

Winter 2025  
Issue 1 Vol. 4



# Building Excellence



**AGC**

**NEBRASKA BUILDING CHAPTER**  
THE CONSTRUCTION ASSOCIATION

## Executive Director's Message

### New News\*

I can't tell you where the year has gone. I can tell you it's been a great year for the Chapter.

Membership is up, event attendance is up, and new events are introduced and continue to develop.

While the golf tournament continues to be the 'most favorite' event, Fall Shoot continues to grow, as does our Construction Coalitions and Roundtables. We're always interested in learning what events, training and activities you're interested in – please let me know!

Our intern, Grace, graduated from UNL and accepted full time employment with a member firm. We're beginning the process of finding another stellar intern to help us continue to grow our online presence.

I spent a lot of windshield time this summer meeting members where they are – it was great to see your offices, meet your teams, see job sites, projects and more. Yes, I know I have some more to visit! You're on my list.

We've created some partnerships that will have great impact on our industry. We're working with a state senator on legislation to create harder penalties for habitual construction site thieves.

We had our highest number of entries for our Build our Nebraska Awards and Quality People. While we wish every event and person nominated could win, it's quite a testament to our members and the Chapter seeing all the outstanding work and people! Keep nominating, offering to judge for another state's competition, I promise it's a great opportunity to learn and see how other organizations present their projects.

Looking to next year, we'll be launching a new CRM; it will allow us to engage with our members in more meaningful ways and allow our members to engage with the chapter in real time. (Think more automation.) This in no way changes how you reach us – phone, email, text, social media, fax – all the comfortable ways are still available; if you're into enhanced technology, we think you'll like this!

The **Nebraska Legislature's 2026** session begins on **January 7 through April 17**. Twenty five of the 49 Senators will be term limited at the end of this session. Key priorities for the session include the state budget, childcare, tax reform, and public safety initiatives. The total number of bills passed or amended in 2025 was 322, (209 passed, 113 amended into other bills,) leaving at least 393 bills and more could have been carried over plus new bill introduced could prove to be a large number again this session.

**Save the date – January 22** – for the **Construction Industry Economic Update**. This is a great presentation and event to start off the year. Look for registration information soon and bring your coworkers!

While I'm still working from home, I am so very grateful to everyone who jumped in and made the Fall Social and Awards go without a hitch. I continue to send my congratulations and thanks to every email, text, call, and social media post I receive! Thank you for your kind words and best wishes – I'll be back in the office soon! (I am disrupting the dog's schedule being home so much!)

As the year speeds up and comes to an end, it is my wish that you have a joyful and blessed Holiday Season.

***Sheila O'Connor, Executive Director***

\*A reference to the podcast "New Heights with Jason and Travis Kelce"

## Table of Contents

Executive Director's Message	2
President's Message	3
Calendar of Events	4
2025 Board of Directors	4
Looking Back	5
2024-2025 Sponsors	6
AGC of America New Address	6
Tips for preventing ACH and wire fraud, <i>Union Bank &amp; Trust</i>	7
The Importance of Uninsured & Underinsured Motorist Coverage, <i>Woods Aitken</i>	8
AGC Nebraska Building Chapter Celebrates Excellence at 2025 Fall Social and Awards Dinner	9
Safety Corner	14
Steps to Consider Before Selling Your Business, <i>Dvorak Law Group</i>	15
Ask Anything	16
Meet Jess Seeley, Marsh McLennan Agency's Senior Loss Control Consultant, <i>Marsh McLennan Agency</i>	17
Construction Month-End Close Checklist, <i>Lutz</i>	18
The Value of Membership	19



## Our Mission:

The Nebraska Building Chapter is dedicated to:

- Represent the best interest of members in the commercial construction industry and the greater business environment;
- Support and encourage the advancement of skill, integrity, and responsibility within member firms; and
- Stimulate and promote progress, innovation, and safety in the industry.

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### Editorial Queries:

Vicki Hancock:  
[vicki@agcnebuilders.com](mailto:vicki@agcnebuilders.com)

### Advertising Queries:

Vicki Hancock:  
[vicki@agcnebuilders.com](mailto:vicki@agcnebuilders.com)

Information is deemed correct and factual at time of publishing. We regret any errors or omissions.

# President's Message

## That's a Wrap

This is my last newsletter article as your Building Chapter President. It is an honor to serve the Chapter as a board member – I have learned so much about myself and the Chapter. I am grateful to Jean Petsch and Sheila O'Connor, who invited me to serve on the Board of Directors. It's an opportunity to grow personally and professionally.

