

Growing Together

2023 Impact Report



Growing Together



Sheryl Palmer
Chairman and CEO, Taylor Morrison
Chairman, Building Talent Foundation Board of Directors

A Message from our BTF Chairman

Homebuilding is first and foremost about people - the families we are building for, and those who work alongside us in the industry. Embracing this belief, Building Talent Foundation is driven by a dual challenge: addressing the acute and persistent talent shortage in the construction industry while lifting underrepresented individuals into self-sustaining livelihoods.

Throughout 2022 and 2023, with your support, Building Talent Foundation experienced transformative growth, and, above all, an unyielding dedication to the people it serves. Building Talent Foundation expanded its reach to 20 markets, brought more talent to jobsites, increased industry engagement through innovative partnerships, and received heartfelt testimonials from both jobseekers and employers. Moreover, Building Talent Foundation's focus on connecting underrepresented individuals to meaningful careers in the trades has made an impact on families and communities. These achievements reaffirm our commitment to nurturing a well-trained, diverse, engaged, and resilient workforce.

However, addressing the talent demand and providing opportunities for those in need remains a monumental task, requiring a renewed commitment and collective action. To achieve a sustainable workforce in residential construction while empowering individuals to overcome economic challenges, we must collaborate and grow across the industry. Through fostering new partnerships and working together, we can amplify our impact, scale our influence, and bridge the talent gap, ultimately changing people's lives for the better.

With your support, Building Talent Foundation can reach its 2030 objectives **to engage one million people in career exploration and lift 100,000 individuals into meaningful careers in construction.** Together, we can create a thriving and inclusive industry that changes lives, grows our workforce, and ensures the future success of homebuilding for generations to come.

Thank you in advance for your support!

Sincerely,

Sheryl Palmer

Building Careers and Communities

A Message from Our CEO



Branka Minic,
Chief Executive Officer
Building Talent Foundation

It is with immense gratitude and a sense of accomplishment that we present Building Talent Foundation's 2023 Impact Report. With just the right team, partners, and strategy, we have achieved remarkable milestones that have truly changed lives and made significant strides in tackling the talent shortage in the construction industry.

Changing Lives: To date, Building Talent Foundation has had the privilege of serving and coaching over 74,000 youth and career changers by providing valuable insights into the world of construction careers. Through our commitment to empowerment, BTF has lifted 2,300 individuals into good-paying jobs within the construction industry, a 100% increase in the past 12 months as compared to the previous 24 months. We are humbled by the countless success stories, particularly from youth, underrepresented groups, and underemployed workers, whose lives have been positively transformed.

Building A Diverse Workforce: Building Talent Foundation remains resolute in building a more diverse talent pipeline into construction. So far in 2023, 15.9% female job seekers have been placed in employment by BTF (compared to less than 4% of females working in frontline positions). Our efforts have resulted in 68.5% of those placed in employment by BTF being people of color (compared to 41% working in construction). Notably, in 2023, 73% of our placements are individuals under the age of 30, demonstrating our impact in rejuvenating the industry's workforce.

Growing Partnerships: Our collaborations have been instrumental in achieving these feats. Building Talent Foundation has supported 1000+ employer partners with well-qualified candidates and engaged 650+ education and recruiting partners to assist their students with career coaching, soft skills training,

and job placements. A remarkable 34 social investors have committed to our vision of a sustainable workforce through active financial support and strategic guidance, further fortifying our mission to create lasting change within the industry.

Building Thriving Communities: The impact of our work reverberates through communities. The 2,300 individuals placed in construction jobs contributed an impressive \$103 million in taxes and fees, bolstering local economies. Through our programs, we continue to make a profound difference on behalf of our social investors as well as saving employers a cumulative 92,000 hours in the hiring process.

Accelerating Forward: As we look to the future, our sights are set even higher. By the end of 2025, Building Talent Foundation is poised to serve 300,000 individuals through discussions and opportunities relating to careers in construction. Additionally, we will lift 30,000 individuals into good paying jobs or life-changing training programs and our reach will expand to 30 active markets, solidifying our commitment to making a substantial impact in the industry.

We extend our heartfelt appreciation to our Board and Advisors, partners, social investors, and dedicated team members. Your support has been the bedrock of Building Talent Foundation's success, enabling us to create a lasting impact that transcends numbers and statistics. Together, we are rewriting the narrative of opportunity and empowerment within the construction industry, and we look forward to the journey ahead with unwavering enthusiasm.

With sincere gratitude,

Branka Minic

Vision: Achieve a Sustainable Workforce in Residential Construction.



Building Talent Pipeline



Students



Schools & Colleges



Trades



Builders



Suppliers



Builders & Trades Assn.

Building Talent Connections

Building Talent Engagement

Mission: Advance the education, training, and career progression of young people and people from under-represented groups, as skilled technical workers and as business owners in residential construction.



01 Changing Lives

74,000

Since Jan. 2022, BTF served more than 74,000 Youth and Career Changers.

2,300

To date, BTF has lifted 2,300 people into good paying jobs in construction.

100%

In the last 12 months, BTF placed 100% more people into life changing jobs compared to the previous two years combined.

Roxanne - Proud to be an American Painter



Roxanne is a single mother living in the projects of San Antonio, Texas struggling to raise her own children as well as her sister's four kids. Roxanne was working long hours as a night shift manager in fast food, unable to spend quality time with her children because of her schedule. She dreamed of having her own business and more control over the hours in which she worked.

Roxanne saw a BTF flyer advertising the Painter Training Program hosted by San Antonio Housing Authority (Opportunity Home) with technical training provided by Sherwin-Williams, educational video content provided by the Painting Contractors Association, and soft skills training provided by Building Talent Foundation. Roxanne enrolled in the program hungry to learn and grow. Working her fast-food shift until 1am, she still managed to arrive for training each day by 7:30 am. BTF coached and guided Roxanne along the way, noticing her determination to improve her current situation.

