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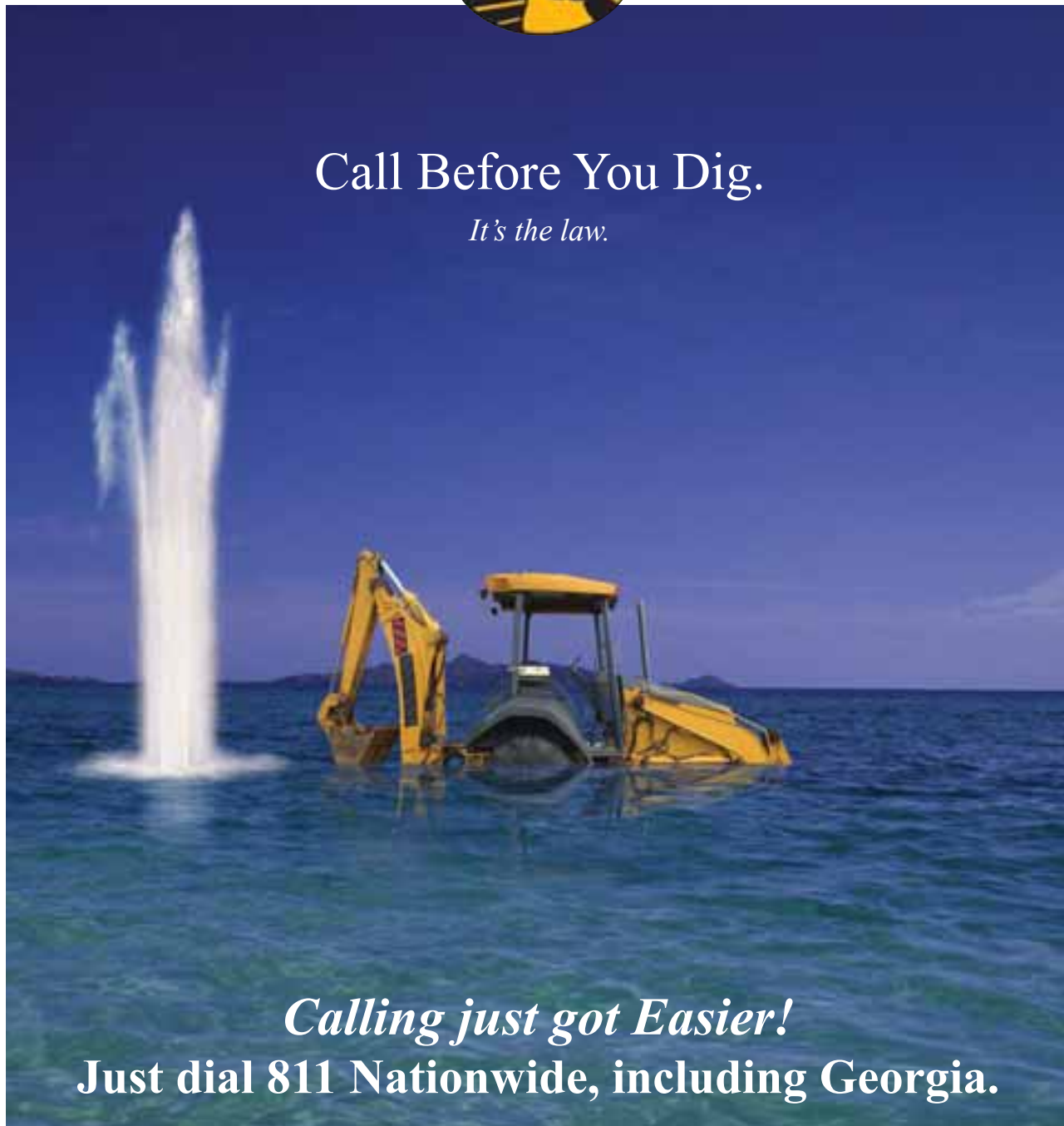
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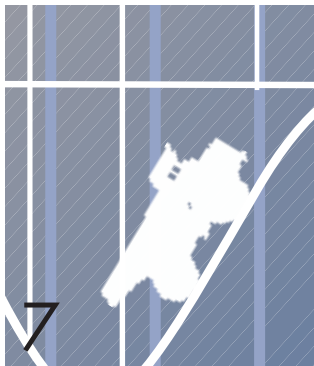
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A Focus on Enhancing Our Members' Experience

At Georgia Branch, AGC our commitment is focused on the experience members have with our organization. Knowing what is most important to our members is key to meeting their needs and expectations.



Big Change in Chapter's Workers' Compensation Program Builds on Decades of History

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Georgia Branch, AGC Members Key to CEFGA's Success

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What to Do, Where to Be...A Look Ahead Through the Summer!

Take a look at upcoming events, and mark your calendar to attend the Annual Convention, the Fishing and Golf Weekend, the YLP's Charity Golf Tournament and more.

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Member Participation Reaches All-Time High



Rick W. Allen, President
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2007-2008 President
Georgia Branch, AGC

It is always exciting to be the bearer of good news everyone in our construction community can celebrate. In particular, I am referring to Georgia Branch, AGC's outstanding 2007 year-end performance showing the highest member participation numbers recorded in the Chapter's history. We saw a 37 percent increase in member firm participation from the number of member firms participating in 2006. For many of these member firms, it was the first time they participated in a Chapter program or service.

