

ASSOCIATED GENERAL CONTRACTORS OF GEORGIA, INC.

# Report to Members

JUNE 2014



**Georgia**

**Your Construction Industry Partner**

*"...building the best and most innovative contractor association in Georgia."*

# AGC Georgia Fast Facts

## Organization Profile

AGC Georgia is the leading, statewide professional association representing nearly 500 of the top companies comprising the commercial construction industry in Georgia. We are one of 94 Chapters affiliated with The Associated General Contractors of America, Inc. (AGC of America) representing 30,000 member firms nationwide.

AGC Georgia member firms are automatically enrolled as members of AGC of America; thereby, providing even greater access to services and a strong, influential, and collective voice at the national and local levels.

## 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.”



## Chapter Governance

Overseeing AGC Georgia is a Board of Directors comprised of four officers (Executive Committee) and 27 industry leaders (Directors) from around the state. Newly elected officers and board members are installed at the Chapter’s annual convention in June. A professional staff carries out AGC Georgia’s day-to-day operations and delivers member services.

## A Few of Our Many Milestones

- 2014** Convened inaugural Construction Professionals Conference & Marketplace
- 2013** AGC of Georgia Foundation, Inc. established  
Chapter celebrated 85th Anniversary  
Renovated and expanded AGC Georgia training center to accommodate 150 people
- 2012** AGC Georgia Retirement Savings Plan rolled out  
New by-laws, name change to AGC Georgia, and new association logo
- 2009** Site safety van service reaches 500,000 individuals
- 2008** First of 17 safety stand downs focusing attention on safe practices—over 240,000 trained to date  
CompTrust AGC converted to a mutual captive insurance company
- 2007** Launched regional Members First membership meetings and Workforce Alliances to expand member outreach  
Named AGC of America’s Chapter of the Year
- 2000** Moved AGC Georgia headquarters and training center to newly purchased building at 1940 The Exchange
- 1999** Launched AGC Georgia’s Internet Plan Room
- 1998** Became a founding General Partner of Construction Education Foundation of Georgia (CEFGA)
- 1996** Young Leadership Program formed
- 1982** CompTrust AGC workers’ compensation program created
- 1928** Georgia Branch, AGC founded

# Message from the President

**A**s the saying goes, “Time flies when you’re having fun,” and this is certainly my experience serving as your AGC Georgia president. What an incredible year it has been witnessing firsthand the strides we are making to achieve our vision of “building the best and most innovative contractor association in Georgia.” Finding new and better ways to do things, listening and responding to what our members say they want and need from us, and staying on top of industry and technological changes is evident in our 85+ year track record. This past year is no exception.

With the pace of change greater than ever before, preparing AGC Georgia for continued success requires an even more watchful eye, careful planning, and innovative thinking at every level within our association. Just like in the past, new services and program ideas for today, and in the near future, will come from our officers, Board of Directors, individuals employed at member firms, and our staff. It takes all of us collaborating together to achieve new and greater things. As one of many examples, without your candid input and helpful suggestions on recent member surveys, we wouldn’t have known the timing was right and the demand was there to convene a full day of learning at our April Construction Professionals Conference & Marketplace. Over 400 people from 135 firms attended this impressive event.

Seeing so many of our members get off the bench to participate in AGC Georgia services and programs is satisfying to me. We are also making good progress in becoming more relevant in how we communicate with our members and other target audiences. Later this year, we’ll roll out a new website, including a streamlined mobile experience.

I am pleased to report the state of our association is strong. We are steadily welcoming new members, and sustaining a high member retention rate. This year we stepped up our best practices in technology, especially for construction professionals in the office and field, and recommitted our efforts to address workforce development. We also have stayed vigilant and proactive on the legislative front by introducing new bills that protect our members’ best interests.

We continue to champion a strong leadership development program for young professionals, and with their help have expanded soft skills leadership training for the entire membership. Chapter programs help keep people safe, compliant, and competitive whether it is a result of using the site safety van service; participating in our workers’ compensation program and retirement savings plan; or taking classes in BIM, lien law, and lean construction.

I encourage you to read this report, and celebrate all we have accomplished together. Be sure to check out the **new infographic** on pages 12-13 to see how you can become more involved. This popular way to learn and communicate about a topic proves a picture is worth a thousand words.

A special thank you goes to the officers and board members who volunteered their time, experience, and talents to serve with me this past year. None of what we do is possible without an exceptional professional staff working on our members’ behalf. Mike Dunham and his entire team deserve our sincere thanks. Lastly, I want to thank you for your continued loyalty and support of AGC Georgia!



**Dave Cyr, President  
Parrish Construction  
Group, Inc.  
2013-2014 President  
AGC Georgia**

“ Finding new and better ways to do things, listening and responding to what our members say they want and need from us, and staying on top of industry and technological changes is evident in our 85+ year track record. This past year is no exception. ”

# Year-End Highlights

## June 2013 – May 2014

### AGC – Reliable, Responsive and Relevant in Meeting Your Needs



It is gratifying to know AGC Georgia concluded the last 12 months on such a high note. We achieved record participation at many of our annual activities and first-time offerings. New member services, such as the AGC Retirement Savings Plan, reached significant milestones. These activities and services provide concrete evidence we are creating solutions and

staying relevant in addressing your challenges and needs. This is in addition to other important ongoing roles we have helping member firms with safety, legislative advocacy, training and education, and workforce development.

One thing is for sure—change continues to happen whether we want it to or not. The easiest thing to do is nothing and just let everything ride. This approach requires no brainpower and no energy. Our strategic Contractor of the Future conversations confirmed that embracing the status quo is not an option. Board members and staff are giving equal attention to what and how we need to adapt or innovate, as well as what we need to stop doing to maximize use of our finite resources.

For more than 85 years, our association has operated extremely well, with many noteworthy successes along the way. We never shy away from tackling new challenges and pursuing new opportunities. Our history shows new services and programs were introduced as the industry, and specifically member needs, changed. Rest assured we will continue along these same lines, doing some of the same things we have always done in better and different ways, while introducing new services and activities to take the place of outdated ones.

Your candid feedback and knowing what is important to our members is the engine driving AGC Georgia. While it is hard to change what we are accustomed to, or in some instances start with a blank sheet of paper, it is very rewarding to find new and better ways to serve you. Most of all, it is great to hear from you about the tangible payoff and benefits you are receiving and experiencing as a result of your company's involvement with AGC.

AGC Georgia's goal is "helping you succeed" by making sure our services contribute to your productivity and profitability. I am proud to introduce you to some of the many highlights accomplished this past year. Thank you for your tremendous support and participation.

