THANKS TO OUR SPONSORS

RINGMASTER SPONSOR

ABC Workers Compensation
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FutureComp

Associated Builders & Contractors
Annual Career Development Awards,
Recognition & Appreciation

MAJOR SPONSORS

Cobb Hill Construction, Inc.

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- Turnstone Corporation
- V. R. Concrete, Inc.

ABC Merit Choice
Saymore Engraving Company - EIC BANNER SPONSOR
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Thursday, June 21, 2012
ABC NH/VT Chapter Office
“Under the Big Top”
58 Chenell Drive, Concord NH 03301
ABC CAREER DEVELOPMENT COMMITTEES, TASK GROUPS & INSTRUCTORS

BOARD EDUCATION TASK GROUP
Wayne Vanasse - ARC Mechanical Contractors
Scott Knightly - EnviroVantage
Kelly Gagliuso - Gagliuso & Gagliuso, PA
Ken Merrow - Trumbull-Nelson Construction Co., Inc.

EDUCATION COMMITTEE
Dave Webb - American Steel & Precast
Bob Carrigg - Carrigg Commercial Bldrs
Angie Borden - Cobb Hill Construction
David Voymas - David Voymas
Gordon Cormack - Cormack Constr Mgmt
Carey Demers - Hampshire Fire Protect.
Ron Ciotti - Hinckley, Allen & Snyder LLP
Debra Titus - Human Capital Solutions
Gary Sobolewski - Interstate Electrical
Mark Stock - Multi-Weld Services
Kevin Temple - North Branch Construction
Patricia Stagno - Powerskills for Life
John Pietroniro - Project Resource Grp.
Randy Cheyne - Torphy Construction
Stacy Clark - Turnstone Corporation
Jay Fitzpatrick - WorkSafe New England

SUPERINTENDENT INSTRUCTORS
Dave Webb - American Steel & Precast
David Voymas - Consultant
Kelly Gagliuso - Gagliuso & Gagliuso
Peter Swilosky - Granite Roots Construction, LLC
Kevin Temple - North Branch Construction
John Pietroniro - Stabile Constr. Services
Bill Hickey - The H. L. Turner Group

SEMINAR INSTRUCTORS
Dave Webb - American Steel & Precast Erectors
Dave Johnson - Association Insurance
Craig S. Packard, MD, MPH - Concentra
Dave Benson - Consultant
David Voymas - Consultant
Paul M. Lane Esq. - Domestico, Lane & McNamara, LLP
Julie Moore, Esq. - Employment Practices Group
Kelly Gagliuso, Esq. - Gagliuso & Gagliuso, PA
Rick Gagliuso, Esq. - Gagliuso & Gagliuso, PA
Deb Titus - Human Capital Solutions, LLC
Diane Carpenter - NH Dept. of Employment Security
Catherine Barger - NH Dept. of Labor
Cynthia Flynn - NH Dept. of Labor
Patricia Stagno - Powerskills for Life
John Rocheleau - Protech HVAC, LLC
Dennis Francoeur - RPF Environmental
Dan Whipple - State of Vermont - VOSHA
Brian Renaud - The Contractors Plan
Dennis Richardson - W. D. Matthews
Jay Fitzpatrick - WorkSafe New England

