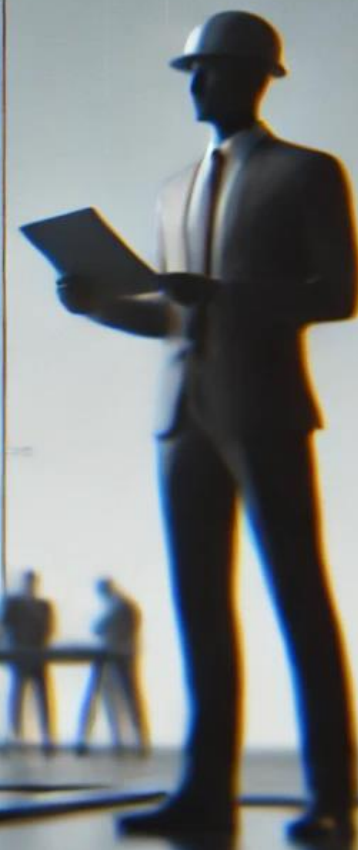




2025



Board of Directors

**Peter
Cafiero**



*Chairman of
the Board
Island
Painting, Inc.*

**Penny
McDonald**



*Vice Chair
Tri-State
Painting Co.,
Inc.*

**Brad
Pinchot**



*Treasurer
Frank Novak &
Sons*

**Clark
Anderson**



*Director
Swanson &
Youngdale,
Inc.*

**Paul
Buzzin**



*Director
Protex
Painting &
Contracting*

**Mark
Borgmann**



*Director
Leach
Painting, Co.*

**Tom
Carney**



*Director
TEC Protective
Coatings*

**Tom
Clerkin**



*Director
Ceilings,
Inc.*

**Thomas
Corbett**



*Director
ECL
Engineered
Coatings*

**Anthony
Darkangelo**



*Director
CEO
FCA
International*

**Fiorenzo
Di Biase**



*Director
Destra
Painting &
Coatings*

**Jerry
Haber**



*Director
W&W Glass,
LLC*

**Leon
Fotakos**



*Director
Marinis Bros,
Inc.*

**Michael
Mazzone**



*Director
Statewide
General
Contracting &
Construction*

**Dan
Wienstroer**



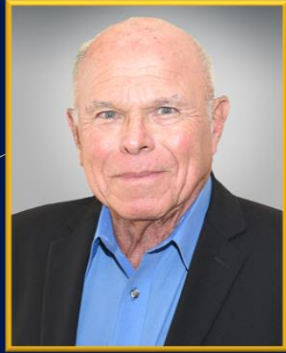
*Affiliate Liaison
Director
St. Louis Painting
& Decorating
Foundation*

Your



Management
Trustees

**Jerry
Haber**



*Management Co-
Chair*
W&W Glass

**Clark
Anderson**



Trustee
**Swanson &
Youngdale, Inc.**

**Tom
Carney**



Trustee
**TEC Protective
Coatings, Inc.**

**Joseph
Clabbers**



Trustee
**National Glass &
Metal Co., Inc.**

**Keith
Costanzo**



Trustee
**Sharpe Interior
Systems**

**Penny
McDonald**



Trustee
**Tri-State
Painting Co.**

**Paul
Morales**



Trustee
**Borbon,
Inc.**

**Brad
Pinchot**



Trustee
**Frank Novak
& Sons**

Your

Finishing
Trades
Institute

INTERNATIONAL

Management Trustees

**Peter
Cafiero**



*Management Co-
Chair*
Island Painting, Inc.

**Zachary
Carney**



Trustee
TEC Protective
Coatings

**Thomas
Corbett**



Trustee
ECL Engineered
Coatings, Ltd.

**Jeff
Dreisewerd**



Trustee
T.J. Wies Contracting

**Leonidas
Fotakos**



Trustee
Marinis
Bros, Inc.

**Lee
Sullivan**



Trustee
A&A Window
Products, Inc.

Your



Management Trustees

(FCA-Appointed)

Thomas Corbett



**ECL Engineered
Coatings, Ltd.**

LMCI Trustee

Peter Cafiero



Island Painting, Inc.

