

Stronger & Better

2022
ANNUAL
REPORT



CONSTRUCTION[®]
READY

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A Message from the President & CEO

Stronger and Better Because of the Discomfort

There is a fascinating Ted Talk entitled, "Why Comfort Will Ruin Your Life," by Bill Eckstrom. His theory is that the only way to sustain growth in life is through discomfort and complexity.

Well, if this is true, we should all be giants after these last few years, right?

I do like the theory and believe it's important, especially for leaders, to learn to embrace change and discomfort.

For example, I believe this may be part of the explanation for Construction Ready's growth over the last three years. Our organization had a record performance this past year in terms of revenue and impact, especially in the K-12 space. We've grown our TEAM to more than 25 full time employees and this past year, we helped more than 2,000 new people begin a career in construction.

As I think back to March 2020, when COVID thrust the world into chaos, it definitely complicated our work here at Construction Ready.

With K-12 schools shut down throughout the country and our pre-apprenticeship program unable to operate due to safety concerns, you can bet we were uncomfortable and wondering how we were ever going to achieve our mission!

But, our Construction Ready TEAM went to work and started developing creative ways to inspire and educate potential apprentices, while providing training and accreditation throughout the state of Georgia and beyond. We discovered new (to us) resources like Teams and Zoom; Career Safe's Online OSHA 10-Hour certification and NCCER Connect.

We identified and forged partnerships with new, creative organizations like Be Pro Be Proud and Junior Achievement.

And in some cases, we even created our own new programs, like Little Builders and our soon-to-be-released Construction Ready Platform that will help us efficiently connect job seekers and employers in the construction industry.

I suspect much of this would not have happened without all of the change and discomfort we've experienced in our world over the last three years.

I am proud of our TEAM for navigating this crazy moment in history. I am thankful to our funders and our board of directors for sticking with us and guiding us through the chaos and change, even while dealing with challenges and discomforts within your own organizations. I am thankful to our teachers and students, the hardest hit over the last few years, for allowing us to serve.

It's been a strange, complicated, uncomfortable few years, but we are stronger and better because of it.

Scott Shelar
President & CEO



[Construction Ready] had a record performance this past year in terms of revenue and impact... we helped more than 2,000 new people begin a career in construction."

Scott Shelar
President & CEO

About Construction Ready

At Construction Ready, we believe the skilled trades should be just as celebrated as careers requiring a four-year degree. That's why we train people for great-paying, entry-level construction jobs—so they can earn a comfortable living, do work they enjoy, and build fulfilling careers without the burden of student loan debt.

We're a 501(c)3 non-profit organization created in 1993 as the Construction Education Foundation of Georgia (CEFGA). In 2022, we became Construction Ready, a name taken from our flagship construction training program.

Our organization came together when leading construction industry leaders recognized a need for quality construction skills training in Georgia. Skilled labor was then—and remains now—a primary need in the construction industry.

2021-2022 Board of Directors

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Tim Tracy
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MetroPower

Construction Ready Leadership & Staff

Leadership



Scott Shelar
President & CEO

Scott joined Construction Ready (formerly CEFGA) in 1998. Under his leadership, Construction Ready has received national recognition for its annual CareerExpo and SkillsUSA State Championships, which draws more than 7,000 attendees annually; and its Construction Ready Program, which has trained and placed more than 500 residents in the construction industry since 2014.



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Nichole Shanks
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Anthony Welch
Associate Director, Training and Site
Management, Pre-Apprenticeship

Veda White
Director, Admissions
& Community Impact

Amy Wilhoite
Director, K12 Operations

Construction Ready K12

The K12 Pipeline supports construction, metals, and drafting programs in **elementary, middle, and high schools** across the state by working with teachers, counselors, work-based learning coordinators, CTAE administrators, legislators, the Georgia Department of Education (GaDOE), and industry partners to supply a sustainable skilled trade workforce to the construction industry. The program benefits young people by delivering unprecedented opportunities and economic mobility.