In 2007, we had our largest participation ever at the Chapter's Annual Convention and a great turnout for the Fall Management Conference. Since the Young Leadership Program's inception in 1996, we have the most members participating than ever before in this flagship program. These are just a few examples of the successes Georgia Branch, AGC is experiencing.

2008 is off to a strong start with impressive attendance at Members First meetings in Central Georgia, Southwest Georgia, South Georgia and West Central Georgia. The Building Georgia Legislative Reception in February in downtown Atlanta was also well-attended.

In 2007, we also experienced the highest number of new members joining our organization in nearly a decade. New member goals established for the year were exceeded, with a total of 86 new members, including 33 general contractors and 53 associate members. I encourage you to join me in seeking out and welcoming our new members when you see their names announced in the Chapter's weekly electronic newsletter, *The Forum*, or meet them at a Chapter function.

We believe this tremendous increase in member participation and new member growth signifies greater value being delivered to members, improved communication and marketing of services and activities, success of the Members First Plan to take services to

members around the state, increased personal contact with members, and spending more time listening to what is important to our members. Making improvements in each of these areas were prioritized in the Chapter's Strategic Plan finalized in October 2006.

By all accounts, the efforts that went into developing the Strategic Plan by Chapter Board members and staff are clearly paying off. In my travels around the state meeting with members, I am definitely seeing increased interest in AGC from the contractor community. In addition, our staff is offering a greater level of personal service and attention to our membership. Since 2006, a great investment has been made by our organization to make the Strategic Plan work. I commend Mike Dunham and his staff for their efforts and these impressive results.

For those of you who read the Fourth Quarter 2007 issue of this magazine, you learned it was the Chapter's first leadership issue. An article differentiating "leaders and managers" was featured. I am happy to report we received very positive feedback about this article, and the issue itself, for focusing on leadership. A special thanks to Rick Torrance, president of Torrance Construction Company in LaGrange, who I understand stood up at a recent Members First meeting calling to everyone's attention "this great article" he found in the Chapter's magazine that "everyone should take the time to read – I had never really thought about the differences between leaders and managers and this sheds important light on something I have not considered before that will be very valuable for me."

It is this type of member testimonial from Mr. Torrance and the significant increases we are seeing in member participation and new members that makes me, Board members and Chapter staff convinced we are on the right track in serving and meeting our members' needs. ■



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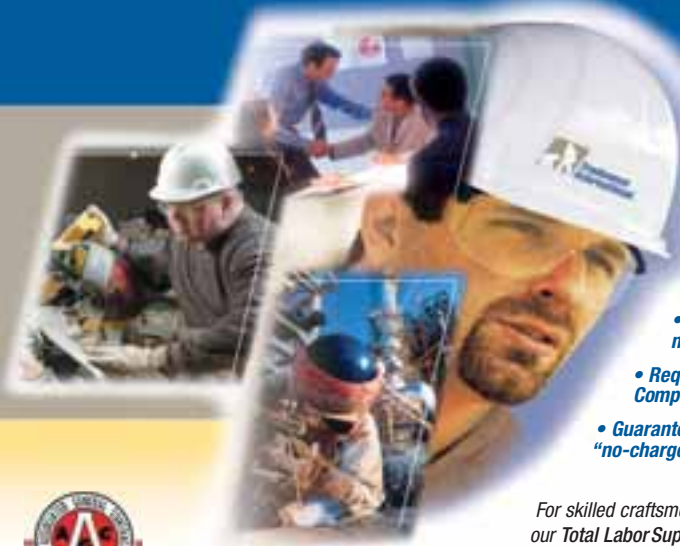
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By Ken Simonson
Chief Economist
AGC of America

Riding the Construction Roller Coaster

Economic growth and construction have slowed recently in Georgia, as they have elsewhere. But the state is still outpacing the national economy and industry.

For instance, the Bureau of Labor Statistics (BLS) reported on January 18 that nonfarm payroll employment in Georgia climbed 1.6 percent from December 2006 to December 2007, well above the 1.0 percent growth nationally. State construction employment rose 0.7 percent, in contrast to a 2.5 percent drop nationwide.

The national decrease reflected the plunge in homebuilding. But even nonresidential employment was flat nationally, suggesting both residential and non-residential construction is holding up better in Georgia. (BLS does not separate residential and non-residential at the state level.)

In another sign of the state's relative strength, the Rockefeller Institute of Government reported Georgia's total tax revenue rose 6.5 percent from the third quarter of 2006 to the third quarter of 2007. The average for all states was an increase of 4.4 percent.

Those figures are all moderately comforting, but what lies ahead? There are abundant signs of a slowdown.

The Sixth Federal Reserve District is headquartered in Atlanta and stretches across Alabama, Florida, southern Mississippi, Louisiana, eastern Tennessee and Georgia. Economists in these states reported many of these signs in January 2008 as part of the "Beige Book." The volume is a

compilation of informal business soundings conducted by each of the 12 Federal Reserve banks, which are referred to by their headquarters cities. The publication covered activity from mid-November to early January.

Among the Atlanta Fed's observations: "Reports from contacts for late November through December continued to paint a mixed picture of economic activity in the Sixth District. Holiday sales were described as similar to year-ago levels, while vehicle sales remained weak. In contrast, contacts reported tourism-related spending continued to be healthy through the end of the year. Residential real estate activity remained weak in December, although additional discounting by homebuilders appeared to help move new homes in a few areas. Manufacturing varied by industry, with defense, steel and energy-related production reporting positive activity, while construction-related goods production remained weak. Freight traffic was below year-ago levels. Reduced credit availability and stricter lending standards for real estate loans continued to be reported among banking contacts. Demand for skilled workers was strong through the end of the year, according to most reports. Food, petrochemical and energy-related input prices continued to increase. The drought persisted in the Southeast despite much-needed rainfall in late December."

