

JUNE 2017

ASSOCIATED GENERAL CONTRACTORS OF GEORGIA, INC.
REPORT TO MEMBERS

“Suddenly, I have this top-shelf guy, everyone loves him, and I can't put him on this job site.” – **Brian Newsome**

“There is no competition among GCs when it comes to safety.” – **Jorge Cisneros**

“Leaders learn how to channel passion into a completed project.” – **Tyler Isgett**

“We are all trying to advance the industry.” – **Peter Glenn**

“The Academy was wonderful.” – **J. Charlie Garbutt**

We
have to find a **way**
to make our industry
‘sizzle’ with excitement.

Jenny Horton, President
Collins and Arnold Construction Co., LLC

Organization Profile

The Associated General Contractors of Georgia is the premiere statewide trade association representing nearly 600 top companies that are leading the commercial construction industry in Georgia. We are one of 92 chapters affiliated with The Associated General Contractors of America, Inc., which represents 26,000 member firms nationwide.

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

Vision

Building the best and most innovative contractor association in Georgia.



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AGC Georgia Professional Staff

Reach our staff at **678.298.4100** or by lastname@agcga.org.

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Cherri Watson
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Workforce Development

Mark Woodall
Director, Governmental Affairs

MESSAGE FROM THE PRESIDENT

Randy Hall, President & CEO, Batson-Cook Company

As I stepped into my role as AGC Georgia president this year, two related issues concerned me the most – workforce development and diversity & inclusion. I wanted to focus on those issues, create meaningful discussion about them and then take specific action to move the ball forward.

It's a fact that we are facing a serious workforce shortage. For every four to five people who leave our industry, only one enters. Our reputation for being a mostly male, mostly white industry doesn't necessarily serve us well, particularly since the industry's composition is changing. We need good employees from diverse backgrounds, and we need to attract them early.

As a start to the year, I challenged our members to establish partnerships with local high school construction programs to provide educational support to them, to influence and encourage young people to get excited about working for a living and to create sustainable high school internship opportunities. So many of our member companies have already partnered with their high schools and are reaping the benefits, but I wanted to increase our participation. Until this year, no one had tackled all the obstacles to hiring paid high school construction interns. I am pleased to announce we've done it.

I then challenged our members to start meaningful, frank conversations about what it's like to work in this industry if you're not a white male. So many of our best employees don't fit that mold, and I wanted to hear what they need from our industry and how we can tap into that talent pool. We established a Diversity and Inclusion Taskforce and conducted respectful but forthright discussions. I learned so much from my colleagues. We made recommendations to AGC Georgia, some of which have already been implemented.

Thank you to the staff at AGC Georgia and my team at Batson-Cook. I couldn't have done it without you. I think we've done good work, and the association is in a great place to continue being a difference maker to so many in the industry. Finally, thank you to the AGC Georgia membership for allowing me to serve as your president. It has truly been an honor.

For every four to five people who leave our industry, only one enters.

MESSAGE FROM THE CEO

Mike Dunham

AGC Georgia has had another outstanding year. We've continued our signature programs and dramatically increased our membership. We've even added some new features this year, such as our focus on diversity and inclusion.

As we considered ways to convey information to you in this *Report to Members*, we decided to tell our story in a different way from previous years. We could list all the programs we've held and the types of awards we present. We could tell you about our high school outreach or our leadership training. By sticking to the facts, we could tell you precisely what we've accomplished. Yet, somehow I feel we would miss the point entirely.

What we really want to tell you is how our association has made a difference to the people and companies in our industry. We want to share our members' stories – how they've innovated, overcome challenges and moved the industry forward through their actions. Seeing the outcome of our collective efforts is rewarding, and I think you'll be inspired by the stories we share.

Thank you for your continuing support of AGC Georgia. We can't say it often enough – this association is only as great as its members. In that regard, we're in excellent shape.

Seeing the outcome of our collective efforts is rewarding, and I think you'll be inspired by the stories we share.

“We couldn't do what we do without help from our partners.”

Dean Cutler, Teacher, East Laurens High School Construction Department



Excellence

Why It Matters



AGC Georgia members are the best in the industry! We strive for excellence in our own companies and challenge each other to raise the level of our work. Then we extend that excellence to others with open hearts, serving those who serve others.

