2013 ABC National

DIVER SITY

Excellence Awards

ABC
Associated Builders
and Contractors, Inc.

Purpose

The ABC National Diversity Excellence Awards recognize members that display exemplary diversity leadership in their company, workforce, supply chain and community with best-in-class recruitment policies, retention practices, and training and mentoring programs.

Winners of the National Diversity Excellence Awards will be recognized at the ABC National Excellence in Construction Awards celebration on February 11, 2014 at the Grand Wailea, in Maui, Hawaii.

Award Categories

**General Contractor
Under $33 million**

**Subcontractor
Under $14 million**

Entry Requirements

APPLICATION ENTRY/ DEADLINE

Application form and supporting documentation must be emailed to diversity@abc.org as one PDF file by Friday, November 15, 2013.

ENTRY FEE

Each entry must be submitted with a $295 check made payable to Associated Builders and Contractors. Checks should be mailed to ABC National, 4250 N. Fairfax Drive, 9th Floor, Arlington, VA 22203.

IMPORTANT DATES

- Application form and supporting documentation deadline: Friday, November 15, 2013

- Notification of Award Winners: December 13, 2013

- Award winners will be recognized at the ABC National Excellence in Construction Awards celebration on February 11, 2014 at the Grand Wailea, in Maui, Hawaii.

MORE INFORMATION

Specific questions may be directed to the ABC national office at diversity@abc.org or 703.812.2033.

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GENERAL CONTRACTOR (UNDER $33 MILLION) &
SUBCONTRACTOR (UNDER $14 MILLION) ENTRY FORM

Company Information

Company name _____

Company contact _____

Address _____

Phone _____

Email _____

Category (check one): ☐ General Contractor   ☐ Subcontractor
                          Under $33 million   Under $14 million

Payment Information

___ Check Enclosed (payable to ABC)

___ Credit Card: ___ Visa   ___ MasterCard   ___ American Express

Card Number: _____   Exp. Date: _____

Print Name on Card: _____

Authorized Signature: _____

COMPANY DIVERSITY COMMITMENT (20 POINTS)

1. Does your company have a written diversity strategy or a formal commitment to diversity with respect to:

    a. vendor/supplier inclusion

    b. employee recruitment, hiring and promotion

2. What are some examples of how your firm supports diversity in your company, the community or your industry?

3. Describe the composition of your management team and overall workforce by including your total number of management personnel, as well as the number of managers who satisfy the following criteria: racial and ethnic minorities, women, veterans, people with disabilities, other; provide the same information for your remaining workforce.

COMPANY DIVERSITY HIRING, TRAINING & RETENTION (40 POINTS)

1. Describe your company's accomplishments in employing a diverse and inclusive workforce.

    a. List your company's external efforts to promote diversity and inclusion in the construction industry through participation in workshops, seminars and job fairs, etc., targeting minority applicants, employers and other attendees.

    b. List any involvement with trade associations and other groups whose mission is the promotion and advancement of minority enterprises (women in construction, minority contractor associations, etc.).

2. What strategies does your company use to retain diverse talent?

3. Does your company have talent development programs to help employees realize their career potential (e.g., apprenticeship, management)? If so, what are the participation percentages and incentives/efforts to encourage participation?

CONTRACTOR RELATIONSHIPS & MEASURABLE RESULTS (40 POINTS)

1. Has your firm participated in a mentor-protégé or joint venture relationship with another firm? If so, describe how this experience has benefited your company and improved your level of commitment to diversity and inclusion.

2. Describe the best practices you have implemented or changed in your business as a result of your mentor-protégé or joint venture experience and how these practices have improved your company.

3. If you are a certified firm (SMWDBE), how do you reach out to other certified firms to achieve project goals on public contracts? Also, describe how you have reached out to eligible, non-certified companies to explore or secure available certification?