*LMCI Trustee
Alternate*

Your FCA INTERNATIONAL Team

**Anthony
Darkangelo**



*Chief Executive
Officer*

**Jon
Lee**



*Director of
Operations*

**Karen
Durante**



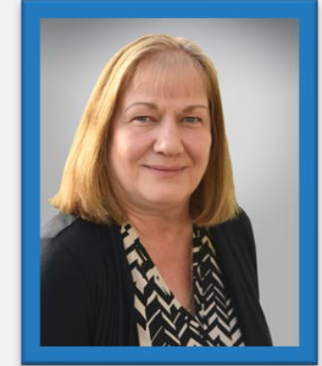
*Vice President of
Partnerships &
Member
Development*

**Jeremy
Fitch**



*Director of
Communications*

**Darlene
Shonder**



*Executive
Assistant*

EXTERNAL SUPPORT TEAM

Safety:

Mike Hartnett – OnPoint

Quality:

Ed Caldeira - First Time Quality

Tech:

**Brandon Marken - Agile Growth
Services**

**Jack
Reiger**



*Marketing &
Membership
Engagement
Assistant*

**Steve
Yoch**



FCA Legal Counsel

**Grant
Collins**



FCA Legal Counsel

**Mike
Oscar**

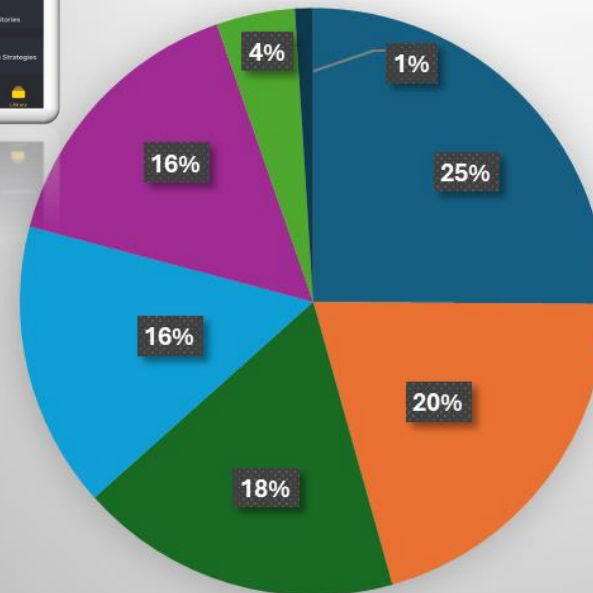
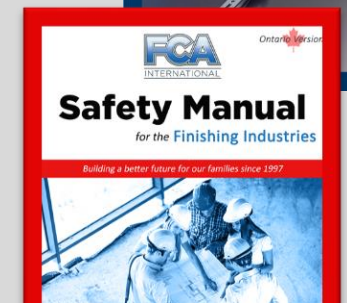


*Director of
Legislative Affairs*

Year in Review



Expanded FCA Team
Signatory App Content Expansion
Increased Social Media Presence
Product Updates
Industry Voice
CBA and Trustee Calls
Enhanced Partnership Plan
Developed Infinity Program
Legislative & Regulatory
IUPAT Resolutions & Amendments



- Membership Recruitment, Retention & Programs
- General & Administration
- Advocacy
- Meetings & Events
- Communication
- Committee & Committee Projects
- Education

The Numbers That Matter

Average Annual  Requests for FCA Products
(135 Requests Per Year)

Total Value  of Products \$548,100

Total Cost  Approximately \$1,500

\$1,644,300 Value to 405 in 3 years

Potential Benefit \$73,717

YOUR BENEFIT
\$24,200

 %33

Safety Manual
COVID-19 Control Plan
Infectious Disease Plan
Heat Stress Program
Toolbox Talks
Silica Package
Quality Manual
Quality Plan
Environmental Plan

The Numbers That Matter

Specialized Legal Services

- \$3,000 – \$24,000 Average Cost for a subcontractor Annually

Direct Legal Assistance
CBA and Trustee Education and Support
Guidance on Key Issues
Bargaining Strategy & Contingency Planning
Assistance in Developing Local Associations

Bottom Line: No Additional Costs for these Specialized Legal Services.

What's Next?



- **Workforce Advancement / Mentoring**
- **Expanded FCA Team**
- **State OSHA Manuals**
- **Expanding Awareness for Careers**
- **Succession Plan Guide**
- **Cybersecurity Plan**
- **Canadian Legal and Legislative Representation**
- **Collective Bargaining Support**
- **Communications - Audio Format**
- **3rd Party Certification & Warranty Program**
- **WomanBuild**
- **Trade Committees**

Strategic Plan - Revised

This updated plan refines **FCA's core objectives** while sharpening its focus on targeted initiatives to better serve signatory contractors.

