



President's Corner

SHERRY'S DEVOTION

Every company goes through a life cycle. It might start in one place and end up in another, somewhere along the way finding a niche that becomes the focus of the business. Such was the case with Elder-Jones, as a startup in 1971 building or remodeling anything and taking any work that was available. Somewhere in the company's adolescence in the 1980s, the focus narrowed to nationwide retail work. The formative years at the company are a story in and of itself, one that can be told another time.

In the mid to late 1980s and through the 1990s is when Elder-Jones really hit its stride as a leader in nationwide retail construction. The company transformed and grew rapidly into the functional core of what it is today. During this time, I was just a kid whose father was front and center growing this company. He traveled all the time, attended meetings, and often worked hours well past 5pm and on the weekends. The point of my story isn't

to say he wasn't present for me; nothing could be further from the truth. But he was gone a lot, and the story I actually want to share is that of my mom, Sherry Elder. She passed away this past October, and as I was brainstorming on what to write for this column, I could think of nothing better than sharing her important role in the growth of the company. No, she didn't work at the office often, and the only time she was seen on a jobsite was when she was invited to the grand opening. But the role she did have was as crucial as any employee. She was fully devoted to my dad and supported his entrepreneurial endeavors to grow this company into a successful business where people love to work.

From my vantage as a child and later a teen, she never wavered in supporting my dad or the company. I was quite a bit younger than my siblings, and it was often just me and her spending time together when Dad was traveling, coming home late, or working on the weekends. She would be busy driving me to school functions, sporting events, and working hard to ensure all the responsibilities of managing the family were taken care of. She was a fantastic mom, a wonderful wife to my dad, and was as fully devoted to my dad's success and the success of this company as anyone. She loved being a part of it all, and

she was proud of every milestone Elder-Jones hit. Many of the employees here over the years became some of her best friends.

John Elder (my dad) was president here at Elder-Jones for over 30 years, and he wanted to share a few of his own words about her contributions to the company. In John's words: *"Sherry's contribution to Elder-Jones has probably never been fully recognized, as her role was always seamlessly serving in a supporting role. In the company's early development, she handled many of our household and family duties so I could feel comfortable attending to the company and frequently traveling as we evolved into a national business. Sherry was often my 'sounding board,' listening to concerns I had, sometimes sharing thoughts or advice,*

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WHO ARE WE

Elder-Jones, Inc. has offices in Bloomington, Minnesota, and Sedona, Arizona, 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. Our Sedona office serves as headquarters to our maintenance division: RRAM Services.

President's Corner, Continued

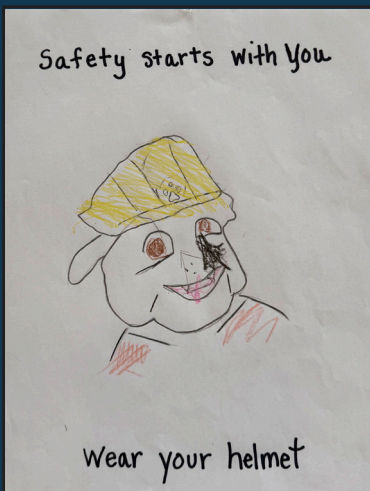
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and always offering encouragement. When the company experienced a financial downturn in 1991, Sherry joined the office staff, handling reception desk/switchboard duties for a year without compensation—doing all she could to help out. Sherry was usually at my side at conventions and industry events, where together we greeted and talked with clients, architects, and developers' agents. She was a perfect Elder-Jones representative; a good listener and always pleasant to visit with. Together, we not only contributed to important client relationships, but we also built lasting friendships. And a big plus—industry functions were far more enjoyable when I had my best friend there with me.”

