



The Alaska Contractor

Publication of the Associated General Contractors of Alaska

Winter 2020

www.agcak.org



SENIOR LIVING

Communal living spaces adapt to folks who don't feel "old"

Page 44

ROUNABOUT RESEARCH

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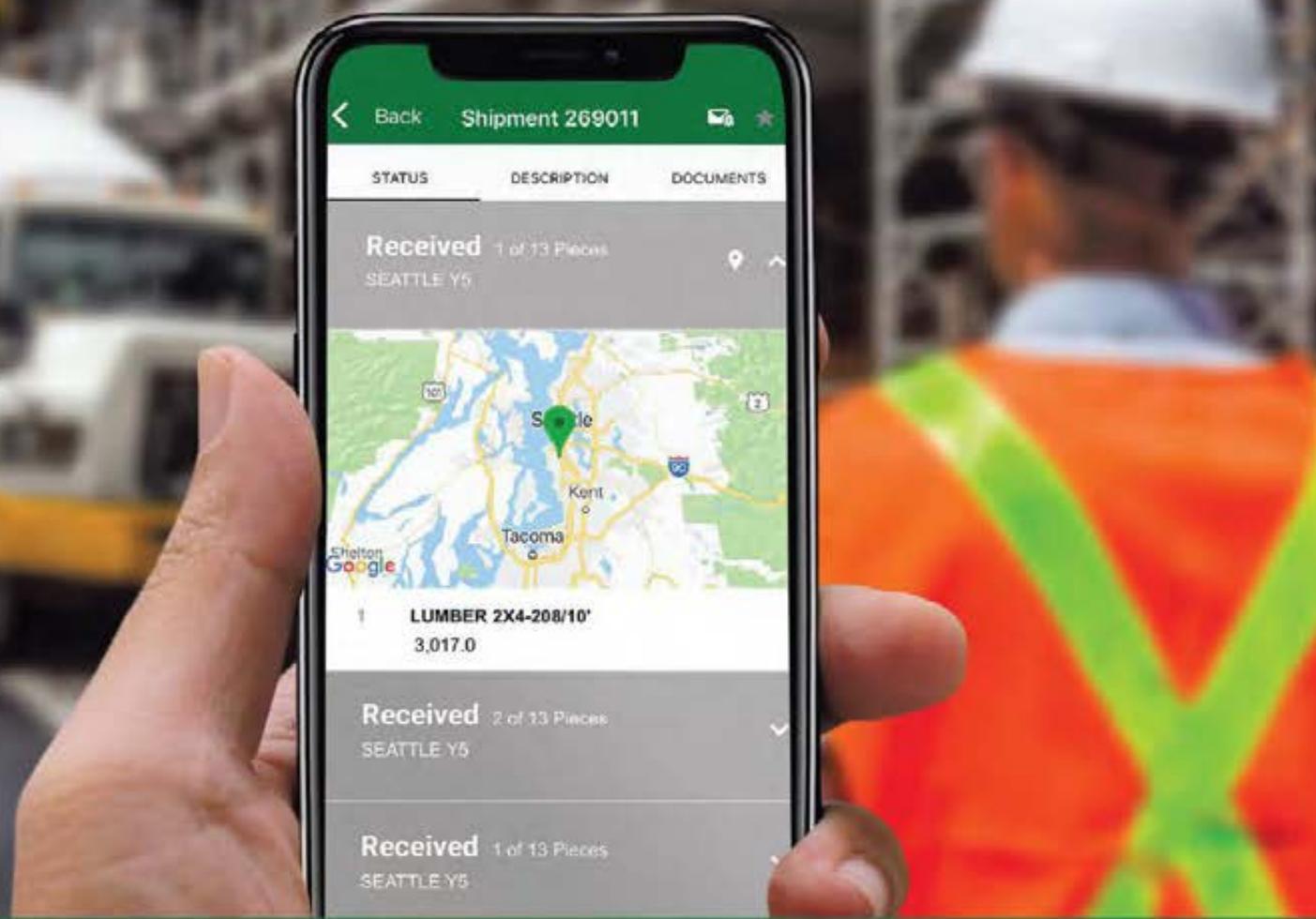
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AGC CONFERENCE

Annual gathering full of info, awards, festivities

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We also congratulate Richard Green for receiving the Hard Hat Award. Richard worked tirelessly throughout his career to represent SBS among our colleagues and the AGC. He is the third SBS employee to receive this prestigious award along with Traci Johnson and Stan Smith. Traci and Richard accepted the 50 Year Award on behalf of SBS.

We would like to thank the AGC for putting on an incredible event and to all those who attended.

Photos Courtesy of AGC/Azimuth Adventure Photography



CONGRATULATIONS!

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Winter 2020

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WINNING BIDS



Note: Winning Bids and Construction Trends

- 1) Source from projects advertised in the AGC of Alaska Bulletin
- 2) Calculations based on date of bid
- 3) Supply/Service; Non-Construction bid results are not always advertised in the bulletin
- 4) RFP results are not always advertised in the bulletin

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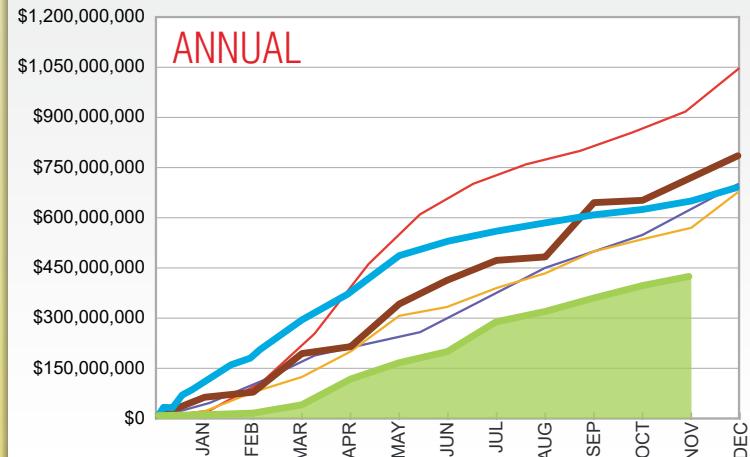
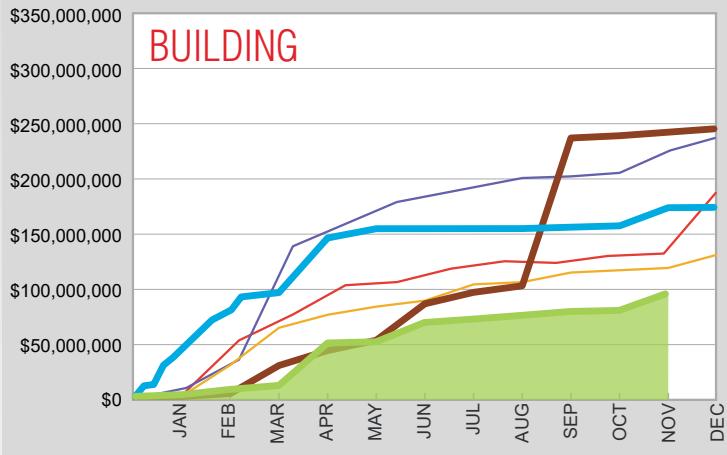
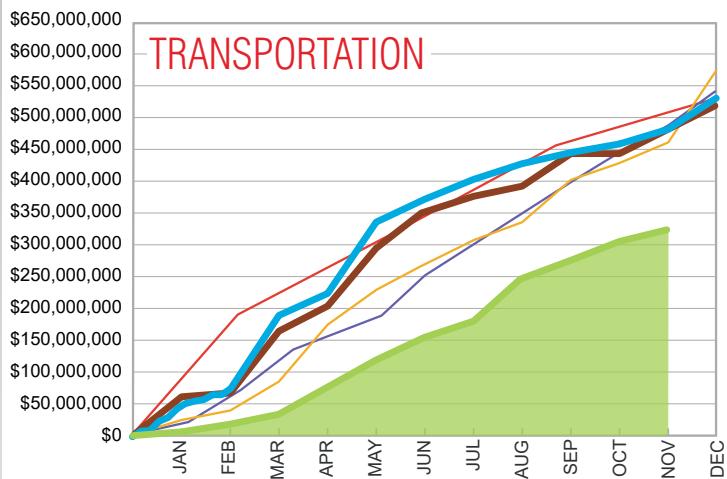
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PRESIDENT'S MESSAGE



No time to be shy when self-promoting our success in communities, schools, social media

Advocacy: *The act or process of supporting a cause or proposal.* This is one of AGC's key tenets. When it comes to regulations, legislation and internal relations with our industry, we do an excellent job at that.

This is not enough though. I sit here today with a positive outlook for the future, but I am frustrated with the state of our industry — or more how it is perceived. The industry has lost its arrogance, or maybe we just stoically keep it to ourselves. We need to do a better job of self-promoting. This industry has a lot to brag about. Hard work and integrity are rewarded every day. I have seen numerous companies start with an individual, turn into a family and then pass the company on to the next generation.

As construction contractors, we provide top-tier careers with average wages well above middle-class, and I would argue a large percentage are in the upper-class category. We create the infrastructure for society. Without us taking the risk to build what people need — under budget and for the lowest price — we would not have the society we have today.

For Alaska AGC, this advocacy is two-fold: There is the voice of the construction industry with the general public, and there is the promotion of our industry to the upcoming generations to see the opportunities we see every day.

In my dealings with the general public and politicians, there is a great disconnect, and I would say in some instances a contempt and a lack of respect toward the construction industry. It is our job to change this. AGC has a good start on this, but I would challenge us, our committees and members to do more. We need a formal process and a

opportunities currently available to the unskilled individual looking for a career, they are not exactly turning people away at the door. Considering that most starting wages in our industry are double the minimum wage, you would think we would be turning people away. We are not, and we must take a hard look at ourselves as to why that is.

Considering that most starting wages in our industry are double the minimum wage, you would think we would be turning people away. We are not, and we must take a hard look at ourselves as to why that is.

plan to be a more active presence on social media platforms, along with self-promotion at the legacy media level with advertising and press releases. I would hesitate to call this a marketing campaign, as I think this needs to be an integral part of AGC's ongoing mission of advocacy that will carry on past my presidency. I will be looking to the members for ideas, media and projects to promote and for their participation as we lay out this road map to expand our influence in our communities.

The other side of this advocacy coin is the promotion of our industry to the upcoming generations. While there are several training

Years ago, AGC was active in the elementary schools and high schools. We need to be again. What that looks like, I do not know today, but I will be tasking the Education, Training, and Workforce Development Committee with that project. In conjunction with our public advocacy, we also need to focus on promoting careers in our industry. Our current podcast is one aspect of that. An increased presence on social media, highlighting the individuals in our industry, and encouraging our members to promote their own accomplishments are other aspects.

I would encourage everyone to go to the website <https://buildcalifornia.com>. This is an exciting marketing campaign, and I think it will resonate with the next generation of potential construction workers.

We need to be responsible for our image and our future workforce because, as we all know from our day-to-day work, nobody is going to do it for us. I ask you to get involved, to tell your story and to share the benefits of our industry, what we build and the people we employ. 

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EXECUTIVE DIRECTOR'S MESSAGE

Calling on members from all fields to tackle challenges of our industry

As we begin 2020, it's a perfect time to reflect on the year behind us and the year ahead of us at AGC.

First, I want to take this opportunity to thank past AGC President Cuauhtemoc "Rod" Rodriguez of Coldfoot Environmental and welcome new AGC President Chris Reilly of Rain Proof Roofing. Accepting the role as AGC president is not just a title, it's a major commitment that requires volunteer time, effort and participation. In this issue, you'll read more about the newly elected members of the executive board of directors, proudly serving as leaders of AGC.

I'm grateful for Rod's support and guidance as I navigated my first year as executive director of AGC. It was probably not a fun job for him at times, but he embraced the responsibility and the challenge. Rod was also on my hiring and transition team, and my first impression of him was lasting and accurate: thoughtful and reserved while he listened to others, clear and with conviction when he had something to say. It's been a pleasure to witness his leadership grow and influence our association during its 70th year. Rod's dedication to AGC is truly remarkable, and I look forward to his continued participation and enthusiasm as we begin this next chapter.

At the recent AGC fall conference, newly elected AGC President Chris Reilly made some keynote remarks that resonated with many in the audience. He spoke about the image of the industry and taking pride, publicly, in the work we do and jobs we create. Improving the image of the construction industry is just one step in addressing our workforce challenges, and it's going to require help from AGC members across the board. The numbers paint a troubling reality

and echo Chris' concerns: 78% of construction firms nationwide struggle to find qualified workers to hire.

Alongside AGC, groups like the Construction Industry Progress Fund are working hard to rebrand the construction industry in Alaska. They have also commissioned a report on the economic impact of Alaska's construction industry, which will be released at the end of January.

With gratitude, we look forward to another year of building Alaska together.

Last quarter, AGC of Alaska worked with a coalition lead by the state Department of Commerce, Community and Economic Development to aggressively combat the disconnect between workplace learning programs for high school students, awareness of the programs, and misconceptions surrounding liability and responsibility of the contractor. These efforts will make it easier to expose students to high-paying construction careers and offer the kind of basic skills that make them employable. Additionally, AGC of America is pushing Congress and the administration to double funding over the coming decade for career and technical education programs that have been gutted by years of disinvestment. Workforce development is a major priority for AGC, and we look forward to sharing with you more initiatives to steer the future in a positive direction.



ALICIA SIIRA
Executive Director

We have much to look forward to in 2020. Our legislative priorities have been set, based on input from the membership at our fall conference, endorsed by our Legislative Affairs Committee and approved by the executive board of directors. We encourage you to join us at our annual Juneau Fly-In in early February, when we gather as an industry to deliver our priorities to the Alaska State Legislature.

In March, we invite members to attend the national AGC Annual Convention, which will be held in conjunction with CONEXPO in Las Vegas. The national convention provides contractors of all sizes the opportunity to gain business-critical insights into the issues affecting their operations.

As always, there are many local AGC events in Anchorage and Fairbanks, including mixers, online plans training, new member orientations and more. Please join us and invite others from your business and potential members.

In closing, I want to extend a special thanks to the AGC members who renewed their membership for 2020. We appreciate that you chose to continue supporting the great work that board presidents like Rod and Chris, past and current board members, AGC committees and staff before us have done. It matters to us that you see the value in your membership and that you continue to participate and advance our mission to advocate, educate and promote the construction industry in Alaska. With gratitude, we look forward to another year of building Alaska together.

GET INFORMED

Conference coverage: Page 16
Meet your new AGC leaders: Page 28

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AGC OF ALASKA

HOSTS 2019 ANNUAL C



26

Warm receptions, cool topics as colleagues meet for flurry of information, recognition and fun

While the modern construction season never really ends, it pauses for a moment in November long enough for AGC of Alaska members to get together and celebrate the season that has passed, learn how to improve their business and leadership skills going into the coming year and to let loose and relax — even if just for an evening or two.

The conference, held Nov. 6-9 at the Hotel Captain Cook in Anchorage, kicked off with presentations from the U.S. Department of Defense about military projects in Alaska and the Alaska Department of Transportation & Public Facilities about upcoming projects at the state level.

AGC members were invited to delve deeper into all the benefits that come with membership in the organization, from comprehensive healthcare and 401k plans to members-only benefits available on AGC's website. Rick Van Nieuwenhuyse of Trilogy Metals Inc. gave a comprehensive update of efforts to develop the Ambler mining district, and Brian Horner discussed how companies can prevent falls on jobsites. Attendees learned about better financial practices to help analyze project costs and alternative funding methods that might be available for some projects. Recruiting talent, managing contract risks, conflict avoidance and tools to measure employee morale were among the topics on tap, along with a two-part panel on

how to use soft skills, or interpersonal skills, to foster richer client interactions and positive relationships.

Keynote speaker Maria Guy discussed what it takes to be a leader worth following and provided a road map for attendees to get there. Christian Muntean of Vantage Consulting helped listeners learn how to develop an exit strategy for selling or passing on their business when it's time to retire.

In a whirl of snowflakes and sparkling light, the four-day event wrapped up with the dinner dance, where the theme was Winter Wonderland. Chicago-based band Final Say sang cold-themed songs while, outside, Anchorage enjoyed an extended fall and temps above freezing. 

CONFERENCE





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EXCELLENCE IN CONSTRUCTION

Challenging projects improve health care, energy use, transportation and more in 2019

Working in Alaska's construction industry is inherently challenging. Job sites might be remote and projects might happen amid weather or other factors that would force delays. Outside, but it's all in a day's work for Alaska contractors. The conditions are difficult, but the payoff — recognition by a group of peers who understand those challenges — can make facing those challenges very rewarding.

The Parker, Smith & Feek Excellence in Construction Awards are one way the Associated General Contractors of Alaska gets to recognize the outstanding work being done in our great state. Companies provide a detailed overview of their chosen projects for each category, and a team of industry professionals gathers to do the difficult work of determining which projects meet the standard of excellence.

Winners — nine of them this year — were announced Nov. 8 at the Parker, Smith & Feek Excellence in Construction awards luncheon during the AGC of Alaska 2019 Annual Conference at the Hotel Captain Cook in Anchorage. Here's a hat-tip to each of the hard-working awardees and to all who entered.



MEETING THE CHALLENGE OF A JOB, UNDER \$5 MILLION — VERTICAL CONSTRUCTION

Contractor: Davis Constructors & Engineers Inc.

Project: Providence Lab Automation

Eight small phases over 3,450 square feet brought Providence Hospital an updated

core laboratory. The remodel was completed on time, within budget and without impact to patient care. Davis took on the challenge to update the existing pharmacy's automated system with a more robust and technologically advanced system that sees continuous 24/7 critical activity, analyzing patient diagnostic needs head on. Partnering with Providence, we gained knowledge from end users on how to reduce or eliminate construction impacts before swinging the first hammer. We adjusted construction activity to accommodate users while coordinating an extensive update in an active behind-the-scenes patient care environment.

"The Davis Constructors team is very honored to receive the 2019 Excellence in Construction Under \$5 Million AGC Award. The Providence Core lab technicians watched the Davis Constructors team surgically renovate their world, small section by small section. Technicians watched as temporary wires extended into an area where crews squeezed their tired tools into a new space to allow their 24/7 analysis to continue. The Davis team built barriers and the lab technicians listened to strange construction noise for weeks until 'Presto!' a new finished area emerged. That then allowed for new automatic analyzing tools to materialize that were installed, adjusted, tested and 'Voila!' no more hand-testing millions of samples. For our clever tradesmen to apply their talents with

minimal disruption and magnificent results, it's truly an honor," said David Sterling, project manager for Davis Constructors & Engineers.



MEETING THE CHALLENGE OF A JOB, BETWEEN \$5 MILLION AND \$15 MILLION — VERTICAL CONSTRUCTION

Contractor: Swalling General Contractors LLC

Project: Rogers Park Elementary School Re-roof and HVAC Upgrades

Swalling General Contractors LLC successfully completed a two-summer roof replacement and heating, ventilation and air conditioning, or HVAC, upgrade project between 2018 and 2019 at Rogers Park Elementary School for the Anchorage School District. Work included 54,000 square feet of EPDM roofing replacement; hazardous materials abatement; installation of new HVAC and hydronic heating systems throughout the school; three rooftop mechanical galleries; interior and exterior lighting; access controls; and architectural casework, paint and mechanical enclosures in all classrooms. The project improved the school's energy efficiency, air and sound quality, and overall occupant comfort. It also extended the useful life of the facility by an estimated 30 years.

"When you go into an older facility and you're upgrading things, there are a lot of different site conditions," said Swalling co-owner Brian Van Abel. "To be able to tackle those site conditions and maintain the schedule, it was challenging. It took a lot of effort and coordination on our part with the subcontractors and a lot of communication between the design team and the owner."

"It's always nice to win an award for a project that you've done."



MEETING THE CHALLENGE OF A JOB, OVER \$15 MILLION — VERTICAL CONSTRUCTION

Contractor: Neeser Construction Inc.

Project: Dr. Katherine & Dr. Kevin Gottlieb Building & Parking Structure

The Katherine & Kevin Gottlieb Building provides a single location for Southcentral Foundation's children's dental and orthodontic services, obstetrics and gynecology, gynecologic oncology, and child and family developmental services. Centered within the Alaska Native Medical Center campus, the building has an attached parking structure and skybridge. The design is inspired by SCF's dedication to whole-person wellness, as well as the nearby Chugach Mountains. Views, natural materials and color palettes, and bold patterning guided the design of the KKGB building. Unique design features throughout were made possible through the close collaboration of the entire design-build and SCF team.

"Neeser Construction is honored to receive the AGC Excellence in Construction award for this outstanding design-build project. The design team's fundamental principles of communicating, planning and coordination through design and construction were key to the project's success," said Heather Sottosanti, proposal coordinator for Neeser Construction.



MEETING THE CHALLENGE OF A JOB, UNDER \$5 MILLION — TRANSPORTATION, MARINE, HEAVY, EARTHMOVING

Contractor: Brice Inc.

Project: ARRC Bridge 147.5 Replace Pony Truss with Through Plate Girder

The Alaska Railroad has a plan to replace old bridge spans that have outlived their design life with higher capacity bridge spans. This \$4.4 million project was to remove seven spans of this bridge on the Palmer Flats over the north channel of the Knik River, shorten the bridge 246 feet at the north end with gravel railbed and install five new spans during the winter. The project included welding, concrete work, pipe and sheet pile driving, ground thawing, earthwork and crane picks over 200 tons, with no road access.

"In Alaska, all of Brice Incorporated's projects — as well as those of other contractors — have their unique challenges for the staff and craft to solve together," said Bryce Erickson, Brice's project manager. "That is what makes this award such an honor, to receive special recognition for the team effort on this project, amongst the dozens of similar-sized projects throughout the state."



MEETING THE CHALLENGE OF A JOB, BETWEEN \$5 MILLION AND \$15 MILLION — TRANSPORTATION, MARINE, HEAVY, EARTHMOVING

Contractor: Swalling General Contractors LLC

Project: Alaska Railroad Bridge 370.7 Pier Replacement CM/GC

Swalling General Contractors LLC completed the Alaska Railroad Bridge 370.7 Pier Replacement over the Nenana River in Ferry, Alaska, using the construction manager/general contractor project delivery method. Swalling provided extensive design-assist services during a 12-month pre-construction phase, followed by two winter construction phases. Work included installing four 7-foot-6-inch-diameter, concrete-filled, drilled casings 104 feet in the ground below the river; lifting the 400-ton bridge to replace eight bridge bearings; demolishing the existing concrete pier foundation; and installing new cast-in-place concrete pier supports — all while maintaining rail traffic. Swalling self-performed 65% of the project, which was completed on time and within good manufacturing practices.

"That was a really cool project to be a part of. It had a little bit of everything we do as a company in it," said Swalling co-owner and project manager Brian Van Abel. "A lot of the project was done in the winter — we're talking about a really harsh environment and dealing with extremes. And the two summer seasons we were there, we were subject to really high water tables so our work had to adjust to that."