COMPANIES BENEFITING FROM ABC NH/VT CAREER DEVELOPMENT PROGRAMS
A. J. Cameron’s Sod Farms Inc.
AAA Energy Service Co.
Accurate Air, Inc.
Alliance Mechanical, Inc.
Allied Property Solutions, Inc.
All-Ways Accessible, Inc.
Amari Company, Inc.
American Steel & Precast Erectors
Andrews Construction Co., Inc.
ARC Mechanical Contractors
Artisan Electrical Contractors, Inc.
Benson Woodworking Co., Inc.
Binnacle Rigging
Blue Dot Glass, LLC
Bruss Construction, Inc.
Capioli Painting, Inc / CPI Floor Coatings
Casella Waste Services, Inc.
CCI, Conneston Construction, Inc.
Cianbro Corporation
CMGC Building Corp.
Cobb Hill Construction, Inc.
Cohen Steel Supply, Inc.
Concetta Medical Centers NH
Construx, Inc.
DECCO, Inc.
Dependable Controls Services LLC
Deverny Siding Specialists
E. D. Swett, Inc.
Eastern Vent Systems, Inc.
Eckhardt & Johnson, Inc.
Electrical Installations, Inc.
EnviroVantage
Ewing Electrical Co., Inc.
Fulcrum Associates, Inc.
Ganneston Construction Corp.
Granite State Glass
Granite State Plumbing & Htg, LLC
Hampshire Fire Protection Co., Inc.
Intermediate Electrical Services Corp.
Irish Electric Corp.
J. Lawrence Hall Co., Inc.
Kaloutas Painting
Kal-Vin CM, LLC
Lacoon Refrigeration
Leighton A. White, Inc.
Life Safety Fire Protection Co.
Longchamps Electric, Inc.
Meridian Construction Corporation
Merrimack Building Supply, Inc.
Methuen Construction Co., Inc.
Metro Walls, Inc.
MMS Northeast, Inc.
MSI Mechanical Systems, Inc.
MTS Services of Bedford, Inc.
Multi-Weld Services, Inc.
North & South Construction
North Branch Construction, Inc.
Northern Design Precast, Inc.
Novel Iron Works, Inc.
Oliver Mechanical, Inc.
P J Labrie & Sons
Palmer & Sicard, Inc.
Penta Corporation
Powers Generator Service LLC
Powerskills For Life, LLC
Premier Concrete Construction LLC
Project Resource Group, LLC
Sam Mechanical Services, LLC
Schroeder Construction Mgmt., Inc.
Seacoast Scaffold & Equipment Corp.
Skillings and Sons, Inc.
Smart-ATI Construction
Southern NH Concrete Construction, Inc.
Spectrum Energy Sustainable Technologies, LLC
SSW Erectors, LLC
St. Pierre, Inc.
Stahlman Group, Inc.
State of Vermont – Dept. of Corrections
Sullivan Construction, Inc.
Torphy Construction & Development, LLC
Total Concepts Builders, Inc.
Trumbull-Nelson Construction Co., Inc.
Turnstone Corporation
USI - New England
Viking Roofing
WELCH SIGNAGE and Digital Graphics
Wells Excavators
FIND GOOD PEOPLE AND HELP THEM GROW

ABC is your resource for information and programs to support your efforts to retain, recruit and develop a skilled workforce.

The future of your company and the construction industry is dependent on TRAINING, COACHING, LEADERSHIP and MENTORING.

Participate in ABC sponsored programs. Utilize ABC as a resource for information by contacting the Chapter Office with questions and reading our publications.

Find good people, help them grow and your company and the construction industry will have a bright future!

CRAFT TRAINING INSTRUCTORS

Our Craft Instructors are all NCCER certified providing the added benefit of a nationally recognized skills development program for those teaching and being taught. The NCCER curriculum covers all the standard construction trades and is a valuable resource for our training programs, apprenticeship training and other in-house training initiatives. We are always interested in adding qualified instructors and trades to our offerings and supporting your internal training efforts. We would like to encourage you to consider joining our team as we continue to provide skills advancement throughout the industry.

NCCER MASTER TRAINER

David Voymas - Consultant

SAFETY INSTRUCTORS

OSHA 10 and 30 Hour Outreach
Jay Fitzpatrick - WorkSafe New England
Patricia Stagno - Powerskills for Life
Keith Ronalter - EnviroVantage
David Voymas - Consultant

Crane
David Webb - American Steel & Precast Erectors

Lead RRP
Keith Ronalter - EnviroVantage

TRAINING AT YOUR OFFICE

Did you know you can have ABC provide training held at your office for your employees? ABC NH/VT is available to provide or arrange on-site training for your organization. If you have a significant number of staff needing the same training we would be delighted to hit the road and get it done. Whether your need is safety related (confined space, first aid), business operation focused (MS Excel, contracts), or skill enhancing (teamwork, construction math) any of our classes are possibilities. But don’t limit yourself to those – if you need training on a topic not covered by our classes – we will assist you in filling that need. Please call for more information or to set up a class. 603 226-4789

CONSTRUCTION CAREER DAYS

September 21 & 22 2012

ABC NH/VT is very active in coordinating and supporting the New Hampshire Construction Career Days (NHCCD). This important event exposes New Hampshire high school students to possible career paths in the construction industry through hands-on exhibits and educational resources. Last year 39 schools participated with over 900 high school students attending. These students had a wonderful opportunity to take part in hands-on activities with over 50 exhibitors including, welding, carpentry, heavy equipment, tree climbing, plumbing, post-secondary education opportunities, and many more. This year’s two-day event (4th year running) will be held in September 21 & 22 from 8am-12 noon at the Hopkinton Fairgrounds.

Trade demonstrations and sponsorship opportunities exist – please contact Dan at your ABC Chapter Office for more information.
**BUSINESS MANAGEMENT / CEO PROGRAMS**

There is no shortage of issues facing Mid- and Upper-Management. The Chapter’s Education Committee considers a variety of sources, including surveys, to determine topics for our business management programs. Typically 2-3 hours, early AM, these seminars target current issues and provides information you can use immediately.

