



70TH ANNIVERSARY 2020 YEAR IN REVIEW #ABCMERITSHOPPROUD





Based on the merit shop philosophy, ABC helps members develop people, win work and deliver that work safely, ethically and profitably for the betterment of the communities in which they work.

HOW ABC DELIVERED VALUE IN

2020

3 | THE MERIT SHOP

ABC PAC raised **\$1.25 million** to support merit shop-friendly candidates and incumbents for federal office in the 2019-2020 election cycle.

5 | DEVELOP PEOPLE

ABC members **invested \$1.5 billion** to educate nearly **1.1 million course attendees** in apprenticeship, craft, safety and construction management education programs.

9 | WIN WORK

ABC members competitively **won more than half of the value of large federal contracts** in fiscal years 2009-2020 based on merit, demonstrating their market leadership.

11 | TIMELINE

ABC celebrates **70 years of excellence** and innovation.

15 | WORLD-CLASS SAFETY

Top-performing members that participate in ABC's STEP Safety Management System were **827% safer than the industry average**.

19 | ETHICS AND COMPLIANCE

ABC's participation in the regulatory process helped the Trump administration's overall regulatory reform efforts **save American families and business owners nearly \$200 billion from 2017 to 2020**.

21 | PROFITABILITY

ABC helped members and their employees **save more than \$33 million** through its discount programs.

23 | COMMUNITY

ABC celebrated **\$10.8 billion in award-winning projects** built nationwide.

25 | WHAT'S NEXT

Steve Klessig, 2021 chair of the ABC board of directors, **looks to the future**.

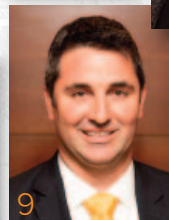
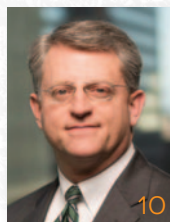


LED BY MEMBERS TO PROVIDE VALUE TO MEMBERS

ABC is a member-driven organization, governed by a 172-member board of directors composed of delegates from each chapter. In addition, ABC offers its members opportunities to serve on committees and affiliate boards to provide valuable input to the board of directors and help establish the association's policies, priorities and objectives.

2020 ABC Executive Committee

- 1 **TIM KEATING** / owner and president, R. C. Stevens Construction Co., Winter Garden, Florida, chair of the board of directors
- 2 **STEVE KLESSIG** / vice president of architecture and engineering, Keller Inc., Kaukauna, Wisconsin, chair-elect
- 3 **STEPHANIE SCHMIDT** / president, Poole Anderson Construction, State College, Pennsylvania, secretary and Northeast region vice chair
- 4 **LARRY MAY, CPA, CVA** / partner, Carr, Riggs & Ingram, Jackson, Mississippi, treasurer
- 5 **TONY RADER** / telecom vice president, National Roofing Partners, Coppell, Texas, immediate past chair
- 6 **MILTON GRAUGNARD** / executive vice president, Cajun Industries LLC, Baton Rouge, Louisiana, South Central region vice chair
- 7 **ROBERT "BUDDY" C. HENLEY** / president, Henley Construction Co. Inc., Gaithersburg, Maryland, Mid-Atlantic region vice chair
- 8 **DIANE KOESTER-BYRON** / founder and owner, I.E.-Pacific Inc., Escondido, California, Pacific region vice chair
- 9 **BRENDAN MCANDREWS** / chief operations officer and co-owner, Rivercity Glass, dba McAndrews Glass, Cincinnati, Mid-America region vice chair
- 10 **J. DAVID PUGH** / partner, Bradley, Birmingham, Alabama, Southeast region vice chair
- 11 **SANDRA ROCHE** / vice president and general counsel, Roche Constructors Inc., Las Vegas, Mountain West region vice chair
- 12 **CALVIN WILLIAMS** / president and chief executive officer, Construction Contracting Services Inc., Lansing, Illinois, Midwest region vice chair
- 13 **BRIAN SAMPSON** / president, ABC Empire State Chapter, Rochester, New York, chapter presidents' liaison
- 14 **MICHAEL BELLAMAN** / president and chief executive officer, ABC National, Washington, D.C.



THE MERIT SHOP

For 70 years, ABC has been the leading voice for the merit shop philosophy in construction, defending the principles of fair and open competition.

Free Enterprise Alliance Raises \$3.2 Million



FREE ENTERPRISE ALLIANCE

FEA supported more than \$2.6 million in issue advocacy grants at the federal, state and local levels and national partnerships during the 2019-2020 election cycle from its war chest of \$3.2 million in contributions from ABC chapters and members. FEA is the action arm of ABC, educating members and their employees, elected officials and the public about the issues important to advancing free enterprise and fair and open competition in America.

freeenterprisealliance.org

ABC PAC Contributes \$1.25 Million to Key Federal Races

ABC's political action committee raised nearly \$1.5 million during the 2019-2020 cycle and spent more than \$1.25 million in direct contributions to merit shop-friendly candidates and incumbents running for federal office. ABC members from across the country have built ABC PAC into a powerhouse in electoral politics.

pac.abc.org



ABC Connects Members With Elected Leaders

During the lead-up to the 2020 elections, ABC educated elected leaders and mobilized merit shop voters by hosting in-person chapter events, virtual meet and greets and jobsite/training facility tours with candidates. ABC also hosted webinars with national politicians and provided voter information and education on abcvotes.com.



Maryland Gov. Larry Hogan (R), Secretary of Labor Tiffany Robinson, Commerce Secretary Kelly Schulz, House Speaker Adrienne Jones (D), Senate President Bill

Ferguson (D) and Sen. Cory McCray (D) joined Mark McDaniel, chapter chair of the board, at the dedication ceremony for ABC Greater Baltimore's Construction Education Academy, a new state-of-the-art training facility, on Oct. 27.



Iowa Republicans Gov. Kim Reynolds, Lt. Gov. Adam Gregg and state Rep. Ashley Hinson visited and toured ABC of Iowa member company Price Electric on Aug. 21. They met with CEO Jeremy Price and members of his team, thanking them for their efforts to restore power to Iowa communities following a derecho. Hinson successfully ran for the U.S. House of Representatives in 2020 and now represents Iowa's 1st congressional district.



ABC PAC held a virtual meet and greet for contributors with U.S. House candidates Michelle Fischbach (R-Minn.) and Mariannette Miller-Meeks (R-Iowa) on Sept. 28. Both women are former state elected officials who won their respective elections in November, with Fischbach now representing Minnesota's 7th congressional district and Miller-Meeks serving the 2nd district of Iowa.



Construction Is Essential: ABC Helps Members Survive and Navigate the COVID-19 Pandemic

Since the outbreak of COVID-19, ABC has supported members and chapters with an expansive array of information, guidance and advocacy to help them survive a grave

crisis and the worst economic decline in generations:

- 250+ posts on federal affairs developments in the COVID-19 Daily Update
- 50+ member webinars
- 180+ government affairs resources, including federal and state actions, analysis and Q&As
- 90+ chapter resources to ensure continuity of operations and support state and local advocacy
- 23,000 letters to Congress generated via ABC's Action Center and Action app to call for economic relief, regulatory reform and pro-merit shop legislation

80% of ABC members received loans from federal relief programs, according to a survey conducted in May-June, 2020.