"It is really nice to win (an award) on that — there was a lot of preplanning on that project, and to see it all come to fruition and have it work out the way we planned it, it was really exciting to see that happen," he added.



MEETING THE CHALLENGE OF A JOB, OVER \$15 MILLION — TRANSPORTATION, MARINE, HEAVY, EARTHMOVING

Contractor: Turnagain Marine Construction

Project: Icy Strait Point Berth II

Icy Strait Point Berth II is a design-build project that was driven by the need for additional capacity at Icy Strait Point. The project consisted of the installation of a 500-foot-by-50-foot floating berth, four mooring dolphins, two reaction dolphins, a 160-foot transfer span and a 300-foot-long approach trestle. Turnagain worked well with Icy Strait Point and R&M Consultants to understand the needs of the owner and design an efficient berth to moor Norwegian Cruise Lines Bliss Class Ships. The new berth will increase the capacity of Icy Strait Point and continue to expand economic growth in the region.

"Turnagain is thankful that our partners at Icy Strait Point, Huna Totem and Norwegian Cruise Lines had the vision to make this outstanding development possible," said Jason Davis, president of Turnagain Marine Construction. "Icy Strait Point is the vanguard example of what Alaskans can achieve when committed to developing economic prosperity within their local communities."



EXCELLENCE IN CONSTRUCTION AWARD FOR A SPECIALTY CONTRACTOR — VERTICAL CONSTRUCTION

Contractor: Davis Constructors & Engineers Inc.

Project: LRDR Foundation Pour

The Long Range Discrimination Radar (LRDR) program will construct a new radar site to provide enhanced discrimination and hit assessment of potential targets for Pacific threat trajectories toward Enhanced Homeland Defense capability. For this critical radar array foundation project, Davis Constructors & Engineers Inc. worked as a subcontractor to STG Pacific, installing 400 tons of rebar and placing over 5,800 yards of concrete. Six-hundred-sixty

anchor rods were positioned in anticipation of the pour, which lasted 22 hours. Afterward, 312 concrete samples were taken, and testing gauges were embedded to track curing status.

EXCELLENCE IN CONSTRUCTION AWARD FOR A SPECIALTY CONTRACTOR — TRANSPORTATION, MARINE, HEAVY, EARTHMOVING

Contractor: STG Inc.

Project: Katmai National Park Bridge and Walkway



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Kyle Pitot,
Employee-owner
for 5 years.

A man in a hard hat and safety vest stands in the foreground on the right.

STG Inc. was contracted by the National Park Service to construct a new elevated bridge and walkway over the Brooks River in Katmai National Park. Katmai is home to thousands of protected brown bears that rely on the annual salmon runs up the Brooks River.

From the new elevated bridge and walkway STG built, visitors can now enjoy the scenic beauty of the park from multiple viewing stations along the 1,200-foot structure. Equipped with wildlife (bear) gates on either end, the new elevated bridge and walkway aims to keep visitors safe while improving access to feeding areas for the bears.

"The STG team is honored to receive this award. The project required an incredibly skilled team, and we couldn't be more proud of the hard work and dedication put into making it a great success," said Brennan Walsh, president of STG Inc.



SUSTAINABILITY IN CONSTRUCTION AWARD

Contractor: Davis Constructors & Engineers Inc.

Project: University of Alaska Fairbanks Combined Heat & Power Plant

Completed in late 2018, the \$245 million University of Alaska Combined Heat and Power Plant was constructed to house a coal-fired boiler with a total capacity of 240,000 pounds per hour of steam. The project also includes a 17-megawatt steam turbine from Shin Nippon Machinery with controlled extraction ports for providing low-pressure steam to heat the campus. The new boiler will provide enough heat and power to meet the university's needs for decades. It will use less fuel to produce heat and power, saving millions of dollars annually. The new technology will also greatly decrease regulated emissions.



A photograph of two men in tuxedos. The man on the left is wearing a white hard hat with a logo and is smiling. The man on the right is also smiling. They are holding a large, framed plaque that reads "AMERICAN GENERAL CONTRACTORS OF ALASKA" and "HARD HAT AWARD". The plaque is ornate with a gold seal and text. The background is dark, suggesting an indoor event.

2019 Hard Hat Award: Richard Green

One of the biggest moments of the annual AGC of Alaska conference is the presentation of the Hard Hat Award. The selection is traditionally a well-guarded secret, kept until the moment of the award announcement at the dinner dance, the Saturday evening culmination of the four-day conference. It's usually delivered amid a couple hundred of the recipient's well-dressed and impeccably coiffed colleagues, to rousing applause and a standing ovation.

This year's award was presented to Richard Green, a life board member of AGC and an active member on several AGC committees, including the Legislative Committee and the Fairbanks Task Force.

After the event, Green said the award announcement was a complete surprise. His wife, Nancy-Carol, had helped organize the subterfuge for months, orchestrating with Spenard Builders Supply's Randy Bridwell an early return to Fairbanks from visiting chil-

dren and grandchildren Outside so they could be whisked to Anchorage for the conference. Green had been told his longtime employer, SBS, would be recognized for 50 years of AGC of Alaska membership. While SBS did earn a plaque for 50 years of membership that evening, it wasn't the only reason the Greens were in the audience.

"Halfway through the reading of the plaque, I leaned over and said, 'I think they're talking about me,'" Green said.

He called the dual recognition — of SBS's 50 years of support for the association he had been so involved with and the individual award recognizing his own contributions — a high point of his career.

The Hard Hat Award is AGC of Alaska's most prestigious award. It was established by the chapter to recognize an individual who has demonstrated outstanding contributions to the Alaska construction industry. The selection of a meritorious individual is

a matter of serious consideration, deliberation and evaluation. The awardee must not only possess the qualities of skill, responsibility and integrity but also must have a distinguished record of giving their time and talent for the betterment of the industry and community. Their high moral standards, personal values and dedication to excellence are part of their character. It is a badge of honor to be worn humbly but proudly, as it represents the gratitude of the industry for a lifetime of contributions.

Green became involved with AGC of Alaska in the late 1980s when, at the prompting of his then-boss Stan Smith, employees of SBS were encouraged to get involved in community groups. Green said Smith was involved with AGC, so he followed in his mentor's footsteps and became active in the Fairbanks chapter of the association.

Green has deep roots in Alaska. His great-grandfather was a dentist in Takotna, and his grandfather lived in the Forty-mile mining district. His father met his mother in Ketchikan while skippering a PT boat during World War II. Green attended kindergarten at the Capitol School in Juneau before the family moved to Fairbanks. He built his first home, a small log cabin, at age 19 and found a passion for the construction industry. He was a heavy equipment operator for International Union of Operating Engineers Local 302 working out of the union until vested and then shifting to the lumber business. He started his career of 37 years at SBS in 1981, first as store manager, then in outside sales, moving up to assistant and branch manager roles at the Fairbanks SBS store.

Green didn't limit his volunteer involvement to AGC of Alaska. He has served as a member of the Comprehensive Plan Advisory Committee for the Fairbanks North Star Borough, Awana Club and Alaska Bar Association Fee Arbitration. He was a charter member of the Cold Climate Housing Research Center, serving several years on its board and as an officer. He was an Alaska State Home Builders board member; he served as a charter member and on the board of the Interior Alaska Building Association. Green also worked as part of the Alaska Housing Finance Center Public Advisory Council for Weatherization. He was presi-

dent and chairman of the building committee for Habitat for Humanity and supervised construction of the first five homes it built, all of which were five-star energy rated.

At AGC, Green is frequently found at events such as the golf tournament and bowl-a-thon and was instrumental in helping set up AGC scholarships for students at the University of Alaska Fairbanks.

Green said he was glad to serve and glad to represent SBS at AGC functions.

"There's a big value for the company (in being a member)," he said. "I was very blessed to be able to be an employee of Spenard, so I always had their support for anything that I did, as far as volunteering goes."

Although Green is less active in AGC now that he is retired — he and his wife are focusing on visiting their children and grandchildren and growing peonies and tending bees at their Fairbanks home — he still makes time to attend AGC functions and support when he can. ☑



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Stan Smith Volunteers of the Year

It takes a lot of hands to keep Associated General Contractors of Alaska going, and for every employee working hard to support AGC efforts and run the association's varied and busy schedule of events, there are two (or more) sets of hands volunteering their time, effort and support. AGC of Alaska could not do what it does every year without the support of dedicated volunteers.

At the November AGC of Alaska annual convention, two longtime volunteers were recognized for their ongoing support. Kim Pennington of health insurance provider OneDigital was recognized for her work with the Fairbanks AGC office, and Kelly Layman, senior vice president of Marsh and McLennan's surety department, was recognized for his volunteer efforts in Anchorage.



KELLY LAYMAN

Layman is a longtime AGC volunteer, helping at events for about 17 years. For nearly the past decade, he has co-chaired the Annual Conference Committee with Terri Gunter. He and Gunter help coordinate (and serve on) the various subcommittees that help pull the conference together. Layman said he also volunteers at many of the other AGC events that have become fixtures on the association's annual calendar: casino night, the spring train ride, the chili cook-off.

"I'm always happy to get involved with those networking opportunities. I'm now trying to bring the next generation of volunteers along, both from Marsh and from other companies," he said.

(Continued on Page 26)

HONORING SAFETY

Excellence in Safety Awards recognize best of best practices

Safety on the job is about every worker going home safely, every day. But getting there, especially for Alaska companies working outdoors in challenging environments, is not always a matter of holding safety training sessions and encouraging employees to wear proper safety gear.

It's about building a strong foundation of safe practices, about keeping an open-door policy so workers can alert company leaders to unsafe situations without fear of reprisal and about managers who make it easier for employees to choose the right — and safe — option over the riskier option every time.

AGC of Alaska recognized contractors who have achieved the highest level of safety excellence in their field at the annual ConocoPhillips Excellence in Safety Awards breakfast Nov. 7 during the AGC of Alaska Annual Convention at the Hotel Captain Cook in Anchorage.

The ConocoPhillips Excellence in Safety Awards promote and recognize excellence in safety throughout the construction industry in Alaska. An independent panel of safety professionals reviews applications, with special attention to upper management commitment, worker training, participation of the entire company and unique innovations.

Five outstanding Alaska companies received the ConocoPhillips Excellence in Safety Awards this year. They received stunning Alaska-shaped metal clocks engraved with the name of the award and an image of a crew working on a job. Mel Lange and his team at Dowland-Bach, a custom metal fabrication corporation, produced the individually engraved clocks, working closely with

designer Maria Talasz, president and principal designer at EQUILUX Inc.

Congratulations to all!



EXCELLENCE IN SAFETY - BUILDING DIVISION

Davis Constructors & Engineers Inc.

Davis believes safety starts at the top and is carried down throughout the company's offices and every jobsite. Davis leadership encourages new ideas from all levels of the company because they believe our employees are their best resource. The company is constantly creating, testing and trying new safety procedures, practices and applications. AKOSH Consultation is scheduled to visit all jobsites, and Davis participates in AKOSH's Construction Health & Safety Excellence Program. Davis also encourages subcontractors to participate. Company leaders view OSHA as a partner in their safety program. Alaska creates a construction environment unlike any other. Davis has been able to continuously find ways to evolve with the forever-changing Last Frontier.

"All the companies that submitted award applications have excellent safety programs. In my opinion we are all winners because ours goals are the same: keep our workers safe. Winning the award reinforces that we are

continuing to build our safety program and culture for the safety of our workers," said Kirk Waggoner, safety coordinator for Davis.



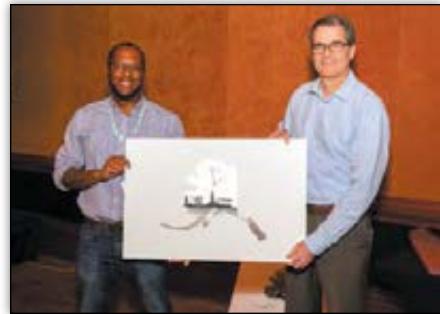
EXCELLENCE IN SAFETY – HEAVY DIVISION

Kiewit Infrastructure West Co.

Kiewit's approach to safety can be summed up by the phrase "Nobody Gets Hurt" which is seen, heard and practiced on every jobsite, every day. Through proper planning and continuous communication, Kiewit believes it can eliminate most safety hazards and prevent damage, injury and loss to its employees, subcontractors, consultants, the public and other project participants.

Managers have a special responsibility when it comes to safety: be actively, openly committed to safety. The company's leaders' level of commitment shows not only in their words but in their actions and through the tools that will create a safe workplace. It is management's responsibility to create an environment where people will do the right thing every time. Kiewit employees and subcontractors work safe and make safety personal because they want to enjoy family, friends and life outside of work.

"We're very proud of our safety programs and the legacy that we have in terms of creating a safe workplace environment," said Pat Harrison, area manager for Kiewit. "We've won the award several times — it's truly an honor to be recognized with an award like this. We never want to have the view that we've arrived from a safety standpoint; it's an ongoing journey to continually get better. But it's really nice to be able to reflect on a year in which everybody went home safe every day — that's our goal."



EXCELLENCE IN SAFETY – SPECIALTY DIVISION

American Marine International

AMI continues to meet the extremely stringent international best practice standards of the Association of Diving Contractors International, the International Marine Contractors Association, the International Oil & Gas Operators and the Diving Safety Work Group in regard to commercial diving, marine vessel emergency repair and for marine construction.

AMI recognizes that its employees are the primary asset of the corporation and is committed to maintaining a safe, secure and healthful work environment. Commitment

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(Continued from Page 24)

Layman said it's vital that the construction industry — like many other industries — bring younger generation workers into spheres of influence to continue the industry and keep it active and relevant.

"It's something we can improve on quite a bit," he said. "There's been a lot more focus on that in the last few years."



KIM PENNINGTON

While Pennington has a somewhat shorter history of volunteer service with AGC, she makes up for it with enthusiasm.

"I just like to help people," said Pennington, who has been a regular at AGC functions for about three years. "I'm very passionate about AGC. I've been doing what I can do, mostly with Fairbanks because it's just one person in their office."

Pennington regularly helps with events such as the Fairbanks casino night, bowl-a-thon and the golf tournament in July.

AGC members might be familiar with Pennington's bubbly persona. OneDigital represents the AGC Health Benefit Trust, and it's Pennington who acts as point person if an AGC member company wants to explore membership in the Health Trust.

Pennington said she was surprised to learn that her volunteer efforts earned her the volunteer-of-the-year designation.

"I never expected that!" she said. "I've put my heart and soul into them up there, so I was really flattered to win."

Pennington said while winning and being presented with an award at the Nov. 9 dinner/dance, was a surprise, it was an even bigger surprise when news of the award went viral at her company, which has nearly 2,000 employees.

"It was very rewarding — I'm very humbled," she said. 

includes developing, maintaining, annual reviewing and continuous improving of the AMI Health, Safety, Security, Environmental & Quality Management System and the Diving Safety Management System.

"I believe this is the third time we've won the award. We are truly humbled to be recognized in this manner. The award is evidence that we're moving in the right direction with our safety program, but we will always work towards continuous improvement," said José Owens, safety and compliance manager for American Marine International.

"Winning these awards makes the efforts tangible; it's a reminder — something visual — by which we can see that the years and the effort has not gone unnoticed, especially in this challenging industry. It's more motivation to keep going and keep innovating. The guys get to see it; our crews, they see that award and it represents that the efforts that they put in and the time they take to analyze a problem and think critically prior to initiating a task is worth it in our efforts to keep one another safe," Owens said.

"Safety is one of the things people look at that used to be seen as just an extra cost of doing business. Now the industry has taken an active role in providing the training and tools that we need and allowing for the extra time that it takes to ensure the projects and tasks that we undertake are well planned and all hazards mitigated to the best of our abilities. There are those actions that we have to halt and modify our approach to ensure the safety of those involved — and that is seen as a smart decision these days, whereas production was the focus years ago. We put our people first, and that's the way that it should be," he added.



EXCELLENCE IN SAFETY - HIGHWAY DIVISION

Granite Construction Co.

Granite believes that establishing individual responsibility and developing a workforce that is more engaged in promoting a safe

work environment has been instrumental in improving its overall safety performance.

Granite has developed a standard of safety participation by supervisors at all levels that they refer to as their Core Safety Commitments. These commitments are designed to ensure that management and supervisory personnel are visible to and provide guidance to employees on a regular basis by participating in daily Take 5 meetings, weekly Tailgate Safety meetings and conducting frequent jobsite visits where they interact with employees and conduct and document safety observations and inspections. These expectations extend to supervisors, from foreman level to the company's chief executive officer.

Corporate executives make frequent visits to Alaska jobs and make a point to participate in job site meetings when here. The company believes its efforts to develop a comprehensive and inclusive safety program has Granite Alaska on the leading edge of safety performance in the state of Alaska. Their goal is to work in a manner that allows every employee to go home every day, injury free.



EXCELLENCE IN SAFETY - INDIVIDUAL

Dean Cagle, Davis Constructors & Engineers

Davis Constructors & Engineers Inc. nominated Dean Cagle for the Individual Excellence in Safety Award. Cagle has been with Davis as a superintendent since 2005, continually providing a safe environment for our crews in the field. Throughout his career, he has demonstrated the ability to send crews home safe every day. Cagle is often asked to work on the most difficult jobs because he brings his "A" game every day. Cagle is a proactive problem solver who refuses to settle for compromise when pursuing the most efficient way to accomplish projects safely, resulting in high quality work. 



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AGC of Alaska relies heavily on member input to steer almost every aspect of its operation. Its primary focus is to advocate for members and for the Alaska construction industry. Members have a hand in how the association is run: They help direct its approach to setting legislative priorities, drive its involvement in the community, provide networking opportunities and enrichment activities for members and coordinate training opportunities, among other efforts. It takes a lot of hands to make the association a diverse and thriving organization.

AGC of Alaska would like to welcome the 2019-2020 executive board and all the members of its board of directors.

Incoming AGC president, Chris Reilly, in remarks at the AGC Dinner/Dance, said he will focus on boosting the status of the construction industry over the coming year and he hopes members will join in the effort.

"If we did not do what we do every day, the world would come to a halt," Reilly said. "Start telling your story, every day."

CHRIS REILLY

**Rain Proof Roofing
President**

Chris Reilly was born and raised in Anchorage attended Roger's Park, Wendler and East High schools, graduating in 1993. From 1993 to 1995, he attended Oregon State University and from 1996 to 1997, Portland State University. Reilly spent summers working in roofing and the construction industry in Anchorage and Portland.

Reilly returned to Alaska in spring 1997 and began working in the field as a laborer for Rain Proof Roofing. He earned journey roofer status and achieved a foreman position during the summer of 1999. In

2000, he moved into the office as a contract administrator and estimator for residential and commercial projects.

In 2007, Reilly became owner of Universal Roofing LLC through 2012. In fall 2012, he returned to work at Rain Proof Roofing managing commercial and remote site projects. He is currently vice president and part owner of Rain Proof Roofing. He is active in the National Roofing Contractors Association and AGC of Alaska. He has three sons: Conner, Parker and Brady.

GARY KLEBS

**KLEBS Mechanical Inc.
Vice president**

Gary Klebs was born in Wisconsin but has called Alaska his home for more than four decades. Klebs started in the construction industry in 1981, working his way up from an entry-level position to general manager. He started KLEBS as a one-man truck and metal fabrication business in 1986. He has been at the helm of KLEBS, leading it forward in growth for the past 26 years to the multi-faceted company that it is today.

Klebs' roots in the industry and education run deep. He is one of the founders of the Associated Builders & Contractors of Alaska. He is also a member and the past president of



the board of directors for the ABC of Alaska. He has a vision for KLEBS to continue to grow and flourish as a family business that reflects the original values of candor, teamwork, ingenuity and integrity that he originally brought to his one-man operation. Under his direction, KLEBS has supported the community through sponsorship of various local athletic teams, including Aces hockey. KLEBS also encourages employees to volunteer.

Klebs is married and has three children: Matt, Mike and Amy. His favorite pastimes outside of growing KLEBS into an industry leader include fishing, time at the cabin with his family and occasionally flying his plane.

SARAH LEFEBVRE

Exclusive Paving Secretary

Sarah Lefebvre was raised in Montana and moved to Alaska as a young military wife. After working in retail, insurance and accounting, she discovered a passion for the construction industry and has now been with Exclusive Paving for 19 years. She has held many roles in the company and was a part owner for five years until the Colaska acquisition.

University Redi-Mix was acquired in 2006, giving Lefebvre expanded experience in construction materials. She serves on the Construction Industry Progress Fund Board and the State of Alaska Worker's Compensation Board; she is also active in the Fairbanks Chamber of Commerce, chairing the Transportation Infrastructure Committee.

She enjoys biking (summer and winter), cross-country skiing, snowmachining, hunting, fishing and anything else outdoors with her two dogs. If not in the kitchen, she's likely to be found behind a book or whatever reading material is within reach.

Lefebvre's son, Brandon, lives in Montana with his wife and children, and her daughter, Jenifer, lives in Fairbanks with her husband.

MARCUS TRIVETTE

Brice Inc. Contractor-at-large

Marcus Trivette was born and raised in Southeast Alaska and moved to Fairbanks to pursue a civil engineering degree from the University of Alaska Fairbanks. During summer breaks he worked for the Brice family, starting in 2004 on remote projects throughout Alaska. After graduation, Trivette continued his employment with Brice Inc., holding positions of project engineer, superintendent and project manager. In 2014, he became the manager of Brice's construction division.

Trivette holds professional registrations as a civil and environmental engineer and serves on the UAF Civil and Environmental Engineering Advisory Board. He is passionate



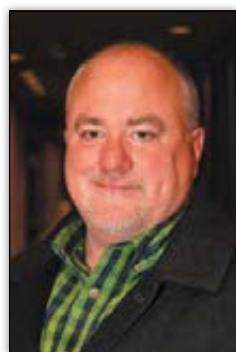
about promoting the construction industry, education and the opportunities the industry affords its workforce.

He continues to call Fairbanks home, along with his wife, Jodee, and their two sons, Owen and Rylan.

BRIAN MIDYETT

STG Pacific LLC Treasurer

Brian Midyett began his career in construction early, working summers with a local contractor in his hometown of Reedsport, Oregon, in the 1980s. After a few years of college, he started an apprenticeship with the Carpenters Union and won the Oregon Apprenticeship Contest upon journeying out in 1992. Midyett represented Oregon later that year at the International Apprentice-



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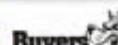
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ship Competition. Armed with confidence, a set of tools and a Journeyman's card, Midyett sailed a small boat he refitted from Portland, Oregon, to Hawaii and hired on with Kiewit, working on building and civil projects while climbing through the ranks to operations manager for the building group.