Thanks to a groundbreaking \$5.7 million investment in the K12 Pipeline by The Marcus Foundation, The Arthur M. Blank Family Foundation, and The Home Depot Foundation, our "Introducing the Next Generation to the Skilled Trades" initiative is building the construction workforce while delivering valuable in-demand skills to students and connecting them to clear career pathways in the skilled trades.



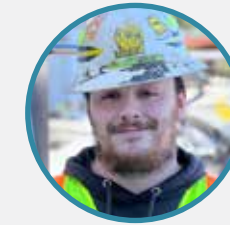
K12 Metrics



Success Stories (2021-2022)

Jonathan Elher

A 2018 Graduate of the Kennesaw Mountain High School construction program, Jonathan was hired at CW Matthews Contracting Co in 2018 and now foreman of an asphalt milling crew with a company truck and full benefits.



Aria Lavender

Aria graduated from the Roswell High School construction program in 2021. She is currently enrolled in the Kennesaw State University Construction Management Program and is a teamworks captain and incredible leader.



Kaiveon Jones

Graduate Update! A 2018 graduate of the Cross Keys High School construction program and former K12 Pipeline Graduate of the Year, Kaiveon completed Anning-Johnson's carpentry apprenticeship program and is now a Safety Manager.



Employer Spotlight

You've Got To See It To Be It

Recognizing **Spier Electric** and **Parrish Construction** for their engagement of Central Georgia programs and leadership in youth hiring.

Parrish Construction and Spier Electric held a parent outreach program in partnership with the local Work-Based Learning Coordinator, Sandi Couliard. The companies then hosted a job site visit for over 140 students. Spier has been a leader in youth employment and, as a result of the job site visit, hired 10 students from the Houston County Career Academy.

Parrish, as a General Contractor and collaborator with many high school programs, encouraged their trade partners to showcase a project they were building as a way to introduce the next generation to the skilled trades.

This collaboration, and organizations Parris and Spier who are dedicated to youth development, greatly impact the workforce and drive opportunity and access for our young people.



CareerEXPO & SkillsUSA State Championships



Construction Ready's CareerExpo links students directly to professionals in the areas of construction, utility contracting, highway contracting, electrical contracting, mechanical contracting, energy, mining and more. The CareerExpo features hands-on displays that allow students to engage with industry leaders, equipment and materials, and tap into their unique skills and interests. The event also features the SkillsUSA State Championships, a competition in which students showcase their skills in a number of construction-related disciplines.



Construction Ready Pre-Apprenticeship Program

This 20-day training program promotes construction as a career with focused, intensive training and the placement of graduates in stable construction jobs with advancement potential. Earning up to eight industry-recognized credentials, graduates are trained, credentialed, and ready to work upon completion of the program.

Success Stories (2021-2022)

Robert Johnson

In July of 2021, Robert Johnson received a Graduate of the Year Award at the Construction Ready's Craft Pro Champion Awards breakfast. He had been employed with Holder Construction since his 2016 graduation from pre-apprenticeship training at Construction Ready's Westside Works location.

At Holder, he steadily worked his way up from an entry-level labor position to become a certified rigger and skid steer loader operator. His journey to the life he enjoys today—a fulfilling career, a home in Lithonia, and a happy marriage—has been “one heck of a ride,” he says.

Prior to that, Robert spent time in prison in his native Louisiana. Upon his release he joined his fiancé and son in Atlanta, where he learned about Construction Ready while struggling to get back into the working world.

“It was hard to find anything with my background and my age,” he says. He was motivated to complete the pre-apprenticeship program “because I really didn't have any more options. I said, ‘You've got to finish this and see how it plays out.’ And it played out real well.”

Today, Robert is an advocate for the training program that made such a difference in his life. As he observes, “Construction Ready says, ‘We know you don't have the skills, we know you don't have the background, but we're willing to help you.’ I want people to know that there's somebody out there who cares.”



