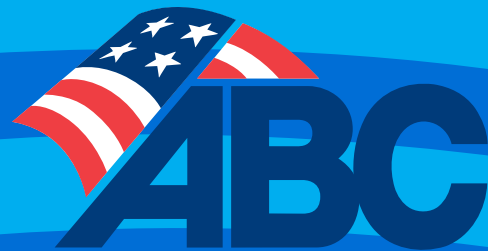


ABC  
MEMBERS  
**BUILD**  
AMERICA



**Associated Builders  
and Contractors, Inc.**

# one

ONE MISSION. ONE TEAM. ONE VOICE.  
ONE MEMBER MAKES A DIFFERENCE.



ABC BOASTS A NEARLY 90 PERCENT RETENTION RATE, THANKS IN LARGE PART TO MEMBERS RECRUITING MEMBERS THROUGH THE “**ONE CAMPAIGN.**” MEMBERS SHARING THE VALUE OF ABC WITH PROSPECTIVE MEMBERS MAKES A DIFFERENCE.

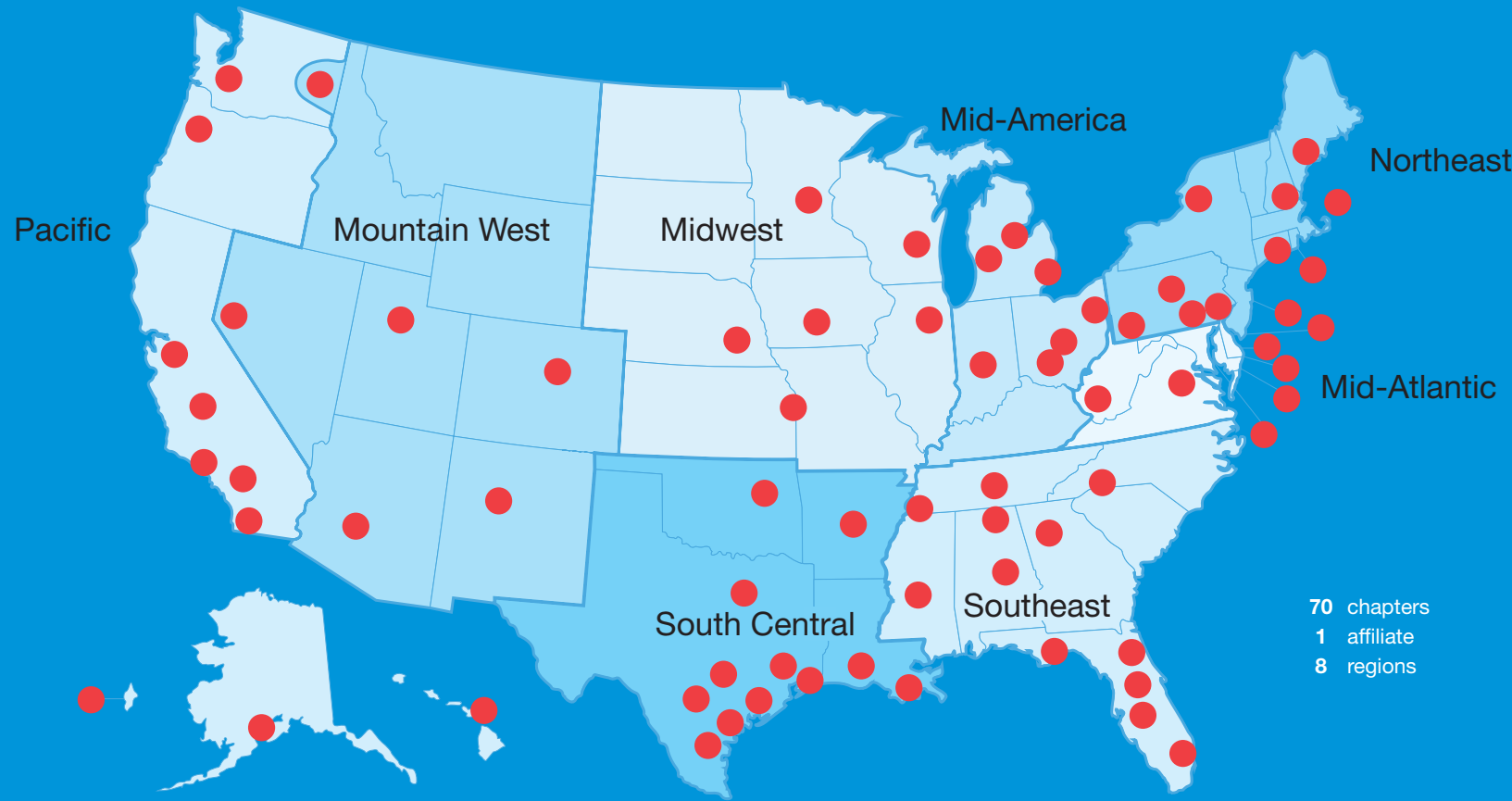
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# ABC HAS 70 CHAPTERS NATIONWIDE





## WHAT IS ABC?

Associated Builders and Contractors (ABC) is a national construction industry trade association established in 1950 that represents more than 21,000 members. Founded on the merit shop philosophy, ABC and its 70 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. [abc.org](https://www.abc.org)

## WHO ARE ABC MEMBERS?

**Construction and industry-related firms** representing all specialties within the U.S. construction industry, primarily those focused on the industrial and commercial sectors.

