



Build your network,
boost your voice —

**BECOME AN
HCC MEMBER!**



There are endless benefits to joining the HCC community...

- ✓ Expand your professional network
- ✓ Learn how to do business with public entities and large corporations
- ✓ Build your network with qualified certified small business to help you meet your diversity goals
- ✓ Give back to your community
- ✓ Have lobbyist representation at all public levels
- ✓ Promote your business year-round on the HCC website and in newsletters
- ✓ Receive discounts on events, trainings and workshops
- ✓ Attend exclusive events hosted by large businesses
- ✓ Serve on a committee
- ✓ Get connected with HCC partners, including AGC, CMCA, COMTO, CCA, IECRM, RMMCA, RMNECA, SMACNA and more





THE UNFOUNDDOOR
WWW.THEUNFOUNDDOOR.COM

About HCC Founded in 1990, Hispanic Contractors of Colorado (HCC) is a 501(c)6 non-profit corporation and professional trade association. Our membership is comprised of general contractors, subcontractors, engineering/design firms, professional services companies, non-profit members in the construction industry and public entities. We collaborate with other trade associations, including ABC, AGC, CABPES, CCA, COMTO, IECRM, NECA, NUCA and SMACNA. We take pride in helping small, diverse contractors understand how to do business with public entities and large corporations.

Our Mission is to build opportunities to strengthen and sustain our members' knowledge, connections and voice within the public/private sector in the Colorado construction industry.

Engage In the Four Pillars of HCC:



We offer a variety of events and general membership meetings (GMMs) and various specialty committee groups throughout the year to offer our members opportunities to network. Our small businesses have numerous opportunities to build long-lasting relationships with prime contractors, subcontractors and professional services companies. We have strategic partnerships with various organizations as well as local, city, state and county MWBE agencies that also provide resources to our members.



Through involvement in our committees and Board of Directors, we offer opportunities for members to develop their professional skills to maintain successful relationships, contributing to organizations and actively participating in the construction community. We also help members develop their leadership skills by sponsoring leadership training and growing the next generation of leaders.



Our education affiliate, HCC Contractor Academy, is a 501(c)3 organization that focuses on two areas of education—core/adhoc classes and the Scaling program. HCC Contractor Academy's classes are valuable courses that small- and medium-sized business use as a professional development tool for business owners and employees. The Scaling program is a six-month leadership program designed for business owners ready to take their company to the next level. The program provides these leaders with tools, insights and skills to scale their business.



HCC members are influential on local public entity task forces and councils. This ensures programs are structured for maximum opportunity and growth, while developing and supporting valuable relationships with key policy makers. HCC is a member of the Building Jobs 4 Colorado (BJ4C) coalition, which advocates on payment reform and construction legislative issues. Our relationships ensure participation at state and local government levels on issues that impact our industry.



HCC Committees

are a great way to get involved. HCC members can participate on a committee and/or the HCC Contractor Academy (HCC CA) board.

Aviation

Second Tuesday, 8:30 – 10 am

- Connects HCC members to Denver International Airport and all other airports within the State to identify current and future business opportunities
- Helps navigate, train and foster a program for disadvantaged and underutilized businesses and entrepreneurs to successfully deliver projects statewide

Governance

Last Friday, 10 – 11 am (by invite only)

- Provides leadership and support to HCC in the areas of HR/staffing, including hiring, job descriptions, benefits, etc.
- Helps to identify future board members as well as identify and make recommendations on other actions as needed

Infrastructure

First Wednesday, 11 am – 12 pm

- Identifies outgoing and future expansion project opportunities with public agencies, such as the City and County of Denver, DOTI, CDOT, Denver Water, RTD and others
- Navigates, instructs and fosters a program for disadvantaged businesses to do business with these agencies

Legislative Policy Committee for State and

Local Affairs

Fourth Thursday, 11:30 am – 1 pm

- Advocates and educates on behalf of diverse and certified firms on the local and state level to ensure that any legislative and adverse initiatives affecting construction-related companies can be addressed in a factual legal and beneficial matter
- Communicates with the executive committee, board of directors and HCC members and oversees relevant communications

