



Elder-Jones
GENERAL CONTRACTOR

Summer 2020

Construction Communicator

President's Corner Silver Linings

As President of Elder-Jones, a husband, and a father, I often have a lot on my mind. As everyone does. My thinking is often focused on typical but important things. How can we improve our service to customers? How can we improve our employees' experience here at Elder-Jones? How do we evolve and diversify our client base? Over time we have done an exceptional job putting solutions to these questions. But I still sometimes wonder. Where will our new work come from? Are our employees happy? What can we do better? I'm also constantly balancing work life and personal life. My kids are 15 and 12, and I don't know where the time went. Have I spent enough time with them? Am I doing all the things I should while they are still young? Do I travel too much? How can I fit in that vacation I want to take them on? Who is going to take them to their sports and dance and school functions? Do I spend enough time with my wife? It goes on and on. There's always something, whether work or personal, and it never ends. After years of working towards solutions to all these questions, and bettering the necessary balance one needs in life, I thought I had it all figured out. Things were good, both work and home life seemed just right. Everything felt perfect...And then...Seemingly out of nowhere there was a new question

that I had never given one second of thought. How am I going to manage all of this through all the unknowns of a global pandemic!?

When I was a project manager, my least favorite occasions dealt with the

unknowns. There were those weeks when I had a project that was set to turn over to the client, but there was still critical work yet to be completed. Those days go by very slowly. I would wonder if our sub-

contractors were sending adequate manpower. I would wonder how we would get all the work done that was necessary to pass the next day's inspections. I would wait for that phone call to let me know we passed our final inspections, sometimes just hours or minutes before store operations was set to show up. Those days made me uncomfortable, because I just didn't know for certain what the outcome would be. Those days also made me a better project manager, because I realized I didn't want to be put in those situations very often. The discomfort made me improve my process so I could manage the next project better. In the early days of the Covid-19 outbreak, things were changing fast yet there was optimism it would be short-lived. Now it is clear this situation will go on much longer than originally hoped. It is going to be a long ride deep into the depths of the unknown. As a company we will take whatever lessons we can from this situation and continue to improve our process.

Right now I'm concerned for our customers. It is an understatement to say they have been negatively impacted by the economic downturn as a result of Covid-19. I'm concerned for our employees. I want to do everything I can to make sure they continue to have a place to work. Even more importantly, I want to make sure our employees and cus-



Justin Elder
President

Elder-Jones, Inc. is headquartered in Bloomington, MN, and provides nationwide general contracting services to 49 states, Puerto Rico and Canada. Our Bloomington office also serves as headquarters to our associated companies: Elder-Jones Building Permit Service, Inc and Elder-Jones of Canada, Ltd. Elder-Jones is a proud member of the following organizations:



Providing Uncompromised Service Since 1971

President's Corner Continued on pg. 2

President's Corner Continued...

tomers stay healthy, and that their families stay healthy. I'm concerned for my own family. I'm concerned about their well-being and the effects that the current pandemic routine will have on them. But back to my last question: How am I going to manage all this through the uncertainty of a global pandemic? I certainly don't claim to have all the answers right now, but I'm confident things will work out.

Why such confidence? Because it's not just me. Every person here at Elder-Jones has dug in and helped out with a myriad of tasks and processes and projects outside their norm. We were prepared to immediately shift to a remote work environment, and it went without a single glitch. From day one we were able to put protocols and processes in place to protect our employees and their families, our customers, and our vendors. We were able to do that effi-

ciently and effectively because we have continually evolved to improve and be better. We didn't know it was coming, but we were ready for it. We are ready for the difficult challenges this will bring, even with all the unknowns. I'm as proud as ever of our team, and I know we will succeed.

These are hard times, of that there is no doubt. Our company has been negatively affected just like so many others. But I hope you can all take some time to enjoy the silver linings. I've been able to spend quality time with my family that I would have never otherwise had. I know my kids better now than I did before, and that's been a real gift. Whether it's time with family, friends, pets, or just more time to yourself, I hope you've all been able to find some gifts in the midst of all the unknowns.