**How will you get involved?** I challenge you and your employees to take a more active role with the Building Chapter.

- **Serve on a committee** – Membership, Safety and Health, Workforce Development, Technology or Legislative. Committees are the best way to get involved, serve and learn more about your Chapter.
- **Send your employees to the our classes** – Supervisory Training Programs (STP), Construction Supervision Fundamentals (CSF), and more. These courses continue to grow and receive excellent reviews. The Chapter also works with third party vendors for instruction – reach out to Sheila to learn more.
- **Attend events** – and bring your employees. While the golf tournament may be 'the big one,' Fall Social and Awards Program, Construction Coalitions, Fall Shoot, Safety Roundtables, Economic Summit, Safe and Sound Week, Woods Aitken Seminars and others, offer something for everyone. These events provide insights into the broader construction community and issues that might affect your business.
- **Make sure you're getting the E-Update and Advocacy Report.** Add your employees to the distribution lists. Bookmark the website, stay up to date on events and activities within the Chapter and AGC of America.
- **Say 'yes,' when asked.** Host a job site tour, speak to a school group, meet with elected officials – when you're asked, just say yes! Our best resource is our members and it's easy to talk about what you love to do every day!
- **Meet new people, vendors, and partners** – members like doing business with members and the best way to make that happen is to get involved. I believe the Chapter does the vetting for us through their application and interview process. Once a business becomes a Chapter member, reach out to them to learn more!



*Rick Wintermute,*  
*Kingery Construction*  
*2025 AGC Nebraska Building*  
*Chapter President*

*Continued on page 4*

## 2025 Board of Directors

- **Refer businesses to become a member.** The best way to grow the Chapter is to refer folks you're doing business with. Share their contact information with Sheila and she'll do the heavy lifting – buy coffee, lunch or beverages to meet you and your prospect to learn more!

I'll still be around – I'll be serving as Past President, and welcoming Roger Bullington with Chief Construction move into the President role. Join me in welcoming him and thanking our board of directors for the extra effort they provide the Building Chapter throughout the years.

Thank you for the opportunity to serve, to have a front seat to the Chapter's growth and success and to you – our members – who make it all possible!

*Have a wonderful Holiday Season!*

***Rick***



*Rick and Roger Bullington, Chief Construction and President-elect*

### **Executive Committee**

**Rick Wintermute, President**  
Kingery Construction, Lincoln

**Roger Bullington, Vice President**  
Chief Construction, Grand Island

**Chris Hill, Treasurer**  
AOI Corporation, Omaha

**Joe Beckenhauer, Past President**  
Beckenhauer Construction,  
Norfolk

### **Directors**

**Chris Mischnick**  
Walter Mischnick Contractors &  
Builders Inc., Alliance

**Stuart Johnson**  
Sampson Construction, Kearney

**Austin Larson**  
BD Construction Inc./Kearney

**Kyle Marler**  
Kiewit Building Group, Omaha

**Dan Zimmerman**  
The Waldinger Corporation,  
La Vista

**Steve Johnson**  
TK Elevator Corporation, Omaha

**Ryan Cook**  
Lutz, Lincoln

**Dustin Cooper**  
FNIC, Omaha

## Calendar of Events

A few events to put on your calendar now!

Visit [agcnebuilders.com/events](https://agcnebuilders.com/events) for a full list of upcoming events.

<b>December 11</b>	<b><u>Greater Omaha Construction Coalition</u></b> 1:00-2:30pm Douglas County Sheriff Office 3601 N 156th St   Omaha
<b>January 5 - 30</b>	<b><u>STP Leadership and Motivation</u></b> Blended Learning
<b>January 22</b>	<b>SAVE THE DATE – 2026 Construction Industry Economic Outlook</b> 7:30-9:00am Scott Conference Center 6450 Pine St   Omaha
<b>February 2 - 27</b>	<b><u>STP Communication</u></b> Blended Learning
<b>March 2 - 27</b>	<b><u>STP Contract Documents</u></b> Blended Learning
<b>April 2</b>	<b>SAVE THE DATE – Spring GC SC Roundtable</b> Round the Bend Conference Center   Ashland
<b>May 18</b>	<b>SAVE THE DATE – Annual Golf Outing</b> The Players Club   Omaha <i>Registration Opens April 1!</i>

## Bringing Home Fresh Strategies from 2025 AGC Construction Workforce & HR Conference

**Sheila O'Connor, Executive Director**

As the construction industry continues to grapple with labor shortages, rising costs, and evolving employment laws, I was energized to return from the AGC's Workforce and HR Conference with practical insights and a renewed energy knowing we have great resources and partners to connect with across the country. The three-day event drew hundreds of HR directors, workforce development specialists, trainers, and executives from across the country for a deep dive into the industry's most pressing people challenges. This year's conference merged the best elements of AGC's former HR & Training Professionals Conference and Workforce Development Summit.

### Points of Pride

Bo Jones with [CareerPathway.com](https://www.careerpathway.com) was a presenter at this year's conference. He was part of Innovation Spotlights, a series of shorter presentations that highlight innovative and successful workforce development and HR approaches.



*Bo Jones and Sheila O'Connor*

Lucas Travis with Sampson Construction also attended; it's always great to brainstorm with members at these types of events!

