



Construction Views

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MCA's Annual Awards of Excellence Gala celebrates outstanding construction projects and the teams that make it all happen. With an anticipated crowd of 100 construction professionals, it is a networking and celebratory event unlike any other.

Seating is limited and reservations are required if you plan to attend the Gala on Wednesday, January 23, 2013 from 6:00-9:00 PM at the Minneapolis Golf Club.

To guarantee space, please fill out the registration form and return it to the MCA Office with your payment by January 11, 2013.

MCA Thanks Our 2013 Awards of Excellence Sponsors!

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Mission: The Minnesota Construction Association fosters education, recognition and networking for all industry professionals who collaborate, plan, create and sustain best construction practices.

Vision: The Collaborative place for the building industry

Calendar of Events

January 23, 2013

Awards of Excellence Dinner & Gala
Minneapolis Golf Club
Registration Deadline – January 11, 2012

March 13, 2013

Inspec's 7th Annual Half-Day Seminar:
What You Can't See CAN Hurt You - Air
and Moisture Movement in Buildings
Golden Valley Country Club

February 20, 2013

North Education Center Program and
Tour

June 5, 2013

2013 MCA Scholarship Golf Tournament
Deer Run Golf Club

Visit www.mnconstruction.org
for more information and to
register today!



PRESIDENT'S COLUMN

Nick Mannel, P.E. (MN, WI), LEED AP BD+C

Happy New Year!

One thing that has become clear over the past several years is that uncertainty is now a constant in our industry. This idea was reinforced by presenters from FMI at our October and November breakfast meetings. Organizations that will be successful in the coming years are those that proactively plan and adapt. The Minnesota Construction Association has spent the last year doing just that. We intend to spend this year building on the early successes that have come from that effort.

In 2012, the MCA underwent a strategic planning process. We spent considerable time thinking about how to best serve the interests of our members and our industry. By spending time developing the "story" of who we are and who we plan to be, the Board and committees have been able to strategically focus our efforts on our three priorities: Networking, Education and Recognition. The benefit from this effort is obvious. We increased the number of members and volunteers, further developed our student outreach program, held a record golf outing and had strong attendance for our nationally recognized speakers.

MCA is a non-profit association dedicated to educating and promoting the construction industry. Statements of fact and opinion in this publication are the responsibility of the authors alone and do not necessarily reflect or imply the opinion of the members, directors or staff of MCA.

Congratulations to the 2013 MCA Choice Award Recipient - North Education Center in New Hope



The Minnesota Construction Association would like to congratulate the recipient of the 2013 MCA Choice Award. JE Dunn Construction is the award winner for the North Education Center in New Hope. The North Education Center is an innovative learning center serving special education students from Intermediate School District 287. The award will be presented at the 2013 MCA Awards of Excellence Gala on Wednesday, January 23, 2013 at 6:00 PM at the Minneapolis Golf Club.

A separate MCA Choice Award program and tour will be held on Wednesday, February 20, 2013 at 3:30 PM at the North Education Center. The cost of this program will be free for anyone attending the Awards of Excellence Gala. More details of this program will be forthcoming.



Networking. Business Development. Education.

PLEASE HELP MCA WELCOME OUR NEWEST MEMBERS:

Krech, O'Brien, Mueller & Associates, Inc. - Company Membership

At KOMA, our architects, structural engineers and interior designers create inspiring and functional spaces to meet the needs of a broad spectrum of industries. For more than 25 years, we've maintained that open and honest communication with clients to yield aesthetically pleasing, functional, inspiring places for people to live, work, play and worship.

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Mat Boie - Hanson Structural Precast

Hanson Structural Precast is a division of Hanson Building Products North America and a leading supplier of precast products to much of the upper Midwest and Western United States. We've been innovating the entire industry since 1960, delivering customized solutions and unrivaled expertise backed by years of research, engineering, testing and development. Our facilities and experienced personnel in California, Idaho, Minnesota and Utah are among the best and brightest in the industry.

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Please help MCA welcome our newest student members

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MCA received Honorable Mention for our submission “Build Minneapolis” at the 2012 CANstruction competition at the Mall of America!



