



# 2022

## YEAR IN REVIEW

ABC's Board of Directors is excited about 2023 and is strategically looking at how we can "retool" all services to bring more value to ABC members.

*The meaning of "retooling" is to revise and reorganize, especially for the purpose of updating or improving.*

We realize that businesses changed during the pandemic and what members need from ABC may be different. We are focused on improving your membership benefits through:

- Workforce development initiatives and partnerships
- Apprenticeship and craft training
- Increasing the education and training opportunities we offer
- Providing more money-saving benefits
- Connecting one-on-one with you to determine how we can bring more value to your membership

You can look forward to continued networking events with Business to Bowling on February 9th, Hockey Night on March 8th, the ABC Golf Tournament at Echo Falls on July 20th, and M's Night scheduled on September 28th. We are excited for another amazing year with the M's and look forward to a potential playoff.

A new member benefit is ABC's Member Suite. This area is complete and ready for your use. Any ABC member can reserve this space, for free, to hold company meetings and training. Don't forget our ABC Federal Way office is open for the same use!

Your Board of Directors is already working on many ways to incorporate retooling into our membership. As we look forward to 2023 and offering members even more opportunities, we thank you for your membership and support of ABC and the merit shop philosophy.

**Wendy Novak**  
ABC President/CEO

**Dawn Lanz, Sea-Tac Electric**  
2023 Chair, Board of Directors

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# ABC needs members like you!

## Get Involved in an ABC Council or Committee

As a member-run organization, ABC offers the opportunity to use your skills and interests to make a difference. Interested in one of the groups below? Email [Noel@abcwestwa.org](mailto:Noel@abcwestwa.org).

### **Membership Council:**

Oversees the sustained growth of the chapter by focusing on member recruitment, retention, and providing services, events, and benefits of value.

### **Government Affairs Council:**

Promotes and defends free enterprise and open competition while building a favorable environment of laws and regulations for the construction industry.

### **Safety Council:**

Oversees the enhancement of safety resources for our members and their employees.

### **Professional Development Council:**

Provides education for current and future leaders of the construction industry and business-related fields.

### **Diversity Committee:**

Focuses on equitable access to all resources for WMBE companies to achieve success.

### **Electrical Contractors Council:**

Peer group focused on issues specific to electrical contracting.

### **Golf Committee:**

Responsible for helping to plan and fundraise for the annual golf tournament.

### **Workforce Development Council:**

Promotes careers in construction through resources, education and training, successfully navigating the diverse entry points into the industry while aligning the employee with the needs of the employer.

### **Legal Action Committee:**

Enhances understanding and appreciation of construction industry-related issues with judges, legislators, regulators, and members.





# New Member of the Year!

## Faber Construction

We were excited to welcome Faber Construction to the ABC family in 2022. Faber Construction is supportive of the merit shop philosophy and engaged right away after joining. They joined the Government Affairs Council, attended events, graduated from ABC's Construction Business School, and will be attending the ABC National Convention in March. They understand the importance of grassroots and strength in numbers and referred a list of contractors to help build the membership.



## WESTERN WASHINGTON

Outstanding Membership Retention  
Superior Contractor Percentage over 65  
Membership Growth  
Membership Goal Achievement



## Membership Ranking At-A-Glance

- Reached 92% member retention in 2022
- Received the National High Preforming Chapter Award in 2022
- Grew our membership 2%
- Contractor ratio of 75% exceeds national average of 62%
- 74% STEP participation
- Received the ABC National Bronze Grassroots award



# New Benefits at ABC!

## Virtual Job Board

ABC Launched a virtual job board this year. We wanted to provide an opportunity for our members to increase the visibility of open positions within their company. Member's listings are posted at no cost to the member. If you would like to take advantage of this opportunity email Noel Koski at [Noel@abcwestwa.org](mailto:Noel@abcwestwa.org) for details.

## Member Suite

ABC now has a Member Suite, with conference rooms, private offices, and space for you to use! Feel free to drop in or reserve a space to hold meetings and trainings. We are open Monday – Friday and are happy to have you here. The conference room is also available for members use in ABC's Federal Way office.

