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Official publication of the
Montana Contractors' Association



2020-1



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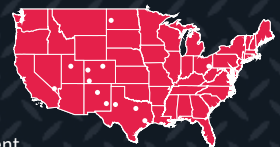
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MESSAGE FROM THE MCA PRESIDENT **Bob Warren**

I am truly honored to be serving as your president in 2020. As the third member of the Schellinger Construction team, I understand that Cliff and Al Schellinger are among the giants of the Montana construction world that have put the MCA where it is today.

As we start a new decade, and the 85th year of the MCA, we vow to retain our leadership voice in the business world. The board of directors recently developed a strategic plan to lead today and tomorrow.

MCA Mission: Working together to advocate for quality contractors, people, and projects by providing value and opportunity for our members.

MCA Vision: The Montana Contractors' Association is the premier membership organization representing Montana's

construction industry and professionals while improving the quality of life and safety in our communities.

MCA ORGANIZATIONAL VALUES

- **Integrity:** We are honest, earn trust, and do the right thing all the time.
- **Generosity:** We are generous with our time, talent, and resources. We focus on giving back to our community.
- **Collaboration:** We are committed to teamwork through open and transparent communication.
- **Leadership:** We engage and unite our membership toward common goals.
- **Professionalism:** We convey excellence, where each endeavor is performed with safety, quality, and competence.

MCA ORGANIZATIONAL GOALS

1. **Membership:** Engage and support the construction community with value-based programs, services, and events. Maintain financial health while developing alternative revenue sources.
2. **Leadership Development:** Create pathways to develop leaders of the organization at all levels.
3. **Workforce Development:** Raise awareness and create excitement about career opportunities and advancement in the construction industry.
4. **Advocacy:** Advance the MCA's role in supporting reasonable and innovative solutions to issues facing the association and our partners. Secure desired results through constant vigilance, member and public involvement, and support of lawmakers and agencies that share our common goals.

It's exciting to see the leadership that is working toward contractor success in the future. We are working from the middle, building bridges, and uniting behind a common vision. We are grateful for your participation in the MCA. ♦



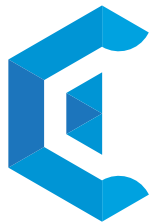
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MESSAGE FROM THE MCA EXECUTIVE DIRECTOR

David Smith

At the UM Bureau of Business and Economic Research's annual Economic Outlook series, one fact caught a lot of people by surprise. Shock and awe, even. Dramatic pause. It seems a poll of young people revealed that 62 percent would not accept a job in construction even if they were guaranteed to make \$100,000 per year. Jaws dropped. Heads shook.

I took a different look at it though... I think that's a great thing. That means 38 percent of young people would take

a construction job. That means our hiring process got a lot easier, because we eliminated 62 percent of the potential workforce. They self-narrowed our applicant pool for us.

Now we have to get the 38 percent in our doors. In the last few months, the MCA staff and the Education Foundation Board have been diving down dozens of holes to figure out what the MCA can do. We've talked about buying a sim-lab trailer and hauling it to all the middle and high schools in the

state. We've talked about thousands of dollars spent on advertising. Should we hire a recruiter?

And what we've found is leading us right back to... ourselves. It's up to us. Thirty-eight percent of young people might consider a construction career – but they might also consider the military, take a “gap” year, or even chose underemployment and their parents' basement. We need to make construction one of the top choices for the 38 percenters.

We don't need to invent something new – the best thing we can do is tell our story. We have to convince parents that construction is not a fallback job. We have to open counselors' minds to options. We need to convince school boards to support the trades and CTE classes.

Let's pinpoint them early on. Let's meet them in the schools, at the career fairs, at Missoula Under Construction, Building Helena, and Digger Days. Let's give grants to the classrooms to buy supplies and equipment. What's the coolest technology we can show them? Let's get in the classrooms and talk to students about pride in accomplishment. Be frank with them about the potential income, retiring with a nice nest egg, or full health insurance. We can show parents that we have safe work places.

I'm okay with only 38 percent. Let's get them excited about a career in construction. #Let'sBuildMT. ♦

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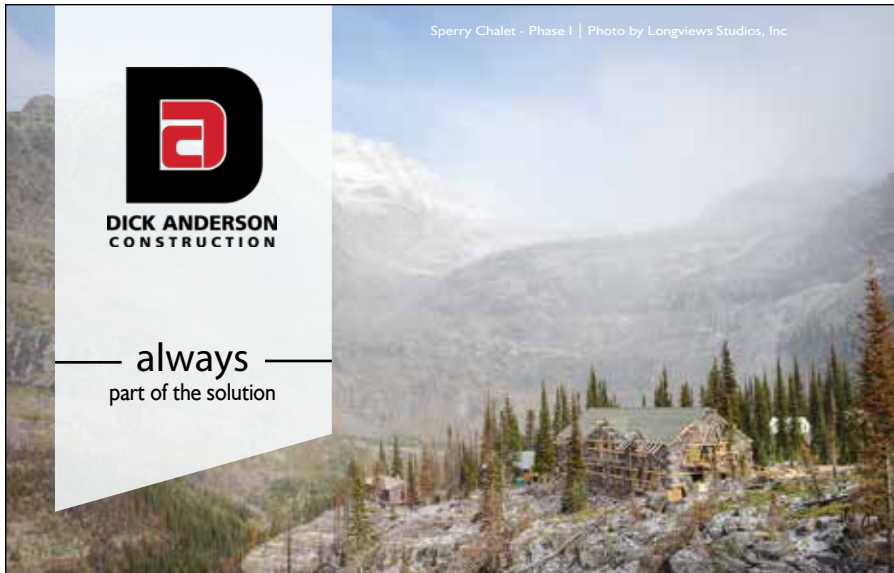
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MESSAGE FROM THE MCA ASSOCIATES' DIVISION PRESIDENT **Brett Bermingham**

Happy New Year to all the MCA members! It is my honor to serve as your 2020 Associates' board president. With another new year upon us, it brings with it changes to the structure of the Associates' board and executive officer positions.

Your board and membership approved the institution of terms limits at the annual Associates' meeting in Missoula this past January. In addition, the amount of time served in each executive seat has changed from two years to one, and a seat has been created for the past president. Finally, the business categories used to identify how the board is comprised has changed. Going forward, your Associates' board will include members representing the categories of Equipment Products/Service (two seats), Construction Products/Service (two seats), Professional Services (two seats), and Miscellaneous/At Large (three seats). The re-structuring of the Associates' board

is now more closely aligned with the MCA's board of directors. Our driving factor was to allow more of our Associate members and staff to participate in board service.

