



Course & Event Catalog



2026 NRMCA Course & Event Catalog
National Ready Mixed Concrete Association

www.NRMCA.org



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Welcome to 2026 and another year of learning and development with NRMCA,

Learning and development is a cornerstone of the value we deliver to our members and the broader concrete community. Our learning events are spaces where you can network with other industry professionals, benefit from industry experts, and develop your own **knowledge, skill, and confidence** wherever you are in your concrete career.

In 2026, we are offering more courses than ever and registration is open for almost 40 classrooms throughout the country. You can choose from **familiar favorites**, like Think First Safety or Dispatch 101, **challenging certifications** like Concrete Technologist and Plant Manager, or **newly necessary**, like Professional Sales and Concrete Fundamentals.

You might also peruse over 35 on-demand webinars from our Concrete Innovations archive, attend live virtual events each month, or register for our online Concrete Delivery Professional program.

If you're attending class in-person, you will again have the option to bundle courses (registering for more than one course per event) in our **semester series** schedule. This format encourages networking with concrete professionals from different companies and functions by hosting multiple courses at the same location, in a week dedicated to your professional development and learning.

For example, pair Concrete Fundamentals with Professional Sales, or pair Think Like an Owner with Supervisors Course. Bundling courses maximizes your learning while reducing your cost and minimizing your time away from work.

You'll also see two other initiatives emerge in our 2026 programming. First, you might see new faces in your classroom as our **adjunct faculty** begin teaching courses and sharing their unique perspectives and expertise with you. Second, you might take a course at one of our **field training centers (FTCs)** in Charlotte, NC or Minneapolis, MN. Our FTCs are locations where you can attend an NRMCA course, taught by NRMCA faculty, in an NRMCA approved classroom.

Our team is always available to you, so please be in touch. We hope to see you at one, some, or all of our events in 2026.

Let's be brilliant,

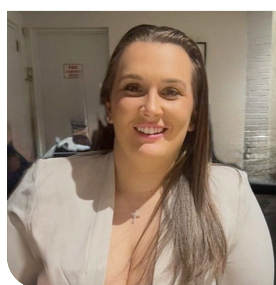
Your Membership Engagement & Growth Team



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<https://www.nrmca.org/learning-and-development/>

Concrete Technology Track



Participants in NRMCA's Concrete Technologist "Short Course" in September 2025

This track includes the following programs:

- ▶ Concrete Fundamentals **NEW!**
- ▶ Concrete Technologist Training and Certification Course (Short Course)
- ▶ Handling Concrete Specifications **(updated!)**
- ▶ Improving Concrete Quality **(updated!)**
- ▶ Concrete Durability
- ▶ Concrete Innovations

"I thought the presenters did a great job and explained everything well and gave a lot of great information." ~Concrete Durability, Fall Semester 2025."



Ready to Register? [Click here](#) • 5

Concrete Fundamentals



Course Description:

New in 2026, Concrete Fundamentals is a **one or one-and-a-half-day** interactive course designed to introduce professionals to the essential concepts, processes, and practices of the ready-mixed concrete industry. The program provides a broad overview of concrete’s role in the built environment, basic materials and properties, production and proportioning methods, placement and curing practices, testing, troubleshooting, and safety.

Delivered through eight guided modules that include hands-on and collaborative learning, this foundational course builds a shared industry understanding and prepares participants to progress into advanced, role-specific NRMCA training programs.

Course Learning Objectives:

As a result of engaging in this course, the Concrete Fundamentals course participant will be able to:

- **Summarize** how concrete is produced, placed, tested, and cured, and how these processes work together to deliver quality concrete in real-world applications.
- **Differentiate** among concrete materials, properties, production methods, and proportioning concepts, and how they influence performance and common concrete-related issues.
- **Apply** foundational safety practices and **resolve** common concrete-related issues using basic troubleshooting concepts.

