

ASSOCIATED GENERAL CONTRACTORS OF GEORGIA, INC.

# Report to Members

JUNE 2012

**AGC**

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**Georgia**

**Your Construction Industry Partner**

# Vision

“... building the best and most innovative contractor association in Georgia.”



# Mission

Guided by our core principles of *Skill, Integrity and Responsibility*, our mission is “... to be the voice of Georgia’s construction industry, provide valuable member services and promote best construction industry practices.”

# Who We Are

AGC Georgia is a statewide Chapter of The Associated General Contractors of America, Inc. (AGC of America). For the past 84 years, we have operated as Georgia Branch, AGC and in May 2012, members voted to accept new Bylaws which included changing our name. We are still the same highly-regarded professional trade association whose members represent over 470 of the top general contractors, residential/light commercial builders, construction managers, design builders, municipal-utility contractors, heavy and highway contractors, specialty contractors, service providers, and suppliers comprising the state’s commercial construction industry. Collectively, we bring a strong, influential and single voice to the industry. We are one of 95 AGC Chapters representing 30,000 member firms. Members of AGC Georgia are also members of AGC of America. This affiliation affords local members with an even stronger industry voice and broader access to services, resources and activities on a national level in addition to what is available at the state level.

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## message from the president

What an incredible year this has been serving as your President. I'm proud of what we have achieved together. One of our most noticeable accomplishments is the Chapter's new name displayed on the cover of this *Report to Members*. I encourage you to read this report highlighting AGC Georgia's many accomplishments, and hear from members who enjoy and benefit from our services and programs.

Renaming our Chapter to AGC Georgia (formerly Georgia Branch, AGC) is one of several changes included in new Bylaws members recently approved. On page 4, Mike Dunham introduces other changes and the path taken to accomplish this major undertaking.

This report also introduces you to a new corporate logo and message about AGC Georgia serving as "your construction industry partner." Many member firms including Pellicano Construction truly depend on AGC for services such as legislative advocacy, educational opportunities, safety training, workforce development efforts, and industry best practices. During my visits around the state, a great "take away" has been listening to members describe the value they receive from our great association. Without a doubt, AGC Georgia and our members are partners working together!

Those of you who attended my President Tours know I opened the meetings by asking two questions – "Is AGC serving your needs?" and "Are you getting value from your membership?" The testimonies shared at each meeting prove members receive tremendous value and real dollar savings, many times far exceeding the cost of membership. **Engaged AGC Georgia members** "get it" and understand the value firsthand even though it is often hard to quantify a specific return on investment. For example, AGC bringing training to regions outside Atlanta, making it easier for our employees to attend a class together, means a lot to all of us for obvious reasons. I often speak about my firm's participation in the Chapter's CompTrust AGC MCIC workers' compensation program where we have received a greater than 30% return on dollars paid for premiums amounting to over \$180,000 in total dividends.

A new service available for all of us to benefit from is the Chapter's new retirement savings program. I'm pleased my company is one of the inaugural participating firms. This program provides member firms with an

opportunity to receive incredibly low rates by pooling funds. Existing employees are grateful for the opportunity to participate, and top job candidates are impressed to see a retirement plan offered in a benefits package. Those of us participating in this program are saving hard dollars in administration and auditing fees and offering a benefit typically only available at large firms.

As in previous years at the state level, we continued to address key issues impacting a contractor's ability to meet Georgia's sales and use tax requirements. One of AGC's more pressing tasks now and in the future is assisting members in challenging "local preference" policies for publically-bid work that precludes contractors outside a defined geographic area from being awarded local projects. AGC Georgia's position is no contractor is local. We are regional and some larger members are national and even international. Building fences around an area is not a healthy practice for the industry or construction owners.

It is always a big concern to know some of our members are not participating in activities or taking advantage of AGC services. To me, this leads to missed opportunities for them to save money, make life-long friends, stay competitive and grow their company. Knowing that oftentimes a member is more inclined to become engaged when asked by a peer they know, I identified "champions" for our Members First regions. These champions were successful in making a personal effort to get more of our members involved.

After my year in office and meeting with so many of you across the state, you've confirmed to me AGC delivers what you expect. You also told me the programs and services are of great benefit to you just as they are to me. Our Chapter offers a solid return on your investment!

In closing, I want to express my gratitude to the Officers and Board members who served with me as an ambassador of the association and our industry. I also want to thank our exceptional AGC staff for their tireless efforts on behalf of our membership. Please join me in congratulating Mike Dunham on his new Chief Executive Officer title, a fitting change in our new Bylaws. Lastly, and most important, I want to thank you, our members, for your continued loyalty and support.



**Tony Pellicano, President  
Pellicano Construction  
2011-12 President  
AGC Georgia**

## message from the chief executive officer



**Michael T. Dunham**  
Chief Executive Officer  
AGC Georgia

I am pleased to report to you the “State of Our Association” is strong, and your staff has never been more busy or in demand serving our membership. Working in a tight budget environment helps to optimize our efforts and based on your feedback, we are not sacrificing the level of quality, personal attention and service you have come to expect from AGC.

We appreciate you making time to review this report including many of AGC Georgia’s accomplishments. The timeframe of this report coincides with the installation of new officers and Board members in June. Every year when this report is prepared, I am amazed to see all that was accomplished and just how much we are unable to include due to space constraints. None of these accomplishments are possible without you and your support.

As mentioned in Tony’s president message, one of this year’s biggest accomplishments was the extensive review of the Chapter’s Bylaws. Many thanks to our Bylaws Task Force chaired by Gary Newell, who provided the due diligence and endless hours to this project. The Chapter’s new Bylaws streamline and modernize our governance structure to better reflect the evolution of the association and construction industry. They also equip our leadership to govern in a more effective manner in accordance with the needs of our members. Others serving on this important task force include Trey Anderson, Bert Brannen, Randy Hall, Raymond Moody, Tony Pellicano, Randall Redding, Rilo Stephens and Ken Swofford. David Hendricks provided generous and skillful legal services.

A few of the key revisions in the Bylaws include changing the Association’s formal name, restructuring membership classifications, and clarifying officer duties. We understand changing any name after 84 years is never an easy undertaking since this is how we are known to those we work for and with. Making this transition for our members go as smoothly as possible is a top priority for Chapter staff. To go with our new name, the Chapter has also embraced a new logo which your Board and staff agree helps to refresh and build a stronger brand for our association in the competitive construction marketplace throughout Georgia.

Regarding the restructuring of membership classifications, we dropped “associate member” from our nomenclature and Bylaws, and added “specialty contractor” and “supplier/service provider” membership categories. Both a “student” and “university” category were added as well.

