Dear NASCLA Family,

I am delighted to have been chosen to serve as President of NASCLA for the coming year. This is such an honor for myself, the South Carolina Residential Builders Commission and the State of South Carolina. In the 7 years that I have been a part of NASCLA, I have gained so much knowledge and insight from each and every one of you. The ideas we share with each other have assisted all of us in our day-to-day lives.

I look forward to all the great things we will accomplish with our focus on the recruitment of young people into the trades workforce. Our continued collaboration with contractor associations will prove to be an asset in achieving this goal. We recently completed the new NASCLA Accredited Electrical Examination Program, which we will continue to promote, along with the NASCLA Accredited Examination for Commercial General Building Contractors as a means of assisting in the movement to ease licensing across state lines.

We would not be what and where we are today without the participation and hard work of our Executive Committee members, Board of Directors and all of our dedicated Committee Chairs and Committee Members. A few of you retired recently, and you will all be greatly missed. You are taking with you a great deal of knowledge and I hope that you will continue to be a part of NASCLA.

We are all aware of the deregulation movement that is in our midst and we will continue to keep you all updated and provide our research to the states that are involved in this grant. We have to remember that we are here for the protection of the health, welfare and safety of the public. Angie and her staff provide us with considerable research and resources whenever they are needed and I applaud them on that. They are always pleasant, professional, efficient and eager to assist in any way they can. The NASCLA Annual Conferences are a prime example of their abilities. The conferences provide us with informative speakers and much needed national information.

NASCLA’s Disaster Recovery Toolkit is an example of some of the resources that the NASCLA staff have created. This toolkit should prove to be an excellent resource to the communities affected by the recent hurricane and flood damage.

I am certain that we will continue to be in the forefront of the associations related to the construction industry. This is going to be a busy but exciting year and I want to continue the great services NASCLA provides to our states. I look forward to many more years working with this amazing association.

Janet Baumberger
NASCLA President
The New Mexico Construction Industries Division ("CID") and the Manufactured Housing Division ("MHD") enforces building codes throughout the state to ensure that all structures are safe for public utilization and personal habitation. The Divisions have offices in Santa Fe, Albuquerque, and Las Cruces, while also providing licensing, plan review and permitting services online. CID works in concert with the Construction Industries Commission and MHD works concert with the Manufactured Housing Committee to update building codes, set continuing education standards for licensees and inspectors and to address complaints filed against licensees for alleged code violations. CID also houses the Recycled Metals Program, comprised of a prosecutor and a compliance officer, which is organized to ensure compliance with its governing statutes and rules.

CID’s customers include the general public, trade organizations, municipalities, local code officials, contractors, subcontractors, architects, design professionals, Liquefied Petroleum (“LP”) Gas distributors, and homeowners building or remodeling their own homes. LP Gas also provides inspection services for construction, as well the movie industry, the concert industry, seasonal chili roasters, transportation vehicles from large transports to bobtails, bulk storage facilities, special events such as the International Balloon Fiesta and the State Fair, and anywhere an LP cylinder is exchanged or filled throughout the entire state. MHD’s customers include the federal government, the general public, trade organizations, contractors, subcontractors, architects design professionals.

The divisions cover all 120,000 square miles of the State, and performs the majority of all inspections within 48 hours of the inspection request. CID consists of the General Construction Bureau, the Mechanical Bureau, the Electrical Bureau, and the LP Gas Bureau, and as a whole, licenses roughly 18,650 contracting businesses and over 41,000 certificate holders in nearly 78 different licensing classifications. The MHD has 1,500 active contractors, 169 salespersons, and over 31 licensing classifications.

CID licenses contractors, journeymen and inspectors throughout the State. CID conducts plan reviews, issues permits and provides inspection services for contractors, homeowners and for all public building projects, including public schools; MHD licenses contractors, installers, manufacturers, dealers, salespersons and brokers to ensure New Mexico code and HUD standards are met. The MHD monitors the plants where manufactured homes are constructed and also provides plan review, permitting and inspection services for individual manufactured homes.