### Key Highlights from the Conference

- Using AI tools for recruiting, onboarding, and performance management (no coding required)
- Navigating 2025's shifting employment law landscape under the new administration

- Building measurable ROI into career pathing and internal "construction universities"
- Controlling skyrocketing healthcare costs while keeping benefits competitive
- Innovative partnerships with community programs serving veterans, justice-involved individuals, and underrepresented groups

One of the most memorable evenings took place at **Billy Bob's Texas** – the World's Largest Honky Tonk – where attendees networked over live music, Texas barbecue, and even a little two-stepping in the historic Fort Worth Stockyards. If you're a 'Yellowstone,' or 'Land Man,' fan, many of the bar scenes are filmed at Billy Bob's. And the success of those shows and greatly increased the tourists to the Stockyards.



*Travis Lucas, Sheila O'Connor, and Bo Jones*

### Takeaways

For me, it was the sessions on integrating AI into everyday HR workflows and creating clear, role-specific career roadmaps that boost retention. With Nebraska's strong project pipeline, investing in our people this way isn't optional – it's how we stay competitive.

The conference reinforced that we are not in facing skilled-labor gaps. But national best practices, combined with local STP training and workforce partnerships, give members a real edge. Events like this remind us that the solutions are out there – we just must go get them and bring them home. I'm excited to share what I learned with our chapter and help our member firms build even stronger teams..



# AGC

**NEBRASKA BUILDING CHAPTER**  
THE CONSTRUCTION ASSOCIATION

## 2024-2025 Sponsors

### DIAMOND



### PLATINUM



### GOLD



### SILVER



## AGC of America–New Address

The AGC of America team has a new office location! We are pleased to announce that we have moved just a few blocks away from our prior location.

You can now find AGC of America and the Education & Research Foundation at **2111 Wilson Blvd., Suite 1000, Arlington, VA 22201.**

Please update your records to reflect our new address as necessary!



## Patriot Nation: Serving the Midwest with Three Locations and Six Divisions



**Patriot Nation**, a sole family-owned business founded 13 years ago, proudly operates from **three Nebraska locations – Omaha, Lincoln, and Hastings.**

The company has grown steadily by providing dependable, safe, high-quality service to clients across multiple industries. **Patriot Nation** is structured into **six specialized divisions: Crane & Rigging, Overhead & Hoist, Sales & Service, Training, Heavy Haul and Millwright Services.**

This diverse structure allows Patriot Nation to deliver comprehensive support for construction, industrial, and equipment needs throughout the region.

Patriot Nation also includes two sister organizations – **King Contractors** and **King Equipment** – further expanding capabilities in construction services, equipment sales, and rental solutions.

With a continued focus on safety, integrity, and customer service, **Patriot Nation** remains committed to supporting the Midwest's construction industry and the hardworking professionals who drive it forward.

# Stop fraud *before it starts* with **Positive Pay.**

Ensure accurate payments and save time and money with help from UBT.



[ubt.com/AGC](https://ubt.com/AGC)



Member FDIC

## Tips for preventing ACH and wire fraud

*Jan Sheridan, Vice President – Treasury Management at Union Bank & Trust*

Business scams and fraud attempts are on the rise – especially ACH and wire fraud. So how do you protect your business from bad actors? Read on for some guidance from UBT and the National Automated Clearing House Association (NACHA).

**Verify by phone before sending funds.** ALWAYS call the vendor, partner, or colleague directly to verify the payment information using phone numbers you know are correct. Never initiate changes based only on email or text communication.

**Watch for new payment instructions.** Be wary of emails requesting routine wire payments to unfamiliar accounts.

**Match payments to invoices before paying.** Fraudsters often pose as trusted vendors requesting payment. Before you pay, ensure the request matches a legitimate invoice.

**Think before you click.** A link or attachment in an email or text may appear to be from someone you know, but it could be a phishing attempt or contain malware.

**Double-check email addresses.** Scammers can create email addresses that look very similar to the naming conventions a company uses. Look carefully for subtle differences.

**Do not verify via email.** Spoofed or compromised accounts can reply convincingly, so use a separate channel to confirm.

**Beware of a sense of urgency.** Fraudsters will often insist that funds need to be wired right away and may even restrict contact to email only.

**Know who you're working with.** Before doing business with a new company, search its name alongside terms like "scam" or "complaint." Note what others are saying online, and only do business with reputable sources.

**Be wary of using free, web-based email accounts for your business,** which are more susceptible to being hacked. Make sure at least two-factor authentication is available.

**Limit exposure.** Be cautious when posting to social media or company websites – scammers may use this info to craft their attacks.

**Lock it down.** Limit your financial processing tasks to as few machines as possible, and avoid activities like web surfing on those machines, as well.

**Use strong security measures,** such as multifactor authentication or dual control for electronic funds transfers.

**“Limit exposure. Be cautious when posting to social media or company websites – scammers may use this info to craft their attacks.”**

# The Importance of Uninsured & Underinsured Motorist Coverage

Audrey R. Svane, Attorney, Woods Aitken LLP



In the construction industry, driving is often part of the job. Whether traveling between job sites, transporting materials, or heading to client meetings, every mile on the road increases the risk of an accident, and with the number of uninsured and underinsured

drivers in Nebraska, even a minor crash can have serious financial consequences.