CANstruction is a nonprofit organization that holds annual design and build competitions to construct fantastic, giant sized, structures made entirely out of canned food. In each city after the structures are built and the winners declared the creations go on view to the general public as giant art exhibits. At the close of the competitions all of the food used in the structures is donated to the local food banks for distribution to community emergency feeding programs.

A special thank you is due to Cindy Martimo (Team Captain), Heather Gay, and the students in the Construction Project Supervision and Interior Design program at Dunwoody College of Technology. The structure looks great and we were able to donate more than 1100 cans of food to Second Harvest.

Tax Implications for 2013 and Beyond: Plan and Prepare Now

By Grant M. Tentis,
CPA, MBT, CVA

The U.S. Supreme Court ruling earlier this year has drawn attention to the Patient Protection and Affordable Care Act of 2010. The act includes some significant tax-related provisions affecting individuals that are scheduled to take effect in 2013 and 2014. In addition, businesses face a variety of tax-related compliance requirements under the act, though certain small businesses may be eligible for a tax-saving opportunity. Now that President Obama has been reelected, it appears unlikely that either the entire act or any of its provisions will be repealed, at least in the next four years. What both individuals and businesses need to do now is plan and prepare.

Individuals

Medicare tax increases - The health care act will increase Medicare taxes for many higher-income taxpayers. Starting in 2013, taxpayers with earned income over \$200,000 per year (\$250,000 for joint filers and \$125,000 for married filing separately) must pay an extra 0.9% (from 1.45% to 2.35%) in Medicare taxes on the excess earnings.

Perhaps more significantly, the health care act also imposes a new 3.8% tax on unearned income - such as interest, dividends, rents, royalties and certain capital gains - of higher-income taxpayers. The tax will be applied to net investment income to the extent modified adjusted gross income (MAGI) exceeds the same threshold amounts that apply to earned income.

Affected taxpayers don't have much recourse when it comes to the extra tax on earned income, but, depending on your situation, you might have some limited tax-saving opportunities. If you're a shareholder-employee of an S corporation, you may want to revisit how much you receive as salary versus distributions. There is more to this decision than simply the salary/distribution split, however; consult with your tax advisor for analysis of your particular situation.

Several strategies are available to reduce the impact on unearned income. The benefit of these strategies may be even greater if the long-term capital gains and ordinary income tax rates increase in 2013 as scheduled:

Time gains and losses - To keep impact to a minimum, try to net your gains and losses. This will allow you to avoid the additional Medicare tax as well as lock in the 15% long-term capital gains rate while it's available. Conversely, you may want to defer capital losses to 2013 and beyond, when they can be used to offset gains that otherwise might be subject to the Medicare tax and taxable at the 20% long-term capital gains rate scheduled to return next year.

Execute Roth IRA conversions - Although distributions from traditional IRAs, 401(k)s and other qualified retirement plans won't be subject to an additional Medicare tax, they'll increase your MAGI and thus could trigger the 3.8% Medicare tax on unearned income. Plus, ordinary income tax rates are also scheduled to go up in 2013, which means you might pay more taxes on distributions in future years.

Converting such accounts to Roth IRAs will remove future distributions from MAGI and thus reduce exposure to the 3.8% tax. Be aware of the tax consequences of the conversion - converted amounts generally are taxable in the year of conversion - as well as the rules about penalties associated with future withdrawals of the converted funds. Whether a conversion makes sense for you depends not only on whether future distributions could trigger the additional Medicare tax but also on factors such as your age, whether you can afford to pay the tax on the conversion, your tax bracket now and expected tax bracket in retirement,

and whether you'll need the IRA funds in retirement.

Itemized deductions for medical expenses -

Beginning in 2013, the health care act raises the threshold for the itemized deduction for unreimbursed medical expenses from 7.5% of adjusted gross income to 10%. (The 10% threshold already applies for alternative minimum tax purposes.) The increase is waived for individuals age 65 or older for tax years 2013 through 2016. To help qualify for the deduction, think about "bunching" non-urgent medical expenses in alternating years. Controllable expenses might include prescription drugs, eyeglasses and contact lenses, hearing aids, dental work, and elective surgery. And make sure you're counting all qualified expenses. You might be surprised by some of the expenses that may qualify, such as premiums for health insurance and for a qualified long-term care insurance policy (up to certain limits) and payments for transportation to medical care.

