



GLOBAL RECOVERY INITIATIVES FOUNDATION

Michael D. Bellaman
President and CEO
Associated Builders and Contractors
440 1st St. NW, Suite 200
Washington, D.C. 20001

Dear Michael,

On behalf of Global Recovery Initiatives Foundation, we are pleased to inform you that Associated Builders and Contractors was approved by our Board of Directors in December for national certification as a Recovery Friendly Workplace (RFW) through our National Recovery Friendly Workplace Institute. This rigorous certification recognizes your organization's commitment to fostering a supportive environment for employees in recovery from substance use disorders (SUD), as well as their loved ones.

The current and incoming administration are supportive of our efforts to address ways to assure that individuals with SUD get the same level of early access to treatment and recovery supports as other medical conditions would. There are 14 million people in recovery working full time and 23 million with active SUD, many of whom are also working full time, that we hope through this certification will find in their workplace the culture and supports they need to seek and maintain recovery. Through this certification, your company is being recognized as a leader in this space, while breaking the stigma of SUD and mental health, positively impacting the bottom line, and improving worker satisfaction and productivity.

This milestone is the result of the diligent efforts of Greg Sizemore, Haley Moyers, and their colleagues, who successfully completed the application process on behalf of your organization. Their work demonstrated Associated Builders and Contractors's adherence to the required standards across the four key categories:

- **Culture:** Promoting a recovery-friendly workplace with supportive policies and leadership.
- **Hiring, Retention, and Advancement:** Supporting fair hiring practices and employee wellness.
- **Benefits:** Providing accessible and equitable resources for recovery and mental health.
- **Education and Awareness:** Ensuring staff are informed and trained to support recovery initiatives.

This certification signifies Associated Builders and Contractors's leadership in advancing workplace inclusivity and support for recovery, setting an example for other organizations nationwide.

We commend your team's dedication to this important initiative and look forward to seeing the positive impact it will have on your employees and the broader community. Please do not hesitate to reach out if there is any way we can support you in your continued efforts to sustain this exemplary workplace culture.

There will be a public announcement of your certification in February. Congratulations, once again, on this outstanding achievement!

Sincerely,

Cathie Hartnett
Executive Director
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Andrea Barthwell, MD, DFASAM
Board Chair
Global Recovery Initiatives Foundation