Roxanne was the top student throughout the program. Upon graduation, impressed by her strong work ethic and positive attitude, employers at the BTF organized hiring event were competing to add Roxanne to their teams. She started to dream about the possibility of starting her own LLC as a painting contractor, specializing in remodeling apartment units. Roxanne saw this training as the first step in taking control of her future and building a better life for herself and her family. Roxanne is now working regular hours with a wage increase as a Painting Apprentice with BTF employer CertaPro Painters, one step closer to launching her own business.

[WATCH THE VIDEO HERE](#)

“I wanted to show my children that anything is possible with hard work.”



Jason - Fulfilled as a Log Home Builder



After graduating from high school, Jason was uncertain about his future. He had a passion for construction but didn't know how to turn that into a career. Unemployed for a few years, he struggled to find direction until he discovered the Knoxworx program through the Knoxville Leadership Foundation, a BTF education partner. The program gave Jason a solid foundation in carpentry and construction skills, but he was still unsure about his next steps towards a fulfilling career.

That changed when Jason learned about Building Talent Foundation. With personalized career coaching and step-by-step guidance, BTF connected Jason to exciting job opportunities throughout East Tennessee, where BTF launched operations in 2021 with generous support from D.R. Horton. BTF helped Jason prepare for interviews and find the right employer that would value his skills and experience. Jason was thrilled to be hired by BTF employer partner Keith Freant Construction, where he builds log homes in the Knoxville area. Jason now has a career that he loves, has earned an increase in pay, and is grateful for the direction and support that BTF provided him throughout the process.

“BTF gives a voice to anybody interested in working with their hands and, in my case, helped me to consider a side of construction that I had never thought about before.”



KEITH FREANT CONSTRUCTION

Owens - Thriving as a Skilled Carpenter



Owens grew up in the foster care system, searching for a place he could call home. However, there was one thing that always brought him joy - carpentry. With a natural talent for it, he spent every free moment tinkering with wood, eventually creating beautiful Murphy beds that he sold on the side.

Owens dreamed of turning his passion into a career, but he wasn't sure how. That changed when BTF, through Lennar's suggestion, partnered with Handy, Inc., an organization providing a bridge to employment opportunities for foster youth. Soon after, Handy introduced BTF to Owens. During that first conversation, BTF asked Owens about his skills and goals for the future. Immediately seeing his potential, BTF provided Owens with career coaching and mentoring and prepared him for his very first interview. Owens impressed BTF Employer Partner, Progress Residential, and was offered a paid apprenticeship including full benefits.

For Owens, it was a dream come true. Not only was his talent recognized, but he was given the chance to turn his passion into a career, giving him a sense of hope and belonging. Owens had overcome many obstacles in his life but now, through the support of Building Talent Foundation, Lennar, Handy Inc., and Progress Residential, he had a clear path to achieve his dreams.

“Landing this job means that people actually believed in me.”



02 Building a Diverse Workforce

A photograph of three construction workers on a building site. On the left, a woman in a white hard hat and safety glasses, wearing a light blue long-sleeved shirt and dark jeans, is looking towards the other two workers. In the center, a Black man in a white hard hat and safety glasses, wearing a light blue t-shirt and dark jeans, is smiling and holding a water bottle. On the right, a man in a dark blue long-sleeved shirt and dark jeans, wearing a white hard hat and safety glasses, is looking towards the other two workers. They are standing in front of a wooden frame structure under construction. The background shows a clear blue sky and some distant hills.

15.9%

15.9% of BTF placements are females, compared to less than 4% females working in frontline jobs in construction.

68.5%

68.5% of BTF placements are people of color, compared to 41% working in the construction industry.

73.3%

73.3% of BTF placements are young people under the age of 30.

From January to September 2023

Inspiring Diverse Youth to Pursue Construction Careers

In October 2022, Building Talent Foundation (BTF) and Simpson Strong-Tie co-hosted an all-day career workshop at the Simpson Strong-Tie Jacksonville facility. The event, designed to provide career education and opportunities for diverse youth, brought together 43 underserved students from BTF's national partner, Job Corps.

The students, aged 18-23, actively participated in product demonstrations, hands-on training, and a panel discussion with industry leaders from BTF partners David Weekley Homes, James Hardie, and International Code Council. The workshop also provided the students with the opportunity to interview with seven BTF employer partners for immediate job openings.

Together, BTF and SST are **changing the perception of careers in construction** by co-hosting all-day career events that include **hands-on demonstrations, panel discussions, and presentations from professionals** who educate young people on the benefits of and the various pathways into the industry.



Inspiring Diverse Youth to Pursue Construction Careers

(Continued)

The event was a success for all involved, as the students gained valuable insights into the construction industry, engaged with a variety of professionals, and learned essential networking skills. BTF employer partners gained access to bright, young talent, while Simpson Strong-Tie educated and empowered the attendees, simultaneously introducing their brand and products to the future workforce.

Dan Scullion, Outreach Coordinator at Simpson Strong-Tie said events like this are essential to building the construction workforce. "It's our commitment to help provide knowledge, training and education to the next generation of the workforce," he said. "Partnering with Building Talent Foundation to influence the students brings us one step closer to accomplishing our mission.

Encouraged by the success of the Jacksonville event, BTF and Simpson Strong-Tie have replicated it across the US throughout 2023, holding events in Phoenix, Atlanta, Southeast Florida, Houston, and Dallas. BTF enlisted additional industry leaders to serve as role models at those events with representatives from Lennar, Taylor Morrison, Toll Brothers, David Weekley Homes, Builder's FirstSource, TopBuild, International Code Council, ARCXIS, Dallas Independent School District, and Atlantic Technical College. The collaboration between Building Talent Foundation and Simpson Strong-Tie delivers on their mutual commitment to educate diverse youth about construction careers and inspire them to become builders.

6 Events

247 Students

Workshops held in Jacksonville, Phoenix, Atlanta, Fort Lauderdale, Houston, and Dallas.





