



ABC MASSACHUSETTS CHAPTER 100 Unicorn Park Drive, Suite 1 Woburn, MA 01801

TO INIC

WELCOME!

A Message from Our President



WELCOME – we're here to help you succeed!

ABC MA is dedicated to helping our member companies to be industry leaders and supporting them with a variety of professional programs and services. **This**

Member Success Kit is your guide to ABC's offerings.

We are proud that ABC MA is the largest construction trade association in the Commonwealth. There is strength in numbers, and ABC can leverage collective strength in ways individual companies can't on their own. ABC's reach also extends nationally, to more than 21,000 members in 68 chapters.

This Member Success Kit outlines **resources we provide to our members**, from the STEP safety management system to a full menu of educational programs through our education affiliate, the **Gould Construction Institute** (GCI).

With **Building Mass Careers** (buildingmasscareers.com), and our pre-apprenticeship programs and state-approved registered apprenticeship program, we can provide pathways to rewarding careers in construction and build a pipeline of talent for our member firms.

Our goal is our members' success. Take a look at what's contained here, and let us know if there are other ways we can help.

- Gregory F. Beeman, President & CEO

About ABC Massachusetts

The Massachusetts Chapter of Associated Builders and Contractors is the largest construction trade association in the Commonwealth, representing over 475 local general contractor, subcontractor, and supplier and associate companies. These companies employ more than 25,000 workers throughout Massachusetts. On a national level, ABC consists of 68 Chapters throughout the country representing more than 20,000 member firms. ABC's national headquarters is in Washington, D.C.

ABC is committed to fulfilling its founders' mission of promoting and advancing an open and competitive construction industry. ABC member companies subscribe to the merit shop philosophy that all construction contracts, both public and private, should be awarded to the lowest responsible bidder, regardless of labor affiliation. This philosophy provides construction buyers, taxpayers and consumers with the most value for their construction dollar and ensures equal work opportunities for all of the state's construction workers, nearly 80 percent of whom work in the open shop construction industry.

ABC offers a wide range of programs, services and benefits to its member companies, as highlighted in this Member Success Kit.

ABC is committed to supporting an open and fair construction industry, and to helping our members succeed to the fullest extent possible.



ABC Massachusetts Chapter

CHECKLIST for SUCCESS

We are excited you are now a part of the largest merit construction association in the region. To maximize your membership, we encourage you to follow these steps:

Join ABC

Join a Committee

- Membership Committee
- Government Affairs
- Future Leaders Council
- Marketing & Events Committee
- Human Resource Committee
- Safety Committee
- Diversity and Inclusion Task Force
- Veterans Committee
- National Peer Groups

Attend an Event

- Golf Outings
- Lunch and Learn Webinars
- Excellence in Construction Awards
- Meet the Generals
- Spring Fling & Student Appreciation Night
- Safety Day
- Craft Championship

Promote Your Company

- Yearly Sponsorship Packages
- Submit Stories for our weekly Newsletter
- ABC/GCI Coffee Break Podcast
- Printed & Digital Membership Directory
- ABC National FindContractors.com
- Building Massachusetts Magazine

O Enroll in a Gould Construction Educational Program

• www.gwgci.org

Attend a Seminar (as a Student or Instructor)

- HR Updates
- Legal Issues
- OSHA Safety Courses
- Professional Development

Apply for Awards and Recognition

- Excellence in Construction Awards
- STEP Program (Safety benchmarking and improvement tool)
- AQC (Accredited Quality Contractor)

Get Expert Information

- State & Federal Prevailing Wage Compliance
- Labor Relations Assistance
- Safety Assistance
- Legal Assistance

O Share This with Your Employees

• ABC Membership is a company-wide membership and covers your entire team



ABC Massachusetts Chapter

The VALUE of YOUR ABC MEMBER\$HIP

475+ ACTIVE MEMBERS

We are the largest construction trade association in the Commonwealth, representing local general contractor, subcontractor, supplier and associate companies.



AVERAGE ANNUAL SAVINGS WITH MEMBER DISCOUNTS

List includes Verizon, Nissan, Lowe's, Enterprise Fleet, and FedEx.