This report celebrates excellence in the areas of Workforce Development, Leadership Development, Advocacy, Technology and Safety.

We're telling the AGC Georgia story by sharing with you how the association has helped its members – largely in their own words.

In this section, we'll share several of the ways we provide great value to our members. In others, our members will share how AGC Georgia has made a difference in their organizations and often times to them personally. We hope you'll enjoy reading our story.

Views from three past presidents...

This report celebrates excellence in the areas of Workforce Development, Leadership Development, Advocacy, Technology and Safety.



“The best thing I’ve ever done for my company was joining AGC Georgia. The second best thing was taking advice from a respected competitor to join a peer review group.”

– **Dave Cyr, CEO**
Parrish Construction Group, Inc.



“Our firm was in business several years before joining AGC Georgia. Without a doubt, since then, we are a vastly improved company in every way. We fully utilize all services and many on our team serve in committee leadership roles.”

– **Randall Redding**
President/CEO
R. K. Redding Construction, Inc.



“I don’t know how you do business in today’s market without being a member of AGC Georgia. You just can’t keep up with everything, regardless of your size. It takes AGC’s national and state presence to help you stay on top of regulations and new business practices.”

– **Dan Baker, P.E., President**
Duffey Southeast, Inc.



...and others.



“Now more than ever, it’s important to provide competitive employee benefits. Evaluate your current retirement plan and compare it to the AGC Retirement Savings Plan. You’ll see tangible benefits of participating in this 401k program. It just makes sense.”

– **Kristen Williams, President, Penco Electrical Contractors, Inc.**

“Our partnership with CompTrust AGC Mutual Captive Insurance Company allows us to offer safety programs at the highest caliber at no additional charge. We are not only insuring our company; we are insuring our future.

“You can take this type of strategic partnership to the bank, not just in dollars and cents, or security measures, but in lives.”

– **Landon Dooley, Chief Financial Officer, A. West Enterprise**

“We belong to many organizations at the local, state and national level, but none with the depth and commitment to its members like AGC Georgia. This association is not just for general contractors!”

– **Gene Fulford, President,**
West Georgia Roofing II, Inc.





Leadership Development



Great teams build great things, but only when they have great leadership. AGC Georgia provides the best leadership development opportunities in the business – hands-on and in the classroom.

Tyler Isgett

Senior Preconstruction Manager
New South Construction Company

When

Tyler Isgett was in college, the job market was competitive, and he worked to differentiate himself from others.

“I wanted to show employers I was multidimensional and to stand out from my peers,” he said.

He met Cherri Watson and she introduced him to AGC Georgia. This led to his involvement with the Young Leadership Program.

Tyler served as president of AGC Georgia’s Student Chapter at Southern Polytechnic State University, now Kennesaw State University. He competed in student competitions supported by the association, which afforded him the opportunity to meet many representatives from construction firms, including New South Construction Company. After a yearlong internship with the firm and graduating, he joined New South full-time. Nearly 10 years later, it’s still a great fit.

Almost immediately, Tyler joined YLP. He credits his experiences in YLP with helping develop his management and leadership skills. He believes volunteers are not motivated by a paycheck, so leaders have to develop different motivational skills.

“You’re asking them to work nights and weekends,” he said, “or to take money out of their bottom line to fund a project. Passion for a project makes that possible. Leaders learn how to channel passion into a completed project.”

Tyler recently worked on YLP’s project to renovate the Georgia Center for Child Advocacy. GCCA helps in crisis situations when child abuse is reported, and to do this well, the center needed a serious facelift.

YLP committed \$15,000 from the annual golf tournament to redesign and enlarge the space, upgrade the audio system, and provide new paint and carpet. Member firms donated time and materials, leaving the project with zero cost, which allowed YLP to donate the project budget to the center for furniture.

As a new YLP Council officer, Tyler hopes to invigorate the program with new members, new energy and new ideas. “It’s challenging,” he said, “to stay energized after a decade or more of service. “We are working hard to invite younger members to join and work alongside our longtime members. We need the best ideas to meet our program’s really high standards.”

