



# 2014 NCCER ANNUAL REPORT



THE STANDARD FOR DEVELOPING  
CRAFT PROFESSIONALS



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



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## ABOUT NCCER

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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 and portable credentials for the construction and maintenance industries. NCCER offers an array of workforce development resources to help reduce the skilled workforce shortage including:

- Accreditation
- Instructor Certifications
- Standardized Curricula
- Registry System
- Skill Assessments
- Certifications
- Build Your Future Industry Recruitment and Image Enhancement

## CORE VALUES

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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

A woman in a red hard hat and safety vest is working on a construction site. She is wearing a red hard hat with a white sticker on the front, black safety glasses, and a red safety vest over a blue long-sleeved shirt. She is looking towards the right. In the background, another worker in a red hard hat and safety vest is visible, working on a structure. The image is framed by a large white diagonal shape on a dark green background.

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

## FROM THE PRESIDENT

As a critical need for craft training reemerged in 2014, NCCER was positioned to meet the workforce development challenges facing the construction industry. Our focus on helping the industry recruit, train and retain skilled craft professionals led our collective effort to forward our mission to develop a safe, productive and sustainable workforce of craft professionals.

This focus has contributed to a significant increase in the number of Performance Verifications completed, resulting in more than double the number of craft professionals who became Certified Plus in 2014, as compared to the prior year. Figures like these highlight the industry's demand for qualified workers as construction and maintenance activities rapidly escalate.

In addition to our many traditional resources to meet the workforce development demands of today's industry, NCCER released the Contractors Workforce Development Assessment in 2014. Created cooperatively with the Construction Users Roundtable, this unique assessment tool can elevate the quality of workforce development programs across the country.

NCCER also demonstrated its commitment to shrinking the skills gap through its Construction Career Pathways initiative. The Construction Career Pathways Conference was attended by nearly 150 industry and education representatives to help build stronger pathways to construction careers. Our Global Workforce Development initiative continued to expand with new accreditation sites, international module completions and translations.

NCCER continued to expand and innovate our efforts to promote industry recruitment and image enhancement. Build Your Future strengthened its commitment to connecting veterans with careers in the construction industry through its Hard Hat Heroes military initiative. First Lady Michelle Obama recognized NCCER as a major contributor in developing a fast track for civilian employment.

Overall, I am extremely pleased with the advancements NCCER made in 2014. Continuing to evolve our initiatives and resources in 2015 should provide even greater benefits for our stakeholders. With your continued support, NCCER remains poised to meet your needs and the needs of our industry while continuing to set the standard for developing craft professionals.



Sincerely,

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

Donald E. Whyte  
*President*

## FROM THE CHAIRMAN

Preparing our workforce with the skills necessary to perform safe, productive and quality work is essential for the industry. As the 2014 NCCER Board of Trustees Chairman, I am proud to have been part of a group of progressive leaders who worked selflessly this year to enhance our training, curricula and assessment programs to meet the evolving needs of the industry. The result of their commitment and dedication is an industry-recognized and standardized training and credentialing program, which is a key component in developing a workforce of skilled craft professionals to help the industry meet its challenges.

The future success of the industry relies on our commitment to having a comprehensive workforce development strategy built around recruiting, training and retaining the next generation of craft professionals. NCCER and its Build Your Future initiative are prepared to meet today's workforce challenges with their new and existing resources. I encourage you to support their efforts as we commit to strengthening our existing workforce while building the foundation for a prepared future workforce.

It has been a privilege to serve as the 2014 Chairman, and I look forward to continuing my relationship with NCCER throughout my career.



Sincerely,

A handwritten signature in black ink, appearing to read 'Lowell Wiles', written in a cursive style.