Construction Ready says, ‘We know you don't have the skills, we know you don't have the background, but we're willing to help you.’”

Robert Johnson

Credentials

Construction Ready participants earn the following credentials:

- NCCER Core Credential
- First Aid / CPR / BB / AED Certification
- Powder-Actuated Tool Certification
- OSHA 10-Hour Card
- Laser Tool Certification
- Forklift Safety Awareness
- ATSSA Utility Flagger Certification
- Competent Person Training in Fall Protection



Harrison Puckett

In summer of 2021, Construction Ready launched a series of pre-apprenticeship classes for newly graduated high school students. Identical to existing adult training classes in the program (20 days, fully funded, eight credentials, and the potential for immediate employment) the new classes were held at multiple locations around Georgia and gave young men and women the opportunity to go from high school directly into the skilled labor workforce.

Harrison Puckett, a 2021 graduate of Apalachee High School, learned about Construction Ready from a school counselor as his senior year was ending. He enrolled in the Barrow County class, graduated in July 2021, and was hired right away by electrical contractor Inglett & Stubbs.

“It was awesome,” Harrison says of his experience in Construction Ready pre-apprenticeship training. “The teachers were amazing, and just amazing people in general. Everybody was so nice, and they helped me get a job, which is probably my favorite part—I got a job out of it.”

That job, Harrison says, has provided day after day of opportunities to learn and grow as a young professional.

“My life after Construction Ready is awesome,” he says. “I have an amazing job. I'm in their apprenticeship program to be an electrician. I learn something new every single day. I love it.”



My life after Construction Ready is awesome. I learn something new every single day. I love it.”

Harrison Puckett

Metrics (2014-2022)



Classes

Total Graduates:

1,332

Credentials Earned:

10,656

Total Classes

104



Placement

Placement rate of graduates since 2014:

97%

Graduates still employed after 365 days:

70%



Graduate Earnings

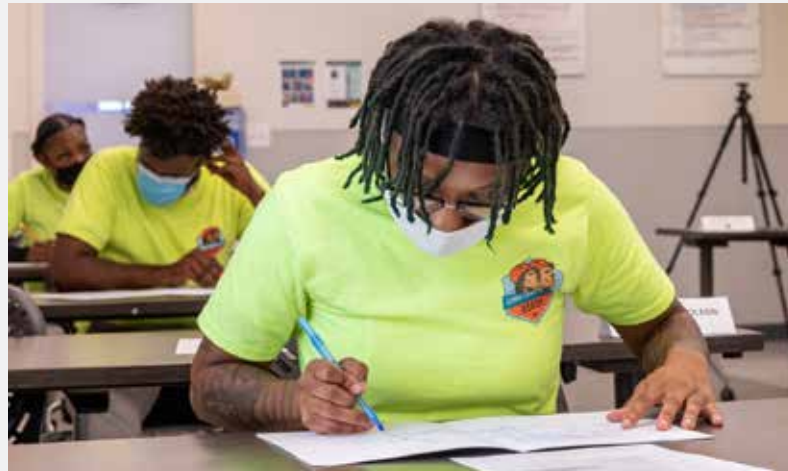
Total wages earned by graduates since 2014

\$100M+

Starting range of pay for graduates (per hour):

\$13-17





Isaiah Harris

Isaiah Harris' interest in construction was sparked when he was a young boy living in Boston, Massachusetts. Years later, after moving with his family to Stone Mountain, that interest was rekindled when he was surrounded by ongoing construction projects at Hartsfield-Jackson Atlanta International Airport, where he worked in a hospitality position.

Having heard about Construction Ready training, Isaiah enrolled at the Westside Works location, graduated in early 2021, and was hired by a local contractor, MAC Construction, for an entry-level buckhoist operator position. Always eager to learn, he entered Construction Ready PLUS for further training. Isaiah's attitude, work ethic and thirst for knowledge paid off—by summer of 2021, he had been promoted to a labor foreman position.

