

Issue 2019.1

AGCBLUEPRINT

Associated General Contractors of Arkansas



AGC Arkansas Executive Officers (from left): Steve Forsgren, Secretary, Forsgren, Inc.; Roger Marlin, President, Hydco, Inc.; Mark Windle, Treasurer, Manhattan Road & Bridge Company

#trending

Construction Outlook • Finish Empty® • Labor Shortage



WE DO MORE THAN DIRT

Little Rock
9125 Interstate 30
501-570-4300

Jonesboro
3701 East Parker Rd.
870-933-0020

El Dorado
2001 West Hillsboro St.
870-881-0800

Russellville
370 Lake Front Dr.
479-968-3304

Fort Smith
6601 South Zero
479-646-4755

Springdale
4117 Wagon Wheel Rd.
479-927-8930

Harrison
5475 Hwy. 65 South
870-429-8700

Texarkana
2400 Trinity Blvd.
870-773-5621

www.riggscat.com



An Authorized
DuroLast Contractor

We Keep the Water Out

www.robertsmcnuft.com

800-467-1597



ROBERTS-McNUTT

Commercial Roofing and Waterproofing

Little Rock • Jonesboro • Springdale



HELPING TO BUILD ARKANSAS FROM THE GROUND UP

Since 1906

Construction Materials & Supplies
Rebar Fabrication
Formwork
Geotech Fabrics
Erosion & Stormwater Control
Highway Products
Firestop Installation
Gypsum Underlayment Installation
Scaffolding Rental & Installation
Suspended Scaffolding, Installation & Dismantling
Equipment
Tools & Accessories
Specialty Equipment Rental
Service & Repair



DarraghCompany.com

Little Rock Darragh Headquarters
1401 E. 6th Street • Little Rock, AR 72202
501-372-2112 • Fax 501-372-1001

Conway Darragh / Tool Central
675 E. Robins Street • Conway, AR 72032
501-358-6988 • Fax 501-358-6548

Fort Smith Darragh / Tool Central
4731 Zero Street • Fort Smith, AR 72903
479-648-3930 • Fax 479-648-3795

Hot Springs Darragh / Tool Central
1800 Higdon Ferry Road • Hot Springs, AR 71913
501-520-4440 • Fax 501-520-4449

Jonesboro Darragh / Tool Central
2919 S. Caraway Road • Jonesboro, AR 72401
870-934-8788 • Fax 870-934-8786

Texarkana Darragh / Tool Central
6201 Mall Drive • Nash, TX 75569
903-793-3822 • Fax 903-793-4222

Lowell Darragh / Arkansas Rebar
317 Commercial Ave. • Lowell, AR 72745
479-725-0707 • Fax 479-725-0713

Benton Arkansas Rebar
1222 B Airline Drive • Benton, AR 72015
501-315-7654 • Fax 501-315-6915

Batesville Tool Central
1240 N. St. Louis Street • Batesville, AR 72501
870-698-8665 • Fax 870-698-0009

Memphis Tool Central
4871 E. Shelby Drive • Memphis, TN 38118
901-795-0705 • Fax 901-795-0683

Pocahontas Tool Central
2010 Industrial Drive • Pocahontas, AR 72455
870-892-8665 • Fax 870-892-7076

AGCBLUEPRINT

TABLE OF CONTENTS

Issue 2019.1

#trending

5

2019 Construction Outlook

by AGC of America

11

Finish Empty: The Key to Extraordinary Results

by Jason Curry, Founder, Finish Empty®

17

What's Not Short about the Labor Shortage

by Holly Fish, Director of Communications and Human Resources, EGP, PLLC Certified Public Accountants & Consultants

Editor
Beth Franks

AGC ARKANSAS

523 E. Capitol Avenue
P.O. Box 846
Little Rock, AR 72203
501.375.4436 Phone
501.375.0110 Fax
www.agcar.net
info@agcar.net

The **AGC Blueprint** is a quarterly publication of AGC Arkansas, and is produced exclusively for AGC Arkansas members. Statements of fact and opinion are the responsibility of the authors alone and do not imply an opinion on the part of the officers or members of the AGC. ©Copyright 2019 by AGC Arkansas. All rights are reserved. Materials may not be reproduced or translated without written permission. For reprint permission, contact the Editor at info@agcar.net. Subscription rates are included in the association membership dues. Additional copies are \$15.



DEPARTMENTS

22 Safety First

Meet Nathan Price, SSH
Director of Safety & Training

24 Resources

OSHA Safety Checklist

28 New Members

30 Comings & Goings

32 Index of Advertisers

@AGCARKANSAS



AGC Arkansas





2019 Construction Outlook

from AGC of America



SEVENTY-NINE PERCENT OF CONSTRUCTION FIRMS PLAN TO EXPAND HEADCOUNT IN 2019, BUT MOST ARE ALSO WORRIED ABOUT THEIR ABILITY TO FIND QUALIFIED WORKERS.

Seventy-nine percent of construction firms plan to expand their payrolls in 2019 but an almost equal percentage are worried about their ability to locate and hire qualified workers, according to survey results released today by the Associated General Contractors of America and Sage Construction and Real Estate. The findings are detailed in *Contractors Remain Confident About Demand, Worried About Labor Supply: The 2019 Construction Hiring and Business Outlook Report*.

“Construction executives appear to remain confident about their market prospects for 2019 and plan to add headcount to cope with the added workload,” said Stephen E. Sandherr, the association’s chief executive officer. “Even as they are optimistic about growing demand, contractors are concerned about finding

qualified workers to execute projects.”

The percentage of respondents who expect a market segment to expand exceeds the percentage who expect it to contract for all 13 categories of projects included in the survey. For every segment, between 23 and 32 percent of respondents expect the dollar volume of projects they compete for to increase. Meanwhile, for all but one segment, between 11 and 16 percent of respondents foresee less work available in 2019. The difference between the positive and negative responses – the net reading – was between 10 and 17 percent for every category except multifamily.

Public building construction scored the highest net positive reading of 17 percent. Three other segments had a 16 percent net positive: highway, K-12 school,

continued on page 6

Outlook

from page 5

and hospital construction. Projects for federal government agencies and retail/warehouse/lodging both had a net positive reading of 15 percent. Water & sewer and transportation facility construction had a net positive reading of 14 percent.

Four categories had a slightly less-positive net reading: private office construction (13 percent); manufacturing con-

struction (12 percent); higher education construction (11 percent) and power construction (10 percent). The lowest net positive reading was for multifamily residential construction, at 5 percent. Association officials said this may indicate that multifamily construction has outpaced demand for now in some locations.

Most contractors plan to add staff in 2019 to keep pace with growing demand. Nearly four out of five (79 percent) plan to increase headcount this year, up from

75 percent at the start of 2018 and 73 percent at the start of 2017. However, just under half of firms report their expansion plans will only increase the size of their firm by 10 percent or less. About one-fifth of respondents plan to increase headcount by 11 to 25 percent. Only 7 percent of respondents plan to increase employment by more than 25 percent.

Despite firms' plans to expand headcount, 78 percent report they are having a hard time filling salaried and hourly craft positions. That share was down slightly from 83 percent at the start of 2018. In addition, 42 percent expect it will continue to be hard to hire in the next 12 months and 26 percent expect that it will become harder to hire in 2019.

These labor shortages are having an impact on construction costs and project schedules, association officials noted. One-third of respondents report that staffing challenges drove costs higher than anticipated. In reaction, 37 percent of firms are putting higher prices into new bids and contracts. Similarly, 34 percent report projects have taken longer than they anticipated.

Firms continue to raise pay and provide bonuses and benefits in response to labor shortages. Fifty-nine percent of firms report they increased base pay rates. Twenty-nine percent provided incentives and/or bonuses. Twenty-four percent of firms increased contributions or improved employee benefits to cope with workforce shortages.

Many firms are also investing more in training programs for current and new workers, association officials added. They noted that 63 percent of firms report they plan to increase investments in training and development in 2019, up from 52 percent at the beginning of last year. Large firms, in particular, are likely to do so, with 71 percent of companies with more than \$500 million in revenue saying they plan to increase investments in training, compared with 59 percent of firms with \$50 million or less in revenue.

"As growing demand and labor shortages force contractors to do more with less, many firms are increasing their investments in labor-saving technologies and techniques like building informa-

continued on page 8



GMO

ROCK-SOLID RESOURCES. REAL-WORLD RESULTS.

Granite Mountain Quarries is Central Arkansas' premier crushed-stone provider, delivering superior materials and service for more than 40 years.
Count on our team for your next project.

CONTACT Al Nicks, Sales: 501-490-1535 or al.nicks@gmqrock.com

ICM

IMPROVED CONSTRUCTION METHODS

Since 1970, ICM has a history of pioneering systems, products, and equipment for the construction and public works market place.



