



2025

Annual Report

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Oh, What a Year

By Troy Corrigan, 2025 IEC National President

It's been a great year and a huge thank you to all IEC volunteers at both the chapter and National level — without you, IEC wouldn't be where it is today. As you'll see when reviewing the material that follows, IEC had numerous successes in 2025 and each one helped us advance our vision to build a strong merit shop workforce driving the future of the electrical industry.

Empowered by results revealed at the beginning of the year in the IEC study, Economic Impact of Merit Shop Electrical Contractors, we took meaningful steps to tell our story boldly. That study showed:

- Merit shop electrical contractors account for over \$165 billion in electrical construction put in place annually, out of a total market value of \$260.4 billion. Meaning 63% of all electrical construction is completed by companies like IEC members.
- Non-union electrical contracting firms have grown steadily by 2.2% since 2017 with over 80% of all electrical contractors proudly calling themselves merit shop.
- Merit shop electrical contractors employ over 356,000 electricians and employment among merit shop companies has grown an astounding 31% in the period between 2017 and 2023 — contrasted to a market share drop in union electricians by 15%.

The study also showed there are more merit shop electrical contractors out there who have yet to take advantage of our

value and benefits — and we continue to invite them to make our voice even louder. An example is the addition of our newest chapter, *IEC of Nebraska*. We know that one of the top IEC benefits is community and networking, which we accomplish through our National events highlighted later in this Annual Report.

Another leading benefit is training our workforce. By the end of December 2025, we hit a milestone 21,000-plus students in the IEC Apprenticeship Program! We strengthened other training like the Foundations of Project Management program. We added more Forum Groups and member discounts. We increased our visibility with swag items galore showcasing our new, impressive IEC logo, providing a unified look from National and our chapters. We encouraged and invited input to National IEC planning through member survey and event feedback. We strengthened our government affairs team and instituted regular advocacy communications through emails and website articles. We talk constantly about the amazing people doing amazing work in the pages of Insights magazine.

We take every opportunity to showcase our members, the difference we make in the industry, the jobs we create, the safe workforce we develop, the pride we take in doing jobs correctly, and the fun we have doing so.

Our belief in the merit shop is what makes all this possible. This IS an organization for merit shop electrical contractors,

and it is run by merit shop electrical contractors with the guidance of our talented National staff team led by Executive Director Amy Biedenharn and the support of our valuable industry partners.

Our governance structure is second to none. The Board of Directors includes regional members who are members' first point of contact. Those regional directors hold monthly regional meetings to share announcements and updates affecting the members' day-to-day. Committees are built of IEC members who are knowledgeable and enthusiastic about a committee's focus and passionate about helping to make us even better. The Nominating Committee works to recruit and identify leaders.

The Board holds monthly meetings and in August, held a strategic planning meeting. This year, we instituted a project focused on culture across all IEC volunteer leadership. The results improved alignment of an updated mission and vision statement, identified IEC core values, role clarity, and processes to empower our volunteers to lead with a positive and constructive approach. We also had a committee reviewing our Bylaws and Manual of Procedures and their update recommendations will be implemented in 2026.

So, take some time to read the valuable information in the pages that follow about YOUR organization. See what's been accomplished. Dream about what's to come. Consider seriously where you can further plug in to help IEC continue to move forward.

And always remember — We Are IEC!



A stylized, handwritten signature in black ink, appearing to read 'T. Fleming'.

Board of Directors**President**

Troy Corrigan
Corrigan Electric
IEC of Kentuckiana

Vice President

Jerry Kent
Kent Electrical Systems
IEC Texas Gulf Coast

Treasurer

Bruce Seilhammer
SECCO
IEC Pennsylvania

Secretary

Don Sharkey
Current Connections
IEC Florida East Coast

Immediate Past President

Janet Martin
Bret's Electric
IEC Rocky Mountain

Executive Director

Amy Biedenharn
IEC National
(Non-voting member)

Regional Directors**Midwest Region**

Caleb Hunter
Extreme Electrical
Contractors, LLC
IEC of Greater St. Louis

Dave Ponstingle
DNS Technologies
IEC Northern Ohio

Louis Schuler
Kings Electric Services
IEC of Greater Cincinnati

Mountain West Region

Greg Anzlovar
A-Var Electric
Southern Colorado IEC

Don Aragon
VA Electric
Northern New Mexico IEC

David Scott, M.B.A., M.A.,
SHRM-SCP
Encore Electric
IEC Rocky Mountain

Northeast Region

Marissa Esposito
Elecon Services, Inc.
New Jersey IEC

Cara Herbstritt
Electrical & Mechanical
Systems, Inc.
IEC Pennsylvania

Southeast Region

Robbie Jones
Coastal Electric
IEC of Georgia

Tim White
APG
IEC Florida West Coast

Greater Texas Region

Javier Herrera
Central Electric Company
IEC San Antonio

John Rosas
Walker Engineering, Inc.
IEC Texas Gulf Coast

Barry Williams
Williams Electric
CenTex IEC

ED Council Chair

Gentry L. Roberts
Southern New Mexico IEC

**Strategic Partner
Representatives**

Bill Fowler
Southwire

Scott Teson
Milwaukee Tool

2025 Vision

Our vision is to educate and grow our merit shop workforce, to help our contractors adapt to the ever-changing needs of the electrical workforce, and to increase IEC's influence and presence within the electrical industry.

