

Workforce Development Update



Skills Challenge Attracts Future Workforce, Construction Community Support & Media Attention

The Associated General Contractors of Georgia (AGC Georgia) joined forces with several contractors to host construction students from Georgia high schools for four regional Workforce Development Alliance Skills Challenges. The competitions were held throughout November in Griffin, Gainesville, Augusta and Moultrie.

The competitors participated in the following skill categories (depending on location): blueprint reading, cabinet making, carpentry, electrical, masonry, plumbing, TeamWorks and welding.

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For more information, please contact:

Bill Chambliss

Member Development Specialist

chambliss@agcga.org

478.972.5865

Careers in Construction Month

Georgia Governor Nathan Deal signed a proclamation naming October as "Careers in Construction Month." The goal was to raise awareness of construction industry career opportunities and inspire the next generation of craft professionals. Throughout the month, parents, counselors, administrators and community members encouraged students to investigate careers in the construction industry.

One success story is having 600+ students from across Georgia competing in construction-related Skills Challenges. These events not only bring attention to the talent of your state's young people, but also help expose the 1,000 students who attend as observers to construction career opportunities. The Skills Challenges are primers for students who compete in regional SkillsUSA events in cities all over the state (typically each January and February).

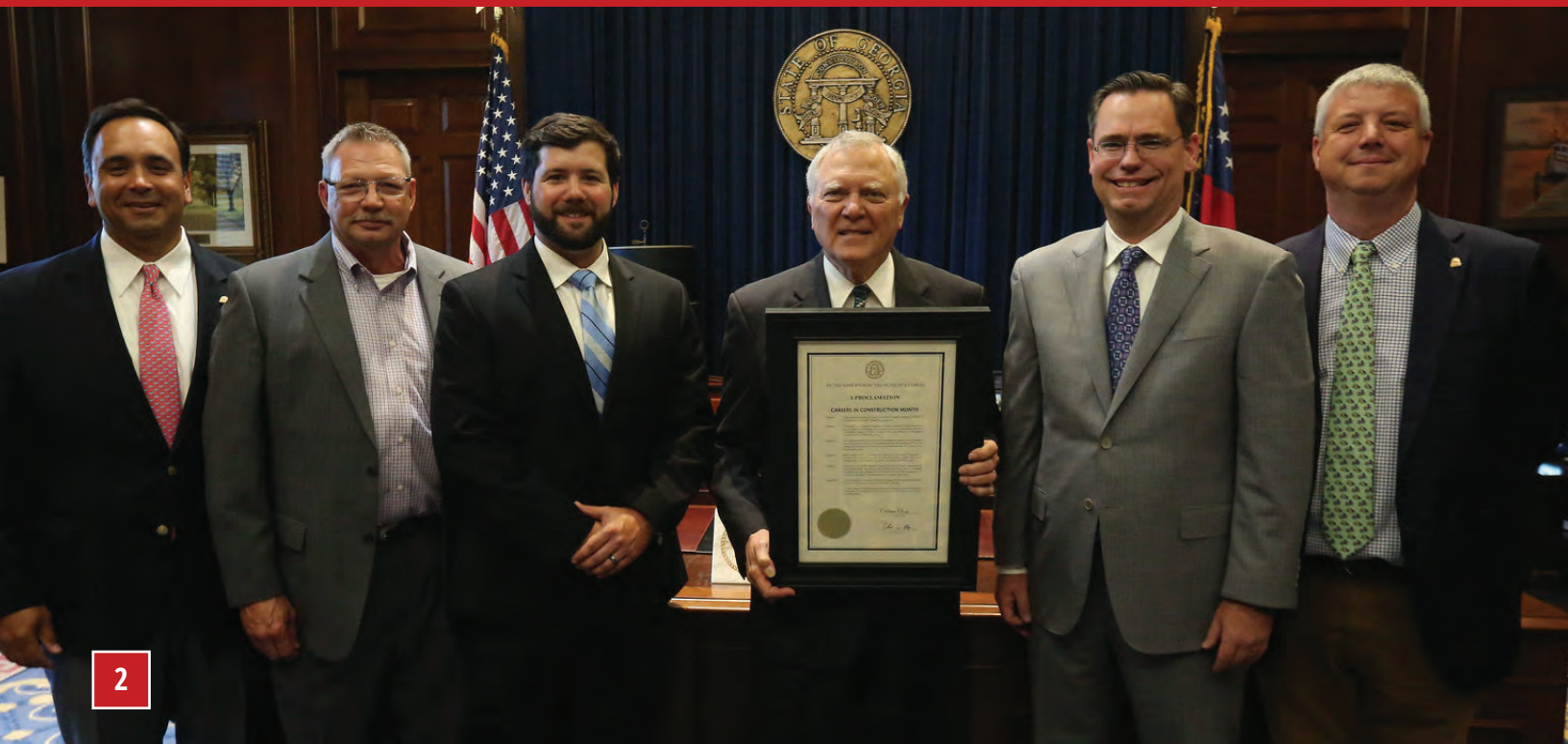
Winners of these regional events move on to the statewide competition. Many of these students go on to build great careers in the construction industry.