Safety Equipment



ICM Wetwell with GME Pit Box



ICM Column Base Forms



Pipe Lasers



Pipe Plugs & Testing Equipment



GME Trench Safety Shields



Bridge Pit Boxes

Other More Recent Improved Construction Methods Offerings



GPS, Total Stations, Rotator Levels and other Survey Instruments



316B Dual Control Package with Grader-Blade

AgI developed the finest control system for your Skid-Steer.

An economical way to automate both sides of the Blade

ICM also offers:

Repair and Rehabilitation of Waste Water Manholes, Wet Wells, Clarifiers, and other structures. Also, Storm Drain Pipe & Structures and Building floors and foundations, soil stabilization of Earthen Dams.

Please Contact

Mark McFadden North Arkansas 501-412-3705 or Email mmcfadden@icminc.us

OR Chris McFadden South Arkansas 501-519-4571 or Email cmcfadden@icminc.us

Outlook from page 6

tion modeling, lean construction and robotics,” said Ken Simonson, the association’s chief economist. He noted that

32 percent of respondents report their firms are using methods to reduce onsite worktime, including lean construction, virtual construction techniques or offsite prefabrication. Twenty-eight percent are investing in labor-saving equipment, including drones, robots and 3-D printers.

Officials with Sage noted that 42 percent of respondents will increase their IT investments in 2019. The largest share of firms, 30 percent, plan to increase their investments in project and document management software. Firms also appear to be increasingly comfortable with moving data to the cloud. Thirty-one percent said they are very comfortable with such a step, compared with 24 percent last year. Yet even as firms embrace information technology, 26 percent report their biggest IT challenge is that they lack the time needed to implement and train on new systems.

“Contractors are realizing that IT is becoming more diverse and are considering services outside their companies that can do a better, more cost-effective job at managing this important component of their business,” said Dustin Anderson, vice president of sales for Sage Construction and Real Estate, North America.

79% of construction firms plan to expand their payrolls in 2019 but an almost equal percentage are worried about their ability to locate and hire qualified workers

Association officials noted that despite the headwinds of political partisanship and ongoing trade disputes, contractors are optimistic about demand for construction services in 2019. But they noted that the Outlook is based on responses that were provided before the recent partial federal government shutdown. And responses were provided at a time when President Trump had announced a halt to pending tariffs on a wide range of Chinese goods as negotiators seek to address trade concerns.

“This means that if Washington officials can’t find a way to work together to continue needed regulatory reforms and

enact new infrastructure funding, many contractors’ more optimistic expectations will not be met,” Sandherr said. “And many contractors will be squeezed by growing costs for materials at a time when an expanded trade war will likely undermine private-sector demand if American and Chinese officials cannot resolve their trade disputes.”

Sandherr added that the association was committed to making sure Washington leaders act to support continued economic growth in 2019. He noted that the association will continue to advocate for new infrastructure investments, regulatory reforms, federal funding for career and technical education, and comprehensive immigration reform. He added that the association will continue to offer ways to help member firms embrace and adopt new labor-saving technology and techniques.

“Our goal is to ensure that the construction industry expands in 2019 amid growing demand for new projects and an infusion of new and qualified workers,” Sandherr said. “If that happens, the entire economy will benefit.” ■

PETERSON CONCRETE TANK CO.

Products for Sewer & Drainage Systems



- Septic Tanks
- Grease Traps
- Precast Manholes
- Median Barriers



ROGER PETERSON, PRESIDENT • **BILLY PRUSS**, VICE PRESIDENT
501-851-1955 • 1-800-323-2540

18010 MacArthur Drive • I-40 • Morgan Exit
North Little Rock, AR 72118 • Fax: 501-851-2290



WE WORK FOR YOU



JOHN DEERE

HITACHI

Leica
Geosystems

What does the perfect relationship with your dealer look like? You talk, we listen. Your priorities come first. Purchase, lease or rental options available.

Visit one of our 8 Arkansas locations today!

1 Arkadelphia
301 High School Dr.
(870) 246-8678

2 Camden
2380 Highway 79 N
(870) 574-0290

3 Fort Smith
3410 South Zero
(479) 646-8381

4 Jonesboro
5707 Commerce Sq
(870) 268-9900

5 Little Rock
10600 Interstate 30
(501) 455-2540

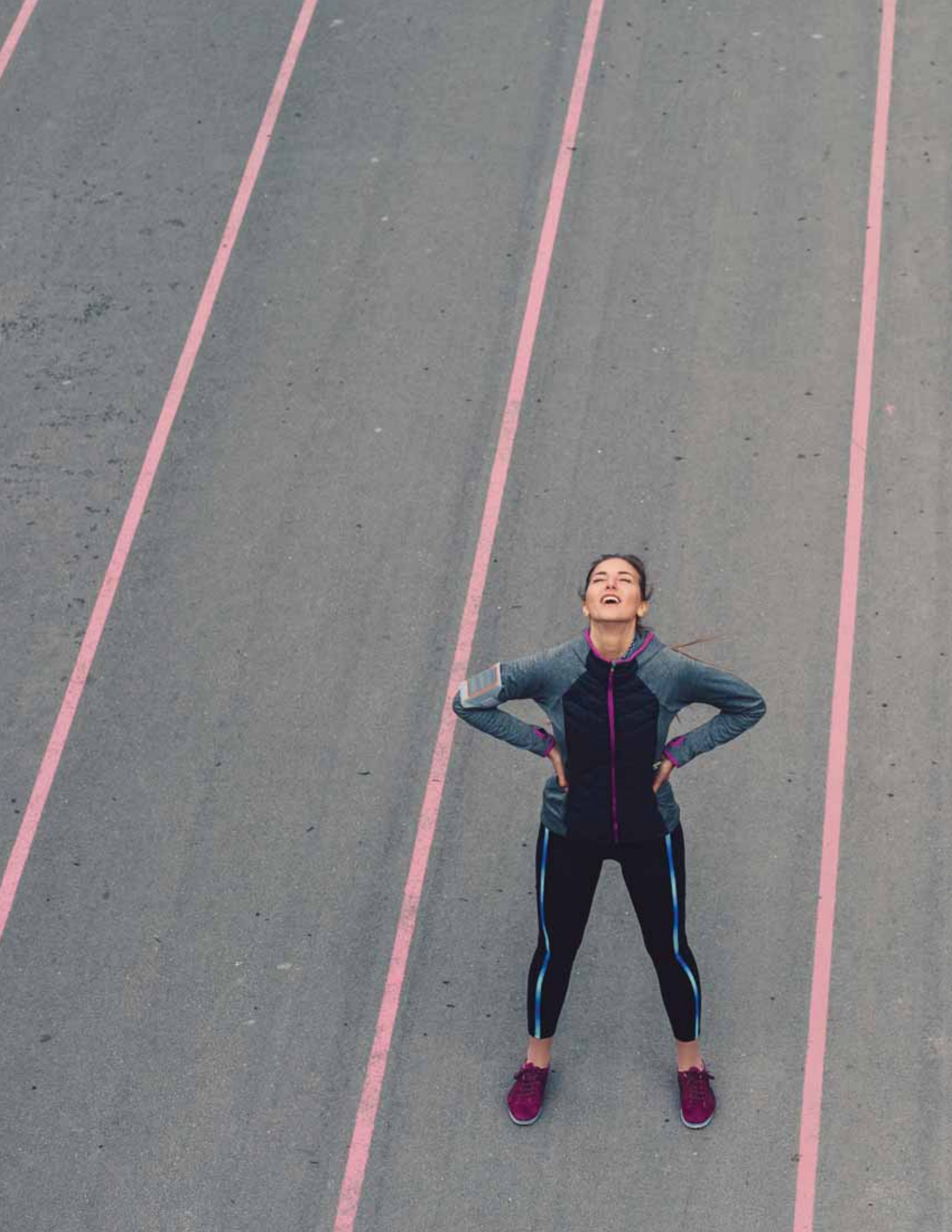
6 Monticello
1185 Highway 425 S
(870) 367-3496

7 Springdale
3838 Wagon Wheel Rd.
(479) 756-9779

8 Texarkana
1800 Jim Walter Dr.
(870) 772-9321



www.StriblingEquipment.com



Finish Empty

*The key
to extraordinary
results*

*by Jason Curry
Founder, Finish Empty®*



MOST PEOPLE WANT TO BE SUCCESSFUL. IT IS DIFFICULT TO FIND A LARGE NUMBER OF PEOPLE IN LIFE WHO ARE INDIFFERENT TO RESULTS. YOU CAN FIND A MULTITUDE OF THOSE WHO ARE NOT WILLING

to do what is required for excellence, but there are very few who simply do not want to succeed. Most of us desire to be successful in every aspect of our life, and although we may define success differently, most want to accomplish what they deem to be excellent.