I want you to know you can still expect the same valued traditions and great benefits from our organization as well as a high level of respect for our history and those who came before us. Our members continue to represent the top companies in the commercial construction industry to public and private owners, architectural firms and elected/appointed officials. AGC Georgia member firms still embrace the guiding principles of “Skill, Integrity and Responsibility” to help us stand out from others in our industry. Our affiliation with The Associated General Contractors of America continues to afford you a wealth of resources and national clout. AGC members nationwide represent the very best in “Quality People” and “Quality Projects.”

The content of this report tells the AGC story as do the personal testimonies of members and key influencers in the community who depend on us. I hope you enjoy a new approach we are using of sharing accomplishments and services from an **engaged AGC Georgia member** perspective. A sincere thanks to those of you who are participating in our organization. We encourage everyone to join in to reap the many benefits of AGC membership and maximize your ROI. Let us help you save money, solve some of your construction-related problems, retool to compete more effectively, pick up new marketing ideas, learn best industry practices, develop the potential of your young leaders, make your jobsites safer . . . and much, much more.

I assure you we take our role as “your construction industry partner” very seriously!

A handwritten signature in blue ink that reads "Mike". The signature is written in a cursive, flowing style.

# Engaged AGC Georgia Members . . .

## Value Diverse Membership and Demonstrate Strong Loyalty

At midyear 2012, the Chapter has a total of 473 member firms including 153 General Contractor members accounting for 32% of the membership, 194 Specialty Contractor members at 41%, and 126 Service and Supplier members at 27%.

The Chapter has welcomed 21 new members thus far in 2012. While our overall membership number is down, the makeup of our different types of members remains almost identical to previous years with an overall retention rate of 85%. Especially important in these tough economic times is the Chapter's ability to retain 90% of our General Contractor member base which helps attract and retain other members.

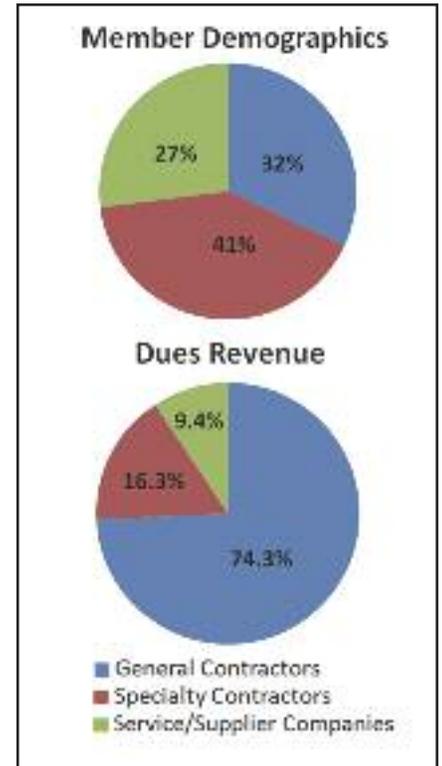
General Contractor members continue to provide the largest financial support to the Chapter at 74.3% of total dues revenue. Non-dues revenue has increased by expanding our corporate sponsorship program and adding new member services. With the economy slowly improving and the construction industry showing signs of a rebound, we remain optimistic about the growth and continued viability of the association.

## Find Multiple Opportunities to Participate

Active member firms and their employees make our association strong. Despite economic pressures on our membership and people often having to wear multiple hats, we only saw a slight decrease in overall member participation from the previous year.

In 2011, a total of 35,140 individuals used the Chapter's services or attended various programs, classes and events. This excludes members participating in four safety stand downs which trained 59,667 field personnel. It also doesn't include the many young people, school administrators and instructors who participate in the construction career fairs and expos, the technical school programs, and construction camps for girls whose lives we are touching through AGC Georgia's workforce development efforts.

As one might expect, Chapter members who do find multiple ways to participate throughout the year are our most satisfied members.



Selected Service/Event Highlights	No. of Participants
Professional Development/ Safety/Education Classes	684
Members First Regional Meetings	850
Annual Convention & Fall Leadership Conference	429
Safety Van (during 1,538 site visits)	27,211
Young Leadership Program Golf & Tennis Tournament	195
4 Safety Stand Downs	59,667



Over 200 members gather for a Metro Atlanta Members First luncheon honoring award-winning jobsite supervisors. Atlanta Braves legend Dale Murphy is pictured networking with attendees prior to his presentation.



Members welcome an opportunity to provide input on their AGC experience.

# Engaged AGC Georgia Members . . .

## Help Recruit New Members

Satisfied members embrace the opportunity to introduce AGC Georgia and AGC of America to prospective firms especially when it is a company they do business with who is also in the industry. In addition to wanting industry colleagues to share in the benefits of our services and programs, our members are proud when they can personally introduce someone for the first time to our association. Many members invite prospective members to be their guest at one of our events or programs as a way of introducing them to AGC or they will go the extra mile in writing notes and letters sharing personal testimony about their experience as a member and highly recommending they join. This effort is definitely contributing to our success in recruiting new members.

*Excerpted from a Chapter member's letter inviting a prospective member to join AGC Georgia.*

"On behalf of AGC Georgia, I am reaching out to you to consider membership in our great organization. We believe your firm would be a wonderful addition to our roster of members, and when you join our Chapter, you are also joining The Associated General Contractors of America. AGC provides comprehensive services and programs to its members and champions our industry's causes at the state legislature on behalf of GCs and subcontractors. One of many benefits worth noting are AGC's alliances with numerous vendors which could allow you to save money on services you already may use. Many members recover the cost of their membership by taking advantage of just a few of these opportunities.

There are many organizations pulling at everyone for their dollars. Often they provide no benefit to the company, making the membership dues simply a donation. I honestly believe AGC membership has a real-dollar return on investment, and benefits our industry from top to bottom. If for no other reason than the work AGC does at the state level to protect our industry from unreasonable and damaging legislation, I would maintain Conlan's AGC membership. I highly recommend you and your company consider joining AGC and look forward to personally welcoming you."

**Kevin Turpin, President**  
**The Conlan Company, Marietta**

## Exercise Collective Clout and Political Influence

Members tout the benefits of having AGC in their corner on the national and state level protecting their interests and watching their backs when it comes to issues, regulations and proposed bills. Often these come out of nowhere or spring up during the state's legislative session or in the U.S. House or Senate.

In most instances, as in the case of the state's sales and use tax laws, it takes members who are experiencing a particular issue raising a red flag and bringing it to our attention. General contractor members were being asked to meet sales and use tax rules that were inconsistent with the letter of the law. AGC Georgia stepped in to lead the effort with our Legislative Committee's assistance to draft legislation that clarified the issue. We then shepherded it through the legislative process.