The revisions strengthen FCA's role as the premier resource by **enhancing Legal, Business, and Legislative Guidance, Industry Standards and Advocacy**, further establishing FCA as the central hub for industry insights, networking, and strategic partnerships.

FCA International's Vision

To be the contractor association that serves and supports signatory contractors across North America.

FCA International's Mission

Our mission is to be the leading association driving meaningful impact for our members by delivering essential resources, advocating for their interests, and fostering industry collaboration.

Strategic Plan

Strengthening FCA as the Premier Resource for Signatory Contractors

FCA is committed to providing unparalleled support and guidance tailored to the needs of signatory contractors. We achieve this by:

- Offering expert legal/business/legislative guidance and advocacy to support negotiations and daily operations.
- Delivering industry insights and best practices to promote business growth.
- Establishing FCA as the go-to hub for industry information, platforms and services networking, and strategic partnerships.

Enhancing Contractor Competitiveness and Profitability

FCA empowers its members to gain a competitive edge and drive profitability by:

- Providing compliance tools and resources to enhance safety, job performance and quality.
- Developing innovative programs that drive market share growth for signatory contractors.
- Hosting and participating in industry events to facilitate networking and knowledge-sharing.
- Expanding educational opportunities through online learning and industry partnerships.
- Encouraging contractor engagement with local partners in decision-making processes.

Influencing Legislative and Regulatory Policies

FCA is committed to advocating for the best interests of signatory contractors by:

- Building strong relationships with policymakers and industry leaders.
- Developing strategic advocacy initiatives to advance contractor priorities.
- Establishing a comprehensive issue advocacy program.
- Continued staff improvement.
- Identifying funding opportunities for workforce development and economic growth.

Advancing Industry-Wide Communication

To keep contractors informed and connected, FCA will:

- Maintain and expand digital and print communication platforms.
- Strengthen FCA's website and social media presence as key industry resources.
- Develop strategic media partnerships to amplify FCA's voice.
- Facilitate industry relations through active participation in key industry events.

Maintaining Organizational Excellence

FCA upholds the highest standards of governance and operational efficiency by:

- Implementing best practices in association governance.
- Expanding membership through innovative programs and incentives.
- Ensuring financial stability through diversified revenue streams.
- Cultivating a highly skilled and effective staff.
- Strengthening FCA's brand presence through impactful marketing initiatives.

Driving Industry Collaboration and Workforce Development

FCA remains dedicated to fostering collaboration and helping to build a sustainable workforce by:

- Advocating for industry training standards.
- Assisting contractors with apprenticeship and employee advancement programs.
- Partnering with industry organizations to develop workforce recruitment and retention initiatives and strategies.
- Promoting ongoing education and professional development for contractors.
- Supporting labor-management cooperation through FCA and its appointed trustees.
- Establishing systems to educate, participate in as requested, and monitor the Collective Bargaining Agreement (CBA) process.
- Providing management trustee education and legislative strategies for workforce development.

Building Blocks



- ✓ Expanding exposure to careers in construction
- ✓ Stories from owners, leaders & tradespeople

"Building Blocks" is an engaging podcast that takes listeners on an insightful journey through the multifaceted world of the construction industry. Each episode offers a unique blend of storytelling, expert interviews, and practical insights aimed at both industry veterans and newcomers alike.

Under Construction

An Emerging Leader Profile



1. How did you get your start in the trades?
2. What's been the most challenging project you've worked on?
3. If you could change one thing about the construction industry, what would it be?
4. What's your secret to managing deadlines and budgets effectively?
5. What's a tool or piece of equipment you can't live without?
6. Have you ever had a "this is why I love my job" moment?
7. What's the wildest thing you've seen on a job site?
8. How do you handle tough negotiations with GCs, owners, or unions?
9. What advice would you give to young people considering a career in the trades?
10. When you're not working, where can we find you?

The Industry Challenge

Industry Advancement CBA Contribution

- Direct FCA Contribution
- Increase Local Funding For FCA

Control What We Can Control

- A Contractor Decision



FCA
INTERNATIONAL

