

Issue No. 45 • Wednesday, November 12, 2025 • www.mbex.org

November always makes me feel extra grateful, MBEXers. More than 528,000 veterans work in construction nationwide, bringing the same grit, teamwork, and leadership they showed in service to our country. It's no surprise that the jobsite feels a lot like home for many of them.

So, to all of our members who've worn the uniform --- or support those who have --- thank you. Your service, both in defending our nation and in building it, doesn't go unnoticed. You make this industry stronger every day. Happy Veterans Day!



By Ashlee
Membership & Communications Manager

Five Quick Things To Know & Do This Week:

- 1.) *Membership Renewals* It's membership renewal time! Invoices for 2026 have been sent to all member companies via their listed billing contact. Payments can be made by check (doublecheck you're mailing to the <u>correct address</u>) or <u>over the phone</u> with credit card (an additional processing fee will be applied). Please <u>contact Julie</u> with any questions.
- 2.) Take the Fed's Survey Please take a few minutes to complete the Federal Reserve Bank of Minneapolis' survey and share about what you're experiencing in today's conditions within the construction sector. Your input helps the Fed assess what's happening in the sector and also in the regional economy. Following the close of the survey (this Friday!), they'll compile and share their findings at an upcoming date.
- 3.) **Award Recognition** Congratulations to Veit, whose demolition team was awarded the Industrial Demolition Award at the <u>2025 World Demolition Awards</u>. They were recognized for their work on the NewRange Copper Nickle Concentrator Plant project in Hoyt Lakes, Minnesota.
- 4.) Winter Prep The National Oceanic and Atmospheric Administration (NOAA) is forecasting a colder, stormier 2025-2026 winter season across much of the U.S. Get ready by checking out Ergodyne's <u>newly released line of winter work gear</u> designed to keep outdoor crews safe, visible, and warm during unpredictable winter weather.
- 5.) *Working Hard or Hardly Working* When you work an office job but you're <u>fork-lift certified</u> \square \square

- Bluebeam Revu: Upcoming virtual courses taught by Troy DeGroot with UChapter2
- To-Dos: Eight workplace law developments to implement & watch in November
- New Members: See who joined the Exchange last month
- Sage Insights: Sage Economics outlook on the industry throughout October
- **Upcoming Events:** Online Plan Room Demo (11/20), Thanksgiving Holiday Closure (11/27 & 11/28), and Holiday Party North (12/18)
- Five Headlines: Contractor backlog and confidence slip in October; Builders want to improve, not reinvent, processes with AI; \$47-billion in water reuse projects to fuel infrastructure spending through 2035; Why recordkeeping software is now essential for OSHA documentation and compliance; and 2 teams short-listed for Blatnik Bridge replacement project
- Project of the Week: Minnesota school bond voting results
- Industry Event: MNOSHA Construction Seminar Heat Stress Can Be a Year-Round Issue November 18 Department of Labor & Industry (St. Paul)
- Member Benefits: New Savings Opportunities with National Purchasing Partners

MEMBER NEWS + EVENTS



Level Up Your Bluebeam Skills

MBEX is once again teaming up with UChapter2 to offer a new round of Bluebeam Revu training courses, designed to help you work smarter, faster, and more efficiently.

Starting with Bluebeam 1: Baseline Basics, you'll get comfortable navigating Revu and setting up efficient workflows. Next up, Bluebeam 2: Material Takeoffs & Estimates (Basic) dives into the essentials of digital quantity takeoffs. Finally, Bluebeam 3: Material Takeoffs & Estimates (Advanced) takes those skills even further, focusing on creating custom tools, optimizing precision, and boosting productivity.



Date: Tuesday, December 2

Location: Virtual

Time: 10:30am - 12:30pm

Cost: MBEX Members - \$110 | Non-

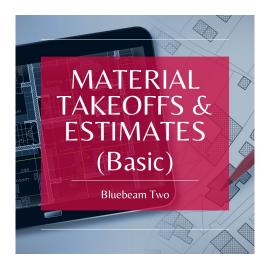
Members - \$165

REGISTRATION DEADLINE:

Monday, December 1 @ 12:30pm

Register Here

Attendees will learn interface navigation including menu dropdowns, toolbars, various tool panels, keyboard shortcuts and a few recommended settings. While learning various markup and measurement tools, several tips & tricks will be shared to increase speed and accuracy.



