

2024 ANNUAL REPORT



FROM GRID TO GREATNESS: THE PROMISE OF ELECTRIFICATION



THE VOICE OF THE \$240 BILLION ELECTRICAL CONSTRUCTION INDUSTRY





Kaiser Permanente
San Marcos Medical
Center & Central
Utility Plant
*Morrow-Meadows
Corporation*



VISION

- Empowering Lives and Communities

MISSION

- Deliver exceptional value for our members through relentless focus on their success
- Attract, develop and retain the best talent
- Collaborate with world-class partners to advance our industry
- Foster member relationships

CORE VALUES

- **Customer Focused:** Our customers are our members
- **Leadership:** To be the driving force to shape our industry
- **Partnership:** NECA and its Chapters will collaborate to deliver optimal value for our members
- **Accountability:** We measure what we do with a commitment to continuous improvement, transparency and integrity
- **Excellence:** The standard by which individual and team performance is measured and rewarded
- **Innovative:** A declaration to be more effective through delivering creative solutions
- **Stewardship:** Invest in our people and industry to leave our world a safer and better place for future generations
- **Community:** To share experiences, ideas and have fun

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Amber Wave Wheat
Protein Facility
Decker Electric Inc.

Dear Members, Chapters, Partners and Staff,

We are pleased to present to you the National Electrical Contractor's Association's Annual Report for the year 2024. As we reflect on the past year, we are filled with immense pride and gratitude for NECA's remarkable progress and achievements. Our collective efforts have not only propelled our industry forward but have also reinforced our commitment to partnerships, innovation, and the highest standards of health and safety.

We've shown an unwavering commitment to our industry's well-being, by achieving significant improvements to the National Electrical Benefit Fund (NEBF). These changes to the joint pension plan updated The Fresh Start Amendment, a One-Dollar Multiplier Increase, the One-Time 13th Check and the National Electrical Individual Benefit (NEIB). This security is expected to relieve the burden of withdrawal liability on participating contractors. Our industry's retirees will also benefit from these advancements as we remain committed to supporting them in times of increased economic change. This progress is a testament to the strong partnership between NECA and the IBEW.

Another strong partnership formed in 2024 is NECA's collaborative approach with National Electrical Manufacturers Association (NEMA), National Association of Electrical Distributors (NAED), and National Electrical Manufacturers Representatives Association (NEMRA) to address the challenges and opportunities of the entire electrical construction industry. NECA also signed a strategic alliance agreement in July 2024 with the Mechanical Contractors Association of America (MCAA), the Sheet Metal and Air Conditioning Contractors National Association (SMACNA), and The Association of Union Constructors (TAUC). The agreement emphasizes the combined commitment to collaboration and innovation through all facets of the construction and maintenance industry. Both partnerships solidify a unified front amongst prominent organizations to address industry challenges and leverage collective strengths. They also highlight the value of cohesive efforts in advocating for policies that support the growth and stability of the construction sector.

The past year has been a testament to the resilience and adaptability of our members and partners. Despite the unprecedented challenges posed by severe weather, economic uncertainty, and infrastructure demand, our community has demonstrated unwavering dedication to advancing the electrical construction industry. We have navigated complex landscapes, embraced new technologies, and continued to uphold the values that define NECA.

As we look to the future, we are filled with optimism and excitement. The electrical contracting industry is poised for continued growth and transformation, and NECA is well-positioned to lead the way. We will continue to champion innovation, advocate for our members, and provide the education and resources necessary to drive our industry forward.

We are deeply grateful for your unwavering support and dedication to NECA's mission. Together, we will build a brighter and more sustainable future for our industry and the communities we serve.

Thank you for being a vital part of the NECA family.



David Long
Chief Executive Officer



Kirk Davis
President

2024 Executive Committee



Learn more about NECA's
Executive Committee



David Long
Chief Executive Officer
NECA Inc.



Kirk Davis
President
Bob Davis Electric Company Inc.



Traci Walker
Treasurer
NECA Inc.



Stephen Gianotti
Vice President, District 1
Arcadia Electrical Company Inc.



Steven M. Petri Sr.
Vice President, District 2
Deca Inc.



Terry J. Lette
Vice President, District 3
Preferred Electric Company Inc.



David M. Washebek
Vice President, District 4
Lemberg Electric Company



Shawn P. Smith
Vice President, District 5
DL Smith Electric



Mark Walter
Vice President, District 6
Christenson Electric Inc.



Donald G. Laffoon
Vice President, District 7
Electrical Corporation of America



Craig Clark
Vice President, District 8
Dynalectric Colorado



Gregory D. Long
Vice President, District 9
Long Electric



Steve Lindley
Vice President, District 10
Hooper Cooperation



Mark Harasha
Vice President, At Large
Michels Power Inc.



Charles W. Fairchild II
Vice President, Integrated Systems
Fairchild Communications Systems Inc.

THE GRID OF TOMORROW, BUILT TODAY

The world is undergoing a profound transformation in how energy is produced, distributed, and consumed. At the heart of this transformation is the global shift towards electrification—a movement that promises to revolutionize industries, reduce carbon emissions, and create a more sustainable future. NECA is at the forefront of this electrification wave, driven by ambitious policies, technological advancements, and a continued commitment to efficiency.

NECA members are playing a critical role in this transition by designing, installing, and maintaining energy systems that power homes, businesses, and entire communities. The modernization of the electrical grid is essential to accommodate the increasing demand for electricity and the integration of renewable energy. The development of a smart grid—capable of managing complex energy flows and ensuring grid stability—is a key focus area. Advancements in energy storage technologies, such as batteries, are enabling more efficient energy management and enhancing grid resilience. NECA members participate in deploying these technologies, contributing to a more flexible and reliable energy system. The demand for skilled electrical contractors has surged, and NECA members have risen to the occasion, delivering exceptional projects that meet the evolving needs of clients and communities. This growth is a testament to the expertise and dedication of member contractors, as well as the robust support provided by NECA's programs and initiatives.

The global transition to electrification represents a historic opportunity for NECA to be a force in creating a sustainable and resilient energy system. NECA members are at the forefront of this transformation, leveraging their expertise and innovation to build the infrastructure necessary for a clean energy future.

159

new members added
between October
2023 and July 2024

107

new members
just in 2024

2

former members
reinstated in
2024

4,494

total members,
as of today



Aktina Renewable
Power Project
Rosendin Electric



GENERATING INDUSTRY POWER

LABOR RELATIONS

The NECA Member Contractors who are reinforcing and securing the Grid Nationwide. As NECA navigates the ever-evolving landscape of the electrical industry, the commitment to fostering productive labor relations at the local, regional, and national levels, remains steadfast. The **NECA Labor Relations** team has worked tirelessly to uphold the highest standards of excellence in labor relations. NECA initiatives have focused on strengthening partnerships, enhancing negotiation processes, and ensuring compliance with industry regulations. These efforts are designed to not only meet the immediate needs of NECA members but to also pave the way for sustainable growth and innovation in the electrical sector.

Labor Relations initiatives include:

- Published Labor Relations bulletins that offer comprehensive insights and guidance on current industry standards and evolving practices in labor relations.
- The National Portability Agreement, previously unchanged since 1997, went through its first comprehensive update, tailored to meet the evolving demands of an increasingly mobile and dynamic workforce.
- Redeveloped Inside Apprenticeship Model Standards to allow programs the flexibility to teach a minimum of 720 related instruction hours over four or five years to better suit the needs of the apprentice and the local market.
- The Wage and Agreement Database, a centralized repository, hosts over 300 continuously updated wage records from all Chapters throughout the United States. This database is crucial for informed decision-making in estimating and job budgeting.
- 52 cases were filed before the Council of Industrial Relations (CIR) since the 2023 annual report and adjudicated. This dedicated effort underscores NECA commitment to ensuring fair and efficient resolution of disputes within the industry. Notably, 60% of the cases filed for the Council have been successfully resolved.

