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WHO WE ARE

THE CONSTRUCTION INDUSTRY IS TIED WITH THE HEALTH CARE SECTOR FOR THE FASTEST GROWTH OVER THE NEXT DECADE.

69 CHAPTERS STRONG, ABC OF METRO WASHINGTON RANKS IN THE TOP 6 NATIONWIDE.


$1.1 BILLION ABC MEMBERS ANNUALLY INVEST IN TRAINING THEIR WORKFORCE.

90% PERCENT OF ALL CONSTRUCTION WORKERS IN METROPOLITAN WASHINGTON CHOOSE TO WORK MERIT SHOP.

21,000 MEMBER COMPANIES NATIONWIDE.
ABC helps members develop people, win work and deliver that work safely, ethically and profitably for the betterment of the communities in which they work.

Seven contractors in Baltimore, Maryland, founded Associated Builders and Contractors (ABC) in early 1950 to protect free and open competition in the construction industry. At a typical ABC jobsite or shop, ability is recognized, excellence is rewarded, and continuing education is expected. ABC coined the term “merit shop” to describe these characteristics, and the words are now universally associated with ABC members. Today, ABC has 69 chapters across the United States (including four chapters in Maryland), with membership topping 21,000 companies. ABC helps members develop people, win work and deliver that work safely, ethically and profitably for the betterment of the communities in which they work.

As the second chapter in the nation, ABC of Metro Washington was chartered in 1958 to address the unique needs of the construction market in Montgomery County, MD, Prince George’s County, MD, and Washington, DC. Merit shop works—nearly 90 percent of all construction workers in the metropolitan Washington area choose to work merit shop.

ABC of Metro Washington welcomes all commercial construction companies as members, including general contractors, specialty contractors, trade specialists, suppliers, manufacturers, architects, engineers, developers, and other construction-related consultants and professional associates. All member firms have full voting rights.

As one of the 6 largest chapters in the nationwide association, ABC of Metro Washington’s members primarily specialize in commercial construction and build schools, hospitals, government buildings, office buildings, recreational facilities, commercial centers, mixed-use developments, industrial plants, roads, bridges, museums, religious institutions, and many other types of structures.

OUR ASSOCIATION:

- Perpetuates and defends the free enterprise system and the merit shop philosophy by participating in the democratic process
- Delivers craft, apprenticeship and management education of employees
- Effectively communicates the services and benefits of membership and encourages member participation and engagement in the association
- Delivers programs and services that have a direct, positive and measurable effect on members’ prosperity
- Promotes business development by providing members with networking opportunities
- Improves the industry through education, political advocacy and sharing best practices
- Promotes for mutual benefit majority, women and minority members
- Improves where we live and work through our members’ active community service

Our Vision:

ABC of Metro Washington is the pre-eminent advocate for fair and open competition and the merit shop philosophy, and the premiere trade association in the metropolitan Washington, DC, construction industry.

Our Mission:

To protect and enhance the merit shop philosophy within the construction industry, to speak for the industry to the public, and to engage members to succeed in a challenging marketplace.
EXECUTIVE COMMITTEE

Chair
NEIL J. STABLOW
Donohoe Construction Company

Chair-elect
LYNN BENNETT
Coakley & Williams Construction, Inc.

JOY ANDERSON
JRA & Associates Contracting, LLC

JUSTIN FANNING
Goldin & Stafford, LLC

Juanita Ferguson
Bean, Kinney & Korman, P.C.

CHRISTOPHER GRANT
Christopher L. Grant, Attorney At Law

BENNIE KOVACH
DAVIS Construction

THOMAS MCCULLOUGH
McCullough Construction, LLC

Jeff Lavore
Lanigan, Ryan, Malcolm & Doyle, P.C.

TREASURER

SECRETARY

Thomas Bizzarri
Pillar Construction, Inc.

Past Chair
MELISSA P. KOEHLER
BF Joy, LLC

Dan Novack
Balfour Beatty Construction, LLC

BRUCE SPENGLER
Calvert Masonry, Inc.

JERRY N. THERRIEN
Therrien Waddell, Inc.

Secretary
THOMAS BIZZARRI
PCC Construction Components, Inc.

President
DEBRA D. LIVINGSTON CAE
ABC Metro Washington Chapter

Past Chair
MELISSA P. KOEHLER
BF Joy, LLC

DAN NOVACK
Balfour Beatty Construction, LLC

ESTEBAN TIJMAN
Total Shading Solutions

JIM TUZZOLINO
Ruppert Landscape, Inc.

ROBERT WENGER
WCS Construction, LLC

WHO WE ARE

BOARD OF DIRECTORS
## PAST CHAIRMEN & CHAIRWOMEN OF THE BOARD

ABC OWES ITS GRATITUDE TO THE FOLLOWING FORMER CHAIRMEN AND CHAIRWOMEN OF THE BOARD WHO HAVE SERVED THE ASSOCIATION SO WELL OVER THE YEARS.

<table>
<thead>
<tr>
<th>Year</th>
<th>Chairman</th>
<th>Company/Contractors</th>
<th>Year</th>
<th>Chairman</th>
<th>Company/Contractors</th>
</tr>
</thead>
<tbody>
<tr>
<td>1961</td>
<td>Clarence Kettler</td>
<td>Kettler Brothers, Inc.</td>
<td>1962</td>
<td>James S. Long</td>
<td>Miller &amp; Long Co., Inc.</td>
</tr>
<tr>
<td>2004</td>
<td>Charles W. McPherson</td>
<td>Facchina Construction Company, Inc.</td>
<td>2005</td>
<td>Adam Prill</td>
<td>Prill Construction Group, LLC</td>
</tr>
<tr>
<td>2008-2009</td>
<td>George R. Nash, Jr.</td>
<td>Facchina Development, LLC</td>
<td>2010</td>
<td>Steven J. Donohoe</td>
<td>Donohoe Construction Company</td>
</tr>
<tr>
<td>2011-2012</td>
<td>Robert C. Henley</td>
<td>Henley Construction Co., Inc.</td>
<td>2013</td>
<td>D. Scott Vossler</td>
<td>Foulger-Pratt Contracting, LLC</td>
</tr>
<tr>
<td>2014</td>
<td>Bob Jones</td>
<td>Ruppert Landscape, Inc.</td>
<td>2015-2016</td>
<td>Jim Anglemeyer</td>
<td>WCS Construction, LLC</td>
</tr>
</tbody>
</table>

