

2012 NCCER ANNUAL REPORT



THE STANDARD FOR DEVELOPING
CRAFT PROFESSIONALS





MISSION

Our mission is to build a safe, productive and sustainable workforce of craft professionals.

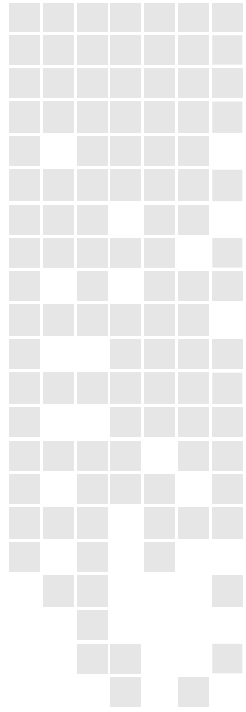


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ABOUT NCCER

NCCER is a not-for-profit education foundation created by leading contractors and associations to develop standardized craft training and assessment programs with industry-recognized portable credentials for the construction and maintenance industries. NCCER also offers an array of additional workforce development resources to help address the skilled workforce shortage including:

- Accreditation
- Instructor Certification
- Standardized Curriculum
- National Registry
- Skill Assessments
- Certifications
- Construction Management Academies
- Industry Recruitment and Image Enhancement

CORE VALUES

NCCER will accomplish its mission within the context and parameters of the values that are ingrained in our foundation and to which we are deeply committed:

- Integrity in all that we do
- Credibility in everything we provide
- Innovation in process and systems
- Unrelenting commitment to training
- Quality in our products and services
- Unyielding industry support and customer focus
- Fostering of sustainable career opportunities for craft professionals



VISION

Our vision is to be universally recognized by industry and government as the training, assessment, certification and career development standard for the construction and maintenance craft professional.

FROM THE PRESIDENT

In 2012, NCCER was focused on strategically positioning itself for growth while preparing for the workforce development challenges inherent in a recovering economy. I am encouraged by the strides we made as an organization in leading the industry toward our vision of a safe, productive and sustainable workforce of craft professionals.

We made tremendous progress with our Global Workforce Development Initiative by developing an international accreditation structure and guidelines. We also processed our first international accreditation applications, conducted our first international Master Trainer session and international audit. These accomplishments are important steps toward our ultimate goal of creating a globally-recognized, portable credential for the industry.

Our well-known Build Your Future (BYF) campaign also achieved great success throughout the year. In addition to our established events and initiatives such as Careers in Construction Week and the Scramble for Skills golf tournament, BYF expanded by securing strategic partnerships and launching resources for new industry recruits, instructors and employers.

Even in a recovering economy, our training and certification numbers show that craft training has remained a high priority in the industry. Over 1 million training modules were completed in 2012 and our Mobile Crane and Rigger Certification Programs also saw significant increases. The upswing in crane certifications underscores the importance employers are placing on complying with new OSHA standards for crane operators that become effective in 2014.

Overall, I am proud of the progress NCCER made as an organization in 2012. With encouraging forecasts for a continued recovery in the construction industry, the importance of workforce development will only become more prominent. As we continue to evolve and adapt to the workforce needs of the industry, your support is our most valuable asset. Thank you for your belief in NCCER's mission as we continue to set the standard for developing craft professionals.



Sincerely,

A handwritten signature in black ink that reads "Don E. Whyte". The signature is written in a cursive, flowing style.

Don Whyte,
President

FROM THE CHAIRPERSON

There is no doubt that the NCCER plays a leading role in preparing our industry for both its current and future workforce challenges. As the 2012 NCCER Chairman, I gained a new respect for the NCCER staff and their tireless efforts to evaluate and expand the training, curriculum and assessment programs that are so critical to contractor success. The ever-changing workforce demographics and emerging opportunities in our industry make this especially true. They have responded to the needs of the industry by developing certifications that meet new federal regulations and have brought attention to the crucial need for increased recruiting and image enhancement efforts through the Build Your Future campaign.

Today's unique economic and demographic challenges underscore the necessity for a comprehensive workforce development strategy in our industry. As an organization, NCCER continues to provide this critical function, and I encourage you to support the worthy cause of creating a safe, productive and sustainable workforce of craft professionals.

I am honored to have served as the 2012 Chairman, and look forward to continuing to work with, and on behalf of, the NCCER as we move into 2013.



Sincerely,

A handwritten signature in black ink that reads "R. E. Parker". The signature is written in a cursive, slightly stylized font.

Bob Parker,
2012 NCCER Chairperson

BOARD OF TRUSTEES

Bob Parker, Repcon, Inc.
2012 Chairman

John Gaylor, Gaylor, Inc.
2012 Vice Chairman

Ivan Crossland, Crossland Construction
Immediate Past Chairman

MEMBERS

Michael Bennett, Cianbro Corporation
Ed Cassady, Robins & Morton
Eddie Clayton, Southern Company Generation
Wayne Crew, Construction Industry Institute
Andy Dupuy, Shaw Power Group
Vincent Giardina, LeGlue & Company, CPAs
Bill Hardaway, Fluor
Darrell Hargrave, KBR Services
Michael Hollingshaus, Tesoro Corporation
Matt Lawrence, ExxonMobil
Tim Lawrence, SkillsUSA®
Carl McColey, DuPont
David Mielke, M.W. Mielke, Inc.
Brian Pritchard, Shell
Eric Regelin, Granix, LLC
Chip Reid, Current Builders
Jerry Rispono, ISC Constructors, LLC
C. Rockwell Turner, L.P.R. Construction Co.
Tom Vaughn, Yates Constructors
Lowell Wiles, Jacobs
Dr. Ray Issa, University of Florida M.E.
Rinker School of Building Construction

REVISIONS & CODE UPDATES

Revisions or upgrades were made to:

- Electronic Systems Technician Level Four
- Boilermaking Level Four
- Ironworking Level Three
- Heavy Equipment Operator Level One
- Plumbing Level One
- Petrochemical Boilermaker (formerly Industrial Boilermaker) assessment

NCCER's Managing Electrical Hazards module (part of the Electrical curriculum) was updated to the 2012 edition of the National Fire Protection Association's Standard for Electrical Safety in the Workplace (NFPA 70E).

