



RWC CREW TALK

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Left to Right: Lee Carlstrom, Scott Umhoefer, and Jon Carlstrom

Message from Lee:

Where has the time gone? It seems like only yesterday Jon and I were sitting down with our father to make succession plans for our father leaving the company. Under Jon's leadership, RWC has seen substantial growth in volume of work performed, number of employees, and investment in equipment to provide our customers and

employees the best possible services available. Under this team leadership, one thing has remained constant and that is our commitment to build the highest quality buildings with the best people and materials available for our customers at a fair price. Also, this management has been dedicated to providing our valued employees a safe and pleasant place to work.

As Jon mentioned, I truly believe that Scott's dedication, along with sharing the same values as Jon and I, will carry this company well into the future. It is my intent to continue on with RWC into the future and work with Scott on the company's continued growth and provide our customers and employees with the same dedication that Jon, as president of RWC, has instilled in us.

As Jon begins the retirement stages of his life, I want to thank him for his tireless efforts put forth toward RWC, AGC, and the entire construction industry.

Lee Carlstrom

Message from Jon:

After nearly fifty years with the company, 11 part-time and 39 full-time, the time for a change has come. The industry is now changing faster than I can or want to and the company is in need of bright new management. Therefore, as of May 23, 2003, Scott Umhoefer has taken over as President of your Company. Scott, as you know, is bringing a new energy to the management of RWC. His talent and dedication will carry the Company well into the next generation. Support him as you have done me, and the Company will continue to grow better and stronger.

Although I am leaving the active management of RWC, I plan to be available as an adviser to Scott and the rest of your management staff. After 50 years I can't totally leave.

It has been my privilege to work all these years with the finest group of people in America's greatest industry and I thank you all for that honor.

Jon Carlstrom

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SAFETY SPIKE'S CORNER

The hot weather is coming upon us, and it's time to be reminded of some hot weather safety tips and warning signs of heat related injuries.

TIPS FOR STAYING COOL:

Stay Fluid: Drink plenty of water, when the temperatures are high, usually a glass of water every 20 minutes. Drinking pop, coffee, iced tea or even sport drinks with caffeine can actually hasten dehydration.

Go Light but Cover up: Wear lightweight, light colored, natural fiber clothing. Loose fitting clothes help with ventilation, but make sure clothes are not too loose to avoid tangling hazards.

Respect the sun: Skin cancer is now the fastest growing form of cancer among working age men. So try to use sunscreen whenever working outdoors. Read directions to see how often you should reapply.

Stress Ventilation: Heat increases the threats found in enclosed spaces. When using paints or other fume-generating materials, be sure there is plenty of ventilation.

Know the signs: Everyone should be able to recognize the early warning signs of heat cramps, heat exhaustion, and heat stroke. If you start to feel faint or uneasy in the heat, it is very important that you tell someone immediately.

SIGNS TO LOOK FOR:

Heat Cramps are muscular pains and spasms due to heavy exertion that usually occur in the abdomen or legs. Believe it or not, a banana or two a day can help prevent these cramps.

Heat exhaustion occurs typically during heavy exertion in warm, humid places when body fluids are lost through heavy sweating. Blood flow to the skin increases, causing blood flow to vital organs to drop. A mild form of shock results. If not treated, the victim's condition will get worse. Body temperature will keep rising and the victim may suffer heat stroke.

Heat stroke or sun stroke is life threatening. The victim's heat control mechanism (which controls sweating) stops working, causing the victim's temperature to rise so high that brain damage and death may occur if the body is not cooled quickly. Help is needed immediately.

**THINK
SAFETY**

Upcoming Projects at RWC

- × Technology Plus Addition, Eastwood Industrial Centre, Mankato, Paulsen Architects
- × St. Joseph's Catholic Church, Owatonna, Kane & Johnson Architects
- × Paulsen Architects Office Buildout, Mankato, Paulsen Architects
- × Creative Company, North Mankato, James Dayton Design, Ltd.