This is where it becomes interesting in life! Although the desire for excellence seems to be common, exceptional results are rare! How can that be? We are surrounded by motivational speakers, authors, conferences, and webinars. Whatever you are looking for, you can easily find when it comes to self-development, leadership, and success. With knowledge so readily available and accessible, why do so many with the desire for extraordinary results, continually fall

short of anything that resembles success, excellence, or winning?

Is it talent? Could it be circumstances? Perhaps it is fate? Do we really just stumble into success, while others seem to miss the mark their entire life? Volumes have been written on this subject, but I honestly believe the answer is found in two simple principles. However, as simple as these principles are to understand, they are equally as difficult to apply. **Nevertheless, when you find consistently successful companies, individuals, organizations and teams, you will find these two principles established and applied...**

- The steps you take today, determine your tomorrow.
- People who accomplish excellence, don't do what is average.

continued on page 12

Finish Empty

from page 11

12

Let's start with the first principle. The steps you take today, determine your tomorrow. What we intend to do, changes nothing in our lives. It is what we actually do consistently that yields a return over the long term. This truth is unavoidable in life. If you had the resources to surround yourself with the right experts, who had knowledge of your abilities and total access to your routines, schedules, and systems, that expert could clearly define for you what your results will soon be.

You must begin with this principle. There is no way around it. Your current routine is designed to produce your current results; whether in your company, organization, team, or in your life. There may be the occasional "lucky star," but almost all sustained success stories are built on a foundation of excellent routines and daily steps toward a defined destination. Jim Collins writes in the leadership classic, *Good To Great*, "Greatness is not a function of circumstance. Greatness,

it turns out, is largely a matter of conscious choice and discipline."

Most people live consumed by their lack of ability or opportunity, whether perceived or accurate. Before they ever take a step toward success, they are crushed by what they can't control. You must begin with what you can control. Of course, there are going to be obstacles, challenges, and adversity. There are no stories of success without a chapter of perseverance. But, if you begin the journey toward success and excellence believing that you can't achieve due to the uncontrollable, you will never be successful.

The second principle builds on the first. If our destination tomorrow is determined by the steps we take today, then the people who ultimately accomplish excellent things routinely do not do things that are average. To state it another way; if you want to accomplish what is excellent, you must intentionally choose excellence, not average.

We want to believe that there is another path to excellence, or that success is

How do we begin to take steps towards excellence in every area of our lives?

LITTLE ROCK

STEVE LANDERS
CHRYSLER DODGE JEEP RAM

2018 RAM 2500

401 COLONEL GLENN PLAZA LOOP

BUSINESS LINK
The fast lane for small business.

BRYAN EIFERT
COMMERCIAL/FLEET SALES MANAGER
501-467-0909
BWE@IPA.NET

LANDERSCOUNTRY.COM

largely due to circumstances out of our control, but where we will be tomorrow and what we will accomplish, is a direct result of the steps we take today. And, if those steps are average, so is the outcome.

If those two principles are true, and I believe they are, then how do we begin to take steps towards excellence in every area of our lives? How can we choose the path of excellence in our work life and in our personal life? Is it possible to look back on our life and say, "I'm glad I did," instead of consistently living with the regret of, "I wish I had?"

The answer is yes! In the words of my favorite author C.S. Lewis, "You are never too old to set another goal or to dream a new dream." Let's start right now with five simple steps you can apply to your business, organization, team, or your life that will help you take steps toward excellence! Over the last 15 years of leadership training, I have seen time and time again these five simple steps built on the principles above, lead to incredible successes.

Define your Destination

You must begin at the end. Many people never take the right path toward excellence, because they never define their ultimate destination. What are you trying to accomplish? What does winning look like? What is the goal?

These questions appear to be basic questions, but it is common for individuals, organizations, and teams to not have clearly defined destinations, dreams, and goals.

If you ask anyone what the most important part of any puzzle is, they will most likely tell you the corners. They are wrong. The most important part of a puzzle is the box, with the image of what you are building on the front. Without a clear picture of where you are going, the decisions become much more difficult. Many businesses, organizations, and individuals make decisions more difficult because they have never defined the destination.

In your life, organization, business, or team, have you clearly defined the destinations, dreams, and goals you are

pursuing? The first step toward what is excellent is investing some time deciding what is your ultimate dream, destination, or goal.

Develop Your Plan

If you have not defined your destination, it is impossible to develop an effective plan. It makes sense, doesn't it? If we don't know where we are going, how will we know what path to take? Here is some good news for all those who are frustrated during the planning stage. You don't have to come up with the plan on

your own. However, you must own the plan once you have it. Think about the people who are where you want to be in life and ask to borrow their map. Work hard to gain access to those individuals, ask good questions, and then get to work figuring out the right path.

When I started Finish Empty®, I needed help developing an effective plan. I didn't have any experience in developing a leadership company and I knew it. I had something to say that I believed could help organizations, teams, and individu-

continued on page 14

13



8901 Diamond Drive - N. Little Rock, AR



Get it done right. Get it done quick.

We realize how important it is that your truck is on the road. We are committed to providing the best service, parts, and quick turnaround at competitive rates.

501-490-1122 or 800-737-5457



Finish Empty

from page 13

als, but I didn't know how to do much else from a business standpoint. I decided to send emails to about fifty executives that I admired in the area of leadership development. I knew I would be ignored, blocked or possibly irritating, but I also knew I only needed one "yes" to help me get going. When that email came back, it led to a meeting that would many years later save Finish Empty®. The right plan was put in place simply because my pride didn't get in the way.

I can't tell you how many businesses, teams, organizations, and individuals I have watched fail because they simply refused to ask someone to help them develop a plan. What is it in us that makes us believe we have all the answers? Why do we push back from the truth that we all need help in different areas? If you're going to take the path toward excellence and success, you must have a plan in place to lead and guide you each day.

Decide Your Team

Get the right people in the right places and you can accomplish almost anything. However, if you get the wrong people in the wrong places, you have no chance for excellence or success. With a clearly defined destination and plan, you can begin to decide who is going to help you along the way. There are very few decisions you will make more important than this one. Remember, you almost always go the same direction and pace as those you surround yourself with.

From a leadership position, when you are aware of your weaknesses, you should begin to look for people who are gifted in those areas to help you. This is true in your business as well as in your life; we all have blind spots. I even believe that in certain circumstances, finding the right people could be more important than figuring out the right plan. I think in many cases they are interchangeable. Think about it this way, if you get the right people in place, they can help you with making the right plan.

Invest some time today evaluating the people you chose to surround yourself with. Do you have the right people in the right places to accomplish excellence? If so, you are in an incredible position to be successful. If not, how do you begin to make the changes that are necessary?

Dictate Your Time

Nothing says less about your productivity, than how busy you are. You can spend all day working really hard, and not be productive. Many people without a clearly defined destination and plan find themselves frequently exhausted, overwhelmed, and unproductive. Ultimately, it leads to great frustration. There is a chance, as you are reading this, that you feel busier than ever before, and yet you seem to be no closer to your dreams and destinations. This will not change on its own, you must be intentional.

The first step in dictating your schedule is looking at your time differently. You must have a system in place to dictate your schedule each day, or your schedule will dictate you. Our schedules seem to naturally become more complicated



1-800-530-5848

www.HampelOil.com

Delo
Let's go further.™

A Chevron company product

© 2014 Chevron U.S.A. Inc. All rights reserved. All trademarks are property owned by Chevron Intellectual Property LLC or their respective owners.



*Passion is a slow burning fire
that is contained and
is serving a purpose.*

*If you are going to be successful,
you must have passion.*

and busier. You must be intentional to protect your time, so you can invest it in what matters most. **There are many ways to set a daily schedule. I divide my days into three categories:**

- **What I need to do**
- **What I have to do**
- **What I want to do**

What I need to do each day are the things that are driven by priority. They are a direct reflection of the destinations in my life. These are the things that are most important, and yield the most results; however, they are almost never required and almost always things that nobody else can do for me. I fight daily to devote as much of my schedule as possible to these things.

Next in my schedule are the things I have to do. They are driven by responsibility. Read any leadership book, and you will find that almost all great leaders say “no” consistently. This is the area that they say “no” most frequently. Why? Because giving a little portion of your schedule to everything, means devoting a great deal of yourself to nothing. I constantly fight this. Early on, I believed I had to do everything myself and I also believed that I was the only one who could do it right. My productivity soared when I moved on from this lie. Great leaders give away as much as they can in this area, so they can focus as much as they can in the area of what needs to be done. Look at your schedule right now and ask, “Is there anything in my schedule that I can delegate?” When you start to ask that

question, you begin to take steps toward freeing more time for what is most productive, and not what is simply urgent.

Finally, I guard the things in life that I want to do. These are the things that I am most passionate about. These are the things, events, and relationships that make life worth living. Sometimes, the things that I need to do and have to do, are not things that I want to do. That is part of being a leader and taking steps toward what is excellent.