COLORIZATION

NCCER continued the second year of its ongoing Colorization Initiative with the following titles:

- Boilermaking Level Two
- Carpentry Level Four
- HVAC Level Two
- Ironworking Level One
- Welding Level Three and Level Four

169,000

pages of
content released

2,480

modules released

113

titles released

DEVELOPING



NEW PROGRAMS & ASSESSMENTS

- Power Line Worker: Substation Level Two curriculum*
- Power Line Worker: Substation Level Three curriculum*
- Power Line Worker: Distribution Level Three curriculum*
- Power Line Worker: Transmission Level Three curriculum*
- Power Generation Maintenance Mechanic assessment

**The addition of these titles completes NCCER's Power Line Worker curricula for all three crafts*

GREEN CURRICULUM RECOGNITION

These modules were approved by the Green Building Certification Institute (GBCI) as part of its Credential Maintenance Program (CMP).

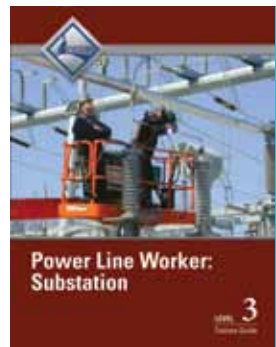
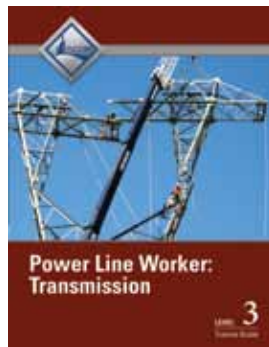
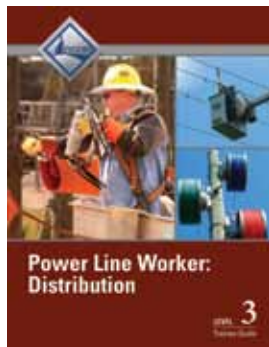
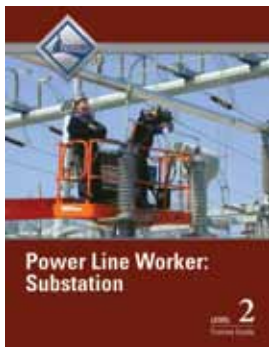
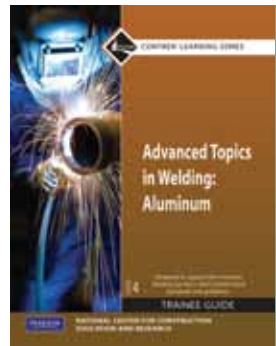
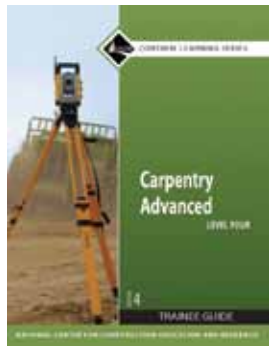
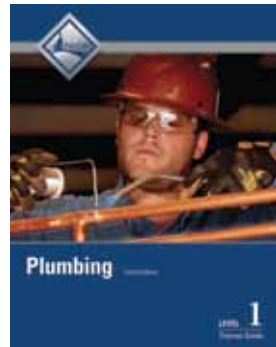
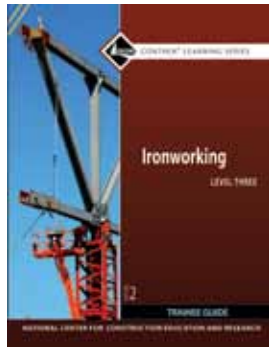
- Introduction to Alternative Energy
- Introduction to Weatherization
- Introduction to Wind Energy



GREEN BUILDING*
CERTIFICATION INSTITUTE



**EDUCATION
PROVIDER**



TRAINING, ASSESSMENTS & CERTIFICATIONS

44,306	Assessments processed
3,277	Craft Performance Verifications
33,144	Craft performance tasks verified
53,611	Pipeline performance tasks verified
22,622	Certified Written
3,116	Certified Plus
1,903	National Construction Career Tests (NCCTs) sold
110	Arkiv webinar participants
183	Assessment Administrators certified
328	Master Trainers certified
3,895	Craft Instructors certified
27	Crane Practical Examiners certified
34	Rigger/Signal Person Practical Examiners certified
685	Mobile Crane certifications
353	Rigger certifications
102	Signal Person certifications
133	ANR webinar participants
533	Active Sponsors on the ANR

1,111

AUDITS

NCCER began in-house administration of the audit program in 2012, and launched a webinar series on audit readiness and accreditation FAQs to help accredited organizations with compliance maintenance.