New FSA Rules - The new year will usher in a new limit on pretax employee contributions to Flexible Spending Accounts (FSAs) for health care. Previously, employers could set whatever limit they wanted. Starting in 2013, the limit cannot exceed \$2,500. The \$2,500 amount will be annually adjusted for inflation. The upholding of the health care act also means that the provision generally prohibiting the use of tax-free FSA funds to buy over-the-counter drugs, which went into effect last year, will continue. But such funds can be used to pay for prescribed over-the-counter drugs. So, if, for example, you regularly use over-the-counter medications to treat your allergies, consider asking your doctor to write you a prescription for them.

HSA Option - If you're concerned about a lower FSA limit and aren't currently contributing to a Health Savings Account (HSA), look into whether you're eligible. To contribute, you must be covered by a qualified high-deductible health plan (HDHP). As with FSA withdrawals, HSA withdrawals for qualified medical expenses are tax-free. But HSAs may be more beneficial because they can bear interest or be invested and can grow tax-deferred similar to an IRA. Plus, you can carry over a balance from year to year. If you have an HSA, however, your

FSA is limited to funding certain “permitted” expenses. Also, the prohibition on use of tax-free funds to buy non-prescribed over-the-counter drugs also applies to HSAs. Another HSA benefit is that it can provide a way to do some “after-the-fact” Medicare tax planning: You have until the April filing deadline to make your contribution. So, if for a particular year you happen to be on the cusp of having to pay the 3.8% extra tax on your unearned income, an HSA contribution may allow you to get your MAGI below the threshold and, consequently, save some tax.

Individual mandate - Although you likely have health insurance, the individual mandate warrants a brief discussion because it was the centerpiece of the Supreme Court case and relates to taxes. The mandate requires almost all Americans to purchase health insurance by 2014 or pay a penalty - which Chief Justice Roberts characterized as a tax. Individuals who aren't insured will need to weigh the penalty against the cost of obtaining health coverage. The penalty will be phased in over three years, reaching a maximum of 2.5% of family income in 2016. If you have adult children who are no longer covered on your policy but do not yet have coverage themselves, make sure they are aware of the penalty they could face.

Businesses

Many of the health care act's tax-related provisions will require businesses to take action this year. So it's important to take time now to determine how the act affects your business and what you need to do to prepare.

W-2 reporting - A requirement that may affect your business very soon is related to W-2 reporting: Employers that file 250 or more W-2 forms must begin reporting the cost of employer-provided health care coverage on the forms beginning with the 2012 tax year - that means the W-2s distributed in January 2013. As explained in IRS Notice 2011-28, the new requirement calls for informational reporting only - it doesn't cause excludable benefits to become taxable or change the tax treatment in any way.

Medicare subsidy payments - As of January 1, 2013 employers can no longer claim an income tax deduction for the Medicare Part D retiree drug subsidy payments they receive from the federal government. Employers should take the loss of the deduction into account in their tax planning.

Medicare tax withholding - Starting in 2013 employers must withhold the aforementioned extra 0.9% in Medicare taxes on employee earnings over \$200,000 (even for married employees). Employers are not, however, required to match that extra payment; they need pay only 1.45% on all earnings. The IRS has indicated that employers are not required to break out the additional withholding amounts

on employees' W-2 forms. In fact, to avoid penalties, employers are required to do little more than arrange to withhold the additional amounts. Nonetheless, it's a good idea to alert affected employees that, upon reaching the threshold amount, they'll see a drop in their paychecks.

FSA compliance - As mentioned, employers that offer health care FSAs are currently allowed to set the employee contribution limits for them, but starting in 2013 a \$2,500 limit applies. According to the IRS, this is on a plan year basis. Thus, non-calendar-year plans must comply for the plan year that starts in 2013. Employers will need to amend their plans and summary plan descriptions to reflect the \$2,500 limit (or a lower one, if they wish) by December 31, 2014, and institute measures to ensure employees don't elect contributions that exceed the limit. Note that there will continue to be no limit on employer contributions to FSAs.