Marketing, Membership & Events

Second Tuesday, 11 am – 1 pm

- Responsible for the recruitment and retention of members through events, membership drives and other outreach efforts
- Programs monthly HCC industry dinners

Small Business Roundtable

Third Thursday, 9 – 10:30 am

- Builds a broader interconnected business network that embraces all businesses—with a focus on small businesses—and encourages collaboration with a diverse group of individuals
- Develops strong relationships within the community—both internally and externally to the construction industry—and in members' personal networks to advance business for everyone

Women in Leadership (WIL)

First Friday, 8:30 – 10 am

- Advocates for women in construction
- Provides leadership trainings, networking and awareness for members
- Champions an inclusive environment to attract, develop, support and retain women in the architecture, engineering and construction industries

Seasonal Committees (*meet as needed*):

Awards Banquet

- Plans, coordinates and promotes the annual Awards Banquet

Clay Shoot

- Plans, coordinates and promotes the annual fall Clay Shoot

Golf

- Plans, coordinates and promotes the annual spring Golf Tournament

Hispanic Legacy

- Promotes and improves equality, solidarity and growth opportunities through leadership education in the Hispanic/Latino construction community
- Recommends outcomes for actions and achievements involving the Hispanic/Latino construction community to the HCC Board

HCC Contractor Academy:

HCC Contractor Academy Fundraising

Meets as needed

- Focused on fundraising efforts for HCC Contractor Academy
- Helps identify grant opportunities

HCC Contractor Academy Programs

Second Friday, 8 – 9:30 am

- Develops and facilitates the Scaling program as well as core and ad hoc classes and workshops for HCC Contractor Academy, the education entity of HCC
- Plans relevant training and education to small businesses in construction and their employees





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A Message from the Executive Director

Dear current and prospective HCC members,

At HCC, our top priority continues to be the Colorado A/E/C business community. Our HCC members are dynamic, welcoming and diverse businesses, with strong relationships within various communities. The reason everyone respects HCC is because when we look around the room, we see people from every background and with knowledge in multiple industries. That gives us the opportunity to get to know others, share unique experiences and learn about different paths of life.

Our members have several options to become involved and increase their visibility. HCC's monthly General Membership Meetings (GMMs) provide an incredible networking opportunity to connect with prime contractors, subcontractors, engineering and architectural firms and government entities that are closely engaged with HCC. We are excited to have our annual awards banquet, golf tournament and clay shoot this year, as well as a variety of other special events that serve as a platform for your business to be known and recognized. Additionally, we have HCC committees that work individually under different areas in our industry, including Aviation; Infrastructure; Small Business; Women in Leadership; Marketing, Membership & Events; Governance and Legislative. These groups actively participate in industry changes and represent HCC members' opinions and issues.

Our sister affiliate, HCC Contractor Academy, continues with core and adhoc trainings and the Scaling program. Our core and adhoc classes are better than ever, thanks to our partnerships with Front Range Community College and the Disadvantaged Small Business Office (DSBO) at the City and County of Denver, which help us create a robust and sustainable year-round programs. Our Scaling program is a unique six-month program that combines hands-on classroom time, group interaction, discussion series and one-on-one support with an industry professional. Our third cohort will start in January 2023.

We must continue working together as we recover from the challenges we faced the last couple of years. Our journey to help our members build relationships and partnerships is constant and an intricate part of our mission. Together, we are never alone.

At HCC, we recognize that life gets busy; however, building relationships is important for you and your business. Make the time to attend our next event. We look forward to greeting you at the door and introducing you to other members with common interests and goals.

Best regards,

A handwritten signature in dark ink that reads "R. Aburto".