When someone is injured in a crash that occurs during the course of employment, workers' compensation can provide important protection, covering medical treatment and partial wage replacement regardless of fault. However, those benefits have limits. Nebraska's workers' compensation system does not cover pain and suffering, and wage benefits are capped by statute. For higher earners or those who suffer long-term injuries, the financial gap can be significant.

That's where uninsured and underinsured motorist (UM/UIM) coverage comes in. This coverage is outlined in your automobile insurance policy, and provides additional protection when an at-fault driver has little or no insurance. In some cases, employees injured while driving for work may be able to access both workers' compensation and UM/UIM benefits, depending on who owns the vehicle and how the policies are written. Proper coordination of those benefits and understanding each carrier's subrogation rights under Nebraska law ensures the injured worker receives the full recovery they deserve.

Even outside of work, UM/UIM coverage is one of the most important and affordable forms of personal protection a driver can carry. Nebraska law requires

every auto policy to include UM/UIM coverage of at least \$25,000 per person and \$50,000 per accident, but those minimums haven't kept pace with the rising cost of medical care and vehicle repair. A single emergency room visit or surgery can easily exceed policy limits, leaving injured drivers responsible for large unpaid bills. And in many cases, an at-fault driver's insurance policy is the only meaningful asset available for recovery, which makes carrying adequate UM/UIM coverage absolutely critical.

**“ Even outside of work, UM/UIM coverage is one of the most important and affordable forms of personal protection a driver can carry.”**

Employers can play a valuable role in promoting financial wellness by encouraging their teams to review their personal insurance policies. Employees should speak with their personal insurance agents about increasing UM/UIM limits (to \$250,000, \$500,000, or more), which can add meaningful protection for only a modest increase in premiums.

One accident can change a person's life and a family's future. Taking steps now to review your insurance coverage can make all the difference if you are seriously injured in a motor vehicle accident, whether on or off the job. Adequate UM/UIM coverage today can prevent enormous financial strain tomorrow and provide peace of mind when it's needed most.

If you have questions, please do not hesitate to contact Audrey Svane at (402) 437-8528 or [asvane@woodsaitken.com](mailto:asvane@woodsaitken.com). Learn more about Woods Aitken's [Personal Injury Practice Group](#) and [subscribe](#) to our E-Briefs for the latest news, tips, and updates, on a range of legal services.



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# AGC Nebraska Building Chapter Celebrates Excellence at 2025 Fall Social and Awards Dinner

The Associated General Contractors (AGC) Nebraska Building Chapter brought together more than 200 construction professionals, industry leaders, and partners for its annual **Fall Social and Awards Dinner** on Thursday, November 6, 2025. Held at Nebraska Innovation Campus Conference Center in Lincoln, the event combined networking, camaraderie, and recognition of the outstanding projects and individuals driving Nebraska's commercial vertical construction sector forward.

Guests enjoyed a plated meal while chapter leaders reflected on a successful year marked by resilient growth in Nebraska's building sector, despite ongoing challenges like supply chain fluctuations and workforce development needs.



Keynote speaker **Christi Beatty, CAE**, Vice President, Chapter Services & Membership Engagement, AGC of America, highlighted the chapter's commitment to advancing skill, integrity, and responsibility – core values of AGC of America.



*Christi Beatty, AGC of America and Rick Wintermute, Chapter President*

## Build Nebraska Awards and Quality People Awards

The centerpiece of the night was the presentation of the prestigious Build Nebraska Awards and Quality People Awards, honoring exceptional construction achievements and individual contributions from the past year.

## Build Nebraska Awards

The **Build Nebraska Awards**, judged by a national panel of peer professionals, recognize projects that exemplify innovation, quality, complexity, and community impact. Categories typically include general contracting, specialty contracting, and unique challenges overcome. Winners are celebrated for projects completed by Nebraska Building Chapter member firms, with entries emphasizing not just aesthetics and functionality but also safety, sustainability, and on-time/on-budget delivery.

### Projects less than \$10 Million



**PROJECT OF THE YEAR**  
Bankers Trust–Nebraska Headquarters  
**MCL Construction**



Faith Lutheran Church  
**Beckenhauer Construction**

Projects \$10 Million to \$20 Million



**PROJECT OF THE YEAR**  
UNK University Village Regional Engagement Center  
Chief Construction



Quarry Oaks Clubhouse  
Sampson Construction Co., Inc.

Projects \$20 Million to \$50 Million



**PROJECT OF THE YEAR**  
Boys Town Education Center  
MCL Construction



Nebraska Medicine - Innovation Design Unit  
Kiewit Building Group Inc.

