Annual Report

2020

The Voice of the $171 Billion Electrical Construction Industry
VISION

Empowering Lives and Communities

MISSION

★ Deliver exceptional value for our members through relentless focus on their success
★ Attract, develop and retain the best talent
★ Collaborate with world-class partners to advance our industry
★ Foster member relationships

CORE VALUES

★ Customer Focused: Our customers are our members
★ Leadership: To be the driving force to shape our industry
★ Partnership: NECA and its Chapters will collaborate to deliver optimal value for our members
★ Accountability: We measure what we do with a commitment to continuous improvement, transparency and integrity
★ Excellence: The standard by which individual and team performance is measured and rewarded
★ Innovative: A declaration to be more effective through delivering creative solutions
★ Stewardship: Invest in our people and industry to leave our world a safer and better place for future generations
★ Community: To share experiences, ideas and have fun
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It would be impossible to begin any report of 2020 without acknowledging what an unprecedented and challenging year it has been, and that goes for everybody, in every profession, all around the globe. All of us had to face the challenges that we took on as an industry this year, including a radical shift in how we do our work. That also led us to implement a strategy that we had developed in 2019, which enabled us to serve our members at the highest level possible.

Early on, as the coronavirus pandemic continued to surge, a simple tagline became a common refrain among NECA staff: “We Got This.” This has been our approach to every obstacle this year—we truly believe that at NECA, our staff, our members, and our partners around the industry are able to take on any challenge and find a solution that not only gets us through difficult times, but in an even better place when we come out the other side.

Even in the midst of a near-national shutdown, the work of electrical contractors in the United States was deemed essential. Our member companies had to learn on the fly how to operate safely in these conditions, and we did not rest in our effort to help them succeed. We worked to get information and education into their hands faster than ever before, and used virtual solutions to make this process as convenient as possible. As staff had to disperse, we remained productive and dead set on serving our members and helping NECA grow.

There may be no better example of how we adapted, and turned challenges into opportunities, than NECA 2020 LIVE, the virtual convention and trade show that replaced our usual in-person event. In planning the convention, we embraced a Five-Star Approach based on these principles: Educate, Engage, Expand, Entertain, and Excite. If we accomplished those five things, we knew NECA 2020 LIVE would be a success.

As we look back on 2020, we feel those five words represent much of what NECA does well, including in years as strange and difficult as this one. Just as the work of our member companies has never stopped, neither has the work of NECA. As long as contractors remain essential—and that will not end anytime soon—NECA will be there to help them succeed, grow, and empower lives and communities across the United States.
COVID-19 Response
Finding the opportunity in unprecedented challenges
This year has brought enormous change to how everybody does business, and to how we live our day-to-day lives. That is certainly no different at NECA, as every person on staff, out in the field, at member companies and beyond has had to adapt quickly to the circumstances of the coronavirus pandemic. However, NECA not only has been able to weather the storm; in fact, it has thrived and found new ways to stay productive and serve our members and the industry.

NECA staff quickly shifted to a remote work environment as necessary and were immediately tasked with transitioning their projects and services to adapt to these unprecedented times. NECA has played a critical role in working with federal and state officials to ensure that construction and electrical work are deemed “essential.” That meant NECA was at the forefront, staying proactive and establishing itself as an invaluable resource for member companies when they needed the association most. We did not simply react to the COVID-19 pandemic; NECA aimed to lead the response and help keep job sites safe and productive.

One of the biggest changes was a shift in how NECA Education provides its content, shifting to virtual classrooms and immediately providing members with options to advance their knowledge and careers even while physically distant. (For more, see “Educate,” page 10.)

ELECTRI International commissioned the study “Pandemics and Construction Productivity: Quantifying the Impact,” which found that construction productivity overall was impacted by nearly 20%.

The Department of Homeland Security established electrical contracting as a critical infrastructure workforce.
NECA CEO David Long and President Larry Beltramo drafted and implemented the National Disease Emergency Response Agreement (NDERA), which provided NECA members with the tools they need to respond to the pandemic within their companies. NECA Labor Relations worked closely with legal counsel and the IBEW to provide interpretations and clarifications to membership for this agreement.