Rosy Aburto McDonough

Executive Director

303-893-3893

rosy@hcc-diversityleader.org

Diamond.....\$15,000

Annual Awards Banquet

- Logo in event marketing materials and on-site materials, including social media postings and website
- Twelve (12) complimentary tickets
- Opportunity to include promotional materials at tables

Spring Golf Tournament

- Logo in event marketing materials and on-site materials, including social media postings and website
- One (1) complimentary foursome
- Opportunity to include company promotional materials in “player’s bag”

Summer Picnic

- Logo in event marketing materials and on-site materials, including social media postings and website
- Six (6) complimentary tickets

Holiday Cake Auction

- Opportunity to reserve a table for the company’s guests
- Verbal recognition from stage
- Logo in event marketing materials and on-site materials, including social media postings, website, banners and materials placed on tables
- Eight (8) complimentary tickets

General Monthly Membership (GMM) Dinners: Annual Company Package

- Two (2) tickets for each of the 11 GMM events
- Logo included on event marketing materials and presentation
- Verbal recognition at each GMM event

GMM Dinners “Pay it Forward” Package

- One (1) ticket for each of the 11 GMM events for a young professional or start-up business in the industry to attend

General Benefits

- Logo on exclusive banner
- Logo included in various HCC marketing collateral, including website, social media and HCC events
- Recognition on all presentation slides for HCC and HCC Contractor Academy webinars and trainings
- Listing in the HCC online directory
- Opportunity to post contracting opportunities in weekly newsletters
- Opportunity to post job openings in weekly newsletters and HCC website
- Opportunity to serve as chair or co-chair on committees based on individual interests: Aviation; Infrastructure; Women in Leadership; Marketing, Membership & Events; Legislative; and Small Business Round Table

Annual Clay Shoot

If the member does not use its Annual Awards Banquet benefits, its participation can be transferred to the Annual Clay Shoot. If not, sponsorship opportunities and tickets are available at HCC member rates. Please contact HCC with any questions.

There is a \$35 administration fee for all new member applications.

Platinum.....\$10,500

Annual Awards Banquet

- Logo in event marketing materials and on-site materials, including social media postings and website
- Ten (10) complimentary tickets
- Opportunity to include promotional materials at tables

Spring Golf Tournament

- Logo in event marketing materials and on-site materials, including social media postings and website
- One (1) complimentary foursome
- Opportunity to include company promotional materials in “player’s bag”

Summer Picnic

- Logo in event marketing materials and on-site materials, including social media postings and website
- Four (4) complimentary tickets

Holiday Cake Auction

- Opportunity to sit at the HCC Platinum Members table
- Verbal recognition from stage
- Logo in event marketing materials and on-site materials, including social media postings, website, banners and materials placed on tables
- Six (6) complimentary tickets

General Monthly Membership (GMM) Dinners: Annual Company Package

- One (1) ticket for each of the 11 GMM events
- Logo included on event marketing materials
- Verbal recognition at each GMM event

GMM Dinners “Pay it Forward” Package

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General Benefits

- Logo on exclusive banner
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- Listing in the HCC online directory
- Opportunity to post contracting opportunities in weekly newsletters
- Opportunity to post job openings in weekly newsletters and HCC website
- Opportunity to serve as chair or co-chair on committees based on individual interests: Aviation; Infrastructure; Women in Leadership; Marketing, Membership & Events; Legislative; and Small Business Round Table

Annual Clay Shoot

If the member does not use its Annual Awards Banquet benefits, its participation can be transferred to the Annual Clay Shoot. If not, sponsorship opportunities and tickets are available at HCC member rates. Please contact HCC with any questions.

There is a \$35 administration fee for all new member applications.

Gold \$6,000

Annual Awards Banquet

- Logo in event marketing materials and on-site materials, including social media postings and website
- Eight (8) complimentary tickets
- Opportunity to include promotional materials at tables

Spring Golf Tournament

- One (1) complimentary foursome

Summer Picnic

- Two (2) complimentary tickets
- Recognition during presentation

Holiday Cake Auction

- Two (2) complimentary tickets
- Recognition during presentation

General Monthly Membership (GMM) Dinners: Annual Company Package

- One (1) ticket for each of the 11 GMM events

General Benefits

- Logo on shared banner
- Logo included in HCC marketing collateral and website
- Listing in the HCC online directory
- Opportunity to post contracting opportunities in weekly newsletters
- Opportunity to post job openings in weekly newsletters and HCC website
- Opportunity to serve as chair or co-chair on committees based on individual interests: Aviation; Infrastructure; Women in Leadership; Marketing, Membership & Events; Legislative; and Small Business Round Table

Annual Clay Shoot

If the member does not use its Annual Awards Banquet benefits, its participation can be transferred to the Annual Clay Shoot. If not, sponsorship opportunities and tickets are available at HCC member rates. Please contact HCC with any questions.