25+ MEMBER EVENTS PER YEAR

Including networking mixers, Excellence in Construction Awards, Local Craft Championship, and more!



First 30-minute initial legal consultation is free for active chapter members.

Our members employ over **25,000** men and women

men and women throughout Massachusetts.

9+ CHAPTER COMMITTEES

Jump in and get involved with membership, government affairs, marketing, education, and future leaders.

GOULD CONSTRUCTION INSTITUTE **GOULD CONSTRUCTION INSTITUTE** offers construction training to educate your current workforce and develop the next generation of trained craftspeople including: General Construction, Safety Training, Trade-Specific Apprenticeship Programs, Professional Development, Project Management Programs.

125+ COURSES OFFERED





Make Your Voice Heard

ABC successfully advocates for merit shop contractors on dozens of key issues each year. ABC has professional lobbyists and government teams on Beacon Hill and Capitol Hill. ABC Members are given the tools to take action on legislation that affects their businesses.

ABC Political Action Committee and Free Enterprise Alliance

With the combined clout of state and federal Political Action Committees and the Free Enterprise Alliance, ABC has provided over \$3 million in annual candidate and issue advocacy support in recent years. ABC MA members have a successful history of banding together to support candidates, including governors, attorneys general and key legislators.



ABC Massachusetts Chapter

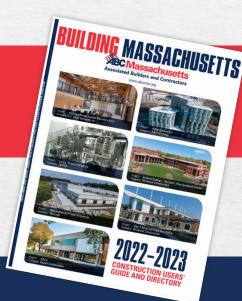


We have experts in:

- Apprenticeship
- Construction & Business Law
- Labor & Employment Law
- Public Relations
- Safety & OSHA Compliance
- Marketing and Business Development
- Workforce Development and Craft Training
- Government Advocacy

Want to connect with your fellow members?

We have exclusive members-only digital & print directories to assist you in all of your business needs.





ABC Massachusetts Chapter

Why Protecting Free Enterprise Matters — YOUR BUSINESS DEPENDS ON IT

ABC Is Your Voice at All Levels of Government

Our mission is to advance the merit shop construction philosophy, which encourages open competition and a free enterprise approach that awards contracts based on merit, regardless of labor affiliation. We work with elected and appointed officials, administrative agencies, and governing bodies to foster informed legislative, regulatory, and administrative decisions.

LEGISLATIVE PRIORITIES

We support legislation and policies that ensure a level playing field for all qualified contractors. We work with elected and appointed officials, administrative agencies, and governing bodies to foster informed legislative, regulatory, and administrative decisions.

GOVERNMENT ADVOCATES

ABC has professional, respected advocates on Beacon Hill and Capitol Hill, which includes the Executive Branch and regulatory agencies like the Department of Labor and the National Labor Relations Board. The ABC Legislative Action App easily allows you to contact your elected representatives.

YOUR INVOLVEMENT MATTERS

The more actively engaged members we have, the more successful we will be. Consider joining our Government Affairs Committee. If you have identified a law or regulation making it unnecessarily difficult for you to do business, GET IN TOUCH WITH US.

While you are running your business, we focus every day on the legislative and political process that affects your business!



ABC Massachusetts Chapter

ACTIVE A BC & CC COMMITTEES

Being part of an ABC MA committee is a great way to develop new skills, develop relationships with fellow members and help shape the organization's activities. Take a look at our committee descriptions below and reach out to us to learn more about how you can make a difference.