Pay or play provision - The so-called employer mandate provision is scheduled to take effect January 1, 2014. It doesn't require employers to provide health care coverage; it in some cases imposes penalties on larger employers that don't offer coverage or that provide coverage that isn't “affordable.” Penalties will increase annually based on premium growth. Employers with 50 or more full-time employees (those working 30 hours or more per week) that don't provide their employees with health coverage will be assessed a penalty if just one of their workers receives a premium tax credit when buying insurance in a health insurance exchange. The annual penalty is \$2,000 per full-time employee in excess of 30 workers. For example, if the employer has 53 full-time employees, the penalty would be \$46,000 ($23 \times \$2,000$).

Employers that do provide coverage could also face penalties if it isn't deemed affordable. Penalties may be triggered if 1) the coverage doesn't cover at least 60% of covered health care expenses for a “typical population,” or 2) the premium for the coverage exceeds 9.5% of a worker's income. In such cases, the worker can opt to obtain coverage in an exchange and qualify for the premium credit. If any workers receive the credit, the employer must annually pay the lesser of \$3,000 per employee for each employee receiving the credit or \$2,000 for each full-time employee beyond the first 30 employees.

Some employers may opt to simply pay the penalties because the increased costs due to the broader scope of coverage now required may be greater than the penalties. These employers could incur other costs, though, such as lost tax benefits (unlike health care benefits, penalties aren't deductible) and the costs to remain competitive in the labor market.

Small business tax credits - The health care act provision providing tax credits to qualifying

small businesses took effect in 2010. Businesses with fewer than 25 full-time equivalent employees (FTEs) and average annual wages of less than \$50,000 that pay at least half of the cost of health insurance for their employees may qualify.

For 2013, the credit is for up to 35% of the cost of group health coverage. The maximum credit is available to employers with 10 or fewer FTEs and average annual wages of less than \$25,000. Organizations that exceed either threshold are entitled to partial credits on a sliding scale, and the credit is phased out altogether when an organization reaches 25 FTEs or average annual wages of \$50,000. The number of FTEs is determined by calculating the total hours of service for which your business pays wages during the year (but not more than 2,080 for any one employee), and then dividing that figure by 2,080. Only the employer's portion of health insurance premiums counts in calculating the credit. And that amount is further limited to the amount the employer would have paid based on the average premium for the small group market in the employer's state or area, if it's less than the actual premium.

For 2014 and later, small businesses must purchase coverage through their state exchanges to qualify. But the amount of the credit may be higher - as much as 50% of their contributions toward the health insurance premiums. After 2013, businesses can take the credit for only two years - although there is no requirement for which two years must be chosen. Thus, some planning should be involved in determining when to claim the credit. That is, if the credit will be reduced in a particular year due to one or more of the various limits that apply, the business may be better off waiting until the next year to see if the credit will be more valuable. Businesses that qualify for the tax credit also will need to determine whether the costs of providing health care coverage are offset by the credit and other benefits of providing coverage.

Grant joined the Tax Advisory Group of BPK&Z in 2000 and became a shareholder in 2006. He has a wide range of experience in corporate, individual and partnership taxation in a variety of industries. As BPK&Z's Construction Practice Group leader, Grant focuses on construction and real estate with a special focus on multiple business structures. Grant can be reached at gtenantis@bpkz.com or (763) 546-6211.

Member to Member



KRAUS-ANDERSON® CONSTRUCTION COMPANY (KA) has begun construction on HealthPartners Riverway Clinic located on the site of the former Castle Field at 601 Jacob Lane in Anoka, Minn. The two-story, 60,000-square-foot clinic will be completed in July 2013.

Meanwhile, KA is nearing completion of HealthPartners Nokomis Clinic at 4732 Chicago Ave. South in Minneapolis. The 8,000-square-foot renovation of the existing clinic included a complete demolition and build-out, featuring 12 exam rooms, radiology and lab areas. A grand opening ceremony will be held from 11am-2pm, Saturday, September 29, 2012 and is open to the public.

Kraus-Anderson is currently ranked among the top Healthcare contractors in the U.S. by Modern Healthcare Magazine. The company's experience ranges from major 400,000-square-foot bed towers with state-of-the-art operating rooms, to tenant build-outs of local clinics. ■

The University of Minnesota has selected **KRAUS-ANDERSON** as construction manager for the new 11,800-square-foot Campus Center at the Itasca Biological Station and Laboratories in Itasca State Park. Construction is expected to begin in April 2013, with completion in December 2013.

