



SUPERIOR

W I S C O N S I N

A Response to the Request for Qualifications for  
**CONSTRUCTION MANAGEMENT SERVICES  
SUPERIOR FIRE STATIONS 2 & 3**

November 12, 2024



**IMMEL**  
CONSTRUCTION

4x4x2

33R

# TABLE of CONTENTS

<b>Cover Letter .....</b>	<b>3</b>
<b>General Firm Information .....</b>	<b>4</b>
Corporate Profile.....	5
Our People .....	7
Self-Perform Work.....	8
<b>Project Team.....</b>	<b>9</b>
Organizational Chart .....	10
Resumes .....	11
<b>Project Experience.....</b>	<b>17</b>
Construction Management Experience.....	19
Local Experience .....	20
Project Experience.....	21
<b>Project Approach.....</b>	<b>26</b>
Project Understanding.....	27
Project Team Integration.....	28
Preconstruction Services .....	28
Cost Control.....	29
Value Engineering .....	30
Effective Communication & Coordination .....	31
Public Participation.....	31
State & Federal Regulations.....	31
Schedule Approach.....	32
Construction Services .....	34
Contingency.....	34
Document Management .....	34
Safety Philosophy.....	35
Quality Assurance/Quality Control.....	36
Project Closeout.....	36
Maintenance.....	36
Sustainability .....	37
Construction Management Services Summary .....	38
<b>Qualifications .....</b>	<b>39</b>
Subconsultants Listing .....	40
References .....	41
Qualification Evaluation Checklist.....	42
Confirmation Statement.....	44
Addenda Acknowledgment.....	45

November 12, 2024

City of Superior  
Attn: Contract Analyst  
1316 North 14<sup>th</sup> Street, 2<sup>nd</sup> Floor  
Superior, WI 54880

RE: Construction Management Services – Superior Fire Stations 2 and 3

Dear City of Superior Staff,

On behalf of Immel Construction, we are pleased to provide you with this proposal and thank you for the opportunity to partner with the City on the Fire Station projects in Superior, Wisconsin.

We offer a **no surprise approach** from the initial stages of engagement through the final punch list and provide continued follow up once the project is complete. Our construction experience is extensive and varies from small maintenance tasks to multi-million dollar ground up new construction. That experience will translate into a project well executed that prioritizes safety and maximizes efficiency.

We offer the following rationale for selecting Immel for your design-build construction needs:

Reputation	Responsive	Results	Relationships
We are industry leaders in providing services from project start to close in a way that leaves a positive experience for our clients. Our projects reflect of reputation, craftsmanship, and impact on the community.	We make it easy to interact with us. Immel's customer responsive culture means we'll respond to your inquiries and fulfill them in a timely manner which improve's the entire Team's overall productivity.	Our CM projects finish under the client's budget. We say what we mean and do what we say. On schedule and under budget mean just that and those are the results we seek to achieve for our clients.	Immel meets its client expectations. The majority of our work has been with repeat customers. Some of these relationships span 35 plus years and three generations of the company.

You can trust us to always present for you the solutions that serve the client's interests, to be responsive to your concerns, and to supply this project with skilled construction services that are professional in every aspect. Most important, Immel Construction will work to complete these fire stations within the schedule and budget goals that you establish.

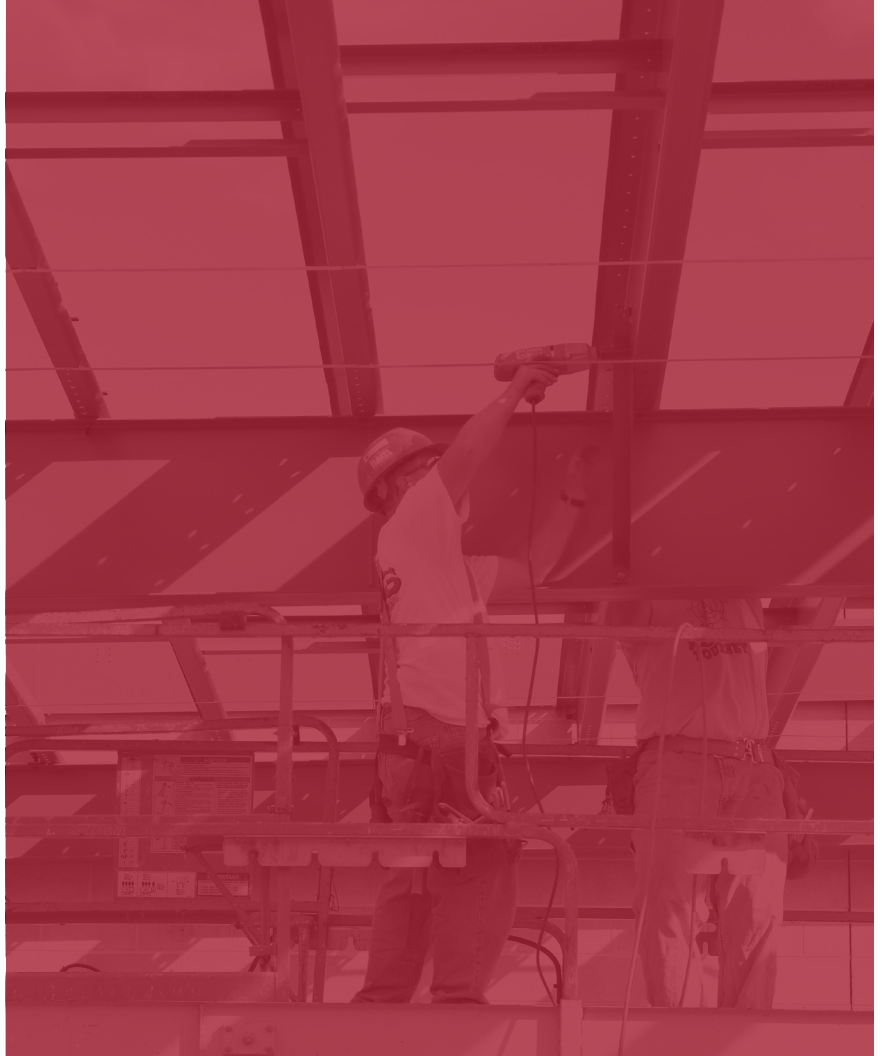
We hope that after a review of this proposal, you will find Immel Construction a good fit for the City of Superior's Fire Stations 2 and 3 project.

Sincerely,



Carol Karls  
Director of Preconstruction and Client Services  
Immel Construction

## **GENERAL FIRM INFORMATION**





**HOWARD IMMEL, INC.**

**Corporate Office**  
 2601 Development Drive  
 Green Bay, WI 54311  
 Phone: 920.468.8208  
 Fax: 920.468.7160

**ESTABLISHED  
 APRIL 11, 1961**

100% Employee Owned - ESOP  
 Corporation - S - Corp  
 Employees - 110  
 State of Wisconsin  
 Contractors License #318902  
 Federal ID #39-0982299

**PRESIDENT**

**Paul Martzke, AIA, LEED AP**  
 920.406.0137  
 paulma@immelconstruction.com

**OUR CORE VALUES**



Community



Safety



Transparency



Craftsmanship



Integrity



Reliability

**CORPORATE PROFILE**

Howard Immel, Inc. is a construction services company providing general construction, project management, estimating, and design/build services to meet the needs of our clients. Immel has extensive knowledge in all aspects of construction including new construction, retrofits, remodels and build outs. We serve a broad client base in over 20 states that includes work in the following industries:



Since 1961, Immel has established an experienced team of knowledgeable experts to focus on your specific needs and serve as an extension of you. We help make informed decisions before, during, and after your project with an emphasis on quality while remaining on time and within budget.

We take great pride in the areas of expertise we provide our clients including site development, estimating and scheduling, engineering, construction, and safety. We also may perform concrete, carpentry, demolition, and steel erection, providing improved control of the overall project.

Our customers have responded to this approach with tremendous loyalty that allows us to form long lasting relationships and build a solid foundation of experience. We maintain these ongoing relationships with our clients throughout the country by completing projects on schedule, within budget, and with the quality our clients expect.

PROVIDING  
GENERAL CONTRACTING,  
CONSTRUCTION  
MANAGEMENT, ESTIMATING,  
AND DESIGN/BUILD SERVICES  
TO MEET THE NEEDS OF THE  
MARKETS WE SERVE



General Contractor



Construction Manager



Design Build



Cost Estimating



Industrial/ Millwright



Pre-Engineered Buildings



Historic Restoration



Pre-Construction Services



Self-Performed Work



**ST. MARY'S MEDICAL CENTER**  
GREEN BAY, WI



**VFW AQUATIC CENTER**  
DE PERE, WI



**YELLOWJACKET STUDENT UNION**  
SUPERIOR, WI

Known as an established, quality construction manager and general contractor, Immel Construction has a large repeat customer workload and has built a strong reputation in the industry. Our team of experts perform the initial tasks essential to getting any project off to a strong start, leading to timely completion.

No project is the same, and Immel Construction offers our clients extensive experience in multiple delivery methods to ensure the best fit for the project.

### GENERAL CONTRACTOR

Schedule and budget needs are met and exceeded with Immel as your General Contractor, heading construction and managing subcontractors in the most efficient way possible.

### CONSTRUCTION MANAGEMENT

Immel Construction is involved in the project early in the planning process to ensure seamless phasing of the project as your Construction Manager. We provide pre-construction services and guide our clients through project completion.

### DESIGN BUILD

We partner with architects to offer design-build services from initial programming to construction documents, and it grants our clients a single source over the course of the entire project. Throughout this progression, we supplement the creative process with practical construction knowledge.



## OUR PEOPLE

When you choose Immel Construction, you choose a partner who stands by their Core Values and Mission of being an industry leader in providing construction services of the highest quality, consistently delivered to customers throughout the Midwest, by people of integrity who are passionate in what they do. Immel is home to very talented and committed individuals who are hands down our greatest strength. We promote continuing education, professional development, mentoring, community involvement, and volunteering to better each individual and the communities we serve.



Immel Construction is proud to have been the recipient of Greater Green Bay Chamber's Next Generation Best Place to Work award. This award recognizes the substantial efforts our company and our people put into making Immel Construction a great place to work and an exceptional partner.