Lowell Wiles, Jacobs  
*2014 NCCER Chairman*

## BOARD OF TRUSTEES

Lowell Wiles, Jacobs  
*2014 NCCER Chairman*

Jerry Rispone, ISC  
*2014 Vice Chairman*

John Gaylor, Gaylor Electric  
*Immediate Past Chairman*

Ed Cassady, Robins & Morton  
*2014 Secretary*

Vincent Giardina, LeGlue & Company, CPAs  
*2014 Treasurer*

## MEMBERS

Michael Bennett, Cianbro Corporation

Dan Brodbeck, Compass Partners

Eddie Clayton, Southern Company Generation

Kim Corley, Shell Exploration & Production Company

Wayne Crew, Construction Industry Institute

Jeff Davis, The Brock Group

Andy Dupuy, CB&I

Rob Beekhuizen, Fluor

Michael Hollingshaus, Tesoro Corporation

Dr. Ray Issa, University of Florida, M.E. Rinker, Sr. School of Construction Management

Matt Lawrence, ExxonMobil

Tim Lawrence, SkillsUSA®

Carl McColey, DuPont

Eric Regelin, Granix, LLC

Chip Reid, Current Builders

Stephen Toups, Turner Industries Group

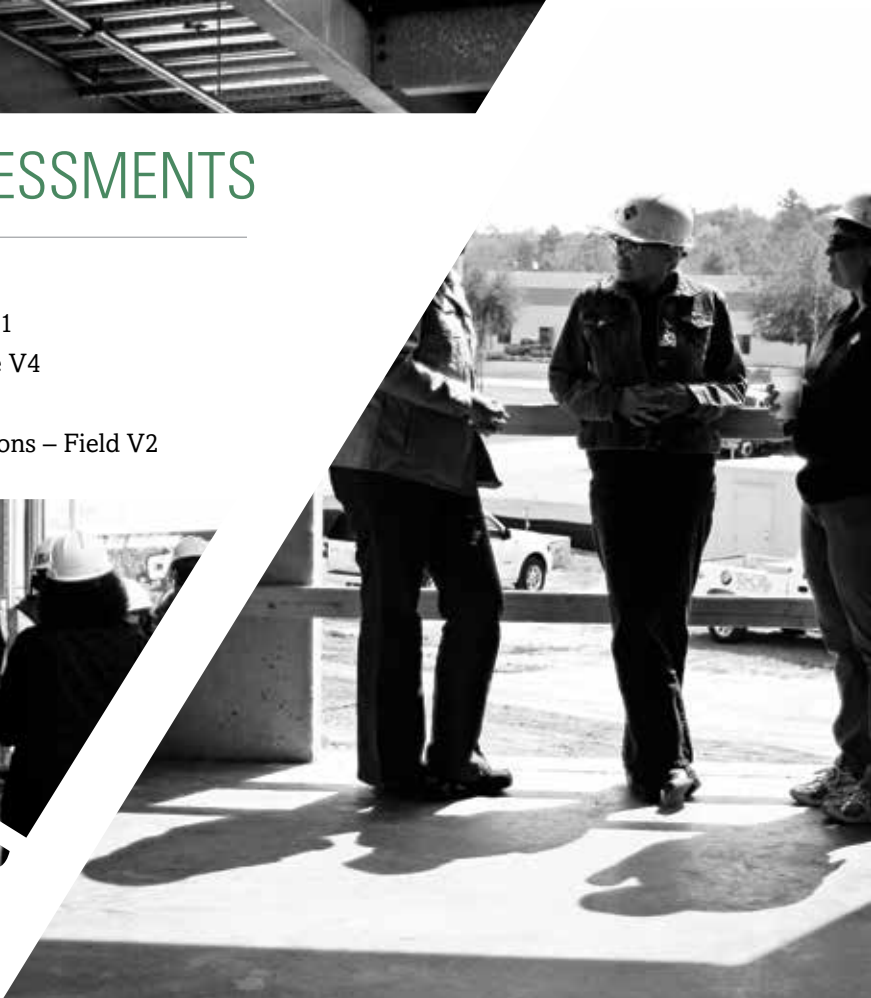
C. Rockwell Turner, L.P.R. Construction Co.

