ALC Frame to Finish

November 2026

STRAIGHT FROM SAM

I don't know about you, but it feels like we were just celebrating the Fourth of July, and somehow Thanksgiving is already around the corner.

This time of year always reminds me how quickly life moves and how fortunate I am to have good people around me. At home, with friends, and certainly here at ALC.

I don't get the opportunity to personally thank every one of you as often as I'd like. With our crews spread across Wisconsin, there are plenty of faces I don't get to see nearly enough. But please know that your hard work, commitment, and the pride you take in representing ALC do not go unnoticed.

I'm thankful for the people who have spent decades building this company, the new faces choosing to build their careers here, and everyone in between.

As you gather around the table this Thanksgiving, I hope you have plenty to be thankful for, a full plate, and a little time to slow down.

From my family to yours,
Happy Thanksgiving!
- Sam

Adaptability Leadership Craft

BIRTHDAYS

Jeremy Dey – Nov 5th
Keith Merryfield – Nov 5th
Nick Miller – Nov 6th
Josh Leitner – Nov 11th
David Magerowski – Nov 11th
Isaac Krueger – Nov 17th
Lindsey Schmitz – Nov 19th
Ty Trudeau – Nov 20th
Jared Grulkowski – Nov 23rd
Dave Pionke – Nov 23rd
Ryan Yaeger – Nov 25th
Brandon Brehm – Nov 26th

ANNIVERSARIES

29 Years—Travis Hanson *(Nov 11)*
29 Years— Eugene Lex *(Nov 3)*
27 Years—Jason Deruchowski *(Nov 9)*
26 Years—Pete Schuh *(Nov 27)*
4 Years—Marcus McGuire *(Nov 1)*
1 Year—Ben Affolter *(Nov 3)*
1 Year—Hunter Mercer *(Nov 4)*

ALL EMPLOYEE MEETING

We will be hosting our All-Employee Meeting on **Friday, December 11th** at Sentry World in Stevens Point.

For those that are new to this meeting, we take this opportunity to share important company updates and celebrate each other's service, & safety accomplishments.

You'll hear about the state of ALC, the ownership transition, the ALC way of operations, how to survive an OSHA site visit, and celebrate employee recognitions.

ALC STAR

This Thanksgiving season is a great time to take a step back and appreciate the people we spend our days with. Construction isn't easy. Schedules are tight and jobs are challenging, but having good crews makes the difference.

At our All Employee Meeting we like to recognize the Star of the Year. If you forgot to earlier in the year, or someone Has done something recently that exemplifies the ALC way, please take a minute to recognize them **here** or by Scanning the QR code. We all have a part in making ALC a place where people want to work and recognizing one another.

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THE ROAD AHEAD—UPCOMING JOBS AWARDED

Job	City	Award $	Scope	Timing
Neenah Boys & Girls Brigade	Neenah	$9.7K	ACT	December 2026
UWSP Sentry Hall	Stevens Point	$160K	AB	Fall 2026
Aurora Clinic	Green Bay	$40K	EIFS	Fall 2026
CR Meyer Leadership Office	Oshkosh	$25K	ACT	Winter 2026/Spring 2027
Veterinary Surgery Center	Appleton	$1.3M	SSDW & ACT	Winter 2026/Spring 2027
Aspirus Hospital Entryway	Wausau	$55K	ACT	Winter 2026/Spring 2027

ALC NEW HQ UPDATE

The ALC HQ project continues to steam roll along. The warehouse is complete inside and out. OH doors are going in Tuesday, November 4. ALC is working on the remaining CFMF and sheathing, working with Miron to get the brick going on the exterior. Looking at the building across the pond, it is really coming together. Target for masonry completion, windows and the roof is 12/11/26, giving us about 4 months to complete the interior… which is seemingly a piece of cake compared to the exterior and site work. All good so far. It's going to be great.

ALC BUCKS & BIRDS 2026

ALC Bucks & Birds is open through November 29th! Enter by emailing a photo of you with your harvest to hr@buildwithalc.com. We're welcoming more than bucks and birds: does, ducks, geese, doves, turkey, woodcock, grouse, pheasants, bears, moose, or any other legally harvested game all qualify.

Oconto River Kids

For every employee who enters, ALC will donate $100 to Oconto River Kids. Five winners will receive $100 Scheels gift card and an ALC Bucks & Birds camo hat. One entry per employee, but all harvest photos are welcome and will be shared.

Be safe. Shoot straight. Make memories. And introduce someone new to the Outdoors. Happy hunting!

SAFETY SPOTLIGHT

Wisconsin fall weather brings morning frost, wet & slippery leaves, muddy walkways, and darker commutes.

With daylight savings ending & less light available, take an extra minute to watch where you're walking and how you're driving. Use extra caution, keep walkways clear, make sure you're visible to others, slow down on the road, and watch for deer during those early morning drives. If you spot a hazard on the jobsite, take care of it, and fill out a **Near Miss Form** here or by scanning the QR code to help keep everyone safe.