In 2006, the tug of the ocean and a young family led Midyett back to sailing for a couple years in the Caribbean, traveling as far south as Grenada. In 2008, he returned to the U.S., sold the family boat and moved to Alaska, ending the tropical chapter and starting an Alaska adventure. Midyett returned to work and started with CH2M Hill in their federal design-build group and, later, in program management roles on notable projects including Alaska Stand Alone Pipeline, AK LNG, the Anchorage Port Modernization and the Point Thompson project.

Midyett is currently president of STG Pacific and Brice Builders for the Calista family of companies and is serving his eighth year on the AGC board of directors.

KIRK CURREY

**Construction Machinery Industrial LLC (CMI)
Associate member**

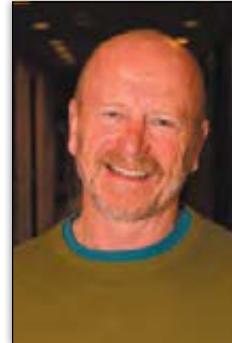
Kirk Currey made his way to Alaska from Almont, Michigan, in 1975 by hitch-hiking 3,800 miles. Within his first week of arriving

in Anchorage, he found a job as a day laborer, then truck driver and operator. In 1975, Currey got his chance to work on the trans-Alaska pipeline.

From 1975 to 1977, Currey ran just about every piece of equipment used on the pipeline for vertical and civil construction through calls from the Operating Engineers 302. Next he worked for McDonald Industries in crane and concrete pump truck sales and rentals and operated rental business in Anchorage and Prudhoe Bay until 1985. For the past 34 years, Currey has been in sales with Construction Machinery Inc. and Construction Machinery Industrial LLC.

Currey loves people and has been a fierce advocate for contractors across Alaska. He has been involved with AGC and the Alaska Mining Association for more than 20 years and has served on the AGC board of directors for eight years.

Currey's two children, Kirk Jr. and Rebecca, are his greatest accomplishments, along with his grandchildren, Grace and Claire. His lovely wife, Carrie, has been a part of his life



for 25 years and is also active with him in the AGC of Alaska community.

CUAUHTEMOC "ROD" RODRIGUEZ

**Coldfoot Environmental Services Inc.
and Red Box Refuse
Immediate past
president**

Cuauh temoc Rodriguez is the owner and president of Coldfoot Environmental, which specializes in hazardous waste removal and building demolition throughout Alaska. Rodriguez also owns Red Box Refuse, which provides waste-hauling services in Anchorage and the Mat-Su.



In 1994, Rodriguez came to Anchorage and was stationed at Joint Base Elmendorf-Richardson, formerly Elmendorf Air Force Base, where he was a contract specialist with the 3rd Contracting Squadron. Upon his separation from the U.S. Air Force, he formed Coldfoot Environmental.

Rodriguez admires small businesses and the challenges they face every day. As a participant in the U.S. Small Business Administration 8(a) Small Disadvantaged Business Program and Department of



Past president reflects on year of service

As a new executive board's year of service begins, AGC of Alaska would like to thank outgoing president Cuauhtemoc "Rod" Rodriguez for the countless hours and hard work he put in over the past year.

Rodriguez attended nearly every AGC committee meeting and event to better understand the goals within AGC and connect with members. He planned and organized the cruise to celebrate AGC's 70th anniversary and passed the hat at various events to raise several thousand dollars for the University of Alaska Anchorage Construction Management Club. He assisted with the smooth transition for incoming AGC executive director Alicia Siira and spear-

headed efforts to audit and incorporate new financial policies and best practices within AGC. He attended meetings with local assembly members when new ordinances that affected the industry were introduced and traveled to Washington, D.C., and Juneau to advocate for industry priorities.

"It was fun, it was ugly ... it was worth it," Rodriguez said at the AGC of Alaska dinner/dance held Nov. 9 at the Hotel Captain Cook. "From the bottom of my heart, it was a great experience and I enjoyed working with everybody. And thank you to my wife, Jessica, and our boys."

Transportation Disadvantage Business Enterprise Program, he remembers all the obstacles he faced building his company. For this, he has been a strong advocate for small business and offers his advice and assistance to many small business as a speaker at many SBA and DOT conferences.

Rodriguez is originally from Chula Vista, California, but now calls Alaska his home. He enjoys traveling with his wife, Jessica, and their three sons, Temo Jr., Enrique and Emiliano. After work, he volunteers with local football and wrestling clubs. Some of his hobbies include fishing, hunting and outdoor sports.

AGC BOARD OF DIRECTORS

In addition to the executive board, dozens of other Alaskans are on the full AGC of Alaska board of directors. Forty-one people in all serve as directors of the association, many of whom work on several committees. We've included the 2019-2020 list of board members, although nine new names were set to be determined at a Dec. 4 meeting. If you see a name you recognize, tell them thank you for their service.

Committee member	Title	Representing organization
Chris Reilly	President	Rain Proof Roofing
Gary Klebs	Vice president	KLEBS Mechanical Inc.
Sarah Lefebvre	Secretary	Exclusive Paving
Brian Midgett	Treasurer	STG Pacific LLC
Marcus Trivette	Contractor-at-large	Brice Inc.
Kirk Currey	Associate member	Construction Machinery Industrial LLC (CMI)
Cuauhemoc Rodriguez	Immediate past president	Coldfoot Environmental Services Inc.
Luke Blomfield		Davis Constructors & Engineers Inc.
Sean Hickel		Roger Hickel Contracting Inc.
Derek Betts		Granite Construction Co.
Jeff Miller		Cruz Construction Inc.
Ron Pichler		Denali Drilling Inc.
Brennan Walsh		STG Inc.
Chrys Fleming		Alcan Electrical & Engineering Inc.
Steve Rowe		Swalling General Contractors LLC
David Shahnazarian		American Marine Corp.
Mike Davis		GHEMM Company Inc.
Heather Sottosanti		Neeser Construction Inc.
George Tipner		Orion Marine Contractors Inc.
Ron Smith		AK Constructors LLC
Mike T. Gould		Excel Construction Inc.
Dave Johnson		Anchorage Sand & Gravel Co.
Scott Vierra		N C Machinery Co.
Kirstie Gray		Gray Services LLC
Lynne Seville		Parker, Smith & Feek Inc.
Stacy Tomuro		First National Bank Alaska
Aaron Bartel		B.C. Excavating LLC
Regina Daniels		Davis Block & Concrete
Dan Hall		Knik Construction Co.
Saigen Harris		F & W Construction Co. Inc.
Carrie Jokiel		ChemTrack Alaska Inc.
Chad Wilson	Construction Leadership Council Representative	Spennard Builders Supply

WHY AGC?

Relationships. Networking. A Voice in the Industry.

These and many other benefits of AGC membership can be yours whether you are a general contractor, a specialty contractor or you do related work for the construction industry.

Here is what our members say about the reasons to join one of Alaska's leading associations.



Gary Klebs

KLEBS Mechanical Inc.

I believe anyone who is in construction, or is associated with construction, has a responsibility to advocate for the industry — whether it is politics, apprenticeship training, technical training or educating the population. AGC offers a way for individuals through their member companies to become involved and advance its member-driven agenda. AGC also provides a great way to expand individual knowledge through networking with others during the numerous AGC-sponsored events. Why AGC? ... Maybe it's as simple as this: Being a member will bring a smile to your face.



David Shahnazarian

American Marine International

Our industry is built upon strong relationships between many individuals in a wide array of industries. We are dependent upon one another to successfully complete projects and to continually push ourselves to raise the bar on performance and safety. This is exactly what AGC stands for. AGC provides the necessary tools for our company to be involved with the community and to continue to build upon these valuable relationships within the construction industry. As an AGC member, I receive many beneficial resources such as Online

Plans for finding the next project to bid, weekly training, knowledge on the future of the industry and phenomenal networking opportunities. Our company has been a member of AGC for many years and will be for many to come.

Shawn Trasky

Crouse Environmental Compliance

In Alaska, I often see construction companies putting aside their differences and joining forces with their competitors in order to prevent regulatory overreach. In the same way, I

find AGC members also come together to support each other for the greater good of the industry, with one unified voice. As a small business owner,

I depend on the kind of support that an established organization like AGC provides. To have the backing of hundreds of members in the same industry who are willing to advocate for both the big companies as well as the small ones levels the playing field. I am happy to be part of a community that is helping me better myself, my business and my state.



Be a part of Alaska's third largest industry, paying the second highest wages, with more than 21,000 in the workforce.

AGC: 650 members strong

SPORTING CLAYS SHOOT 2019



About 100 AGC of Alaska members and friends geared up to network, shoot clay pigeons and enjoy the scenery on Aug. 23 at the Birchwood Recreation and Shooting Park in Anchorage. The 72-acre range offers five trap, four skeet and three five-stand fields, as well as a 100-bird walk-through and a bunker trap for shotgun enthusiasts.

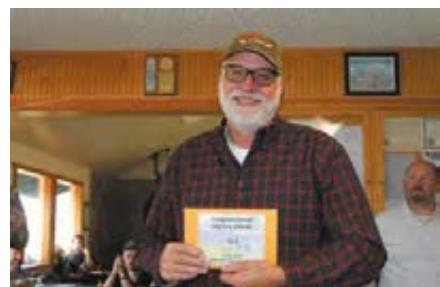
After attendees completed the course, the group retired to the clubhouse for refreshments and to cheer on those who won awards.



AGC of Alaska thanks everyone who joined us for the 2019 Sporting Clays Shoot and offers a special "thank you" to our sponsors:



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2019 WINNERS OF AGC'S EXCELLENCE IN CONSTRUCTION AWARDS



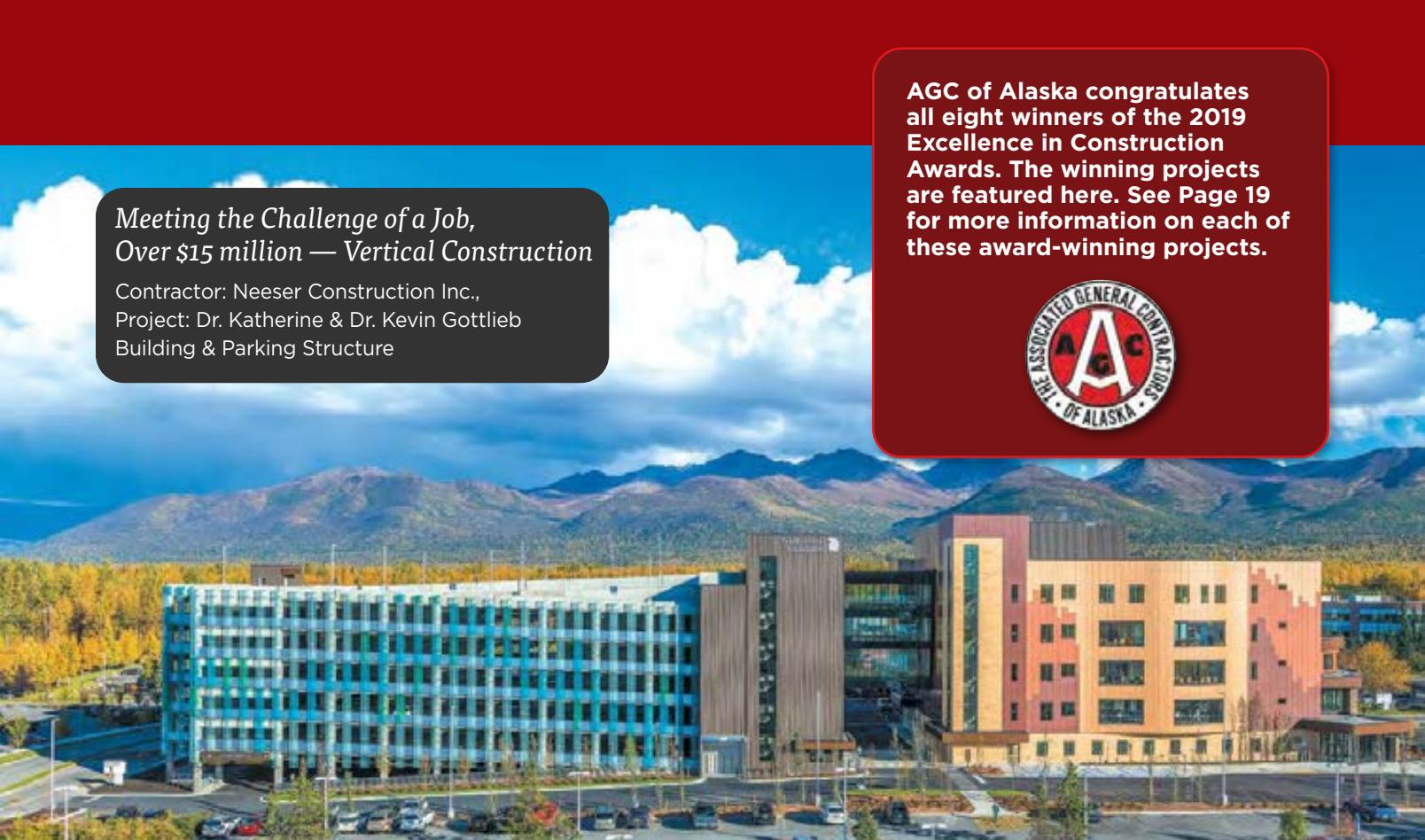
*Meeting the Challenge of a Job,
Under \$5 million — Vertical Construction*

Contractor: Davis Constructors & Engineers Inc.
Project: Providence Lab Automation



*Meeting the Challenge of a Job, Between \$5 million
to \$15 million — Vertical Construction*

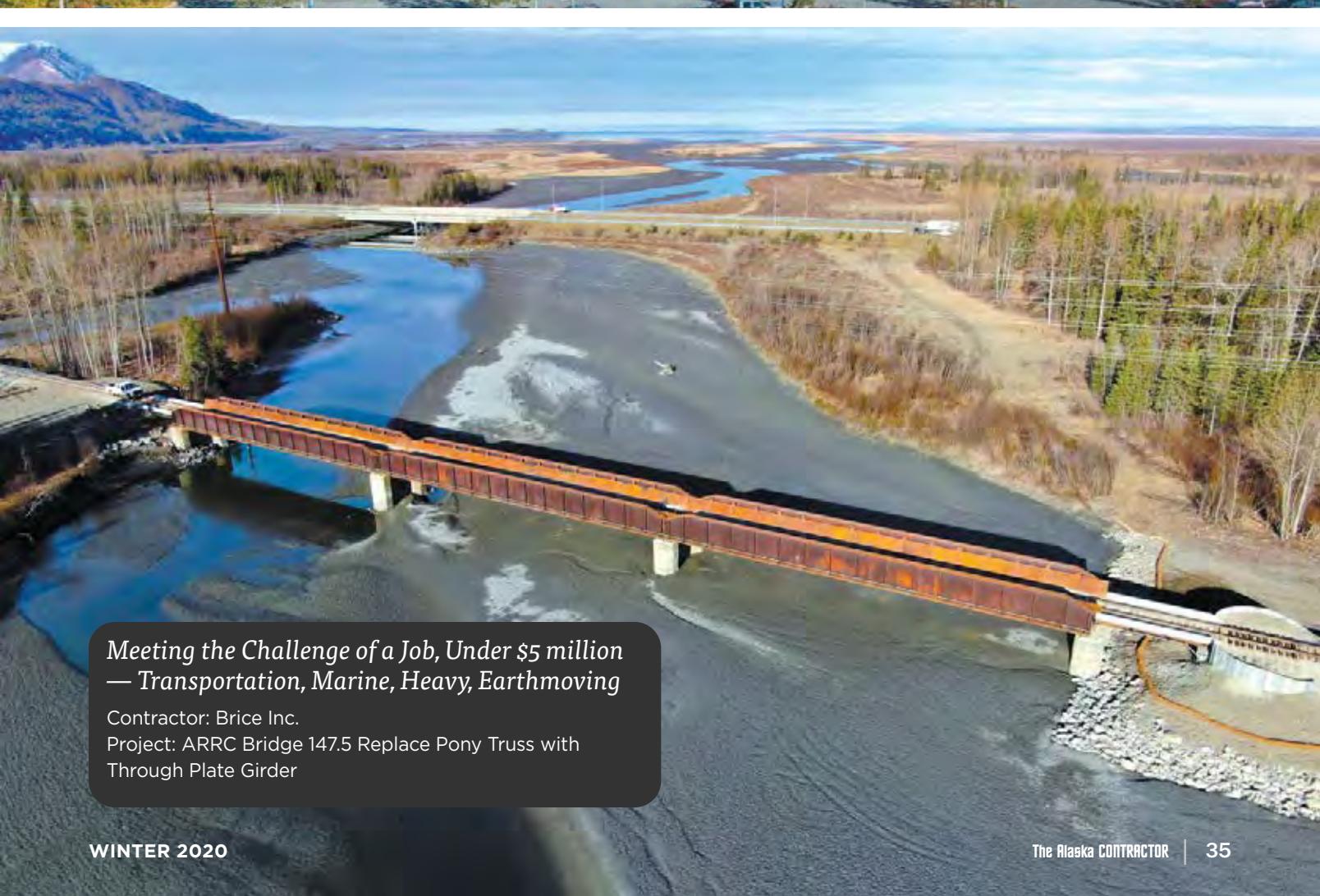
Contractor: Swalling General Contractors LLC
Project: Rogers Park Elementary School Re-roof and HVAC Upgrades



*Meeting the Challenge of a Job,
Over \$15 million — Vertical Construction*

Contractor: Neeser Construction Inc.,
Project: Dr. Katherine & Dr. Kevin Gottlieb
Building & Parking Structure

**AGC of Alaska congratulates
all eight winners of the 2019
Excellence in Construction
Awards. The winning projects
are featured here. See Page 19
for more information on each of
these award-winning projects.**

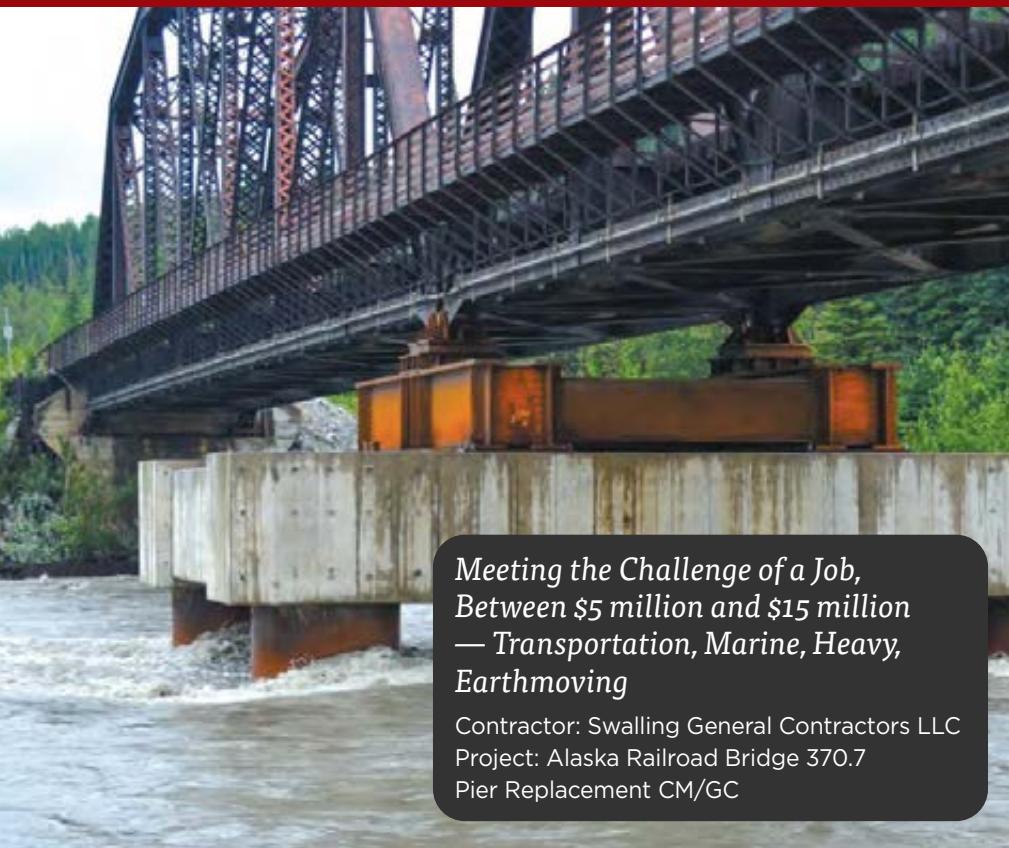


*Meeting the Challenge of a Job, Under \$5 million
— Transportation, Marine, Heavy, Earthmoving*

Contractor: Brice Inc.
Project: ARRC Bridge 147.5 Replace Pony Truss with
Through Plate Girder