Craftsmanship



Safety



Transparency



Integrity



Community



Reliability



## EMPLOYEE OWNER MINDSET

In 2019, Immel Construction's leadership team made the conscious decision to sell all shares of the company to an Employee Stock Ownership Plan (ESOP), making Immel Construction a 100% employee owned company and marking the next steps in the firm's evolution in ownership. Our ESOP improves our organizational performance by aligning employee individual goals with company performance benchmarks. The decisions of Immel staff consistently reflect awareness of their ownership and stake in the success of the company, resulting in greater customer satisfaction. Our ESOP becomes a differentiator in recruiting, retaining, and rewarding the best talent in the industry.



*"It allows for the culture of Immel Construction to continue. We always ask our people to fully understand our clients and think like 'owners' when constructing our projects. Now our people really are owners."*

**Paul Martzke, AIA, LEED AP | President**

DEMOLITION

CONCRETE

CARPENTRY

MILLWRIGHT  
SERVICES



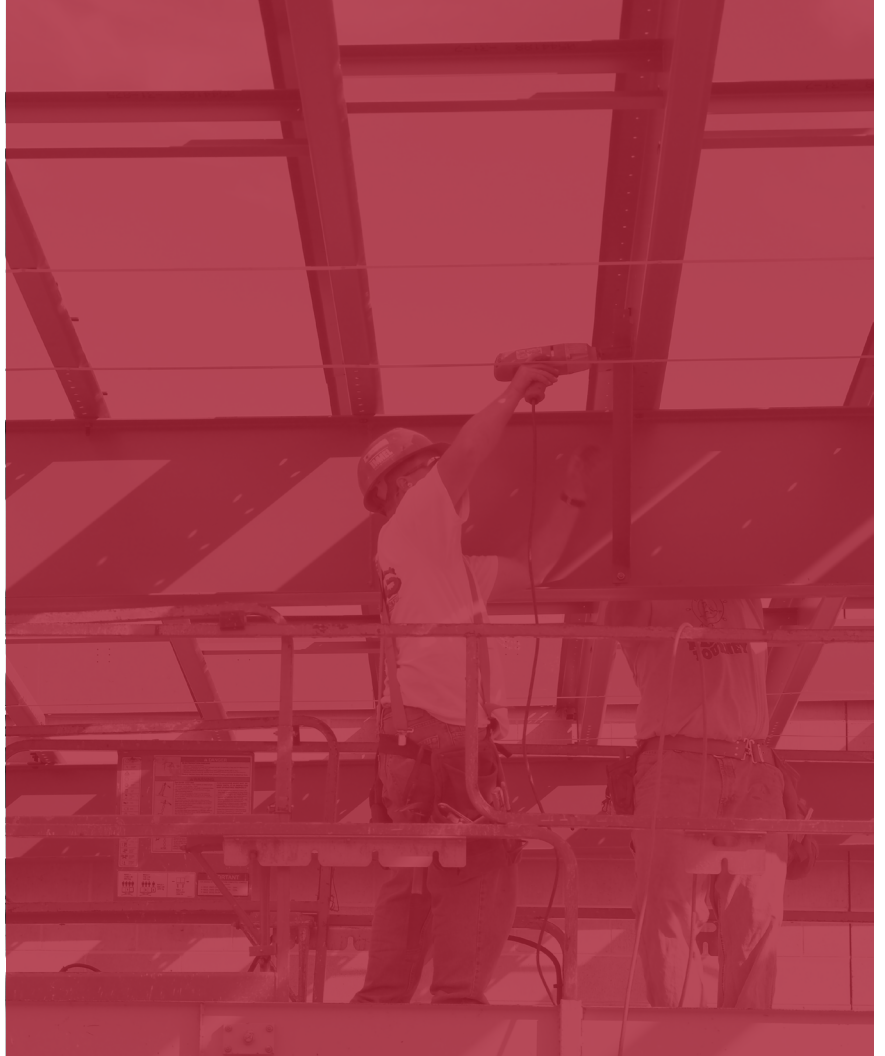
## **SELF-PERFORM**

Immel self-performs several trade items, increasing control of your overall project. We will competitively bid any work at the request of the Owner, and routinely do so on many of our projects. However, it is truly believed at Immel Construction that the control of the schedule and the quality of the work is always directly related to the contractor performing that work.

Too often the quality and schedule fall to the wayside when high priority contracts are not performed by the lead contractor. We believe that all construction managers will agree that if the concrete and carpentry is not self performed, there is a serious chance of quality and schedule falling off from the Owner's expectations and the quality they deserve. Often, these two self performance items have the impact to start off a job at the proper pace, fill the gaps of scope that are not covered, and finally wrap up a project with the quality and speed needed in finishes.



## PROJECT TEAM



WE STRIVE TO CREATE  
AN ATMOSPHERE  
OF TEAMWORK AND  
COOPERATION AMONG  
ALL PARTIES INVOLVED  
IN THE PROJECT.

We believe in making design and construction a positive experience, and that all parties involved in a project must know exactly what they need to do and when. Our job is to establish each member's responsibilities and how they must interact with other trades. Our ability to coordinate all parties involved, coupled with our cost tracking controls and time management tools, creates a successful project.

Your project team will provide the expertise to successfully plan, budget, and manage your project. Our team of professionals will lead you through the entire construction process from pre-construction to project completion. Behind the scenes, you will have all the necessary resources to complete your project.



**PAUL MARTZKE**  
President & Project Executive  
Preconstruction  
& Construction



**CAROL KARLS**  
Point of Contact  
Preconstruction



**ASHLEE EVERSON**  
Estimator  
Preconstruction



**PHILL VOSS**  
Project Manager  
Construction



**MARK CALLESEN**  
Superintendent  
Construction





**PAUL MARTZKE**  
AIA, LEED AP  
President

## EDUCATION

University of Wisconsin - Milwaukee  
Master of Architecture  
Bachelor of Science - Architectural Studies

## ACCREDITATIONS

Healthcare Construction Certificate  
American Society of Healthcare Engineers 2007,  
2005, 2003

Infection Control Training  
Wisconsin Healthcare Engineers Assoc.

LEED AP Certification  
United States Green Building Council

Titan 100 Award Recipient

## AFFILIATIONS

AGC of Wisconsin  
Past President

Wisconsin Architects Foundation  
Board Member

AIA Wisconsin  
Past President, Board of Directors

Rotary Club of Green Bay  
Member

Green Bay Landmarks Commission  
Past Chairperson

Oral Health Partnership  
Past Board Member

## EXPERIENCE

2019—Present  
President  
2008—2019  
Director of Business Development  
Howard Immel, Inc.

1997—2008  
Architect  
Berners Schober Associates, Inc.

1995—1997  
Architect  
Butterfield, Rudie, and Seitz, Inc.

1994—1995  
Project Coordinator  
Riley Construction Co., Inc.

1993—1994  
Project Draftsman  
MBA Architects, Inc.

With nearly 30 years' experience in the industry and 15 of those spent with Immel Construction, Paul has built a diverse portfolio. He continues to remain hands on throughout each department. His responsibilities include oversight of company operations including estimating, corporate investments, purchasing, business development, corporate relations, public relations, and marketing. Paul is a licensed Architect in Wisconsin and is incredibly active in the community from serving as Past President of AGC Wisconsin to being a member of the Rotary Club of Green Bay.

## PROJECT EXPERIENCE

**Door County Emergency Services & Community Center**  
Restoration & Remodel  
Sturgeon Bay, WI

**University of Wisconsin - Superior**  
Ross & Hawkes Hall Renovation  
Superior, WI

**University of Wisconsin - Stout**  
Fleming Hall Renovation  
Menomonie, WI

**Odd Fellow Rebekah Home**  
Assisted Living Renovation  
Green Bay, WI

**Door County Cana Island**  
Lighthouse Renovation  
Baileys Harbor, WI

**Department of Natural Resources**  
Governor Thompson State Park  
Crivitz, WI

**Outagamie County**  
Materials Recycling Facility  
Little Chute, WI

**Door County Cana Island**  
Lighthouse Renovation  
Baileys Harbor, WI

**Freedom House**  
New Shelter/Programming Expansion  
Green Bay, WI

**Golden House**  
New Shelter/Programming Expansion  
Green Bay, WI

**Greater Green Bay YMCA**  
Downtown YMCA Renovation  
Green Bay, WI

**Nature's Way**  
New Manufacturing Facility & Expansion  
Green Bay, WI

**St. Mary's Hospital**  
Green Bay, WI

- Emergency Department Addition
- Surgery Department Expansion

**St. Vincent Hospital**  
Green Bay, WI

- NICU Renovation
- Cardiac Surgery/Intensive Care Unit
- OB/Gyn Oncology Suite
- 9th Floor Oncology Remodeling
- Cath Lab Expansion
- 7th Floor Patient Suite Renovation



Snowmobiling



Ice Fishing



## EDUCATION

University of Wisconsin - Green Bay  
Bachelors in Urban Design

## SPECIALIZATIONS

Economic Development  
Real Estate Development  
Downtown Redevelopment

## AFFILIATIONS

Wisconsin Economic Development Association  
Past President

The New North  
Member

Centergy  
Past President

Northeast Regional Economic Development Partnership  
Board Member / Executive Committee

Greater Green Bay Chamber  
Economic Development Board Member

De Pere Redevelopment Authority  
Member

NEW Manufacturing Alliance  
Member

## EXPERIENCE

2020—Present  
Director of Strategic Growth  
Howard Immel, Inc.

2008—2019  
Manager - Community & Economic Development  
Wisconsin Public Service

2008—2008  
Economic Development  
City of Green Bay

1998—2007  
Vice President of Development  
Direct Development, Inc.



## CAROL KARLS

Director of Preconstruction & Client Services

Carol has a wide range of experience advancing projects leading up to construction. For over 25 years, she's worked in economic and real estate development, now lending that expertise to help the clients of Immel Construction. Carol leads Immel's development services as a value-add for our clients. Her expertise includes site selection, real estate development and financial pro forma analysis, gap financing, and entitlements. In addition to assisting with pre-development and pre-construction services, Carol performs client needs assessments and helps them resolve building problems.