—Mike Dunham, Chief Executive Officer

**“ While it is hard to change what we are accustomed to, or in some instances start with a blank sheet of paper, it is very rewarding to find new and better ways to serve you. ”**



*In May 2014, Mike Dunham, on behalf of AGC Georgia, hosted the annual past presidents' luncheon. This informal gathering recognizes outstanding individuals who have led our great association and given so much of their time and talent in helping us become the best and most innovative organization. (l-r) Gary Newell, John Chambless (1977-1995 Executive Director), Ken Swofford, Dave Cyr, Wayne Thatcher, Ray Morris, Mike Black, Randy Foster, Ted Cooper, Tony Pellicano, Dan Baker, Charlie Garbutt, Chris Sheridan, and Jerry Anderson.*



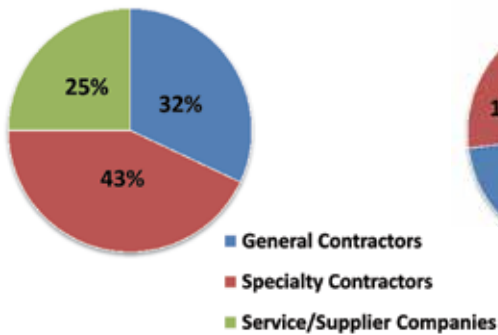
# Membership & Services

AGC Georgia's 493 member firms include general contractors, residential/light commercial builders, construction managers, design builders, municipal-utility contractors, heavy and highway contractors, specialty contractors, service providers, and suppliers. Since January, we welcomed 44 of these firms into our membership. We are proud to report an 87% membership retention rate, an increase from the previous year.

General contractor members continue to provide the largest financial support to the Chapter at 73% of total dues revenue (see below). AGC Georgia members can take advantage of extensive services plus many additional services and programs provided by our national association. AGC of America, representing 30,000 member firms, is regarded as the strongest organization advocating for the commercial construction industry.

AGC Georgia proudly serves as the statewide advocate and voice for more than 100,000 employees working for member firms.

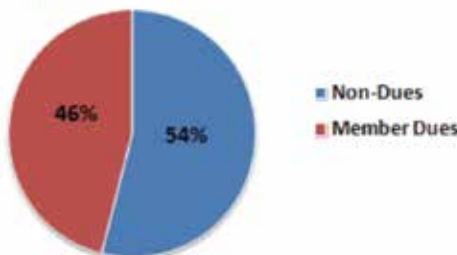
## MEMBER DEMOGRAPHICS



## DUES REVENUE



## REVENUE SOURCES



*In addition to member dues contributing each year to our annual operating budget, AGC Georgia's Board and staff continually work together to identify and build non-dues revenue sources in order to maintain the high level of services members are accustomed to and expect.*

## MEMBER SERVICES

- Advocacy & Legislative Representation**
- Governmental Affairs & Agency Relationships**
- Safety**
- Education & Training**
- Professional/Leadership Development**
- Young Leadership Program**
- Workforce Development**
- Workers' Compensation Program**
- Retirement Savings Plan**
- Networking**
- Career Development**
- Resume Bank & Job Openings**
- Industry & Chapter News**
- Referral & Information**
- Industry & Economic Resources**
- Physical & Internet Plan Rooms**
- Award & Recognition Programs**
- Member Savings/Discounts**
- Community Service & Giving Back**
- Training Center**
- Convention & Conferences**
- Industry Publications**
- Contract Documents & Forms**
- Marketing Opportunities (sponsorships, exhibitor booths, publication ads)**
- AGC Store**

**INCREASINGLY OVER THE PAST TWO YEARS, A MAJORITY OF OUR NEW GENERAL CONTRACTOR MEMBERS WERE RECRUITED BY CURRENT AGC GEORGIA MEMBERS.**

# Keeping Our Workforce Safe

Members continue to rely on AGC Georgia to meet their respective safety needs. We bring an added level of safety expertise and service for companies who have their own safety director and staff. For other members, especially smaller to mid-size firms, many rely solely on our safety services and guidance.

Safety services are delivered to members in multiple ways. Training is delivered to project jobsites using the AGC Georgia Site Safety Van. Classroom safety training is offered on both basic and more advanced levels, and Chapter-wide safety stand downs are convened to focus attention on specific safe practices. Safety audits and reports are conducted for firms participating in the Chapter's workers' compensation program. Members active on the Safety & Health Committee share best safety practices and help shape our safety agenda. In addition, members participate in AGC of America and AGC Georgia safety award programs to recognize safety excellence.

We offered 51 safety-related classes attended by 422 individuals, a sizeable increase over the previous year. In 2013 and through May 2014, our Site Safety Van service visited 1,710 jobsites and trained 30,021 individuals from 120 companies.



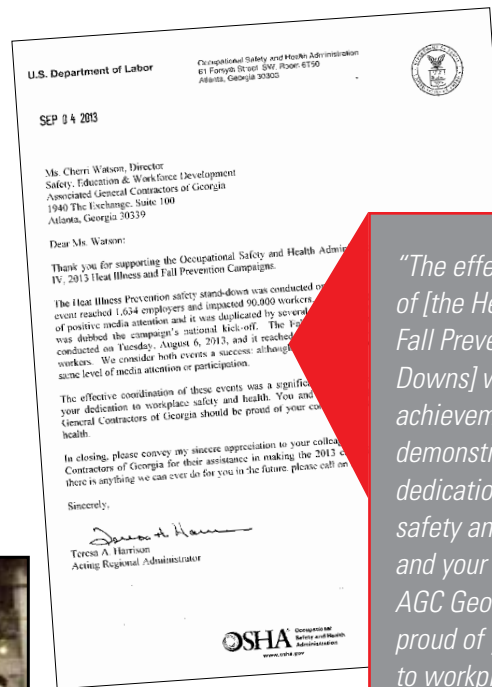
Seven ceremonies were held around the state in March and April to recognize field supervisors who achieved zero lost time accidents in 2013.



Stopping work and participating in a safety stand down focusing attention on specific safe practices demonstrates a company's commitment to insure a safe workplace. Pictured right are personnel on a Bowen & Watson jobsite participating in the Heat Illness Stand Down in June. Pictured above is Gay Construction Company conducting the Fall Prevention Stand Down in August.



AGC Georgia continues to enjoy an excellent relationship with regional OSHA representatives who attend our monthly safety committee meetings. They often work with Chapter staff to convene safety stand downs. This past year, the June Heat Illness Prevention and August Fall Prevention stand downs were planned and conducted in concert with local OSHA officials. The June stand down reached 1,160 jobsites, impacting 52,813 workers, and the August stand down reached 661 jobsites, impacting 17,776 workers. A third safety stand down, Global Harmonized Systems convened in October, was conceived by Safety Committee members to help firms comply with new hazard communication standards adopted in 2012. Lastly, we worked with the Georgia Struck-By-Alliance to host a stand down focusing on the hazards of distracted driving for field employees working near traffic. In all, these four safety stand downs reached 96,714 workers from all over the United States and as far away as Guam.