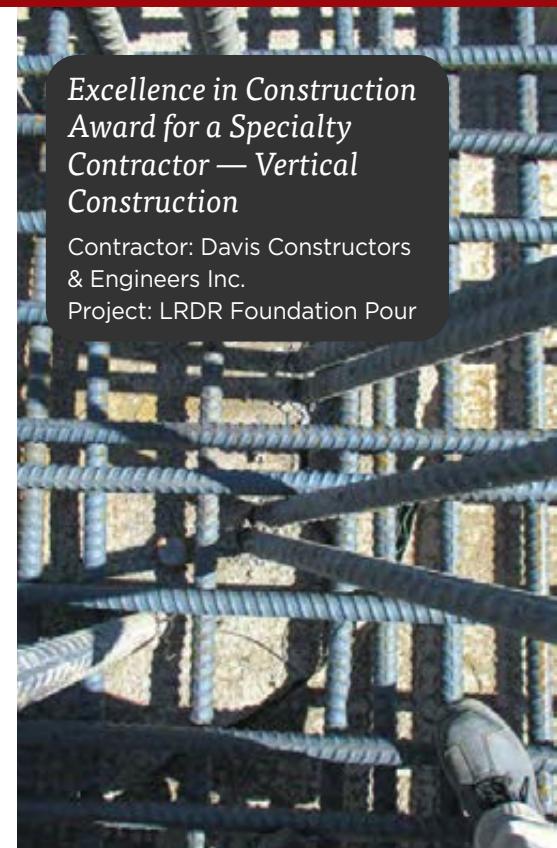


2019 WINNERS OF AGC'S EXCELLENCE IN CONSTRUCTION AWARDS



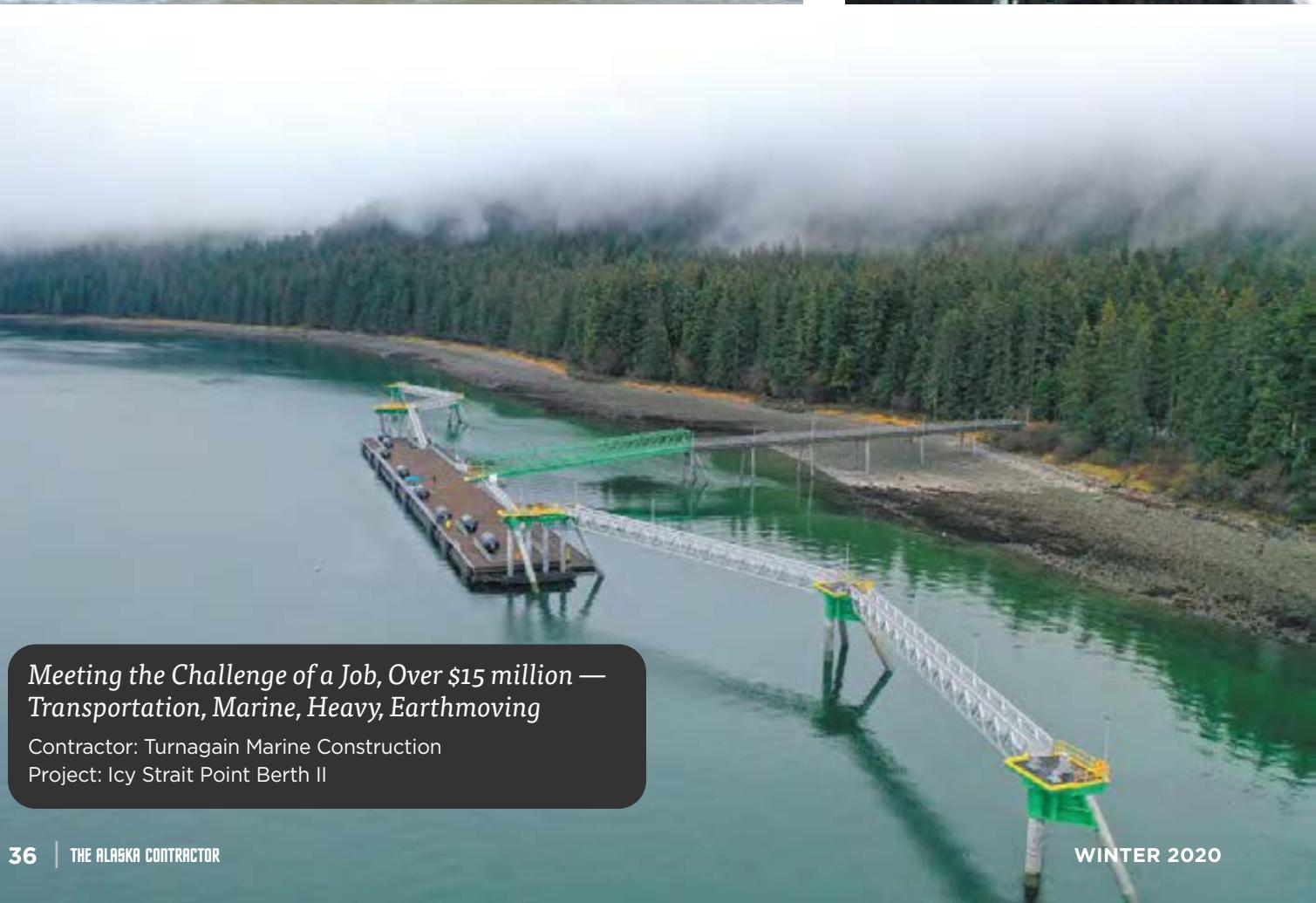
*Meeting the Challenge of a Job,
Between \$5 million and \$15 million
— Transportation, Marine, Heavy,
Earthmoving*

Contractor: Swalling General Contractors LLC
Project: Alaska Railroad Bridge 370.7
Pier Replacement CM/GC



**Excellence in Construction
Award for a Specialty
Contractor — Vertical
Construction**

Contractor: Davis Constructors
& Engineers Inc.
Project: LRDR Foundation Pour



*Meeting the Challenge of a Job, Over \$15 million —
Transportation, Marine, Heavy, Earthmoving*

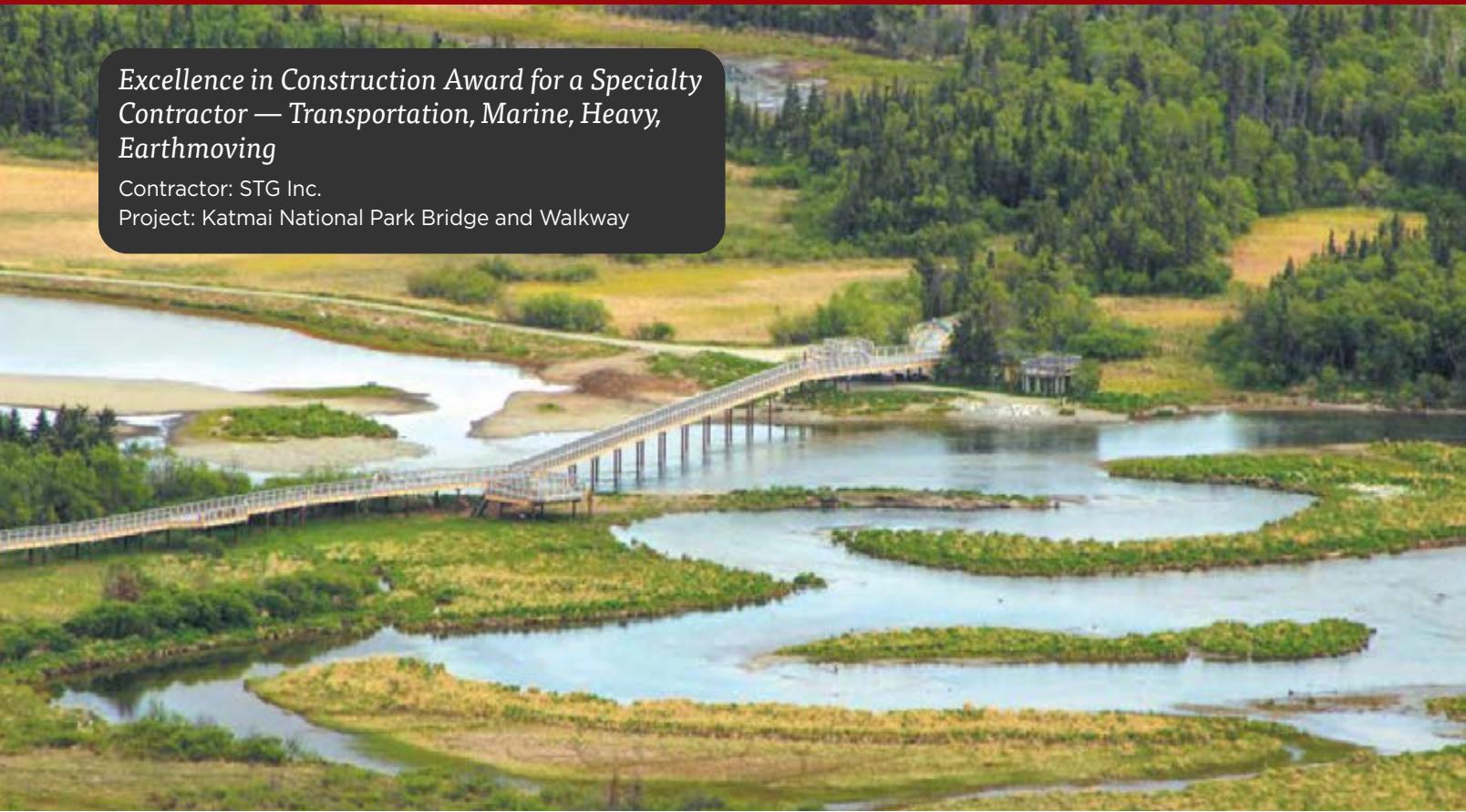
Contractor: Turnagain Marine Construction
Project: Icy Strait Point Berth II



Excellence in Construction Award for a Specialty Contractor — Transportation, Marine, Heavy, Earthmoving

Contractor: STG Inc.

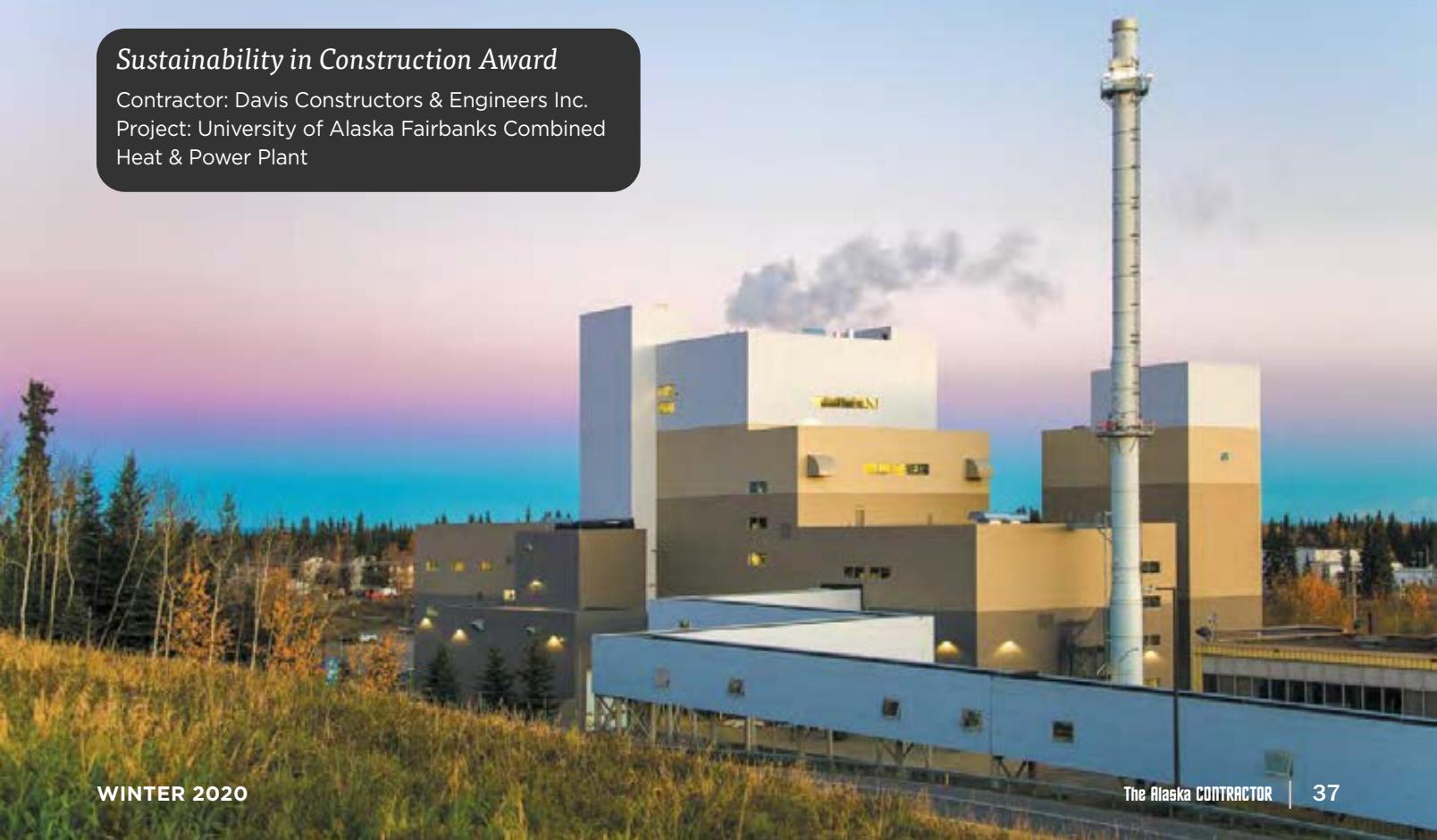
Project: Katmai National Park Bridge and Walkway



Sustainability in Construction Award

Contractor: Davis Constructors & Engineers Inc.

Project: University of Alaska Fairbanks Combined Heat & Power Plant





MEMBER PROFILE

GROUNDHOGS LLC

By RACHAEL KVAPIL

Long days, great referrals translate into repeat business for landscaping, excavation company

The future is what you make it," Ken Kelsch, co-owner of Groundhogs LLC said from the desk in his new office space on Aurora Drive. And while this statement addressed the coming years, it is indicative of the mindset that took Groundhogs from startup to rapid expansion in a little over a decade.

"There were a lot of lessons learned," Kelsch said of the early days, "and we had our growing pains figuring out the construction business after being out of it for some time."

Kelsch initially left the construction industry after the state's economic free-fall in the late 1980s, opting to form several partnership companies in other industries. In 2007, he decided to merge his business experience and construction background to form Groundhogs with his wife, Kimberly. Together they worked long hours creating a landscaping and excavation company that moved dirt in the summer and snow in the winter.

"For the first three years, I worked six days a week with one day off," Kelsch said.

Groundhogs still maintains a significant workload, providing commercial interior/exterior services such as water/sewer line installation, excavating for mechanical, foundations, road construction, and asphalt and repair. It also offers commercial landscape maintenance services such as mowing and trimming, trash pickup, hydroseeding, tree installation and rock bed cleaning. In the summer, crews focus on parking lot sweeping, while in the winter they switch over to snow



PHOTO COURTESY GROUNDHOGS LLC

In addition to landscaping and excavation, Groundhogs offers parking lot sweeping services in the summer and snow removal in the winter.

removal. They also offer a select menu of residential landscaping, excavation, and sewer and water services for homes in the Fairbanks area.

Over the years, the construction industry has seen changes, Kelsch said. Costs have gone up dramatically, and equipment is more technologically advanced. Crews have to keep up with computerized equipment, and manufacturers are more involved in fleet maintenance. Kelsch jokes that, despite all this, "the dirt hasn't changed color" and points out that Groundhogs' continuous growth is a sign that they're doing something right.

"The fact that we haven't had to advertise much since 2010 is due to great referrals from our existing customers," he said.

Groundhog customers do, in fact, speak highly of Kelsch and his crew. Michael Bredlie, rural services manager for the Fairbanks North Star Borough, said Groundhogs has done a great job doing "anything and everything" to keep numerous service area roads in good condition. This includes winter snow removal and summer grading, patching asphalt, filling sinkholes, and maintaining culverts or ditches for several service areas and about 60 miles of road.

"They're professional, courteous and a pleasure to work with," Bredlie said, "and they have a good relationship with the service commissioners in the borough."

Chris Gillespie, chief of engineering for Fairbanks Natural Gas LLC, also has a long history of involving Groundhogs in



PHOTO COURTESY GROUNDHOGS LLC

Groundhogs owner Ken Kelsch said the number of road construction, asphalt and repair projects has increased recently. He anticipates this trend to continue in the coming years.

projects. In addition to dirt work and landscaping, Groundhogs installed 12 miles of pipe in 2014 and 20 miles of pipe in 2015. Gillespie said Kelsch has the equipment for deep excavation and a crew that is easy to work with.

"They do A-1 work," Gillespie said. "My managers and their managers work great together. They get back to us quickly when we call. They are a really good family company that gets stuff done."

Kelsch attributes good customer relations to his staff, many of whom have worked with the company for nearly a decade. The number of Groundhog employees ranges from 15 to 28, depending on the season. However, Kelsch said the core three that hold things together are Joyce Kenyon, administrative manager, and project managers Alex Greer and Jeremy Goodermote.

Groundhogs has been an Associated General Contractors of Alaska member since 2009. Kelsch said his company benefits most from the access to industry news, project information and literature highlighting other companies. Likewise, he finds the education classes useful and the spring industry



PHOTO COURTESY GROUNDHOGS LLC
Groundhogs LLC has built a rapidly growing landscaping and excavation company that primarily services commercial clients but also takes on a handful of residential projects in the Fairbanks area.

forecast helps him figure out the best way to focus the company's energy.

The move to the company's new location happened in two main stages. Groundhogs moved its equipment to a 4½-acre yard and into a 10,000-square-foot machine shop in early September, with the office settling into a 2,100-square-foot space in October. The office previously rented space in Fairbanks' industrial area and leased two other proper-

ties to house their equipment and machine shop. Kelsch said he thinks this new location will work well as a core location.

"I don't know if it's the final location," Kelsch said with a smile. "I tend to go where the wind takes me. My goal is to double the company in size within the next 10 years."

Rachael Kvapil is a freelance writer living in Fairbanks.

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Project Update

Truck-tested, truck-approved

In September 2019, the Alaska Department of Transportation & Public Facilities opened the new Danby-Wembley Roundabout in Fairbanks. About 17,000 vehicles use the roundabout daily, including large commercial trucks heading to Aurora Drive via Wembley Avenue.

PHOTO COURTESY OF R&M CONSULTANTS INC.

By RACHAEL KVAPIL

The truck trial that tested an early design of the Danby-Wembley roundabout in Fairbanks could be likened to an adult-sized Hot Wheels playset.

The Alaska Department of Transportation & Public Facilities (DOT&PF) recreated the roundabout dimensions, and several major trucking companies brought their biggest rigs to the course. In addition to testing the preliminary design, the truck trial was also meant to put an end to doubts that the largest commercial vehicles could haul through a high-traffic roundabout alongside smaller vehicles.

Designing the roundabout was not a straightforward process. Carl Heim, engineering manager for DOT&PF, said the Danby-Wembley two-way stop-controlled intersection was identified as a problem in 2012 and qualified for funding under the federal Highway Safety Improvement Program. On paper, the preliminary design successfully addressed the right-angle crashes that led to significant injury and loss of property. However, it did not initially provide enough space or proper geometry necessary for the large commercial vehicles that make up a significant amount of the traffic.

"The whole location is tricky," Heim said. "We knew that whatever the design, we were going to need the buy-in from the trucking industry to make it happen."

After revising the initial design, DOT&PF in 2016 brought in R&M Consultants Inc. to assist with that buy-in. No stranger to the modern

roundabout, R&M understood the trucking industry's need for assurance that the Danby-Wembley solution would work for them. To do that, they decided to create a full-scale replica and invite truckers to drive it. The trucking industry supported the idea and dispatched a wide variety of tractor-trailer combinations to the truck trial, including some of the longest combinations used on Alaska's highways.



PHOTO COURTESY R&M CONSULTANTS INC.

To assure the trucking industry that the roundabout could handle commercial vehicles of all sizes, R&M Consultants organized a truck trial and invited truckers to drive a full-sized mockup of the proposed design.

Industry collaboration leads to better design of Danby-Wembley roundabout

"It's rare to take this kind of approach to a project," said Marc Frutiger, senior project engineer in R&M's Surface Transportation Group. "Normally, it's just some drawings or renderings with some color, and then it's built. So, this project is unique in that we needed to see how the design performed ahead of time."

R&M teamed with Kittleson & Associates and Roundabouts & Traffic Engineering to assemble a 1:1 mock-up at the City of Fairbanks Snow Disposal Site. Since the city didn't want them to use paint to outline the route, R&M used field chalk since it was easy to apply and was resilient to wheel tracking. They also partnered with Great Northwest Inc. and placed approximately 250 candlesticks to represent curbs. The team knew documenting the truck trial would be pertinent to respond to future design questions.

R&M understood the value of aerial coverage using Unmanned Aerial Vehicles (UAV) and hired a local Fairbanks company, Aquilo, to document this event.

The truck trial was held Aug. 11, 2016. Trucks showed up around noon and, one by one, drove the course. The UAV recorded each pass, along with several stationary cameras. Frutiger said the highlight was a 150-foot long tractor/trailer, composed of an 85-ton capacity Aspen trailer with a steerable rear dolly brought by Alaska West Express. The largest vehicle of the day to drive the course managed to make it through without a problem. That's when everyone knew this design was a winner.

"The stars aligned on that day," Frutiger said. "And after the truck trial, any concerns people had about trucks going through

the roundabout were quickly resolved by showing them the UAV videos."

Construction of the actual roundabout started in April 2019. Charlie Bohart, DOT&PF's construction engineer, anticipated traffic would be a challenge, given that 10,000 vehicles traveled Danby Road daily with another 7,000 filtering in through Wembley Avenue. He said flaggers did their best to keep traffic flowing through the entire process.

"We knew the problem would be resolved once the roundabout structure was in place," Bohart said. "We also scheduled paving and striping and work on the Johansen Expressway at night so we wouldn't have to close the intersection or turn off the signal lights."

The roundabout was completed in mid-September, and so far, no one has heard any



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negative feedback. Heim said this is a good sign since many Fairbanks drivers are not fans of roundabouts, partially due to misconceptions that they are unsafe. Yet, the Federal Highway Administration claims that roundabouts reduce fatalities by more than 90% with a 76% reduction in injuries, and a 35% reduction in all crashes. When collisions do occur, there are fewer injuries and less property damage because they happen at low speeds and are either rear end collisions or side impacts.

"Roundabouts are about slowing down and politeness," Heim said "They are about yielding to your fellow road user."

From a trucking perspective, Jeremy Miller, vice president of trucking operations for Carlile Transportation, said his drivers have had no issues with the roundabout yet. He said there is some concern about the timing of snow removal, now that it's winter, but they are waiting to see how the process pans out before considering it an issue.

Rachael Kvapil is a freelance writer living in Fairbanks.

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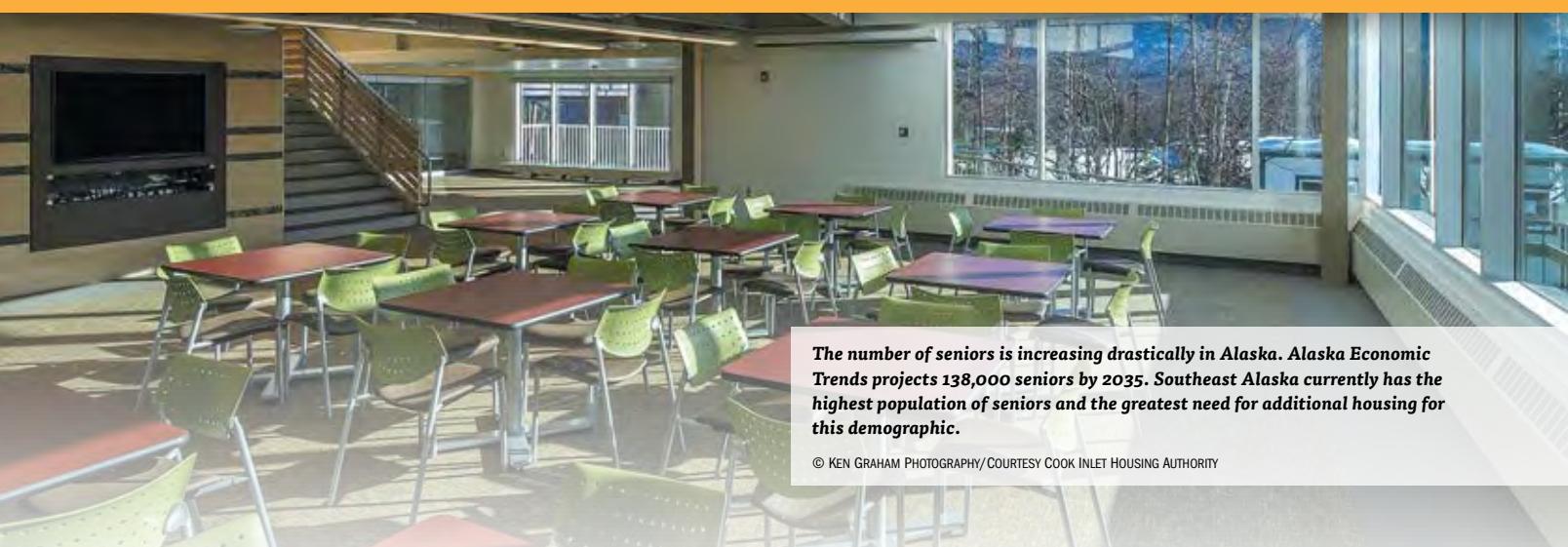
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LEFT: BRANDON SNODGRASS, CONSTRUCTION LOAN OFFICER. RIGHT: RYAN STRONG, EXECUTIVE VICE PRESIDENT

THE NEXT GENERATION OF SENIOR HOUSING



By RACHAEL KVAPIL

There are two truths about senior housing: 1) It doesn't look anything like it did for the parents of the aging baby boomer generation, and 2) There isn't enough of it in Alaska.