The Division also has an Investigations and Enforcement unit that handles all CID/MHD code compliance complaints for the State, and criminally prosecutes unlicensed contracting. The Investigations and Enforcement unit receives nearly 600 complaints a year and at any one time manages a caseload of approximately 550 cases, both civil and criminal traveling throughout the entire state to prosecute criminal cases. The Division is the first line of defense, and often the only line of defense, for homeowners/consumers against unlicensed contracting and code violations as to construction in our state.

MISSION STATEMENT
To ensure public safety and foster economic growth in a manner that preserves our culture while also promoting innovations in the industry by providing consistent building code interpretations, timely inspections and exceptional customer service.
NASCLA FY 2018/2019 Officers

PRESIDENT
Janet Baumberger
South Carolina Residential Builders Commission
Post Office Box 11329
Columbia, South Carolina 29211

1ST VICE PRESIDENT
Tim Norman
North Carolina State Board of Examiners of Electrical Contractors
3101 Industrial Drive
Raleigh, North Carolina 27609

2ND VICE PRESIDENT
Stephanie Lee
Mississippi State Board of Contractors
2679 Crane Ridge Drive, Suite C
Jackson, Mississippi 39216

TREASURER
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Alabama Electrical Contractors Board
2777 Zelda Road
Montgomery, Alabama 36106

SECRETARY
David Fogt
California Contractors State License Board
Post Office Box 26000
Sacramento, California 95826

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Tumwater, Washington 98501

2ND IMMEDIATE PAST PRESIDENT
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2525 Quail Drive
Baton Rouge, Louisiana 70808

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Washington State Department of Labor & Industries

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Dean Simpson
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Washington State Department of Labor & Industries and Plumber Certification Program
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Carolyn Lazenby (TN)
Tim Norman (NC)
George Whalen (RI)
NASCLA members and supporters gathered in Nashville, Tennessee on August 27 – 30, 2018 for NASCLA’s 56th Annual Conference held at the Sheraton Grand Downtown Nashville Hotel. The agenda was full with 2 pre-conference training programs offered for attorneys and investigators, NASCLA Board of Director and Committee Meetings and thirteen educational general sessions along with several networking opportunities. If you were in attendance you know this was a historic event thanks to our dedicated NASCLA Program Committee Task Force and Staff.

The NASCLA 2018 Annual Conference began with preliminary committee meetings for the NASCLA Executive and Fiscal Policy & Procedures Committees on Sunday, August 26. The NASCLA Board of Directors held their bi-annual meeting on the morning of Monday, August 27. Although NASCLA’s remaining committees did not meet during the conference, NASCLA would like to recognize and thank all the committee and board members for their continued dedication, efforts and support throughout the year. You can find newly appointed NASCLA Board of Directors and Committee Members for fiscal year 2018/2019 on page 6 of this newsletter.

On Monday, August 27, in its second year, NASCLA offered a 4-hour Attorney Training Program that focused on matters pertaining to the regulatory lawyer. The Honorable Toni Boone and Honorable Michael Gillette presented two sessions on Ethics and Role of the Board Attorney, Dale Atkinson, Executive Director for the Federation of Associations of Regulatory Boards (FARB), spoke on Administrative Law. Lastly, Amigo Wade, Senior Attorney, Principal at Virginia Division of Legislative Services, presented on the Legislature. The third annual NASCLA Investigator Training Program was extended once again in 2018 to an interactive course spanning two full days that took place on Monday, August 27 and Tuesday, August 28. We welcomed back instructors Michael Franklin, Deputy Attorney General, Department of Justice, State of California, and Doug Galbraith, Retired Captain, California Highway Patrol and Training Coordinator, California Contractors State License Board; they taught on The Investigative Process, Interview Techniques, Report Writing and Court Testimony.

