Understanding the Impact of Deploying ABC’s STEP Safety Management System on Overall Safety Performance

ABC 2022 SAFETY PERFORMANCE REPORT
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UNDERSTANDING THE IMPACT OF DEPLOYING ABC’S STEP SAFETY MANAGEMENT SYSTEM ON OVERALL SAFETY PERFORMANCE

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ABC engaged RSM, an independent third party and leading U.S. provider of audit, tax and consulting services, to recalculate ABC’s calculations and check formulas used against published formula definitions. The 2021 STEP self-assessment data from ABC members was used to calculate the numbers reflected in the 2022 Safety Performance Report.
You Can Achieve World-Class Safety. Start Today.

Executing on your commitment to world-class safety takes fortitude and effort, as it is fraught with leadership challenges. During this journey, leaders eventually ask themselves and their employees questions such as:

- Do we truly believe that all incidents are preventable?
- Are we unwilling to compromise someone’s safety for profit, productivity, schedule or any other priority?

ABC provides the industry with four tools that help create the conditions for everyone to complete their work without incident and go home safe and healthy every day.

1. ABC’s STEP is a world-class safety management system improved annually by the ABC National Health and Safety Committee.


3. ABC’s Safety Academy helps construction companies lay out a multi-year plan to achieve industry-leading safety results.

4. A suite of best practices and model policy supported by classroom and virtual education is delivered at national events and through our 69 chapters across the United States.
If we choose to lead, if we choose to commit, and if we choose to transform, together we will create the conditions for all to do their work without incident and go home safe and healthy every day.

These tools provide leaders with a roadmap to win and deliver their work without incident:

- **Leadership commitment** to an organization that creates the conditions for all to do their work without incident.
- **Cultural transformation** into a company where every employee believes all incidents are preventable.
- Deployment of a **world-class safety management system** throughout the organization with the desire to achieve industry-leading results.
- **World-class results** delivered using leading and trailing indicators to share successes and lessons learned with all employees.

I am confident the 2022 ABC Safety Performance Report will help you on your journey. Please feel free to share the report widely with your teammates, specialty contractors, clients and competitors.

If we choose to lead, if we choose to commit and if we choose to transform, together we will create the conditions for all to do their work without incident and go home safe and healthy every day.

Michael D. Bellaman
President and CEO
Associated Builders and Contractors
Introduction

Every company that works in construction wants to send its workers home in the same condition in which they arrived—if not even better—after an active day of work that stimulates the mind and body.

Until now, relatively few studies have been conducted on the correlation between the use of measures companies can take to keep workers safe on jobsites—leading indicators—and the number of incidents, accidents and injuries that occur—trailing indicators. The empirical evidence did not exist.

Associated Builders and Contractors created the Safety Performance Report to address this issue.

The charts and summaries within this report present the clearest picture to date of the remarkable impact that leading indicator use has on a company’s safety performance: fewer disrupted or lost lives and a safer jobsite regardless of company size. In fact, companies that engage in leading indicator use are, statistically, considerably safer than their peers.
Methodology

The 2022 ABC Safety Performance Report is based on submissions of unique company data gathered from members that deployed STEP in 2021. ABC collects each company’s trailing indicator data as reported on its annual Occupational Safety and Health Administration Form 300A (“Summary of Work-Related Injuries and Illnesses”) and its self-assessment of leading indicator practices from its STEP application. Each of the 35 data points collected is sorted using statistically valid methodology developed by the U.S. Bureau of Labor Statistics for its annual Occupational Injuries and Illnesses Survey and then combined to produce analyses of STEP member performance against BLS industry average incident rates.
What if Your Company Could Be 645% Safer Than the Industry Average?

And you could reduce your Total Recordable Incident Rate by 84%?

It’s more than possible. It’s doable.

The 2022 ABC Safety Performance Report is not a research project or an academic study. It captures the results of ABC STEP member companies performing real work on real projects. ABC is building on the analysis of more than a billion hours of work annually presented in the 2017, 2018, 2019, 2020 and 2021 reports to identify what comprises a world-class safety program.
Measuring Safety Performance

The construction industry has long evaluated safety performance based on trailing indicators—statistics that measure performance based on past incidents or conditions. These statistics judge companies not on the steps taken to prevent jobsite injuries and fatalities, but rather on the number of past safety failures. Trailing indicators only tell part of the story.

Safety performance isn’t reflected in what you **did.** It’s reflected in what you’re **doing.**

Every workday in the construction industry, an average of three people are fatally injured.
Innovative thinking from contractors, the owner/user community and insurers puts leading indicators under the microscope.

ABC has studied how to improve safety through STEP since 1989.

The 2021 STEP application is comprised of key components—leading indicators that are proven to improve safety performance and the criteria that indicate best practices. Members that deploy STEP score their level of achievement for each component on a weighted scale of 0 points (low score) up to 12 points (high score). Companies receive a recognition level of Diamond, Platinum, Gold, Silver, Bronze or Participant based on their score.

ABC quantified the positive impact of proactive injury and hazard elimination tools on the jobsite using data gathered from STEP participants in construction, heavy construction, civil engineering and specialty trades. Analyzing aggregated data allows ABC to determine how measures taken to prevent incidents actually improve trailing indicator performance.
STEP Improves Safety

STEP is a safety management system. Participating ABC member firms measured their safety processes and policies on key components in 2021 through a detailed questionnaire with the goal of implementing or enhancing safety programs that reduce jobsite incident rates. Applying world-class processes dramatically improves safety performance among participants, regardless of company size or type of work.

“Safety is a journey that will never end. Although there is no silver bullet, STEP is the closest thing to it. This world-class health and safety management system provides us with a variety of tools/programs to choose from that fit our culture. It is also comforting to know that these are proven to work and considered to be best practices by our peers in the industry. Regardless of the size of your organization, the benefit of STEP is that it is scalable to your company’s needs. I strongly encourage you to begin using the STEP key components.”