Date: Wednesday, December 3

Location: Virtual

Time: 10:30am - 12:30pm

Cost: MBEX Members - \$110 | Non-

Members - \$165

REGISTRATION DEADLINE:

Tuesday, December 2 @ 12:30pm

Register Here

With Revu's intuitive measurement tools and customizable interface, turn your highlighters into data rich takeoff tools.

Students will start out going through the standard measurement tools and settings, then move into various customization options and discuss the results in the Markups List.

MANDATORY PRE-REQUIITE:

• Bluebeam 1: Baseline Basics



Date: Thursday, December 4

Location: Virtual

Time: 10:30am - 12:30pm

Cost: MBEX Members - \$110 | Non-

Members - \$165

REGISTRATION DEADLINE:

Wednesday, December 3 @ 12:30pm

Register Here

Did you know you can export to an Excel spreadsheet, or even link directly to that Excel template file full of formulas you've been using for years?

After finishing the Bluebeam Takeoffs & Estimates (Basics) course, move into creating custom columns, embedding formulas, and information organization.

MANDATORY PRE-REQUISITES:

- Bluebeam 1: Baseline Basics
- Bluebeam 2: Material Takeoffs & Estimates (Basics)

Whether you join one or all three, these courses are your chance to build practical, indemand skills that make your workday smoother and your bids stronger.

Should you have questions about the courses, feel free to email the course instructor, Troy DeGroot, at troy.degroot@uchapter2.com.

Level Up Your Skills Here



Eight Workplace To-Dos To Tackle in November

MBEX is here to help our members stay on top of the latest changes to labor and employment law, especially given the rapid pace at which the new administration has been moving on initiatives impacting the workplace and beyond.

Here are the top items you should pay special attention this month, based on the latest workplace law developments and upcoming critical compliance dates.

1.) Assess the Impact as the Government Shutdown Continues

We're now experiencing the longest government shutdowns in U.S. history, which will have a huge impact on federal agency enforcement and the roll out of new regulations. While it appears an end to the shutdown might be near, it doesn't hurt to stay up to date on the latest. What do employers need to know as we wait for a resolution? Here are our answers to your top questions.

2.) Rethink Your Hiring Strategy in the Al Era

Artificial intelligence can streamline staffing activities and help job seekers polish their resumes and prepare for interviews. But an emerging concern for employers is whether applicants are using Al to game the system rather than genuinely showcase their skills. Here are three trends to spot and seven ways to protect your business.

3.) Get Ready for New Leadership in the DOL's Wage and Hour Division

The Senate's confirmation of Andrew Rogers on October 7th to head the division will press the gas pedal on Trump administration plans to clarify joint employer and independent contractor status, as well as several compliance assistance initiatives. Employers should be aware of several key DOL programs and regulatory initiatives that he will be leading.

4.) Expect Changes from Workplace Safety Leaders

The Senate also approved David Keeling to take over as the head of OSHA and Wayne Palmer to lead MSHA on October 7th. How will these moves translate into action? What should employers expect? And more importantly, what should you do? Here is your guide to these changes.

5.) Watch For Developments from the EEOC

Brittany Panuccio was also confirmed as the third Commissioner of the Equal Employment Opportunity Commission in recent weeks. Now that the agency has a working quorum once again, it can issue federal regulations, release enforcement guidance, and tackle large-scale litigation on topics that the administration considers priorities. Here are the top seven things employers can now expect.

6.) Check For Compliance with Recent State and Local Actions

Most employees working in Minnesota will be eligible for job-protected paid leave to care for themselves and their families in the new year. Employers should note that several important deadlines between November and April will impact HR policies and practices.

7.) Track Workplace Issues on the Supreme Court's Docket

The Supreme Court kicked off a new term on October 6th and is set to decide several key legal questions in the coming year that could have big effects on employers for years to come. Here's a preview of the top cases on the Court's 2025-2026 docket so far that could impact your organization, plus the workplace law cases SCOTUS could potentially pick up — and those it has already rejected.

8.) Review New Immigration Guidance on \$100K H-1B Fee

The president issued a September 19th proclamation imposing a \$100,000 fee on new H-1B petitions. The administration framed it as an anti-abuse measure, but employers warned it could upend critical hiring pipelines, particularly in technology, healthcare, and higher education. In October, the U.S. Citizenship & Immigration Service (USCIS) clarified several key points that determine whether your organization will actually need to pay the new fee.