WHO WE ARE

2019-2020 Member Benefit Guidebook
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LEADERSHIP
DEVELOPMENT PROGRAM
Kim Collins

LEGISLATIVE & REGULATORY ISSUES
MD: Bob Zinsmeister
DC: Eric Jones

MANAGEMENT EDUCATION
Kim Collins

MEMBERSHIP
Claire Callas

NETWORKING & EVENTS
Kim Collins

PAC CONTRIBUTIONS
Bob Zinsmeister

PRESS INQUIRIES
Debbie Livingston

SAFETY, OSHA, & FIRST AID TRAINING
Bonnie Speedy

SPONSORSHIPS
Kim Collins

YOUNG PROFESSIONALS
Martha Patterson

WEBSITE
Martha Patterson

WOMEN BUILDING WASHINGTON
Martha Patterson

WORKFORCE DEVELOPMENT
Kamita Marbury

APPRENTICESHIP & CRAFT TRAINING
Bonnie Speedy

AWARDS PROGRAMS
Excellence in Construction Awards: Kim Collins
Chapter and National Safety Awards, STEP (Safety Training and Evaluation Process): Bonnie Speedy

BUILDING WASHINGTON MAGAZINE & BUILDING METRO WASHINGTON WEEKLY
Martha Patterson

COLLEGE SCHOLARSHIPS
Kamita Marbury

COMMITTEE INVOLVEMENT
Claire Callas

CONTRACTOR REFERRALS
Claire Callas

DIRECTORIES (MEMBERSHIP & CBE)
Claire Callas

DISCOUNT PROGRAMS
Claire Callas

FACILITY RENTAL
Debbie Livingston

GOVERNANCE & LEADERSHIP
Debbie Livingston

LEGAL ADVICE & LABOR ISSUES
Debbie Livingston

ABCEEWS, OSHA, & FIRST AID TRAINING
Bonnie Speedy

SPONSORSHIPS
Kim Collins

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Martha Patterson

WEBSITE
Martha Patterson

WOMEN BUILDING WASHINGTON
Martha Patterson

WORKFORCE DEVELOPMENT
Kamita Marbury

ABC METROWASHINGTON.ORG

WHO WE ARE

ABC NATIONAL RESOURCES
ABC.ORG, PH. (202) 595-1505

ABC AWARDS OF EXCELLENCE PROGRAM
abc.org/membership/memberawards

ABC MEMBER DISCOUNTS
abc.org/membership/memberdiscounts

ACCREDITED QUALITY CONTRACTOR PROGRAM (AQC)
abc.org/faqc

CONSTRUCTION EXECUTIVE MAGAZINE
constructionexec.com

CONTRACTOR REFERRAL
FindContractors.com

FEDERAL GOVERNMENT AFFAIRS
abc.org/politicspolicy

FREE ENTERPRISE ALLIANCE
freeenterprisealliance.org

MEMBER SERVICES
abc.org/membership

MERIT CHOICE INSURANCE TRUST
meritchoice.org

PAC (POLITICAL ACTION COMMITTEE)
abc.org/politicspolicy/abcpac

PEER GROUPS
abc.org/peergroups

STEP (SAFETY TRAINING AND EVALUATION PROCESS)
abc.org/safety/step

TRIMMER CONSTRUCTION EDUCATION FUND
abc.org/educationtraining/ trimmerconstructioneducationfund

ABCmetrowashington.org
GROW YOUR BUSINESS

14 COMMITTEES FUELED BY MORE THAN 250 MEMBERS.

500+ MEMBER COMPANIES REPRESENTING MORE THAN 5,000 INDIVIDUALS, CREATING A STRONG INDUSTRY VOICE AND CONTINUOUS BUSINESS OPPORTUNITIES FOR MEMBERS.

INCREASE YOUR VISIBILITY WITH MORE THAN 3,000 READERS OF THE MEMBERSHIP DIRECTORY, MAGAZINE AND NEWSLETTER.

200+ IN-PERSON ANNUAL EVENTS TO HELP EXPAND YOUR NETWORK.
ABC of Metro Washington is dedicated to helping our members network within the construction industry to advance their business objectives, create new business opportunities, gain insight into emerging trends – and have fun!

Through these channels, members have the ability to extend their brands and build relationships, ultimately to develop leads, share best practices and sustain and grow their businesses.

ABC OF METRO WASHINGTON NETWORKING EVENTS

Annually, thousands of members attend our local networking and business development events including:

- Monthly networking events
- Coffee & Conversation
- Golf tournaments
- GC Expo
- Legislative week
- Safety seminars and classes
- Peer Groups
- New and prospective member receptions
- ABC.XYZ Young Professionals events
- Women Building Washington events

ABC NATIONAL CONFERENCES

Several thousand individuals from across the country attend these conferences to present ideas, discuss national construction issues and share best practices.

**ABC Convention***
Includes the first of three annual board meetings, the National Craft Championships, the Excellence in Construction® Awards, chapter and membership awards, the Construction Management Competition and education and professional development opportunities for chapter staff professionals and employees of member companies.

**Legislative Week**
Washington, DC - Includes the second of three board meetings, visits with lawmakers on Capitol Hill, receptions for ABC PAC and the Free Enterprise Alliance, the Young Professionals Symposium, and the Diversity and Inclusion Summit.

**Leadership Institute***
Includes the third board meeting, leadership training for incoming chapter chairs and volunteer awards.

*Location varies within the U.S.*
ABC of Metro Washington is proud to recognize the accomplishments of our members through numerous awards and recognition programs.

