



STRAIGHT FROM SAM

At our Leadman Meeting this spring, I discussed a fundamental of great contractors that continues to stick with me - **the best talent always wins.**

I believe that, and it drives a lot of decisions we make at ALC.

Our union package provides a great foundation, but we intentionally go further. Foreman trucks. Travel pay. Referral bonuses. Paternity leave. Top of the line tools and safety equipment. Training and opportunities to grow. These are investments in the people who have made ALC successful and their families who support them along the way.

That same thinking is behind our recent partnership with FMI you may have heard about. We are a strong company today, but staying successful takes work. We are taking a fresh look at how we operate, how we develop our people, and how we prepare ALC for the next generation.

None of this is a write-off. It is a strategy. Take care of great people. Give them the opportunity to become even better. Build a place they are proud to call theirs.

Markets will change. Projects will come and go. But if we continue investing in great people, I will bet on ALC every time.

The best talent always wins. Our job is to make sure they want to win here.

- Sam



Adaptability



Leadership



Craft

BIRTHDAYS



John Markey– Sep 1st

Larry Moulton– Sep 3rd

Joe Gose– Sep 8th

David Rindt– Sep 12th

Ross Westphal– Sep 12th

Nikolaus Weinberger– Sep 14th

Leo Villa Partida– Sep 25th

Jamie Trudeau– Sep 27th

Jacob Obermeier– Sep 28th

Joe Miller – Sep 29th

Megan White– Sep 30th

ANNIVERSARIES



24 Years—Nick Miller (Sep 3)

24 Years— Dave Wenzel (Sep 3)

4 Years—Logan Summers (Sep 26)

4 Years—Megan White (Sep 12)

2 Years—Greyson Spanbauer (Sep 30)

1 Year—Lukas Brown (Sep 8)



THE ROAD AHEAD—UPCOMING JOBS AWARDED

Job	City	Award \$	Scope	Timing
Bergstrom GM	Neenah	\$350K	SSDW, ACT & SF	Fall 2026
Sheboygan Urban Middle School	Sheboygan	\$200K	AB	Fall 2026
Community First Credit Union	Manitowoc & Wrightstown	\$20K	AB	Fall 2026
Thrivent Meade Street Refresh	Appleton	\$115K	ACT, SSDW & Paint	Fall 2026
Tyson Foods	New London	\$60K	ACT	Fall 2026
Stevens Point City Hall	Stevens Point	\$350K	ACT	Spring 2027
Lawrence Town Center	De Pere	\$140K	ACT	Spring 2027
Mountain Bay Metro PD	Weston	\$40K	ACT	Early 2028

SAFETY SPOTLIGHT—REMINDERS & CHECKLIST

We've announced a lot of new information over the last few months, and it can be difficult to remember it all. Here are a few reminders and checklist of those key items:

- ☒ Have you checked out the new Employee Resources Safety portal for SDS, toolbox talks, incident reporting & more?
- ☒ Have you nominated a co-worker to be an ALC Star?
- ☒ Have you submitted a near-miss to help prevent future accidents?
- ☒ Is there a stretch & flex poster in your trailer and is the crew stretching at the beginning of each day?
- ☒ Do you have feedback on how we can improve safety? Contact the safety committee at: safety@buildwithalc.com



All of this is accessible by QR code!!

MOMENTS THAT MATTER

Congratulations to our most recent Apprenticeship Program graduate! We are proud to recognize *Jared Gralkowski* who successfully completed his apprenticeship program in August and has officially earned Journeyman status.

ALC GOES PINK

October is Breast Cancer Awareness month, and this year we'd like to come together as a team to support those affected by breast cancer. Watch your email for a way to support and sport pink high-vis in October. Thank you to Keith Otten who had this idea. Teamwork makes the dream work!

LIFE & LIVING—LABOR DAY REFLECTION: CELEBRATING THE AMERICAN WORKER

Labor Day is an opportunity to recognize the hardworking men and women who help keep America moving forward. Construction professionals play an especially important role, using skill, teamwork, determination, and craftsmanship to build the buildings, homes, schools, and communities people rely on every day.

Every successful project is the result of many people working together, from field crews and equipment operators to supervisors, project managers, and support staff. Your dedication and hard work contribute not only to completed projects, but also to stronger communities and a better future.

This Labor Day, we celebrate and thank all our ALC team members for their commitment, skill, and the important role they play in building America.