The Merit Shop Impact

\$165 Billion

Revenue driving the economy from merit shop electrical contracting business

356,000

Electricians employed by electrical contractors representing the merit shop industry

65,000

Merit Shop electrical contracting companies driving the industry forward

50,000

Active merit shop electrical apprentices supporting the future workforce

Merit Shop Philosophy

A merit shop operates on the principle that employee advancement, such as hiring, promotions, salaries, and terminations, should be based on individual performance and capability rather than on age, race, or other personal characteristics. It emphasizes that employees receive rewards directly proportional to their contributions. A merit shop is neutral regarding union affiliations and focuses on free enterprise.

IEC advocates for open competition and a merit-based approach to awarding contracts, irrespective of labor affiliation. It supports fair compensation, employee performance, and mutual respect between employers and employees. IEC endorses sound legislation in workers' compensation, safety, and unemployment. It believes in non-discrimination and equal work opportunities for all legal residents and opposes violence, coercion, and unjust practices. IEC stresses that government contracts should go to the lowest responsible bidder and rejects monopolies and price-fixing. Overall, it supports free enterprise, democratic principles, and active civic engagement by business leaders.



TOTAL NUMBER OF IEC MEMBERS:

4,378

GROWTH FROM 2024
3.16%

22

IEC Board
Members

150+

National
Committee
Members



TOTAL NUMBER OF APPRENTICES:

21,605

GROWTH FROM 2024
13.3%

Year 1: 8,342 • Year 2: 5,949
Year 3: 4,318 • Year 4: 2,996

TOTAL NUMBER OF CHAPTERS: 54



LEADS FROM MYELECTRICCAREER.COM

10,932

GROWTH FROM 2024
68%

29

Year-Round Industry
Partnerships

2025 IEC ANNUAL REPORT

1,778

Total IEC
National Event
Attendance

**Business
Summit**
INDEPENDENT ELECTRICAL CONTRACTORS

**SAFETY
SUMMIT**
INDEPENDENT ELECTRICAL CONTRACTORS

**POLICY
CONFERENCE**
INDEPENDENT ELECTRICAL CONTRACTORS

SPARK
The Electrician's Expo
INDEPENDENT ELECTRICAL CONTRACTORS



113

SPARK
Exhibitors

2025: Quick Review



INCREASE IN IECI.ORG VIEWS FROM 2024
140%

f

in



439,149
160% Increase

Total Social
Media Audience
Impressions

2025 FOLLOWER INCREASE
+5,505

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APPRENTICESHIP PROGRAM
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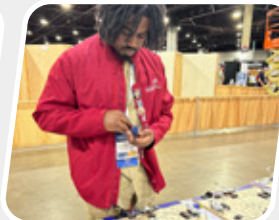
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Priority: Workforce Development

Advance workforce development through positioning IEC as a leader within the electrical industry

Establishing IEC's leadership in elevating the trades and growing the pipeline of talented electricians is a monumental task. Add in further career development, offering tools to keep the workforces safe, and monitoring codes and standards development takes the skills of many dedicated volunteers. Numerous tactics were employed in 2025 toward this end.

**Delivered Message to the Community****SkillsUSA**

IEC hosted and ran the wiring competition and the motor controls competition at this preeminent event introducing the trades to middle and high school students. As a bronze partner, IEC also had a booth with hands-on activities, assisted with a photo scavenger hunt, and engaged with hundreds of students. Volunteers from *IEC Florida West Coast, IEC Rocky Mountain, IEC Atlanta, and IEC Georgia* made this possible.

Elite Trades Championship Series Student Summit

In partnership with the Elite Trades Championship, IEC hosted 350 high school students from across South Florida. These students heard from industry experts from *IEC Florida East Coast*, participated in hands-on activities, and engaged with participants from all over the country. *IEC Florida West Coast, IEC Rocky Mountain, and IEC Florida East Coast* helped make this event happen.

Jill of All Trades

This day-long event for middle and high school girls hosted by IEC at Pinellas Technical College introduced girls to three trades. Pinellas is a career and technical college with two campuses — Clearwater and St. Petersburg, FL. IEC also sponsored the electrical rotation. More than 100 girls attended.

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Delivered Message to the Community

Speaking Engagements

IEC Workforce Development Director Natasha Sherwood spoke on an Apprenticeship for America Webinar "[From Idea to Apprenticeship in Four Weeks: The Group Sponsorship Playbook](#)." She outlined effective apprenticeship programs from the employer's perspective, showing how group sponsorship delivers immediate ROI, improves retention, and strengthens the talent pipeline.