Philz Coffee & Verve Wine Projects in Chicago



Philz Coffee project completed.

During the summer of 2019, Elder-Jones was invited to participate in the expansion of Philz Coffee into the Chicago market. They selected us to build them a new street front location within Lincoln Common, a new

mixed-use development on North Lincoln Avenue. It was certainly a challenging build! As the very first tenant to occupy the space, we needed to pour a new concrete floor. Excavation of the hard-packed clay for the many plumbing lines and electrical conduits was a priority, and then pouring the floor, in order to bring in lifts for the high work. Due to the densely populated area, deliveries of materials had to be coordinated well ahead of time as all materials needed to unload from the street. Once the process was underway, the remainder of construction went smooth. A webcam was set up so that the shop's construction team could follow the progress from their headquarters in California. The coffee shop opened with long lines out the door and down the street. This project was another success for Elder-Jones!

While underway with the Philz Coffee project, we were engaged by Verve Wine to help develop and build out a space within the same development. Verve Wine's new loca-



Verve Wine project under construction.

tion will offer wine retail sales, tasting experiences, and dining. The big challenge to this project was that a new fitness center occupied the spaces adjacent and below Verve. The portion below consisted of locker rooms and

showers. Because the showers have new ceramic tile ceilings our team had no access to the underside of the structural concrete floor. So, another way of installing the many waste pipes and floor sinks below Verve's kitchen floor had to be found. We suggested constructing the kitchen and restrooms on a raised floor, and after considerable engineering and coordination, a permit was granted to commence construction in this way. The challenges don't end there! Due to the dense layout of the surrounding buildings and a parking garage underneath the front entry, a very large crane and a closure of busy North Lincoln Avenue will be required to hoist the abundance of rooftop equipment that the restaurant will require. Elder-Jones superintendent Wally Meyer and project manager Jay Saterbak led the Philz project, and they are now well underway with Verve Wine. Zach Gurholt is providing project coordination. A fall 2020 opening is planned, and two more successful Elder-Jones projects will be completed!

2020 CEM900, COVID EDITION

The 2020 Merchants Bank Christian Elder Memorial 900 (CEM900) bike ride took place May 23-31. This was the 15th annual CEM900, a 900-kilometer bicycle ride raising money for Kids 'N Kinship, a local Minnesota-based youth mentorship program. This year's ride raised over \$35,000 with all proceeds directly benefiting Kids 'N Kinship. On a normal year, the ride takes place on paved roads and trails all throughout Minnesota. The riders spend the nights of the ride camping near the cycling route, and spend a minimum of 3 days riding for 300 kilometers each. Of course, this was no normal year. This year's group of 11 riders still wanted to participate and raise funds, so an alternate plan was put in place. The riders could ride individually on any route of their choice and bank their miles over the course of the 9 days. This worked out great, as many of the riders were working from home and could take off on their bikes at their own leisure. The group stayed connected with each other over a text thread and social media, and it was great to see the enthusiasm and participation of all, despite the circumstances.

Elder-Jones has been a supporter of the CEM900 since the first ride back in 2006. Our employees participate in a number of ways as riders, fundraisers, ride support, and



Support Driver Matt Stepanek and CEM 900 riders Kyle Swartout, John Konrad, and Justin Elder enjoying lunch.

logistical staff. There's more to organizing an event like this than just the riders getting on their bikes! We would also like to send a special thanks to our longtime partner Merchants Bank. Merchants Bank has been the primary sponsor of the ride since 2006, and we are grateful for their longtime support of the ride and its mission of supporting youth throughout our local communities.

Elder-Jones' Annual Meeting Focuses On Safety



Elder-Jones office and field staff enjoy some go kart racing.

