

# ALC Frame to Finish



March  
2026

## STRAIGHT FROM SAM

Over the past couple months, I've talked about reflection and intention. Both matter. But neither means much if they don't show up in how we work every day.

That is where standards come in. Our standards are built on three things.

**Adaptability. Leadership. Craft.**

**Adaptability** means adjusting when plans change without lowering the bar.

**Leadership** means taking ownership, speaking up, and doing the right thing even when it is uncomfortable.

**Craft** means taking pride in the work and doing it right the first time.

These are not slogans. They show up in how we approach safety, how we communicate, and how we treat the work in front of us. That is what **Own Every Inch** means. Owning the details. Owning our decisions. Owning the outcome, no matter the job or location.

When things get busy and pressure builds, our standards matter most. If we hold the line together, we keep building a company we can all be proud of. - Sam

## BIRTHDAYS

**HAPPY BIRTHDAY**

Don Shaw —March 2nd

Trent Mullen —March 7th

Conner Hakes —March 8th

Jaden Bush —March 13th

Riley Trudeau —March 14th

Sean Shumaker —March 16th

Luis Villagomez—March 18th

Tim Van Wyk—March 19th

Cody Gassert—March 19th

Nate Groshek—March 28th

## ANNIVERSARIES

*Congrats  
&  
Thank You!*

28 Years—Dawn Grossbier (March 9th)

18 Years—Mike Mauel (March 4th)

6 Years—Brad James (March 2nd)

6 Years—Eddie Banda Mendoza (March 19th)

6 Years—Ryan Sexton (March 9th)

1 Year—Sydney Gorst (March 24th)

## HIGHLIGHTS & HAPPENINGS



### ANNUAL ALC SUMMER PICNIC

Friday, July 31st 6PM—9PM

Timber Rattlers Stadium—Home Run Porch



Delicious picnic-style food



Drink Tickets



Game Tickets & Parking Passes



Prizes



Baseball



Fireworks



Kids run the bases



Fun with co-workers, families & friends



## ALC STAR



### Note from Customer on Oshkosh ThedaCare Project:

The overall quality of the entire project was as good as I've seen in quite some time. That said, with the various curves and wall washing that HGA dreams up, the great work that ALC did really stood out. It's interesting to watch the progression of the various ThedaCare facilities over the last few years. I can see the teams are figuring out how to make it better each time. Just wanted to pass that along, as we often take things for granted and the ALC team really did a nice job.



Adaptability



Leadership



Craft



### THE ROAD AHEAD

**ACT:** A few jobs are going to be starting up in the next month or two, including Antigo, KASD Victor Haen, & Sherman Hall. We were also awarded Kaukauna Middle School to start in 2027 and Mishicot High School starting this summer.

**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. In addition, we will be doing Air Barrier at Kaukauna Middle School.

**SSDW & Paint:** We were recently awarded Greenheck Facility in Schofield that will start in March and Also Kaukauna Middle School that will start at the tail end of 2026. Painting is picking up with some work already starting for Doctor's Park and Vivent Health in March.



### SAFETY SPOTLIGHT

The Safety Committee met last week and determined that communication to the committee should be simple and more accessible. So, we're rolling out a two-phased approach to improve how we report, respond, and are available to you.

#### Phase 1—Launching Now!

We've created a QR code that links directly to a new email address: [safety@buildwithalc.com](mailto:safety@buildwithalc.com)  
Scan it to quickly submit:

- Near Misses
- Safety Concerns
- Safety Suggestions

No forms, no barriers. Just scan and send. The goal is simple: to make it easier to speak up, so we can prevent injuries BEFORE they happen.

**To build momentum, once we receive 10 safety notes (misses, concerns, or suggestions), we'll do a drawing for ALC apparel.**



#### Phase 2 — Safety Portal (Launching Summer 2026)

This QR code is just the beginning.

We are building toward a full Safety Portal that will be accessible by QR code and include:

- Incident Reporting
- Near Misses
- Safety Suggestions & Concerns
- Contact information for Safety Consultants & Safety Committee
- SDS Library
- First Aid Resources
- Stretching Program & more!

This is about removing obstacles, increasing engagement, and building a culture where safety is everyone's responsibility. If you see something — say something. Let's build it better. Let's build it safer!

### LIFE & LIVING—March Mood Boosters

March can be 'meh'...Here are a few simple ways to boost your mood this month.

#### Catch some daylight

Longer days are finally arriving. Get outside for 10-15 minutes a day.

#### Protect your sleep

Keep consistent sleep & wake times. Keep bedroom cool & dark.

#### Tackle one small project

Clean out a junk drawer, vacuum out your car. Gives a sense of control & accomplishment.

#### Stay Connected

Call a friend, make plans to see someone you haven't seen for awhile.



Pete Van Rooy had success Sturgeon Spearing!

Check out this monster weighing 59.8lb and measuring 66.2" long.

That'll boost your mood!