The project will replace three, 60-year old obsolete buildings with one facility providing year-round classrooms and technology-enabled laboratories. The new facility will accommodate a 20 percent increase in capacity at peak season and address a growing demand for year-round use.

The building will include laboratories, classrooms, a multipurpose gathering room accommodating 150 people, library/computer room and administrative offices.

Created to serve as an educational tool for teaching sustainability, the facility is being designed to meet Minnesota B3 requirements and anticipates LEED Gold status (with goals to obtain Platinum) through a substantial reduction in energy use. Sustainable design elements include:

- maximum daylighting into laboratory classrooms
- operable windows and skylights to take advantage of natural free cooling
- southern exposure for access to the winter solar gain
- geothermal heating and cooling serving the occupied areas
- composting toilets

A geothermal well field will be installed under the adjacent athletic field, which will be restored. Site soils will also be balanced, eliminating the need to bring in corrective material.

In addition, the site design and landscape will incorporate new accessible pedestrian routes to the building from two directions of campus. New native plantings will be strategically placed to provide solar shading of the building and water filtration of the site.

The exterior design of the building will respect Itasca State Park's rustic aesthetic while incorporating sustainable design strategies. The building will consist of three gabled roof portions with a low-sloped roof between. Sky lights and strategically placed windows will provide daylight and solar radiant energy for the building. Materials will include painted wood siding, field stone, wood windows and asphalt shingles. The architect is Minneapolis-based Meyer Scherer & Rockcastle, Ltd. ■



AMERICAN ENGINEERING TESTING, INC. (AET) hired **JANE M. WILLARD**, PG, CPG, as a senior geologist. As the former owner and president of EnPro

Assessment Corp, Jane brings over 30 years of environmental assessment experience to

AET's environmental department.

"We have enjoyed a long-standing professional relationship with Jane," said Kate Kleiter, manager of AET's St. Paul environmental department. "We are thrilled to welcome her—and her far-reaching expertise—to our team."

Jane earned a master's degree (with honors) in geology from University of Kansas. She also has a master's degree in Education from Buffalo State University (NY) and a bachelor's degree in English from Carleton College in Northfield, Minnesota. Her experience includes project management, quality assurance, technical third party reviews, and managing technical staff. She has personally reviewed or managed over 3,500 environmental assessments since 1985.

Jane was an active and voting member of the original American Society for Testing and Materials (ASTM) Environmental Assessment Committee. In this role, she assisted in the development of Phase I and Phase II environmental site assessment and transaction screen records. She is also the co-founder of the Minnesota Environmental Assessment Roundtable (MEAR) and is involved in several industry and local organizations.

For Jane, engineering is a family affair. Her daughter, Saura Jost, is a structural engineer in the Twin Cities. Her husband, Mick Jost, is a former environmental consultant and is now a senior scientist at the Minnesota Technical Assistance Program at the University of Minnesota. Jane and her husband have resided in the Groveland-Mac neighborhood of St. Paul for over 25 years. ■



KRAUS-ANDERSON CONSTRUCTION COMPANY has named **DAVE LENSS** as corporate vice president. He will be responsible for securing and managing construction projects in various market sectors.

A 30-year industry veteran in business development and operations, Lenss was previously the president of Graham

Construction Services, Inc., a general contractor based in Eagan, Minn. He also served as president of Winnipeg-based general contractor Penn-Co Construction. His experience includes overseeing projects in light rail, industrial, housing and aviation, as well as in federal contracting.

Some of the notable projects he managed include the \$48 million Wilmar Wastewater Treatment Plant in Wilmar, Minn.; \$27 million Northstar Corridor Light Rail station and LRT extension, Minneapolis; \$49 million Lied Transplant Center and \$28 million Millard West High School, Omaha, Neb.; and numerous multimillion dollar projects at the Minneapolis/St. Paul International Airport.

“Dave is an accomplished professional whose deep experience will enhance our opportunities in the marketplace,” said Al Gerhardt, COO of Kraus-Anderson Construction. “We are thrilled to have Dave on our team and look forward to what he will bring to the organization.”

Lens received his B.S. degree in Industrial Technology and Construction Management from the University of Wisconsin-Stout. He is a member of the Associated General Contractors of Minnesota and served as chair of its board of directors. ■

KRAUS-ANDERSON CONSTRUCTION COMPANY (KA) has been selected to build an 8,000-square-foot addition to the North American Bear Center in Ely, Minn. The addition is KA’s third project with the Bear Center. KA built the original Center in 2006.