## PROJECT EXPERIENCE

**Peshigo Fire Station No. 1**  
Renovation & Addition  
Peshigo, WI

**Family Dollar/Dollar Tree**  
New Retail Store  
Montello, WI

**McDonald Companies**  
Waste Transfer Facility  
Green Bay, WI

**Caravel Autism Health**  
Renovation  
Howard, WI

**Johnson Bank\***  
New Operational Headquarters  
Green Bay, WI

**Grafton Direct\***  
New Mixed-Use Development  
Grafton, WI

**Harbor Place\***  
New Condo Development  
Kenosha, WI

**Olde Town Crossing\***  
Adaptive Reuse Development  
Green Bay, WI

**Wolf River Development Company**  
New 3-Story Office Building  
Keshena, WI

**Kitchen Fresh Foods**  
Office & Manufacturing Build Out  
Ashwaubenon, WI

**Theatre on the Bay**  
Renovation  
Marinette, WI

**Introstem**  
Renovation  
Ashwaubenon, WI

**201 N Broadway\***  
New Infill Mixed-Use Development  
Green Bay, WI

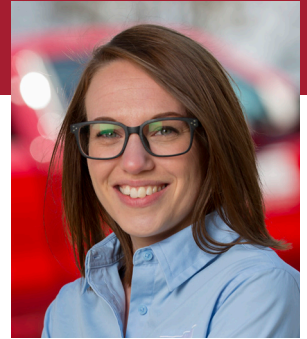
**163 N Broadway\***  
New Infill Mixed-Use Development  
Green Bay, WI

**Main Street Commons\***  
Adaptive Reuse Development  
Green Bay, WI

**111 N Broadway\***  
New Infill Mixed-Use Development  
Green Bay, WI

\* Denotes project done with previous firm





## EDUCATION

Northeast Wisconsin Technical College  
Associates in Architectural Technology

## ACCREDITATIONS

OSHA 30 Hour Certified  
OSHA 10 Hour Certified

## AFFILIATIONS

American Society of Professional Estimators  
Member

## EXPERIENCE

2019—Present  
Estimator II  
Howard Immel, Inc.

2017—2019  
Estimator II  
The Boldt Company

2009—2011  
Estimator  
Northern Concrete Construction, Inc.

2011—2012  
Drafter  
OMNNI Associates



Reading



Fishing

## ASHLEE EVERSON

Estimator

With 15 years of experience, Ashlee's responsibilities include preparing bids for projects and completing front end work required to secure hard bid and negotiated projects. She applies knowledge of construction techniques, principles, and processes to estimate labor and material costs. Ashlee completes quantity takeoffs for self performed work, and she will solicit subcontractor quotes to insure proper bid coverage of the project.

## PROJECT EXPERIENCE

### Oneida Nation

New Public Transit Facility  
Oneida, WI

### Brown County Courthouse

Security Vestibule Addition  
Green Bay, WI

### Wolf River Development Company

New 3-Story Office Building  
Keshena, WI

### Fincantieri Marinette Marine

New Office Build Out  
Marinette, WI

### Food Safety Net Services

New Lab Buildout  
Green Bay, WI

### Chippewa County Int. Airport

New Terminal Facility  
Kincheloe, MI

### Calvary Bible Church

Addition & Renovation  
Neenah, WI

### Bellin Health Cancer Center

Pharmacy & Infusion Addition  
Green Bay, WI

### Family Services of Northeast WI

Interior Renovation  
Green Bay, WI

### America's Service Line

Office Remodel  
Green Bay, WI

### Nature's Way

116,000 sqft Manufacturing Expansion  
Green Bay, WI

### MAC Dental

New 8,000 sqft Clinic  
Green Bay, WI

### University of Wisconsin - Green Bay

MEP Infrastructure Renovation  
Green Bay, WI

### Northeast Wisconsin Technical College

Instructional Space Renovation  
Marinette, WI

### Northeast Wisconsin Technical College

Interior Renovation  
Crivitz, WI

### Peninsula State Park

Toilet Vault Renovations  
Fish Creek, WI

### Peshtigo Fish Viewing Platform

New Fish Viewing Dock  
Peshtigo, WI

### City of Kaukauna Nelson Overlook

Deck and Site Improvements  
Kaukauna, WI

### Waupaca Foundry

Addition of Electrical Tunnel  
Marinette, WI

### Austin Straubel Airport

New Canopy Renovation  
Green Bay, WI

**EDUCATION**

St. Norbert College  
Bachelor of Business Administration

**ACCREDITATIONS**

OSHA 30 Hour  
Leadership AGC 2016-17

**EXPERIENCE**

2013—Present  
Project Manager  
Howard Immel, Inc.

2010—2013  
Project Manager  
Smet Construction

2006—2010  
Project Manager  
Design 2 Construct

2003—2006  
Project Coordinator  
Keller Structures



Fishing



Cooking



**PHILL VOSS**  
Project Manager

Since joining the firm in 2013, Phil has worked on variety of projects and excels at project management. His responsibilities include overall administrative and technical management on construction projects from the pre-construction phase through final acceptance by the client. His relentless coordination of quality control guidelines and constant communication with the client ensures the highest quality and Owner satisfaction. In his free time, you can find Phill spending time fishing and cooking for his family.

**PROJECT EXPERIENCE**

**Freedom House**

New Homeless Shelter Expansion  
Green Bay, WI

**Golden House**

New Domestic Abuse Shelter Expansion  
Green Bay, WI

**University of Wisconsin - Green Bay**

Rose Hall Renovations & Waterproofing  
Green Bay, WI

**Edison Middle School**

Addition & Renovations  
Green Bay, WI

**Negaunee Public Schools**

New Miner Stadium  
Negaunee, MI

**Austin Straubel Airport**

New Canopy Renovation  
Green Bay, WI

**LaCrosse Regional Airport (LSE)**

Building Passenger Terminal  
Building Exterior Renovation  
LaCrosse, WI

**Central Wisconsin Airport (CWA)**

West Addition & Terminal Renovation  
Mosinee, WI

**Southern Wisconsin Regional Airport (KJVL)**

Terminal Renovation  
Janesville, WI

**University of Wisconsin - Green Bay**

MEP Infrastructure Renovation  
Green Bay, WI

**Appleton International Airport (ATW)**

Customs & Border Protection  
Appleton, WI

**City of Peshtigo Fish Viewing Pier**

Fish Viewing Platform & Site Work  
Peshtigo, WI

**Adams Street Café**

Café & Residential Rehabilitation  
Green Bay, WI

**Walmart**

Supercenter Remodel  
Green Bay, WI  
Greenfield, WI  
Delafield, WI  
Portage, WI  
Hudson, WI  
New Richmond, WI  
Marinette, WI  
Winona, MN  
Streamwood, IL  
Keokuk, IA

**Sam's Club**

Store Remodel  
Green Bay, WI  
Eagan, MN



## EDUCATION

Green Bay Preble High School

## ACCREDITATIONS

AGC Safety Day  
 Bloodborne Pathogens  
 Carbon Monoxide Monitoring  
 Corporate Crisis Management Plan  
 CPR Certification  
 Fall Protection  
 First Aid/CPR/AED  
 Forklift Training  
 OSHA 30 Hour  
 Powder Actuated Tools - HILTI  
 Stormwater Management Training  
 UBC Journeyman Leadership Graduate  
 Zero Injury Crisis Management

## EXPERIENCE

2005—Present  
 Superintendent  
 Howard Immel, Inc.

2002—2005  
 Owner - Operator  
 Callesen Homes, Inc.

1995—2002  
 Superintendent  
 OM Construction

1992—1995  
 Journeyman Carpenter  
 OM Construction



Fishing



Family

## MARK CALLESEN Superintendent

Having over 30 years of construction experience, Mark has lead a variety of projects ranging in scope from building maintenance to jobs in excess of \$20 million. As the on-site person for Immel Construction, he knows that the keys to a successful project are good communication with the Owner, management of field personnel, and adherence to schedule. Mark will be responsible for all day-to-day activities on site, and he will ensure that the project finishes on time and within budget.

## PROJECT EXPERIENCE

**University of Wisconsin-Superior**  
 New Yellowjacket Student Union  
 Superior, WI

**University of Wisconsin-Superior**  
 Swenson Hall  
 Superior, WI

**Bellin Health Fast Care Clinic**  
 Addition/Remodel  
 Appleton, WI  
 San Antonio, TX

**CHN Memorial Hospital**  
 First Floor Fluoroscopy Upgrade  
 Berlin, WI

**Community Health Network**  
 Various Remodel Projects  
 Berlin, WI

**Oneida Pharmacy**  
 Remodel  
 Oneida, WI

**Austin Straubel Airport**  
 Interior Remodel  
 Green Bay, WI

**Green Bay City Hall**  
 4th Floor Renovation  
 Green Bay, WI

**Manitowoc Public Works**  
 Office Remodel  
 Manitowoc, WI

**Peninsula State Park**  
 Well House Reconstruction  
 Fish Creek, WI

**University of Wisconsin - Green Bay**  
 Environmental Sciences Building MEP  
 Green Bay, WI

**University of Wisconsin-Madison**  
 Arts Loft Renovation  
 Madison, WI

**Whitelaw Waste Water Treatment**  
 Chemical Building Addition  
 Whitelaw, WI

**Walmart**  
 Remodel  
 Greenfield, WI  
 Hartford, WI  
 Berlin, WI  
 De Pere, WI  
 New London, WI  
 Dilworth, MN  
 Minot, ND  
 Bismarck, ND  
 Aberdeen, SD  
 Pierre, SD  
 Ludington, MI  
 Roscoe, IL