EXCELLENCE IN CONSTRUCTION AWARDS
Teamwork and cooperation between general contractors, specialty contractors and material suppliers are prerequisites for building excellence into any construction project. The Excellence in Construction Awards recognizes and celebrates outstanding projects built by Washington-area ABC members annually. The awards competition serves to raise the level of construction standards throughout the industry by recognizing the workmanship of those who contribute and by showcasing the results of their dedication.

ABC of Metro Washington and Virginia are proud to host the Excellence in Construction Awards to honor the exceptional work created in the metropolitan Washington area each year.

SUBCONTRACTORS OF THE YEAR AWARDS
As part of the Excellence in Construction Awards, we are proud to award 16 subcontractors with the Subcontractor of the Year Award. Ballots are distributed to member General Contractors and winners are selected in 16 different trades. The Subcontractor of the Year Award honorees are presented with their awards at the annual Excellence in Construction Awards.

AWARDS & RECOGNITION PROGRAMS

EXCELLENCE IN CONSTRUCTION AWARDS
SUBCONTRACTORS OF THE YEAR AWARDS
NATIONAL CONSTRUCTION MANAGEMENT COMPETITION
ABC XYZ RISING STAR OF THE YEAR
LEADERSHIP DEVELOPMENT PROGRAM
NATIONAL SAFETY TRAINING AND EVALUATION PROCESS (STEP) CERTIFICATION
CHAPTER SAFETY AWARDS
CRAFT COMPETITIONS
ACCREDITED QUALITY CONTRACTOR CERTIFICATION
STEP SAFETY MANAGEMENT SYSTEM

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 20 key components through a detailed questionnaire with the goal of implementing or enhancing safety programs that reduce jobsite incidents. Participating companies score their level of achievement for each component on a weighted point scale and document their incident rates (TRIR and EMR). Companies receive a recognition level of Diamond, Platinum, Gold, Silver, Bronze or Participant based on this data.

WHY PARTICIPATE?

Every ABC member wants to send its workers home safely every night. Whether you are beginning your safety journey or continuing to strengthen your performance, take the first step towards achieving world-class safety by participating in STEP.

Getting started with STEP is free, and it can help you lower your workers compensation insurance rates. This ABC-exclusive benefit allows you to highlight your safety excellence to developers, owners, contractors and employees.

WHO SHOULD PARTICIPATE?

Commercial and industrial contractors as well as suppliers who want to make a commitment to achieving world-class safety performance.

Visit abcmetrowashington.org/step

ABC OF METRO WASHINGTON

CHAPTER SAFETY AWARDS

All recipients of ABC National’s STEP award are automatically included in the chapter awards competition. The Chapter Safety Awards recognize companies for their meritorious safety performance each year. The award winners are determined using safety factor calculations that incorporate data from Occupational Safety and Health Administration (OSHA) 300 reports and STEP criteria (previously submitted). The annual application deadline is in August.

ABC.XYZ RISING STAR

The ABC.XYZ Rising Star program recognizes the efforts and accomplishments of an outstanding ABC.XYZ young professional who actively participates in and contributes to the industry through ABC of Metro Washington. Throughout the 10-month program (Feb.-Nov.), participants have the opportunity to earn points towards the ABC.XYZ Rising Star Award. Points are earned by attending events, volunteering or participating in ABC of Metro Washington programs. The winner of the Rising Star Award is recognized in our publications and receives guaranteed acceptance into the next Leadership Development Program (LDP), pending full company support, and a scholarship for 50% of the LDP entry fee.

Visit abcmetrowashington.org/xyz

STEP CERTIFICATION LEVELS

List includes all 2018 recipients.

DIAMOND

CBG Building Company • Forrester Construction • Foulger-Pratt • Gilbane Building Company • Harkins Builders, Inc. • Harvey-Cleary Builders • Lendlease (US) Construction Inc. • Manhattan Construction Company

PLATINUM

Allan Myers • ALTA Waterproofing LLC • Balfour Beatty Construction • Delaware Elevator, Inc. • Genshaw Architectural Woodwork • Henley Construction Co., Inc. • Hensel Phelps • Hess Mechanical, LLC/Comfort Systems USA • HITT Contracting Inc. • JCM Associates, Inc. • Keller Brothers, Inc. • PCC Construction Components, Inc. • Scaffold Resource, LLC • Southland Concrete Corp. • Therrien Waddell, Inc. • W.M. Schlosser Company, Inc. • Warren Brothers Construction

GOLD

ACECO, LLC • Anchor Construction Corporation • Artelye • Baker DC, LLC • Belfast Valley Contractors, Inc. • BF Joy, LLC • Capitol Boiler Contracting, Inc. • Casey Construction Group, LLC • Coakley & Williams Construction, Inc. • Donoohoe Construction Company • Joseph J. Magnolia, Inc. • KBE Building Corporation • Manganaro Midatlantic, LLC • Miller & Long Co., Inc. • Miller & Long DC, Inc. • Monarc Construction, Inc. • Pillar Construction, Inc. • Power Design, Inc. • Rock Spring Contracting, LLC • Ruppert Landscape, Inc. • Smith-Midland Corp. • Telligent Masonry, LLC • Tradesmen International • WCS Construction, LLC

SILVER

Altimate Electric, Inc. • Bausum & Dukett Electric, LLC • Canyon Contracting, Inc. • David Allen Company, Incorporated • GeoStructures, Inc. • Goldin & Stafford, LLC • Harvey W. Hottel, Inc. • Hawkins Electric Service, Inc. • Hercules Fence of Maryland LLC • Livingston Fire Protection • Mallick Mechanical Contractors, Inc. • Scaffolding Solutions, LLC • Selective Demolition, LLC • Shapiro & Duncan, Inc. • Steele Foundation, LLC • The Bartley Corporation • Total Civil Construction • Total Environmental Concepts, Inc. • W.G./Welch Mechanical Contractors, LLC

PARTICIPANT

Total Shading Solutions

ACCREDITED QUALITY CONTRACTORS

The AQC Program is recognized by the Construction Users Roundtable (CURT).

