

2015 Year in Review

ABC by the Numbers

- ABC consists of 70 chapters across the country with 19,600 companies representing 2 million employees.
- More than half of the contractors on Engineering News records "Top 400" list are ABC members.
- ABC is the largest industry group dedicated to merit shop construction
- Fortune magazine recognized ABC's efforts in Washington DC by naming the association one of the "most influential" organizations in the United States.
- ABC STEP participants are safer than the industry average and ABC chapters lead the way when it comes to safety training for the construction industry.
- ABC saved members more than \$26 million dollars through member discount programs, in addition to working on improving diversity in the industry and creating value for users.
- ABC worked to elect pro-merit shop candidates, advocated for immigration and tax reform and celebrated an alliance with Merit Canada.
- More than \$7.3 billion in award-winning projects were built by ABC members to enhance their communities and both members and chapters made efforts to support those less privileged.
- Fortune Magazine Lists ABC Members on list of 100 Best Places To Work For Millennials.



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Leadership From Within

This past year the ABC Board of Directors took on a very important task, replacing the chapter president of 32 years. This transition comprised of Kathleen Garrity retiring and Wendy Novak becoming our new President and CEO of this chapter. With Wendy's 17-year history and knowledge of ABC and its members, as well as the strong support of the ABC of Western Washington board leadership, there is a great foundation for the chapter to move forward.

With change comes great opportunities, and this chapter is looking forward to moving forward. In doing so, we need to keep doing some of the key initiatives we have done in the past that have made us one of the top chapters in the ABC federation, but do it even better.

As chair of Associated Builders and Contractors of Western Washington's Board of Directors, I am focused on growing our membership, expanding our training and education, and increasing support of the merit shop philosophy and free enterprise by aligning with good government leadership. We also need to continue to develop leaders for our industry and our association, ensuring that we have enough leaders for the future.

I believe that this association has a lot to offer not only the business owners of this community but their employees. As an employee of a business that has been a member of ABC for over fifteen years, Synergy Construction has given me the ability to tune my leadership style through ABC. ABC's professional development courses have been of great value to me and my employer.

I urge you to join me in engaging in your membership this coming year. ABC has so much to offer its members and the industry and we want to make sure you are taking advantage of all the benefits of your membership. Read the weekly News of Merit email to stay updated on everything we are doing; attend an event to network and learn from your peers; utilize ABC's safety services to continue to make safety a priority in our industry; invest in your future by investing in your staff and send them to our leadership and supervisory education offerings; and above all, continue to use ABC as a resource – ABC's professional staff is here to help you find solutions.

Thank you for your support and I look forward to leading you this coming year.

Jamie Creek, Synergy Construction
Chair, ABC

Moving Forward with Great Strides

ABC saw many changes this past year, above and beyond that of transitioning a new chapter president. The changes have been positive, exciting and puts ABC in a great position to grow now and into the future.

We added more capacity on staff, hiring Kayla Johnson, safety and education administrator, who is in charge of safety, management and event registration, ABC safety resources, and safety programs. She will eventually be an instructor for some of our trainings and expand on our current safety offerings. Kayla brought with her a lot of safety knowledge from working with individuals in the oil fields of Texas.

Katie Anfinson took over as membership development manager in April and applied many of her skills right away, contacting members and growing the membership through the Just One campaign. ABC of Western Washington reached membership growth for the first time in years and reached it earlier than any other year. Our chapter is also currently holding the lead for the most prestigious membership award that ABC National hands out: The Mullan Award!

Earlier this year, we redesigned our website to offer a better resource to our members. We have also moved to a more robust membership database, giving us the ability to track more information from our members and stay current with technology.

ABC launched a new "Rising Stars" leadership development program this past year, strengthened our relationship with the UW School of Construction Management by serving on their executive board, and continued our participation on the Prevailing Wage Committee and the Washington Construction Industry Council.

ABC's events hit a new high this year when we partnered with NAIOP and brought in ABC National's Chief Economist Anirban Basu, who gave us a glimpse of the current and future outlook in our region and nationally, and held our first Technology in Construction Roadshow, featuring national presenters and vendors showcasing the latest technology and apps being used in our industry.

