., INC. HAMPTON INN,



ROSS & ASSOCIATES, LTD. TRI-ANGELS PLAYGROUND



DERRICK COMPANIES, BARLEY JOHN'S BREWERY

One Projects of Distinction standout that needs to be mentioned is Friede & Associates. The Reedsburg-based company left the 2015 Awards Program with seven winning projects – the most of any ABC of Wisconsin member.

Each and every Friede project shined for its steadfast commitment to quality – just like all the other winners. But the company also showed an unmatched dedication to free enterprise and support of the merit shop industry, which earned Friede the 2015 “Built on Merit” Award.

The accomplishments of all ABC members, though, should be something to shout from the rooftops.

Merit shop contractors take pride in their work, and they enthusiastically support the merit shop philosophy. They do not view it as something to apologize for or hide, which is why each ABC member wears that distinction as a badge of honor. After all, the best construction projects are truly those that are *Built on Merit*.



# SAFETY AWARDS OF EXCELLENCE



Department of Safety and Professional Services Secretary Dave Ross addressing SuperCon attendees.

**THE ABC OF WISCONSIN SAFETY AWARDS OF EXCELLENCE** are divided into three categories, small (under 50,000 hours worked), mid-size (50,001 to 200,000 hours) and large (over 200,000 hours). The companies that win the ABC of Wisconsin Safety Award of Excellence must have incident rates for total OSHA Recordables and Lost Work Day Cases at least 25% better than their industry average. Of the companies that meet this criteria, the best of the best are chosen in their respective categories.



Wondra Construction, Inc. Safety Award of Excellence Winner (small contractor)



ABC National President Mike Bellaman addressing SuperCon attendees on the importance of safety.



Quality Insulators, Inc. Safety Award of Excellence Winner (Mid-Size Contractor)



Faith Technologies, Inc. Safety Award of Excellence winner (Large Contractor)

# Thank you Sponsors!

## PLATINUM AND GOLD SUPERCON SPONSORS:



MERITCHOICE™



INSURANCE



## PLATINUM AND GOLD MARKETING AND TECH FORUM SPONSORS:



When you join the more than 2,000 contractors in the STEP safety program, you'll get results.

**The numbers prove it!**



**51%**

LOWER INCIDENCE RATE<sup>2</sup>

for fewer worker injuries and higher morale

**22%**

LOWER EMR<sup>3</sup>

for savings in workers' compensation programs

**56%**

LOWER DART RATE<sup>4</sup>

for employee productivity and more time on job

The ABC Safety Training Evaluation Process (STEP) program provides guidance for creating a better safety program. The benchmarks help you monitor and adjust your company's efforts to build a safer work environment. Now is the perfect time to find out how your company can improve its jobsite safety and its bottom line.

**Get started today! Contact ABC WI at 608-244-5883 or go to [www.abc.org/STEP](http://www.abc.org/STEP)**



<sup>1</sup>Figures based on 2014 STEP data compared to 2013 Bureau of Labor Statistics industry averages. <sup>2</sup>Incidence Rate represents the number of OSHA recordable incidents per 100 employees per year. <sup>3</sup>Experience Modification Rate (EMR) (MOD Factor) measures a company's safety performance against similar businesses over the past three years and is one of the factors used to determine workers' compensation rates. <sup>4</sup>DART Rate represents the number of OSHA recordable incidents that involve "Days Away, Restrictions and Transfers" per 100 employees per year.



# NEW MEMBERS

For membership information contact **Deanna Regel**,  
Membership Coordinator – Associated Builders & Contractors of WI – 608-244-5883

---

## DECEMBER 2015 NEW MEMBERS

---

• **ARMSTRONG GENERAL CONTRACTING**  
*Loriana Armstrong*  
1011 W Somers St.  
Milwaukee, WI 53205  
**Phone:** (414) 831-5852  
**Description:** General Contractor  
**Sponsor:** Joe Petkus, Action Heating Cooling & Plumbing  
Beam Club Members-to-date: 1