*"The effective coordination of [the Heat Illness and Fall Prevention Stand Downs] was a significant achievement, and it demonstrates your dedication to workplace safety and health. You and your colleagues at AGC Georgia should be proud of your contribution to workplace safety."*

Excerpt from a letter to Cheri Watson, AGC Georgia, from Teresa A. Harrison, Acting Regional Administrator, OSHA Region IV regarding the association's continual involvement with coordinating safety stand downs.



# Celebrating Member Achievements

AGC Georgia members represent the top companies in the state's commercial construction industry; therefore, excellence is expected when it comes to project management and safety. Throughout the year, member firms are offered opportunities by AGC of America and AGC Georgia to recognize their company and employees for delivering outstanding construction projects in the safest way possible.

During AGC Georgia's 2013 Annual Convention in Hilton Head Island, 49 companies were presented with an AGC of America and/or an AGC Georgia safety award. Over 400 superintendents were nominated in 2014 for their safe jobsite leadership in 2013. In seven ceremonies held around the state in March and April, they were presented with the Ron Amerson Supervisory Safety Award.

General and specialty contractors competed in the 25th anniversary of the Build Georgia Award program in 2013. Awards for construction excellence were presented to winning firms and project teams at our Annual Convention. At the same time, Mr. L. Tom Gay, President of Gay Construction Co., received the 2013 SIR Award recognizing an individual exemplifying the "Skill, Integrity, and Responsibility" that sets AGC members apart.



*Pictured above are some of the many field supervisors who participated in different ceremonies to accept safety awards.*



*Tom Gay (l) accepts distinguished SIR Award from Ken Swofford (r), 2012-2013 AGC Georgia President.*



*Overall Amerson Supervisors' Safety Award winners: (l-r) Jerry Sullens, Tebarco Mechanical Corp.—Over 50,000 man-hours; Pat Vaeth, New South Construction Co.—10,000-24,999; Jimmy Roberts, Van Winkle Construction—Under 10,000; Corey Pitts, Holder Construction Co.—25,000-49,999 (accepting is Guillermo Garcia, Safety Coordinator)*



*Members accept AGC Georgia safety awards at the 2013 Annual Convention.*



*60 projects completed by AGC Georgia members were submitted in the 2013 Build Georgia Award competition to recognize their respective team's construction excellence. Winning projects were highlighted in Atlanta Business Chronicle.*

# Government Affairs & Advocacy

Members benefit from AGC Georgia's legislative and regulatory activities throughout the year. We successfully pushed our proactive legislative agenda through the 2014 Georgia General Assembly. As always, these efforts start well before January to help ensure positive results—in fact soon after the previous session ends. In 2014, we also provided input on a number of other industry-related bills, taking a defensive stance when warranted.

Members serving on AGC Georgia's Legislative Committee work with our Director of Governmental Affairs and Chief Executive Officer. Chapter senior staff have over 60 years of industry advocacy experience. Thanks to the combined efforts of members and staff working together with legislative sponsors and industry friends, our top priority, Senate Bill 305, was signed by Governor Deal. This legislation, proposed by Senator Lindsey Tippins, addressed unwarranted changes sometimes required by fire inspectors in the field after project plans have been submitted, approved, and constructed per code requirements. We played a major role working with the Senator to shepherd the bill through the process. This effort allowed us to build on AGC's strong relationships and rapport with the state's fire marshal, elected officials, and other important stakeholders. Our efforts and extensive experience paid off when this bill did not receive a single negative vote during committee meetings, or when it was considered by the full Georgia Senate and House.

Another victory for AGC Georgia was SB 117, which clarified the Call Before You Dig Law. Governor Deal signed the bill into law; thereby, helping contractors who are trying to be safe when digging in and around underground utility infrastructure.

A similar and much broader legislative effort to what we conduct at the state level occurs at the national level using AGC of America's lobbying muscle. This effort represents and protects what is in the best interests of all AGC members and the industry on federal issues (i.e., immigration, DOT disadvantaged business regulations, EPA E-Reporting rule, and SBA rules on lower tier subs). AGC Georgia members say repeatedly they can rest easy and focus on growing their company knowing the AGC organization is monitoring and doing what it can to ensure the best regulatory environment for them at both the state and national levels.

Georgia has 159 counties, 536 municipalities, and 180 school districts. As a result, an increased number of members called on the Chapter for assistance. Specifically, they wanted us to use our clout and influence in collaboration with them to navigate various local issues and frame a particular

discussion using state law. AGC Georgia has become a regular participant in Georgia's Environmental Protection Department's (EPD) discussions to revise expiring NPDES stormwater regulations. Chapter staff spent hours meeting on this topic on behalf of the industry, and narrowly averted a crisis when EPD reported the new NPDES Permit would not be issued prior to the current NPDES Permit expiring. AGC Georgia worked with our state's EPD officials and other stakeholders to help identify a reasonable solution to the problem. EPD ultimately issued a "No Action Assurance" for permit holders who had properly filed required documents until the new NPDES Permit was formally adopted. This type of vigilance, due diligence, and effort to help members stay compliant happens every day to benefit members and the industry.

AGC Georgia continued supporting pro-construction, pro-business candidates through our Political Action Committee (PAC). Members



*Members of AGC Georgia's Legislative Committee, staff, and representatives of BOMA joined Senator Tippins, State Fire Marshal Garriss, Marietta Fire Chief Gibbs, and Governor Deal as he signed SB 305 into law.*



*AGC Georgia participated with Governor Deal and other Call Before you Dig stakeholders to celebrate his proclamation of April 2014 as "Safe Digging Month." Attending (to Governor's right) is Cynthia Quarterman, administrator for the federal Pipeline and Hazardous Materials Safety Administration (PHMSA).*





*(l-r) Randall Redding, President of R. K. Redding Construction and AGC Georgia 2013-2014 Vice President; Mike Dunham, CEO; Dave Cyr, President of Parrish Construction and AGC Georgia 2013-2014 President; and Mark Woodall, Director of Governmental Affairs attended AGC of America's Leadership Conference in Washington, DC.*

contributed in a non-election year the largest total dollars by any Chapter in the 2013 AGC of America PAC Chapter Contest. Also 100% of our 31 person Board of Directors contributed to the national PAC. This was the seventh time in the last eight years we met the goal of having 100% participation. Efforts are underway now to secure a similar participation rate for the upcoming 2014 midterm elections.

The Chapter's annual Building Georgia Legislative Day continues to educate members about the state's legislative process and provides both formal and informal opportunities to meet with elected officials who participate in the day's activities. This event, held in conjunction with members affiliated with the Georgia Chapter of ACEC, helps build relationships among professionals involved with construction projects.