One thing that hasn't changed is the traditional MCA Summer Outing. What a great opportunity to meet and network with contractors and sub-contractors. This year's annual MCA Summer Outing will be held August 12-14 in beautiful Polson, Montana. The KwaTaqNuk Resort will be our host as we enjoy golf at the scenic Polson Bay Golf Course and trap/clay shooting at Big Sky Sporting Clays. The Summer Outing provides your company with a great opportunity to promote your business goods and services through one of the many MCA event sponsorships. Please keep a keen eye out for notice on when event registration and sponsorship will be open.

Talk of the Summer Outing provides a great lead-in to offering our members kudos for their support of our past events. A portion of the funds we raised at the Summer Outing in 2019, as well as 2020, will be used to provide scholarships to the children of 12 employees of MCA member companies to help them pursue their postsecondary education. To keep up with the increasing cost of continuing education, the Associates' Board of Directors voted earlier this year to increase the number of scholarships from eight to up to 12, awarding each scholarship \$1,500. Beyond the scholarships distributed by the Associates' Division, funds raised through activities at the Summer Outing are also directed to assisting the MCA Education Foundation in its efforts and the Construction Leadership Council (CLC) in its work to develop the construction industry's next generation of leaders. This will continue to help build a strong future for our industry.

Finally, one last thank you for your support of the Associates' Dessert Dash event held during the Excellence Awards Banquet at the MCA Annual Winter Convention. The Dash has proven to be one of the highlights of the week's activities, and this year was no different. Because of your support, the Associates raised more than \$45,000! The majority of proceeds for this fast-paced fundraiser go to support the student AGC chapters at Montana State University and Montana Tech for competition at the national student conference in Reno. Money raised also supports the MCA Education Foundation to help fund Construction Trade Awareness Grants to middle schools and high schools, as well as fund workforce development efforts. ♦

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L to R: Keith Johnston (Mountain West Holdings), Josh Montanye (Williams Civil Construction), Bill Langlas (Langlas and Associates), Andy Mathison (Casino Creek Concrete), Cale Fisher (Riverside Contracting), Bob Warren (Schellinger Construction), Dave Resch (Knife River), Marty Schuma (Dick Anderson Construction), Michael Jackola (Hammerquist Casalegno), Corey Crum (First Interstate Bank), and Russ Olsen (R&R Taylor Construction).

Not pictured: Brett Bermingham (BASF Construction Chemicals).

2020 officers: Bob Warren (president), Marty Schuma (vice president), and Andy Mathison (treasurer).



2020 MCA Associates' Board of Directors

Back row (L to R): Mike Meredith (Forterra Precast Concrete), Anthony Laslovich (Water & Environmental Technologies), and Tyler McIntyre (PayneWest Insurance).

Front row (L to R): Lexie Acker (CHS, Inc.), Corey Crum (First Interstate Bank), Jim Rosteck (Pacific Steel & Recycling), and Art Logan (Tri State Truck and Equipment Co.).

Not pictured: Eric Bechtold (RDO Equipment, Co.) and Brett Bermingham (BASF Construction Chemicals).

2020 officers: Brett Bermingham (president), Mike Meredith (vice president), Tyler McIntyre (treasurer), and Corey Crum (past president).




2020 MCA Education Foundation Board of Directors

L to R: Michelle Cohens (Sletten Construction), Mike Waldenberg (Central Plumbing, Heating and Excavation), Tyler Smith (Lakeside Excavation), Stan Dugdale (FirstMark Construction), Jaclyn Giop (O'Keefe Drilling), and Michael Richards (Core and Main).

Not pictured: Shawn Coffin (Ofstedal Construction) and Hal Fuglevand (Knife River).

2019 officers: Tyler Smith (president), Mike Waldenberg (vice president), and Michelle Cohens (secretary/treasurer).



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2020 MCA Annual Convention

Bigger & better than ever!

The Hilton Garden Inn - Missoula played host to the 2020 MCA Annual Convention in January, and the excitement was at an all-time high. In terms of participation, exhibitors, and sponsors, it was one of the strongest MCA conventions in recent memory.

Nearly 350 participants took advantage of learning and networking opportunities. Among the highlights were break-out sessions that covered a wide range of topics, including IT/modern workplace, social media for contractors, engaging local schools, leadership succession, and building future leaders in the construction industry.

Karl Mecklenburg, former Denver Bronco legend, was

the keynote speaker, and he delivered a powerful talk on his keys to success. Thursday evening saw the recognition of the past year's industry successes with the 2019 Excellence Awards, and concluded with an entertaining version of the MCA Dessert Dash.

Thank you to all of our attendees, exhibitors, and sponsors!

Mark your calendars now for next year's event – 2021 MCA Annual Convention

January 27-29, 2021 at the Best Western Helena Great Northern Hotel in Helena, MT. ♦



Keynote speaker, Karl Mecklenburg, inspires Wednesday evening's crowd with his keys to success.



The silent and live auctions helped raise money for the student AGC chapters to travel to Reno to compete in their national convention.



Past MCA presidents Trevor Livesay (Montana Lines), Ron Pike (Sime Construction), and Aaron Golik (Century Companies) share a laugh during the Wednesday reception.



MCCF Executive Director Vicki Evans awards the "big check" for \$2.8 million in member refunds for 2019.



A packed room for the Thursday night reception and Excellence Awards Banquet.



The Dessert Dash is on – looks like someone got their favorite dessert!



Time to draw a card for the Associates' rifle raffle. The raffle proceeds help fund the Associates' scholarship program.



Larry Linne of InCite Performance Group leads a discussion to members of the CLC on the topic of building future leaders.



And the award goes to....



Thanks to all our exhibitors for helping to make this year's convention a success.



A highlight of this year's convention was the MCA's Construction Leadership Council (CLC) and the importance of emerging leaders in the construction industry.



2019 Board President Trevor Livesay, Montana Lines, passes the gavel to 2020 President Bob Warren, Schellinger Construction.

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MCA Excellence Awards

During the course of my first year as your executive director, I made it a mission of mine to get out in the field and personally meet as many members face-to-face as my schedule would allow. With a state as large as ours, it becomes a challenge to get to everyone, so if I haven't made a visit with you yet, please be patient – I'm on my way soon!

As my travels took me to all four corners of our great state, I couldn't help but notice the excitement of growth in our local communities. This excitement is shown through the tremendous projects that are being accomplished daily by our members.

The pride you take in your craft and the distinct quality of the projects you construct is clearly evident.

I would like to extend a heartfelt congratulations to our Excellence Awards winners, and thank all of our applicants for presenting us with their quality work.

Also, thank you to all MCA members for your dedication to our industry and our association.

On behalf of the board and staff, I wish you all the best in 2020!