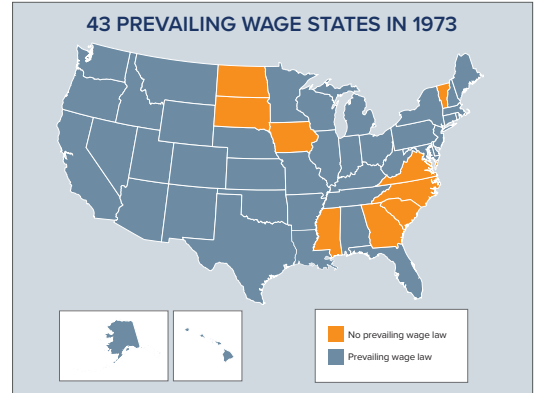
abc.org/coronavirus

ABC Named to Presidential Economic Recovery Team

ABC helped author the nation's strategy for a safe, strong recovery as part of the White House's Great American Economic Revival Industry Groups, working to ensure that construction projects that were temporarily shut down due to COVID-19 could safely reopen.

23 States Uphold Merit Shop Compensation Strategies

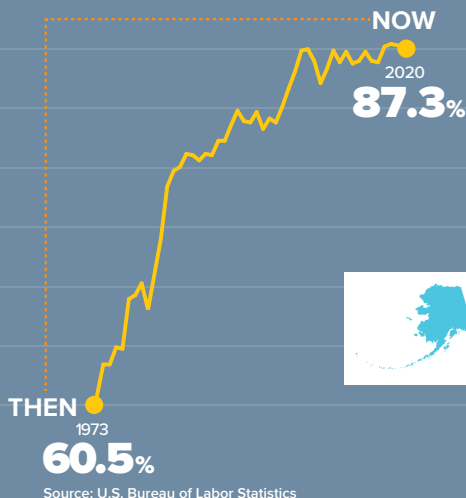
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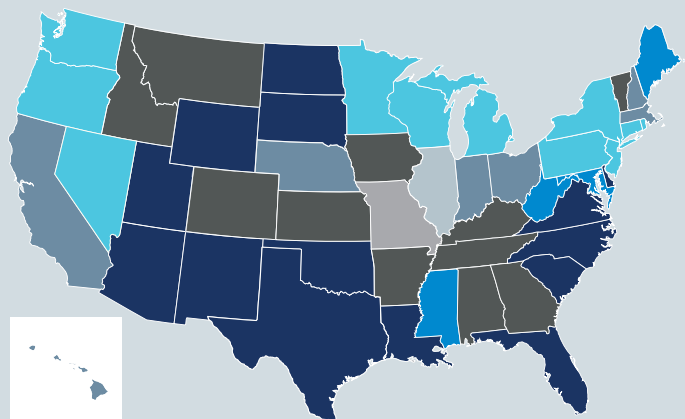
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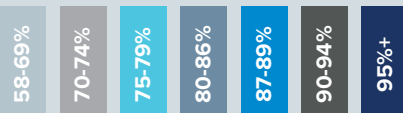
Percentage of nonunion workers in the U.S. construction industry, 1973-2020



The Merit Shop Construction Workforce



Percentage of nonunion workforce by state, 2020



Source: unionstats.com

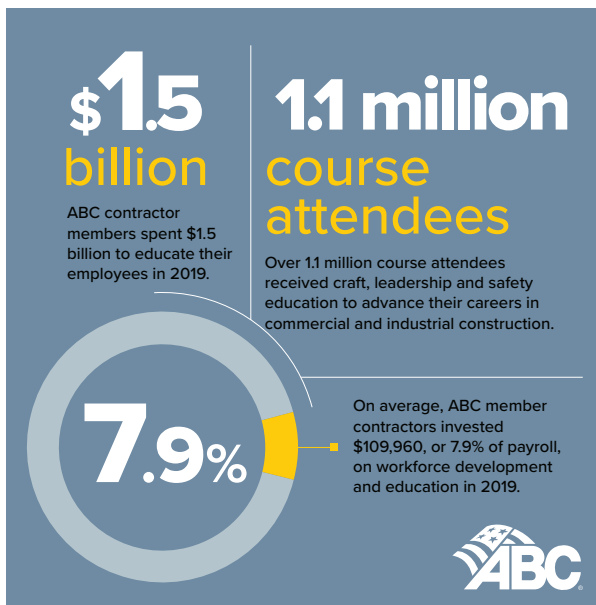
DEVELOP PEOPLE

ABC works to elevate careers in construction and build the workforce talent pipeline.

ABC Members Provided Education for 1.1 Million Course Attendees in 2019

According to ABC's 2020 Workforce Development Survey, ABC contractor members invested \$1.5 billion in workforce development initiatives in 2019, providing craft, leadership and safety education to 1.1 million course attendees to advance their careers in commercial and industrial construction. Safety education accounted for nearly half of the total workforce investment, averaging \$1,147 per employee.

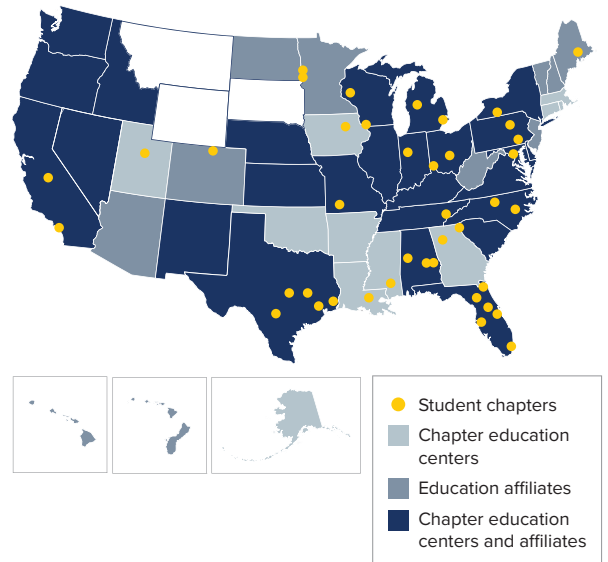
abc.org/wfsurvey



ABC Chapters Offer 800 Education Programs Nationwide

ABC's 69 chapters provide apprenticeship, craft, safety and construction management education programs across the country. In 2020, Alfred State College, Florida Gulf Coast University and Lawrence Technological University joined the ABC National Student Chapter Network, which connects local ABC chapters to colleges and universities with construction management degree programs.

workforce.abc.org



ABC Honored With Presidential Award for Workforce Development

At a White House ceremony, ABC was awarded the Pledge to America's Workers Presidential Award for its successes in connecting high school students, minorities, reentering citizens, veterans and women to rewarding careers in construction in more than 50 professions. When ABC signed the Pledge to America's Workers at the White House in July 2018, it promised to educate and develop at least 500,000 construction professionals over the next five years. ABC far exceeded that goal in 2019.