The information provided here is intended for general informational purposes only. It should not be considered as legal advice. We strongly recommend consulting with your business's attorney or legal advisor before taking any actions based on its content.

Dive Deeper

NEW MEMBERS

COMPANIES WHO JOINED THE EXCHANGE IN OCTOBER



Welcome to the Minnesota Builders Exchange

October brought another round of new companies into the MBEX community, and we're thrilled to have them join us! Whether they're here to tap into project leads, connect with industry peers, or grow within Minnesota's commercial construction scene, these

new members are now part of the Exchange.

Join us in welcoming the newest additions to MBEX:





BECKER ELECTRIC

1TopSystem
Plymouth, Minn.
PH: (763) 442-4403
General Contractor

Alpha Electric
Canyon, Minn.
PH: (218) 606-0991
www.alphaelectricmn.com
Electrical

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www.becker-electric.com
Electrical







Davis Electrical Systems
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Systems
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& Maintenance Testing

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Mississippi Pillager dba White Earth Enterprises

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www.weenterprise.com
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Moltron Builders

Minneapolis, Minn.
PH: (612) 685-8388
www.moltronbuilders.com
General Contractor





Torin Construction
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PH: (763) 238-0143
www.torinconstruction.com

Tile, Natural Stone, Masonry & Resilient Flooring

Wheelhouse Industrial

Webster, Minn.
PH: (952) 999-0264
www.wheelhouse-ind.com
Millwright Services



Construction Finds Its Footing

October 2025 Insights from Sage Economics

Each month, MBEX reviews and shares highlights from a variety of resources, including Associated Builders and Contractors, ConstructConnect, Dodge Construction Network, and more.

This week, we're sharing highlights from **Sage Economics**. By providing these

insights, we aim to give members a broad snapshot of the construction industry (nationally and locally) to help you stay informed, anticipate trends, and make strategic business decisions. 2025 and what it means for Minnesota's commercial builders. **National Construction Overview** season. office and multi-family construction continued to lag. particularly healthcare and education, posted modest growth. Key National Highlights: plateauing rather than further decline. **Material Costs & Supply Trends** volatile years. compared to 2023 and early 2024. pressure in early 2026.

Here's what Sage Economics revealed about the state of construction through October

The U.S. construction market steadied in October after a choppy start to the fall

Sage Economics reported that overall spending held flat month-over-month, signaling that the sector is finding its balance following the September slowdown. Ongoing infrastructure and manufacturing projects helped sustain activity, while commercial

Despite fewer new project starts, contractors are maintaining stable backlogs thanks to carryover work and ongoing public-sector investments. Nationally, nonresidential construction spending showed only marginal change, while institutional sectors,

- Infrastructure and public works remain the strongest drivers of stability.
- Manufacturing and data center projects continue to anchor new construction
- Commercial and multi-family remain slow but are showing early signs of

Sage Economics noted that October brought continued calm to material costs after two

Concrete, steel, and lumber prices remained largely unchanged, providing contractors with a more predictable environment for budgeting and bidding. Supply chains have also normalized across most categories, with fewer reports of delays or shortages

Energy and fuel prices, however, are emerging as new variables to monitor. As global production adjusts and logistics costs fluctuate, contractors may see minor pricing

Highlights Include:

- Steel and concrete prices stable through October.
- Freight and delivery times returning to pre-pandemic norms.
- Energy-related costs expected to influence input pricing next quarter.

Labor Market & Wages

Construction employment remained largely unchanged in October, though wage growth persisted at a modest pace.

Sage pointed to continued tightness in skilled trades, particularly electrical, mechanical, and concrete specialties, as a key driver of wage pressure. Workforce participation saw slight improvement, but labor availability continues to constrain capacity in many markets.

For Minnesota contractors, this reinforces the importance of employee retention and development as core business strategies heading into 2026.

Expectations Moving Forward:

- Wage growth remains above national averages.
- Specialty trade labor shortages likely to continue.

