




THE STANDARD FOR DEVELOPING  
CRAFT PROFESSIONALS

# 2013 NCCER

ANNUAL REPORT







*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
- Registry
- Craft and Management Skill Assessments
- Certifications
- 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 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





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

# FROM THE PRESIDENT

The rise in construction employment during 2013, while modest, is indicative of the steady growth predicted by industry experts. As the industry continues to gain momentum, the need to address the skilled workforce shortage affecting the construction industry has become more important than ever before. NCCER remains focused on initiatives to attract, train and retain the skilled craft professionals needed by the industry to fuel its projected recovery.

One of these initiatives is the Construction Career Pathways Initiative. Through this national initiative, NCCER will provide support and resources for industry/education collaboration that will lead to narrowing the skills gap.

Our focus on strengthening workforce development in the construction industry continues to result in exceptional products and services. Our newly-released instructor resources provide materials and assistance that will enhance the classroom experience for both the instructor and trainee. Our online offerings continue to evolve as we add titles to NCCERconnect® and update our bookstore and website to make them more user-friendly.

These positive strides have contributed to the encouraging training numbers seen last year. Over 1.2 million modules were completed in 2013 alone, bringing our total training module completions to over 10 million. It is figures like these that prove craft training is becoming more and more of a priority for the industry.

We are proud of the progress we have made with our Global Workforce Development Initiative by launching module testing and providing credentials for the first internationally accredited organization in Colombia. We look forward to furthering our goal of creating a globally-recognized, portable credential for craft professionals in 2014.

The Build Your Future (BYF) Initiative continued to experience great momentum due to significant milestones such as the partnership with the state of Louisiana; its military initiative receiving significant industry support; its success with presentations by young craft professionals; and the expansion of its traditional Careers in Construction Week to the full month of October.

This is a truly exciting time in our industry. The global economy is strengthening, but a number of challenges remain. NCCER's progress during 2013 supports my belief that our organization is poised to meet these challenges head on. Thank you for your continued support and your commitment to our mission of building a safe, productive and sustainable workforce of craft professionals.



Sincerely,

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

Don Whyte,  
*President*

## FROM THE CHAIRPERSON

I strongly believe the key to creating a robust workforce is through an organized, industry-wide program that provides workers with credentials and certifications that are both recognized and portable throughout the industry. Serving as chair of the NCCER Board of Trustees has provided me with the unique opportunity to closely observe the organization's progress toward this vision through its ever evolving training, assessment and certification programs.

The NCCER staff has been steadfast in their commitment to developing, maintaining and enhancing NCCER's workforce development tools and resources to meet the dynamic needs of the industry. Their hard work demonstrates the organization's dedication to building a safe, productive and sustainable workforce of craft professionals.

A full and successful recovery will depend strongly on the industry's commitment to recruiting and training the next generation of craft professionals. NCCER has many new and existing tools and resources to help you meet this commitment. I encourage you to learn about and engage with NCCER, so together, we can advance workforce development in our industry.

It has been extremely rewarding for me as the 2013 Chairman to be part of an organization that is advancing the development of our industry. I look forward to continuing my support of NCCER's efforts in the coming years.



Sincerely,

A handwritten signature in black ink that reads "John C. Gaylor". The signature is written in a cursive, flowing style.

John Gaylor,  
*2013 NCCER Chairperson*

## BOARD OF TRUSTEES

John Gaylor, Gaylor Electric  
*2013 Chairman*

Lowell Wiles, Jacobs  
*2013 Vice Chairman*

Bob Parker, Repcon, Inc.  
*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.  
Kim Corley, Shell Exploration & Production Co.  
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  
Boyd Worsham, The Haskell Company  
Dr. Ray Issa, University of Florida M.E.  
Rinker School of Building Construction

## REVISIONS & CODE UPDATES

- Carpentry Level 1, Fifth Edition
- Field Safety, Second Edition
- Heavy Equipment Operations Level 2, Third Edition
- HVAC Level 1, Fourth Edition\*
- HVAC Level 2, Fourth Edition\*
- HVAC Level 3, Fourth Edition\*
- HVAC Level 4, Fourth Edition\*
- Hydroblasting, Second Edition
- Masonry Level 1, Fourth Edition
- Plumbing Level 2, Fourth Edition
- Power Line Worker: Substation Level 3
- Power Line Worker: Transmission Level 3

\* Released all four levels of HVAC, Fourth Edition in 2013.