The conference officially commenced on Monday evening, August 27, with the Welcome Reception on the Legislative Terrace of the Sheraton Grand Downtown Nashville Hotel where attendees had the opportunity to mingle and network. During the reception, Melissa McBride, NASCLA President, welcomed all attendees and acknowledged and thanked the NASCLA 2018 Conference Sponsors for their contributions. You can find the full list of sponsors on page 10 of this newsletter.

On Tuesday, August 28, Melissa McBride, NASCLA President and Contractor Compliance Program Analyst for the Washington State Department of Labor & Industries, and Angie Whitaker, NASCLA Executive Director, opened the first day of general sessions by welcoming everyone to the NASCLA 2018 Annual Conference. Melissa and Angie provided a recap of the association’s accomplishments throughout the last fiscal year and turned it over to NASCLA Committee Chairs Stephen Thompson, NASCLA Contractors Committee Co-Chair; Jamie Durham, NASCLA...
Model Legislation Committee Chair; John Dixon, NASCLA Technology Committee Chair; and Keith Warren, NASCLA Accredited Examination Program Committee Co-Chair, who all provided an overview of the current committee strategic action plans and their current status. General sessions on day 1 included: The Positive Side of Regulation presented by one of attendees’ favorite speakers, Paul Greenwood, Deputy District Attorney, Head of Elder Abuse Prosecution Unit, San Diego District Attorney’s Office (ret’d); How to Partner with Legislators presented by Amigo R. Wade, Esq., Deputy Director, Virginia Division of Legislative Service; Board Member Immunity presented by Judge Toni Boone, Administrative Law Judge, State of Nevada (ret’d) and Justice W. Michael Gillette, Oregon Supreme Court (ret’d); NASCLA Report of States – Hot Topics in the Industry reported on by NASCLA State Members; Top Regulatory Cases (with a Splash of Regulation in the News) presented by: Dale Atkinson, Esq., Atkinson & Atkinson and Executive Director, Federation of Associations of Regulatory Boards (FARB); An In-Depth Look at the NASCLA Accredited Electrical Examination Program and Platform presented by Co-Chairs of the NASCLA Accredited Examination Program Committee, Tim Norman, Executive Director, North Carolina State Board of Examiners of Electrical Contractors and Keith Warren, Executive Director, Alabama Electrical Contractors Board and Dave Saben, President and Chief Executive Officer, Assessment Systems Corporation; and concluded with Being the Change in the World You Want to See presented by James L. Clark, MBA, MSc., Director, Boots on the Ground.

Wednesday, August 28, continued with a full agenda that included the following presentations: Criminal Travelers and Their Impact on the Elderly Population presented by Dirk Moore, Communications Supervisor, Lavaca County Sheriff’s Office; Pros and Cons of Mediating Contractor Board/Licensee Disputes and a Mock Mediation presented by David K. Taylor, Partner, and Kyle Dorian, Associate, Bradley Arant Boult Cummings LLP; and concluding the morning general sessions Recruiting People into the Construction Industry moderated by Michael McDuff, Executive Director, Louisiana State Licensing Board for Contractors and panelists Kevin Tighe, Executive Director, Workforce Development and Labor Relations, National Electrical Contractors Association (NECA), Jennifer Wilkerson, Director, Marketing, Public Relations & Build Your Future, Chris Price, President, Indiana Construction Roundtable Foundation, Jason Phelps, Executive Director, Alabama Construction Recruitment Institute (ACRI) & GoBuild Alabama. Wednesday afternoon, NASCLA held an awards luncheon where several NASCLA Honorary Members and Committee Chairs were acknowledged. The NASCLA Board of Directors had the opportunity to recognize
NASCLA Fiscal Year 2018/2019 Executive Committee Members taking the NASCLA officers oath.