I have never met someone who was successful or excellent over a long period of time who did not have a system in place to dictate their time. Perhaps that is why so many seem to accomplish what is average instead of what is excellent. This takes commitment, accountability, and discipline. But remember, your schedule is your routine and ultimately what will produce your results. If your schedule stays the same, so will the current outcome.

Devote Your Life

There is no substitute for passion. However, passion must never be confused with emotion. Emotion is a quick flare up in response to something. Passion is a slow burning fire that is contained and is serving a purpose. If you are going to be successful, you must have passion.

In 1978, Michael Jordan was just another teenager trying out for the Emsley A. Laney High School varsity basketball team. There were 15 roster spots. Jordan,

then a 15-year-old sophomore did not get one and was cut. “It was embarrassing not making the team,” Jordan later said. He went home, locked himself in his room and cried.

Then he picked himself up and turned the failure into motivation. “Whenever I was working out and got tired and figured I ought to stop, I’d close my eyes and see that list in the locker room without my name on it,” Jordan would explain. “That usually got me going again.”

There is no getting around the fact that Jordan grew and was gifted with incredible talent. However, there is nothing more common than unsuccessful people with talent. You can find them in every small town and big city across America. Young men and women gifted with incredible talent who never became successful? What’s the difference? Why did Jordan make it where so many others failed? I believe it is found in his quote. When he wanted to stop, he found a way to keep going. All the great ones have it. The desire to do what others simply are unwilling to do. That is passion, and what ultimately produces success and excellence.

Finish Empty® is the answer to passion in my life. It is the foundational phrase to reflect a life principle that I could build every area of my life around. I wanted to go to sleep each night having poured out all I have, in the areas of life that mattered most and counted the most. Once I clearly defined my destinations, got a plan, the right people, and schedule all that was left was to devote myself to it! Whether you are building the next great company or team, changing an area of your life, or leading an organization, if you will take the steps nobody else is willing to take... you will begin to experience the results few ever experience. That is what Finish Empty® is all about! That is what it takes to be excellent - All You Got. Every Day.® ■

For over 20 years, Jason Curry has motivated & inspired thousands. Jason is the founder of Finish Empty® and works with businesses, organizations, athletes, teams, & schools across the world to achieve excellence. Jason is married to Courtney Curry and they have two daughters, Carson and Cameron.



What's not short about the Labor Shortage

17

by Holly Fish
Director of Communications and
Human Resources, EGP, PLLC
Certified Public Accountants
& Consultants



TURNING DOWN BUSINESS BECAUSE YOU CAN'T HIRE AND KEEP WORK STAFF IS SUCH A COMMON THING THAT IF THERE'S NOT AN EMOTIONAL SUPPORT GROUP AVAILABLE, ONE IS ON THE WAY.

The signs are everywhere, literally - "Help Wanted, Apply Now, Great Benefits." The job postings pretty much sound about the same and so does the bad news many business owners face. There are more open positions than there are eligible workers to fill them. Tell us something new right? I'm not going to throw out a bunch of statistics, but they are plentiful in terms of economic growth, number of job openings, low immigration, aging population and more.

As a recruiting/retention and company culture specialist, this topic is always top of mind. I interview and listen to many

business leaders in the market as well as across the country. The story is always the same, hiring is hard and turnover is high. Everything you read from top economists' centers on an important point: This is a problem you'll be living with for years and could get worse before it gets better. I didn't write this to depress you even further, but you need to realize you are not alone. Let's dive into what others are doing to combat this challenge.

The Short-Term

Set the stage: You had an employee quit and you need to get started right away filling this empty spot. Hold the phone

continued on page 18

Shortage

from page 17

- hiring should not be your top priority. You must take care of your current employees first. If your current employees

are unhappy because they must pick up the additional slack or with a manager who has consistently ignored the amount of stress they are under, your chances for turnover increase. Do you notice employees taking work frustrations out on their co-worker? One more employee quits, then another. And yet another. Production has now come to a grinding halt. Having a vacant position is bad, but what's worse – trying to fill four vacant positions.

The best single strategy for employee retention is managerial attention. Compensation has to be competitive, but more employees quit because of environment and management than for pay. Tell the employees they are valuable. Offer feedback on how they are doing. Complaints roll in that very few employees get enough feedback. Realistic, proactive and positive work assessment helps with retention and an employee's ability to grow (and stay) within a company. You can go ahead and give negative feedback too, as long as it comes with specific action steps for the employee to improve performance. Having a path to progress is positive, even if that path is based on

BE PRO BE PROUD
BEPROBEPROUD.ORG

 **Pathway
to Freedom, Inc.**
restoring lives, families and communities

Be Pro Be Proud
www.beprobeproud.org
FB: @beprobeproudar
Instagram: @beprobeproudar

Pathway to Freedom
www.ptfprison.org
FB: @ptfprison

Exodus Life
www.exodus.life
FB: @exodusprison
Instagram: @exodusofl


EXODUS.LIFE
REEDUCATE • RECOVER • REUNIFY

100
GARVER
CENTENNIAL

CELEBRATING
ONE HUNDRED YEARS

1919 to 2019

We're invested in Arkansas.

Garver successfully provided planning, environmental, design, and construction phase services for this \$5 million runway rehabilitation project with a construction time of only eight days.

For more information, contact: Mike Griffin, PE, *Director of Aviation*
MJGriffin@GarverUSA.com | 501.376.3633 | GarverUSA.com



fixing problems. Communication is key. "I am very lucky and blessed that my parents based our company culture off mutual respect," said Courtney Little, owner of ACE Glass. Little went on to explain many aren't aware ACE stands for A Christian Enterprise and offering employees a safe and fair working environment has always been a priority. "Parents want to see their kid in action at the game or in the school play. Flexibility is a small perk that goes a long way." I couldn't agree with him more.

Employers must do more to entice workers through pay raises, benefits, and training. However, don't overlook the value of the little things. Other creative incentives such as spot bonuses, tickets to favorite sporting events or concerts can go a long way. It's the thought more than anything and it creates value and builds trust. It says, "I recognize your worth."

If resolving conflict within your organization is a point of pain, there are good resources here in Central Arkansas to help turn things around. Conflict resolution is another topic for another article but it's important to define work values. Ask yourself who you are and what you stand for within your company culture.

Consider setting the expectations very clearly on the front end during the interview, training and onboarding process. For example, if employee "no show" is a common issue you face, apply some strict guidelines, and make no room for questioning where you stand. You offer a safe place to work, treat your employees fairly and in return, you expect the same. Have your employment expectations written out and take the time to discuss these expectations thoroughly. Ask the employee what expectations they might have and both parties sign off on this agreement. Therefore, when one or more of these expectations has been violated, you have signed document to reference.

The Long-Term

In the coming years, our working age population will grow more slowly than it has in decades past. Total population growth, not as many people having children and of declining migration to the United States from other countries account for some of this outcome. I recent-

