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minnesota construction association

March 2006

MINNESOTA CONSTRUCTION ASSOCIATION

Construction Views

The Official Organization of Minnesota's Construction Industry

**WEDNESDAY,
MARCH 29, 2006**

*MCA March
Site Visit*

**SCHEDULE
OF EVENTS**

3:00 - 5:00 PM - TOUR

LOCATION

GRAND LODGE AND WATER
PARK OF AMERICA
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Grand Lodge and Water Park of America Project Tour

*Lead by Carl Rinta and Eric Thomsen
Adolfson & Peterson Construction*

This March join the Minnesota Construction Association on a tour of Wirth Companies' Grand Lodge and Water Park of America. Carl Rinta and Eric Thomsen, Adolfson & Peterson Construction, will be presenting the project and leading a tour through the hotel and water park.

The project recently received The Business Journal's "Best in Real Estate" award for new hospitality/ entertainment development.

Wirth Companies is looking to attract both business travelers and tourists to the facility.



The primary design and construction team for the hotel and water park structure include Adolfson & Peterson Construction, ESG Architects, MBJ Engineers, ICI Design, Harris Mechanical (mechanical design build), Hunt Electric Corporation (electrical design build). The water park designer is Ramaker & Associates with Neuman Pools as the installing contractor for the pools and associated equipment. The project schedule from start of construction to final occupancy is approximately 19 months and has worked the entire duration to date with no lost time or accidents.

The Grand Lodge contains 403 rooms and 8-levels with one level of underground parking. It includes a restaurant, bar, fitness center, spa, coffee shop and meeting rooms. The Water Park of America has a footprint of 60,000 square feet with a 100-foot slide tower. Built into the water park are: a wave ride simulator, America's largest indoor family raft ride, multiple indoor spas, numerous tube and body slides, a 3,500 square foot interactive play structure, the world's highest indoor water slides, zero entry depth children's pool, geyser and water cannons, kayak course and a sports activity pool.

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President's Column

By Larry Gleason, CPMI

The February program on "Collecting Money" was well attended and well received. We had a majority of attendees provide evaluation responses and the only negative that came up several times was that one hour was not long enough for the topic.

As is typical of these monthly programs, the participants had opportunities to network before and after the presentation. Networking is another significant benefit of MCA member-

ship and I want to point out some other opportunities available to you.

In February, MCA completed the conversion of the membership directory from paper to an online database. By going to the web page at www.mnconstruction.org and clicking the "Members" tab, anyone can view a summary list of the companies represented by MCA members. However, only members can make full use of the searchable database by logging in with a user name and password. You should have received a letter dated February 28 containing your own log-in data.

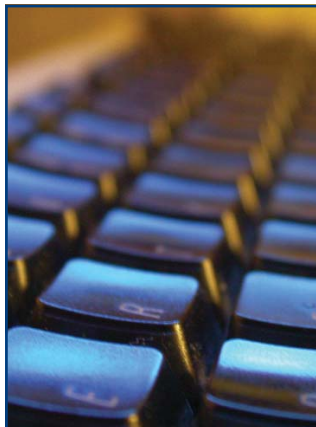
The benefit to you is a quick and easy way to contact other members or become aware of the diversity of MCA membership. You can enter searches by an individual's first or last name or the name of their company. It does not matter if you are spelling-challenged. Even entering the first letter in the names will produce manageable results. Take time to try it out and to check to be sure your own data is up-to-date. If you do notice any needed corrections or have other suggestions to make the directory more useful, please contact Stephanie Atwell at The Harrington Company office.

This newsletter is a networking tool. If you have company news you wish to share or an informative article, please send it to Stephanie for publication consideration.

You can also make a difference and leverage your networking opportunities by volunteering to participate on committees or the Board of Directors. Your efforts will be recognized and promoted.

"Need a free, real-time, user-friendly, customizable data source with interdisciplinary capabilities? Try a librarian", suggests Barbara Fister, the librarian of Gustavus Adolphus College. I suggest you will get some of the same benefits from MCA members. Try them.

In closing I will remind you to be professional and considerate in your use of the member data.