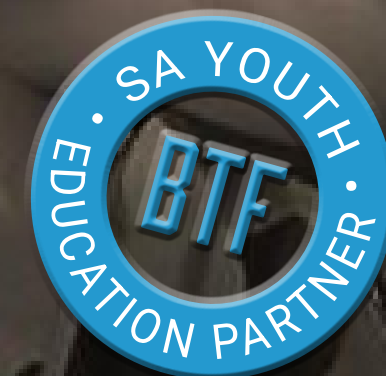
Sr. Engagement Manager, Jenna Garcia, educates a San Antonio Youth Female Cohort on careers in construction and engages them in soft skills training.

Lifting Up At-Risk Young Women

2023 Impact Report | Building a Diverse Workforce

In June 2022, San Antonio Youth (SA Youth) and Building Talent Foundation (BTF) joined forces to empower high-risk youth in San Antonio, Texas. SA Youth is a nonprofit organization that provides second chances to young women aged 16-24 who have left school and are unemployed. Many of these young women face challenges such as abandonment, homelessness, or teen parenthood. Through a 4-month accelerated program, these young people gain marketable

skills and have the opportunity to earn their diplomas. Building Talent Foundation actively supports these young women by visiting classrooms to educate them about the many opportunities within the construction industry and also coaching them to develop resume writing and interview skills in preparation for job interviews. Together, BTF and SA Youth aim to uplift these young women into stable, well-paying jobs, positively impacting their lives and their community.



BTF: A Diverse Team Investing in Diverse Individuals



BTF Team
41% Females
48% People of Color
30% Veterans



Building Talent Foundation's diverse team of dedicated Engagement Managers intentionally collaborate with partners who serve individuals from various backgrounds. Throughout 2022 and 2023, the BTF Engagement Team participated in 1400 career and hiring events, engaging women, people of color, veterans, at-risk youth, immigrants, and other underrepresented groups, connecting them to life-changing training and job opportunities while building a diversified pipeline of talent for the construction industry.

03

Building Connections: BTF Events

743

743 Career Events where BTF provided career coaching, mentoring, and opportunities for career exploration.

456

456 Hiring Events where BTF connected employers with youth and career changers.

200

200 Soft Skills Training Events where BTF prepared individuals for interviews and success on the job.

January 2022 – September 2023



BTF Career Events: Providing New Paths to Construction Careers

Career coaching, mentoring, and promoting the industry come together as Building Talent Foundation's Engagement Managers engage with audiences of all ages. BTF's strategic approach to planning and participating in career events emphasizes the critical importance of direct community engagement, especially among youth and those who are new to the idea of construction careers.

BTF Engagement Managers educate and inspire students, career changers, and underrepresented populations sharing the numerous career pathways in construction. Building Talent Foundation's Career Events play a pivotal role in their commitment to fostering a robust talent pipeline into the construction industry.

In March of 2023, BTF participated in Skills USA in Atlanta GA, which hosted over 6,500 students from high schools and trade schools with approximately 2,000 focused on the building trades.

Sr. Engagement Manager, Derrick Henderson, speaks with students about the many benefits of a career in homebuilding.



Providing New Paths to Construction Careers

(Continued)

Over the past 12 months, BTF has distributed **12,000 books** about construction to elementary schools and libraries.



Knox County, TN Mayor Glenn Jacobs reads *Someone Builds the Dream* to students at Gibbs Elementary School in Knoxville, TN. Mayor Jacobs, a longtime advocate for BTF and *Someone Builds the Dream*, requested 6 cases of books and continues to distribute them throughout Knox County.



BTF Engagement Manager, Doug Obenour, Myrtle Beach, promotes the benefits of the construction industry to students at Horry Georgetown HS.



BTF Hiring Events: Driving Success Through Collaboration

BTF Hiring events, designed to connect employers with job seekers including youth and career changers, have been instrumental in addressing the critical talent shortage in the residential construction sector.

In pursuit of our mission, Building Talent Foundation (BTF), in collaboration with Lennar, organized a highly impactful job fair in July 2023, efficiently managed on BTF's dedicated career platform, [JobsToBuild.com](https://www.jobs-tobuild.com). The event drew 133 job seekers, 28 employers, and 12 local construction training programs, including national partner HomeAid, with the goals of bridging the skilled trades gap, providing promising career opportunities in construction, and streamlining the hiring process for employers.

133 Job Seekers
28 Employers
12 Local Construction Training Programs



Driving Success Through Collaboration

(Continued)



Michael McSweeney, Career Technical Education (CTE) Coordinator, California Homebuilding Foundation, and Jessie Hollins, Job Seeker, make a new connection.



Ryan Green, Division President of Lennar San Diego, celebrates the impressive turnout.



BTF Soft Skills Training: Building an Engaged and Adaptable Workforce

Building Talent Foundation's specialized soft skills training greatly improves students' abilities and enhances the preparedness of the construction workforce.

BTF's Engagement Managers collaborate with our Education and Recruiting Partners in high schools, colleges, trade schools and technical schools to deliver training to students that is specific to careers in construction. BTF's soft skills training events encompass resume writing and interview skills as well as personal presentation, interpersonal communication, problem-solving, dependability, trustworthiness, and the importance of representing a company with integrity.

BTF Engagement Managers involve students in interactive sessions, employing role-playing and scenario-based exercises to help candidates develop their personal pitch, standout strategies at job fairs, and effective conflict resolution skills.

BTF's tailored soft-skills training equips students with a competitive edge, not only in the hiring process but also in the workplace, leading to increased job satisfaction, enhanced productivity, and higher retention rates. Building Talent Foundation's commitment to developing students' soft skills ensures a more skilled and adaptable workforce for the construction industry.



Brian Collier, BTF Southeast Engagement Manager, delivers soft skills training including resume writing skills to students seeking employment in the construction industry.



BTF Sr. Engagement Manager, Paola Rivera, mentors and coaches a candidate, preparing him for success in the industry.