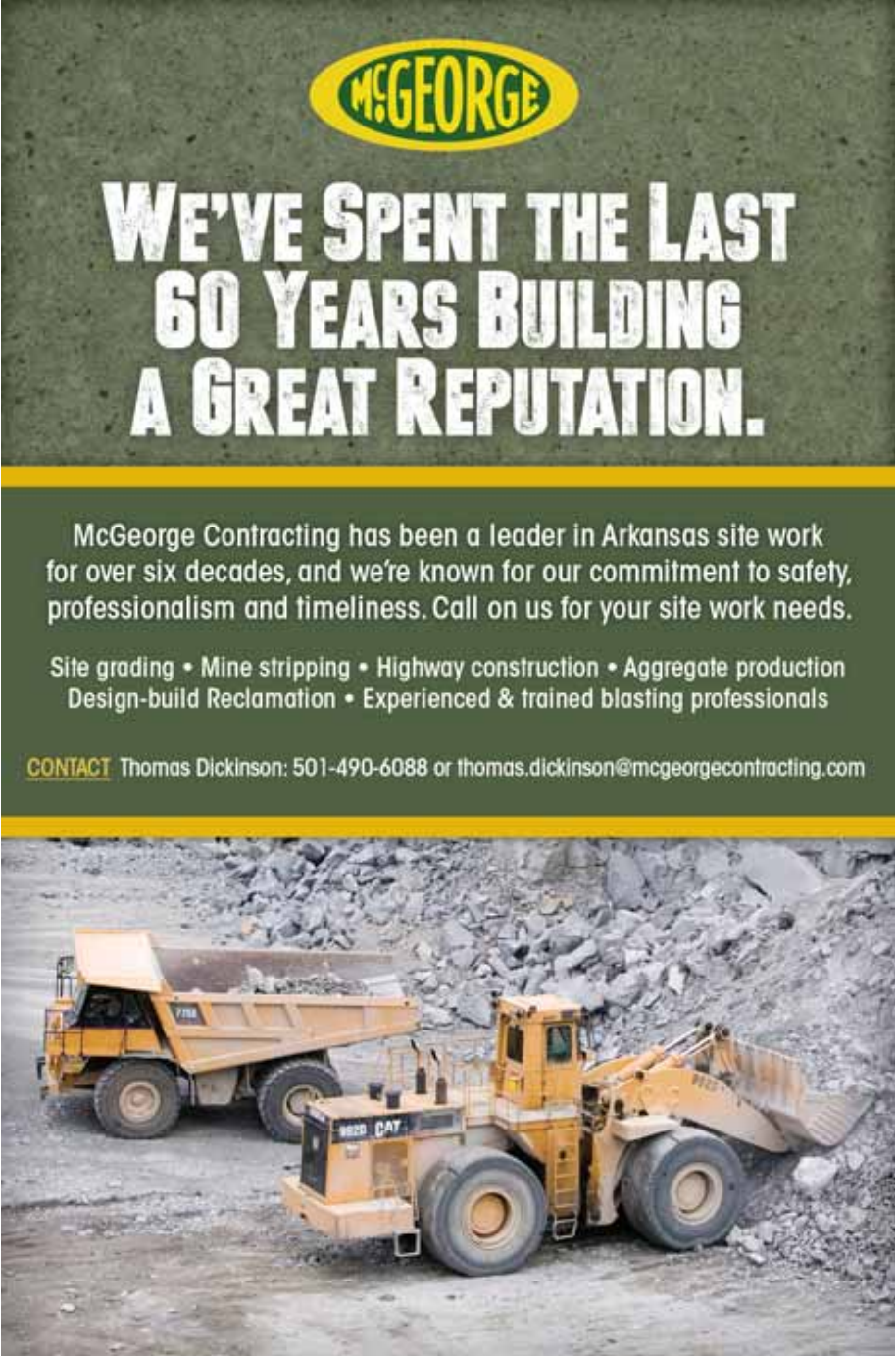
ly read that our total population growth rate is the lowest it has been a since 1937. Some local leaders are tackling this issue head on.

"Consistency and creativity is a must when it comes to recruiting workforce talent," said Michael Shelby, Co-Owner and CEO of The Southern Co. NLR Inc. Many agree placing ads on job boards or in the paper are a waste of time and energy while word of mouth is still the best resource.

"I even pay attention to the cable techs

that come to my home. How well do they communicate with my wife? Are they motivated and have some sense of urgency or compassion to resolve the issue at hand? If they seem to have the right attitude, I can train them technically. Searching for talent is my other full time job." Shelby also compares his company on wages and makes sure salaries never cap out. Southern Co. also offers a recruiting referral bonus and other appreciation perks, regular company events and giveaways.

continued on page 20



McGEORGE

WE'VE SPENT THE LAST 60 YEARS BUILDING A GREAT REPUTATION.

McGeorge Contracting has been a leader in Arkansas site work for over six decades, and we're known for our commitment to safety, professionalism and timeliness. Call on us for your site work needs.

Site grading • Mine stripping • Highway construction • Aggregate production
Design-build Reclamation • Experienced & trained blasting professionals

CONTACT Thomas Dickinson: 501-490-6088 or thomas.dickinson@mcgeorgecontracting.com

Shortage

from page 19

Other business owners such as ACE Glass and Alessi Keyes are taking a hands-on approach with nontraditional routes such as H2B visa workers, veteran, and prison reform programs. For many years businesses have relied on part-time seasonal contract labor workers from around the globe. A recent report stated Congress sets an annual cap of 66,000 H2B visas, divided equally into winter and summer seasons. This decades-old program is now hugely oversubscribed. On January 1, 2018, 81,600 applications were filed for summer jobs alone. One more sign of a strong economy with low unemployment.

For employers and their advocates, the answer is simple: Issue more visas and fill the jobs with foreigners. "The visa programs can work for skilled workers as well," stated Courtney Little of ACE Glass. "I recently met a professional engineer from Honduras who was driving a missionary bus for very low wages because he couldn't find work as an engineer in his country. In the United States, a six-month engineering contract could offer him plenty of money to support his family and then some. Perhaps he could

then return as volunteer for his mission work and drive that bus for free. The trickle-down effect could be endless." Little is working to tackle the visa issue.

In the meantime, he has found great workers who are serious about proving themselves through prison reform organizations such as Pathway to Freedom. He's seen proof that having a drug-free environment allows these workers a safe place to refocus their lives without any negative social persuasion. They are also partnering with addiction reform programs such as Exodus Life.

The talent shortage has construction and manufacturers moving into previously untapped markets – junior high and high school students. "We want to help educators and get kids start off on the right foot by bringing this type of training to our schools," said Kevin Newton, VP of CBM Construction. Newton has been spearheading and working with business leaders to not only bring awareness of the diverse career path within the trade industry but also construct a curriculum that ensures students are qualified with basic skills and OSHA certification when they graduate.

"No one is here to persuade a kid who dreams of being a doctor not to follow

that path, but rather to open the eyes of the students and their parents that a career within the trade industry should not be frowned upon. We haven't done a good job at this in the past," stated Bob Butler, Co-Owner Alessi Keyes Construction.

Don't forget that AGC Arkansas is a proud partner of Be Pro Be Proud, the joint skilled workforce initiative of Arkansas' construction, trucking and manufacturing industries. You can post job openings on their website at www.beprobeproud.org and help spread the benefits of our industry through recommending and sharing their social media posts on Facebook and Instagram. (@beprobeproudar) You are also welcome to participate in the Be Pro Be Proud mobile unit tours on high school and technical school campuses around the state. It's a great way to promote your company while supporting the industry and interacting with tomorrow's workforce.

This is a global issue. Many other industries have also been hit hard by lack of ready, willing and able employees and will all be competing with our industry to attract the best employees. To our potential benefit, the cost of college tuition is forcing many to opt out of the professions they originally had in mind. With all of this in mind, there is no doubt we must act and act now. Let's get creative as an industry and champion our collective strengths. In doing so, we can work together to solve today's problems with the future in mind. ■

Holly Fish is Director of Communications and Human Resources for EGP, PLLC Certified Public Accountants & Consultants. She plays a huge role in the areas of marketing, public relations, recruiting, retention and cultural health of an organization. Holly and EGP joined forces in 2007 and although she's not a native Arkansan, she considers this her home and proud to call EGP her work family. Contact Holly at hfish@egpcpas.com. Learn more about EGP at egpcaps.com or Women in Networking at winwoman.org.

*More employees quit
because of issues with
environment and*
management
than pay.

Have leftover material on your jobsite?

21

Call AGC Member Habitat for Humanity ReStore to pick-up your unused materials. They can take almost anything that can be used to rebuild, remodel or redecorate a home! (See exceptions listed below.) Proceeds of sales support the mission of Habitat for Humanity.

Items we DON'T keep or sell:

- Mattresses (unless brand new, never used, pillows/bedding, etc.)
- Mirrors or glass without frames
- Automotive items, including tires
- Lead based paint, stains
- Paint/stains older than 1999
- Items containing large amounts of mercury
- Asbestos anything
- Insecticides or chemicals (free cabinet)
- Hard hats (OSHA)
- Sports helmets
- Baby cribs, strollers, or safety restraints
- Exercise equipment
- Guns or reloading equipment
- Most household cleaners
- Lumber under 2 feet
- Sheetrock and plywood less than 1/4 of a sheet
- Fluorescent bulbs
- Any ripped, torn or damaged furniture or furniture with stains, smoke smell or animal odors/hair

Habitat Affiliates Serving Arkansas:

Independence County

PO Box 3956, Batesville, AR 72503
www.independencehabitat.org
(870) 793-1999
info@independencehabitat.org

Saline County

404 W Walnut St, Benton, AR 72015-5152
www.habitatsalinecounty.com
(501) 315-5434
hfh@salinecounty@gmail.com

Benton County

1212 North Walton, Bentonville, AR 72712
www.habitatbentoncounty.org
(479) 273-3638
jackie@habitatbentoncounty.org

Ouachita County

645 Fairview Rd SW, Camden, AR 71711
(870) 807-2338
codeenforcec Camden@cablelynx.com

Faulkner County

PO Box 1447, Conway, AR 72033
www.habitatfaulknercounty.org
(501) 513-3244
habitatfaulknerco@att.net

El Dorado

PO Box 1447, El Dorado, AR 71731-1447
www.habitat-eldorado.org
(870) 310-8157
director@habitat-eldorado.org

Washington County

1421 E 15th St, Fayetteville, AR 72701-7217
www.habitatwashingtoncoar.org/home.aspx
(479) 575-9696
brandon@habitatwashingtoncoar.org