—Michael W. Bennett, vice president, The Cianbro Cos., Pittsfield, Maine, STEP Platinum and ABC Accredited Quality Contractor 2021 chair, ABC National Health and Safety Committee
To get started, visit abc.org/step.

Get Into STEP

- Analyze your safety and loss program
- Learn the best practices that reduce TRIR, DART and EMR
- Benchmark your safety record against similar companies and industry averages
- Measure improvement from year to year
- Show your safety commitment to potential clients and insurers

STEP ACHIEVEMENT LEVELS

- TRIR at or below 50% of the BLS NAICS code average in each of the previous three data years
- TRIR at or below 25% of the BLS NAICS code average for the data year
- TRIR at or below BLS NAICS code average for the data year
- No lives lost or catastrophic incidents, company-wide, during the application year
- No lives lost or catastrophic incidents, company-wide, during the previous three years resulting in an OSHA citation
- Minimum key components score

- Percent reduction in BLS average TRIR
- Percent safer than BLS average

Percent safer than BLS average
Percent reduction in BLS average TRIR
STEP Diamond 84.5%
STEP Platinum 645%
STEP Average 619%
Silver/Bronze 247%
Gold 83.8%
Platinum 59.4%
**LEADERSHIP** is the courage to be out front, challenge the status quo and create a **CULTURE** that is passionate in its belief that all incidents are preventable—a culture where safety is considered a moral obligation not just for leaders, but for all employees. A culture of safety cannot exist without leaders taking a stand that includes an unwillingness to compromise safety and modeling this belief in every action. **PROCESS** is the intentional, systematic implementation of a safety management system that enables a firm to initiate and sustain their journey to world-class safety. **RESULTS** are the tangible benefits that arise from the consistent implementation of the preceding components.
The Foundations of World-Class Safety

The top-performing STEP members implement these best practices as part of a world-class safety management system.
NEW HIRE SAFETY ORIENTATION: LOW SCORE VS. HIGH SCORE

Companies that conduct an in-depth indoctrination of new employees into the safety culture, systems and processes based on a documented orientation process experience incident rates 70%-72% lower than companies that limit their orientations to basic safety and health compliance topics. The CEO or senior leadership delivers that introduction to the company’s safety culture and core values, including:

- Safety commitment, expectations and responsibilities
- Workplace safety rules specific to the site and hazards
- Hazard, injury and emergency communication and reporting procedures
- Protective gear/safety skills demonstrations
- Assignment of a safety mentor to each new hire until orientation is complete
- Performance evaluation and recordkeeping

BEST PRACTICES

New Hire Safety Orientation

Companies that conduct an in-depth indoctrination of new employees into the safety culture, systems and processes based on a documented orientation process experience incident rates 70%-72% lower than companies that limit their orientations to basic safety and health compliance topics. The CEO or senior leadership delivers that introduction to the company’s safety culture and core values, including:

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IN-DEPTH SAFETY ORIENTATIONS ARE MORE EFFECTIVE

STEP Gold members invested more time to make safety orientations effective in 2021, an average of 187 minutes vs. 155 minutes in 2020. STEP Diamond companies that conduct new hire orientation sessions of nearly three hours on average improve their TRIR by 84%.
SUBSTANCE ABUSE PREVENTION PROGRAMS: LOW SCORE VS. HIGH SCORE

70% Reduction

2.88
1.86

73% Reduction

0.86
0.51

Substance Abuse Prevention Programs

One-third of all incidents on construction jobsites are drug- or alcohol-related. Robust substance abuse prevention programs/policies with provisions for drug and alcohol testing where permitted lead to a 70% reduction in TRIR and a 73% reduction in DART rates. Plus, substance abuse testing can be an effective method of incident prevention if used properly.

BEST PRACTICES

ABC is an active member of the Construction Coalition for a Drug-and Alcohol-Free Workplace. Signing the pledge is a STEP requirement. Take the pledge at drugfreeconstruction.org.
SUBSTANCE ABUSE PREVENTION PROGRAMS REDUCE INCIDENTS

Key components include:

- Drug and alcohol testing pre-hire, randomly and with reasonable suspicion
- A safety policy with strict rules regarding drug and alcohol use, supervisor training, recordkeeping and active enforcement
- An employee assistance program and available education on substance abuse prevention
Can you brief employees on safety too much? No matter what you may have heard, there is no negative effect to conducting daily toolbox talks—brief, single-topic training sessions of 15 to 30 minutes held on the jobsite for all employees. The less frequently this type of training is conducted and the fewer safety topics covered, the higher the trailing indicators. Companies that conduct daily toolbox talks reduce TRIR by 76% and DART rates by 79% compared to companies that hold them monthly.

<table>
<thead>
<tr>
<th>FREQUENCY OF TOOLBOX TALKS</th>
<th>TRIR</th>
<th>DART</th>
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<tr>
<td>Monthly</td>
<td>3.28</td>
<td>2.01</td>
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<tr>
<td>Weekly</td>
<td>1.08</td>
<td>0.67</td>
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<tr>
<td>Daily</td>
<td>0.78</td>
<td>0.43</td>
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**BEST PRACTICES**

**Toolbox Talks**
Top Management Engagement Matters

Employer involvement at the highest level of company management produces a 71% reduction in TRIR and DART rates. In high-scoring ABC STEP member firms, the owner/CEO:

- Is a direct and active participant in the safety program
- Instills personal accountability for safety throughout the company
- Tracks and annually reviews safety goals and objectives
- Solicits feedback on the safety program and seeks ways to improve it
-Commit resources—money, time, personnel, equipment, supplies, etc.
-Integrates safety into performance appraisals and other company operations

<table>
<thead>
<tr>
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<th>Low Score</th>
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<tr>
<td>TRIR</td>
<td>3.02</td>
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<td>DART</td>
<td>0.87</td>
<td>0.52</td>
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71% Reduction
Five Core Leading Indicators

A leading indicator is a system or process used to identify hazards and eliminate or minimize the condition to prevent injury. This report focuses on five core leading indicators that have the most dramatic impact on safety performance.
Employee Participation Counts

Employee participation throughout the safety management system improves TRIR by 70% and DART rates by 71%. High-scoring STEP firms:

- Identify and explain opportunities for employee participation in hazard reporting, incident investigation, etc.
- Train supervisors how to actively engage employees
- Identify and eliminate potential barriers to participation
- Provide the necessary resources (time, money, staff, etc.)