Emphasis on Safety

went to an even higher level
in 2020.



One of the best aspects of our relationship with ABC – *serving as a National Strategic Partner and as active members in 64 chapters* – is the shared emphasis placed on safety. Like you, the health and well-being of our craft workforce is, and will always be, paramount to us.

The pandemic required a whole new layer of protection on jobsites. We're proud that our crafts fully observed the COVID guidelines ABC contractors put in place to keep all even safer – *we thank you for that.*

Tradesmen International employees served on ABC projects nearly **4 Million Man-Hours** in 2020. We did so emphasizing Safety, Productivity and Craftsmanship *one minute at a time.*



[TradesmenInternational.com](https://www.TradesmenInternational.com)

Emergency Grants Power World-class Virtual Education at 18 Chapters

The Trimmer Construction Education Fund and ABC Apprenticeship Fund invested \$295,000 to equip ABC chapters and instructors with virtual education technology and training so they could continue to develop people in a socially distanced environment.

Florida International University Triumphs in 2020 Construction Management Competition

More than two dozen colleges and universities from ABC's National Student Chapter Network competed for honors in a virtual competition of knowledge, organization, time management and presentation skills based on a real-world construction project. Florida International University won the overall competition, as well as first place in estimating and project management.

abc.org/cmc



Students from the Florida International University student chapter.

ABC Names Construction Workforce Awards Winners



CRAFT INSTRUCTOR OF THE YEAR

Bryan Gamble
ABC Greater Tennessee Chapter

CRAFT PROFESSIONAL OF THE YEAR

Ron Cayton
Gaylor Electric
Charlotte, North Carolina



YOUNG PROFESSIONAL OF THE YEAR

Brandon Mabile
Performance Contractors Inc.
Houston

abc.org/cwa



From left: Jack Olmstead, president, Buddy Eidel, founder and chairman emeritus, and Rance Borderick, vice president. February 2020.

Employee-owned Tri-City Electrical Contractors Shines as ABC's Contractor of the Year

The award-winning, 60-year-old firm based in Altamonte Springs, Florida, was honored for its client service, technical innovation, safety performance and workforce achievements.

constructionexec.com/tricity

ABC Celebrates Women in Construction Week 2020

ABC joined the March 1-7 campaign to raise awareness of the growing role of women in the construction industry, their inspiration and their career paths with a national social media campaign, letters to the editor and chapter events.

#WomenInConstruction



"Every job I've gotten is because of a relationship built over time. Many contracts are narrowly won because of diversity. Owners want to know that you're not just meeting contract requirements, but that the makeup of your everyday staff is inclusive. It is a competitive edge, especially if projects are in urban areas."

ANN McNEILL
Owner
MCO Construction & Services Inc.





THE
Contractors
PLAN®
Provided by Fringe Benefit Group

Prevailing Wage Contractors, It's Easier To Win Bids When You Set Yourself Apart.



Avoid needless payroll taxes and insurance premiums on prevailing wage jobs. As an **ABC Strategic Partner**, The Contractors Plan helps ABC contractors compete for and win work, and stay compliant by offering customized benefits and administration that make them unique.

PREFERRED PRICING FOR ABC MEMBERS

800.328.1519 | abc.contractorsplan.com

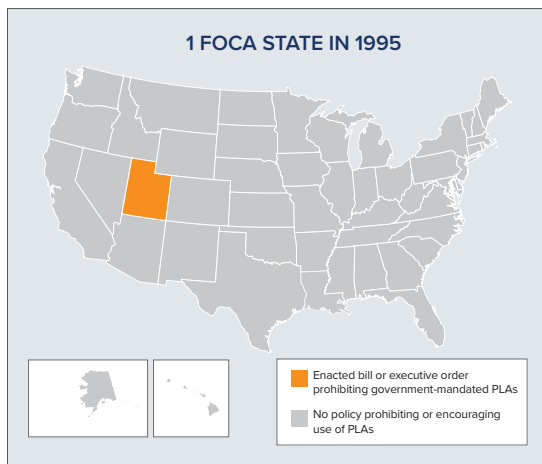
WIN WORK

ABC creates opportunities for its members to compete for work on a fair and level playing field, and then helps them win work based on merit.

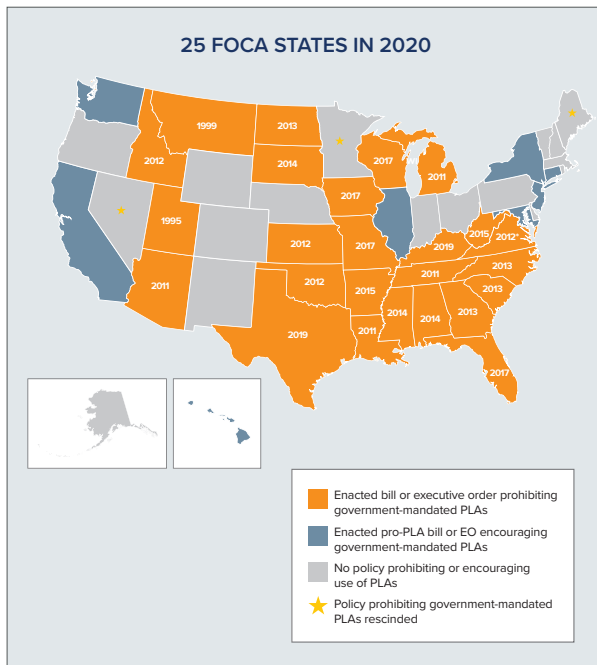
25 States Welcome Fair and Open Competition on Construction Projects

Through ABC's advocacy at the state level, Fair and Open Competition Act laws now cover half of the country, preventing government-mandated PLAs on \$633.22 billion in contracts from 2007 to 2019. Utah became the first state to pass FOCA in 1995.

THEN



NOW

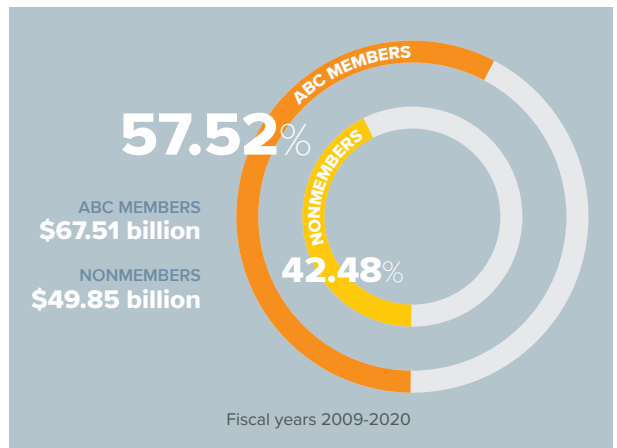


*In 2020, Virginia voted to repeal its FOCA law effective in May 2021.