Course Schedule:

Date	Location	Taught By
February 17-18, 2026	Minneapolis, MN	Jhennyfer Asp
March 23, 2026 (with Professional Sales)	Charlotte, NC	Glenn Schaefer
April 14-15, 2026	Dallas, TX	Glenn Schaefer
June 23, 2026 (with Professional Sales)	Minneapolis, MN	Jhennyfer Asp
November 11-12, 2026	Fort Lauderdale, FL	Glenn Schaefer
November 17-18, 2026	Minneapolis, MN	Jhennyfer Asp



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Concrete Technologist (Short Course) Level 2 and 3



Course Description:

The Concrete Technologist Training and Certification Course, commonly referred to as the “Short Course” is NRMCA’s longest running program since the 1960s: it is offered over four days of instruction followed by an optional exam day. The course covers the characteristics and specifications of materials, standard test methods, mixture proportioning, and production of ready mixed concrete. The course is aligned with current industry standards published by ACI and ASTM International and focusses on responsibility of concrete producers for product performance, quality, and contributing to the company’s bottom line.

Course Schedule:

Date	Location	Taught By
February 2-5, 2026 SOLD OUT!	San Antonio, TX	Colin Lobo, Glenn Schaefer and Ron Terrelonge
September 14-18, 2026	Baltimore, MD	Colin Lobo, Glenn Schaefer and Ron Terrelonge

Level 2 and Level 3 certification is awarded to participants who demonstrate proficiency by successfully completing both optional exams.

Course Learning Objectives:

As a result of engaging in this course, the Concrete Technologist Training and Certification course participant will be able to:

- **Explain** the characteristics of concrete materials to produce ready mixed concrete of required performance and quality and requirements in the applicable ASTM standards.
- **Demonstrate** standardized test methods for evaluation of aggregates and concrete; Code requirements for concrete and developing concrete mixture proportions for required strength and durability; responsibilities for production and delivery of ready mixed concrete in varying project and climatic conditions.
- **Apply** quality control procedures to deliver consistent concrete to projects and to identify options to manage returned concrete and use of recycled materials.
- **Recognize** best practices for concrete construction and identify causes for field problems and defects in concrete construction.



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Handling Concrete Specifications



Course Description:

Handling Concrete Specifications is a **one-day course** that addresses industry standards (ACI 318, 301, ASTM C94) governing ready mixed concrete. It also delves into issues related to the quality and reliability of acceptance testing of concrete.

Course Learning Objectives:

As a result of engaging in this course, the Handling Concrete Specifications course participant will be able to:

- **Analyze** project submittals and specifications to identify requirements for ready-mixed concrete in accordance with industry standards.
- **Review** acceptance test reports and strength test results, correctly classifying outcomes as acceptable or requiring further investigation.
- **Discuss** revisions to specifications and investigate causes of low-strength test results, proposing at least two corrective actions for each scenario.

Course Schedule:

Date	Location	Taught By
November 12, 2026	Fort Lauderdale, FL	Colin Lobo and Michael Whisonant



Ready to Register? [Click here](#) • 8

Improving Concrete Quality



Course Description:

Improving Concrete Quality is a **one-day course** that provides a practical, data-driven approach to understanding, measuring, and managing variability in ready-mixed concrete production. Participants will explore how quality management systems, statistical tools, and testing data can be used to quantify variability across materials, manufacturing, and testing—and how those insights translate into improved consistency, performance, and sustainability.

Through foundational concepts, applied statistical methods, and real-world case studies, the course examines variability associated with water content, ingredient materials, manufacturing processes, and acceptance testing.

Participants will also assess how specifications influence quality outcomes and how quality systems support continuous improvement and sustainability objectives.

Course Learning Objectives:

- As a result of engaging in this course, the Improving Concrete Quality course participant will be able to:
- ▶ **Analyze** key sources of variability in materials, production, and testing, and explain their impact on concrete quality.
 - ▶ **Apply** statistical concepts and monitoring techniques to evaluate production and acceptance test data.
 - ▶ **Evaluate** quality systems and specifications to determine actions that minimize variability and improve performance.