Natasha also spoke at a quarterly meeting of the National Conference of State Legislators on Energy Security and Workforce Development. The Energy Security Working Group consists of about 60 state legislators and legislative staff from across the country with a specific focus on increasing energy security and energy resilience in our energy systems. The focus was on workforce development in the energy industry, particularly in the electric sector, covering workforce development around generation, transmission, and distribution with the rise in electricity demand and growth of renewables. IEC hopes to streamline how state legislators can play a role in promoting growth of the electric workforce whether that be through funding, working with state education departments, or partnering with private industries to advance workforce development plans.



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Utilized IEC Outlets

Students at SPARK

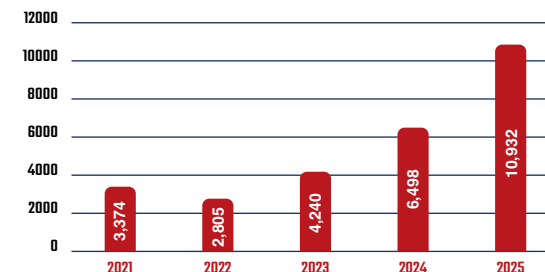
The Future Electrician Showcase at SPARK saw more than 300 students from across the Phoenix area representing approximately eight high schools that participate in the Phoenix skilled trades program at East Valley Institute of Technology.



My Electric Career

With a newly designed and optimized [website page](#), IEC saw a significant increase in website traffic in 2025, with more than one in four potential apprentices who came to this page submitting an interest form to learn more about the program. These nearly 11,000 names then were distributed to the chapter nearest to their location for follow up about the IEC Apprenticeship Program. These numbers indicate an impressive interest in exploring the electrical trade — and exploring it through IEC.

MYELECTRICCAREER.COM LEADS



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Developed New Leaders

Emerging Leaders

In 2025, nine individuals participated in IEC's transformative six-month program to equip high-potential individuals with the skills and experiences to excel as leaders within their organizations and the electrical industry at large. What began as nine individuals seeking knowledge and growth for themselves became a nine-member team committed fully to encouraging the younger generation to consider an electrical career.

The 2025 Emerging Leader Industry Impact Project encouraged younger generation involvement through its web design which includes personality tests, a day in the life montage video, and a curriculum-based Minecraft Education world that demonstrates how electrical current and creativity play hand in hand.

Emerging Leaders leave the program energized to make a positive impact on their companies, IEC, and the industry.



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Spotlight on Safety**IEC Safety Committee**

The IEC Safety Committee worked diligently to increase safety focus across the IEC network in 2025, with the goal of providing contractor members with the tools and knowledge needed to keep workers safe on the job.

A focus on safety education was woven throughout IEC events at SPARK, Safety Summit, and Wired Webinars. Topics ranged from an inspirational ARC Flash survivor story, safety culture, top industry hazards and mitigation methods, and technical topics such as LOTO, NFPA 70/70E, and OSHA regulations. Safety is a visible commitment at every IEC event including an emergency action plan and onsite attendee safety briefing. In addition, safety is a highlighted IEC awards category, shining a light on contracting companies making a difference.

The IEC Safety Committee also engaged to elevate IEC safety content through review of apprenticeship curriculum at the request of the Apprenticeship & Training Committee (A&T), updating toolbox talks, the IEC Safety Manual, and the IEC Jobsite Safety Handbook. The Safety Committee is looking forward to releasing an updated IEC Safety Manual in Q1 2026.

Focus on Codes & Standards

IEC technical committee members actively participate in collaborative efforts with National Fire Protection Association, Underwriters Laboratories, National Electrical Manufacturers Association, and National Electric Contractors Association to develop new codes and revise existing standards. These joint initiatives are focused on enhancing public safety through improved electrical practices, harmonized requirements, and consistent application across industry sectors.

The *2026 National Electrical Code®* includes extensive updates, featuring a major restructuring and reorganization of the code to improve usability and overall document flow. This cycle introduces 13 new articles, along with numerous revisions throughout the existing chapters to enhance clarity, consistency, and application in the field.

Committee Leadership

A special thanks is extended to long-time IEC technical committee member Robert Jones for more than 30 years of dedicated service on various technical committees, including his tenure as chairman of Code Making Panel 3. He will be missed greatly for his wisdom and leadership, and his contributions leave a lasting impact on the IEC and the broader electrical industry.

Jerry Kent was appointed as chair of NEC Code Making Panel 6, bringing valuable experience and perspective to the role.

Dennis (Mike) Querry was appointed as chair of NFPA 110, Standard for Emergency and Standby Power Systems, and NFPA 111, Standard on Stored Energy Emergency and Standby Power Systems. His leadership will help guide these critical standards that support reliability and public safety.

These appointments strengthen IEC's representation across multiple panels and support continued engagement in NEC development.

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Priority: Apprenticeship Program and Professional Development*Grow and instill excellence within the apprenticeship program and professional development*

IEC's Apprenticeship Program provides top of class training for budding electricians through its chapter network, committed instructors, extensive and challenging curriculum, and partnership with member contractors, allowing apprentices to work full time, receive on-the-job training, and complete the program debt free.