More Than Half the Value of Large Federal Contracts Was Awarded to ABC Members from 2009 to 2020

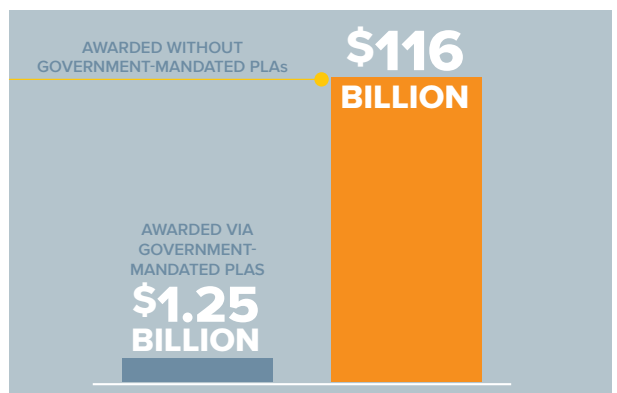
In fiscal years 2009-2020, ABC members won 57.52% of the value of federal contracts larger than \$25 million, worth \$67.51 billion.

In fiscal year 2020, ABC members won \$8.93 billion in large federal contracts out of a total of \$18.61 billion, or 48%.



Over More Than a Decade, 99.36% of Large Federal Contracts Have Been Awarded Through Fair and Open Competition

Since 2009, 1,877 out of 1,889 federal contracts exceeding \$25 million—collectively worth \$116 billion—were awarded through fair and open competition. Thanks to ABC's advocacy efforts, just 12 contracts collectively worth \$1.25 billion were subjected to government-mandated PLAs.



ABC Names Top Performers in Expanded Categories

ABC's second annual Top Performers lists recognize the ABC member contractors that earned ABC's elite Accredited Quality Contractor credential and Gold status or higher in ABC's STEP Safety Management System; won national Excellence in Construction,[®] Safety Excellence and Diversity Excellence awards; and held designations awarded to diverse companies to help procure work from government and private entities, ranked by work hours. Top Performers won 70% of 2019 EIC Awards. The 2020 lists, published as a supplement to *Construction Executive* magazine, identified the Top 200 Performers, Top 120 General Contractors, Top 30 Electrical Contractors, Top 20 Plumbing/HVAC Contractors, Top 30 Specialty Contractors and Top 75 Performers With Special Designations.

abc.org/topperformers



ABC'S TOP PERFORMERS 2020



ABC Expands Investments in Inclusion, Diversity and Equity

ABC is committed to helping members hire a diverse and talented workforce and create an inclusive, respectful and safe work environment. Key initiatives include the launch of the Diversity Best Practices Webinar Series, presented by National Diversity Excellence Award winners, and the establishment of a \$100,000 national matching funds grant to amplify chapter inclusion, diversity and equity initiatives.

diversity.abc.org

ABC Accredited Quality Contractor
Associated Builders and Contractors

PRESENTING SPONSOR
THE CONTRACTORS PLAN
Provided by Fringe Benefit Group

BE THE BEST
BUILD WITH THE BEST

Demonstrate your company's commitment to excellence in construction by becoming an **Accredited Quality Contractor**. Check out more details and apply for AQC today!

More Than 200 ABC Members Achieve AQC Accreditation

ABC's 229 Accredited Quality Contractors—general and prime contractors as well as subcontractors—performed work across 21 different NAICS designations at volumes ranging from \$1 million to more than \$5 trillion. Total annual work hours for AQC members spanned from 22,000 to 52.6 million. AQC honors construction firms that document their commitment to quality, safety, craft and management education, talent management, diversity and community relations. The AQC credential helps ABC members recruit and retain employees, win work and demonstrate corporate citizenship.

abc.org/aqc

Arizona Is the No. 1 Merit Shop Construction State

Arizona topped the rankings in ABC's 2020 Merit Shop Scorecard for the first time in 2020 based on the state's promotion of fair and open competition for taxpayer-funded construction projects and investment in the next generation of craft professionals, both of which are top priorities for ABC. Virginia fell the most in the sixth annual scorecard rankings, dropping more than 15 spots to 31st after voting to institute a statewide prevailing wage and repealing its FOCA law. The rankings are based on state policies and programs that encourage workforce development, strengthen career and technical education, grow careers in construction and promote fair and open competition for taxpayer-funded construction projects.

meritshopscorecard.org

BUILDING AMERICA
THE MERIT SHOP SCORECARD

A Review & Ranking of State Construction Environments



70 years



1950s

- 1950** ABC is founded by seven contractors in Baltimore.
- 1952** ABC hires its first executive vice president, John Trimmer.
- 1957** ABC's first chapter, Eastern Shore Chapter, is chartered.
- 1957** The ABC Insurance Trust is founded.
- 1958** ABC holds its first national convention in Atlantic City, New Jersey.
- 1959** The Selby-Battersby Co. court case reaffirms the right of open-shop contractors to work with union contractors.



1960s

- 1960** Apprenticeship courses begin with plumbing classes in Baltimore.
- 1963** ABC launches a national safety program during its sixth annual convention.
- 1965** ABC holds its first legislative conference in Washington, D.C.





1970s

- 1971** The Merit Shop Foundation, which later becomes the Trimmer Construction Education Fund, is established.
- 1972** A protest by more than 1,000 union construction workers at an Altemose Construction Co. jobsite in King of Prussia, Pennsylvania, erupts into violence, gaining national attention on CBS's "60 Minutes."
- 1976** President Gerald Ford vetoes the Common Situs Picketing Bill, which would have legalized secondary boycotts on construction sites.
- 1978** ABC PAC is established.

1980s

- 1980** ABC grows to 15,000 members from 3,000 in 1970.
- 1980** Wheels of Learning—the first comprehensive, competency-based craft training curriculum—is developed by ABC, its chapters and members.
- 1986** Jean Hails is elected ABC president (today titled chair of the board of directors), becoming the first woman volunteer to lead a national construction trade association.
- 1987** ABC holds its first craft competition, now known as National Craft Championships, in Orlando, Florida.
- 1989** The STEP Safety Management System is founded as the Safety Training Evaluation Process to improve safety performance.
- 1989** The Construction Legal Rights Foundation is created to protect the rights of merit shop contractors.



**FREE ENTERPRISE
ALLIANCE**



1990s

- 1990** ABC hosts the first national Excellence in Construction® Awards to honor the finest projects in merit shop construction.
- 1992** ABC is honored by *Engineering News-Record* for standardizing merit shop workforce development curricula, the foundation of an educational initiative that that later becomes NCCER.
- 1993** The Accredited Quality Contractor program is established to raise the visibility of contractors excelling in quality, safety, talent management, craft and management education and community relations.
- 1996** NCCER, which offers standardized curricula for more than 40 construction crafts, is created by ABC and its members.
- 1999** ABC earmarks \$2 million to combat government-mandated project labor agreements on public works projects.
- 1999** *Fortune* magazine names ABC as one of the top 50 most influential organizations.
- 1999** ABC grows to 84 chapters.

2000s

- 2001** The Free Enterprise Alliance is founded.
- 2003** *Construction Executive* is launched as “the magazine for the business of construction.” Subscribers now number 55,000.
- 2008** ABC membership reaches an all-time high of 25,000.
- 2008** FEA fundraises a one-year record of \$2.4 million. ABC PAC raises \$1.2 million.