The new addition will feature a live bear study facility as well as classrooms, offices and nature panorama displays featuring Northwoods scenes. The architect is Grand Rapids, Minn.-based DSGW. The project will begin in October and is expected to be completed in June 2013.

The North American Bear Center (www.bear.org) advances the long-term survival of bears worldwide by replacing misconceptions with scientific facts about bears, their role in ecosystems and their relations with humans. ■



MARK PHILLIPS, former commissioner of the Minnesota Department of Employment and Economic Development (DEED), has returned to

the private sector and to **KRAUS-ANDERSON CONSTRUCTION COMPANY** as director of business development.

Phillips was previously Kraus-Anderson’s director of business development from 2007-2011 before answering the call in January of 2011 to serve Governor Mark Dayton as state DEED commissioner. He has a long and distinguished career in public affairs, governmental affairs, and economic and community development in the state, particularly in northern Minnesota. Phillips served as director of community and economic development at the Iron Range Resources and Rehabilitation Board (IRRRB) under Governor Rudy Perpich; director of corporate relations for Minnesota Power; and vice president for Northeast Ventures/Iron Range Ventures.

“Mark is highly regarded for his strong record of economic development service throughout the state,” said Al Gerhardt, Kraus-Anderson’s COO. “His varied experience in the public sector will serve Kraus-Anderson and our clients well as we continue to pursue and build our public-private collaborations. We’re proud of Mark’s accomplishments and are delighted to have him back with us as our own economic horizons expand.”

A resident of Virginia, Minn. for 30 years, Phillips worked in Duluth for 17 of those years and has a long history of involvement with the University of Minnesota – Duluth (UMD) since earning a degree in business administration in 1973. He was a member of the UMD Corporate Partners group and was the founding chair of the UMD Center for Economic Development Advisory Board. Phillips served on the University of Minnesota Alumni Association National Board, representing the northeastern part of the state. In addition, he has been a member of the Dean’s Business Advisory Council at Labovitz School of Business and Economics since it was formed in 1998.

“I was honored to have the opportunity to serve the public as commissioner, and when I began contemplating my return to the private sector, I naturally reached out to Kraus-Anderson,” said Phillips. “The company and I have a very strong chemistry, and KA’s activities have always set the bar for responsible economic development in our state. I’m thrilled to be back and able to put my experiences

in government to good use in the private sector.” ■

GARY PATRICK, CSI, AIA, RRC, active with CSI (Construction Specifications Institute) since 1997, has become the president of the Minneapolis-St. Paul Chapter of CSI for the CSI fiscal year of 2013 (July 1, 2012 through June 30, 2013).

Mr. Patrick was elected to the Minneapolis-St. Paul CSI Chapter Board of Directors in 2010, and served as a Vice President, prior to that, he was involved in various aspects of the Membership Committee, including being Co-Chair and Chair. Early on in his CSI career, Gary organized and ran the Engineers’ Week initiative for several years, where he and civil and structural engineers would visit local junior and senior high schools explaining engineering professions, demonstrating engineering experiments, and sharing the role and benefits of CSI. Mr. Patrick is involved in the planning of the CSI North Central Region Conference, which will be held in Minneapolis May 16 - 18, 2012.

Gary Patrick has been employed with **INSPEC** since 1977. As an Executive Vice President for Inspec, his responsibilities include overseeing the Roofing Services Departments and the Forensic/Insurance Department for the Minneapolis Office. He supervises approximately 20 employees and he oversees the preparation of roofing construction documents. ■



Numerous mentoring programs around the country regularly match businesses with kids. The varied programs are critically important and often show positive results. But few, if any,

of these initiatives involve top management of the company in an effort to broaden the horizons of at risk students through the world of business. In an ambitious effort to prepare vulnerable children for rewarding careers in the future, Risen Christ Catholic School (RCCS), a 340-student, K-8 grade school located in the Powderhorn Park area of Minneapolis, created an innovative program, Imagine the Possibilities.