04 Growing Partnerships

1000+

BTF Supported over 1,000 Employer Partners with qualified job candidates.

650+

BTF collaborated with more than 650 Education and Recruiting Partners to assist their graduates with job placements.

34

BTF engaged 34 Social Investors in collaboratively building a sustainable workforce in construction.

October 2020 – September 2023

Transforming Skilled Trades Education with Resideo

In 2021, Building Talent Foundation (BTF) and Resideo cohosted an HVAC Industry Education Council bringing together employers, educators, and manufacturers for a crucial dialogue on workforce challenges within the industry. The council discovered a significant skills gap - a disconnect between the curricula of most trade schools and the practical skills required in the field. Employers recognized that graduates were missing some key skills needed in their new roles, and schools acknowledged that limited funds hindered most training improvements.

BTF and Resideo saw an opportunity for transformative change in trade education. In 2022, BTF facilitated the introduction of Resideo to their education partners nationwide. This move resulted in Resideo gifting state-of-the-art HVAC, Electrical, and Plumbing equipment to schools, along with comprehensive learning content to augment curriculum and access to Resideo's training infrastructure. Additionally, in collaboration with BTF and the college placement offices, Resideo introduces its network of professional employers to the program's students.

Building Talent Foundation will then coach graduates of the programs toward gainful employment, ensuring these individuals enter the workforce equipped with cutting-edge skills, ready to deliver exceptional service to clients. By the close of 2023, through Building Talent Foundation's strategic partnerships, Resideo aims to have 15 programs running in 9 schools, with the potential to impact up to 1,800 students. This collaborative effort underscores BTF's proactive approach and measurable impact in transforming skilled trades education.



By the close of 2023, through BTF's partnerships, Resideo plans to have 15 programs running in 9 schools.



Branka Minic, CEO of Building Talent Foundation presents Scott Harkin, Vice President of Sales for Resideo, with a BTF 2022 Industry Champion Award at the 2023 International Builders Show. Resideo is honored for their commitment, contribution, and collaboration in building a sustainable workforce in residential construction.



Joey: From Truss Builder at 18 to ABS's youngest Field Manager at age 20

Supporting the Growth of American Builders Supply



American Builders Supply (ABS), Florida's leading independent building materials supplier, sought diverse, qualified candidates to fill multiple positions across their Florida locations. They needed a reliable partner to address their growth.

Lennar referred Building Talent Foundation (BTF) to ABS and soon after BTF connected with ABS's Corporate Staffing Manager, Joe Misiti. BTF built a strong partnership with ABS, listening to their needs, and consistently presenting Misiti with quality, prescreened candidates. According to Misiti, "BTF walks the building, tours with us, and knows exactly the talent we need, including culture and fit. That helps us out a ton. BTF is a great partner."

The strong BTF-ABS partnership yielded a remarkable 125 new hires for ABS in 2022 and 2023 and has expanded their relationship to seven ABS locations.

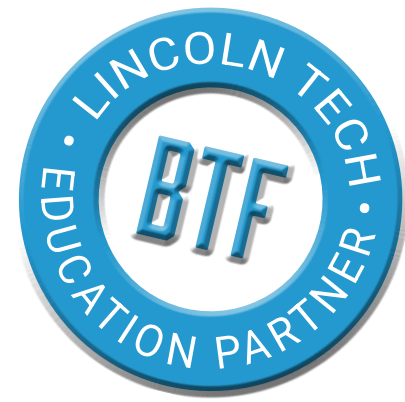
BTF's deep community engagement and partnerships with organizations like HBI and CareerSource broadened the candidate pool, bringing in diverse backgrounds, including veterans and opportunity youth. "BTF works with veterans, and that's fantastic. We hired veterans as field managers and service techs and they're doing phenomenally well," Misiti acknowledged. "BTF knows what they're doing. And that comes with paying attention, listening, and talking to us... it definitely saves us time and money."

In 2022 and 2023, BTF coached and guided 125 individuals into meaningful jobs with ABS.



Mentoring Lincoln Tech Students to Career Success

Building Talent Foundation and education partner Lincoln Tech collaborate to prepare students for success in the construction industry. Starting in the Dallas market, the partnership has since grown to Denver and Atlanta. While Lincoln Tech imparts technical skills, BTF offers soft skills training and job search assistance to align students with positions that match their talents and long-term goals. BTF and Lincoln Tech's shared mission of empowering students and transforming lives, adds value to communities and highlights Building Talent Foundation's dedication to working with education partners nationwide.



BTF Engagement Manager, Derrick Henderson, provides career coaching to students at Lincoln Tech in Atlanta, Georgia.





05 Building Thriving Communities

84%

BTF achieved an 84% six-month retention rate for all placements in 2022.

\$29M

BTF saved its employer partners \$29 million due to improved retention from October 2020–September 2023.

92,000

BTF saved 92,000 hours for its employer partners through streamlined hiring from October 2020–September 2023.

Building Thriving Communities



The impact of Building Talent Foundation's programs extends beyond the young people they coach, the jobseekers they guide to employment, and the businesses they supply with much-needed talent.

With investments made by corporate donors, Building Talent Foundation is positively impacting communities. By lifting 2,300 people into sustainable jobs to date, BTF has generated approximately \$103 million in taxes and fees to local, state, and federal government, thus contributing financial resources for programs that provide essential services for people in those communities.

Together, BTF and building companies are contributing to the wellbeing of people and communities.



Supporting Critical Construction Industry Stakeholders - TRADES

On behalf of its social investors, Building Talent Foundation is engaging their critical stakeholders – trade partners – and delivering significant impact. BTF streamlines the hiring process for our trade partners by conducting outreach, recruitment, screening, qualifying, selection, and prepping of candidates, presenting only the best-matched individuals to employer partners. This detailed approach not only connects just the right candidates with the right employers, but it also has saved businesses throughout the industry over 92,000 hours allowing construction companies to allocate their time and resources more efficiently.