There is a \$35 administration fee for all new member applications.



Silver \$3,000

Annual Awards Banquet

- Logo in event marketing materials and on-site materials, including social media postings and website
- Two (2) complimentary tickets

Spring Golf Tournament

- Two (2) complimentary tickets

Summer Picnic

- One (1) complimentary ticket

Holiday Cake Auction

- One (1) complimentary ticket

General Monthly Membership (GMM) Dinners: Annual Company Package

- One (1) ticket for each of the 11 GMM events

General Benefits

- Logo included in HCC marketing collateral and website
- Listing in the HCC online directory
- Opportunity to post contracting opportunities in weekly newsletters
- Opportunity to post job openings in weekly newsletters and HCC website
- Opportunity to serve as chair or co-chair on committees based on individual interests: Aviation; Infrastructure; Women in Leadership; Marketing, Membership & Events; Legislative; and Small Business Round Table

Annual Clay Shoot

If the member does not use its Annual Awards Banquet benefits, its participation can be transferred to the Annual Clay Shoot. If not, sponsorship opportunities and tickets are available at HCC member rates. Please contact HCC with any questions.

There is a \$35 administration fee for all new member applications.



Public Agency	\$3,000
General Member (Certified Firms)	\$1,500
Small Business (2-20 employees)	\$525
Small Business (1 employee)	\$355
Non-Profit	\$150

General Benefits

- Member registration rates for HCC events, including GMM Dinners, trainings and other events
- Listing in the HCC online directory, including logo and description
- Opportunity to post contracting opportunities in weekly newsletters
- Opportunity to post job openings in weekly newsletters and HCC website
- Opportunity to serve as chair or co-chair on committees based on individual interests: Aviation; Infrastructure; Women in Leadership; Marketing, Membership & Events; Legislative; and Small Business Round Table

There is a \$35 administration fee for all new member applications.



Membership Add-Ons

GMM À La Carte.....\$500/Package of 11 — or — \$50/Dinner*

HCC has dinner meetings/socials 11 months of the year. Buy the package and your company is assured of a spot at each dinner (based on company, not person). The monthly dinner meetings/socials are a way to network with fellow association members and peers, stay on top of what is happening in the industry and receive topical and important information from expert speakers and panel members. Additional À La Carte options can be purchased for guests (typically \$50 each) to each GMM Dinner.

GMM Sponsorship.....\$500/Dinner

HCC's dinner meetings/socials are an opportunity to network with small businesses, general contractors, subcontractors and specialty subcontractors, A/E firms, public entities, suppliers and service providers. We bring topics to each GMM that inform our members about ways to stay abreast of industry changes, events and contract opportunities, as well as receive topical and important information from expert speakers and panel members. A GMM sponsorship includes 15-20 minutes of participation during a single dinner to inform HCC members about a project or initiative your company is wanting to promote.

Pay-It-Forward.....\$500/Package of 11 — or — \$50/Dinner

Pay-It-Forward is a workforce development program for high school seniors and students enrolled at a local community college, college or university who are interested in pursuing careers in the construction industry, including construction trades/apprentice programs, construction management and construction-related professional services. Under this program, HCC members serve as hosts and sponsor a student to attend a monthly GMM dinner. The purpose of the Pay-It-Forward program is to attract, recruit and retain young people for the construction industry. You can purchase the "Pay it Forward" option from 3 to 11 dinner tickets (\$50 each) to our GMM Dinners.

*Some events may have higher registration fees depending on location and scope.

Event Fees Fees shown are member-only rates.