**AGC GEORGIA STAFF WORKS WITH INTERESTED MEMBERS TO IMPLEMENT A PAYROLL DEDUCTION PROGRAM FOR THEIR EMPLOYEES TO CONTRIBUTE A PORTION OF THEIR PAYCHECK DIRECTLY TO THE AGC OF AMERICA PAC.**



*Members look forward to hearing firsthand from Mark Woodall at Members First meetings when he presents "the Good, the Bad and the Ugly" regarding current legislative issues and how they impact the industry.*



*Chapter members raise AGC Georgia PAC monies by participating in the annual Sporting Clays Tournament. On average, our PAC contributes each election cycle to more than 150 candidates seeking statewide offices and seats in the Georgia General Assembly.*

**AGC GEORGIA'S DIRECTOR OF GOVERNMENTAL AFFAIRS AND EIGHT CONTRACTOR MEMBERS SERVE ON THE GEORGIA STATE FINANCE AND INVESTMENT COMMISSION (GSFIC) CONSTRUCTION ADVISORY BOARD. THEY REPRESENT A CROSS SECTION OF LARGE AND SMALL CONTRACTORS FROM URBAN AND RURAL AREAS.**



*During Legislative Day, Mark Woodall (at podium) introduced panelists (l-r) Michael Miller, University System of Georgia; Marvin Woodard, GSFIC Construction Division; and Rob Alden, Technical College System of Georgia. These agency representatives addressed the state's future construction plans.*

# Networking & Building Relationships

An important aspect of every professional association is the networking opportunities provided to its membership. Our members meeting with, and learning from, well-regarded industry peers has its own rewards, as does the opportunity to gather with potential and current customers. AGC Georgia's annual General Contractor Marketplace, Legislative Day, Fall Leadership Program, Young Leadership Program activities, and Annual Convention continued to offer great opportunities for members to enjoy quality time with one another. The Construction Professionals Conference & Marketplace provided a strong, new venue for members to network throughout a full day of learning.

When members attended AGC Georgia's education classes and regional Members First programs, they also benefited from meeting new members or renewing acquaintances. The new technology programs positively contributed to members effectively networking and building relationships with one another. Whether attending a class, hosting a booth, taking a tour around the Capitol, volunteering for a worthy cause, or joining colleagues at a conference, many of our members end up working together or make referrals to one another. This enhances and solidifies the benefits of their membership.

In addition, AGC Georgia continued as in past years to help members build external relationships and ties with important constituencies, including key influencers, public and elected officials, college and technical



*AGC Georgia's meeting with Corps of Engineers' representatives is one of many examples where the Chapter maintains close ties with other industry groups impacting the construction industry.*

school representatives, and those affiliated with other industry groups. We work closely with many industry groups, including OSHA, Corps of Engineers, Georgia Board of Regents, GSFIC, and Georgia chapters of ACEC and AIA, and create opportunities for members to meet with other stakeholders in the construction process.

Repeatedly, AGC Georgia members tell us that the lifelong friendships they are building with one another mean the most to them. This is only possible when members are involved and participating in what the association has to offer. To tap into new ways to get involved in AGC Georgia, to network, and to build relationships, check out the **new infographic** on pages 12-13.



*Members appreciated a guided tour of the Capitol by Mark Woodall during the annual Building Georgia Legislative Day.*



*Members are encouraged to do business with other members. The annual General Contractor Marketplace provided an important opportunity to build and expand on current contacts.*

**“Thanks to AGC Georgia staff for your hard work and first class assistance with the September 2013 AGC/Corps meeting. I truly enjoy our partnership as our organizations try to make a positive difference in the construction field.”**

**Gary McAlister**  
Senior Regional Construction Engineer  
South Atlantic District of Corp of Engineers

**AGC GEORGIA'S STATURE IS ENHANCED BY MANY OF OUR MEMBERS SERVING IN AGC OF AMERICA LEADERSHIP ROLES--20 MEMBERS SERVE ON 22 NATIONAL AGC COMMITTEES AND 12 MEMBERS SERVE ON SIX NATIONAL AGC BOARDS (BOARD OF GOVERNORS, EXECUTIVE BOARD, PAC LIAISON BOARD, REGIONAL PAC BOARD, CONSTRUCTION LEADERSHIP COUNCIL ADVISORY BOARD, AND CONSENSUSDOCS BOARD).**



**Opportunities to Network and Build Relationships**

In the past year, close to 26,000 individuals used AGC Georgia’s services or attended various programs, classes and events. This figure does not include those we touched through our numerous workforce development efforts. Here are some of the highlights:

	Participants
• 149 Professional Development/Safety/Education Classes	1,023
• Contacts for Contracts General Contractor Marketplace	205
• Annual Convention & Fall Leadership Conference	407
• Construction Professionals Conference & Marketplace	411
• Young Leadership Program Golf & Tennis Classic	253



*Members enjoy the social time provided during the Fall Leadership Conference while also taking part in leadership development training.*



*Members and their families looked forward to attending AGC Georgia’s Annual Convention in June when new officers were installed, awards for safety and construction excellence were presented, CompTrust participants received dividend checks, the annual business meeting was convened, a golf tournament was held, and many more events were presented to entertain all ages and interests alike.*



*Thanks to AGC Georgia’s annual sponsors who helped support many services delivered to members. In return, they gained an important opportunity to promote their own company’s products and services to the membership.*



# GEARING UP TO GET MORE



**AGC**  
Georgia

The old adage 'you get out of something what you put into it' applies to AGC Georgia members. To increase the value you receive, check out the many ways to get involved.

## NETWORK

Participate in local Corps of Engineers/AGC contractor meetings

Meet legislators, agency officials, and A/E/C professionals during Legislative Day

Attend regional Members First programs

Combine learning & relaxation at Fall Leadership Conference

Use Directory to find other members for your projects

Attend YLP Roundtables

## DEVELOP WORKFORCE

Volunteer to speak about construction as a career choice at local schools

Exhibit and/or sponsor at local construction career fairs

Exhibit during Marketplace portion of Construction Professionals Conference

Get acquainted with industry peers during a class or program

Support AGC PAC at Sporting Clays Tournament

Join AGC Georgia LinkedIn & Like YLP on Facebook

## GIVE BACK

Contribute to the AGC of Georgia Foundation, Inc.