In addition, Building Talent Foundation provides six months of post-hire support, reducing turnover rates. This has saved trades businesses a staggering \$29 million. By investing in candidates' success and enhancing workforce stability, BTF is making a tangible difference in the construction industry's efficiency and profitability.

In a sector where time is money, Building Talent Foundation's commitment to excellence not only benefits businesses but also contributes to a stronger and more prosperous future for skilled tradespeople and the entire construction industry.



Unleashing the “S” in ESG for BTF Donors

BTF Partners’ Reports Demonstrate Collaborative Impact



D.R. Horton - “D.R. Horton is a substantial supporter of BTF ... BTF’s work in bringing awareness, building talent connections, and building engagement in the construction industry enhances the overall diversity and inclusion in the industry and strengthens our pool of future talent. ...We are excited to be a part of the work that BTF is doing and look forward to continuing to participate in their future initiatives.”



Toll Brothers - “They also aim to build the talent pipeline by inspiring more young adults and people of color to explore a career in homebuilding. BTF brings together employers, educators, and all other market players to catalyze, accelerate, and synchronize joint projects for building the sector’s workforce of the future.”



Tri Pointe Homes - “...we believe that “making a difference” extends beyond the typical business boundaries, and includes utilizing our homebuilding expertise, resources, relationships, and people, to support programs like: Building Talent Foundation...”



Carrier - “Carrier is creating a pipeline of future HVAC technicians through a collaboration with Building Talent Foundation. The programs promote careers in the trades to youth and underrepresented populations, align training with industry needs and persistent labor shortages, and build engagement through career advancement opportunities. With Carrier’s support, Building Talent Foundation placed more than 500 people into HVAC-related jobs over two years.”



Taylor Morrison - “Taylor Morrison is a founding partner and our Chairman and CEO Sheryl Palmer serves as the Chairman of Building Talent Foundation (BTF), an organization dedicated to addressing the acute and persistent labor shortages across the housing industry with a mission to attract 100,000 new skilled workers by 2030...”



Meritage Homes - “Our philanthropic focus on DE&I relates to: Supporting the Building Talent Foundation’s efforts in advancing the education, training, and career progression of underrepresented minorities in the homebuilding and related industries.”



Simpson Strong-Tie - “Building Talent Foundation (BTF) is a nonprofit organization focused on connecting young and underserved people to skills, trades, training, and career opportunities. Its mission is to advance the education, training and career progression of young people and people from underrepresented groups as skilled technical workers and business owners in residential construction. In 2022, we reached our second year of our three-year commitment to donate \$600,000 in funding...”



Resideo - “In 2022, we also continued our partnership with Building Talent Foundation (BTF) through a multi-year commitment to building opportunities for students pursuing careers in the HVAC, security, and smart home industries, while also addressing the talent shortage in residential construction...”

Today, strong, responsible corporations are committed to their shareholders, but also to their people, their business partners, and their communities. Donors recognize that BTF programs align with their social sustainability priorities.



06

Accelerating Forward

Projected Impact by the End of 2025

300,000

BTF will serve 300,000 youth and career changers.