"It's great to see young people having such positive experiences with their high school construction curriculum that leads them to starting a career in the industry," said Liz Campbell, AGC Georgia's Director of Business Engagement. "We appreciate the Governor's dedication to helping bring attention to our industry each October. It's a great lead in to our Skills Challenge series we help host each November."

For more information on how to create construction careers awareness, please call Liz Campbell at 678-298-4118 or visit the Build Your Future website at www.byf.org.



Thank you to Governor Deal for recognizing October as Careers In Construction Month in Georgia. AGC Georgia's own, Bill Chambless (2nd from left) joined with CEFGA's Zach Fields and Scott Shelar (middle) and industry reps from C. W. Matthews for the signing.



AGC Georgia Recognized with National Workforce Award



Left to Right – Eddie Stewart, AGC of America President from Caddell Construction; Kevin Kuntz, AGC Georgia President and SE Division President of McCarthy Building Companies, Inc.; Mark Woodall, AGC Georgia Director of Governmental Affairs; and Mike Dunham, AGC Georgia CEO.

The Associated General Contractors of Georgia (AGC Georgia) was recently recognized by the AGC of America with its prestigious Workforce Award. The Award recognizes extraordinary, exemplary, and innovative training, education, and public awareness programs that either encourages individuals to pursue a career in the construction industry and/or enhances an individual's construction skills.

The pinnacle of AGC Georgia's Workforce Program are the annual Skills Challenges held in four regions across the state: Augusta, Gainesville, Griffin and Moultrie. In 2018, more than 600 students from 65 high schools had an opportunity to compete in broadcast news production, blueprint reading, carpentry, electrical, plumbing, masonry, welding, A/V production and TeamWorks.

Several AGC Georgia member firms devote hundreds of hours each year to make these member-driven challenges a huge success.

"This recognition is a tribute to the hard work so many of our members and staff have put into making sure our chapter is serving the needs of this industry," said Mike Dunham, CEO of AGC Georgia. "This honor belongs to each member who lent his/her time advancing our victories."

AGC Georgia was selected among the best performing of the AGC of America's 88 local and statewide chapters.



Kevin Kuntz was asked to speak at the AGC of America Chapter Leadership Conference about our workforce efforts.

Counselor Meetings



Counselors learning about potential careers in the construction industry at Holder Construction

In an ongoing effort to change the conversation about careers in construction, a focus group was held in early September with high school guidance counselors. The dialogue was led by AGC Georgia staff, along with Mike Kenig, Vice Chairman of Holder Construction Company; Zach Fields, Vice President of K12 Pipeline; and Chuck Little, HR Director with the Atlanta Electrical Contractors Association.

The purpose of this meeting was to get feedback from counselors on what is needed from the industry to promote construction careers in their high schools. The group also shared the type of student aptitudes that are well suited to succeed in the construction industry.

In October, at the Atlanta Electrical Training Center, approximately 80 counselors attended this meeting to receive a high level and interactive overview of construction careers in Georgia. We again shared how jobs in the construction industry allowed for upward economic mobility.

Information was provided to counselors on how to identify students that are best fits for the construction industry. Opportunities for interested students include applying for dual enrollment, participating in a work-based learning and/or receiving NCCER credentials. They were also encouraged to get students involved in the Regional Skills Challenge competitions and the importance for school leadership to be involved.

We provided a QR code that linked to a public Dropbox folder with numerous resources available to them. The response from the counselors has been overwhelmingly positive and we're excited to share that another meeting has already been scheduled for mid-April.