## RECOGNIZE & PROMOTE

Use AGC logos on jobsites, in marketing materials, on RFPs and on your website

## STAY SAFE

Use AGC Georgia's Safety Team for safety audits

## SAVE MONEY

Choose from over 20 vendor savings & discount programs

## LEARN

Enroll in a professional development class

Access valuable resources at AGC Store

Read special reports posted to [agcga.org](http://agcga.org) and [agc.org](http://agc.org)

Host student field trips on your jobsites

Volunteer to support CEFGA

Attend Construction Technology Forums

Find ways to support an AGC Student Chapter

Participate in statewide CareerExpo & SkillsUSA competition

Get active in workforce alliances

Support a local high school construction program

Attend President Tours

Attend AGC Georgia & AGC of America annual conventions

Explore ways to support the Go Build Georgia initiative

# INVOLVED IN AGC GEORGIA

Offer your expertise on AGC Georgia specific task force discussions

Volunteer to serve on an AGC of America task force or committee

Help with a community service construction project

Participate in YLP's Charity Golf & Tennis Classic

Serve on the Legislative, Technology, and Safety & Health Committees

Submit best projects in Build Georgia Awards Program

Compete in AGC of America safety awards program

Take advantage of sponsorship opportunities

Commend superintendents for safe jobsites with Ron Amerson Awards

Volunteer to teach a class or serve on a panel program

Place AGC Safety First stickers on hardhats

Share best safety practices with other members

Get toolbox topics and other safety resources from AGC Store

Use Site Safety Van Service

Advertise in Chapter publications and on website

Maximize buying power with AGC Retirement Savings Plan

Enroll in safety courses

Participate on Safety & Health Committee

Join YLP for complimentary registration to Annual Convention or Fall Leadership Conference

Gain preferred member pricing by logging into [agcga.org](http://agcga.org)

Bring AGC's Supervisory Training Program to field leaders

Participate in Safety Stand Downs

Attend learning sessions at Construction Professionals Conference

Participate in Young Leadership Program Roundtables

Receive dividends and free safety training by participating in our workers' compensation program

Tour Capitol with AGC Georgia during General Assembly

Read *Constructor* magazine & *SmartBrief* newsletters from AGC of America

Register for AGC of America webinars

Earn CM-BIM professional credentials

Keep up with *The Forum* e-newsletter for weekly news

Sign up to receive reports from AGC of America's economist

Read *Georgia Construction Today* magazines

*And* this is just the beginning ...

Select a new way today to *gear up* your involvement!

Contribute monies for collegiate CM scholarships

# Workforce Development

The critical workforce shortage predicted for our industry is happening now. With the economy improving and the number of new projects increasing, we are hearing more and more from members of their immediate need to fill positions. Over the past few years, many construction workers either left the industry for other careers or took early retirement. Compounding the situation, for every four people in our aging workforce planning to retire, only one person will enter the industry. During the downturn, collegiate construction management programs around the state saw a considerable decrease in enrollment and funding. Presentations made recently by CM department officials to AGC Georgia's Board indicate these programs are focused once again on building enrollment.

Fortunately, AGC Georgia Board members and other industry leaders in our association heeded the early warning signs during the downturn. A new high-level AGC Georgia Workforce Development Task Force is laying the groundwork to link numerous fragmented efforts by various groups, including our Chapter, into a more strategic, coordinated, and cohesive initiative. With this unified effort, we are working to turn the worker shortage around.

As a founding partner and major underwriter of the Construction Education Foundation of Georgia ([www.cefga.org](http://www.cefga.org)), AGC Georgia continues our frontline position of promoting careers in the construction industry to young people. Since CEFGA's inception, we have contributed more than \$250,000. With this group's help, we launched Workforce Alliances around the state in 2007 bringing our members, high school counselors and construction program teachers, and instructors from construction programs at technical schools together to address mutual needs and develop opportunities for exposing more young people to the industry. Through our five regional alliances, we help organize construction career fairs, find ways to deliver needed construction materials and other resources to students and instructors, and work to strengthen local programs so they can teach students marketable skills. With 600 students participating in these fairs, we consider this a huge *touch point* for our industry.

For the last three years, AGC Georgia has partnered with Governor Deal and the Go Build Georgia campaign to increase awareness for recruiting more skilled workers into the trades. To date, 235 Go Build Georgia high school teams, each staffed with a school administrator, teacher, and counselor, are working together to get schools engaged in this effort.

AGC Georgia is facilitating the involvement of members working near these schools to become partners and to lend their support and expertise.



*In November 2013, AGC Georgia hosted the Associated Schools in Construction (ASC) regional collegiate competition and career fair. Student teams presented how they would build a project based on RFPs received from Holder Construction Co., Brasfield & Gorrie, and McCarthy Building Companies, Inc. Representatives from these companies also served as judges.*



*(Top Photo). AGC Georgia's Workforce Alliances meet regularly to plan and coordinate construction career fairs where students participate in building activities as shown here in Valdosta. Alliance members in this area appreciated hearing from Karen Curtis (2nd from left in bottom photo), senior program manager for Go Build Georgia, when she visited and learned more about the group's efforts.*





**STUDENTS IN CONSTRUCTION MANAGEMENT PROGRAMS AT SPSU, GEORGIA TECH, GEORGIA SOUTHERN, AND GWINNETT TECH ARE MEMBERS IN THEIR RESPECTIVE AGC STUDENT CHAPTERS. AGC GEORGIA MEMBERS AND STAFF PARTICIPATE IN THESE MEETINGS TO PROVIDE INDUSTRY UPDATES AND GUIDANCE.**

AGC Georgia also has a seat at the table in the recently organized Downtown Atlanta Construction Workforce Consortium. This group is charged with finding ways to bring skilled worker training to people wanting to better their lives and who live in areas affected by a construction boom, including the new Atlanta Falcons stadium. The Chapter's involvement with this group of high-profile community and business leaders is perfectly aligned with our many other workforce development initiatives.

We have worked with CEFGA the past 14 years, supporting their annual Construction CareerExpo & SkillsUSA Championship event. The 2014 Expo was a real success story, drawing a record 7,212 attendees - over 5,000 students; 963 influencers; and 1,138 industry volunteers, exhibitors, and guests. This two-day expo provides young people with hands-on construction experience, introduces them to the different trades in construction, and gives them an opportunity to meet with construction firms and vendor representatives. Students attending this event say they love the experience, and see construction as a viable career path.

While those of us in the southeast are experiencing the impact of worker shortages every day, this challenge is also making national news. As AGC of America's economist Ken Simonson says in an article in the May/June 2014 issue of AGC's *Constructor* magazine, "Construction grows as do worries about worker availability." In the same issue, AGC Georgia's Mike Dunham and Mike Kenig with Holder Construction Co. are interviewed at length in the cover story, "Labor Pains—How AGC is Restoring the Industry's Image and Its Workforce." Both agree the problem and its solutions are complex, and the answer needs to start with a grassroots effort at the local level - one contractor, one school, and one instructor at a time. Building from the ground up, instead of a top-down approach, is key. They also say effective "workforce development is irrevocably tied to strong economic development," which makes AGC Georgia initiatives in this area all the more important for members to find ways to increase their involvement. Kenig also provided a call to action framework in his insightful commentary in *ENR's* May 2014 issue.

Our observation is while other industry groups are pulling back from tackling workforce development, AGC Georgia has ramped up efforts. We often find ourselves the only association at the table when plans are developed and decisions made. We take pride in our comprehensive approach to tackling this top industry issue and to taking a visible leadership role to address workforce development in new and better ways.