## Safety Training

ABC's Director of Safety, Tony Incrocci, is certified to teach CPR/First Aid, Aerial Lift, and Forklift Operator. Reach out to [training@abcwestwa.org](mailto:training@abcwestwa.org) with any questions or to schedule your next training. Having Tony available to educate means we can customize our approach to fit your needs.







## Safety Resource Library

We have officially launched our online Safety Resource Library, jam packed with resources on various safety topics and requirements. As a member-only benefit, the username and password will be provided in our News of Merit Newsletter at the beginning of the year every year. You will have access to checklists, forms, toolbox talks, policies and related links as well as Washington State rules.

# Safety Library

General	Excavation - Trenching - Shoring	Lead Safety
Accident and Injury Investigation	Toolbox Talks	Lock Out - Tag Out
Asbestos	Checklists and Forms	PPE - Personal Protective Equipment
Bloodborne Pathogens	Washington Rules	Respiratory Protection

## SuperTrack Smart Cards

The Supertrack card contains an RFID/QR unique code connected to the employee's account in cloud-based software, containing information on the complete training courses he/she takes and has been provided to ABC to be uploaded. The software allows the student to email or show his/her certifications to anyone.

The front of the card has the employee's name, the employer's name, and, the date the card was issued. The back contains the QR code with instructions for scanning the card and downloading the app. Anyone with the free HAVOC SUPERTRACK app can view and send the information needed. It works for both iOS and Android systems. It can be found in the Apple Store or on Google Play.

The SuperTrack card is free to Retro Members, \$15 per card for ABC Members, and \$15 to replace if lost or stolen. If you are interested in participating in the SuperTrack program please reach out to [training@abcwestwa.org](mailto:training@abcwestwa.org).



## ABC's Retro Program Performance in 2022

- 54% of the members have a time-loss-free discount for 2023
- 85% of the members have EMRs below 1.00
- 54% of the members decreased their EMR from 2022
- The lowest EMR in the group was 0.5395
- Highest performing members earned over 42% refunds in plan year 20-21 and 37% refunds in plan year 19-20



# ABC Advocates!

ABC advocated on behalf of our members in 2022 by educating lawmakers, testifying during the legislative session, and engaging ABC members.

During the legislative session, we opposed bills that required prevailing wage on private works, forced project labor agreements (PLAs) in exchange for tax benefits, and mandates that limited pathways for training certification. We saw success when ABC members joined us by testifying or responding to action alerts. We hope this continues in 2023!

2022 was an election year and ABC used it as an opportunity to amplify our education to potential new lawmakers. We met with over 40 legislative candidates, both republican and democrat, intending to educate them on our members, the merit shop philosophy, and the challenges the construction industry deals with in Washington.

We also traveled to Washington, D.C. to meet with members of Congress and advocated on behalf of ABC members at the federal level.



In 2023 ABC will prioritize efforts on prevailing wage, project labor agreements/community workforce agreements (PLAs/CWAs), and apprenticeship. We maintain our dedication to the merit shop philosophy and advocate for equal opportunity in the construction industry. If you would like to be part of ABC's advocacy efforts, please consider joining the Government Affairs Council, Legal Action Committee, or our Advocacy Calls, and look for our weekly emails during the legislative session (January - April).





# ABC Celebrates!

## Celebrating Black history



### Alexander Miles

An African-American inventor best known for his patent for an automatic elevator door in 1887. Previously elevator doors had to be manually opened and closed. Seeing the risk while riding an elevator with his young daughter when the doors were carelessly left open, he drafted his design and applied for the patent. His designs are largely reflected in elevators we use today.



## Celebrating Women in Construction



### Amanda Chandler - Lead Estimator, Creoworks

Creoworks is excited to highlight Lead Estimator, Amanda Chandler. Amanda kicked-off her career in the construction industry in her teens working with a small General Contractor doing various on-site jobs. She joined our team in 2017 and is instrumental in working with our valued clients providing detailed estimations and guidance for each individual project.