**GET INTO
POLITICS**
or **GET OUT
of
BUSINESS®**




2010s

- 2010** ABC launches abcvotes.com to provide members and their employees information about elections and polling locations.
- 2013** The ABC Action app for mobile devices is launched, dramatically increasing grassroots advocacy engagement and effectiveness.
- 2014** ABC PAC raises nearly \$1.6 million for pro-business candidates in one year, and 89% of them win election.
- 2016** The number of right-to-work states grows to 27.
- 2016** #ABCMeritShopProud highlights news and events from national, chapter and member social media feeds.
- 2016** ABC and a coalition of business groups file suits against the Obama administration's controversial blacklisting and overtime rules and succeed in blocking them.
- 2018** The best-performing STEP participants lowered their totally recordable incident rate by 85%.
- 2018** ABC signs President Trump's Pledge to America's Workers, committing to educate at least 500,000 construction workers during the next five years, a goal exceeded in one year.
- 2019** ABC joins the Construction Industry Alliance for Suicide Prevention. ABC's Greg Sizemore, vice president of HSE and workforce development, is the current chair.
- 2019** The number of states restricting government-mandated project labor agreements grows to 25.
- 2019** The ABC Workforce Development Survey reveals that ABC members invested \$1.6 billion to educate employees annually.
- 2020** In the midst of the global COVID-19 pandemic, ABC contractor members and their essential workers build the places where we work, play, worship, learn and heal to meet the infrastructure, medical, security, commerce and economic needs of America.

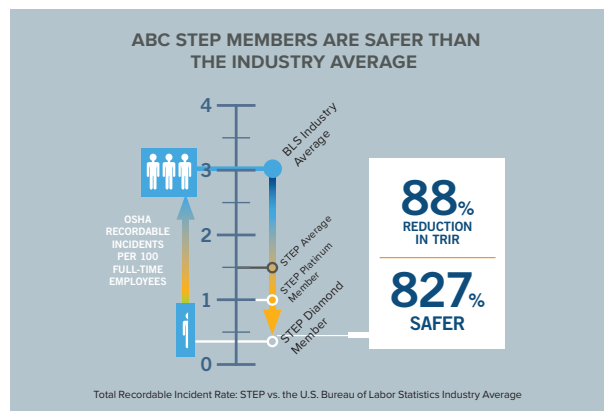
WORLD-CLASS SAFETY

ABC sets world-class standards for health, safety, wellness and environment in the construction industry and helps its members achieve them.

2020 Safety Performance Report: STEP Diamond Members Are 827% Safer

The best-performing participants in ABC's STEP Safety Management System lowered their total recordable incident rate by 88% compared to the U.S. Bureau of Labor Statistics industry average, according to data gathered from ABC members recording nearly a billion hours of work in construction, heavy construction, civil engineering and specialty trades.

abc.org/spr | abc.org/step



ABC Reveals Top Leading Indicators That Increase Safety Performance

REDUCTION IN TRIR/LEADING INDICATOR



Data aggregated from STEP participant questionnaires revealed that eight core leading indicators had the most dramatic impact on improving safety performance, according to the ABC 2020 Safety Performance Report, which is featured on OSHA's Using Leading Indicators to Improve Safety and Health Outcomes resource page.

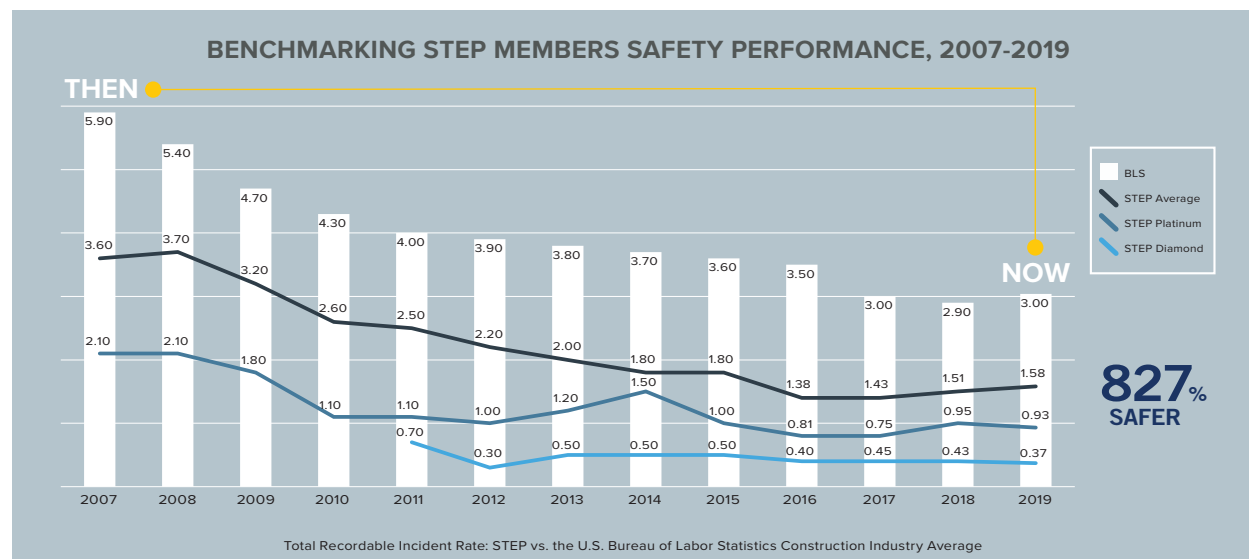
abc.org/spr | abc.org/step



Incident Rates Continue to Drop Among STEP Participants

Total recordable incident rates have improved markedly since ABC began tracking safety performance data for STEP participants vs. the BLS industry average 12 years ago. Top performers reduced TRIR from 2.10 in 2007 to 0.37 in 2019, while the BLS industry average was 3.00, down from 5.90.

abc.org/spr | abc.org/step





Partnering for safety – and your success

ABC and CNA's strategic partnership leverages a unique industry understanding to provide comprehensive insurance products and services created exclusively for the needs of builders and contractors. CNA is committed to enhancing safety, with a dedicated Construction team and understanding of how the STEP program can reduce jobsite incidents.

Experience the benefits of working with a national carrier rated "A" by A.M. best and "A+" by S&P, whose local presence and industry experience can give you a competitive edge.

Learn more through your independent agent or visit cna.com/abc.