Regarding residential real estate and construction, the Atlanta bank notes, "Homebuilders and Realtors®

reported new and existing home sales remained well below year-ago levels during December in most areas, and inventories remained high. Builders in several markets cut asking prices for new homes, and this appeared to improve the pace of sales. Residential construction was significantly below year-ago levels across the District, and builders and Realtors® reported that weak conditions are expected to persist during the first quarter." In addition, "Financial industry contacts

reported reduced credit availability and stricter lending standards for real estate loans to homebuilders and builders."

Non-residential activity was better: "Contacts indicated that conditions in commercial markets in the District were largely unchanged from the last report, with activity described as generally flat in most areas. Developers continued to note a decline in the backlogs of construction projects." However, the bank

also reported, "More stringent standards and closer scrutiny of applications were also noted in the commercial real estate loan market."

Materials and delivery costs are a growing problem for contractors in the Sixth District and elsewhere. The Atlanta Fed observed, "Delivery costs for most products were reportedly up because of higher fuel costs. Some firms mentioned rising metal costs, especially nickel and steel. Input costs continue to increase for goods originating in Europe or Japan because of the lower value of the dollar. Local framing lumber and panel producers reported weak prices."

The Atlanta Fed did not comment directly on the types of construction that look the strongest for 2008: work related to the relocation of military and civilian personnel to and around Ft. Benning and other bases; port projects in Savannah, airport, water and sewer programs around Atlanta and other public works; power plants, hospitals and university construction. The report serves as a warning that several categories of private construction, plus the state and local revenues supporting public construction, are likely to weaken as the year proceeds. ■

About the author: Ken Simonson is AGC of America's Chief Economist and is regularly quoted in national publications as an authority for our industry. Simonson provides a variety of timely economic information to all AGC members, including The Data DIGest, a weekly one-page summary of economic news relevant to construction; monthly tables and charts tracking changes in producer price indexes for construction materials and segments; semi-annual Construction Inflation Alert reports; and occasional state-specific information. All of these publications are featured in our Chapter's weekly newsletter. To receive these reports direct from Mr. Simonson, send an email to simonsonk@agc.org.



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feature

Complying With Immigration Reform Laws in Your Public Works Contracts

Guidelines affect contracts with owners and subcontractors



By Mark Woodall
Director of Governmental Affairs
Georgia Branch, AGC



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Immigration reform continues to be one of our nation's most hotly debated and politically volatile issues. As a statewide association, Georgia Branch, AGC has been at the forefront of Georgia's immigration reform debate and continues to work closely with AGC of America on concerns with federal legislation and regulations. Our Chapter serves as a leader on behalf of the construction industry, and we fulfilled this role while the Georgia General Assembly worked together with the business community to develop and ultimately pass SB 529 in 2006, which reasonably addresses immigration reform at the state level.

It is important to understand Georgia Branch, AGC's position—we strongly support hiring individuals who are in the United States LEGALLY. We ada-

manently believe our national immigration laws need comprehensive reform. Locally and on a national front, AGC supports securing our borders, creating a viable guest worker program to address workforce needs and creating a reliable employment verification system. Simply put, the system is broken and needs to be fixed. Only Congress and our federal government are able to comprehensively address this issue by implementing these drastically needed solutions.

State and local government immigration reform

The inability of Congress to adequately address this issue has led to frustration at the state and local government levels. Almost every state in the country has had either state or lo-

cal level legislation introduced. Many of these initiatives have actually become law, and often, conflict with neighboring requirements.

Recently, Gwinnett County introduced and passed an immigration ordinance impacting public works contracts in conflict with federal law. Complying with both Gwinnett County's ordinance and our nation's federal laws is physically impossible. We brought this to the attention of Gwinnett County to no avail, and were required to join the Georgia Utility Contractors Association (GUCA) in filing suit against Gwinnett County in federal court to get their attention. Gwinnett County has since indicated a willingness to work with us in revising their ordinance so contractors can comply without violating federal law.

Georgia's Security and Immigration Compliance Act of 2006

SB 529 (Georgia's Security and Immigration Compliance Act of 2006), which passed during the 2006 Georgia General Assembly, went into effect July 1, 2007. The law requires a tiered implementation schedule based upon an employer's number of employees. During the first year SB 529 is in effect, only companies with 500 employees or more are required to participate in the Federal Department of Homeland Security E-Verify Program if they want to take part in state or local government contracts. By July 1, 2008 companies employing more than 100 people are required to participate in E-Verify. By 2009, all companies are required to participate in E-Verify.

The Georgia Department of Labor

(DOL) was identified as the state agency responsible for developing rules for compliance in the public owner/ public works section of the law (OCGA 13-10-91). These rules (300-10-1) require public owners, at both state and local levels, to include provisions in their public works contracts requiring the contractor to certify compliance with federal and state immigration laws. The rule also mandates including a provision to require the listing of the contractor's statutory employee-number categories of "500 or more employees," "100 or more employees" and "fewer than 100 employees" as identified in OCGA 13-10-91, with additional space provided for the contractor to check, initial or otherwise affirmatively indicate, the employee-number category applicable to the contractor.

