

2021

ANNUAL REPORT



AGC

NEBRASKA

THE CONSTRUCTION ASSOCIATION



AGC
THE CONSTRUCTION
ASSOCIATION

The Associated General Contractors of America, the voice of the construction industry, is an organization of qualified construction contractors and industry related companies dedicated to skill, integrity and responsibility. Operating in partnership with its Chapters, the Association provides a full range of services satisfying the needs and concerns of its members, thereby improving the quality of construction and protecting the public interest.



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ABOUT AGC NEBRASKA CHAPTER

Organization Profile

The AGC Nebraska Chapter is the leading statewide professional association representing over 190 top companies doing work in the heavy highway construction industry across Nebraska.

Mission

Ensuring our members and the future of the industry will be greater than they are today.

Goals & Objectives

- **Strong Partnership with NDOT and other Industry Owners** - improve effectiveness of owner relations by educating and pushing for accountability at all levels.
- **Be the Voice and Advocate for the Heavy Highway Industry** - through grassroots advocacy, supporting candidates who support the chapter legislative priorities and through communication, education and participation.
- **Provide for Member Growth, Benefits and Services** - by serving the needs of members by increasing membership, providing relevant information, building the future Association leadership and providing networking and business development opportunities.
- **Promote Workforce in the Industry** - by promoting member organizations and the various careers available, continuing current chapter programs which work to build the industry workforce and partnering with state agencies to bring opportunities to member organizations.

2021 Board of Directors

President Ron Hall Knife River Midwest, LLC	Julie Budnick Werner Construction Co.	Jason Muhle KEA Constructors
President-Elect Tyler Chicoine Garcia-Chicoine Enterprises, Inc.	Tom Crockett Hawkins Construction Company	Dave Neill Paulsen, Inc.
Vice President Sean Vontz Vontz Paving	Matt Fatka Highway Signing, Inc.	Steve Peck SIMON
Treasurer Curt Hartter Universal Surety Company	Scott Gerrard SEMA Construction, Inc.	Tony Potthoff Constructors, Inc.
	Justin Grusing Dustrol, Inc.	Jim Van Kirk Van Kirk Brothers Contracting
	Jason Henderson Green Thumb LLC	Shane Wegner Midlands Contracting, Inc.
	Courtney Jacobsen M.E. Collins Contracting Co. Inc.	

MESSAGE FROM THE PRESIDENT



2021 was yet another challenging year, as we all continued to deal with the pandemic, the members of AGC Nebraska yet again proved our industry is essential. Our members found solutions to avoid shutting down and work around the constraints of the pandemic to complete a good portion of over \$612 million

dollars of NDOT contracted work. Although there will be lingering effects of the pandemic, known and unknown challenges will need to be addressed with a high degree of thoughtfulness. A quality workforce and a sustained construction program budget are two of the known challenges that remain critical to our success.

AGC Nebraska continues to address these challenges. On the political front, we continue to work with NDOT on the importance of producing a timely accurate forecast of upcoming projects. Projects are naturally tied to funding. Our legislative Lobbying Team and our Government Affairs Committee serve as our watchdogs to ensure that construction funding is maintained. As an industry, we are excited about the recently passed Infrastructure Investment and Jobs Act. On the federal level, the legislation will reauthorize surface transportation programs for 5 years and invest \$ 110 billion in additional funding to repair our roads and bridges and support major projects. For Nebraska, we should see \$434 Million annually, with a built-in 1.8% increase each year thereafter. We are anticipating the final regulations but should see this additional money in mid-summer.

As we all know, without quality people our businesses do not perform well. Unemployment rates remain low across all industries and there is competition for the best people. AGC Nebraska continues to address this issue through our Workforce Development Task Force.

Our "Road Rebellion" social media campaign that promotes careers in construction has proven successful. AGC is furthering the recruitment and training process of quality people to our industry through a partnership with ENOVA. We have recently launched our "From Builder to Leader" training. We are very excited about this training opportunity and we hope that you all take advantage of this and enroll your team members.