MAGIC Camp

AGC Georgia is a strong supporter of the Mentoring a Girl in Construction (MAGIC) program. This past summer, AGC Georgia and three member firms (Greene & Associates, All-State Electrical Contractors and Sheridan Construction) sponsored the Bibb County MAGIC Camp event. We are thrilled that 21 high school girls were able to learn through this hands-on day camp the basic skills of carpentry, electrical, welding and more. During the event, several speakers shared their personal stories in construction. Speakers included Robbie Price from Brasfield & Gorrie, Crimesha Cutts from All-State Electrical and Christy Kovac from Sheridan Construction. AGC Georgia offers our sincere appreciation to these organizations and their leaders for volunteering time to make a difference with these students.



SE Georgia Workforce Development Alliance

AGC Georgia met with contractor members in September to establish a formal Southeast Georgia Workforce Development Alliance, similar to other regions across the state. Held in Savannah, the meeting was a great step toward assembling a group to advocate for workforce development initiatives in the local area.

Meeting hosts included Bill Chambless, Member Development Specialist with AGC Georgia and Zach Fields, Vice President, K12 Pipeline with CEEGA - pictured speaking to a group.

"Savannah is a booming construction market," said Chambless. "This meeting was an exciting first step towards growing a regional presence and increasing the workforce pipeline for our members, as well as creating high school construction programs similar to other regions."

Companies represented at the meeting included: ACE Electric, Inc., AGC Georgia, Bonitz of Georgia, Inc., Carpenters Local 256, CEEGA, Choate Construction Co., J.E. Dunn Construction, Mock Plumbing and Mechanical, Inc., The Sack Company, SETA Local Electrical 508, and Yancey Rentals.

Member Engagement

Taking action to help to build Georgia's future construction workforce is a key initiative among many of the AGC Georgia members. Members give back in a variety of ways to their local school programs ranging from contributions of construction materials, to speaking to classes, to providing internships and more.



 Jenny Horton of Collins and Arnold Construction Company and AGC Board Member; Zach Fields, CEFGA and members of the Roswell Rotary visited Elkins Pointe Middle School, Crabapple Middle School and Roswell High School's Construction Programs on Wednesday, August 22, 2018. The two middle schools introduced construction to approximately 700 students and the high school program has now serviced 192 students. Six elementary schools that also feed these middle schools offered the construction club, Toolbox, thanks to support of Collins and Arnold and their industry partners.



 Students at Berkmar High School were offered hands-on training on how to safely operate aerial platforms and lifts. Thanks to Nathan Horton, project manager with Choate Construction Company for organizing this opportunity.

Member Engagement



In September, Kevin Kuntz, president of the southeast region of McCarthy Building Companies, Inc. and the 2018-2019 president of AGC Georgia -- took time to visit with students at Kennesaw State University who are enrolled in construction management courses and participate in the AGC Georgia Student Chapter.

Kuntz also visited the construction lab at Kennesaw Mountain High School to see the great instructor, Jeremy Whitaker, at work with his students.



Kevin Kuntz speaking to KSU students



Kennesaw Mountain High School's construction lab is a model for others around Georgia. During the visit, students were building tables to be used in other areas of the campus. Their "Blue Collar" poster highlights the values Mr. Whitaker instills in his students.



Fred Hill, the HR Director of member firm, The Sack Co., volunteers his time conducting mock interviews at schools in and around Statesboro. Through this training, students learn best practices for job hunting and interviewing.

Hill also works with the students on important soft skills that are some of the keys to success in the workplace including "showing up on time," "being kind to co-workers," "respecting company policies" and more.

In early October, Fred spoke to three classes at Bullock County High School about how a person is CHAINED to his/her habits. CHAINED stands for Choices, Habits, Automatic, Identity and Nature. He asks the students "when you get into the working world, what will you be chained to?" Then Hill encourages the students to think of all the positive things they can be associated with.



Fred Hill, The Sack Company



Scott Clark, President/CEO of RW Allen Construction in Augusta, recently purchased shirts for students enrolled in the Skilled Trade Center (STC) at T. W. Josey High School. The center offers carpentry, HVAC-R, electrical, masonry, plumbing and welding pathways.

At Clark's encouragement, the school allowed all STC students the opportunity to attend this year's East Georgia Skills Challenge. The students observed the competitions and are preparing to compete in the 2019 event.