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ABC Works to Keep Construction a Safe, Essential Industry During Pandemic

ABC rapidly deployed an array of COVID-19 toolbox talks in English and Spanish, sample continuity plans, project shutdown and startup procedures, assets for two national safety stand-downs and links to government resources on its Emergency Preparedness and Response Resources web pages so construction could continue safely under modified protocols. ABC's Greg Sizemore, vice president of HSE and workforce development, serves on the Occupational Health and Safety Administration's Advisory Committee on Construction Safety and Health, which provides the U.S. Department of Labor with guidance to improve workplace safety and health in the construction industry.

abc.org/coronavirus



ABC Calls for Industry to Commit to Safe and Healthy Construction Jobsites

ABC launched the Safe and Healthy Construction Pledge website as an industry-wide call to action to redouble construction jobsite safety commitments under new protocols due to the COVID-19 pandemic. Open to all U.S. contractors and industry associations, the pledge calls for prevention, preparedness and response plans to prevent injuries and disease and safeguard total human health.

safeandhealthyconstruction.org

More Than 7,000 Companies Pledge to Eliminate Substance Abuse on Jobsites

One-third of all incidents on construction jobsites are drug- or alcohol-related. Robust substance abuse programs and policies with provisions for drug and alcohol testing where permitted lead to a 66% reduction in total recordable incident rates, according to ABC's 2020 Safety Performance Report.

drugfreeconstruction.org



Members Focus on COVID-19 Protocols During Safety Week

Health and safety—including extra precautions for COVID-19—are the top priorities for Construction Director Cory Rackley at ABC member Flintco.

[#ConstructionSafetyWeek](#)



ABC Fights Substance Abuse, Suicide in the Construction Workforce

Greg Sizemore, ABC's vice president of HSE and workforce development—and chair of the Construction Industry Alliance for Suicide Prevention—highlighted the dangers of substance abuse and the rise of suicide in the construction industry at conferences and on podcasts, webinars and media interviews. During Suicide Prevention Month in September, ABC and *Construction Executive* magazine urged the industry to take the STAND UP for Suicide Prevention pledge in a social media campaign that reached more than 50,000 people.

preventconstructionsuicide.com

BUILT TO MAKE TOMORROW FLINCH

Obstacles wait for no one. You either have the answer or get out of the way. That's why ABC members should demand JLG. Built to take on the right-now and engineered for the yet-to-come, JLG's line of world-class lifts and telehandlers help you conquer every challenge, every time. Rise above the call of duty and ELEVATE ACCESS.



ElevatingAccess.com



ETHICS AND COMPLIANCE

The Trump administration's regulatory reforms saved American families and businesses \$198.6 billion from 2017 to 2020.

REGULATION	ABC ACTION	STATUS AS OF DEC. 31, 2020	DESIRED OUTCOMES
NLRB: "AMBUSH" ELECTIONS <i>(Representation-Case Procedures)</i>	<ul style="list-style-type: none"> • Filed lawsuit • Spoke at NLRB public hearing • Submitted comments • Supported legislative efforts • Worked with stakeholder coalition 	<ul style="list-style-type: none"> • NLRB's 2014 final rule, which overhauled the procedures for union representation elections, went into effect in April 2015 • In 2019, the Trump-era NLRB issued a final rule, which scaled back some of the provisions in the 2014 rule. The new rule was scheduled to go into effect in May 2020; however, a court blocked some of the new changes from going into effect • On June 1, the NLRB moved forward with the election rules changes that were not affected by the court's ruling • The lawsuit remains pending 	<p>In revising the Obama-era rule, ABC encouraged the Trump-era NLRB to return to the election procedures that were in effect and working well prior to adoption of the 2014 final rule.</p>
DOL: INDEPENDENT CONTRACTOR STATUS UNDER THE FLSA	<ul style="list-style-type: none"> • Submitted comments • Supported legislative efforts 	<ul style="list-style-type: none"> • DOL issued a proposed rule in 2020, and ABC submitted comments in support of the proposed revisions • In 2021, the Trump DOL issued a final rule with an effective date of March 8, 2021. Its fate is unclear under the Biden administration 	<p>ABC supported the Trump DOL's efforts to promote economic growth in multiple industries, including construction, by providing greater clarity to industry employers as to the proper classification of independent contractors and employees under the FLSA.</p>
DOL: INDUSTRY-RECOGNIZED APPRENTICESHIP PROGRAM <i>(Apprenticeship Programs, Labor Standards for Registration, Amendment of Regulations)</i>	<ul style="list-style-type: none"> • Served on President Trump's Task Force on Apprenticeship Expansion • Submitted comments • Met with regulators 	<ul style="list-style-type: none"> • DOL issued a proposed rule in June 2019 • In March 2020, DOL issued a final rule that established a process for creating high-quality, industry-recognized apprenticeship programs by organizations that apply to become DOL-recognized Standards Recognition Entities. DOL excluded the construction industry from the scope of the final rule 	<p>ABC believes all U.S. workers should have the opportunity to participate in the Trump DOL's new industry programs, particularly as federal registered apprenticeship programs supply only a small fraction of the construction industry's workforce. ABC, its 69 chapters and 21,000-plus members will continue to utilize an all-of-the-above education approach to ensure our workforce meets the highest standards for safety and quality craftsmanship, which has been and will remain our top priority.</p>
NLRB: JOINT EMPLOYER STANDARD	<ul style="list-style-type: none"> • Submitted comments • Supported legislative efforts • Worked with stakeholder coalition 	<ul style="list-style-type: none"> • In 2015, the Obama-era NLRB uprooted more than 30 years of precedent with its decision in Browning-Ferris Industries, which greatly expanded joint-employer liability under the NLRA • In 2018, the Trump-era NLRB issued a proposal to restore the previous joint employer standard • In 2020, the NLRB issued the final rule, which went into effect on April 27 	<p>ABC supports the Trump-era NLRB final rule, which reinstates the traditional joint employer standard and provides clear criteria for companies to apply when determining status, which is especially important for industries such as construction.</p>