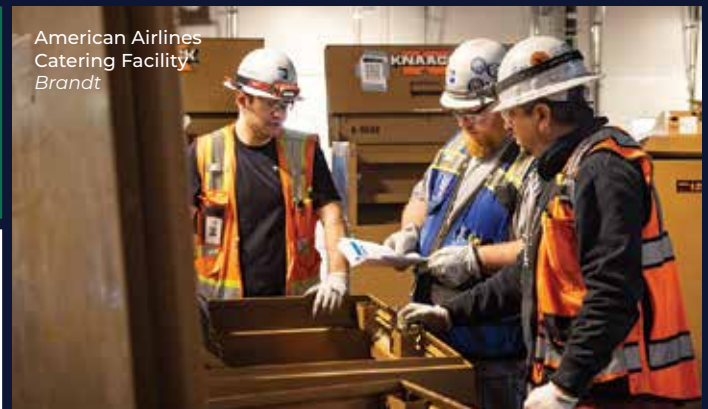


Labor
Relations
Bulletin



Labor
Relations
Resources

American Airlines
Catering Facility
Brandt



DISTRICT CONNECTIONS, GRID BY GRID

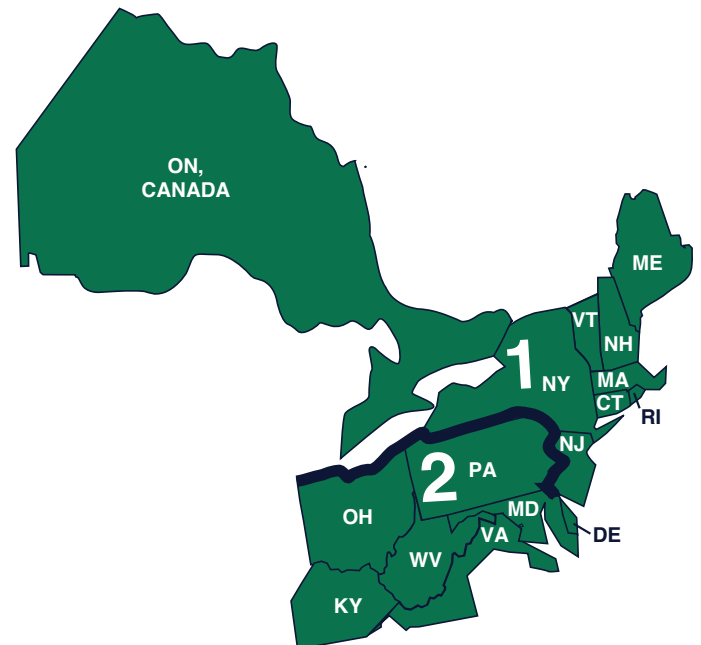
Working together across the United States and across North America, NECA members promise each region of the country is connected to ensure seamless transition of power and security nationally. This NECA District map highlights several association achievements, milestones and projects throughout 2024.

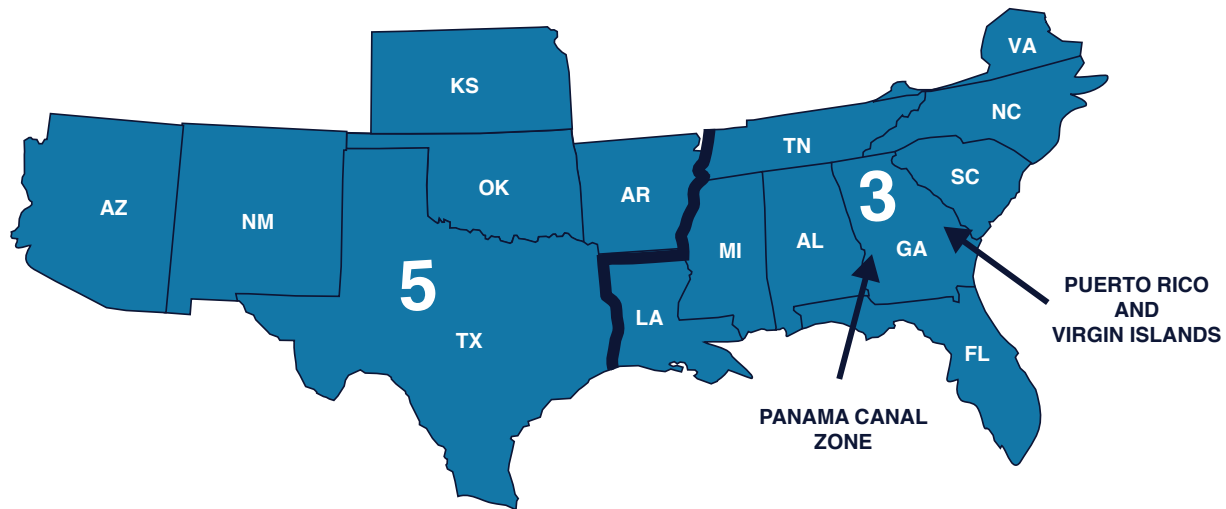
Eastern Region

- Continued to provide excellent training and presentations to further the industry with 14 Foreman Training classes, 10 apprentice program presentations (local high schools) and 4 interviewing (Perceptions During the Hiring Process) high school classes in the first half of 2024.
- Added **25 new members** thus far in 2024.
- Only 3 wage cases have appeared at CIR from the Eastern Region over the last year and half and 2 of those were settled at home but failed to ratify by union membership. The Region has **settled 27 Inside agreements** so far in 2024 with 6 more to be negotiated later in the year. The Eastern Region has not had a grievance before Council since 2022.
- With **2.3 million** manhours, 2024 marked the 5th consecutive year with over 2 million manhours worked under these agreements.
- Created and shared Eastern Region settlement spreadsheets with Chapters. Continually updated and shared Eastern Region wage package spreadsheets with Chapters.
- The Eastern Region is experiencing an unprecedented amount of work in many areas. Current and future manpower needs continue to be the region's number one issue. Large projects include:
 - The Micron plant, Finger Lakes area
 - The Ford Blue Oval project, Kentucky
 - Intel and other large projects, Central Ohio
 - Data centers and other large projects, Eastern Region

District 1: Enhanced relationship with IBEW counterparts through industry events and meetings. In 2024, the Eastern Region team attended an Offshore Wind Summit in Long Island, NY, the New York State IBEW Business Managers meeting in Verona, NY and an industry meeting in Rhode Island to discuss business development. The team will also attend progress meetings for the IBEW 2nd, 3rd and 4th Districts. In January, IVP Mike Monahan (IBEW 2nd District) addressed the District 1 and 2 Council members at their winter meeting.

District 2: Negotiated 3-year deal for the IBEW 4th District Recovery Agreements through December 31, 2026.