## NCCERconnect<sup>®</sup> OFFERINGS

NCCER added new titles to its unique online platform, including e-texts for:

- Heavy Equipment Operations Levels 1 & 2
- Welding Levels 1 – 3
- Carpentry Level 1
- HVAC Level 1
- Plumbing Levels 1 & 2





# DEVELOPING

**171** titles released

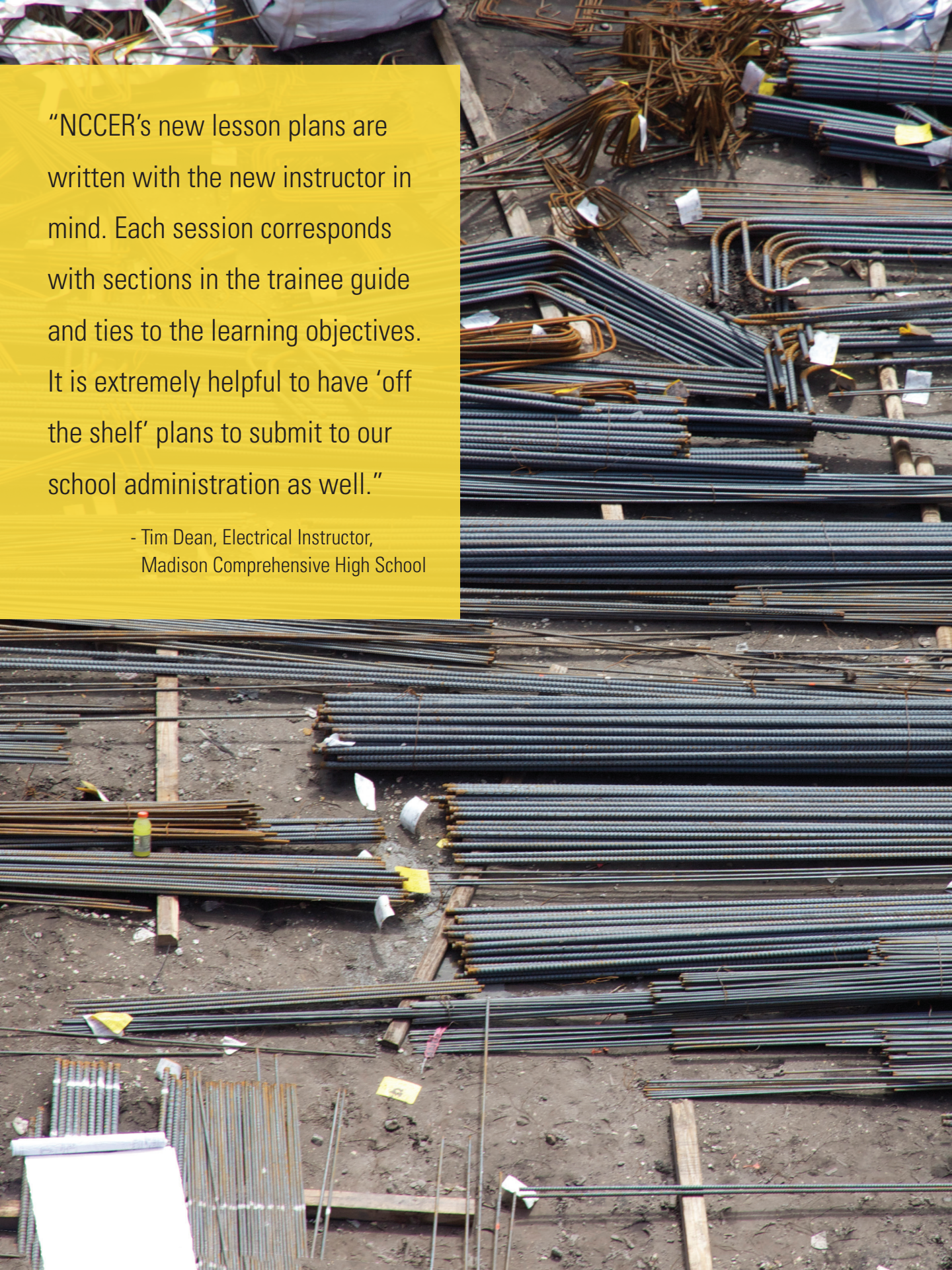
**822** modules released

**34,991** pages released



“NCCER’s new lesson plans are written with the new instructor in mind. Each session corresponds with sections in the trainee guide and ties to the learning objectives. It is extremely helpful to have ‘off the shelf’ plans to submit to our school administration as well.”

- Tim Dean, Electrical Instructor,  
Madison Comprehensive High School





## REVISED ASSESSMENTS

- Core Version 2
- Industrial Carpenter Version 4
- Industrial Electrician Version 4
- Industrial Insulator Version 3
- Industrial Ironworker Version 3
- Industrial Maintenance Mechanic Version 4
- Industrial Millwright Version 4
- Industrial Pipefitter Version 4

## EXPANDED PERFORMANCE VERIFICATION RESOURCES

NCCER released new Performance Verification Resources to assist in the administration of performance-based tests. These resources include plans for fabricating lab mock-ups and simulations; comprehensive equipment and materials lists; and video clips with step-by-step instructions.

## ENHANCED INSTRUCTOR RESOURCES

New Instructor Resources including comprehensive lesson plans and enhanced PowerPoints® for eight new curricula were developed and released in 2013.

### **New Comprehensive Lesson Plans**

- Step-by-step instructional outlines
- Learning objectives
- Teaching times & tips
- Safety considerations
- Equipment lists

