



Elder-Jones
GENERAL CONTRACTOR

Construction Communicator

FALL 2022



President's Corner

WHAT ARE WE BUSY ABOUT?

Henry David Thoreau once said, "It's not enough to be busy, so are the ants. But what are we busy about?" 2022 has certainly been different than any year I can remember here at Elder-Jones. Looking at it from an outsider's perspective, one might wonder if it could get any better. For repeat readers, you may remember my prediction in the winter 2021 edition of this fine publication that we could set a record for revenues in 2022. Well, boom! We have in fact surpassed our company record high for volume of work, and as I write this it's only October. There are still two and a half months to go, and we keep adding to it! Our bottom line will follow suit nicely, and again, from the outside one would think all is well. What I've already explained would meet many people's simple criteria for how to measure the success of a company. Measure #1; the company is growing. To be growing we must be delivering quality projects, as our customers keep coming back. Measure #2; profitability. We are going to be profitable.

Profits add to the stability of the company, allow employees to be rewarded for their hard work, and allow us to invest in new people and products to grow and create opportunity. And the cycle goes on.

There reaches a point, however, when the work can in fact become too much. We get too busy, even if we are busy about the right things. We've rarely if ever experienced this sort of conundrum for such a sustained amount of time, until now. Growing too fast can outpace personnel capacity. To go along with the record growth, a crazy brew of external and challenging industry factors has resulted in difficult projects, long weeks, and at times employees who are busy juggling far too many plates.

When I was trying to figure out how to write about all this, I did an internet search for 'measures of success of a business.' I already knew what the results would say, but I still wanted to see exactly what came up. The results were all similar, with most sites listing growth, revenue, cash flow, and profitability in some order as the first four measures of success. Employee happiness and job satisfaction were always near the bottom of the list. To me, this should be at the top of the list every time as success measure #1. As a

business owner, how can you personally feel successful if your people are not finding a proper work/life balance? That's the part that feels different this year. This balance has shifted off kilter for many. I know our employees enjoy working here, however the circumstances around how fast our work has compounded combined with so many external factors in the marketplace have led to too many projects that stacked up together, not allowing our people a moment to catch their breath. At a project level, the results have continued to be outstanding, even amidst this chaos. Our people have dedicated themselves to delivering on every project, no matter the overwhelming challenges.

Despite the labor shortage and material delays within our industry, we're already working to make things better and assure

Continued on next page

WHO ARE WE

Elder-Jones, Inc. is headquartered in Bloomington, Minnesota, and provides nationwide general contracting services in 49 states, Puerto Rico, and Canada.

Our Bloomington office also serves as headquarters to our associated companies: Elder-Jones Building Permit Service and Elder-Jones Construction of Canada, ULC.

Providing Uncompromised Service Since 1971

President's Corner, Continued

Continued from first page

that we continue to set ourselves up to be successful by any measure. Adding additional resources to our team is a top priority going forward. One measure of success is not only learning from mistakes but then being able to move forward and act on implementing change and improvements. We're fully committed to taking what we've learned in 2022 and assuring that we have the proper resources to keep a balance that is sustainable and, of course, successful. I've always been confident we provide support and an excellent place to work for all our people, and it's going to get even better. We've been busy this year, and no doubt we've been busy about all the right things. Thank you to every Elder-Jones employee for a year of outstanding dedication. ~Justin Elder, President

MSU Scholarship Awarded

Each year, Elder-Jones provides a scholarship to a student in the Construction Management program at Minnesota State University, Mankato. We have had a long relationship with MSU, and we are so proud to be able to reward a deserving student who is enthused about dedicating themselves to our industry. This year's recipient is Hailey Schwieger, a senior from Shakopee, Minnesota. We wanted everyone to get to know Hailey in a short Q & A. Congratulations Hailey and we wish you all the best in your senior year and beyond!

What are you involved in at MSU? I love to stay involved in as many things as possible. My freshman year at MSU, I co-founded a new student organization, The Construction Management Women's Association (CMWA), and have served as the President of that organization the last 3 years. I am also involved in the Construction Management Student Association (CMSA) as an executive board member. I participate in the South Central MN ACE (Architecture, Construction, Engineering) High School Mentorship Program as a Mentor-in-Training. I compete on three construction competition teams: The Minnesota Construct'ium Pursuit Competition (placed 1st out of 7 universities), The National Association of Home Builders Competition – NAHB (placed 5th nationally), and The National Roofer Competition (placed 4th nationally).