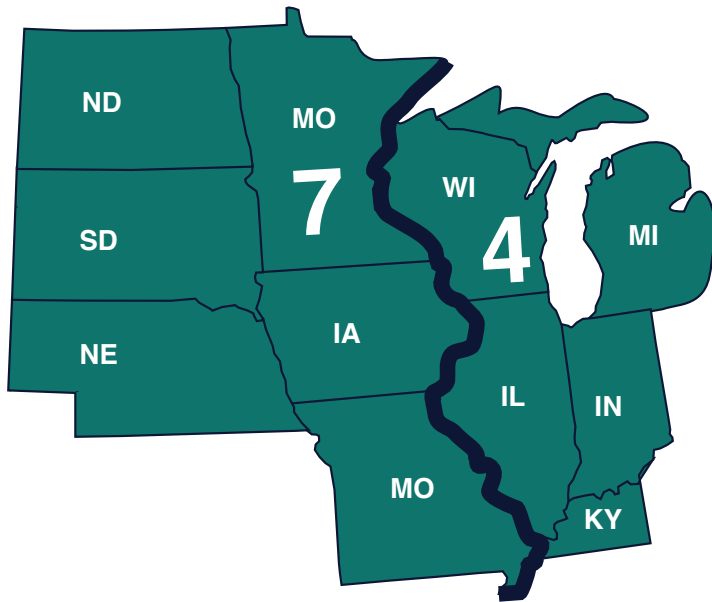


Southern Region

- Record manhours, large project size and number of large projects being worked simultaneously led to **many broken chapter records**. These projects included computer chip plants, battery plants, data centers, lumber and gas industry expansion.
- Manpower recruitment:
 - The collaborative efforts of IBEW and NECA under the banner of “We Power America” has yielded success through various means of recruiting such as social media, websites, job search landing pages and vehicle magnet advertising for electricians. Job fairs, recruitment bonus programs and other industry events were supported by the Region and staff.
 - Three Chapters have dedicated staff as Directors of Workforce Development.
- Educational meetings:
 - A labor management symposium entitled; The Future of DC Power and Low Voltage held in Ft Worth in September
 - A Market Share Growth Meeting will be held in Williamsburg in October
 - A new program presented by the regional staff; “Establishing Focus and Alignment”, Why the IBEW & NECA are the first and most obvious choice for electrical construction and services.
- The Region maintained a report of contract settlements and wage & benefit spreadsheets for Chapter use.

District 3: There were **23 Inside negotiations** conducted in District 3, as well as various Teledata, Residential and Outside agreement negotiations. A Joint Staff Meeting was held with the IBEW 10th District Staff in Chattanooga.

District 5: There were **10 Inside negotiations** conducted in District 5, as well as various Teledata, Residential and Outside agreement negotiations. The 60th Annual Apprenticeship contest was held in conjunction with the 7th District IBEW in Oklahoma City.



Midwestern Region

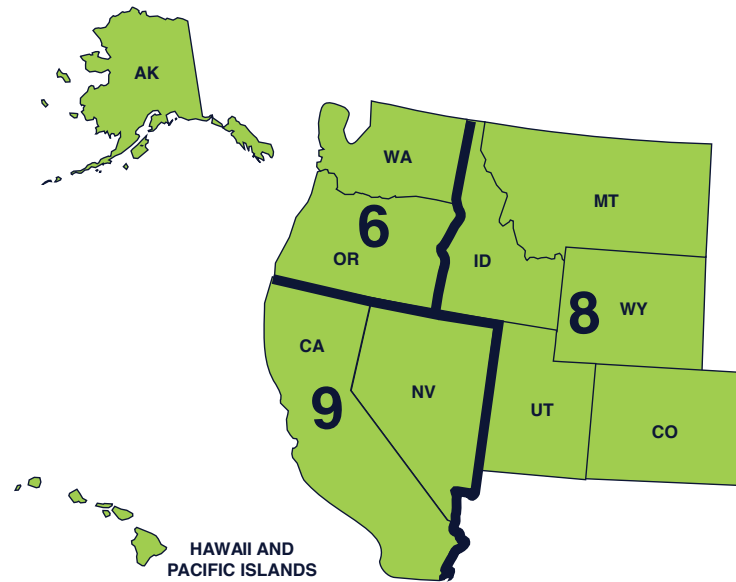
- Continued delivering valued education to members in the region, including Collaborative Bargaining, Bargaining without CIR, and Field Leadership seminars. This year, the Midwestern Regional staff also developed a New Trustee Training seminar to assist members in understanding their role as fiduciaries and educate them about the aspects of serving as trustees.
- Workforce demands continue to increase with a multitude of mega projects in the region. The Region's eight states alone have over 10,000 government-funded projects. At least 15 different jurisdictions have collaborated with the NLMCC in workforce recruiting efforts this year.

District 4: Reported 33 contract negotiations this year, with the vast majority being settled at home. Attrition reports indicate 86% of the jurisdictions are in sync with the new apprentices to retiring Journey workers. Labor hours were up over 12% from the previous year with no downturn projected in the near future. Multiple Chapters are collaborating together with labor counterparts to address the labor demands of several mega projects in the district such as Microsoft and Meta data centers.

District 7: All but one chapter reported an increase in labor hours compared to the previous year, resulting in a 3% total increase for the district. The district has 88% of the jurisdictions utilizing Alternative classifications. The GAN Human Resources relationship has gained traction with 4 chapters now utilizing the streamlined apprentice selection process. Five new members have been added to the district so far in 2024.

Western Region

The Western Region continues to wrestle with the effects of electrification and data center projects pulling resources away from employers performing other scopes of work. To aid employers in their effort to meet customer demands, Vice President Greg Long has worked with International Vice President Dave Reaves to release a new IBEW 9th District Portability Policy which significantly expands on the National Agreement on Portability.

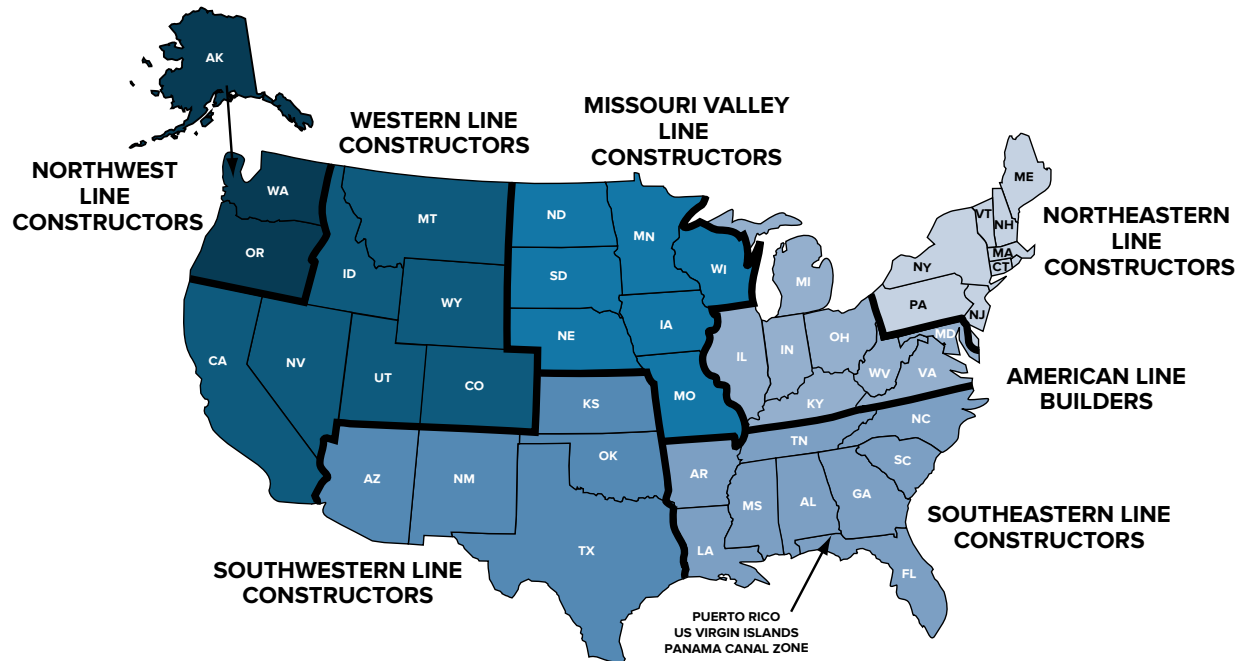


District 6: District 6 worked 12.7 million hours through the second quarter, a decrease of 3% from this same time last year. Puget Sound Chapter came to an agreement with their labor counterpart over the Sound and Communications Agreement to end a more than 10-week long strike and nearly all Agreements in the District have been settled in the last 12 months. The District raised a staggering \$212,000 for NECAPAC at their Summer Meeting in Park City, Utah.