Arkansas Valley

PO Box 754, Fort Smith, AR 72902
www.habitatfs.org
(479) 782-8255
avhfh@mynewroads.com

Phillips County

419 Cherry St, Helena, AR 72342-3301
(870) 816-6798
molsonconnect@yahoo.com

Garland County

240 Hobson Avenue, Hot Springs, AR 71913
garlandcountyhabitat.org
(501) 623-5600
cwagstaff@garlandcountyhabitat.org

Jonesboro

PO Box 19051, Jonesboro, AR 72403
www.jonesborohabitat.com
(870) 203-9898
info@jonesborohabitat.com

Central Arkansas

6700 S. University Avenue
Little Rock, AR 72209
www.habitatcentralar.org
(501) 376-4434
manager@habitatcentralar.org

Paragould

PO Box 222, Paragould, AR 72451-0222
(870) 236-1115
jabiggs99@gmail.com

Jefferson County

211 W 3rd Ave Ste 205, Pine Bluff, AR 71601
(870) 536-3822
jchfh@pbrenoldscenter.org

Pope County

PO Box 1863, Russellville, AR 72811-1863
(479) 280-3728
habitatpopeco@gmail.com

White County

PO Box 1004, Searcy, AR 72145-1004
www.habitatwhiteco.org
(501) 268-5589
habitatwhiteco@yahoo.com

Meet Nathan Price, SSH: Director of Safety & Training



AGC Arkansas and the Arkansas Construction Education Foundation have joined together to offer our members and supporters enhanced safety and training opportunities. Nathan Price, SSH, will now serve both organizations as the Director of Safety and Training.

Nathan Price has worked in the construction industry since 1999 and as a journeyman electrician since 2004. He has taught apprenticeship since 2007 and is now Director of Safety & Training at AGC & ACEF. Price earned his SSH certification training from UT-Arlington

in 2018. He also represented Arkansas at the Ideal Championship, a national electrical wiring competition presented by Ideal Tools to showcase the abilities and knowledge of the electrical workforce in the United States.

We encourage you to reach out to Nathan at nprice@agcar.net for all your safety and training needs. Along with these offerings, we can also tailor courses to fit your needs.

AGC offerings: www.agcar.net/resources
ACEF offerings: www.myacef.org.

Help us help you!

Send us the name, phone number and email address of your company's safety representative. Please send it our way even if you think we have it so we can ensure our information is current.

Send updates to nprice@agcar.net.

Upcoming AGC Courses:

All courses will be at ACEF in Little Rock. Register: dhall@agcar.net

OSHA 30: April 29-30 and May 13-14

OSHA 10: May 20-21

Hazcomm (GHS) Awareness (8 Hours): April 22

24-Hour Fall Protection: May 6-8

Upcoming courses from the ACEF and University of Texas-Arlington Partnership:

All courses will be at ACEF in Little Rock. Register: web-ded.uta.edu

Construction Industry Standards: May 14-17

Permit-required Confined Space: June 6-11

Intro to Safety & Health Management: August 12

Principles of Ergonomics: August 13-15

General Industry Standards: October 22-25

Construction Outreach Trainer: November 12-15

Respiratory Protection: December 17-20

Safety Training Opps

Additional classes can be made available upon request. For more information, call 501.375.4436.

OSHA-10 & OSHA-30 Hour Training

Hydrogen Sulfide Awareness Training

Fall Protection/Working From Heights

Adult/Pediatric First Aid/ CPR/AED

Bloodborne Pathogen Training

Hot Work

Reasonable Suspicion Training for Supervisors

Hazcomm (GHS)

Behavior-Based Safety (BBS)

Confined Space Entry

Excavation & Trench Safety (Competent Person Training)

Silica Awareness Training

Construction Highway Safety/Working Over Water

Situational Awareness Training

ACEF Classes

Contact ACEF at (501) 372-1590 or toll free at (800) 240-2730 for class times and to verify class schedule. Class schedules are subject to change without notice.



LOCATION	CRAFT
Berryville	
Carroll County Career Center 1002 S. Main Street Berryville, AR 72616	Industrial Electrician
Forrest City	
East Arkansas Community College 3600 N. Washington Rd. (Hwy 1) Forrest City, AR 72396	Electrical
Fort Smith	
Ft. Smith Adult Education Center 501 South 20th Street Fort Smith, AR 72901	Electrical
Jacksonville	
Jacksonville High School 2400 Linda Lane Jacksonville, AR 72076	Electrical
Jonesboro	
648 W. Johnson Street Jonesboro, AR 72401	Electrical
Little Rock – Administrative Offices	
ACEF Education Center – Main Campus 4421 W. 61st Street Little Rock, AR 72209	Electrical
	Plumbing
	HVAC
Mayflower	
Mayflower High School 15 Old Sandy Road Mayflower, AR 72106	Electrical
Morrilton	
U of A Community College at Morrilton Business and Technology Building 1500 University Blvd Morrilton, AR 72110	Electrical
Northwest Arkansas – Springdale	
Har-Ber High School 300 Jones Rd Springdale, AR 72764	Electrical
Siloam Springs	
Career Academy of Siloam Springs 700 N. Progress Siloam Springs, AR 72761	Industrial Maintenance
	Electrical
Texarkana	
1918 East St. Texarkana, AR 71854	Electrical

Resources

24

A Safe Workplace is Sound Business

OSHA has updated the Guidelines for Safety and Health Programs it first released 30 years ago, to reflect changes in the economy, workplaces, and evolving safety and health issues. The new Recommended Practices have been well received by a wide variety of stakeholders and are designed to be used in a wide variety of small and medium-sized business settings. The Recommended Practices present a step-by-step approach to implementing a safety and health program, built around seven core elements that make up a successful program.

The main goal of safety and health programs is to prevent workplace injuries, illnesses, and deaths, as well as the suffering and financial hardship these events can cause for workers, their families, and employers. The recommended practices use a proactive approach to managing workplace safety and health. Traditional approaches are often reactive—that is, problems are addressed only after a worker is injured or becomes sick, a new standard or regulation is published, or an outside inspection finds a problem that must be fixed. These recommended

practices recognize that finding and fixing hazards before they cause injury or illness is a far more effective approach.

The idea is to begin with a basic program and simple goals and grow from there. If you focus on achieving goals, monitoring performance, and evaluating outcomes, your workplace can progress along the path to higher levels of safety and health achievement.

Employers will find that implementing these recommended practices also brings other benefits. Safety and health programs help businesses:

- **Prevent** workplace injuries and illnesses
- **Improve** compliance with laws and regulations
- **Reduce** costs, including significant reductions in workers' compensation premiums
- **Engage** workers
- **Enhance** their social responsibility goals
- **Increase** productivity and enhance overall business operations



PROFESSIONAL & COMMERCIAL INSURANCE • SURETY • BONDING • RISK MANAGEMENT

EMPLOYEE BENEFITS • PRIVATE RISK

(501) 588 0857 • sterlingseacrest.com • info@sspins.com

ATLANTA • COLUMBUS • HILTON HEAD • LITTLE ROCK • SAVANNAH

For a PDF of the list below with space to score and take notes, visit www.agc-ar.net/safetyresources. Thanks to our friends at OSHA (www.osha.gov) for sharing this information and helping keep our AGC members safe!

OSHA SAFETY & HEALTH PROGRAM AUDIT TOOL

SECTION 1: MANAGEMENT LEADERSHIP

Management implements and communicates a written, signed policy supporting the safety and health program.
Management routinely demonstrates visible commitment to the program.
Management defines specific goals and expectations for the program, along with plans for achieving the goals.
Management allocates appropriate resources (funds and time) to accomplish goals and manage the program.
Management assigns responsibility and accountability for implementing and maintaining the program.
Management encourages, recognizes, and rewards worker contributions to workplace safety and health.

SECTION 2: WORKER PARTICIPATION

Workers are encouraged to participate in the program, have the means to participate, and feel comfortable participating and giving input on safety and health issues.
Workers are trained on how to report an injury, illness, hazard, or concern, including good catches/near misses.
Workers report injuries, illnesses, hazards, and concerns without fear of reprisal.
Reports of injuries, illnesses, hazards, or other concerns are acknowledged promptly.
Reports of injuries, illnesses, hazards, or other concerns are resolved promptly, after worker input is sought, and are tracked to completion.

Workers have access to information they need to understand safety and health hazards and hazard control measures in the workplace.
Workers are assigned roles in or are otherwise involved in all aspects of the program.
Workers can participate without encountering language, skill, or education barriers; restrictions on participating during work time; or fear of retaliation or discrimination.