**Sam's Club**  
 Remodel  
 Shakopee, MN

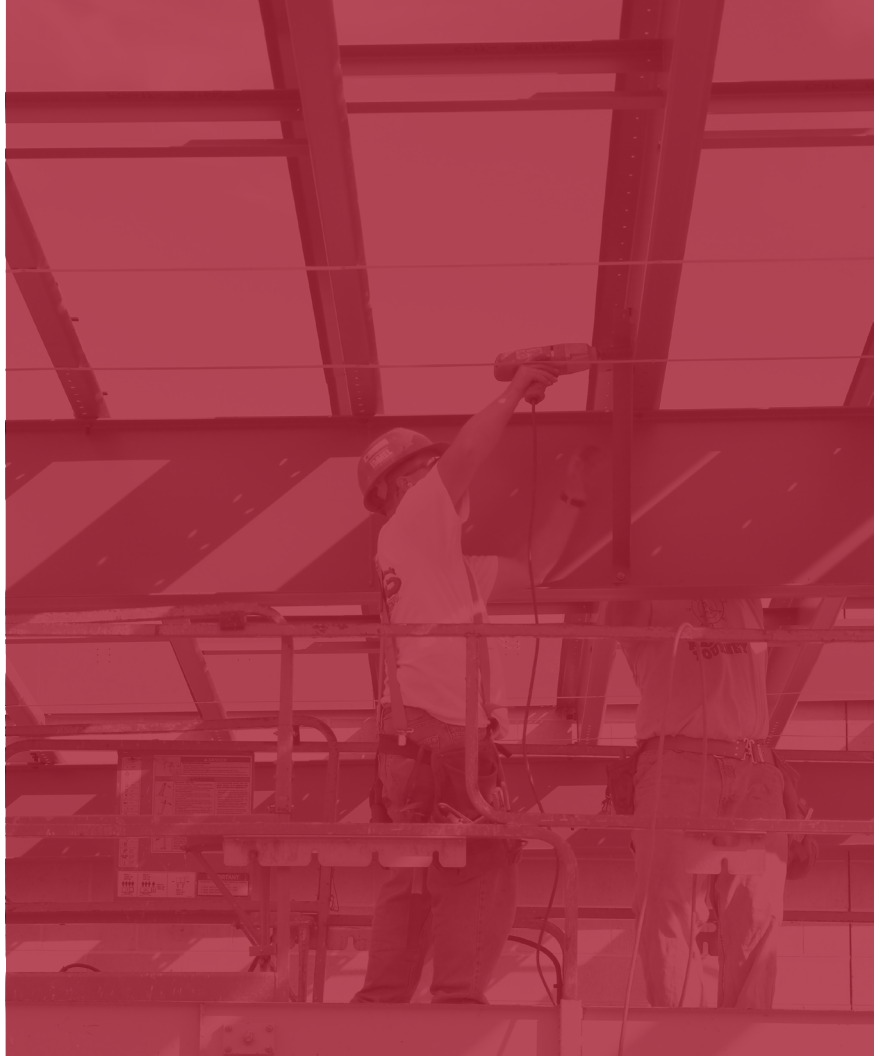
## PRINCIPAL PERSONNEL & EXPERIENCE

EMPLOYEE	TITLE	YEARS EXP.
Paul Martzke	President	31
Alex Santos	Executive Vice President	38
Brian Wetzel	Vice President, Operations	17
Ali Court	Controller	12
Steve Wheeler	Senior Project Manager	32
Max Rango	Senior Project Manager	10
Phill Voss	Project Manager	21
John Vanden Avond	Project Manager	38
Matt Diny	Project Manager	10
Dalton Stahnke	Project Manager	10
Pete Verbeten	Project Manager/Estimator	29
Curt Nushart	Industrial Accounts Manager	30
Alex Martel	Assistant Project Manager	9
Kate Sheblak	Assistant Project Manager	4
Cole Butler	Assistant Project Manager	2
Kayla Harper	Senior Project Coordinator	18
Deanna Ryan	Senior Project Coordinator	20
Erin Kamps	Project Coordinator	8
Ashlee Everson	Estimator	14
Spencer Dohms	Estimator	12
Laura Reed	Estimator	18
Mindy Gordon	Estimating Coordinator	20
Carol Karls	Director of Client Services	25
Jamie Blom	Business Development	18
Lori Hansen	BIM Specialist - Drafter	10
Allison Thiry	Marketing Specialist	6
Steve Shulse	IT Coordinator	16
Julie Wickert	Payment Review Administrator	12
Connie Lemmens	Accounts Receivable Coordinator	35
Chris Urban	Payroll & Benefits Administrator	26
Beth Jordan	Administrative Assistant	23
Kaedin Roethel	Safety Specialist	5
Matt Harper	Warehouse & Equip. Manager	15
Marty Mueller	Warehouse Foreman	25
Ben Metz	Warehouse Technician	15

EMPLOYEE	TITLE	YEARS EXP.
Randy Riutta	General Superintendent	25
Jim Kobe	General Superintendent - Retail	20
Chad Bouche	Superintendent	25
Jon Mottonen	Superintendent	30
Mark Callesen	Superintendent	32
Tim Keany	Superintendent	20
Scott Geyer	Superintendent	24
Kirk Fleischman	Superintendent	36
Jeff Londre	Superintendent	33
Jesse Ringuette	Superintendent	22
Ty Rabas	Superintendent	14
Joe Bradbury	Superintendent	12
Shanon Guelette	Superintendent	24
Les Crowley	Superintendent	30
John Hyland	Superintendent	12
Adam Dukek	Superintendent	15
Rob Van Donsel	Superintendent	35
Robert Justice	Superintendent	21
Mike Arend	Superintendent	22
Ron Jackson	Superintendent	42
Chad Greuel	Superintendent	31
Charlie Johnson	Superintendent	22
Josh Krueger	Superintendent	7
Dakota Justice	Superintendent	5
Brady Zellner	Concrete Superintendent	7
Don Secor	Assistant Superintendent	32
Kevin Sobieck	Jobsite Foreman	41
Justin Delveaux	Jobsite Foreman	7
Evan Geib	Jobsite Foreman	17
Dennis Courchaine	Jobsite Foreman	17
Andy Sevcik	Jobsite Foreman	21



## PROJECT EXPERIENCE





## OUR PROJECTS REFLECT OUR REPUTATION, CRAFTSMANSHIP, AND IMPACT ON THE COMMUNITY.

Each market we serve has its unique requirements and obstacles, and our design and construction team is swift to apply the most efficient project management, processes, and manpower to every individual project we represent. We are industry leaders in providing services from project start to close in a way that leaves a positive experience for our clients and the community.

The quality of our work is shown through the satisfaction of our new and repeat customers and the benefits our projects provide to the community. We take pride in our industry-wide standard of consistently delivering innovative, quality projects on time, within budget and exceeding client expectations.

The following is a summary of recent projects completed by Immel Construction in which we utilized our developed processes to save thousands of dollars on our client's projects.

## CONSTRUCTION MANAGEMENT EXPERIENCE

The following is a summary of recent construction management contracts completed by Immel Construction in which we utilized our developed processes to save thousands of dollars on our client's projects.



University Village Housing  
UWGB Cort Condon Residence Hall  
Green Bay, WI  
Original Contract: \$30,820,000  
Final Contract: \$30,630,046

**\$189,954**  
saved on the project



Odd Fellow Rebekah Home  
Assisted Living Center Renovation  
Green Bay, WI  
Original Contract: \$6,973,951  
Final Contract: \$6,908,426

**\$65,525**  
saved on the project



Greater Green Bay YMCA  
Ferguson Family YMCA Renovation  
Green Bay, WI  
Original Contract: \$11,030,204  
Final Contract: \$10,986,068

**\$44,136**  
saved on the project



Community Center & EMT  
Door County  
Sturgeon Bay, WI  
Original Contract: \$8,877,363  
Final Contract: \$8,369,985

**\$507,378**  
saved on the project



Cana Island Light Station  
Door County Parks Department  
Baileys Harbor, WI  
Original Contract: \$874,791  
Final Contract: \$809,531

**\$65,260**  
saved on the project



## LOCAL EXPERIENCE

We pride ourselves on our relationship-driven approach to projects. Immel Construction has successfully worked on countless projects for the Superior, WI community and surrounding areas, meeting and exceeding the needs of their residents and customers of varying types. We continue to provide construction services for organizations that benefit the public, and we work closely with owners to develop effective solutions that work for all parties involved in the project.



Kwik Trip Addition & Remodel - Superior, WI



Walmart Supercenter - Superior, WI

Our dedication to community-driven projects helps our clients make an impact and establish a meaningful local presence. No matter the scope, our construction services will adhere to strict budget and scheduling demands. Since 1961, our vast knowledge and qualifications have helped us devote our services to local communities.



Yellowjacket Student Union - University of Wisconsin-Superior



Swenson Hall - University of Wisconsin-Superior



Ross & Hawkes Halls Renovations - University of Wisconsin-Superior



Wessman Arena Door & Window Replacements - University of Wisconsin-Superior





**AREA**

10,000 sqft

**COST**

\$2,590,000

**TIMELINE**

11 month construction period

**OWNER**

City of Peshtigo Fire Department  
Chief Charles Gardon  
(715) 923-4202

**ARCHITECT**

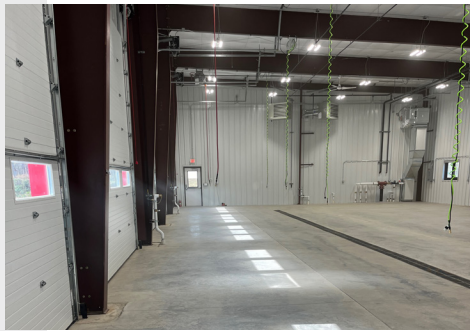
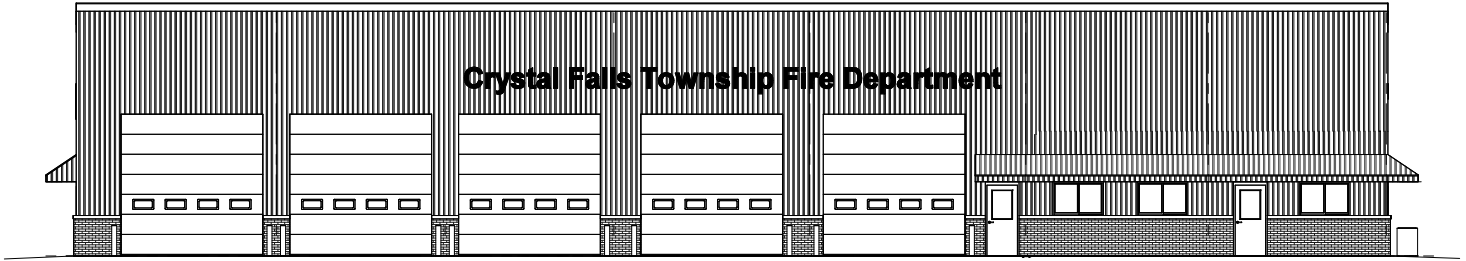
U.P. Engineers & Architects  
Marinette, WI

**PESHTIGO FIRE STATION**  
Peshtigo, WI

The City of Peshtigo Fire Department was established in 1903, and they pride themselves on the services they provide their community members. The addition to the City's Fire Station No. 1 was in response to the growing community and need for additional services and equipment. A \$3 million grant secured from the American Rescue Plan Act (ARPA) made the project possible.

The steel-framed addition nearly doubled the size of the existing facility and hosts two new apparatus bays allowing room for more trucks and equipment, an expansion to the library, and additional office spaces. The renovation also upgraded the offices for the Fire and Police Departments, storage areas, and library housed inside the facility.

The project completed construction in October 2024.