District 8: Chapters are aggressively countering manpower shortages and concerns over productivity and attendance with huge investments in time and capitol to foster programs which help create cultures of enthusiasm, opportunity, and accountability in their markets. Worked 6.9 million hours through the second quarter, a 3.45% increase over this same time last year. The Rocky Mountain Chapter has implemented a new partnership with Metropolitan State University of Denver where successful apprentices at the DJEATC will receive 45 credit hours at the University upon program completion. The DJEATC finances an additional six credit hours of university course work and reimburses another 27 credit hours, giving graduates of the apprenticeship program not only their status as journeymen and women, but up to 78 credits of course work. Students can get their bachelor's degree in construction project management with three more semesters on their own. The Idaho Chapter organized their NECA Summer Hands On Training to be a fun and educational event which brings labor and management families together, breaking down traditional barriers between the two organizations. This program offered to Foremen, General Foremen, and Project Managers (and their families), is a 2-day intensive leadership experience where attendees absorb knowledge from some of the industry's top experts.

District 9: District 9 worked 19.6 million hours through the second quarter, a 1% decrease over this same time this last year. All but one Agreement in the district settled locally, and that agreement only went to CIR due to a failure to ratify. Business Development continues to be a highlight of cooperative activity between Labor and management with the Arches program coming online kicking off over 12 billion dollars in electrolytic hydrogen to be built using union supported labor standards. Additionally, the LMCC helped AQMD to secure a \$500 million seed grant from the EPA for So Cal Electrification Initiatives also requiring union supported labor standards and finally, we have nearly \$17 billion which utilize our EVITP standards for prequalification. IBEW Locals 401 and 340 continue to meet the Greater Sacramento Chapter to help provide guidance and collaborative progress in how to tune our Agreements to capture Digital Electricity, POE, Fault Managed Power, and a host of other emerging technologies hitting our market.

District 10/ Outside Lineworkers



West Shore
Harrisburg River
Crossing
IB Abel, Inc.

- Through May 2024, District 10 reported over 40 million hours worked.
- There are over 35,000 workers actively working for over 1,500 District 10 contractors.
- The Areawide Training Programs collectively have over 6,200 active apprentices.
- Southeastern Line Constructors Chapter continues to build its presence in Puerto Rico by conducting quarterly safety and education courses. They have also begun partnering with their local unions and SELCAT for workforce recruitment through various tradeshow and conferences including: Construction Ready & Skills USA EXPO and NRECA.
- Southwestern Line Constructors Chapter has seen the construction of a new training facility for the Southwest AJATC on the south side of Albuquerque, NM.
- Northwestern Line Chapter is seeing continual improvements to their training facility which is now allowing employers to conduct safety events for their employees.
- Western Line Constructors Chapter is currently experiencing an unprecedented amount of transmission line projects with approximately 3,000 miles of line currently awarded or out to bid. They recently started the Journeyman Substation Technician Apprenticeship Program in their Mountain States JATC which will help cover the substantial substation work brought about by the transmission line projects.
- The Electrical Industry Certification Association (EICA) has issued over 15,000 certifications with over 2,100 issued in 2024 alone. They provide certifications in rotating control crane, stationary control crane, and digger derricks.



Asante Rogue Regional
Medical Center Patient
Pavilion
*Pacific Electrical
Contractors, Inc.*



Workforce Recruitment Task Force

NECA is working closely with IBEW International Vice Presidents, District and State organizing coordinators, and local organizers to streamline the process of placing non-union electricians with NECA Contractors.

NECA is seeking to enhance collaborative efforts with the IBEW through the Workforce Recruitment Task Force (WRTF) and National Labor Management Cooperative Committee (NLMCC) funding support. NECA National's WRTF services are being brought to each chapter.

Paul Flynn, NECA's Director of Workforce Development worked with the Atlanta Chapter and IBEW Local 613 to fill approx. 180 open calls. He also represents NECA on the Board of Directors for the Helmets to Hardhats organization.



Helmets to
Hardhats
Organization

ELECTRICAL APPRENTICESHIPS

Interest in **electrical apprenticeships** is surging as more individuals recognize the vital role of skilled electricians in powering our future. With the rise of renewable energy, smart grid technology, and widespread electrification, apprenticeship programs are attracting a diverse group eager to build careers in this dynamic field. The growing demand for skilled labor and the opportunity to work on cutting-edge projects make electrical apprenticeships more appealing than ever, promising a bright and electrifying future for those entering the trade.

Interim Credentials with High Schools

- 101 high schools are using the interim credential program
- 572 students enrolled
- This is a 45% growth from 2023
- Active in 20 states, with three more in process of adopting an IC program and 12 more that have begun discussing adding schools with the etA this year.

Inside

- 42,535 active Inside apprentices
- 12,411 indentured new in 2023
- 7,350 graduated in 2023

Outside

- 6,463 active Outside apprentices
- 2,162 indentured new in 2023
- 388 came from line college/line schools
- 1,236 graduated in 2023

Voice/Data/Video (VDV) Low Voltage

- 1,906 active Installer Tech apprentices
- Approximately 600 indentured new in 2023
- Approximately 700 graduated in 2023

Residential

- 422 active apprentices
- Approximately 100 indentured new in 2023
- Approximately 200 graduated in 2023
- 2,128 trainees



*Mountain States Line
Constructors JATC*

NETWORK INTEGRATION & SERVICES



NYPA North Country
Energy Storage
Facility
O'Connell Electric
Company

Revolutionary technologies such as Fault Managed Power and Power over Ethernet, the advent of intelligent buildings and the proliferation of connected devices have all opened endless new business opportunities for NECA contractors.

The **Technology Systems Integration Task Force** has made great strides to help contractors add services in the Limited Energy and Systems Integration market and lead the industry with expertise in new and emerging technologies.

NECA Technology Systems and Integration Task Force Checklist:

- Collaborated with the electrical training ALLIANCE (etA) for early education and embracing of emerging technologies, Power over Ethernet (PoE) and PoE Lighting, Class 4 Fault Managed Power (FMP), cybersecurity, and the broadband build out.
- Created a roadmap with the NECA Education and Codes & Standards teams for codes and standards leadership for the digital revolution, the convergence of power and data.
- Developed and delivered the industry-first, formal course, *Fault Managed Power Systems for Electrical Contractors* in collaboration with Voltserver, the pioneers of Digital Electricity.
- Addressed the rise of Limited Energy systems, digital power solutions, such as PoE, FMP, and mission-critical and life-safety applications:
 - Contributed to the NEC 2026 activity and focus on Limited-Energy requirements.
 - Drove standardization and interoperability and contributed to the development on the new *NECA 726 – Recommended Practices for Fault Managed Power Installations and updates to NECA 500 - Standard for Indoor Commercial Lighting* (w/ expanded section on PoE lighting).
 - Inspector relations and education - contributed to the development of an Inspectors Guide to FMP (and structured cabling) installations.