## Projects greater than \$50 Million



**PROJECT OF THE YEAR**  
Joslyn Art Museum Addition + Renovation  
**Kiewit Building Group Inc.**



University of Nebraska-Lincoln, Osborne Legacy Complex  
**Hausmann Construction**

## Specialty Contractors



**PROJECT OF THE YEAR**  
Joslyn Art Museum Expansion and Renovation  
**Falewitch Construction Services**



WarHorse Casino Lincoln  
**Commonwealth Electric Company of the Midwest**

# Quality People Awards

Complementing these project honors were the **Quality People Awards**, which spotlight outstanding individuals in roles such as superintendents, project managers, innovators, and rising stars who demonstrate leadership, mentorship, and dedication to the industry.

## Tradesperson Award



**Rod Hartman, Kiewit Building Group Inc.**

Rod has served as general carpenter foreman for 13 years, with 30 years in the construction industry. He consistently demonstrates exceptional leadership, craftsmanship and dedication to safety and quality. His work has been primarily focused on healthcare projects, where precision, compliance and client satisfaction are paramount. Every project he has led has been completed safely, on schedule and to the highest standards – earning praise from clients and project teams alike. His professionalism, attention to detail, and commitment to excellence make him an invaluable asset to any team.

## Mentor Award



**Jen Cowher, Kingery Construction Co.**

Jen embodies the highest standards of mentorship, leadership and advocacy in the construction industry. With more than 20 years of experience, she not only delivers excellence on her projects but also invests deeply in the growth of those around her. Jen takes the time to understand her interns' strengths and aspirations, providing tailored guidance that inspires confidence and challenges them to reach their full potential. Her approach creates an environment where young professionals thrive, equipping them with the skills, resilience, and passion needed to succeed. Jen's dedication, integrity and far-reaching impact make her truly the 'best of the best.'

## Groundbreaker Award



**Cole Kalkowski, MCL Construction**

Cole is an innovative leader whose contributions have fundamentally changed how MCL approaches sustainability and job site operations. His vision, technical experience and ability turn bold ideas into practice, safe and impactful solutions. Cole's outstanding contribution lies in his ability to merge sustainability with safety and functionality. MCL's solar array system now allows project trailers to operate as net-zero facilities, setting a new industry standard for environmentally responsible and safe construction practices.

## Community Supporter Award



**Mary Jo Hamik, Beckenhauer Construction, Inc.**

As a founding member of the BCI Beyond Grant Committee, Mary Jo has been instrumental in shaping its mission and extending its impact to local causes. For many years, she has managed the BCI employee Christmas giving fund, showcasing her commitment to fostering generosity and support for those in need. In addition, she provides weekly community events, updates, strengthening staff inclusivity and building meaningful connections between the company and the communities they serve. Her generosity, leadership and community focus is unparalleled!

## Innovator Award



**Bill Barritt, Beckenhauer Construction, Inc.**

Bill joined Beckenhauer as a project manager and now serves as Vice President of Preconstruction. 'When Bill made the move to preconstruction, the results helped set Beckenhauer apart. Bill's hard work, problem-solving, and drive to explore new processes, technologies and techniques are evident throughout the company,' says Joe Beckenhauer, President. Bill's hands-on approach, integrity and passion for advancing construction methods make him a trusted mentor and powerful example for the next generation.

## Spirit of Service Award

**Bob Carlson** was the first recipient of the Building Chapter's ***Spirit of Service Award***. This award honors an individual whose exceptional dedication and contributions have elevated the construction industry and advanced the mission of the Nebraska Building Chapter.



Christi Beatty, AGC of America, Judy and Bob Carlson, Chris Hill, AOI Corporation and AGC Nebraska Building Chapter Treasurer and Rick Wintermute, Kingery Construction and AGC Nebraska Building Chapter President

### **Industry Activities:**

- Developed the course curriculum and served as instructor for the Nebraska Associated General Contractors (AGC) "Field Management Training Course"
- Vice President and President – AGC Nebraska Building Chapter
- Vice-Chairman - National AGC Workforce Development Committee
- State of Nebraska Career and Technical Education Strategic Planning Council
- Board of Trustees - National Center Construction Education and Research

Our heartfelt congratulations and appreciation to someone who has always been an advocate and champion - not only for the industry - more so for those who put in the work every day and year after year to make our industry stronger by supporting future generations.

A chapter member from 2009-2020, serving as Chapter President in 2008 while at AOI, and serving on the AGC of America Workforce Development Committee. His passion for the industry and the young people coming up the ranks was special. Bob is one of those people who has endless capacity to both learn and teach. He's always been ahead of his time in the way he can apply age-old industry truths with the latest technology and techniques.

Bob was the first and the loudest advocate for promoting our industry to younger generations. He saw the workforce shortage happening as trade programs in the high schools took a back seat to other career options. He understood the impact. Not one to point out a problem and do nothing about it, Bob is a person of action – a person who runs into the fire, who can't help but be part of the solution.