(www.legis.state.ga.us/legis/2005_06/fulltext/sb529.htm) **These requirements are also applicable to the contractor, which MUST also include similar provisions in their contract with subcontractors on public works contracts.**

Public owner and contractor confusion regarding new requirements

There is confusion within the public owner and contractor community regarding the requirement to secure E-Verify Affidavits. Georgia Branch, AGC is seeking clarification on this topic from legal counsel at the Georgia DOL. Many public owners are requiring contractors to sign the E-Verify Affidavits, even though they are not obligated to participate in E-Verify at this time because they have less

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Sample Contract Language to Incorporate in Georgia Public Works Subcontracts

Below is sample contract language appropriate for Georgia public works subcontracts to meet new state requirements. Consider visiting www.dol.state.ga.us/pdf/rules/300_10_1.pdf to view Georgia DOL's new rules for Chapter 300-10-1, *Public Employers, Their Contractors and Subcontractors Required to Verify New Employee Work Eligibility Through a Federal Work Authorization Program*.


The Georgia Security and Immigration Compliance Act Requirements

The Subcontractor hereby certifies its compliance with the Immigration Reform and Control Act of 1986 (IRCA), D.L. 99-603 and the Georgia Security and Immigration Compliance Act OCGA 13-10-90 *et seq.*, as indicated below (Subcontractor must initial one of the sections below):


- _____ Subcontractor has 500 or more employees and Subcontractor warrants that Subcontractor has complied with the Immigration Reform and Control Act of 1986 (IRCA), D.L. 99-603 and the Georgia Security and Immigration Compliance Act by registering at <https://www.vis-dhs.com/EmployerRegistration> and verifying information of all new employees; and by executing any affidavits required by the rules and regulations issued by the Georgia Department of Labor set forth at Rule 300-10-1-.01 *et seq.*
- _____ Subcontractor has 100-499 employees and Subcontractor warrants that no later than July 1, 2008, Subcontractor will register at <https://www.vis-dhs.com/EmployerRegistration> to verify information of all new employees in order to comply with the Immigration Reform and Control Act of 1986 (IRCA), D.L. 99-603 and the Georgia Security and Immigration Compliance Act; and by executing any affidavits required by the rules and regulations issued by the Georgia Department of Labor set forth at Rule 300-10-1-.01 *et seq.*
- _____ Subcontractor has 99 or fewer employees and Subcontractor warrants that no later than July 1, 2009, Subcontractor will register at <https://www.vis-dhs.com/EmployerRegistration> to verify information of all new employees in order to comply with the Immigration Reform and Control Act of 1986 (IRCA), D.L. 99-603 and the Georgia Security and Immigration Compliance Act; and by executing any affidavits required by the rules and regulations issued by the Georgia Department of Labor set forth at Rule 300-10-1-.01 *et seq.*

Contractor and subcontractor warrant that they have included similar provisions in all written agreements with any subcontractors engaged to perform services under this Contract.


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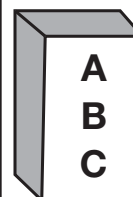
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Locally and on a national front, AGC supports securing our borders, creating a viable guest worker program to address workforce needs and creating a reliable employment verification system. Simply put, the system is broken and needs to be fixed.

than 500 employees. Public owners are also requiring contractors to secure Subcontractor Affidavits from **ALL** subs, regardless of those firms' employee thresholds. Per representatives of the DOL, this is an **INCORRECT** interpretation of their regulation to implement OCGA 13-10-91.

The public owner is obligated to include the contractor employee threshold language in their contracts. The contractor is obligated to sign/initial their appropriate employee threshold. **Only those contractors exceeding the employee threshold for participation in E-Verify are obligated to sign affidavits.** The public owner makes this determination based

upon the employee certification of the contractor.

In turn, the contractor is obligated to include to the subcontractor employee threshold language in their contracts with their subcontractors as previously listed. The subcontractor is obligated to sign/initial their appropriate employee threshold. **Only those subcontractors exceeding the employee threshold for participation in E-Verify are obligated to sign affidavits.** The contractor makes this determination based upon the employee certification of the subcontractor in the contract.

Eventually all public works contractors and subcontractors in Georgia have to participate in the

federal E-Verify program if they wish to pursue state or local public works projects in Georgia. However, until July 1, 2008, only those contractors and subcontractors with 500 or more employees are obligated to participate in E-Verify, and substantiate their participation by signing the contractor or subcontractor affidavits listed in the DOL's rule. The rule includes all these provisions and the sample affidavits to be used. ■

If you have any questions concerning SB 529 or how to implement the new Georgia DOL Rules, contact Mark Woodall at 678.298.4116 or woodall@agcga.org.

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feature

A Focus on Enhancing Our Members' Experience



By Machell Harper
Director of Member Services
Georgia Branch, AGC

At Georgia Branch, AGC, similar to other trade associations, members are our customers. The desire to serve and deliver value to our customers is no different than the goals for any successful organization or company. This is certainly one of the primary reasons, if not the only reason, most organizations or companies say they exist – to be able to deliver a service or product of benefit to the member or customer.

More specifically, when we think about members at Georgia Branch, AGC, we are talking about the over 600 firms who comprise the top general contractors, construction managers, specialty contractors and service and supplier companies supporting the commercial construction industry in Georgia. Additionally, for the Chapter, individuals employed at these member firms are the end users of our services, programs and activities, so they are our customers as well. We know our efforts to reach and serve members have to take place at both the firm and individual level.

Prioritizing and meeting the needs of our members is nothing new at Georgia Branch, AGC. In 2008, the Chapter celebrates 80 years of successfully providing value and services to our members and the commercial construction industry in our state. Thus, we have much to be proud of that has contributed to our longevity and staying power.