Partnered with Sinclair Digital and other providers of packaged digital power solutions for warehouses, big box stores, and data centers for our members to add new services, increase margins, usher in new technologies and lead the way in the digital revolution.

Collaborated with Chapters and training directors with Authorities Having Jurisdictions (fire marshals, electrical inspectors, right of way inspectors) to improve cross-communication.

INDUSTRY INNOVATION

The mission of **NECA Industry Innovation** is to prepare NECA members for today's challenges and explore tomorrow's opportunities. Over the last year, members have leveraged cutting-edge technologies and methodologies to enhance productivity, safety, and sustainability.

Since its launch in August 2021, the **Innovation Institute** has supported 60 contractors with peer collaboration, one-on-one coaching and expert-led training, through a yearlong leadership program culminating in a Capstone Project. Tailored to foster professional development of emerging, high-potential industry leaders, graduates now include Presidents, C-level executives, Vice Presidents, and company owners, all driving high-impact advancements in the NECA community.

The **2024 MEP Innovation Conference** was held in Orlando, FL and hosted 713 attendees, over 55 educational sessions, 40 exhibitors, and 3 tours of local NECA contractors (Miller Electric, Maddox Electric, and Carter Electric). This conference unites forward-thinking contractors and technology providers across specialty trades. NECA contractor participation has grown from 38% to 58% since its virtual start in 2021. This joint conference is hosted by NECA, MCAA, and SMACNA.

The **Innovation & Strategy Taskforce** is comprised of 11 innovative contractors from diverse markets, company sizes, and NECA districts. They lead content creation for MEP Innovation, conduct R&D trials to evaluate and recommend emerging technologies such as AI platforms, vision capture devices, and exoskeletons. Recent projects include a Construction Project Life Cycle and a Technology Market Map, both available to the NECA community and will be featured at the 2024 NECA Convention & Trade Show in San Diego! This comprehensive resource will also be the cornerstone for a **NECA Industry Solutions Market Map** to be available on the NECA website throughout the year.



NECA
Innovation
Institute



NECA Industry
Solutions
Market Map



TRANSMITTING INDUSTRY POWER



GOVERNMENT AFFAIRS

As the driving force behind sound policy decisions in the halls of Congress and in the Executive Branch, **NECA Government Affairs** tirelessly advocates for its electrical contractor members. Over the past year, NECA has actively engaged with policymakers and industry leaders to advocate for legislation and regulations that support the interests of NECA members and the broader industry.

The transition to electrification is supported by robust policy frameworks at the federal, state, and local levels. Incentives, regulations, and mandates are driving investments in clean energy and electrification projects.

With the continued push to electrify the United States and territories, NECA provides many services to analyze policy, confirm operational validity and research market trends.

Every electrical contractor is affected by federal and local policies. For more than a century, NECA Government Affairs efforts have promoted the interests of the electrical contracting industry. As the Association continues to fight for better construction legislation on Capitol Hill, members are provided tools and resources to advocate on the local level.

119 contractors are members of the Political Leadership Council (PLC), with 14 new contractors joining in 2024.

151 contractors came to Washington D.C. to advocate for the electrical construction industry in 2024.

\$454 Billion in CHIPS & Science, Infrastructure Investment and Jobs Act (IIJA), and Inflation Reduction Act (IRA) funding has been disbursed among 56,000 projects across all 50 states to date.

572 meetings were organized by NECA's Government Affairs team with Members of Congress to advance NECA's legislative priorities.

\$1.8 Million will be spent in the 2024 election on contractor-friendly candidates and incumbents

The 2017 Tax Cuts and Jobs Act (TCJA) is set to expire next year, and the government affairs team has been focused on laying the groundwork to ensure tax certainty. NECA secured pivotal provisions in the House-passed Tax Relief for American Families and Workers Act of 2024, H.R. 7024.

The Government Affairs team continues to focus on advocating for permanency of the 199a pass-through deduction, repealing the estate tax, repealing the alternative minimum tax, reinstating 100% bonus depreciation, and much more.



CODES & STANDARDS

NECA diligently maintains a comprehensive Codes and Standards program, representing electrical contractors in every aspect of the regulatory development process. Through continuous updates, educational resources, and the development of the National Electrical Installation Standards (NEIS), NECA Codes and Standards equips its members with the necessary resources and knowledge to navigate the evolving landscape of electrical code compliance, ultimately enhancing quality and safety.



The National Electrical Installation Standards (NEIS)

NECA Codes and Standards continues to work with NECA Safety and NECA Education to provide electrical safety training as needed to the membership.

- The Codes and Standards team represented NECA members' interests during the 2-week long 2026 *National Electrical Code* development meetings in Charleston, SC.
- NECA's Codes and Standards Committee held its annual meeting, reviewing the changes made during the 2026 NEC first draft meetings and developing comments for the final draft meetings in October 2024.
- As requested by the Electrical Training Alliance (etA), NECA provided presentations at the 2024 National Training Institute in Ann Arbor, MI providing updates to the C group on the important codes and standards work NECA is involved in.

NECA continues to enhance the NEIS library of installation standards by launching the following projects in 2024:

- **NECA 500**, *Recommended Practice for Installing and Maintaining Indoor Commercial Lighting Systems*
- **NECA/EATON 507**, *Recommended Practice for Electrical Wiring and Equipment in Hazardous Locations*
- **NECA 714**, *Recommended Practice for Fire-Stopping Electrical Penetrations*
- **NECA 726**, *Recommended Practice for the Installation of Class 4, Fault-Managed Power Systems.*

NECA Codes and Standards has developed a NEC® Basics training program guide designed to provide introductory code training to NECA Contractor office and safety personnel that may not have extensive electrical field experience and code knowledge.



SAFETY

NECA Safety is coming off of an exciting 2023/2024 period with the success of the inaugural **NECA Safety Professionals Institute** in October 2023 and a record attendance at the **2024 NECA Safety Professionals Conference (NSPC)** in Denver, CO. NSPC broadened its audience by adding a NEW Outside Line event to NSPC held at the Mountain States Line Constructors Apprenticeship Training Facility, where outside line and utility workers had sessions and demonstrations catered specifically for them.

In 2024, NECA Safety engaged with the White House Administration in expanding Naloxone, (NARCAN), opioid overdose awareness and training to the construction industry. The continued alliance with safety directors from MCAA, SMACNA and TAUC, provided outreach to the entire industry for the OSHA Stand Down to Prevent Falls in Construction and Construction Safety Week programs. NECA Safety also arranged onsite safety stand downs at 12 Vantage Data Centers sites around the country and Canada with a specific message dedicated to construction temporary power and **988 Suicide and Crisis Hotline and Opioid Overdose Awareness**.

NECA Outside Line Safety continues to engage with industry advocacy through EEI, NRECA, EICA and the ET&D Partnership with OSHA. This includes the resigning of the OSHA Strategic Partnership for the Electrical, Transmission and Distribution Industry between NECA, IBEW and EEI. NECA Safety continues to represent with other standards development and safety organizations such as ANSI, ASSP, NSC, NFPA, IEEE, NESC, CIASP, ESFi, EICA and the NCSCB.