According to the June 2019 issue of Alaska Economic Trends, the number of senior citizens in the state has increased by more than 5% each year since 2010. The article estimates about 87,304 seniors in 2018, and it projects that 138,000 seniors will live in Alaska by 2035 as Generation X begins to age.

Yet, the difference between seniors now and seniors from generations past has to do with perspective. Sezy Gerow-Hanson, director of public and resident relations for Cook Inlet Housing Authority, or CIHA, said most 55-year-old people don't see themselves as "old."

"More and more seniors remain active well into their 60s and 70s," Hanson said. "They don't need assisted living but still want to move into smaller and more affordable housing."

For the past 45 years, CIHA has leveraged federal funds with other funding to build affordable housing in the Cook Inlet region. Established as a regional housing authority by the State of Alaska, CIHA builds both family and senior housing; its current portfolio shows a 60% family housing and 40% senior housing split. And while seniors are free to live in multi-age family housing, a good number are

The number of seniors is increasing drastically in Alaska. Alaska Economic Trends projects 138,000 seniors by 2035. Southeast Alaska currently has the highest population of seniors and the greatest need for additional housing for this demographic.

© KEN GRAHAM PHOTOGRAPHY/COURTESY COOK INLET HOUSING AUTHORITY

opting for senior housing that specifically meets their needs as they get older. This "age in place" philosophy allows seniors to live in one place as long as they can do so independently.

Mark Fineman, vice president of development and project management for CIHA, said the first step to developing senior housing is identifying the right location. CIHA looks for properties that are close to public transportation, shopping centers, groceries, coffee shops, banks and medical services. This makes it easier for seniors to run



COURTESY © KEN GRAHAM PHOTOGRAPHY/COURTESY COOK INLET HOUSING AUTHORITY

Cook Inlet Housing Authority has 14 senior specific developments with a total of 643 units in Anchorage, Eagle River and the Kenai Peninsula. Buildings are designed to meet multiple needs of residents 55 years and older.

Communities scramble to handle 'silver tsunami' as boomers seek housing to fit their changing lives

errands, especially if they no longer drive. Of course, this narrows down where CIHA can build, since isolated areas require personal transportation. Technology may solve that problem someday, as grocery stores have websites and apps where people can purchase items for delivery. Likewise, banking online or via mobile device provides a convenience to those away from a banking center. Fineman said it opens possibilities for the future, but it isn't a solution just yet.

Senior housing buildings and individual units are designed to facilitate multiple needs. For example, a building will include stairs and an elevator for varying mobilities, distinctly colored walls identifying each floor to help with orientation, good lighting, and the removal of anything that could affect depth perception and balance. Likewise, it means making individual units adapt-

able and capable of accommodating further components, like grab bars, if needed.

"A lot of these designs are driven by certain standards," Fineman said. "Some are based on feedback from tenants and operational staff."

So, if seniors still enjoy active, independent living, then what drives their decision to move to senior housing? Hanson said they relocate for a number of reasons. In some cases, seniors find themselves in a home that is too big once their children move away. Large homes are difficult and costly to maintain and can be isolating at times. Senior housing provides independent living in a smaller space, but it also provides a community of similar-aged adults, a plus for the 23% of seniors who live alone, most of which are women, according to research published in Alaska Economic Trends, a publication of the Alaska Department of Labor. Hanson

said downsizing from a larger home to something smaller is typical in the continuum of housing.

"People start their adulthood in an apartment and buy a bigger house as careers and family grow," she said, "and then they look for something smaller once the children have moved away and people move into retirement."

According to the July 2019 edition of Alaska Economic Trends, 81% of Alaska's seniors live in the largest communities in the state, although Southeast Alaska and the Kenai Peninsula have the highest concentrations of seniors; more than 20% of the populations of Haines, Wrangell and the Hoonah-Angoon census areas are age 65 or older. The Anchorage and Mat-Su area, where CIHA focuses most of its effort, added 17,000 seniors between 2010 and 2018.

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CIHA's most concentrated senior housing is the Centennial Village campus in east Anchorage off Peck Avenue, which is composed of seven buildings containing 401 units. In 2016 and 2018, it added new senior buildings to its Creekside Town Center development on Muldoon Road, for a total of 87 senior units within a larger development of 264 apartments. In Eagle River, CIHA built a four-story multifamily building, Coronado Park Senior Village, with 56 units. It is currently adding another multifamily building with 27 senior units to that same Coronado Park neighborhood. In all, Fineman said CIHA has 643 units of dedicated senior housing with 667 residents aged 55 and older (average age is 70). Across their entire portfolio of slightly over 1,600 units, there are an additional 233 residents aged 55 and older.

"The silver tsunami continues to grow in our area," Fineman said. "There is a strong need for senior development."

There are also barriers.

Funding for low-income housing tax credit, or LIHTC, projects is competitive, Hanson said. Annually, eight or more developers submit applications to Alaska Housing Finance Corp., or AHFC, for new construction, acquisition and rehabilitation or rehabilitation of a property already owned by a developer. Only three or four projects receive these competitive LIHTC funds. CIHA submits one or two proposals annually from a long list of ideas, occasionally competing against themselves for funds. However, Hanson makes it clear: no tax credit, no project.

"Part of the competitive strategy is to try to figure out who else is competing, what other developments are happening," Hanson said. "We also apply for supplemental grants, traditional financing and other funding sources that help us build these projects."

One source of additional funding is the Rasmuson Foundation, a philanthropic organization whose mission is "to promote a better life for Alaskans."

Christopher Perez, senior program officer for the Rasmuson Foundation, said the organization started offering specific grants for housing development around 2004. In 2011, Rasmuson began partnering with AHFC, offering side-by-side funding through the

Greater Opportunities for Affordable Living, or GOAL program, which provides grants, federal tax credits and zero-interest loans to developers and project sponsors. The amount provided by Rasmuson varies from year to year, and senior housing is just one category of housing that receives GOAL funds. Perez places funds for senior housing around \$2 million.

"A 2012 study estimated that Anchorage needs 900 units per year to keep up with demand," Perez said. "Senior housing is critical for economic viability. In 2015, we put money on the table when the legislature zeroed out AHFC's senior housing fund and challenged the state to do their part, which they did. We want seniors to stay in Alaska."

Perez said some funding allocations may shift as the foundation looks at housing solutions for Alaska's homeless.

Ultimately, Fineman said it takes a village of funders, partners, designers and contractors to make the housing happen. The time between initial development and breaking ground can take as long as four or five years. He said the hardest part is acquiring funds and land. Once that is in play, design and construction happens quickly. 

Rachael Kvapil is a freelance writer who lives in Fairbanks.



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WATER positioning



Pearl-Grace Pantaleone has over four years in the A/E/C industry, previously serving as a marketing coordinator for engineering and architectural firms. She is currently the business development and marketing manager at Cornerstone General Contractors, where she oversees all marketing campaigns and business development efforts. Prior to joining the A/E/C industry, she came from a background in journalism and broadcast news. Her local Alaska roots have aided in her success, receiving a bachelor of arts in journalism and public communications from the University of Alaska Anchorage.

In January 2019, Pantaleone became the ninth person in Alaska to receive her Certified Professional Services Marketer (CPSM) designation, a recognition for having the experience and knowledge to generate profitable business in the architectural, engineering and construction marketplace. She is among a growing number of professionals to be certified by the Society for Marketing Professional Services (SMPS), which advocates for, educates and connects leaders in the design and building industry.

Pantaleone has held various community board positions, including serving as the current membership director for the SMPS Alaska Chapter, a member of the editorial board for the Associated General Contractors of Alaska Contractor magazine, member of the AGC Business Development Forum and the volunteer co-chair for the annual Anchorage Mayor's Charity Ball.

THE BAMBOO: g relationships for growth

By Pearl-Grace Pantaleone

"You did it! It's been a long journey, and we finally have a contract. RING THAT BELL!" These are the words that the president of your small general contracting firm said as your office gathers in the conference room in honor of signing your first contract with a client you've been chasing for years. Wouldn't this be nice? Although most Business Development (BD) professionals long for this, most experience the frustration of no immediate return. But BD is all about nurturing relationships, connecting people and being strategic while being genuine. And mastering this takes time — and patience.

Think of it like a timber bamboo. The bamboo seed acclimates to its new home and then takes two to three years to establish in that new environment. During the first couple of years, the bamboo farmer waters it but sees no above ground growth. With patience, the third year brings excitement and it can grow 90 feet in 60 days. That's a foot and a half per day! But what was the plant doing all those years?

Taking a deeper look (literally), the bamboo farmer will find a web of roots, spanning over 100 yards. The bamboo was busy using the resources it was collecting to build a deeply connected network to enable exponential growth.

THE WATERING

Once a firm has identified which new market, client or location it wants to pursue, it's time to do some watering and expand those roots. This time is the most critical part of securing a new project. The path to landing a project can be torturous — taking months,

even years of wooing the client(s) before a deal is closed. Before you take the president of the prospect company out to lunch, you must do research. Extensive research.

Learn the history of the client — how they got started, where they want to go, what their values are, how do they treat their employees, etc. You also want to research to see if they will collaborate well with your company and will also treat you well. Have they paid their bills on time, what do other contractors say about them, or what does their strategic plan look like? A simple Google search will answer many of these questions.

To get the real answers, you must insert yourself where they are, because, let's face it: It's all about them, NOT you. If the procurement manager sits on the board of directors for the local chamber, start volunteering and serve as a non-voting member to get to know her. If the marketing director enjoys attending yoga at the Y, buy a yoga mat and start to enjoy yoga, too. Be a detective and friend, not a salesman. No one wants to do business with someone who talks only about themselves and throws brochures in your face every time you see them. It's also a great time to reach out to the network of people you've

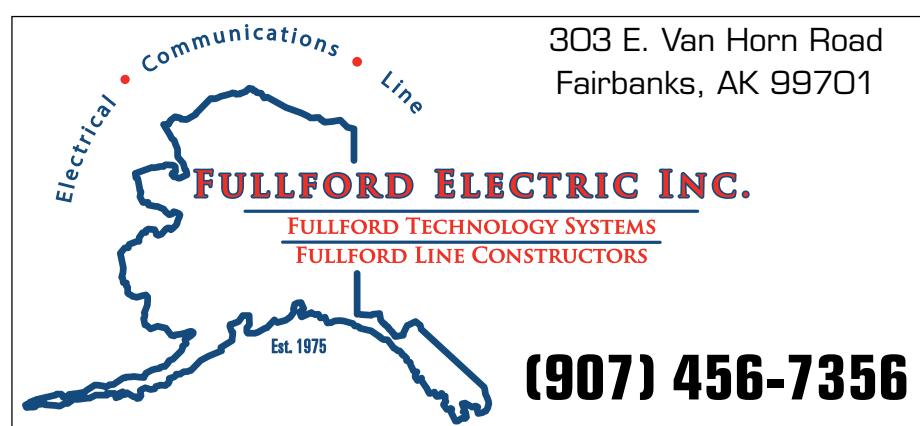
been building. Ask someone who knows them for an introduction.

A typical sales process includes 13 stages, from the moment a client is aware of your services to the client becoming loyal and using those services repetitively, which can be viewed in detail in the Society of Marketing Professional Services' *Mark-endium: Domain 03, Client and Business Development* (2016).

Very large construction firms have a dedicated marketing department to manage the sales process, to ultimately become the “sole source” firm. However, most construction firms rely on a single BD professional or on their project managers to build relationships, typically beginning with a proposal submission, and mark success when they sign a construction contract. Granted, there may have been other bamboo farmers watering this seed long before you saw the RFP or bid, and you missed the ball on what their hot buttons were because you did not take the time to get to know the client.

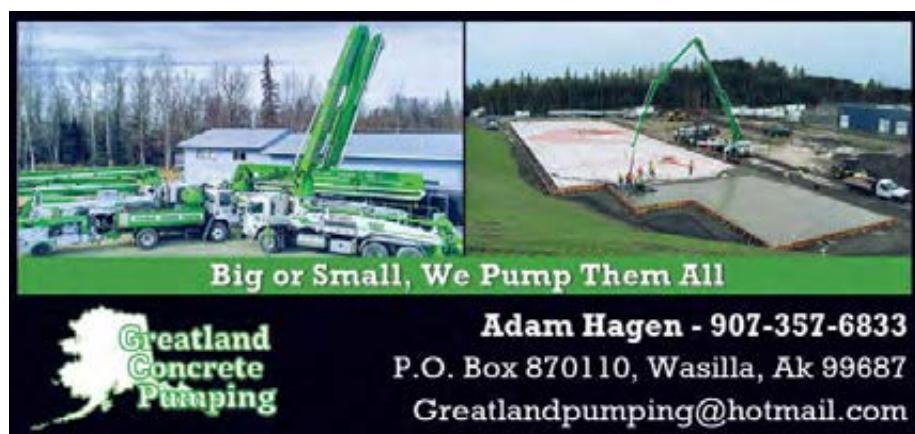
THE GROWTH

You joined the local chamber of commerce and sat on the membership committee to



STAGE		DEFINITION
1	AWARENESS	The client is aware that the design/construction firm exists and provides services.
2	KNOWLEDGE	The client learns about the services that the firm provides. The knowledge may be general to the A/E/C industry or in some cases, specific to the firm.
3	UNDERSTANDING	The client learns about the services in more detail and has better awareness of how those services contribute to a successful project/product in general.
4	IDENTIFICATION OF PROBLEM OR OPPORTUNITY	The client identified a specific problem that must be addressed or opportunity that should be capitalized upon to improve their business and enhance their success.
5	REALIZATION OF NEED	The client realizes that they need (or want) outside help to solve the problem or seize the opportunity. In some cases, the client may request a proposal before grasping the full significance of the benefits of involving the specific A/E/C entity. In these cases, the client learns about a firm with their submitted proposal and the client therefore move through stages 1, 2, and 3 after, rather than before the realization of need.
6	RECOGNITION THAT A POTENTIAL SOLUTION/PLAN FOR CAPITALIZATION EXISTS	The client figures out on their own that there are indeed one or more solutions to the problem, or potential ways to seize the opportunity.
7	ASSOCIATION WITH THE ENTITY	The client begins to see the link between hiring the design/construction firm and achieving their goal.
8	CONSIDERATION	The client considers hiring the firm and will probably compare multiple entities.
9	PREFERENCE AND INCLINATION	The client develops a growing preference for a particular firm and becomes inclined to hire that one.
10	COMMITMENT	The client commits to hiring that firm and going forward with the project.
11	TRANSACTION AND EXCHANGE	The client hires the firm and the two entities exchange value via a working relationship.
12	GROWTH OF TRUST	Based on the success of the services provided by the firm, the client's trust in that firm grows and they consider working with them again.
13	REPETITION AND LOYALTY	The process repeats, but at a faster pace. The client moves quickly to the hiring process decision in favor of the trusted entity and may ultimately choose to use that firm as their "sole source" for all future work.

Society of Marketing Professional Services Markendum, SMPS Body of Knowledge: Domain 03: Client & Business development, pages 15-16.



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meet the new intern of Hospital X. Fast forward two years and you and that intern (who is now a project manager) are best friends and talk about everything. One day, he tells you that the hospital needs a new mental health ward due to overcrowding and will issue an RFI this fall. You submit your proposal because you know what the client truly cares about, and you win. Finally. You have a construction contract with the client, and you didn't even have to take the president out to lunch!

By this time your bamboo has grown a few feet. Over the course of the next couple of years, you win more projects. Continuing the BD effort is essential. Keep in the know of their wants, needs and overall satisfaction of your services to secure more work.

THE REWARD

You wouldn't ask someone to marry you on the first date, so take the time to learn more about the client or project. Invest time, money and effort to research the client. To become a master BD professional in this highly competitive construction world you need to become a bamboo farmer because patience, persistence and self-discipline foster successful and rewarding results. If you think that landing a new client is the reward, think again. It's all about maintaining that relationship with the current, loyal client who pays on time, gives you great testimonials and who shares your experiences. So, once you've gone through the whole sales cycle with the client, don't stop your BD efforts just because you got the project.

Existing clients are an important concentration of the BD/marketing strategy because not only can they provide the most income for the fewest marketing dollars, they are also responsible for the majority of your revenue. The Pareto Principle, or the 80/20 Rule, states that 80% of your sales come from 20% of the clients. So, don't water new bamboo unless you have to — keep watering the bamboo that you already have, and make sure it's happy in the environment where it grew.

This article first appeared in AGC of America's Business Development Best Practices and is reprinted with permission.

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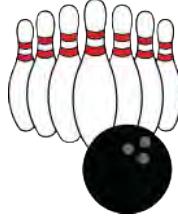
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How do Alaskans celebrate a 70th anniversary? By going on a cruise to warmer climes, of course! AGC president Cuauhtemoc "Rod" Rodriguez helped organize a cruise to the Mexican Riviera in mid-October aboard the Holland America Oosterdam. The group sailed from San Diego, stopping in Cabo San Lucas, Mazatlan and Puerto Vallarta before returning to San Diego nearly a week later. Along the way, they enjoyed scuba diving and sport fishing adventures, as well as dinners and cocktail hours together.

Although a member cruise isn't a yearly event, AGC members have sailed away before; it was one way the agency celebrated 60 years. Is it too early to start shopping for the perfect cruise wear for an 80th anniversary cruise? 





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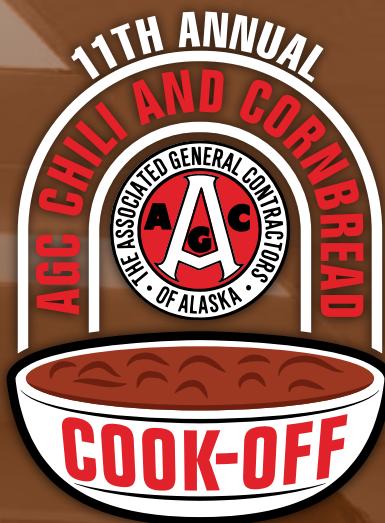
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Chili chefs and cornbread bakers went all out to earn the title of top chef at the 11th annual AGC of Alaska Chili and Cornbread Cook-off on Oct. 9.

With a dozen kinds of chili to choose from and six different cornbread options, the judges and crowd had their hands (and bellies) full. But a clear favorite appeared in both the chili and cornbread circles.

Professional judges sampled the chili and cornbread during the competition, while the audience was invited to pick a

"People's Choice" winner. Broken Tooth Brewing provided several varieties of beer for tasting during the event. This year's event was sponsored by Ryan Air.

The judges voted Jake Kimball, of Anchorage Sand & Gravel Co. Inc., the best chili chef, followed by Lori Kroplidowski of Ahtna Environmental Inc. In a crowd-pleasing upset, Kroplidowski took top "People's Choice" honors for her chili creation while Trista Stockwell, of Chinook Roofing, was selected as the second-place "People's Choice" chili chef.

Cookoff winners are asked to submit their recipes to the Hotel Captain Cook, where the chili is often served at its in-hotel restaurant, Fletcher's.

The cornbread category proved to be just as full of surprises. The professional judges chose Trista Stockwell of Chinook Roofing as best cornbread baker, handing second place to Rod Miller of NC Machinery. Stockwell also earned top honors from the crowd, taking home the "People's Choice" award for her cornbread, too. Second place in the "People's Choice" category went to Jenith Flynn of Davis Constructors & Engineers Inc.

AGC of Alaska would like to thank all the chefs, attendees, volunteers and the sponsor, all of whom helped make the 11th Annual Chili & Cornbread Cook-off a success!



CHILI AWARDS



1st Place (Judges' Choice)

Jake Kimball, Anchorage Sand & Gravel Co. Inc.



2nd Place (Judges' Choice) & 1st Place (People's Choice)

Lori Kroplidowski, Ahtna Environmental Inc.

2nd Place (People's Choice)

Trista Stockwell (not pictured), Chinook Roofing

CORNBREAD AWARDS



1st Place (Judges' & People's Choice)

Trista Stockwell, Chinook Roofing

2nd Place (Judges' Choice)

Rod Miller (not pictured), NC Machinery

2nd Place (People's Choice)

Jenith Flynn (not pictured)
Davis Constructors & Engineers Inc.

Scholarship testimonials



Maximus Addington

It is a great honor to receive the AGC scholarship. My family is heavily invested in Alaska and in the construction industry. I have graduated from A.J. Dimond High and completed four years in the STEM Academy. I made the decision to attend the University of Denver, and I am so excited for my future. Denver not only will allow me to pursue my STEM/Construction industry plans, but I will also be able to receive a minor in Japanese which allows me to stay connected to my Japanese heritage. The \$5,000 scholarship that AGC has awarded me is going to go a long way in closing my college financial gap. I plan to return to Alaska upon graduation and raise my own family in the greatest state in the union. In the meantime, I will be returning to work for my parents each summer at our pile driving business. As my father says, "I need to learn the working end of a shovel."



Jayci VanDehey

Thank you for selecting me to be a recipient of the AGC scholarship. I am deeply honored and filled with gratitude to be given this opportunity to continue my education. I am studying at the University of Alaska Anchorage, and in the coming school year I will be studying abroad in Spain, working towards my undergraduate degree in civil engineering with a minor in mathematics. This scholarship is giving me the opportunity to pursue the form of education that I have been most passionate about. I am excited to bring the experience and knowledge I receive from my study abroad back into the education I receive in Alaska. I am excited to continue growing in my studies and to see where this next year's adventure will take me. Without AGC's contribution to my education, I would not be able to achieve this opportunity. I would like to thank AGC for acknowledging the efforts I have put into my studies and involvement with the community. Your dedication to the assistance of the next generation's education is crucial and an absolute blessing.