141 Organizations visited
244 Programs audited

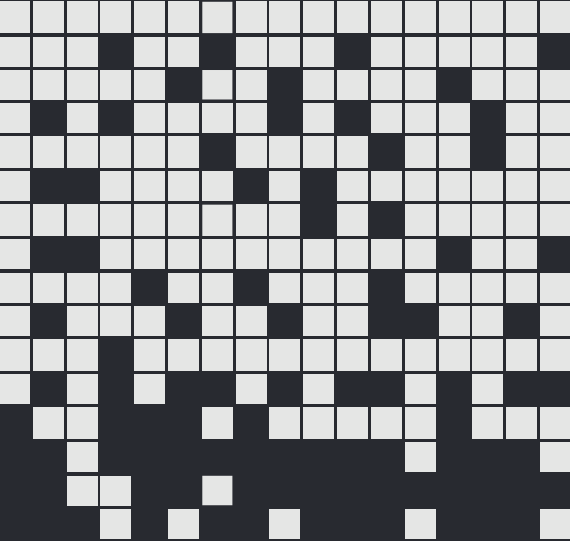
ACCREDITATION

There are currently 4,000 points of delivery for NCCER training and assessments under 912 programs.

84 New applicant programs
21 New programs fully accredited in 2012
270 New ATEFs/ATUs/TUs
37 New pipeline program applicants
8 New crane endorsed programs
9 New Rigger/Signal Person endorsed programs

,944 Module Completions
in 2012
8,896,463 total

ELEVATING



GROWING RECOGNITION

NCCER's Mobile Crane Operator program was approved by the Hawaii Hoisting Machine Operators Advisory Board for assessment of crane operators through both written and practical examinations.

MOBILE CRANE OPERATOR CERTIFICATION PROGRAM

NCCER's certification program for mobile crane operators received renewal of their ANSI accreditation. The program already meets the 2014 OSHA standard by offering written and practical examinations that assess an applicant's knowledge and skills in operating the specific type and capacity of equipment.

NCCER GOLD CARD

A new picture wallet card was launched for all candidates who earn a certification through one of NCCER's Mobile Crane Operator, Rigger and/or Signal Person Certification Programs. The Gold Card allows employers and craft professionals to verify crane certifications in real-time through NCCER's Automated National Registry (ANR) system.



NEW TRANSCRIPT PROCESSING METHODS

To streamline transcript creation processes, expedite registry data processing and transcript updating times, NCCER made unofficial digital transcripts available to view and print through its ANR. This enhancement eliminated the need to mail hard copy transcripts at each module completion.

COMPUTER-BASED ASSESSMENT DELIVERY

Beginning on January 1, 2012, all new NCCER Accredited Assessment Centers (AAC) were required to provide internet-based assessments, and existing AACs were strongly encouraged to transition to computer-based assessment delivery. This initiative has reduced security risks, provided faster scoring results, reduced shipping costs and paperwork, and improved assessment center inventory management.

NCCERconnect

This year, NCCER added new titles to its unique online platform, including e-texts for Electrical Level Four, Construction Technology, Your Role in the Green Environment, Electronic Systems Technician levels Two - Four, Welding levels Two - Four, Heavy Equipment Operations Level One and Plumbing levels One - Two.

BUILD YOUR FUTURE. BUILD AMERICA[®]

The Build Your Future (BYF) campaign received Certificates of Registration from the U.S. Patent and Trademark Office for three “Build Your Future” Service Marks.

PARTNERSHIPS



Industrial Projects Report - In connection with the launch of the Career Center (see page 18), BYF partnered with *The Industrial Projects Report* to help promote its construction career development resources.



Construction Labor Market Analyzer (CLMA) - BYF worked with the CLMA to create an interactive “Craft Labor Map” that provides a market forecast of labor demand in U.S. industrial and commercial construction.



Associate Sponsorship of NASCAR Camping World Truck Series Driver David Starr (#81) - For the second consecutive year, the BYF logo appeared on the #81 truck, and David spoke and signed autographs at several construction career events on behalf of the campaign.



CONSTRUCTION CAREER DAY EVENTS

A key aspect of the BYF campaign's mission is to show potential industry recruits the opportunities available in construction. In 2012, BYF took part in three "Construction Career Days" in North Carolina and Texas that touched over 1500 students. The events featured hands-on construction craft demonstrations, guest speakers and brought employers, educators and students together in an effort to narrow the skills gap.

INSPIRING

SCRAMBLE FOR SKILLS

On November 14-15 in Orlando, Fla., BYF hosted its second annual charity golf tournament to raise recruitment funds for the industry. Nine golf professionals, including two-time long-drive champion Jamie Sadlowski and two-time Champions Tour winner Willie Wood, were auctioned as participants the evening prior to the tournament. The auction raised over \$20,000 in recruitment funds.

YOUNG CRAFT PROFESSIONALS

Four young craft professionals presented on behalf of the BYF initiative at the Construction Industry Institute and CURT conferences. Travis Weber (L.P.R. Construction), Melissa Rubly (Zachry), Ashley Webel (Washtenaw Community College) and Karmen Ayres (SkillsUSA) shared personal stories of how their careers in the industry began.

IRWIN MARKETING DISPLAY AT BRISTOL

The BYF campaign participated in the IRWIN® Tools Night Race at Bristol Motor Speedway as part of a celebration of the skills and contributions of America's craft professionals. Irwin and BYF saluted the winners from the SkillsUSA® National Carpentry Competition by giving the top finishers the "Ultimate Race Experience," which included a tour of IRWIN's corporate headquarters and an opportunity to serve as honorary pit crew members for NASCAR truck series driver David Starr.





CAREER CENTER LAUNCHED

In July, BYF launched its new Career Center to provide the tools and resources needed to connect credentialed craft professionals and new industry recruits to available jobs in industrial and commercial construction.