Sincerely,

David Smith, MCA Executive Director. ♦

Concrete Excellence Awards

Best Paving Project

Baxter-Love Roundabout, Bozeman

Concrete Contractor: Treasure State

Concrete Producer: Knife River

The Baxter Lane – Love Lane Roundabout is the first ever completed in the state of Montana with a slip-form paver. Just under 1,050 cubic yards of concrete was placed within the project, and the majority of the non-colored PCCP was slip-formed. All the variable height curb and gutter and median cap on top of the asphalt was slip-formed as well. Amazingly, all 592 square yards of colored mountable curb and truck apron were slip-formed monolithically and stamped with a random flagstone pattern in just a portion of a workday. The concrete scope was topped off with colored median cap. They also self-performed the asphalt paving from the four-legged PCCP intersection outward to the road tie-ins. The collaborative nature that started just after the preconstruction meeting and continued throughout the completion of the project created a synergy that was refreshing and exciting.



Best Industrial/Commercial Project, \$1 to \$5 Million

Eagle Jet Hangar, Great Falls

General Contractor: Sletten Construction

Concrete Supplier: United Materials of Great Falls

The Eagle Jet Hangar was built in 2019 at the Great Falls International Airport, and the 200-by-200-foot hangar was constructed for private jets. The eight-inch-thick interior slab included #5 rebar placed at 12 inches on center each way, and also included in-floor heat tubing. It was imperative to the owner that the 40,000-square-foot floor slab be placed in one monolithic pour to avoid having construction joints in the hangar floor. The concrete was poured at night to avoid high temperatures and winds. The reduced traffic during the night also allowed for consistent on-time delivery throughout the pour. Two testing companies were used to ensure the concrete slump was in the specified range for the project throughout the pour. Concrete delivery started at 5 p.m. on the night of July 1st, and finished around 3 a.m. on July 2nd, as well as the saw cutting of the slab during the day of July 2nd.



Best Technical Merit

Boeing Interior Mass Machine Pads, Helena

General Contractor: Dick Anderson Construction

Concrete Supplier: Helena Sand & Gravel

This project consisted of the installation of a mass concrete foundation that supports an industrial metal lathe used in the manufacturing of aeronautic parts for the Boeing Company. This project consisted of the installation of an 1100 CY mass-concrete foundation required to support industrial equipment used by Boeing in the manufacturing of critical tolerance aeronautic parts. The project specifications required the concrete design to be non-air entrained, at a maximum water-cement ratio of 0.44 with a 28-day compressive strength of 4500 psi. With the incorporation of fly ash in the mix design, the contractor was able to accomplish the large mass placement and limit the heat generation from the cement hydration. During the curing process, temperatures were monitored to ensure internal mass, and near-surface temperature differences did not exceed 30 degrees. Adjustments to the placement of concrete blankets helped control the temperatures during the curing process within acceptable tolerances helping avoid thermal cracking issues.



Best Water/Sewer/Utilities Project

City/County Drain CM/GC Mitigation, Billings

General Contractor: COP Construction

Concrete Supplier: Fisher Sand & Gravel

This project included the installation of approximately 4,400 linear feet of 48-inch pipe and four large concrete structures throughout the Yellowstone River and the existing city/county drain channel. The main structure is the housing for a large weir gate which was installed to allow water to flow from the City's storm drain system out to the river. It also provides a level of protection against the river backwater flowing into the drain. CM/GC services were provided by COP Construction to meet the shortened time frame of the project to perform the flood mitigation before the spring high water levels. By using the CM/GC delivery method, it allowed for COP Construction as the GC portion of the contract to help in design, yet still construct parts of the project before the design was complete.



Best Industrial/Commercial >\$5 Million & Judge's Choice Award

Bozeman Yellowstone International Airport Parking Garage, Belgrade

General Contractor: Sletten Construction

Concrete Supplier: Knife River

Construction was scheduled to begin late fall of 2017, so this meant that all foundation work had to be completed that winter. Cold weather concrete was accounted for during scheduling and bidding, but the record low temperatures and high precipitation that winter, followed by an equally devastating 2018/19 winter, put extreme pressure on the project. Adding manpower, work shifts, and large fleets of ground heaters were all critical in maintaining concrete pour dates. The general scope of work for this project was Division-3 Concrete work. There were 18,000 cubic yards of concrete poured into the building, and this concrete work alone cost more than half of the overall project budget. In addition to the concrete garage structure, a connecting building was constructed to serve as a corridor between the existing terminal and the new garage.



Building Excellence Awards

Best Custom Residence

Fellows Residence, Clinton

General Contractor: Dick Anderson Construction

The Fellows residence, at 5,000 square feet, is organized along a central circulation spine parallel to Rock Creek. The main living functions are arranged in an open plan where family members can be in a variety of functional spaces yet maintain visual connectivity. The house contains four fireplaces, six bedrooms, nine bathrooms, two kitchens, and two laundry rooms. Exterior spaces were incorporated into the design, including a copper hot tub, a fire pit, and pizza oven along with a tree house and shed. The wet spring of 2017 initiated the need for the house to incorporate an underground drain system and to also raise the elevation of the house by one foot. That was followed by forest fires that came right up to the edge of the property before being put out. As the house was partially framed at this point, sprinklers were installed on the side of the house where the fire was approaching.



Best Historic Restoration

Story Mill Community Park, Bozeman

General Contractor: Langlas & Associates

The Story Mill Community Park is a 60-acre park located on the northeast side of Bozeman on the site of a former mobile home park and partially within the Story Mill Historical District. The park contains a wide array of recreation and educational park amenities such as a nature-based playground with tricycle track, a labyrinth, lawn areas, teaching garden and food forest, river access, amphitheater with climbing boulder, over three miles of new trails, five pavilions, two pedestrian bridges, a bird blind, and 15 acres of restored wetlands, as well as an historical landmark site and dog park. Story Mill, a 19th century flour milling complex, is one of the city's most iconic and historically significant landmarks. The namesake park's design celebrates this rich history through materiality, views, repurposed trail alignments, and educational interpretation.



Best Institutional Project

Montana Children's – Kalispell Regional Healthcare, Kalispell

General Contractor: Swank Enterprises

Montana Children's was created to provide local access to high-quality pediatric specialty care, and to reduce the need for Montana families to travel to out-of-state hospitals. The 190,000-square-foot facility, designed exclusively for children, is the only one of its kind in the state of Montana. The project features extensive custom curtainwall glazing, aluminum composite panels, and limestone-clad aluminum exterior panels. Custom color-matched silicon caulking was blended to match the limestone, and required careful masking and application. The aluminum panels were manufactured overseas and required extensive field dimensioning as they had to be absolutely right when they were delivered. The project features terrazzo, including the reception desk and grand stair. Swank worked with the casework subcontractor to design a desk that could be faced with epoxy terrazzo matrix. The custom terrazzo stair treads had to be custom-fabricated and required careful field-measurement of the grand stair structure to fit.