NECA Safety
Professionals
Institute



NECA Crisis
Resource
Center



EDUCATION

The **NECA Education** team has continued to provide a wide array of training programs, workshops, and resources designed to enhance the skills and knowledge of NECA members. These initiatives are crucial for fostering a culture of continuous improvement and ensuring that members are well-equipped to tackle the challenges and opportunities of the future.

In 2024, NECA expanded the range of programs in response to the needs of members. The Field Leadership Essentials program, launched in Fall 2023, has trained over **730 new and upcoming foremen** in the “must know” skills for their new leadership role. Through July of 2024, the Team has conducted **three** Field Leadership Essentials Train the Trainer programs, bringing our total of instructors available to deliver this program locally to 89, with an additional **three Train the Trainer events scheduled for the remainder of the year**, ensuring widespread rollout of this critically needed curriculum.

Through July, we have scheduled **77 in-seat classes** to be delivered in 2024 training **more than 1150 participants**.

Nearly 30 virtual programs have trained more than 350 individuals, with new offerings regularly added to the curriculum. Webinars have proven successful in communicating timely, relevant updates to the NECA membership on new regulations, industry developments, and growth areas.

Online, **on-demand content** has seen over **2,400 participants** learning about topics ranging from communication to financial analysis to project management. NECA’s online project management program has received nearly 2,000 registrations across the 30-course series. Through the first half of 2024, 85% of NECA Chapters have been represented in educational programs.

Three **NECA publications**—Financial Benchmarker Annual Report, Officer and Overhead Personnel Compensation Study, and Tool & Equipment Rental Schedule—are being updated and will be released in the Fall of 2024. Over 2,000 free copies of the 2023-2024 “100th Anniversary Edition” of the MLU have been distributed to members.

DISTRIBUTING INDUSTRY POWER

PUBLIC RELATIONS

The **NECA Public Relations** efforts are all encompassing—from marketing, social media strategy, video production and information dissemination to creative graphics, association publications, website management and media relations, NECA Public Relations is focused on raising the profile of NECA member-contractors and the electrical construction industry.

NECA has joined **Viewpoint with Dennis Quaid** to create a public service announcement about the future of the electrical industry and raise awareness about emerging opportunities in the trade. In addition to garnering increased workforce interest and brand recognition, this production will position NECA members as leaders in the push to electrify the country.

This year, NECA staff appeared in The Wall Street Journal, Forbes, Fortune Magazine, CNBC, Bloomberg, Construction Dive, tED Magazine, Peggy Smedley Show, AAA.com, EC&M, The Seattle Times, Engineering News-Record and more.

Since October 2023, NECA press releases have been picked up by a total of **2,677 media outlets**. The Association's latest press release regarding the 2024 Profile of the Electrical Contractor was digitally published by AP News, CBS News, Reuter, Chicago Tribune, Huff Post, TIME, NY Daily News, SFC, Yahoo! Finance, Construction Dive, and more, garnering nearly 5,000 views.

In 2024, the NECA Creative team won two GDUSA InHouse Design Awards. From more than 5,000 entries, only the top 10% received awards in the 61st annual contest. NECA designers were honored for:

- The ELECTRICAL CONTRACTOR Magazine Customer Appreciation Party Invitation in the Announcements + Invitations category
- NECA 2023 Philadelphia Opening Reception Digital Signage in the Signs + Environmental Graphics category

NECA Social Media Follower Count



61,000
followers



15,000
followers



7,900
followers



4,000
followers



504
subscribers



NECA's social media accounts continue to grow exponentially. The Public Relations team manages 15 social media accounts totaling **117,000** followers with more than 1.4 million impressions.

#WeAreNECA has grown into the signature slogan of NECA's social media presence, with thousands of posts including the hashtag. Weekly **Member Monday** posts on all of NECA's platforms highlight NECA Contractor projects and successes. So far in 2024, Member Monday posts have grown in popularity with more than **3,000 interactions and 181,500 views**.

NECA This Week e-newsletter has over **30,000** subscribers on LinkedIn.

NECAnet.org has seen an impressive 80% increase in users and a 70% rise in pageviews, totaling over 800,000. This growth is partly attributed to the success of event microsites, particularly NECA EMERGE and NSPC. Overall, NECA conference websites have amassed nearly 80,000 pageviews this year.

This year, a revamped version of **NECAconvention.org** was introduced, resulting in a 50% increase in pageviews compared to 2023. With the new site's mobile-friendly design, we expect even greater engagement throughout the year.

The **NECA Podcast Network** consists of five active podcasts: NECA Safety Round Up, Innovation Overload, Labored Thoughts, Think Like a Leader and NECA Live.

2024 saw the re-launch of **NECA News Update**, a broadcast news style coverage of NECA events, expert commentary and industry trends.

In 2024, the **Project Excellence Awards** received **121** applications, an increase from 2023.

The Public Relations team has worked tirelessly to promote the **NECA Network** platform to encourage easy communication amongst all membership and staff. The community has grown to include nearly **40,000 participants**.



NECA
Network



NECA
Podcast
Network



NECA's
Media
Resources

MEETINGS, EVENTS & CONVENTION

The **Meetings, Events, & Convention** team has been focused on optimizing opportunities for NECA members, chapters, and partners through the consolidation of offerings. NECA Emerge was introduced in 2024 merging the following meetings: NECA BICSI, Service and Maintenance, and Business Development. It included additional tracks to educate NECA members in the areas of Green Energy Initiatives and Emerging Opportunities. NECA Emerge 2024 allowed members, chapters, and partners to take advantage of education and thought leadership at one single meeting. Due to the success of the inaugural NECA Emerge, NECA plans to host this conference bi-annually and will introduce a track on prefabrication in 2026.

3,397+

Total Attendees at all NECA Events within the first half of 2024

120+

National Events Scheduled Across the Industry in 2024

80

in-person meetings

60+

events at NECA headquarters hosting members, Chapters and Industry Partners totally 1200+ visitors

Regional Meeting Growth

- Southern Regional Conference - **up 45%**
- Eastern Regional Conference - **up 56%**
- Midwest Regional Conference - **up 75%**
- NSPC - **up 42%**
- Large Contractors Spring - **up 55%**

Consolidation of Events

- MEC team is collaborating with District Vice Presidents to collocate District Council Meetings with Regional Meetings/NECA Now
- The MEC team continues to support Chapter event-related needs such as RFPs to source hotels or food and beverage contracts. Or facilitate meetings hosted at NECA Headquarters in Washington, D.C.



NECA CONVENTION & TRADE SHOW

The **NECA 2024 San Diego Convention and Trade Show** features more education, networking, and collaboration than ever. There has been unprecedented growth and interest, featuring 74 trade-show education sessions on contractor solutions, technology, and leadership.

NECA 2024 San Diego registration is up 31% year over year with more than 8,000 total attendees projected at this year's Convention.

1,250 apprentices are projected to attend Apprentice Appreciation Day 2024 with a NEW Apprentice Challenge featuring the "NEC Escape Room Challenge" that will allow apprentices to compete in a unique hands-on experience.

Trade Show Exhibit & Sponsorship Sales

For the first time in NECA show history, the **Exhibit & Sponsorships Sales** team sold out all exhibit space by June 1, 2024. The team also sold more sponsorship opportunities than ever before, exceeding 2023's record high by almost 3%.

350+ exhibiting companies in San Diego (largest in NECA's history).

121,200 sq ft of exhibit space sold on the NECA Show floor.