TOOL BELT TIPS

Following are tool belt tips for reducing the risk of back pain:

- Balance your tool belt. If your tools are heavier on one side, fill the other side with materials, such as nails, bolts, or other tools, that will balance the load
- Use broad-shouldered suspenders that allow the muscles in your upper back and shoulders to bear some of the tool belt load
- Minimize what you carry in your tool belt—evaluate what you carry. Store frequently used items elsewhere, or use them to balance your tool belt
- During breaks, remove your tool belt to relieve your back of the load.

Following these tips allows your spine to maintain good posture while supporting your tools.

Courtesy of the WCB Prevention Division



Fore!



All RW Carlstrom employees and a guest are invited for golfing and a light lunch out at the Madelia Golf Course on Saturday morning, June 28th. Exact time and cost are yet to be determined, but I will be sending out information within the next couple of weeks. We hope to see you all there whether you play like a pro or have never picked up a club!

Thanks, Rachel Dent

President Spotlight



RWC's new fiscal year mirrors the spring season of fresh beginnings. We have a new Corporate President; one who has a love of the industry, much like his predecessor.

Scott has proven to be a good example of a leader who is always on the look out for new ways to improve productivity and keep the Company moving onward and upward, keeping RWC's reputation intact and ensuring that what we do makes sense for all parties.

Scott has gained the respect of Jon & Lee and those who have worked with him. He's a humble leader. When asked questions for this introduction, he was openly uncomfortable. Not that he's private or unattainable, just simply humble.

How and why did you choose this industry for a career? It was pretty much by chance. I was working at a job that I did not really like, when I was offered a job by a relative who owned a construction business. It turned out to be a good decision. I really enjoy working in

this industry.

Why did you choose RWC? It was the challenges and opportunities that Jon & Lee had to offer. I was also attracted to the variety and scope of work that RWC performed.

What do you remember about your first day? I remember Lee taking me around to some of the different jobsites to introduce me to the superintendents. When we arrived at the Bethany Dorm project, I met Fred Arnoldt, and the first words out of his mouth to me were "where the hell are your safety glasses", and he was right. Fred and I went on to have some pretty good projects together and also a good friendship.

What are your goals? I have several goals for this company:

- *To provide the best in customer service.
- *To make safety a cornerstone of our work force.
- *To continue the controlled growth of RWC by increasing our customer base.
- *Continually educate & develop our work force from top to bottom.

*Recognize change, and have the vision to adapt to it.

I think these goals are inter-related. If our work force feels good about what they do, they will provide the level of quality & customer service that will allow RWC to increase its customer base. A satisfied customer is our best sales tool.

What do you expect from employees? An honest days work, loyalty, and if an employee has an idea on how to do something better, I'd like to hear from them.

I've been fortunate that Jon & Lee have given me the opportunities to grow, along with the work ethic I learned from my Dad. I grew up in this community, and take pride in the fact that I am a part of the business that the Carlstrom family has built. I believe our company is the best in the area, and our employees are what make us the best.

Scott lives in North Mankato with his wife Kim, sons Danny, Bobby and Ryan and Labrador, Ruby. Three boys involved in sports and hunting keep both Kim and Scott 'on the road'.

CURRENT PROJECTS

- × Snell Indoor Auto Center, Mankato, Paulsen Architects
- × Kraft Foods-New Ulm, TKDA & Associates, Inc
- × Dr. Peters Dental Clinic, Mankato, James A. Strapko Architect, LTD
- × Dr. Osdoba Dental Clinic, Mankato, James A. Strapko Architect, LTD
- × Construction Managers at Tech Plus-Midwest Wireless Civic Center, Mankato, I & S Engineers
- × Crown Cork & Seal, Mankato, Crown Cork & Seal Engineers

Marlow Oral & Maxillofacial Surgery Clinic

RWC has just completed the new Oral & Maxillofacial Clinic for Dr. Richard Marlow. The project is an 11,700 square foot building located in the Eastwood Industrial Park. Planning for the project started in December of 2001. A favorite for both visitors and patients is the large saltwater aquarium that is visible from the Vestibule and Waiting area.