The one-of-a-kind program pairs senior managers from about two dozen companies with up to six students in grades 7-8. The business leaders/mentors expressly design a project related to their field to be presented over the course of the school year to their

group of six students. One of the mentors in this year's program is **MEGAN BEAVER**, COO of Fridley, Minn.-based Building Systems Solutions, Inc., which provides facility sound masking systems and emergency warning systems for businesses.

Megan's teaching schedule at RCCS will include classroom instruction and field trips. "I am very excited to design my program around teaching these young people what it takes to build and grow a business," she said. "I hope to provide my students with some tangible insights of what it takes to be a leader and to understand how that will serve them in the workplace."

She received her B.A. in Communications (2007) from Valparaiso University, where she was a member of the Alpha Lambda Chapter of Chi Omega. Megan is now an alumni member of the national fraternity, Chi Omega. She is a member of the Minnesota Construction Association, Association of Women Contractors and Twin Cities Health Care Engineering Association. She lives in Fridley.

In addition to her role in Building Systems Solutions, she also owns her own photography and marketing company, Brighton Marketing LLC., where she provides commercial photography and graphic design services as well as portrait photography work. She is also the co-founder of Business Networking Connection, a networking group for Twin Cities Business leaders.

Ninety-six percent of RCCS's students come from families who are living either at or below the poverty line. Many of these students will become first-generation grade school and high school graduates. Because these students have limited contact with the world of business, the school believes they would benefit from personal interactions with business leaders. Imagine the Possibilities allows experienced executives to contribute their knowledge and leadership to positively influence kids who might otherwise never reach their potential.

"The approach is both innovative and creative. Business executives engage with students on many levels, creating opportunities for developing new insights and gaining knowledge that can influence, inform and enlighten other students," said Fran Rusciano Murnane, RCCS's director of advancement and Imagine the Possibilities program manager.

"Broadening the educational experience of our students provides them with options that can lessen the limitations poverty imposes."

Student participation includes field trips that demonstrate the application of what is learned from each business executive, helping youth understand the importance of their education in preparation for future careers. Funded in part by an inner-city education grant from the GHR Foundation, RCCS's (www.risenchristschool.org) Imagine the Possibilities will result in a myriad of benefits to both students and their mentors.

In the initiative's first year, Imagine the Possibilities received an award for Best Program of the Year from the Minnesota Independent School Forum (MISF) for its academic achievement. To punctuate that success, more than 80 percent of the business executives who participated during the initiative's first year are entering into their third year, committing to recreate their programs and continue to mentor Risen Christ School students.

"The success of the program has exceeded all expectations," said Rusciano Murnane. "But what's as exciting is the commitment by these talented business leaders to return to mentor again, helping to shape the program to maximize the long-term benefits to the students." ■

DORAN COMPANIES announced the hiring of four additional construction superintendents, a project assistant and a project manager to meet the needs of their construction division's expanding presence as a general contractor building commercial projects in the Upper Midwest.



CALVIN HAYES, who worked the last six years with Granite Construction in Southern California, joined Doran Construction as the new project manager in

October. Hayes, a Seattle native, received a Bachelors of Science in Construction Management in 2006 from Arizona State University and earned Master of Business Administration this year from the same school. Hayes and his wife Elizabeth, who is a Minnesota native, are excited to be here, and admittedly, were Vikings fans before they arrived.

The four new construction superintendents and their assignments are as follows:

- John Hackenmueller/The Knoll - Minneapolis
- Mike Kipka/CVS - St. Cloud
- Vic Dudley/River Ridge Apartments - Bismarck
- Rick Berg/.Park Dental - Edina

The new project assistant:

- Stephanie Gallagher ■



KRAUS-ANDERSON CONSTRUCTION COMPANY (KA) has named **DHARMINDER KAUR** as project engineer.

Kaur was the lead engineer for Ergo Form

Consulting in Bangalore, India, where she led a project team on a 60,000-square-foot residential boy's hostel, and worked on a \$1.5 million, one million-square foot commercial IT office complex in Cochin, India. She also served as the design engineer for Total Environment and Building Systems on an \$8 million deluxe apartment complex in Pune, India.

Prior to her new role with Kraus-Anderson, Kaur worked this year as a project intern on KA's Regions Mental Health project in St. Paul.

Kaur received her B.S. in Civil Engineering from Thapar University in Punjab, India and her M.S. in Construction Management from North Dakota State University, Fargo.