SECTION 3: HAZARD IDENTIFICATION AND ASSESSMENT

Written materials such as injury/illness logs, Safety Data Sheets, medical reports, workplace inspection results, incident investigation reports, and manufacturers’ literature are reviewed to help identify hazards.

continued on page 26

DELIVERING SOLUTIONS FOR ALL YOUR STORAGE AND OFFICE NEEDS





MOBILE OFFICES

MOBILE STORAGE

- Secure On-Site Storage & Offices
- Lengths up to 40'
- Delivered Where You Need It, When You Need It
- Leasing & Sales
- Providing Outstanding Customer Service to the Arkansas Construction Industry for Over 20 Years
- Covering Arkansas & Surrounding States

Resources

from page 25

26

The workplace is inspected regularly to identify conditions that pose or could pose a safety or health concern. Inspections cover all areas and activities and include plant and transportation vehicles.

Before making changes to operations, workflow, physical plant, equipment, or materials, workers and managers conduct a review to identify any safety or health issues.

The workplace is evaluated to identify worker exposure to health hazards.

Trends in injury and illness data, reports of hazards, incidents, etc. are analyzed to identify common hazards.

Incidents (including close calls/near misses) and employee complaints are investigated to identify any hazards previously unrecognized or inadequately controlled. Investigations focus on identifying the root cause(s) of each incident.

Hazards associated with emergencies and non-routine operations are identified in the emergency action plan and operating procedures, respectively.

All identified hazards are characterized with respect to the severity of potential outcomes, likelihood of an event or exposure, and number of workers who might be exposed. This information is identified in operating procedures.

Interim controls are adopted while permanent controls are being determined.

All serious and recognized hazards are addressed immediately, while prioritizing remaining hazards for further control.

SECTION 4: HAZARD PREVENTION AND CONTROL

Options for controlling hazards are identified using sources such as OSHA, NIOSH, industry best practices, and input from workers.

Controls are selected according to the "hierarchy of controls," emphasizing (in order of priority) elimination, substitution, engineering controls, administrative controls, and PPE (Personal Protective Equipment).

A hazard control plan is used to plan and prioritize controls.

Controls are installed as soon as a hazard is identified.

Interim controls are used when permanent controls cannot be immediately implemented.

Workers are involved in selecting controls.

Controls are in place to protect workers during emergencies and nonroutine operations.

Once installed, controls are monitored to ensure that workers understand their use and application and to verify that they are effective.

Implementation of controls is tracked to completion. Controls are inspected and maintained.

SECTION 5: EDUCATION AND TRAINING

Managers, supervisors, and workers understand the elements of the safety and health program and how to participate in it.

Workers understand the employers' responsibilities under the program.

Each worker understands his or her own role in the program.

Workers know whom to contact with concerns or questions, and understand the procedures for reporting injuries, incidents, hazards, and concerns.

Workers know that they have a right to participate in the program and report injuries and illnesses without fear of retaliation or discrimination.

Workers with assigned roles under the program receive training in how to carry out their roles.

Workers are trained to understand how to recognize hazards and effective techniques for their control.

Workers can ask questions, receive answers, and provide feedback during and after training.

ENVIRONMENTAL SERVICES



- Asbestos Surveys
- Asbestos Abatement
- Mold Inspections
- Mold Remediation
- Phase I & Phase II Environmental Site Assessments
- Indoor Air Quality Testing
- Environmental Consulting

NABHOLZ

501.217.5506
nabholz.com

Employers, managers, and supervisors understand their responsibilities under the OSH Act; procedures for responding to workers' reports of injury, illness, or concern; techniques for identifying and controlling hazards; and fundamentals of incident investigation.

Workers receive supplemental training when a change in the workplace could introduce new or increased hazards.

Workers receive training in a language and at a literacy level that all of them can understand.

SECTION 6: PROGRAM EVALUATION AND IMPROVEMENT

Performance indicators are used to track progress toward program goals.

Performance is tracked using both lagging and leading indicators.

Performance data are analyzed and shared with workers.

Management does an initial review (and subsequent annual reviews) to evaluate the program and ensure that it is fully implemented and functioning as planned.

Workers are involved in all program review activities.

Program reviews examine key processes to ensure that they are operating as intended.

The program is modified as needed to correct shortcomings.

SECTION 7: COMMUNICATION AND COORDINATION FOR HOST EMPLOYERS, CONTRACTORS, AND STAFFING AGENCIES

Before contractors or staffing agencies bring their workers onsite, they and the host employers determine which among them will implement the various elements of the safety and health program.

Before contractors or staffing agencies bring their workers onsite, host employers give them enough information to assess hazards those workers may encounter, to understand the measures taken to control them (e.g., safety and health rules, when PPE is required, whom to contact in an emergency, etc.), and to avoid creating hazards that affect workers on the site.

Contractors and staffing agencies inform the host employer about injuries, illnesses, hazards, or concerns reported by their employees, and the results of any tracking or trend analysis that they perform.

Contractors and staffing agencies inform the host employer of any hazards arising from their work onsite and the controls in place to address those hazards.

Before contractors or staffing agencies bring their workers onsite, the host employer gives them the opportunity to conduct site visits or inspections and to review injury and illness records and other safety and health information.

Host employers communicate with contractors and staffing agencies and their workers about non-routine and emergency hazards and emergency procedures.

Host employers include any safety-related specifications or qualifications in bid documents and contracts.

Host employers coordinate with contractors and staffing agencies to ensure that work is planned and scheduled to minimize impacts on safety and health.

Staffing agency workers are adequately trained and equipped before arriving onsite.

Host employer, contractor, and staffing agency policies and procedures are aligned to ensure that all workers receive consistent safety and health information.

Workers have access to managers with decision-making authority, to resolve any coordination issues or discrepancies.



**DELIVERING
GROUND BREAKING
SOLUTIONS
FOR THREE
GENERATIONS**

GARRETT

SATELLITE DRIVEN EXCAVATION
Est. 1950

501.520.5200

EXCAVATING • SITE DEVELOPMENT • CONCRETE
garrettx.com

New Members

28

Taggart Architects

4500 Burrow Drive
North Little Rock, AR 72216
taggarch.com
501-758-7443
AGC Contact:
Adam Bearden
bearden@taggarch.com

Arkansas Pro Wash

PO Box 34047
Little Rock, AR 72203
arkansasprowash.com
501-588-8977
AGC Contact:
Chris Apple
chris.apple@prowashservice.net

CertaPro Painters of Central Arkansas

13501 Kanis Rd
Little Rock, AR 72211
little-rock.certapro.com
501-223-8988
AGC Contact:
Blake Finnell
bfinnell@certapro.com

Cromwell Architects Engineers, Inc.

1300 E. 6th Street
Little Rock, AR 72202
cromwell.com
501-372-2900
AGC Contact:
Robert Bateman
rbateman@cromwell.com

EVO Business Environments, Inc.

415 N. McKinley, Suite 1250
Little Rock, AR 72205

evoarkansas.com
501-244-9696
AGC Contact:
Chris Cerrato
chris@evoarkansas.com

TIPS-USA

4845 US Hwy 271 North
Pittsburg, TX 75686
tips-usa.com
866-839-8477
AGC Contact:
Gene Hawk
gene.hawk@tips-usa.com

West Plains Bridge & Grading, LLC.

1594 Imperial Center
West Plains, MO
westplainsbridge.com
417-256-6554
AGC Contact:
Aaron Loehr
aaron.loehr@westplainsbridge.com

AGC ARKANSAS EXCELLENCE IN SAFETY AWARDS

Applications due: May 10
\$25 application fee
Submit to: nprice@agcar.net

Award Ceremony & Luncheon: June 5
RSVP: dhall@agcar.net



2019 BOARD OF DIRECTORS

EXECUTIVE COMMITTEE:

Roger Marlin,
President

Mark Windle,
Vice President/Treasurer

Steve Forsgren,
Secretary/Assistant Treasurer

Kevin Coakley,
Immediate Past President

Jeff Littlefield,
Associate Division Rep.

Jonathan Foster
Future Leaders Division Rep.