The Accredited Quality Contractor program publicly recognizes and honors those construction firms that 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
The ABC.XYZ Young Professionals’ Group is geared toward the 40 and under professional and provides opportunities for the association’s young professionals to expand their contacts in the industry, learn more about ABC, integrate into the larger association population, enhance their professional development and give back to the local community.

ABC.XYZ hosts a wide range of events for young professionals and draws individuals to:

- Construction-related educational events such as site tours, political advocacy and job-site safety
- Professional development events such as leadership, the ABCs of networking and business etiquette
- Networking events such as the annual Pig Roast with Kickball and Cornhole Tournaments, Trivia Night and TopGolf

ABC.XYZ also promotes the integration of generations at two events per year, strengthening relationships within the ABC community.

The last event of the year, The Rising Star Awards Ceremony and Dinner, recognizes the efforts and accomplishments of an outstanding ABC.XYZ young professional who actively participates in and contributes to the industry through ABC of Metro Washington.

Women in the construction industry are a growing and emerging component of the construction workforce. The Women Building Washington Committee supports the development of women as leaders in their businesses and professions through educational, networking and mentoring opportunities. Our goal is to:

- Increase the number of active women members in ABC
- Support the development of women as leaders in ABC and in their individual businesses and professions

The committee plans a wide range of educational and networking events, such as leadership workshops, a book club, and Golf with a Pro. The committee also organizes the SHEbuilds event, a community service home rebuild project for women, by women.
You got into construction to build great things. We want to help you do just that.

We can help you find the right contractor.
ABC's Contractor Referral Service is the source for construction users. Architects, developers, owners and contractors contact ABC of Metro Washington to find member contractors, suppliers and associates for their projects. Your contact information and specialties can be filtered by Division, CSI code, geographic areas, firm size and more, providing countless opportunities for business leads. ABC of Metro Washington is proud to connect hundreds of member firms each year.

Small Business Referrals:
For those companies looking to increase their network of certified small, woman-owned, and minority-owned businesses, ABC's website hosts an online directory of member firms that meet various jurisdictional qualifications.

Social media offers members the opportunity to gain exposure, communicate in an open forum and stay current.

**LEGISLATIVE BLOG** abcmetrowashington.org/blog

twitter.com/abcmw_news  facebook.com/ABCMetroWashington/

linkedin.com/company/associated-builders-and-contractors-of-metro-washington
Committees are an integral part of our association and are one of the most effective environments for networking and developing relationships within the industry. Contribute your expertise and participate with top industry leaders.

**ABC.XYZ YOUNG PROFESSIONALS**
Geared towards the 40 and under professional crowd, the ABC.XYZ Committee provides networking and learning opportunities for young professionals in the construction industry. Young professionals can build lasting relationships with their peers, mentors and ABC of Metro Washington while developing leadership skills.

Committee Chair – Megan Ross, Coakley & Williams Construction  
Staff Liaison – Martha Patterson, director of marketing

**CRAFT TRAINING**
Driving the direction of the ABC CraftMasters Training Trust, the committee ensures each of the educational programs has a positive and measurable effect on both students and employers.

Committee Chair – Joshua Ault, Tradesmen International  
Staff Liaison – Bonnie Speedy, director of education

**GOLF OUTING**
The Golf Outing Committee is responsible for planning the chapter’s annual golf tournament and networking reception, as well as obtaining sponsorships, prize donations and players.

Committee Chair – Michael Pappas, Telligent Masonry, LLC  
Staff Liaison – Kim Collins, director of programs

**LEGISLATIVE – DISTRICT OF COLUMBIA**
The Legislative Committee advocates for the merit construction industry’s positions on issues that affect your ability to compete in a free and open market in Washington, DC.

Committee Chair – Hillary Ghent, DAVIS Construction  
Staff Liaison – Eric Jones, associate director of government affairs

**LEGISLATIVE – JOINT LEGISLATIVE – STATE**
The Legislative Committee advocates for the merit construction industry’s positions on issues that affect your ability to compete in a free and open market in the State of Maryland.

Committee Chair – Mark McDaniel, NLP Enterprises, Inc.  
Staff Liaison – Bob Zinsmeister, director of government affairs

**LEGISLATIVE – MONTGOMERY COUNTY**
The Legislative Committee advocates for the merit construction industry’s positions on issues that affect your ability to compete in a free and open market in Montgomery County, MD.

Committee Chair – Andrew Bartley, The Bartley Corporation  
Staff Liaison – Bob Zinsmeister, director of government affairs
LEGISLATIVE – PRINCE GEORGE’S COUNTY
The Legislative Committee advocates for the merit construction industry’s positions on issues that affect your ability to compete in a free and open market in Prince George’s County, MD.

Committee Chair – Rick Munford, MCN Build Inc.
Staff Liaison – Bob Zinsmeister, director of government affairs

MANAGEMENT EDUCATION
Providing the leadership to enhance performance in the industry, the Management Education Committee develops a curriculum of management education seminars on a variety of topics.

Committee Chair – Doug Lotierzo, Neuberger & Company, Inc.
Staff Liaison – Kim Collins, director of programs

MEMBERSHIP
By attracting quality construction and construction-related businesses, the Membership Committee promotes the chapter’s growth. The committee also nurtures new members’ involvement, ensuring the stability of the association and assisting members with getting the most benefit from their membership through involvement with the association’s services, programs and events.

Committee Chair – Mike Bellusci, TRINITY Group Construction
Vice Chair – Steve Kuligowski, Foulger-Pratt
Staff Liaison – Claire Callas, director of member services

PROGRAM
The Program Committee plans monthly special networking events that provide opportunities for all members to expand their business contacts, develop relationships, share ideas and recognize member activity.

Committee Chair – Kelly McGuire, Ruppert Landscape, Inc.
Staff Liaison – Kim Collins, director of programs

WOMEN BUILDING WASHINGTON
Women in the construction industry are a growing and emerging component of the construction workforce. This committee supports the development of women members as leaders in their businesses and professions through educational, networking and mentoring opportunities.