**Sample Topics:**
- Microsoft Office Suite
- NH Workers’ Comp Regulations
- Contracts
- Labor Dept - Regulations & Compliance
- BIM
- Prevailing Wage
- Marketing & Sales
- Office Operation Efficiency
- Hiring & Retaining Employees
- Managing Employee Relations
- Insurance
- Continuing Educaiton Credits

**FUTURE LEADERS IN CONSTRUCTION**

October - May

This program was designed originally to address the challenges new construction professionals face as they step into leadership roles within their organizations. We have found, over the years of offering this class, that the content is valid for both new and established construction industry leaders. The FLIC program will provide or strengthen the skills needed to lead direct reports, business initiatives, and the company to produce amazing results. During this 8 month program participants will consume several industry leading books, share a dialog with established industry leaders, build lasting relationships with classmates, and participate in skill reinforcing activities. Additionally this program contains a return on investment component which pushes the students to use the skills that are being learned in class to tangible while still under the guidance of FLIC’s facilitators. This class is packed with nuggets that will make a positive impact on the students both personally and professionally - you and your organization deserve to reap the rewards of this program!

**SUPERINTENDENT COURSES**

*Includes ABC’s Certificate of Achievement In Construction Supervision*

Our certificate program required courses are aligned with the NCCER (National Center for Construction Education and Research) Project Supervision curriculum. This nationally recognized course includes testing to validate learning and assure that the basic concepts and skills have been learned by the student. The elective classes were developed by construction industry professionals to provide more in-depth knowledge on specific topics. Each course may be taken individually or as part of the program.

**2012 Safety Award Winners - CONT’D.**

<table>
<thead>
<tr>
<th>SIC Code 17</th>
<th>50,000 - 100,000 Man-Hours</th>
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<tbody>
<tr>
<td>1st Place</td>
<td>American Steel Fabricators, Inc.</td>
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<tr>
<td>2nd Place</td>
<td>Damon Insulation Co., Inc.</td>
</tr>
<tr>
<td>3rd Place</td>
<td>Rose Steel, Inc.</td>
</tr>
<tr>
<td>Most Improved</td>
<td>American Steel Fabricators, Inc.</td>
</tr>
<tr>
<td>Zero Lost Time Cases</td>
<td>American Steel Fabricators, Inc.</td>
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<tr>
<th>SIC Code 17</th>
<th>100,000 - 200,000 Man-Hours</th>
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<tr>
<td>1st Place</td>
<td>Denrond Plumbing &amp; HVAC, LLC</td>
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<tr>
<td>2nd Place</td>
<td>Bremco, Inc.</td>
</tr>
<tr>
<td>3rd Place</td>
<td>Skillings and Sons, Inc.</td>
</tr>
<tr>
<td>Zero Lost Time Cases</td>
<td>Denrond Plumbing &amp; HVAC, LLC</td>
</tr>
<tr>
<td>Zero Lost Time Cases</td>
<td>Bremco, Inc.</td>
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<tr>
<th>SIC Code 17</th>
<th>Over 200,000 Man-Hours</th>
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<tr>
<td>1st Place</td>
<td>DECCO, Inc.</td>
</tr>
<tr>
<td>2nd Place</td>
<td>Granite State Plumbing &amp; Heating, LLC</td>
</tr>
<tr>
<td>3rd Place</td>
<td>Hampshire Fire Protection Co., Inc.</td>
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<tr>
<td>Most Improved</td>
<td>Reily Electrical Contractors, Inc. - RELCO</td>
</tr>
<tr>
<td>Zero Lost Time Cases</td>
<td>DECCO, Inc.</td>
</tr>
<tr>
<td>Zero Lost Time Cases</td>
<td>Granite State Plumbing &amp; Heating, LLC</td>
</tr>
</tbody>
</table>

**Suppliers**

1st Place | Mill Steel Corporation
2nd Place | Northern Design Precast, Inc.
3rd Place | Novel Iron Works, Inc.
Most Improved | Northern Design Precast, Inc.
Most Creative | Northern Design Precast, Inc.

**NATIONAL ABC STEP AWARD WINNERS**

**Platinum Level**
- Bremco, Inc.
- DECCO, Inc.
- Cobb Hill Construction, Inc.

**Silver Level**
- American Steel & Precast Erectors
- Andrew’s Construction Co, Inc.
- Bonnette, Page & Stone
- Damon Insulation Co., Inc.
- Hampshire Fire Protection Co., Inc.
- J. Lawrence Hall Co., Inc.
- Leighton A. White, Inc.
- MSI Mechanical Systems, Inc.
- North Branch Construction, Inc.