From left to right: Jamie Durham, NASCLA Model Legislation Committee Chair, Angie Whitaker, NASCLA Executive Director, and Melissa McBride, NASCLA President

Kathy LeCroix and George Whalen during the NASCLA 2018 Board of Directors Mid Year Meeting but publicly acknowledged them on this day for their service; Kathy LeCroix served on the NASCLA Board of Directors for 15 years, George Whalen for 22 years. Both served on the NASCLA Executive Committee and various committees throughout their tenure. Jamie Durham, NASCLA Model Legislation Committee Chair, was also acknowledged for having served and lead this committee since 2007. Keith Warren, NASCLA Annual Conference Emcee, presented Melissa McBride with the NASCLA Presidential Award for her service as NASCLA President for fiscal year 2017/2018. And finally, the new NASCLA Officers took their oath for fiscal year 2018/2019.

The afternoon of Wednesday, August 28, continued with general sessions which included: Model Consent Agreements and Settlements – Content and Consistency presented by Mark R. Brengelman, JD, MA, Attorney at Law PLLC; and lastly an interactive roundtable session entitled Think Differently: Developing a Friction-Free Licensure Framework presented by Veronica L. Meadows, Senior Director of Strategy, The Council of Landscape Architectural Registration Boards (CLARB). Attendees were then invited to join NASCLA’s Executive Committee and Board of Directors at BB King’s Blues Club for a casual dinner of delicious southern cuisine. Guests got movin’ and groovin’ with the BB King’s All Star Band. This was a wonderful opportunity for everyone to network with construction industry regulators and other industry representatives.

On Thursday, August 30, a farewell breakfast and final general session took place with David Fogt, Registrar, California Contractors State License Board and James Young, Deputy District Attorney, Orange County District Attorney who presented on Effective Strategies for a Successful Underground Economy Prosecution. Presentations at the NASCLA 2018 Annual Conference were recorded and will be available within the coming weeks on the NASCLA Members Only website under the Program & Events tab, under Past Annual Conferences. The NASCLA 2018 Annual Conference was the highest attended event in NASCLA history with rave reviews. Participants fully enjoyed the exceptional speakers and fabulous location in Nashville, Tennessee. We look forward to another successful conference in 2019 in Baltimore, Maryland, scheduled for August 26 – 29!
NASCLA 2018 ANNUAL CONFERENCE
Thank you 2018 Sponsors!

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National Inspection Testing Certification
CHESAPEAKE CONTRACTING GROUP
NASCLA Accredited Examination Program Updates

NASCLA Accredited Electrical Examination Program

The new **NASCLA Accredited Electrical Examination Program** has been launched for state agency adoption!

The Louisiana State Licensing Board for Contractors will be administering the **NASCLA Accredited Electrical Examination Program** for both the Electrical Contractors (Master/Unlimited Electricians) and Journeyman Electricians. NASCLA is currently working with them on the examination implementation and deployment, this will hopefully be launched by January 1, 2019.

The Arizona Registrar of Contractors will be administering the **NASCLA Accredited Electrical Examination Program** for both the Electrical Contractors (Master/Unlimited Electricians) and Residential Electricians. NASCLA is currently working with them along with their testing provider PSI on the examination implementation and deployment launched date TBD.

The Virginia Board for Contractors will be accepting the **NASCLA Accredited Electrical Examination Program** scores/transcripts from the NASCLA National Examination Database for both the Electrical Contractors (Master/Unlimited Electricians) and Journeyman Electricians.

To learn more please visit [www.nascla.org/page/ElectricalExams](http://www.nascla.org/page/ElectricalExams).

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NASCLA Accredited Examination for Commercial General Building Contractors

The **NASCLA Accredited Examination for Commercial General Building Contractors** continues to expand with the Florida Construction Industry Licensing Board voting to accept the examination in June 2018.

NASCLA Staff continues to outreach to the remaining (4) state agencies who offer the commercial classification, sharing information on the job occupational analysis, test specifications and outline.