To join YLP, contact Machell Harper at 678-298-4108. For information on connecting with collegiate AGC Student Chapters, contact Cherri Watson at 678-298-4104.



“You’re asking them [volunteers] to work nights and weekends, or to take money out of their bottom line to fund a project. Their passion for the project makes all that possible. Leaders learn how to channel passion into a completed project.”

— Tyler Isgett

Tyler Isgett (r) with New South team members. Tyler was first introduced to AGC Georgia through his service to the Construction Management AGC Student Chapter at his college.





J.Charlie Garbutt

Vice President of Marketing
Garbutt Construction Company

J. Charlie

Garbutt, known as “JCharlie” to her colleagues in the industry, wondered about her father’s job from as early as she could remember.

“He would get up at 4:30, come into my room and kiss me on the forehead before he left for work,” she remembers. “I wanted to know where he was going and what he was doing.”

That curiosity ultimately led her to a degree in construction management from Georgia Southern University, a career in the industry and a leadership position in her family’s business, Garbutt Construction. Her path, she is quick to point out, has not been easy, even with the advantage her last name has given her.

“Everyone expects a lot from you when your name is Garbutt,” she said. “I’ve had to prove that I know what I know because I’m female and a family member.”

She also has learned how to be effective in a mostly male environment. “I remember being in the construction program in college,” she said. “Out of 300 students, I was one of about five women.”

She said it was intimidating at the time, but now she’s comfortable with her role. She credits working outside her family’s business before coming home with helping build her confidence. “Knowing I can make it in a business that has nothing to do with my family gave me a great perspective,” she said.

She also gives credit to the AGC Georgia Academy with helping her develop her leadership skills.

“I’ve done a lot of training,” she said. “We believe in training in our company. But the Academy was wonderful. It addressed issues you normally don’t talk about, like how to balance your life professionally, personally, physically, emotionally and spiritually. Who talks about things like that in day-to-day life? The Academy gave us a safe space to explore each of those areas.”

The Academy also helped JCharlie understand how the brain works so that she can target her sales message to her audience. As a construction professional, she understands the details of the services her company offers, but she learned that her clients don’t always need to know everything she knows. By simplifying her message, she has sold more.

JCharlie also learned to read other people better during conversations. “I can tell whether someone is receptive to me almost immediately,” she said. “And I can judge if they’re becoming more receptive to me as we talk by their body language, facial expressions and tone of voice. The Academy taught me to become more aware of all those things. It’s helped in almost every aspect of my job.”

Working with company president, Sean Moxley, JCharlie expects to continue in the family business after her father retires. She also expects the company’s relationship with AGC Georgia to grow during the next generation’s professional life. The future looks bright for Garbutt Construction.

If you would like more information about the AGC Georgia Academy, contact Cherri Watson at 678-298-4104.



“... the Academy was wonderful. It addressed issues you normally don’t talk about, like how to balance your life professionally, personally, physically, emotionally and spiritually. Who talks about things like that in day-to-day life?”

— J. Charlie Garbutt

JCharlie, with her dad, Charlie Garbutt, and company president, Sean Moxley (r). JCharlie is a longtime member of AGC Georgia’s Young Leadership Program.





Workforce Development



You can't get your projects out of the ground unless you have the people to build it.
AGC Georgia is helping members build the workforce of tomorrow ... today.

Joel Lehrer

Project Manager
Ivey Mechanical Company, LLC

After

more than 25 years in the business, Joel Lehrer knows first hand the frustrations that a specialty contractor can experience on a big job. Now, thanks to a program developed by AGC of America and hosted by AGC Georgia, he also knows some of the frustrations general contractors can experience on the same job. And he has the tools to collaborate with all contractors on a job. Of course, he can't do it alone, but he sees progress with implementing Lean Construction concepts in Georgia.

"Lean Construction concepts help tear down the barriers we've erected over the years between contractors on the same job," Joel said. "Instead of focusing on maximizing just our part of the job, Lean concepts teach contractors to look at the whole job, too."

"The result," he said, "is a type of collaboration that reduces wasted time, materials and effort while maximizing the value to the client." In fact, Lean concepts continually stress the importance of improving your process within a job to minimize waste and maximize value.