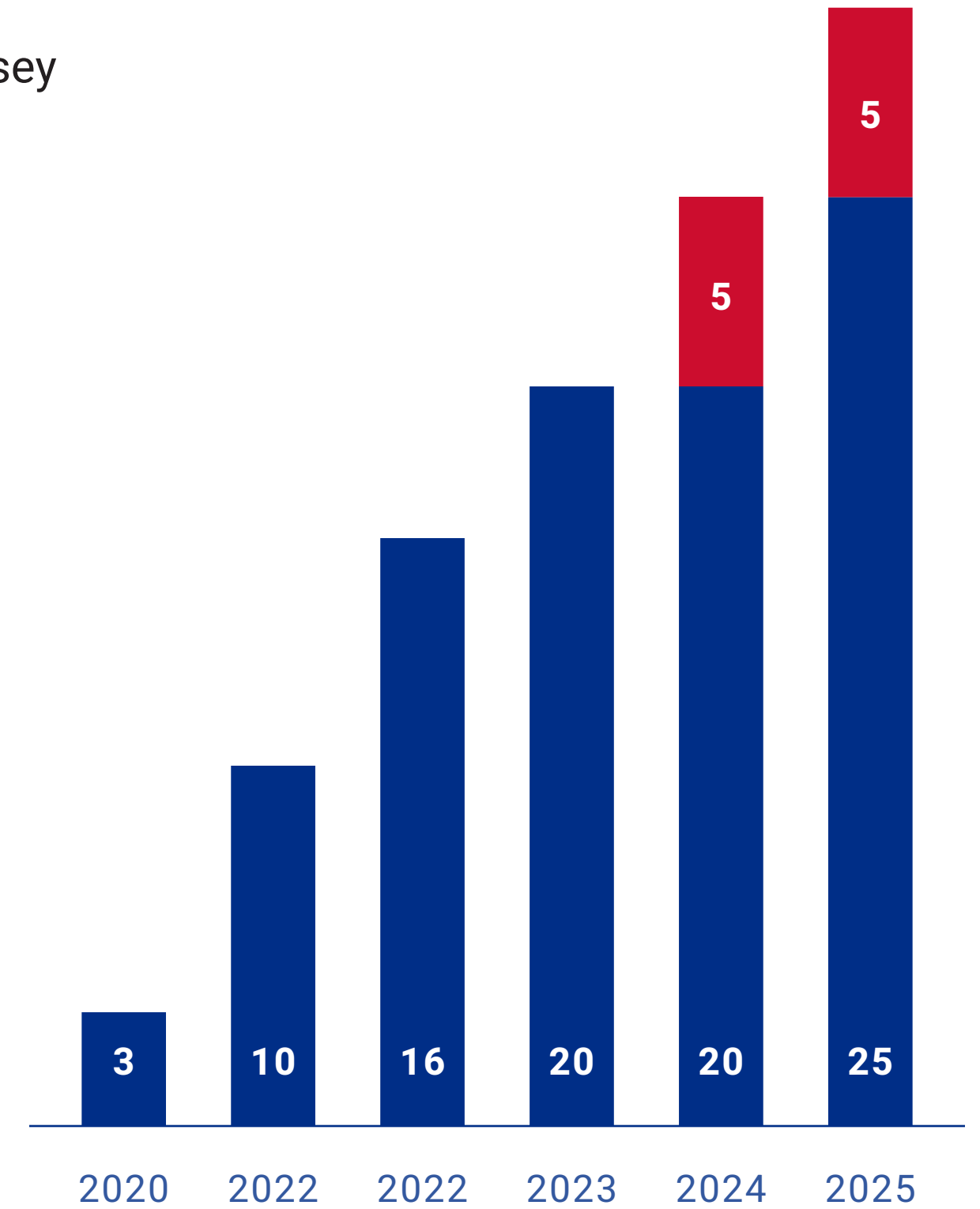
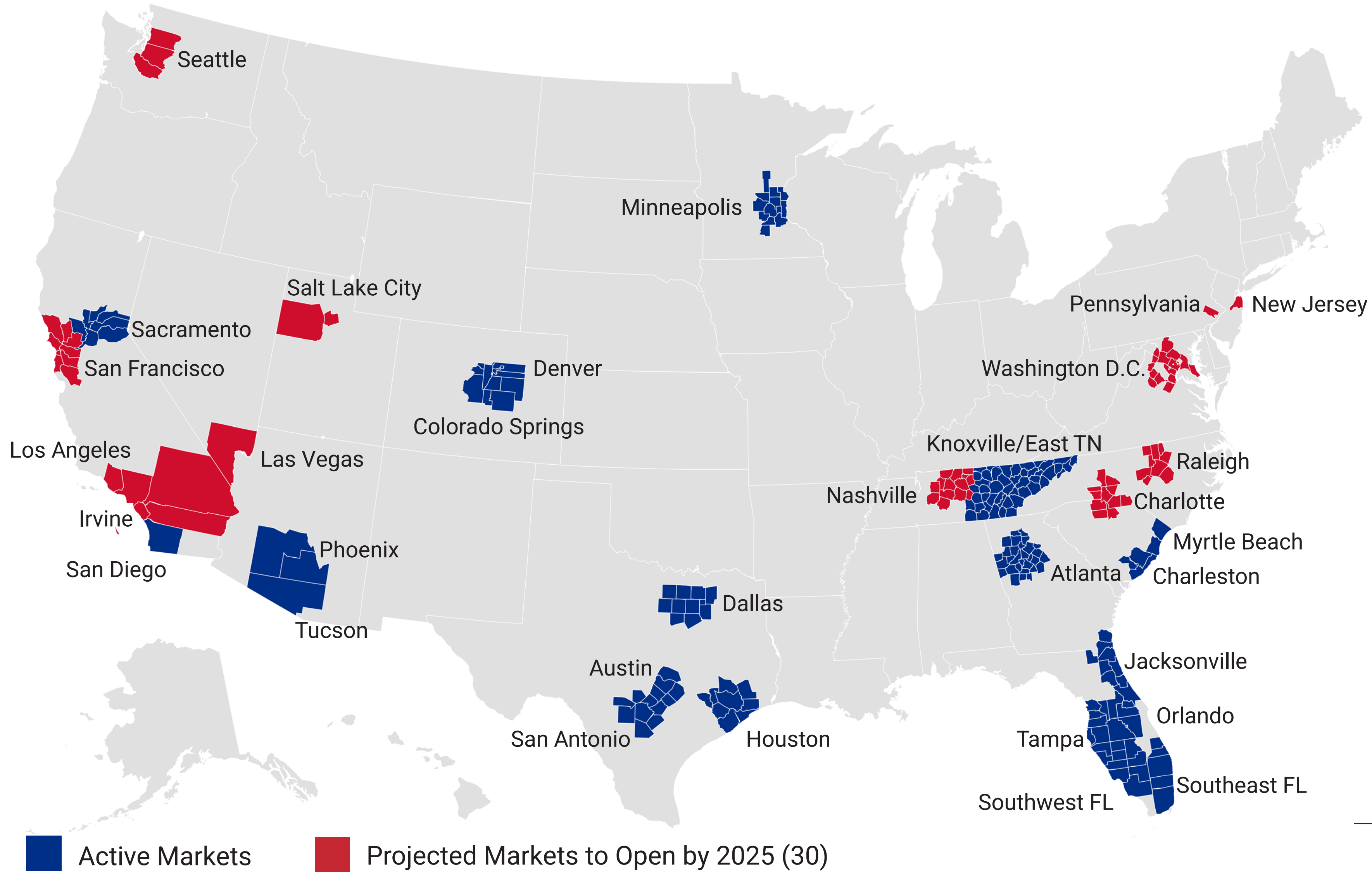
30,000

BTF will lift 30,000 individuals into gainful employment or transformative training programs.

30

BTF will expand and operate in 30 markets.

Expanding BTF's Markets



Leveraging Technology to Accelerate Impact



JobsToBuild.com



[JobsToBuild](#) is BTF's unique online career platform, dedicated to attracting a more diverse pool of job seekers to the industry and educating career explorers on available careers while streamlining the hiring process for both job seekers and employers. Jobs to Build offers 75,000+ job opportunities, thousands of quality candidates, and a vast array of career resources, all at no cost.

JobsToBuild's cutting-edge technology and personalized approach, supported by experienced Building Talent Foundation recruiters and career coaches, play a pivotal role in accelerating hiring and career exploration. This not only benefits employers with better hiring decisions, improved communication with candidates, and significant time and cost savings, but also empowers job seekers with the knowledge and tools needed to succeed in the construction industry.

JobsToBuild is working to close the hiring gap in the construction sector. Its user-friendly interface, military to civilian skills translator, and accessibility in multiple languages attract a diverse pool of talent, broadening the industry's reach and appeal to prospective workers.