In order to help contractors continue their essential work safely, NECA Education and NECA Standards & Safety developed and released the on-demand COVID-19 Job Site Safety Training. Designed for all individuals on the construction site, it helps learners better prepare themselves to prevent the spread of COVID-19 on the job. Based on recommendations and regulations from the U.S. Centers for Disease Control and Prevention, World Health Organization, and OSHA, this essential training is unmatched in its affordability and convenience for those looking to ensure truly safe job sites during the ongoing pandemic.

Laws and regulations have popped up all over the U.S. in response to the pandemic, and NECA has been there to provide guidance to ensure our contractors receive the latest information first. The NECA COVID-19 Resource Center was created on our website, which houses over 70 documents from various departments and agencies aimed at keeping contractors informed. The situation around the pandemic changed daily, and NECA was there to stay ahead of these constant developments. NECA Public Affairs distributed over 100 emails with important COVID-19 information between March and July 2020, with more continuing as needed into late summer and fall.
It was also very important to learn how the pandemic has affected productivity on job sites. ELECTRI International commissioned the study “Pandemics and Construction Productivity: Quantifying the Impact,” which found that construction productivity overall was impacted by nearly 20%. The largest contributing factors to this are the various measures taken to enforce social distancing and employee safety on the job site, including temperature checks and limiting elevator capacity, among others. The report also provides a change order calculator tool, designed to help contractors calculate potential losses from out of scope work and decreased productivity.

For NECA Labor Relations, an unprecedented number of disputes were resolved in 2020, with the field staff working tirelessly even in the most unpredictable of circumstances. NECA Government Affairs was heavily involved in COVID-19 relief legislation, lobbying for contractor needs at all points, with a focus on PPP loans for contracting businesses.

One more major disruption caused by COVID-19 this year was the move from an in-person convention and trade show in Chicago to NECA 2020 LIVE, the virtual convention held in October. This was not an easy transition, but it was a successful one, bringing all NECA has to offer to an even wider audience (for more, see “Entertain,” page 16).

Despite a year defined by physical separation, NECA devoted itself to keeping the industry as connected as ever.
One of the things we are proudest of as an association is the education we provide to our member companies, and the entire industry. In 2020, we were challenged to adapt quickly and continue providing cutting-edge education despite the need for physical distance. This has meant a renewed focus on online learning, and this shift has led to massive success.
NECA Education saw the need to pivot to online formats for its education, and members have been enthusiastic with their response. Through August, NECA Education saw more than 26,000 online training registrations, a number unheard of in previous years. (In 2019, there were just 2,054 registrations for online educational content all year.) NECA also provided free on-demand education as well, with more than 15,000 registrations for these offerings through August. Education was also provided to NECA members in webinar form, with more than 60 webinars and 9,400 registrations through August.

Another shift in approach for education has been NECA’s Virtual Classroom, which transforms the in-seat educational experience and takes it online, but retains the interactivity that makes in-person learning so effective. Through August, NECA held 32 Virtual Classroom events—which come in lengths from one half-day to multiple days—to nearly 700 registrants.

One more exciting program that launched in 2020 was the Education Advancement Resource Network (NECA EARN), which offered NECA members and their employees 17 certificate and degree programs geared toward career advancement. NECA EARN launched on April 13 with three participating institutions: LSU Online, Brandman University, and Oakland City University. In Fall 2020, the second phase of NECA EARN will launch, with four more participating universities and more than 75 programs specifically curated for NECA members.

NECA has educated its members and the industry in other ways throughout 2020 as well. NECA Technology & Innovation created the Offsite Construction Workflow Guide, and collaborated with Sanveo to offer discounted Revit training to member companies while shelter-in-place orders were in effect throughout the country.

NECA Customer and Field Service worked to redevelop the Negotiation Seminar Series, with a focus on collaboration rather than a more confrontational style. This group also developed the Voice-Data-Video National Agreement (VDVNA) Training Seminar for Signatory Employers.
ENGAGE

NECA commits itself to engaging not just its member companies, but leaders throughout the construction industry and government to ensure that its members are informed, involved, and advocated for at all times. In this year, as the very nature of the world and electrical contracting profession changed, contractors needed an association that would anticipate and actively respond to their needs quicker than ever. This meant increasing the lines of communication, providing contractors the tools they need to connect with each other and market themselves, and bringing the latest industry information right to their doorstep.
An emphasis was made on increasing lines of communication between national staff and those working as part of NECA’s Customer and Field Service. These staffers are on the front lines of dealing with member companies, and looping them in on all the latest information ensures greater and more efficient engagement. This involved bringing Regional Directors to the national office to interface directly with national staff to discuss priorities. NECA field staff have also been charged with working closer and developing deeper relationships with IBEW field staff. NECA Labor Relations worked tirelessly to keep these lines of communication open throughout the year.