For more information on the NASCLA Accredited Examination Program, please visit the NASCLA website at [www.nascla.org/page/AccreditedExams](http://www.nascla.org/page/AccreditedExams).
AG Steve Marshall Wins Preliminary Injunction Against Dangerous and Deceptive Plumbing Operation in Northeast Alabama

Montgomery, AL, September 14, 2018 - Attorney General Steve Marshall announced that a Calhoun County Circuit Court on Friday granted a preliminary injunction against a plumbing operation that had conducted dangerous and deceptive practices in several northeast Alabama counties.

In the order, Judge Brian P. Howell found good cause to believe that defendants American Plumbing, Joshua Pesnell, Jessica Pesnell, and Richard G. Pesnell had engaged in acts or practices that violate the Deceptive Trade Practices Act. The preliminary injunction extends protections that were put in place by a temporary restraining order the Court granted at Attorney General Marshall’s emergency request on August 3. The corporate defendants’ assets have been frozen and a receiver is in place to handle financial matters and accept claims from victims.

Attorney General Marshall was joined by the Alabama Board of Electrical Contractors, the Alabama Department of Public Health, the Alabama Liquefied Petroleum Gas Board, the Alabama Onsite Wastewater Board, and the Alabama Plumbers and Gas Fitters Examining Board. The State’s lawsuit was filed against a set of defendants operating as a common enterprise: American Plumbing and Septic Service LLC, American Plumbing and Septic Service, LLC doing business as A American Drain Cleaning & Plumbing Service, and individuals affiliated as owners and incorporators, Richard Joshua Pesnell, Jessica Pesnell and Richard G. Pesnell. The State is seeking a total of $1.4 million in penalties and more than $118,270 in restitution for consumer victims.

Consumers should contact the receiver’s office directly by calling 786-347-2562 or 305-722-8895 or by sending emails to americanplumbingreceivership@lkls.com.* Due to a high volume of calls, consumers may sometimes reach voice mail and their calls will be returned. Letters may also be sent to the receiver, Jeffrey C. Schneider, and the receivership administrator, Ana Salazar, at Levine Kellogg Lehman Schneider + Grossman LLP, 201 South Biscayne Boulevard, 22nd Floor, Miami, FL, 33131. *If consumers have already contacted the receiver, there is no need to do so again unless they are seeking or need to provide additional information.

“I am pleased that the Court has taken our concerns seriously and extended our ability to protect consumers from further harm,” said Attorney General Marshall. “We presented extensive evidence and numerous consumers testified at a three-day hearing. Many of these consumers were vulnerable and in dire need when they turned to the defendants for help, and instead, they were met with lies and exploitation. This case is an example of excellent teamwork among state agencies to protect consumers and stop these kinds of abusive practices.”

Jeffrey C. Schneider, the receiver appointed by the court to handle financial matters and assist consumers in this case, said “I am honored and privileged to serve as receiver for the benefit of the victims of these unfortunate practices. My office stands ready to provide information, answer consumer questions, and provide assistance as possible.”

Despite the defendants’ advertised assurances of free estimates, senior discounts and promises to work with customers to guarantee their satisfaction, their actual practices as outlined in the State’s complaint tell a far different story. These include numerous instances of refusal to give an estimate when consumers repeatedly...
ask, charging exorbitant prices beyond anything earlier suggested when an estimate was given, claiming the need for huge repairs when they were called for minor jobs, starting major work without permission and leaving things torn apart for consumers to have to hire someone else to finish, pressuring consumers to take out loans and even taking out a loan in a consumer’s name without his knowledge or permission, and intimidation tactics such as refusing to leave the consumer’s property when being told to go. Furthermore, the defendants did not have required licenses to perform certain jobs and much of their work was substandard and created hazardous conditions.

The State’s lawsuit references 33 known victims in Calhoun, Talladega, Randolph, St. Clair, Etowah and Marshall counties. Other affected consumers are encouraged to contact the receiver.