*Scan with QR reader app on your smartphone to watch incredible clip of CEFGA CareerExpo and SkillsUSA Championships.*



*The two-day, record-breaking 2014 Career Expo focused on promoting careers in construction to Georgia's young people. Students participated in interactive hands-on activities to learn about various trades and what college construction management and technical school programs offer.*

# Career Development

Compared to previous years, AGC Georgia members could choose from a greater number of learning opportunities. In addition to attending local programs, many members also took advantage of conferences, webinars, and courses convened by AGC of America.

The Chapter's expanded curriculum is in large part due to these efforts:

- Technology Committee members who planned and implemented a host of new technology programs and classes.
- A new Skills for Success leadership development program was organized to focus on soft skills.
- The inaugural Construction Professionals Conference was launched with a concentrated full day of classes in four different learning tracks—human resources, technology, executive operations, and safety.

An emphasis was also placed on convening classes in combination with regional Members First meetings held around the state. Members attending the Fall Leadership Conference benefited as well from special educational opportunities while relaxing and enjoying the camaraderie of industry colleagues.

## AGC Georgia Career Development Opportunities

- 149 formal classes (plus 40 learning sessions offered at Construction Professionals Conference)
  - 98 professional development
  - 51 safety
- 1,265 attendees
- 342 participating firms

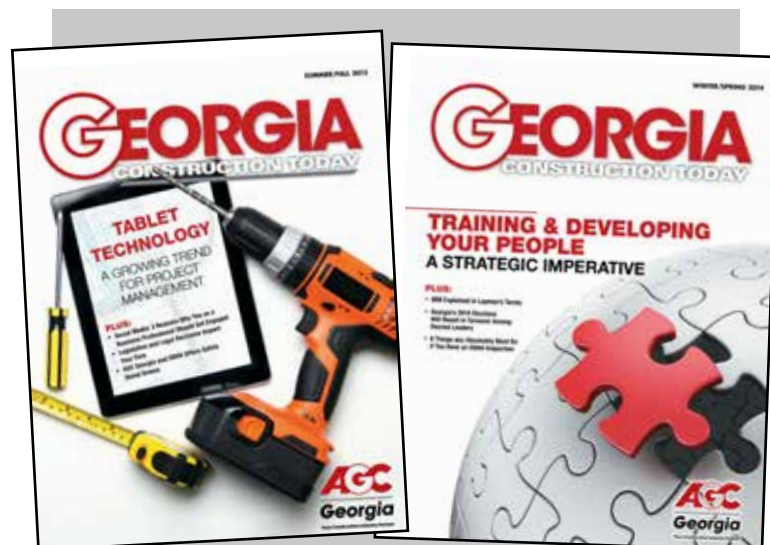
### A Sampling of Well-Attended Courses

- NPDES (Initial course and recertification)
- OSHA 10-Hour for Construction
- 4-part BIM Education Courses
- Corps of Engineers Construction Quality Management
- 5-part Lean Education Courses
- Mobile Device Deployment and Management
- Managing Your Company's Largest Expense: Employee Benefits
- OSHA's Inspection Process & Penalty Structure
- Common Sense Surety
- Safety Math for Construction Safety Professionals
- Suggested Changes to the Worst Construction Contract Clauses
- Essentials of Peak Leadership

The need for an expanded curriculum became clear after receiving candid member feedback to our comprehensive Training Needs Assessment Survey last fall. Hundreds of executive and senior-level representatives responded. They specified the type of training and career development opportunities needed to better prepare them and their peers for today's highly competitive business climate. Also confirmed was the importance of AGC as a training partner in developing the careers of office and field employees at all levels of their companies.

Efforts by AGC Georgia's Technology Committee to offer more training opportunities have been well received. This group of engaged members helped develop a three-part series of classes in fall 2013. They started with training opportunities for the executive and middle-management level to get their buy in for why investing in technology is important. Another session featured a panel of members explaining how their firms deploy and manage all of their mobile devices. The final session was dedicated to business continuity and disaster recovery to protect company data. This series attracted more than 75 individuals. Overall, committee members coordinated the content for 10 programs dedicated specifically to construction-related technology.

The popular Construction Apps program now has a loyal following especially after taking this class to members around the state. We are continuing to experiment with and expand ways to deliver training via video conferencing. Especially noteworthy about the technology program is what it has done to bring members together to share best practices and lessons learned. The desire to improve the overall industry's performance is taking precedence over a proprietary or competitive mindset. This speaks so well of our membership and the quality of firms affiliated with AGC.



*In addition to classroom training, members value the information, education and knowledge they gain from reading Georgia Construction Today publications.*



**HIGH DEMAND CONTINUES FOR THE BIM EDUCATION PROGRAM, WITH 135 INDIVIDUALS ATTENDING 10 AGC GEORGIA SESSIONS OF THE CM-BIM CREDENTIALING SERIES IN THE LAST 12 MONTHS. AS ONE OF ONLY TWO AGC OF AMERICA LICENSED BIM TESTING CENTERS IN THE SOUTHEAST, WE HOSTED THE EXAM EIGHT TIMES.**



*The large turnout for a variety of technology courses helped confirm the importance and urgency of providing more of this training to our members.*



*AGC Georgia's BIM in the Real World class has proven to be a great first step in introducing members to the benefits of this technology. The class shows how BIM is well suited for more than just large projects or companies with hefty budgets. Often those attending the basic class enroll in the formal BIM Education Program to give their company an opportunity to improve the construction process.*



*A January 2014 course on how to take better advantage of social media was well received by members.*



*Members benefited from the hands-on class activities to help demonstrate the principles of lean construction.*



*Members attended several classes to learn new ways to enhance their leadership effectiveness during the Fall Leadership Conference at the Grove Park Inn, Asheville.*



*Members volunteering on AGC Georgia boards, committees, alliances, and task forces took advantage of a complimentary 3-hour session on Making Memorable Presentations, taught by a national communications expert.*



# Career Development— Featuring a New Full Day of Learning

A perfect example of AGC Georgia looking for ways to enhance existing services and stay attuned to member needs is the new Construction Professionals Conference & Marketplace rolled out April 23 at the Georgia International Convention Center. We promised a BIG conference and these results make this a noteworthy accomplishment.

- \* 411 conference attendees \* 135 participating companies
- \* 2,000+ minutes of professional development \* 4 learning tracks
- \* 52 different speakers/subject matter experts \* 40+ vendors

Members participating in AGC Georgia's comprehensive training needs assessment survey last fall shared in detail the topics and training methods they prefer. Members also confirmed their strong need for additional training and professional development of employees. With these training need results in hand, Chapter staff conceived and organized this new conference in just a few short months. The conference wasn't even on AGC Georgia's calendar as of December 2013! This demonstrates one of many ways AGC Georgia is both *reliable* and *responsive* to what our members tell us they want and need.

The exciting news is those attending this inaugural conference and marketplace overwhelmingly agreed this was a home run for them and AGC Georgia. Conference attendee feedback specifically cited the *relevance* of course topics. Members also confirmed the conference learning sessions in four tracks (safety, human resources, technology, and executive operations) provided immediate take-a-ways to help them, their company, and coworkers become more productive and profitable.