**Champions of free enterprise and open competition** that are committed to delivering high-quality, safe construction projects that are awarded to the most qualified bidder based on merit, not mandates or political favoritism.

**ABC members build America.** ABC members have been setting the standard for safety, performance and integrity in the construction industry since 1950, and every day we continue to raise the bar. ABC welcomes other like-minded contractors committed to excellence and delivering high-value, high-quality projects on time and on budget to join us.

## WHAT DO ABC MEMBERS BUILD?

POWER PLANTS MUSEUMS WETLANDS RESTORATION  
HOSPITALS PORTS PUBLIC WORKS  
INFRASTRUCTURE AIRPORTS  
CHURCHES MALLS TRAIN DEPOTS MONUMENTS  
FEDERAL GOVERNMENT PROJECTS  
DATA CENTERS BRIDGES LABORATORIES  
REFINERIES COMMERCIAL RESIDENTIAL  
INDUSTRIAL SPORTS VENUES OFFICES  
MILITARY INSTALLATIONS PLAYGROUNDS RENOVATIONS  
CAMPUSES MEGA PROJECTS RETAIL  
MANUFACTURING PLANTS SKYSCRAPERS SCHOOLS  
WATER TREATMENT PLANTS UNIVERSITIES



# ABC HELPS ITS MEMBERS DEVELOP PEOPLE

ABC is working to address the worker shortage in the construction industry and a leader in workforce training.



**ABC 2017 Construction Spending Forecast:  
\$1.226 trillion**

**Construction  
workforce:  
7.49 million as of  
Dec. 31, 2016**

*Bureau of Labor  
Statistics (BLS)*

**In 2012, companies with fewer than  
100 employees accounted for more  
than 60 percent of the value of U.S.  
construction projects**  
*U.S. Census Bureau*

## CONSTRUCTION OUTLOOK

**Approximately 500,000  
jobs are ready to be  
filled right now!**

*ABC estimate based  
on Federal Reserve  
Economic Data (FRED)  
BLS IMPLAN*

**More than 600,000 additional  
jobs may be created by economic  
growth and forthcoming federal  
infrastructure legislation**

*ABC estimate based on  
FRED BLS IMPLAN*

## ABC WORKS TO PROMOTE WORKFORCE POLICIES THAT:



Help stem the **skilled workforce shortage**



**Educate young people** about professional opportunities in construction management and trades.



**Expand opportunities for adults** looking for a new career path



**Fund education and training** programs and facilities

ABC and its 70 chapters have **800+ apprenticeship and training programs** around the country to promote careers in construction, address the skilled worker shortage and improve skills, productivity and career advancement. Find your local ABC chapter for details.

**[abc.org/chapterlocator](https://abc.org/chapterlocator)**

Outreach initiatives include **[workforce.abc.org](https://workforce.abc.org)**, student chapters at colleges and universities, scholarship programs, relationships with education and training organizations.

## TRAINING THE SKILLED WORKERS OF TOMORROW

ABC is intensively engaged in building our workforce through **more than 800 apprenticeship, craft training, management and safety training programs** set up by its chapters around the country.

Enrollment in ABC chapter training programs **rose 20 percent** to more than 114,000 in 2016.

ABC contractor  
members annually  
invest

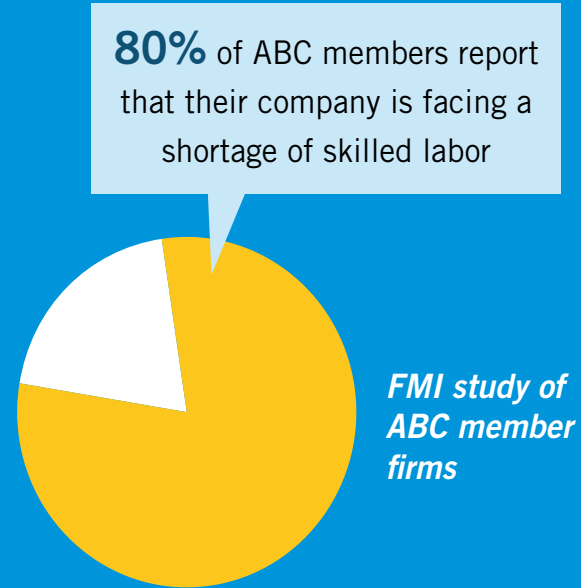
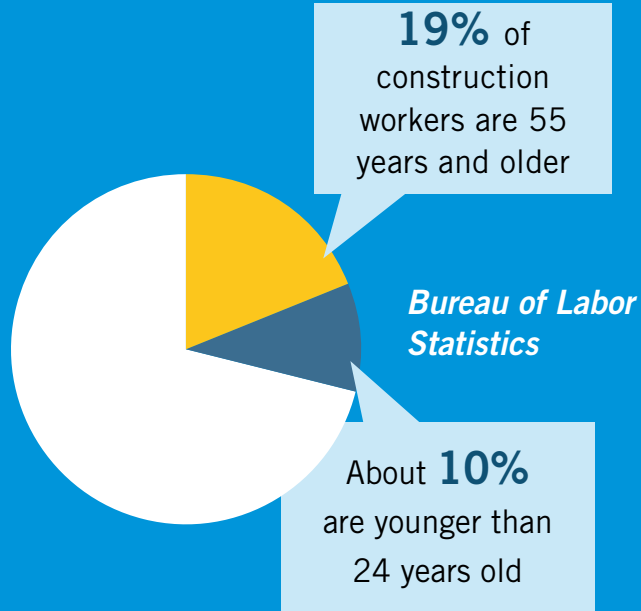
**\$1.1 billion**