INSTRUCTOR RESOURCES

BYF released its "Rethink Careers in Construction" video series, which provided a compelling message to students, parents, educators and guidance counselors about real careers in construction. BYF also enhanced its instructor resource materials to include brochures, posters, bookmarks and flyers.

AWARDS FOR NCCER HEADQUARTERS

- Haskell received an ABC Eagle Award for Construction Excellence across Florida
- LEED Silver Building Certification from USGBC

ABC AWARD WINNERS

- 2012 Craft Instructor of the Year: Harold Bagley
- 2012 Craft Professional of the Year: Joseph Poynter

"OUTSTANDING ACHIEVEMENTS IN CRAFT TRAINING" SEMTA AWARD WINNERS

- Robert O'Neil
- Justin Tillotson
- Kyle Lawson





CORNERSTONE ONLINE MAGAZINE LAUNCHED

The Cornerstone magazine website launched in the summer, featuring exclusive online content as well as articles and profiles from current and past issues of the magazine in a new, interactive format. The popular new site has made sharing training innovations, quality programs, best practices and safety advice simpler and more accessible for readers and contributors.

CAREER AND TECHNICAL EDUCATION CAUCUS IN D.C.

In July, NCCER Board member and 2012 ABC Chairman Eric Regelin and Director of Governmental Relations Tim Johnson represented NCCER at a briefing of the Congressional Career and Technical Education Caucus in Washington, D.C., to support the need for increased emphasis on career and technical education.



SKILLSUSA[®] NATIONAL CARPENTRY CHAMPIONSHIPS

For the third year, NCCER sponsored the SkillsUSA National Carpentry Championships in Kansas City, Mo. The competition, which featured winners from state-level events across the United States, aimed to showcase the best career and technical education students in the nation. Carpentry Committee Chairman Boyd Worsham, of The Haskell Company, led the way in organizing the event.



BUILDING DEDICATION

On May 8, 2012, the NCCER Board of Trustees formally dedicated NCCER's new headquarters at a ceremony in Alachua. *See image on right.*

PATHWAYS TO PROSPERITY PROJECT

NCCER is proud to support the Pathways to Prosperity Project as it continues to gain momentum in advocating alternative pathways to successful careers, including Career & Technical Education. In connection with its groundbreaking report, *Pathways to Prosperity: Meeting the Challenge of Preparing Young Americans for the 21st Century*, the Harvard Graduate School of Education joined with six states to form the Pathways to Prosperity Network. The network focuses on ensuring that more young people complete high school, attain a post-secondary credential with currency in the labor market, and launch into a career while leaving open the prospect of further education.

2012 ADDY AWARDS

NCCER was awarded a Gold ADDY® at the regional level and a Silver ADDY® at the district level for its 2010 Annual Report "Focused on Recovery." NCCER was also awarded a Silver ADDY® at the regional level for its ad campaign "Credentials Matter." The BYF website won both a Gold ADDY® and Best in Show for its regional submission by Group 5 Advertising.

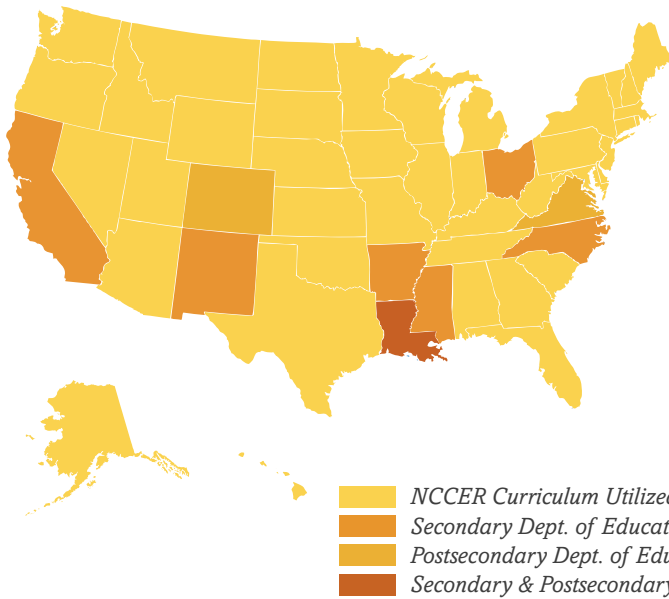




EXPANDING

EDUCATION PARTNERSHIPS

NCCER curricula is utilized in all 50 states.



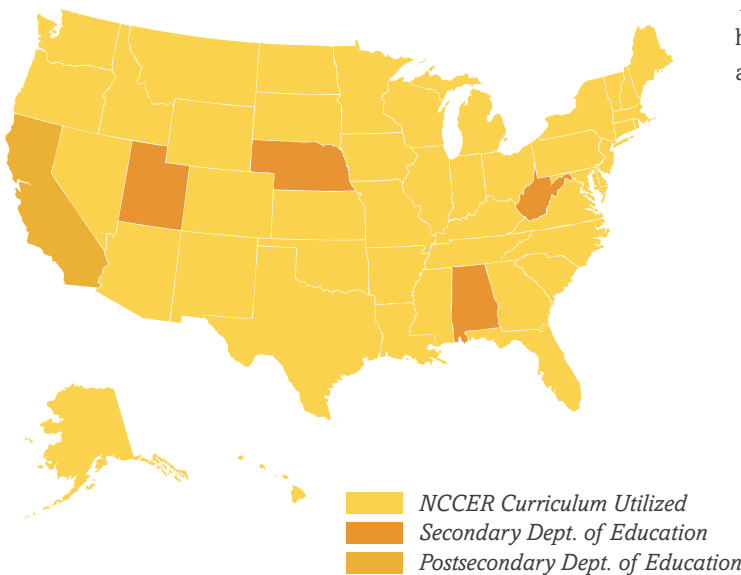
The following State Departments of Education have implemented the NCCER training process and are Accredited Training Sponsors:

Secondary

- Arkansas
- California
- Louisiana
- Mississippi
- North Carolina
- New Mexico
- Ohio

Postsecondary

- Colorado Community College system/Career & Technical Education
- Louisiana Community & Technical College System
- Virginia Community College System/Workforce Development Services



The following State Departments of Education have implemented the NCCER training process and applied for accreditation in 2012:

Secondary

- Alabama
- Nebraska
- Utah
- West Virginia

Postsecondary

- California Community College System

INDUSTRY PARTNERSHIPS



Mason Contractors Association of America (MCAA) - NCCER partnered with the MCAA to adapt NCCER's current industry-standardized curricula and assessments to create a jointly-endorsed masonry training and certification program to advance masonry workforce development throughout the world.



Gulf States Shipbuilders Consortium (GSSC) - NCCER partnered with the GSSC to develop jointly-endorsed maritime construction and repair curriculum and assessments, and to create an industry-recognized credential for maritime craft professionals. In connection with this partnership, the National Maritime Education Council (NMEC) was established to oversee and fund the development of a national Maritime Workforce Development program.

GLOBAL WORKFORCE DEVELOPMENT INITIATIVE

NCCER partnered with leading global vocational education provider Pearson International/Edexcel to develop an international, industry-recognized credential for construction craft professionals. Throughout the year, NCCER adapted its systems for international accreditation, instructor certification, training and assessment delivery, and credentialing. NCCER developed international guidelines and an accreditation structure to govern NCCER programs outside the U.S. In addition, NCCER accepted the first international accreditation applications and conducted an International Master Trainer session and audit in Colombia.



95 modules were translated into Spanish

19 modules were translated into French

28 levels were adapted for international use, which included metrification and international SME vocabulary validation

“The shortage of skilled craft professionals in the construction industry is not a domestic problem, but a global one.”

Don Whyte,
NCCER President

PARTNERS

ACT

American Fire Sprinkler Association
Associated Builders and Contractors, Inc.
Associated General Contractors of America
Association for Career and Technical Education
Association for Skilled and Technical Sciences
Carolinas AGC, Inc.
Carolinas Electrical Contractors Association
Clemson University's Center for the
Improvement of Construction
Management and Processes
constructNET International, Inc.
Construction Industry Institute
Construction Users Roundtable
Construction Workforce Development Center
Design Build Institute of America
Gulf States Shipbuilders Consortium
ISN Software Corporation
Judgment Index™ River City Group
Manufacturing Institute
Mason Contractors Association of America
Merit Contractors Association of Canada

NACE International

National Association of Minority Contractors
National Association of Women in Construction
National Insulation Association
National Ready Mixed Concrete Association
National Technical Honor Society
National Utility Contractors Association
NAWIC Education Foundation
North American Crane Bureau
North American Technician Excellence
Painting & Decorating Contractors of America
Pearson
Pearson International/Edexcel
Portland Cement Association
Prov™
SkillsUSA®
Steel Erectors Association of America
U.S. Army Corps of Engineers
University of Florida, M.E. Rinker School of
Building Construction
Women Construction Owners & Executives, USA

BUSINESS PARTNERS



CENTS-PER-HOUR FUNDING

Cents-per-hour funding is a proven method for funding a contractor or association's training program and has existed in the construction industry for many years. NCCER maintains a cents-per-hour training fund, known as the National Training Service Agreement (NTSA), for contractors to voluntarily set aside funds for training and workforce development efforts.

Through the NTSA, contractors voluntarily contribute 16 cents per craft-labor hour to an individual account that NCCER establishes for the contractor. Thirteen cents is directly reimbursed to the contractor for approved training and workforce development expenditures, two cents support NCCER's workforce development efforts and industry advancement of craft training, and one cent supports recruitment and image enhancement activities. This mechanism provides independent third-party verification that funds are applied only to training-related activities. Figure C on the following page shows the total NTSA contributions each year.



FINANCING

TOTAL REVENUE & EXPENSES

Figure A	Year End Dec 2011	Year End Dec 2012
TOTAL OPERATING REVENUE		
NCCER Curricula (Net)	\$4,428,392	\$5,125,843
Cents-Per-Hour Contributions	\$645,593	\$626,132
Endowment	\$550,000	\$576,000
Skills Assessments	\$817,925	\$716,294
Academy	\$676	\$37,612
Training Tour	\$111,044	\$175,022
Multimedia & Other	\$4,808	\$4,227
Total	\$6,558,439	\$7,261,130

Figure B	Year End Dec 2011	Year End Dec 2012
TOTAL EXPENSES		
Craft Projects	\$1,473,778	\$1,508,163
Administration	\$1,510,802	\$1,854,764
Workforce Development	\$681,026	\$375,279
Marketing, Research & Internet	\$601,803	\$620,649
Build Your Future	N/A	\$217,849
Operations, Registry & Info Systems	\$645,858	\$615,510
Customer Service	\$75,292	\$70,480
Facilities	\$247,647	\$246,815
Total	\$5,236,207	\$5,509,509

Figures A and B show the total net revenue for 2012.