Elder-Jones' superintendents traveled from all parts of the United States in January to arrive in Minneapolis for the annual company meeting. The primary focus of the meeting this year was on jobsite safety. Accidents and injuries are top concerns in construction work. We want to ensure

that safety is as important as keeping the schedule and hitting milestones. The goal of the meeting was to start to change the perception of safety and all the requirements that go along with it and assure that safety is ALWAYS the primary emphasis on our projects. New safety programs and procedures were highlighted at the event, and Lari Kippen with OSHA Environmental Compliance Systems provided an insightful presentation on the benefits of a safety culture in any organization.

Both days of training were concluded with team building activities. A bowling tournament one evening and a one-hour go-kart team endurance race the next. Both events were extremely competitive, though everyone ended up having a lot of good-natured fun. As always, it is such a pleasure to have our entire team together, even if just for a couple days. Elder-Jones has so many wonderful employees working all throughout the country, and it is a pleasure to host them here in our home state of Minnesota.

Get to Know Elder-Jones

We think it is important to know who you're working with, so we are once again taking the time to "get to know" a few of Elder-Jones' finest.



Cindy Higgins

IT Manager

Cindy is entering her 19th year at Elder-Jones and is the IT Manager. Her primary responsibilities include managing the IT infrastructure, security, databases, and most everything that is technology related. Cindy grew up in St. Paul and attended school from kindergarten through college in St. Paul. And except for the last 17 years, she's lived in St. Paul! She and her husband, Roy, currently live in Mendota Heights with their two Dobermans, Sadie Mae and Bentley, and their very old cat, Ricky. Most of Cindy's free time is spent at the lake where she enjoys boating, fishing, and bonfires. Along with that, her interests lie in natural habitat gardening. She's started making habitats that are friends to bees, butterflies, and hummingbirds, with a goal of eventually becoming a monarch weigh station. Cindy is also a huge Vikings fan, but is known to watch football for an entire Sunday!

Bill McKnabb

Field Superintendent

Bill started as a field superintendent with Elder-Jones in January of 2019. He has primarily worked on Apple projects but is currently about to wrap-up a Spectrum project in Kentucky. One of his favorite projects was a Lovesac space we did at the Macy's on 34th street in NYC. His favorite and most challenging Apple project was the video wall we did in Scottsdale, Arizona. Seeing the finished product was rewarding as it was a 12 foot tall, 25 foot wide, free standing video wall, wrapped in mirrored stainless steel! Bill grew up in Southwest Missouri and attended the same school all 12 years. Most of his classmates also attended all 12 years and they still are friends. After high school, Bill attended Missouri State University and then spent 30 years working in operations management for a vendor for Walmart. Bill currently lives in Marion, South Carolina, with his wife, Lucretia. Between them, they have 5 kids, 8 grandchildren, and will soon have their second great grandchild. In their spare time, they like traveling and exploring new areas and also riding their motorcycle. Bill is a member of the Red Knights motorcycle club and the Legion Riders with the American Legion. Bill was a volunteer firefighter with the Ozark Fire Protection District for over 15 years.





Lisa Huston

Assistant Controller

Lisa is Elder-Jones' Assistant Controller and started with Elder-Jones in September of 2019. Her primary responsibilities are GL accounting, tax filing, assisting with processing payroll, and backing up other team members when they are out of the office. Lisa grew up in Fridley, Minnesota, but graduated from Columbia Heights. She was a later-in-life college student, deciding to go back to college on her 40th birthday and her graduation ceremony took place on her 48th birthday! She received a BS in Accounting from Metropolitan State University. Lisa has lived in the same house in Apple Valley, Minnesota, for 25 years with her husband, Lance, their youngest son, Oliver (22), and their crazy Vizsla, Hoover. They also have an older son, Alex (25), who lives in Savage. Lisa is pretty crazy about riding her motorcycle, a Suzuki SV650. She did not start riding until she was 49, but it has become a passion of hers. Lisa and her husband also enjoy daily walks with Hoover (even in the middle of winter), rollerblading in the summer, and cross country skiing in the winter.