Committee Chair – Tatiana Ahlborn, Absolute Builders, Inc.
Staff Liaison – Martha Patterson, director of marketing

WORKFORCE DEVELOPMENT COMMITTEE
This former task force has evolved into an official committee that will develop strategies to address our members’ current and future workforce needs within the commercial construction industry.

Committee Chair – Chris Riley, Power Design, Inc.
Staff Liaison – Kamita Marbury, director of workforce development
TRAIN YOUR EMPLOYEES

21 TRADES OFFERED BY ABC CRAFTMASTERS FOR APPRENTICESHIP AND SKILLS TRAINING.

6,000+ THE NUMBER OF CRAFT PROFESSIONALS TRAINED THROUGH ABC CRAFTMASTERS SINCE 2000.

680% THE PERCENT THAT ABC STEP DIAMOND PARTICIPANTS ARE SAFER THAN THE INDUSTRY AVERAGE. (SOURCE: ABC NATIONAL)

600+ PEOPLE TRAINED IN MANAGEMENT EDUCATION AND SAFETY SEMINARS LAST YEAR.

ABC METROWASHINGTON.ORG
The commercial construction industry will need 1.6 million new skilled workers between now and 2022. A shortage of that magnitude requires that we attract more people to the industry and develop them to continue to be successful and relevant in today’s marketplace.

ABC of Metro Washington has initiated several programs to assist members with current and future workforce shortages.

**MIDDLE & HIGH SCHOOL OUTREACH PROGRAM**

A presentation, now being delivered by ABC members, was developed to excite students about the many avenues of construction-related career opportunities. Student surveys revealed that 86% of the students would consider a career in construction after taking part in the presentation.

**INTERNSHIP TEMPLATE**

Internships are a proven, long-term recruitment strategy. The average conversion rate from intern to staff member is 61.9%. ABC of Metro Washington has created an easy, how-to guide for companies seeking ways to create or enhance their internship program. The sample forms and job descriptions are easily customizable to help meet your needs. Request a copy today.

**STUDENT CHAPTERS**

ABC Student Chapters are quite simply micro-chapters within area colleges and universities. ABC of Metro Washington, through its Student Chapters, seeks to provide a positive image of construction and to attract high-quality candidates to the industry.

In addition to being eligible for scholarships, students belonging to an ABC Student Chapter benefit by being able to interact with construction industry professionals at ABC general meetings and by being eligible for summer internship and job fair opportunities.

**JOB FAIRS**

From Grad Caps to Hard Hats. ABC of Metro Washington partners with Prince George’s County Public Schools to host an annual spring job fair with graduating Career Technical Education (CTE) high school seniors who have one year of skilled training in plumbing, electrical, HVAC, masonry or carpentry.

In partnership with Montgomery County’s Thomas Edison School of Technology’s Career Fair, ABC of Metro Washington connects businesses with graduating and rising senior CTE students.

**FUNDING RESOURCES FOR EMPLOYERS**

Training staff is a proven way to develop highly-skilled employees, reduce turnover rates, increase productivity and lower the cost of recruitment. ABC of Metro Washington has compiled a list of resources to fund employers’ efforts to offset the cost of training staff including tax incentives and apprenticeship reimbursement. To learn more, visit:

www.abcmetrowashington.org/Career-Workforce-Development/Resources-for-Employers
ABC NATIONAL CRAFT CHAMPIONSHIPS

Craft trainees and apprentices from across the country travel each year to compete for top honors in their chosen craft. For the competitors, the National Craft Championships (NCC) allows them to demonstrate their superior skills, training and safe work practices. For the training sponsors, employers and ABC chapters, the NCC demonstrates a staunch commitment to the career path the construction industry offers.

56 companies and ABC chapters representing 27 states sponsored competitors. ABC of Metro Washington hosted a local craft competition which qualified two employees from member firms Hensel Phelps (carpentry) and JRA & Associates Contracting, LLC (plumbing) to compete at the National level.

Has your company reached its highest potential?

We can take you HIGHER

With apprenticeship and skills training in 21 trades, CraftMasters delivers:
- Better Performance
- Improved Productivity
- Increased Safety
- Greater Employee Retention

CraftMasters
abcrcraftmasters.org
**WHO WE ARE**

ABC of Metro Washington founded ABC CraftMaster’s Training Trust (CTT), a separate 501(c)(3) organization, as the training arm to deliver apprenticeship and construction craft training in 21 separate trades.

The apprenticeship and craft training programs are accredited by NCCER, and fully approved by the Maryland Apprenticeship and Training Council, District of Columbia Apprenticeship and Training Council, U.S. Department of Labor and the U.S. Veterans Administration.

**WHY TRAIN WITH CTT?**

- To fulfill government-mandated apprenticeship training requirements
- Your skilled workforce is safer and more productive
- Investing in employees brings value to your company
- Developing an educated workforce positively affects the future of our industry
- We are accredited so you don’t have to be

**WHAT WE OFFER**

- C.O.R.E. (Construction Orientation Readiness Education)
- Carpentry
- Concrete Form Building
- Electrical
- Heavy Equipment Operator
- Laborer
- Painting
- Pipe Insulator
- Reinforced Ironwork
- Sheet Metal
- SteamFitting
- Welding

Visit us at [www.abccraftmasters.org](http://www.abccraftmasters.org) or call (301) 853-4668.

**SUCCESS STORY: ABC AND MCCULLOUGH CONSTRUCTION PARTNER WITH DOES**

McCullough Construction, LLC and ABC CraftMasters Training Trust are working with the Department of Employment Services (DOES) to create a Workforce Development Training Program for the Hill East Project in DC, satisfying First Source requirements. McCullough Construction will train 100 DC residents in the ABC CraftMasters’ CORE program. This 10-week program will provide DC residents with basic knowledge and skills required in the construction trades. In addition, residents will have the opportunity to advance to a registered apprentice program approved through the Department of Employment Services Office of Apprenticeship and Training and the DC Apprenticeship Council.