Learn more ONLINE!

Visit the MCA Website

www.mnconstruction.org

Get information on upcoming events, review the benefits of being a member or sponsor, view samples of past newsletters, or access a list of current members.

Questions or comments about the site? Just email the MCA Headquarters: satwell@harringtoncompany.com

For instant MCA access - the web is where it's at!

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

Meet a New MCA Board Member!

Patrick J. Lee-O' Halloran
MCA Director



Patrick J. Lee-O' Halloran is an attorney at Fabyanske, Westra, Hart, & Thomson, P.A. in Minneapolis, Minnesota. Mr. Lee-O' Halloran focuses his practice on complex construction cases and arbitrations, representing contractors, subcontractors, owners, sureties, and other businesses. He received his B.A. degree cum

laude from Carleton College in 1990, and his J.D. degree cum laude from the University of Minnesota Law School in 1996. He is admitted to practice in Minnesota's state and federal courts and has appeared *pro hac vice* in various state, federal, and bankruptcy courts across the country. He was named as a *Minnesota Law & Politics Magazine* "Rising Star" in 2002, 2003, 2004, and 2005 and has presented a number of seminars on construction litigation and related issues.

UPCOMING events

Friday, March 10, 2006

MEMBERSHIP/
SPONSORSHIP
COMMITTEE MEETING

11:30 AM
McCoy's Public House
Minneapolis, MN 55416
3801 Grand Way
St. Louis Park, MN 55416

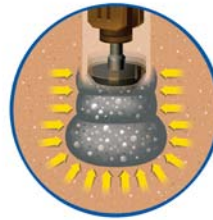
Wednesday, March 29, 2006

MCA MARCH SITE VISIT

3:00 - 5:00 PM
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Minnesota Construction Association (MCA) presents

MCA March Site Visit

Wednesday, March 29, 2006

Grand Lodge and Water Park of America • 1700 American Blvd. E • Bloomington, MN 55425

\$65 Non-Members* • \$45 Members pre-registered & pre-paid • \$40 three (3) or more members from the same company

* Non-Members: register to become an MCA Member within 30 days of attending a program and have your program fee deducted from your membership fee.

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The following is excerpted from Finance and Commerce, February 7 2006 by Brian Johnson

Experts see more 'mixed construction' projects

Mixed construction projects - the practice of union and nonunion contractors working side-by-side on a given jobsite - are the wave of the future in Minnesota, according to a panel of local construction experts.

"They're not just the future, they're here already," said David Lenss, president/COO of Graham Penn-Co Construction. "You're seeing more and more of it by large owners ... that are saying, 'I want people who are qualified to do the work.' And they're not worrying about whether it's a union or nonunion contractor."

The experts - representing unions, contractors, owners and consulting firms - gathered for a Jan. 19 panel discussion at the Associated General Contractors of Minnesota's annual meeting in St. Paul.

Doug Seaton, a lawyer who represents both union and nonunion contractors, said in a phone interview that mixed jobs "have always been there, but they are becoming more common ... even in territory where it used to be rare to see anything but an all-union job site."

At the AGC forum, Seaton said the trend is a good thing for all parties involved.

"Unions need competition, like everybody else," said Seaton, a shareholder with the firm of Seaton, Beck & Peters. "And their members need competition within the union."

"It's something unions should embrace. Continued resistance to it is futile, and would also doom the unions' efforts to retain and organize."

Some contractors and owners say escalating compensation packages - especially in some of the specialty trades -

have made it increasingly difficult for union contractors to compete with nonunion firms.

"I think that, throughout out-state Minnesota, the highway market is going to continue to go nonunion," said Dennis Behnke, a vice president with Lunda Construction, a Wisconsin-based highway/heavy firm. "As the disparities in wages continue to escalate, it is just going to increase."

Lenss said, "We've changed how we're approaching the market, because areas we typically work in, we have found that we are having a hard time being competitive. We're bidding it, and we're seeing a nonunion contractor getting it time and time again."

Seaton said many of the contractors he deals with are becoming frustrated with respect to the trades. Specialty trade rate increases tend to drive the rest of the market, and they have distorted overall wage rates, he said.