Most people outside this business can never fully appreciate the lightning-fast pace of our niche in the construction world and all that comes with it; the stress that accompanies hard deadlines, long weeks on the road or in the air, constant design changes, and many long days and weeks where we're always on the clock. The people who can appreciate this are our personal support staff, also known as our families. They make sacrifices on our behalf, applying extra effort in other areas of life so that we can be successful and have the time and freedom to manage our projects and business the right way, and to do work we are proud of. These family members don't go unrecognized, and they are crucial to the success and the support of this business and our employees. My mom was a genuine role model for this, filling the gaps at home to the point I thought as a kid, there's no way anyone has a better life than me. She would be proud and hold great admiration for all the others in these roles that continue to make their families feel the same way I did. Thank you, Mom. And thank you to all of you that support your loved ones at Elder-Jones. ~Justin Elder, President

2025 Safety Poster Contest

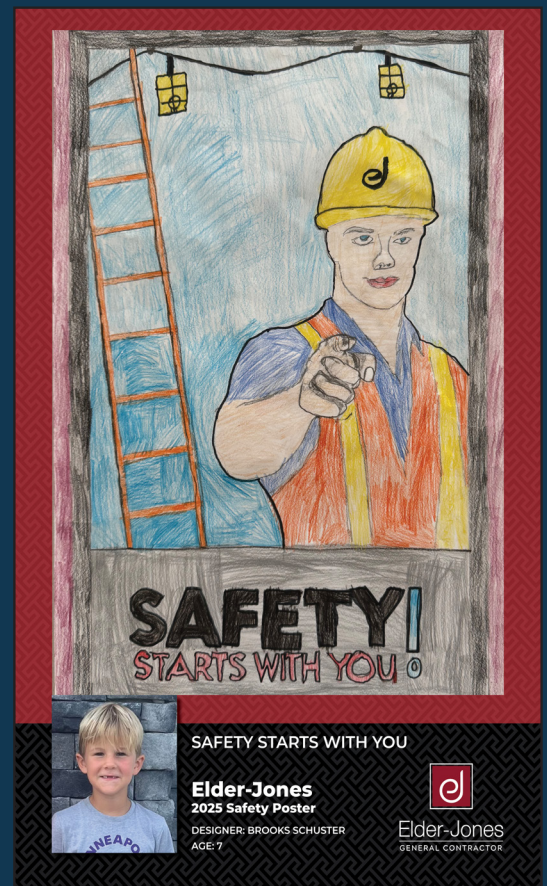
This year's safety poster contest grand prize winner is 7-year-old Brooks Schuster, son of Elder-Jones' VP of Project Management, Trevor Schuster. Brooks' winning design is a great display of this year's theme "Safety Starts With You" and will be displayed on every Elder-Jones jobsite to emphasize the importance of keeping our projects safe and free from accidents. Thank you to all those who participated in this year's contest! We received many fantastic entries in each age group, including the other age group winners below.



Garrett Ahern, age 4
1st place winner, age group 4-6



Nora Ritchie, age 12
1st place winner, age group 10-12



Brooks Schuster, age 7
Grand prize winner & 1st place winner, age group 7-9

Elder-Jones Company Meeting

Elder-Jones recently hosted its biennial company meeting at the Sheraton Hotel here in Bloomington, Minnesota. We typically host a meeting every other January, with a focus around our superintendents. This year's event was especially important, as it was the first time for our RRAM employees as well as those on the construction team from our Sedona office to be in attendance. It was a fantastic weekend, and a great chance for many of our employees to meet for the first time.

We also had an excellent contingent of superintendents from all over the country, some coming to Minnesota for the first time. The focus of these meetings centers around training and team building, and most importantly that everyone leaves the meeting feeling like they learned things that will help them both with their jobs and in their lives. Company president Justin Elder also gave a state of the company address, giving a good overview of where the company has been and a vision for where we're going in the future.

Much of the meeting was focused on jobsite safety with more time spent on recurring issues we see on our sites and how to prevent them from happening. Elder-Jones' Safety Manager John Louderback gave a presentation on company-specific safety processes, rules, and procedures. Samantha Pofert with

OSHA & Environmental Compliance Systems (OECS), our safety consulting firm, gave a training seminar with an overview of new OSHA standards as well as information surrounding common safety pitfalls seen on our specific jobsites. Our safety day also included Aaron Dean, a construction law attorney with Moss & Barnett, with a presentation titled "What to Do When OSHA Arrives on Your Jobsite." Aaron does a fantastic job giving step-by-step guidance on navigating the OSHA inspection process.