Tom Vaughn, Yates Constructors

Boyd Worsham, The Haskell Company

# NEW/REVISED ASSESSMENTS

- Boilermaker – Pressure Vessel V2
- Industrial Boilermaker – Exchanger V1
- Industrial Boilermaker – Maintenance V4
- Maritime Core Assessment V1
- Pipeline Abnormal Operating Conditions – Field V2



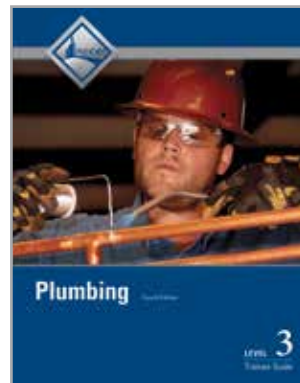
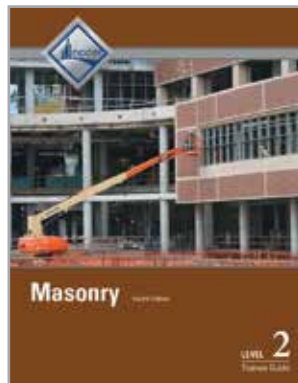
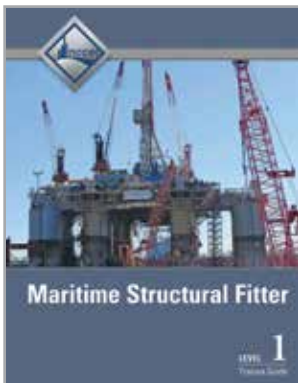
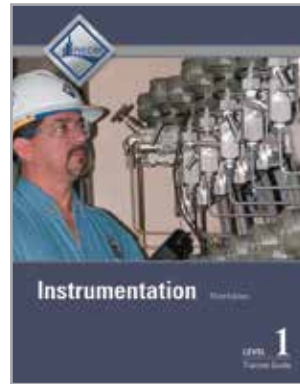
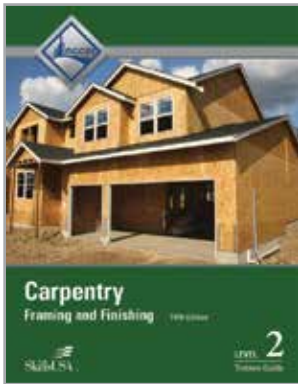
DEVELOPING





# NEW/REVISED CURRICULA IN COLOR WITH IMPROVED INSTRUCTOR RESOURCES

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- Carpentry Levels 2 and 3, 5th Edition
- Heavy Equipment Operations Level 3, 3rd Edition
- Instrumentation Level 1, 3rd Edition
- Maritime Structural Fitter Levels 1 and 2, 1st Edition
- Maritime Pipefitter Level 2, 1st Edition
- Masonry Levels 2 and 3, 4th Edition
- Plumbing Level 3, 4th Edition

NCCER continues to meet the changing needs of the pipeline industry through the revision of curriculum and assessments to include task-based modules for the latest operator qualification regulations.

- Pipeline Control Center Abnormal Operating Conditions, 2nd Edition
- Pipeline Field Abnormal Operating Conditions, 2nd Edition

## CODE UPDATES

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All four levels of Sprinkler Fitting were updated to the 2013 edition of National Fire Protection Association 13.

All four levels of Electrical were updated to include the 2014 National Electrical Code update and new PowerPoint® presentations.



# ELEVATING

## CONTRACTORS WORKFORCE DEVELOPMENT ASSESSMENT

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NCCER and the Construction Users Roundtable released the Contractors Workforce Development Assessment (CWDA) in August. This unique assessment tool objectively measures the quality of a contractor's workforce development program and their commitment to it. The CWDA includes an assessment for construction managers, self-performing general or prime contractors and subcontractors. The assessment enhances the ability of owners to prequalify contractors and contractors to prequalify subcontractors based on workforce development by making it a key criterion in the contractor selection process. As owners and general contractors begin to mandate the use of the CWDA, it has the potential to fundamentally change the landscape of workforce development and generate benchmarks that will benefit the future workforce development efforts of the industry.



## CONSTRUCTION WORKFORCE DEVELOPMENT PROFESSIONAL CERTIFICATION

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NCCER began developing the Construction Workforce Development Professional Certification program in 2014. This new program was developed in response to industry's concerns regarding the increasing number of retiring workforce development professionals. The program provides training and assessments for organizations to prepare and evaluate their workforce development professionals. With the support of subject matter experts, modules for the curriculum were written, and the assessment was developed, vetted and piloted. The program will be released in 2015.