ABC has so many things going on, that we are continually looking for members interested in serving on a committee to help us plan and grow our association. If you want to give back to the industry, have fun, and meet your fellow members, then consider joining a committee, and be part of this exciting time of change!

ABC's staff and board work hard for you every day! We are committed to making sure your membership gives you the resources you need to develop your people, win work, and deliver that work safely, ethically, profitably and for the betterment of the communities in which you work.

As a member of Associated Builders and Contractors of Western Washington, please feel free to call me or stop by the office anytime.

Wendy Novak
ABC President/CEO



Get Involved - Be Engaged – Support Your Industry

ABC has a variety of ways members can participate, get involved and give back to the industry.

Join a committee or council: We are always looking for members who want to grow their contacts, learn or polish leadership skills, and have fun! You can do this by serving on a council or a committee at ABC. Committees are an integral part of our association and are one of the most effective environments for networking and developing relationships within the industry.



Attend an event: ABC offers a variety of different events throughout the year. Attend a free networking event, go to one of the fun Leader Development Group events, play in or sponsor our annual golf tournament, join us for our Excellence in Construction & Safety Awards banquet where we celebrate the top projects our members have worked on, or register for our Business 2 Business event where you are guaranteed to meet new business contacts. All of our events are geared towards educating you, giving you networking opportunities, and providing you with a worthwhile and entertaining experience.

Train and educate your crew or yourself: ABC offers over 45 safety and management education classes every year. Working closely with members, we offer a variety of classes based on your needs using our certified safety consultants.

Market your company: ABC provides members great opportunities for marketing their company through the annual partnership program, event sponsorships, and advertising in our membership directory. You can pick the event and level that suits your needs!

Give back: Join ABC as a volunteer during the annual community enhancement project we work on with NAIOP. Play in the annual Golf Extravaganza, which helps support the Grassroots Golf Foundation. Donate a toy for Toys for Tots during our annual Open House.

ABC is your Voice! Fighting for Pro-Business Legislation in Olympia

During the 2015 Legislative Session, the Government and Labor Affairs team:

- Hosted a successful Day on the Hill event with Sen. Baumgartner, Sen. Warnick, Rep. Manweller, Rep. McCaslin, Rep. Caldier, and Rep Wilson.
- Positively influenced legislation and stopped bills harmful to small business such as: HB 1354, HB 1355, HB 1356.
- Hosted four Legislative Meet and Greets so members could sit face to face with legislators and share the impact that legislation has on their business.
- Hosted the Free Enterprise Summer Social and PAC fundraiser raising \$9,850 for ABC-endorsed candidates.
- Hosted ABC's first Crab Feed with a silent auction focused on supporting the ABC state PAC.
- Met with Sen. Patty Murray, Rep. Suzan DelBene, Rep. Rick Larsen, and Rep. Dave Reichert, while attending the Legislative Conference in Washington DC and shared the impact decisions on NLRB ambush Rule, PLA's, health care reform and tax reform have on ABC contractors.
- Developed a Legislative Session Report and bill tracking sheet updating members on the 105-day session.

On behalf of the GLA council, Last year's fundraising efforts contributed to a very successful Washington State election. With our goals going forward we look to be even more supportive of candidates who believe in the Merit Shop Philosophy and Free Enterprise!
John Noble, Washington Commercial Painters, Government & Labor Affairs Council

Opportunity to Reform Prevailing Wage

After working to educate legislators on the importance of prevailing wage law for years, ABC now has some champions in the legislature who are concerned both about how the prevailing wage is determined, how the act is being even further expanded offsite and how an artificially high wage puts a burden on already strained public works budgets. Even though most ABC contractors are largely private sector contractors, every member is a tax payer who bears the inflated cost due to the ever-expanded scope of the prevailing wage law. Several reform bills were introduced this year, none of which passed but they provided opportunities for more education and discussion. On the "other" side, organized labor put forth some bills that would expand the scope of the act and make the collectively bargained union wage the prevailing wage. Without our friends in the Senate to stop these union-backed bills, the governor would have happily signed them into them law. Who we send to Olympia does matter!