A commitment to employee safety training lowers incident rates.
EMPLOYER-CONDUCTED SUPERVISOR SAFETY MEETINGS: LOW SCORE VS. HIGH SCORE

Low Score vs. High Score

<table>
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<tr>
<th>Indicator</th>
<th>Low Score</th>
<th>High Score</th>
<th>Reduction</th>
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<tr>
<td>TRIR</td>
<td>2.62</td>
<td>1.55</td>
<td><strong>73%</strong></td>
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<tr>
<td>DART</td>
<td>0.70</td>
<td>0.43</td>
<td><strong>72%</strong></td>
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Conducting weekly safety meetings with supervisors and distributing minutes for review leads to a 73% reduction in TRIR and a 72% reduction in DART rates.

CORE LEADING INDICATORS

Supervisor Safety Meetings

- Meetings include a status report on site safety activities
- Pre-planning discussions are conducted
- Lessons learned are reviewed
- A review of serious incidents is conducted

ABC 2022 Safety Performance Report
Pre-Planning for Project Safety

Evaluating project supervisors and other key personnel in pre-planning for project safety and safety pre-planning reduces TRIR and DART rates by 73%.

- **Process:**
  - **ABC 2021 Safety Performance Report**
  - **Low Score vs. High Score:**
    - **TRIR:**
      - Low Score: 2.78
      - High Score: 0.76
      - 73% Reduction
    - **DART:**
      - Low Score: 1.70
      - High Score: 0.46
      - 73% Reduction

- **Pre-planning is integrated into the estimate, bid, mobilization and demobilization stages of projects.**
- **A checklist ensures a consistent and comprehensive approach to exposure evaluation and resource needs.**
- **Project safety plans are regularly updated throughout the life of the project.**
- **Key components of the pre-plan are communicated to all site employees (including specialty contractors) before implementation.**

**CORE LEADING INDICATORS**

**Pre-Planning for Project Safety**

- **TRIR:**
  - Low Score: 2.78
  - High Score: 0.76
  - 73% Reduction
- **DART:**
  - Low Score: 1.70
  - High Score: 0.46
  - 73% Reduction

**ABC 2022 Safety Performance Report**
USE OF PPE: LOW SCORE VS. HIGH SCORE

CORE LEADING INDICATORS

Use of Personal Protective Equipment

Having a written PPE policy that is consistently and universally enforced, conducting an annual needs assessment and continually investing in new equipment leads to a 65% reduction in TRIR and a 66% reduction in DART rates.

Field personnel regularly evaluate the sustainability and effectiveness of PPE

Employees are educated on PPE requirements for each job

Employees are trained in PPE selection, inspection, use and care

PPE refresher training is conducted at least annually
CORE LEADING INDICATORS

Incident Investigations

A systematic process to find the root causes of problems and develop effective solutions to improve performance reduces TRIR and DART by 74%.

Employers reviews all incidents, including good catches and potential significant events.

Supervisors are trained in incident investigation, including root cause, causal factors and/or fault tree analysis.

All incidents are investigated promptly by top management and safety personnel, and a preliminary report is communicated within 24 to 48 hours.

Documented corrective actions are taken and final incident outcomes are openly shared across the organization to improve overall safety performance.

ABC 2022 Safety Performance Report
BENCHMARKING STEP MEMBER SAFETY PERFORMANCE, 2007-2021

Total Recordable Incident Rate: STEP vs. the U.S. Bureau of Labor Statistics Construction Industry Average