to train  
approximately

**476,000**

construction industry  
professionals.

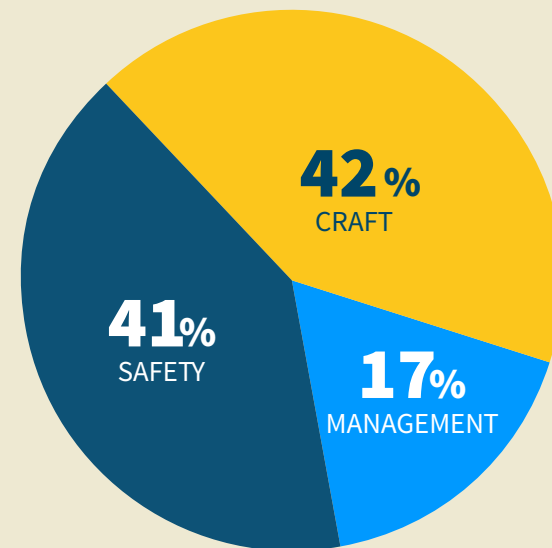
# AMERICA HAS A CONSTRUCTION WORKFORCE SHORTAGE



## ABC IS COMMITTED TO CONTINUOUSLY DEVELOPING PEOPLE

ABC and its 70 chapters are doing their part to train craft and management professionals using innovative and flexible learning models like just-in-time task training, competency-based progression, work-based learning and government-registered apprenticeships to build a safe, skilled and productive workforce.

**Policymakers must commit to supporting an “all-of-the-above” strategy for workforce development where workers choose their career path and employers have the freedom to choose the best way to provide value and build America.**



**Training Enrollment at  
ABC Chapters**

## CONSTRUCTION IS GROWING

5X

Construction is growing more than five times as fast as the average of all industries.

*U.S. Bureau of Economic Analysis*

Median wages for construction professionals are

14%

higher than the median of all industries.

*U.S. Department of Labor's 2016 Occupational Outlook Handbook*

Construction employment will grow at an annual rate of

2.6%

*ABC's 2017 Construction Economic Forecast*

More than 60% of ABC members plan to increase staffing levels during the next six months.

*ABC Construction Confidence Index*

For the fourth consecutive year, **skilled trade workers** are the hardest positions for companies to fill.

*Manpower Group 2016 Talent Shortage Survey*

## ABC WORKFORCE DEVELOPMENT PROGRAMS



ABC's hallmark Construction Management Competition promotes careers in construction management. The intense two-day competition features teams of college students testing their skills in project management, estimating, safety, quality control and presentation.  
**abc.org/cmc**



ABC's National Craft Championships bring more than 200 craft trainees and apprentices from chapter and member training programs across the country to compete for medals in 13 crafts and a team competition. **nationalcraftchampionships.org**



The ABC Project Management Institute, an 80-hour management education program at Purdue University, teaches owners, managers and estimators how to improve profitability, productivity and customer satisfaction.  
**abc.org/pmi**



The ABC Young Professionals program helps ABC members develop leadership skills for successful construction careers and network with peers and industry leaders.  
**youngprofessionals.abc.org**



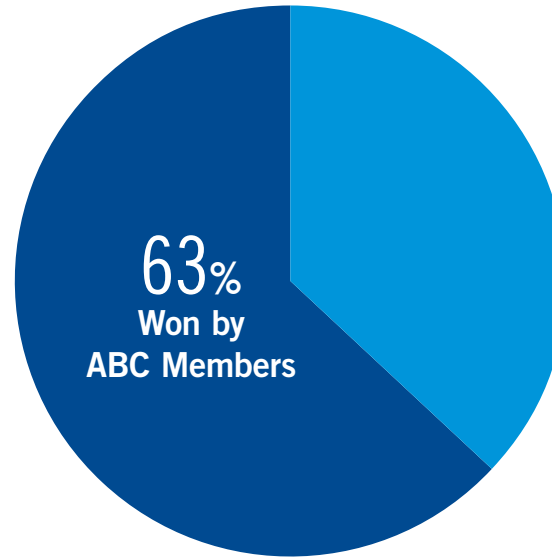
# ABC HELPS ITS MEMBERS **WIN WORK**

ABC creates opportunities for its members to bid on additional work and then helps them win it.