"My impression, at least, is they are really hurting their own signatory contractors," Seaton said. "They are using the structure of the agreements to make it very difficult for those contractors who decide they can't be competitive to find their way out of the maze."

The unions had a different take.

"We obviously think the future is union," said Jim Brady, president and business manager for the Minnesota Laborers District Council. "And our union and a lot of others are working hard to make sure that's the case."

Communication between unions and contractors is a big key to resolving differences, Brady said.

"Very few times have I gotten a phone

call from a subcontractor before work begins," he added. "It's always after there's problems. I think we can do a lot more if we get that phone call ahead of time."

Scott Malcolm, executive secretary of the Lakes & Plains Regional Council of Carpenters and Joiners, said a lot of the basic crafts are doing what they can to keep signatory contractors competitive.

"We value every time the contractor wants to meet with us and say, 'Here's a new idea, let's try this, let's look at that,'" Malcolm added. "We're hoping to do that, and are pleased to come back anytime and discuss the vision from our side versus your side so we can find that vision ... that works for everybody."

Unions will always adapt to the environment they're in, Malcolm added.

"By the nature of the beast, we're slow," he said. "The sense of unions going away or disappearing, I don't think it will happen. We may get down to zero and then come back up, because there is a positive presence in setting conditions that everybody in the community enjoys."

Keith Kramer, director of labor relations for AGC-Minnesota, said some of the wage increases seen in the past three to four years "are not helping union market share."

He also had some good things to say about his union counterparts on the panel.

"I've been doing this for 30 years," Kramer said. "Within the basic trades today, we have as good of leaders as I've seen. I think that's going to go a long ways toward improving the union market share."

The National Association of Industrial and Office Properties (NAIOP) has become the latest organization to recognize Minneapolis-based **MASTER**'s unique ability to put underutilized urban properties to ingenious new uses. The Alley at 125 W. Broadway Ave. in Northeast Minneapolis was named the winner in the "Repositioned/Renovated (Less than 50,000 square feet)" category during the 2005 Awards of Excellence presented Jan. 26 by NAIOP's Minnesota Chapter. "The annual awards recognize exceptional new office, industrial and special-purpose projects in the state," according to NAIOP. Thirty-two entries were received. Twenty judges evaluated entrants on the basis of site improvements and design, architectural integrity, market feasibility, and the judges' overall impression. "We're always honored to receive awards from our peers," says **Don Gerberding**, Master's CEO. "But winning this award is especially gratifying because NAIOP has chosen to recognize successful readaptive use in an urban context as well as creative architecture and design. "We have always felt that one of Master's greatest strengths is its ability to look beyond the obvious and to create value in properties that others have written off. It is satisfying to be recognized for that by others. Our thanks to NAIOP. It is a great organization." With its edgy exterior of curtain wall glass, brick and concrete block, few would guess that The Alley began life as a Butler metal building, or that it once housed a bowling alley. Master has transformed an unremarkable structure into a cool, contemporary commercial center of 18,000 square feet. The Alley features 15- to 22-foot ceiling heights with clear span spaces, large windows, skylights and Terrazzo floors, and reuses the original wooden bowling lanes as flooring. The roof, mechanicals, common areas and restrooms are all new.

TSP, INC. is pleased to welcome **John Rode**, AIA to our Healthcare team. John brings to TSP many years of Healthcare experience as a project designer, master planner, and project manager, locally, regionally, and nationally. He has extensive experience in wellAHEAD Services using his design, planning and management skills to assist clients in this pre-design service. His project experience includes urban and metro area hospitals, as well as critical access medical centers.