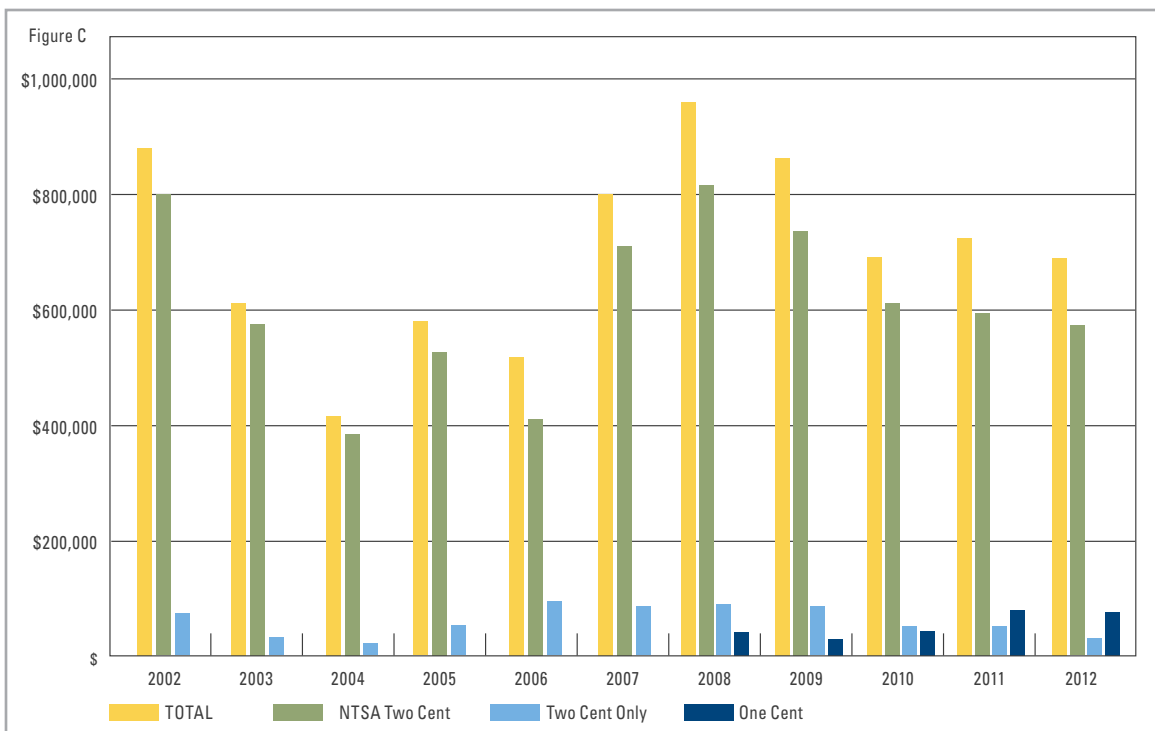


Figure C shows the NTSA contributions each year.

ONE CENT PER HOUR

for Recruitment & Image Enhancement

In 2008, NCCER contractors began converting from the traditional 15 cent NTSA to a 16 cent per craft-labor hour contribution, with the additional one cent being used to support NCCER recruitment and image enhancement efforts for the industry. Those progressive contractors who are contributing the one cent are helping us make a difference in building the future construction workforce. Figure C shows the total one-cent contributions. See pages 29-30 for a list of one-cent contributors.

TWO CENTS PER HOUR

Organizations that have established methods to fund their training programs can voluntarily contribute two cents per hour to help support NCCER's workforce development efforts. Some of these organizations are also beginning to convert to a three-cent contribution to support the recruitment and image enhancement efforts. Figure C shows the total two-cent contributions. See pages 29-30 for a list of two-cent contributors.

ENDOWMENT FUND

Our leadership created a \$10 million endowment fund to protect NCCER from cyclical economic trends in the construction industry. At the end of 2012, the endowment fund balance was \$9,068,532, which is shown in Figure D. See pages 29-30 for a list of endowment contributors.

RESERVE FUND

In 2005, the NCCER Board of Trustees authorized the creation of a reserve fund from the annual endowment earnings and profits of NCCER. The fund further protects NCCER from economic downturn and enables NCCER, upon the Board of Trustees' approval, to underwrite the costs of developing products, programs or services that arise from unexpected opportunities. At the end of 2012, the reserve fund balance was \$4,335,012, which is shown in Figure E.

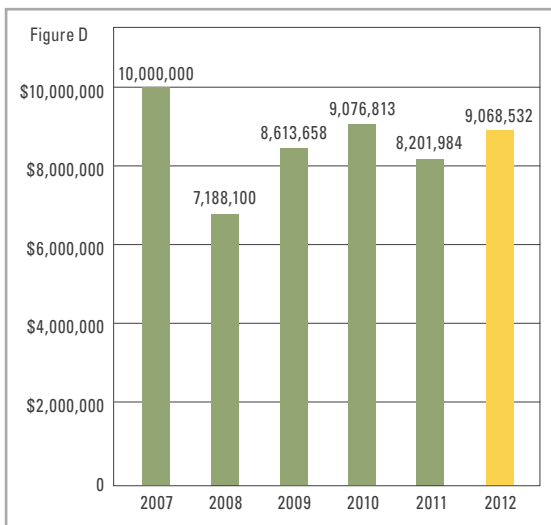


Figure D shows the endowment fund balance.