For example, instead of relying on the general contractor to develop the construction schedule, all contractors on the job – both general and specialty – meet before construction begins to develop the timeline. This collaboration is the heart of the Lean process.

"No single contractor can specify what other contractors will need to get the job done," Joel said. "The general doesn't know exactly what I need, and I don't know what other subs need. When we meet to talk about it, though, we can work through what has to happen and when. Sometimes you have to give up something to make the overall project a success."

Joel enrolled in the AGC Lean Construction Education Program and spent a year working through the seven modules of the course at AGC Georgia's training center. Each module is taught in a group setting with plenty of interaction among participants.

"The classes were hands-on and used practical exercises to drive the concepts home," Joel said. "The test, on the other hand, was more theoretical. I had to study before I sat for the exam."

Joel passed the exam with flying colors and is working to incorporate Lean Construction concepts in future jobs. "As this program grows, I think owners will start asking about Lean Construction for their jobs more and more. The companies that have experience with these concepts and are able to work together will really increase their competitiveness."

If you'd like more information about the Lean Construction Education Program and certification, contact Cherri Watson at 678-298-4104.



"No single contractor can specify what other contractors will need to get the job done. When we meet to talk about it, though, we can work through what has to happen and when. Sometimes you have to give up something to make the overall project a success."

— Joel Lehrer

Joel Lehrer has been engaged with AGC Georgia for more than 15 years. He recently earned his CM-LEAN credentials.





Dean Cutler

Teacher, East Laurens High School
Construction Department

Dean

Cutler is passionate about construction. He's even more passionate about teaching construction. Just ask him about his students and the changes he's seen in their lives. Ask him about Mark.*

Dean first met Mark as a ninth grader.

"Mark was a problem student," Dean said. "He had behavior and attendance problems. He wouldn't get his work done. He was headed for trouble."

Finding Cutler's construction program changed all that, and Mark found his niche in construction. He responded to the challenges of the course and started developing his skills.

By his junior year, Mark was making plans for a career in construction. He started setting goals and striving to do good work. He competed in SkillsUSA and did well. Dean is working to place him in an internship program - something that would further his construction skills and make him a more valuable employee. Where once Mark didn't see a future at all, his future is now very bright.

Mark isn't unique. In 27 years of teaching, Dean has watched as hundreds of students developed skills they didn't know they had and gained new perspectives on career possibilities.

Dean Cutler's construction students benefit from the connections he's made during his longtime participation in the Central Georgia Workforce Development Alliance. The industry supports his students with resources and personal connections.

Dean Cutler teaches at East Laurens High School and works closely with AGC Georgia's workforce development regional alliances. Both Dean and Jeff Johnson, construction teacher at West Laurens High School, say the relationships with industry partners are vital to the success of their programs.

"We couldn't do what we do without help from our partners," Dean said. The relationships work both ways. With industry help, Dean and Jeff are able to enhance student projects and competitions, while keeping their own skills up to date. Construction companies have a chance to help develop skilled workers and leaders. They also get a first look at the best and brightest students in high school construction programs. Everybody wins, which is the best measure of success.

To get involved in one of AGC Georgia's many regional Workforce Alliances located around the state and meet construction teachers and their students, please contact Bill Chambliss at 478-972-5865.

**Student's name was changed for this publication because of privacy concerns.*



"We couldn't do what we do without help from our partners,"

— Dean Cutler





Austin Vinavong

Electrician Apprentice – MetroPower Electrical Contractors
South Georgia Technical College

Austin

Vinavong always liked working with his hands and being able to create new things. He enrolled in the Construction Pathway at Crisp County High School under the instruction of Jim Steel when he was in the ninth grade and finished the program as a senior.

He began thinking about a career as he started his junior year. Austin said he knew he wanted to go into a field that was hands-on and offered a nice living, but he had no idea what that was going to be.

Drawing on his instructor’s knowledge of resources available through AGC Georgia’s Workforce Development Alliances and association member contractors, Austin competed in SkillsUSA in his junior and senior years, placing first in the regional competition as a senior. At the state competition, held in conjunction with CEFGA’s CareerExpo each March, he talked to representatives from construction firms to get more information about what was available.