# TRAINING, ASSESSMENT & CERTIFICATION

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**52,848** Assessments processed  
**4,623** Craft Performance Verifications completed  
**41,962** Craft Performance Tasks verified  
**47,878** Pipeline Performance Tasks verified  
**13,222** Knowledge Verified  
**7,268** Certified Plus  
**164** Assessment Administrators certified

**321** Master Trainers certified  
**3,677** Craft Instructors certified  
**25** Crane Practical Examiners certified  
**41** Rigger/Signal Person Examiners certified  
**1,093** Mobile Crane certifications  
**1,595** Rigger certifications  
**516** Signal Person certifications

## ACCREDITATION

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There are currently 4,041 formally recognized points of delivery for NCCER training and assessments under 960 programs. The following are the number of new programs:

**112** Applicant programs  
**30** Programs fully accredited  
**161** ATEFs  
**31** ATUs  
**299** TUs  
**6** Crane endorsed programs  
**8** Rigger/signal person endorsed programs

## MODULE COMPLETIONS

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In August, the 11 millionth training module was completed in the NCCER Registry System.

**1,255,484** Module completions in 2014  
**11,322,717** Total module completions by the end of 2014

## AUDITS

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**174** Organizations visited  
**267** Programs audited





INSPIRING

## SkillsUSA®

NCCER sponsored the SkillsUSA Carpentry and Masonry competitions at the 50th annual SkillsUSA National Leadership and Skills Conference in Kansas City, Missouri. More than 6,100 outstanding career and technical education (CTE) students competed in 99 different craft, technical and leadership fields. The competitions were part of the SkillsUSA Championships, which is the national-level competition for secondary and postsecondary students enrolled in CTE programs. 2014 marked the fifth year that NCCER has sponsored the SkillsUSA Carpentry Competition and its second year sponsoring the Masonry Competition.

## 2014 CRAFT INSTRUCTOR OF THE YEAR

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Each year, NCCER sponsors the ABC Craft Instructor of the Year. The 2014 recipient was Lloyd Evans of Watson Electrical Construction.

## 2014 ADDY AWARDS

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NCCER's Marketing department won three American Advertising awards, including a gold ADDY for NCCER's 2012 Annual Report, a silver ADDY for the NCCER Quick Reference Guide and a silver ADDY for Build Your Future's Go Pro in Construction poster series. The ADDYs took place in February in Gainesville, Florida, and honored work produced by local agencies and organizations during 2013.



## NCCER CONSTRUCTION EDUCATION CHAMPION

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Diane Greene, executive director of NCCER's Build Your Future initiative, received the Construction Education Champion award at NCCER's Board of Trustees reception in San Antonio, Texas. The award is given to industry professionals with at least 10 years of service to NCCER and who have made significant contributions to construction education and workforce development. Don Whyte, president of NCCER, presented the award to Diane, who is the first NCCER employee to receive it.

## CAREER FAIRS

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Build Your Future (BYF) continued to promote construction career opportunities at career fairs throughout the country, meeting with approximately 8,000 students, teachers and parents in 2014 alone.

Construction Career Expo  
*Kingsport, Tennessee*

Construction Career Day  
*San Antonio, Texas*

USA Science and Engineering Festival  
*Washington, D.C.*

Construction Career Day  
*Dallas, Texas*

New Hampshire Construction Career Days  
*New Boston, New Hampshire*

2014 Construction Careers Expo  
*Pasadena, Texas*

## VIDEOS

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BYF continued to promote careers in construction through the release of two new video series, “What If?” and “Inside the Hard Hat.” The “What If?” series included three 90-second videos that established an emotional connection with the industry and highlighted how construction careers offer more than just a paycheck. The “Inside the Hard Hat” series featured four videos with footage and information from some of the most exciting construction careers. In addition to the two series, BYF also released a “How to Start a Career in Construction” video, which included detailed steps for those interested in working in construction, and a “Credentials Matter” video that showed how construction careers begin with high school career and technical education programs.