AGC's relationship with NDOT remains strong. The Liaison Committee has been meeting with NDOT leadership and local FHWA personnel. Meetings have been open, transparent, and informative. Although results are mixed, NDOT knows our concerns and we know theirs. Our Joint Construction Committees need to remain strong. Meetings have been held with committee chairs addressing concerns and developing solutions for areas of ineffectiveness.

Looking into the future, AGC will continue to be the Voice of the Industry and we must make that voice loud. We need participation, the youth within our respective organizations will someday be the leaders of our organizations. We as the current leaders need to promote participation, mentoring, and relationships to ensure the future success of our industry.

In conclusion, I would like to thank Katie, Sheila, and Carly for all they do. They do a great job of promoting and protecting our interests. It has been a privilege to serve as President of the Nebraska Chapter. Our members are of high integrity, hardworking, and good midwestern people. This Chapter has allowed me to develop life-long friendships that I will never forget.

Continued success for 2022 and the years to follow.

Ron

EXECUTIVE DIRECTOR'S REPORT



2022 is upon us and as I reflect on 2021, I'm cautiously optimistic about what's ahead for our industry. We've made it through some rather difficult years. 2019 brought historic flooding but our industry stepped up and helped open roads and bridges to get travelers where they needed to go. 2020 brought the COVID pandemic when we fought like hell to keep our workers safe but also continued to get the project completed, and then 2021. 2021, the pandemic continued but we forged ahead, continued to keep our workforce safe as we completed the largest highway program in the state's history. Now we look forward to 2022 and what's ahead because let me tell ya, it's a good time to be in the construction industry!

Congress passed and President Biden signed the Bipartisan Infrastructure Investment and Jobs Act (IIJA) which replaces the Fast Act. The IIJA includes the Surface Transportation Reauthorization Act

which will bring an additional \$110M to the NDOT construction program in the first year and will include a small increase throughout its term. There are other pots of funding targeted at broadband, water infrastructure, airports; some are grant programs others increase current programs. We look forward to learning more about how the IIJA as the FHWA works to develop the rules and regulations pertaining to the Act.

One of the advantages of a long-term infrastructure bill, especially one which increases funding, is allowing us the time to focus our energy and resources on other areas of the chapter strategic plan. Don't get me wrong, we never stop monitoring those resources which support our industry; however, we can now dig a little deeper on issues that can advance the industry. Last February the AGC Nebraska Board of Directors reviewed and updated the chapter Strategic Plan. Here are the four strategies included in the current 2-year plan:

Strategy #1: Partner with NDOT and Other Owners - AGC Nebraska is committed to partnering with the Nebraska Department of Transportation and other industry partners, such as the Nebraska Department of Environment and Energy. Our newly created Environmental Committee, which includes a number of member environmental managers, worked this past summer addressing issues with the Industrial Stormwater Permit. This committee will continue to address environmental issues which may affect the industry and work with AGC to keep the membership informed.

Strategy #2: Lead & Advocate for the Industry - I believe over the past few years we have shown the value of AGC in this area. Never have we leaned on AGC of America more than in the last two years. They have positioned themselves to advocate on behalf of the construction industry regardless of who is in power in DC. Here at the state level, our lobbying team is very proactive as they work to advance our legislative priorities. We are in the midst of the short 60-day session so watch for updates on the various pieces of legislation we are monitoring or working on.

Strategy #3: Membership - I've been involved in AGC for a long time and without the support and involvement of the volunteers who give their time and energy, we couldn't provide value to our members like we are today. Sheila and Carly are also a big part of our membership growth and providing benefits and services to the membership. We couldn't do everything we do without them, so I want to thank them for the work they do supporting the membership throughout the year.