## In Their Own Words....

*Formal and informal quotes received in the online evaluation of the conference*

- Clear, concise, and worth my time
- The cost of attending was paid tenfold by attending one seminar
- Enlightening, eye-opening
- Got to see a lot of new products on the market
- Right on point
- Interesting and relevant breakout sessions
- Awesome
- Presented information that will help me do a better job at work
- Helpful to talk with some of the vendors about specific needs
- Could be the best AGC Georgia event of the year!

"A great event with great content and great people!"

— Michael Heisey, Preconstruction Manager, RA-LIN and Associates, Inc., Carrollton

"This event exceeded my expectations. I was expecting a trade show atmosphere, but found valuable information in the learning sessions."

— Keith Watson, President, Bowen & Watson, Toccoa

"This was a great way to learn and network all in the same day."

— Andrew Godfrey, Safety Director, Superior Rigging & Erecting Co., Atlanta

"An amazing day of training for people within all areas of our operation—each of us gained new ideas we can implement right away—from safety to technology."

— Jenny Horton, President, Collins and Arnold Construction Company, LLC, Atlanta

"Quality content! I will definitely be back next year."

— Chelsea Collins, Marketing Coordinator, MetroPower, Albany



Attendees could choose from 40 learning sessions.



Attendees knew it was BIG when they saw AGC Georgia's logo prominently displayed on the venue marquee.



Attendees visited 40+ vendors during breaks from learning sessions.



After an awards presentation honoring field supervisors nominated for safety excellence, the luncheon keynote speaker offered social media best practices.

# Developing Leaders— Spotlight on Young Leadership Program

The Chapter's Young Leadership Program (YLP) continues to get better and stronger. For both individuals and represented firms, we are touting our highest participation in the program since it was founded in 1996!

This year, YLP members were given more opportunities than ever to develop leadership skills and enhance leadership effectiveness by participating in many networking, relationship building, professional development, and community service/charitable-giving activities. The YLP continues to play a dominant role in AGC Georgia's charitable giving endeavors (*see page 22 for more details*). YLP members are very involved in organizing and implementing their program activities, which helps them gain real-time experience and firsthand leadership lessons (i.e., building consensus, getting buy-in, and making personal contacts to increase participation).

In addition to attending the YLP's popular Roundtable Programs, YLP members were engaged in sessions at our Annual Convention, Fall Leadership Conference, and Construction Professionals Conference. To meet this group's request and enthusiasm for learning, a new *Skills for Success* soft skills training series was created. The new series also satisfied an expressed need by other members. Each YLP learning opportunity is open to the full membership, making the YLP a significant contributor to the quality of education services delivered by AGC Georgia.

The YLP continues to be a model for other AGC chapters, providing evidence of its success. We are also proud to be the only chapter with two members serving on AGC of America's Construction Leadership Council (CLC), the national equivalent of our YLP. In March, Casey Pollard of R. K. Redding Construction, Inc. was appointed to CLC's advisory council, joining Doug Tabeling of Smith, Currie & Hancock LLP. Both are serving three-year terms.

## Highlights of Programs Valued by YLP Members

- Innovation & Creativity—What Does a Future Leader Look Like?
- Construction Executive Leaders Share Life's Lessons
- Building Personal and Professional Successes
- Relationships: First Handshake and Beyond
- How Your Life Story Influences Your Leadership Journey
- Finding Your Frequency: Getting Static Out of Your Life



*A favorite YLP roundtable brings construction leaders together in a panel program to share their journey and lessons learned in becoming company executives.*

SERVING ON A YLP ACTION TEAM ENHANCES YOUR LEADERSHIP SKILLS		
<p><b>Member Development/Networking</b> Responsibilities include helping YLP welcome, orient and assimilate new members; organizing and planning social/networking functions; organizing and hosting a YLP information table at Chapter programs; developing a feedback process to insure YLP members are satisfied with their experience; and planning and hosting YLP member events at special Chapter functions.</p>	<p><b>Professional Development</b> Responsibilities include helping identify topics and speakers for roundtable programs; inviting speakers and making roundtable program arrangements; introducing and hosting speakers prior to and after speaking engagements; helping to promote YLP and Chapter programs and classes to YLP members; and sending out selected articles/resources of interest.</p>	<p><b>Charitable Works</b> Responsibilities include helping plan and organize the annual YLP charity Golf &amp; Tennis Classic; overseeing the process to select deserving recipients of YLP fundraising monies, goods and services; organizing the group's participation in activities such as remodeling a home for a wounded veteran; laying wreaths at veterans' gravesites; and collecting toys for needy families.</p>

*All YLP members are asked to participate on at least one Action Team.*



*Overseeing the group's many activities is a highly engaged YLP Council that provides leadership and direction for 114 members representing 76 companies.*



*(Top) The YLP hosts the group's new member orientation at the 755 Club before a Braves game. (Bottom) Members enjoy a whirlyball competition.*



# Saving Members Money

AGC Georgia provides members with cost-saving opportunities that directly impact their bottom line. We continually seek new ways to offer monetary benefits by taking advantage of our membership size and unique capability to pool funds. This type of thinking led to the creation of AGC Georgia's workers' compensation program in 1982, and the establishment of our new AGC Retirement Savings Plan in 2012.

Firms participating in the member-owned workers' compensation program, CompTrust AGC Mutual Captive Insurance Company (MCIC), receive competitive rates while going the extra mile to keep their workforce safe. This is accomplished with an added level of safety services delivered by Chapter staff and loss prevention specialists employed by Affinity Service Group (ASG), a third-party administrator and wholly-owned subsidiary of AGC Georgia.

This past year CompTrust AGC MCIC received an A.M. Best A (XI) and S&P A+ rating. This makes the program more inclusive and responsive to members who work on projects outside Georgia and for owners requiring these ratings. For calendar year 2013, a \$1.25 million hard dollar dividend was distributed among 168 participating companies. During this time, over \$7.2 million in

premiums were collected and the program has a member-equity position of \$15.5 million. As a result of the new bond rating, we have seen an increase in the number of firms participating in this program and expect continued growth.

Members in AGC's Retirement Savings Plan are reducing fund management and administrative costs while enhancing their employee recruitment and retention capability. As of May 2014, 35 firms offer this program to their employees. We hold over \$60 million in assets and cover nearly 5,500 employees.

The types of opportunities members select to participate in can provide savings that often offset their annual membership dues.



Thanks to our many members who have helped make the new Chapter retirement savings plan service a huge success.

**AGC GEORGIA MEMBERS ARE ELIGIBLE FOR 32 VENDOR DISCOUNTS OR SPECIAL PROMOTIONS. FOR INSTANCE, AGC GEORGIA SAVED THE STATE'S CONSTRUCTION INDUSTRY \$3.8 MILLION IN 2013 THROUGH OUR PARTNERSHIP WITH VERIZON.**

“As a result of our participation in AGC Georgia's workers' compensation program, and having their safety representatives involved in our safety program, our experience rating modifier has gone down significantly. This benefits us in so many ways. Most important is a safer workplace for our employees, so they can go home injury free.”