Membership Committee

- Develop programs, materials and incentives which focus on enlisting new members
- Focus on retention and recruitment
- Handle evaluation of financial incentives of membership & strategy for membership yearly membership drives

Government Affairs

- Monitor legislation, develop response strategies, and communicate to members on pertinent issues
- Review legislation for impact on members and make recommendations to the Board of Directors

Future Leaders Council

- Mission is to engage personnel at all levels of member companies who will gain professionally through active participation which will lead to stronger, better run member companies and more vibrant ABC organization
- Participation is open to all individuals from company presidents to future managers

Diversity & Inclusion Task Force

- Works to help ABC members develop a diverse and talented workforce and create an inclusive, respectful, welcoming and safe work environment
- Focus areas: member education; preapprenticeship



Events & Marketing Committee

- Acts as a sounding board for marketing strategies and tools, develop and share innovative ideas, and provide feedback on marketing activities
- Assists in developing and implementing events of value to current and prospective members with a goal of increasing member engagement and growth
- Works with Chapter staff and membership to ensure events are relevant and worthwhile

Safety Committee

- Identify topics for education and training to meet the needs of the construction industry
- Review and assess class attendance, revenue, and delivery model of educational offerings
- Refer knowledgeable candidates as potential instructors

Human Resource Committee

 To provide an information-sharing forum for HR professionals and personnel decision makers to exchange ideas relating to the attraction and retention of employees within the construction industry

Veterans Committee

- Mission of our Veterans Committee is to help returning vets consider a career in Construction
- Committee members will be in place to mentor fellow vets contemplating a construction career
- Our Veteran's Committee will also participate in charitable and other veteran-related public events



ABC Massachusetts Chapter

AWARDS & RECOGNITION

National Excellence in Construction Awards (EICA)



ABC MA and Excellence in Construction Awards honor the finest merit construction projects. Projects are evaluated by a panel of judges representing a crosssection of construction industry experts, including owners, architects, engineers and industry leaders.

Accredited Quality Contractor Associated Builders and Contractors

Accredited Quality Contractor

The Accredited Quality Contractor Program publicly recognizes and honors those construction firms which have documented their commitment in five key areas of corporate responsibility:

- Quality
- Safety (STEP Gold, Platinum or Diamond Level Required)
- Employee Benefits
- Training
- Community Relations



STEP Program

Founded in 1989 as a safety benchmarking and improvement tool, STEP has evolved into a world-class safety management system that dramatically improves safety performance among participants regardless of company size or type of work. Participating ABC member firms measure their safety processes and policies on 25 key components through a detailed questionnaire with the goal of implementing or enhancing safety programs that reduce jobsite incidents.

G GOULD CONSTRUCTION INSTITUTE

Teacher of the Year

The Paul McDonald Teacher of the Year award recognizes and celebrates a teacher's contributions to the Gould

ABC

Construction Institute. In addition to performing their job at an exemplary level, the winner of the award demonstrates an extraordinary commitment to the GCI staff as well as to the apprentices in their classes. The winner is an expert in their field who guides students of all backgrounds and abilities to achieve excellence; collaborates with colleagues, students, and staff to create a school culture of respect and success; demonstrates leadership and innovation in and outside of the classroom; and is committed to improving education.



Beam Club

The **Beam Club** was established in 1966 to recognize ABC's top membership recruiters for their commitment to growing the association. By recruiting five new members, ABC members are automatically enrolled in the Beam Club by their chapter. Members receive one point for each new member recruited. Beam Club activity is ongoing from year to year, with members' point totals continually accruing and advancing members to the next Beam Club award level.



Top Performers

ABC's Top Performers lists recognize ABC member contractors' achievements in safety, quality, diversity and project

excellence ranked by work hours, with special designations identified.

Visit: www.abc.org/TopPerformers



ABC Massachusetts Chapter

SPONSORSHIP PACKAGES

Get your company recognized as a partner of ABC Massachusetts!

We have a variety of offerings to get your company in front of ABC MA membership to help promote your services and build your network. Whether you are looking for exposure through the ABC Massachusetts website, the weekly newsletter, or at ABC Mass events we have you covered!

ELITE PARTNER

The Elite Partner option is our premium package that offers you the most benefits of partnership with ABC MA.

- Elite partner recognition and advertisement on the ABC MA homepage linked to company website for the year
- Elite partner recognition with company logo and link to company website on the ABC MA webpage for 2023 – premium placement
- Elite partner recognition with company logo and website link in chapter e-newsletter for the year premium placement

GOLD PARTNER

The Gold Partner option offers you a great opportunity to involve your company with ABC MA.