**Gold Level**
- The RELCO Companies
Individuals who complete all the Superintendent Course requirements (required classes and 3 electives) will be awarded a Certificate of Achievement in Construction Supervision. NCCER certification will also be provided for the required courses.

**Required Courses:** *(Hrs per class indicated - 80hrs total)*
- Understanding Construction Documents *(5)*
- Safety *(7.5)*
- Quality Control *(5)*
- Document Control and Estimating *(10)*
- Planning and Scheduling *(17.5)*
- Resource Control and Cost Awareness *(15)*
- Jobsite Leadership and Communication *(20)*

**Choose Three Elective Courses:** *(approx. 15 class hrs each)*
- Basic Construction Law
- Basic Structural Principles
- Building Green
- Project Estimating
- Understanding Codes

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**ABC CRAFT TRAINING PROCESS**

ABC NH/VT believes in the need to create skilled crafts people for all construction trades. We actively support this beginning with providing an awareness of construction as a career to school children (career fairs, Construction Career Days, etc.) up too high level craft skills training for trade professionals. As an accredited sponsor of the NCCER Craft Training Process we provide training and support for trainers, our own students and your in-house training programs. NCCER curriculum is approved for apprenticeship training and covers over 20 trades. Its materials are available in module form which provides the flexibility to focus on the specific skills development that is needed.

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**ABC NH/VT SAFETY COURSES**

ABC offers OSHA 10-Hour and 30-Hour Courses and other timely programs on topics concerning OSHA standard changes, emphasis programs and other issues.

**Topics include:**
- Safety Compliance & Regulations
- Accident Investigations
- Hazard Communication
- Fall Protection
- Safety Planning & Analysis
- Personal Protection Equipment (PPE)
- Communications, HR & Permit Requirements
- Effective Safety Training
- Arc Flash
- Safety Program Documentation
- Lead RRP Training
- CPR / First Aid
- Forklift / Aerial Lift
- Crane - Final Rule Compliance
FUTURE LEADERS IN CONSTRUCTION
2011-2012 GRADUATES
Sarah Crane - Andrews Construction
Jody Perkins - ARC Mechanical
Wayne Vanasse - ARC Mechanical
Jeff Bennett - Bruss Construction
Jim Fritz, Jr. - Electrical Installations
Brian Tebbetts - EnviroVantage
Peter Carlberg - EnviroVantage
Daphne Pelletier - Ewing Electrical
Derek Monroe - Ewing Electrical
Jared Treshinsky - Interstate Electrical
Mike Provost - Interstate Electrical
Carl McMullen - Kaloutas Painting
Matt Bary - North Branch Construction
Hiland Doolittle - Penta Corporation
Dave Harrison - Trumbull-Nelson Construction
Tony Instasi - Trumbull-Nelson Construction
William Clark - Turnstone Corporation

A SPECIAL THANKS TO OUR OPENING PANEL AND GUEST LEADERS WHO PROVIDED MUCH WISDOM AND INSIGHT TO OUR CLASS.

Opening Panel
Stacey Clark - Turnstone Corporation
Mark Holden - Associated Builders & Contractors, NH/VT
Bill Frasella - Sullivan Construction Co.

Guest Leaders
Gordon Cormack - Cormack Construction Management
Tom Avallone - Cobb Hill Construction
Christine Fletcher - Secondwind Water Systems
Jeff Lavole - All-Ways Accessible, Inc.
Mark Stock - Multi-Weld Services, Inc.
Tim Long - Meridian Construction Corporation

SUPERINTENDENT CERTIFICATE PROGRAM
2012 PARTICIPANTS
Mike Best - North & South Construction
Sheldon Bruss - Bruss Construction, Inc.
Ken Dufresne - Fulcrum Associates, Inc.
Robert Graham - Torphy Construction & Development
Jared S. Raymond - Bruss Construction, Inc.
Charlie Romano - Palmer & Sicard, Inc.
Marc Smith - J. Lawrence Hall Co., Inc.
Scott Tarzia - Palmer & Sicard, Inc.
Robert Levesque - Fulcrum Associates, Inc.

OTHER COMPANIES TAKING ADVANTAGE OF INDIVIDUAL SUPER CLASSES
A & E Flooring Inc. Amari Company, Inc.
ARC Mechanical Contractors Cobb Hill Construction, Inc.
EnviroVantage Oliver Mechanical, Inc.
Sam Mechanical Services, LLC