ABC defends open competition in construction contracting at the national, state and local levels, opposing government-mandated project labor agreements (PLAs) and prevailing wage laws while supporting right-to-work policies.

## ABC MEMBERS: COMPETING. WINNING. BUILDING.



From FY2009-FY2016, ABC member prime contractors won 63 percent of the total value of large-scale federal contracts subject to President Obama's pro-project labor agreement Executive Order 13502. That's 569 contracts valued at a total of \$41.8 billion won by ABC members.

*usaspending.gov*

Government-mandated PLAs steer work to unionized contractors and their unionized workforce, which represents just **13.9 percent** of the U.S. private construction workforce, according to 2016 Bureau of Labor Statistics data. Therefore, PLA requirements deny opportunity to more than **eight out of 10** U.S. private construction workers.

## ABC OPPOSES GOVERNMENT-MANDATED PLAs

### **Anti-competitive and costly**

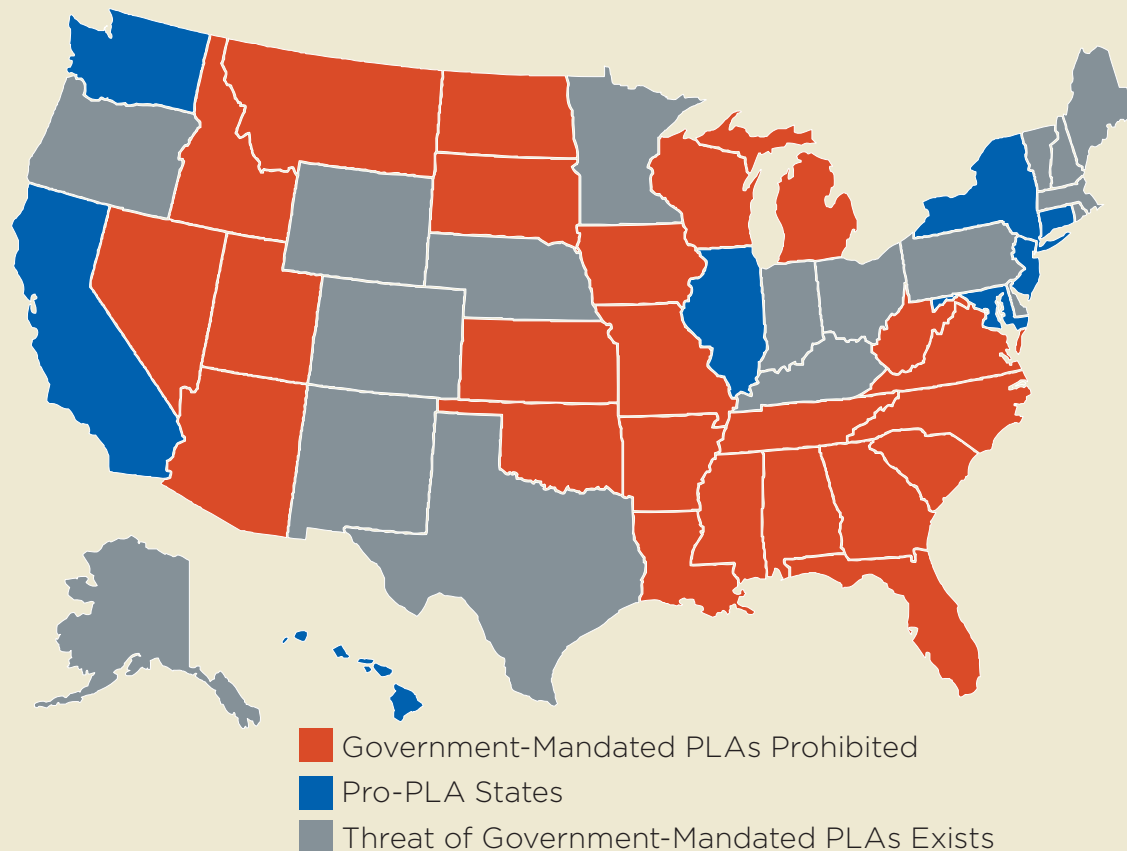
government-mandated PLAs end open, fair and competitive bidding on contracts to build taxpayer-funded construction projects.

Government-mandated PLAs discourage merit shop contractors from bidding on taxpayer-funded construction contracts and drive up costs between 12 percent and **18 percent**.

## ABC ADVANCES GOVERNMENT NEUTRALITY IN CONTRACTING

Through campaigns like **the Truth About PLAs, Halt the Assault** and **ABC Votes**, ABC defends free enterprise and the economically sound principles upon which America was built. ABC members can play an active role in the political process by engaging with the ABC Political Action Committee (ABC PAC) and the Free Enterprise Alliance, and joining the grassroots efforts at ABC Legislative Week in Washington, D.C.

[abc.org/abcaction](https://abc.org/abcaction)



From FY2009-2016, ABC  
prevented government-  
mandated PLAs on  
**99 percent**  
of federal contracts  
exceeding \$25 million,  
ensuring that construction  
contracts totaling  
**\$65 billion**  
were subject to fair and  
open competition.