 Firms offering flexibility and training will have an edge in recruiting and retention. **Capital & Financing Conditions** While the Federal Reserve has signaled a more cautious path for interest rate cuts, high borrowing costs continued to temper construction financing in October. Private investment remains restrained, with developers showing renewed preference for renovation and adaptive reuse projects over large-scale new builds. Despite this, Sage's economists remain optimistic that financing conditions will gradually improve through 2026 as inflation continues to ease and lending markets loosen. Key Takeaways: Interest rates still elevated but expected to decline gradually. • Lending conditions remain selective, particularly for speculative projects. • Long-term confidence improving as cost stability returns. **Implications for Minnesota Commercial Constructors** For MBEX members and regional contractors, October's data reflects a cautiously stable environment. The national slowdown has largely leveled off, and Minnesota's mix of public, institutional, and infrastructure work continues to provide a steady base. In The Months Ahead: • Bid activity will stay competitive in private commercial sectors. Public and infrastructure projects will sustain workloads through early 2026. Now's the time to leverage MBEX's Online Plan Room and networking resources to diversify project pipelines and spot early opportunities. Looking Ahead Sage Economics anticipates moderate recovery heading into 2026, supported by: Gradual easing of borrowing costs and improved credit access. Continued federal infrastructure investment and funding cycles. Renewed commercial renovation and upgrade activity as confidence builds. October 2025 marked a month of balance, not booming growth, but not backsliding either. For Minnesota builders, this steady footing offers a valuable window to refine strategies, reinforce workforce strength, and prepare for what's shaping up to be a cautiously optimistic 2026. **Review the Data**



A valuable benefit of an MBEX membership is invitations to our social and educational events; by being an employee of a member company, you too can take advantage and attend any and all MBEX-sponsored events.

November 12 - Construction Talent Acquisition Conference [DAY 2]

Project Build Minnesota (PBM) is hosting this event designed for people who are passionate about recruiting and retaining skilled talent. With expert-led sessions and actionable strategies, this event aims to bring practical tactics and deeper strategy to the work of the talent acquisition leaders in Minnesota construction companies and others involved in developing Minnesota's construction workforce. Register Here

November 20 - Online Plan Room Demo

From navigating the Deskpad, setting up filters, understanding project information, and adding your company to a project's bidders list, this free one-hour session is a great introduction to our Online Plan Room. Register Here

November 27 & 28 - Thanksgiving - MBEX Closed

MBEX will be closed on Thursday, November 27 and Friday, November 25 in observance of the Thanksgiving holiday. We'll return to regular business hours on Monday, December 1.

December 18 - Online Plan Room Demo

From navigating the Deskpad, setting up filters, understanding project information, and adding your company to a project's bidders list, this free one-hour session is a great introduction to our Online Plan Room. *Not yet open for registration*

December 18 - Holiday Party North

Gather with fellow industry professionals in Duluth for an evening of celebration as we close out another business year and look ahead to 2026. Register Here

December 24, 25 & 26 - Christmas - MBEX Closed

MBEX will be closed on Wednesday, December 24; Thursday, December 25; and Friday, December 26 for the holiday. Our physical office will be closed, but staff will be working remotely during regular business hours on Monday, December 29; Tuesday, December 30; and Friday, January 2.

December 31 & January 2 - New Year's - MBEX Closed

MBEX will be closed on Wednesday, December 31, and Thursday, January 1. Our physical office will be closed, but staff will be working remotely during regular business hours on Monday, December 29; Tuesday, December 30; and Friday, January 2.

January 21 - Annual Meeting & Luncheon - Save The Date!

Connect with a diverse group of construction professionals, share your expertise with peers who understand your challenges and ambitions, hear the 2026 Board of Directors' announcement, celebrate the achievements of the 2025 Volunteer of the Year and Distinguished Member, enjoy a specially curated menu for lunch, and more.

^{**} indicates a newly added or updated event

Better Advice. Better Business.

CONSTRUCTION HEADLINES

Five construction-related headlines you need to read over the next coffee break.

ECONOMIC REPORTS

□ Contractor Backlog & Confidence Slip in October

ABC reported on November 11th that its Construction Backlog Indicator fell to 8.4-months in October, according to an ABC member survey conducted October 20 - November 4. The reading is down 0.1-months since September. Backlog was flat or increased on a monthly basis in each of the three industries considered in this survey. Backlog for respondents that do not primarily operate in any one industry (generally the smallest contractors responding to the survey) fell sharply for the month and stands at just 5.8-months. (Associated Builders & Contractors)

ARTIFICIAL INTELLIGENCE (AI)

☐ With AI, Builders Want to Improve, Not Reinvent

Nearly two-thirds of survey respondents described their construction companies' artificial intelligence adoption maturity level as "average," while 22% referred to it as "above average," according to BuiltWorlds' 2025 Annual AI Benchmarking Report. When asked why their company was adopting AI, respondents were nearly unanimous; almost 100% of respondents said that "improving operational efficiency and productivity" was the primary driver of their work. (Construction Dive)