The success of NECA's smaller contractors is dependent on how they market themselves and continue to develop business, and NECA Public Affairs is engaging with them to help adopt best practices. The NECA 2020 Business Development Task Force has been refocused to consist of quarterly meetings with industry leaders in business development and marketing. The main initiative for this group is a revamped Marketing Toolkit aimed at small and medium electrical contractors. The NECA Safety Personnel Communication Network was also established, which connected more than 1,200 individuals and provided them with the latest safety guidance and information.

For NECA Government Affairs, Congress has been making major policy decisions that will either make or break our industry in response to the pandemic. The need for NECA's voice to be at the forefront of our industry has never been more vital. Despite the pandemic, NECA contractors were able to have 30 meetings (either virtually or in-person) with their member of Congress to discuss NECA's policy priorities. Our member contractors also sent more than 400 letters to their Members of Congress on our industry’s needs in coronavirus relief legislation.

ELECTRICAL CONTRACTOR magazine, published by NECA, has seen growth in its digital audience as readers—locked out of their offices—had to move online to access this content. On top of this, 2020 saw the launch of Safety Leader magazine, a quarterly supplement made in collaboration with NECA Standards & Safety, offering the entire industry the latest trends and advice for safety on the job site. Safety should always be a way of life in our companies, but in 2020, it took on a whole new meaning, and Safety Leader was there to be a guide for the industry.
Even in the most difficult times, there are opportunities for growth. At NECA, expansion is something we aim for every day, and that does not mean simply growing our membership. It is about expanding our reach overall, establishing new ways to advance the industry, developing new products and ideas, and ensuring NECA remains the most prominent and innovative voice in U.S. electrical construction.
Growth was seen across all areas for the association this year. Despite the challenges of the pandemic, NECA Membership has welcomed 152 new members since October 2019, illustrating the association’s value in tough times. NECA Customer and Field Service has tirelessly worked to continue to add members to the rolls. Beyond the U.S., NECA welcomed four new International Chapters, with three in Mexico and one in the Dominican Republic. Back stateside, NECA chartered new Student Chapters at Indiana State University and St. Cloud Technical and Community College, bringing the total number of Student Chapters in 2020 to 38.

NECA has developed a Diversity and Inclusion (D&I) Task Force within the association to identify opportunities for growth and how we can best include these important topics in our educational and informational offerings. At NECA 2020 LIVE, we offered a D&I educational track to help stress the importance of these principles for our companies and the industry overall. As we move forward, D&I will continue to be a priority for everyone at NECA. Diversity and inclusion can no longer just be buzzwords, but core principles as we continue to empower lives and communities throughout America. It is time for all of us to take action and make our industry as great as it can be.

NECA Technology and Innovation developed an initiative surrounding KPIs and leveraging data, which enables contractors to take the data they collect on the job site every day and turn that into actionable items that can help them plan and make decisions. This was made available to NECA members in an effort to bring them into the 21st century and give them another tool for continued success.

NECA has reached out to the entire industry in new and exciting ways, finding clear opportunities to establish itself as a leader beyond its membership. NECA Education extended the opportunity to access NECA's free education content to journeypersons, JATC staff and apprentices across the U.S., fulfilling a need for educational materials as the coronavirus pandemic continued to keep learners from physically interacting with instructors. The experts in NECA Standards & Safety developed new NEIS standards and worked to expand NEIS service.