## ABC SUPPORTS FULL REPEAL OF THE DAVIS-BACON ACT

The DOL's mishandling of the Davis-Bacon wage determination process is not just bad for construction—it's bad for taxpayers as well. The Congressional Budget Office has estimated that the Davis-Bacon Act will raise federal construction costs by \$13 billion between 2015 and 2023.



**The Davis-Bacon Act will  
raise federal construction  
costs by \$13 billion  
between 2015 and 2023**



## ABC RECOGNIZES TOP CONTRACTORS WITH THE ACCREDITED QUALITY CONTRACTOR CREDENTIAL

Exclusively for ABC members, the **Accredited Quality Contractor (AQC)** program recognizes member construction firms that annually document their commitment in five key areas of corporate responsibility: quality, safety, employee benefits, training and community relations. Once contractors achieve accreditation, the AQC designation can be used in bid documents, corporate documents and signage. AQC members are recognized for their accomplishments at national trade shows, ABC events and in *Construction Executive* magazine. **Be the best. Build with the best.**

[abc.org/aqc](http://abc.org/aqc)



ABC membership gives you access to a searchable database of the industry's best contractors. **FindContractors.com** lets you search for ABC members by name, chapter, location, sales volume or type of construction. Plus, find members who earned national recognition for their safety programs through participation in ABC's Safety Training Evaluation Process (STEP), have federal designations and have signed the Drug- and Alcohol-Free Workplace Pledge. Members can also build and update their profiles to help them win more work.



**Find and do business  
with other ABC members.**

**FindContractors.com**



ABC HELPS ITS  
MEMBERS

# ACHIEVE WORLD- CLASS SAFETY

ABC provides members with the knowledge and tools to achieve the highest standard for health, safety, wellness and environment in the construction industry.





Established in 1989, ABC's flagship Safety Training Evaluation Process (STEP) is the standard for developing world-class safety programs in construction. Developed by contractors, for contractors, STEP offers an organized approach to analyzing and developing company-wide safety and loss-prevention programs to help firms large and small send their workers home safe every day. Learn the 20 components that dramatically improve safety performance. Getting started is free.

**[abc.org/step](http://abc.org/step)**

EMPLOYER POLICY STATEMENT ON SAFETY  
 EMPLOYEE SAFETY TRAINING  
 TRAILING INDICATORS  
 INCIDENT INVESTIGATION  
 PROGRAM GOAL SETTING  
 EMPLOYER  
 INVOLVEMENT  
 SUBSTANCE ABUSE  
 PRE-PLANNING  
 FOR JOBSITE SAFETY  
 PROGRAM  
 NEW EMPLOYEE ORIENTATION  
 EMPLOYEE PARTICIPATION  
 EMPLOYER SUPERVISORY MEETINGS  
 RESOURCES  
 FOR SAFETY  
 INSPECTIONS  
 PLANNING AND DOCUMENTS  
 RESPONSIBILITY FOR SAFETY  
 SAFETY RULES  
 MISS ANALYSIS  
 SITE-SPECIFIC SAFETY ORIENTATION  
 TOOLBOX TALKS  
 USE OF PERSONAL  
 PROTECTIVE EQUIPMENT  
 SAFETY PROGRAM  
 PERFORMANCE REVIEW  
 PRE-PLANNING FOR JOBSITE SAFETY  
 EMPLOYER SUPERVISORY MEETINGS  
 SUPERVISORY TRAINING TOPICS  
 SITE SAFETY COMMITTEE

# WHAT IF YOUR COMPANY COULD BE 770 PERCENT SAFER THAN THE INDUSTRY AVERAGE?

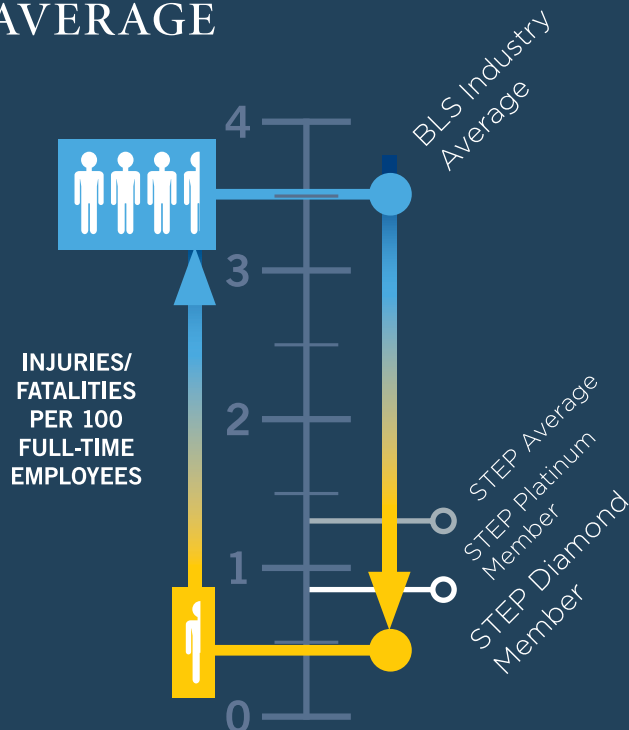
**It's more than possible, it's doable.**

ABC conducts an annual analysis of STEP participant data to further the industry's understanding of how to validate the effectiveness of proactive health and safety programs and make construction jobsites safer. ABC's groundbreaking Safety Performance Report documents the dramatic impact of using proactive safety practices to reduce recordable incidents by up to 87 percent, making the best-performing companies 770 percent safer than the industry average.