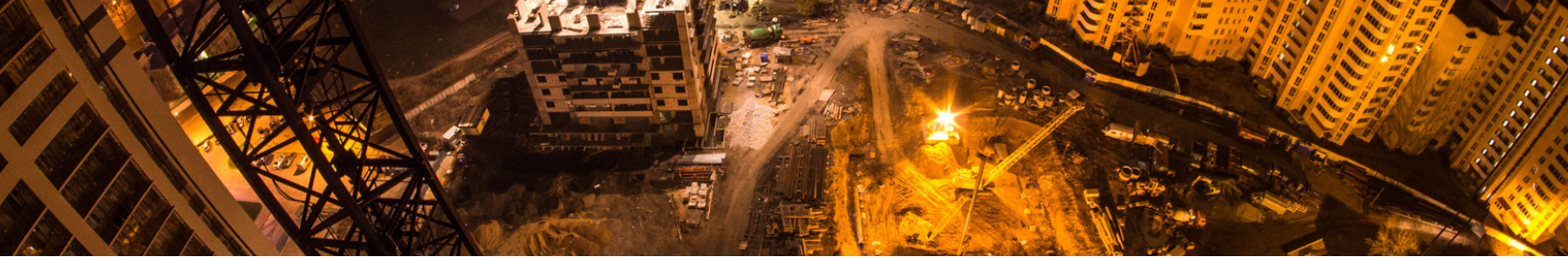
## #WICWeek2022



## Work zone Awareness Week







# ABC Events!

**In 2022 we brought in person events back to ABC. We started small with a sold out event at Acme Bowl and went out with a bang with TopGolf!**



On March 3rd, 40 members came together to bowl and network at ABC's first in-person event of the year.

30 instructors and subject matter experts presented to a class of 24 companies, 16 of whom were new ABC Members. Scholarships were provided by the Northwest Small Business Transportation Resource Center - US DOT and the Minority Business Development Agency - US Department of Commerce.

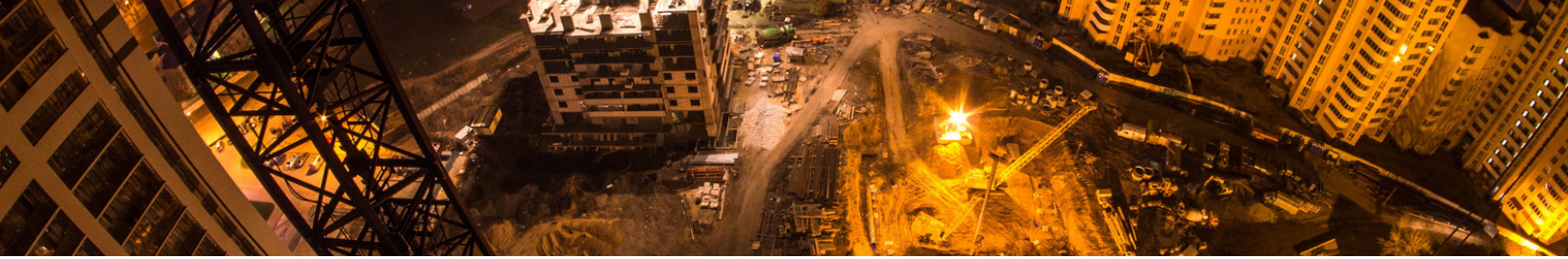


On April 20th, new ABC members were given the opportunity to meet with our Board of Directors following the April Board Meeting.

ABC held two leadership peer groups focused on Franklin Covey, 7 Habits of Highly Effective Leaders.







On June 10th, 100 ABC members attended Night at the Races at Emerald Downs to celebrate the 37 members receiving Milestone Awards in 2022.



Our annual golf tournament was held on July 14th. 1st place in the Competitive Flight was won by Aerotek, 2nd place was won by Oles, Morrison, Rinker, and Baker!



Over 70 members came together at Renton's TopGolf on November 11th. We played golf and bingo for prizes provided by Milwaukee Tool.



We kicked off the the holiday season with a board reception on December 8th. New members were introduced to our Board of Directors and networked over appetizers and drinks.