Best Commercial Project

Northwest Pipe Fittings, Inc., Billings

General Contractor: Dick Anderson Construction

Northwest Pipe Fittings Inc., a plumbing supply company headquartered in Billings, had been in its current facility since the early 1950s. The new building sits on 12 acres in west Billings and totals 105,000 square feet. The office spaces are built on an access floor, which serves as an underfloor plenum for the heating and cooling system. The warehouse, which makes up the remaining 72,000 square feet, will house NWP's inventory on its high-piled storage system. The eight-inch warehouse slab has approximately 15 miles of pex tubing for in-floor heat. Exterior siding on the building included solid aluminum longboard lap siding installed over metal furring and rigid insulation on the office walls. The office walls also include a two-inch thickness of closed cell spray insulation with a three-and-a-half-inch-thick fiberglass batt to bring the R-factor to 35. Exterior siding covering the warehouse walls include four-inch-thick Kingspan metal insulated panels with an R-value of 25. These two-and-three-quarter-inch-thick panels also enhance the thermal envelope with an R-value of 20.



Best Industrial Project

Laurel Water Treatment Plant Phase 3, Laurel

General Contractor: COP Construction

The base project consisted of a new sedimentation building for clarification processes prior to filtration. The facilities included new raw water and settled water piping, rapid mix, flocculation, sedimentation, automatic sludge removal, and pumping of settled water to two separate locations. Additive alternates also included construction of a new slush ice basin, construction of a new glass-fused-lined steel water storage tank, and demolition of the existing sedimentation basins. Construction had to be performed during the winter months to try and beat the spring runoff that brings high river turbidities. It took careful coordination with the City of Laurel to time the temporary influent pump and effluent pump with the City's output to their water system. If these pumps were not pumping the same amount of water, the new sediment basin would either run dry or overflow.



Highway Excellence Awards

Best Reconstruction of Urban/City Project

Zimmerman Trail Intersection Improvement, Billings

General Contractor: Riverside Contracting, Inc.

The Zimmerman Trail Project was a reconstruction of the existing Zimmerman Trail roadway which winds up the face of the rimrocks in Billings. As a primary access from West Billings to the airport road and Billings Heights, it experiences a heavy traffic volume. The project included widening the roadway to two 12-foot lanes and four-foot shoulders where feasible; storm drain improvements; construction of an MSE wall with additional slope stabilization, including micro piles, rock/soil nails, and wire mesh; and the addition of concrete gutters and substantial barricades on the downslope side. On the north end, a roundabout was constructed to allow safer and more efficient access onto Highway 3. In addition, improvements made in Zimmerman Park included a paved walking trail and a pedestrian tunnel under Zimmerman Trail to allow safe pedestrian passage under the road.



Environmental Excellence Awards

Special Recognition - Water Quality

Bullhook Storm Water Cleanup, Havre

General Contractor: Lakeside Excavation

In 2016, the City of Havre advertised for bids on the Bullhook Stormwater Improvement project. It was a project to replace the main stormwater conveyance through the city. Certain street sections had collapsed several years earlier and the holes had been barricaded off. An out-of-state contractor was originally the low responsive bidder, but after struggling with the execution of the project, they pulled off. The City then went back to Lakeside because they were a bidder on the original project. Lakeside excelled in the tight quarters of this project, setting a 20,000-pound box culvert that is 10-feet wide in an easement no wider than 20 feet, with lots of existing utilities both below ground and overhead.



Special Recognition - Habitat Restoration & Enhancement

Dry Creek Fish Bypass, Belgrade

Engineer: Allied Engineering Services, Inc.

The project is a fish ladder project that diverts Dry Creek under an existing irrigation ditch during the irrigation season. The existing irrigation canal had historically blocked Dry Creek when being used and diverted the majority of the creek flows away from the natural stream and into the canal. This project allows for the continuous flow of Dry Creek during the irrigation months and allows fish to move freely around the irrigation canal. This is especially critical for the fish in the East Gallatin that move into smaller and colder streams like Dry Creek during the summer when the East Gallatin River temperatures start to increase. Historically, Dry Creek beyond the canal has had little to no flow, so this project has opened up the entirety of the Dry Creek watershed to migrating trout during the irrigation season. After irrigation season is over, the Fish Bypass channel can be closed off and the normal stream channel will be utilized. The head-gate across Dry Creek was designed so that it can be removed by one person without needing heavy equipment.



MCA Education Foundation Contractors In The Community Award

Digger Days, Belgrade

General Contractors: TMC, Inc., Sime Construction, and Knife River

Digger Days is a one-day event that allows children of all ages to explore the world of construction. This event began in 2011 to help raise money for Eagle Mount and to help promote the construction industry. Heavy equipment is on display ranging from skid steers to rock trucks. The participants can climb, honk, and even operate the equipment. Sponsor booths are set up with a number of educational activities such as making a stepping stone or pouring cement for a curb. There are rock trucks for all to ride in and excavators to dig holes with. The attendance numbers for the first event was 1,023. Attendance in 2019 was 5,000. The number of sponsors has also increased to 120.





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Is your company ready to take control of your workers' compensation? Consider the MCCF

In 1993, a diverse group of Montana contractors came together and put aside their competitive differences to work toward a common goal – taking control of their workers' compensation. They built their own group insurance company and established the MCCF as a Plan 1 (self-insured) Fund.

Participation in the program is governed by a set of strict underwriting rules designed to keep the program financially sound. Participants must:

- Be a member of the Montana Contractors' Association (MCA) as a General Contractor or Specialty Contractor member.
- Pay an annual work comp premium of more than \$5,000.
- Have an experience modification rate of less than 1.10.
- Have a three-year average loss ratio of less than 65 percent.
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- Provide an audited financial statement if their annual premium is more than \$1 million.
- Complete and pass a pre-admission risk assessment.

These standards have been applied consistently since the beginning and have provided positive results for the fund. MCCF members have a direct connection to their workers' compensation claims and actively participate in the claim process. In fact, without that participation the program would not work. The highly experienced in-house claim adjusting and bill review staff provide the members with a superior claim



management process. On-call safety consultation is available to assist members in fine-tuning their risk management and safety culture.

As individuals, and as a group, the members continue to consistently outperform industry standards, and thus reap the benefits of their dedication to a culture of safety and managed risk. These rewards most notably come in the form of member refunds that include both unused (surplus) premium and investment income. Additional benefits include:

- A stable market in what can be and has been an unpredictable industry.
- A custom-fit approach to claims management and safety.
- A program in which you are an owner and have a voice.
- A team of claims, safety, and insurance professionals who work with you and for you to achieve the best results possible.
- A proactive approach to workers compensation.

As we reaffirmed at the national AGC-SIF gathering, consistent underwriting, sound investment of funds, superior claim, and risk management combined continue to make this program a leader among its peers.

If you have any questions about this program, please contact Vicki Evans, executive director, by email, vevans@mccfmt.org, or by phone, (406) 453-8522. If you want to understand the program from the perspective of your peers, please feel free to talk to any of our board members or member companies.