KSA Architects designed the visually pleasing new facility. Their Project Architect, Dennis Hobbie, recaps the project: *The Oral and Maxillofacial Surgery Facility was an exciting and challenging project. With its location on the corner lot, the building embraces the site and its form and style softens the look of the industrial park in which it is located. The exterior design of the building was influenced by the traditional "Prairie Style", with its low pitched hipped roof, broad overhangs, and masonry façade with stone accents. By*

working closely with the Owner, a design was developed that was both aesthetically pleasing and very functional. From the warm and inviting entry, to the private patient pick up area, the building reflects the owner's commitment of having a patient's visit be a comfortable and pleasant experience. The general contractor, RW Carlstrom Co., was an intricate part of the project team ensuring a smooth and successful progression from the design conception to the owner occupying the building.

When asked how the project went for him, Dr. Marlow quoted, "Working with R.W. Carlstrom and their subcontractors has been a pleasure! They show great attention to detail and have been responsive to our concerns." Dr. Marlow has a staff of 18 employees and will be joined by another dental surgeon, "Dr. Kim" this July. An open house is planned for August 8th from 4-7 p.m.

We'd like to extend our gratitude to Dr. Marlow and his staff for selecting RWC for this project,

and for their support throughout the project.

Fred, Mick, our skilled employees and talented subcontractors made this project a success.

The following employees worked on this assignment:

- | | |
|-----------------|----------------|
| GENE ABDO | JOEL LANGLEIE |
| CHAD AMUNDSON | TIM LEONHARDT |
| JIM AMUNDSON | MICK MCMARTIN |
| BRUCE ANDERSON | DARYL MOSENDEN |
| BRIAN ARDOLF | JEFF NIELSON |
| FRED ARNOLDT | BRENT OTTO |
| DOUG BAER | HEATH PICKELL |
| CARL BOSSHART | ARVIN RUSTMAN |
| IAN CARLSTROM | JERRY SALTER |
| BERNIE DAVEY | JIM SCHMIDT |
| RON DOMAS | LENNY SCHMIDT |
| DOUG DRILL | BILL SCHREIBER |
| MIKE DUFF | DOUG SCHULZ |
| GLENN EILDERS | RON SELLNER |
| DAVID EPPER | TRAVIS SNYDER |
| PAT EVERETT | EDDIE STADICK |
| TERRY GAPPA | MARK STADLER |
| GREG GOODRICH | DAN STANGLER |
| AL HAGEN | JOE TIETEL |
| DON HERMEL | LOWELL TRUE |
| BRUCE JOHNSON | VIC WENDT |
| PETE KITZBERGER | CURT WILLSON |



KSA ARCHITECTS

June 2003

SUN	MON	TUE	WED	THU	FRI	SAT
1	2	3 Bill Sabel-1	4	5	6	7
8	9	10	11	12 Brent Otto	13	14
15 Father's Day Gene Abdo-5	16 Doug Baer-17	17	18	19	20 Paul Wels Jim Karels	21
22 Doug Drill	23 Pat Everett Curt Willson	24 Carl Bosshart	25 Rachel Dent-2	26 Ann Giroux	27	28 RWC Golf Outing @ Madelia
29	30					

July 2003

SUN	MON	TUE	WED	THU	FRI	SAT
		1 Lori Krueger-16	2	3 Bruce Anderson	4 Independence Day	5 Jim Schmidt Jr-9
6 Roger Hendrickson-4	7	8	9	10	11	12
13 Dave Epper-4	14	15	16	17	18 Curtis Willson-8	19 RWC Cruise 8:30am at the Corner Bar in Elysian
20	21 Paul Wels-5	22	23 Mick McMartin	24 Scott Karels Jim Amundson Jeff Nielson	25	26
27	28	29	30	31		

Birthdays
Employee Anniversary

Holidays
Meetings

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