Many contractors today are using social media, and NECA Public Affairs has worked to increase its following on all platforms, getting NECA’s industry-best content in front of more users than ever. In 2020 alone, NECA’s social media following has increased by more than 26,000 followers. It is a testament to all that the association has to offer, and it has been part of a renewed effort to publicize and market this content in more effective ways.
For many involved with NECA, the annual Convention and Trade Show is the cornerstone event on the calendar. This is for both professional and personal reasons, as there are few better excuses for the entire industry to come together and share ideas, products, and good times. This year, like many others, we were faced with the decision to take that convention virtual. However, we did not take any half-measures. We were determined to make NECA 2020 LIVE the biggest event in association history, and despite the physical distance, we were able to use technology to connect the industry like never before.
The NECA Convention & Meetings team was faced with an immense challenge, and they were up to the task. Registrations for NECA 2020 LIVE far outpaced what is normally expected for a virtual event. Much of this is due to the sheer volume and quality of content that the show provided, with the best group of speakers and educators in NECA Convention history. From electrical industry figures to renowned experts in management and leadership, the content at NECA 2020 LIVE was nonstop. We had a full exhibit hall, with nearly 100 exhibiting companies from around construction connecting directly with attendees to discuss their goods and services. Plus, thanks to virtual lunches, receptions and happy hours, there was just as much entertainment to be had as ever! Considering all the obstacles that we faced this year, NECA 2020 LIVE was one of the association’s crowning achievements. It took the already great NECA Convention and turned it into something even more essential.

Beyond the annual convention and trade show, other events and meetings were also impacted. Despite this, NECA saw continued success. The organization and planning of many NECA meetings was brought in-house to increase efficiency. Meetings and webinars were more popular than ever, offering connection to electrical contractors right when they needed it most. That was our priority for all events in 2020: while the need was there to be physically distant, it was on NECA to make them just as impactful—if not more so—than traditional in-person events. The necessity was there, and NECA stepped up.
NECA has much to be proud of this year, and part of that is how we have continued to position the association for the future. We began 2020 by embracing virtual solutions out of necessity, but in our success, we have discovered the value in increasing our virtual offerings. As such, even as the need for social distance lessens over time, NECA is going to continue to embrace virtual options for education and events.
This is certainly true of the NECA Convention and Trade Show, which will look to provide a hybrid option that combines all the best of the in-person show and expand the reach to those who cannot travel. This will increase the value of the show, and ensure that every person needing or wanting access to the education and information that NECA has to offer is able to get it, virtually or in-person. There is still nothing like bringing the industry together in one physical location; however, we cannot turn down opportunities for further connection.

One of the most exciting developments for NECA this year is the opening of the new national office at 1201 Pennsylvania Ave. NW in Washington, D.C., in the heart of the nation’s capital. The facility is part of a newly renovated complex that features state-of-the-art offices and work stations, one main conference room, three collaboration areas, a huddle room, a flex work area for NECA’s remote employees, three phone rooms, a video/podcast studio, a server room, a café area, and a 8,000-square-foot rooftop terrace overlooking Pennsylvania Ave.

We see this office as an opportunity not just to relocate but to place NECA at the center of the conversation. It provides a prime location for our members and industry partners to come and collaborate both with each other and our national staff. It will also enable NECA to expand its reach with labor leaders, national organizations, other trade associations, and all levels of federal government agencies. It marks the beginning of an exciting new era for NECA.

NECA is also proud of the relationships we have built around the industry, including with our premier partners. The Premier Partner program is completing its 12th year in 2020, and these companies are working to renew their contracts for another three-year term, from 2021 through 2023. In addition, NECA is excited to be developing a lower tier sponsorship program that will begin in 2021, and finding new ways to collaborate with more of the leading companies and voices in the industry.
The National Electrical Contractors Association recognizes exceptional performances within our membership. Each year, NECA presents a group of national awards to members who have made significant contributions both to the association and our industry. Additionally, the Project Excellence Awards celebrate the most outstanding projects taken on by NECA Member companies. The Academy of Electrical Contracting also celebrates and salutes contractors for their extraordinary work over their careers.

2020 National Award Winners

Coggeshall Award

Joseph H. Bodio
Lan-Tel Communications, Inc.
Norwood, MA

Comstock Award

Shane Snyder
Cannon & Wendt Electric Company, Inc.
Phoenix, AZ

McGraw Award

Don Laffoon
Electrical Corporation of America, Inc.
Raytown, MO

Abraham Lincoln Leadership Award

Mark J. Mazur
MJM Electric, Inc.
Tampa, FL

Robert L. Higgins Association Executive Distinguished Service Award

William C. Orgill
National Electrical Contractors Association
Tumwater, WA

Industry Partner Award

Jerald L. Rounds Ph.D., P.E.
The University of New Mexico
Litchfield Park, AZ
COMMERCIAL/INSTITUTIONAL OVER $1M
Quantum Electric Corporation
Museum of Modern Art Expansion
New York City Chapter