IEC believes it is important not only to train its beginning electricians but to continue to impact the success of merit shop electrical contractors throughout their careers. Professional development efforts provide high quality, consistent, and accessible non-technical training based on real-world contractor experience and expertise with tangible and practical outcomes. Top 2025 accomplishments follow.

Powered Apprenticeship Program

This year, IEC reached a new and impressive milestone for its U.S. Department of Labor Bureau of Apprenticeship & Training approved program — at end of year, there were 21,605 enrolled students for 2025-2026!

APPRENTICESHIP PROGRAM GROWTH

2025-2026

21,605

2024-2025

18,505

2023-2024

16,404

Improved Apprentice Program

Dedicated committee volunteers are always on the job improving the Apprentice Program curriculum and creating additional tools for its learners. They continually assess needs around evolving training modules, digital learning tools, and emerging trends to stay relevant and meet the needs of today's learners. In 2025, IEC:

- Powered up the four-year curriculum with work on a new first year textbook and manuals, revised safety lessons in all four years, and updated to the 2026 *NEC*® in all four years
- Added Power over Ethernet to the limited energy series
- Revised and released the New Worker Program
- Revised and released Instructor Training Level 1
- Created proof of concept for Lesson 219 as an interactive learning module, as part of A&T Computer Enhanced Instruction (CEI) initiative

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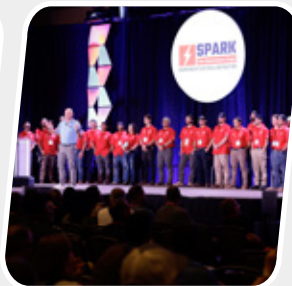
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Broke Records with Apprentice of the Year Competition

After three days of intense challenges testing electrical knowledge, technical skills, safety, and speed, Logan Bluemel of Electrical Process Solutions from the *IEC Greater Cincinnati* chapter was named the 2025 IEC National Apprentice of the Year. Will Coggsell of Weifield Group Electrical Contracting from the *IEC Rocky Mountain* chapter earned second place, while Brandon Stewart of A&G Electric from *CenTex IEC* took third.

The 2025 competition was the largest in IEC history with 30 apprentices, representing local chapters from coast to coast. The AOY competition is the ultimate showcase of skill, speed, and precision for the electrical industry's rising stars. Competitors demonstrated their expertise in a series of high-stakes challenges, including written testing, troubleshooting, conduit bending, complex installation projects, and live wire-off events.

**Initiated Wired Webinar Series**

Through the leadership of the Professional Development Committee, IEC launched an educational Wired Webinar series in 2025 with topics including training, onboarding, and protecting employees as well as highlighting key changes in the 2026 *NEC*®. IEC has planned robust monthly educational webinar content into 2026 aligned to key contractor business interests, nationally recognized events such as apprenticeship week, government affairs, and emerging technologies.

Learn more about
Wired Webinars



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Grew IEC Foundations in Project Management Program

The Professional Development Committee also led expansion and 13% growth of the IEC Foundations in Project Management Program. This program is an immersive, hands-on training experience built around real-world project scenarios. Participants work collaboratively, solve problems as teams, and practice leadership behaviors in live environments that mirror the realities of the electrical construction industry. The program was delivered in partnership across 7 IEC chapters, reaching 87 students.

The Professional Development Committee made great progress to produce foreman training. The team also is preparing to expand instructors and availability of the Foundations in Project Management Program.

**Provided NFPA LiNK Access for All IEC Students and Instructors**

Through a collaboration between IEC and National Fire Protection Association® (NFPA®), apprentices and instructors across all IEC chapters now have access to NFPA LiNK. NFPA LiNK is the NFPA's online platform for codes and standards, providing instant access to codes such as NFPA 70® *National Electrical Code® (NEC®)*, NFPA 70E® *Standard for Electrical Safety in the Workplace®*, and NFPA 72® *National Fire Alarm and Signaling Code®*. LiNK was integrated into the IEC Content Management System and available to the more than 21,000 electrical apprentices the organization trains annually, at no extra charge to the apprentices.



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Priority: Government Affairs*Elevate the impact of government affairs efforts and expand aligned initiatives*

IEC knows that its vision to build a strong merit shop workforce driving the future of the electrical industry is tied to having a strong voice in Washington, D.C., where regulations and policies can help or hinder an electrical contractor's ability to work effectively. Bold steps were taken in 2025 to strengthen a merit shop contractor's ability to compete. See below.

Presented Powerful 2025 IEC Policy Conference

The 2025 IEC Policy Conference in Washington, D.C. opened with a reception on June 23 followed by a full day of general sessions on June 24 and Capitol Hill visits on June 25. General session speakers included legislators and key members of committees important to the IEC membership. Keynote speaker was Amy Walter of the *Cook Political Report*. IEC attendees took part in more than 100 meetings with their representatives and staffers, leaving behind folders containing issue briefs, a description of IEC, and a summary of IEC's study proving merit-shop contractors do the majority of electrical work in the United States.