INFRASTRUCTURE | SUSTAINABILITY | WATER REUSE

☐ U.S. Water Reuse Boom to Fuel \$47B in Infrastructure Spending Through 2035

Water reuse projects across the United States are projected to drive nearly \$47.1-billion in infrastructure investment through 2035, according to *U.S. Municipal Water Reuse: Market Trends and Forecasts, 2025-2035,* a new report from Bluefield Research. It highlights growing momentum for recycling treated wastewater as communities seek resilient and sustainable water supplies. Roughly 42% of the projected spending will go toward advanced treatment technologies, while conveyance pipelines (often referred to as "purple pipes") and engineering design work will account for another 52%. (*Underground Infrastructure*)

JOBSITE SAFETY | OSHA

□ <u>OSHA's 2025 Rules Tighten Safety Requirements: Why Recordkeeping</u> Software is Now Essential

When inspectors arrive, they expect to see proof of safety planning, enforcement, and worker training --- often on short notice. Paper systems can make this difficult. Records get misplaced, handwriting is unclear and gathering complete documentation can take weeks. Digital recordkeeping tools offer a practical way to stay ahead, helping streamline safety workflows, protecting workers and keeping projects moving. (For Construction Pros)

PROJECT DEVELOPMENT

☐ Two Teams Shortlisted for \$1.8B Blatnik Bridge Replacement

Two contractors --- Ames Kramer Joint Venture II and Lunda Construction Co. --- have been short-listed for a \$1.8-billion design-build contract to replace the John A. Blatnik Bridge, a vital freight and commuter link between Duluth, Minn., and Superior, Wisc. The new structure will be either a tied-arch or cable-stayed design, officials say. A

visual quality committee has been formed to guide decisions on color, lighting, railings, landscaping, and other aesthetic elements. In early 2024, the two states secured more than \$1-billion in federal funding for the project, with MnDOT and WisDOT contributing additional funds. (Engineering-News Record | Can't view the link above? Click here)



PROJECT OF THE WEEK



Minnesota School Bond Voting Results

Read more on Finance & Commerce

Hopkins and Minnetonka public schools were among the big winners at the ballot box last week as voters in those districts approved a combined \$225-million for security upgrades and other building needs.

Other districts didn't fare as well, however. Notably, voters in the Cambridge-Isanti district rejected a \$123.7-million plan for building and maintenance projects.

In Hopkins, voters greenlighted a \$140-million plan for safety and security improvements, remodeled classrooms, expanded Career and Technical Education spaces, upgraded athletic facilities and other projects.

For its part, the Minnetonka district won support for an \$85-million building program, which includes:

- Upgrading safety and security improvements, modern science classrooms, and a multi-use gym and performance space at the middle schools
- · Parking lot improvements at one of the middle schools
- · Cafeteria expansion and counseling center remodeling at the high school
- A new gymnasium at Deephaven Elementary
- Additional staff restrooms and additional small-group instructional spaces at all schools

The Cambridge-Isanti district, meanwhile, is regrouping after a failed bond referendum. Ballots in this district included two questions: \$87-million for additional classrooms,

safety and security enhancements, and deferred maintenance projects, and \$36.475-million for a new indoor fieldhouse at Cambridge-Isanti High School. Both questions failed.

Results across the state were almost evenly split between successful and unsuccessful bond referendums.

According to the Minnesota School Boards Association reporting submitted Wednesday morning following Election Day, 15 building bonds passed statewide and 13 failed for a roughly 54% success rate.

ABOVE PHOTO: Rendering via the Cambridge-Isanti School District, whose bond referendum failed following Election Day 2025.



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INDUSTRY EVENTS



Construction Seminar: Heat Stress Can Be a Year-Round Issue Presented by *Minnesota's Department of Labor & Industry*

DATE: Tuesday, November 18

TIME: 7:00am - 8:30am

LOCATIONS:

• In-Person: Department of Labor & Industry - St. Paul Office - 443
Lafayette Road North, St. Paul, Minn., 55155

Sign Up

00100

· Virtually: Microsoft Teams

COST: Free

Join Minnesota OSHA Compliance at its next Construction Seminar to discuss the dangers of heat stress and how it affects workers.