What got you interested in construction? I sort of grew up around construction. My mom started her own home furniture staging company and I would go with her to the job sites and plan out furniture layouts. I always thought it was interesting driving to her projects as they were in residential developments so we would drive past each stage of construction simply by going through the neighborhood. Then around 2008, my parents started a house flipping business where I then saw the stages of construction in reverse (tearing apart a house and building it back again) as well as gained some hands on experience.

What do you hope to do with your degree? This one is a bit harder as I have a ton of goals and dreams as to what I can use my degree for.

I am greatly fortunate to be obtaining a degree in something that I am truly passionate about and that excites me. In short, I am highly interested in becoming a project manager for commercial construction particularly the multi-family/senior housing sectors. I am also interested in following in my parents footsteps and remodeling homes some day. I would also like to use my degree to inspire younger generations to pursue the same degree/career and join the awesome industry that I will soon be a part of!

Anything else you'd like to add? I would like to thank Elder-Jones again for the generous scholarship. With it, I was able to focus less on working to pay for school and rather take full advantage of every opportunity college provides. I look forward to staying in touch with you all.



Sara Elder, Hailey Schwieger & Justin Elder

Employee News



We are pleased to announce that longtime employee Kelli Jerstad returned to the Elder-Jones team this past February. Kelli worked as an assistant project manager as well as the estimating department manager from 1995-2016 before leaving to pursue other opportunities. Fortunately the timing could not have worked out better for her return, and she is once again working in the role of estimating de-

partment manager. Kelli brings a wealth of construction and business knowledge and is a vital part of our team. Among many other things, she provides direction, guidance, and support to our group of assistant project managers, as well as assures that every project that comes in to bid is provided with the necessary resources. We certainly missed her presence here at the office for the few years she was gone, and we are so happy to welcome her back!

Zach Gurholt has been promoted to the position of project manager. Zach was an assistant project manager



for over three years, and certainly proved he has the skills to be a successful project manager. Zach is a steadfast employee with a great attitude, and in his first few months as project manager, he has already completed projects for ULTA Beauty, F45 Studios, Affordable Dentures, and Staples. Plus he got married! Congratulations Zach!

Alo Yoga Project in Palo Alto

Elder-Jones started working with Alo Yoga in 2021 and has since completed five projects with them. The recently completed store in Palo Alto, California, is a very high-profile space with a significant exterior storefront in the Stanford Shopping Center. The curved design of the storefront makes it very unique, and also critical that the team got it perfect so it would align with pre-made custom rift white oak wood trims, custom folding lanai doors, and curved storefront glass.

The common challenges facing construction projects these days were also no exception for this project. The team faced labor shortages and delays from subcontractors with too much work on their schedules, as well as long lead times for specialty materials needed, making scheduling a challenge. Jobsite superintendent Thomas Darby did a fantastic job coordinating with all trades, vendors, and owner reps to keep the job moving and on schedule. His hard work, dedication, and long hours were vital to the successful completion of this beautiful new space.



Get to Know Elder-Jones

It is important to know who you're working with, so we are once again helping you "get to know" a few of Elder-Jones' finest.



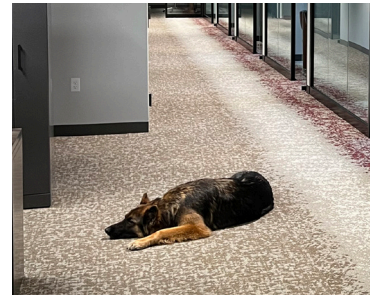
MATT HUHNER – ASSISTANT PROJECT MANAGER

Since June of 2021 Matt has been an assistant project manager at Elder-Jones. His favorite projects so far have been those that require a high degree of planning and collaboration with our superintendents. He primarily works on Spectrum, HH Retail, and Apple projects.

Matt originally went to Iowa State University to study journalism, got his degree, and started working in marketing. Then during COVID he decided to make a career change, looking to work in a more fulfilling industry, and started taking classes for a new degree in construction management. Matt grew up in Apple Valley, Minnesota, and now lives in Maplewood, Minnesota, with his fiancé Alaina and German Shephard, Jax. Jax accompanies Matt regularly to work and everyone at the Elder-Jones office loves

him. Matt says Jax's favorite day of the week is when he comes into the office and he knows who has treats and makes his rounds each time.

Outside of work and school, Matt enjoys watching all Minnesota sports and recently developed an obsession with Formula 1. But his favorite thing to do is to cook for his friends and family. He and Alaina will be getting married in Alexandria, Minnesota, on 7/7/23.