- Gold Partner recognition with company logo with link to company website on the ABC MA webpage for the year
- Gold Partner recognition with company logo featured in chapter e-newsletter for the year
- One company profile in chapter e-newsletter
- Recognition on sponsor banner and electronic signage at all events as Gold Partner
- Two complimentary registrations for all ABC Massachusetts events (excluding Golf Outing and EICA)

- One member spotlight feature article highlighting company in chapter e-newsletter
- Recognition on sponsor banner and electronic signage at all events as Elite Partner
- Two complimentary registrations for all ABC Massachusetts events (excluding Golf Outing and EICA)

SILVER PARTNER

The Silver Partner option offers you an affordable opportunity to involve your company with ABC MA.

- Silver Partner recognition with company logo with link to company website on the ABC MA webpage for the year
- Silver Partner recognition with company logo featured in chapter e-newsletter for the year
- Recognition on sponsor banner and electronic signage at all events as Silver Partner
- One company profile in chapter e-newsletter



For more Sponsorship Opportunities, visit: www.abcma.org/Membership/Sponsorship-Opportunities



ABC Massachusetts Chapter

REP BUILDE WHENE Apply to be come an Accredited Duality Contractor!

When you choose to become an **ACCREDITED QUALITY CONTRACTOR**, you choose to be one of the best of Associated Builders and Contractors' more than 21,000 member firms.

The AQC designation provides national recognition to construction firms that demonstrate their commitment to corporate responsibility in quality, safety, craft and management education, talent management and diversity, and community relations.



ABC WORKERS COMPENSATION SELF-INSURANCE GROUP (SIG)



GROUP ADMINISTRATION, CLAIMS SERVICE AND MEDICAL MANAGEMENT PROVIDED BY FUTURECOMP - "The leading TPA in New England"

- Loss Control and Risk
 Management provided by
 Contractors Risk Management
- Membership in the SIG provides consistency and stability not found in the volatile standard market

JOIN US – IT'S COVERED!

HISTORICAL GROUP DIVIDENDS

Group Premium Pays for Claims and the Rest Goes Back to YOU!

Group Dividends Earned

2019 - \$376,437 2018 - \$609,405 2017 - \$56,787 2016 - \$505,855 2015 - \$564,854

CLAIMS MANAGEMENT SAVINGS & CONTROL

Aggressive Claims Management Collaborative Communication Injury Investigation, including subrogation, within 24 hours of claim

RESULTS

Since 1994 members have saved 32% of premium on average The program has yielded results of a net savings of over 30%

Allocated Loss Control Hours and Safety No Charge

ABC MA delivered 1,499 hours of service in 2020 for 32 Members

WHAT DO YOU NEED TO KNOW?

Monthly safety meetings and risk management resources constantly made available to members. OSHA 30 | Jobsite Inspections | NFPA760E | CPR/First Aid | Working with Aging Workforce Drug Testing | Contract Wording for GC's & Subs | Dealing with Upsizing/Downsizing | Legal Advice

For more information contact:

RYAN FOYE at 603.315.4872 or ryan.foye@usi.com



ABC MA's EDUCATION & TRAINING AFFILIATE

Building Careers in Construction Since 1983!

At the Gould Construction Institute (GCI), we strive to educate craft and management professionals using innovative models like daytime training and flexible learning with online and correspondence programs, as well as custom trainings to meet the needs of our members and the construction industry.

Private Occupational Licensed School

GCI is fully licensed by the Division of Occupational Licensure and the Office of Private Occupational Education.

APPROVALS:

GCI is approved by The Department of Labor, Office of Apprenticeship Division of Occupational Licensure, Office of Public Safety and Inspections, Board of State Examiners of Electricians, Board of State Examiners of Plumbers and Gas Fitters, Board of Examiners of Sheet Metal Workers, The Bureau of Pipefitters, Refrigeration Technicians, and Sprinkler fitters.

INSTRUCTION:

Provided by state-approved trade instructors and industry professionals.

REGISTERED APPRENTICES:

Companies and employees may participate in stateapproved apprenticeship programs and utilize GCI courses to fulfill related instruction requirements.