Members of the MCCF Board of Directors are: Dave Zinke, Knife River; Rob Koelzer, Schellinger Construction; Christy Austin, Planned & Engineered Construction (PEC); Bob Nommensen, Sletten Construction; Dave Stewart, Swank Enterprises; Lonnie Anderson, United Materials of Great Falls; Joe Aline, Shumaker Trucking & Excavating; Russ Olsen, R&R Taylor Construction; and Charlee Prince, Prince, Inc. ♦



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MCA Trusts serve Montana's contractors and construction workers

In 1988, a small group of Montana contractors recognized that the cost of employee benefits was spiraling out of control (yes, it was a problem way back then). They determined that the best way to control costs and ensure that what they spent actually paid benefits was to start their own health care and retirement plans. Over 30 years later, MCA Trusts continues to provide the best retirement and health care benefits to Montana's construction workers.

MCA HEALTH CARE TRUST (MCAHCT)

At a time of high-deductible,

stripped-down health care plans, MCAHCT still manages the same low-deductible health care plan initiated in 1988. More than 3,000 construction workers know that MCAHCT means full family health care, prescription, dental, and vision coverage. Our participating employers know that

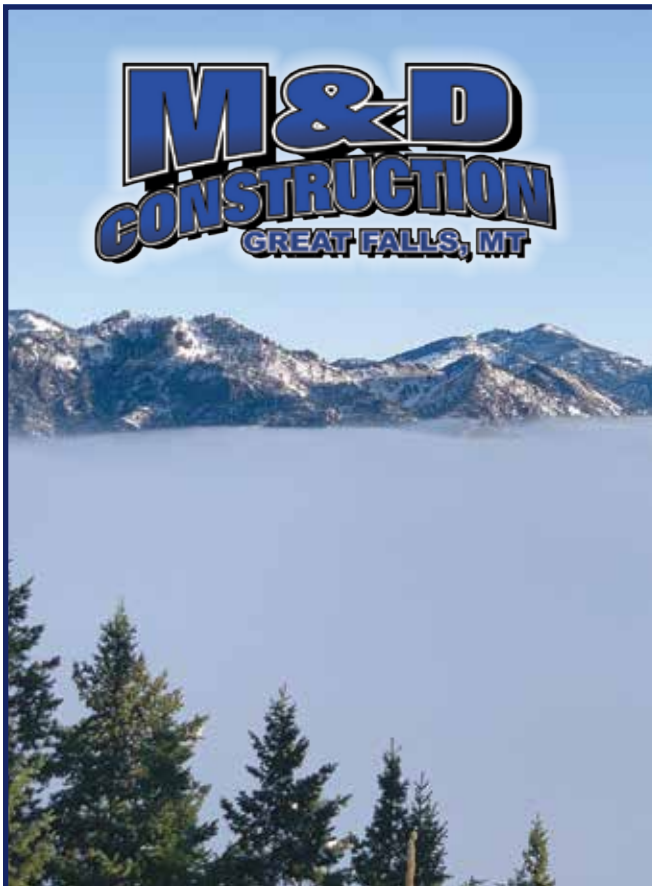
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The MCA Retirement Trusts (MCART) offers a Money Purchase Plan and a 401(k) option. Both plans are

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defined contribution plans. Employees are 100 percent vested from the first dollar contributed by their employer. The board of trustees selects investment managers to actively manage the plans' assets. As of December 31, 2019, MCART had over \$140 million in assets under management.

MCART's Board of Trustees are ERISA fiduciaries for the retirement accounts of more than 3,000 participants. They recognize their responsibility under ERISA to minimize the risk of large losses while still investing to create asset growth. For MCART, that translates into the following:

1. Hire professionals to help trustees make informed decisions.
2. Charge lower administrative fees than other retirement plans.
3. Adhere to the MCART Investment Policy, which explicitly emphasizes long-term performance and risk management.
4. Maintain a balanced and diversified portfolio of stocks, bonds, and cash.
5. Select fund managers whose styles complement other fund managers.
6. Review the performance of fund managers quarterly.

7. Recognize that MCART's investment policy will result in historical capture ratios that lag slightly in bull markets, but protect against bear market losses.

Managing MCART in this manner has resulted in an 8.6 percent average rate of return since inception, which includes a very handsome return of 21 percent in 2019.

The MCA Trusts' Board of Trustees

and staff wish MCA members and their employees good health and good fortune in 2020. We look forward to serving our participants throughout the upcoming construction season. If your company has more than seven employees and has been in business for more than one year, please call the MCA Trusts at (406) 256-9910 for more information on our health care and retirement plans. ♦

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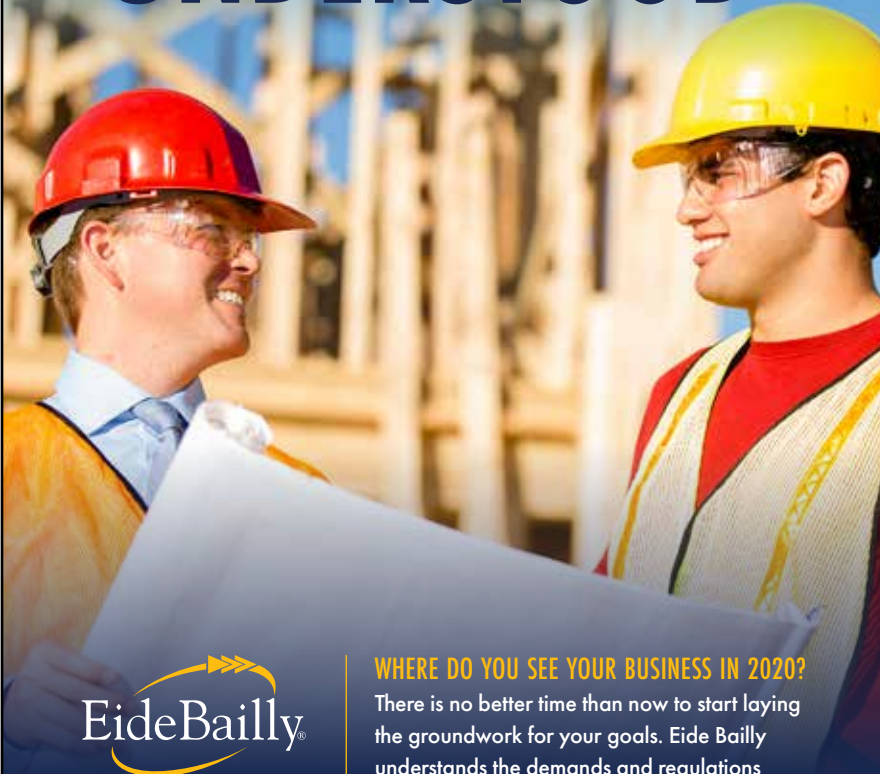



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MCA Scholarships & Grants

Promoting the industry through education

The MCA recognizes the need to promote careers in construction, and we are striving to build a workforce pipeline starting with future generations of high school and middle school students. To achieve our goals, we proudly offer scholarships to help fund postsecondary education. In addition, the MCA's Education Foundation offers Construction Trade Awareness Grants for classrooms.