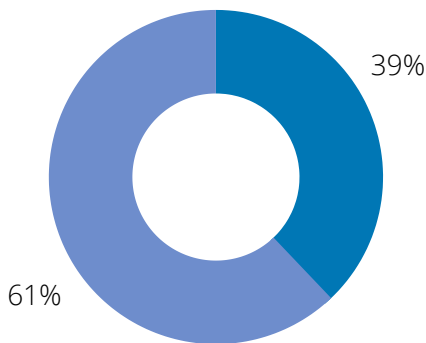
Strategy #4: Workforce - Promoting the industry as a great place to work is a huge priority for AGC Nebraska. We have invested a large portion of our Advocacy funds over the past six years promoting our industry through social media channels, supporting the Heavy Equipment Operator Program at Central Community College, developing programs to assist members as they build on their current workforce and recruit new employees, and we will continue to look for other programs which can help bring more workers to our industry.

We have increased funding coming down the pipe, our state legislature supports a safe and expanded highway system, our partnership with NDOT is strong and we have the funds to continue working to grow our workforce. Goodbye 2021 – let's focus on 2022 and beyond!! It's a great time to be in the construction industry!

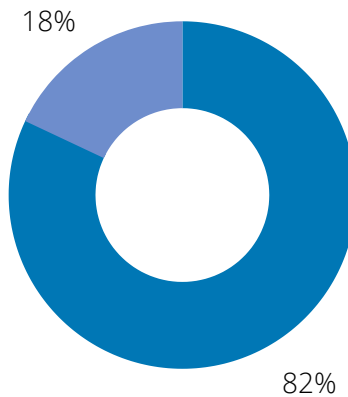
OUR MEMBERSHIP

The AGC Nebraska Chapter is composed of 192 contractors, subcontractors, suppliers and service providers who do work in and around the state of Nebraska. Through the pandemic, our chapter continued to prove its value and saw a constant level in membership.

Membership Demographics



Dues Revenue



■ General Contractors
■ Associate Members

Member recruitment is a priority of the AGC Nebraska Chapter Board and staff. Many of our new members learn about our chapter and its benefits from industry colleagues. We thank you for your support in furthering our growth.

WELCOME 2021 NEW MEMBERS!

Contractors

Bauer Infrastructure, Inc.
Elder Corporation
Gana Trucking & Excavating
Mersino Dewatering
Todco LLC
Trafcon, Inc.

Associates

Ceres Group
Cheqed It
ENOVA Group, LLC
INSPRO
Lutz Financial
RAKA Rentals
Road Machinery & Supplies, Co.
Westover Rock & Sand, Inc.
Wilson & Company, Inc.

MEMBER SERVICES

Workforce Development
Relationship with NDOT
Industry & Economic Resources
Networking & Building Relationships
Advocacy & Representation
Industry & Chapter News
Government Relations & Lobbying
Member Savings/Discounts
Leadership Development
Marketing Opportunities
Safety & Training
HR Support for Hiring & Retention



FOLLOW US ON SOCIAL MEDIA!



@AGCNE



@AGC_nebraska_chapter



AGC Nebraska Chapter



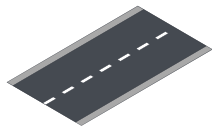
@NEAGC

SUMMARY OF POSITIONS

Statewide Transportation Infrastructure

Nebraska has effective and robust funding sources for its multi-modal statewide transportation program. Historically, these sources have been user fee based with additional infrastructure funding progress being made this past decade with the passage of the Build Nebraska Act (BNA) and Transportation Infrastructure Act (TIA).

The AGC Nebraska Chapter supports preservation of these existing funding sources while also exploring new mechanisms to fund unmet needs at the state, county and city levels. Transportation projects have enormous safety, convenience and economic benefits to Nebraskans, so it is critical that funding is available to complete these projects in a timely manner.



Skilled Workforce, Training, Education

The future of the construction industry depends on the availability of a workforce that is prepared for the ever-changing nature of our work. We support educating middle and high school students about career opportunities in the highway construction industry, including the advantages of post-secondary technical education.