We are also an NCCER Accredited Training Sponsor, and award globally recognized craft credentials and certificates upon completion of each level of study.

Each craft utilizes the NCCER curriculum and learning resources created by publishing partner Pearson. NCCER develops and publishes each worldclass curriculum created by subject matter experts from industry and academia throughout the United States. Subject matter experts ensure exceptional training programs meet or exceed national industry standards.



ABC Massachusetts Chapter



MEMBER SUCCESS with Education and Training Starts with GCI

We help **GROW** your company & employees. Begin your journey with ABC MA and develop your team from pre-apprenticeship to CEO.





Pre-Apprenticeship Training

Preparing the workforce by applying a pre-apprenticeship model, using the National Center for Construction Education and Research (NCCER) CORE 6.0 curriculum, grant programs, partnering with national organizations such as SkillsUSA, Youth Build, Job Corps and local community- based organizations to help bring new and diverse people into the construction industry. Visiting traditional high schools and vocational schools to make presentations to students about the many opportunities in the construction industry.

Apprenticeship Craft Training

Educational hours required for licensed and non-licensed trades, including correspondence classes for non-licensed trades.

Career Development

We help develop field and office team members with offerings available in person or online:

- Crew Leader, Project Management, Leadership Series
- License Preparation Hoist, CSL Prep, CSL CE
- Customized trainings
- Online course offerings

Safety Trainings

As part of ABC MA and GCI's mission to help members keep their teams safe, we offer a range of construction safety courses. From innovative and cutting-edge topics to OSHA and client-required subject matter, we have you covered!

Includes OSHA-10, OSHA-30, First Aid/CPR, Fall Protection, Hot Work, and Confined Space.



For more information, visit: www.gwgci.org



ABC Massachusetts Chapter

CRAFT CHAMPIONSHIPS

ABC presents the Local and National Craft Championships each year to highlight the achievements of the people who represent the future of the construction industry. Craft trainees and apprentices compete locally, travel from across the country to demonstrate their superior skills, training and safe work practices, and to compete for top honors in their chosen craft.



The ABC MA team celebrating after the awards ceremony at the 2022 National Craft Championship.



A local competitor focused intently on his task.



The local craft competitors happily showing off their prizes.



A competitor hard at work displaying craftsmanship and precision.

For more information, visit/contact: www.abc.org/Workforce/NCC



ABC Massachusetts Chapter





Insurance and benefits. Exclusively for ABC members.

The **ABC Insurance Trust** is your group benefits resource. For 60 years we have offered innovative, proprietary programs that focus on the unique needs of contractors. The trust works exclusively for ABC members. We understand your business.

The Trust...

- ✓ Represents over 50 carriers.
- Secures the best value for our members.
- Provides administrative and HR support.
- ✓ Offers a dental plan with \$10,000 annual benefit maximum.
- ✓ Offers benefits for **Health**, **Life**, **Disability**, **Dental**, and **Vision**.

Patriot Benefit Services...

- Reviews your benefits, evaluates options, and makes a recommendation based on your goals and objectives.
- Implements and services your plan.
- Provides employee education and assistance.
- Performs a thorough market evaluation at renewal.

Local Representation by:

Gregg Catsoulis gcatsoulis@PatriotBenefitServices.com

Alison Morant amorant@PatriotBenefitServices.com

(508) 251-6124

PRE-APPRENTICESHIP

BUILDING MASS CAREERS (BMC) Your Future in the Construction Industry

The Building Mass Careers Pre-Apprenticeship Program is a pathway to registered apprenticeship exclusively for ABC members, it's approved by the Massachusetts Division of Apprentice Standards.

Building Mass Careers engages with all types of potential workers that could be added to our industry. BMC connects with the Massachusetts One Stop Career Centers, returning veterans, dislocated workers, new Americans with construction experience from their

home country, out of school youth, people with disabilities and college graduates who are looking for a job in the construction industry.

Through our engagement at high schools and community-based organizations, we identify, and help students enroll and complete our pre-apprentice immersion course utilizing the nationally recognized curriculum from the National Center for Construction Education and Research (NCCER) CORE 6.0 construction. When these graduates complete our program, they bring almost 100 hours of apprenticeship credits to one of our member companies.

