



4/10/2025

Dear HACIA Member –

As we continue to navigate the ever-evolving landscape of the construction and infrastructure industry, I want to take a moment to reflect on the incredible progress our organization has made over the past year and share some of the recent accomplishments that we have achieved together.

These milestones would not have been possible without your dedication, support and active participation in our shared mission of ensuring diversity, equity and inclusion within the construction industry.

Each of the accomplishments below is a step toward making our industry better and ensuring we build a strong tomorrow, in addition to building stronger communities.

➤ 45th Annual Awards Banquet

In early March, HACIA celebrated 45 years of advocacy work with our annual banquet. More than 800 attendees celebrated the evening, and it was a testament to the strength and unity of our industry. It provided a valuable platform for networking, learning, and celebrating the achievements of our minority and women-owned trade and general contractors, professional services firms as well as our private and public partners.

➤ Building the Future

The HACIA Scholarship and Education Foundation recently awarded ten students with a total of \$50,000 in academic scholarships to help them pursue careers in construction, engineering, architecture and construction management. To date, the foundation has provided students with more than \$665,000 in scholarships designed to support diverse talent and provide students with the tools they need to succeed in a dynamic and growing industry. By investing in the next generation of leaders, the foundation plays a pivotal role in shaping a more inclusive and skilled workforce for years to come.

➤ Advocating for Eliminating Contractor Red-lining

HACIA's voice was the driving force behind the passage of a higher bond threshold that went into effect on 1/1/24. Today, IDOT and Tollway only require payment and performance bonds for projects over \$500,000; all local governments and local agencies require bonding for projects over \$150,000. Our legislative efforts to reduce and eliminate retention are ongoing.

➤ Creating Opportunities

Through 2024, HACIA has worked to ensure we equip our small and diverse members with the necessary skills and capacity to remain competitive in the industry. We are committed to providing vital networking opportunities for our 350 members to ensure their work and the future looks bright. Since that time and through our workforce training program, more



than 102 people have transitioned to full-time employment or applied for union apprenticeships because of HACIA. Nearly 650 workforce credentials were awarded to workforce development program graduates over the course of the year. Through our business capacity programming, approximately \$9.1 million in new contracts were secured within six months of program completion and \$1 million in new business loans were secured after completing a business capacity program.

As we look to the future, we are excited about the many opportunities that lie ahead. With your continued engagement, we will be able to build on this momentum and achieve even greater success for our community and industry.

Thank you once again for your support. Together, we are creating a more inclusive and dynamic industry for all.

Warm regards,

Ivan Solis
Board President