**AREA**

6,065 sqft

**COST**

\$2,471,800

**TIMELINE**

9 month construction period

**OWNER**

Crystal Falls Township  
Scott Kenney  
(906) 875-3062

**ARCHITECT**

GEI Consultants of Michigan, P.C.  
Robb Anderson  
(906) 214-4152

**CRYSTAL FALLS FIRE DEPARTMENT**

Crystal Falls, MI

Crystal Falls, Michigan is home to 1,722 people all served by the Crystal Falls Township Fire Department. Immel Construction assisted the Department with their latest expansion to continue to provide exceptional services to their community.

Included in the 6,065 square-foot, pre-engineered metal building are five overhead doors into the department's new apparatus bay, bathrooms with shower facilities, expansive meeting area, kitchen, office, and mezzanine. Our project team contributed \$463,000 in value engineering options to the owner in order to successfully reach their budget.

The project recently completed in September 2024.





**AREA**

40,383 sqft

**COST**

Preliminary Budget: \$8,877,363  
At Completion: \$8,369,935  
Construction Manager at Risk

**TIMELINE**

9 month construction period

**OWNER**

Door County  
Wayne Spritka  
(920) 746-2211

**ARCHITECT**

Venture Architects  
John Cain  
(414) 225-0823

**DOOR COUNTY EMERGENCY SERVICES  
& COMMUNITY CENTER**  
Sturgeon Bay, WI

Door County converted its historic 1936 county highway garage into a new community center and EMS facility. The project included both an extensive renovation of the existing facility and a 10,000 square foot addition for Emergency Services. Immel Construction acted as the construction manager for the client and provided construction management services including preliminary cost estimates, constructibility review, bidding, and construction scheduling. Immel completed the project \$507,428 under the client's original budget.

Door County worked with Wisconsin Focus on Energy to verify the energy saving strategies of the design and construction team. During the design phase, the Owner selected a number of energy conservation methods. Strategies that were adopted by the project included reduced fan system power, energy efficient DX Cooling, reduced exterior lighting, low lighting power density, high efficiency water heating, and increased building insulation.



## **DOOR COUNTY COMMUNITY CENTER**

Sturgeon Bay, WI

*"I have been working with Immel Construction on multiple projects over the past few years and have been very delighted with the work carried out so far. Door County is a diverse mixed culture of tourism and multigenerational farming communities...so all project work needs to be of the highest quality, which is what we get from Immel. **They have been a great partner on all my projects....I would recommend working with them no matter the size of your project.**"*

**Wayne J. Spritka**

Door County Facilities & Parks Director

### **AWARDS**

Top Project Award  
Daily Reporter

Build Wisconsin Award  
AGC of Wisconsin

Historical Preservation Award  
AGC of Wisconsin





**AREA**

13,000 sqft

**COST**

\$4,128,000

**TIMELINE**

7 month construction period

**OWNER**

Oneida Nation  
Sam VanDen Huevel  
Senior Construction Manager  
(920) 869-4585

**ARCHITECT**

Somerville Inc.  
Matt Schachtner, President  
(920) 593-3839

**ONEIDA PUBLIC TRANSIT FACILITY**

Green Bay, WI

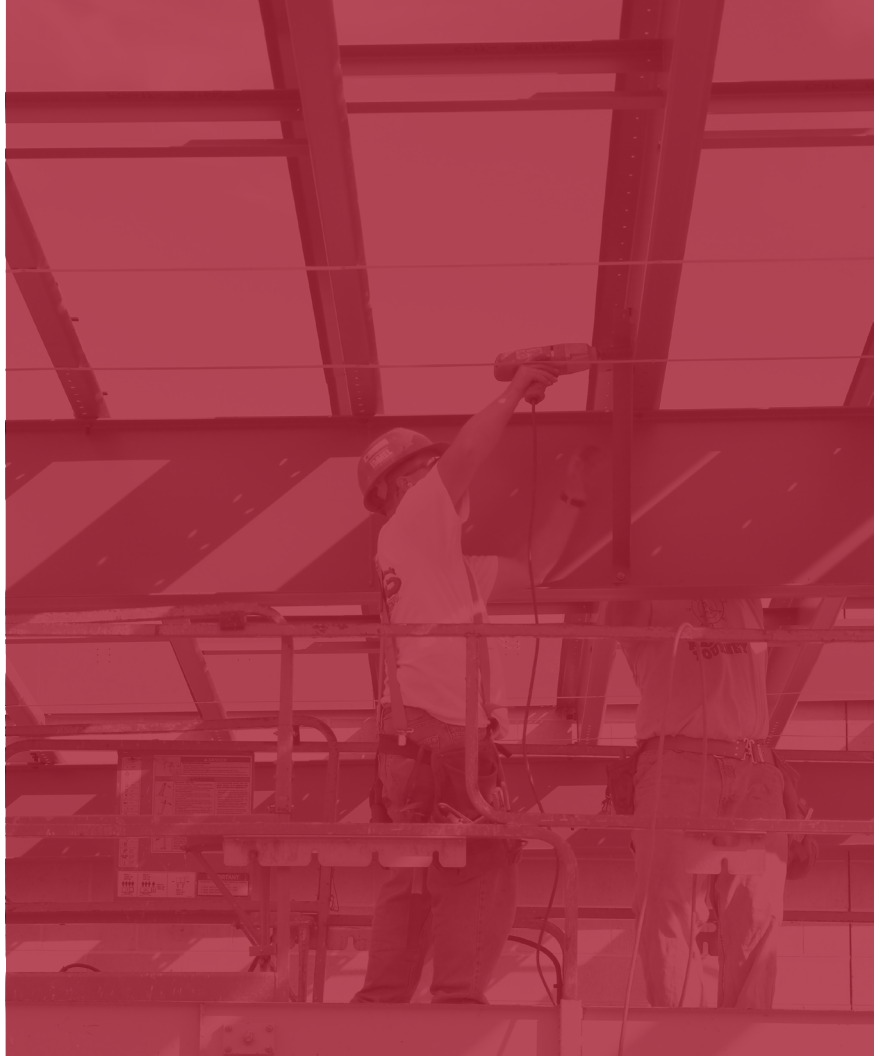
Oneida Public Transit provides safe, reliable, and affordable public transportation throughout the Oneida Community, and the construction of a new Public Transit Facility has helped the organization meet their goal of constantly improving their services and operations for the community.

The 13,000 square foot Oneida Public Transit Facility houses offices for staff as well as vehicle storage. Eleven overhead doors will allow ample room for the department's current vehicles and for future growth. Private offices will provide designated space for staff, surrounding a new conference room.

The construction of this new facility will enable the Oneida Nation to offer public transportation services to their community. The project broke ground in May 2024 and will be completed in December 2024.



## PROJECT APPROACH



## OUR APPROACH TO YOUR PROJECT

As your partner, Immel will guide, assist, and represent you during the project planning, construction and occupancy. At Immel Construction, we pride ourselves on being an experienced partner in both the design and construction phase, allowing us to integrate conceptual design with functional performance. Throughout this progression, we supplement the creative process with practical construction knowledge. We will support your decisions and requirements with proven construction budgets, scheduling, and experience-based solutions.



## PROJECT UNDERSTANDING

The goal of Immel Construction for this project will be to join a high performing team to plan and deliver a modern facility for the Superior Fire Stations 2 and 3. Our expectations for this team will be to perform our respective responsibilities with professionalism, skill, and a high level of communication in order to accomplish this shared endeavor.

## ESTABLISH CONGRUITY

At the outset, we propose a full team onboarding activity with the principal team to build consensus on key drivers that will guide the project delivery toward its goals. Focusing on those drivers on the front end allows developing-solutions that create the highest value for the customer based on functionality and cost. At Immel Construction, we firmly believe that a team approach is essential for the success of your project.

## COOPERATIVE ACCOUNTABILITY

Once the entire team is on the same page, performance measures can be incorporated up front and the project can be designed and constructed to achieve them. Goals established at the start of the project will help ensure the budget is an influence on design and decision-making, rather than an outcome. Throughout the preconstruction phases, the Immel team will provide immediate cost analysis and feedback to leadership to help inform expedient decision making. As part of our responsibilities, Immel will make honest and conservative recommendations for project contingencies.

## KEYS TO SUCCESS

Our experience tells us to incorporate lean construction practices right out of the gate. Early in the process, we'll incorporate a critical path which works the schedule backwards from desired occupancy. The key is using an inclusive process that includes decision makers and those who are directly responsible for supervising the work on the project. In our experience, other critical keys to success are detailed planning of hands-off, project milestones and transitioning into phases.

## PROJECT TEAM INTEGRATION

Our construction team works with our clients to support them as necessary for design, budget, construction, and schedule. This includes attendance at local public meetings to present the project and ensure that it transitions through the bidding process with ease. We expect that the owner will be involved with the decision making process and have input during the design phase as well as any necessary decisions as construction activities proceed. We encourage the Owner's input and respect that your time is valuable; we will make every effort that we can to reduce as much pressure and time constraints from your schedule as possible.

We pride ourselves on our ability to assist the Owner and their A/E in the design process, which allows us to integrate their conceptual design with functional performance. Our customers find this single-source approach provides a smooth and effective workflow, enhances quality, improves risk management, and meets the schedule and budget.

Integrated project delivery is a method of practice that combines all the entities and strategies of the design and construction process to enhance the final product and achieve the optimal results for the Owner. This is accomplished by the following approach:

- Early involvement by all parties.
- Commitment of the project team to the same goals.
- Solutions approved by the group based on merit.
- Influx of knowledge and expertise.
- Open exchange of data to all participants.
- Efficient problem solving.



America's Service Line - Green Bay, WI

## PRECONSTRUCTION SERVICES

Involving a construction manager early on in the process helps guide clients through the overall analysis, strategy, and feasibility of the project from a constructibility viewpoint. Immel delivers the insight, expertise, and communication to ensure your project is clearly defined and executable by all parties involved. With our client's success in mind, Immel's collaborative team pairs high-level communication skills with innovative ideas during the design phase of your construction project. Preconstruction services offered for the project based on the scope include:

- Cost advisement
- Constructibility reviews
- Value engineering
- Scheduling and phasing
- Scope review and bid solicitation
- Subcontractor qualification/selection
- Material procurement planning
- Logistics planning
- Site safety planning

These services will ensure that we are in lockstep with your goals and the project's schedule, design aspects and decisions, and budget. Also included in our preconstruction services is Immel's people-first safety planning that protects our employees and project partners, while giving peace of mind to our clients.