BMC can help you find people to add value to your company.

CONTACT US

STEVE SULLIVAN Director of Workforce Development ABCMA steve@abcma.org 781.281.6860

www.buildingmasscareers.com



ABC Massachusetts Chapter









Building Mass Careers is a registered apprenticeship program.

ABC MA is the program sponsor and operates the program in conjunction with the Gould Construction Institute, our training affiliate.



Through BMC, members can meet prevailing wage requirements for employing apprentices on state and federal public construction projects without having to establish their own company-specific program.

The BMC program also provides members with support and advocacy in dealing with government agencies and requirements.





CONTACT US

MIKE MALONEY

Instructor Liaison and Apprenticeship Director mike@gwgci.org | 781.270.9990 ext. 1138



ABC Massachusetts Chapter 100 Unicorn Park Drive, Suite 1, Woburn, MA 01801 (781) 273-0123 | www.abcma.org

MEASUR STRENGT BUILD.

Get More Out of Your Safety Program

Top-performing ABC members actively build health and safety into their culture, creating industry-leading, holistic safety programs to protect their workers and deliver for their clients.

Take charge of your safety performance though ABC's STEP Safety Management System. **MEASURE** your performance on key components. **STRENGTHEN** and expand best practices. **BUILD** your safety culture.

Lower your incident rates and create safer jobsites to return employees home to families and loved ones every day.

DOES YOUR COMPANY HAVE A PROVEN SAFETY MANAGEMENT SYSTEM?

Take a STEP forward on your safety journey today. Visit abc.org/step.





Map your journey at abc.org/topperformers.



The best companies strive for world-class safety and work to ensure that it is a part of their DNA, guiding their leaders and shaping their corporate culture. Are you ready to make the commitment to improve your safety performance?

LEADERSHIP

COMMITMENT Leaders take a stand not to compromise on safety

CULTURAL

TRANSFORMATION Safety ambassadors are empowered at every organizational level

PROCESS AND

SYSTEMS Information drives continuous improvement

RESULTS

Metrics are analyzed to deliver better results each year

STEP makes the highest-performing companies more than eight times safer than the industry average.* **Does your company have a proven safety management system?**

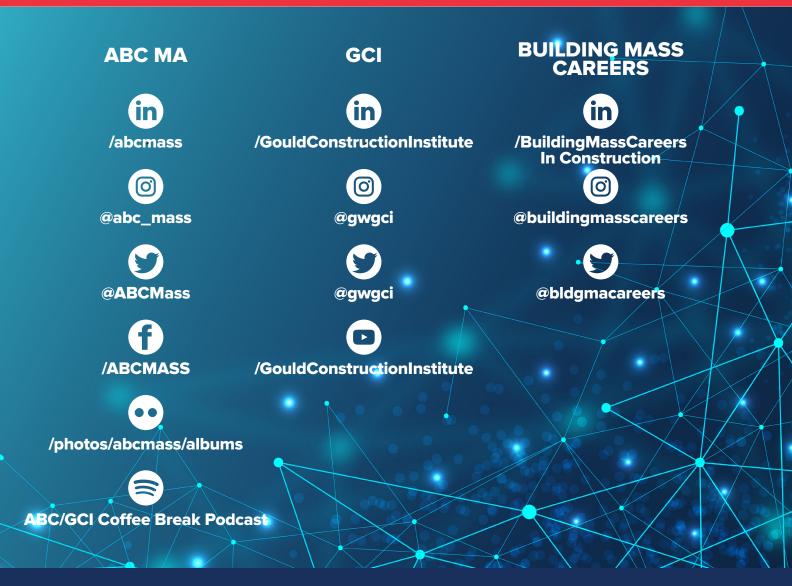
Start your safety journey today. Visit **abc.org/step**.



*Source: abc.org/spr

CONNECTO

Stay up-to-date with the latest news by following ABC Massachusetts, Gould Construction Institute, and Building Mass Careers social media accounts.