**Strengthened the Team**

At the direction of the Government Affairs Committee, IEC selected Government Affairs Solutions (GA Solutions) to provide federal legislative affairs and lobbying services. Principal and CEO Ben Brubeck is IEC's lead federal lobbyist and policy strategist, working closely with Congress, regulatory agencies, and key coalitions to advance the policy objectives of IEC and its members. Ben's work is supported by IEC's Jeremy Croft, senior manager, government affairs, to provide strategic leadership, committee engagement, advocacy communication and engagement, member and chapter support, and events and education guidance.

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Tackled Priority Issues

Confirmation of NLRB nominees: As of December 2025, Trump nominees James Murphy and Scott Mayer for the NLRB and Crystal Carey for NLRB General Counsel have been confirmed, which restores the board's quorum and allows it to conduct business again.

Project Labor Agreements: Individual PLAs have been overturned in federal court, but the Trump administration has retained a scaled-back version of Biden's rule mandating PLAs for federal contracts, and the courts have so far been unwilling to strike down the rule altogether.

Permit reform: The SPEED and PERMIT acts both passed the U.S. House and await committee vote in the Senate. These acts will help streamline the bloated NEPA approval process and restrict the overbroad definition of Waters of the U.S. (WOTUS), both of which tie up construction projects in needless red tape.

Workforce expansion and apprenticeship: IEC met with Trump administration officials to encourage cooperation with the merit shop in the administration's goal of training one million new apprentices, emphasizing that the overwhelming majority of the construction industry has chosen not to join a union.

Opposing pro-union Republicans: Sen. Josh Hawley's A Pro-Worker Framework, introduced in January, outlines policy proposals aligned with labor unions and sounds the alarm for increased Republican cooperation with unions. IEC is keeping a close eye on this trend.

Continued Fundraising Efforts

In 2025, IEC raised a combined total of more than \$100,000 through the PAC and Freedom Fund. PAC funds enable direct support of candidates who share IEC's values, while the Freedom Fund supports voter education, coalition membership, and issue advocacy. If you are not PAC authorized (meaning IEC is legally allowed to ask you for donations), it's easy to [sign up](#) today!



Check out the
PAC Authorization
Form

Employed Technology

IEC Government Affairs doubled down on its utilization of technology tools to help IEC members more easily become involved with advocacy efforts — a win-win for the merit shop. IEC partnered with BillTrack50 to create a state legislative tracker that allows anyone with an IEC login to search all 50 states for legislation that matches specific keywords. This enables IEC to anticipate legislative trends and formulate appropriate strategies. For Policy Conference, IEC partnered with Advocacy Associates on an interactive app to schedule and manage legislative meetings. This permitted IEC members to set their own agendas and meet their own members of Congress. IEC also uses a seamless Action Alert system that gives members the ability to email their congressional representatives about important issues with just a few clicks. Text "IECACT" to 50457 to receive Action Alerts.

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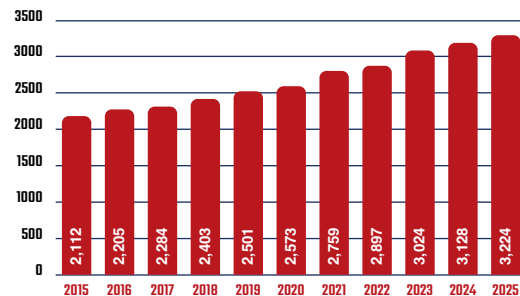
Grow membership within existing chapters and launch new chapters

IEC is an organization of more than 4,300 merit shop member businesses. Member companies involve their top employees who are committed to devoting themselves to the future of the merit shop. Those individuals emerge at the chapter level, where a strong community is established, empowered, and enlightened. Chapters, though made up of competitors, model a cooperative spirit that upholds excellence to benefit customers and, therefore, all electrical contractors. IEC is committed to supporting existing chapters, new chapters, and member benefits as seen from the initiatives below.

Grew Membership

IEC’s membership stood at 4,378 companies at the close of 2025, representing a 3.16% growth from the previous year. Of that total, 3,224 were contractor members with a year-to-date growth of 3.05%.

CONTRACTOR MEMBERS



Continued Chapter Membership Initiative Program Fund

One way IEC National invests in the success of its existing chapters is by providing matching dollars to support targeted outreach plans focused on membership growth and development. All chapters are eligible to apply, and requests must be directly tied to initiatives designed to attract and recruit new members and to financially assist chapters in implementing strategic membership growth initiatives. From 2023 to 2024, chapters awarded funding saw an average contractor member growth of 4.14% and an overall member growth rate of 2.86%. The program continues in 2026.