### **New Enhanced PowerPoint® Presentations**

- Fully integrated with lesson plans
- New images
- Key talking points
- Instructor notes
- Additional slides with graphics for instructor customizations

# TRAINING, ASSESSMENT & CERTIFICATION

<b>48,430</b>	Assessments processed
<b>2,796</b>	Craft Performance Verifications
<b>31,432</b>	Craft Performance Tasks verified
<b>60,876</b>	Pipeline Performance Tasks verified
<b>13,528</b>	Knowledge Verified
<b>3,318</b>	Certified Plus
<b>203</b>	Assessment Administrators certified
<b>349</b>	Master Trainers certified
<b>3,273</b>	Craft Instructors certified
<b>28</b>	Crane Practical Examiners certified
<b>30</b>	Rigger/Signal Person Examiners certified
<b>1,030</b>	Mobile Crane Certifications
<b>1,237</b>	Rigger Certifications
<b>303</b>	Signal Person Certifications
<b>605</b>	Active Sponsors in the ANR

<b>1,223,489</b>	Module completions in 2013
<b>10,119,952</b>	Total modules completed

## AUDITS

<b>135</b>	Organizations visited
<b>605</b>	Programs audited

## ACCREDITATION

There are currently over 3,680 points of delivery for NCCER training and assessments under 943 programs.

<b>142</b>	New applicant programs
<b>48</b>	New programs fully accredited in 2013
<b>424</b>	New ATEFs/TUs/ATUs
<b>6</b>	New Crane Endorsed Programs
<b>9</b>	New Rigger/Signal Person Endorsed Programs

## GROWING RECOGNITION

NCCER's Mobile Crane Operator Certification Program meets and exceeds the requirements of the most current ASME B30.5 safety standards and OSHA 29 CFR part 1926. It is ANSI Accredited and allows for NCCER Mobile Crane Endorsed Accredited Assessment Centers to offer certifications in-house on the equipment their operators use.