Although we knew we were “good” at taking care of and serving our members, at the same time, we knew it was important to never become complacent or perpetuate the status quo. It was this type of thinking that led the Chapter



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to roll out the highly successful Members First program in 2005 designed to take our services to members around the state. The idea of raising the bar for ourselves and achieving a higher level of excellence took even greater hold in 2006 when the Chapter's Board and staff, led respectively by Chris R. Sheridan and Mike Dunham, decided to embark on a formal strategic planning process.

The Chapter's Strategic Plan that resulted became the blueprint of change for us to move from a “good to great” Chapter similar to the “good to great journey” outlined by Jim Collins in his #1 bestselling book *Good to Great—Why Some Companies Make the Leap...and Others Don't*. The driving force behind all the actions and strategies laid out in the Strategic Plan had to do with putting the Chapter and its resources in the best position possible to effectively serve, deliver value and grow the membership.

Our strategic priorities became clearly aimed at increasing member satisfaction, member participation, and member retention to a much higher level than ever before. We realized the only way to accomplish these priorities was for Chapter staff to spend more one-on-one time with our

members at their offices. By doing so, this has allowed us to better understand what is important to our members. We are asking our members for their feedback about ways to serve them better and are using their input to help us learn what we can do better and different to meet their needs and expectations. Great strides were made in 2007 in meeting with many of our members, and we are excited about spending this type of quality time with more of our members in 2008.

One of the compelling things that came out of the strategic planning process was the Chapter's need to focus on our *members' experience* one member at a time as well as

during and after the work, product or service is delivered.

One example where we are focusing on enhancing a member's total experience is in the safety training classes and other professional development classes being offered. In addition to making sure members receive an excellent course from both a content and instructor perspective (level of technical quality), we are also making sure the registration process is easy and goes smoothly, the meeting room accommodations are comfortable and conducive for learning, ample time is provided for questions, and efforts are made to introduce members to each other

This same type of attention to a member's overall experience is happening at larger functions and programs such as our Contacts for Contracts meetings, where Chapter staff makes sure new members are greeted and introduced to other long-standing members. We are asking members for their feedback following Chapter events and programs as well as classes to learn more about the member's entire experience so we can get better at the little things as well as the big things.

One other positive outcome from our strategic planning efforts is we now have a much clearer way to measure our effectiveness in serving

Technical Quality + Service Quality = Customer Satisfaction

Technical Quality has to do with how good the work is that you deliver. This has to do with an organization or company's core competencies. Examples of Technical Quality include the structural soundness of a building, the proper sequencing of trades to insure zero defects, accuracy in electrical wiring, etc.

Service Quality has to do with the "experience" a customer has when they do business with you. It is a subjective measure and refers to how well your firm takes care of a customer and responds to what is important to them—it has to do with responsiveness, courtesy, personal attention, accessibility, listening, and making sure customers feel important and valued.

Understanding the difference between Technical Quality and Service Quality and knowing the successful delivery of each of these are needed to achieve customer satisfaction is critical to our Chapter and your firm's continued success in the future. Typically, customers are in a much better position to assess an organization or company's Service Quality than they are its Technical Quality.

collectively. This is no different from general contractors and specialty contractors who are focusing on delivering the best construction experience possible to their customers.

So when we talk about the Chapter's efforts to "enhance our members' experience," what exactly does this mean? This has to do with how someone feels and thinks about what is happening to get their needs and expectations met both from a technical quality and service quality perspective. "Technical quality" has to do with how good is the work, product or service being delivered and "service quality" has to do with how the member or customer feels before,

before formal teaching begins (level of service quality).

Some of the changes going on in the Chapter's Young Leadership Program (YLP) provide another example where steps are being taken to enhance a member's experience especially when a new member joins the YLP. This was specifically identified as a need by YLP members themselves who serve on the program's Leadership Council. We know holding a well-attended golf fundraising event at a great venue is important—but it is also about making sure new YLP members are welcomed and feel good about joining a new group, which is never an easy task for many folks.

our members, meeting their needs and delivering value. One of the best measures is tracking membership participation and new member growth. Certainly our efforts to focus on enhancing a member's total experience plays a major role in contributing to the tremendous increase in member participation we are seeing across all programs and service areas as Rick Allen, Chapter President, points out in his message on page 5.

In 2007, the YLP experienced its largest growth ever in the history of the program, adding 23 new members for a total of 121 participants. And the YLP's golf tournament that raises funds for charitable purposes enjoyed

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a 38 percent increase in individual member participation over the previous year. Further comparisons between 2006 and 2007 year-end results show:

- 48 percent more individual members participating in professional development and safety classes
- 30 percent more individual members attending the Building Georgia Legislative Reception
- 54 percent more individual members attending the Chapter's Annual Convention
- 73 percent more individual members attending the Contacts for Contracts Technology Marketplace
- 41 percent more individual members attending Safety Day

These "service facts" apply to any company as well as our Chapter.

- It takes 6-10 times more time, energy and money to get a new customer/member than to keep an existing one.
- A customer/member needs 12-13 positive service experiences to overcome one negative one.
- 25-50 percent of operating expense can be due to poor service quality – not doing it right the first time.
- For every customer/member who complains, there are 26 who feel the same way and 63 percent of those will leave you.
- About 91 percent of customers/members who complain will not come back without a positive response from you.
- Average customer/member with a complaint tells 9-10 others; 13 percent of complainants tell 20+ people.