COMMERCIAL/INSTITUTIONAL UNDER $1M
J & M Brown Company Inc.
Google’s Vortex Fixture
Boston Chapter

DESIGN BUILD OVER $1M
Prime Electric Inc.
Workday
Puget Sound Chapter

DESIGN BUILD UNDER $1M
Pro-Cal Lighting Inc.
Hilton Bayfront LED Lobby Wall Display Phase 1
San Diego Chapter

EDUCATIONAL OVER $1M
Electric Plus Inc.
Brownsburg High School Addition and Renovation
Central Indiana Chapter

EDUCATIONAL UNDER $1M
Danard Electric Inc.
Clover Park Technical College
Southwest Washington Chapter

ENERGY SOLUTIONS/GREEN BUILDINGS OVER $1M
Hy-Power Electric Company
Countryside Municipal Complex
Central Illinois Chapter

ENERGY SOLUTIONS/GREEN BUILDINGS UNDER $1M
Long Electric
Workday Garage PV Project
Northern California Chapter

HEALTHCARE OVER $1M
Guarantee Electrical Company
Barnes Jewish West County Hospital St. Louis Chapter

HEALTHCARE UNDER $1M
Mayberry Electric Inc.
Georgia SurgiCare/Ideal Body Institute Surgery Center
Atlanta Chapter

INDUSTRIAL
Feazel Electrical Contracting Inc.
Sabine Plant
North Louisiana Chapter

LOW VOLTAGE/INTEGRATED SYSTEMS
J. Becher & Associates Inc.
Smart Home
Minneapolis Chapter

OVERHEAD TRANSMISSION
Riggs Distler & Co Inc.
Atlantic City Electric—Orchard to Lewis Transmission Reliability
Penn-Del-Jersey Chapter

RESIDENTIAL
J. Becher & Associates Inc.
Dorothy Day
Minneapolis Chapter

STREETLIGHTING/TRAFFIC SIGNALS OVER $1M
MP Systems
WisDOT Statewide LED Overhead Lighting Retrofit Implementation Project
Wisconsin Chapter

STREETLIGHTING/TRAFFIC SIGNALS UNDER $1M
Amaya Electric
Sumner Bridge Street Bridge Replacement
Southwest Washington Chapter

SUBSTATION/INTERCONNECTION
O’Connell Electric Company Inc.
Gardenville Substation
Rochester New York Chapter

TRANSPORTATION/INFRASTRUCTURE
Rosendin Electric Inc.
Terminal Expansion & Delta Sky Club/Austin-Bergstrom International Airport
Washington, D.C. Chapter

2020 Academy of Electrical Contracting Inductees

James D. Bane
Mon Valley Electric, Inc.
Pleasant Valley, WV

Matthew Cappadonna
Mid-West Electric Company
Houston, TX

Stephen Gianotti
Arcadia Electrical Company
Ridgewood, NY

James T. Giorgio, Sr.
B & G Electrical Contractors of NY, Inc.
N Amityville, NY

Daniel J. Hahn, Sr.
Furness Electric Co, Inc.
Wilmington, DE

Timothy R. McBride
Southern Contracting Company
San Marcos, CA

Eric F. Nixon
Maron Electric Company
Skokie, IL

Victor Salerno
O’Connell Electric Company
Victor, NY

Harry J. Sassaman
Forest Electric Corporation – New Jersey
Edison, NJ

James A. Thiele
BW Systems
Colorado Springs, CO

Ernie B. Ulibarri
Barri Electric
San Francisco, CA

David M. Washebek
Lemberg Electric Company, Inc.
Brookfield, WI

David A. Witz
Continental Electrical Construction Company
Oak Brook, IL
How is NECA Spending Revenue in 2020?