Kraus-Anderson has also promoted **HEATHER ROEBER** to assistant project manager. She served as project assistant since 2003, and worked on the new middle/high school in Wadena, Minn. and Gundersen Lutheran Hospital in La Crosse, Wis.

A LEED Green Associate, Roerber received her B.S. degree in Education and Geography from the University of North Dakota, and her Certificate in Construction Management from the University of Washington. ■

Lakeville Mayor Mark Bellows and City Council members will be on hand Sat. Nov. 10th for a grand opening celebration at The Fountains at Hosanna! -- Lakeville's new senior living development that offers independent living, assisted living and memory care services all in one

community. The 93-unit community sits on four acres of the 48-acre campus of Hosanna! Lutheran Church. The Fountains is designed to adapt to each resident's changing physical and emotional needs.

The Fountains at Hosanna! will consist of 67 independent living and assisted living apartments, 24 memory care apartments and two guest suites. The senior living community will be physically and spiritually connected to the church, with shared amenities offering expanded opportunities for personal interaction among congregants and residents.

"Our highly trained staff help promote a sense of well-being and safety for residents without sacrificing privacy or dignity," said Susan Farr, vice president of business development for Ebenezer Management Services. "Seniors will experience private, individualized care while enjoying daily fellowship with others. We aim to ensure that the community remains a vibrant place for people to live, families to visit and friendships to grow."

The Fountains (www.thefountainsathosanna.com) offers residents a wide range of Life Long Learning programs, intergenerational activities and enriching services help improve mental health, maintain physical strength and increase socializing. From spiritual care and yoga, to painting and music, the Fountains focuses on programming for every interest and stage of life. Its location is also convenient to shopping, medical clinics, professional services, and Twin Cities metro area culture.

The memory care apartments will make use of leading-edge technologies HealthSense, which benchmarks use patterns and predicts behavior through a network of activity sensors throughout the apartment.

Built by **KRAUS-ANDERSON** and designed by Pope Architects of St. Paul, the

Fountains features a dining room, chapel, bank and a guest suite for family visits. Other on-site amenities include a bistro, club room lounge, movie theater (with popcorn!), beauty salon and barbershop, fitness center, wellness programs, and spa with massage, nail and skin care. ■



KRAUS-ANDERSON CONSTRUCTION COMPANY has named **JOHN ROGOZ** as vice president of finance and controller. He succeeds **TOM LUUKKONEN**, who is retiring.

Rogoz previously served as financial manager based in Kansas City for Turner Construction. He earned his B.S. in Business Administration from Saint Louis University and his M.S. in Taxation from Fontbonne College. Rogoz is a certified management accountant (CMA) and certified construction industry financial professional (CCIFP). He currently serves as vice chairman of the Institute of Certified Construction Industry Financial Professionals. Rogoz is also a past president of the Kansas City Chapter of the Construction Financial Management Association and a member of the Institute of Management Accountants. ■



TROY STUTZ, project manager for **KRAUS-ANDERSON CONSTRUCTION COMPANY** has earned the designation of Certified Healthcare Constructor (CHC) by

the American Hospital Association (AHA). The CHC is a national credential that distinguishes an individual as being among the elite in the healthcare construction.

According to Elaine Mrzlak, manager of the AHA Certification Center, Stutz satisfied eligibility requirements including a rigorous assessment of mastery of a well-defined body of professional knowledge.

Stutz is one of KA's leading healthcare project managers with extensive experience building medical facilities. A 25-year industry veteran, he has managed both inpatient and outpatient care facilities. Some of the major projects he has managed include: the 123,000-square-foot Sioux Center Community Hospital, Sioux Center, Iowa, and the 160,000-square-foot Physicians Hospital of Murrieta Professional Office Building, Murrieta, Calif. He has also managed projects for District One Hospital, Faribault, Minn.; Spencer Hospital, Spencer, Iowa; Santa Fe Medical Building, Merriam, Kan.; New River Medical Center, Monticello, Minn.; and Fairview Southdale Hospital, Edina, Minn.

Stutz received his B.S. in Business Administration and Construction Management from Minnesota State University, Mankato. He is LEED accredited professional and holds an ASHE Healthcare Construction certificate. Stutz is a member of the International Facility Management Association (IFMA) and American Society for Healthcare Engineers (ASHE).

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