During the 2012 Legislative Session, AGC Georgia had a major stake in numerous legislative initiatives which were successfully accomplished. In addition to the Sales & Use Tax Withholding Requirements revisions signed into law by Governor Deal in April, AGC Georgia was intimately involved in proposals including reciprocal preference legislation, comprehensive tax reform, metals theft legislation, state contract awards for heavy equipment, and the State Fire Marshal's Office reorganization on elevators, escalators and boilers.

Knowledgeable AGC members are quick to realize—with 180 school districts, 159 counties and over 500 municipalities in the state of Georgia—the job of understanding and developing a position on an endless number of local proposed legislation takes a lot of time making sure they won't have a negative impact on our members and the state's construction industry. The same is true at the national level with a plethora of bills and proposed



*AGC Georgia staff joined with other industry leaders and public officials when Governor Deal proclaimed May as Building Safety month.*

"When a legislator wants to know how a piece of legislation will affect the commercial construction industry, they go to Mark Woodall with AGC Georgia. He does a great job representing the Chapter and the needs and interests of both large and small contractors throughout the state. In my experience, AGC Georgia's legislative positions are based on sound policy decisions that make good business sense."

**Senator John Bulloch, Chair**  
**Agriculture and Consumer Affairs Committee**

legislation that no one individual or company could keep track of and study on their own; thus, our members value having experienced, full-time lobbyists working on their behalf.

None of our legislative or regulatory success is possible without the outstanding relationships we have built over a long time with public and elected officials in our state. This group of individuals and the organizations, departments and agencies they represent rely on us and we rely on them as they articulately express in personal testimony about AGC Georgia.

Numerous major AGC successes at the national level this past year also benefited all AGC members---namely the repeal of the 1099 IRS requirement for contract workers earning more than \$600 and repeal of the 3% withholding tax on publically-bid projects. Without each of these repeals, this would have meant additional cost to each of our firms to manage these requirements.

“AGC Georgia is a trusted partner in helping us develop the *State Construction Manual*. I appreciate the countless hours spent by your members and staff working to help improve our state procurement process. AGC’s understanding of our state’s construction industry has made you an invaluable and knowledgeable resource to GSFIC.”

**Marvin Woodward, Deputy State Property Officer  
Construction Division, GSFIC**

“We have enjoyed a positive relationship with AGC Georgia for many years that has benefited both the private sector and the state of Georgia. The State Fire Marshal’s office appreciates the input AGC has provided on behalf of the commercial construction industry and will continue to seek their valued advice when we propose regulatory changes to building fire codes and other related issues. Our desire is to strengthen our relationship as strategic partners in the protection of the citizens of Georgia and its visitors.”

**Dwayne Garriss  
State Fire Marshal**

“Over the years, AGC Georgia has proved to be a solid resource for the Georgia DOR on tax matters and regulations impacting the construction industry. During the 2012 legislative session, we supported AGC’s efforts on HB 932 to provide general contractors with additional clarity and consistency between our state law and rules regarding sales and use tax liability. AGC’s commitment to this issue resulted in Governor Deal signing the legislation into law.”

**Mack Chandler, Deputy Commissioner  
Georgia Department of Revenue**

AGC of America produced a study titled the *2012 Economic Report* showing significant losses in the construction industry with Atlanta ranking 5th worst city in the nation. When Mike Dunham presented this national report to the media at a press conference in downtown Atlanta, he also called attention to a proposed national transportation bill and a state transportation tax coming up for a vote. He said it is important for Congress to pass the federal initiative and for Georgians to pass the TSPLOST. In addition to freeing up dollars, Mike explained this would be a huge economic boost for the state creating jobs and securing future industry growth. Dozens of media outlets covered this story, and Chapter staff shares the same message when visiting with members.



At the recent AGC of America Annual Convention, AGC Georgia was recognized with our fifth consecutive award for achieving 100% PAC participation by our Board. Among 95 Chapters, our Board members’ total contributions ranked second in PAC monies raised.

When members think of AGC and what the association does to fend off damaging legislation or lead the way on a particular issue, they truly do consider AGC Georgia as their industry partner to the fullest extent. Collectively, AGC members have a strong voice and a strong track record of influencing sound public policy and laws benefiting the construction industry.

- AGC Georgia staff’s participation in the following groups helps to insure our members’ best interests are represented.**
- AGC/AIA/ACEC Liaison Committee
  - American Society of Safety Engineers
  - Bibb County Career, Technical and Agricultural Education Advisory Board
  - Department of Community Affairs State Codes Advisory Committee
  - Georgia Chamber of Commerce Governmental Affairs Council
  - Georgia Department of Education Career Clusters Counseling and Advisement Committee
  - Georgia Department of Revenue Contractors Sales & Use Tax Task Force
  - Georgia Real Estate Trade Group
  - Georgia Southern University Construction Management Program Industry Advisory Board
  - Georgia State Financing Investment Commission (GSFIC) Advisory Committee
  - Georgia Struck-By Alliance
  - Gwinnett Technical College Construction Management Program Advisory Committee
  - Lee County High School Metals Program Advisory Board
  - Maynard Spence Foundation Scholarship Selection Committee
  - National Association of Women in Construction
  - Savannah Technical College Construction Advisory Committee
  - Southern Polytechnic State University Construction Industry Advisory Board
  - *State Construction Manual* Advisory Committee

# Engaged AGC Georgia Members . . .

## Tackle Workforce Development and Skilled Labor Shortage



“One of my priorities as Governor is to address our workforce development issues including the anticipated shortage of skilled trade workers that will significantly impact the future viability of the construction industry in our state. With this in mind, I announced the Go Build Georgia initiative in January 2012 designed to help introduce and excite young people about careers in the skilled trades. Thanks to AGC Georgia and your members for being an early supporter of this initiative and providing my office with help in rolling it out in every region in Georgia.”

**Governor Nathan Deal**

AGC Georgia members, faced with a rapidly retiring and aging workforce, are big supporters as well as stakeholders in Governor Deal's new Go Build Georgia initiative focused on resolving a skilled labor shortage over the next few years. The goal of this initiative is to take positive and aggressive steps in educating young people and job seekers about the wage, lifestyle and employment benefits in skilled labor trades.

Chapter members and staff working in concert with Construction Education Foundation of Georgia (CEFGA) representatives are helping the Governor's office implement the Go Build Georgia program. AGC Georgia is a strategic partner and underwriter of CEFGA whose mission is to promote careers in construction and assure quality construction training in Georgia schools. To date, an educational special called "Rebuilding Georgia" aired on television highlighting the need for qualified skilled workers across the state. In addition, 800 individuals including AGC Georgia members and staff attended the Go Build Georgia regional tour in 15 cities bringing the shortage of skilled workers to the attention of school counselors, teachers, parents, students and business partners. Our Chapter helped promote and organize these meetings.