Chapter Leadership Attended 2015 ABC Leg Con



Each year, ABC members join as one powerful voice to educate congress about the issues that affect their businesses and to showcase the opportunities and diversity members contribute to our industry and the economy. The more people we bring to Capitol Hill, the more impact we will have. ABC staff and leadership attend ABC National's Legislative Conference in Washington DC every year on behalf of the membership. They participate in discussions facing Merit Shop contractors, support of free enterprise and celebrating the safety records of STEP members. The ABC of Western Washington group held meetings this year with representatives from the House and Senate, meeting with Rep. Dave Reichert, Suzan DelBene, Rick Larsen

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and Senator Patty Murray. During these meetings they shared the meaning of Merit Ship and discussed issues such as:

- Burdensome Regulations such as NLRB Ambush Rule, OSHA Silica, and EPA Waters of the U.S.
- Tax Reform
- Project Labor Agreements: Government Neutrality in Contracting Act (HR 1671)
- Health Care Reform
- Workforce Development

ABC of Western Washington hosted a very successful, Free Enterprise Summer Social at the home of Government and Labor Affairs Chair **John Noble (Washington Commercial Painters)** on August 13th. Over 30 members were in attendance and helped raise \$9,850 for the State PAC; more contributions were raised this year than any other year. The contributions will go to support pro-business candidates whose leadership and support on open shop issues help to advance the philosophy of open competition and free enterprise.

Growing Your Association

ABC's Just One membership campaign continued this year and takes full member support to be successful. If every ABC member referred just one non-member to ABC we would quickly reach our goals for membership. The recession effected many members, a lot of who lost their businesses and left the industry, creating a very challenging atmosphere for growing our membership. With more members, ABC can offer more benefits, more services, more training, increased refunds through our Retro program, provide better discounts and more!



This is where you come in! Do you know a contractor who needs safety training or wants to participate in a strong health insurance program? Do you know a contractor who is not in a retro program? Do you know a company that provides a great benefit to the construction industry but isn't an ABC member? Help ABC grow by referring a prospective member! Contact Katie Anfinson at 800.640.7789 and she will help you get them information.

*Looking forward to 2016, the ABC Membership Council has an amazing year planned for membership growth! With the help from existing members and the launch of the ABC Just One campaign, the council looks forward to bringing in new members to experience the benefits of ABC in helping their companies grow and excel as well as the construction industry.
Mike Schultis, Schultis Sundberg, Inc., Membership Council*

Safety is Everyone's Business



ABC has seen an uptick in requests for safety training this past year. Members are getting busier and the industry is demanding more and more emphasis on safety in keeping workers safe. ABC has spent the last year responding to members' increasing safety needs, by providing over 45 safety classes including open enrollment classes, on-demand classes as well as specialty topic safety classes for members. ABC continues to offer members a discounted safety consultant program called Safety on Demand, weekly Safety Meeting Outlines subscription and the ABC Accident Prevention Program.

A big thank you goes out to our member safety consultants – **Med-Tox Northwest, Overton Safety, RGA Environmental, Safety Matters** and **Safety Source** for helping ABC members stay safe! Another thank you goes out to all our ABC members who

hosted open enrollment safety classes at their office. ABC is working to bring classes closer to our members by holding classes in different areas of the greater Seattle area to save commute time.

Members Engaging in Safety: STEP & Safety Alliance Participation

Our members are engaged in safety! Our chapter received a national STEP participation award in recognizing 75% of overall chapter members participated in STEP. We are the leading chapter (out of 70 chapters) in the US participating in this program. Congratulations to all our STEP participants (*see full list on the last page of this booklet*). Once again, we also have a member who has reached the highest level of STEP participation by achieving the coveted Diamond Level. Our chapter also increased participation in the top levels of STEP awards as well as participation in the ABC Safety Alliance Program over 2014.