The weekend also included first aid & CPR training, a happy hour and tour at the Elder-Jones office, roundtable discussions, and a night out at a local arcade and eatery. Finally, the weekend was capped with an employee awards dinner back at the Sheraton.

It was wonderful to see everyone spend time getting to know one another, as well as gaining knowledge and training that will make us all better at what we do.



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.



GRANT MARTINSON – ASSISTANT PROJECT MANAGER

Grant is an assistant project manager at Elder-Jones and has been in that role since December of 2022. He works exclusively on Apple projects. His favorite project is the Apple store in Bellevue, Washington. That store is in Bellevue Square, a very high-end mall in a wealthy area. They have very high standards, and it was extremely important to have everybody on the same page. Grant enjoyed the challenge and also how it was one of the first projects that he was a part of from the bidding process through completion, which really helped him gain an understanding of how important the set-up process is.

Grant grew up in Apple Valley, Minnesota, and now lives in St. Paul, Minnesota, in the Highland Park neighborhood. He was homeschooled with his four siblings up until 10th grade before he finally convinced his parents to let him attend Eastview High School. Some of his favorite activities while there were playing baseball and being part of Development Psychology, which involved going to local middle schools and teaching kids about family, school, and avoiding drugs and other harmful issues. That's why when he went to Bethel University he wanted to be a social studies teacher and a coach. However, he ended up changing career paths and couldn't be happier with where he is now! In his free time, Grant enjoys going on walks with his fiancée in their neighborhood, watching reality TV, volunteer coaching, and hanging out with friends. He enjoys running the E-J fantasy football league and organizing the E-J softball team. He is also very excited to spend more time up north at cabins this year. And this year is also getting married!

JEREMIAH MATSON – FIELD SUPERINTENDENT

Jeremiah has been a field superintendent for Elder-Jones for over 13 years. His favorite projects have been for Tilly's and Lovesac because they have a lot of detail and high-end finishes, which makes the job interesting and fun to build. In the past few years, he has been working primarily on Apple store projects.

Jeremiah was born and raised in Racine, Wisconsin, where he graduated from Horlick High School. He still resides in Racine. He's been married for 19 years and has two children. His daughter is a sophomore at University of Alabama and his son is a sophomore in high school. They have two dogs, a Red Fox Lab and a Silver Lab.



In his free time, Jeremiah loves to golf as much as he can. And when he gets home, he enjoys spending time with family and drinking good bourbon with friends. He also enjoys camping and mountain biking when he can.



RYAN LYNCH – PROJECT MANAGER

Ryan has been a project manager with Elder-Jones (and formerly Shrader & Martinez Construction) since January of 2019. He works primarily on Amazon, Pandora, and Apple projects. His favorite project so far has been one for Amazon, which was a long-term project that covered many aspects of construction. After turning over the distribution center, the team then worked on installing carports for the vans and roughing in electrical vehicle chargers in the new parking lot for the site.

Ryan grew up in Houston, Texas, and attended College Park High School in the Woodlands, Texas. He graduated with a construction management degree from Northern Michigan University. Ryan currently lives in Cottonwood, Arizona, and is engaged to be married. He

has two dogs, an English Mastiff name Laylah and a five-month-old German Shepard named Kona. In his free time, Ryan likes to hunt, shoot archery, hike, ski, and travel. He also enjoys cooking and trying new restaurants when he travels.

JOEY SKUBAK – FIELD SUPERINTENDENT

Since June of 2021 Joey has been a field superintendent for Elder-Jones, working primarily on Buckle jobs. He has really enjoyed getting familiar with the Buckle stores. Joey also worked on a Parachute store, and enjoyed that because of all the arches involved in the construction of that space, making the framing and design interesting.