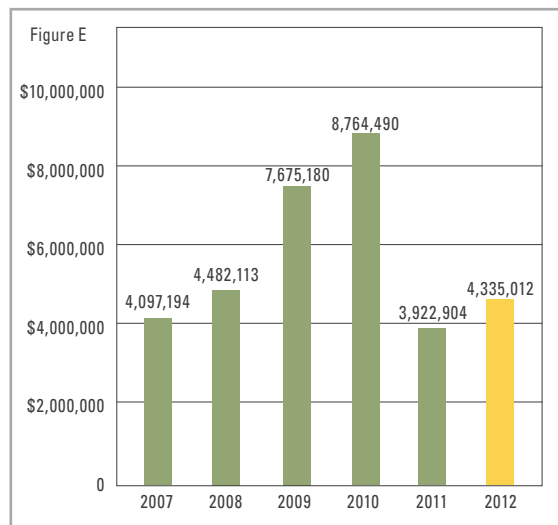


Figure E shows the reserve fund balance.

CONTRIBUTORS

The following industry leaders are recognized for their generous contributions to support NCCER's efforts to build and maintain outstanding workforce development resources.

ABOVE 1 MILLION

BE&K a KBR Company.....	◆ ●
Becon Construction Co., Inc.....	◆ ●
Fluor Corporation.....	◆ ●
KBR, Inc.....	◆
Kiewit/TIC Holdings, Inc.....	◆ ●

\$1 MILLION-\$500 THOUSAND

Rust Constructors Inc.....	◆
Tri-City Electrical Contractors, Inc.....	◆ ●
Zachry Construction Corporation.....	◆ ●

\$500 THOUSAND - \$250 THOUSAND

Austin Industrial.....	◆
BIS Fru-Con Construction Corp.....	◆ ●
BP Amoco Corp.....	◆
Caterpillar.....	◆
Hensel Phelps Construction Co.....	◆
ISC - Industrial Specialty Contractors.....	● ◆
Ivey Mechanical Company.....	◆ ●
J. A. Jones (Metric Constructors Inc.).....	◆
Kamtech Services, Inc.....	◆
Miller Electric Manufacturing Co.....	◆
Repcon, Inc. a RepconStrickland Company.....	◆
SimplexGrinnell.....	◆
Suitt Construction Company.....	◆ ●
TD Industries.....	◆ ●
The Haskell Company.....	◆ ●
The Sundt Companies.....	◆ ●
Underground Construction Co.....	◆ ●

\$250 THOUSAND - \$100 THOUSAND

3M Construction Markets Division.....	◆
ABC - Texas Gulf Coast Chapter.....	◆
Adena Corporation.....	◆ ●
Baker Concrete Construction.....	◆
Caddell Construction Co., Inc.....	◆
Cajun Industries, LLC.....	◆
Carolinas AGC.....	◆
Carolinas Electrical Contractors Association.....	◆
Central Sprinkler Corporation.....	◆
Clark Construction Group, LLC.....	◆
Craft Training Center of the Coastal Bend/ABC Merit Shop Training.....	◆
Dan Vos Construction Co.....	◆ ●
Danis Building Construction Company.....	◆
Delta Diversified Enterprises, Inc.....	◆
Granite Construction, Inc.....	◆
Gray Construction.....	◆
Gulf States.....	◆

Hardin Construction Company, LLC.....	◆
Harkins Builders, Inc.....	◆
Hess Mechanical Corporation.....	◆ ●
Holder Construction Company.....	◆ ●
Johnson Brothers Corporation.....	◆ ●
Merit Shop Training.....	◆ ● ◆
Metropower, Inc.....	◆
Miller & Long Concrete Construction.....	◆
NOVA Group, Inc.....	◆ ● ◆
Proctor & Gamble.....	◆
R.L. Turner Corporation.....	◆ ●
Riviera Electric LLC.....	◆ ●
S&B Engineers and Constructors, Ltd.....	◆
Sanders Bros., Inc.....	◆
Stanley Jones Corp.....	◆ ●
Steel Erectors Association of America.....	◆
The Bell Company.....	◆
The Manitowoc Company.....	◆
Tri-M Group, LLC.....	◆
US Contractors.....	◆
Watkins Engineers & Constructors, Inc.....	◆
Willmar Electric Service.....	◆ ●
Windham School District.....	◆ ●

\$100 THOUSAND - \$50 THOUSAND

ADT Security Services.....	◆
Bay Harbour Electric, Inc.....	◆ ●
Brasfield & Gorrie.....	◆
Brice Building Company, Inc.....	◆
CCC Group, Inc.....	●
Construction Training Trust.....	◆
Contractors Northwest, Inc.....	◆ ●
Ferguson Construction.....	◆
Gaylor Electric.....	◆
Helix Electric Inc.....	◆
Hill & Wilkinson.....	◆
Hoar Construction.....	◆
Irby Construction Company.....	◆
Jack Jennings & Sons.....	◆ ●
James Craft & Sons, Inc.....	◆
Lake Mechanical Contractors Inc.....	◆
Lowder Construction DBA The Colonial Company.....	◆
M. C. Dean Co., Inc.....	◆
Masonry Arts, Inc.....	◆
National Ready Mixed Concrete Association.....	◆
Paul Risk Associates, Inc.....	◆ ●
Pittway Corporation.....	◆
Portland Cement Association.....	◆
Rogers Construction Co.....	◆ ●
Rogers-O'Brien Construction.....	◆
Runnebohm Construction Company.....	◆
Rust Constructors Inc.....	◆ ●
Saiia Construction, LLC.....	◆
Shiel-Sexton Company, Inc.....	◆ ●
Total Western, Inc.....	●
Town & Country Electric, Inc.....	◆