REGULATION	ABC ACTION	STATUS AS OF DEC. 31, 2020	DESIRED OUTCOMES
DOL: JOINT-EMPLOYER STATUS	<ul style="list-style-type: none"> Submitted comments Supported legislative efforts Worked with stakeholder coalition 	<ul style="list-style-type: none"> DOL issued a final rule in January 2020 that went into effect on March 16 On Sept. 8, a New York district court ruled parts of the final rule illegal A business coalition that includes ABC intervened in the case, and ABC's general counsel handled the intervention filings The litigation is ongoing 	ABC is disappointed that a federal court struck down key sections of the ABC-supported rule, which promised to bring additional clarity to a confusing area of the law, help alleviate unnecessary barriers to and burdens on contractor and subcontractor relationships throughout the construction industry, reduce needless litigation and encourage innovation in the economy. ABC believes the judge got it wrong on both procedural and substantive grounds.
OLMS: LABOR ORGANIZATION FINANCIAL DISCLOSURE REPORT	<ul style="list-style-type: none"> Submitted comments Worked with stakeholder coalition 	<ul style="list-style-type: none"> The Trump DOL issued a proposed rule in 2020 ABC submitted comments in support of the proposed revisions as part of the Coalition for a Democratic Workplace DOL is expected to issue the final rule in 2021 Its fate is unclear under the Biden administration 	The ABC-led CDW supports the Trump DOL's proposed changes to provisions of the Labor-Management Reporting and Disclosure Act of 1959. It is unlikely the Biden administration will issue a final rule implementing these changes, but ABC will continue to support revisions to increase greater transparency for union members, employers and the general public to fully understand a union's financial health, investments and expenditures.
CEQ: NATIONAL ENVIRONMENTAL POLICY ACT	<ul style="list-style-type: none"> Submitted comments Supported legislative efforts Worked with stakeholder coalition 	<ul style="list-style-type: none"> The Council on Environmental Quality issued a proposal updating and modernizing its NEPA regulations in 2020 ABC submitted comments in support of the proposed revisions CEQ issued a final rule in July 2020, which became effective on Sept. 14 	As construction businesses recover from the COVID-19 pandemic, ABC supports the modifications in CEQ's final rule for reducing costs and speeding up project approvals so that hardworking U.S. workers can get back on the job quickly and safely.
SBA: PAYCHECK PROTECTION PROGRAM	<ul style="list-style-type: none"> Submitted comments Supported legislative efforts Worked with stakeholder coalition 	<ul style="list-style-type: none"> SBA and Treasury implemented the Paycheck Protection Program following passage of the CARES Act in March 2020 SBA and Treasury issued various revisions to the PPP throughout the year, which included changes to PPP loan forgiveness, payment deferral and more Following passage of a COVID-19 relief package in December, roughly \$810 billion in PPP funds were made available 	ABC supports the agencies' revisions to the PPP and urges them to take further action in order to assist small businesses. ABC will continue to support expansion of loan eligibility to 501(c)(6) organizations and additional clarity and guidance on various PPP processes, such as loan forgiveness, auditing and more.
EPA: WATERS OF THE UNITED STATES	<ul style="list-style-type: none"> Submitted comments Supported legislative efforts Worked with stakeholder coalition Met with regulators 	<ul style="list-style-type: none"> EPA and the U.S. Army Corps of Engineers issued a final rule in 2020 On June 19, a Colorado district court blocked the final rule from going into effect in that state. The rule became effective in all states and jurisdictions except Colorado on June 22 	ABC supports the efforts of EPA and the Corps under the Trump administration and has long advocated for a definition of WOTUS that protects the nation's waterways while providing clear regulations for business owners to follow.

PROFITABILITY

ABC helps members understand the changing business landscape, save money and work with trusted partners.

Southwire Strategic Partnership Delivers Safe, Innovative Electrical Solutions

ABC's strategic partners help contractors with tough construction challenges. Electrical manufacturer Southwire provides ABC chapters and contractor



Southwire®

members with electrical solutions and education on Southwire's cutting-edge products for electrical craft professionals, instructors and apprentices. In 2020, Southwire donated cable pulling and bending kits to 10 ABC chapter apprenticeship training programs to improve student safety and productivity.

abc.org/strategicpartners

Technology and Innovation Initiative Helps Contractors Transform the Construction Process

ABC kicked off an initiative to provide contractor members with better access to the tech



community and insights on the inherent value of tech. The ABC Tech Alliance, a consortium of firms that create digital solutions for construction, was created to introduce small and mid-sized member contractors to technology solutions for field collaboration, safety analytics, job data and project management, among others. The Tech Alliance will also offer beta testing, free technology programs and educational webinars for members, and provide ABC's chapters access to technology products currently used in the field.

abc.org/techalliance

ABC Tracks Construction's Rebound From Pandemic Lows

ABC's Construction Backlog Indicator and Construction Confidence Index provided valued insights on the impact of the COVID-19 pandemic and the outlook for economic recovery. In December, the CBI rebounded modestly to 7.3 months and CCI readings for sales, profit margins and staffing levels increased. The sales index climbed above the threshold of 50, indicating contractors expect to grow sales during the next six months. "The Bottom Line With ABC Chief Economist Anirban Basu" video reports debuted in

September with timely insights on ABC's key economic indicators and analysis of government reports on GDP, construction spending, materials prices and jobs.

abc.org/economics

Member Savings Top \$33 Million From Discount Programs

GM, Verizon and FedEx were among the most popular business partners with members.

abc.org/discounts

Construction Executive Keeps Members Informed

Construction Executive pivoted its editorial coverage to COVID-19 in its print magazine, *CE This Week* newsletter and webinars, shattering records for open rates and attendance. The magazine won an Azbee Award for its 2019 CE Photo Contest social media campaign.

constructionexec.com



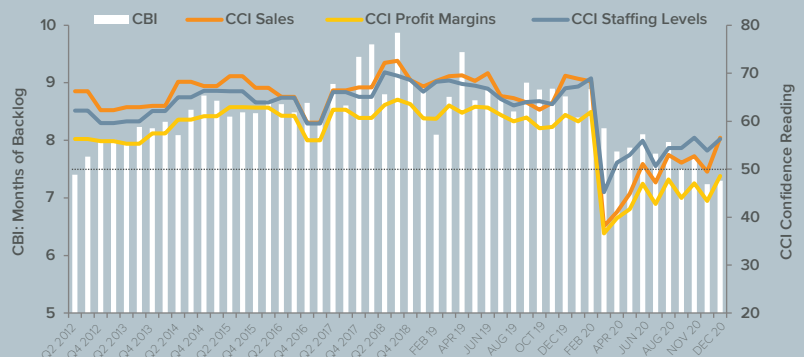
Insurance Trust Holds Rates Steady

The ABC Insurance Trust extended its dental rate guarantee to 2024. In a first for a national association plan, the Trust's rates have not increased in 10 years.

abcinsurancetrust.org



ABC CONSTRUCTION BACKLOG INDICATOR & CONSTRUCTION CONFIDENCE INDEX, 2012-2020



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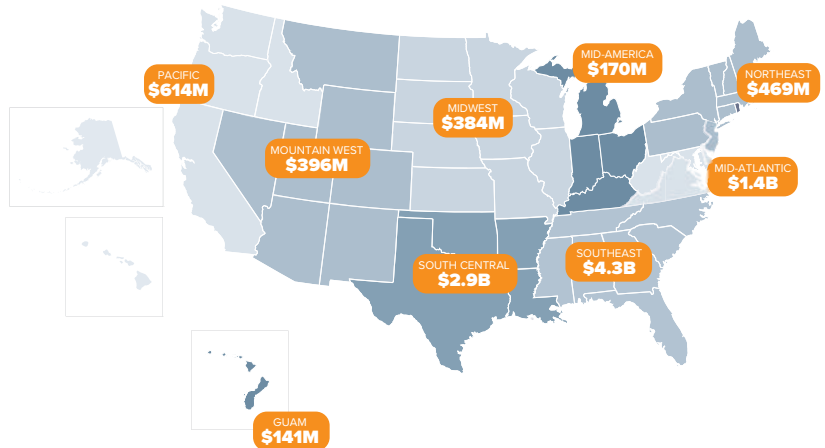
COMMUNITY

From award-winning projects to community service, ABC members build America.