Mike Connnelly

I am honored and sincerely grateful to be a recipient of the AGC scholarship. I am currently pursuing a civil engineering degree at UAF. I've found that financial stress can be one of the most significant hurdles in education, and this award will help to lighten that load. This summer I will be working for Cruz Construction as a project engineering intern. I will be assigned to the Kiana Airport Improvements project, and I'm excited to learn more about the construction and management challenges of airport projects. As a student who plans on working in the construction industry for many years, I can see that AGC has an important role as a connection between contractors, education and project owners such as the Department of Transportation. I am thrilled that such an organization chooses to support my education and look forward to working with the AGC for years to come.



Ryan Horning

I am so incredibly grateful to have been selected to receive this honor. I am currently finishing my first year at the University of Alaska Fairbanks, and the financial aspect of college has quickly shown itself to be a significant challenge. As I continue into my second year at UAF, the AGC scholarship will prove to be a huge financial help. I am excited to continue pursuing a career in civil engineering, and with the help of the Association of General Contractors of Alaska, I am one step closer to fulfilling my goal.



Shannon LeMay

Thank you for selecting me as a recipient of the AGC scholarship for the upcoming school year. I am extremely honored and grateful for your continued support. Your scholarship will assist me in continuing my civil engineering studies. I have three semesters to go before I receive my bachelor's degree. This summer, I will be interning with LeMay Engineering & Consulting Inc. I will be primarily working on the Fort Greely Missile Field project with Neeser Construction Inc. and on the Village Relocation project in Newtok and Mertarvik with Ridge Contracting Inc. Last summer, I had the privilege of working as the AK-CESCL SWPPP manager with Drennon Construction & Consulting Inc. at the U.S. Army Yukon Training Area Firing Points project at Fort Wainwright as well as the SWPPP manager and a field hand for Ridge Contracting Inc. for the Newtok Runway Rehabilitation Alaska State Department of Transportation project. I also conducted a SWPPP pre-construction site visit and verified that best management practices selection and placement as identified in the SWPPP were adequate for the Scammon Bay Airport Flood Repairs project with Brice Contracting Inc. AGC and the above-mentioned Alaska construction companies have been here to support me in my quest to become a civil engineer in Alaska for multiple years, and I greatly appreciate your care and involvement in my professional development.



Colleen Geraghty

This scholarship means so much to me as I enter my junior year. As a hopeful freshman, I was applying for support of my dreams. I so appreciate the support given then and now. This award lifts a financial weight for my next year as I begin my hardest courses yet. I am even more determined to excel at my courses given my time on construction sites. I have learned by experimentation that construction is my favorite discipline in civil engineering. Receiving the award after spending time in the industry is an even greater feeling. I am honored to be chosen for this award and cannot thank AGC of Alaska enough for their continued support and investment in what I have done and will do.

These scholarships were funded by the AGC of Alaska golf tournaments.

How to apply

Candidates for AGC of Alaska scholarships should be an Alaska resident pursuing post-secondary education in a construction-related field at a school either in or outside of the state, with the intent to stay in Alaska to pursue a career in the construction industry.

The annual scholarship information is listed on the AGC of Alaska website every January.



ENVIRONMENTAL MANAGEMENT INC.

By NANCY ERICKSON

In ever-changing situations, company finds hazmat solutions on short notice

Employees of Environmental Management Inc., or EMI, have been finding effective solutions to a variety of environmental problems since 1988.

The Anchorage-based company was founded by Stuart Jacques, who became its president. New regulations had just been created to address asbestos in schools, and Jacques created EMI to respond to the new rules.

Alaska's environmental industry rapidly changed the following year when the Exxon Valdez struck Bligh Reef, spilling 11 million gallons of crude oil into Prince William Sound, creating the worst oil spill in United States history — until the 2010 Gulf of Mexico Deepwater Horizon disaster.

Jacques' fledgling company morphed overnight, expanding its class schedule to include Hazardous Waste Operations and Emergency Response (HAZWOPER) training needed for the massive oil cleanup.

EMI's base expanded even further when two retired lieutenant colonels joined the company in the mid-1990s: Larry Helgeson, a 1972 graduate of the USAF Academy, and Larry Bethel, a 1974 graduate of West Point.

Helgeson began his career with EMI as project manager and project engineer. Bethel followed a short time later as EMI's training director, overseeing classes offered by the company throughout Alaska as well as the Lower 48 and overseas. Both became partners with Jacques in EMI in 1997.

Today, EMI's 13 full-time and several part-time employees provide comprehensive environmental consulting and training services to clients ranging from homeowners to oil companies and government entities.

ANSWERS TO UNIQUE PROBLEMS

Currently vice president of consulting services, Helgeson spends the majority of his time researching effective solutions to a variety of environmental problems.

"Most of the situations we encounter are unique and require an innovative approach to finding the best solution to the problem," Helgeson said. "These problems vary from addressing paint with high levels of polychlorinated biphenyl (PCB) on 80-foot tall buildings to finding radioactive materials in structures being demolished to a homeowner with lead-based paint in their living room."



PHOTO COURTESY EMI

An instructor directs students in a HAZWOPER class on how best to maneuver in bulky protective gear. EMI offers a variety of environmental and health and safety classes.

Often, the preferred environmental solution for issues in Anchorage is most likely not the best for addressing the same problem in rural Alaska, he added.

Such an example became evident when EMI helped support the on-going cleanup of a former U.S. Department of Defense facility in Port Heiden in southwest Alaska during the 2015 field season.

Helgeson said that an undocumented landfill containing asbestos waste was discovered while crews were removing 10,000 tons of PCB-contaminated soils.

"On very short notice, EMI wrote procedures and obtained government acceptance of our work plan to protect workers and allow cleanup to continue without a major setback in the overall project," he said. Time is of the essence when working within the parameters of Alaska's short summer season.

One of the company's larger projects was screening and sampling all soils excavated for construction of Concourse C at Ted Stevens International Airport in Anchorage.

"The project was very demanding in that, daily, the 2,000-to-3,000 cubic yards of excavated soils had to be segregated based on expected levels of fuel-related contamination and then verified with laboratory results within 48 hours to make room for new excavated soils," Helgeson said.

To meet that turn-around time, EMI proposed modified sample-analysis methods that had to first be approved by the Alaska Department of Environmental Conservation. Due to

the volume of work, two local laboratories were brought in to perform the testing.

TRAINING CHALLENGES

One of the most difficult challenges EMI staff face is staying abreast of current environmental and health and safety regulations, at both the federal and state level, said Bethel, EMI's vice president of training and general manager.

It's the intricacies of regulations, combined with Alaska's uniquely short work season, that lead many organizations to identify training requirements and other needs at the last minute.

"EMI's ability to meet those short-notice requirements in Anchorage and remote locations is critical to the ability of companies to accomplish contractual needs," Bethel said.

Doyon Utilities turned to EMI recently to help with a complicated construction site remediation in Fairbanks. The company owns and operates utility infrastructure for three U.S. Army facilities in Alaska: Fort Wainwright, Fort Greeley and Joint Base Elmendorf-Richardson.

Kathleen Hook, Doyon's director of environmental affairs, said the issue involved multiple submittals to both the U.S. and Alaska departments of environmental conservation for approval under tight time restraints.

Hook labeled EMI staff as technically strong, very professional and a pleasure to work with.

The satisfied outcome was a direct result of asking a lot of questions, Bethel said.

"Our ability to answer a variety of different questions for training and provide qualified people to do the training has contributed to

PHOTO COURTESY EMI



Outfitted in protective clothing, a technician prepares to take a sample to test for asbestos contamination. Asbestos was used in textured paint and patching compounds on walls and ceiling joints in structures built before 1980. Its use was highly regulated in 1977.

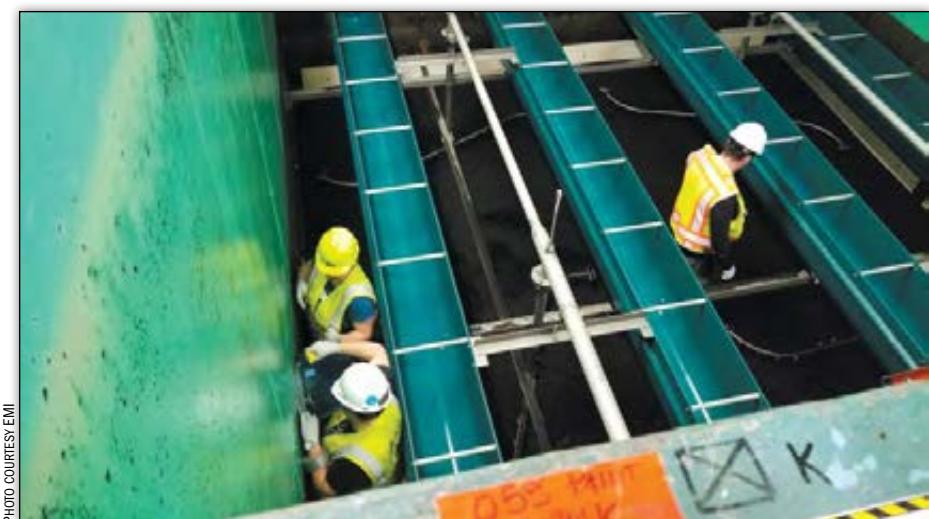


PHOTO COURTESY EMI

Workers take samples of paint and concrete from a water treatment plant suspected of harboring polychlorinated biphenyl, or PCB. Manufacture of the man-made organic chemical was highly regulated in 1979, however the contaminant is still found in electrical components, plasticizers in paints and rubber products, and other industrial applications.

our success over a large number of years," he said. "In many cases, folks don't know what it is they need until they call and talk to me or one of our instructors."

Bethel gave an example of a potential client requesting hazmat training.

When asked what they needed the training for, the client responded by saying they're cleaning up hazardous material. Additional information is necessary.

"Is it a 50-year-old oil spill," Bethel questions further, "or are you cleaning up a building that has lead-based paint? Because we do hazardous paint certification, do hazmat transportation for shipping hazardous material and then, oh by the way, we do a HAZWOPER class which is necessary for people to do cleanup of spills."

"So it's a lot of effort on our part to figure out what folks need without wasting their time or

their money and getting something that's not going to answer their need," he explained.

EMI has expanded its training offerings so broadly that about 4,000 personnel a year enroll in classes, either at its facility or by trainers traveling to a client's location.

Bethel said that being a member of Associated General Contractors of Alaska has been extremely beneficial in support of training.

"AGC membership has been very beneficial from the support that AGC has provided for our training services," Bethel said. "The AGC office in Fairbanks and the extensive facilities, classrooms and staff have been valuable as a venue for the classes as well as the staff support provided. Scheduling of classes and the online announcements by AGC greatly expands our outreach."

Nancy Erickson is a freelance writer living in Moose Pass.

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Project Update

DIGGING DEEP



By SAMANTHA DAVENPORT

While Alaska's construction season usually lasts through the fall, Turnagain Marine had other ideas. From November 2018 until May 2019, the heavy marine construction company had crews working on the expansion of Skagway's Railroad Dock, which included building two additional mooring dolphins.

Jason Davis, president of Turnagain Marine, said crews had to overcome short daylight hours, high winds, cold temperatures and an overall rough season.

"Turnagain was very happy to be able to perform another alternate delivery project in Alaska," Davis said. "Despite differing site conditions and design challenges, we worked with the owner's team to come up with an alternate foundation design that allowed the project to be completed on time and without any change orders or cost impacts."

Tyler Rose, executive director of human resources and strategic planning at White Pass & Yukon Route Railway, said the \$7 million project for WP&YR was prompted not only by the growth of the tourist industry but the vessels that are docking in their waters.

"When you go back historically, the Panamax vessels, for quite a few years no one thought that it would get any larger than that—which those vessels are roughly 965 feet," Rose said. "And with the expansion of the Panama Canal and the growth in the market, now we're seeing vessels over 1,100 feet, almost 1,200 (feet)."

With an increase in size comes an increase in tonnage, Rose added.

Turnagain Marine installed two additional mooring dolphins between February 2018 and May 2019 at Skagway's Railroad Dock. Crew members dealt with high winds, cold temperatures and limited daylight.

PHOTO COURTESY MARC DAHMEN

"The dolphins are designed to moor the largest cruise ships coming to Alaska, including the Royal Caribbean Cruises Ovation of the Seas and the Norwegian Cruise Line Bliss-class ships," Davis said.

The project had piling installed as deep as 280 feet. The piling was also battered — meaning it was driven at an angle that was not vertical.

"The dolphins consisted of six-each, 42-inch-diameter pipe piling drilled into bedrock," Davis said. "The project site is one of the most challenging sites to construct marine structures in Alaska because the water is very deep, 160 feet, the slope of the seabed is very steep and the overburden (underwater soils) contains large boulders. To develop the required capacity, the piling had to be driven through the overburden and drilled into bedrock."



During the mooring dolphins' installation, Solstice Alaska Consulting Inc. monitored nearby marine animals to ensure they were not harmed.

Turnagain Marine installs mooring dolphins to accommodate larger vessels at Skagway dock

Davis said Turnagain used an APE 200-6 vibratory hammer to install the piling and a 42-inch down-hole hammer and rock bit to drill into the bedrock.

"It's really challenging terrain that we're working in, not only the depth of the water but the angle of driving those piles," Rose said. "Really, one of the more challenging sites — marine sites — that I think a lot of folks had seen."

Solstice Alaska Consulting Inc., an environmental consultant, provided animal monitoring to ensure that marine mammal impacts were avoided in Skagway's waters. Marine mammals are protected under the Marine Mammal Protection Act, and some, including humpback whales, are additionally protected under the Endangered Species Act.

"WP&YR acquired an Incidental Harassment Authorization that allowed the 'take'

of marine mammals," Robin Reich, president of Solstice Alaska Consulting, said. "Take, in this case, meant that marine mammals could experience noise from pile-driving activities that could cause harassment but not injury. The authorization also required construction activities to shut down if marine mammals came within a certain distance of the dock when pile-driving was occurring."

Reich said no known impacts occurred, and monitors were stationed to observe mammals during pile installation. If mammals were seen, their numbers, behaviors, sex and distance from the dock were recorded.

"We were monitoring for all marine mammals that might come into the area," Reich said. "During construction of the project, we observed humpback whales, killer whales, harbor seals and Steller sea lions."

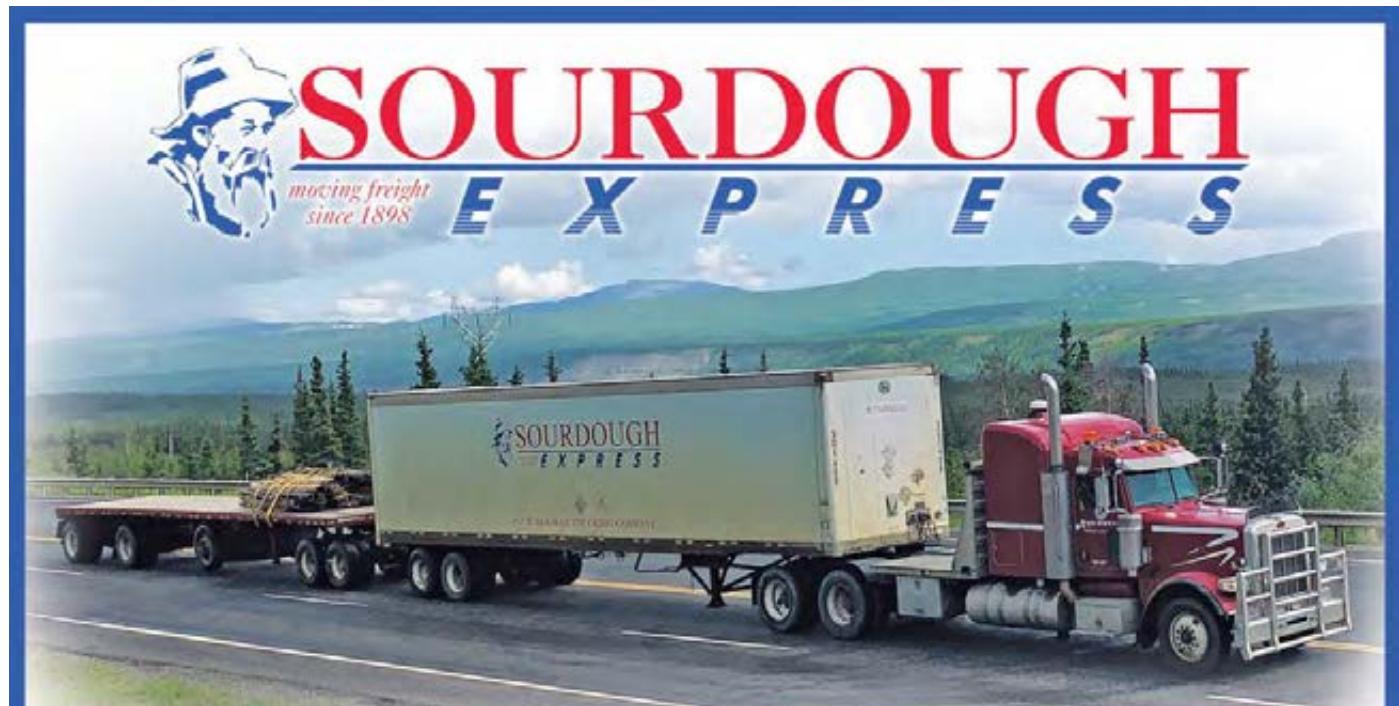
The observed marine animals did not appear to be affected by noise or any other activities associated with the construction of the dock.

"No behavioral responses to pile driving were observed," Reich said. "In April, a killer whale pod traveled within 300 meters of the dock."

During the 53 total days of monitoring, there were only four days when no species were sighted. Most of the marine mammal sightings occurred in March, and the most prevalent species seen was harbor seals, followed by Stellar sea lions.

"I am very proud of our field management and craftsmen that completed this project despite being faced with the most challenging conditions in Alaska," Davis said. 

Samantha Davenport is a freelance writer living in Anchorage.



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Human Resources Update



LYNNE CURRY, PH.D.

SPHR

Stay interviews: You can't afford to lose talent you want to keep

If you've ever been blindsided by a valuable employee's resignation and conducted an exit interview, you may have asked the right questions six months too late.

Like autopsies, exit interviews detail why employees leave your organization. In contrast, stay interviews help you retain valued employees.

Stay interviews uncover what really matters for each key employee: Is it a raise, decision-making autonomy, challenging work or knowing their supervisor considered them on an upward trajectory? If there's a problem you don't now know about, you can't fix it — and it may cost you, particularly if your employee is already cruising for another job.

A stay interview may reveal that an employee, whom you considered satisfied, is looking to progress faster or beyond what he or she sees as achievable within your company. If you had known in advance that situation existed, you could have provided ways for the employee to gain additional skill and responsibility while remaining in your company.

Stay interviews also boost productivity by giving owners and managers the ability to address factors that significantly increase employee discretionary effort and retention — before the employees hit the exit ramp.

Interested? You can start today by calling in a consultant or handling the interviews yourself. If you conduct the interviews yourself, begin the interview by saying, "I want to talk with you today about the key reasons you stay with us, because we want our organization to have a great and satisfying work environment. My goal is to learn what I can do to make us an employer of choice for you in areas we can control."

For best results, you need to ask easily answered questions on hard topics. Employees may not provide an honest answer to "Have you ever thought about leaving the company?" for fear it may make them seem less dedicated or result in other ramifications. Instead, try "If you won Publishers Clearing House and decided to leave us, what would you miss most and least?" or "If you could change anything about your current job or our company, what would you change?"

During the stay interview, really listen and don't attempt to either guide the conversation toward what you want to hear or defend the status quo. Although you'll want to follow up each

For best results, you need to ask easily answered questions on hard topics.

interview with strategies that meet your employee's needs, don't turn the interview into a negotiation session or performance review, as that muddies the waters.

What if you learn you can't give an employee what the employee most desires? Be honest. Stay interviews produce good results even when all you can do is demonstrate you care and will do what you can to explore options. Finally, expect to spend 30 minutes on each stay interview, a minor investment given the results they produce. 

Lynne Curry, Ph.D., founded www.workplacecoachblog.com and www.thegrowthcompany.com before joining the national Avitus Group as their regional director of training and business consulting. She continues to provide training and consulting services for a wide number of Anchorage and Alaska construction companies and other organizations. Curry's latest books, "Beating the Workplace Bully" and "Solutions" are available through Amazon and Barnes & Noble. To request a free excerpt from either book, contact Curry at Lcurry@avitusgroup.com or via LinkedIn or [@lynnecurry10 on twitter.](https://www.linkedin.com/in/lynnecurry10)

ADDITIONAL STAY INTERVIEW QUESTIONS

- What do you like best/least about your job?
- What makes for a great day at work?
- What is something new you want to learn this year?
- Is there anything you'd like to change about your job or department?
- What is one thing that would make your job more satisfying and rewarding?
- What kind of recognition would be meaningful for you?
- When you travel to work each day, what are you looking forward to?
- How can I best support you?
- How does working here compare with what you thought it would be like?
- What leads you to stay with us?
- Is there one person in the organization who has really been helpful to you of late (so we can thank them appropriately)?



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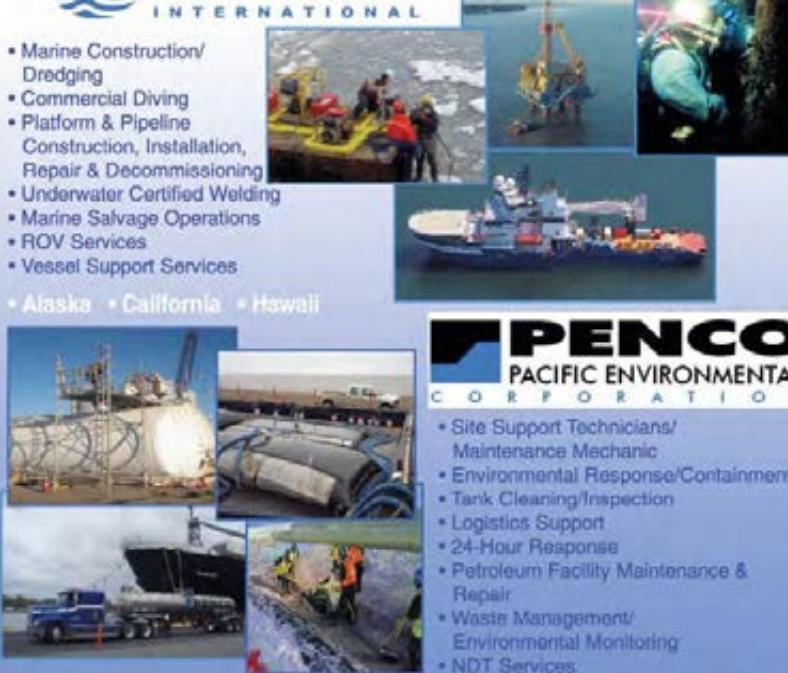
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K&H CIVIL CONSTRUCTORS LLC

By KEVIN KLOTT

Efficient general contractor also extracts, sells gravel in prime Wasilla location

When Steve Manual needs gravel, he doesn't waste his time shopping around the Matanuska-Susitna Borough. He goes straight to his go-to source: K&H Civil Constructors LLC.