James M. Morgan, Executive Director of the Plumbers & Gas Fitters Board, said, “This is a win for Alabama consumers. The State of Alabama Plumbers and Gas Fitters Examining Board and its staff are proud to have been a part of this effort by the Attorney General’s Office. We hope this sends a message to those who may not have the public’s best interests at heart.”

The Alabama Board of Electrical Contractors and its executive director, Keith E. Warren, congratulated the board’s attorney, Hendon Coody, and investigator, Mike James, as well as the Attorney General’s Office, the Alabama Department of Public Health, the Alabama Liquefied Petroleum Gas Board, the Alabama Onsite Wastewater Board, and the Alabama Plumbers and Gas Fitters Examining Board. Warren said, “The people of Alabama deserve to trust that businesses in this state operate legitimately and abide by the law, including being properly licensed for the work they are performing and being honest and truthful with consumers. It’s a great win for the people of Alabama.”

Attorney General Marshall commended the staff of his Consumer Interest Division and thanked the Alabama Board of Electrical Contractors, the Alabama Department of Public Health, the Alabama Liquefied Petroleum Gas Board, the Alabama Onsite Wastewater Board and the Alabama Plumbers and Gas Fitters Examining Board, for their dedication in moving this case forward to protect consumers. Additionally, Attorney General Marshall thanked the City of Anniston Building Inspection Services Division, the City of Oxford Building Department, the City of Jacksonville Building Division, Sheriff Matthew Wade and the Calhoun County Sheriff’s Office, and Chief Bill Partridge and the Oxford Police Department, for their invaluable assistance in this case.
North Carolina Licensing Board for General Contractors: Be Wary of Illegitimate Contractor Scams in Aftermath of Hurricane Florence

Raleigh, NC, September 17, 2018 - In the aftermath of Hurricane Florence, thousands of North Carolinians with damaged homes, businesses and other property will be prime targets for scam artists.

The North Carolina Licensing Board for General Contractors (NCLBGC) is advising citizens to exercise extreme caution to avoid becoming further victimized by scam artists posing as legitimate contractors. The NCLBGC reminds citizens that licensed general contractors have passed an examination and have met the financial requirements for being a licensed general contractor in the State of North Carolina.

“Unfortunately, natural disasters like Hurricane Florence lead to an increase in individuals posing as legitimate licensed contractors in an effort to prey upon vulnerable citizens,” said C. Frank Wiesner, Executive Director, NCLBGC. “Individuals who hire unlicensed contractors are putting themselves at great financial risk.”

The NCLBGC reminds North Carolinians of the following:

- Any project quoted at $30,000 or more requires a valid NC general contractors license.
- Projects less than $30,000 do not require a license. However, hiring a NC licensed general contractor may offer security in knowing that you are dealing with a legitimate contractor who is authorized to engage in construction or repairs.
- Ask for proof that the contractor is licensed. Citizens can verify if the contractor is properly licensed by: 1) searching on the NCLBGC’s website at www.nclbgc.org; 2) calling the NCLBGC at (800)220-7185; or 3) downloading the Board’s free mobile app for Apple and Android devices by entering “NCLBGC SEARCH” in the search feature.
- Be wary of door-to-door repair solicitations or people who demand payments in cash.
- Require a written contract that details the work to be done, materials to be used, a payment schedule and a timeline for work to be completed. A licensed contractor is required to list their license number on all contracts.
- Contact your insurance company before beginning any work.
- Contact the local permitting office or inspections department to determine if permits are required to assure building code compliance. If permits are required, be sure the contractor acquires them before construction begins.
- Before making final payment, evaluate the completed work and ask your contractor to confirm that all subcontractors and suppliers have been paid to eliminate potential liens on your property.

The NCLBGC is the state agency that issues licenses to over 28,000 licensed general contractors in North Carolina. Additional information is available at www.nclbgc.org or by calling (800)220-7185 or (919) 571-4183.