He was amazed at the range of jobs in the industry. “Construction isn’t just building or manual labor,” he said. “It’s computers and so many other things.”

Although Austin competed in masonry at SkillsUSA, he wasn’t sure he liked it enough to make a career of it. As he explored options, he became interested in electrical work. “That’s something I think I can do for the rest of my life,” he said.

After meeting representatives from MetroPower on a high school field trip to a construction skills competition, Austin Vinavong is now a college graduate and on his way to a very successful career in construction.

As he prepared for graduation, recruiters with MetroPower, a longtime supporter of AGC Georgia and industry workforce initiatives, visited the high school to find students interested in their apprenticeship program. They selected Austin.

“As soon as I graduated high school,” he said, “they gave me a job and paid for my school so I could continue my education. It was everything I needed.”

Austin graduated in May from South Georgia Technical College with an Electrical Systems Technology Diploma and five Certificates of Credit sponsored by MetroPower. He has no out of pocket expenses for this training. The co-op program requires apprentices to learn electrical theory in class and apply the principles in the field. During the two years it took to complete his diploma program, Austin alternated between living on campus for eight weeks and spending eight weeks in the field.

Austin wants to make a career out of the knowledge and skills he learned in school and working with MetroPower. He looks forward to gaining more experience in industrial maintenance and completing the 8,000 hours required in the Department of Labor Registered Electrician Apprenticeship Program.

At the end of his apprenticeship, Austin can sit for the Georgia Electrical Contractor License that will allow him to work on all types of projects with a high-paying job he enjoys. He’s excited about his bright future.

Contractors looking to connect with K12 and post-secondary construction programs are encouraged to call Bill Chambless at 478-972-5865.

“As soon as I graduated high school, they gave me a job and paid for my school so I could continue my education. It was everything I needed.”
— Austin Vinavong





Jenny Horton

...In her own words

President

Collins and Arnold Construction Co., LLC

Being

involved in the workforce development discussion and initiative has forced our company to take ownership of the future of our workforce.

The average age of our superintendents is 56 with only one of them being under the age of 40. Not only are we facing the shortage of young people in our pipeline, so are our subcontractors.

As the economy improved from the recession, we found we were turning down work because we just didn't have the people to staff the projects appropriately. Because we participated in workforce development discussion at AGC Georgia, we saw the larger picture of what was necessary for our industry, not just our company.

We chose to get involved with high school construction programs. Our participation gives us hope for the next generation of construction leaders, and gives the students hope of opportunities available to them for a future of their choice.

Two of our superintendents have collected and delivered materials to our adopted schools. One of our project managers has done classroom visits to help teachers with curriculum or do mock

interviews with the students to prepare them for the interviewing process when they graduate. He has also been a part of a CEFGA certification team that certifies the high school construction programs for the Department of Education in Georgia.

Our youngest superintendent is the one who has probably taken the initiative to heart the most. The superintendent who hired him acts as his mentor, and he wants to pass that along to someone else.

I have also encouraged our subcontractors to get involved in these programs. Many of them have helped out in the classroom, donated materials and helped with mock interviews and skills events. I enjoy talking to them about something bigger than our contractor-subcontractor relationship.

The biggest challenge in recruiting more young people to our industry is deciding how to show them all of the opportunities available to them – skilled jobs, management jobs and executive jobs. In our industry, one group is no more important than the other. We have to find a way to make our industry “sizzle” with excitement.

School counselors and parents need to see the options available to students because education is not “one size fits all” and education can be found in places other than a college classroom – like a job site!



“In our industry, one group is no more important than the other. We have to find a way to make our industry ‘sizzle’ with excitement.”

— Jenny Horton



As company president, Jenny Horton believes it is her responsibility to be engaged in workforce development. She regularly visits with high school construction programs and invites students on job site tours.



Safety



We all have an incredible drive to send each team member home without injury every day.
We simply can't do anything less for our people.

Jorge Cisneros

Corporate Safety Director
Holder Construction Company

Holder Construction Company has been a member of AGC Georgia since the company was founded in the 1960s. As Holder has grown, its leaders have worked to instill a safety culture throughout its workforce.