These double digit increases are across the board in almost all cases. This tells us if we aren't delivering at the levels of technical and service quality expected by our members, they wouldn't keep coming back, and we wouldn't be seeing so many new faces and new members participating in our Chapter.

To continue our journey toward becoming a "great" Chapter, each member can count on Board

members and Chapter staff staying focused on finding new ways to enhance the quality of your experience. This underscores the importance of members providing us with candid feedback and input every step of the way whether they are being asked for it or not. In the end, getting better and becoming "great" revolves around what our members need and say is important to them! ■



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feature

CompTrustAGC

Big Change in Chapter's Workers' Compensation Program Builds on Decades of History

Announcing CompTrust AGC Mutual Captive Insurance Company (MCIC)



By Mike Dunham
Executive Vice President
Georgia Branch, AGC

As the leading voice for Georgia's construction industry, Georgia Branch, AGC proudly offers quality programs and services to help construction professionals succeed in today's changing marketplace. During our 80-year history, we've developed valuable programs to support all aspects of your business including a strong and industry-respected workers' compensation program.

At the time of its inception in 1982, Georgia Branch, AGC's workers' compensation fund was formed as a self-insurance trust and served as an excellent option for insurance coverage. More than 26 years later, the fund – CompTrustAGC of Georgia – earned the honor of serving as the state's longest continually active group self-insurer. This high level of achievement is attributed to Chapter member support and confidence in our services. The best way to continue this success is to recognize new market trends and grow our program to meet these needs.

In late 2007, program Trustees met to discuss ways to increase coverage options, lessen the liability on participants and grow the program. They believed the best way to meet these goals was to change the financial structure of the program from a self-insurance trust to an association mutual captive. After months of work by the professionals at Affinity Service Group, a wholly-owned subsidiary



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of Georgia Branch, AGC and manager of the program, the Georgia Department of Insurance approved this change, effective January 1, 2008. **I'm proud to announce the new name of Georgia Branch, AGC's workers' compensation program: CompTrust AGC Mutual Captive Insurance Company (MCIC).**

All assets and liabilities of CompTrustAGC of Georgia have been transferred to CompTrust AGC MCIC. In its new structure, CompTrust AGC MCIC is covered by the Georgia Insurers Insolvency Pool. This change means all association mutual captive insurance company participants are no longer subject to joint and several liability for claims going forward as of January 1, 2008. This conversion also provides the possibility of coverage in states other than

Did you know?

More than 175 Georgia Branch, AGC member firms are participants and enjoy the benefits of CompTrust AGC MCIC. The annual premium is approximately \$12 million and its current investments are in excess of \$25 million. During the past 10 years, \$20.7 million in dividends have been returned to participants, in large part due to the strong safety programs, fewer jobsite incidents and fewer claims. In 2007, a \$1.7 million dividend was distributed, making this a powerful investment opportunity for Chapter members.

Georgia. Affinity Service Group is actively seeking avenues to establish an outlet for coverage in other states for CompTrust AGC MCIC.

With the first quarter of 2008 ending, workers' compensation program participants should continue to expect nothing less than a seamless conversion and have no reason to expect changes in day-to-day operations, and services. Similar to CompTrust-AGC of Georgia, CompTrust AGC MCIC is owned by participating members, overseen by the same board comprised of participating contractors, and able to pay dividends for years with good performance from the program as a whole.

The equity entitled to each active participant carries forward from the group self-insurer to the captive insurer, as does the intent of providing the best possible service and coverage at the best possible cost.

I want participants in the fund to know Chapter staff, along with our strong professional team at Affinity Service Group, pledge to work diligently to insure CompTrust AGC MCIC provides the best value for Georgia's commercial construction industry's workers' compensation coverage.

To contractors who have looked to CompTrust AGC in the past, I want you to know it's a new day for Georgia Branch, AGC's workers' compensation coverage! Please consider providing a member of the Affinity Service Group team with another opportunity to provide details on how our coverage can work for you. Not all insurance programs are created equal! Does your coverage offer

the possibility of dividends on your investment? Does it provide regular safety consultations? Are you afforded one-stop claims management located in Georgia? CompTrust AGC MCIC can deliver all of this and more! ■

To see how you can become a participant in CompTrust AGC MCIC and gain valuable services along with coverage, please contact Affinity Service Group team members Jody Patterson or Stan Deese at 678-298-1889 or 678-298-1903 respectively.

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Georgia Branch AGC Members Key to CEFGA's Success



By Scott Shelar
Executive Director
CEFGA – Construction Education Foundation of Georgia

Last year, CEFGA was honored with one of the industry's most prestigious awards for workforce development. The award was presented by CURT, a national organization of major construction owners like General Electric, Johnson & Johnson, Merck and Southern Company.

CEFGA was recognized for connecting the construction industry and the education system in Georgia, and for being a model program in addressing the industry's workforce shortage.

As executive director of CEFGA, I can say with certainty this award would not have been possible without the leadership, financial backing and involvement of Georgia Branch, AGC member companies. Georgia Branch, AGC member companies are companies of action. Their involvement with CEFGA and high school construction programs across the state is proof.

I want to take this opportunity to say "thank you" and provide a few examples of how Georgia Branch, AGC members are partnering with CEFGA and helping address the workforce shortage in Georgia.

Chris R. Sheridan & Company; C.E. Garbutt Construction Company and Parrish Construction Group, Inc. These three companies, led by the efforts of Chris Sheridan, Charlie Garbutt and Dave Cyr, established a fund in 2007 benefiting high school construction programs in Central



Paul DeLoach (right) of Pellicano Construction visits with Lee County High School teacher Kelly Almond at a Southwest Georgia Workforce Alliance Meeting.