ABC Massachusetts Chapter

ABC STRATEGIC PARTNERS YOUR ALLIES IN SUCCESS

Hand-Selected to Help You Win and Deliver Work Safely, Ethically and Profitably.



Reduce risk and improve safety.

Insurance to protect your employees, your projects and your bottom line.



The prevailing wage experts.

Helping contractors compete for and win government jobs with compliant fringe benefits.



Work safer at any height.

Equipment for aerial access including new and certified pre-owned units.



Nothing but heavy duty.

Delivering innovative solutions to users that offer increased productivity, safety and unmatched durability. Eight elite organizations stand ready to support your company's growth and high performance with valuable expertise and unique insights.



PROCORE

The #1 End-to-End Construction Management Software.

Maximize productivity, improve performance and protect your profits.



The products you can rely on.

Providing the electrical wire, cable and tools you can trust for over 70 years.



Grow anywhere, any time.

Your source for skilled, productive craftsmen whenever you need them.



Equipment, at the click of a button.

Great customer service plus equipment, when and where you need it.

Visit abc.org/strategicpartners to discover the many ways ABC's strategic partners help members succeed.





abc.org/discounts



COMPANIES CAN TAKE ADVANTAGE OF THESE GREAT PROGRAMS!



Setup fees are waived on this total benefits solution of ACA-compliant benefits and

retirement plans.

PROCORE

Special member pricing on construction management software





Savings at over 95% of gas stations nationwide



Reduce your vehicle fleet management costs and gain access to all incentives.



Receive a 10% discount on a new construction accounting software purchase



Discounts on technology solutions and access to free, on-site IT consultations available nationwide.



Exclusive savings on materials online and in stores.



Premium pricing on professional development and leadership training courses.



Save up to 50% on shipping services.

payroll/construction.com

Free setup and training on construction-specific payroll.



Pricing incentives on tech products and services



COMPANIES AND THEIR EMPLOYEES CAN TAKE ADVANTAGE OF THESE GREAT PROGRAMS!



Associated Builders and Contractors

Choosing technology can be difficult, but it doesn't have to be.

ABC's Tech Marketplace brings together a group of technology providers, selected by the Tech and Innovation Committee, ready to partner with ABC members to help them integrate construction technology and innovation into all aspects of their strategic initiatives.

Every solution also has an exclusive discount for ABC members.



Contact a Tech Marketplace provider today! abc.org/techmarketplace. Questions email techmarketplace@abc.org



Massachusetts

ABC is a true business partner in every sense of the term. ABC has guided us through the apprenticeship programs and licensure programs in the state of Massachusetts which can be somewhat difficult to navigate on your own.

The personal approach that ABC takes as far as communicating with its members/ contractors is refreshing. As you know, the contracting world is very dynamic with very little time to make decisions. It is every contractor's goal to make informed decisions quickly. If we have a question on licensing, prevailing wage rate calculations/deductions, and/or performance bonds, it is nice to know that we can pick up the phone and call ABC without hesitation. ABC personnel always gets back to us guickly and with the very helpful information for us.

Lastly, I will say that ABC is the voice for Merit Shop Contractors. This is something that is so necessary in today's world. We at J.S. Mortimer cannot possibly express how much we appreciate our membership in ABC and our relationship with ABC.

~ Jack Mortimer, J.S. Mortimer, Inc.

Our industry continues to face challenges in finding talent to meet the construction demands of today. We don't foresee this cycle changing any time soon. ABC has been with us and the industry every step of the way with robust programs to; identify, support, mentor and train candidates every day to get them ready for an amazing career and future not only at IESC but within the trades.

~ Luiza Mills, Interstate Electrical Services Corporation

As it has with so much of daily life, technology has transformed the construction industry. We look to ABC to help us stay ahead of the curve in an industry that's changing faster than ever.

~ Melissa Bullock, Kaplan Construction

The construction industry is projected to continue to grow at a robust pace for the foreseeable future. ABC recognizes that, and their Future Leaders group is grooming to guide member companies through the challenges that accompany rapid growth.

> ~ Tiffani Tartaglia, **Resource Options, Inc.**

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