"I was looking for some type of construction program that would help me continue to build my knowledge, and I found that with Construction Ready," Isaiah says. "It was a really great feeling to find a program like this where you can buckle down and in a month's span, get so much helpful information that you need and can use out there. You really can't ask for a better opportunity than that."

"It has helped dramatically," he continues. "It's hard to put into words. It helped me realize what I was missing out on in life, career-wise. It put that passion back into me to actually go out there and do what I need to do to succeed in life."



It put that passion back into me to actually go out there and do what I need to do to succeed in life."

Isaiah Harris

Xavier Nylander

Construction Ready students often come to the program through word-of-mouth. In Xavier Nylander's case, it was his own father, Emil, who completed the Construction Ready program first.

After seeing his father go through pre-apprenticeship training, Xavier enrolled a few years later. He was hired by Anning-Johnson Company, where he continued to refine his skills through the firm's in-house training program. He also completed the advanced Construction Ready PLUS training to earn additional credentials and gain skills in areas such as blueprint reading, site layout, and advanced tools.

Xavier's interest in construction dates to his time as a student at Cobb County's Osborne High School. Years later, when he finished Construction Ready and met with prospective employers at the program's hiring fair, he recognized Anning-Johnson representative Edwin Parra, who had spoken at one of his high school classes.

Today Xavier is not only learning the work of drywall and framing, he's also a better manager of his personal finances.

"I had a job before Construction Ready, but I wasn't able to have a car," he says. "Once I got a job [through Construction Ready], I started managing my money better and I was able to buy a car for the first time. Construction Ready got me on my feet."

**! Many more Success Stories on our website!
www.ConstructionReady.org/success-stories**



Once I got a job [through Construction Ready], I started managing my money better and I was able to buy a car for the first time.

Xavier Nylander

Construction Ready PLUS

A Construction Ready graduate that meets the 90-Days employment criteria is offered the opportunity to take (14) advanced credential courses that are offered online and in-person. Sponsored by The Home Depot Foundation, Construction Ready PLUS courses include:

- OSHA 30-Hour Construction
- Crane Competent Person (Subpart CC)
- Confined Space Competent Person (Subpart AA)
- Excavation Competent Person (Subpart P)
- Scaffold Competent Person (Subpart L)
- Steel Erection Competent Person (Subpart R)
- Georgia 811 / Damage Prevention
- Lock Out / Tag Out
- Silica Competent Person
- Respirator Safety
- How to Handle an OSHA Inspection
- OSHA Record Keeping
- Hazard Communications / GHS
- NCCER Crew Leadership



Construction Ready Champion's Awards

Created in partnership with Atlanta CareerRise, the Construction Ready Champion Awards recognize field-level employees and companies who are investing in those employees to ensure long-term success in the construction industry.

2021-2022 Champion's Award Winners:

K12 Pipeline

Graduate of the Year:

Recognizes a graduate of a high school construction program who is excelling, advancing, and thriving in the construction industry.

Samantha Boedicker

Houston County Career Academy ('21)

Kaiveon Jones

Cross Keys High School ('19)

Teacher of the Year:

Recognizes a Georgia educator who excels at teaching valuable industry skills and inspiring students to pursue a career in the construction industry.

Greg Harrell

Bainbridge High School

Jim Steel

Harris County High School

Employer of the Year:

Recognizes an employer for working with local elementary, middle, and/or high school construction programs to make students aware of careers in construction and connect them with career opportunities.

Ace Electric, Inc.

C.W. Matthews Contracting Company

R3Construction Counselor Awards

Rewards school counselors who rethink, redirect, and refocus awareness to Georgia's in demand construction careers.