Georgia. Over lunch in downtown Macon, they decided this was the right thing to do, and each wrote a check for \$5,000, putting an instant \$15,000 into a fund strengthening high school construction programs in Central Georgia.

New South Construction Company, Inc: Led by Doug Davidson, New South has been a CEFGA partner almost from the beginning. Doug served as president of the CEFGA Board of Directors in 2001. Today, New South associates like Beniquez Johnson make the CEFGA CareerExpo a huge success. For example, more than 4,000 high school students are expected to attend CareerExpo 2008 at the Gwinnett County Fairgrounds on April 24-25.

Pellicano Construction: With the support of Tony Pellicano, president of Pellicano Construction, Paul DeLoach is leading an aggressive effort in southwest Georgia. In October 2007, the Southwest Georgia Workforce Alliance hosted the first-ever local Careers in Construction event at

Albany Technical College. Over 200 high school students in this part of the state attended the event to learn more about career opportunities in construction.

Rogers Construction Company: Ricky Vickery wears many hats for Rogers Construction Company, including superintendent and safety director. He wears many hats for CEFGA, too. Ricky is on CEFGA's Board of Directors, he chairs CEFGA's Program Support and Improvement Committee and he is always coming up with ideas to help Georgia's construction teachers. For example, he was the first to suggest donating unwanted plans and specifications to teachers. It is rare that he misses a board meeting or a committee meeting. A carpenter by trade, Ricky also volunteers to help "teach the construction teachers" in the latest in the carpentry trade.

Manhattan Construction Company: Senior estimator Don Picklesimer has been in the construction industry for a long time. He is committed to the industry, to CEFGA and to high school construction programs in Georgia. Specifically, Don has chaired the Local Industry Council at Apalachee High School for more than five years. In this capacity, he helps the construction teacher secure the resources he needs to run a successful program for his 75-plus students. Don also serves on the CEFGA Board of Directors and CEFGA Funding and Development Committee.

Van Winkle & Company: Ed Van Winkle, III, invited his whole leadership team to a meeting to learn about CEFGA. He wanted to know more about what we were doing, and specifically how his associates could get involved. Ed wrote a check on the spot to support CEFGA and Shane Hornbuckle – whose father incidentally is a construction teacher in Whitfield County – has already pledged his personal involvement in the organization.

Holder Construction Company: Holder has provided three CEFGA Board Presidents in the last 10 years: Tommy Holder in 1998, Dave O'Haren in 2003 and Doug Hunter in 2005 and 2006. Holder understands CEFGA's mission and the need to connect with high school students. Today, Holder associate John Mark Wood chairs the CEFGA Funding and Development Committee, Ryan Byars chairs CEFGA's involvement in the SkillsUSA Championships and Phillip Adamson co-chairs the World of Construction Management at the CEFGA CareerExpo. In addition, Mike Kenig serves on the CEFGA Advisory Board.

Harrison Contracting Company: Calvin Pate serves on the CEFGA Board of Directors and co-chairs the Career Placement Committee. This is a vital committee, as it is responsible for the CEFGA Summer Internship Program, which will place 75 pre-screened interns with CEFGA member companies this summer.

Goodman Decorating Company: Jeffrey Diamond is the current president of the CEFGA Board of Directors. His passion for CEFGA's mission is contagious, and he is leveraging his relationships from many years in the business to make even more companies aware of CEFGA.

These are just a few of many examples of AGC member companies and individuals who make CEFGA's work possible. We continue to be thankful and amazed at the level of support for CEFGA and our high school construction programs throughout the state. ■

Scott Shelar is in his ninth year as executive director of CEFGA. CEFGA is a non-profit organization dedicated to promoting careers in construction and addressing the industry's labor shortage. CEFGA achieves its mission by connecting the construction industry and the education system in Georgia. For more information, visit cefga.org.



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What to Do, Where to Be... A Look Ahead Through the Summer!

Mark your calendar now and make plans to attend several of Georgia Branch, AGC's major membership events coming soon in 2008! After reviewing the highlights for each event, please visit our calendar at www.agcga.org or watch for our weekly electronic newsletter, *The Forum*, to learn more and find registration details.

Remember, included here are just a few of the major events! Each month, Members First meetings are convened in the following four regions: Central Georgia/Macon; Southwest Georgia/Albany; South Georgia/Valdosta and West Central Georgia/Columbus. Professional development and safety/education training opportunities are also available throughout the state.

Georgia Branch, AGC's 24th Annual Fishing and Golf Weekend

Friday, April 18–Sunday, April 20, 2008
George T. Bagby State Park
Fort Gaines



With the hometown support of long-time Georgia Branch, AGC member, Anderson Construction Co. of Fort Gaines, the Chapter looks forward to hosting the 24th Annual Fishing and Golf Weekend in late April. The event features a fishing tournament on Lake Walter F. George between the Alabama AGC and

Georgia Branch, AGC. Fishermen registered with Alabama fish all day Friday and Georgia members try to catch the "big one" on Saturday. The Chapter with the largest catch takes home the big trophy! Despite 2007's record member participation, we didn't win the trophy! In fact we've only won it a couple times in the last decade. We are due for a winning stretch and are calling all of our outdoor enthusiasts to participate in this fun event!

If fishing is not your sport of choice, but you love a great round of golf, the weekend's golf tournament has become quite competitive. It is hosted at the wonderful Meadowlinks Golf Course just minutes away from the park.