*Over*  
**1.22**  
**Million**

Module Completions in 2013

**ELEVATING**

## NCCER CRAFT EDUCATION CHAMPION



Ed LePage, Cianbro

## ABC AWARD WINNERS

### **2013 ABC Craft Instructor of the Year:**

Anthony Ayotte, Cianbro

### **2013 ABC Craft Professional of the Year:**

Michael Arledge, Greiner Electric

## HASKELL WINS AWARD

Haskell won the National ABC Eagle Award for Construction Excellence and the Design Build Institute of America Award for the design and construction of the NCCER Headquarters.





**INSPIRING**

**carpentry**

## **SkillsUSA® NATIONAL CHAMPIONSHIPS**

For the fourth year, NCCER sponsored the National Carpentry Competition, and for the first year, sponsored the National Masonry Competition at the SkillsUSA® National Leadership and Skills Conference in Kansas City, Missouri. The goal of the event is to showcase the best career and technical students in the nation, with winners from state-level competitions from across the United States participating. NCCER also released a series of videos about the SkillsUSA® Carpentry and Masonry Competitions to promote greater industry involvement.



GAINESVILLE  
TRAINING FEDERATION  
CENTER FOR CONSTRUCTION  
EDUCATION AND RESEARCH  
NATIONAL COMPUTER CAMPAIGN  
YOUR FUTURE 2013  
Marketing Director  
Marketing Manager  
& Studios, Designer

2013 CURT WFD AWARD - NCACP

ADV



## CURT WORKFORCE DEVELOPMENT AWARD

NCCER received the 2013 CURT Workforce Development Award for its National Craft Assessment and Certification Program (NCACP).

## NATIONAL ACADEMY OF CONSTRUCTION INDUCTEE

Don Whyte was elected to become a member of the National Academy of Construction (NAC). Whyte was inducted on October 20th at the NAC Annual Meeting in Scottsdale, Arizona. More than 250 industry leaders were considered for the NAC's rigorous nomination and election process in 2013; he was among the 25 new inductees selected. Qualification requires the demonstration of high personal integrity and wide recognition of a nominee's work by industry peers. In addition to being a personal honor, election to the Academy allows members to volunteer their expertise to a variety of organizations, governmental and non-governmental, for the betterment of the industry as a whole.

## 2013 ADDY AWARDS

NCCER was awarded a Gold Addy and the "Best of Show" Addy Award for the 2011 NCCER Annual Report.



## NOTABLE MENTION

NCCER and BYF were featured in the award winning supplement by Media Planet. The special section was entitled "Employing America: Empowering America's Tradesmen" and included in the March 22nd issue of USA Today.



**BUILD YOUR FUTURE:  
GO PRO IN  
CONSTRUCTION.**

START YOUR CAREER TODAY BY BUILDING AMERICA

# CAREERS IN CONSTRUCTION MONTH (CICM)

Due to the overwhelming response to Careers in Construction Week, BYF extended the national campaign to span an entire month. BYF provided downloadable resources and videos in support of CICM events that took place across the country. CICM was highlighted in Florida when Governor Rick Scott proclaimed October to be Careers in Construction Month.

