

Steve Fronek Retires After 43 Years

Our friend and dear colleague, Steve Fronek has been instrumental in Wausau Window and Wall Systems' success for 43 years. Since his start in 1979, he has filled multiple technical and management roles across the organization. Steve ends his career as the Vice President of Preconstruction, overseeing product selection, design concepts, technical oversight and structural, thermal and acoustical performance verification. Steve will continue in a part-time, consulting role.

In addition to being an essential member of the Wausau Windows management team, Steve has been an active member, leader, and award-winner in multiple industry organizations, committees, and task groups that have been integral in evolving fenestration standards.

Steve graduated with honors from Michigan Technological University with a bachelor's degree in mechanical engineering. He currently is a registered professional engineer in the state of Wisconsin.

Here are thoughts from a few associates that Steve has worked with throughout the years.

"Steve was one of the first people I worked with when I started my career with Wausau. He has been a great role model and his passion was evident. His wealth of knowledge has helped me more times than I can count and will be missed. It has been a pleasure working with him over the years! Wishing him all the best on his retirement, he certainly deserves it." – Katie Laffin

"I am thankful for the time Steve has spent pouring into me, teaching and sharing his knowledge – not only from a workplace standpoint, but many times from a life-walk standpoint. He has helped me and been a great friend and support to me in many ways for years, and I am grateful. A friend of mine always says, "your walk is your greatest witness". Steve is a strong testament of the truth in that statement. Wherever it is he walks, he always brings charisma; motivating and insuring others that there is a solution for every problem. It's easy to see from that walk how much he cares for our projects, care for doing what's right, and care for people. I've been able to witness Steve's leadership, witness him as a good man, and appreciate the simple truth that leaders lead as Steve has done by example. I've taught my young son since he was able to understand, "a good man does the right thing, even when nobody is looking", Steve is one of these men and I thank him for that. I have enjoyed learning from him and enjoyed the things we've been able to do together. I am very proud to know Steve and appreciate his advice and guidance very much. I'm looking forward to being able to share more fish stories with each other and hear of his adventures. I am happy for him and this time in his life that he can relax and be with family and friends. More happy times ahead. Congratulations to Steve, I'm glad we're buddies." – Dave Schumann

"It has truly been an incredible honor for me to have had the opportunity to work alongside Steve throughout my entire career. In addition, over the past 43 years, our organization has been fortunate to have such an exceptional industry leader. Steve's remarkable wisdom and vast knowledge have constantly pushed me to grow and improve in the most positive ways. As we bid farewell to Steve, we also embrace the enduring legacy of his unwavering dedication and hard work. While Steve's absence will undoubtedly be noticeable, his impact will continue to resonate deeply within our organization. As the saying goes, "When you believe you've come to the end of something, you're often just beginning something even better." With Steve's retirement, we celebrate the culmination of a remarkable journey and eagerly anticipate the promising future that lies ahead. Congratulations to Steve, on a thoroughly well-deserved retirement!" – April Bushman

"I would like to thank Steve for his many years of Mentorship. He was always willing to stop whatever he was working on to discuss any questions or the issue of the day. His encouragement and inspiration have helped me achieve my career goals and made me a better engineer. Now I hope he can find some

time to go fishing and enjoy retirement. Steve's contributions to this company will be hard to replace."
– Rory K. Balz

"Congratulations to Steve on his retirement. He has been a coach, mentor, and motivator to so many of us. He has left a good legacy of work ethic and excellent service. I hope he enjoys this well-deserved freedom and relaxation." – Lisa May

"As Steve retires after many years of service, we want him to know how much we appreciate everything he has done for us. His hard work, dedication, and passion have helped us achieve great things. He is truly one of a kind and we are grateful for the legacy he leaves behind. We thank him for everything, and we wish him all the best in his retirement." – Chris Bushman

"Steve's experience, dedication, thoroughness, and professionalism has had a significant and positive impact to our organization and our industry. Steve's willingness to mentor many of our team members will ensure his legacy continues well into the future, selfishly, I wish that I had more time to tap into his years of experience and knowledge." – Marc Donahue

"When I think of Wausau, I think of people like Steve. His leadership within Wausau's walls and within the industry are unmatched. There isn't anyone I'd rather sit in front of a customer with discussing technical details. We will miss his knowledge, stability (even in the face of difficult circumstances), wit, technical presentations, and especially those 3-D sketches, among lots of other things. Steve's loyalty and commitment to this company are rare in today's world. Happy retirement! We'll be waiting here for him though when Amy is ready to send him back!" – Keith Lindberg

"Our industry has a few select ultra-contributors which have carved the way for us. Steve is in that small group, and we are fortunate he has been ours for 43 years. He has lifted us all with his technical leadership and friendship." – Kevin Robbins

"Steve has made a significant impact to the organization and industry over the last 43 years. Steve has been a role model for others in his dedication and commitment. I will miss Steve's attention to detail, knowledge, and sense of humor. While I wish him the best in retirement, I am glad he has chosen to continue to play a role in our future." – Angie Hupf

"Organizations are seldom ready to allow people like Steve to retire. In Steve's case he has done so much to make us a better, more resilient organization and certainly ready for the future. We will miss his contributions, inspiring leadership, and involvement in our people's development. But we look forward to him sticking around on a limited basis." – Amadou Sar

"Steve's commitment and contributions to Apogee and Wausau Window and Wall Systems, as well as the fenestration industry as a whole, are remarkable. I would like to personally thank Steve for all of his hard work over his 43+ year tenure in reducing risk, providing opportunity, educating the organization, and making the Wausau brand the industry-renowned brand that it is today. We are extremely lucky to have had Steve on our team and wish him the very best in his retirement. He will be missed." – Chad Hoffmann

Upon retirement, Steve is looking forward to more family time, fishing and a lower USGA Handicap Index.

Wausau Window and Wall Systems, Apogee Enterprises, Inc., and the fenestration industry are better because of his successful career. Happy retirement, Steve!