"We want to send our workers home in the afternoon as healthy as they arrived that morning," Jorge Cisneros, corporate safety director for Holder, said. "Safety is a huge part of our culture from top to bottom."

Jorge is also quick to point out that safety affects more than a single company. That's where partnering with AGC Georgia becomes critical. The association gives us a forum to talk about best practices and making the entire industry safer."

"We want to provide a safe work environment," he continued. "We don't want spouses or children to wonder if their family member will get hurt on the job today. We want them to know we will do everything we can to ensure safety on our job sites."

"We have internal training resources," he said, "but we really like to connect with AGC Georgia to provide a different format of training to the workforce.

Holder is a power user of the AGC Georgia Site Safety Van Service providing safety toolbox talks to field crews. The van driver is a loss control specialist who is qualified to lead a wide variety of safety talks. By opening the van's back doors and turning on its large screen television, the instructor can create an instant classroom in the field reaching hundreds of workers.

Holder also generously shares its expertise with other companies. For example, Holder employs trainers who can teach in English or Spanish. Having bilingual training capabilities means the company can be sure classes like the OSHA 10-Hour are taught in a worker's native language.

In other AGC Georgia events, Jorge also encourages Holder to participate in Safety Stand Downs. He said Holder has had up to 15,000 participants in Stand Downs across the country in a single day.

Having worked with AGC Georgia for so many years, Jorge said AGC staff members feel like family. "They are comfortable in our offices, and we're comfortable in theirs," he said. "We share resources and help each other out."

Jorge also recommends AGC Georgia to all safety directors. "There is no competition between GC's when it comes to safety. If you are not participating in the Safety & Health Committee meetings, you should be. You can talk to people who understand exactly what you do and what your challenges are. It's one of the best resources I can think of. Plus, it's beneficial to have relationships with the regional OSHA directors who join in our discussions."

If you are interested in joining the Safety & Health Committee or learning more about AGC Georgia safety services, please contact Cherri Watson at 678-298-4104.

"If you are not participating in the Safety & Health Committee meetings, you should be. You can talk to people who understand exactly what you do and what your challenges are. It's one of the best resources I can think of."
— Jorge Cisneros

With nearly 20 years of participation in AGC Georgia's safety dialogue, Jorge Cisneros is a respected champion of workplace safety. He is always open to helping others who want to learn from his expertise.





Advocacy



Advocacy involves working with regulation, taxation, education, litigation and legislation. AGC Georgia's voice is heard at all levels of government because we have a strong presence both locally and nationally. We are effective because we work together to shape the business environment.

Brian Newsome

Executive Vice President
Albion Scaccia Enterprises, LLC

Brian Newsome, executive vice president at Albion Scaccia, recently found himself with an unusual problem. He couldn't send a talented, experienced, newly-hired supervisor to work on a particular Georgia college campus.

Why? The supervisor didn't meet all of the Board of Regents requirements to work at that job site.

Albion Scaccia does a great deal of work with Board of Regents and other state agencies. These jobs often contain special requirements, but this unexpected obstacle threw a big wrench into Brian's plans.

"Suddenly," Brian said, "I have this top-shelf guy, everyone loves him, and I can't put him on this job site. So we used him on other jobs and made it work, but it wasn't easy."

Fast forward to this past year. During Brian's work on AGC Georgia's Legislative Committee, he brought up his experience with differing regulations and requirements that make it difficult to move the same crew from job site to job site. As a workforce development issue, the committee agreed it was a problem. Mark Woodall, director of governmental affairs for AGC Georgia, began making calls to state leaders to see if he could gather more information about the various guidelines.

The findings were stunning. Brian simply characterized it as the "Wild West." He found every campus was afforded the opportunity to operate by its own set of regulations. To make it worse, some campuses had multiple locations and each location had its own rules. Some places had a detailed list of regulations



From the first day his company joined AGC Georgia, Brian Newsome (r), has been engaged and regularly offers his service to benefit the entire industry. He encourages his entire team to do the same.

and even offered intensive background checks; others had minimal requirements and no background checks at all.