ABC's Competitive Retrospective Rating Program Keeps Growing

ABC's Retrospective Rating Program has consistently provided excellent refunds and premier services to its members. This last year ABC Retro earned a 39.2% refund for the first adjustment of the 13-14 plan year, a 39.2% refund for the second adjustment of the 12-13 plan year, and a 32.9% refund for the final adjustment of the 11-12 year. The group was able to put over 4.5 million dollars directly back into its member's hands. The good news is that time loss claims and time loss days have been decreasing as members have been diligent about providing light duty return to work and Kept On Salary (KOS) when appropriate.

ABC also made a change in its third party administrator starting with the 2015-2016 plan year. **Aspire Consulting LLC** was chosen to manage the group's claims, loss control, and safety. Aspire was started by **Greg Kabacy**, who has managed the ABC Retro program over the last decade. Aspire was set up to provide a dedicated management team to the members of ABC. Along with Greg, **Nicole Meyer** and **Julie Burke** are providing the claims management, **Tyler Meyers** is providing safety and loss control, and **Heather Davis** is marketing new members for the group. By having case loads that are lower than the industry average, and

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being dedicated to ABC, the staff at Aspire is committed to be available to members, providing more on-site visits, and up-to-date claim information.

The 14-15 plan year will be coming up on its first adjustment in April and currently the plan year is looking very similar to 13-14. While the year has a few more time loss days, overall indemnity claims are down, and premiums are up. The construction industry in retro is very competitive and ABC is committed to keeping your retro program one of the best in the state. If you have questions about your account, or your claims, please feel free to contact Aspire Consulting at 253.205.8150.

Partnering with CITC to Train Our Workforce

In 2015 the Construction Industry Training Council (CITC) celebrated its 30th Anniversary of "Educating to Empower" the construction industry workforce. It was a banner year for growth, adding the three new statewide apprenticeship programs to its offerings: laborers, residential electricians and low energy electricians, bringing CITC's program offerings to ten. In addition to existing major facilities in Bellevue and Vancouver, CITC opened a Spokane training site in time for fall, 2015 classes. CITC also offers classes in Bellingham, Kennewick, Kingston, Mountlake Terrace and Tacoma.

CITC offers continuing education classes as well, including Washington State-Approved courses for Electrical Trainees, Journey-level Electricians, Journey-level Plumbers and Plumber Trainees.

Ken Hill, the new Eastern Washington Regional Coordinator in Spokane, is a 1993 CITC graduate and journeyman electrician. After working in the field, he took further training with CITC and earned an administrator certification for the state of Washington in 1999. He has served on CITC's electrical apprenticeship committee since 1995 and has been an instructor for CITC since 2014.

CITC student body has grown from 335 in the fall of 2014 to 600 apprentices in the fall of 2015 and some 685 total students statewide. Although that is phenomenal growth, it still is not enough to fill the gap that will be left as more than 17% of the construction workforce retires over the next five years. For more information about CITC and its programs and opportunities go to www.citcwa.com or call 425.454.2482.

Our industry is experiencing a time of growth not seen in recent years. With this growth comes new employees and advancement opportunities for our existing workforce. ABC's Professional Development Council (PDC) is putting together a wide range of education and training to meet the needs of our members such as two Toastmaster Chapters, Leadership through the Rising Star program, NCCER Project Supervision class through CITC and more to come - stay tuned! Travis Hull, Mechanical & Control Services, Inc., Professional Development Council

ABC Launches Rising Stars Leadership Development Program



ABC of Western Washington has launched the Rising Star Program, a six month-long educational track of leadership and management education seminars, geared towards preparing people for the next step in their career, as well as providing improved leadership within the ABC membership. The program also includes team-building, networking, and mentor opportunities for the sold-out class of 20 participants.

Project Supervision Class a Success

ABC hit a home run with members by partnering with CITC in offering the NCCER Project Supervision class. 19 ABC members completed the 15-week accredited course. The Project Supervision class is a comprehensive, competency-based program that gives both veteran and new field managers a step-by-step approach to honing their natural abilities, developing essential skills, and generally improving their performance as leaders. As a one-level curriculum, Project Supervision covers topics such as Human Relations and Problem Solving, Safety, and Quality Control, Planning and Scheduling and many more. ABC in partnership with CITC will be offering Project Supervision fall 2015 and spring 2016.