**[abc.org/spr](http://abc.org/spr)**



## ABC STEP PARTICIPANTS ARE SAFER THAN THE INDUSTRY AVERAGE



**87%**  
REDUCTION  
IN TRIR

**770%**  
SAFER

*\*Based on analysis of the Total Recordable Incident Rate (TRIR) of participants in ABC's 2016 STEP vs. the Bureau of Labor Statistics (BLS) industry average.*



ABC HELPS ITS  
MEMBERS

# PRACTICE ETHICS AND COMPLIANCE

ABC works to protect members from regulatory overreach and legislation that harms the merit shop construction industry.

## KEY ISSUES FOR THE MERIT SHOP CONSTRUCTION INDUSTRY TODAY

- ELIMINATED** • Blacklisting Final Rule and Guidance (Fair Pay and Safe Workplaces)
- BLOCKED** • Persuader Final Rule (Labor-Management Reporting and Disclosure Act)
- BLOCKED** • Overtime (Defining and Delimiting the Exemptions for Executive, Administrative, Professional, Outside Sales and Computer Employees)
- ELIMINATED** • Volks Final Rule
- DELAYED** • Respirable Crystalline Silica Final Rule
- LITIGATING** • Electronic Injury Reporting and Anti-Retaliation Final Rule (Improve Tracking of Workplace Injuries and Illnesses)
- REPEAL AND REPLACE** • Affordable Care Act
- REBUILD AMERICA** • Infrastructure Investment

# FIGHTING FOR THE MERIT SHOP

ABC works aggressively to protect member interests before Congress, regulators and the courts.

- Testimony before Congress
- Letters to Congress
- Comments on rulemakings
- Participation in regulatory agency hearings
- Coalitions and partnerships
- Feasibility studies
- Member impact surveys
- Compliance toolkits
- Issue briefs

Stay up to date on the legislative, regulatory and legal developments you need to know about through ABC's weekly member newsletter, *Newsline*.

**[abc.org/newsline](http://abc.org/newsline)**





## COMPREHENSIVE COMPLIANCE RESOURCES FOR MEMBERS

ABC members have access to updates, staff expertise and guidance on regulatory developments and compliance resources designed exclusively for merit shop contractors. The weekly *Newsline* is packed with news and analysis of the latest legislative, regulatory and legal actions. ABC's Academy for Construction Ethics, Compliance and Best Practices is an archive of webinars presented by leading legal and business experts. And comprehensive toolkits are available to help you navigate employer health care and union organizing.

**[abc.org/academy](https://abc.org/academy)**

Davis-Bacon  
Act

Energy and  
Environment

Health Care

Human  
Resources  
Policy

Labor and  
Employment

PLAs


Procurement

Tax Policy

Training and  
Education

Union  
Organizing

Workplace  
Safety



ABC HELPS ITS  
MEMBERS

# INCREASE PROFITABILITY

ABC helps members be more productive, anticipate industry trends and improve their bottom line.



## BUSINESS MANAGEMENT EXPERTISE

ABC helps members stay on top of the technologies that can give them an edge in improving productivity and profitability. From digital collaboration software and BIM to high-tech accounting systems and contracts, ABC webinars, education sessions and conferences give members access to top industry experts who can help improve the bottom line.

Business  
Development

Financial  
Management

Legal

Project  
Management

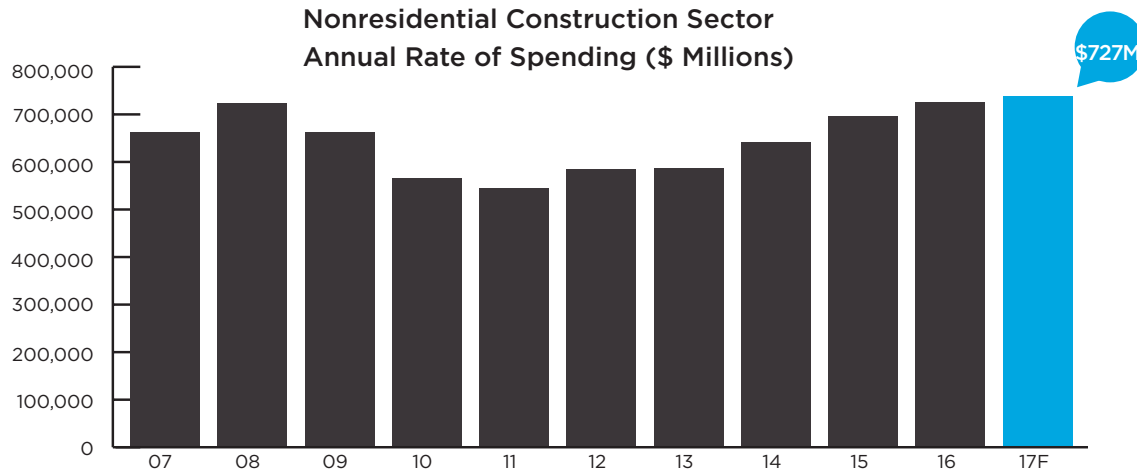
Risk  
Management

Safety

Technology

Workforce  
and Human  
Resources

## ARE YOU PLANNING FOR GROWTH OR CONTRACTION?



## ECONOMIC ANALYSIS YOU CAN COUNT ON

ABC keeps you updated on key economic indicators for commercial and industrial construction.