Course Schedule:

Date	Location	Taught By
April 16, 2026	Dallas, TX	Colin Lobo and Michael Whisonant
November 12, 2026	Fort Lauderdale, FL	Colin Lobo and Michael Whisonant



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Concrete Durability Level 4



Course Description:

Concrete Durability is a **two-day course** followed by an optional exam. The course is designed to equip concrete technical professionals with practical knowledge of the mechanisms that affect the durability of concrete and to develop strategies to enhance concrete's long-term performance.

Taught by leading researchers, the program covers microstructure, cracking, corrosion, freeze-thaw resistance, sulfate attack, alkali-aggregate reactions and other causes, giving participants the tools to diagnose and improve durability in real-world applications. Code and specification requirements, including performance-based tests for improved durability are discussed.

Level 4 certification is awarded to participants who demonstrate proficiency by: a) successfully completing the Level 4 exam and, b) earning Level 2 and Level 3 certification.

Course Learning Objectives:

As a result of engaging in this course, the Concrete Durability course participant will be able to:

- **Recognize** symptoms of concrete deterioration and describe associated mechanisms that potentially caused the damage, with appropriate evaluation methods.
- **Demonstrate** an understanding of the causes of durability problems and explain effective prevention methods in specifications and develop mixtures to minimize the potential for durability problems.
- **Explain** ASTM test methods for concrete durability and discuss their limitations while recognizing the requirements in ACI standards and performance-based alternatives.
- **List** and apply ACI code and specification criteria for durable concrete structures, and propose performance-based alternatives to legacy prescriptive methods.

Course Schedule:

Date	Location	Taught By
April 13-15, 2026	Dallas, TX	Colin Lobo, Kevin Folliard, and Anton Schindler
November 10-12, 2026	Fort Lauderdale, FL	Colin Lobo, Kevin Folliard, and Anton Schindler



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Concrete Innovations



Concrete Innovations brings together practitioners, researchers and policy makers to exchange the latest innovations for sustainable concrete design, construction and manufacturing. Hosted monthly, each virtual 2-hour session offers AIA Continuing Education and Professional Development Hours.

Each webinar is recorded and available for on-demand viewing through our session archive on the Concrete Innovations website, [here](#). At the close of 2025, there were 36 recordings in the Concrete Innovations library.

Concrete Innovations also hosts five live in-person events each year.

The 2026 webinar and live-event schedule is still in development. If you'd like to be added to be among the first notified when the schedule is live, please email us, [here](#).

Registration for Concrete Innovations is complimentary and there is no charge to attend live virtual events or access the recorded webinar library.

The success and impact of Concrete Innovations is largely due to the support and engagement of its sponsors. If you are interested in learning more about engagement opportunities, please scan the QR code below to review our prospectus, submit a [sponsorship form](#), or [email our engagement team](#).



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Operations Track



Participants in Think First Safety Course, Fall 2025

This track includes the following programs:

- ▶ Environmental Course
- ▶ Think First Safety Course
- ▶ Plant Manager Certification Course

“I thought it was a really great class and learning experience. Well organized and followed the schedule that was addressed in the first day of introduction. Would highly recommend others to attend, thank you for the opportunity.” ~Think First Safety Course, Spring Semester 2025



Ready to Register? [Click here](#) • 12

Environmental Course



Course Description:

The Environmental Course is a two-and-a-half day learning experience that gives concrete industry professionals the tools to master environmental compliance and sustainability. Learn the ins and outs of regulations from industry experts and apply your knowledge in a hands-on capstone exercise.

Course Learning Objectives:

As a result of engaging in this course, the Environmental Course participant will be able to:

- ▶ **Apply** environmental principles to operations at a ready-mixed concrete plant, demonstrating correct practices in at least 80% of observed scenarios.
- ▶ **Collaborate** as part of an environmental management team to assess plant conditions, identify applicable regulations, and determine deficiencies, completing team assessments with minimal errors.
- ▶ **Propose** improvements to address deficiencies and prioritize them based on regulatory liabilities and management restrictions, presenting recommendations that align with at least 90% of required criteria.