Rafn Company First ABC Certified Green Contractor in Western Washington



Rafn Company was named a Certified Green Contractor by Associated Builders and Contractors and became the first ABC Certified Green Contractor in Western Washington and all along the west coast. ABC's Green Contractor Certification program recognizes construction companies that implement green practices and principles in the workplace, including headquarters, branch offices and jobsite office complexes.

"ABC members have been on the forefront of the green building movement since its inception, but ABC also believes in stretching green achievements beyond the construction process and into the workplace," said **Kent Meyn**, chairman of the ABC National Green Building Committee and project manager of ACI Mechanical, Inc. in Ames, Iowa. "The Certified Green Contractor program is another step in ABC's goal to provide support and recognition for those members who are setting an example

for the industry by promoting green practices within the company and those members who would like to create sustainability in the workplace as well as in the construction practices."



Excellence in Construction 2015 Award Recipients



2015 Eagle of Excellence Award Winner

Rafn Company
525 at The Enclave



Mixed-Use Construction

Rafn Company
525 at The Enclave

Commercial Construction

Donovan Brothers, Inc.
Franciscan Medical Pavilion

Community/Public Service

Synergy Construction, Inc.
Peter's Place Hygiene Center

Electrical & Communications

SME Inc. of Seattle
University VW/Audi - Freeway Motors

Healthcare

Donovan Brothers, Inc.
US BioTek Building

Historical Preservation/Restoration

Express Construction Co., Inc.
Theta Delta Chi Renovation

Industrial Construction

Donovan Brothers, Inc.
Orion Building

Infrastructure

Donovan Brothers, Inc.
Wellington Hills Retaining Wall

Mechanical Construction

Air Systems Engineering, Inc.
*Pacific Lutheran University
Swimming Pool HVAC*

Multi-Family Construction

Synergy Construction, Inc.
Viva

Specialty Construction: Interior

Ski's Painting
*Starbucks Reserve Roastery
and Tasting Room*

Tenant Improvement/Renovation

Synergy Construction, Inc.
City North Apartments

2015 ABC Safety Alliance Participants

Burke Electric
Centennial Contractors Enterprises, Inc.
CHG Building Systems, Inc.
Deacon Corp. of Washington

Express Construction Co., Inc.
Saybr Contractors, Inc.
SME Inc. of Seattle

For information on the ABC Safety Alliance, please contact Kayla Johnson at 800.640.7789.

2015 Safety Training & Evaluation Process Awards (STEP)

Diamond

Centennial Contractors Enterprises, Inc.

Platinum

Adept Mechanical Services, Inc.
Andgar Corporation
Express Construction Co., Inc.
Graham Contracting, Ltd.
Joostens Roofing Inc.

Marpac Construction
Northstar CG, LP
SME Inc. of Seattle
Synergy Construction, Inc.

Gold

Balancing Service Company, Inc.
Bender Custom Construction
Benjamin Asphalt Inc.
C&C Logging
Cornell Plumbing & Heating Inc.
Crystal Soda Blast
Davis Schueller, Inc.
DeBolte Plumbing & Heating, Inc.
Donovan Brothers Inc.
Ellsworth Builders, Inc.
Entek Corporation
General Storefronts, Inc.
Grand Entrances, Inc.
Haggard Electrical Contractors
Hamer Electric
JE Cumming Corporation
John Michael Hall Corporation
Keithly Electric Company
Kemly Electric, Inc.
KHS&S Contractors
KrekowJennings Inc.
Lead Staffing West LLC
Luminal Lighting, LLC
Mastercraft Electric Inc.
Mike Werlech Construction, Inc.
NW Utility Services, Inc.
Pattison General Contractor
Preferred Electric
Pro-Staff Mechanical, Inc.
Red Hawk Fire Protection, LLC
Saybr Contractors, Inc.
SEA CON LLC
Sea-Tac Electric, Inc.
Ski's Painting, Inc.
Southgate Electric Inc.
Traffic Control Services
Unity Electric, LP
VanWell Masonry
Washington Commercial Painters
Western Waterproofing