ABC 2022 Safety Performance Report
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EDIS Company
EGC Construction Corp.
Elite Piping Contractors, Inc.
Ellsworth Builders, Inc.
Elmstar Electric Corporation
Energy Electric Company, Inc.
Enterprise Equipment Co., Inc.
EnvironControl Systems
Erland Construction, Inc.
Ernest P. Breaux Electrical
Esper Electric, Ltd
EXCEL Group
F. L. Crane & Sons, Inc.
FADCO, Inc.
Faith Technologies, Inc.
Fast Track Specialties, LP
Fatboy Electric, Inc
Ferguson Construction Company
Ferrer Mechanical Services, Inc.
First Companies, Inc.
Fisher Contracting Co.
Fisher Sand & Gravel Co., Inc.
Five-S Group
Flintco, LLC
Fly & Form Structures, Inc.
Fogel-Anderson Construction Co.
Forrester Construction
Fortune-Johnson
Frampton Construction
Fredericks, Inc. Contractors
Fureigh Electric, LLC
G.E. Insulation Co.
Gainesville Mechanical, Inc.
Gastonia Plumbing & Heating Company, Inc.
GATE Energy
Gaylor Electric, Incorporated
GFP Cement Contractors LLC
Gibbs Construction, LLC
Gilbane Building Company
Glenshaw Corporation / Glenshaw Distributors, Inc.
Global Construction Solutions, Inc.
GMI - Greater Metroplex Interiors, Inc.
Gonzales Commercial Electric, Inc.
Gram Roofing, Inc.
Gray Construction
Graycor Southern Inc.
Great Lakes Bay Construction
Greater Georgia Concrete, LLC
Greco Structures
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GROUP Contractors, LLC
Gulf Coast, A CRH Company
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Harkins Builders, Inc.
Harriss, LLC
Harvey Builders
Harvey-Cleary Builders
Haskell, Inc.
Hawaii Rock Products
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Hayward Electric Company
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Henry Miller Mechanical
HENS Construction
Holes Incorporated
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Hourigan
HR Plumbing
I.E. Smart Systems
Iacoboni Site Specialists, Inc.
IAN Construction Corporation
IES Communications, LLC
iICON Construction Colorado, LLC
Independent Electric Co.
Industrial Construction & Engineering Co.
Infratech International LLC
Innovative Performance Construction Co., LLC
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Integrated Building Solutions
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Interstates
ISC Constructors, LLC
Ivey Mechanical Company, LLC
J. C. Driskill, Inc.
J. D. James, Inc. D/B/A Nature Bridges
J. Vinton Schafer, A Quandel Company
J.D. Bellfield Enterprises, LLC
J&M Developing, LLC
James TELECO
JBP Builders of Grand Rapids, Inc.
JM Coull, Inc.
JMG Constructors, LLC
Joeris General Contractors, Ltd.
Joslin Construction Texas, LLC
JPB Designs, Inc.
JVIC
Kaplan Construction
Karsten Interior Services
KBR
Keller Brothers, Inc.
Kier Construction
Killian Construction Co./KCC Contractor, Inc.
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Kwest Group, LLC
L & L Plumbing & Heating, Inc.
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LaGasse Construction Inc.
Landmark Construction Company Inc.
Landry/French Construction
Larson Building, Inc.
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LASCO Acoustics and Drywall
Lauger Companies, Inc.
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LEEBCOR Services, LLC
LPR Construction Co.
LynxSystems, LLC
Lywood Electric, Inc.
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M. J. Harris Construction Services
M.A. Dean, Inc.
Maas Construction
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Maguire Company, Inc.
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MAPP, LLC
Marathon Electrical Contractors, LLC.
Marcus Construction
MAREK
Mark Turner Construction, LLC
Markeys Services, LLC DBA Construction Cleaning Service
Marksmen General Contractors
Marquis Construction Services Inc
MB Western Industrial Contracting Co.
Pacific Federal Management, Inc.  
Patiol 1 of Greater Salt Lake  
Pancost & Clifford, Inc.  
ParFab  
Pattillo Construction Corporation  
PCC Construction Components, Inc.  
PCE Constructors, Inc.  
Pentalon Construction, Inc.  
Performance Contractors, Inc.  
Pilot Construction Management Inc.  
Pioneer Roofing, LLC  
Polk Mechanical, LLC  
Polyphase System, Inc.  
Power Electric Co.  
Preferred LLC  
Primoris Services Corporation  
Priority Floors  
Quandel Enterprises, Inc.  
Quiring General, LLC  
R. C. Stevens Construction Company  
Ralph G. Degli Obizzi & Sons  
RCL Construction Co., Inc.  
Ref-Chem L.P.  
REM Construction Incorporated  
Reponc, Inc.  
REW Corporation  
River Cities Engineering, Inc.  
Roberts Mechanical Services  
Robinson Construction  
Robinson Electric Co., Inc.  
Roche Constructors, Inc.  
Rock N Dirt Excavating, LLC  
Rock Spring Contracting, LLC  
Rodgers Builders  
Rolicon  
Roy Anderson Corp  
Royal Construction, Inc.  
RSI Roofing, Inc.  
RUS Industrial, LLC  
RUSH Construction, Inc.  
S & S Roofing Systems, Inc.  
S&B Engineers and Constructors, Ltd.  
S. B. Ballard, Inc.  
S.E.T. - Pacific, Inc.  
S2W Contracting, LLC  
Safeway Electric  
Samet Corporation  
Sanderson Construction Co., Inc.  
Sarazin General Contractors, Inc.  
Satterfield & Pontikes Construction Inc.  
SAW Contracting, Inc.  
Saybr Contractors, Inc.  
Scaffolding Solutions, LLC  
Scott, Murphy & Daniel  
SDV Construction Inc  
Sealevel Construction, Inc.  
SEALCALC, Inc.  
Sevan Multi-Site Solutions  
Shaw Electrical  
Skanska Building, Inc.  
Skanska Building, Incorporated  
Skanska USA Building, Inc.  
Slack & Co. Contracting, Inc.  
Smith-Doyle Contractors Inc  
South Jersey Elevator  
Southeastern Mechanical, Inc.  
Southern Mechanical Contractors, Inc.  
Southland Concrete Corp.  
Southwest Coating Services  
Southwest Electrical Contracting Services, Ltd.  
Spacecon Specialty Contractors, LLC  
SpawGlass Construction Corporation  
SPG Construction  
SR Construction Inc.  
SR Trident, Inc.  
Standard Constructors, Inc.  
STARCON International, Inc.  
Starr Electric  
Steele-Freeman, Inc.  
Stevens Roofing Corporation  
Structure Tone Southwest LLC  
Suffolk Construction Co., Inc.  
Summit Construction Co., Inc.  
Summit Industrial Construction, LLC  
Sunbelt Rentals Scaffold Services  
Swartley Brothers Engineers, Inc.  
Syncron, LLC  
TAM Services Group, Inc.  
Tarlton & Son Inc.  
Tazewell Contracting  
TDindustries, Inc.  
TEEL Construction, Inc.  
TEI Electrical Solutions  
Telepsen Industrial  
Telstar Instruments, Inc.  
The Brewood Company  
The Brock Group  
The Collage Companies  
The Gonzalez Group  
The Middlesex Corporation  
The PIT LLC  
The Winter Construction Company  
Thermal-Tec/Michigan, Inc.  
Therrien Waddell, Inc.  
Thomas Construction Group, LLC  
Thompson Engineering, Inc.  
Three Alarm Electrical Systems  
Three Rivers Corporation  
TIC - the Industrial Company  
TNT Crane & Rigging, Inc.  
Total Boiler & Mechanical, LLC
STEP DIAMOND MEMBERS (cont.)