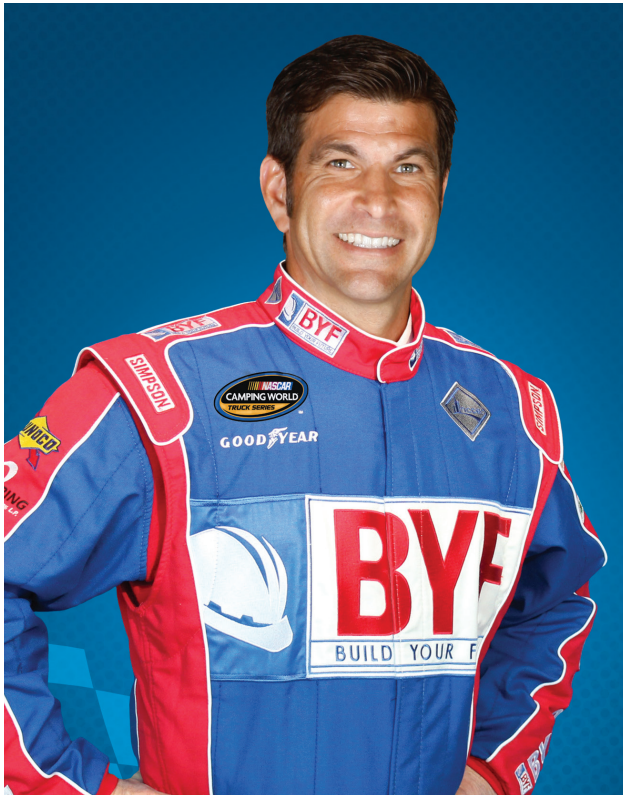
## CICM EVENT SPOTLIGHT



**Millen, Georgia:** BYF collaborated with Robins & Morton (R&M) and CARBO to sponsor several CICM events and activities in Jenkins County Public Schools and throughout the community. During the “Back to School” event, R&M, CARBO and BYF donated over 1,000 backpacks to Jenkins County Elementary and Middle School students. NCCER and Pearson also assisted with providing textbooks, teacher resources and various educational tools to the school staff.

**Irving, Texas:** On October 30th, BYF teamed up with the Construction Education Foundation of North Texas (CEF) and North Lake College (NLC) to host the third annual Construction Career Day event in Irving, Texas. The event featured indoor and outdoor exhibits and equipment demonstrations, along with a special guest appearance from NASCAR Camping World Truck Series driver David Starr, who addressed nearly a thousand students about how his path to a successful career began with his enrollment in a high school Career and Technical Education program.





## SPONSORSHIP OF NASCAR TRUCK SERIES DRIVER DAVID STARR

Following Starr's fifteenth successful truck series season in 2012, BYF expanded its support of the No. 81 NASCAR Camping World Truck Series driver in its third consecutive year as a sponsor. The expanded sponsorship included a brand new BYF racing suit and a season-long presence on the No. 81 Toyota Tundra.



## SCRAMBLE FOR SKILLS

BYF hosted the third annual Scramble for Skills Recruitment Drive and Golf Tournament in Tucson, Arizona on November 10th and 11th. Participants enjoyed a half day of instruction from golf pros, great prizes and an exciting tournament at The Hilton Tucson El Conquistador Golf and Tennis Resort. The fundraiser earned over \$27,000 in addition to contributions from the event's sponsors.

Proceeds from the event will allow BYF to provide funds for training and assisting new industry recruits.



## GO PRO IN CONSTRUCTION®

In October 2013, BYF launched a newly designed poster series in support of its Build Your Future: Go Pro in Construction® campaign. The posters, brochures and bookmarks are available for free download at [byf.org/resources](http://byf.org/resources) and can be purchased using the BYF order form.



## PARTNERSHIP WITH LOUISIANA PROMOTES RECRUITMENT

The Louisiana Department of Economic Development and the Louisiana Workforce Investment Council announced the state's adoption of BYF as their official statewide craft workforce recruitment program. In addition, the "Build Your Future. Build Louisiana" website was launched in July 2013 as a subdomain of the BYF website and provides regional career training resources and hiring information.



## YOUNG CRAFT PROFESSIONALS

BYF continued its best practice of highlighting young craft professionals as a way to reach and recruit the next generation of craft professionals throughout 2013. Young craft professionals Ashley Webel (RoMan Engineering Services), Holley Thomas (KBR), Kaila O'Farrell (SkillsUSA®), Ezra Presley (LPR) and Travis Weber (LPR) joined BYF at events across the country promoting the opportunities available to young people pursuing careers in construction. Presentations were made at major national conferences including ACTE's CareerTech VISION conference, the Construction Industry Institute (CII) Annual Conference and the American Fuel and Petrochemical Manufacturers conference. In partnership with NASCAR and Irwin Tools, BYF also hosted a young craft professional event in Bristol, Tennessee.

## MILITARY EVENTS



- Attended military career fair with representatives from ISC and Brand Energy at the Naval Construction Battalion Center in Gulfport, Mississippi.
- Attended Recruit Military career event in Jacksonville, Florida.