## **COST CONTROL**

### **CONCEPTUAL ESTIMATING AND FORECASTING**

Early cost estimates play a key role in feasibility assessment and budgeting. The level of accuracy in conceptual estimating correlates directly with the specification provided. To fill in the gaps that are often unknown during the conceptual design phase, early involvement of the estimating team is critical. At Immel, we approach all projects with a team perspective that leverages knowledge and experience to fill in those gaps.

In today's construction environment, Immel relies on recent construction pricing for conceptual estimates, as opposed to historical, and we supplement that with trusted partners to furnish real-time estimates on critical items which more accurately reflect current pricing on materials and labor.

### **CONTINUOUS COST ESTIMATING**

Your estimating lead will stay active throughout the preconstruction phase. Once a baseline budget is established, they will keep a "living" budget and provide real-time updates. This continuous estimating model will allow the Owner and Architect to evaluate cost and value of scope and ultimately provide the best value to the project.

Immel updates the team with conceptual estimates at each stage of preconstruction. As the design progresses, so does the level of cost detail. Immel provides a line items breakdown by CSI (Construction Specification Institute) and documents quantities, units costs and assumptions as needed to discuss with the team. At the end of the conceptual estimating process, a baseline budget is established to use as a benchmark for managing scope and cost. Each subsequent budget is compared to the baseline.

### **BIDDING**

One of the keys to a successful bidding process is preparing thorough scope documents. Immel will work with the Architect to develop the bid packages to clearly define the work scope so subcontractor bids will be more level. Despite the most thorough bid packages, some bid leveling is generally required to identify any errors or omissions. Immel will thoroughly review all bids for discrepancies to allow for better comparison across bids.

### **BUDGET MANAGEMENT / TRACKING**

Once a baseline budget is established, Immel uses a tracking tool to address scope changes and their impact on budget. This tool summarizes the team's scope change considerations over time, tracks their impact on cost, and indicates any approval, rejection, or pending status.

Our team tracks the financial health of our projects with regular reviews throughout construction. Monthly, our controller performs a job cost analysis for each project to determine how actual job costs are progressing compared to budgeted costs. As part of the job cost system of Sage 300, our accounting software, a "Management Report" is used to track the cost progress of a job. This report uses actual costs-to-date and percent complete information to determine how projected final costs compare to budgeted costs as the job progresses.



## VALUE ENGINEERING

When appropriate, the team will make comparative estimates and provide value engineering on different types of construction. Immel will only offer method-proven value engineering options. When a method is correctly applied, the benefits and savings are clarified. Value enhancement options will be presented to the team for evaluating specific building materials, details, systems, and practicality along with efficiencies of the building. We believe it is vital for the CM and the designers to spend time during the initial planning of the project to find the best overall value.

Our first priority is the early involvement of all parties (Owner, Architect, Mechanical and Electrical Contractors) with a focus on cost, time and quality. This enables the owner to benefit from the combined experience of the group. At Immel Construction, we firmly believe that a team approach is essential for the success of your project.



**\$451,000**  
in value engineering saved  
on the project budget

The new **Crystal Falls Fire Station** in Michigan started site work in March 2024. Our team provided over \$450,000 in value engineering options to meet the client's budget.



The **University of Wisconsin-Green Bay Cort Condon Residence Hall**, privately owned by University Village Housing, Inc., was originally hard bid over budget due to market fluctuation. Our team worked closely with the University, Owner, and Architect to significantly cut costs through multiple value engineering options to reach their budget goal of \$30,820,000.

**\$3,950,000**  
in value engineering saved  
on the project budget



## EFFECTIVE COMMUNICATION & COORDINATION

The general nature of our project management approach requires the Team to be flexible, proactive, experienced with the expected project type, and able to work with the client's staff. Our team meets these criteria and will be collegial and enjoyable to work with.

### ESTABLISH CONGRUITY

At the outset, we propose a full team onboarding activity with the principal team to build consensus on key drivers that will guide the project delivery toward its goals. Focusing on those drivers on the front end allows developing solutions that create the highest value for the customer based on functionality and cost. Early involvement from all parties also enables the Client to benefit from the combined experience of the group.

### COOPERATIVE ACCOUNTABILITY

Goals and performance measures established at the start of the project will help ensure the budget is an influence on design and decision-making, rather than an outcome. Throughout preconstruction, the Team will provide immediate cost analysis and feedback to leadership to help inform expedient decision making. As part of our responsibilities, the Team will make honest and conservative recommendations for contingencies.

### COMMUNICATION SYSTEMS

We utilize Procore project management software for document management and archiving on all our projects. Team members including the Client, A/E, and Subs have access to project information including RFIs, submittals, schedules, and change orders. With Procore's automatic revision control, the project team always opens the latest version of any document and allows for increased collaboration, accuracy, visibility, and streamlined process.



City of Peshtigo Fire Station Groundbreaking

## PUBLIC PARTICIPATION

Our team works with our clients to support them as necessary. This includes attendance at local public meetings to present the project and ensure that it transitions through the preconstruction process with ease. We encourage the Client's input and respect that your time is valuable; we will make every effort to reduce as much pressure and time constraints from your schedule as possible.

## STATE & FEDERAL REGULATIONS

Immel Construction meets all federal, state, and municipal requirements and in turn will verify that all subcontractors under our contract will abide by all regulations. Immel Construction requires that all work by employees, subcontractors, and agents be performed in accordance with the requirements of each projects site specific safety policy, as well as federal, state, and local laws, codes, rules, regulations, standards, ordinances, and applicable requirements of the project. Immel also has experience working on projects that require meeting certain contractual obligations and complying with their respective regulations. Immel will adhere to procurement policies and any necessary regulations related to funding sources.



## SCHEDULE APPROACH

For some projects there can be a variety of unique, specialty items that need to be designed, fabricated and delivered on time to the jobsite. Planning for these purchases needs to be done well in advance to allocate sufficient time for the entire process and delivery to take place.

With the current supply chain situation, material procurement discussions need to happen early in project conception. By identifying items with a long lead time, the Team will have an understanding of the project's overall time frame and can expedite procurement as needed. For this project, we recommend:

- Early evaluation of material lead-time to identify any supply chain issues.
- Accelerated evaluation of electrical and mechanical needs.
- An “earliest start” schedule based on material lead-time versus push or pull schedules.
- Expedited purchases, if necessary.



Immel utilizes Oracle's Primavera P6 Professional software to manage the construction schedule. To prepare the most accurate project schedule, our staff collects the time to prepare shop drawings, material fabrication, and installation information from each subcontractor and material supplier. Our project manager then develops the schedule using the critical path method which allows us to determine the key steps of the project and the maximum duration of each step.

Schedule management requires the active involvement of all project participants to remain informed about the status of the project and any delays that may impact schedule performance. Monitoring is essential to ensure that the project is completed within the prescribed target date. Schedules are provided to the project team and reviewed weekly at each project meeting where work progress, notice of anticipated delays, plan for managing delays, and other issues of importance are discussed.



Broadway Automotive Collision Center - Green Bay, WI

## SCHEDULE UPDATES

Immel's Project Manager updates the project's master schedule on a biweekly or monthly basis, dependent on the owner's requirements and frequency of project progress meetings. Three-Week Look Ahead schedules are updated weekly. Both are distributed to the project team via Procore and reviewed during progress meetings.

### THREE-WEEK LOOK AHEAD SCHEDULES

The project's three-week work schedules are a snapshot of the upcoming work in the next three weeks. It allows the entire project team to stay connected and to see the activities of the project in more detail. Immel's Project Manager updates this schedule weekly in Procore, and it is used as a tool to discuss the day's and upcoming weeks' work in weekly meetings. An example is shown below.

		23-May														PROJECT #:										
ACTIVITY	SUB	Week 42							Week 43							Week 44										
		22-May			TO				26-May			29-May				TO			2-Jun		5-Jun		TO		9-Jun	
		SU	MO	TU	WE	TH	FR	ST	SU	MO	TU	WE	TH	FR	ST	SU	MO	TU	WE	TH	FR	ST				
Wiring and lighting in Conv Link	Northland																									
Trim Canopies on west side	Metcon																									
Wiring and lighting at south addition	Northland																									
Install the em seal	weatherseal																									
IMP at R line	Sprinkman																									
IMP at E line	Sprinkman																									
Install steel to block at 5-6 connection	SPE																									
Hat channel at 4.1 line	Sprinkman																									
Masonry at conv.link walls (fire wall)	IEI																									
Masonry at East side R line	IEI																									
Masonry at E.2	IEI																									
Grading at the South addition	Soper																									
SOG at the conventional link	IEI																									
SOG east side mezz area	IEI																									
SOG at west side loading dock area	IEI																									
Concrete at blue moon remodel	IEI																									
Masonry at blue moon	IEI																									
Slab demo and grading	Soper																									
Site concrete at East side drive	Hanson																									
trench drain and concrete @ east Docks	Hanson																									
Install temp walls at interior demo F line	Immel																									
Demo and salvage roll ups	Central																									
Demo Masonry at blue moon	Immel																									
Demo IMP at blue moon addition	Immel																									
Southeast Roof	Metcon																									
Southwest Roof	Metcon																									
South expansion Steel erection	SPE																									

## RECOVERING PROJECT SCHEDULE

Should a construction crew fail to reach specific benchmarks by a specified date, Immel may request a recovery plan. The Project Manager will assess all areas of the project that are at risk of not being completed on time. They will then determine the underlying causes as to why the project is lagging behind its intended milestones and provide recovery recommendations. The recovery plan includes performance baselines, thresholds, and management details. Immel gathers input from the entire team to help with buy-in from all participants. It may

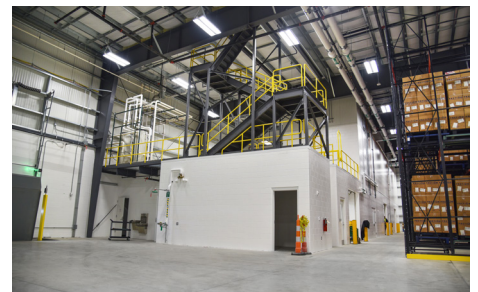
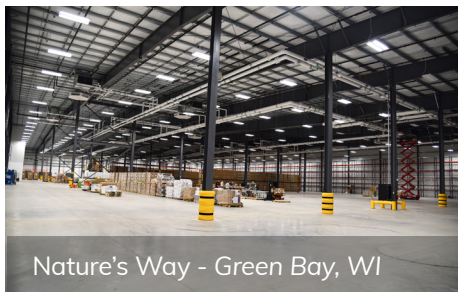
be the case that crews need to work overtime for a few weeks to catch up. In some instances, bring temp workers in to assist or join the project permanently so working collaboratively with the team helps keep everyone on the same page and contribute their best effort to get the project back on track. Building and maintaining team morale is of high importance. Throughout the recovery process, Immel keeps critical stakeholders updated with timely and accurate progress and status reports that help keep people focused and on task.