• **DAVEL ENGINEERING & ENVIRONMENTAL INC.**  
*John Davel*  
1811 Racine Rd.  
Menasha, WI 54952  
**Phone:** (920) 991-1866  
**Description:** Engineering Firm  
**Sponsor:** Steve Klessig, Keller, Inc.  
Beam Club Members-to-date: 39

• **KENOSHA HEATING & COOLING LLC**  
*James Kidwell*  
4421 Sheridan Rd.  
Kenosha, WI 53140  
**Phone:** (262) 652-6900  
**Description:** Mechanical Contractor  
**Sponsor:** Robb Steiner, Steiner Electric  
Beam Club Members-to-date: 6

• **LASER FIRE PROTECTION, LLC**  
*David Bartolerio*  
2830 Progress Road  
Madison, WI 53716  
**Phone:** (608) 205-7219  
**Description:** Fire Sprinkler Contractor  
**Sponsor:** Geoff Vine, Stevens Construction Corp.  
Beam Club Members-to-date: 14

• **MID CITY PLUMBING & HEATING, INC.**  
*Thomas Zoulek*  
12930 W. Custer Ave.  
Butler, WI 53007  
**Phone:** (262) 781-5940  
**Description:** Plumbing, HVAC, Sewer & Water Utilities Contractor  
**Sponsor:** Scott Kandziora, Underground Specialists  
Beam Club Members-to-date: 1

• **POLLESCH CONSTRUCTION, INC.**  
*Mallary Nissen*  
417 Scott St.  
Ripon, WI 54971  
**Phone:** (920) 748-9771  
**Description:** Residential/Commercial Builder  
**Sponsor:** Gerry Krebsbach, K-W Electric Inc.  
Beam Club Members-to-date: 24

---

## JANUARY 2016 NEW MEMBERS

---

• **GOLD BUCKLE ELECTRIC**  
*Cody Rabska*  
N4969 Hillcrest Rd.  
Medford, WI 54451  
**Phone:** (715) 965-7054  
**Description:** Electrical Contractor  
**Sponsor:** Tom Altmann, Altmann Construction Co.  
Beam Club Members-to-date: 21

• **GORDON FLESCH COMPANY, INC.**  
*Patrick Flesch*  
2675 Research Park Dr.

Fitchburg, WI 53711  
**Phone:** (608) 271-2100  
**Description:** Office Equipment Dealer  
**Sponsor:** Brian Welch, Bob & Dave's Landscaping  
Beam Club Members-to-date: 6

• **KBK SERVICES, INC.**  
*Chris Kontry*  
1207 Lakeshore Dr. E  
Ashland, WI 54806  
**Phone:** (715) 682-3002  
**Description:** Mechanical Contractor  
**Sponsor:** Dennis Huotari, Huotari Construction Inc.  
Beam Club Members-to-date: 17

• **MILIS FLATWORK**  
*Dylan Milis*  
415 S Maple St.  
Kimberly, WI 54136  
**Phone:** (920) 843-2359  
**Description:** Concrete Contractor  
**Sponsor:** Kevin Madson, Madson Tiling & Excavating  
Beam Club Members-to-date: 1

- 
- READY MIX CONCRETE
  - MASONRY MORTARS
  - BUILDING PRODUCTS FOR THE CONCRETE AND MASONRY CONTRACTOR
  - AGGREGATES FOR THE CONSTRUCTION INDUSTRY



LYCON INC. is a family owned supplier of ready mix concrete, masonry mortar and building materials serving Wisconsin. We are committed to providing quality products and services to our customers.



Concrete/Aggregate  
800-955-7702 • 800-955-8758 • 866-575-1389  
Mortar/Building Materials  
877-599-5090

[www.lyconinc.com](http://www.lyconinc.com)



# NEW MEMBERS

- M REICHHART PLUMBING LLC**  
*Michael Reichhart*  
 4665 N 158th St.  
 Brookfield, WI 53005  
**Phone:** (414) 243-9123  
**Description:** Mechanical Contractor  
**Sponsor:** Jay Zahn, R&R Insurance Services Inc.  
 Beam Club Members-to-date: 18
- SAFE-FAST, INC.**  
*Martin Degenhardt*  
 2218 Seymour Rd.  
 Eau Claire, WI 54703  
**Phone:** (715) 839-7615  
**Description:** Safety Products Distributor  
**Sponsor:** Brian Wieser, Wieser Brothers General Contractor Inc.  
 Beam Club Members-to-date: 30