**BUILD YOUR FUTURE**





BYF teamed up once again with driver David Starr for the 2014 NASCAR Nationwide Series season to promote construction careers. David spoke to approximately 2,800 career and technical education students. BYF was David's primary sponsor for two races and a hood sponsor for one race.



# HARD HAT HEROES MILITARY INITIATIVE

NCCER was recognized by First Lady Michelle Obama at the Veterans' Employment in Construction Symposium in Washington D.C., as a major contributor in developing a fast track for civilian employment. Secretary of Labor Thomas E. Perez announced that a coalition of construction employers and associations pledged to hire more than 100,000 veterans over the next five years. NCCER and BYF were proud to have members of their military task force join them for this pioneering event. NCCER and BYF are committed to help returning military make a smooth transition and enable them to continue to serve the country they love by building America.

BYF also joined industry employers at military career fairs to help connect transitioning service members with careers in construction. These events help educate service members about how their Military Occupational Skill codes align with NCCER's industry-recognized, portable credentials.

## MILITARY CAREER FAIRS

Ventura County's Spring Career Fair  
*Port Hueneme Naval Base in California*

Seabee Day 2014  
*Naval Construction Battalion Center in Gulfport, MS*

Gulfport Military Career Fair  
*Naval Construction Battalion Center in Gulfport, MS*

## GI JOBS AD

Six employers and one association joined BYF in a national advertisement for G.I. Jobs' annual Military-Friendly Employers edition to promote construction career opportunities to transitioning veterans.

## INDUSTRY PARTNERS

Bechtel  
Crossland Construction  
Fluor  
ISC  
Jacobs  
KBR  
L.P.R. Construction Co.  
Marek Brothers  
Overland Contracting  
Performance Contractors, Inc.  
S&B  
Sundt  
TIC  
Turner Industries  
Zachry



## YOUNG CRAFT PROFESSIONALS

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For the third consecutive year and with support from the Construction Industry Institute (CII), BYF presented at CII's annual conference. The presentation "Survey Says: Recruitment Requires Commitment" featured four young craft professionals from Gaylor Electric, Ironworkers Local Union #5, Turner Industries and SkillsUSA. They spoke about the construction industry's growing opportunities, aging workforce and how to attract young people entering the workforce. These young craft professionals also provided insight on their paths to success, their inspiration for joining the industry and how employers can recruit the next generation of skilled craft professionals.

## SCRAMBLE FOR SKILLS

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Prior to CII's annual conference, BYF hosted 85 golfers from more than 35 industry organizations at the Scramble for Skills Recruitment Drive and Golf Tournament. Through the support of Back Tee Sports, attendees received individual instruction from golf professionals throughout the day. The focus of the event was to highlight the need for industry to strengthen its recruitment efforts and promotion of construction careers to eliminate the current and future workforce challenges. As a result of the event, nearly \$10,000 was added to BYF's fund to benefit scholarships for new recruits entering the construction industry.





## SCHOLARSHIPS

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NCCER and BYF launched the Build Your Future Scholarship program to benefit individuals seeking construction-related careers and training. The program includes a \$20,000 annual donation for five years to each of the following organizations:

- Associated Builders and Contractors
- Associated General Contractors of America
- Folds of Honor

Each year, BYF offers scholarship challenges for local user councils to match funds provided by BYF. BYF's contribution includes a \$1,000 annual donation to a local user council to match through the support of its members. In 2014, Southeastern Construction Owners and Associates Roundtable (SCOAR) met this challenge and raised \$4,000. BYF and SCOAR provided \$5,000 worth of scholarships to SkillsUSA participants pursuing construction-related training.



# GLOBAL WORKFORCE DEVELOPMENT INITIATIVE

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## COLOMBIA

Representatives from the Servicio Nacional de Aprendizaje (SENA), a Colombian network of technical colleges accredited by NCCER, and Ecopetrol, the largest oil company in Colombia and one of the 25 largest in the world, visited NCCER's headquarters to discuss their ongoing training and recruitment efforts in South America. In 2014, SENA trainees completed more than 10,392 modules of NCCER training. Many of the workers trained at SENA have been hired by Ecopetrol to work on a major modernization project at la Refenería de Barrancabermeja, Colombia's largest oil refinery.