Platinum Impact Award:

Bridget Zokovitch

DeKalb High School of Technology

Gold Impact Award:

Jonathan Phillips

Harris County High School

Silver Impact Award:

Dr. Catherine Roberts

Lovejoy High School

Circle of Excellence Impact Award:

Heather Prezello

Red Top Middle School

Honorable Mention Impact Award:

Rod Metcalf

Woodstock Middle School

Construction Ready

Graduates of the Year:

Recognizes program graduates who have been with their company at least two years and are excelling, advancing and thriving in the construction industry.

Marshanda Ferrell

ABC Traffic Solutions

Donald Grant

UJAMAA Construction

Michael Hood

Skyline Forming

Robert Johnson

Holder Construction

Employer of the Year:

Recognizes a company for hiring, retaining, and effectively developing Construction Ready graduates.

Anning-Johnson

Craft Pro Champion Employer

Recognizes companies for their ongoing use of workforce development strategies that promote field-level career progression and provide workers with accessible training and skills development opportunities.

McCarthy Building Co.

Special Leadership Awards

Leadership in Education:

Stacy Perlman

Mountain Park Elementary School

Leadership in Industry:

Mike Dunham

AGC Georgia



Work with Women

For women, the construction industry is full of promise. In recent years, a growing number of women have joined the construction workforce and are making a big impact.

With a nearly non-existent pay gap, vast support networks, variety of career opportunities, and a strong culture of promotion from within, there is a lot of opportunity for women to succeed. With Construction Ready's 20-day, no cost, training program women can enter the industry and thrive.

Across the United States, women earn approximately 84% of what men earn. In the construction industry, women earn 99.1% of what men earn.

Women's Success Stories

Louvenia Atkins

Standing behind a registration desk and checking in hotel guests is a markedly different line of work from standing beside a busy road, flag in hand, and making sure motorists obey the necessary instructions.

Louvenia Atkins enjoyed a 15-year career in the hospitality industry before her workplace, a hotel in Buford, closed in 2020. Through Construction Ready, she was able to pivot to a new career as a flagger with Marietta-based Baldwin Paving.

Louvenia graduated from Construction Ready's pre-apprentice training at Westside Works in August 2020. In 2021 she enrolled in and completed the advanced Construction Ready PLUS curriculum. She never envisioned a career in construction, but after some initial hesitancy in stepping outside her comfort zone, she's come to embrace her new vocation.

"I needed a job," says Louvenia, who learned about Construction Ready through the Workforce Innovation and Opportunity Act (WIOA). "They said, 'Well, there's this class.' I had been in hospitality for so long, but I thought, 'Maybe I can change careers.'"

She did just that, and today, she says, "I really enjoy my job. Construction Ready has helped me tremendously. I told my daughter she needs to go through it, too. I advised one of my friends to go through it, and she did, and now she works in plumbing, and she just bought a new car."

Toni Byrd

After Toni Byrd went through Construction Ready's pre-apprentice training, she used her newfound skills, and self-confidence, to launch her own business, named Toni Fixed It.

Toni learned about Construction Ready when her sister passed along a flyer. With her interest piqued, she recalls thinking, "Hey, maybe this program is for me." She signed up, but she initially found it to be a struggle.

"When I first got into Construction Ready, I felt everybody was against me," she remembers. "But as I went through the journey, I realized everything that I went through made me stronger, including everything before Construction Ready. Everything contributed to the new person that I am today, which is



I really enjoy my job. Construction Ready has helped me tremendously."

Louvenia Atkins



...now I can take on anything that I put my mind to."

Toni Byrd

fearless, which is strong and which is goal-oriented. Previously, I didn't have a lot of motivation and a lot of courage, but now I can take on anything that I put my mind to."

Toni says she wasn't even aware of how transformational the experience was at the time. It was only in looking back that she understood how much stronger she had become.

"When I cried at graduation, that was the old Toni leaving and the new Toni coming in," she says. "My experience in Construction Ready was phenomenal. It taught me so much. It taught me more mentally, it taught me how to live out here, and it taught me to be more true to myself. I realized that everything I went through in this program made me into a better person and made me who I am today."