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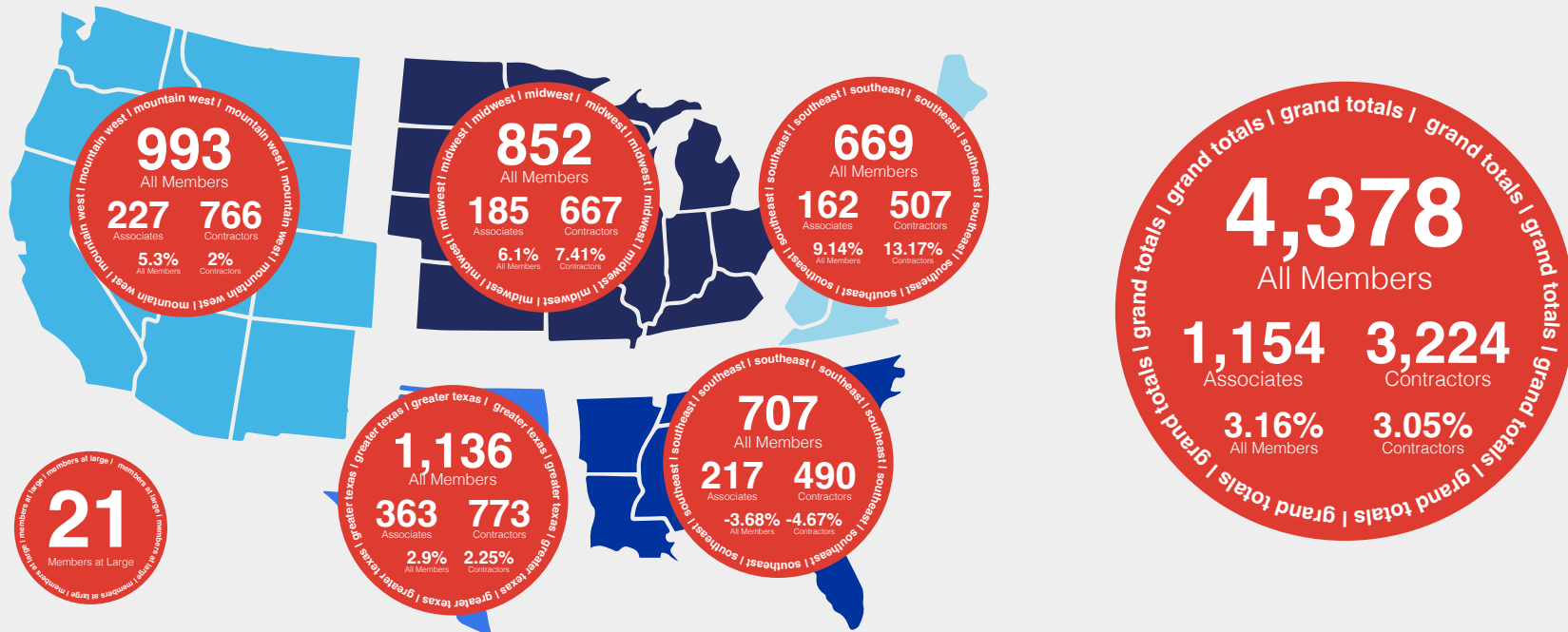
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Built Chapter Network

With the 2025 addition of *IEC of Nebraska*, IEC's chapter network is 54 strong! Some small, some large, all impactful! IEC's vibrant network is a leading force in creating opportunities for electrical and systems contractors around the nation, serving as vital hubs for Department of Labor certified training for electrical apprentices. Beyond apprenticeship programs, chapters offer continuing education, networking opportunities, and a platform for members to connect and collaborate on industry challenges and pursue local advocacy opportunities.

Recent success stories include the Northeast Region's almost 14% growth in contractor members in 2025. From its formation in 2023, *Greater Charlotte IEC* has experienced a 69% growth rate in contractor members and 90% growth rate in all members. *IEC of Nebraska* has grown its membership 38% this first year! IEC chapters look forward to continuing to serve contractor members with apprentice training, leadership development, business advice, and the support of a nationwide network of like-minded professionals.



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Amplified Chapter Executive Director Support

IEC accelerated efforts to provide chapters with additional resources to successfully run their chapters. Chapter executive directors (ED) and Membership Committee members traveled to multiple chapters to spend dedicated time with chapters addressing growth and retention challenges. The Executive Director Council diligently shared strategies among chapters through regular calls, meeting, and an in-person retreat.

IEC provided a new webinar series to help elevate and align local marketing and operations including topics such as how to build a local marketing campaign, using ChatGPT, and digital advertising. ED session topics at SPARK 2025 included apprenticeship program strategies, governance, tools for operational success, and branding, social media, and marketing.

IEC also provides a user-friendly design portal to chapters via Canva along with easy-to-use templates and training.

Positioned for Change

As business opportunities change, IEC shifts. In 2025, *IEC of Greater St. Louis* requested and received a territory and name change to reflect its expansion covering a larger geographic area. The new *IEC Heartland* reflects the addition of 24 Missouri counties and 5 Illinois counties to its service area.

IEC National is vigilant about meeting chapter needs. Regular interaction with chapter executive directors and other staff members ensures effective collaboration. IEC National welcomes all chapter input and does so in part by gathering information on chapter successes and asking about chapter challenges. Survey information gathered will allow IEC National to spotlight the many innovative and effective programs of our chapters so that all can learn from one another.