Total Shading Solutions
Triad Electric & Controls, Inc.
Trident Construction Group, LLC
Trio Electric
T-Rock Construction, Inc.
TST Roofing
Turner Construction Co.
United Contractor Services, LLC
United Group Services, Inc.
United Systems Mechanical, LLC
V.O. Brothers Mechanical, LLC
Vertex Guam
Viking Construction, Inc.
Visone Construction, Inc.
W.D.S. Construction, Inc.
W.M. Davis, Inc
W.M. Jordan Company
W.S. Cumby, Inc.
W.S. Nielsen Company, Inc.
W.T. Byler Co.
Wachter, Inc.
Walker & Company, Inc.
Warren Brothers Construction
Watts Electric Company
Way Engineering
Way Mechanical
We Build Tulsa
Wendt Services
West Coast Fire & Integration, Inc.
Westgate, LLC
Westway Construction
Whitaker Construction Co Inc.
White Construction
Williams Building Company, Inc.
Williams Company Management Group
Willmar Electric Service, Corp.
Winder, INC
Wolf Fire Protection, Inc.
Wondra Construction, Inc.
Wu & Associates, Inc./Design Builders & General Co.
Wurster Construction Co., Inc.
York Electronic Systems, Inc.
Zachry Industrial, Inc.

ABC STEP PLATINUM MEMBERS

1 Priority Environmental Services, LLC
A&I Electrical Construction LLC
A. J. Excavation, Inc
A. R. Marani, Inc.
Able Septic
ABM Mechanical
Absolute Builders, Inc.
Access Electric, Inc.
ACECO, LLC
Acoustic Solutions
Action, Inc.
Adams Electric Company
Advance Concrete
AIM Services, Inc.
Ajax Building Corporation
ALBD Electric & Cable
All Star Electric, Incorporated
All-Brite Electric, Inc.
Allied Electric, Inc.
Allied Pacific Builders, Inc.
Alloy
Aleston Construction Co Inc
AM Contracting, LLC
AM Exteriors, LLC
American Boiler & Mechanical
Amteck, LLC
AnchorBuilt Inc.
Annapolis Exteriors, Inc.
Anthony T. Rinaldi, LLC
APEX Mechanical & Fabrication
Applied Mechanical Systems, Inc.
Architectural Metals, Inc.
Ard Contracting, Inc.
Associated Scaffolding
AUI Inc.
Auld & White Constructors, LLC
Austin Commercial, LP
Avara Construction
AXIOS Industrial Group
Babidge Construction Company, Inc.
Baker Gulf Coast Industrial
Baker Triangle Austin
Bartlett Cocke General Contractors, LLC
Barton Malow
Bauer Compressors, Inc.
Bayland Buildings, Inc.
Bayside Fire Protection
Bear Contracting, LLC
Bi-Con Services, Inc.
Big-D Construction Corp.
Black Construction Corporation
Bluewater Constructors, Inc.
Bob Anderson Builders, Inc.
Bobbitt
Bobby Taylor Painting Holdings Inc.
Bonds & Associates, Inc.
Bowen Engineering & Environmental
Bracken Companies
Branch Builds
Brasfield & Gorrie, LLC
Bravo Roofing, Inc.
Brechbill & Helman Const. Co., Inc.
Bright Future Electric, LLC
Brindley Construction, LLC
Brislin, Inc.
“If you can’t measure it, you can’t manage it.’ This is a famous quote used by many industry managers to describe their approach toward continuous improvement. So how do you measure safety success? That is the question that many construction safety professionals worked with ABC to answer when they developed STEP. STEP helped us perform an internal analysis of our safety performance and provided a meaningful, measurable and actionable gap analysis of our safety programs and ongoing safety efforts. Safety excellence is a journey. To start your journey, you must first find yourself on the map and chart your course from there. Let STEP be your navigator. It’s never too late to get going.”

—Frank A. Trujillo, vice president, Miller & Long Co. Inc., Bethesda, Maryland, STEP Platinum and ABC Accredited Quality Contractor

Member, ABC National Health and Safety Committee

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ABC 2022 Safety Performance Report
STEP PLATINUM MEMBERS (cont.)