**Brian Daniel, President  
Carroll Daniel Construction Company, Gainesville**



Members participating in the Chapter's workers' comp program were excited to receive a dividend this past year.



# Enhancing Communication & Public Relations

Keeping members well informed about what is going on within our Chapter and national AGC organization was an important focus throughout the year. Helping members know what services and programs are available, and encouraging them to participate is a responsibility we take seriously. Equally important was creating opportunities for us to hear from members what they care about the most so we could properly address their challenges and needs.

We also worked hard to keep members up-to-date about what is going on in the industry and marketplace (i.e., new project delivery systems, economic trends, and construction technology). It is also incumbent on us to keep the public and many other key influencers (i.e., media, buyers of construction services, legislators, college administrators, and technical school faculty) informed about AGC Georgia, our membership, and what the AGC brand means.

In addition to the Chapter's weekly newsletter, *The Forum*, and other communication from AGC of America, members received a new weekly legislative update while the Georgia legislature was in session. Members took part in several online surveys where they shared technology preferences, training needs and requirements, and overall satisfaction level with the organization. To help build and promote the AGC brand, members received a new *AGC Georgia Logo Specifications, Promotion and Branding Guide*.

To help spread the word about Chapter news and services, AGC Georgia President Tours were conducted in five regions. Members visited one-on-one with the Chapter's President and CEO. A new AGC Georgia LinkedIn page and the YLP Facebook page provided more ways to make connections and share news. Our annual *Membership Directory & Resource Guide* and *Georgia Construction Today* magazines continued to bring timely information to industry professionals.

Building media relationships continued as a priority. We saw an increase in AGC publicity around the state, Board members and officers were recognized, and both members and Chapter senior staff provided expert industry testimony. As in past years, senior staff were keynote speakers and panel moderators or panelists for groups such as the construction division of the Atlanta Bar Association, southeastern chapter of the Design Build Institute of America, and Atlanta chapter of Society of Marketing Professional Services (SMPS).



President Dave Cyr greets members in their home region during the annual President Tour.

### Connect with AGC Georgia

-  [tinyurl.com/agcgaylp](http://tinyurl.com/agcgaylp)
-  [tinyurl.com/agcgalinkedin](http://tinyurl.com/agcgalinkedin)
-  [twitter.com/agcga](http://twitter.com/agcga)



Over the past six months, Michael Dunham, CEO of **Associated General Contractors of Georgia Inc.**, said, based on hiring practices, Atlanta's construction industry is appearing to be better. "They are in the 'looking for somebody mode,'" he added. "A few years ago, there was not a single crane in the skyline, but now we have a few." Typically, construction follows residential, and some counties have a renewed interest in single-family homes, though multifamily has continued to be a constant driven mainly by the inability for potential buyers to qualify for single-family home loans, Dunham said. Private-sector development is still lagging due to access to financing, he said, but there is an increasing shift from corporate America to places like Atlanta.

AGC Georgia members and senior staff are often asked by Atlanta Business Chronicle and other publications to share their viewpoints on industry issues, which reflects positively on our membership and the industry.



Mike Dunham, AGC Georgia's CEO, moderated a well-attended SMPS program called "The Boom is Back! Is it Built to Last?" with panelists from CEEGA, DPR Hardin, ENR Magazine, and Gleeds Americas.

**KEY EXECUTIVES AT AGC GEORGIA GENERAL CONTRACTOR FIRMS PARTICIPATED IN A MEMBER SATISFACTION SURVEY. MORE THAN 90% SAID THEIR FIRM'S MEMBERSHIP WAS IMPORTANT, VERY IMPORTANT, OR EXTREMELY IMPORTANT, AND 96% SAID THEY WERE LIKELY TO RECOMMEND AGC GEORGIA TO A COLLEAGUE.**



FEBRUARY 21-27 "STRUCTURED GROWTH" BY CHRISTINE HALL

# Charitable Giving & Community Service

Our long history of giving back, led by the Chapter's Young Leadership Program, increased this past year when the new AGC of Georgia Foundation, Inc. was introduced. This new 501(c)(3) tax-exempt entity was conceived to maximize the gift-giving potential of fundraising activities. Both individuals and companies are now incentivized to make tax-deductible contributions to support the new Foundation's twofold mission: (1) improving local communities through charitable giving and (2) supporting quality construction education. For decades, similar to our charitable-giving track record, AGC Georgia has successfully funded construction management undergraduate student scholarships and university construction program initiatives, including capital improvements.



For the 15th consecutive year, the YLP organized a Golf & Tennis Classic, the group's primary fundraising event. This year's tournament netted a record-breaking \$50,000 in donations. We received a sizeable increase in sponsorship support for this event compared to previous years. This brings the cumulative fundraising total for this event to \$440,000.

Through the YLP, AGC Georgia contributed more than \$30,000 in cash and goods and over 350 volunteer hours to many worthy causes. In one example, the YLP teamed with Sunshine on a Ranney Day as the general contractor to renovate the family home of Emily Bowman. She is a young college student who was hit by a drunk driver, and now requires a handicap-accessible home. YLP purchased \$6,500 in tools and materials, and donated man-hours to complete this complex undertaking.

Other groups supported by the Chapter and the YLP this past year include Willis Golf Tournament, Blue Skies Ministries, Blaze Sports, Georgia Black Constructors Association Blackstone Academy, Georgia National Cemetery, Camp Twin Lakes, Hillside, and Toys for Tots.

The YLP continued its participation in CEFGA's Kickball Tournament. This event helps CEFGA raise funds to further their work in reaching young people and introducing them to careers in construction. The YLP also contributed \$7,500 to CEFGA, which helped pay travel expenses for the high school student teams placing first in various Georgia SkillsUSA competitions to attend the national championships in Kansas City.



Members volunteered time to lay wreaths at the headstones of fallen soldiers at the Georgia National Cemetery, and donated \$3,000 to this effort. During Christmas, thanks to a \$10,000 gift made by the YLP, more than 100 children residing at the Hillside Psychiatric Residential Treatment Facility received presents.

“ For more than 45 years, AGC has exposed me to great learning experiences, starting with an internship provided by an AGC contractor when I was a college junior. This led to my joining AGC Georgia upon starting my firm. I would not know how to exist without AGC's commitment to construction education, which is one of the new Foundation's top priorities. ”

**Charlie Garbutt, LEED AP, AIC  
President  
Garbutt Construction Company, Dublin**



*The YLP made significant renovations to the Bowman home in the summer of 2013 to prepare for their daughter's homecoming.*



*Marines join YLP members at their Holiday Luncheon where donations are collected for Toys for Tots.*



# 2014-2015 Board of Directors

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# 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.

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