New this year, we are using the submission software, Submittable, to accept scholarship and grant applications. In order to complete and submit an application, you must first create a Submittable account. It's free and easy, and the instruction link is highlighted in the header of the main application page.

The following is a description of scholarships and grants offered through the MCA this year:

- **MCA Associates' Presidential Scholarship - High School (\$1,500):** This scholarship is available to all current high school seniors who are

planning on attending any accredited postsecondary school (in-state applicants), or an accredited Montana postsecondary school (out-of-state applicants). The applicant must also have a parent or guardian employed by an MCA member company.

- **MCA Associates' Presidential Scholarship - Undergrad (\$1,500):**

This scholarship is available to all students currently enrolled at a higher education institution and working towards an undergraduate degree, and who are attending any accredited postsecondary school (in-state applicants), or an accredited Montana postsecondary school (out-of-state applicants). The applicant must also have a parent or guardian employed by an MCA member company.

- **MCA Concrete Division Scholarship (\$1,000):**

To qualify for an MCA Concrete Division Scholarship, applicants must have parents or guardians employed by MCA member companies AND who are members of the



MCA Concrete Division. If your parent or guardian is an employee of an MCA member company, but not a member of the MCA Concrete Division, you may be eligible to apply for one of our Presidential Scholarships. The applicant must also be planning on attending any accredited postsecondary school (in-state applicants), or an accredited Montana postsecondary school (out-of-state applicants).

- **MCA Education Foundation Construction Trade Awareness Grant (\$1,000):**

This grant is awarded to middle and high school industrial arts instructors to help fund events or projects that bring attention in your school and community to careers in construction.

Scholarship and grant applications are available at montanacontractorsassociation.submittable.com/submit. The deadline for applications is Friday, April 17, 2020. The MCA staff and board members will review scholarship and grant applications, and select our award recipients before the end of the 2019/20 school year. ♦

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The AGC JLT Build America award was given to Barnard Construction for their Haiwee Power Penstock Replacement Project in southern California.

Barnard provided design, engineering, procurement, fabrication, construction, integration and commissioning on the project.

MCA member makes big splash on national stage

The MCA is proud to recognize Bozeman-based Barnard Construction Co. on earning a national AGC award for their Haiwee Power Plant Penstock Replacement Project in southern California. The project earned Barnard the JLT Build America Award, which honors AGC members who build the nation's most impressive construction projects ranging across the building, highway and transportation, utility infrastructure, and federal and heavy divisions.

To successfully produce hydropower and provide drinking water to Los Angeles, the Haiwee Power Plant Penstock Replacement Project involved replacing 9,420 lineal feet (LF) of the Haiwee Penstock that showed signs of rapid deterioration. A large portion of the penstock, from the base of the Haiwee

Reservoir to the powerhouse, was in disrepair due to collapse and corrosion, and leaks in the penstock required repair every few months.

Originally commissioned in 1927, this gravity-fed penstock carries water from the South Haiwee Dam to the Haiwee Power Plant and is part of the Los Angeles Aqueduct No. 1 (LAA1), which carries drinking water 233 miles from Sierra Nevada to Los Angeles. Barnard provided design, engineering, procurement, fabrication, construction, integration and commissioning on the project.

Barnard Construction received the award in early March at the AGC's Annual Convention in Las Vegas. Congratulations to Barnard on this outstanding achievement! ♦



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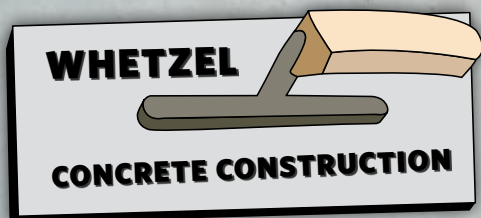
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MCA president Bob Warren has been with Schellinger Construction since 2002.

Meet Your 2020 MCA President, Bob Warren

Schellinger Construction has deep roots in the Montana construction industry. Beginning operations on the eastern Montana plains, founder Cliff Schellinger eventually located the company in the Flathead Valley community of Columbia Falls. Led by current president, Al Schellinger, the company is one of the most recognized names across the state.

Among the people leading the charge for Schellinger Construction is Bob Warren, who has been with the company since 2002. Warren had an extensive background in construction before

joining Schellinger. He started his construction career with Western Materials (now Knife River) in the early 1990s. This was followed by working on paving projects and doing estimates for LS Jensen for almost 10 years before moving to Schellinger.

“As the company has grown, I’ve been more involved in management, but there is still a lot of hands-on work with jobs and running equipment, as well as teaching and training employees,” notes Warren, who currently serves as treasurer for Schellinger Construction. “I now manage three hot plants and I

also seek out gravel pits for upcoming jobs.”

In a ceremony held at the MCA’s Annual Convention in January, the board president’s gavel was passed to Warren. This is particularly inspiring to Warren, as he follows both Cliff and Al as past presidents of the MCA. Cliff served as MCA president in 1982, while Al led the board in 1993. Warren explains that Al and Cliff’s enthusiasm and involvement in the MCA is contagious.

“I believe being a part of something bigger than just your construction company is important. It’s a great way to build relationships and network,” says Warren. “If I’m broken down and, say, need a motor, I can call a contact I have from the MCA right away. There is an intangible value of being a part of something bigger.”

Warren has been very active with the MCA over the years. In addition to serving on the board, he has participated as a member of several committees and was instrumental in the MCA’s most recent partnering efforts with the Montana Department of Transportation. He has attended several AGC conventions, traveled to Washington, D.C. to meet with Montana’s leadership in the House and Senate, and most recently



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addressed leaders at a gathering of western chapters of the AGC.

He feels one of the big challenges today is getting young people interested in making a long-term career in construction.

“The ‘old timers’ are retiring, and I don’t see the new generation understanding the stability and opportunities that come with jobs in construction,” says Warren, adding that the other challenge is concerns about funding for projects. “There is a lot more competition in the field for jobs, and we even see some Washington and Idaho contractors bidding on jobs in Montana. We find we have to work harder and be more efficient all the time.”

Warren grew up in Missoula and attended Loyola Sacred Heart High School, Carroll College and the University of Montana. He and his wife Kim have two sons, Andy and Zach, and reside in Kalispell, Montana. ♦

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Eli Rickert of Key Rentals Group in Belgrade.

Eli Rickert believes construction is a great career choice for women who are willing to follow a few guidelines.