MEMBERS:

BUILDING DIVISION

Lance Wright, Conway
Jeff Marcussen, Little Rock
Tommy Burton, North Little Rock
Dusty Brand, Conway
William Fletcher, Little Rock

HIGHWAY DIVISION

Tim Gorman, Conway
Nader Abou-Diab, Little Rock
Ben Holt, Little Rock
Paul Drury, Searcy
Cindy Williams, Van Buren
Nick Haynes, West Memphis

UTILITY DIVISION

Lynn Heller, Hot Springs
Billy Pruss, North Little Rock
Dan Wright, North Little Rock
Keith Felton, North Little Rock

ASSOCIATE DIVISION

Ryan McClafferty, Little Rock
Jill Marchese, Little Rock
Danny Powell, Little Rock

FUTURE LEADERS DIVISION

Michael Hansberry, Little Rock
Adam Bingman, Little Rock
Michael Welch, Sweet Home

EX-OFFICIO

Larry Watkins, Little Rock

LIFETIME NATIONAL DIRECTORS

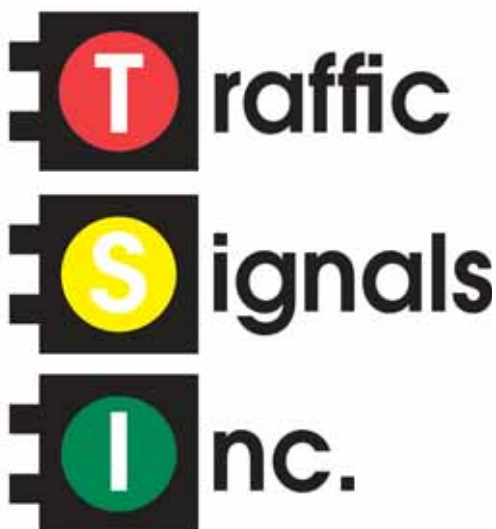
Bob Shell, Little Rock
D.B. Hill, III, Little Rock
Scott Copas, Little Rock
Don Weaver, El Paso

NATIONAL DIRECTOR

Mike Hocutt, Little Rock

What's Next?

Apr. 24	Membership Luncheon & Board Meeting #1
May 3	Spring Golf
June 5	Membership Luncheon & Safety Awards
June 20	FLD Baggo Tournament (tentative)
July 12	Mid-Year Golf Tournament & Dinner
July 13	Mid-Year Board Meeting #2 & Retreat
Aug. 22	AGC Happy Hour
Sept. 25	Membership Luncheon
Oct. 21	Knight Cashion Scholarship Golf Tournament
Nov. 7	Annual Meeting/Board Meeting #3
Dec. 5	FLD End-of-the-Year Social
Dec. 17	Board Meeting #4



Robert
Meadors

David
Milligan

(405) 341-3101
(405) 348-7489 Fax

P.O. Box 30067 • Edmond, OK 73003-0002 • E-mail: tsisig@yahoo.com

Comings & Goings

30

Job Changes & Employee News

Sandra Cooksey, Life & Employee Benefits Division Account Manager at **BHC Insurance**, was awarded the 2018 Janice Butler Horizon Award. She has been with the agency since 2016.

Chanda Shirley, Personal Lines Department Manager at **BHC Insurance**, received the 2018 Sam B. Hiller and Larry R. Clark Service Before Self Award and was also a recipient of the Janice Butler Horizon Award in 2012. She has been with BHC for 11 years.

CDI Contractors has added **Keith Binkley** to its on-site project staff as superintendent in the company's Industrial Division. Binkley has 18 years of construction experience throughout Arkansas and neighboring states. In addition to managing construction crews, he works with project managers, engineers, subcontractors/suppliers and inspectors to ensure that projects are completed on time and within budget. Additionally, **Robert Owens** has joined CDI as a healthcare superintendent. Owens has more than 25 years of experience in commercial construction, particularly hospitals, surgery centers and medical office buildings. A U.S. Army veteran, he is a Certified Healthcare Constructor and has achieved ICRA certification.

David Watkins, project manager for **Crow Construction**, has successfully completed the Design-Build Institute of America's (DBIA) comprehensive education, training and certification testing program to achieve the design-build industry's designation as a nationally certified Associate Design-Build Professional.™ He is a licensed professional landscape architect with more than 12 years of civil design experience. He holds a Bachelor of Landscape Architecture from the University of Arkansas and is a member of the American Society of Landscape Architects.



Bartlett



Beltran



Cooksey



Csicsila



Owens



Shirley



Vince



Watkins

Baldwin & Shell Construction Company announces the promotion of **Morris Vines** to General Superintendent of the company's Northwest Arkansas Division. Morris has 27 years of industry experience and has served as project superintendent for the firm's clients in higher education, performing arts, athletic facilities, medical, and office buildings.

Mario Beltran was promoted to Vice President of **Baldwin & Shell's** Northwest Arkansas Division. Mario has 17 years of industry experience in broad based projects ranging from Renovations, K-12, Higher Ed, Parking Decks, Commercial, and Retail development. He holds a Bachelor of Science degree in Architectural Studies from the Fay Jones School of Architecture, U of A in Fayetteville.

Baldwin & Shell's Tom Csicsila was promoted to Vice President of the company's Memphis/Northeast Arkansas Division. Tom has 24 years of industry experience and has been with Baldwin & Shell for more than eight years. He holds a Bachelor of Science degree in Building Construction Management from Michigan State University.

Chris Bartlett was also promoted to Senior Project Manager within Baldwin & Shell's Central Arkansas Division. Chris started his career at Baldwin & Shell in 2006 and has more than 13 years of industry experience. Chris holds a Bachelor of Science degree in Construction Management from the University of Louisiana at Monroe.

Company News

Cromwell Architects Engineers is opening a new satellite office in downtown Springdale. The office will be located at 109 West Emma Avenue. Led by regional director **Josh Danish**, the office is designed to spark growth in Springdale's downtown area. Danish is a Fay Jones School of Architecture and Design graduate and has 15 years of experience in the field.

Congratulations to **Kinco Constructors** for receiving the Smart Corporate Giving Award at the 31st Annual Arkansas Business "Business of the Year" Awards.

AGC would like to recognize **Koontz Electric** for achieving One Million hours worked without a recordable incident. Well done!



Alessi



Butler



Dawson

Alessi Keyes Marks 25 Years

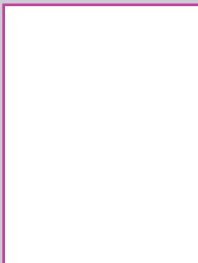
Alessi Keyes Construction Company, celebrating its Twenty-Fifth year in business, announces a new ownership and management group. **Jimmy Alessi**, a 48- year construction veteran will serve as Chairman & CEO; **Bob Butler**, 23 years in the industry, is the new President and **Charley Dawson**, 22 years in construction is Vice President. They will serve on the corporation's new Board of Directors. With their corporate headquarters located in North Little Rock, Alessi Keyes Construction provides full service professional construction services to clients throughout Arkansas and neighboring states.

Established in 1993 by founders Cloud Keyes and Jimmy Alessi, the company delivers its services across all commercial markets through general contracting, design-build and construction management methods. Cloud Keyes recently retired after a 50-year career in construction culminating with his induction into the Arkansas Construction Hall of Fame last April.



Your Name Here

See your company and employees get well-deserved recognition.



Star Employee

Send your company news, job changes and employee news to Beth Franks
501.375.4436
or bfranks@agcar.net



ARKANSAS AGGREGATES

- Asphalt Aggregates
- Concrete Aggregates
- Crushed Stone
- Ballast
- Rip Rap
- Seal Chips
- Road Base
- Granufill

Quality you can build on!

Lacey Davis / Sales
501-545-6977

lacey@arkagg.com / www.arkagg.com

Index of Advertisers

*Learn how you
can promote
YOUR business
in the **Blueprint**,
online or in
AGC emails.*

Contact:

Beth Franks
501.375.4436
bfranks@agcar.net

APAC-Central, Inc.	32
Arkansas Aggregates	31
Crain	Back Cover
Darragh Company	2
Everett Buick GMC	Inside Back Cover
Garrett Excavating	27
Garver, LLC	18
Granite Mountain Quarries	6
Hampel Oil	14
Hugg & Hall Mobile Storage	25
ICM	7
McGeorge Contracting	19
Nabholz Environmental Services	26
Peterson Concrete Tank Company	8
Riggs/CAT	Inside Front Cover
Roberts-McNutt	1
Sterling Seacrest Partners	24
Steve Landers Chrysler Dodge Jeep	12
Stribling Equipment	9
Traffic Signals, Inc.	29
Tri-State Truck Center	13



a CRH Company



Producers of Quality Materials and Construction

- Aggregates
- Asphalt
- Ready Mix
- Construction
- Portable Crushing
- Heavy Highway
- Commercial
- Industrial
- Residential

Proudly serving Oklahoma, Western Arkansas and Southwest Missouri

Sales:

AR, MO 479.788.6342
OK 918.438.2020

Construction:

AR 479.587.3300
OK 918.438.2020

Main Office 479.587.3300 • Toll Free 877.920.2722

www.apacentralinc.com

Safety First *Always*

Special Incentives for AGC Members!



Discover the Everett Difference!

Contact our fleet department for more information
at **501-326-6814** or **nstewart@everettbgmc.com**.

GMC

BUSINESS
ELITE

EverettBGMC.com

I-30 Alcoa Exit

EVERETT



BUICK

GMC
WE ARE PROFESSIONAL GRADE

AGCARKANSAS

P.O. Box 846
Little Rock, AR 72203



**SPECIAL PRICING
FOR  MEMBERS**

Contact:

Jason Koon

jasonkoon@crainteam.net

501-247-7084