Area architect, **Jonathan Grothe**, has joined **WAI CONTINUUM** as an Associate and Director of Design, a newly created position within the Minnesota based organization. As Director of Design, Jonathan will foster an environment of design exploration and innovation in order to achieve excellence in architectural design and creative solutions for client projects. He will develop and implement design and project strategies that support the direction and priorities of clients, create conceptual designs for key

projects and work with senior staff to develop and maintain the firm's design guidelines and standards. Jonathan will also lead the firm's creative direction, spearheading leadership initiatives that teach design skills to new and intern architectural staff. A registered architect for over 24 years, Jonathan is a member of American Institute of Architects with specialized experience in the senior housing and healthcare field, a key industry served by WAI Continuum. He possesses dual degrees from the University of Minnesota, including Bachelor of Architecture and Bachelor of Environmental Design, and has worked on numerous projects throughout the nation.

The City of Champlin recently selected **HOWARD R. GREEN COMPANY** to provide professional engineering services for the reconstruction and improvement of Lakeside Trail. This project involves street reconstruction, storm sewer and drainage improvements, and curb and gutter repair. Also included in the project are the mill and overlay of Lakeview Court and a portion of Lakeside Trail as well as sidewalk repairs on Hillside Drive. **Jeff Rhoda** will serve as HRG's project manager. Rhoda leads HRG's Municipal Group in St. Paul and is excited at the opportunity to continue working with the City of Champlin on infrastructure improvements. HRG will provide engineering, surveying, public involvement, construction administration and construction observation services.

Michael Mahoney has joined the **HNTB** office in Minneapolis as an aviation department manager. Prior to coming to **HNTB**, Mahoney worked for 13 years with Northwest Airlines in Facilities and Planning and Design. The professional engineer also enjoyed a 20-year career as an officer with the U.S. Army Corps of Engineers. Mahoney received both his bachelor's and master's degrees in civil engineering from the South Dakota School of Mines & Technology. He also has a master's degree in management from the University of LaVerne.

BRAUN INTERTEC CORPORATION and the Department of Civil Engineering, University of Minnesota are sponsoring a half-day environmental engineering workshop - Food, Fuel and Waste. The workshop is April 10, 2006 (12:30 - 5:30 pm) at the Walter Library on the University of Minnesota campus. Please contact Kathy Stock at Braun Intertec for more information kstock@braunintertec.com

Dyanna L. Street and **Patrick J. Lee-O' Halloran** were recently elected shareholders in the law firm of **FABYANSKE, WESTRA, HART & THOMSON, P.A.** Both are active members of the construction industry. Ms. Street is a leader of the Construction Law Section of the Minnesota State Bar Association. Mr. Lee-O' Halloran is a Director of the Minnesota Construction Association.

UNITED PROPERTIES announced **Eva Stevens**, who is currently a senior vice president of asset management at the company, has been named to its six-person executive management team.



Sarah E. Toepke, CPA, was recently promoted to Shareholder at **BLANKSI PETER KRONLAGE & ZOCH P.A.** (BPK&Z). Previously, Toepke was a manager in BPK&Z's accounting and auditing team and has been with BPK&Z for nine years. She works with clients on a wide variety of business issues as well as coordinating and managing audits, reviews, and other attestation engagements. Toepke also

is part of BPK&Z's construction practice group. Toepke is a 1993 graduate of North Dakota State University with a degree in Business Administration and a degree in Humanities and Social Sciences with majors in Accounting and Economics. She has been active in the Minnesota Society of Certified Public Accountants and is a member of the American Institute of Certified Public Accountants.



Grant M. Tentis, CPA, MBT, was recently promoted to Shareholder at **BLANKSI PETER KRONLAGE & ZOCH P.A.** (BPK&Z). Tentis has a wide range of experience in corporate, individual, and partnership taxation in a variety of industries. He also serves as the firm's Construction/Real Estate practice leader. Before joining the BPK&Z tax department in 2000, Tentis worked in the corporate tax department

of a Fortune 500 company. He started his career in public accounting with a large regional CPA firm in Minneapolis. Tentis earned his master's degree in business taxation from the University of Minnesota and a Bachelors of Arts degree in accounting from the University of St. Thomas. He is a member of the Minnesota Society of Certified Public Accountants and the American Institute of Certified Public Accountants.