**MID- ATLANTIC BACKFLOW ACADEMY**

Created in partnership between University of Florida’s TREEO Center and ABC CraftMasters Training Trust, the Mid-Atlantic Backflow Academy is the ONLY dedicated backflow facility in the United States. 32-hour certification and recertification are available.

**WHY:** Federally, the Safe Drinking Water Act of 1974 requires Public Water Systems to keep harmful contaminants and pollutants from entering the water distribution system through cross-connections and backflow. Individual states, regulatory authorities and licensing agencies realize the critical nature of protecting the potable water within their respective jurisdictions and for this reason, Certified Cross Connection Control Professionals are in demand.

**WHERE:** From Maine and Ohio to North Carolina and all states in between, the Mid-Atlantic Backflow Academy brings cutting-edge backflow instruction to a centralized, east coast location for all in the industry.

The Mid-Atlantic Backflow Academy is located inside the CraftMasters Training facility in Beltsville, MD.
SAFETY PROGRAMS

In our commitment to safety and health in the construction industry, and to saving, protecting, and enhancing the lives of workers and the community, we offer innovative safety training seminars with real-life learning to develop a skilled and knowledgeable workforce.

SAFETY TRAINING CLASSES INCLUDE:

- Aerial Lifts
- Competent Person
- Confined Spaces
- Fall Protection
- First Aid & CPR
- Flagger
- Forklift Safety
- OSHA-10
- OSHA-30
- Respiratory Protection
- Rigging
- Scaffold Safety
- Trench and Excavation

NEW HIRE SAFETY ORIENTATION

The Safety Orientation Template provides a consistent, impactful safety orientation program to employees. This customizable template will guide you through the process of conducting a highly effective safety orientation program, an important factor as you build a culture of safety that strives to achieve zero accidents.

STEP

The 2017 report on Safety Training Evaluation Program (STEP) application data makes it clear that orientation programs of 200 minutes or more improve TRIR and DART rates by more than 90%. Companies that conduct an in-depth indoctrination of new hires into the safety culture, systems and processes based on a documented orientation process experience 48-50% lower incident rates than companies that limit their orientations to basic safety and health compliance topics.

www.abcmetrowashington.org/safety

SPECS

The Strategic Partnership for Excellence in Construction Safety (SPECS) is a new program between the Maryland Chapters of ABC and Maryland Occupational Safety and Health (MOSH). This multi-level program exemplifies the importance of providing a safe and healthy work environment in the construction industry, and recognizes employers who go above and beyond.

The SPECS program seeks to work with construction employers who have demonstrated strong efforts toward improving their occupational safety and health practices and who are willing to share resources, best practices and work with the construction industry at large to establish successful safety and health management systems. Participants in SPECS will receive incentives for their participation depending upon the level of their safety and health systems.

Who is eligible? ABC subcontractors and general contractors on a Maryland job site, who have met the requirements of ABC STEP Gold or above.

DRUG- AND ALCOHOL-FREE WORKPLACE

Nationwide, over 4,000 companies have signed the Drug- and Alcohol-Free Workplace Pledge, committing to establish drug- and alcohol-free jobsites and offices. Take the pledge at drugfreeconstruction.org.
ABC of Metro Washington has created and conducted hundreds of executive programs for construction industry managers. We offer a wide range of year-round management courses and leadership opportunities for members.

FEATURED COURSES:

**Project Managers’ and Superintendents’ Academy** – Improve day-to-day management skills on the construction site with this specialized academy for project managers and superintendents. This program is presented by experts in the field who share their keys to success, discuss current trends and provide tips on the tried and true techniques they have acquired.

**Construction Quality Management (CQM)** – Required training in order to do business with the USACE and NAVFAC. This program emphasizes the mutual goal of the contractor and the government in providing a quality product and encourages proactive leadership, providing methods to get it right the first time. Attendees develop an understanding of how to integrate quality by planning it into every aspect of the project from pre-construction to project close-out.

**ABC University** is exclusively offered to ABC of Metro Washington members, providing critical resources for focused business growth and improvement. Your subscription includes:

- Live virtual business forums providing an interactive experience for addressing the biggest challenges facing your firm’s growth, anonymously.
- A growing archive of forums in a fully-searchable format.
- Best practices, accompanying documents and training videos for profitably and strategically growing your construction business.

Build your monthly live training subscription from three tracks (choose 1, 2, or all 3):

- Talent Acquisition & Management
- Client Management & Selection
- Leadership

No commuting required, and the first month is FREE. Visit abcmetrowashington.org/ABCUniversity

The Management Education program is led by a committee of industry professionals representing general contractors, specialty contractors, suppliers and industry associates. This group discusses current trends and educational topics influencing members’ businesses and their employees’ professional growth. A wide range of management training opportunities are created and offered year-round, promoting a focus on improving the knowledge base and expertise of all member employees.

**WHO SHOULD ATTEND:**

- Estimators
- HR Professionals
- Information Technology Team
- Finance Professionals
- Marketing Professionals
- Project Engineers
- Project Management
- Purchasing Team
- Superintendents
- Project Executives
- CEOs and CFOs
- Business Writing
- Change Orders
- Construction Law
- Construction Quality Management (USACE/NAVFAC)
- CrewLead Bootcamp
- Estimating
- Federal Contracting
- Financial Management
- Frontline Supervisory Training
- Insurance and Bonding
- Leadership
- Negotiations and Contracts
- Networking and Presentation Skills
- Peer Groups - Estimating, HR and Safety
- Project Close-Out Process
- Plan Reading
- Pre-Construction
- Prevailing Wage
- Risk Management
- Scheduling
ABC’s Leadership Development Program (LDP) is a structured yet customizable action plan that cultivates the holistic skills required for executive leadership. Individuals selected for this program are often sought out as “rising stars” in their companies, with distinct qualities of character, command and intelligence. LDP graduates develop fundamental skills that bring great value to the individuals and their employers. The program helps participants:

• Further their leadership skills and professional development
• Learn more about ABC and increase their involvement in the association
• Demonstrate their desire and ability to serve as a leader of our industry within their company as well as ABC.