## CANADA

In October, Peter Kiewit Infrastructure Co. in Canada, became an NCCER Accredited Training and Certification Centre. While both Kiewit and TIC are established NCCER sponsors in the U.S., Kiewit's Canada-based operation is now delivering training internationally. In 2014, Kiewit trained its Canadian workforce in concrete finishing, site layout and heavy highway construction.

EXPANDING



# 12,204

International module completions



# TRANSLATIONS

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## SPANISH

- 36 modules of Boilermaking were translated and all four levels were adapted to include metrification and international subject matter expert vocabulary validation. In addition, one boilermaking assessment was translated.

## RUSSIAN

- 76 modules from the following seven titles were translated: Basic, Intermediate and Advanced Rigging, Heavy Equipment Operations, Pipefitting, Scaffolding and Welding.
- In total, 14 levels were adapted to include metrification and international subject matter expert vocabulary validation.





# COURSE ALIGNMENTS

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33 total course alignments were completed to support NCCER training program adoption. By working with organizations to conduct a comparative analysis of their programs, NCCER continues to expand the use of its curricula throughout the U.S. and globally.

- 12 ALIGNMENTS FOR CAREER COLLEGES
- 8 ALIGNMENTS FOR STATE DEPARTMENTS OF EDUCATION
- 7 ALIGNMENTS FOR PIPELINE
- 5 ALIGNMENTS FOR INTERNATIONAL
- 1 ALIGNMENT FOR GOVERNMENT (TARS)

## BREAKING GROUND: The NCCER Blog

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NCCER released a weekly blog, *Breaking Ground*, which explores current topics in the construction industry ranging from workforce development, recruitment and image enhancement, industry news, training programs and craft professions. Blog authors include leading industry, education and NCCER representatives who provide unique and personal insight on the topics impacting our industry.

## eSTORE

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The NCCER eStore was launched and carries a selection of NCCER and BYF branded merchandise. The eStore reached more than \$1,000 in sales during the first week of release. Items include polo shirts, hats, tumblers, hard hat decals, accreditation signage for Sponsors and Assessment Centers and marketing pieces that can be customized with a company logo.

## MASTER TRAINER WEBINARS

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The Master Trainer webinar series was completely revised to include a clearer, systematic presentation that guides new Master Trainers and Primary Administrators through the implementation steps following the Master Trainer Instructor Certification Training Program and the Administrator Certification Training Program class.

## REVISIONS TO CERTIFICATION TRAINING PROGRAMS

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NCCER began revising its Master Trainer Instructor Certification Training Program, Instructor Certification Training Program and Administrator Certification Training Program with the goal of making their content more sustainable. NCCER conducted an internal review of the programs, updated the documentation and validated the content with subject matter experts. The revised programs are scheduled to be released in 2015.



## CONSTRUCTION CAREER PATHWAYS INITIATIVE

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In an effort to build stronger career pathways for tomorrow's craft professionals, NCCER hosted the Construction Career Pathways Conference at the Association for Career and Technical Education's VISION Conference in Nashville, Tennessee. Speakers representing both industry and education discussed their goals of narrowing the skills gap in each state and creating a pipeline of talent into the construction industry. Survey results from the release of the initiative in 2013 were incorporated into guidance documents along with best practice profiles and other resources, which were presented at the 2014 conference, and a website was developed to provide wider distribution of those resources.





# FINANCING



## BUSINESS PARTNERS

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## PARTNERS

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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  
Construction Industry Institute  
Construction Users Roundtable  
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 Technical Honor Society  
National Utility Contractors Association  
NAWIC Education Foundation  
North American Technician Excellence  
SkillsUSA®  
Steel Erectors Association of America  
U.S. Army Corps of Engineers  
University of Florida, M.E. Rinker, Sr. School of Construction Management  
Women Construction Owners & Executives, USA



## TOTAL REVENUE & EXPENSES

Figure A	Year End Dec 2013	Year End Dec 2014
<b>OPERATING REVENUE</b>		
NCCER Curricula (Net)	\$5,200,159	\$6,163,749
Cents-Per-Hour Contributions	\$702,214	\$853,864
Endowment	\$427,000	\$470,000
Skills Assessments	\$818,918	\$847,168
Training Tour	\$143,701	\$94,797
International	\$37,129	\$126,381
Multimedia & Other	\$7,613	\$(9,056)
<b>Total</b>	<b>\$7,361,437</b>	<b>8,546,902</b>

Figures A and B show the total net revenue for 2014.