Harris County Involvement

The advisory board is made up of a cross-section of industry partners including AGC Georgia members Brasfield & Gorrie, Batson-Cook Company, and MetroPower. These firms have already provided tools and material to support the program. They meet regularly to help shape the core curriculum and ensure the program is teaching job ready skills to students.



Late summer of 2018, Brasfield & Gorrie, an AGC Georgia member, donated construction materials to Jim Steel, the construction teacher at Harris County High School. AGC Georgia staff and members, along with our industry partner CEEGA were instrumental in reopening the Harris County construction class, after it had not been offered in many years.



MetroPower's Jason Crowson visited Harris County High School on career day to share his career path with the students and the types of jobs MetroPower offers. He donated hard hats, safety glasses and gloves to keep the 48 students safe while in the construction lab.

Member Engagement



In late 2018, Trey Anderson, President of Anderson Construction Company of Fort Gaines started a conversation with leaders from the Early County School System to gauge their interest in working with local industry to expand their construction program.

This single connection has led to multiple meetings. Many at Early County are offering their gratitude to our industry for wanting to help.

Along with Anderson, others engaged in discussions include: Zach Fields, Vice President of CEFGA's K12 Pipeline; Kaitlyn Jenkins, Workforce Apprentice Coordinator with MetroPower; Dr. Bronwyn Ragan-Martin, Early County School Superintendent; Bill Chambliss, AGC Georgia Member Development Specialist, and David Wolfe, program advisor.

In the group's first meeting on October 30, 2018, Early County High School shared the status of their current welding program and that they offered a basic carpentry class. Industry shared with school officials the short-term and long-term needs for skilled workers in all of Georgia to help them understand the job opportunities available for their students.

Industry also explained the various ways to strengthen the program including certification through NCCER, participation in SkillsUSA regional and state events along with AGC Georgia's Workforce Development Alliance Skills Challenges. Leadership was also introduced to the tools available through YouScience. They were interested in seeing how the grant through the Georgia Department of Education is providing YouScience tools to help students determine their aptitude for all jobs, including construction. Industry familiar with the recent development of middle school construction programs also shared how introducing students to construction at an earlier age help drive participation at the high school level and offer job opportunities to students while still enrolled in high school.

The group met again on January 11 and continues to move the conversation forward to help provide enhanced curriculum for Early County students.

Superintendent Ragan-Martin wrote an email to Zach Fields after the recent meeting saying, "Thanks so much for the resources! Our team will be meeting again soon to brainstorm ideas for revamping/adding to our existing programs. Thanks to you, Trey, Bill, and Kaitlyn for being excellent resources and advisors. We look forward to touching base with you again."





David Moody, CEO of C. D. Moody Construction Company, partnered with CEFGA to speak to a group of Atlanta Public School counselors at Mercedes Benz stadium about great careers in construction.



Charlie Garbutt, CEO of Garbutt Construction Company in Dublin, is working hard to help his local school system initiate middle school construction programs that will serve as a pathway into the county's two high school programs. He is also working with Oconee Fall Line Technical College to develop construction programs that will help high school students continue their construction learning.



Brian Daniel, President of Carroll Daniel Construction Company in Gainesville, is working with Lanier Technical College to create a superintendent-focused apprenticeship program in Hall County. In October, he traveled to Germany to learn more about their apprenticeship model.



Bill Chambless, AGC Georgia's Member Development Specialist, continues to meet with ACE Electric and Wiregrass Technical College to learn more about their dual enrollment program. ACE Electric is ready to roll out a new apprenticeship program on the campus that benefits students who are dual enrolled from Valdosta High School.



Randall Redding, President/CEO of R. K. Redding Construction, Inc; Senator Mike Dugan, Business Development Executive with RA-LIN, and Aaron McWhorter, Chief Executive Officer of Sports Turf Company, have partnered with West Georgia Technical College to offer a supervisory training program on their campus.

Member Engagement



In December 2018, AGC Georgia's Bill Chambless, Member Development Specialist, joined Nichole Shanks, Workforce Development Manager with ACE Electric for a STEM meeting at Wiregrass Technical College. Most of the attendees were CTAE directors and other leadership staff from school districts in the college's service area. WGTC President, Dr. Tina Anderson, personally thanked Bill and Nichole for participating as they were the only industry representatives in attendance.