- SILVERCREST CONSTRUCTION**  
*Scott Murphy*  
 W5037 Amy Ave. #11  
 Kaukauna, WI 54130  
**Phone:** (920) 903-1710  
**Description:** General/Carpentry Contractor  
**Sponsor:** Geoff Vine, Stevens Construction Corp.  
 Beam Club Members-to-date: 15
- VISION DESIGN GROUP**  
*Steve LuBahn*  
 370 West 2nd St., Ste 256  
 Winona, MN 55987  
**Phone:** (507) 453-0167  
**Description:** Marketing/Website Development  
**Sponsor:** Eric Bauer, Brickl Bros. Inc.  
 Beam Club Members-to-date: 11

- WEGNER CPAS**  
*Michelle Eno*  
 2110 Luann Ln.  
 Madison, WI 53713  
**Phone:** (608) 274-4020  
**Description:** Wegner CPAs is a full-service accounting firm with offices in Madison, Janesville, Baraboo, and Milwaukee specializing in services for the construction industry.  
**Sponsor:** Kim Rudisill, LASAR Construction LLC  
 Beam Club Members-to-date: 1
- WEST ALLIS BLUE - LARGE FORMAT GRAPHICS**  
*Mark Naber*  
 2063 S 116th St.  
 West Allis, WI 53227  
**Phone:** (414) 321-1422  
**Description:** Vehicles, Custom Wall Coverings, Signs, etc.  
**Sponsor:** Lisa Taylor, Legal Shield  
 Beam Club Members-to-date: 1

.....  
 For membership information contact:  
**Deanna Regel**  
 Membership Coordinator  
**608-244-5883**

## Do you feel like something's missing?

Without The Daily Reporter, chances are you're not getting enough:

- Project bid listings.
- Construction industry news.
- Sales lead opportunities from public notices.



The Daily Reporter is in your mailbox five days a week with project bid listings and construction news PLUS you can visit us any time at [dailyreporter.com](http://dailyreporter.com).

As a special membership benefit, you'll SAVE \$36 on print/online combo subscription or \$25 on a digital-only subscription.

Subscribe online! <https://subscribe.dailyreporter.com/MemberRate-ABC>  
 Subscribe on the phone! Call 800-451-9998 and request Promo Code "MemberRate-ABC"



FREE: Sign up for our daily Hard Hat email newsletter at [DailyReporter.com](http://DailyReporter.com)  
 To advertise in The Daily Reporter, call 414-225-1844