Figure B	Year End Dec 2013	Year End Dec 2014
<b>EXPENSES</b>		
Craft Projects	\$2,194,441	\$1,799,611
Administration	\$2,136,490	\$2,420,614
Workforce Development	\$463,115	\$411,099
Marketing, Research & Internet	\$642,718	\$740,354
Build Your Future	\$259,509	\$324,842
Operations, Registry & Info Systems	\$720,322	\$770,850
International	NA	\$133,078
Facilities	\$305,091	\$301,792
<b>Total</b>	<b>\$6,721,685</b>	<b>\$6,843,894</b>

## 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 2014, the reserve fund balance was \$7,625,258, which is shown in Figure C.

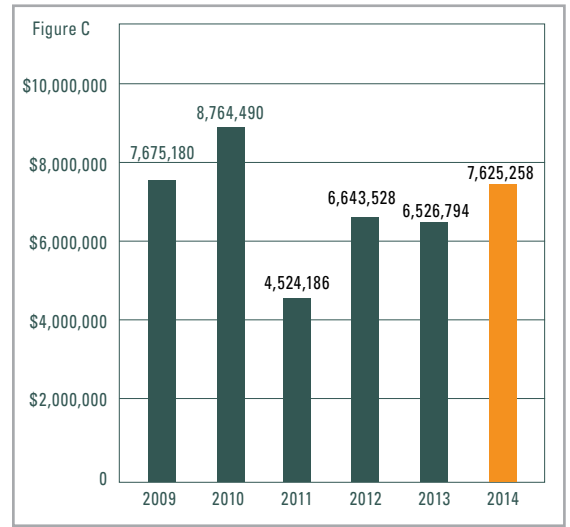


Figure C shows the reserve fund balance.

## 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 2014, the endowment fund balance was \$10,071,611, which is shown in Figure D. See pages 34 & 35 for a list of endowment contributors.

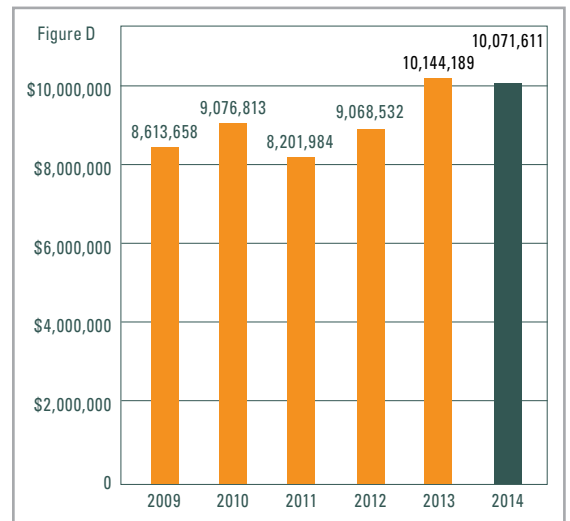


Figure D shows the endowment fund balance.



## 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 supports NCCER's workforce development efforts and industry advancement of craft training, and one cent supports recruitment and industry image enhancement 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 34 & 35 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 Build Your Future, NCCER's recruitment and image enhancement initiative 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 34 & 35 for a list of one cent contributors.

## TWO CENTS PER HOUR

There are also organizations that have their own company 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 beginning to convert to a three-cent contribution to support the recruitment and image enhancement efforts as well. Figure E shows the total two-cent contributions. See pages 34 & 35 for a list of two-cent contributors.