David Crowell Electric, Inc.
DAVIS Construction
Daw Construction Group LLC
Deacon Construction, LLC
DECCO, Inc
Delbrook|JKS
DeRock Electric Company
Dohonoe Construction Company
DooleyMack Constructors of SC, LLC
DS Constructors, LLC
Dual Temp Co., Inc.
Dunn Building Company, LLC
Dunn Construction Company, Inc.
Durr Heavy Construction, LLC
DynaTen Corporation
E. E. Reed Construction - East Coast, LLC
E3 Electric, Ltd
ECI Construction Services
Eckardt Group
Edge Electrical Systems, LLC
Eisenhart Crane Service, LLC
Electrical Energy Systems Corp.
Electrical Production Services, Inc.
Elite Commercial Contracting, Inc.
Elite Construction & Development LLC
Elm Electrical, Inc.
EMCOR Services New England Mechanical
Emery Sapp & Sons, Inc.
EMJAY Engineering & Construction Co., Inc.
Encon Mechanical
Encore Electric, Inc.
Enterprise Commercial Paving, Inc.
Environmental Assurance Co., Inc.
Environmental Systems Corporation
Etolin Strait Development Group, LLC
E-Z Painting, Inc.
Facilities Protection Systems
Farrell Roofing, Inc.
FCI Constructors, Inc.
Fiore & Sons, Inc.
Firepower, Inc.
Fireproof Contractors, Inc
Fisher Sand & Gravel Co.
Fite Building Company
Force Corporation
Fordice Construction Company
Foulger-Pratt
Fureigh Heavy Construction
Gallant Industrial
Garney Construction
Garrety Glass, Inc.
GarVin Construction Co., Inc.
Gatch Electrical Contractors, Incorporated
Gateway Pacific Contractors
General Storefronts, Inc.
Genesys Corporation
George & Lynch, Inc.
George-McKenna Electrical Contractors
GGA Construction
Gilbank Construction, Inc.
Glenmark Construction Co., Inc.
Glenn O. Hawbaker, Inc.
GMF Steel Group
Gomez Construction Company
Gorham Sand & Gravel, Inc.
Goss Electric Co., Inc.
GovSolutions, Inc
GR Electric, LLC
GrayWolf Integrated Construction Company
Great Falls Construction
Great River Industries
Green Construction Enterprises
Greenhut Construction Company, Inc.
Gregory Construction Services
Griffin Construction Company
Griffin Dewatering Services, Inc.
Groveland Construction, LLC
H. J. High Construction Company
H.L. Wiker, Inc.
Hartung Electric LLC
Haynes Group, Inc.
Heartland Construction, Inc
Heating & Plumbing Engineers, Inc.
Henley Construction Co., Inc.
Hensel Phelps Construction
Hercules Fence of Maryland LLC
HGC Construction Co.
High Country Contractors & Developers
Hill & Wilkinson Construction Group
HITT Contracting Inc.
Hoit Construction, LLC
Holes Golden Triangle, LLC
Hometown Plumbing & Heating
Houck Services, Inc.
Howard Shugart & Sons, Inc.
hth companies, inc.
Hung Construction Builder Inc.
Hurckman Mechanical Industries, Inc.
Hursh Painting Co., Inc.
Hutchinson Mechanical Services
Hydro-Temp Mechanical, Inc.
Hypower, Inc.
I.E. - Pacific, Inc.
IES Commercial, Inc.
Impetus A Palmisano Company
Independent Roofing Systems, Inc.
Industrial Commercial Systems, Inc.
Industrial Electric Company of Charlotte
Industrial Resources, Inc.
International Flooring & Protective Coatings, Inc.
Interpipe Contracting, Inc.
Island Elevator
ISO Services
J&K Plumbing & Heating Co., Inc.
J.B. Esker & Sons, Inc.
J.F. Allen Company
JCM Associates, Inc.
JE Dunn Construction Company
JESCO, Inc.
JFK Electrical Contracting Enterprises, Inc.
JN Electric of Tampa Bay Inc.
John T. Jones Construction Co.
JRC Mechanical, LLC
Juneau Construction Company
Kauffman Fire Protection Systems
KBD Group (Kajima Building & Design Group, Inc.)
KBE Building Corporation
Keithly Electric Co.
Kelley Construction, Inc.
Kelly General Construction of Decatur
Kenny Electric
Kent Companies, Incorporated
Kent Island Mechanical, Inc.
KERC, Inc.
Keystone Concrete Placement
Keystrock Construction, A Viocity Company
Kimmins Contracting Corp.
Kirilin Way Mechanical
Kitchell Contractors, Inc.
Klebs Mechanical, Inc.
Klinger Companies/Younglove Construction, L.L.C.
Knight Industrial Services Inc.
KPost Company
KT Builder
L & B Electrical Contractors, Inc.
Lakeridge Plumbing & Mechanical, Inc.
Larson Plumbing & Utility
Laux Construction
Lee Company
Lee Mechanical Contractors, Inc.
Legacy Contractors, LLC
Legacy Electrical Services, Inc.
Leo Kob Co., Inc.
Leonard Contracting, Inc.
Lithko Contracting, LLC
LoDuca Associates Inc.
Lone Sun Builders, Inc.
M & D Mechanical Contractors, Inc.
M.O., Inc.
MacKnight Safety Solutions
Macri Associates, Inc.
Magnum Construction, Inc.
Mallick Mechanical Contractors, Inc.
Manganaro Midatlantic, LLC
Manhattan Construction Company
Manhattan Mechanical Services, LLC
Mark III Construction, Inc.
MarketOne Builders, Inc.
Martin Concrete Construction, Inc.
Marz Mountain Industries, Inc.
Master Interiors, Inc.
Matrix 5 Site Development
McCrory Construction Company
McInnis Construction, LLC
Mechanical Contractors, Incorporated
Mechanical Systems Co LLC
Medford Wellington Service Co., Inc.
Meisner Electric, Inc.
Metcon Incorporated
Methuen Construction Co., Inc.
MetroPower, Inc.
Meyer Najem Construction
Michael F. Ronca & Sons, Inc.
Mick Rich Contractors, Inc.
Midsouth Steel LLC
Milender White
Miller & Long DC, Inc.
Miller-Valentine Construction
Mindak Commercial Construction
Moon Construction Services, Inc.
Moore Erection, L.P.
Mortenson Construction
Mountaineer Construction
Mountain States Fence Co.
Moowery
Multi-Weld Services, Inc.
MW Builders, Inc.
Myers & Chapman, Incorporated
N. S. Giles Foundations Inc.
New Industries, LLC
New Wave Electric
Newton Building & Development, LLC
Nickie Electrical Companies
NNAC, Inc.
North American Mechanical, Inc.
Northland Associates, Inc.
North Mechanical Constructors
Nova Group, Inc.
Nowland Associates, Inc.
NV2A Group, LLC
NW Utility Services, LLC
Ohio Valley Electrical Services Inc.
Ohmstede
Oil Capital Electric, LLC
Old Dominion Abatement & Demolition, LLC
Old Dominion Insulation
Old Dominion Insulation, Inc.
P & C Roofing, Inc.
Pacific Northwest Masonry and Design LLC
Pacific Power & Systems, Inc.
Pacific West Controls, Inc.
PALA-Interstate, LLC
Paramount Contracting, Inc.
Patriot Construction & Industrial, LLC
Patriot Enterprises, Inc.
Pauelsen Construction
PCL Construction Services, Inc.
PCL Industrial Construction Co.
PDS Engineering & Construction, Inc.
Pete King Commercial
Phase 2 Company
Pierson Company
Pillar Construction, Inc.
Piping Systems, Inc.
Poellinger Electric, Inc.
Poettker Construction Company
Poole and Kent Company of Florida
Poole Anderson Construction, LLC
Post Brothers
Power & Construction Group, Inc.
Power Design, Inc.
Precision Concrete Construction, Inc.
Precision Walls, Incorporated
Pro Power and Electric
Prism Electric, Inc.
Pro Power and Electric
Professional Construction, Inc.
Prospect Waterproofing Co.
QCI Thermal Systems
QR Steel Corporation, LLC
QuesTec Mechanical
R & O Construction Co.
R & R Coatings, Inc.
R & R Window Contractors, Inc.
R A Glancy & Sons, Inc.
R. J. Zavoral & Sons, Inc.
R.C. Hemm Glass Shops, Inc.
R. H. Marcon, Inc.
R. H. White Construction Co., Inc.
R.W. Warner, Inc.
Racanelli Construction
Radek Electric Corporation
Rampart Enterprises, Inc.
RBD Construction
Reedy Electric Co.
Redhawk Group
Regency Electric Company, Inc.
Register Roofing & Sheet Metal, Inc.
Reliable Contracting Co., Inc.
RES Contractors, LLC
Richards Corporation
Rio Grande Fence Co. of Nashville
Ritsema Associates
RK Mechanical, Inc.
Rogers & Willard Inc.
Rogers-O’Brien Construction Company
Roll-Lift USA
Rose Construction
Ross & Associates, Ltd.
Roy Rock LLC
Royalaire Mechanical Services, LLC
S. W. Funk Industrial Contractors, Inc.
Sabel Mechanical, LLC
San Patricio Painting, Inc.
SANAIR Indoor Air Quality
Sauer Construction
Scaffold Resource, LLC
Schaus Mechanical Inc.
Schwickert’s Tecta America LLC
Scott-Long Construction, Inc.
Sea-Tac Electric, Inc.
Serrano Electric Inc.
Service Unlimited, Inc.
Seufert Construction
Shaw Brothers Construction, Inc.
Shawn Cole Construction, Inc.