JobsToBuild harnesses the power of technology to accelerate its impact within the construction industry. Through innovative technology, JobsToBuild is reaching a broader spectrum of talent and employers across the country. JobsToBuild actively promotes the industry to a more diverse and inclusive workforce, empowering the construction sector to stride confidently towards its full potential.



Unlocking Future Success: BTF Team is The Key Ingredient

National Team



Branka Minic
CEO



Jason Krieger
Director, Monitoring, Evaluation, Research and Learning



Carmen Cruz
National Partnership Development Director



Megan Karg
Operations Support Manager



Sophia Cabido
Donor Relations Manager



Terri Sue Monark
Marketing & Communications Manager



Kevin Carmack
Veteran Talent Engagement Manager



Brian Coller
Engagement Mgr. Southeast Region



Paola Rivera
Sr. Engagement Mgr. Orlando, FL



Justin Pries
Quality Assurance

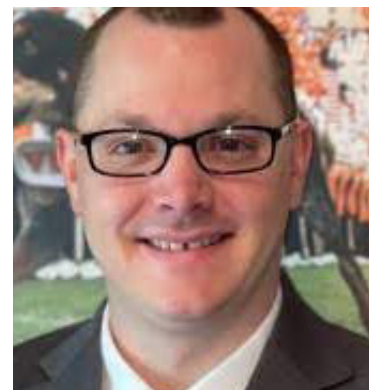


Jenna Salhab
Intern

Engagement Team Southeast Region



John Tilley
Engagement Director Southeast Region



Jonathan Karg
Sr. Engagement Mgr. Knoxville - East, TN



Derrick Henderson
Sr. Engagement Mgr. Atlanta, GA



Wayne Weeks
Sr. Engagement Mgr. Southeast FL



Joe Misiti
Sr. Engagement Mgr. Central FL



Lysan Hall
Engagement Mgr. Fort Myers, FL



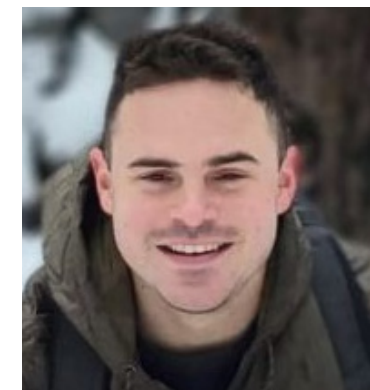
John Carter
Engagement Mgr. Jacksonville, FL



Doug Obenour
Engagement Mgr. Myrtle Beach, SC



Brenda Kennedy
Engagement Mgr. Charleston, SC



Daniel Coello
Engagement Coordinator Southeast Region

Engagement Team Central/West Region



Chris Rivera
Sr. Engagement Mgr. Phoenix/Tucson, AZ



Jenna Garcia
Sr. Engagement Mgr. San Antonio, TX



Allyson Kennon
Engagement Mgr. Dallas, TX



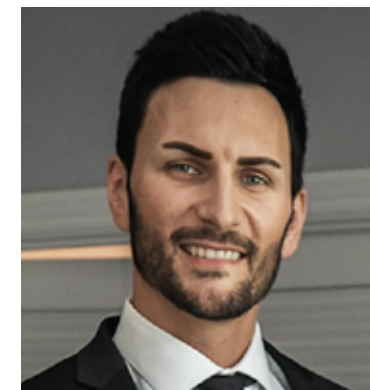
Ashley Steffens
Engagement Mgr. Austin, TX



Oscar Salazar
Engagement Mgr. Houston, TX



Joe Ventura
Engagement Mgr. San Diego, CA



Dennis Klinger
Engagement Mgr. Sacramento, CA

The BTF team's collective expertise and diverse perspectives are key for future success. Through a pragmatic blend of strategy, experience, and commitment, they persist in transforming lives while addressing the industry's talent shortage.

Help us Change Lives and Impact Communities



To learn more about how to partner with Building Talent Foundation, contact:

Sophia Cabido, Donor Relations Manager
Building Talent Foundation

Sophia.Cabido@BuildingTF.org
(213) 604-7226

Branka Minic, CEO
Building Talent Foundation

Branka.Minic@BuildingTF.org
(305) 491-7368

“Building Talent Foundation helped change my life in the biggest way possible. I can’t thank you guys enough!”

Jayden, CDL Driver, South Carolina.



Financial and other information about Building Talent Foundation's purpose, programs and activities can be obtained by contacting Branka Minic at 1455 Pennsylvania Ave. NW, Washington, DC 20004, (305) 491-7368, www.buildingtf.org, or for residents of the following states, as stated below. CONTRIBUTIONS ARE DEDUCTIBLE FOR FEDERAL INCOME TAX PURPOSES IN ACCORDANCE WITH APPLICABLE LAW. REGISTRATION IN A STATE DOES NOT IMPLY ENDORSEMENT, APPROVAL, OR RECOMMENDATION OF BUILDING TALENT FOUNDATION BY THE STATE.

Colorado: Colorado residents may obtain copies of registration and financial documents from the CO Secretary of State's office, 1700 Broadway, Suite 550, Denver CO 80290, (303-894-2200). **REGISTRATION BY THE SECRETARY OF STATE IS NOT AN ENDORSEMENT OF EITHER THE PAID SOLICITOR OR THE ORGANIZATION OR CAUSE THE SOLICITOR REPRESENTS.**

District of Columbia: License No. 400221000287

Florida: A COPY OF THE OFFICIAL REGISTRATION AND FINANCIAL INFORMATION MAY BE OBTAINED FROM THE DIVISION OF CONSUMER SERVICES BY CALLING TOLL-FREE, WITHIN THE STATE, 1-800-HELPFLA, OR VIA THE INTERNET AT www.FloridaConsumerHelp.com. REGISTRATION DOES NOT IMPLY ENDORSEMENT, APPROVAL, OR RECOMMENDATION BY THE STATE. Florida Registration #CH64508.