Course Schedule:

Date	Location	Taught By
November 9-11, 2026	Fort Lauderdale, FL	Kevin Walgenbach and Doug Ruhlin



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ThinkFirst Safety Course



Course Description:

The Think First Safety Course is a **two-and-a-half-day program** designed specifically for the ready-mixed concrete industry. Strengthen your OSHA compliance knowledge, discover how effective safety programs reduce costs through loss prevention, and return to your workplace equipped with practical strategies to improve safety performance.

Course Schedule:

Date	Location	Taught By
April 13-15, 2026	Dallas, TX	Kevin Walgenbach, Bobby Doyle, Steve Lindley, and Gary Mullings
November 9-11, 2026	Fort Lauderdale, FL	Kevin Walgenbach, Bobby Doyle, Steve Lindley, and Gary Mullings

Course Learning Objectives:

As a result of engaging in this course, the Think First Safety participant will be able to:

- ▶ **Apply** OSHA standards to identify hazards and implement safe practices in electrical safety, machine guarding, and fall protection with at least 80% accuracy.
- ▶ **Demonstrate** proper use of personal protective equipment and hazard communication procedures, including confined space entry, by successfully completing 4 out of 5 practice activities.
- ▶ **Respond** effectively to emergency situations such as firefighting, evacuation, and chute handling incidents, meeting all critical safety steps outlined in course evaluations.



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Plant Manager Certification Course



Course Description:

The Plant Manager Certification Course is a three-and-a-half day learning experience designed for current and aspiring managers in the ready-mixed concrete industry. This program equips participants with the essential skills to manage safety, ensure compliance, drive operational excellence, and boost profitability. Gain the confidence to successfully manage a plant while mastering industry best practices and business principles.

Plant Manager certification is awarded to participants who demonstrate proficiency by successfully completing the exams on the last day. NRMCA Plant Manager Certification is valid for five years.

Course Learning Objectives:

As a result of engaging in this course, the Plant Manager Certification course participants will be able to:

- **Explain** how materials, mix designs, batching, and testing contribute to producing consistent, high-quality concrete.
- **Apply safety** protocols and environmental regulations to plant operations to protect employees, the public, and the surrounding community,
- **Strengthen** their leadership and decision-making skills to drive plant profitability and efficiency. They'll explore practical strategies for managing costs, building strong community relationships, and leading your team with confidence to achieve long-term success.

Course Schedule:

Date	Location	Taught By
February 3-6, 2026	San Antonio, TX	Kevin Walgenbach, Gary Mullings, Mat Rozell, and Ron Terrelonge
March 24-27, 2026	Kansas City, MO	Kevin Walgenbach, Gary Mullings, Mat Rozell, and Ron Terrelonge
April 14-17, 2026	Dallas, TX	Kevin Walgenbach, Gary Mullings, Mat Rozell, and Ron Terrelonge
November 10-13, 2026	Fort Lauderdale, FL	Kevin Walgenbach, Gary Mullings, Mat Rozell, and Ron Terrelonge



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Transportation Track



Participants in the Dispatcher 101 course, Fall 2025

This track includes the following programs:

- ▶ Concrete Delivery Professional Online
- ▶ Dispatcher 101 (sponsored by Command Alkon)

“It was overall an amazing experience. It definitely opened my mind about the position. The instructor and other attendees were my favorite part.”
-Dispatcher 101,
Spring Semester 2025



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Concrete Delivery Professional (CDP)



Course Description:

Producers know it is critical to deliver every cubic yard well. This self-paced, online program prepares the Concrete Delivery Professional (CDP) to be the most efficient, skilled, and productive driving force in the business. CDPs with a current CDL who complete the program and pass the exam will receive a Concrete Delivery Professional Certificate.

There are five modules in this online series:

1. Product Knowledge
2. Environmental
3. Customer Service
4. Safety Hours
5. Vehicle Maintenance and Operation

Course Learning Objectives:

As a result of completing in this online program, the Concrete Delivery Professional will be able to:

- **Explain** how concrete is composed, placed, finished, and tested to ensure consistent quality.
- **Apply** environmental regulations and best practices to reduce impact and support compliance.
- **Deliver** excellent customer service by solving common challenges and collaborating effectively with colleagues.
- **Follow** industry safety rules and operate your concrete truck safely under a variety of jobsite conditions.
- **Inspect, maintain, and operate** concrete trucks confidently, even in inclement weather or when facing malfunctions.