The Chapter's Workforce Alliances continue to provide members with a forum to meet with community leaders, construction students, faculty and administrators at high schools and

technical colleges. Mutual needs are discussed and solutions are developed to enhance the student's learning experience.

Our alliances are in Albany, Columbus, Macon, Valdosta, plus a newly-organized group in Augusta. Currently, many of the high school and technical college programs need accreditation to insure students receive the quality of construction education that will allow them to excel. The level of their learning will certainly impact what they bring to the firms hiring them, including AGC members. This ties in nicely with AGC and CEFGA's efforts advocating for a stronger curriculum and faculty in construction programs in order to meet accreditation requirements.



*Joining with Governor Deal at his January 2012 Go Build Georgia press conference are several AGC Georgia contractors and Chapter staff.*

## Encourage Students to Choose Construction Careers

Getting in front of students demonstrating what it is like to be in a specific trade, giving them a hands-on construction experience, and sharing in person the pride a construction worker feels all have a tremendous impact on young people thinking about career choices. AGC Georgia members, the Chapter and CEFGA, often in partnership with schools and technical colleges, actively support a number of initiatives across the state including the annual CareerExpo and Skills USA conference, Magic Camps for girls, construction career days at high schools and technical colleges, and summer camps focusing on construction careers.



*Excerpt from one of many letters received by Adairsville High School students thanking AGC Georgia Young Leadership Program (YLP) members for contributing dollars from their Charitable Works Fund to help winning teams at the Career Expo & SkillsUSA competition participate at the national level.*

"Plumbing is what I'm good at, and I love doing the best I can in this area. Thank you for supporting SkillsUSA which is a fantastic organization and going to nationals has boosted my self-confidence tremendously. The state competition gave me the skills to work harder, to have integrity, and most importantly, to work well with others."



*AGC and many of our members were front and center at the March 2012 CEFGA CareerExpo and SkillsUSA State Championships which attracted a record attendance of 5,000 students from 225 schools and representatives from 335 companies.*



*AGC Georgia, CEFGA, Pellicano Construction and MetroPower helped sponsor the 5th Annual Careers in Construction Academy at Albany Technical College geared toward 8th through 12th graders interested in pursuing a career in construction.*

# Engaged AGC Georgia Members . . .

## Take Advantage of Our Member Outreach

In the last 12 months, 850 individuals from 228 firms participated in AGC Georgia's Members First programs. Seven years in operation, this program offers AGC services closer to where our members live and work. Regularly scheduled meetings and courses offered in nine regions give members an opportunity to learn about the association, get up-to-date on legislative activities and participate in safety award programs.

Chapter staff also conducted 454 member visits across Georgia in the past year. This is a great way the Chapter becomes a better partner to our members; learning about their industry needs and sharing information on our benefits and services.

## Invest in Learning and Professional Development

Chapter members continue to invest in their own learning and development by attending classes and programs on BIM, OSHA 10-Hour, Lien Law, LEED, CPR/First Aid, NPDES, EPA Lead Certified Renovator and a host of other topics. Over 680 attendees from 195 firms participated in the Chapter's courses. New to our course selection is the nationally-acclaimed four-part series known as the BIM Certificate of Management Education program. To complement this course offering, AGC Georgia will serve as just one of two locations in the southeast to host the exam for those wishing to earn BIM credentials.

Through feedback received during visits with members, along with responses to event and course surveys, Chapter staff is always listening to learn what new classes interest members. Another top priority is accommodating members' requests for a particular class customized for their purposes and delivered exclusively to their employees. In working to make training the industry's workforce as cost effective and efficient as possible, members registering for courses via the Chapter's online registration portal receive discounts.

## Develop Their Leadership Capabilities

Members are afforded many avenues to develop their leadership skills. Young industry professionals are encouraged to strengthen their leadership potential by participating in the Chapter's Young Leadership Program (YLP). This nationally-respected AGC Georgia flagship service continues to attract members as evidenced by an increase over last year in the number of companies sponsoring a member and the total number of individuals participating. YLP members participate on its governing Council and/or one of three task forces overseeing efforts to achieve

## AGC Georgia's Members First Regions

Central – Macon

East Central – Augusta

Metro – Atlanta

Northeast – Commerce

Northwest – Dalton

South – Valdosta

Southeast – Savannah

Southwest – Albany

West Central – Columbus

**MEMBERS FIRST MEETING SCHEDULE**  
March & April 2012

**Safety News You Can Use & Run Amerson Supervisors' Safety Awards Ceremonies**

Region	Date	Time	Location
West Central Georgia	Wednesday, March 14	11:00 am - 2:00 pm	Das Business Hotel, 3001 Sidney Street, Columbus
Central Georgia	Wednesday, April 11	7:00 - 8:30 am	McLeod's, 508 Mulberry Street, Macon
South Georgia	Wednesday, March 14	7:00 - 8:30 am	affinity 800 A Conference Center, 3208 West Hill Highway, Valdosta
Southeast Georgia	Wednesday, March 14	11:00 am - 1:00 pm	General, 60th Street, 1881 E. Peachtree Street, Savannah
Northwest Georgia	Wednesday, April 11	11:00 am - 1:00 pm	Coopers Suite, 8800 Highway 852, Commerce
Southwest Georgia	Wednesday, March 14	11:00 am - 2:00 pm	HS Bancorporation, 201 S. Peach Street, Albany
West Georgia	Thursday, March 15	11:00 am - 2:00 pm	Carrollview Hotel, 3011 Peachtree Parkway, Augusta
Metro Atlanta	Friday, April 13	11:00 am - 2:00 pm	Atlanta Marriott North, 200 Interstate North Parkway, Atlanta

Members First programs are conducted around the state.

"YLP's mentoring program is designed to help new members assimilate more quickly into the group. I had the privilege of Doug Tabeing, Vice Chair of YLP, assigned as my mentor this past year and I am grateful for the opportunity. Doug became my main point of contact for any questions I had and someone to help me meet new people at the group's functions. He also helped me understand how the YLP is structured and the program's goals."

**Adam McCollum, Assistant Project Manager  
Collins and Arnold Construction Company, Atlanta**



"The Secrets of Great Leaders," one of four Roundtable programs open to the entire membership and organized by the YLP, helps members take leadership to the next level. Other Roundtables featured speakers from Dale Carnegie, Chick-fil-A, and a program on the difference between leaders and managers.

"My active involvement in AGC has made me a better business person and helped our company win projects we might not have been awarded otherwise. The education classes are wonderful; the ability to knock on any door of state government when you have a problem is beyond anything I have ever experienced; and the relationships are most rewarding on every level. I urge all AGC members to get involved so they can receive these same personal and company benefits."