Jax hanging out by Matt's desk

JONATHAN EARLEY – FIELD SUPERINTENDENT

Jonathan started in February of 2020 as a junior superintendent and, after training under Jeff Welch, has been promoted to a superintendent. Jonathan has worked on Spectrum, Sephora, Van Leeuwen Ice Cream, and T-Mobile jobs. Van Leeuwen has been his favorite project so far because it was a little different than the jobs he typically works on, and he got to enjoy some amazing ice cream as an added bonus!

Jonathan grew up in Mesquite, Texas, just outside of Dallas, and has lived there most of his life. He started working for his dad's construction company right out of high school and that is where he got his start in this industry. In his free time, Jonathan enjoys spending time with his amazing wife, Skyler, and wild Corgi, O'Malley. He also enjoys playing video games and loves watching football. Go Cowboys!





PAYTON OESTREICH – ASSISTANT PROJECT MANAGER

Payton has been an assistant project manager at Elder-Jones since May of 2021. He works primarily with Alo Yoga, Garage, and Parachute, but his favorite project was the Amazon 4-Star store at the Rosedale Mall in Roseville, Minnesota, because he was able to see the project from start to finish and visit the jobsite often.

Payton grew up in Excelsior, Minnesota, with his parents, brother, and twin sister, and still lives there now. He attended Minnesota State University, Mankato, where he earned his degree in construction management. Outside of work, he enjoys outdoor activities and spending time with his friends and family.

SHAWN KELLY – FIELD SUPERINTENDENT

Since September of 2021 Shawn has worked for Elder-Jones as a field superintendent. He has worked on jobs for Connect Hearing, Lovesac, and Old Navy. Shawn started working in construction when he was in high school, working weekends and summers as a laborer starting at 16 years old. After he graduated he got into commercial construction, spent a little time working on custom homes, and then made his way back to commercial.

Shawn grew up in Shelton, Washington, and currently lives in Rhode Island. He once got to work on a project at Gillette Stadium and was able to meet the Patriots team and owner, Robert Kraft. He said that was a very cool experience as a Patriots fan! In his free time, he likes to go camping and fishing. Anything outdoors!



Elder-Jones Across the Nation

Recently completed projects from around the country.



ANN SACKS Nashville, TN

Superintendent: Mark Larreau | Project Manager: Colton Remakel



ALO YOGA Oakbrook, IL

Superintendent: Joey Skubak | Project Manager: Jason Ash



OLD NAVY Louisville, KY

Superintendent: Darrell Autry | Project Manager: John Lundebrek



PARACHUTE HOME Nashville, TN

Superintendent: Danny Wright | Project Manager: Jason Ash



LOVESAC Emeryville, CA

Superintendent: Shawn Kelly | Project Manager: Ryan Callahan



GARAGE Dallas, TX

Superintendent: Scott Riley | Project Manager: Jason Ash



GOLF GALAXY Englewood, CO
 Superintendent: Rich Carlton | Project Manager: Chris Bonello



OLD NAVY Heath, OH
 Superintendent: Johnny Johnson | Project Manager: John Lundebrek



ALO YOGA Skokie, IL
 Superintendent: Nick Maresca | Project Manager: Jason Ash



SEPHORA AT KOHL'S Lake Worth, TX
 Superintendent: Jonathan Earley | Project Manager: Chris Bonello



ULTA Grand Forks, ND
 Superintendent: Keith Kersey | Project Manager: Zach Gurholt



BEST BUY Appleton, WI
 Superintendent: Troy Williams | Project Manager: Drew Hirsch

10th Annual E-J Golf Scramble

Most of the Elder-Jones office team was able to get away recently to enjoy an absolutely beautiful fall afternoon on the links for our 10th Annual E-J Golf Scramble! Teams enjoyed 9 holes of best ball together at Lost Spur Golf & Event Center, followed by dinner and prizes for the winning team, longest putt, longest drive, and closest to pin!



The winning team! Drew Hirsch, Payton Oestreich, Colton Remakel & Brie Gunderson



Kelli Jerstad, Mike Gunderson, Zach Gurholt & Mason Bender



Lisa Huston, Tristin Sao, Matt Huhner & Justin Elder



Kristi Wiederholt, Nathaniel Mlinar, Brian Perkkio & Doug Gurholt



Greg Lucivansky, Chris Bonello, Ann Gurholt & Jake Murphy

Elder-Jones Contacts:

JUSTIN ELDER

President

justin@elderjones.com

952-345-6069

BRIAN PERKKIO

Vice President of Operations

brian@elderjones.com

952-345-6030

GREG LUCIVANSKY

Vice President of Project Development

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

www.elderjones.com

LET'S GET SOCIAL! CONNECT WITH US!



www.twitter.com/elder_jones_gc



www.linkedin.com/company/elder-jones-inc/



Elder-Jones
GENERAL CONTRACTOR