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NCCER is a not-for-profit education foundation created by leading contractors and associations to develop a standardized training and credentialing program for the construction, maintenance, and pipeline industry. Its process of accreditation, instructor certification, standardized curriculum, national registry, and assessment and certification is key to meeting the workforce development needs of the industry. NCCER also drives multiple initiatives to enhance career development and recruitment efforts.

NCCER's Contren® Learning Series is developed by the industry and includes more than 35 construction, maintenance, and pipeline curricula. Curricula are competency-based, task-driven, accredited, and portable. Upon successful completion, students receive nationally-recognized credentials through NCCER's National Registry.

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Visit www.nccer.org for more information or contact NCCER's customer service department at 888.622.3720.

PAS, Inc.

PAS is a compensation research firm specializing in the construction industry (and construction related fields).

Founded in 1979, PAS conducts several industry specific compensation surveys on an annual basis and provides extraneous materials to support the human resource activities of our clients. PAS collects compensation data on over 250 positions in the construction related professions on an annual basis. Normally, over 2,700 annual survey responses support the PAS survey database. In addition, PAS conducts several specialized surveys either for specific locations or industry specialties that are available as a secondary source of compensation information.

PAS collects compensation data from the corporate HR department, accounting/finance department or a key construction owner/executive (such as the President). PAS staff review and analyze all survey responses for accuracy and content. Every member of our professional staff has a background in construction, compensation and human resources.

Please visit us on the web at <http://www.pas1.com> or, call us at 1-800-553-4655.



In January 2003, **Covenant Industries** and **Sullivan International** pooled their resources together to establish **PEOPLE ONESOURCE**, which is a **Professional Employer Organization (PEO)** designed to provide Human Resources Services, Payroll Administration, Training and Business Development & Expansion opportunities to Business Owners Nationwide.

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