### **His credentials include:**

- Construction Management, University of Nebraska at Omaha
- Personnel Management, Northwestern University
- Accident Investigation & Reconstruction, Northwestern University
- Total Quality Management, University of Nebraska
- Analyzing Management Effectiveness, Texas A&M
- Construction Middle Management, Texas A&M
- Team Management, Falls Management Institute
- Construction Productivity Management, Falls Management Institute

Chapter President Rick Wintermute of Kingery Construction remarked during the ceremony, "These awards aren't just about recognizing past success – they're about inspiring the next generation of builders to push boundaries and deliver excellence for Nebraska communities."

### **A Night of Networking and Looking Ahead**

The Fall Social and Awards Dinner underscored the vitality of Nebraska's commercial construction industry, represented by over 140 member firms. As the chapter continues to advocate for workforce training, safety initiatives, and pro-industry policies, events like this strengthen the bonds that make the AGC Nebraska Building Chapter a powerhouse in the state.

For more information on the awards, membership, or upcoming events visit [www.agcnebuilders.com](http://www.agcnebuilders.com) or contact the chapter office in Lincoln.

*About AGC Nebraska Building Chapter* The Nebraska Building Chapter of the Associated General Contractors of America is the premier voice for commercial construction in Nebraska, providing education, networking, advocacy, and resources to help members build safer, smarter, and more successfully.

### Construction Coalitions now in Lincoln and Greater Omaha metro areas

AGC Nebraska Building Chapter's Construction Coalition now has two programs – in Lincoln with the Lincoln Police Department and the Greater Omaha Metro with the Douglas County Sheriff's Department. While both groups are open to all industry members, Chapter members are taking full advantage of working with law enforcement, sharing information on thefts, best practices to keep jobs sites safe and asset recovery methods.



Representatives of MOBA, Aaron Hanson Douglas County Sheriff, Senator Von Gilleran, Sheila O'Connor

On October 28, Sheila O'Connor, Executive Director, attended a press conference with Metro Omaha Builders Association, (MOBA,) Douglas County Sheriff's Office (DCSO) and Senator Brad Von Gilleran aimed at curbing repeat construction site theft across the state. According to DCSO, enhanced enforcement efforts in 2025 contributed to a notable decline in construction site theft incident across Douglas County. Proposed legislation builds on that momentum by focusing on

repeat offenders and aligning penalties with recent reforms that addressed retail theft patterns. Modeled after approaches that raised consequences of serial shoplifting the bill seeks to:

- Increase penalties for repeat offenders who target construction sites and materials
- Deter organized theft rings that move from site to site for high-volume items
- Protect project timelines and budgets, reducing add on costs that impact homebuyers, renters, tenants, and
- Strengthen coordination between law enforcement and the building industry to document thefts and recover stolen property.

'Our state's record-breaking construction pipeline – data centers, commercial facilities, office buildings, affordable and workforce housing, hospitals, sports facilities and more – have turned job sites into open-air ATMs for organized thieves. This bill will help keep job sites secure, keep projects on track and on budget,' said O'Connor.

To join a coalition near you, contact Sheila at [sheila@agcnebuilders.com](mailto:sheila@agcnebuilders.com)

To contact our law enforcement partners:

- **Lincoln Police Department:**  
Ofc. Jason Hellmuth #1334  
Continuing Education/Community Services Officer  
[LPD1334@cjis.lincoln.ne.gov](mailto:LPD1334@cjis.lincoln.ne.gov)  
402-560-9566
- **Douglas County Sheriff's Office:**  
Sheriff Aaron Hanson  
[Aaron.Hanson@DouglasCounty-NE.gov](mailto:Aaron.Hanson@DouglasCounty-NE.gov)  
Cell: 402-677-8165 (feel free to call or text; if texting, include name and company).

*Happy Holidays from the Building Chapter!*

We wish you a safe and happy holiday season!

Our office will be closed  
December 24 through January 4, 2026



# Steps To Consider Before Selling Your Business

Patrick Tefft and Michael King, Partner, Dvorak Law Group

Many motivated business owners elect to move forward with a potential sale of their business before taking the necessary steps to prepare for a transaction. While speed can help a seller to seize the right opportunity, taking a few intentional steps upfront will make the process smoother, strengthen your negotiating position, and help you avoid costly surprises.

## 1. Get Clear on Your Goals

Before you start talking to buyers, know exactly what you want. Assemble and meet with your M&A team - legal, accounting, and investment advisors - to define your priorities and deal structure.

Are you looking for a clean exit? Or do you want to stay on in an advisory or leadership role? Private equity buyers, for example, often expect sellers to remain employed and even roll over a portion of their sale proceeds into their platform. If that does not fit your vision, it may change which buyers you pursue.

## 2. Know What Your Business Is Worth - Before the Buyer Tells You

Your accounting team should help you understand the value of your company early, so you enter negotiations with realistic expectations.

Buyers will often conduct a detailed financial assessment called a Quality of Earnings (QofE) review. If your books need cleanup, handle it now instead of under the pressure of due diligence. In some cases, having your accounting advisor conduct a limited pre-sale QofE on your behalf can help you identify issues and confidently defend your valuation.