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“One of the comments I sometimes hear from other contractors my size is that it ‘takes too long’ to complete the STEP application. We’ve found that, with minimal preparation, it takes less than 30 minutes. The secret is completing the key component scoring before you start the application process. That’s because this is where your true company safety evaluation starts—you don’t want to rush it. Commit to an authentic evaluation and you will truly be on the path to world-class safety.”

—Stephanie Schmidt, president, Poole Anderson Construction LLC, State College, Pennsylvania, STEP Platinum and ABC Accredited Quality Contractor 2022 chair of the ABC National Board of Directors
Glossary of Common Terms

**ABC** – Associated Builders and Contractors, a construction trade association representing more than 21,000 merit shop contractors and affiliated firms nationwide.

**Accredited Quality Contractor** – ABC’s credential recognizing members’ commitment to corporate responsibility in quality, safety, talent management—including inclusion, diversity and equity—education and community relations.


**CII** – Construction Industry Institute, a consortium of owners, engineering-construction firms and suppliers focused on the effectiveness and sustainability of the capital facility life cycle through research and industry initiatives.

**CCDAFW** – Construction Coalition for a Drug- and Alcohol-free Workplace, established in 2012 by construction trade associations to develop resources in the campaign to eliminate substance abuse in the industry.

**CURT** – The Construction Users Roundtable represents many owners, users and clients that hire construction industry firms.

**DART** – Days Away, Restricted or Transferred rate. Measures the number of cases per 100 full-time employees where an injury or illness causes an employee to be restricted or transferred based on inability to perform normal job functions.

**Disrupted Life/Lives** – Nonstatistical term used to describe the impact on the employee, friends and family when a life has been disrupted because of an injury suffered during work hours.

**EMR** – Also referred to as Experience Modification Rate or “mod factor.” Calculation normally performed by the insurance industry (National Council on Compensation Insurance or state-level agency) reflecting percentage of workers’ compensation payouts by a company compared to a company of similar size and type.

**FTE** – Full-time employee as defined by BLS and captured on a company’s OSHA Form 300A, which tracks the number of full-time employees that a company employs in the course of a calendar year.

**Good Catch** – The recognition and correction of a hazardous condition or event that, if it occurred, would likely not cause death, serious physical harm or extensive property damage.

**Incident Investigations** – A systematic process to find the root causes of problems and develop effective solutions to improve performance.

**Leading Indicators** – A measure preceding or indicating a future event that is used to drive and measure activities carried out to prevent and control injury, such as safety training, new hire safety orientation and behavior-based safety observations.

**Lost Life/Lives** – Nonstatistical term used to describe a fatality caused by an injury suffered during work hours and the long-term impact, beyond the lost life, on family and friends.

**OSHA** – The Occupational Safety and Health Administration, a U.S. government agency tasked with establishing workplace safety and health requirements and enforcement of existing rules. Operates under the scope of the U.S. Department of Labor.
OSHA Form 300A – The “Summary of Work-Related Injuries and Illnesses” required by OSHA for all companies with 11 or more employees. It is created using information gathered from a company’s OSHA Form 300, the “Log of Work-Related Injuries and Illnesses.”