Joey grew up in Chicago, Illinois, and moved to Florida at the start of junior high, and then back to Illinois after his senior year of high school. Joey's dad was a general contractor, so he grew up leaning toward this work.

Joey still resides in Illinois, in Schaumburg, a suburb of Chicago. In his spare time he enjoys fishing, slot car racing with his buddies, and makes it a point to target shoot every year with his good friend in Alabama. When he's in Florida he loves to get out on the boat!



Elder-Jones Across the Nation

Recently completed projects from around the country.



VAN LEEUWEN Westport, CT
Superintendent: Dean Schrage
Project Manager: Chris Bonello
Assistant Project Manager: Jake Murphy



JD SPORTS Syracuse, NY
Superintendents: Bob Bailey & Bob Coon
Project Manager: Ryan Callahan
Assistant Project Manager: Rory Pennaz



ALO YOGA Orange Village, OH
Superintendent: Nick Maresca
Project Manager: Jason Ash
Assistant Project Manager: Ron Finch



PANDORA Gretna, NE
Superintendent: Nick Maresca
Project Manager: Ryan Lynch
Assistant Project Manager: Zach Wester



ULTA BEAUTY Laramie, WY
Superintendent: Blake Drescher
Project Manager: Zach Gurholt



COCOMELON PLAYDATE Bloomington, MN
Superintendent: Wade Arms
Project Manager: Matt Huhner



GARAGE San Diego, CA
 Superintendents: Terry Stull & Donny Herpel
 Project Manager: Drew Hirsch
 Assistant Project Manager: Bennett Baillargeon



APPLE Beavercreek, OH
 Superintendents: Jeremiah Matson & Jason Santiago
 Project Manager: Colton Remakel
 Assistant Project Manager: Grant Martinson



PUBLIC LANDS Woodbury, MN
 Superintendent: Troy Williams
 Project Manager: Chris Bonello
 Assistant Project Manager: Jake Murphy



CONSUMER CELLULAR Albuquerque, NM
 Superintendent: Danny Wright
 Project Manager: John Lundebrek
 Assistant Project Manager: Mason Bender



XFINITY Schaumburg, IL
 Superintendent: Scott Sparks
 Project Manager: Nathaniel Mlinar



GOLDEN GOOSE Cabazon, CA
 Superintendent: Bob Coon
 Project Manager: Nick Pavletic
 Assistant Project Manager: Zach Wester

Annual Construction Scholarship

Each year, Elder-Jones provides a scholarship to a student in the Construction Management program at Minnesota State University, Mankato. We have a long-standing relationship with the construction department at MSU, as nearly half of our project managers and assistant project managers are MSU alumni. In a normal summer, we are also hosting an MSU intern. It gives great satisfaction to know we are rewarding a deserving student in the department with this scholarship. This year's recipient is Jaiden Watson. Here's a short Q & A to help everyone put a face to the name, and to give our recipient an extra pat on the back. Congratulations Jaiden, we wish you the best for the remainder of your time at MSU and beyond!

Where are you from and what year are you at MSU?

I'm from Forest Lake, Minnesota. I'm a senior in the Construction Management department and am expecting to graduate in May of 2025.

What got you interested in the Construction Management program?

I came into school undecided but thinking about civil engineering. I wasn't sure if it was right for me. In one of my meetings with my advisor, he suggested I check out Construction Management since I had some past experience. I helped my dad with the construction of a temporary food service building at the Minnesota State Fair, and I really enjoyed it. I've loved being a part of the Construction Management program; it has been the right fit for me.

What is your proudest accomplishment?

Upcoming graduation from MSU and being hired by a local construction company!

What do you hope to do with your degree?

I'm hoping to become a project manager. I'd really like to work on sports stadiums at some point in my career. I'd like to work for a growing company and climb the ladder!

Anything else you'd like to add?

I'm incredibly thankful for being selected as the recipient of this scholarship. I'm excited to be a part of this awesome industry.



*2025 scholarship winner,
Jaiden Watson*

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