## 3. Fix Problems Before the Buyer Finds Them

Every buyer will “pop the hood” and look for issues - financial irregularities, disputes, regulatory concerns, corporate governance gaps, liabilities or anything else that might impact price or post-closing risk.

The more issues you are able to resolve in advance of a transaction, the fewer concessions you will need to make later. Address pending matters early to reduce and minimize the chance of price reductions, escrow holdbacks, or post-closing clawbacks.

**“ Buyers will often conduct a detailed financial assessment called a Quality of Earnings (QofE) review.”**

## 4. Bring Your Advisors in Early - Not After You Sign

Once you and a buyer align on terms, the parties will typically move to memorialize these in a letter of intent (LOI). This is not a formality as it is an important step that sets the foundation for the entire deal.

Have legal counsel review the LOI before you sign to ensure it accurately reflects the agreement and protects you on critical issues like tax structure, rollover equity, post-closing employment / consulting terms, and restrictive covenants, among others.

## The Bottom Line

Taking the right preparatory steps before pursuing a transaction is essential. Engaging experienced advisors early and thoroughly preparing for the sale process will help you understand the implications of the deal, avoid obstacles, and position your company for a successful transaction.

**Thinking of selling your business? Call us today!**

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**Ask Anything** segment, where we dedicate space to answering questions submitted by our members. Whether it's about safety, legislative issues, education, training or industry updates, we're here to provide the answers you need. Please email [sheila@agcnebuilders.com](mailto:sheila@agcnebuilders.com) with any questions you may have.

## Why AGC's STP program makes an organization wide difference

**AGC of America's Supervisory Training Program (STP)** is a highly regarded, construction-specific certification program developed by the Associated General Contractors of America (AGC). Contractors design, update, and field-test it specifically for the industry. It targets current or aspiring supervisors – from foremen to superintendents – and has trained over 128,000 professionals in the construction field over more than 40 years.

### Key Reasons to Take the STP Program

Here are the primary benefits, based on AGC's descriptions and industry feedback:

#### 1. **Directly Improves Company Profitability and Project Success**

Supervisory decisions on the jobsite heavily influence a project's outcome. Poor supervision leads to costly delays, safety issues, and inefficiencies. STP equips participants with practical tools to boost productivity, control costs, and reduce risks – often resulting in measurable bottom-line improvements for employers.

#### 2. **Industry-Specific and Practical Curriculum**

Unlike generic management training, STP tailors content to construction challenges. The current 10th edition includes six core units (which you can take standalone or as a full program):

- **Leadership and Motivation**, January 2026
- **Communication**, February 2026
- **Contract Documents**, March 2026
- **Planning and Scheduling**, 2027
- **Improving Productivity and Managing Project Costs**, 2027
- **Risk Management and Problem Solving**, 2027

These address real-world field issues like motivating crews, reading plans/contracts, scheduling, cost control, and problem-solving.

#### 3. **Builds Essential Leadership and Supervisory Skills**

The program turns experienced craft workers into effective leaders. It focuses on “soft” skills (e.g., motivating teams, communication) alongside technical ones (e.g., productivity measurement, risk management) that supervisors need daily but often lack formal training in.

#### 4. **Nationally Recognized Credential**

Completing all six units earns an official **AGC Certificate of Completion** and a shareable digital badge. This credential holds strong value in the construction industry for resumes, promotions, and bidding on projects (many owners and general contractors prefer or require certified supervisors). Since the Building Chapter started this program, 40 individuals receive their Certificate of Completion. There is the potential for 30 more individuals to receive their certificates after the completion of the 2026 courses.

#### 5. **Proven Track Record and Credibility**

Contractors develop and regularly update STP with current practices. The Building Chapter works with Metropolitan Community College and nationally recognized industry experts to deliver a hybrid version of the courses.

#### 6. **Career Advancement**

It serves as a common stepping stone for foremen moving into superintendent or project management roles. Many contractors prioritize or reimburse STP for high-potential employees.

#### 7. **Cost-Effective Professional Development**

Units are modular, so individuals or companies can target specific needs. Even small productivity gains (e.g., 5–10%) from better supervision can far exceed the training cost on a single project.

In short, if you're in construction supervision (or aiming for it), STP is one of the most respected and practical investments you can make – it pays off in better jobsite performance, safer projects, lower costs, and stronger career prospects.

### [2026 STP Registration Form](#)





## Meet Jess Seeley, Marsh McLennan Agency's Senior Loss Control Consultant

Guidance provided by: [Marsh McLennan Agency](#) – your local insurance partner.



### Tell us about your background in safety.

I started at a Nebraska grain elevator and served as safety director at an agricultural cooperative, then moved into insurance with eight years in loss control across manufacturing, construction,

food & beverage, and agribusiness; I now advise clients at MMA's Risk Services on program development, training, and on-site assessments.

### What are you most proud of in your safety work?

I implemented written safety programs, training, and site assessments after a combustible grain elevator explosion that caused multiple injuries and triggered an OSHA investigation, preventing repeat violations. I also guided a small construction shop through regulatory reporting and an OSHA inspection following a fatality, providing immediate support during the investigation.