Throughout the 16-month cycle, program participants take part in required coursework as well as elective activities to earn credits towards the completion of the program. They also benefit from interacting with a team of construction industry professionals who serve as mentors and share their stories, advice, experience and fellowship.

Upon successful completion of the program, students are recognized for their achievements.

• Recognized as graduates at an ABC general meeting in front of their peers, employers and industry leaders.

• Top performing graduates are awarded with a scholarship to attend the Grinnell Leadership JumpStart® program in Chapel Hill, NC. This four-day program delivers a group coaching process that will help participants find the power of their leadership skills and personal purpose.

• The J.P. Blase Cooke Leadership Achievement Award, named in honor of the chapter’s 1984 Chairman of the Board, J.P. Blase Cooke of Harkins Builders, Inc., is awarded to one student from each graduating class. This student is selected by the LDP participants, mentors and advisors based upon their level of participation, performance of activities and group votes.

Individuals selected for this program are often sought out as “rising stars” in their companies, with distinct qualities of character, command and intelligence. LDP graduates develop fundamental skills that bring great value to the individuals and their employers.

Prominent industry leaders from the following firms participate as LDP mentors and advisors:

Balfour Beatty Construction
Christopher L. Grant, Attorney at Law
Clark Construction Group, LLC
Coakley & Williams Construction, Inc.
Donohoe Construction Company
Ernest Maier, Inc.
Goldin & Stafford, LLC
Harkins Builders, Inc.
Henley Construction Co., Inc.
Lanigan, Ryan, Malcolm & Doyle, PC.
Mallick Mechanical
Manganaro Midatlantic, LLC
PCC Construction Components, Inc.
Pillar Construction, Inc.
Rockville Fuel & Feed Company, Inc.
Ruppert Landscape, Inc.
Scaffold Resource, LLC
Shapiro & Duncan, Inc.
SunTrust Bank
Total Shading Solutions
WCS Construction, LLC
INDUSTRY RESOURCES

TRAIN YOUR EMPLOYEES

ABC OF METRO WASHINGTON WEBSITE
abcmetrowashington.org
A dynamic resource for members and industry professionals providing information on business development, events, education, political advocacy, member benefits and member news.

BUILDING METRO WASHINGTON WEEKLY
abcmetrowashington.org/weekly
Our weekly eNewsletter spotlights current trends, networking events, upcoming seminars, legislative activity and more.

BUILDING WASHINGTON MAGAZINE
abcmetrowashington.org/buildingwashington
ABC of Metro Washington’s award-winning quarterly magazine is an indispensable tool for staying up-to-date on major projects, issues and happenings in the construction industry. Building Washington readers constitute the bulk of the purchasing power within the region’s building industry.

CONSTRUCTION EXECUTIVE MAGAZINE
constructionexec.com
ABC National’s monthly magazine.

MEMBERSHIP DIRECTORY
ABC of Metro Washington’s annual membership directory and buyers’ guide offers prime, long-term visibility among all stakeholders in our area’s commercial construction industry.

LEGISLATIVE BLOG
abcmetrowashington.org/blog
The ABC of Metro Washington blog provides you with timely information on efforts to protect the merit construction industry.

CONSTRUCTION ECONOMIC UPDATE
abc.org/newsmedia/constructioneconomics
Covers monthly construction spending, economic growth, employment and producer prices.

CONSTRUCTION BACKLOG INDICATOR
abc.org/newsmedia/constructioneconomics
Bi-monthly forward-looking national economic indicator that reflects the amount of work that will be performed by commercial and industrial contractors in the months ahead.

CONSTRUCTION CONFIDENCE INDEX
abc.org/newsmedia/constructioneconomics
Using data collected from ABC members from across the country through a confidential monthly survey, this national economic indicator provides stakeholders with a forward-looking view of the nation’s nonresidential construction industry.

NEWSLINE
abc.org/newsline
Providing timely news, Newsline is an online, weekly newsletter from Associated Builders and Contractors.

ABC’S FREE WEBINAR SERIES
abc.org/educationtraining/academy/upcomingwebinars
In today’s competitive arena, contractors need efficient educational opportunities. ABC offers a variety of webinars covering topics important today and tomorrow.

FINDCONTRACTORS.COM
Provides member access to search for members by name, chapter, location, sales volume, or type of construction, plus it’s easy to find members that participate in STEP, have federal designations and have signed the Drug- and Alcohol-Free Workplace Pledge.
PROTECT YOUR MERIT SHOP

ZERO ATTEMPTS BY PRINCE GEORGE’S COUNTY TO REQUIRE PLA MANDATES ON COUNTY PROJECTS OVER THE PAST 3 YEARS.

ZERO PLA LEGISLATION ENACTED BY THE MARYLAND GENERAL ASSEMBLY.

ZERO PLA LEGISLATIVE MANDATES INTRODUCED IN MONTGOMERY COUNTY.

$260,000 RAISED FOR GOVERNOR HOGAN’S RE-ELECTION EFFORTS.

$200,000 RAISED TO ASSIST FEDERAL, STATE AND LOCAL CANDIDATES WHO SUPPORT ABC AS WELL AS FREE AND OPEN COMPETITION.
Our association allocates significant resources to aggressively protect members’ right to do business in our area.

Nearly 90 percent of the entire construction workforce in our area is merit-based. However, legislation is introduced that restricts merit-based companies from participating in publicly-funded projects, reserving public work for 11 percent of the construction workforce.

- ABC fights this legislation daily on our members’ behalf by building relationships with elected officials, lobbying against unfavorable legislation, staying at the forefront of the regulatory arena and battling all threats to merit construction.

Our association allocates significant resources to aggressively protect members’ right to do business in our area. Legislation such as Project Labor Agreements (PLAs) and DC First Source laws hinder your ability to win work. We fight this legislation on our members’ behalf and, as a result of our efforts, defeat proposals outright or minimize the impact they will have on the merit construction industry.

- In Maryland there have been only one state and one local publicly-funded projects with PLA requirements within the past five years; a true testament to our political success.