Georgia: The following information is available upon request: a full and fair description of the charitable program for which the solicitation campaign is being carried out and, if different, a full and fair description of the programs and activities of the charitable organization on whose behalf the solicitation is being carried out, and a financial statement or summary consistent with the financial statement required to be filed with the Secretary of State pursuant to Code Section 43-17-5.

Illinois: Contracts and reports regarding Building Talent Foundation are on file with the Illinois Attorney General.

Kansas: Registration No. 543-390-9. An annual financial report required by K.S.A. 17-1763 for the preceding fiscal year is on file with the Secretary of State.

Maryland: A copy of the current financial statement of Building Talent Foundation is available by writing to Building Talent Foundation, 1455 Pennsylvania Ave. NW Washington, DC 20004, Attn: Branka Minic, or by calling 1-305-491-7368. Documents and information submitted under the Maryland Solicitations Act are also available, for the cost of postage and copies, from the Maryland Secretary of State, State House, Annapolis, MD 21401, (410) 974-5534.

Michigan: Registration No. 63226.

Mississippi: The official registration and financial information of Building Talent Foundation may be obtained from the Mississippi Secretary of State's office by calling 1-888-236-6167. Registration by the Secretary of State does not imply endorsement by the Secretary of State.

Nevada: Contributions may be tax-deductible pursuant to the provisions of sec. 170(c) of the Internal Revenue Code of 1986, 26 U.S.C. §170(c).

New Jersey: INFORMATION FILED WITH THE ATTORNEY GENERAL CONCERNING THIS CHARITABLE SOLICITATION AND THE PERCENTAGE OF CONTRIBUTIONS RECEIVED BY THE CHARITY DURING THE LAST REPORTING PERIOD THAT WERE DEDICATED TO THE CHARITABLE PURPOSE MAY BE OBTAINED FROM THE ATTORNEY GENERAL OF THE STATE OF NEW JERSEY BY CALLING (973) 504-6215 AND IS AVAILABLE ON THE INTERNET AT <http://www.state.nj.us/lps/ca/charfrm.htm>. REGISTRATION WITH THE ATTORNEY GENERAL DOES NOT IMPLY ENDORSEMENT.

New York: A copy of our most recently filed financial report is available from the Charities Registry on the New York State Attorney General's website at www.charitiesnys.com or, upon request, by contacting the New York State Attorney General, Charities Bureau, 28 Liberty Street, New York, NY 10005, or us at 1455 Pennsylvania Ave. NWDC 20004. , , WashingtonYou may obtain information on charitable organizations from the New York State 8401. A copy of -Office of the Attorney General at www.charitiesnys.com or (212) 416also obtained, upon request, by writing to Building the latest annual report may be Talent Foundation, 1455 Pennsylvania Ave. NW Washington, DC 20004, Attn: Branka Minic.

North Carolina: Financial information about this organization and a copy of its 4989 -830-888-license are available from the State Solicitation Licensing Branch at 12214 (outside of North Carolina). The license is -(within North Carolina) or (919) 807not an endorsement by the State.

Oregon: Registration with the Attorney General does not imply endorsement, sanction or approval of the solicitation, its purposes, the manner in which it is conducted or the person or organization conducting it, by the Attorney General or any other governmental agency or officer. **Pennsylvania:** The may be Building Talent Foundation official registration and financial information of free, within -obtained from the Pennsylvania Department of State by calling tollPennsylvania, 1-800-732-0999. Registration does not imply endorsement. **Tennessee:** Registered with the Tennessee Secretary of State as required by law. Registration No. C040124. **Virginia:** The potential donor may obtain additional financial information from the State Office of Consumer Affairs in the Department of Agriculture and Consumer Services, P.O. Box 1163, Richmond, VA 23218 **Washington:** Additional financial disclosure and other information may be obtained upon request made to the 4483 or online at -332-800-Washington state Secretary of State at 1 www.sos.wa.gov/charities. Any registration or notice of solicitation required by the charitable solicitation act is on file with the Washington state Secretary of State's office. Currently registered with the Washington state Secretary of State as required by law. Registration number 2004975. **West Virginia:** Inquiries regarding Building Talent Foundation may be made to Building Talent Foundation's Chief Financial Officer (or 7368. West Virginia residents may obtain a summary -491-305-his/her successor) at 1 of the registration and financial documents from the Secretary of State, State Capitol, Charleston, West Virginia 25305. Registration does not imply endorsement. **Wisconsin:** A financial statement of the charitable organization disclosing assets, liabilities, fund balances, revenue and expenses for the preceding fiscal year will be provided to any person upon request.

**07 Thank You,
BTF Champions!**

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NextWave Safety Solutions

Quality Built
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United Way of Long Island
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National, State & Local Associations

Air Conditioning Contractors of America -ACCA
Building Industry Association of WA
Charleston Home Builders Association
Conditioned Air Association of Georgia - CAAG
Construction Industry Education Foundation
Greater Houston Builders Association
Greater Orlando Builder Association
Home Builders & Remodelers Association of Central CT
Home Builders of Metro Denver
Homebuilders Association of Greater Knoxville
Horry Georgetown Home Builder Association
Housing First Minnesota
Independent Electrical Contractors
Institute of Heating and Air Conditioning Industries, Inc - IHACI
Insulation Contractors Associations of America
Lakeville Chamber of Commerce - Minnesota
North American Insulation Manufacturers Association
National Association of Women in Construction-Knoxville Chapter
National Tile Contractors Association
Painting Contractors Association
Regional Black Contractors Association-Dallas
Residential Energy Services Network - RESNET
Southern Nevada Home Builders Association
Texas Air Conditioning Association
Texas Masonry Council
The Electrical Association of Philadelphia, Inc. - Blue Bell, PA
The Latin American Association
Treasure Coast Builders Association
Vinyl Siding Institute

Thank You Valued Partners – *Continued*

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