Unified IEC Logo

The new IEC logo rolled out across all IEC chapters in 2025, providing a unified front for members and apprentices. This strategic endeavor was driven by the IEC Board of Directors and Industry Recognition Committee backed by a significant investment in IEC chapters to adopt the new logo throughout the country. Incorporating elements that represent electrical energy and connectivity, the logo pays homage to the profession's fundamental principles while embracing a modern, sleek aesthetic. It captures the essence of what it means to be part of the IEC: a forward-looking, influential voice in the electrical industry. The new logo is a unifying force, presenting a cohesive brand identity that reinforces collective strength and shared goals.



**INDEPENDENT
ELECTRICAL
CONTRACTORS**



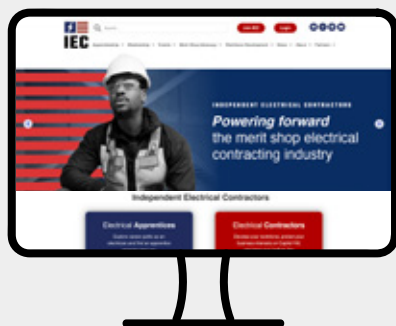
**INDEPENDENT
ELECTRICAL
CONTRACTORS**
GREATER SAN ANTONIO

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Recharged Website

In tandem with the new IEC logo and brand, IEC launched a new website to propel the organization forward in 2025. It's working. IEC web traffic grew by 140% from 2024 to 2025 fueled by the new look and marketing initiatives, including the launch of new myelectriccareer.com and *Insights* web pages.

Told Member Stories in *Insights* Magazine

The number one rated IEC member benefit continues to be *Insights*, IEC's flagship publication. *Insights* tells the stories of today's electrical and systems contractors, and has a print circulation of 6,000 and digital circulation of 13,000. Published six times per year, each issue of *Insights* is packed with the latest on the people, technology, and best practices fueling the electrical industry.



Access the *Insights* Magazine Website

Celebrated Award Winners

Congratulations to all 2025 IEC National Award winners! Each year, IEC honors the individuals, companies, and chapters that exemplify excellence, leadership, and innovation in the electrical industry. Awards were presented across multiple categories, including:

- Excellence in Electrical Construction
- Individual
- Achievement
- Chapter
- Safety



See all the 2025 Winners here!

IEC hosts in-person, educational events each year so members can gather together to learn, problem solve, make contacts, and have fun. These events are targeted to a specific area and rotate locations nationwide to allow members to attend comfortably. A common response from a first-timer to an IEC event is “I didn’t think I could afford the time away from my business to attend; now I know I can’t afford NOT to attend.”

Business Summit 2025

January 26-29 | San Antonio, TX



Business Summit 2025 welcomed 271 IEC leaders, contractors, and chapter executives for a focused gathering centered on leadership and connection. Attendees heard from retired Lieutenant Colonel Oakland McCulloch, with strong interest in bringing him to SPARK, and 93% of surveyed participants said they would recommend the event. The Summit also featured a special IEC Award Winner Dinner to celebrate 2024 award winners.



Policy Conference 2025

June 23-25 | Washington, D.C.



Policy Conference 2025 brought together 58 registrants for impactful advocacy on Capitol Hill, featuring one-to-one meetings with lawmakers supported by a new event app. Attendees also benefited from well-received education sessions with keynote speaker Amy Walter and U.S. Treasurer Brandon Beach. The event attracts business owners, electrical contractors, and state-level advocates committed to advancing IEC's legislative priorities.



Safety Summit 2025

August 12-14 | Cleveland, OH



Safety Summit 2025 brought together 81 professionals dedicated to improving safety practices at their electrical contracting businesses. Held at the Eaton Headquarters facility, attendees enjoyed time to network and learn from 12 tailored educational sessions. Topics included safety culture, mental health, LOTO, NFPA 70/70E, OSHA compliance, hazard mitigation, and much more. IEC is looking to expand the reach of Safety Summit for 2026, holding a pre-conference session in conjunction with SPARK 2026 and continuing to offer a dedicated safety education track at SPARK.



SPARK 2025

September 26-28 | Phoenix, AZ



SPARK 2025 welcomed 1,418 registrants, with 59% attending for the first time, reinforcing SPARK's role as a must-attend industry event. Attendees cited networking, education, and discovering products and services as their top reasons for attending, with education sessions rated as especially valuable. With 59% of attendees highly likely to return in 2026, SPARK continues to bring together professionals from across the electrical industry.



IEC is grateful to its network of partners for not only financial support, but for expertise in areas impacting the day-to-day work of its member contractors. Partner representatives work side-by-side with members and offer education, guidance, and strategies to help members grow. Thank you to the 2025 partners listed below.