Annual Awards Banquet

\$175/person — or — \$875/half-table & \$1,750/table

Clay Shoot

\$175/person — or — \$700/foursome

General Membership Meeting

Starting at \$50/event/person

Golf Tournament

\$175/person — or — \$700/foursome

Holiday Cake Auction Event/Social

\$65/person

Summer Picnic

\$50/person

Wine Tasting & Professional Services Tradeshow

Starting at \$75/person & \$350/exhibitor

CONNECT WITH US ON SOCIAL!



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linkedin.com/company/hccolorado



twitter.com/hccolorado



instagram.com/hccolorado

HCC Contractor Academy's Mission

is to deliver quality education to individuals and companies to be successful and sustainable in the construction industry. HCC Contractor Academy (HCC CA) is a 501(c)3 non-profit supported entirely by sponsors, donations and grants, which are tax deductible. HCC CA counts on contributions to execute its programs. Through your support, HCC CA can continue to play a key economic development role in Colorado by developing the business savvy and technical skills of our local contractors.



ARE YOU READY TO MOVE YOUR COMPANY TO THE NEXT LEVEL?

HCC Contractor Academy Scaling Program: A Six-Month Senior-Level Leadership & Management Program

The HCC Contractor Academy Scaling Program is a unique six-month program that combines hands-on classroom time, group interaction, discussion series and one-on-one support with a dedicated industry professional.

The objective of this exclusive program is to provide senior-level leadership and management participants with the tools, insights and skills needed to scale their business. The program is limited to 15 participants, which allows extensive collaboration and exploration while offering the time and space for discussions with peers on today's real-life challenges and opportunities. In addition, each participant is partnered with a C-level executive coach from a matching industry.

- Increase executive effectiveness
- Set a strategic vision for sustained success
- Establish a solid financial foundation
- Build bench strength
- Win profitable work
- Manage your risk profile

Participant Eligibility:

- Be an owner, senior-level manager or executive or president of the company with decision-making authority
- Have access to the company's financial reports and be familiar with the information
- Be committed to invest the time and effort to scale the business
- Be committed to attend all sessions (in order to graduate, 90% attendance is required)

Business Eligibility:

- Must be construction, engineering, architecture, design or related services
- Have at least \$1,000,000 in annual revenue
- Be in operation for at least three years

The Scaling Program is held once per year, beginning in January. To receive a notification when applications open for the next cohort, sign up online at hcc-contractoracademy.org.

Business Acumen

This course includes the science of making money while working with the government. It includes computer literacy, getting certified and bonded as well as networking, communication and documentation.

Business Development

This course covers the sales cycle including the funnel from developing opportunities to new business development process to sales process to presenting bids. It will teach participants how to market the business and will cover joint ventures and partnering as well as estimating and market analysis.

Company Finance and Accounting Systems

This course includes topics on accounting basics and finance in the construction business, including accounts payable, receivable, payroll, budget, forecasting and tax management. Participants will learn basic cost determination, business planning, banking needs and how to build an annual business plan.

Contracts and Subcontracts

This course focuses on contracts in construction and will teach participants how to understand contract and subcontract language and requirements. Participants will learn to read and negotiate a contract and subcontract. Additional topics include billing and reporting requirements and specific forms included within documents.

HR – Managing Your Team

This course covers effective hiring, leading others and relationship building. Topics include personal accountability, tips on managing teams, identifying and building future talent. The course will also cover mentoring, training, conflict management and supervisory skills.

HR Basics & Legal Issues

During this HR-centric course, legal issues surrounding human resources will be discussed. This includes hiring, state and federal employment requirements, labor sourcing and community programs for hiring. Participants will learn how to develop an employee handbook. Additional course content includes safety regulations and emergency preparedness as well as 401K and new employer laws; compliance with employee and employer guidelines; HR legal requirements; and federal, state and local laws.

Operations Planning

Topics covered during this course include material and equipment management in logistics as well as managing manpower, effective time management, operation, labor tracking and project startup. Change management, scope change, labor cost tracking and productivity will also be discussed. Participants will also learn how to track project trends, schedule and estimate.