In December ABC hosted 3 town halls focused on our three legislative priorities: apprenticeship, project labor agreements, and prevailing wage. These town halls gave ABC members an opportunity to share their thoughts on each priority and engage with ABC on session strategy.





ABC's Top Performers list recognizes ABC member contractors' achievements in safety, quality, diversity and project excellence ranked by work hours, with special designations identified.

## *Congratulations* To our Top Performers



Newton Building  
& Development, LLC



NW UTILITY SERVICES, LLC  
POWER SERVICES ACROSS WASHINGTON & OREGON STATES



## 2022 ABC SAFETY ALLIANCE

High Country Contractors & Developers	Trades Labor Corporation	
Goodbye Graffiti Seattle	Burke Electric	Deacon Construction, LLC
SKIS Painting, Inc.	Compass General Construction	Tekton Group, LLC
Centennial Contractors Enterprises, Inc.	HST Construction	
Universal Land Construction	KHS&S	





# ABC Supports Workforce Development

## Highlights from the ABC National 2022 Workforce Development Survey

- ABC member contractors invested \$1.6 billion in workforce development in 2021 to educate more than 1.3 million course attendees.
- ABC contractors invested an average of 7.4% of payroll on workforce development in 2021, down slightly from 8.4% in 2020.
- Safety education accounts for the greatest share (56%) of total workforce investment, though investment in craft/trade education increased significantly from 2020, up from 22% to 34% in 2021.
- All three education areas received similar levels of investment from ABC member firms in 2021, showing an increase in focus on leadership and craft/trade education from the prior year.
- Compared to 2020, general and construction management contractors have increased their share of total workforce development investment, growing to 65% in 2021 from 58% in 2020.
- Women in management/supervisory roles ticked up to 19% in 2021 from 17% in 2020 and women in craft/trade roles increased from 14% to 15% year over year.

## Rainier Valley Leadership Academy

Wendy spoke advocating for careers in construction along with ABC Member Deacon Construction. ABC looks forward to working with RVLA to create a construction academy for students interested in working in the industry.



*Pictured: Lenny Emperado, Dean of Community Engagement for RVLA (left), Kurth Connell, Deacon (center), and Wendy Novak, President/CEO of ABC of Western Washington (right).*





## WeldWorks, a New ABC Community Partner

ABC looks forward to working with WeldWorks to partner with ABC members that have OTJ training or entry level positions. Many of their folks are just beginning their lives in the workforce, ABC could provide the support needed for them to succeed in these jobs. We also look forward to creating a training/workforce development partnership in 2023.



**Jay Pershing,**  
Director, WeldWorks



**Brian Brown,**  
Manager, WeldWorks Recruitment and Retention



# Are You HIRING?

### WHY WELD WORKS?

• • • • •  
• • • • •  
• • • • •

### WE'VE DEVELOPED A DIFFERENT APPROACH TO STAFFING



### PARTICIPANTS RECEIVE:

- PEER MENTORSHIP
- JOB COACHING
- LIFE SKILLS CLASSES
- A JOB READY CLASS
- RESOURCES
- PHONES
- BOOTS, TOOLS,  
& SAFETY GEAR

### LOOKING FOR GREAT CANDIDATES?

• • • • •  
• • • • •  
• • • • •

Please contact:  
Jay Pershing, Director  
Jay@weldseattle.org  
206-972-8033

## Did you know?

- ABC has an online membership directory. You can use it to find referrals by keyword and location
- ABC partners with MBA to offer members access to the MBA Health Trust program
- ABC's Retro program is very competitive and offers access to a claims manager and free safety resources and training





## Renton Technical College Career Fair

Renton Technical College (RTC) is one of ABC's partners in workforce development. Every year ABC hosts a table at the RTC Career Fair while also attending the Student Success events. ABC supports students in the Construction Management program through multiple scholarships every year and is working on creating a student chapter.