Strategic Partners



Power Sponsors

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SupplyHouse
The Contractors Plan
Wiha Tools

Stewardship and Strength

IEC experienced a year of growth, ending in a strong financial position which will be published in 2026 aligned to the 2025 financial audit. IEC received a clean 2023 and 2024 financial audit from third party Wipfli, with year-end data as follows:

Financial Position	12/31/2024	12/31/2023
Assets	\$3,396,984.00	\$3,372,499.00
Liabilities	\$1,347,719.00	\$1,601,021.00
Net Assets	\$2,049,265.00	\$1,771,478.00
Revenue & Expenses from Operations	12/31/2024	12/31/2023
Revenue	\$5,854,675.00	\$6,754,614.00
Expenses	\$5,722,055.00	\$6,635,449.00
Net Revenue	\$132,620.00	\$119,165.00
Reserve Fund Investment Activity	12/31/2024	12/31/2023
January 1 Investment Balance	\$1,650,061.00	\$1,481,918.00
Change in Value (Realized & Unrealized)	\$171,802.00	\$168,143.00
Assets Added to Account	\$175,000.00	-
	\$1,996,863.00	\$1,650,061.00

IEC financials are guided by the IEC Finance Committee. This group meets monthly to review statements while also guiding the budget, forecast, and investment policies and processes.

A Look Forward

By Amy Biedenharn, Executive Director, IEC National

We hope that reading a bit about IEC's year in review has given you fresh perspective on the many accomplishments of your association. In my conversations with members, I hear often "What are the benefits offered by National" or "I didn't know IEC offered that." Members are often grateful for the connections or annual SPARK conference. But we offer so much more!

It is a priority at IEC National that we keep opening eyes wide to the many benefits of belonging to IEC. As we enter 2026, we've positioned the organization with solid financial footing that allows us to keep investing in our members, programs, and future growth. We are energized and ready to deliver on our vision to build a strong merit shop workforce driving the future of the electrical industry through education, advocacy, and partnership. We remain committed to our four pillars: workforce development, apprenticeship program and professional development, government affairs, and membership.

The 2026 Board of Directors, including regional members, and committees are in place. It's a strong group well suited to represent all electrical contractors across the United States. We received an increase in volunteer interest going into 2026 and we are hopeful to keep this momentum growing. The volunteer leadership and professional team are guided by electrical contractor member direction and supported by your continued engagement. We ask that you speak up, join a monthly regional meeting, tell us what would help you maximize your membership, and interact with us!

In 2026, we will continue to offer quality in-person events where our people come together to share ideas, connect, and grow. That includes Business Summit, Policy Conference, and SPARK. We are rolling the success of last year's Safety Summit into a dedicated pre-con at SPARK to make participation easier and more robust. We'll continue to celebrate and inspire our membership community through the pages of Insights magazine and through Forum groups made up of peers sharing their industry knowledge, educational webinars, and career resources. Our chapters continue to amaze us with their growth and accomplishments.

At the end of 2025, we bolstered our ability to be heard consistently and effectively in Washington, D.C. with the additional expertise offered by our lead lobbyist Ben Brubeck and advocacy and public relations specialist Jeremy Croft. No doubt you have seen the results of these moves already with the increased information provided on key issues and the state legislation tracking tool on our website. Along with the Government Affairs Committee, Ben and Jeremy have many ideas to help IEC members in 2026.

Leadership is working to navigate the evolving workforce and adapt to the needs of our members. We believe it's a great time to attract new people to the electrical trade. Our workforce development committees are identifying ways to inspire the next generation to get involved in a career in the electrical trade as a respected and viable path and an option

equal to that of obtaining a college degree. We recognize the importance of supporting our members and contractors through these changes to ensure we can meet future demand.

As we look to 2026, our focus is clear: strengthening alignment between IEC National and our chapters while accelerating progress in the areas that matter most to members. Building trust, improving communication, and increasing shared accountability remain central as we move forward together.

We plan to strengthen workforce development by building a clear business plan for the Workforce Development Institute that allows IEC to pursue grant funding and expand support for the electrical workforce. Also, the next phase of IEC's culture work will use insights from the 2025 culture assessment to launch a practical action plan and communicate clearly how this work will guide collaboration.

Training will remain fundamental to IEC's mission. We will continue to assess industry and member needs to ensure our apprenticeship and advanced training programs remain relevant, high quality, and accessible. We will continue to explore ways to support chapters with the resources they need to have top-notch training labs.

To support long-term alignment, IEC will begin developing a rolling three- to five-year strategic plan rooted in our four strategic priorities. Alongside this effort, committees will work together on a more integrated education and training roadmap that brings workforce development, apprenticeship, professional development, and safety into closer alignment,

while identifying opportunities to strengthen programs through external partnerships.

Finally, we will continue investing in chapter success, with a focus on smaller and emerging chapters. This includes developing a structured playbook for new chapter launches and expanding onboarding and training tools for executive directors and chapter leaders.

Together, these priorities reflect a commitment to focus, execution, and partnership as we enter 2026. We look forward to another successful year working together with you to elevate the merit shop electrical trade. Our best to each of you!



A handwritten signature in black ink that reads "Amy Bredenkamp". The signature is written in a cursive, flowing style.



**INDEPENDENT
ELECTRICAL
CONTRACTORS**