### ABC Economic Reports

- Annual Forecast
- Construction Backlog Indicator (CBI)
- Construction Confidence Index
- State-Level Industry Unemployment Rates

### ABC Analysis of Government Economic Data

- Construction Spending
- Construction Employment
- Producer Price Index
- Economic Growth (GDP)

[abc.org/economics](http://abc.org/economics)

## DIVERSITY & INCLUSION SUMMIT BROADENS HORIZONS

ABC members are committed to achieving a fully inclusive and culturally competent workforce that is welcoming to all people, where employees and suppliers are limited only by their own potential. Through Diversity Resource Groups and the National Diversity Excellence Awards, ABC supports and recognizes success in achieving a diverse construction workforce. ABC's annual Diversity & Inclusion Summit offers education and networking for members who understand the value of diversity in construction and its impact on the bottom line. Explore joint ventures, learn how to attract and retain the best talent, and improve your value proposition.

**[abc.org/diversity](http://abc.org/diversity)**



**Ben Carson, secretary of Housing and Urban Development, at the 2017 Diversity & Inclusion Summit with Michael Bellaman, ABC president and CEO.**





## STAY CURRENT WITH *CONSTRUCTION EXECUTIVE*

*Construction Executive*, ABC's award-winning magazine, is the leading source for news, market developments and business issues impacting the construction industry. Designed to help its 50,000+ readers run more profitable and productive businesses, the *CE* portfolio also includes a mobile app, newsletters and webinars to help you understand and manage risk, technology, economics, legal challenges and more.

**constructionexec.com**

**subscriptions.constructionexec.com**

## THE ABC INSURANCE TRUST SPECIALIZES IN WORKING WITH CONTRACTORS

Members also gain access to a dedicated benefits resource—the ABC Insurance Trust, which specializes in providing medical as well as proprietary dental, life and vision insurance to merit shop construction contractors.

**[abcinsurancetrust.org](http://abcinsurancetrust.org)**



## INSURANCE TRUST

Insurance and benefits.  
Exclusively for ABC members.

We take the hassle out of administering your employee benefits.

- Traditional, HMO, PPO and POS Medical Plans
- Dental Benefits—with rates guaranteed until 2021
- Short- and Long-term Disability Income Protection
- Dollar Bank® Administration
- Group Life Insurance
- Supplementary Life Insurance
- Vision Plans
- Voluntary Coverages
- HRAs/HSAs/FSAs
- Multi-state Administration

## START SAVING WITH MEMBER DISCOUNT PROGRAMS TODAY

With more than 20,000 participating merchants, you can get great deals on everyday purchases through the ABC Marketplace, an online shopping destination for discounts on food, electronics, travel, theater tickets, toys, home goods and more.

**[abc.corporateperks.com](http://abc.corporateperks.com)**

Save big with member discounts on business essentials. How about getting 22 percent off your phone bill or saving at least \$500 on a new truck? ABC members saved more than **\$33 million** using member discount programs in 2016! A typical contractor with 15 employees could save thousands of dollars each year. Employee discounts also are available.

**[abc.org/discounts](http://abc.org/discounts) | [abc.org/employeeediscounts](http://abc.org/employeeediscounts)**



# MEMBERS SAVE MORE THAN \$33 MILLION ANNUALLY WITH ABC DISCOUNTS



Setup fees are waived on this total benefits solution of ACA-compliant benefits and retirement plans.



Save 10 percent on contract documents.



Waived setup fees for payroll services.



Save up to 29 percent on shipping services.



Reduce your vehicle fleet management costs and gain access to all incentives.



Reduce your vehicle fleet management costs and gain access to all incentives.



Premium pricing on professional development and leadership training courses.



Save up to 6¢ per gallon.



Receive discounts and a free Executive Dashboard with a new construction accounting software purchase – a \$1,595 value.



Exclusive discounts on scheduling, document control, data management and laser scanning.



Deep discounts on everyday office supplies and construction materials too.



ExxonMobil Brands

Save up to 5¢ per gallon.



# MEMBERS AND THEIR EMPLOYEES SAVE WITH THESE GREAT DISCOUNTS



Save up to an additional \$1,000 on eligible vehicles.

**GEICO**

Save even more off  
GEICO's already low rates.



Exclusive pricing from  
thousands of merchants on  
everyday purchases.



Members and their  
immediate family members  
receive discounts on most  
Chrysler, Dodge, Jeep,<sup>®</sup>  
RAM<sup>®</sup> and Fiat<sup>®</sup> vehicles.