CLC Member Spotlight

Eli Rickert, Key Rentals Group



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As workforce demands continue to grow in construction, companies are looking to take advantage of emerging trends in the industry. One of those trends is the increasing number of women being employed in construction careers. Eli Rickert of Key Rentals Group in Belgrade is one such individual making an impact in the construction industry and her community.

Rickert has always been drawn to working in positions in which she describes as “typically a man’s field.” Her resume includes experience working in a chemical program, the oilfields of North Dakota, the lumber industry in Montana, and as a car and truck fleet salesperson. She has spent the last two

years with MCA member Key Rentals Group, where due to the small size of the staff she is able to be involved with a little bit of everything in the company.

After attending a community college in Texas for little over a year, Rickert decided it wasn't the route for her.

"My dad had a career in the oil industry," she said. "When the Bakken boom happened, he was transferred to North Dakota. I followed him to see what it was like, and eventually started working with an oil company."

She ended up making her way to Montana and was working in the fleet sales department at Ressler Motors in Bozeman when she met Lance Palmer. Palmer approached her with a business plan to join the Key Rentals team as a salesperson.

"He bought their company fleet with us and offered me a job with Key," she explained. It was her first experience working in a construction-related company and she is grateful for the experience. "I don't think a lot of people understand how important construction is, or the impact it makes on our daily lives."

One of her takeaways is that working

in the industry is a healthy challenge, but readily admits it might not be for every woman. "As a woman, I feel I need to work a little harder. You really have to know your stuff and prove yourself daily," she said.

Rickert believes construction is a great career choice for women who are willing to follow a few guidelines – be passionate, don't take criticism personally, don't be afraid to get dirty, and be willing to constantly learn. "You just

have to put yourself out there," she said. "And keep learning. The construction world is changing all the time and you have to be able to adapt."

Rickert just returned home from Africa where she spent two weeks doing volunteer conservation work; she's definitely not afraid to get a little dirty! She states that she would like to get into the training aspect of construction and help guide other women to follow in her footsteps. ♦



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Partnering trainings for the MCA and MDT were held across the state in February and March.

MCA/MDT Partnering: A Win-Win for All

Leaders at the MCA and MDT have agreed to work on a proven model of partnering for successful projects. Partner trainings were held across the state in February and March, with employees of MDT and MCA contractor members both in attendance. Partnering will be included as a special provision in projects going forward.

What is partnering? Partnering is a commitment to set and reach mutual goals by utilizing teamwork and fostering positive relationships. Partnering is a relationship in which:

- Trust and open communications are encouraged and expected from all participants.
- All parties address and resolve issues and problems promptly and at the lowest possible level.
- All parties have identified common goals for the partnership and at the same time are aware of and respect each other's individual goals and values.
- Partners seek input from each other in an effort to find better solutions to the problems and issues at hand.

The use of partnering in the public sec-

tor has grown significantly in recent years. Using similar models, the objectives that have been identified as attainable goals include:

- Claims avoided
- Safer projects
- Increased job satisfaction
- Reduced delay
- Higher quality
- Reduced total project costs
- Focus on building long-term relationships
- Increased retention for MDT, MCA & contractors
- The job is profitable for the contractors
- Claims mitigated and resolved promptly

Why have formalized partnership agreements? Because even when everything is going perfect, there are still issues that need to be addressed immediately – let's face it, time is money. The sooner an issue is resolved, the sooner the project is completed and the payments are made. Partnering provides a framework to respect each other and have a successful project.

There are several projects identified

this season that will have formal partner training (usually a half-day prior to the pre-con meeting). The goal is to make everyone – contractors and MDT employees – not dread going to work.

Owners of construction projects across the country pay tens of millions of dollars each year in interest and legal costs for claims that remain unresolved for long periods of time. Affecting both owners and contractors are the negative attitudes and damaged working relationships that result when issues and claims remain unresolved. The result is poor communications and lost productivity. This is the classic lose-lose situation. The objective of partnering is to turn this situation around.

We are amazed at the enthusiasm and eagerness of contractors to participate in the trainings. MDT leadership is driving a similar commitment among its field teams and key personnel. We look forward to seeing the results of a successful partnership between MCA members and MDT. ♦



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Josh Montanye is general manager of MCA member company Williams Civil Construction.

Workforce Development

An unconventional path leads to a career in construction

Workforce development has become a hot-button topic among many industries, and construction is no different. The MCA's Education Foundation continues to work closely on issues that may help make a difference in developing the future workforce for our members. Working with schools and educators to develop awareness of careers in construction continues to be a primary focus.

However, there is an increasing number of people who take the path less traveled to a construction career. One such person is Josh Montanye, general manager of MCA member, Williams Civil Construction. His story is one that is becoming increasingly familiar. We caught up with Josh to learn a little more about how he started his con-

struction journey.

MCA: Josh – tell us a little bit about what you do at Williams Civil Construction and how long you have been with the company.

Josh: I joined Williams Civil four years ago as the general manager. I provide oversight to all aspects of the business, including internal management of key personnel, project selection, and company vision. I act as a bridge to other Williams Companies and our external relationships. Every day brings a new challenge!

MCA: Give us a background on your education and work experience prior to starting your career in the construction industry.

Josh: I have an unorthodox path to construction. I graduated with a BS

in Business Management in 2007 and returned home to Helena to work with my father's outfitting company. Guiding elk hunts only kept me working three months a year so I had to find a job that would be flexible with me. I ended up working as an attachment counselor for Intermountain Children's Home nine months of the year. To this day, my time at Intermountain was some of the most influential in my life. It has unquestionably made me a better employee, leader, husband, and father. After three years, several pieces of legislation passed making a long-term career as an outfitter bleak. I was a newlywed considering trying something new. Through some extended family at a wedding, I was offered an internship with a small general contractor in Dallas, TX.

MCA: Before that initial introduction to construction was there any interest/background you had before getting started?

Josh: When pursuing my business degree, I would be asked what I wanted to do with my education. My answer was always that I was open to anything so long as I never feel like my career has a ceiling. I had zero background in construction, but the idea of seeing projects come together piece by piece was intriguing to me. The Texas job was a high risk/high reward decision to join a small public works contractor in the bottom of the recession. I started out being the administrative "catch all" in the office. I was one of five office employees in a company that was constantly evolving from "mom and pop" to corporation. I was the



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receptionist, accounts payable, HR, project coordinator, etc. Then as we grew, I handed off several duties and took on new ones. My responsibilities progressed to payroll, then to controller, and then to business operations. Every time we lost an employee or were growing and needed a void filled, I pushed that I could fill in, even temporarily. I also had great bosses that were kind enough to invest in my learning and let me tag along to every major meeting they had. From 2010 to 2016, we experienced revenue growth from \$10M to over \$50M. There were numerous lessons learned and growing pains but the education was invaluable.

MCA: How did you come to join the team at Williams?