Our chapter has invested our own resources in workforce programs by donating over \$350,000 to Central Community College's Heavy Equipment Operator Technician program in Hastings. The program has been a success with over 62 graduates to date.

The AGC Nebraska Chapter has also utilized member dollars for the AGC Scholarship Program and launched a social media campaign to promote the career opportunities available in the industry.



Regulatory Issues

The AGC Nebraska Chapter advocates for sensible solutions to today's environmental challenges. Meeting environmental requirements has become a growing responsibility for contractors. This delays and potentially threatens construction projects while also increasing the cost. We support reasonable and achievable environmental laws and application of environmental regulations.

POLITICAL ACTION COMMITTEE

PAC Report

The AGC Highway Improvement Political Action Committee (PAC) generates funds through AGC member contributions only. The funds have very limited use with the primary focus being for contribution to the candidates for STATE political office (Governor, Legislators, Mayors). These funds can not be used to contribute to candidates for FEDERAL office, such as President or Members of Congress.

Since 2015, AGC Contractor Members have been contributing directly to the Highway Improvement PAC along with their annual dues. This has allowed AGC Nebraska to strengthen our voice where it counts the most - at the Capitol. When we contribute to a candidate's campaign, we meet with them directly to deliver our contribution and educate on our AGC Legislative priorities.



Members are also able to contribute to the AGC of America PAC which supports Congressional delegates who work hard for the industry. AGC of America has truly proven its value over the past 18 months, offering valuable information about COVID-19, workforce development, and projections for the future.

2021 Breakdown of the AGC Highway Improvement PAC

- Total Member Contributions: \$69,848
- Interest: \$238
- Total Contributions to Candidates: \$10,000
- Current Balance in the PAC: \$166,333



PAC Committee Members

Katie Wilson - Treasurer
AGC Nebraska Chapter Executive

Tyler Chicoine
Garcia-Chicoine Enterprises, Inc.
Ron Hall
Knife River Midwest, LLC
Curt Hartter
Universal Surety Company

Chris Hawkins
Hawkins Construction Company
Steve Peck
SIMON
Sean Vontz
Vontz Paving

ADVOCACY EFFORTS

Since the inception of the AGC Advocacy Fund in 2015, Contractor Members have contributed over \$850,000. This allows the Chapter to advocate on behalf of the industry for workforce development and political programs. We have two active social media campaigns; one that educates our legislators and citizens on important industry topics and another that promotes construction careers to specific target audiences. Our program at CCC - Hastings is growing every year, with 17 students graduating this spring.



www.BetterRoadsNE.org

2015 - 2021 ADVOCACY BREAKDOWN

- Political Advocacy: \$182,505
- Workforce Advocacy: \$207,570
- CCC-Hastings HEOT Program: \$375,000
- Scholarship Program: \$86,167



www.PaveYourOwnWay.org

Workforce Development Task Force Committee

Shane Wegner, Chair
Midlands Contracting, Inc.

Justin Grusing
Dustrol, Inc.

Brett Broman
Constructors, Inc.

Ron Hall
Knife River Midwest, LLC

Ben Gano
Enova Group, LLC

Steve Peck
SIMON

CONGRATULATIONS

to the AGC Nebraska Chapter 2021 scholarship winners!



Tyler Booth
Papillion, NE



Turner Gundell
Gothenburg, NE



Collin Hartig
Beatrice, NE

WORKFORCE DEVELOPMENT

Task Force Chair "Year In Review" - Shane Wegner

When I look in the rearview mirror and think of 2021 from a workforce development perspective, the first thing that pops into my head is "If we didn't think developing our workforce should be our #1 priority as a construction association already, 2021 sure left no doubt!" I don't need to go through all the statistics, numbers, etc. to explain the need, we all live it every single day not having enough workers to complete the large volume of work we have. While we should all be upbeat and thankful for the amount of work we have now and in the future, we all must think about how each of us can help our individual companies and AGC promote the industry and help get people into our industry. The work is there, now we must find the people! Below you will find 3 things the workforce development committee worked on in 2021, and will be focused on in 2022.