Marshanda Ferrell

When Marshanda Ferrell received a Construction Ready Graduate of the Year Award in July 2021, she took the opportunity to let the audience know her company was hiring.

As the Administrative and Hiring Manager for Doraville-based ABC Traffic Solutions, Marshanda recognized a networking opportunity when she saw it. She had come a long way since graduating from Construction Ready training in 2017 and joining RoadSafe Traffic Systems, in Conyers, as a flagger. She eventually took on an administrative role, then transitioned with her boss, Allan Minnig, when he launched ABC with a business partner two years later.

Now Marshanda is always on the lookout for new hires, including the Construction Ready graduates she regularly recruits as they complete the same training that paved the way for her to begin a new career.

"The program helped me a lot by showing me what it takes to keep a job," Marshanda says. "The fundamentals of having that job, the basics, giving me the [credentials] that I needed to obtain a job...the discipline-it taught me responsibility. It was wonderful."

Marshanda was surprised to learn she would be honored by Construction Ready for her career success.

"I was like, 'Really, me?'" she recalls. "I like going back and getting new hires [from Construction Ready], so that was the accomplishment for me; this is just icing on the cake. But I'm really happy. It was amazing."



The program helped me a lot by showing me what it takes to keep a job... The fundamentals of having that job, the basics, giving me the [credentials] that I needed to obtain a job... the discipline-it taught me responsibility. It was wonderful.

Marshanda Ferrell

Work with Women Metrics



Graduates

50
Female Graduates in 2021-2022

32%
of Total Graduates were Women



Demographics

33
Average Age

2%
Veterans



Background

84%
Clean Record

4%
Misdemeanor

2%
Felony

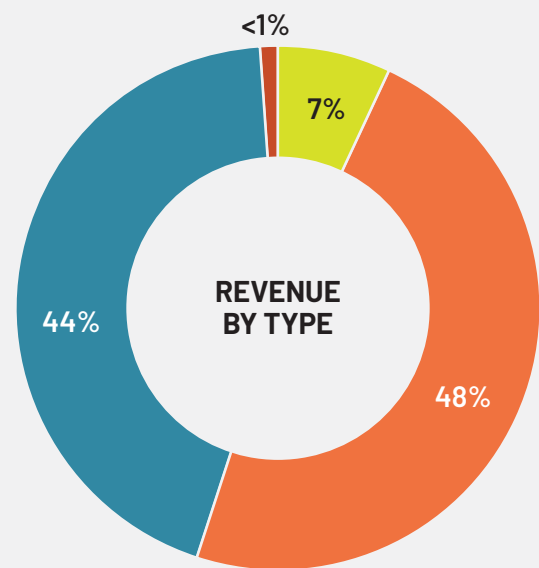
Financials

(July 1, 2021 - June 30, 2022)

Revenue

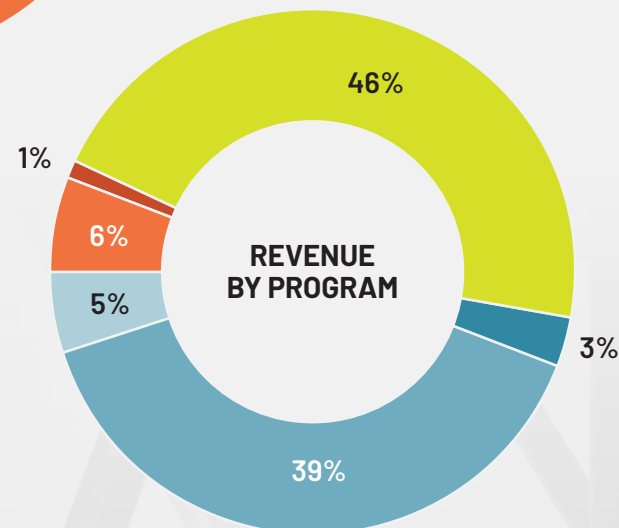
By Type

● Industry Support	\$316,433
● Private Grants	\$2,334,589
● Public Grants	\$2,068,156
● Donations	\$2,772
TOTAL.....	\$4,721,950