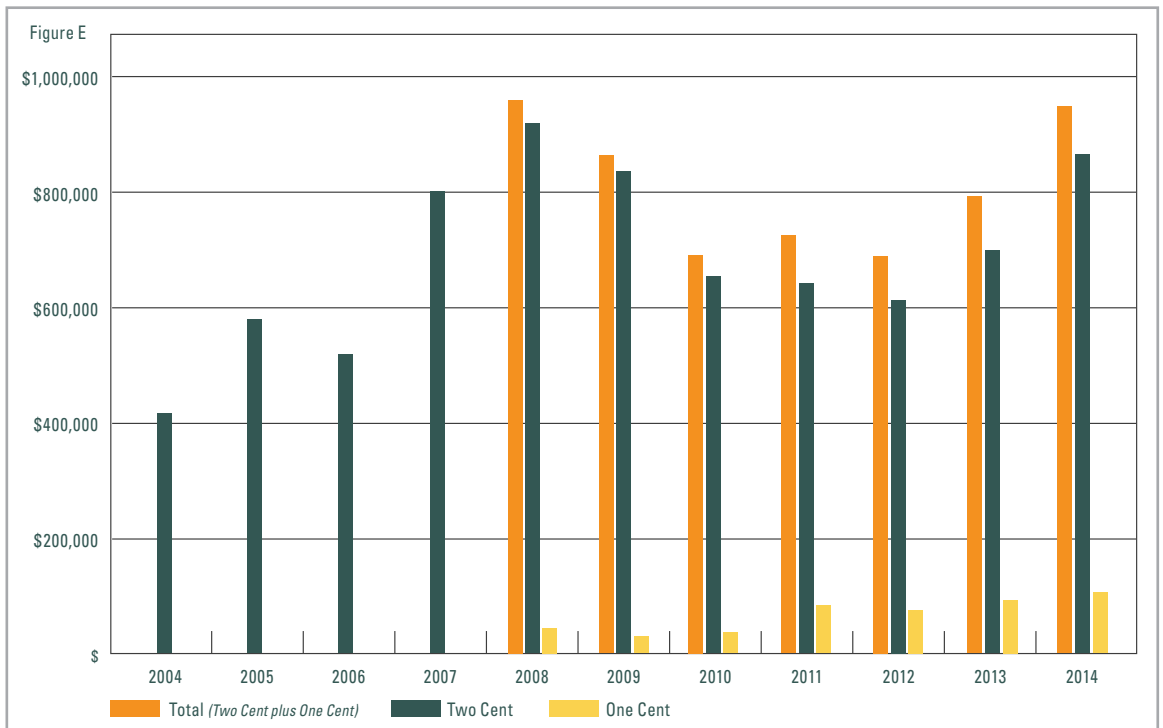


Figure E shows the NTSA contributions each year.

# 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 (1.6 million)	◆ ●
Becon Construction Co., Inc. (1.6 million)	◆ ●
Fluor Corporation (2.6 million)	◆ ●
KBR, Inc. (2.25 million)	◆
Kiewit/TIC Holdings, Inc. (2.6 million)	◆ ●

## \$500 THOUSAND - \$1 MILLION

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

## \$250 THOUSAND - \$500 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.	◆
Merit Shop Training	◆ ◆ ◆
Miller Electric Manufacturing Co.	◆
Repcon, Inc. a RepconStrickland Company	◆ ◆
SimplexGrinnell	◆
Suitt Construction Company	◆ ● ◆
TD Industries	◆ ●
The Haskell Company	◆ ●
The Sundt Companies	◆ ● ◆
Underground Construction Co.	◆ ●
Windham School District	● ◆

## \$100 THOUSAND - \$250 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	◆ ●
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	◆ ● ◆

## \$50 THOUSAND - \$100 THOUSAND

ADT Security Services	◆
Bay Harbour Electric, Inc.	◆ ●
Brasfield & Gorrie	◆
Brice Building Company, Inc.	◆
CCC Group, Inc.	●
CEF of Minnesota	◆
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	◆
Saiia Construction, LLC	◆
Shiel-Sexton Company, Inc.	◆ ●
Total Western, Inc.	●
Town & Country Electric, Inc.	◆

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

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.....	●
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.....	■
Friscia 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.....	■
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 and Morton.....	■◆
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.....	●



13614 Progress Boulevard  
Alachua, Florida 32615  
888.622.3720 | 386.518.6500  
[nccer.org](http://nccer.org)