Excellence in Construction Awards Honor \$10.8 Billion in Projects Across the Country

Each year, ABC recognizes the best merit shop construction projects and contractors at the Excellence in Construction® Awards. From emergency COVID-19 health care facilities and U.S. embassies to military command vessels and baseball stadiums, ABC members built more than 150,000 square feet of award-winning space covering almost 700,000 acres. In 2020, nearly 90 projects were selected for national honors based on complexity, attractiveness, unique challenges, completion time, workmanship, innovation, safety and cost.

abc.org/eic



ABC Western Michigan Hosts Socially Distanced Excellence in Construction Awards

Chapters innovated to celebrate the best in merit shop construction during the COVID-19 pandemic, including ABC Western Michigan's entertaining video of Excellence in Construction award-winning projects presented at a drive-in theater.



Robins & Morton Helps Florida Communities Build Pandemic Health Care Capacity

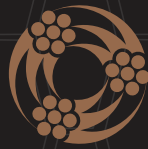
Robins & Morton converted a conference space to a 56-bed patient overflow triage space at Memorial Regional Hospital in Hollywood; assembled an external testing and triage site at Broward Health North in Pompano Beach; and constructed an alternate care facility at the Miami Beach Convention Center.



#ABCMeritShopProud: Nearly 10,000 Posts in 2020 Tell Our Story

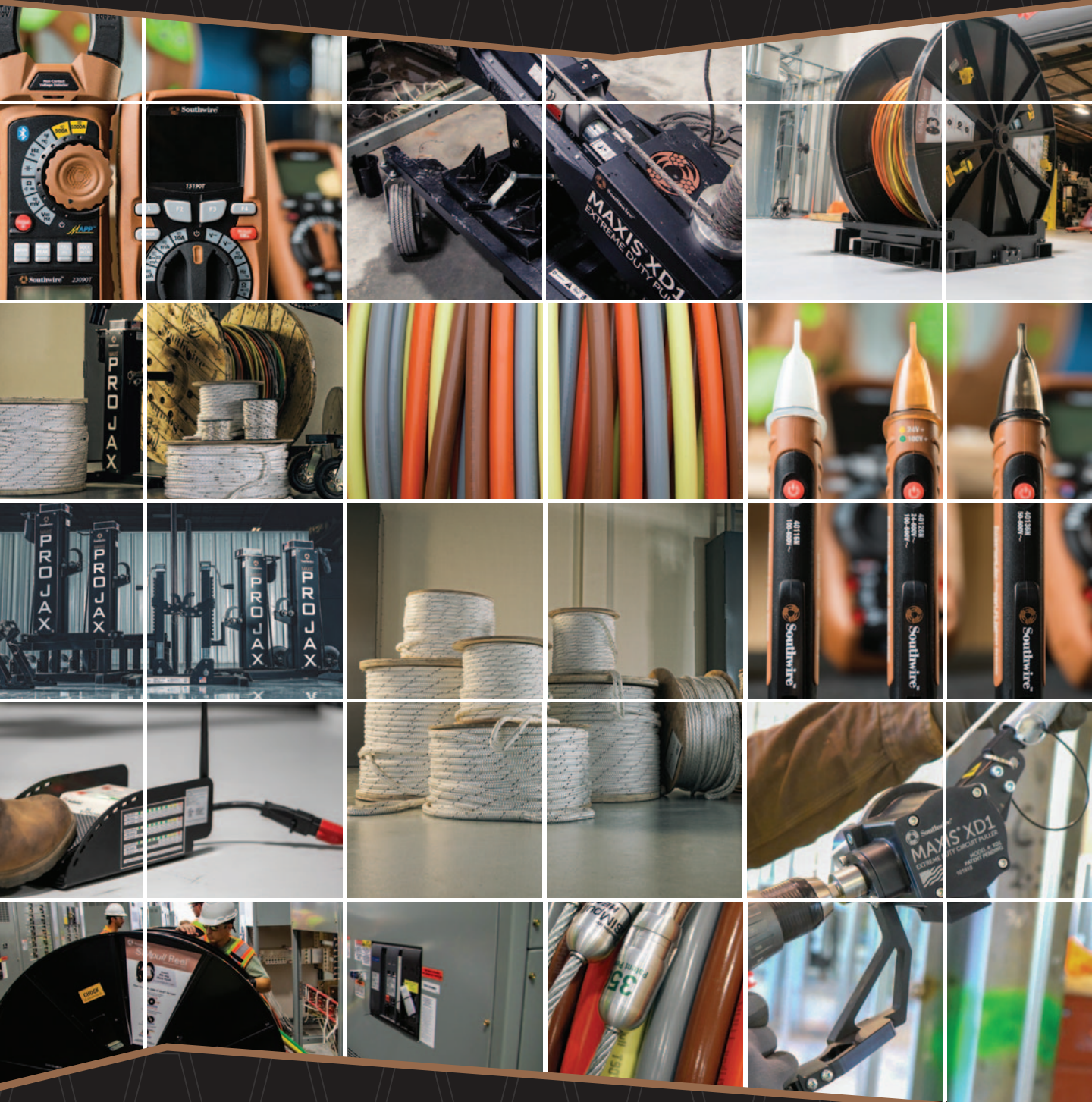
Positive messages about the merit shop construction industry and our commitment to safety, service, workforce development and more educate the public about ABC chapters and members working to better their communities.

ABCMeritShopProud.org



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WHAT'S NEXT

STEVE KLESSIG

2021 Chair of the ABC Board of Directors

ABC has led the construction industry in safety, total human health, workforce development, world-class construction projects, inclusion, political advocacy and building America for 70 years. I feel immense pride as I reflect on our rich history and the many accomplishments detailed in ABC's 2020 Year in Review.

This diverse history of shared wins and industry advancements builds on the principles and beliefs fundamental to our association. Our core values call upon each of us to embrace the ideals and practices that are essential to the prosperity and equity of opportunity for everyone in our country, regardless of their race, creed or political affiliation. As ABC embarks on our next 70 years, we will continue to advance the principles of the merit shop philosophy to overcome any systematic inequity of opportunity. This message of inclusion, diversity and equality gives every person an opportunity to pursue the American dream.

Our industry is well on the way to a strong comeback from the savage recession unleashed by the COVID-19 pandemic, having already recovered three-quarters of the jobs lost in 2020. Yet an existential threat to our businesses, livelihoods and workforce looms in 2021: Efforts are underway to exclude merit shop contractors and their employees from competing for public works projects nationwide. This exclusion could destroy fair and open competition for all, and we are committed to fighting for equity of opportunity for our members and our industry.

ABC will continue to advocate for sound legislation and policies that are aligned to create the conditions for every individual to achieve their career dreams in the construction industry. Together, 21,000 member companies strong, we can continue to develop people, win work and deliver that work safely, ethically and profitably for the betterment of the communities in which we live and work.

2021 EVENTS



ABC CONVENTION

Excellence in Construction® Awards

March 9-10

Grapevine, Texas

abcconvention.abc.org



ABC USERS SUMMIT

May 12-14

Dallas

userssummit.abc.org



ABC LEGISLATIVE WEEK

Inclusion, Diversity and Equity Summit

Legislative Day

Young Professionals Symposium

June 14-16

Washington, D.C.

legislative.abc.org



ABC LEADERSHIP INSTITUTE

Nov. 10-11

North Miami, Florida

leadership.abc.org