- We continue to focus on promoting AGC and its member companies through our relationship with KidGlov, and finding qualified workers with the assistance of Enova. I look at what we have accomplished with KidGlov and Enova as "good first steps". Now as a workforce development committee we will focus on making improvements and taking that "next big step" to get more people into the construction industry and working for AGC member companies.
- The Heavy Equipment Operator program at Central Community College continues to go strong. I am comfortable saying this is the best class they have had since the inception of the program. I would ask that all of us and our companies get more aggressive in recruiting these students. The number of job opportunities these students have are immense, and the only way we can get more of these students into AGC member companies is by making a trip (or trips) to Hastings to meet with them in person and promote your company. AGC has provided tremendous financial support to the program, so let's get more of these students working at AGC member companies!
- In November of 2021, we held a Zoom call with representatives from all of the community colleges in Nebraska and various other construction-related associations. The purpose of the call was to discuss how we can "team-up" to help get people into the construction industry. I came out of the call very upbeat knowing that the community colleges all seem to have a sincere interest in helping us get people into the construction industry. I anticipate that the workforce development committee will spend a lot of time in 2021 trying to further our relationships with the community colleges.

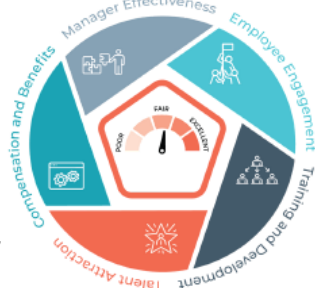
I would like to say a sincere thank you from myself and the entire Workforce Development Committee to all of you who helped in any way with workforce development efforts in 2021. I know how tough it is to find time outside of your normal day-to-day responsibilities. We greatly appreciate all the help we get throughout the year! Please call my cell anytime (308) 233-4373 if you have ideas, questions, want to help, etc. It will take all of us "pitching in" if we are going to address the # 1 issue facing our industry!



Enova AGC Talent Solutions Program

At a Glance: 2021 Program Participation

HR Health Check - Nearly 50% of contractor & specialty members participated in the HRhealthcheck and received a free HR health report, action plan, and consultation. Thousands of data points were collected which we will use to measure incremental improvements and benchmark performance against industry members.



Measured Category & Definition

Average Score

Employee Engagement	The extent to which employees feel passionate about their job and committed to the organization	44.3%
Talent Attraction	The recruitment and branding activities that communicate unique benefits to prospective employees	52.5%
Manager Effectiveness	The extent to which managers can organize employees to accomplish company goals and achieve individual potential	45.4%
Compensation and Benefits	The tangible and intangible rewards that employers offer employees in exchange for their skills and dedication	63.5%
Training and Development	Educational activities deployed to enhance the knowledge and skills of employees	49.5%

Webinars & Education - More than one-third of members joined our spring webinar series which focused on modern approaches to recruiting, onboarding and retaining talent. These interactive sessions were applauded for their actionable content; several members shared success stories on how they applied the learning in their businesses.

Resume Distribution - Members received pre-screened candidates for construction's most sought-after jobs across the state of Nebraska. The career portal and job description redesign marketed a welcoming message of why careers in construction are attractive. Within the first month of launch, members reported hiring candidates as a result of this program. More than 2,000 candidates visited our AGC jobs board in 2021.

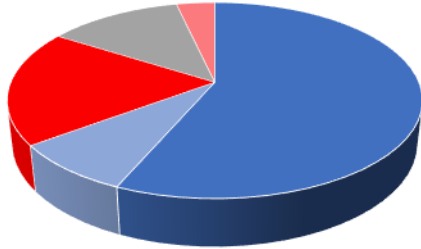
Talent Consulting - The majority of members do not have fully staffed HR, recruitment, and training departments. Enova was on call to assist members with their most crucial hiring and retention needs. From career portal design, recruiting, and employee referral programs, Enova equipped members small and large with timely solutions.