## CONSTRUCTION SERVICES

We offer a variety of construction services depending on the construction delivery method you choose:

- Target cost control, reporting and forecasting
- Procurement management
- Schedule management
- Site utilization and logistics
- Quality assurance
- Change order management
- Regular and consistent communication
- MBE/WBE, small business outreach, and local participation
- Recycling and waste reduction
- Punchlist management
- Systems commissioning
- Post-construction inspection
- Closeout documentation



## CONTINGENCY

A construction contingency is an amount of money set aside to cover any unexpected costs that can arise throughout a construction project. This money is on reserve and is not allocated to any specific area of work. Essentially, the contingency acts as insurance against unforeseen costs. There are two main types of construction contingency funds: contractor contingency and owner contingency.

### CONTRACTOR CONTINGENCY

The contractor contingency is an amount built into the contractor's anticipated price for the project to account for various risk factors that cannot otherwise be accounted for. This money is set aside to account for incomplete designs, scope errors, or escalation. Building this extra funding into your estimate is considered standard practice for contractors.

### OWNER CONTINGENCY

An owner's contingency or reserve is an amount set aside for additions or modifications of the scope of the work. Changes that are not included in the initial bid are paid with the owner funded contingency. Incomplete plans or owner directed changes are the leading causes of dipping into an owner contingency fund.

### CONTINGENCY BUDGET

To avoid any confusion or conflicts, both the owner's contingency and the contractor's contingency should be discussed at the onset with any and all predetermined costs that the contingency should be used for. The list could include anything from incomplete designs, construction project delays, substitute subcontractors, price increases, and any other number of unexpected costs. Together, this comprises the contingency budget. Immel deploys a transparent process on using contingency funds that includes a detailed procedure concerning notices, paperwork, and approvals. It also clarifies how unspent portions of the contingency fund are treated.

## DOCUMENT MANAGEMENT

Immel utilizes Procore project management software for our document management and archiving on all our construction projects. All team members including the Owner, A/E, and Subs have access to project information, including RFIs, submittals, schedules, and change orders. With Procore's automatic revision control, the project team will always open the latest version of any document and allows for increased collaboration, accuracy, visibility, and streamlined process.

## SAFETY PHILOSOPHY

Our safety commitment to our employees and our customers will never waver on our mission to deliver safety excellence in all aspects of our organization. Immel Construction is a safety conscious contractor and has received recognition for its safety record achievements. Prevention of injuries to our employees, customers, suppliers, and anyone who may visit our job sites is our first and primary concern. Because of our dedication to this Core Value, **Immel Construction proudly showcases a 2024 Experience Modification Rate (EMR) of 0.66**, exceeding the industry average in success in safety.

<p><b>2023 SAFETY EXCELLENCE AWARD</b> AGC of Wisconsin</p>	<p><b>2022 CORPORATE SAFETY AWARD</b> Wisconsin Safety Council</p>	<p><b>2019 PERFECT RECORD AWARD</b> National Safety Council</p>	<p><b>2019 SAFETY PERFORMANCE AWARD</b> Aon</p>
---	--	---	---



## MANAGEMENT COMMITMENT

Immel believes that safety is a function of management and that it must be a continuous thread throughout the organization. Immel has dedicated Risk Control Managers to maintain and continuously improve our safety efforts, risk management, and compliance programs.

## WORKSITE ANALYSIS

Immel Construction believes the preparation for safety begins well before the project is started. The assigned project team reviews each project prior to mobilization for safety concerns and challenges. Based on this review, a Site-Specific Safety Plan (SSSP) is developed.

Safety is the responsibility of all entities working on our sites, and this is reflected in our extensive safety related language in our subcontract documents. Our construction partners are expected to maintain a safe worksite and participate in our SSSP. Once the project is underway, frequent site evaluations are initiated by our Risk Control Managers who review the SSSP and update it as necessary based on current project conditions or changes. Our Risk Control Managers routinely inspect project sites for compliance and provide guidance and support for the project team and subcontractors.

## EMPLOYEE INVOLVEMENT

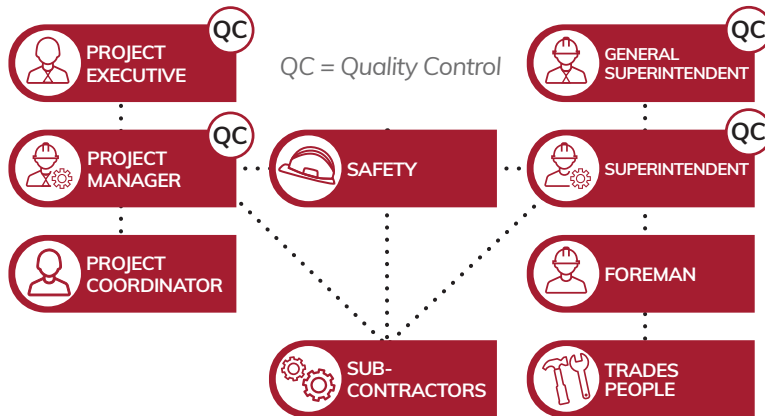
Our Risk Management and Risk Control staff frequently meet with our craft, superintendents, and project managers to discuss safety. Every week there is a project safety meeting, and the information is forwarded to the Risk Management Department for review. Each employee is encouraged to bring up safety concerns at weekly project safety meetings. Because Safety is a Core Value of Immel's, each employee has the right and responsibility to stop unsafe work.

## SAFETY & HEALTH TRAINING

Immel Construction believes that safety education is the foundation for all our safety efforts. Immel provides extensive resources for the education of our employees. This training can range from specific manufacturer representatives, OSHA seminars, Construction Associations, and the in-house expertise of our Risk Management Team. All our subcontractors and customer Team members are welcome to attend these training sessions.

## QUALITY ASSURANCE/QUALITY CONTROL

We work diligently to ensure that your project is built per the plans and specifications produced by the design team. Our policy is to inspect the work daily. If our field superintendent observes work out of specification or with substandard workmanship, the appropriate subcontractor is notified immediately. These items are summarized at the next project meeting and, if corrections are not made in a timely manner, payments will be withheld to the subcontractor until the deficiency is remedied. Our field superintendents work closely with the Architect and Engineers to periodically inspect those disciplines. Our goal is to eliminate a final punch list.



## PROJECT CLOSEOUT

We have a sense of ownership on all of our projects, and we take great pride in the buildings we construct for the community. Prior to occupancy, Immel Construction will assemble an inspection report for quality control followed by a punch list. This will include incomplete work, items requiring touch-up or remediation and any outstanding items needing attention.

The punch list will be distributed to all sub-contractors and suppliers as required for the completion of the project. Once the work has been completed, we will then perform a final inspection with the Architect. Any items noted are then completed to the Owner's satisfaction.

## MAINTENANCE

A key element to a successful project is the training and comfort level of the owner and maintenance staff. Training sessions will be scheduled with the mechanical sub-contractors and any additional trades the Owner would require to efficiently operate the building systems.

Immel Construction requires that all sub-contractors provide Operations and Maintenance Materials for the equipment installed on the project. All required manuals, warranties, drawings, training must be provided.

Immel Construction is proud to be the selected maintenance contractor for the facilities of many of our clients. We strive to provide these services without disrupting operations while maintaining the highest level of professionalism.





## SUSTAINABILITY

Sustainability starts with the initial decision to begin a building project. This mind-set remains through design and construction and continues throughout the building lifespan and beyond. It is our goal to provide the Client with a building that, to be considered a functional success, leaves a positive impact on our environment. Immel Construction is committed to building in a way that it sensitive to our environment.



### St. Mary's Hospital Medical Center - Green Bay, WI

The Cancer Center addition offers patients and visitors a vegetated roof and sunken healing garden as a part of its intention to follow the sustainable building practices of the USGBC. Although not submitted for LEED certification, this \$22 million dollar project would meet the equivalency of a "Silver" rating.



### UW-Superior Yellowjacket Student Union - Superior, WI

This project is a new, \$18 million dollar, state-of-the-art student center to replace an outdated student union. The new building includes campus dining, meeting, and event space, an art gallery, and administrative offices. The project received a LEED "Silver" rating by the U.S. Green Building Council.

At Immel Construction, we believe that sustainable construction practices have become commonplace in how we perform our tasks. If desired, a LEED AP professional will guide the team through the process of establishing an initial report of possible points for your project. We have constructed several projects which have obtained LEED certification by the United States Green Building Council. Whether or not you choose to pursue actual certification by the USGBC, we will utilize this report as specification for how your project is designed, constructed, and eventually operated.



### University of Wisconsin - Green Bay Residence Hall - Green Bay, WI

Cort Condon Hall is the greenest student housing building on the UWGB campus. High efficiency water heaters, low flow aerators, and additional sustainable plumbing options have been included to save thousands of gallons of water each year. Also featured are 98% high efficiency boilers and air cooled chiller, improved indoor air quality ventilation systems, and energy saving electrical fixtures throughout the building. A future connection for a solar panel system was also designed into the plans for the hall, allowing up to 32 panels with a 10,000 BTUH rating.