Course Schedule:

- Concrete Delivery Professionals may enroll themselves or their supervisors may purchase and assign registration to them. Enroll at any time on the NRMCA website, [here](#).



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Dispatcher 101



Course Description:

Dispatcher 101 is a **two-day interactive course**, sponsored by Command Alkon. Dispatcher 101 provides practical tools to handle order-taking, streamline scheduling, and leverage technology to boost performance. Learn alongside fellow dispatchers while building strategies to manage stress and thrive in one of the industry’s most demanding roles.

Course Schedule:

Date	Location	Taught By
November 9-11, 2026	Fort Lauderdale, FL	Ron Robertson

Course Learning Objectives:

As a result of engaging in this course, the Dispatcher 101 course participant will be able to:

- **Explain** the history and current state of the ready-mixed concrete industry. This knowledge will give you the context needed to understand your role as a dispatcher more fully.
- **Demonstrate** the core responsibilities of dispatching and apply practical solutions to common challenges. These skills will help you manage scheduling, order taking, and problem-solving with greater confidence.
- **Describe** how technology can improve efficiency and share strategies for managing stress in the workplace. These tools will empower you to stay productive while maintaining positive relationships with colleagues.



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Management Track



Bob Capasso, Think Like an Owner, Fall 2025

This track includes the following programs:

- ▶ Supervisors Course
- ▶ Mental Health First Aid
- ▶ Think Like An Owner (TLAO)
- ▶ Professional Sales Training for the Concrete Professional

“The material is absolutely amazing and every operations manager should be required to take it to understand the levers of profitability they can pull.”
~Think Like an Owner,
Fall Semester 2025



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Supervisors Course



Course Description:

The Supervisors Course is a **two-day learning program**. Great managers don’t just influence performance; they can change lives. A 2023 global study of more than 34,000 people found that 69% believe their manager impacts their mental health as much as a spouse or partner, and 51% say their manager affects their health more than their doctor. Redesigned in 2024, the Supervisor Course helps leaders strengthen their effectiveness by focusing on three essential dimensions of supervision: managing yourself, managing your time, and managing others.

Course Schedule:

Date	Location	Taught By
February 4-5, 2026	Green Bay, WI	Jeannette Munroe and Cassie Krause
February 19-20, 2026	Minneapolis, MN	John Cunningham
April 14-15, 2026	Charlotte, NC	Caroline Sutton
April 29-30, 2026	Antioch, TN	Alan Sparkman
November 11-12, 2026	Fort Lauderdale, FL	Cassie Krause and Delta Mitchum
November 19-20, 2026	Minneapolis, MN	John Cunningham
December 1-2, 2026	Charlotte, NC	Caroline Sutton



Course Learning Objectives:

- As a result of engaging in this course, the Supervisors Course participant will be able to:
- ▶ **Recognize** your strengths and opportunities as a supervisor and leader. You will also learn practical models for managing your time, including the skill/will matrix, to improve your effectiveness.
 - ▶ **Apply** compassionate leadership practices and use the DiSC communication style to connect with and guide your team. These skills will help you build stronger relationships and lead others with confidence and clarity.
 - ▶ **Identify and manage** workplace conflict while considering the impact of generational differences and mental health. These strategies will give you the tools to create a healthier, more productive work environment.

Mental Health First Aid



Course Description:

Mental Health First Aid (MHFA) is **one-day skills based training** that teaches individuals and teams how to recognize, understand, and respond to signs of mental health or substance use challenges. Through interactive instruction, participants learn how to provide the first level of support, offer reassurance, and connect someone with the professional help they need. MHFA equips both individuals and groups with the confidence and tools to step in when someone is struggling, fostering healthier relationships and stronger communities.