Project Cost Management

During this course, participants will learn about estimating and preparing a bid, change orders, earned value, certified payroll, budgeting and material cost tracking. The course will cover construction accounting, cost codes, invoices and lien waivers as well as application for payment and schedule of values. Participants will learn to determine hard costs and manage cash flow.

Project Management

This course teaches participants to understand plans and specs, how to handle contract close out, contract terms and conditions and contract review. Course materials include project data collection, cost analysis, schedule tracking, quality and prioritization. Participants will learn safety management and quality that impacts the bottom line, including planning, scheduling and effective documentation.

Risk Management

During this course, participants will learn about safety, risk evaluations, insurance needs, insurance and bonding requirements. Risk analysis, risk management and risk versus opportunity evaluation will also be discussed.

Technology Literacy

This course covers relevant software for the construction business, virtual communication and using technology to develop plans.

Get Involved! HCC

Contractor Academy has a variety of sponsorship levels available to ensure your company gets maximum exposure across the construction industry and within the small and minority contracting community. A corporate sponsorship demonstrates your commitment the continuing education and development of small business owners, employees, and emerging business leaders.



HCC Contractor
Academy

Rotating Classes

These ad hoc courses are offered quarterly by industry experts on topics that are timely and relevant to the industry.

Core Classes

This series of 11 college-level courses consists of business management and development topics offered throughout the year in partnership with Front Range Community College (FRCC) and industry experts.

Scaling Program

Scaling is an intensive 6-month senior leadership and management program combining education, peer learning and mentorship to help contractors scale their business for continued success.

Sponsorships are tax deductible. Please contact HCC Contractor Academy to discuss a customized sponsorship package that aligns with your corporate mission and goals.

HCC Contractor Academy

303-893-3893

info@hcc-contractoracademy.org

hcc-contractoracademy.org

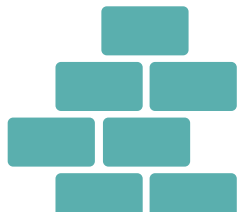


Sponsorship Opportunities: HCC Contractor Academy



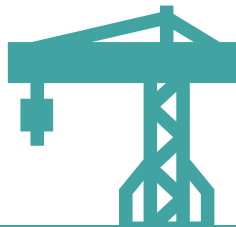
Development \$500

- Recognition and logo on social media and promotional materials for all Rotating Classes (4 total)
- Recognition and materials provided at all in person and virtual Rotating Classes
- Logo with individual class listings on HCC CA website
- Two student tickets for each Rotating Class



Infrastructure \$1,500

- Recognition and logo on social media and promotional materials for a half year of Core Classes (6 total)
- Recognition and materials provided to students at 6 Core Classes hosted at FRCC
- Logo with individual class listings on HCC CA website
- One student ticket for 6 Core Classes of your choice



Foundation \$2,500

- Recognition and logo on social media and promotional materials for all Core Classes (11 total)
- Recognition and materials provided to students at all Core classes hosted at FRCC
- Logo with individual class listings on HCC CA website
- Sponsorship acknowledgement at all HCC CA events
- One student ticket for all Core Classes



Topping Off \$5,000

- Recognition and logo on social media and promotional materials for all Rotating Classes and Core Curriculum (15 total)
- Recognition and materials provided to students at all Rotating and Core Classes hosted at FRCC
- Logo with individual class listings on HCC CA website
- Sponsorship acknowledgement at all HCC CA events
- One student ticket for all Rotating and Core Classes
- Two tickets to an annual HCC CA event of your choice



Sky Line \$10,000

- Recognition and logo on social media and promotional materials for the Scaling Program
- Recognition and materials provided to students at the Scaling Program
- Logo as a Scaling Program sponsor on HCC CA website
- Sponsored attendance for one company in the Scaling Program
- Sponsorship acknowledgement at all HCC CA events
- Two tickets to two annual HCC CA events of your choice
- Feature story in the HCC newsletter



**Reserve your
membership online at
[hcc-diversityleader.org!](http://hcc-diversityleader.org)**

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 **HCC** HISPANIC CONTRACTORS
OF COLORADO

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