Showstopper Showcase sold out with more than 188 entries, the largest offering in NECA Show history. For the first time ever, NECA expanded to a second trade show floor featuring additional spaces in the Convention Center.

New Emerging Innovation Hub featuring:

- Product Demonstration Area
- Presentation Theater
- Innovation Overload Podcast + Zone
- Escape Room for the Apprentice Challenge
- EV Charging Resource Network, powered by Fuser



NECA
Convention
Website



ELECTRICAL CONTRACTOR MAGAZINE

Providing a world-class media experience for NECA members and the electrical construction community through revolutionary publications of the **ELECTRICAL CONTRACTOR Magazine**.

The 2024 Profile of the Electrical Contractor report closed with nearly **900 respondents**. The overall theme appears to be one of recovery and evolution, starting with the growth in company size and revenue.

The 2024 Construction Outlook and midyear construction outlook featured the analysis of Chris Kuehl, the magazine's **new chief economist**.

The magazine team introduced AdOrbit, a new software program to improve workflow and integrate with accounting. Aging invoices, which are the amounts collected from advertisers for their print and digital ads, are down 64 percent from 2023.

Line Contractor and **Safety Leader** gained traction in the industry as resources included in the publications have been shared widely.

Created the Apprentice Center on ecmag.com, the apprentice e-newsletter and other outreach to training directors, with the goal of engaging younger professionals and upcoming industry leaders.

Collaborated with Electrician U, a leading social media influencer in electrical work, to write Cool Tools articles in 2024.

1,012,206 issues of ELECTRICAL CONTRACTOR mailed in the first half of 2024, an average of **84,351 issues a month**.

36 e-newsletters sent for a total of **2,411,602 inboxes reached**.

2.6 million impressions on Ecmag.com and more than **2,000 subscription clicks**.



The 2024 Profile
of the Electrical
Contractor



Electrical
Contractor
Magazine



Burlington Customer
69kv Interconnection and
Substation
Carr & Duff, LLC



STAKEHOLDERS OF INDUSTRY POWER

INDUSTRY DEVELOPMENT

The focus for **Industry Development** continues to be on leadership development, veteran recruitment, strategic planning, advancing diversity, equity, inclusion and belonging, as well as human resources.

NECA's **Adopt-a-School** program totaled more than \$120,000 in donations for Philadelphia's Mercy Career & Technical High School. In 2024, NECA is working with two San Diego-area schools: Mary Fay Pendleton Elementary and Hoover High School. This engagement helps both the local communities and our industry's future workforce by providing education about the industry and electrical contracting careers. The **Diversity, Equity, Inclusion, and Belonging Task Force** is growing and focused on further development of industry programs, like Adopt-a-School, in 2024.

A new program, **CALS: CEO Advanced Leadership Seminar** premiered in 2024 with MBA-level education for senior leaders in the electrical contracting industry. A cohort of sixteen worked closely with university professors and industry experts on an agenda specifically designed for the needs of electrical contracting executives. The next session is planned for June 2025.





PARTNERSHIPS: INDUSTRY ALLIANCE NETWORK

The success of NECA has always been built on the strength of relationships and partnerships. Through the Industry Alliance Network, NECA members, Chapters, partners and staff are provided the opportunity to capitalize on a dynamic community that is committed to advancing the electrical contracting industry.

Industry Alliance Network:

- **15 Premier Partners** (3 new Partners in 2024): Altec, Atkore and Leviton.
- **19 Ambassadors** (3 new), **7 Affiliates** (1 new), **12 Value-Added Service Providers** (2 new)
- Enhanced Chapter Outreach program includes over 85 educational topics and resources offered by Premier Partners and Ambassador Sponsors.

NECA and Fuser partnered to create an **EV Charging Resource Network (EVCRN)** to help member contractors navigate emerging work opportunities in the EV space. The Resource Center will be a section on the NECA website including NEVI links, funding and grant-matching opportunities, installation resources, commissioning and training information and real-time NECA charger news feeds.



Industry
Alliance
Network



NECA Chapter
Outreach Program





ELECTRI INTERNATIONAL

ELECTRI International works to help electrical contractors meet today's demands and tomorrow's challenges by funding, conducting, coordinating and transforming research results into meaningful, useful educational and consulting programs and practical publications. On the international scene, the Foundation conducts seminars, briefings and studies on cross-border relationships to encourage business and cultural exchanges among contractors.

Key accomplishments in 2024 include:

- 14 research projects funded with a total investment of over \$350,000.
- Launched the NECA/ELECTRI Project Management Apprenticeship with the inaugural cohort of 10 apprentices from 10 different NECA contractor companies.
- Increased engagement with ELECTRI's resources with more than 4,400 research downloads, over 3,700 ELECTRI accounts created, and more than 4,500 followers on social media with impressions doubling in the first half of the year.
- Offered 20 interactive education sessions to the ELECTRI Council this year through monthly Council Rooms, IT & Coffee and ConTech & Coffee sessions.
- ELECTRI's Cross-Border Meeting resulted in students from Wayne State University and contractor volunteers installing 36 solar panels on an elementary school in Honduras with offsite battery storage.

12 complimentary training sessions offered, as part of the Electrical Contractor Innovation Challenge, covering a range of educational topics, including BIM, Revit, SysQue, Trimble Connect, Robotic Total Stations, XR10, and Connect AR.



ELECTRI
Research
Reports



NECA/ELECTRI
Project Management
Apprenticeship



ELECTRI Student
Challenge
Training Videos

RECOGNITION

2024 National Award Winners

The National Electrical Contractors Association recognizes exceptional performances within our membership. Each year, NECA presents a group of national awards to members who have made significant contributions both to the association and our industry. Additionally, the Project Excellence Awards celebrate the most outstanding projects taken on by NECA Member companies. The Academy of Electrical Contracting also celebrates and salutes contractors for their extraordinary work over their careers.



Comstock Award

Joe Kellams

United Electric Company, Inc.
Louisville, KY
Louisville Chapter, NECA



Coggeshall Award

David J. Helsel

Collins Electrical Company, Inc.
Fresno, CA
East Central California Chapter, NECA



McGraw Award

Natalie O. Linder

Black Box Network Services
Plymouth Meeting, PA
Penn-Del-Jersey Chapter, NECA



Abraham Lincoln Leadership Award

Mark Huston

Lone Star Electric
Fort Worth, TX
North Texas Chapter, NECA



Robert L. Higgins Association Executive

Distinguished Service Award

Mark L. Thomas

Westchester, IL
Chicago & Cook County Chapter, NECA

PROCORE[®]

Industry Partner Award

Procore

Carpinteria, CA

2024 Academy of Electrical Contracting Inductees



John Banks
Motor Shop Electrical
Construction Company, Inc.
Battle Creek, MI
Michigan Chapter, NECA



Jeffrey T. Barber
VEC, Inc.
Girard, OH
Mahoning Valley Chapter,
NECA



Thomas Braley
Pritchard Electric Company
Huntington, WV
West Virginia-Ohio Valley
Chapter, NECA



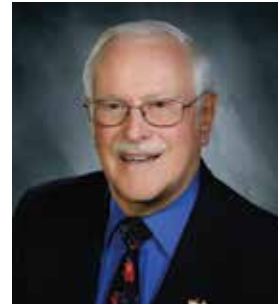
Ben D'Alessandro
L.K. Comstock and Company
Farmingdale, NY
New York City Chapter, NECA



David J. Hesel
Collins Electrical Company, Inc.
Fresno, CA
East Central California Chapter, NECA