Located in the heart of Wasilla, K&H Civil is a general contractor but also a construction aggregate supplier that extracts and sells gravel conveniently within the city limits. Manual, who is a part-owner of Snowbird Self Storage, likes staying local when he needs gravel. He hasn't bought gravel from anyone but K&H since the company began in March 2016.

"They're centrally located, and they have a 12-minute trucking turnaround," he said. "That's the bottom line."

Although K&H Civil is a young company, its owners are working hard to gain a reputation for doing quality, cost-effective work for its clients. In just four seasons, it has completed projects for the Mat-Su Borough, Mat-Su School District, the City of Wasilla, the City of Palmer, the Alaska Department of Natural Resources, and the Alaska Department of Transportation & Public Facilities.

"Half of our business is general contracting and civil contracting, and the other half is construction aggregate supplier," said Matt Ketchum, who owns K&H Civil Constructors with Scott Hessinger.

K&H Civil's headquarters is located at the aggregate source, a roughly 60-acre, shallow pit gravel mine on South Clapp Road, about a mile from Knik-Goose Bay Road and the Parks



PHOTO COURTESY OF K&H CIVIL CONSTRUCTORS

The Bogard Road Resurfacing at Lazy Eight Court and Seldon Road in the Mat-Su Valley was completed by K&H Civil for the Alaska DOT&PF in 2017. The stamped asphalt roundabout is small, but it is designed so that large trucks and trailers can drive right over the roundabout. The project replaced a four-way, flashing-light intersection that slowed traffic significantly during peak hours.

Highway — two major arterials in the Wasilla area. Entry onto these roads from the gravel pit each have traffic signals, which helps moves trucks in and out efficiently.

"We just have a great location," Ketchum said.

A 10-year gravel extraction permit given by the city of Wasilla in 2016 helped Ketchum and Hessinger put K&H Civil on the map. The company is leasing the land, but Ketchum said mining an aggregate source is a great cash business.



PHOTO COURTESY OF K&H CIVIL CONSTRUCTORS

K&H Civil resurfaced the tennis courts at Colony High School in Palmer. K&H owner Matt Ketchum consulted with a company that produces asphalt treatments for tennis courts that is known to perform well in cold climates. Ketchum's son, Kaden, is a junior at Colony High School and plays on the tennis team. "I think it was a labor of love as Matt Ketchum is a big-time supporter of Colony High activities," said Colony principal Brendon McMahon.

"We have retail customers coming in almost every day," he said.

His company's gravel pit operation and the general contracting business are independent of each other. However, the link that ties them together is a state-certified scale at the gravel pit. Ketchum said usage of the state-certified scale allows K&H's general contracting business to be more competitive for public works projects.

"We're a small firm," he said. "We don't own a lot of equipment, and we don't have a hundred employees."

What it does have is experience. Ketchum spent 22 years working for Wilder Construction before starting K&H Civil. His titles there included project engineer, superintendent, business development, chief engineer and branch manager.

"I did every job you could imagine with the exception of insurance, accounting and payroll," he said. "But I'm doing all of that now."

ON-THE-JOB ADAPTATION

Nobody ever taught Ketchum about the business administration paperwork side of construction, but thankfully business has been so good that he's received enough practice to teach himself. With just 25 employees during the peak season, Ketchum has the unique ability to take care of paperwork in the evenings and work in the field during the day.

"I've got a lot to do in the office when it's raining or cold outside," he said, laughing.

Business began to boom after the 7.1 earthquake shook Southcentral Alaska in 2018. At that time, business was slow and the gravel pit had been shut down for the season. But when the earthquake ripped open a section of Vine Road, which is south of Wasilla and within 25 miles of the earthquake's epicenter, K&H was called upon to supply gravel for the repair job.

Getting the gravel was possible but certainly not easy.

"We had to plow snow to get back down into the pit, get excavators in here to dig gravel up that had been frozen, then crunch it up so it wasn't in massive frozen chunks," Ketchum said. "We actually received material from the project as well."

At the beginning of 2019, K&H Civil got a surprise phone call in February from DOT&PF



PHOTO COURTESY OF K&H CIVIL CONTRACTORS

K&H Civil hired McKenna Brother Paving Co. to pave seven sites in the Mat-Su, Eagle River and Anchorage areas after the 2018 earthquake. This Alaska DOT&PF project was awarded in September of 2019 and completed before the winter season. This photo shows K&H Civil Constructors and McKenna Bros paving on the Glenn HWY at MP 58.5 in September 2019.

asking the company to perform an emergency repair on Fairview Loop, south of Wasilla. Ketchum said DOT&PF identified more than 200 locations that needed post-earthquake repair and a section of Fairview Loop — deemed a safety risk to the public — landed near the top of the list.

The job included pulverizing asphalt, hauling it back to K&H's gravel pit, excavating, importing gravel, putting down geotextile, then building the road back to normal. Performing a job like this in the winter, however, was anything but normal.

"In February? I thought it was absolutely insane," Ketchum said. "It was one of the coldest months of the year. The material was frozen so hard we had to have special frost excavator buckets just to dig the frozen road up."

DOT&PF awarded K&H Civil a \$450,000 contract, but the company spent just \$300,000. A few months later, the Alaska DOT&PF awarded K&H a \$600,000 project on the Glenn Highway, and it was completed for less than \$350,000.

"We were efficient," Ketchum said.

TENNIS ANYONE?

K&H Civil saved the Mat-Su School District thousands of dollars when it resurfaced the tennis courts at Colony High School.

"Everyone thought we needed to remove all the asphalt and re-pave it, but I didn't think that was necessary," Ketchum said. "We figured out how to resurface and restripe a tennis court with proper materials. It worked out well for everyone involved."

Colony High School principal Brendon McMahon couldn't have agreed more. Prior to the work K&H Civil did, the tennis courts were unplayable, an eyesore to its campus.

"There were weeds growing through the cracks in the surface of the courts, and the nets were nonexistent," McMahon said. "Overall, the tennis court area looked neglected and abandoned."

But thanks to the effort of Colony High's tennis coach Susan Brunner, Colony's tennis community was able to raise awareness and enough funds to award K&H Civil the \$75,000 project.

"I think it was a labor of love, as Matt Ketchum is a big-time supporter of Colony High activities," McMahon said.

NETWORKING PAYS OFF

Ketchum is also a big-time supporter of AGC. When K&H Civil opened for business in 2016, the fourth or fifth check Ketchum wrote was to pay its AGC membership. He's been associated with AGC since he was in college.

"The networking is super important because there are members who are experts in areas and will help you out if you are pursuing work. By default, I assume if they are AGC members, they are stand-up contractors who are looking out for more than just themselves."

"(AGC staff) are just great people who also provide training and education for me and my employees."

Kevin Klott is a freelance writer who lives in Anchorage.



OCCUPATIONAL HEALTH



ADAM HALL

Beacon Occupation Health and Safety Services

Behind the curtain: A closer look at the drug-testing process

Drug testing is a staple for most employers, usually driven by any level of regulations or requirements. At face value, this process seems simple: Send the individual to testing site, receive a result, make a decision.

What some employers may not realize is how many moving parts are involved behind the scenes that make this process efficient for employers. The drug-testing process consists of multiple stages, with each stage depending on a specialized vendor to complete each portion of the process. The vendor list includes collection sites, laboratories and medical review service providers. Managing independent relationships with each vendor may be difficult for employers, so they may use a consortium/third-party administrator, or C/TPA, to manage those relations on their behalf. The C/TPA is essentially an agent for the employer and maintains contracts or agreements with each vendor to ensure the overall process for the employer is as it should be — simple.

COLLECTION SITES

Collection sites are the first step in the drug-testing process. Once an employee — or prospective employee — presents himself or herself to a designated site, a sample will be collected. This sample may be urine, hair, saliva or any combination of approved sample types. Collection sites in Alaska serve a wide range of industries, many of which fall under the regulatory requirements of the Department of Transportation, or DOT. Workers collecting samples from DOT-covered employees must be properly trained and qualified on the specifics for those employees. Regardless of certification level or sample type, once a collection is completed the sample is then shipped to a laboratory.

Employers wanting to implement a drug-testing program — or that have an existing program — may not fully understand the intricacies of the drug-testing process.

LABORATORIES

A common misconception is that samples are tested at the same facility where they are collected. The reality is that samples are shipped to a laboratory for analysis. Once a sample arrives at the lab, it goes through the testing process, which consists of a screening phase followed by a confirmation phase of testing if necessary. Employers do not receive results directly from the lab. Instead, the laboratory results are transmitted to a medical review officer, or MRO, who is responsible for reviewing the result and all testing information and making a final determination which will then be sent to the employer.

MEDICAL REVIEW OFFICERS

The last step in the drug-testing process before a result reaches the employer involves the MRO. MROs are medical doctors who are tasked with reviewing the result information from the lab, as well as taking into consideration any explanation an employee may have for a non-negative result (positive, substituted, invalid). For example, if an MRO receives a positive result from the lab, he or she will inter-

view the employee to determine if prescription medication or any other valid explanation can account for the laboratory's findings. Once all information has been received from the lab and the employee has had an opportunity to speak with the MRO, the MRO will make a final determination and report this result to the employer. The MRO-verified result is the end product of the drug-testing process.

Employers wanting to implement a drug-testing program — or that have an existing program — may not fully understand the intricate

aspects of the drug-testing process. After all, most employers are focused on the industry their organization serves. Managing relationships with collection sites, laboratories and MRO service providers can be time-consuming for employers. For this reason, the use of C/TPAs is a common practice as it removes the burden from employers while giving them the peace of mind that their drug-testing process is efficient and compliant with all applicable rules and regulations. 



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SUPERIOR PRODUCTS

By SAMANTHA DAVENPORT

With years of local experience, company has roofing, siding and log building kits down to a science

Superior Products Inc. is an Alaska-Native-owned business that focuses on residential and commercial metal roofing and siding, as well as log building packages for Alaskans wanting to make their dreams a reality.

Jerry and Nancy Green founded the business in 1983, and, while he no longer runs Superior Products, he continues to provide support to Ray Koch, the current president of the company. Koch worked with Green for years as a general contractor and then as a partner before purchasing the Anchorage-based business in 2016 with his wife, Cheryl Stine.

Before stepping into his role as president, Koch had an extensive background in construction throughout Alaska. He installed "miles and miles" of metal roofing and siding products. The very products he now offers to the marketplace. Now, he's helping contractors and homeowners navigate the space with the vast knowledge he's gained over the years.

"I bring a different understanding of the products and helping people select and install them. This is especially beneficial to our residential customers who have limited installation experience," Koch said.

From panels and trim to snow retention products and sealants, Koch and his team know the ins and outs of the business.



Ray Koch and Cheryl Stine are the owners of Superior Products Inc., which specializes in metal roofing and siding as well as log building packages.

PHOTO BY SAM DAVENPORT

In addition to its roofing and siding expertise, Superior Products also specializes in pre-cut log packages with detailed plans and material lists — the original reason why the Greens began the business in the first place. The Superior team has delivered hundreds of log packages to owners across Alaska. On occasion, the company has ventured to the Lower 48 and has even shipped to Japan. And while it's exciting to have a product received so well both in and out of the state, the focus stays local.

"We've done hundreds of log homes, from Barrow to Ketchikan," Koch said.

Superior Products designs and plans its custom projects in-house, whether it's a commercial building or an outhouse. Koch isn't a contractor anymore but pairs Superior's customers with qualified contractors who will help them build their dream.

Koch said Alaska is one of the toughest environments to build in, due to remote locations or varying complications as a result of constructing in Alaska. But the company's focus is to help customers navigate that.

"We specialize in helping customers through that process and making sure that we do anything we can to

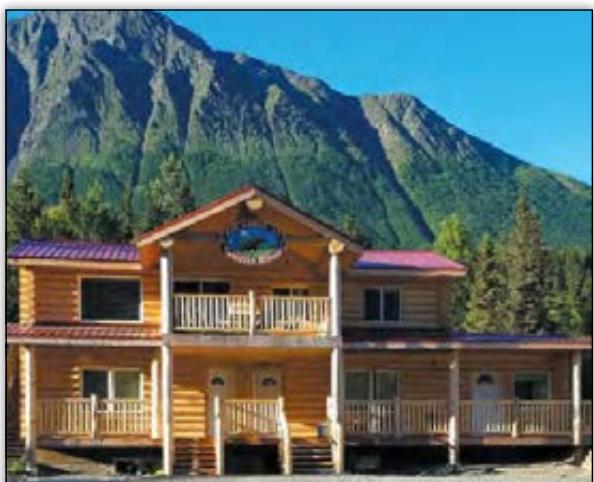


PHOTO COURTESY SUPERIOR PRODUCTS

The Lodge at Grizzly Ridge in Cooper Landing is composed of Superior's log kits.

minimize the challenges of building in Alaska," Koch said.

ALL-INCLUSIVE SERVICE

Shane Perrins of Frontline Construction has worked with Superior for nearly seven years. As a commercial siding contractor, his company purchases a lot of products through Superior, which have gone into projects from a school in Kwethluk to Alaska Commercial Company grocery stores in Dillingham, Bethel and Sand Point.

"They've supplied materials for projects from Shemya, at the end of the Aleutian Chain, up to Kotzebue and Nome," Perrins said.

Perrins said Superior's confidence in their abilities has made them a solid partner for projects in the state.

"They're really good about the logistics of Alaska," Perrins said. "They're really familiar with not only their products but what it takes to install them. ... When we get a package from them or a quote from them, it's all-inclusive. We don't have to worry if anything is missing."

"When you have to barge something all the way across the state and you're missing something, it's no fun."

RESOURCES FOR ALL SIZES

Both Frontline Construction and Superior Products are members of AGC. When Superior Products joined in 2002, it gave them a source for commercial customers for metal roofing and siding. SPI continues to utilize AGC's resources for work opportunities across Alaska.

"The sharing of information is probably the key benefit," Koch said.

With more than 35 years of business in the state, Superior is doing what it knows best — staying superior.

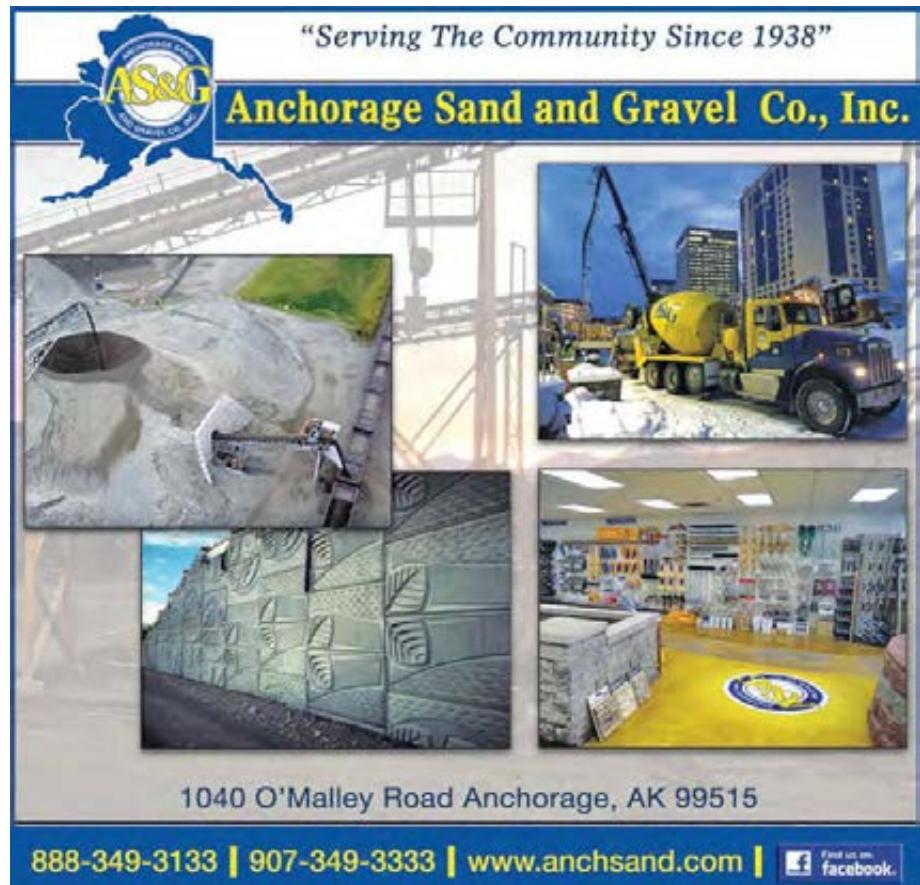
"Helping residential customers is by far the most rewarding. ... We very rarely have dissatisfied customers because we do a lot of things that our competitors won't," Koch said. "No matter how small or large an order, we'll spend as much time as necessary putting it together."



Samantha Davenport is a freelance writer who lives in Anchorage.

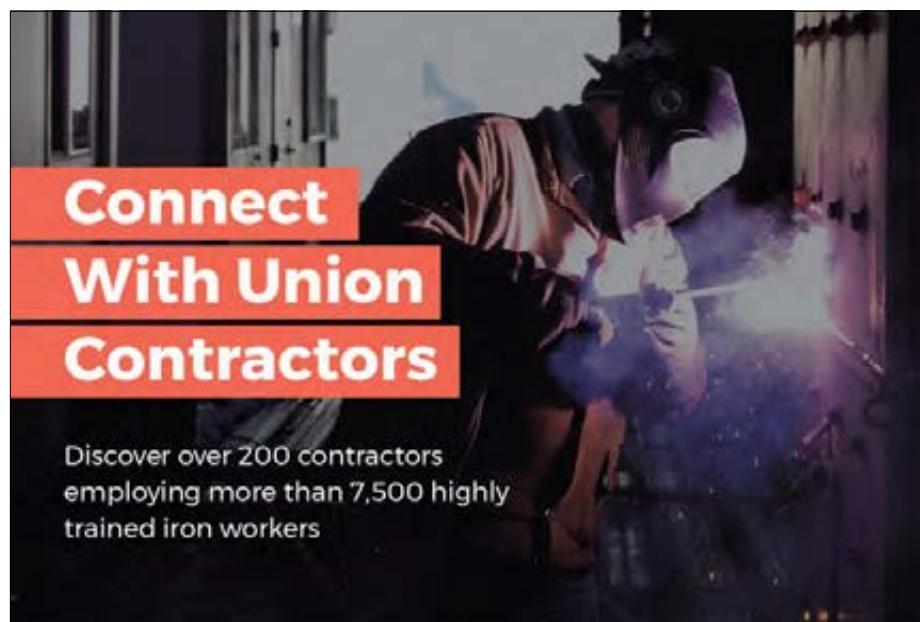
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CHRIS ROSS, CSP, CPLP

*President,
The Engagement Effect*

To prevent workplace slips, trips and falls focus on human behavior, complacency

Slip-, trip- and fall-related incidents continue to be one of the most common problems in construction. Slips, trips and falls — or STF — constitute the majority of general industry accidents; 26% of the 882,730 nonfatal work injuries resulting in days away from work in the United States in 2017 were related to slips, trips and falls. The breakout is a total of 227,760 STF; fall to lower level: 47,180; fall on same level: 142,770; slips, trips without fall: 33,720. In 2016, 697 workers died in falls to a lower level, and 48,060 were injured badly enough to require days off work. National Safety Council data for 2016 includes falls from height and falls on the same level, for construction: 24,700 injuries, 384 deaths.

According to the 2016 Liberty Mutual Workplace Safety Index, the most severe, non-fatal workplace injuries cost almost \$62 billion in workers' compensation costs. In other words, more than a billion dollars was spent each week on these injuries. STFs are responsible for more than 15% of all accident-related deaths and ranks second only to motor vehicle accidents as a cause of fatalities; they account for nearly 20% of all workplace injuries; they contribute to almost 12% to 15% of all workers' compensation costs; and these injuries cost employers approximately \$40,000 per incident.

And that is only the tip of the iceberg. As worker injuries are just a part of the STF issue, it is also the leading cause of liability claims for business owners. While no one knows for sure, the total impact world-wide of STF injuries is estimated to be hundreds of billions of dollars.

Slips happen where there is too little friction or traction between the footwear and the walking surface. The Environmental Health Safety Daily Advisor conducted research that found three major contributors of slips, trips and falls. While poor lighting, stairs and ladders seem to be prime candidates to cause these types of incidents, they didn't make the list because, as it turns out, they're the primary factor only 5% of the time.

The big three causes are:

- 16% – housekeeping issues (lack of tidiness, when things are left out for people to trip on)
- 25% – wet or slippery surfaces
- 54% – human factors

This means that effectively dealing with STFs requires safety professionals to juggle both physical factors like wet walking surfaces or work areas and human factors, which are consistently overlooked in most safety management systems.

Slips, trips and falls result from some kind of unintended or unexpected change in the contact between the feet and the ground or walking surface. This shows that good housekeeping, quality of walking surfaces (flooring), selection of proper footwear, appropriate pace of walking

and an emphasis on human factors are critical for preventing STF accidents.

HUMAN FACTORS AND STF

We've all seen real-life versions of where people slip on a freshly polished floor despite the half-dozen wet floors signs that are all within arm's reach. It's a phenomenon called inattention blindness that literally makes us blind to familiar objects that we're not looking for. Because wet floor signs are common features in our daily lives, it becomes easy for people to tune them out and stop recognizing them for what they are: important warnings that a hazard is present.

Because distraction compounds with wet floors and items that can cause people to trip, there's a real need to deal with both the hazards and the human factors (and especially complacency) that limit the effectiveness of wet floor signs and other potential solutions.

Clearly, distraction combines with physical hazards to elevate the risk of slips, trips and falls. The problem is bigger than simply wet floors, and that means the solution needs to be more comprehensive than simply putting out signs and running the same old training.

Because if wet floor signs and following OSHA's regulations were enough, then the problem would already be solved. After all, OSHA has the problem covered with a comprehensive set of rules like the following:

- The floor of every workroom shall be maintained in a clean and, so far as possible, a dry condition. (1910.22)
- Where wet processes are used, drainage shall be maintained, and false floors, platforms, mats, or other dry standing places should be provided where practicable. (1910.22)
- Aisles and passageways must be kept clear and in good repair. (1910.23)
- There should be no obstruction across or in aisles that could create a hazard. (1910.23)

There are even incredibly specific standards that regulate the height and surface of railings on stairs. But despite these and other important rules, OSHA and other attempts to counteract physical hazards, such as using anti-slip/slip resistant floor mats, can only solve half the problem.

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There's a lot that physical solutions can prevent, but there are a lot of gaps too. We've already noted that distraction is half of the problem of slips, trips and falls. That means that finding ways to beat distraction and other forms of human error, like rushing, should be half of the solution.