This weekend is a cost effective way to reward your field personnel, project managers or anyone in your

firm who loves to fish or golf. The \$175 participation fee includes an entry into the fishing or golf tournaments, Friday night's Cajun Fish Fry complete with all the fixings by Georgia Branch, AGC's EVP Mike Dunham, and the Saturday night South Georgia Luau presented by Jerry Anderson of Anderson Construction and all his understudies! The weekend also includes a sunrise breakfast on Saturday.

Attendees agree that once you make the trip the first time, you'll always look forward to another spring weekend in Southwest Georgia for this annual event.

Contact Denise "DD" Latham, Meeting and Event Planner, at 678-298-4118 for more information or visit www.agcga.org to register.

Contacts for Contracts: Member Appreciation

Tuesday, April 22, 2008
4:30-6:30 pm
Marriott Atlanta Northwest

Join fellow industry professionals for a complimentary networking event celebrating the many members who make Georgia Branch, AGC a vibrant and respected association. Bring as many of your firm's team members as you like to make the most of this impressive networking and socializing opportunity. This is a great time to meet with Chapter staff and learn more about how you can maximize your membership in Georgia Branch, AGC.

Contact Denise "DD" Latham, Meeting and Event Planner, at 678-298-4118 for more information or visit www.agcga.org to register.



9th Annual Young Leadership Program's Charity Golf Tournament

Wednesday, May 7, 2008
Lakemont and Stonemont Courses
Stone Mountain

After earning more than \$45,000 for their Charitable Works Fund during the 2007 tournament, members of the Georgia Branch, AGC Young Leadership Program (YLP) have their sights set high for this year's event! Organizers took note of the exceptionally high member participation over the past couple years

and decided to move the tournament to Stone Mountain's 36-hole facility, the Lakemont and Stonemont Courses.

The tournament's proceeds support the group's Charitable Works Fund, which was created to increase the public's awareness of Georgia Branch, AGC, while being able to use the groups' skills and resources to support a community or organization in need.

Through participation fees, sponsorships and donations, the tournament has raised over \$150,000 since its inception for organizations such as Atlanta's Hillside Treatment Center, Habitat for Humanity, Camp Sunshine, Atlanta Community Food Bank, American Red Cross, CHRIS Homes, Inc. and the AGC of America construction industry scholarship programs.

YLP members encourage you to treat your staff and clients to a beautiful spring day on the golf course.

The \$150 registration fee includes a boxed lunch for you to enjoy while playing, and dinner preceding the awards ceremony. Prizes are awarded for many skill areas and to the first and second place gross and net teams.

For more information contact Machell Harper, Director of Member Services and staff liaison to the YLP, at 678-298-4108, or visit www.agcga.org for registration materials.

Georgia Branch, AGC Annual Convention

Sunday-Wednesday, June 8-11, 2008

Hilton Sandestin Beach Golf Resort & Spa
Destin, FL

Make plans now to visit the white sandy beaches of Destin and help us celebrate 80 years of service to Georgia's construction industry. Members who participated in the

Chapter's 2007 Annual Convention provided extremely positive feedback on the changes made to the convention's format, and we look forward to building on this success. Again, we are hosting the event in June to accommodate families with school-age children. The main dates of the event are Sunday through Wednesday, allowing the Chapter to offer members a more attractive room rate. With the guidance of the Chapter's Program Committee, plans are being made to offer informative breakout sessions so all participants take home great advice they can put to use in their company.

There is plenty of time to network with old friends and form new business relationships during the three-day

event. The convention starts Sunday evening with a Welcome Reception. Everyone is invited to the business session on Monday morning and winners of the Build Georgia Awards Program are revealed on Tuesday morning. The traditional awarding of the chapter's highest honor, the SIR Award, is on Tuesday evening at the closing dinner. Mixed into the convention around all these great programs are many opportunities for fun and fellowship. Come play golf and tennis, enjoy the spa, eat plenty of fresh seafood and relax! *Remember, Young Leadership Program members are entitled to one free convention registration per year!*

Contact Denise "DD" Latham, Meeting and Event Planner, at 678-298-4118 for more information or visit www.agcga.org to register.



Contacts for Contracts: Technology Marketplace

Tuesday, August 19, 2008

4:30 - 6:30 pm

Renaissance Waverly Hotel

Georgia Branch, AGC invites you to join other industry leaders for this valuable networking opportunity, including firms showcasing the industry's latest technology-related products and services.

Annually, a Contacts for Contracts event hosts a Technology Marketplace sponsored by the Chapter's Technology Committee. You can expect the same valuable networking at this event as you have experienced at other traditional Contacts for Contracts. As an added bonus, you can visit with technology specialists in this relaxed setting. Regardless of whether you are a technology guru or not, you'll enjoy great food, door prizes and fellowship at this complimentary event. Plan to bring several of your co-workers and unwind after work on us!

Contact Denise "DD" Latham, Meeting and Event Planner, at 678-298-4118 for more information or visit www.agcga.org to register.



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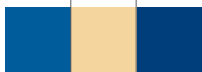
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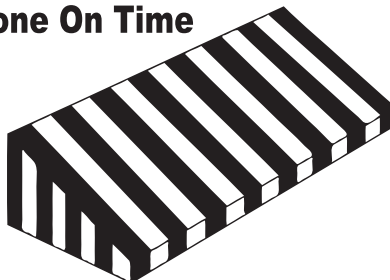
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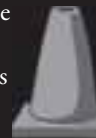
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