Richard A. Jamerson
Jamerson and Bauwens Electrical
Contractors, Inc.
Northbrook, IL
Chicago & Cook County Chapter, NECA



Frederick A. Jensen
J M Electric
Salinas, CA
Monterey Bay California
Chapter, NECA



Joe Kellams
United Electric Company, Inc.
Louisville, KY
Louisville Chapter, NECA



Christopher Olson
RME Electrical Corporation
Aurora, CO
Rocky Mountain Chapter, NECA



Marvin "Barney" Pottebaum
Thompson Solution Group
Sioux City, IA
Iowa Chapter, NECA



Jeffrey L. Seidel
Central Valley, NY
Hudson Valley Chapter, NECA



Sara Dinkel Smith
Sycamore Engineering Inc
Terre Haute, IN
Central Indiana Chapter, NECA



Harold Danforth
Buffington - Burns Electric, Inc.
Conyers, GA
Atlanta Chapter, NECA



Robert W. Davies, Jr.
Davies Electric Company
San Diego, CA
San Diego Chapter, NECA



Kevin E. Gini
Collins Electrical Company, Inc.
Stockton, CA
Greater Sacramento Chapter,
NECA



Richard Hall
Tennessee Associated Electric
Knoxville, TN
Tennessee Chapter, NECA



Natalie O. Linder
Black Box Network Services
Plymouth Meeting, PA
Penn-Del-Jersey Chapter, NECA



Patrick J. Maloney
Tice Electric Company
Portland, OR
Oregon-Columbia Chapter, NECA



Debra Margraf
Phoenix, AZ
Arizona Chapter, NECA



Todd T. Michaelsen
Rossford, OH
Ohio/Michigan Chapter, NECA



Mark L. Thomas
Westchester, IL
Chicago & Cook County
Chapter, NECA



Jules W. Weaver
Cottonwood Heights, UT
Western Line Constructors
Chapter, NECA



Nathan W. Wickizer
Cache Valley Electric Company
Salt Lake City, UT
Intermountain Chapter, NECA



2024 Project Excellence Award Winners



Commercial/Institutional – Over \$1 million

Project: Milwaukee Tool Red Beacon
Contractor: Lemberg Electric Company, Inc.
Milwaukee Chapter NECA

Commercial/Institutional – Under \$1 million

Project: Carnegie Music Hall Lighting
Contractor: Sargent Electric Company
Western Pennsylvania Chapter NECA

Design-Build – Over \$1 million

Project: United States Postal Service (USPS) Regional Distribution Center
Contractor: Guarantee Electrical Company
St. Louis Chapter NECA

Design-Build – Under \$1 million

Project: Rivers West Construction Headquarters
Contractor: Wheeler Electric Inc.
Idaho Chapter NECA

Educational – Over \$1 million

Project: Gilder Center for Science, Education, and Innovation – The American Museum of Natural History
Contractor: E-J Electric Installation Co.
New York City Chapter NECA

Educational - Under \$1 Million

Project: St. Ambrose University Higgins Hall
Contractor: Tri-City Electric Company of Iowa Inc
Quad Cities Chapter NECA

Electric Vehicle (EV)

Project: Rhode Island Public Transit Authority Bus Charging Station
Contractor: Arden Engineering Constructors
Rhode Island & Southeast Massachusetts Chapter NECA

Energy Solutions/Green Buildings – Over \$1 million

Project: South Fork Wind
Contractor: Riggs Distler
Penn-Del-Jersey Chapter NECA

Energy Solutions/Green Buildings – Under \$1 million

Project: LIFT Solar Canopy
Contractor: Commercial Electric
Illinois Chapter NECA

Healthcare – Over \$1 million

Project: UPMC Vision Institute
Contractor: Lighthouse Electric Co Inc
Western Pennsylvania Chapter NECA

Industrial

Project: Amber Wave Wheat Protein Facility
Contractor: Decker Electric Inc.
Kansas Chapter NECA

Low-Voltage/Technology

Project: IKE Smart City Kiosks
Contractor: Harlan Electric Company
American Line Builders Chapter NECA

Overhead Transmission

Project: West Shore Harrisburg River Crossing
Contractor: IB Abel, Inc.
Penn-Del-Jersey Chapter NECA

Residential

Project: Sora at Spring Quarter
Contractor: United Electric Company
Atlanta Chapter NECA

Streetlighting/Traffic Signals – Over \$1 Million

Project: Wilmington Waterfront Promenade and Building Demolition
Contractor: Elecnor Belco Electric, Inc.
Los Angeles County Chapter NECA

Streetlighting/Traffic Signals – Under \$1 million

Project: BGE SmartNodes
Contractor: Riggs Distler
Penn-Del-Jersey Chapter NECA

Transportation & Infrastructure

Project: Central 70 Project
Contractor: Sturgeon Electric Company, Inc.
Rocky Mountain Chapter NECA

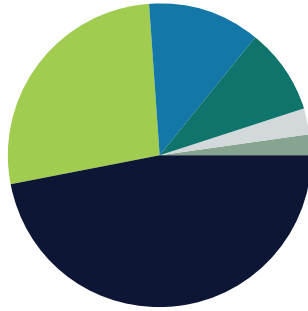
Substation/Interconnection

Project: Texas Ave. 69kV Upgrade
Contractor: Riggs Distler
Penn-Del-Jersey Chapter NECA



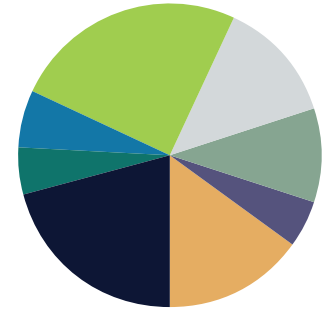
FINANCIALS

2024 Budgeted Revenue: \$45.4M



■ Dues & Service Charges	48%
■ Sponsorship & Royalty	10%
■ Advertising	11%
■ Conferences & Meetings	25%
■ Education	3%
■ Other	3%

How is NECA Spending Revenue in 2024?



■ Labor Relations & Field Services	22%
■ Member Development & Innovation	3%
■ Convention, Meetings & Partnerships	23%
■ Education	9%
■ Magazines	13%
■ Government & Public Affairs	10%
■ Standards & Safety	5%
■ Governance & G&A	15%

6/30/2024

6/30/2023

Financial Position

Assets	\$62,248,881	\$59,060,010
Liabilities	30,397,968	27,575,052
Net Assets	\$31,850,913	\$31,484,958

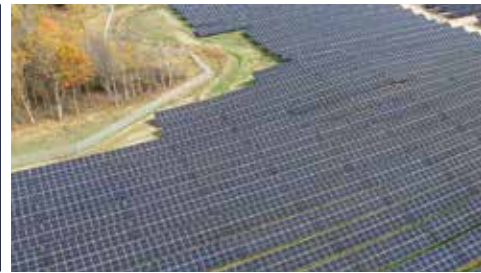
Revenue & Expenses from Operations (6 months)

Revenue	\$22,546,503	\$21,447,591
Expenses	21,436,117	20,363,965
Net Revenue	\$1,110,386	\$1,083,626

Reserve Fund Investment Activity (6 months)

January 1 investment balance	\$20,678,893	\$19,210,612
Realized gains/losses	548,015	593,405
Unrealized gains/losses	550,366	1,057,214
Transfer to general fund	-	(1,000,000)
June 30 investment balance	\$21,777,274	\$19,861,231

through June 30, 2024



1201 Pennsylvania Ave., NW, Suite 1200
Washington, D.C. 20004