There are a few big needs that any human-error solution must address, from a constantly changing environment to what should go into a proper human-error training program.

ENGINEERING AND ADMINISTRATIVE SOLUTIONS

- Changing or modifying walking surfaces.
- Use anti-skid tape in high traffic areas and stairs.
- Use absorbent mats in entrance ways during inclement weather. Caution: Unanchored mats may cause slip hazards themselves. Make sure that mats lie flat and that the backing material will not slide on the floor.
- Display "wet floor" signs when appropriate; note that signs are a great awareness tool but should not be the only means of control. Clean up spills and wet floors as soon as practical.
- Have a procedure to deal with spills and ensure spills are reported and cleaned up immediately.
- Use proper mats in areas that tend to be "spill prone."
- When wet processes are used, maintain proper drainage or use platform mats.
- Clean all spills immediately.
- Mark spills and wet areas.
- Mop or sweep debris from floors.

- Secure (tacking, taping, etc.) all mats, rugs and carpets that do not lay flat.
- Keep working areas and walkways well lit.
- Replace burnt-out light bulbs and faulty switches.
- Conduct a lighting survey to determine adequacy of lumens for the tasks required.

PERSONAL PRECAUTIONS

- Wear proper footwear for better traction on slippery surfaces.
- Point your feet slightly outward, keeping your center of balance under you.
- Be aware that friction, or grip, can be reduced when moving from one type of surface to another; take slow, small steps in transition areas.
- Reduce or eliminate the load carried by hands to maintain balance and sight.
- Use your feet as probes to detect possible slip, trip and fall hazards.
- Get your feet underneath your body quickly to maintain your balance after an initial step.
- Use rails or other stable objects that you can hold onto.
- Protect the more vulnerable parts of your body like your head, neck and spine if you do fall.
- Consider the use of traction devices, e.g. "Spikeyes" or other brands. Be sure to provide a seating area near the entryway to don and doff these devices. Discourage the wear of these devices indoors on hard surfaces, as that can create a STF hazard.
- Try not to carry too much — you need to leave your hands and arms free to better balance yourself.

- When entering a building, remove as much snow and water from your boots as possible. Take notice that floors and stairs may be wet and slippery. Walk carefully.
- Use special care when entering and exiting vehicles — use the vehicle for support.
- Look out for "black ice." Dew, fog or water vapor can freeze on cold surfaces and form an extra-thin, nearly invisible layer of ice that can look like a wet spot on the pavement.

INSPECTIONS

Regular, frequent inspections of working and walking areas should be conducted to identify environmental and equipment hazards which could cause slips, trips and falls. Inspections should be tailored to each facility and performed on a regular basis. Many employers with parking lots also use snow and ice logs for premises liability reduction.

Inspection forms should have a place for the inspector, location and date and may include categories such as:

- Floor conditions, including carpeting and entryways.
- Signs and equipment for spill cleanup.
- Use of proper equipment (e.g. slip resistant or traction devices) by employees.
- Lighting.
- Stairs and ladders.
- Building perimeter (parking lots, sidewalks, ramps).
- Restrooms and other frequently wet areas.

The bottom line on preventing STF incidents is for everyone to be involved — from top management to line employees and visitors. The process begins with proper engineering (good design, eliminating hazards, proper surfaces and stairways); incorporating human factors; robust administrative programs (training, inspections, warnings, lighting); and a lot of employee involvement (feedback, suggestions, coaching).



Chris Ross, CSP, CPLP, is president of The Engagement Effect. The firm offers solutions in organizational performance, safety and health, leadership, talent management and culture change. Learn more at www.theengagementeffect.com or email the author at chris@theengagementeffect.com

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DANIEL CULICOVER

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Alaska Hire law created undefendable quotas, not more jobs, in zones of underemployment

In early October, the Alaska attorney general announced that the state would stop enforcing the state's "Alaska Hire" law. The state had used this law as a tool to encourage companies to hire Alaskan residents. However, the law's approach — setting a hiring quota for Alaska residents on public works contracts — violated both the U.S. and Alaska constitutions. And as the attorney general estimated, it would have cost the state between \$600,000 and \$800,000 to defend this law in court and ultimately lose. Accordingly, the attorney general made the right call.

Alaska has struggled with unemployment since it became a state, with three factors contributing to its unemployment issues. For one, the seasonal nature of Alaska's economy increases the unemployment rate during the winter. Separately, unemployment in Alaska simply tends to be higher than the Lower 48. Finally, Alaska's rural population is dispersed and has less access to jobs.

One thing is clear: Outsiders are not coming to Alaska to take jobs away from Alaskans. Currently, there are no restrictions on hiring nonresidents in Alaska's other major industries, such as seafood processing, tourism, mining and oil extraction. Like construction, these industries are mostly seasonal and require special skills. During their peak season, these industries must rely on non-residents to meet the demands of the market. These industries share another trait: They provide much of the state's tax revenue. Because of the taxes that these industries pay, Alaska and Alaskans benefit when these industries perform well.

Alaska's legislature has sought to boost hiring of Alaskans by imposing hiring quotas on companies that spend state dollars — largely ignoring the benefits that non-residents give to the state. For more than 40 years, Alaska has had laws on the books in one form or another that are intended to decrease unemployment by using resident hiring quotas. However, courts have declared each of these laws to be unconstitutional.

The most recent law — Alaska Hire — set a quota for non-Alaskans working on public construction projects in Alaska by creating "zones of underemployment." Any public construction project inside a "zone" had to meet the state's hiring quota on a craft-by-craft basis. The state set the quota at 90% and concluded that the entire state was one "zone." In essence, the Alaska Hire law created a 90% hiring quota for Alaskan residents on any public construction project in the state.

This quota burdened almost every construction-related occupation — 23 crafts in total including electricians, engineers and architects, foremen and supervisors, and laborers. For example, a paving subcontractor with a crew of five equipment operators, including two non-residents, on a state-funded construction job violated Alaska Hire — even if every other worker on the project was Alaskan. Violations like this could lead to fines or imprisonment.

In October, Alaska's attorney general explained in a formal legal opinion that Alaska Hire is unconstitutional. His opinion joins three court decisions that held that earlier versions of the law were unconstitutional. The attorney general's opinion came in two parts.

First, the attorney general wrote that Alaska Hire violated the U.S. Constitution's guarantee that each citizen is entitled to the same "privileges and immunities" as the citizens of the other states. This provision of the Constitution protects, for example, citizens' right to travel to other states for work.

The framers of the Constitution included this guarantee to stitch the country together so that it could act as a union — not as a collection of 13 (and later 50) states. In practice, this clause prevents states from limiting non-residents' right to work in a state.

The Alaska Hire law violated the privileges and immunities clause by giving an economic benefit to Alaskans at the expense of non-residents. This amounted to economic protectionism, which both the U.S. and Alaska Supreme Courts have held violates the U.S. Constitution.

Second, the attorney general explained that Alaska Hire also violated the Alaska Constitution. The Alaska Constitution has an equal protection clause that requires the state to treat "those who are similarly situated alike." Alike, in this context, means that the state cannot treat people from one part of Alaska differently than those from another part of the state.

Alaska Hire treats people who live outside zones of underemployment differently from those who live inside a zone because it gives hiring preference to those inside the zone. As the Attorney General explained, the Alaska Supreme Court already held that a similar law, which created "economically distressed zones," was unconstitutional. For that reason,

creating "zones of underemployment" violated the Alaska Constitution.

Unemployment remains a problem in Alaska. The state's small population is spread out over its large area. This geographic remoteness, coupled with insufficient education and job training, are the main drivers of unemployment. The Alaska Hire law does not solve these problems and only burdened contractors with hiring quotas that made it harder to find qualified and trained workers.

There is a lot Alaska can do to address its unemployment problems, from improving education and job training, to increasing transportation options for its isolated communities. But the attorney general's decision not to enforce the Alaska Hire law is a good first step. His decision follows the constitution and saves taxpayers and the state money in costly litigation. 

Daniel Culicover and Emily Yoshiwara are attorneys in Oles Morrison Rinker & Baker LLP's Seattle office.

Culicover counsels his clients on construction litigation matters and bid protests. General

contractors and subcontractors value his solution-oriented approach in resolving high profile construction disputes while federal government contractors appreciate his attention to detail in resolving bid protests quickly and effectively.

Yoshiwara works with clients in the construction and real estate industries to solve their most complex legal challenges. With a practice that spans across the firm's construction, commercial litigation, business and real estate, and government contracts groups, she has assisted clients with a variety of issues, including contract review, in-depth legal research, and drafting and responding to discovery.

This column provides information about the law designed to help users safely cope with their own legal needs. But legal information is not the same as legal advice — the application of law to an individual's specific circumstances. Although we go to great lengths to make sure our information is accurate and useful, we recommend you consult a lawyer if you want professional assurance that our information, and your interpretation of it, is appropriate to your particular situation.



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Member NEWS

Happenings on the Alaska construction scene

R&M Consultant notes hires, professional achievements

Environmental specialist Stacey Frutiger, engineer in training, and staff engineer Russel Gingras, engineer in training, recently joined R&M. Frutiger has five years of environmental consulting experience and will be responsible for environmental compliance tasks. Gingras has two years of utility experience and will assist with planning and design of utility projects.



Frutiger



Gingras

Also of note, Taryn Oleson at R & M recently earned her American Institute of Certified Planners designation from the American Planning Association's professional institute.



Oleson

Oleson specializes in land use, transportation and community planning. Joe Horazdovsky

recently earned his professional engineering license, gaining his Alaska license in civil engineering. Horazdovsky has worked on numerous transportation, waterfront and construction administration projects for R&M. David Brock recently passed the required exams to become a professional land surveyor. Brock has worked at R&M since 2012 as a survey technician.



Horazdovsky



Brock

PND Engineers names several new employees

Don Brown has joined PND's computer-assisted design, or CAD, group in Anchorage. A U.S. Air Force retiree, Brown was a satellite communications technician and went on to earn degrees from Charter College, the Community College of the Air Force and University of Alaska Anchorage. Levi Overbeck, PE, has joined Anchorage's civil staff. Overbeck is a life-long Alaskan and graduate of the University of Alaska Fairbanks. Sarah Boeckman joined

PND's Anchorage accounting staff. Boeckman is a lifelong Alaskan and a University of Alaska Anchorage graduate.

Knik Construction honored for post-earthquake work

"Roads & Bridges," a magazine devoted to those who work in the road and bridge construction market, has selected Minnesota Drive and International Airport Road Interchange as the second-most noteworthy project on its "Roads & Bridges Top 10 Roads" list. In a mere 90 hours after a magnitude 7.1 earthquake rocked Southcentral Alaska on Nov. 30, 2018, Knik Construction was ready to open the newly reshaped, paved and striped chunk of road to the public.



Pruhs is track champion at Alaska Raceway Park

Dana Pruhs, owner of Pruhs Corporation and an AGC of Alaska board member, enjoys tearing it up at the track in his down-time. Pruhs participated in several races at Alaska Raceway Park in 2019 and more than once took home first-place honors. In September, Alaska Raceway Park announced on twitter that Pruhs was the 2019 Late Model champion.

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Alaska Crane helps launch immense Goldbelt sea vessel

In September, Alaska Crane hoisted the Seawolf, a U.S. Coast Guard-inspected, 74-foot catamaran-style passenger vessel commissioned by Goldbelt Transportation of Juneau. The vessel is intended to provide transportation to and from Kensington Mine and to offer the company flexibility to explore other business opportunities. The Seawolf, engineered by Coast Wise Corp. of Anchorage and built by Bay Welding in Homer, is the largest vessel ever built in Homer and required two cranes to launch it. Alaska Crane is fully owned by STG Inc., a rural specialty infrastructure contractor owned by Calista Corp.



Lynden tops Quest for Quality awards for 7th year

In August, Logistics Management announced that Lynden Transport had, for the seventh year in a row, earned a No. 1 ranking in the company's 36th annual Quest for Quality awards. The company received the highest scores among less-than-truckload, or LTL, western regional carriers in the on-time performance and information technology categories, and it also earned the highest overall weighted score.

"As always, credit goes to our hard-working drivers, customer service representatives, support staff and the entire Lynden Transport team," said Paul Grimaldi, president of Lynden Transport.



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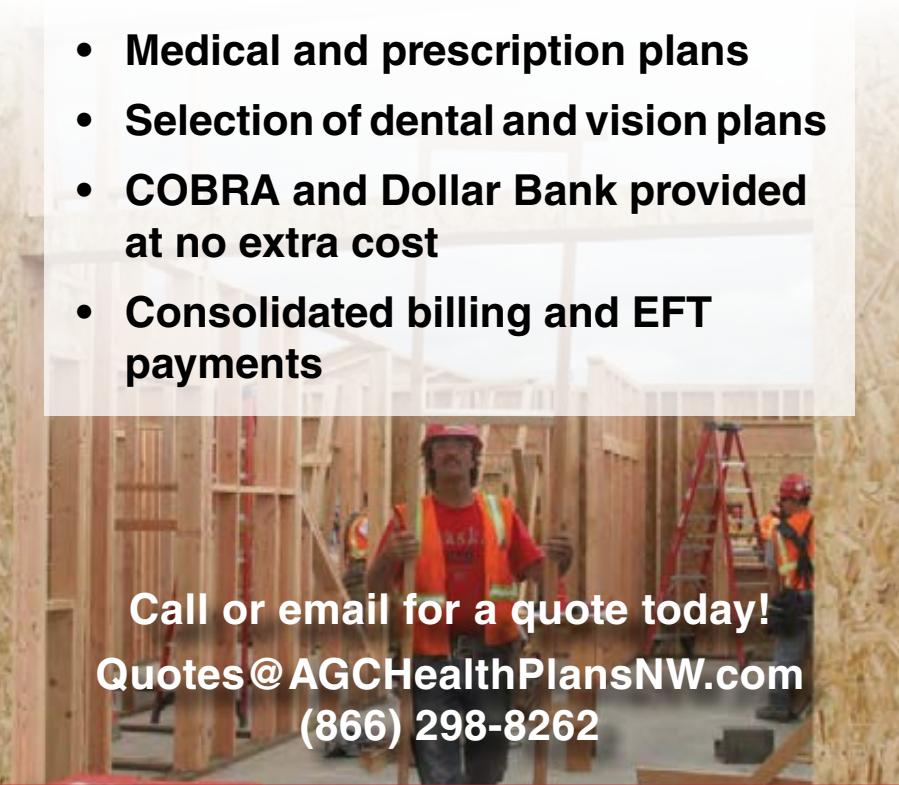


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Alaska Contractor Magazine is proud to offer members a chance to brag about the good work they are doing. Does your business have photos of a completed project to share? Please send high-resolution photos (larger than 1MB, minimum of 300 dpi) to Margaret Empie at Margaret@agcak.org, along with the project name, contractor, project manager and photo attribution.

Taking Pride in What We Do photos are run as space is available.

Calendar of Events 2020

Associates Council Excellence Reception

4:30 to 6:30 p.m., Jan. 16, Anchorage

Fairbanks Casino Night

5 to 9 p.m., Jan. 24

AGC/CIPF Construction Spending Forecast and Economic Impact Report

Breakfast, Jan. 30, Anchorage

AGC/CIPF Construction Spending Forecast and Economic Impact Report

Breakfast, Jan. 31, Fairbanks

Western Chapters Conference

Feb. 5 to 7, San Diego

Legislative Fly-in

Feb. 11 to 12, Juneau

Fairbanks Bowl-a-Thon

2 to 8 p.m. Feb. 29, Nugget Lanes, Fort Wainwright, Fairbanks

AGC of America Annual Convention

March 9 to 12, Las Vegas

Executive Board Meeting

March, TBD

Spring Board Meeting

April, TBD

GRANTS TO FUND SAFETY HARNESSES IN WOMEN'S SIZES

"ONE SIZE FITS ALL" DOESN'T WORK.

The Associated General Contractors of America is partnering with construction technology provider Autodesk to launch a one-time grant program that addresses the need for better-fitting personal protective equipment, or PPE, for women who work at heights.

According to the Occupational Safety and Health Administration, or OSHA, falls are the leading cause of private-sector worker fatalities in the construction industry. Everyone who works at heights, whether it's on a roof, scaffolding or the edge of a tall building project, should have properly fitting safety harnesses, yet not all contractors have the supply they need to better protect women in construction. To help address this, Autodesk is providing \$75,000 in grant funding to supply in-need contractor members with fall protection harnesses sized for women. The grant program will fund the purchase of approximately 300 fall protection harnesses.

The grant is available to AGC member companies whose work exposes their female employees to fall hazards that require the use of Personal Fall Arrest Systems (PFAS). To apply, submit an application online by 11:59 p.m. Jan. 10, 2020. Applications will be judged by experienced safety and health and diversity and inclusion professionals who are active AGC members. Grant funds will be awarded on a sliding scale, based on the percentage of female employees whose work exposes them to fall hazards that require the use of PFAS.

To apply online, visit www.agc.org and hover over "Industry Priorities," then "Safety & Health." In the "Safety & Health" menu, select "AGC-Autodesk Safety Harness Grant Program" and scroll down to the red "Apply Now" button. From there, you will be directed to our application platform — Formsite — and prompted to create an account. You will also be able to preview the application.



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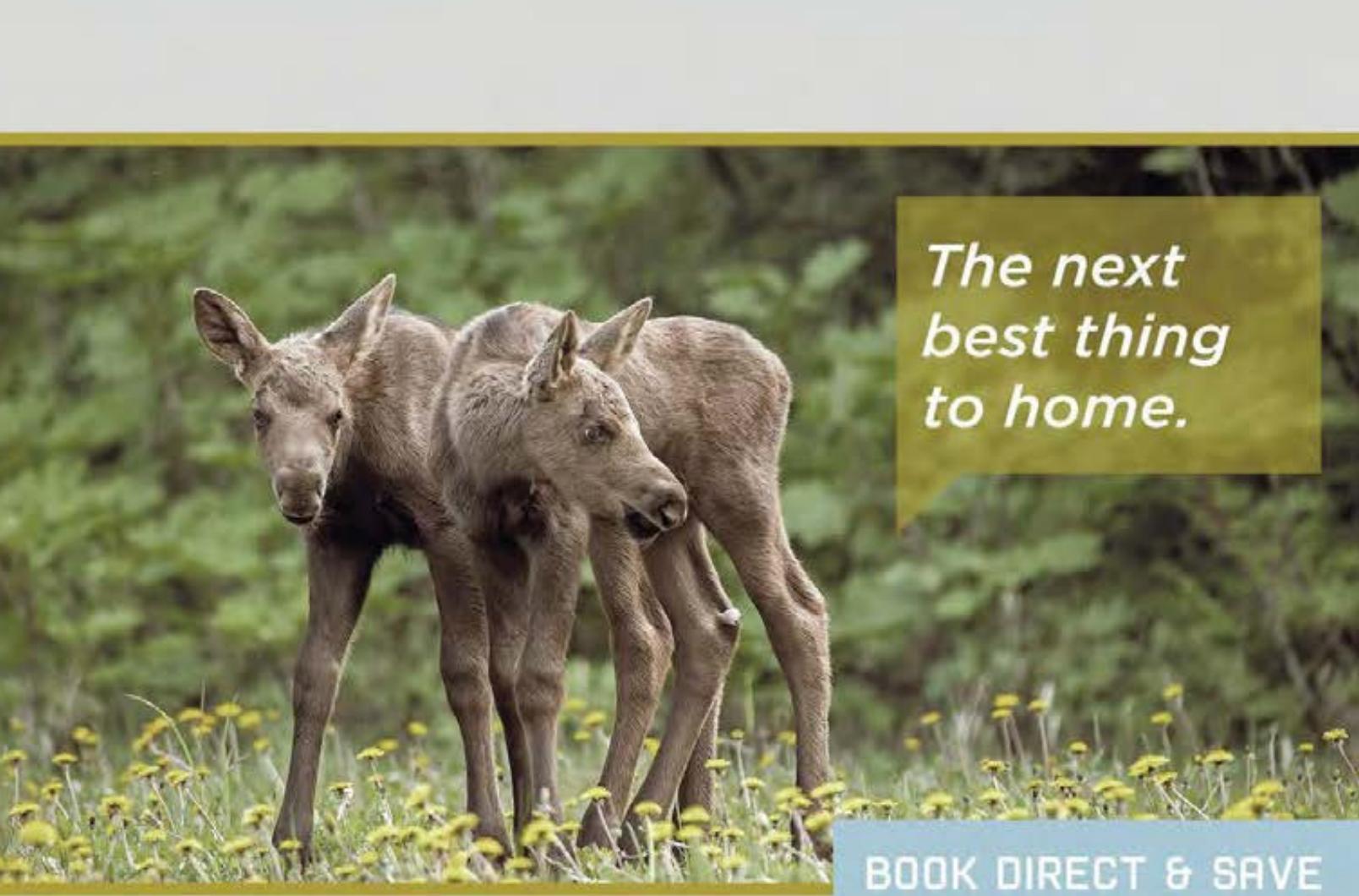
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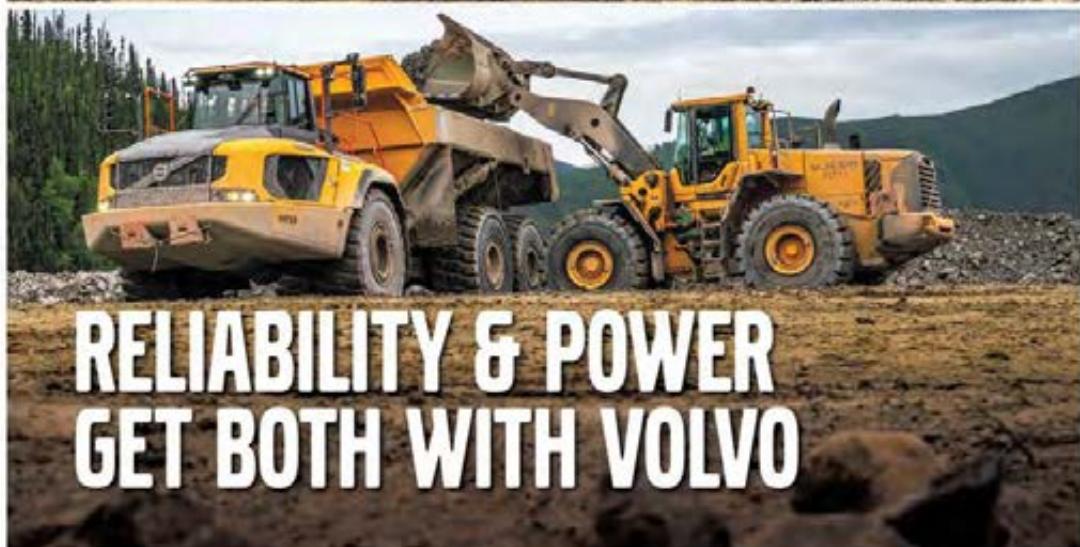
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