## SKILLS TO INDUSTRY RECRUITMENT ALLIANCE

The Skills to Industry Recruitment Alliance was created in partnership with SkillsUSA® to connect promising students in construction programs with industry employers. An online database will allow students to register, instructors to verify training milestones, and employers to connect with those students once they have met the employment criteria.





## FAST TRACK TO CIVILIAN EMPLOYMENT

BYF, in conjunction with construction industry leaders, established a group with a mission to connect returning military personnel with rewarding careers in the construction industry. Working with key military representatives at the Pentagon, the task force began developing a method of assessing, training and transitioning military veterans into high-skill, high-wage jobs within the industry. The companies represented on the task force are committed to give hiring preference to veterans that successfully complete NCCER industry-recognized programs.

BYF also released new resources to promote hiring military:

- Military Crosswalk and Employer Crosswalk
- Video series promoting construction careers and military recruitment including:
  - *Rethink Careers in Construction: Hire Military*
  - *Military to Construction: A Strong Fit*

# GLOBAL WORKFORCE DEVELOPMENT INITIATIVE

In partnership with leading global vocational education provider Pearson International/Edexcel, NCCER continued its Global Workforce Development Initiative with the mission of establishing a globally-recognized credential for construction craft professionals. The initiative made significant progress in 2013, with over 5,700 module completions submitted by NCCER's first internationally accredited organization in Colombia. NCCER also met with officials from ABEMI and Petrobras to finalize plans for a pilot training program in Brazil in 2014. While honing the international model in Colombia, NCCER continues to evaluate opportunities from more than fourteen different countries around the world.

## NCCER EVOLVES GLOBAL PRESENCE

As part of a Construction Industry Institute (CII) delegation, Don Whyte discussed workforce development as part of CII Research Team 252 Productivity Study Presentation at the June 2013 European Construction Institute Conference in London.

**5,783** international online module exams delivered

**350** modules translated into 2 languages

**314** Spanish titles

**3** Portuguese titles

**12** international assessments released

**10** Spanish assessments

**2** Portuguese assessments







# EXPANDING

“The shortage of skilled workers continues to be a major challenge, not just in the United States, but worldwide,” said NCCER President Don Whyte. “As a result, the growing mismatch between workers’ skills and employers’ needs has to be addressed on an international scale.”



## ENHANCED NCCER BOOKSTORE

The upgraded online bookstore, formerly known as the online catalog, now allows customers to build, save and print their shopping carts, and place orders online. NCCER worked directly with Pearson to make their website more customer friendly.

## UPDATED NCCER WEBSITE

The NCCER website was enhanced to feature new links and improved navigation for site visitors:

- Scrolling partner logos throughout the website
- New events page with additional features
- “What’s New with NCCER” section on the homepage featuring the latest news
- New international navigation link that connects to NCCER’s global activities
- Link to *The Cornerstone* magazine website
- Marketplace link leading to the new NCCER online bookstore
- Live Twitter feed



## CONSTRUCTION CAREER PATHWAYS INITIATIVE

In a continued effort to narrow the skills gap, NCCER kicked off the Construction Career Pathways Initiative. Contractors and educators were sent surveys to help establish a nationally-endorsed resource detailing how the construction industry and education can work together to ensure students have the skills they need to succeed.

## *THE CORNERSTONE*

Starting with the Fall 2013 issue, *The Cornerstone* magazine expanded from 32 to 40 pages. The magazine now features a special section dedicated to providing the latest news, events and announcements on the BYF recruitment and image enhancement initiative. With the importance of attracting the younger generation at an all-time high, this highly relevant new section adds value to the publication.