Representatives from Choate Construction Company's Virtual Design Construction (VDC) and Building Information Modeling (BIM) departments hosted a booth at the Gwinnett County Public Schools Career Connections Expo. Student were eager to learn about technology jobs in the construction industry.



Skills Challenge Attracts Future Workforce, Construction Community Support & Media Attention



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In addition, students with a flair for broadcast news served as onsite news reporters and/or producers covering the latest headlines from the competition.

"This was a fantastic showcase for Georgia high school students to demonstrate what they have learned in their school's construction program," said Mike Dunham, CEO of AGC Georgia. "Beyond inspiring the competitors with the Skills Challenges, AGC Georgia strives to educate and engage students to understand the opportunities within construction and encourage them to consider our industry as a career path."

The four Skill Challenge events were held across the state:

- Central Georgia & Southern Crescent Region on Nov. 1 in Griffin at the Kiwanis Fairgrounds
- Northeast Georgia on Nov. 8 in Gainesville at the Chicopee Woods Agricultural Center
- East Georgia on Nov. 15 in Augusta at the Augusta Fairgrounds
- South and Southwest Georgia Region on Nov. 29 in Moultrie at the Sunbelt AG Expo

ACE Electric, RW Allen Construction, Bowen & Watson, Carroll Daniel Construction, GoldMech Mechanical Contractors, JCI Contractors, Sheridan Construction, Swofford Construction, and Tulsa Welding School partnered with AGC Georgia to coordinate these regional competitions. In addition, hundreds of industry professionals volunteered their time to judge the Challenges and hosted hands-on exhibits to help students become more familiar with specific trades.

"These competitions continue to grow in size and impact year over year," said Dunham. "This year we hosted numerous VIPs, politicians and media to show them the impact we are having on our students. We need to continue encouraging these kids to take our industry forward."

Those in attendance included State Senators, State and Local Board of Education members, Chambers of Commerce, City Councilmen and more came to support this statewide effort.

These events help prepare the students who will go on to compete in their regional SkillsUSA event in early 2019. Winners of the regional events will participate in the statewide SkillsUSA competitions in late March at the Georgia International Convention Center.

SKILLS CHALLENGE

2018 TOTALS

65

COMPETING SCHOOLS

607

STUDENT COMPETITORS

1,100

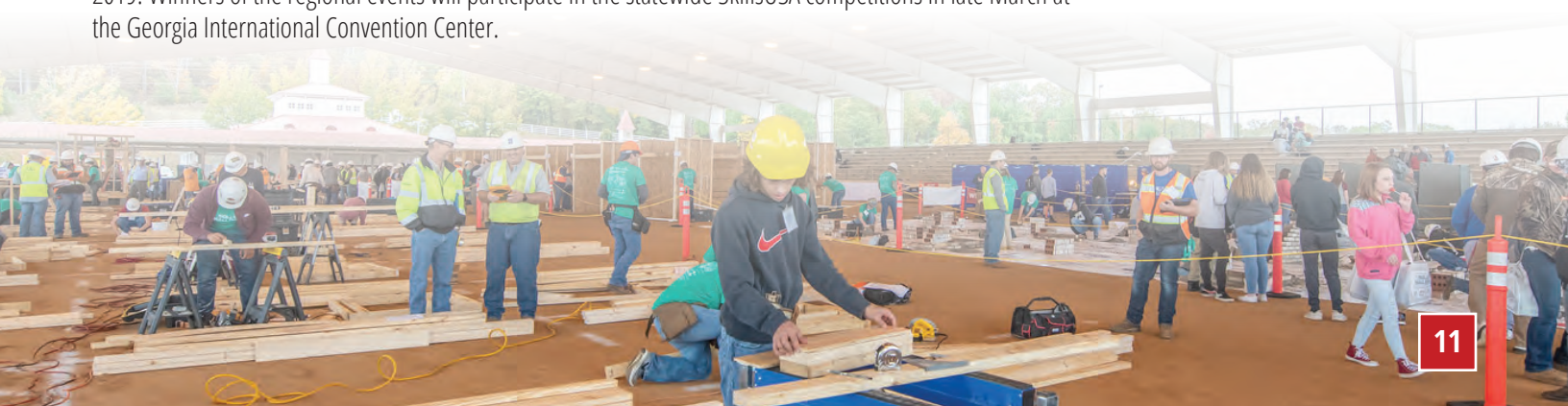
STUDENT OBSERVERS

\$128,451

TOTAL CONTRIBUTIONS

165

SPONSORING FIRMS



SKILLS CHALLENGE

November 15, 2018

Augusta Exchange Club Fairgrounds
Augusta, GA

Host Partners

RW Allen Construction
Gold Mech, Inc.
Ace Electric, Inc.