**verizon**<sup>✓</sup>

Contractors and building  
materials suppliers are eligible  
for a 22 percent discount on  
calling plans, and savings on  
mobile devices.



Save 20 percent on uniform  
rentals and purchases of work  
and safety apparel, logo'd  
apparel, boots and more.



Exclusive discounts  
on Ramada, Days Inn,  
Super 8, Baymont and  
other affordable brands.



Exclusive savings on auto  
parts and accessories.

**Office DEPOT**  
**OfficeMax**<sup>®</sup>

Deep discounts on everyday  
office supplies and  
construction materials too.



## ABC STRATEGIC PARTNERS

A TRUSTED RESOURCE FOR MEMBERS



Increasing productivity,  
reducing redundancy  
and eliminating waste



We can show you more.®

Advancing construction  
safety



Employee benefits solutions  
from leading health and  
retirement carriers



Increasing workforce  
productivity and reducing  
workforce shortage challenges



Providing equipment solutions  
to win and deliver safe and  
profitable work



Construction software  
for business and  
operations



# ABC HELPS ITS MEMBERS **ENHANCE COMMUNITIES**

ABC showcases members' commitment to their communities and to the thousands of workers they employ, celebrates outstanding member achievements, and provides opportunities to network at events and conferences throughout the year.

## ABC CARES

From fundraising to expanding job training programs to contributing to relief efforts after natural disasters and volunteering to perform renovations on the homes of military veterans in need, ABC members step up to support local communities and charitable causes across the country.

ABC members also contribute to the economic success of the communities where they live and do business, creating jobs and building the structures we live and work in as well as the infrastructure to get us there.

ABC members benefit from being part of the ABC community. Through networking, sharing best practices and creating opportunities for dialog and collaboration with users and clients, ABC members are constantly learning and innovating. That's how ABC members build America.



**VCC, Little Rock, Ark., has worked closely with many charities over the years, often developing decades-long relationships with organizations such as Habitat for Humanity.**



Greg Hoberock accepts the 2016 Contractor of the Year award on behalf of hth companies

## ABC RECOGNIZES EXCELLENCE IN CONSTRUCTION

ABC's prestigious Excellence in Construction® (EIC) Awards program recognizes the most innovative and high-quality merit shop construction projects across the nation. In addition, ABC presents awards for member achievements in safety and diversity and ABC's Contractor of the Year. In 2016, more than **\$7.4 billion** in award-winning projects boosted local communities around the country.

**[abc.org/eic](http://abc.org/eic)**


Photo credit: Jerry Thompson



## UP YOUR GAME: JOIN AN ABC PEER GROUP

ABC's peer groups give like-minded business owners an environment conducive to sharing ideas and discussing opportunities and challenges—all with the goal of improving their businesses. Peer groups consist of six to 10 non-competing ABC member companies within a trade or interest area and with similar annual volumes. Peer groups are available for contractors in drywall, electrical, general, mechanical/HVAC, plumbing, painting and more.

**[abc.org/peergroups](https://abc.org/peergroups)**



**“Peer Groups have been a huge benefit for me and my company. Getting a chance to share ideas, compare systems and learn from others confidentially has been transforming for Willmar Electric. How we use pre-fab, recruit, market and much more has been shaped by conversations I have had with peer group members. In fact, I cannot think of a single area within our firm my peer group hasn't played a role in improving.”**

**—David Chapin, President, Willmar Electric, Lincoln, Neb.**

# ABC ANNUAL EVENTS

March



[abcconvention.abc.org](http://abcconvention.abc.org)

FEATURING:

National Board Meeting  
Education for ABC Members and Chapter Staff  
Chapter Excellence, Membership and Accreditation Awards  
National Craft Championships  
Excellence in Construction® Awards  
Careers in Construction Awards  
Construction Management Competition

June

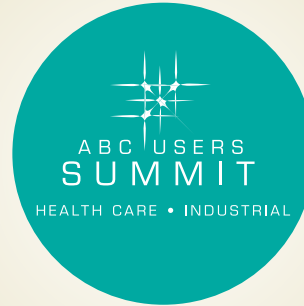


[legweek.abc.org](http://legweek.abc.org)

FEATURING:

National Board Meeting  
Legislative Day  
Congressional Visits  
Free Enterprise Alliance Reception  
ABC Legal Conference  
Diversity & Inclusion Summit  
Young Professionals Symposium

October



[userssummit.abc.org](http://userssummit.abc.org)

This exclusive event brings together construction users and merit shop contractors for meaningful conversations around critical issues that affect the way construction projects are planned and delivered.

November



[leadership.abc.org](http://leadership.abc.org)

FEATURING:

National Board Meeting  
Leadership Institute  
Young Professionals Future Leaders Lab



# #ABCMeritShopProud

Find out more about ABC, its chapters and its members. [abcmeritshopproud.org](http://abcmeritshopproud.org)

THE RIGHT TO SUCCEED

ON MERIT



# #ABCMeritShopProud



440 First St., NW, Suite 200  
Washington, DC 20001  
[abc.org](http://abc.org)

August 2017