**Chris Sheridan, P.E., President**  
**Chris R. Sheridan & Company, Macon**

the group's goals and enhance the YLP member experience. The YLP Chair and Co-Chair, who have always attended the Chapter Board meetings, are now full voting members of the AGC Georgia Board as a result of recent changes to the Chapter's Bylaws.

Chapter members who enjoy combining learning and networking make it an annual ritual to attend the Fall Leadership Conference. Close to 90 members from 30 firms attended this year's program emphasizing emotional intelligence, teambuilding and leadership.

AGC Georgia sponsored a Southeastern Construction Executives Forum in collaboration with FMI giving members an opportunity to increase awareness of current industry trends and participate in a thought-leadership setting to exchange ideas with industry peers.

When members read the Chapter's 4th Quarter "Leadership Issue" of *Georgia Construction Today*, they are introduced to ways to enhance their leadership effectiveness. Feedback confirms these articles deliver important value to members including a recent article titled "Building Your Leadership Credibility Impacts the Bottom Line."

## Give Back

Many AGC Georgia member firms give back to the community and industry through their own corporate giving programs and volunteer efforts. Examples include serving on the board of a bank or non-profit organization, supporting the YMCA and Girls, Inc. groups, or donating monies and volunteer time to restore a designated *Place in Peril*.

In addition to these efforts, members often step up to support Chapter activities designed to give back to the community. Participating members in the Chapter's YLP raise monies through their annual Golf & Tennis Classic to support worthy organizations and charitable groups throughout the year. The 2012 tournament raised \$59,365 for a cumulative fundraising total of \$650,486 over the last 12 years. YLP members also help secure donated toys and other goods to distribute to deserving families during each holiday season.

Members also give back when they volunteer to attend a Chapter-hosted event with ACCE like they did in December 2011. They met with professors from our state's collegiate construction management departments to provide feedback on ways to improve construction curriculum.



*YLP members organized a full-day of leadership training in conjunction with the Fall Leadership Conference.*

"Since 2004, AGC Georgia and specifically individuals participating in the YLP have been a blessing to every child who benefits from Hillside's patient care. Over the years, you have donated clothes, toys, sports equipment and room décor totaling more than \$80,000. More importantly, the smiles you put on our children's faces are worth much more than any dollar figure. Words cannot express our gratitude to AGC and your member firms for caring about us."

**Teresa Stoker, President & CEO**  
**Hillside, Inc., Atlanta**



*For the fifth consecutive year, YLP members participated in the AIA Construction competition providing food donations to the Atlanta Community Food Bank.*

# Engaged AGC Georgia Members . . .

## Support Veterans and their Families

During recent years, members teaming up to support military families and veterans has been a labor of love. As a result of our efforts renovating the home of Kevin and Jennifer Burkholder in McDonough, AGC Georgia is a proud winner of a 2011 AGC in the Community Award. This award from AGC of America is for service projects "epitomizing the essence of charitable giving through actual hands-on service and donations." The Chapter raised \$25,000 and completely renovated the family's kitchen giving Jennifer, who is wheelchair bound, much needed functional space. Forty firms provided money, in-kind donations, and/or labor to complete the project.

"Thank you to AGC Georgia whose partnership over the years with Operation Homefront/ Georgia has raised \$100,000 and organized over 4,000 volunteer manhours to help three military families with construction projects improving their quality of life at home. We are grateful for the commitment of your organization and members supporting the heroes who serve all of us."

**Kim Scofi, President/CEO  
Operation Homefront/Georgia**



AGC Georgia wins AGC of America's 2011 AGC in the Community Award (shown right) for the Burkholder home renovation.

## AGC Georgia Young Leadership Program Charitable Giving and Community Service

*YLP members lead the Chapter's community service efforts.*



Donated \$25,000 and manhours to build a Habitat for Humanity Home in LaGrange.



Donated \$5,000 to the September 11 Victims Fund & \$5,000 to North Georgia Hurricane Relief Fund.



Donated \$80,000 in toys to children in the hospital's care over the holidays.



Raised \$100,000 and organized over 4,000 volunteer manhours to help three military families with construction projects improving their quality of life at home.



Held eight membership Challenge Toy Drives for Toys for Tots.



Donated \$5,000 to AGC's Foundation for Education Scholarships; \$3,500 to Katrina Disaster Relief for Construction Workers & \$500 to Carolyn Disney Memorial Scholarship.



Donated \$2,000 to Georgia National Guard Family Support Foundation, Inc.



Donated \$7,600 to send children with cancer to Camp Sunshine.



Donated \$28,700 to CEFGA offsetting expenses for Georgia high school students competing in the Skillet USA competition.



Donated \$13,620 of food to the Atlanta Community Food Bank through the NA Construction Program.



Donated over \$4,300 in materials and manhours to CHRIS Homes, Inc. to build a construction project and held two toy drives.



Donated \$8,880 in FOCUS, a charity helping children with special needs and their families.



Donated \$12,000 to Wreaths Across America, a charity organizing laying of Christian wreaths on gravesites in our country's National Cemeteries.



Contributed over \$3,000 and countless manhours to build and erect a marble sign and solar flag pole at the entrance of Georgia National Cemetery.

## Receive Recognition for Industry Excellence

Whether it is for safety achievements or outstanding construction efforts, AGC Georgia members are excited to pursue opportunities to recognize their firm and employees. They know it makes good business sense to do so since awards and honors of this nature help to reward and recognize their workforce for a job well done. In addition, awards and honors distinguish and add stature to their firms providing a marketing advantage in presenting credentials for new work.

The 2011 AGC Build Georgia Award competition for construction excellence held strong in a tough economy with 30 general contractor and 12 specialty contractor firms submitting a total of 74 project entries. While the number of entries is down from last year, we show an increase in the number of firms participating and benefiting from this important opportunity.

When it comes to safety, members participate in several award opportunities throughout the year. At the Chapter's Annual Convention, 56 firms were eligible to receive Chapter and AGC of America awards for their safety excellence. In addition, field superintendents who achieved no lost time accidents in 2011 were recognized at the Ron Amerson Supervisory Safety Awards program held for the first time in regions around the state to encourage more participation. By moving to the new regional presentation format, we significantly increased overall participation at these award ceremonies from 212 program attendees in 2011 to 330 program attendees in 2012. A total of 354 supervisors representing 36 member firms (general and specialty contractors) met the requirements and earned Certificates of Commendation for Safety Excellence.