The team of **HOWARD R. GREEN COMPANY (HRG)**, MTJ Engineering and Ourston Roundabout Engineering Inc. was selected for the Mn/DOT Roundabout Design Standards Certified List Program in the following categories:

- Single Lane Low-Demand Roundabouts
- Single Lane High-Demand Roundabouts
- Multi-Lane Roundabouts
- Guidelines for Single Lane and Multi-Lane Roundabout Design, and Educational Presentations/Training

Once the program is fully established, Mn/DOT may directly select firms from the list for specific projects with costs up to \$100,000. HRG is currently working on the final design stage of the Radio Drive Safety and Mobility project located in Woodbury, Minnesota. This project consists of approximately two miles of roadway reconstruction and includes the design of Washington County's first multilane roundabout.



BOR-SON CONSTRUCTION, INC. has been selected to construct the Ivy Hotel + Residence project in downtown Minneapolis. The award of the contract for the \$61 million hotel and condominium complex was announced by the developer, Ivy Tower Minneapolis LLC, headed by **Jeffrey Laux** and **Gary Benson**. In the planning stages for several years, the project ranks

among the largest and most challenging recent developments in the Central Business District. The project includes the total renovation of the long-vacant Ivy Tower, one of the city's most interesting landmark buildings, to accommodate two restaurants, a salon, hotel meeting room and boutique hotel suites. Adjoining multi-level towers will be built on a site that takes up less than one quarter of the city block. One tower will be an 18-story, 136-room luxury hotel to be operated by Starwood Hotels and Resorts as part of its Luxury Collection. The second, a 23-story condominium tower, will offer 86 units, ranging in size from 500 to more than 3,100 square feet. The project includes six levels of underground parking, a health club/fitness center, hotel meeting and banquet facilities, and skyway-level retail. To be constructed of cast-in-place and post-tension concrete, the entire development will total 354,560 square feet, and will be connected to the Minneapolis Convention Center via Minneapolis' extensive skyway system. Commenting on the project, **Gary Heppelmann**, BOR-SON executive vice president, said the Ivy Hotel + Residence project presents some unique construction challenges, "working on an extremely tight site with a footprint of only 18,000 square feet, including the Ivy Tower, in an area with heavy convention center traffic being among them." "Excavating for the six levels of underground parking will be particularly difficult," he said. "The excavation will be one of the deepest in the Twin Cities, going down 60 feet to bedrock, 40 feet below the existing Ivy Tower building foundations. The new six-story deep foundation and parking will be built tightly against the historic building's foundation and structure, without disturbing or damaging it in any way."

2 / IVY HOTEL + RESIDENCE



“Because of the small site and limited access, we’ve had to develop special methods for getting materials in and out as our schedule requires,” Heppelmann said. “And because of the Ivy Tower’s historic status, we will be working closely with the Heritage Preservation Commission of Minneapolis and the Minnesota Historical Society.” Steel beam sheeting with wood lagging to be utilized for the building’s foundation will run all the way down to bedrock. Due to the tightness of the site, and contrary to customary building practice, the sheeting will then be utilized as forms for one side of the concrete foundation walls, and will be left permanently in place. BOR-SON will also be working against the developers’ tight 22-month schedule. The project will be delivered in phases, starting with initial turnover of the first condominium units and parking in July of 2007, the new hotel tower and renovated Ivy Tower in September of 2007, with the balance of the units and common areas scheduled for completion in late fall of next year. The design team for the project includes three firms: Walsh Bishop Associates, lead architect; Brantingham Architects, Ltd., consulting preservation architect; and Nelson Design Group, interior design.



WEBER, INC., a St. Paul, MN based General Contractor has begun construction of the Crescent Trace

Condominiums in Minneapolis, Minnesota. The 56 unit, five story building encompasses 128,000 sq. ft. including 15,000 sq. ft. commercial space. The project is being developed by Union Land III (Minneapolis, MN) and was designed by Miller Hanson Partners (Minneapolis, MN). Completion is scheduled for December, 2006.



MCA Prospectors

Look Who’s Recruiting for MCA...