Silver

Abacus Electric Company
Advanced Government Services, Inc.
Ahearn Electric, Inc.
Air Systems Engineering, Inc.
Allen-Bradbury Construction LLC
Allied Construction Associates, Inc.
Allied Steel Fabricators Inc.
Amsberry's Painting, Inc.
Artistic Drywall Textures, Inc.
Blue Mountain Mechanical, Inc.
Boone Electric
BPCI
Bratton Masonry, Inc
Casa Bonita
CE & C, Inc.
Central Washington Refrigeration
CHG Building Systems, Inc.
Clearview Mechanical Inc.
Corstone Contractors LLC
Custom Sprinkler Corporation
Davis Door Service Inc.
Deacon Corp of Washington
Dick Howard & Sons Electric
DKS Inc.
Dovetail General Contractors LLC
DP Incorporated
Elite Construction Services LLC
Emerald Builders Inc.
Evergreen Concrete Cutting, Inc.
Evergreen Refrigeration
Exterior Metals Inc.
Grady Excavating Inc.
Grayhawk Construction Company Inc.
GSC Mechanical LLC
Hallmark Construction LLC
Heiberg, Inc.
High Country Contractors
Hytech Roofing, Inc.
In Store Services, Inc.
Innovative Electric, Inc.
Keystone Construction Co.
Kitsap Plumbers Group Inc
Knight Fire Protection
Lander Electric Co., Inc.
Lockhart | Suver
Mariner Construction LLC
McBride Construction Resources Inc.
McClintock & Turk Inc.

Silver Cont'd.

McCown Crafted Inc.
Mechanical & Control Services, Inc.
Merit Mechanical
Modern Builders, Inc.
Modular Electric Inc.
MRJ Constructors
Newton Building & Development, LLC
Pacific Concrete Construction, Inc.
Pacific Crest Construction, Inc.
Pacific One Construction
Performance Mechanical Group
Pivetta Brothers Construction Inc.
Precision Door Service
Queen Anne Painting Co., Inc.
Rafn Company
Rainbow Federal Inc.
Raymark Plumbing & Sewer
Redhawk Group, LLC
S & S Concrete Construction, Inc.
Schultis Sundberg, Inc.
Schultz Miller Inc.
Sea-Aire, Inc.
Shinstine Assoc., LLC
Smokey Point Electric, Inc.
Specialized Landscaping Inc.
Sprinx Fire Protection
Stuth Company Inc.
Sunrise Plumbing, LLC
System Heating & Air Conditioning Co. Inc.
T-Bar Construction Inc.
TCL Partners
Team Construction LLC
Thermatech Northwest Inc.
Tony Lind Paving LLC
Town & Country Fence, Inc.
TPC Construction Inc.
Trade-Marx Sign & Display Corp.
Trades Labor Seattle, LLC
Trig Electric Service, Inc.
United Building Services
United Systems Mechanical, LLC
Universal Land Const. Co.
Van Beek Drywall Inc.
VP Peri Painting Company
Western Washington Construction
Westmark Construction, Inc.
Woodinville Water District
Wrecking Ball Demolition LLC

Bronze

Neeley Construction
& Cabinet Co.

Participants

ABC Drywall Company
Advanced Interiors, Inc.
Arcadia Drilling Inc.
Custom Design Roofing
Glacier Environmental
Services, Inc.
Mattila Painting
Regency NW Construction, Inc.
Superior Stucco Services, Inc.
The Robson Co., Inc.



2015 ABC Partners

Patriot Partners



Liberty Partner



Platinum Partners



Gold Partners

Daily Journal of Commerce
Ellsworth Builders, Inc.
Graham Contracting, Ltd.
Lovsted-Worthington, LLC
Merit Harbor Group
Peterson Sullivan LLP

Silver Partner

Air Systems Engineering, Inc.



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