Josh: In July of 2015, my daughter was born. While still at the hospital, my wife and I knew that we wanted to raise her back in Montana and started searching for opportunities. I ended up finding the position at Williams Civil through a recruiter. I let them know that I had no technical knowledge of the civil trade, however, if they let me handle the business, I would find the right people to build the work. Every Bozeman contact I had said great things about the Williams family and after three months of interviews, my family was on its way home. I think for Williams, the selling point on my hire was that I came with a blueprint for growth and understood being on the general contractor side of the table. I attempted to articulate that my strength wouldn't be to build buildings. It is to build motivated teams and financial strength. That true craftsmanship and trusting someone at their word are two things that are not commodities these days, but we would make it the very foundation Williams is built upon.

MCA: Where are you hoping your career in construction will eventually lead?

Josh: Back to my college aspiration, I only wanted my career to keep me in a position to where every year brings new goals and no ceiling. Construction has turned out to be the perfect fit for my

personality. In my time with Williams, we have grown 300 percent and 2020 only looks to add to that number. I love that our industry always brings new challenges and new opportunities. The future may hold more geographic expansions, vertical integrations, etc., but for now we are focused on being the best contractor in our current markets. My long-term goals would involve continuing to grow in my current role with Williams, and to grow as a leader in the

construction industry in Montana.

MCA: Do you have any advice for young people looking to start a career in construction?

Josh: Be patient and don't act like any job is beneath you. View every role as an education, because you may be supervising others in that position someday. This is an industry in which merit and work ethic pay off, and where performance can matter more than degrees, age, or ego. ♦

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In late January, the RDO Integrated Controls (RDOIC) team hosted more than 70 contractors from around the country for an event just south of Las Vegas. The special demo event gave customers a hands-on opportunity to work with, learn more about, and see the real-time benefits of Topcon intelligent paving products.

Just ahead of the event, RDOIC announced a partnership with Pavement Recycling Systems (PRS) to bring Topcon's Intelligent Paving suite of products to customers in eight states across the companies' footprints, including Montana. PRS supports RDOIC in the training and demonstrations of the equipment.

Topcon's precision products, from intelligent compaction machine control to GNSS equipment, are designed to improve roadbuilding accuracy and consistency, while offering contractors opportunities for enhanced worksite safety and fewer disruptions to motorists. The products give milling, paving, and roadbuilding contractors the ability to operate more efficiently and create a high-quality finished product that improves both rideability and road safety.

Two of these products highlighted at the event were the RDMI Scanner and Thermal Mapper.

The RDMI Scanner collects precise surface data, which is processed by Topcon software and used to create a model for a new road. Not only is this a faster, more accurate way to plan the project, it's safer and doesn't require shutting down the road to survey.

The Thermal Mapper is a new product being introduced at this year's CONEXPO-CON/AGG show. It delivers real-time asphalt temperature readings, allowing adjustment on the fly, if needed.

Adam Gilbertson, vice president of RDO Integrated Controls and RDO Equipment Co.'s Midwest Construction – West region, says the industry is starting to see more projects requiring high-precision technology on everything from pavers to rollers, and companies that adopt these new technology methods now will be in the best position to bid and secure jobs spec'd with this specialized requirement.

"Topcon has introduced innovative technology that will help to reduce cost and improve quality in road building and resurfacing," he said. "This new technology will require our team at RDOIC to become more involved as a partner to our clients as they implement it in their work. That is why this part-

nership with PRS is a great opportunity for us to team up with an industry expert who is already leading the way in making roadbuilding a more cost-effective, fiscally responsible process."

Don Matthews, PRS chief engineer, says that PRS has been using Topcon's Intelligent Paving products for a few years and really has seen an improvement in quality on their projects. "We are excited to support the team at RDOIC in demonstrating what an

Intelligent Paving solution can do for projects. It is the way roadways will be built in the future."

RDO Equipment Co. / RDO Integrated Controls has five locations in Montana: Billings, Bozeman, Great Falls, Kalispell, and Missoula. To search all used construction equipment or view new equipment from John Deere and other manufacturers, visit www.RDOequipment.com. ♦



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● **Do I have to get an underground facilities located?** YES! Whether you are a professional excavator, a farmer, or a homeowner, if you are digging or placing any object in the ground, you are required to get marks indicating the location of underground utilities. The person doing the excavating is the person that has to make the call. According to Montana Law Annotated Code, an "excavator"

means a person conducting the excavation activities. "Excavation" means an operation in which earth, rock, or other material in the ground is moved, removed, or otherwise displaced by means or use of any tools, equipment, or explosives. The term includes, but is not limited to, grading, trenching, digging, ditching, drilling, augering, tunneling, scraping, and cable or pipe plowing and driving.

● **How long will it take before I can dig?** Two full business days after you call and get your ticket number. Plan ahead and call at least three days before you want to excavate. This allows time for the notifications to be sent to the locators and time for them to do their job. The marks are good for 30 days, assuming they are still readable and have not been destroyed or you have maintained

the marks and they have not been changed. After 30 days you need to call and get an updated ticket. Simply call the 811 number and say you have a ticket number that you need to be remarked.

● **Okay, I see the marks, now what?**

Once all of the marks are completed, you can start your digging. In Montana, the tolerance distance is 18 inches on both sides of the mark. If you are unable to avoid the markings or need to be real close, remember that you can only dig within 18 inches of the mark by mechanical means. If you have to get closer than that you have to use a hand shovel or a vacuum excavator and carefully locate the facility and ensure that you do not damage the utility. If you damage or even just nick or mark the facility, please notify the utility company so they may make any repairs that may be needed.

● **What do those colored lines and flags mean?**

They provide the location of underground facilities. The colors indicate the type of facility it is marking: WHITE - proposed excavation; PINK - temporary survey markings; RED - electric power lines, cables, conduit and lighting cables; YELLOW - gas, oil, steam, petroleum or gaseous materials; ORANGE - communication, alarm or signal lines, cables or conduit; BLUE - potable water; PURPLE - reclaimed water, irrigation and slurry lines; and GREEN - sewers and drain lines. Sometimes, you may also see the company name or the width of the utility.



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Keep in mind that there is one unintentional hit every three minutes, which can lead to injury, repair costs, fines and expensive and inconvenient outages. Thirty-seven percent of these incidents are caused due to a failure to call 811 before digging. Another 37 percent are due to not digging safely around the marks. Knowing approximately where underground utility lines are buried before each digging project helps to prevent these situations. ♦



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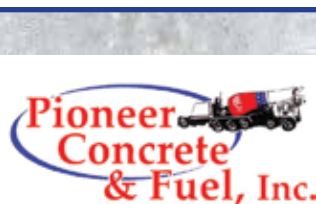
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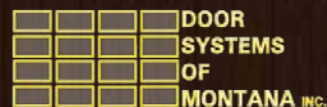
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