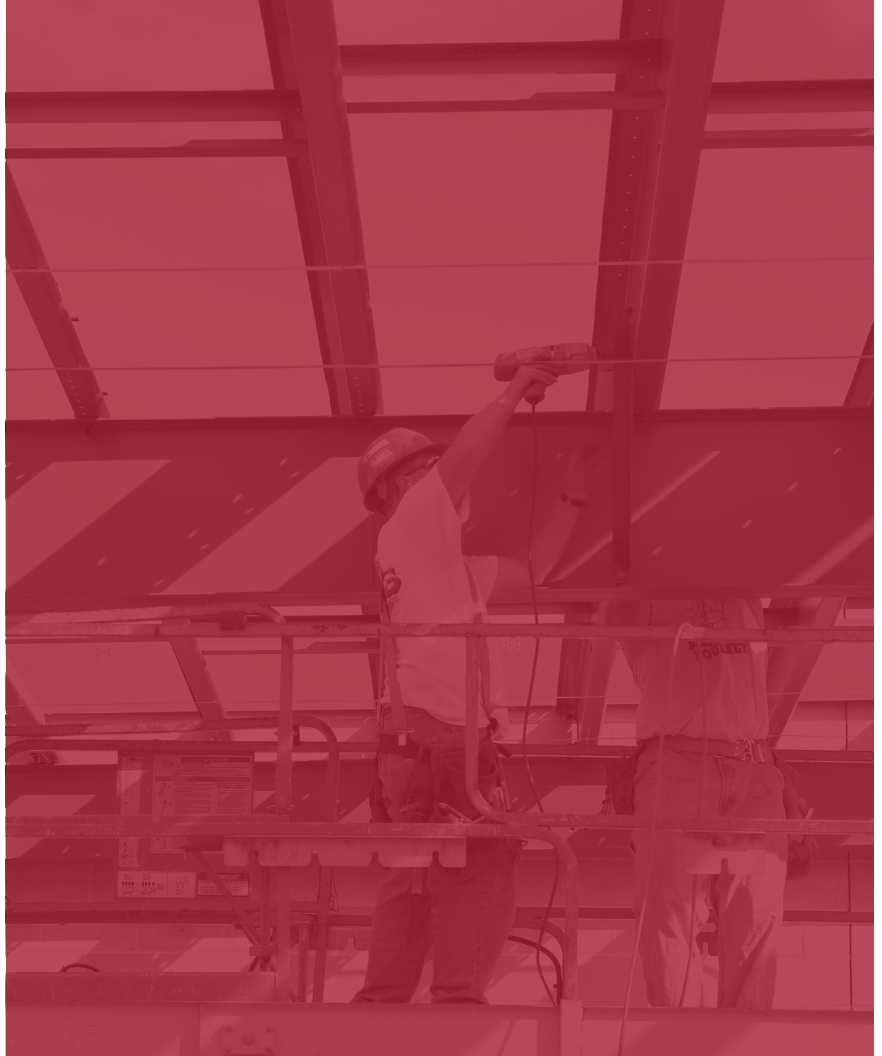
## CONSTRUCTION MANAGEMENT SERVICES SUMMARY

Involving a construction manager early in the process helps guide clients through the overall analysis, strategy, and feasibility of a project from a cost and constructibility viewpoint. Immel delivers the insight, expertise, and communication to ensure your project is clearly defined and executable by all parties involved.

Your project will cycle through numerous stages until completion. Each phase will require specific services and attention. To ensure your project runs smoothly, Immel provides complete construction services required to meet the project's requirements. The following chart identifies the services available for your project.

SERVICES	PRE-CONSTRUCTION	CONSTRUCTION	POST-CONSTRUCTION
Regular & Consistent Communication	✓	✓	✓
Cost Estimating & Advisement	✓		
Constructability Reviews	✓		
Value Engineering	✓		
Scheduling & Phasing	✓		
Scope Review & Bid Solicitation	✓		
Subcontractor Qualification & Selection	✓		
Small Business & Local Participation Outreach	✓		
Material Procurement Planning	✓		
Logistics Planning	✓		
Site Safety Planning	✓		
Sustainability Plan	✓		
Target Cost Control, Reporting, & Forecasting		✓	
Procurement Management		✓	
Schedule Management		✓	
Building Information Modeling (BIM)		✓	
Site Utilization & Logistics		✓	
Quality Assurance		✓	
Change Order Management		✓	
Recycling & Waste Reduction		✓	
Punchlist Management			✓
Systems Commissioning			✓
Post-Construction Inspection			✓
Closeout Documentation			✓

## QUALIFICATIONS





**6. SubConsultants Listing** (Must be submitted with Qualifications.)

**Fire Stations 2 and 3 CM**

The undersigned agrees to employ the following listed **subConsultants** for the following enumerated classes of work and not to alter or add to such list without the written consent of the City of Superior, WI. Use separate sheet as necessary.

	<u>SUBCONSULTANT</u>	<u>CLASS OF WORK</u>
1)	No outside consultants	_____
2)	_____	_____
3)	_____	_____
4)	_____	_____
5)	_____	_____

Submitted by: COMPANY Immel Construction  
ADDRESS 2601 Development Drive, Green Bay, WI 54311  
COMPANY REPRESENTATIVE Paul Martzke, President

## REFERENCES

We pride ourselves on our longstanding relationships with clients and partnerships with a select core of subcontractors and vendor partners who each share similar philosophies and work ethics. Our customers and partners have responded well to our approach with tremendous loyalty, allowing us to build a solid foundation of experience.

### CLIENT

**Charles Gardon**  
Fire Chief  
(715) 923-4202

City of Peshtigo Fire Dept.  
331 French Street  
Peshtigo, WI 54157

**Wayne Spritka**  
Facilities & Parks Director  
(920) 746-2211

Door County  
421 Nebraska St  
Sturgeon Bay, WI 54235

**Marty Kosobucki**  
Director of Parks, Rec, & Forestry  
(920) 339-4065

City of De Pere  
925 Sixth Street  
De Pere, WI 54115

### TRADES

**Jim Conard**  
Chief Operating Officer  
(920) 468-6000

Northern Electric, Inc.  
314 North Danz Ave  
Green Bay, WI 54302

**Brad Hurckman**  
President  
(920) 499-8771

Hurckman Mechanical  
1450 Velp Ave  
Green Bay, WI 54303

**Chad Hooyman**  
President  
(920) 470-9629

SPE, Inc.  
701 Moasis Drive  
Little Chute, WI 54140

## HEAR FROM OUR CLIENTS

*"During the entire execution of the project the workers were on schedule or ahead of schedule. There were a number of "surprises" throughout the project, and the Immel project team navigated and directed the contractors and subcontractors in a manner that kept the project moving smoothly. Through their leadership we were able to complete the project approximately one full month before we anticipated it would be completed."*

**Deb Hunt, Superintendent  
Valders Area School District**

*"Based on our experience working with Immel Construction on the Appleton Home2 Suites hotel, we would like to develop another hotel with Immel as the general contractor. The communication we received from the project manager and site superintendent was frequent and easily understandable. They managed subcontractors tightly. The construction quality was among the best we've experienced in our 30+ years of developing hotels."*

**Rae Richardson, VP Construction  
Hospitality Specialists**

*"I have been working with Immel Construction on multiple projects over the past few years and have been very delighted with the work carried out so far. Door County is a diverse mixed culture of tourism and multigenerational farming communities...so all project work needs to be of the highest quality, which is what we get from Immel. They have been responsible for Construction Management, Consulting and Construction including but not limited to the Cana Island Lighthouse Restoration Program and the Door County Highway Garage Remodel and Site Development into the newly opened Door County Community Center and Emergency Services Building. Immel understands the high standards that the citizens of the county have come to expect and are most efficient in delivering well within time limits. They have been a great partner on all my projects....I would recommend working with them no matter the size of your project."*

**Wayne J. Spritka, Facilities Director  
Door County**

## 8. Qualification Evaluation Checklist

Owner: Immel Construction

Contact Person: Carol Karls

Address: 2601 Development Drive

City: Green Bay State: WI

Zip: 54311

Telephone: (920) 406-0159

### Instructions:

1. When filling out the checklist check "YES" only to those services provided "in-house" by your firm (or prior experience of key personnel anticipated to perform a substantial amount of the project work) and check "SUB" for services you intend to subcontract out. List the subcontracting firm in the "Comments/Explanation" area.
2. Respondents are encouraged to add comments and to attach more detailed information where appropriate in response to checklist items. Such clarification can greatly assist the evaluation process. **Firms may include other information as they deem appropriate.**
3. Attach to this checklist any appropriate licenses, certification, degrees, or appropriate training that will assist in qualifying your firm for these services.
4. Consultant qualifications will be determined using this checklist along with the information provided as outlined in the "Requirements for Statement of Qualifications".
5. Firms are expected to answer "YES" to some of the checklist items, but not all of them.
6. False, inaccurate or misleading information shall be grounds for disqualification at any time during and after the selection process. When in doubt attach a detailed answer or call for clarification.

Yes	Sub	No	#	Question
			1.	How many years has your firm been engaged in the consulting business under the present firm name? <u>63</u>
<input type="checkbox"/>		<input checked="" type="checkbox"/>	2.	Has your firm ever failed to complete any work awarded to you? Comment/Explanation:




Yes	Sub	No	#	Question
<input type="checkbox"/>		<input checked="" type="checkbox"/>	3.	Has your firm ever defaulted on a contract? Comment/Explanation:
<input type="checkbox"/>		<input checked="" type="checkbox"/>	4.	Has your firm ever had claims filed for errors and omissions or been sued for services you provided? Comment/Explanation:
<input checked="" type="checkbox"/>		<input type="checkbox"/>	5.	Is your firm willing to provide (at no cost to the City) an on-site presentation to the City regarding your firm's qualifications? Comment/Explanation:

November 12, 2024

City of Superior – Contract Analyst  
1316 North 14<sup>th</sup> Street, 2<sup>nd</sup> Floor  
Superior, WI 54880

All information provided in this Proposal is accurate. Immel Construction warrants that it is experienced and qualified to perform the services required by the request for proposal and is properly staffed, organized and financed to perform such services, and to commence such services immediately following the execution of a contract.

Sincerely,



Paul Martzke, AIA LEED AP  
President  
Howard Immel, Inc.

7. **Addenda Acknowledgement** (Must be submitted with Qualifications)

**Fire Stations 2 and 3 CM**

I/we hereby acknowledge receipt of the following addenda(s):

Addendum No.   1        Dated 11/7/24  
Addendum No.             Dated  
Addendum No.             Dated  
Addendum No.             Dated

I/we further certify that no agreement has been entered into to prevent competition for said work and that I/we carefully examined the site where the work is to take place, and the plans, specifications, form of contract and all other contract documents.

I/we further agree to enter into the contract, as provided in the contract documents, under all the terms, conditions and requirements of those documents.

\* If no addenda were issued, the consultant/firm shall so indicate and sign this document.

Immel Construction

\_\_\_\_\_  
Company

  
\_\_\_\_\_  
Representative Signature

Paul Martzke, President





## CONTACT

**Carol Karls**

Director of Preconstruction & Client Services

[carolka@immelconstruction.com](mailto:carolka@immelconstruction.com)

(920) 406-0159

2601 Development Drive

Green Bay, WI 54311

920.468.8208



Employee Owned

[www.immelconstruction.com](http://www.immelconstruction.com)