- Dues & Service Charges: 49%
- Sponsorship & Royalty: 4%
- Advertising: 14%
- Conferences & Meetings: 21%
- Education: 3%
- Reserve Fund: 6%
- Other: 6%
- Labor Relations & Field Services: 25%
- Member Development & Innovation: 4%
- Education: 7%
- Convention & Meetings: 19%
- Magazines: 15%
- Government Affairs: 5%
- Standards & Safety: 4%
- Contribution to ELECTRI: 1%
- Public Affairs: 4%
- Governance and G&A: 16%

Finance and Membership July 31 Update

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<th>Activities (7 months)</th>
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<td>Expenses</td>
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<td>18,493,341</td>
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<tr>
<td></td>
<td>Net Revenue</td>
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<td>$682,915</td>
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| Membership Activity (7 months)| January 1 membership count | 3,830 | 3,757 | -25% |
|                               | New members            | 88    | 117   | +1%  |
|                               | Member terminations     | 72    | 71    | -25% |
|                               | June 31 membership count | 3,846 | 3,803 |       |
Larry Beltramo  
President  
Rosendin Electric Inc.  
San Jose, CA

David Long  
Chief Executive Officer  
NECA Inc.  
Washington, D.C.

Traci M. Walker  
Chief Financial Officer  
NECA Inc.  
Washington, D.C.

Geary M. Higgins  
Vice President  
NECA Inc.  
Washington, D.C.

Michael E. McPhee  
Vice President District 1  
McPhee Electric Ltd.  
Farmington, CT

Todd A. Mikec  
Vice President District 2  
Lighthouse Electric Co Inc.  
Canonsburg, PA

Kirk Davis  
Vice President District 3  
Bob Davis Electric Company Inc.  
Shreveport, LA

Wes Anderson  
Vice President District 4  
Anderson Electric Inc.  
Springfield, IL

Vincent Real  
Vice President District 5  
Big State Electric Ltd.  
San Antonio, TX

Scott Bringmann  
Vice President District 6  
Alcan Electrical & Eng Inc.  
Anchorage, AK

Gregory A. Rick  
Vice President District 7  
Rick Electric Inc.  
Moorhead, MN

James McDonald  
Vice President District 8  
J & M Electric Inc.  
Missoula, MT

Earl Restine Jr.  
Vice President District 9  
Fuller Electric Corporation  
San Diego, CA

Jody Shea  
Vice President District 10  
Service Electric Company  
Chattanooga, TN

Dave Nielsen  
Vice President At Large  
Parsons Electric LLC  
Minneapolis, MN

2020 Executive Committee

NECA National Staff

OFFICE OF THE CEO  
David Long  
Esther Sandel

OFFICE OF THE CFO  
Traci Walker  
Vivian Brown

Accounting  
Denise Bori  
Vivian Hu  
Lucia Johnson  
Adrienne Whyte  
Kaucia Gayle  
Aileen Guyala

Human Resources and Administrative Services  
Garrison Lindsey  
Della Dorsey  
Phil Hosea

Convention and Meetings  
Beth Ellis  
Katie McCormick  
Darrin Crittington  
Taylor Kershaw  
Caitlin Mimnaugh

Digital Technology Strategy  
Joe Ersek

EDUCATION AND MEMBER RELATIONS  
Pete Mastrorocco  
Stephanie Adamec  
India Fersner  
Dana Jorns  
Wanessa Alves  
Julia Scarpello

GOVERNMENT AND PUBLIC AFFAIRS  
Marco Giamberardino  
Lina Jariri

Government Affairs  
Jessica Cardenas  
Trevor Falk  
James Farrell  
Hadlea Bothe

Standards and Safety  
Mike Johnston  
Wes Wheeler  
Aga Golriz

Public Affairs  
Elise Baker  
Matt Kraus  
Ginger Wilson  
Olin Akisoglu  
Mia Flowers  
Taylor Gouterman  
Samantha McDonald

Electrical Contractor Magazine  
Andrea Klee  
Julie Mazur  
Dominique Minor  
Hannah Fullmer  
Holly Sauer  
Colleen Beaty

INDUSTRY DEVELOPMENT  
Ron Bailey

LABOR RELATIONS  
Geary Higgins  
Ryan Courtney  
Germaine Wells

CUSTOMER AND FIELD SERVICE  
Kevin Tighe  
Melissa West

Southern Region  
J.T. Osborn  
Scott Hopkins  
Ryan Pendergraft  
Frank Piatt  
David E. Roberts  
Zachary Casutt

Western Region  
Bill Orgill  
Bill Birkett  
Mike Bryant  
R. Terry Hatch  
Tom McClean

ELECTRI INTERNATIONAL  
Josh Bone  
Laura Holmes

Innovation and Technology  
Lonnie Cumpton  
Amanda Harbison

ACADEMY OF ELECTRICAL CONTRACTING  
John M. Grau  
Diane Jacobson