Construction Cup

Jefferson County High School

Welding Cup

Lincoln County High School

This region's Skills Challenge hosted student competitions in seven categories. Students from the following high school construction programs earned medals for their work.

Welding Beginner

1st - Lincoln County High School
2nd - Evans High School
3rd - Washington County High School

Welding Advance

1st - Lincoln County High School
2nd - Hephzibah High School
3rd - Evans High School

Welding Fabrication

1st - Lincoln County High School
2nd - Evans High School
3rd - Hephzibah High School

Carpentry

1st - Lincoln County High School
2nd - Statesboro High School
3rd - East Laurens High School

Electrical

1st - Evans High School
2nd - Statesboro High School
3rd - Jefferson High School

Plumbing

1st - Statesboro High School
2nd - Lincoln County High School
3rd - East Laurens High School

Masonry

1st - Washington County High School
2nd - West Laurens High School
3rd - Washington County High School

EAST GEORGIA Workforce Development Alliance Skills Challenge

View Additional Photos Online at: <http://bit.ly/2018EastGA>



11

COMPETING SCHOOLS

80

STUDENT COMPETITORS

400

STUDENT OBSERVERS

CENTRAL GEORGIA & SOUTHERN CRESCENT Workforce Development Alliance Skills Challenge

View Additional Photos Online at: <http://bit.ly/2018CenGA>



November 1, 2018

Kiwanis Fairgrounds in Griffin, GA

Host Partners

Sheridan Construction
Swofford Construction, Inc.

Overall Winner

Mary Persons High School

This region's Skills Challenge hosted student competitions in six categories. Students from the following high school construction programs earned medals for their work.

Blueprint Reading

1st - Lee County High School
2nd - Mary Persons High School
3rd - Harris County High School

Masonry

1st - Mary Persons High School
2nd - Crisp County High School
3rd - Upson Lee High School

Plumbing

1st - Crisp County High School
2nd - Mary Persons High School
3rd - Griffin High School

Carpentry

1st - Mary Persons High School
2nd - Peach County High School
3rd - Mary Persons High School

Welding

1st - Harris County High School
2nd - Putnam County High School
3rd - Putnam County High School

Electrical

1st - Griffin High School
2nd - Lee County High School
3rd - Mary Persons High School

14

COMPETING SCHOOLS

102

STUDENT COMPETITORS

300

STUDENT OBSERVERS

SKILLS CHALLENGE

November 8, 2018

Chicopee Woods Agricultural Center
Gainesville, GA

Host Partners

Bowen & Watson, Inc.
Carroll Daniel Construction

Overall Winner

Johnson High School

This region's Skills Challenge hosted student competitions in nine categories. Students from the following high school construction programs earned medals for their work.

Carpentry

- 1st - Maxwell High School
- 2nd - Lanier College and Career Academy
- 3rd - Gilmer County High School

Masonry

- 1st - Lanier College and Career Academy
- 2nd - Polk County High School
- 3rd - Johnson High School

Blueprint Reading

- 1st - Gilmer County High School
- 2nd - Johnson High School
- 3rd - Johnson High School

Electrical

- 1st - Roswell High School
- 2nd - Chestatee High School
- 3rd - Gilmer County High School

Plumbing

- 1st - Statesboro High School
- 2nd - Lincoln County High School
- 3rd - East Laurens High School

Cabinetry

- 1st Place: Lumpkin County High School
- 2nd Place: Polk County High School
- 3rd Place: Johnson High School

Audio Visual

- 1st Place: Roswell High School
- 2nd Place: Roswell High School
- 3rd Place: Johnson High School

Welding

- 1st Place: Floyd County High School
- 2nd Place: Madison High School
- 3rd Place: Polk County High School

Team Build

- 1st Place: Adairsville High School
- 2nd Place: Polk County High School
- 3rd Place: Roswell High School

NORTHEAST GEORGIA Workforce Development Alliance Skills Challenge

View Additional Photos Online at: <http://bit.ly/2018NEGA>



18

COMPETING SCHOOLS

175

STUDENT COMPETITORS

200

STUDENT OBSERVERS

SOUTH & SOUTHWEST GEORGIA **Workforce Development Alliance** **Skills Challenge**

View Additional Photos Online at: <http://bit.ly/2018SoGA>



November 29, 2018

Sunbelt AG Expo in Moultrie, GA

Host Partners

JCI Contractors
Tulsa Welding School Jacksonville

Overall Winner:

Camden County High School

This region's Skills Challenge hosted student competitions in six categories. Students from the following high school construction programs earned medals for their work.