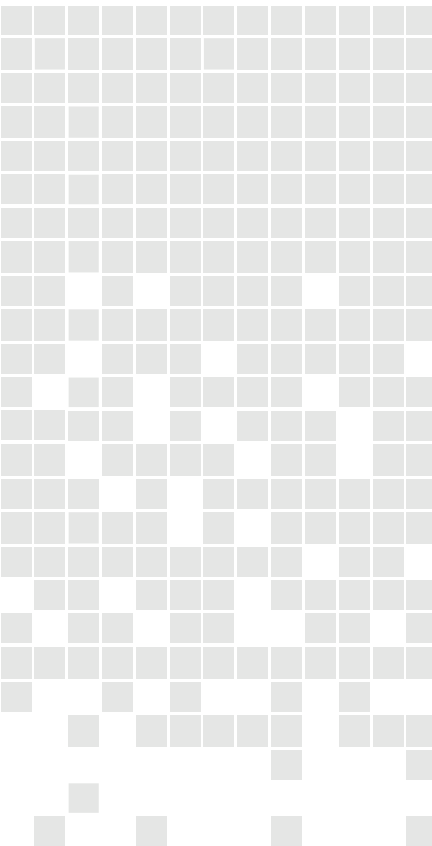
Trinity Contractors.....	◆
Vos Electric, Inc.....	◆
Watson Electrical Construction Co.....	◆
Wayne Automatic Fire Sprinkler, Inc.....	◆
Wayne J. Griffin Electric*.....	◆ ●
Westra Construction Inc.....	◆ ■
Wiginton Fire Systems.....	◆
Wilson Electric.....	◆
Wolverine Building Group.....	◆
Zignego Ready Mix, Inc.....	◆

BELOW \$50 THOUSAND

A-Bec Electric.....	■
A&S Building Systems.....	■
ABC - South Texas Chapter.....	■
ABC - Texas Mid Coast CEF.....	■
ABC of Wisconsin, Inc.....	■
AGC of Idaho.....	■
AJ Kirkwood & Associates, Inc.....	■
Affordable Fire Protection an FLSA Company.....	●
American Constructors, Inc.....	●
AquaSouth Construction Inc.....	●
Archer Western Contractors*.....	●
Aztec Consultants.....	■
Ben M. Radcliff Contractor, Inc.*.....	●
Bi-Con Services, Inc.....	■
Bradley Plumbing & Heating, Inc.*.....	●
Brown Automatic Sprinklers, Inc.....	●
CEF of Minnesota.....	■
CNI Contractors.....	■
CSM Group.....	■
Capitol Painting Co.....	●
Carr Electric.....	■
Champion Electric, Inc.....	● ■
Clemson University.....	◆
Cobalt Painting, Inc.....	●
Contractors Steel Supply, Inc.*.....	●
Corey Delta, Inc.....	● ■
Current Builders.....	● ◆
DVH Company.....	●
Discoll Electric Co., Inc.....	■
Domas & Associates, Inc.....	●
Donovan Engineering Inc.....	■
EPI General Contractors.....	●
Eberhart Electric, Inc.....	■
Electro-Tech, Inc.....	■
Frischia Brothers.....	●
G. R. Birdwell Construction. LP.....	●
Gateway Pacific Contractors, Inc.....	■
Gould Electric.....	■
Grinnell Fire Protection.....	●
Gurnee Heating & Air Conditioning.....	■
H. J. Russell & Company.....	●
Hagan Construction Co., Inc.*.....	●
Hodess Construction Corporation.....	■
Humphrey & Associates, Inc.....	■

- ◆ Endowment Contributors
- NTSA Contributors
- Two Cents-per-Hour Contributors
- ◆ One Cent-per-Hour Contributors
- * Retirement Systems of Alabama

Intrepid Enterprises, Inc.*.....	●
Jeffco Painting and Coating Inc.....	●
Jesco, Inc.*.....	●
Jim Parker Building Company, Inc.*.....	●
Keller Structures, Inc.....	■
Kimmel Construction, Inc.....	■
L.E. Travis & Sons, Inc.....	●
LPR Construction Co.....	■
Laws Construction, Inc.....	●
Lehigh Construction Group, Inc.....	●
LeMay Electric, Inc.....	●
Loberg Excavating, Inc.....	●
Luxbrush Painting Co., Inc.....	●
M. W. Mielke, Inc.....	● ◆
Mays Concrete, Inc.....	■
Miller & Roberts, Ltd.....	■
New South Construction Co., Inc.....	●
North American Labor, Inc.....	●
North Bay Construction.....	■
Notch Mechanical Constructors.....	●
Pace Electric, Inc.....	■
Philip J. Brunger Concrete.....	■
Potter Electric Inc.....	■
Process Systems, Inc.....	●
Pryor & Frazer Construction, Inc.....	■
RL Turner.....	■
River City Electronics Co.....	■
Robert J. Baggett, Inc.*.....	●
Roche Constructors, Inc.....	■
Roers Construction Inc.....	■
S. David & Co., Inc.....	■
SSI Inc.....	●
Skanska*.....	●
Spade Corporation.....	■
South-Central Heating & Plumbing.....	■
Standard Roofing Company*.....	●
Stone & Webster Engineering Corp.....	●
Sun Country Heating & Air Conditioning.....	■
TE-KO Contractors, Inc.....	●
TerWisscha Construction, Inc.....	■
ThyssenKrupp Elevator Corporation*.....	●
United Forming Inc.....	●
W. G. Yates & Sons Construction Co.*.....	●
Western Slope Iron & Supply, Inc.....	■
Westmoreland Electric.....	◆
White-Spinner Construction Inc.*.....	●
Willis Construction Inc.....	●
Winter Construction, Inc.....	●
Wittburn Enterprises, Inc.....	■
Wright Electric, Inc.....	■
Yeager, Inc.....	●
Ziegler Industries, Inc.....	●



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