By Program

● CR Operations	
Private	\$269,896
● CareerExpo and SkillsUSA State Championships	
Private	\$2,500
Public	\$64,825
● K12	
Private	\$1,914,331
Public	\$243,735
● Pre-Apprenticeship: Florida	
Private	\$165,000
● Pre-Apprenticeship: Georgia	
Other	\$32,067
Private	\$45,000
Public	\$1,759,596
● Pre-Apprenticeship: Plus	
Private	\$225,000
TOTAL.....	\$4,721,950

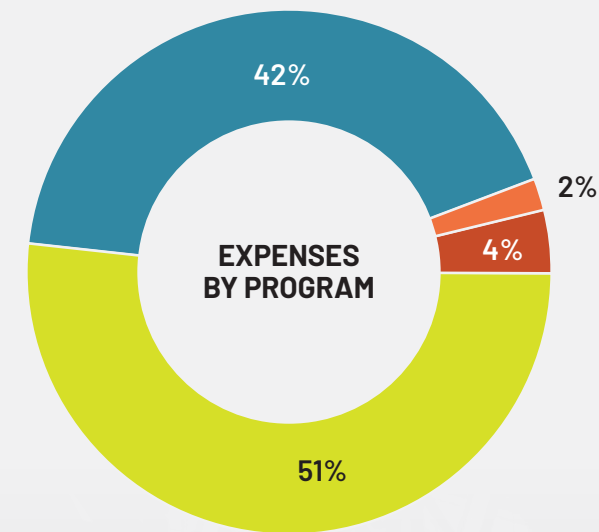


Expenses

By Program

● Operations	\$117,159
● CareerExpo and SkillsUSA State Championships*	\$246,822
● K12	\$2,769,190
● Pre-Apprenticeship (Florida, Georgia and PLUS)	\$2,248,766
TOTAL.....	\$5,381,937

* In 2022, SkillsUSA State Championships only. (CareerExpo was cancelled due to Covid).



Top Donors

Thank you to the following donors that played a large role in the success of Construction Ready during 2021-2022.

\$1.9 Million



THE ARTHUR M. BLANK
FAMILY FOUNDATION



\$500K+



Participating Companies

Construction Ready relies on the generous support and involvement of construction companies and other organizations throughout Georgia. A special thanks to each of these companies:

360 Specialties	Brent Scarbrough Construction	Eckhardt Group	Hudson-Ann Staffing Solution	NCCER - National Center Construction Education Research	Sheridan Construction
ABC Traffic Solutions	Brightview Landscape Development	ECMC Foundation	Hydro Excavators (HydroX)	NetPlanner Systems, Inc	Shumate Mechanical
Ace Electric	Building Earth Construction	ECS Southeast	IBEW	Network For Good	Skyline Forming
All-State Electrical Contractors	Building Talent Foundation	Ed Castro Landscape	Ideal Building Solutions	New South Construction	SNAP E&T Georgia
Allen + Batchelor	Buzzell Plumbing & Heating	England Thims & Miller	IES Communications, LLC	NexGen Utility Solutions	Southeast Connections
Allied Fence	C. W. Matthews Contracting Company	Envision Construction Services	Impact Development Management, LLC	Oglethorpe Power Corporation	Southern Mechanical Contractors
Alpha Insulation & Waterproofing	C.C.Owen Tile Company, Inc	ER Snell	Independent Electrical Contractors (IEC)	Old Castle	Southern States Millwrights
Amazon Smile	C.D. Moody Construction	ERA Labs	Inglett & Stubbs Electrical Construction	Oxford Construction	Specialty Finishes Inc.
Ameritech	Career Resource Center - Gwinnett Branch	F.S. Scarbrough Civil Contractors	Jacksonville Jaguars	Parker Young Construction	Spirit Construction
Anning-Johnson Company	Carpenters Local 225	Farrell Brothers Marine Construction	JE Dunn Construction	Pas Reform North America	Steel LLC
AnSCO & Associates	Central State Manufacturing	First Step Staffing Inc.	John D. Stephens, Inc.	Patriot Crane & Hoist	Sunbelt Rentals
AQC Traffic Control	Chinchor Electric	Fitzgerald & Sons Plumbing Co.	Jolley Masonry Contractors	Pellicano Construction	Superior Construction
Archer Western	The Circle Group	Four Hats	Kiewit	PeopleReady	Superior Plumbing
Art Plumbing	Clayton County Public Schools	GA Department of Education	Kind Sir Construction	Petticoat-Schmitt Civil Contractor, Inc	Technical College System of Georgia
Arthur M. Blank Family Foundation	Columbus Water Works	Gainesville Mechanical	L.E. Schwartz & Sons	Phillips Corporation	TIC (The Industrial Company)
Associated General Contractors of Georgia	The Conlan Company	Gemo's Framing	Lindsey Windows & Doors	Piedmont Construction Group	Tindall Corporation
Astra Group	Construction Clean Up Specialists	Georgia Power - A Southern Company	LRA Constructors	Plumbing-Heating-Cooling Contractors Association of Georgia	Tractor & Equipment Company
Atlanta Carpenters Local Union 225	Covenant Plumbing	Gold Mech	LTI	Precision 2000	TT Marine & Industrial
Atlanta Electrical Contractors Association (AECA)	CPP (Inglett & Stubbs)	GP's Enterprises Inc.	The LuluMa Foundation	Precision Concrete Construction, Inc.	UBC Millwrights Local 1263
Atlanta Structural Concrete (ASC)	Crabapple Landscape	Gwinnett Co. Dept. of Water Resources	Luck Stone	Precision Pipeline Solution	UGA Facilities Management
Baldwin Paving	CSRA Regional Commission	Harrison Contracting Company	M.A.C. Construction	Primus Builders Inc	Ujamaa Construction
Batson - Cook Company	CT Mechanical	Haskell	M&M Mechanical Of GA Inc.	Pyramid Masonry Contractors	Ultra Commercial Interiors
Ben Hill Roof	CTCS	HB NEXT Corporation	Macuch Steel Products	R.D. Brown	Vos Electric
Benning Construction Company	Cutting Edge Built	Head's Plumbing	Magbee Contractor Supply	Rangewater Real Estate	Vratsinas Construction (VCC)
Benton-Georgia	CW Matthews	Hearts & Hands Restoration	The Marcus Foundation Inc.	RB Baker Construction	Vulcan Materials Company
Brasfield & Gorrie	DPR Construction	Hill Mechanical Plumbing	Marek Interior Systems	Ready Mix USA, LLC.	Wayne J. Griffin Electric
Brasfield & Gorrie Florida	Eastern Corp	Hogan Construction	Massana Construction	Reeves Construction Co	Wiginton Fire Systems
	EC Electric	Holder Construction Company	McCarthy Building Companies	Renfroe Construction Co.	Winter Construction
	Eckardt Electric Company	The Home Depot Foundation	McKenney's	Roof Depot	Work Source Cobb
			McKnight Construction	SafeAire	Work Source Dekalb
			Mechanical Contractors Assoc	Schnabel	Work Source Fulton
			MetroPower/PPC Foundation	SD&C Inc.	WorkSource Atlanta
			MidSouth Roof Systems	Sellers Construction	Yancey Brothers
			Miller Electric	Shade Systems	Zurix Roofing Systems
			Milton Ventures		
			Mock Plumbing & Mechanical		



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