Troy Williams

Field Superintendent

Troy has been a field superintendent with Elder-Jones for over 20 years. Some of his primary projects include Ulta, Sephora, Spectrum, and Finish Line. But one of his favorite projects was the Foliage Medical Building in Apple Valley, Minnesota, because it was a ground-up project, which is something different than he normally does. Troy grew up in Isanti, Minnesota, and attended high school in Cambridge. He currently resides in Princeton, Minnesota, and enjoys boating, fishing, spending time with his kids, and tinkering in the garage. One thing you may not know about Troy is that he's done 10 sprint triathlons!



Elder-Jones Across the Nation

Recently completed projects from around the country.



Lululemon, San Mateo, CA

Superintendent: Garry Burton

Project Manager: Greg Lucivansky



Abercrombie Kids, Bloomington, MN

Superintendent: Marvin Bontrager

Project Manager: Brandon Kylo



Parachute, Washington, DC

Superintendent: Keith Barton

Project Manager: Greg Lucivansky



Lululemon, Austin, TX

Superintendent: Garry Burton

Project Manager: Brandon Kylo



Lovesac, Lynwood, WA

Superintendent: Floyd Johnson

Project Manager: Ryan Callahan



ULTA, St. Cloud, MN

Superintendent: Troy Williams

Project Manager: Greg Lucivansky

New Roles within E-J and SMC

There have been some exciting new opportunities for a few of our employees over the course of the past few months.



Travis Yorek

Travis Yorek was recently promoted to Vice President of Operations for Elder-Jones' sister company, Shrader & Martinez Construction. Travis has always been one to go after every opportunity with enthusiasm, and though it meant relocating to Arizona, this case was no different. Travis has served in roles as an assistant project manager, director of business development, and project manager since he first started with Elder-Jones over 20 years ago. Travis has always been a valuable part of our team, and we could not be more excited to add him as an integral part of management at Shrader & Martinez.

Greg Lucivansky

Greg Lucivansky was recently promoted to Director of Construction Operations here at Elder-Jones. Greg's new role will have a foundation built around managing our jobsite safety and quality control assurance programs, as well as business development. Greg has held positions as an assistant project manager as well as project manager in his nearly 15 years at Elder-Jones. Greg has built many wonderful relationships with his clients and puts his all into every single project to assure they exceed expectations. We are confident he is going to make a tremendous impact in his new role with the company.



Mike Gunderson

Mike Gunderson has recently been promoted to Vice President of Finance for both Elder-Jones and Shrader & Martinez. Mike will oversee the accounting departments and overall financial accounting for both companies. Mike has been the controller at Elder-Jones since May of 2019 and made a positive impact since his first day on the job. Mike has been an important part of continuing to merge Shrader & Martinez into Elder-Jones' systems and procedures. His leadership and analysis during these recent pandemic months have been invaluable, and we are proud to have him as an important part of the Elder-Jones and Shrader & Martinez family.

Elder-Jones, Inc. Contacts:

Justin Elder

President

justin@elderjones.com

952-345-6069

Brian Perkkio

Vice President of Operations

brian@elderjones.com

952-345-6030

Greg Lucivansky

Director of Construction Operations

gregl@elderjones.com

952-345-6058

Brie Gunderson

Director of Marketing

brie@elderjones.com

952-345-6028

General Information

Elder-Jones, Inc.

1120 E. 80th Street, Suite 211

Bloomington, MN 55420-1463

Phone: 952-854-2854

Fax: 952-854-2703

www.elderjones.com

Let's Get Social!
Connect with us!



https://twitter.com/elder_jones_gc



<https://www.linkedin.com/company/elder-jones-inc/>

The *Construction Communicator* is a publication for and about Elder-Jones employees, clients & friends. Comments and suggestions are welcome: brie@elderjones.com.

Please read and recycle.

Elder-Jones Completes New Parachute Store



Beautiful recently completed Parachute store in Brooklyn, New York.