ABC of Metro Washington devotes the same energy and determination in pushing back against legislation and policy initiatives that would negatively affect the merit construction industry in the District of Columbia. The association has a full-time registered lobbyist representing ABC members in the District of Columbia. This is a further indication that ABC is committed to “fight the fight” wherever and whenever necessary.

**LEGISLATIVE TOOLS AND RESOURCES**

**ABC ACTION APP.** Advanced advocacy tool that enables members to receive and take action on vital legislation pertinent to their business. Download your free app at the iTunes app store or Google Play.

**LEGISLATIVE BLOG.** Available at abcmetrowashington.org/blog, the ABC of Metro Washington blog provides you with timely information on our efforts to enhance contracting opportunities available to the merit construction industry.

**WE BUILD MARYLAND.** A statewide newsletter produced weekly during the 90-day session of the Maryland General Assembly. webuildmaryland.org

**VOTERVOICE.** Keeps members informed about legislative issues that affect the construction industry. votervoice.net/ABCDC/Home

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**THE COLLECTIVE VOICE OF OUR MEMBERS IS MUCH GREATER THAN ONE VOICE ALONE.**

**ABC’S PRIORITY LEGISLATIVE ISSUES**

- Government-Mandated Project Labor Agreements (PLAs)
- Davis-Bacon Act / Prevailing Wage
- Immigration Reform
- National Labor Relations Board (NLRB)
- Workforce Development

**ABC’S GENERAL LEGISLATIVE ISSUES**

- Energy and Environmental
- Estate Tax Repeal
- Federal Contracting
- Health Care
- Independent Contractors
- OSHA Reform

- Regulatory Reform
- Right to Secret Ballot Election
- Right to Work
- Salting Abuse
- Tax Reform
INCREASE YOUR PROFITABILITY

$34 MILLION SAVED BY ABC MEMBERS NATIONALLY IN 2018 USING THE MEMBER DISCOUNT PROGRAMS.

NEW DISCOUNT PROGRAMS INCLUDE:
• NISSAN
• HOTEL ENGINE
• TRAVELERS HAVEN
• LOWE’S PROSERVICES

20,000+ RETAILERS PARTICIPATE WITH ABC MARKETPLACE – YOUR ONE-STOP SHOP FOR EXCLUSIVE DISCOUNTS.

abcmetrowashington.org
ABC of Metro Washington member companies can take advantage of business discounts offered from our Business Partners. Even if you are already using these services, be sure to let them know you are an ABC member so you can save! And ABC member employees can also enjoy select discounts for their personal use.

--- INSURANCE PROGRAMS ---
**offering exclusive discounts to ABC Members**

**Chesapeake Employers Insurance** – Worker’s Compensation
Exclusively available to members of the Maryland ABC Chapters (including ABC of Metro Washington). Contact your insurance agent, or call 1-800-264-4943 to ask for a free quote.

**Contractors Advantage Program** – PENN National Insurance (commercial auto, general liability, property, commercial fire and crime, and inland marine). Call your ABC member insurance agent, or ABC of Metro Washington at (301) 595-9711.

**GEICO** – geico.com/disc/ABC
Personal Auto Insurance

**ABC Insurance Trust** – abcinsurancetrust.org
- Traditional, HMO, PPO and POS Medical Plans
- Dental Plans
- Short-Term and Long-Term Disability
- Group Life Insurance
- Supplementary Life Insurance
- Voluntary Coverages
- Long-term Care
- HRAs/HSAs/FSAs

--- BUSINESS DISCOUNTS ---

**ACCOUNTING SERVICES**
Foundation Software

**AUTOMOTIVE / COMMERCIAL VEHICLES**
General Motors (GM) Fleet
Nissan

**AUTOMOTIVE PARTS AND ACCESSORIES**
AutoZone

**CONTRACT DOCUMENTS**
ConsensusDocs

**CORPORATE HOUSING**
Travelers Haven

**FLEET MANAGEMENT**
Enterprise Fleet Management

**FUEL PROGRAMS**
ExxonMobil
Shell

**HOTELS**
Hotel Engine

**MATERIALS, TOOLS AND SUPPLIES**
Lowe’s ProServices

**OFFICE SUPPLIES**
Office Depot

**PAYROLL SERVICES**
Payroll4Construction

**PROFESSIONAL DEVELOPMENT**
FranklinCovey

**SHIPPING SERVICES**
FedEx Advantage Program

**TOTAL BENEFITS SOLUTIONS**
The Contractors Plan
abc.org/thecontractorsplan

**UNIFORM AND APPAREL SERVICES**
Aramark

--- EMPLOYEE DISCOUNTS ---

**APPAREL SAVINGS**
Aramark

**AUTO INSURANCE**
GEICO

**AUTOMOTIVE PARTS AND ACCESSORIES**
AutoZone

**CORPORATE HOUSING**
Travelers Haven

**EMPLOYEE SAVINGS**
ABC Marketplace

**HOTELS**
Hotel Engine

**OFFICE SUPPLIES**
Office Depot

**VEHICLES**
General Motors (GM) Fleet
Nissan

**WIRELESS SERVICE AND ACCESSORIES**
Verizon

INCREASE YOUR PROFITABILITY
SAVE MONEY. SAVE TIME. IMPROVE YOUR BOTTOM LINE.
ABC.ORG/DISCOUNTS
MEMBER LISTINGS

EXCLUSIVE MEMBER CONTRACTOR REFERRAL PROGRAM CONNECTING GCs AND SPECIALTY CONTRACTORS.

150+ CBE/LSDBE MEMBER COMPANIES TO MEET JURISDICTIONAL QUALIFICATIONS.

500+ MEMBER COMPANIES IN THE METRO WASHINGTON AREA

SEE YOUR PRINT MEMBERSHIP DIRECTORY TO ACCESS ALL MEMBERS.

THE METRO WASHINGTON CHAPTER IS ONE OF THE 6 LARGEST AMONG THE 69 NATIONWIDE, AND IS AWARDED THE HIGHEST ACCREDIATION BY ABC NATIONAL.