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WHAT IS INDIANA CONSTRUCTORS, INC.?

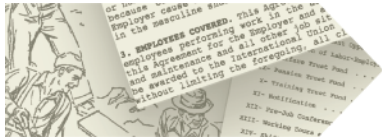
Indiana Constructors, Inc. (ICI) is a trade association representing the Hoosier highway, heavy and utility construction industry. Since 1924, ICI has provided safety services, legislative advocacy, labor relations, member communications, networking events, educational opportunities and workforce development initiatives for member companies and their employees.

ICI is the Indiana highway, heavy and utility chapter of Associated General Contractors of America and the Indiana affiliate of the American Road & Transportation Builders Association, connecting Indiana road builders to the national construction industry. ICI is a member association of Build Indiana Council, which helps ensure long-term, adequate, stable funding for Indiana's system of highways, roads and bridges.



SAFETY

Indiana Constructors, Inc.'s No. 1 priority is workplace safety. Through education, consultation and training, the association helps to keep Hoosier infrastructure and transportation construction workers safe on the job.



LABOR RELATIONS

Indiana Constructors, Inc. negotiates labor contracts with our union partners, assists with grievances, provides trustees for various pension funds and administers the industry drug testing program (ICISAT).



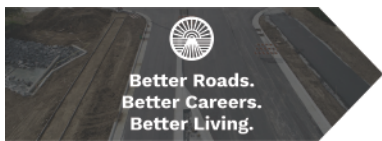
GOVERNMENT AFFAIRS

Indiana Constructors, Inc. provides a space for infrastructure and transportation construction workers to partner with their government agency counterparts to develop collaborative solutions on regulatory issues.



ADVOCACY

Indiana Constructors, Inc. uses its strong, united industry voice at the Indiana Statehouse and on Capitol Hill, advocating for a favorable business climate for association member companies.



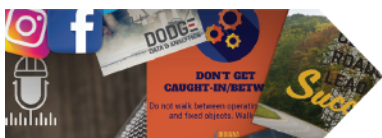
WORKFORCE DEVELOPMENT

Indiana Constructors, Inc. encourages and educates the next generation of Hoosier workers through Work IN Roads, Indiana Constructors Leadership Institute, the Leadership Development Committee and ICI scholarships.



NETWORKING

Indiana Constructors, Inc. connects infrastructure and transportation construction workers through virtual and in-person meetings, educational presentations, golf outings and the annual convention, INRoadCon.



COMMUNICATIONS

Indiana Constructors, Inc. shares industry information with newsletters, social media posts, weekly podcasts, video productions and on the website indianaconstructors.org.