# BUSINESS PARTNERS



# PARTNERS

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

Construction Industry Institute

Construction Users Roundtable

Construction Workforce Development Center

Design Build Institute of America

Gulf States Shipbuilders Consortium

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 Technician Excellence

Painting & Decorating Contractors of America

Portland Cement Association

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



**FINANCING**



## TOTAL REVENUE & EXPENSES

Figure A	Year End Dec 2012	Year End Dec 2013
<b>TOTAL OPERATING REVENUE</b>		
NCCER Curricula (Net)	\$5,125,843	\$5,200,159
Cents-Per-Hour Contributions	\$626,132	\$702,214
Endowment	\$576,000	\$427,000
Skills Assessments	\$716,294	\$818,918
Academy	\$37,612	\$24,704
Training Tour	\$175,022	\$143,701
International	NA	\$37,129
Multimedia & Other	\$4,227	\$7,613
<b>Total</b>	<b>\$7,261,130</b>	<b>\$7,361,437</b>

Figure B	Year End Dec 2012	Year End Dec 2013
<b>TOTAL EXPENSES</b>		
Craft Projects	\$1,508,163	\$2,194,441
Administration	\$1,854,764	\$2,136,490
Workforce Development	\$375,279	\$463,115
Marketing, Research & Internet	\$620,649	\$642,718
Build Your Future	\$217,849	\$259,509
Operations, Registry & Info Systems	\$615,510	\$720,322
Facilities	\$246,815	\$305,091
<b>Total</b>	<b>\$5,509,509</b>	<b>\$6,721,685</b>

Figures A and B show the total net revenue for 2013.

# 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 assists operational expenses in the event of an economic downturn. Additionally, the Reserve Fund, upon the approval of the Board of Trustees, underwrites the costs of unbudgeted organizational or promotional needs, industry support initiatives, or developing products, programs or services that arise from unexpected opportunities. At the end of 2013, the reserve fund balance was \$6,526,794, which is shown in Figure C.

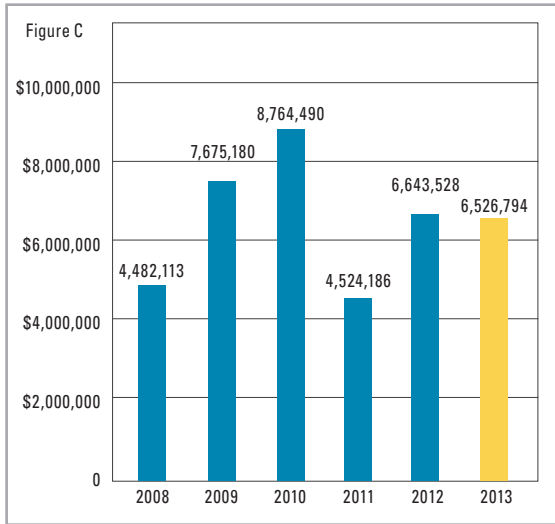


Figure C shows the reserve fund balance.

# 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 2013, the endowment fund balance was \$10,144,189, which is shown in Figure D. See pages 33 & 34 for a list of endowment contributors.

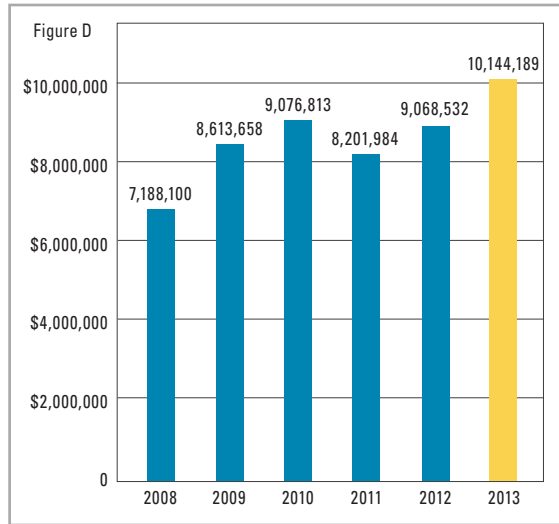


Figure D shows the endowment fund balance.

# 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 activities. This mechanism provides independent third-party verification that funds are applied only to training-related activities. Figure E shows the total NTSA contributions each year. See pages 33 & 34 for a list of NTSA contributors.





# ONE CENT PER HOUR

## *For Recruitment and Image Enhancement*

In 2008, NCCER contractors began converting from the traditional 15 cent NTSA to a 16 cent per craft hour contribution, with the additional one cent being used to support NCCER recruitment and image enhancement efforts for the industry. The importance of this program cannot be overstated. Those progressive contractors who are contributing the one cent are helping us make a difference in recruitment and image enhancement. Figure E shows the total one-cent contributions. See pages 33 & 34 for a list of one cent contributors.