PROSPECTORS

Scott Everson, Six new members
Jim Hentges, Ten new members
Rich Jacobson, Eight new members
David Kummer, Six new members
Joel Swanson, Six new members

STILL DIGGING

Four new members: **Arlene Clapp**

Two new members: : **Kaymarie Colaizy, Nikki Dahn, Tom Gump, Scott Koester, Don Jacobson, Mike Schoenecker, Tom Smith**

One new member: **Mumtaz Anwar, Greg Bauer, Al Grazzini, Timothy Hasset, Gary Heppelman, Bill Johnson, Bill Jundt, Richele O’Connor, Ron Rasley, Jeff Saucier**

You only need to recruit 5 new members to become a MCA Prospector!

Note: Recruiting a Company Membership counts as two (2) new members.

UNITED PROPERTIES added 826,000 square feet of leasing and property management contracts when it was assigned an IRET Properties (IRET) portfolio from Hoyt Properties. The assignment, which includes 13 industrial and office properties, significantly expands United Properties' existing relationship with IRET.

BOSSARDT CORPORATION, a 22-year old Minnesota-based Construction Management firm specializing in public and private sector commercial projects, is breaking ground for the City of Savage \$8.2 million Public Safety Building addition/City Hall renovation project on March 13th. Phase I of the project will be the new Police Facility addition, with completion scheduled for November 2006. Phase II, the City Hall renovation, will start in December 2006, with completion scheduled for April 2007.

MASTER has made a name for itself by taking unique urban properties - such as former bowling alleys, brewery buildings and schools - and filling them with users who are looking for fun, distinctive residential and commercial spaces in up-and-coming neighborhoods. Now, Master has been selected to handle leasing for another Minneapolis landmark: The Coliseum at 2700 E. Lake St. The building is near the busy Uptown area and is considered a gateway to the Longfellow neighborhood. Built in 1917, the four-story, 68,000 square foot multi-tenant, mixed-use building underwent a \$5.1 million renovation from 2000-02. The original façade was restored and the interior was fully modernized.

Dan Gleason, vice president, **UNITED PROPERTIES OFFICE BROKERAGE**, was recognized this month with the President's Award of Excellence, the highest honor for an individual at United Properties. Nominated for his outstanding performance during the past year, the award recognizes achievement in innovation, response to adversity, productivity, profitability, client service and commitment to professional development.



Chris Larson has joined **HOWARD R. GREEN COMPANY** as project manager in the St. Paul Water and Wastewater Group. Larson's experience includes the design and construction of water treatment plants and preparation of, comprehensive water supply and distribution plans and water treatment plant feasibility studies. He previously worked as project manager and staff engineer primarily

focusing on water treatment plants and environmental consulting projects. Larson is a graduate of Michigan Tech with a Bachelor of Science in Environmental Engineering and is currently completing a Master of Science in Environmental

Engineering at the University of Minnesota. He is an active member of the American Water Works Association.

Rich Savelkoul, an attorney with **FELHABER, LARSON, FENLON & VOGT** was appointed to the board of directors for Crisis Connection.

CSM CORP. named **Lisa Sorenson** vice president of human resources.

Brandon Sandberg has been named project manager at **KRAUS ANDERSON CONSTRUCTION COMPANY**. Sandberg is an engineer who had been project manager with Construction Engineers Ltd. of Grand Forks, ND. He has worked on transportation, health-care, commercial and industrial projects, including FedEx (Fargo, ND) UnitedHealth Group (Plymouth) GMAC (Bloomington) and Carlson Real Estate (Plymouth). He has an associate of science degree in engineering from Bismarck State College and bachelor's degree in construction engineering from North Dakota State University.

Mark Fisher, P.E., has joined the **BOSSARDT CORPORATION** as Project Manager. He has many years of experience with agency construction management, including six (6) years at the Minneapolis/St. Paul International Airport, managing various building projects. Mark will be project manager on the City of Savage \$8.2 million Public Safety Building addition/City Hall renovation project.