## Help Underwrite Member Events and Programs

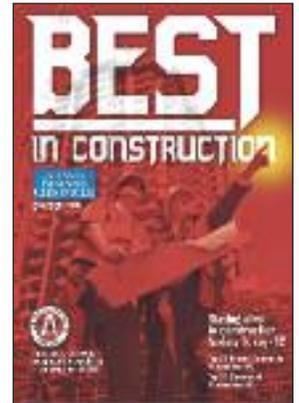
With the help of an organized sponsorship campaign conducted by Board members and staff, the Chapter recruited corporate sponsors who help underwrite the cost of valuable events and programs. In exchange, each sponsor receives many marketing and promotional opportunities for their company as well as participation in selected programs depending upon their sponsorship category.



Companies can sponsor a single event, such as the YLP Golf & Tennis Classic.



Representatives of General Contractor firms winning First Place in the 2011 AGC Build Georgia competition for construction excellence proudly display their award plaques at the June Convention.



AGC Build Georgia award winners look forward to seeing their firms and projects featured in the special June supplement of the Atlanta Business Chronicle and again in the Chapter's 4th Quarter magazine.

"I always enjoy participating in AGC Georgia programs and classes. Attending the 2011 Convention, the Southeast Construction Executives Forum you hosted, the Ron Amerson Awards Safety Program in Atlanta with Dale Murphy, and the Contacts for Contracts GC Marketplace are just a few highlights. It's great to get together with colleagues whether it is to learn, socialize, network or recognize industry leaders and award winners."

**Chad Clark, Senior Vice President  
Rogers Construction Company, Lawrenceville**

## 2012 AGC Georgia Sponsors

Sponsor Level	Participating Firm
Titanium	Affinity Service Group iSqFt
Diamond	Fisher & Phillips, LLP Smith Currie & Hancock, LLP Smith & Howard, CPAs
Platinum	BenSource Employee Benefits Transamerica Retirement Services
Gold	Aon BNY Mellon Wealth Management Flint Equipment Company Mobile Mini Project Resources US, Inc. Ready Mix USA Southern Polytechnic State University Surety South Yates Insurance Agency

Thanks to our corporate sponsors for your financial support.

# Engaged AGC Georgia Members . . .

Engaged AGC Georgia members take advantage of both Chapter and AGC of America activities and services. In addition to benefiting from a program, service or event itself, AGC members tell us their participation in the association often leads to new work opportunities. They also say AGC makes it easier for them to stay connected with industry peers often leading to lifelong friendships. AGC members value the opportunity to learn, stay informed, keep their workforce safe, socialize and network with peers, give back to the community and industry, celebrate achievements, play sports (fishing, golf, tennis, sporting clays), and kick back to have fun together. Don't miss out on what other members are doing—make a date and join us!



*Chapter leaders attend AGC of America's National Leadership Conference in Washington, D.C.*



*Gary Newell, 2010-11 Chapter President (l) presents Roger Huggins with the 2011 SIR award for his outstanding service, industry leadership and involvement in the community.*



*The Chapter's Annual Convention attracted 350 people including members and their families who enjoyed spending this getaway time together in Destin, FL.*



*Public owners and members attend the RFP-RFQ seminar in Atlanta organized by the Chapter making this a great learning and networking opportunity.*

# *making the most of their AGC experience*



*Members share personal testimonies about the value they receive from AGC with Tony Pellicano during his President Tours held around the state.*



*Our popular Contacts for Contracts event, including a General Contractor Marketplace, attracted participants from over 100 companies with 19 GC exhibitors.*



*AGC Georgia's Board of Directors work tirelessly staying on top of industry issues impacting members, and discussing recruitment efforts to attract new members and sponsors.*



*Members attend a special program organized by the Chapter to learn more about the state's immigration law and how to comply.*

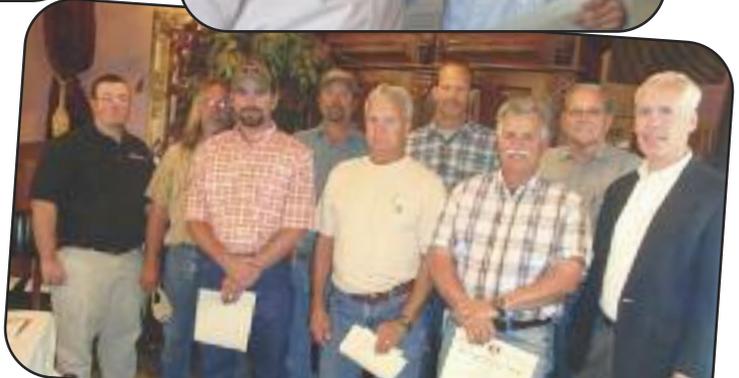


*One of the winning teams at the Chapter's Higher Education Golf Tournament supporting student scholarships and faculty advancement for state college construction departments.*



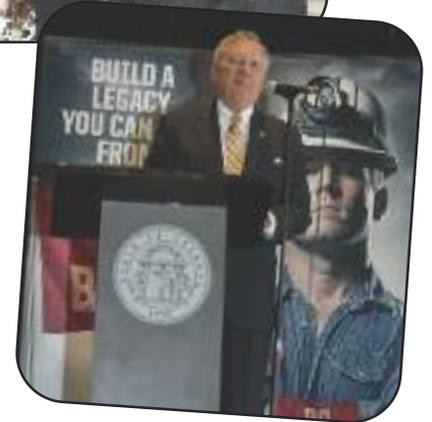
*Members are always happy to receive the Safety Excellence Award during the Chapter's convention recognizing their respective company's outstanding safety performance.*

Members around the state attended our new regional Ron Amerson Supervisor Safety Award programs. Of the more than 350 superintendents earning an award for no lost time accidents on their jobsites in 2011, over 110 attended an awards ceremony to receive their certificate in person. The Atlanta program, with keynote speaker Dale Murphy, attracted a record crowd of 200 total attendees.





*Members attend the 12th Annual Building Georgia Legislative Day hosted by ACEC, AIA and AGC for a full day of activities including a luncheon with Governor Deal, meetings with elected officials and a Capitol tour conducted by Mark Woodall.*



*Young industry professionals gain valuable leadership experience serving on the Young Leadership Program's (YLP) Council to insure the group is meeting their goals. Council Chair and Vice Chair attend Chapter Board meetings.*



*Members meet in May to vote on accepting the Chapter's amended Bylaws.*



*YLP members get together throughout the year to support worthy causes, develop their leadership skills, network and have fun.*



Members always enjoy a great time at the annual YLP golf tournament to raise monies for YLP's Charitable Works Fund that supports local charities. A new tennis tournament was added this year.



Mike Dunham and Mark Woodall are popular speakers at the Members First meetings held around the state bringing news about the association and legislative and regulatory updates to our members' doorstep.



At regional Members First meetings, Chapter members and staff present AGC of America Political Action Committee checks to candidates running for Congress. (left) Representative Kingston accepts a contribution and visits with members at a Southeast Georgia meeting. (right) Past AGC Georgia President Rick Allen running in Georgia's new 12th District attends an East Georgia meeting to visit with industry colleagues and accept a contribution.