Note to Media: Frank Wiesner is available for on-camera or phone interviews related to this topic.
C. Frank Wiesner, Executive Director
North Carolina Licensing Board for General Contractors
(800) 220-7185
(919) 571-4183 ext. 210
frank.wiesner@nclbgc.org
NASCLA Can Help in a Natural Disaster!

Responding to a disaster can be a chaotic time not only for the public, but for your agency as well. The NASCLA Disaster Response Program serves as a pre and post checklist, helping you to organize your response initiatives, communication strategies, partnering capabilities, and notification procedures. Below are various categories and information to consider as you develop your customized plan.

The NASCLA Toolkit for Contractor Regulators was developed to provide NASCLA State Members with a variety of best practices, outreach and engagement strategies, and sample templates form other states which you can use to customize your very own programs, policies, and engagement strategies. Programs related to Natural Disasters include:

Disaster Response Program
- Preparing for a Disaster
- Education & Information
- Legal Framework
- Enforcement
- Partnering

NASCLA Consumer Awareness Brochures!

These customizable consumer brochures are available to our state agencies and trade associations as resources for local trade shows, displayed at your office, etc.
NASCLA Calendar of Events

Fiscal Year 2018/2019

December 6 - 7, 2018
NASCLA Strategic Planning Meeting
Location: Austin, Texas
The Strategic Planning Meeting is a 2-day meeting designed to work on NASCLA’s 3 Year Strategic Plan/Vision and develop long term projects and goals.

March 7 - 8, 2019
NASCLA 2019 Board of Directors Mid Year Meeting
Location: Phoenix, Arizona
The Board of Directors Mid Year Meeting is designed as a planning and project oriented session for NASCLA’s Board of Directors and Committee Chairs.

June 6, 2019
NASCLA Budget Meeting
Location: Phoenix, Arizona
NASCLA’s Executive Committee will meet to review the interim financials and prepare the NASCLA forecasted budget for Fiscal Year 2019/2020.

August 26 - 29, 2019
NASCLA 2019 Annual Conference
Location: Baltimore, Maryland
NASCLA’s Annual Conference is a great opportunity for NASCLA Members to come together to discuss current issues relevant to the regulation of contractors. The conference also provides a forum for participants to interact and exchange information on current issues in the industry.

New NASCLA Member Resource!

BUILD YOUR FUTURE IN CONSTRUCTION!

NASCLA has partnered with the National Center for Construction Education and Research (NCCER) and Build Your Future to promote recruitment into the construction industry. This includes information on:

- How state agencies can start a recruitment initiative.
- Career information for those currently enrolled in an education program.
- National construction career data on industry crafts.
- Resources to help recruit transitioning military and veterans.

You can find this resource at: www.nascla.org/page/BYFMembersOnly
MEET NEW NASCLA MEMBERS!

New State Members:
- Missouri Office of Statewide Electrical Contractors

New Associate Members:
- Dicks and Sons Diving Service
- Mosby Construction
- City of California City
- Novak Construction Company
- SPG, LLC
- Grapevine Solutions, Inc.
- Redd Building and Renovation
- TSS, LLC
- Moeller Purcell Construction Company
- Cedar Peak Roofing
- Morgan Jacobs General Contracting, LLC
- Premium Home Builders, Inc.
- Warren Restoration, LLC
- Winchester Homebuilders
- K&G Industrial Services
- Manville Contracting Services, Inc.
- Yess Home Center, Inc.

New Associate Members (cont’d):
- Chesapeake Contracting Group
- Johnson Services
- Horizon Construction Co
- Produce Construction
- Oden Hardy Construction
- EC Source
- Blue Door Contracting, LLC
- T3-Facility Maintenance Services, LLC
- Build SOS, LLC
- Greenlee General Contractors
- Aegion Corporation
- Joanna Hendrix
- Hestco, Inc.
- Plannet Design & Construction
- ASTAI PMD
- TSB, Inc.
- Bernard Energy Solutions

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