Attendees will get answers to what they can do now to prepare for heat injury and illness in the upcoming construction season, what regulations currently exist, and what resources are available for developing a heat illness prevention plan.

Presenters include:

- Ron Anderson, CIH MNOSHA Compliance Health Director
- Otis Heymann, CIH, MPH MNOSHA Compliance Senior Industrial Hygienist
- Maia Mann, MPH MNOSHA Compliance Training Officer

Minnesota OSHA Compliance's free Construction Seminars feature a presentation about a specific construction safety or health topic --- with time for questions, answers, and input --- plus an update from MNOSHA Compliance about what's currently happening regarding investigations.

MEMBER BENEFITS



Latest Deals with National Purchasing Partners

See how your business can benefit from the latest offers from National Purchasing Partners (NPP).

\$180 Off Select Tablets

Now's your chance to save big on tablets. Get up to \$180 off select tablets with trade-in. Click through for eligible devices.



Free Next Day Delivery

Save on Office Supplies, Technology, Janitorial, Furniture, Printing and more, and receive next-day business delivery on most standard orders over \$35.

Learn More



Save On Cars, Box Trucks, Vans

Enjoy exclusive contract rates and special benefits for both business and personal rentals. Learn More



Special Contractor Pricing

Take advantage of exclusive discounts on paints and painting supplies, roofing sealants, and industrial coatings. <u>Start</u>



Log in to the NPP portal, check out these offers (and more), and use your MBEX membership to activate the discount.

Not yet an NPP member? <u>Join here</u>. It's 100% free to sign up, and we promise there is never an obligation to buy.

Added bonus: when you enroll via MBEX's <u>special sign-up page</u>, we receive a small royalty that helps further support for our member services.

Start Saving with NPP

National Purchasing Partners (NPP) is a trusted savings and solutions provider for businesses and their employees. By leveraging the purchasing power of more than 350,000 members, NPP can provide top discounts and special B2B pricing to businesses of all sizes. NPP members enjoy exclusive deals on a catalog of useful items for both work and play.

PROJECT INFORMATION + UPDATES

- Total Projects Received at MBEX from 11/3/2025 11/7/2025: 101
- Total Project Leads Reported on at MBEX from 11/3/2025 11/7/2025: 15
- Total Active Projects Received / Reported on at MBEX as of 11/11/2025: 351
- Total New Projects in the Online Plan Room as of 11/11/2025: 4,506

DOWNLOAD HERE

Click the button above to view the most recent project data from 11/5/2025 - 11/11/2025.

For information about the *Bulletin*'s content, technical issues, or to place an ad (such as a Minority Notice, Job Posting, or Event Notice), contact <u>Ashlee</u>, Membership + Communications Manager.



The MBEX Weekly Bulletin brought to you in part by The Builders Group (TBG).

UPCOMING MBEX EVENTS

• November 12 - Construction Talent

Acquisition Conference with Project Build Minnesota [Day 2] • November 20 - Online Plan Room Demo • November 27 & 28 - MBEX Closed - Thanksgiving • December 2 - Bluebeam 1: Baseline **Basics** • December 3 - Bluebeam 2: Material Takeoffs & Estimates (Basic) • December 4 - Bluebeam 3: Material Takeoffs & Estimates (Advanced) • December 10 - 2026 Construction Economic Update & Forecast [WEBINAR] • December 18 - Online Plan Room Demo • December 18 - Holiday Party North • December 24, 25 & 26 - MBEX Closed - Christmas • December 31 & January 1 - MBEX Closed - New Year's • January 21 - Annual Meeting & Luncheon Revisit Past Bulletins:

Connect with MBEX:









Nov. 5 - No. 44 Oct. 29 - No. 43 Oct. 22 - No. 42 Oct. 15 - No. 41 Oct. 8 - No. 40

Information within the MBEX Weekly Bulletin are obtained from sources deemed reliable. The Minnesota Builders Exchange (MBEX) does not assume responsibility for its completeness or accuracy. You are urged to check your own sources in addition to the information contained in this publication. This issue contains plans and other bidding information received prior to and including the date noted above. The project data within this newsletter is intended for member company's and their employees

2025 BOARD OFFICERS: President - Heidi Sedlacek, KLJ Engineering; Vice President - Brian Kalla, St. Cloud Acoustics; Treasurer - Sean Ochis, Northern Industrial Insulation; Past President - Mike Carlson, Max Gray Construction

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