Chapter members had an opportunity to participate in four safety stand down opportunities the past 12 months, two on heat illness and two on safe driving in work zones.



The annual Fishing & Golf Weekend is a favorite among AGC members in Georgia and Alabama who meet up for a relaxing time in Fort Gaines.



First place team at the Sporting Clays Tournament which raises money for AGC Georgia's Political Action Committee supporting qualified, pro-business candidates.



General and specialty contractor members participated in meetings to assess the "value of their membership."



Machell Harper, Director of Member Services & YLP Staff Liaison, and Kelly Johnson, YLP Council Chair recognize YLP members at annual awards luncheon.



AGC Georgia and New South Construction help sponsor Albany Tech's three-day 2nd annual G.I.R.L.S. Summer Camp for high school students to learn among other things the basics of carpentry and electrical wiring to get them interested in a construction career path. Emmett Griswold, Dean of Albany Tech's Carlton Construction Academy, welcomes Beniquez Palmer, Project Manager with New South Construction, featured guest speaker during the program.



First Place Specialty Contractor award recipients in the 2011 AGC Build Georgia competition.



# Engaged AGC Georgia Members . . .

## Take Safety and Workforce Well-Being Seriously

Insuring a safe workforce remains a top priority for AGC Georgia members who take advantage of the many opportunities provided by the Chapter to keep their employees and industry partners injury-free. Since June 2011, the site safety van service conducted 1,538 jobsite visits with 27,211 individuals participating who represent 151 general and specialty contractor firms.

For the fourth consecutive year, Chapter members participated in safety stand downs where work stopped at a designated time to focus on safety training. During this time, companies deliver a strong safety message demonstrating management's commitment to its people and a safe workplace. Two safety stand downs organized by the Chapter in August 2011 and May 2012 focused on Heat Illness, and two stand downs held in conjunction with the Georgia Struck-By Alliance in November 2011 and April 2012 focused on distracted driving. Together, these stand downs involved over 59,667 field personnel.

The Chapter's Safety and Health Committee, which includes OSHA representatives, continues to meet monthly to stay on top of best safety practices and address safety issues. Committee members also provide valuable input and support for the safety stand downs and regional safety award meetings. All Chapter members are welcome and encouraged to attend these meetings.



*The Chapter's safety vans bring popular and convenient jobsite safety training to members' projects.*



*AGC Georgia helps sponsor Georgia Struck-By Alliance billboards set up around the state to educate drivers about not texting and driving.*

"As Corporate Safety Director, it is imperative our jobsites meet Holder Construction Company and OSHA's safety standards. We value employee safety, and know both owners and employees appreciate our dedication to a "safety first" culture. AGC Georgia's Site Safety Van service has been an integral part of our safety program for 15 years. For a nominal fee, we find tremendous value in having safety training conducted in the field, which helps us meet our goals of zero accidents and incidents."

**Jorge Cisneros, Corporate Safety Director  
Holder Construction Company, Atlanta**

"In order for some of our field employees to work on a specific project, they needed to complete a fall protection course. I called AGC Georgia staff to see what they could do on short notice to help us set up a special class for employees to take. With a very fast turnaround time, our employees received the training and proper certifications. AGC's level of responsiveness and personal attention to our needs reinforces to me the value we receive from our affiliation with this organization."

**Brennon Smith, President  
JBrennon Construction, Inc., Cartersville**



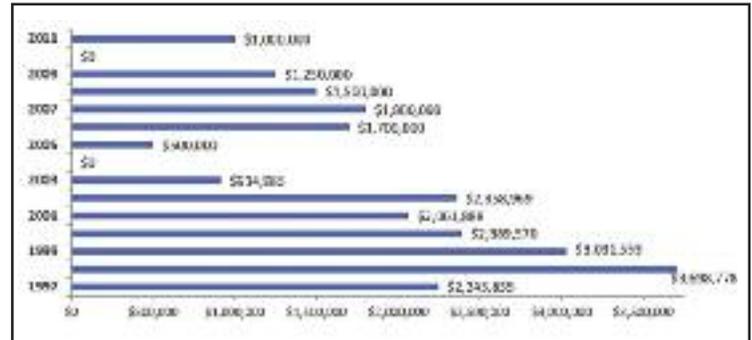
*Cherri Watson, Director of Safety, Education & Workforce Development, renews AGC Georgia's commitment to the Georgia Struck-By Alliance.*

## Earn Dividends While Lowering Workers' Comp Insurance Premiums



Members participating in the Chapter's workers' compensation program, CompTrust AGC Mutual Captive Insurance Company (MCIC), receive insurance coverage at competitive fees while going extra lengths to keep their workforce safe. This year a \$1 million dividend was distributed among participating firms as a result of their safe track record in 2011. Since 1982, CompTrust has written more than \$223 million in premiums, covered over 20,285 claims with a value in excess of \$147 million, and given back approximately \$28 million in dividends to participating members making this an extremely affordable service for members.

### Workers' Compensation Program Dividend History



Currently, 149 member firms participating in CompTrust receive safety training and education including in-depth site inspections conducted by Affinity Service Group's (ASG) loss control specialists. These specialists operate the Chapter's two site safety vans and visit member jobsites to deliver free safety training to CompTrust policy holders. ASG staff work closely with AGC Georgia staff to insure members' safety needs are met. A for-profit subsidiary of AGC Georgia, ASG provides professional third party administration for CompTrust and their other clients. CompTrust is owned by its policy holders and governed by a Board of Directors consisting of construction industry executives who are members of AGC Georgia. The program is financially sound with assets totaling nearly \$30 million.

## Gain Cost and Time Savings with AGC's New Retirement Savings Plan

To maintain competitiveness in attracting top job candidates and retaining high performers, companies are increasingly looking to offer employees a well-managed retirement savings plan. With this in mind, AGC Georgia undertook a year-long due diligence and development process to determine what if any type of new service we could offer our members to address this need. This effort culminated with the Chapter's Board of Directors' giving its approval to set up the new AGC Retirement Savings Plan.

AGC Georgia members welcomed the rollout of this new "members-only" service in November 2011 with both smaller and large firms now participating. This Multiple Employer Plan (MEP) provides firms with an opportunity to pool retirement dollars in order to gain significant cost and time savings that otherwise would be cost prohibitive or more expensive if they administered a similar plan on their own. Highly-regarded and top-ranked Transamerica Retirement Services and Chapter member BenSource Employee Benefits are partnering with AGC Georgia to bring this important service to our membership along with the personal attention and support needed for implementation.