Introducing the 'From Builder to Leader' Program

Beginning in January, this 8-week cohort program is designed to challenge and shift the mindset of participants from a builder to a true people leader. In each interactive session, participants will learn how to leverage industry-relevant leadership principles to implement into their daily work. Between sessions, participants will be assigned activities to practice their new skills. This program is designed for employees who supervise/manage people or are preparing to in the near future.

NEBRASKA ROAD FACTS

Highways & Bridges Funds



- Motor fuel taxes
- Vehicle registration fees
- Sales tax on motor vehicles
- Sales tax (highway capital improvement fund)
- Other

Nebraska's highways and bridges are funded primarily from four state sources totaling \$589 million in 2020. These funds are dedicated to **asset preservation, system modernization and capital improvement** of our highways and bridges.

State & Federal Gas Tax

One cent of the gas tax raises **\$12 million** in Nebraska.

The Federal Fuel Tax is:
18.4 cents for gas
24.4 cents for diesel
+ Heavy Vehicle and Tire Use Tax

*Federal Fuel Tax has not increased since 1993.

Nebraska's total tax per gallon as of January 1, 2022 = **24.8 cents**

Average annual cost for vehicle owner:
\$259.20/year
\$21.60/month
\$4.99/week

2021 Government Affairs Committee

Tyler Chicoine, Chair

Garcia-Chicoine Enterprises, Inc.
(District 39)

Chris Hawkins

Hawkins Construction Company
(District 7)

Steve Peck

SIMON
(District 42)

Nick Batter

Hawkins Construction Company
(District 7)

Jim King

Gene Lilly Surety Bonds, Inc.
(District 25)

Steve Rogge

Van Kirk Brothers Contracting
(District 38)

Tom Crockett

Hawkins Construction Company
(District 36)

Dick Ludwig

Contech Engineered Solutions
(District 25)

Sean Vontz

Vontz Paving, Inc.
(District 33)

Ron Hall

Knife River Midwest, LLC
(District 39)

Bill Mueller

Mueller Robak, LLC
(District 27)

Tyson Vogt

Martin Marietta
(District 2)

Curt Hartter

Universal Surety Company
(District 27)

Curt Oerter

Werner Construction Company
(District 33)

MESSAGE FROM OUR LOBBYISTS



MUELLER | ROBAK LLC

LOBBYING AND GOVERNMENT RELATIONS

AGC Nebraska Chapter had a busy and successful year of advocacy at both the state and national levels.

Our Chapter was instrumental in having a bill introduced that begins to address the utility relocation challenge that so many members are experiencing. LB 339 will require NDOT to put together a utility coordination plan and provide reimbursement to contractors for damages incurred when that coordination plan is not followed and projects are delayed or modified. We were also successful in opposing a bill that would have mandated NDOT create goals to follow in awarding contracts for historically underutilized businesses.

On the federal level AGC Nebraska Chapter joined a large coalition of Nebraskans who supported the Infrastructure Bill, which will provide significant new funding to our state. Senator Deb Fischer and Congressman Don Bacon deserve recognition for their key “yes” votes on that priority.

Nebraska will elect a new Governor in 2022 and AGC’s staff, Government Affairs Committee, and lobbyists will spend considerable time interviewing the candidates. It is important to find candidates who will hire and support strong leaders at NDOT and candidates who support:

- Preservation of existing infrastructure funding sources, as well as exploring new mechanisms to fund unmet needs at the state, county and city levels;
- Common sense environmental laws and applications of environmental regulations which are reasonable and achievable;
- Educating middle and high school students about career opportunities in the highway construction industry, including the advantages of post-secondary technical education.

At least a dozen new state senators will also be elected in 2022. AGC will play a key role in educating them and turning them into future infrastructure champions.