Blueprint Reading

- 1st - Camden County High School
- 2nd - Harris County High School
- 3rd - Lee County High School

Masonry

- 1st - Camden County High School
- 2nd - Tift County High School
- 3rd - Commodore Conyers College & Career Academy

Electrical

- 1st - Lee County High School
- 2nd - Colquitt County High School
- 3rd - Colquitt County High School

Plumbing

- 1st - Crisp County High School
- 2nd - Tift County High School
- 3rd - Peach County High School

Carpentry

- 1st - Peach County High School
- 2nd - Lee County High School
- 3rd - Brooks County High School

Welding

- 1st - Worth County High School
- 2nd - Colquitt County High School
- 3rd - Colquitt County High School

22

COMPETING SCHOOLS

250

STUDENT COMPETITORS

200

STUDENT OBSERVERS

Special Thank You to All Our Skills Challenge Sponsors



84 Lumber

A. West Enterprise
AAA Commercial Floors, Inc.
Ace Electric, Inc.
Adams Exterminators
Advanced Electric, Inc.
Allen & Batchelor Construction
Allied Paving Contractors, Inc.
All-State Electrical Contractors
Altman & Barrett Architects
American Glass & Mirror, Inc.
American Welding Society Atlanta Section
Anderson Construction Co. of Ft. Gaines
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Architectural Glazing Systems, Inc.
Architectural Visions Inc (AVI)
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Astro Interior Contracting
Atlanta Electrical Contractors Association
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Axios Industrial Maintenance
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Baker Concrete Construction
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Blessed Masonry LLC
Bowen & Watson, Inc.
Brasington Bailey Construction, Inc.
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Engineered Openings and Hardware Supply Inc.

Ernst Concrete
Finuf Sign Co., Inc.
Gainesville Fire Protection
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Impact Safety
Independent Electrical Contractors
JCI Contractors
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Jim Boyd Construction, Inc.
Knight Construction & Associates
L & G Metal Building Consultants, LLC
L and T Flooring Inc.
L. E. Schwartz & Son, Inc.
Lade Danlar/US Electrical Services
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LRA Constructors, Inc.
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Macon Door and Hardware, Inc.
MAI Risk Advisors
Master Safety Solutions, LLC
MCI Enterprises, Inc.
McKnight Construction Co., Inc.
Meja Construction, Inc.
MetroPower, Inc.
Mid-South Interior & Exterior
Mulherin Lumber Co.
Northside Building Services, Inc.
Overhead Door Company of Augusta
Oxford Construction
Parrish Construction Group, Inc.
PDC Construction, Inc.
Penco Electrical Contractors, Inc.
People Ready
Plumbing Heating Cooling Contractors of Georgia
Plumbing Service Company
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Precision Concrete Construction, Inc.
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Ray Diamond Glass
Reames Concrete Company
Rightway Drywall, Inc.
RPI Underground, Inc.
Rutland Low Voltage Systems
Safe Aire Heating & Cooling
Scruggs Concrete Company
Sheridan Construction
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Simco Interiors, Inc.
Simpson Trucking & Grading, Inc.
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Swofford Construction, Inc.
Syfan Logistics
Tafolla's Construction Inc.
The Sack Company
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Thomas Supply Co.
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Travelers
Trinity Fabricators
TriScapes
Tri-Star Contractors, Inc.
TTL, Inc.
Tulsa Welding School - Jacksonville
Tyson Steel Building Products, Inc.
Valdosta Commercial Doors & Hardware Inc.
Valdosta Mechanical Co., Inc.
Whitehead Industrial Hardware
Wiregrass Electric, Inc.
Wiregrass Georgia Technical College
WLS Construction, Inc.
Yancey Rents
Yohe Plumbing, Heating & Air/HVAC