# TWO CENTS PER HOUR

There are also organizations that had previously established methods to fund their training programs; they 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 E shows the total two-cent contributions. See pages 33 & 34 for a list of two-cent contributors.

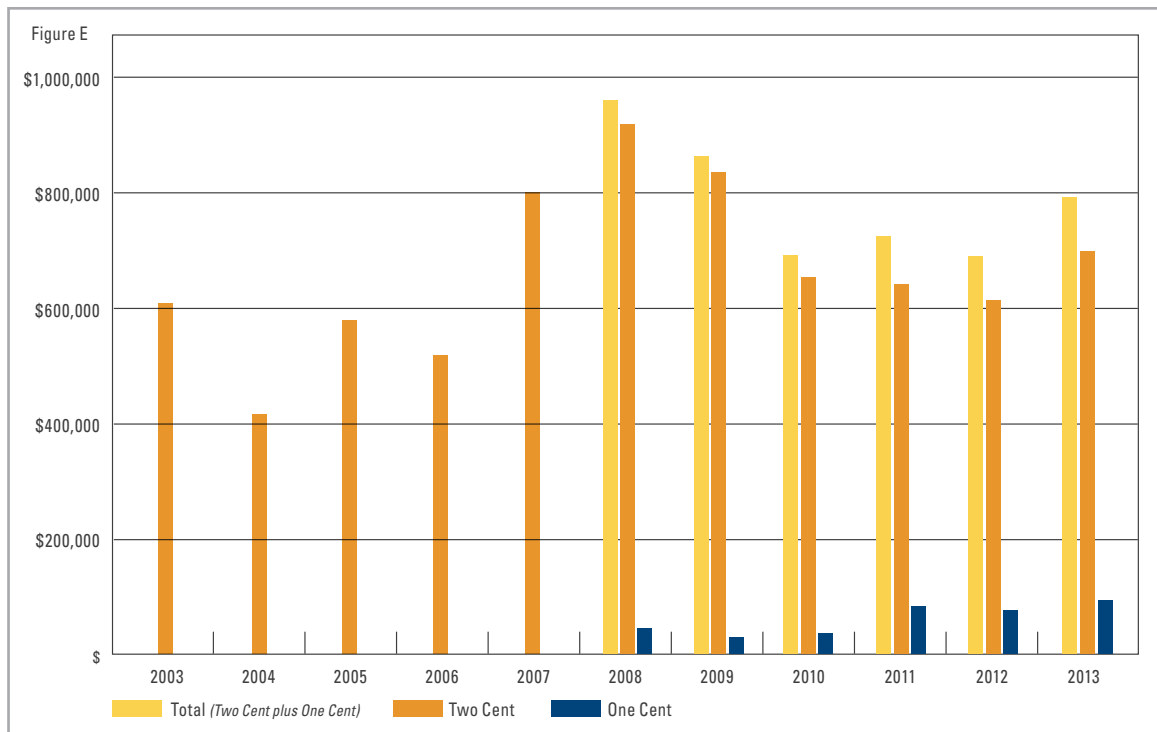


Figure E shows the NTSA contributions each year.

# 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

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

## \$500 THOUSAND - \$250 THOUSAND

ABC - Texas Gulf Coast Chapter.....	◆
Austin Industrial.....	◆
BIS Fru-Con Construction Corp.....	◆ ●
BP Amoco Corp.....	◆
Caterpillar.....	◆
Hensel Phelps Construction Co.....	◆
Ivey Mechanical Company.....	◆ ●
J. A. Jones (Metric Constructors Inc.).....	◆
Kamtech Services, Inc.....	◆
Miller Electric Manufacturing Co.....	◆
Repron, 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.....	◆
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.....	◆ ●
Saiaa 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.....	◆
Zigego 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.....	●
PaceElectric, 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.*.....	●
Robins & Morton Group.....	■◆
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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