

ALC Frame to Finish

February 2026

STRAIGHT FROM SAM

Last month I shared why slowing down and reflecting matters. This month, I want to talk about what we do with that perspective.

Here in 2026, I am focused on being intentional about who we are becoming. About how we grow. About the people we bring in. About how we carry the ALC name every day.

Growth isn't just more work or bigger jobs. It's doing things the right way, even when it is harder.

You have seen that intention show up already. Our Frame to Finish rebrand brings our services and our teams under one clear standard, no matter where we are working. Different jobs. Different locations. Same approach. Same expectations.

It's a commitment to our customers and the communities we work in, built on the same promise this company has stood on since 1959.

We won't get everything right. That is part of the journey. But if we stay intentional, stay honest, and keep learning, we will keep moving in the right direction.

That is the kind of company I want us to keep building together.

- Sam

BIRTHDAYS

HAPPY BIRTHDAY

- Brad Sobczak —February 1st
- Greyson Spanbauer —February 7th
- Will Bork—February 14th
- Keith Otten—February 18th
- Alex Baumann—February 19th
- Brian Mehlhorn—February 25th
- Geno Lex—February 27th
- Brian Dey—February 28th

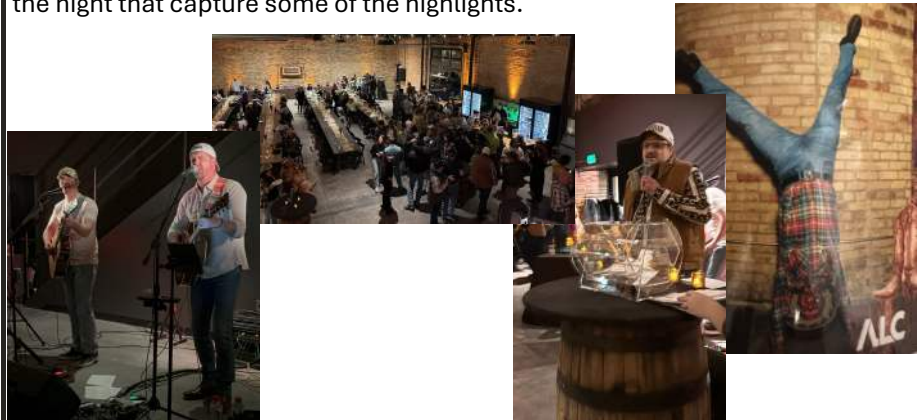
ANNIVERSARIES

Congrats & Thank You!

- 29 Years—Don Shaw (Feb 3rd)
- 28 Years—Gary Meyers (Feb 9th)
- 28 Years—Dave Pionke (Feb 2nd)
- 27 Years—Jason Deruchowski (Feb 15th)
- 26 Years—Scott Pokorny (Feb 7th)
- 17 Years—Ryan Bricco (Feb 18th)
- 14 Years—Steve Baxter (Feb 6th)
- 6 Years—Ryan Pieper (Feb 24th)

HIGHLIGHTS & HAPPENINGS

Thank you to everyone who joined us for our year-end celebration! We had a total of 135 in attendance! It was such a great night with delicious food & drinks, great music, & fun with the western theme! Here are a few photos from the night that capture some of the highlights.



ALC STAR



Tyler Bindl

Working on a 25' shaft wall outside in 9" of snow, heavy wind and zero degree day, Tyler Bindl went above and beyond to ensure he could get to work and showed strong adaptability to support the job and his work partner despite it being a treacherous commute. No complaints from Tyler through the freezing wet snow and dedication to not only come in to work, but also giving it his all throughout the shift in difficult conditions.



Adaptability



Leadership



Craft

THE ROAD AHEAD

ACT: We are continuing to pick small jobs happening in the short term to ensure we stay steady in spring. Summer is booked up. We already have some work into 2027 and are continuing to bid.

EIFS: A few jobs recently picked up in summer including Mister Car Wash in Green Bay, Grand Theater in Wausau & MCHS Cath Lab in Eau Claire.

AB & SF: We were recently awarded West DePere Auto Dept and UW Whitewater Heide Hall for late spring/early summer.

SSDW & Paint: We are working on locking in some larger jobs but haven't heard back yet on projects such as Kaukauna Middle School, Aspirus In-Patient in Wausau, and Sentry Remodel in Stevens Point. Painting is occurring at Bergstrom Mahler Museum of Glass with additional opportunities at Vivent Health & Doctor's Park in Appleton this summer.



SAFETY SPOTLIGHT

Safety Committee Walk—Green Bay Elementary School

Last week, members of the Safety Committee completed a routine safety walk at the Green Bay Elementary School. These walks are an important way for us to recognize what is going well and to identify opportunities to keep everyone safe.

What we are doing well:

The site was clean and well-organized which sets the tone for safe work. The team made a smart choice of using a boom lift in a tight, challenging area instead of scaffolding — reducing risks and improving efficiency. We also observed strong compliance with lift safety rules. Partner lifting was witnessed as well, showing good awareness of ergonomics and injury prevention.

Areas of Improvement:

PPE compliance is an area to improve. Some employees were not wearing required PPE or wearing it improperly (helmet chin straps not secured, vests where required not worn, and gloves not used while cutting). As a reminder, the new helmets are ALC standard—not just Miron or site specific. These are simple things that are non-negotiables to working safely. Cord management could be improved to avoid trip hazards and ensure proper tape colors. There was also ice buildup in one area, but we are not working there and solutions to fix are underway.

Thank you to the crew and foreman for allowing us to visit. Together, these small improvements make a big difference in keeping everyone safe!



LIFE & LIVING—MONEY MANAGEMENT TIPS

Construction can be unpredictable and result in ups and downs with personal finances. Follow these simple tips to better prepare yourself for those financial swings and uncertain times.

1

Pay yourself first — save!

3

Pay off your high-interest debt

5

Plan for the unexpected with an emergency fund

2

Live below your means

4

Create a budget & track spending