# EVENTS

Check [www.abcwi.org/events](http://www.abcwi.org/events) for more information

## ARC FLASH TRAINING

*Eau Claire*

March 14, 2016  
8 am – 2:30 pm

## NETWORKING SOCIAL

*Fond du Lac*

March 16, 2016  
5 pm – 6:30 pm

## 10 HR. OSHA CONSTRUCTION TRAINING

*West Bend*

March 17 & 24, 2016  
7 am – 12:30 pm

## SIGNALPERSON/RIGGING QUALIFICATION TRAINING

*Sun Prairie*

March 18, 2016  
7 am – 4:30 pm

## CONFINED SPACE TRAINING

*La Crosse*

March 24, 2016  
9:30 am – 4 pm

## 10 HR. OSHA CONSTRUCTION TRAINING

*Madison*

March 25 & April 1, 2016  
7 am – 12:30 pm

## CONFINED SPACE TRAINING

*Stevens Point*

March 30, 2016  
9 am – 3:30 pm

## 10 HR. OSHA CONSTRUCTION TRAINING

*Appleton*

April 1 & 8, 2016  
7 am – 12:30 pm

## ARC FLASH TRAINING

*Milwaukee*

April 5, 2016  
8 am – 2:30 pm

## CONFINED SPACE TRAINING

*West Bend*

April 5, 2016  
9:30 am – 4 pm

## SIGNALPERSON/RIGGING QUALIFICATION TRAINING

*Sun Prairie*

April 8, 2016  
7 am – 4:30 pm

## ELECTRICAL EXAM PREP PART 2 (JOURNEYMAN)

*Milwaukee*

April 12 & 19, 2016  
5 pm – 8 pm

## ELECTRICAL EXAM PREP PART 2 (MASTER)

*Milwaukee*

April 14 & 21, 2016  
5 pm – 8 pm

## INTRO TO CONSTRUCTION

*Fox Valley*

April 12-15, 2016  
7 am – 3 pm

## CONSTRUCTION COMMUNICATION- CRITICAL SKILLS

*Appleton*

April 15 & 16  
1 pm – 4 pm

## 10 HR. OSHA CONSTRUCTION TRAINING

*La Crosse*

April 19 & 26, 2016  
12:30 pm – 6 pm

## INTRO TO CONSTRUCTION

*Madison*

April 19-22, 2016  
7 am – 3 pm

## 10 HR. OSHA CONSTRUCTION TRAINING

*Madison*

April 20 & 27, 2016  
3:30 pm – 9 pm

## 10 HR. OSHA CONSTRUCTION TRAINING

*Eau Claire*

April 21 & 28, 2016  
12:30 pm – 6 pm

## ARC FLASH TRAINING

*Madison*

April 25, 2016  
8 am – 2:30 pm

## ELECTRICAL EXAM PREP PART 1

*Madison*

April 26 & May 3, 2016  
5 pm – 8 pm

## TITLE TOWN BREWERY TOUR + MEET THE GC

*Green Bay*

May 4, 2016  
5 pm – 7:30 pm

## ELECTRICAL EXAM PREP PART 2 (MASTER)

*Madison*

May 5 & 19, 2016  
5 pm – 8 pm

## CONSTRUCTION COMMUNICATION- CRITICAL SKILLS

*Menomonie*

May 6, 2016  
1 pm – 4 pm

## CONFINED SPACE TRAINING

*Green Bay*

May 10, 2016  
9 am – 3:30 pm

## ELECTRICAL EXAM PREP PART 2 (JOURNEYMAN)

*Madison*

May 10 & 17, 2016  
5 pm – 8 pm

## CONSTRUCTION COMMUNICATION- CRITICAL SKILLS

*WI Dells*

May 13, 2016  
1 pm – 4 pm

## APPRENTICESHIP GRADUATION BANQUET

*WI Dells*

May 13, 2016  
4 pm – 8:30 pm

## NETWORKING SOCIAL

*Stevens Point*

May 18, 2016  
5 pm – 6:30 pm

## 10 HR. OSHA CONSTRUCTION TRAINING

*Green Bay*

May 19 & 26, 2016  
7 am – 12:30 pm

## ARC FLASH TRAINING

*Appleton*

May 24, 2016  
8 am – 2:30 pm

## ELECTRICAL EXAM PRACITCE

*Milwaukee*

May 26, 2016  
4 pm – 8 pm

## ELECTRICAL EXAM PRACITCE

*Madison*

June 2, 2016  
4 pm – 8 pm

## GOLF SCRAMBLE @ THE OAKS

*Cottage Grove*

June 15, 2016  
12 pm – 6:30 pm

Does your insurance  
company help  
**recover  
your stolen  
identity?**

---

**WEST BEND  
DOES.**

West Bend also offers a discount  
just for members of the  
**ABC of Wisconsin.**

Call an Official Supplier of the  
Silver Lining® to find out what else  
West Bend's Home and Highway®  
has to offer.



Visit [thesilverlining.com](http://thesilverlining.com) for the name of the agency nearest you.



# LEAD WITH INNOVATION.

With over 40 years of electrical contracting expertise, Faith Technologies continues to deliver innovative solutions to some of the nation's most vital operations - from data centers to children's hospitals and high rise structures.

*And that translates to success.*



[WWW.FAITHTECHNOLOGIES.COM](http://WWW.FAITHTECHNOLOGIES.COM)