## Receive Vendor and Supplier Discounts

Members continue to take advantage of very attractive vendor and supplier discounts available through AGC. Specialty contractor and service and supplier members tell us these savings can easily cover their annual dues to the association. Many of our general contractor members report substantial savings as well and in some instances AGC savings programs cover their annual dues. These potential savings opportunities valued at a total of \$15,000 are easily found in the Chapter's weekly e-newsletter as well as on the AGC Georgia and AGC of America websites.

## Leverage Group Buying Power for Your Firm's Benefits Package

Now Available to all AGC Georgia Members!

### Let the AGC Retirement Savings Plan save you money and time

#### AGC Retirement Savings Plan

##### Member Benefits

- No cost to your firm
- No fees to a TPA or Auditor
- Group buying power on the investments
- Drastic reduction in the amount of time your HR department spends on plan maintenance
- All the features you expect including ROTH, brand name investment choices, online tools, and live educational sessions for your employees
- You control the design of your plan - Eligibility, Matching, Vesting, and more
- No cookie cutter approach - Meet face to face with a Qualified Plan consultant to design the plan that works best for your company at no charge

##### Let us handle the paperwork for you

- By participating in the AGC Retirement Savings Plan, administrative tasks are offloaded from you to Transamerica:
- We track when your employees become eligible and mail them all required information
  - We contact your terminated participants and handle all the steps for distributing or rolling out their account
  - We process loans and hardship directly with participants
  - We maintain your data avoiding grueling census and data compilation at year end
  - We do all your testing, reporting, and required notices to participants

**The result is more time for you to focus on running your business!**

"Membership in AGC Georgia continues to save my firm real dollars! Already a Verizon customer when we joined the association, we linked our account to the 22% savings offered to members. This savings alone pays for our AGC dues each year. This is just one of several savings opportunities we benefit from."

**Irene Gleason, President**  
Wiregrass Electric, Inc., Thomasville



# Engaged AGC Georgia Members . . .

## Stay Informed

The AGC organization is a wealth of information for members who want to stay current on programs and activities occurring at the state and national level as well as important topics impacting them and their company. Engaged members as well as others who are involved in and support our industry read the Chapter's weekly e-newsletter *The Forum*. They also read the Chapter's three *Georgia Construction Today* magazines and the annual *Report to Members*. They visit the Chapter's website to stay on top of current news and register online for events and classes. Members also use the Chapter's *Membership Directory & Resource Guide*, updated each year, to expand their contacts and stay connected to other members, industry leaders and influencers. During the legislative session, members read Mark Woodall's weekly legislative update to keep apprised of pending legislation that can impact their business.

Members also read important information and updates from AGC of America including regular e-newsletters such as *News & Views* and *SmartBrief*. They also welcome economic news from AGC Chief Economist Ken Simonson, and a bi-monthly *Constructor* magazine.

Throughout the year, members attend special programs and classes organized by the Chapter to stay informed. Active members also make it a point each year to attend AGC of America's annual convention filled with educational and technical seminars designed to enhance the construction professional's effectiveness. They also participate in specially-convened AGC national seminars and webinars on timely topics.

"For me and other contractors in this part of the state, AGC is a great source of information and contacts that makes our job easier. Their recent help on a federal project pointed us to the right people and cut through a lot of red tape, which in the end saved us time and money. Without AGC Georgia's assistance, I think we'd be in the dark about a lot of issues that sooner or later would impact our bottom line."

**Lyndy Jones, President  
JCI Contractors, Moultrie**

## Use AGC as a Valuable Resource

Members often turn to other members and/or AGC staff to help them answer questions or get referrals on who or where they should go to get additional information on a particular subject. In turn, Chapter staff rely on members to bring concerns or topics of importance they encounter in their day-to-day business to AGC's attention. One of many examples is when members expressed concern about local preferences being used to evaluate publically-bid work in certain areas of the state. AGC is currently assisting members in challenging this policy.

Often members access or purchase documents, forms, contracts, and videos from the Chapter office to use in their business. The AGC Store is where members turn for preferred pricing on construction-related books and other technical materials.



The AGC of America "News" page offers members a way to stay on top of national industry news and trends.

"I find tremendous value in reading each issue of AGC Georgia's magazine, *Georgia Construction Today*. The featured article on 'Lifelong Learning' by Cheri Watson in the 1st Quarter 2012 issue is exceptional. The topic is so important that I shared the article with my students and made lifelong learning a part of our class discussion.

**Samuel Delgado, MAM, Instructor,  
Commercial Construction Management  
Gwinnett Technical College, Lawrenceville**



AGC Georgia members access preferred pricing at the AGC Bookstore through the Chapter's website at [www.agcga.org](http://www.agcga.org).

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Young Contracting/SE, Inc.  
Atlanta

### AGC Georgia Professional Staff

Mike Dunham  
Chief Executive Officer  
678.298.4120  
dunham@agcga.org

Alyson Abercrombie, CAE  
Director, Communications & Marketing  
678.298.4106  
abercrombie@agcga.org

Laura "L. B." Berry  
Administrative-Services Assistant  
678.298.4102  
berry@agcga.org

Bill Chambless, CBO  
Member Services Specialist  
478.972.5865  
chambless@agcga.org

Sherry Covington  
Controller  
678.298.4114  
covington@agcga.org

Machell Harper  
Director, Member Services  
678.298.4108  
harper@agcga.org

Jenny Tuggle  
Administrative-Services Assistant  
678.298.4112  
tuggle@agcga.org

Cherri Watson  
Director, Safety, Education & Workforce  
Development  
678.298.4104  
watson@agcga.org

Mark Woodall  
Director, Governmental Affairs  
678.298.4116  
woodall@agcga.org

# AGC

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# Georgia

**Skill** The possession and application of the necessary technical knowledge and practical experience to execute the projects undertaken in a professional and efficient manner.

**Integrity** The character to comply with the spirit and letter of contracts undertaken and to handle every transaction with fairness and honor.

**Responsibility** The possession and application of the necessary finances, cash or credit, together with the needed equipment and organization to fulfill all commitments promptly and completely.

## AGC Georgia Headquarters & Training Center

1940 The Exchange  
Atlanta, GA 30339  
678.298.4100  
fax 678.298.4101  
toll free 800.203.4629  
[www.agcga.org](http://www.agcga.org)

## Affinity Service Group/CompTrust AGC MCIC

1940 The Exchange  
Suite 200  
Atlanta, GA 30339  
678.298.1800  
fax 678.298.1881  
toll free 800.233.2436

## AGC Georgia Builders Exchange Plan Room Locations

4485 Atlanta Road  
Smyrna, GA 30080  
770.434.3050

312 Bradford Street, NW  
Gainesville, GA 30501  
770.536.5047

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Quality People. Quality Projects.