Mark reached out to Senator Mike Dugan, a Floor Leader for the Governor, explained the situation, and he arranged a meeting with the Governor's team within the week. During the meeting, Brian offered his first-hand perspective on why the varying requirements are challenging to contractors. The Governor's Office team encouraged AGC Georgia to begin working with Georgia State Finance and Investment Commission (GSFIC) to discuss options for creating a common threshold for employment across all state agency construction projects. While this topic is extremely complex, each person AGC Georgia representatives have spoken with agree with the desired outcome and are open to work on the issue.

AGC Georgia's reputation with the Governor's office, members of the General Assembly and state agencies help give this issue visibility and traction. Mark and the committee are still in the early stages of the project, but Brian is hopeful a meaningful solution will soon help him and his fellow contractors put more people to work across a variety of jobs.

Mark and the Legislative Committee work throughout the year to monitor, craft and support legislation affecting Georgia's construction industry.

Mark prepares regular updates for the AGC Georgia membership about important issues, especially during the legislative session.

If you are interested in getting involved in AGC Georgia's legislative efforts, please contact Mark Woodall at 678-298-4116.



"Suddenly, I have this top-shelf guy, everyone loves him, and I can't put him on this job site. So we used him on other jobs and made it work, but it wasn't easy."

— Brian Newsome



Mike Dugan

Business Development
RA-LIN

Mike

Dugan is both a contractor and a Georgia State Senator. As such, he has a unique perspective on the advocacy efforts of AGC Georgia.

“From the days when I was taking classes at AGC Georgia to help me get better at my job,” Mike said, “I knew this is an organization I could count on. That same feeling of confidence that I gained working with the association on the construction side carried over almost seamlessly to my legislative position after my election.”

Before being elected to office, Mike said he knew a little about the work AGC Georgia did in the state legislature, but it wasn't his primary focus. Now, however, he has a better appreciation for the work the association does.

“I know the information I receive from AGC Georgia regarding any potential issue affecting our industry is going to be well thought out, well prepared, and completely honest,” he said.



“In the fast paced term of the legislative session you have to know who you can rely on to provide accurate information and provide that information very quickly. AGC Georgia does that consistently.”

— Mike Dugan

“AGC Georgia has a great reputation among the members of the General Assembly, and I rely on the association's input more each year I serve,” he continued.

He praises AGC Georgia for the quality and completeness of the information it provides to legislators, but also for its ability to bring many different interests together to develop solid recommendations to legislation that serves the greater good of Georgia.

“In the fast paced term of the legislative session,” he said, “you have to know who you can rely on to provide accurate information and provide that information very quickly. AGC Georgia does that consistently.”

Mike points out that Georgia has been selected as the best place to do business for four years in a row. He believes AGC Georgia is a major part of that success.

“I understand both of my jobs would be much more difficult without the help of a great organization like AGC Georgia,” he said.

With his roots in construction before beginning his political service, Mike Dugan (2nd from left) has looked to AGC Georgia as a knowledge source for many years. Now, he counts the association as a trusted resource under the Gold Dome.





Technology



Peter Glenn

BIM Coordinator
R. W. Allen Construction, LLC

Our industry thrives on new technology. To stay competitive, you have to know what will work best for you. The AGC Technology SIG brings you cutting-edge demonstrations and advice. It's the easiest way to explore and test before you buy.

Peter Glenn, BIM Coordinator, joined R.W. Allen Construction, LLC to head virtual construction design and to integrate additional technology to the work process. He utilizes the AGC Georgia Technology Shared Interest Group for inspiration and advice.

"We are a medium sized construction company, and I am the only virtual construction coordinator with R.W. Allen," Peter said. "Participating in the Technology SIG and technology-focused events allows me to be exposed to new processes and capabilities from other companies and talented professionals. I use that information to see what fits for us."

Years ago, at one of his first AGC Georgia meetings, Peter listened to a presentation about new apps for tablets. At the time, Peter was transitioning R.W. Allen from laptops to iPads in the field, and he wanted to know what apps other companies found particularly useful. The group discussion helped answer his questions and discover the Technology SIG. Speaking with members of the SIG can help steer a company in the right direction, especially when it comes to new or developing information.

"When I started participating, I thought my company was way behind in technology, but I was wrong," he said. "We are aligned with companies our size in Georgia."