Looking to 2022, it is expected that our legislature will continue momentum on the utility relocation issue, debate legislation ensuring electric vehicles pay their fair share towards funding our roads and bridges, take a hard look at keeping Project Labor Agreements out of state and local contracts, and appropriate the significant new federal dollars coming to the state from the infrastructure bill and other recent measures.

By staying actively engaged with our Legislature and our Governor, AGC Nebraska Chapter will be able to continue delivering results for members that ensure Nebraska remains one of the best states in the country to be an infrastructure contractor or supplier.

2021 CHAPTER EVENTS

AGC Equipment Days



AGC Summer Golf Outing



AGC CID BBQ

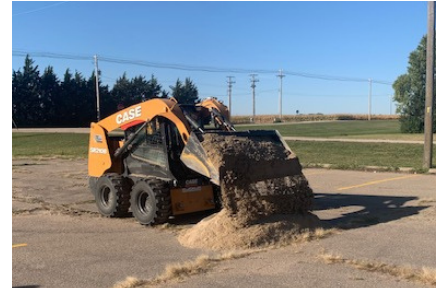


AGC Fall Golf Outing



2021 CHAPTER EVENTS (cont.)

Construction Career Days



AGC Holiday Party



THANK YOU, 2021 SPONSORS!

\$5,000+



\$2,500+



\$1,000+



Up to \$999

Advanced Drainage Systems, Inc.
Ash Grove Cement Company
Autodesk Construction Solutions
Bauer Infrastructure, Inc.
Boral Resources
Ceres Group
Contractor Services, Inc.
Dvorak Law Group, LLC
ENOVA Group, LLC
Flint Hills Resources, LP
FNIC
GOMACO Corporation

Green Thumb LLC
Harms Oil Company
Highway Signing, Inc.
Iowa Plains Signing, Inc.
Jebro, Inc.
Judds Brothers Construction Co.
Koss Construction Company
LaborMax Staffing
Logan Contractors Supply
Lutz
Mersino
Mueller Robak LLC
Nebraska-Iowa Supply Co., Inc.

Overland Sand & Gravel
Prairie Wealth Advisors, Inc.
Purple Wave Auction
RDO Truck Centers
Road Machinery & Supplies, Co.
RoadBuilders Machinery & Supply Co., Inc.
Spencer Quarries, Inc.
Thiele Geotech, Inc.
Truck Center Companies
UNICO Group, Inc.
Wise Heavy Equipment LLC
Woods Aitken LLP

2022 CALENDAR OF EVENTS

Check out the schedule of AGC Nebraska Chapter events for 2022. Please contact Sheila at 402-435-4355 if you are interested in sponsoring any of these events.

Legislative Reception

NDOT Letting

February 9

Lincoln

February 10

Online

Annual Convention

February 15-17

Lincoln

NDOT Letting

March 3

Online

PM Conference

March 8-9

Kearney

AGC of America Convention

March 28-31

Grapevine, TX

NDOT Letting

April 7

Online

AGC Equipment Days

April 28-30

Doniphan

NDOT Letting

May 12

Online

Summer Golf Outing

June 6

Hastings

NDOT Letting

June 16

Online

NDOT Letting

July 21

Online

NDOT Letting

August 25

Online

Construction Industry Day

September 1

Lincoln

/BBQ

Fall Golf Outing

September 16

South Bend

NDOT Letting

September 29

Online

NDOT Letting

October 20

Online

NDOT Letting

November 3

Online

Construction Industry Day

December 8

Lincoln

/Holiday Party

NDOT Letting

December 15

Online



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7435 O Street, Suite 110
Lincoln, NE 68510
(402) 435-4355

A photograph of a bridge under construction. The bridge has multiple steel girders supported by concrete piers. A large yellow crane is visible on the left side of the frame. The sky is blue with some clouds. The text 'Thank you for your membership!' is overlaid in white on a semi-transparent dark band across the middle of the image.

Thank you for your membership!

Katie Wilson
Executive Director

Carly Smith
Communications Specialist

Sheila Radenslaben
Membership & Business Development Coordinator