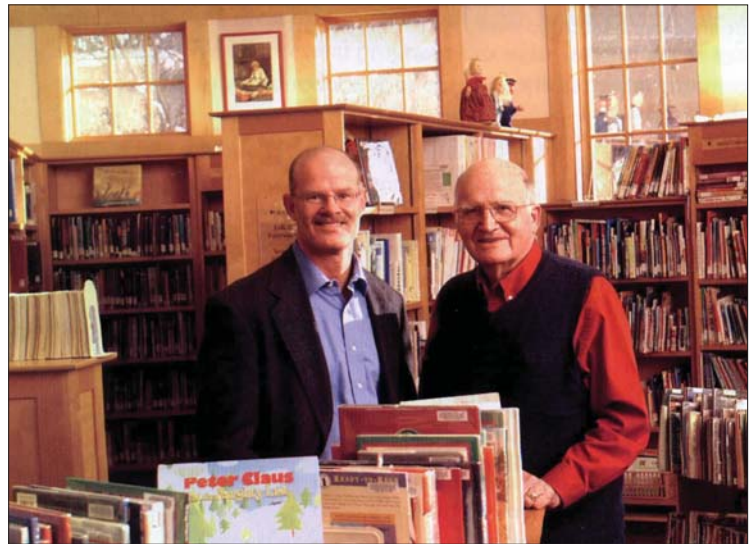
* Would you like to see your name or your company's name in the *Member To Member* section of *Construction Views*? If so, please send all company press releases, announcements and updates to Stephanie Atwell, Executive Director (this has been showing as Associate Director) and Editor, at satwell@harringtoncompany.com or 4248 Park Glen Road, Minneapolis, MN 55416. *

MCA Member Honors Father with the *Upsize Magazine* Lifeline Award

Last Fall, *Upsize Magazine* asked business owners to share the best business lesson they've learned and to thank the person who taught it. Judges selected from nominations seven entrants based on the impact of the lesson, its relevance to *Upsize* readers, and the quality of the gratitude expressed. Of those chosen was Lowery Smith, nominated by EDS Consultants and Construction Managers President Earl "Doc" Smith. Smith's lesson to his son was; Never quit. Both father and son have struggled with dyslexia, and the son said his father's example taught him to keep working hard no matter what. "Victory is won by those who show up," Lowery Smith says. It is because of this lesson that Earl "Doc" Smith has named his father as his lifeline.

Last Thanksgiving, he read the winning nomination he wrote about his father, Lowery J. Smith, to enter the *Upsize* Lifeline Awards. "Coming from someone with dyslexia, 'never quit' was quite a remarkable thing for a father to impart to his dyslexic son," the nomination says in part. "Born during the Depression, my father was inspired to overcome many obstacles. His firm and caring hands have guided me to search for my passion and stick by my commitments in my personal and professional life." Smith says emotions ran high. "I had a hard time reading it in front of everybody." And the result? "He gave me a big hug. "Smith says when he was in school, dyslexia and how to manage it was not well understood. His father's encouragement helped him stick to his studies. "Handicaps can benefit in other ways," Smith says. "I'm a hard worker. I've always sat in the front of the classroom. I would compensate by listening hard and visualizing." Those abilities help him now at EDS, he says, which oversees design, construction and general contracting of commercial buildings. "I can help clients visualize things," he says. "We take the drawings and turn them into a Rembrandt, so the building fits the people." A civil engineer who worked for Honeywell for three years, he started EDS eight years ago. He's proud of the St. Anthony library, for which his firm won a national award. EDS's annual revenue ranges from \$200,000 to \$600,000, with the high end reached when they secure general contracting projects. Smith says that as he was growing up, many methods were tried to help him learn. Few were effective. "They had me read through glasses, one lens with red glass and one with blue glass," he says. "They even had me thinking I didn't crawl right," and in middle school asked him to practice the right way to crawl. "It was trial and error." The constant

was support from his father, a geologic engineer who works with Ag Lime Sales Inc. today. Says Smith's nomination: "We continue to move forward, in spite of competition from companies ten times our size. It's our commitment. It's our passion. It's my gift from my Dad."



Victory
is won by
those who
show up.

We Can't Thank You Enough!

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WAI/ Continuum

We thank the following Bronze Sponsors (\$250 level) for their support:

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New Members

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Ed A. Harrington, CAE, Consulting Director
Stephanie Atwell, Executive Director and Editor