Potential Significant Event – The recognition and correction of a hazardous condition or event that, if it occurred, would likely cause death, serious physical harm or extensive property damage.

Pre-Planning for Jobsite Safety – Project supervision and other key personnel are trained in pre-planning for project safety and safety pre-planning is integrated into the estimate, bid and mobilization/demobilization stages of projects. A checklist or similar document is used to ensure a consistent and comprehensive approach to exposure evaluation and resource needs and project safety plans are regularly updated throughout life of project.

Resources for Safety – Funds, time, personnel, equipment, supplies, etc. are regularly budgeted and invested, and the return on safety investment (actual or projected) is tracked to evaluate the effectiveness of resource allocation and to guide future expenditure decisions.

New Hire Safety Orientation – Amount of time, in minutes, a company devotes to covering safety-related topics during orientation for all new employees.

STEP – ABC’s safety management system, created in 1989 to gather data related to member safety performance and to evaluate the effectiveness of safety programs based on the key components of world-class safety programs.

Toolbox Talks – Topic-specific, short-format training, usually conducted before the workday or during lunch breaks, aimed at crews and site employees to educate on specific safety and health topics, hazards, policies and procedures.

Top Performers – ABC’s annual ranking of contractor members that build long-lasting, high-quality construction projects, based on work hours. Visit abc.org/topperformers to learn more.

TRIR – Total Recordable Incident Rate. Measures the number of cases per 100 full-time employees where an injury or illness caused a loss of life or a situation resulting in an employee being unable to work (days away), restricted or transferred based on inability to perform normal job functions, or any other injury that falls under OSHA’s definition of a recordable incident.
Members
Keith Battaglia
President
Battaglia Industries Inc.
Daniel J Bertler
President
Supreme Structures Inc.
John Bolt
Vice President, HSE
S & B Engineers and Constructors Ltd.
Tawnya Brown
Director of Operations
Concentra Medical Centers
Paul Crivac
Corporate Director of Safety
Three Rivers Corp.
Christopher Diaz
Vice President, Safety, Health & Environmental
Balfour Beatty Construction
Brian Fish
General Superintendent
Hensel Phelps Construction
Will Grizzard, CHST
Regional EHS Operations Manager – Assurance
Lendlease
Daryl Guercio
Director of Global, Environmental, Health and Safety Compliance
BrandSafway
Brad Hammock
Attorney at Law
Littler
Phillip Ireland, CHST
Director of Safety
Benchmark Construction Co. Inc.
Melanie Laird
Chief Strategy Officer
Field Control Analytics
Scott Lewis
Senior Project Manager
MMR Constructors Inc.
Cullen Schmeling, CHST
Safety Director
Stevens Construction
Steve Seekamp
Store Manager
Sherwin Williams
Eric Simmons
Corporate Safety Director
Helix Electric
Alex Stein
Project Manager
Milender White
Shelley Sutton
Vice President
Ith cos. inc.
Frank Trujillo
Vice President
Miller & Long Co. Inc.
Tonya Warren
Director of Safety and Risk Management
Metcon Inc.

Strategic Partners
Justin Azbill
Director – National EHS
Milwaukee Tool
Gary Clevenger
Vice President Segments
CNA
Don Hundley
Director, Digital Commercialization
JLG Industries Inc.
Teresa Kee
Director, Corporate Safety
United Rentals Inc.
Corey B. Rimmer
AVP Risk Control – Construction
CNA

Tech Alliance Members
Lee Evans
Chief Growth Officer
myComply
Peter Grant
CEO
Safesite Solutions

For more information, contact:
Joe Xavier
ABC Senior Director of Health and Safety
xavier@abc.org

Denotes ABC 2022 Top Performers
Established in 1950, Associated Builders and Contractors is a national construction industry trade association representing more than 21,000 members. Founded on the merit shop philosophy, ABC and its 69 chapters help members develop people, win work and deliver that work safely, ethically and profitably for the betterment of the communities in which ABC and its members work. Visit us at abc.org.
ABC
STRATEGIC PARTNERS

YOUR ALLIES IN SUCCESS

Hand-Selected to Help You Win and Deliver Work Safely, Ethically and Profitably.

Visit abc.org/strategicpartners to discover the many ways ABC’s strategic partners help members succeed.

ABC
STRATEGIC PARTNERS

YOUR ALLIES IN SUCCESS

Reduce risk and improve safety. Insurance to protect your employees, your projects and your bottom line.

United Rentals
Equipment, at the click of a button. Great customer service plus equipment, when and where you need it.

Southwire
The products you can rely on. Providing the electrical wire, cable and tools you can trust for over 70 years.

JLG
Work safer at any height. Equipment for aerial access including new and certified pre-owned units.

CNA
Seven elite organizations stand ready to support your company’s growth and high performance with valuable expertise and unique insights.

The Contractors PLAN
The prevailing wage experts. Helping contractors compete for and win government jobs with compliant fringe benefits.

Tradesmen International
Grow anywhere, any time. Your source for skilled, productive craftsmen whenever you need them.

Milwaukee
Nothing but HEAVY DUTY. Delivering innovative solutions to users that offer increased productivity, safety and unmatched durability.

Associated Builders and Contractors
Strategic Partners

Visit abc.org/strategicpartners to discover the many ways ABC’s strategic partners help members succeed.
The ABC 2022 Safety Performance Report is brought to you by ABC Tech Alliance partner KPA.

KPA provides environment, health and safety software, consulting and award-winning online training to help organizations stay compliant with state and federal regulations and maintain a safe and productive workplace. The KPA EHS software platform is easy to use, highly configurable and designed for a mobile workforce, which encourages broad adoption and an improved culture of safety across the organization. kpa.io