**Some of the recipients of our scholarship wrote letters to ABC expressing their gratitude. Here is what they had to say:**

### **Dear Associated Builders & Contractors,**

"I would like to personally thank the donors of the Associated Builders & Contractors of Western Washington Scholarship for selecting me to receive this amazing opportunity. When I received the notice, I felt my eyes swell with tears of joy. This opportunity is more than receiving my education, this made me feel like I was doing exactly what I was supposed to."

**-Leilanna Barrientes**

"I will walk across the stage in June with two degrees; the whole experience at RTC has been a game changer and a lifesaver for me. As a Union employee that has worked under The Associated Builders & Contractors of Western Washington, it is an honor to receive this scholarship award."

**-Taion A. LeViege-Morton**

"By awarding me the Associated Builders & Contractors of Western Washington scholarship, you have lightened my financial burden, which allows me to focus more on the most critical aspect of school: learning. Your generosity has inspired me to help others and give back to the community. I hope one day I can help students achieve their goals just as you have helped me."

**-Juan Rodriguez**

## Your Retirement Plan. Simplified.

ABC Retirement & Savings Plan is exclusively for ABC members. This simplified plan puts the work and responsibility into the hands of compliance and retirement plan experts—giving employees the peace of mind in growing their retirement savings, while saving employers time and money and reducing risks.

Attract and retain talent with a retirement plan that helps employees plan for their future.



**Learn more today! It's easy to receive a proposal.**

For more information, visit [abcretirementplan.com](http://abcretirementplan.com).  
Email the support team at [info@abcretirementplan.com](mailto:info@abcretirementplan.com).

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## 2023 ABC Board of Directors and Staff

### **OFFICERS:**

#### **Chair**

Dawn Lanz,  
Sea-Tac Electric, Inc.

#### **Chair-Elect / Secretary**

Josh Griesse  
Washington Commercial  
Painters, Inc.

#### **Immediate Past Chair**

Glen Kuntz  
Tekton Group, LLC

#### **Vice Chair: Government Affairs**

Adam Kemly  
Kemly Electric, Inc.

#### **Treasurer**

Cindy Axthelm  
Axthelm Construction, Inc.

#### **Vice Chair: Membership**

Stephanie Carlin  
Propel Insurance

#### **Vice Chair: Safety**

America George  
Haggard Electrical  
Contractors

#### **Vice Chair: Professional Development**

Don Koslowsky  
Deacon Construction, LLC

#### **Vice Chair: Workforce Development**

Ryan Brown  
System Mechanical and  
Safety

Bellevue Office:  
1621 114th Ave SE Ste 116  
Bellevue, WA 98004

### **DIRECTORS:**

**Candi Pfluger**  
BDO USA, LLP

**Shelley Bloom**  
All-City Fence, Co.

**Karen Say-Valadez**  
Saybr Contractors, Inc.

**Scott Garcia**  
Parker, Smith, and Feek

**Mitch Neeley**  
Neeley Construction

**Jason Wandler**  
Oles, Morrison, Rinker,  
and Baker, LLP

**Eric Brock**  
HST Construction

**Anita Robertson**  
Make Ready Services, LLC

425.646.8000  
Monday-Friday 7:00 a.m.- 4:30 p.m.

### **STAFF:**

**Wendy Novak**  
President/CEO

**Melissa Reppert**  
Director of Administration &  
Finance

**Janessa Bishop**  
Meetings and Events  
Manager

**Gay Huckins**  
Office Manager

**Tony Incrocci**  
Director of Safety

**Jared Malone**  
Membership Development  
Manager

**Noel Koski**  
Member Services Coordinator

**Sophia Steele**  
Director of Government  
Affairs

Federal Way Office:  
505 S 336th St #530  
Federal Way, WA 98003

# Thank You, 2022 ABC Partners!

## Patriot Partners



## Liberty Partner

**OLES MORRISON**  
OLES MORRISON RINKER BAKER LLP

## Platinum Partners



## Gold Partners

Groveland Construction, LLC | Kirby Electric | H&E Equipment Services | Alpha & Omega Electric | Milwaukee Tool

## Silver Partners

Daily Journal of Commerce | Pacific Rim Equipment Rental