Proprietary curriculum, taught by an MHFA certified trainer, Mental Health First Aid was added to the NRMCA inventory in 2026 after participants in the Supervisors Course requested more content on, and practice with, creating safe workplaces for all. Mental Health First Aid is an ideal companion to bundle with your Supervisors Course or the Think First Safety Course registration.

Course Schedule:

Date	Location	Taught By
April 16, 2026	Dallas, TX	Delta Mitchum

To learn more about Mental Health First Aid, visit their [website](#).



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Think Like An Owner (TLAO)



Course Description:

Think Like an Owner is a **one-a-half-day learning intensive**. This course equips NRMCA producer members with practical strategies to optimize profits, manage costs, and make smarter decisions about volume and pricing. Using insights from NRMCA's annual Performance Benchmarking Survey, you'll learn how to strengthen returns and build a more sustainable future for your business and the industry.

Course Learning Objectives:

As a result of engaging in this course, the Think Like an Owner course participant will be able to:

- ▶ **Interpret** industry performance trends and explain why returns are often poor across business cycles.
- ▶ **Apply** "owner thinking" by identifying financial strategies of high performing firms and using them in your own business analysis.
- ▶ **Manage** cash flow effectively by recognizing risks, resources, and investor expectations tied to capital structure.
- ▶ **Analyze** performance through benchmarking and by interpreting the interconnected financial statements: Income Statement, Balance Sheet, and Statement of Cash Flows.
- ▶ **Make smarter decisions** about pricing, volume, costs, and investments by applying breakeven, Time Value of Money, and Economic Profit principles.

Course Schedule:

Date	Location	Taught By
January 27-28, 2026	Columbus, OH	Jason Baden
February 3-4, 2026	Green Bay, WI	Bob Capasso
April 15-16, 2026	Charlotte, NC	Bob Capasso
April 20-21, 2026	Minneapolis, MN	Shane Naccari
April 28-29, 2026	Antioch, TN	Alan Sparkman
October 29-30, 2026	Minneapolis, MN	John Cunningham
November 10-11, 2026	Fort Lauderdale, FL	Bob Capasso
December 2-3, 2026	Charlotte, NC	Bob Capasso, Jessica Wilson



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Professional Sales



Course Description:

The Professional Sales course is a **two-and-a-half day program** designed for sales, service, and marketing professionals in the materials supply industry. This highly interactive classroom program challenges participants to move beyond the “commodity mindset” and focus on selling value through differentiation, service, and relationships. Attendees will learn practical strategies to improve margins, strengthen customer partnerships, and adapt their approach to diverse markets and negotiation styles. By the end of the program, participants will be equipped with tools to manage time and technology more effectively, communicate value with confidence, and build sustainable account strategies.

Course Schedule:

Date	Location	Taught By
March 24-26, 2026	Charlotte, NC	Chris Carwie
June 24-26, 2026	Minneapolis, MN	Chris Carwie

Course Learning Objectives:

As a result of engaging in this course, the Professional Sales Course participant will be able to:

- ▶ **Shift** from price-based selling to value-based selling by highlighting differentiation, service, and relationships. This will help you improve margins and strengthen customer partnerships.
- ▶ **Manage** your time and technology more effectively to increase efficiency in the sales process. You'll leave with practical tools to streamline your daily work.
- ▶ **Build account strategies** by segmenting markets and tailoring approaches to customer characteristics. These strategies will allow you to maximize profitability and customer success.
- ▶ **Communicate value** clearly by blending communication styles, presenting features and benefits, and adapting to customer negotiation preferences. This will help you connect with diverse buyers more effectively.
- ▶ **Recognize** customer dissatisfiers and create unique value propositions for products and services. These skills will enable you to strengthen satisfaction, loyalty, and long-term relationships.