### What trends are shaping construction safety?

AI is increasingly used to analyze site photos and flag hazards. It's not perfect, but it's a helpful tool. Robotics are emerging for remote site monitoring – currently suited to very large firms with many job sites. Another major trend is regulation: [OSHA's Heat Injury and Illness Prevention Program](#) rule takes effect in 2026, and firms are preparing site-specific HIIPP plans now.

### How are mental health and data analytics affecting safety?

Mental health initiatives are being integrated into safety and HR programs to reduce absenteeism and turnover. Carriers and clients are adding mental health topics to safety meetings. On data, the adage "you can't manage what you don't measure" applies – tracking safety data, using cameras and robotics to monitor high-risk areas, and analyzing that data helps supervisors intervene early and improve outcomes.

### What are some ways firms could manage new risks and workforce challenges?

Do a thorough risk assessment before adopting new materials or methods. Decide whether to handle risks internally, subcontract, or avoid the project. To address workforce shortages, promote safety certifications, use blended training (onsite talks, classroom, LMS in multiple languages), and integrate mental health support to reduce burnout.

### What trend would you like to see in five years?

Universal prequalification standards—requiring mod-rate targets, written safety programs, and documented training on all projects. Yes, it would mean more regulation—but it would build a much stronger safety culture.

[Reach out to your local MMA construction specialists to learn more about what we do to help clients mitigate risk.](#)

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## Construction Month-End Close Checklist

*Mike Tichenor, Lutz*

Construction companies face unique financial reporting challenges due to project complexity, variable costs, and long-term contracts. Establishing reliable monthly closing procedures not only ensures accurate financial reporting but also provides critical insights for project management and strategic decision-making. Whether dealing with multiple job sites, numerous subcontractors, or complex billing arrangements, a systematic monthly closing process can help maintain control and transparency.

### Critical Monthly Review Areas

#### Cash Management

Start with comprehensive bank reconciliations. Verify that your reconciliation balances match your recorded amounts and investigate any discrepancies right away. Pay special attention to outstanding checks older than six months. This helps maintain an accurate cash position and catches potential issues early.

#### Receivables and Payables

Reconcile your accounts receivable and payable aging totals with trial balance figures. Monitor past-due accounts regularly and evaluate collection status to keep cash flowing. Review vendor payment terms to catch valuable discount opportunities and carefully track retainage terms to ensure contract compliance.

#### Asset Management

Track all fixed asset additions and disposals carefully. Keep detailed documentation for purchases that exceed your capitalization thresholds, and update depreciation schedules regularly. Review equipment expenses to ensure qualifying purchases are properly capitalized.

#### Payroll and Accruals

Verify payroll accruals against supporting records and confirm proper tax filings. Apply the same attention to other accrued expenses to ensure complete and accurate liability recording. This prevents unexpected financial surprises down the road.

#### Project Analysis

Update your work in progress (WIP) schedules monthly. Incorporate new contracts, change orders, billings, and cost updates promptly. Review contract activities and adjust under/overbillings as needed. Compare year-to-date income statements to spot trends and areas that need attention.

#### What You Need to Know

- Regular bank reconciliations provide the foundation for accurate financial reporting
- Proactive receivables monitoring ensures stable cash flow
- Systematic asset tracking supports accurate financial positioning
- Regular WIP schedule updates prevent project reporting discrepancies
- Monthly comparative analysis helps identify emerging trends and potential issues

When you stay on top of these monthly financial reporting procedures, you're building a stronger foundation for your construction company's success. You'll make better internal decisions and build stronger relationships with bonding companies and lenders. Most importantly, you'll spot potential issues early, before they turn into bigger problems, keeping your operation financially healthy for the long haul.



## THE VALUE OF MEMBERSHIP

*Welcome to AGC!*

Your company's membership at the **Nebraska Building Chapter** automatically enrolls the entire firm (including all employees) as members of AGC of America. Apart from the perks offered by the **Nebraska Building Chapter**, you also have access to a wide range of benefits from AGC of America. Any company employee may create an account to begin enjoying benefits, exclusive discounts, and specialized resources.



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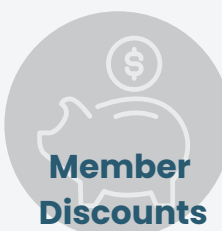
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### Industry Trends, Data, and Resources

Staying informed about industry priorities, trends, and economic data is crucial to your company's strategic planning. Members receive updates on construction employment, material price fluctuations and spending, and topic focused resources through dedicated reports, fact sheets, toolbox talks, sample documents, and more.



### Member Discounts

AGC partners with various companies to offer members discounts on a variety of products and services. Members saved over \$15 million last year by taking advantage of these programs.



### Voice of the Industry

Supporting the industry by influencing legislation to protect your interests. Get involved by:

- Receiving legislative and regulatory news
- Responding to action alerts and interacting with lawmakers
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