For Peter, the Technology SIG is a guide to where the industry stands on the technology front.

Peter has since served on panel discussions at AGC Georgia programs to provide best practices to other companies. His insights are helpful because he has similar experiences as his fellow members and can help address specific concerns.

Peter insists that sharing and collaboration is a hallmark of the Technology SIG. "We are all trying to advance the industry," he said. "And it is not just the general contractors. It is the specialty contractors, too. As technology develops, we all need to stay ahead of the curve to remain viable businesses." The Technology SIG allows members to discuss innovations. Peter said he first discovered PlanGrid at a SIG meeting. "Our supervisors love it," he said. "We use it on all our iPads."

Requirements are changing for bids and interviews in construction, he continued. For example, many of our owners require models. A company either has to have someone in-house or an outside vendor to create these models. Some owners are long distance, so R.W. Allen provides drone footage of jobsites to them as well. This relates back to being a viable business; our technology matches the needs of our clients.

Changing requirements do not have to be scary. Peter said he is excited about the possibilities in both the near future and long term, including the use of virtual or augmented reality.

"Using VR headsets and other technological developments with owners will help companies save time and money while delivering a more customized product. But, remember it is all about the cost-benefit ratio," Peter said.

"Just because a technology exists," he cautions, "does not mean a company is ready for it. But it is imperative to know what technology is available and what technology is developing." In order to keep your business moving forward, you have to know your destination.

If you would like to join the Technology SIG, please contact Alyson Abercrombie at 678-298-4106.



"We are all trying to advance the industry, and it is not just the general contractors. It is the specialty contractors, too. As technology develops, we all need to stay ahead of the curve to remain viable businesses."

— Peter Glenn

Peter Glenn (r) regularly volunteers his time to speak with students and share information about technology-related careers in construction.



AGC Georgia Fast Facts

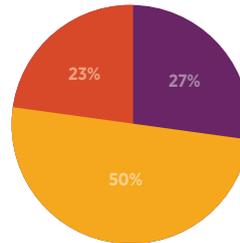


Membership Summary



Membership Composition by Category

- General Contractors - 160
- Specialty Contractors - 294
- Supplier/Service Providers - 135



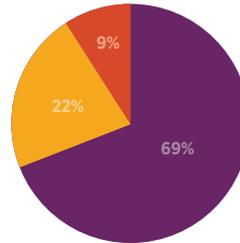
105 new firms joined between June 2016 and May 2017.

2017 AGC Georgia Budget



Dues Revenue

- General Contractors - \$1,090,365
- Specialty Contractors - \$345,420
- Suppliers/Service Providers - \$142,410



Membership dues are 55% of AGC Georgia's annual budget.

Final thoughts...

“Owners, architects, developers and construction managers are such a diverse group of people, and they are the people that we as contractors are working for and with. We have to make sure our team reflects the same image. I believe the kind of open conversation about diversity facilitated by AGC Georgia’s Diversity & Inclusion Taskforce is needed so we can get past some of the hurt feelings and stereotypes.”

— Beniquez Palmer
Senior Preconstruction Manager
Choate Construction Company

“I think we should start recognizing tradesmen as the artists they are.”

— Joe Tuggle
Executive Vice President
Swofford Construction, Inc.



More than **\$120,000**

Contributed to help meet the mission of 1) improving local communities through charitable giving, and 2) supporting quality construction education.



\$89M

Invested by over 5,000 covered employees from 55 member firms



\$19M

Annual premium in policies held by 254 AGC Georgia member firms

Member Services and Engagement Opportunities



- Advocacy & Representation
- Safety
- Education & Training
- Professional/Leadership Development
- Young Leadership Program
- Governmental Affairs & Agency Relationships
- Workforce Development
- Workers' Compensation Program
- Retirement Savings Plan
- Networking & Building Relationships
- Career Development
- Industry & Association News
- Economic Resources
- Contract Documents
- Award & Recognition Programs
- Members Savings/Discounts
- Community Service/Giving Back
- Training Center
- Marketing Opportunities
- Private Healthcare Exchange

JUNE 2017

ASSOCIATED GENERAL CONTRACTORS OF GEORGIA, INC.
REPORT TO MEMBERS



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