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Nomination Required Learning Experiences



Participants in the Fall 2025 Adjunct Faculty Workshop

This track includes the following programs:

- ▶ Adjunct Faculty Workshop
- ▶ Developing Industry Leaders (DIL)

“The vision for the program is amazing and I’m excited to see where the future brings the NRCMA. The final learning lesson where we had to present a topic and a course of instruction were great. I think it made people realize how hard doing this in front of people actually is. You can’t just “wing it” and be successful. At the end of the day, I made a great choice by attending.” ~Adjunct Faculty, Fall Semester 2025



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Adjunct Faculty Workshop



Event Description:

The Adjunct Faculty Workshop is a one-day seminar and we are recruiting! NRMCA has issued a bold agenda to generate more member value by reaching more learners through its courses. To achieve this goal, we need to solve our critical shortage of instructors. Which is why expanding our adjunct faculty is a top priority in our growth strategy. Adjunct faculty make a minimum commitment of teaching (or co-teaching) one course per year. Courses can be part of NRMCA's course calendar, offered by a state affiliate or local sponsoring group, or organized and hosted by a member producer. Preliminary qualifications include a passion for the industry and a willingness to share it.

Event Learning Objectives:

As a result of engaging in this course, the Adjunct Faculty Workshop participant will be able to:

- **List and define** the key principles of adult learning theory. They will demonstrate how these principles apply to classroom instruction by accurately identifying at least three in course activities and discussions.
- **Identify and apply** the basic elements of visual message design. They will incorporate at least two design principles into a simulated presentation, showing how effective visuals enhance clarity and learner engagement.
- **Demonstrate skill** in using NRMCA curriculum assets such as lesson plans, student guides, and presentations. They will integrate at least two of these resources into a mock teaching demonstration to ensure consistency and effectiveness in delivery.
- **Incorporate adult learning principles**, visual design, and curriculum assets into a cohesive teaching demonstration. They will deliver a simulated lesson that meets all workshop evaluation criteria for clarity, engagement, and accuracy.

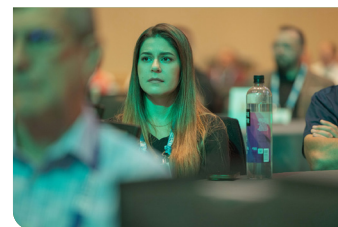
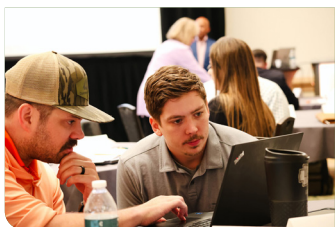
Course Schedule:

Date	Location	Taught By
November 9, 2026	Fort Lauderdale, FL	Jeannette Munroe



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Developing Industry Leaders (DIL)



Event Description:

Developing Industry Leaders (DIL) is the premiere leadership development program for the ready mixed concrete industry. Spanning 15 months, cohort members explore leading oneself, leading teams, leading change, leading an industry, and leading innovation. Through introspective self-assessment, teamwork, group projects, networking, and cohort enrollment, the program develops multi-faceted leaders with a passion for the built environment and confidence to lead with certainty into the future.

Event Learning Objectives:

- ▶ **Articulate and apply a personal leadership point of view** grounded in self-awareness, values, and leadership assessments to real-world industry and organizational challenges.
- ▶ **Demonstrate leadership effectiveness across multiple contexts**—self, teams, projects, innovation, and industry advocacy—using adaptive leadership strategies.
- ▶ **Collaborate effectively across diverse teams and relationships**, including mentor/mentee pairings, project teams, and cohort-based learning environments.
- ▶ **Integrate leadership skills with industry knowledge**, applying technical, operational, and strategic concepts specific to the ready-mixed concrete industry.
- ▶ **Build professional confidence, visibility, and influence** through intentional networking, presentations, advocacy experiences, and peer engagement.

Program Faculty:

Jeannette Munroe, Executive Sponsor

Brent Bystedt, Consulting Partner,
The Blanchard Company

Brandon Double, SHRM-SCP, Director of People Operations for Anderson Concrete Corporation and Buckeye Ready-Mix, LLC

Donna Kopf, SHRM-CP, Director of Employee Experience and Development at Chaney Enterprises

John Lanham, Chief Culture Officer and Chief Operations Officer at Maschmeyer Concrete

Pete Perrodin, Consulting Partner,
The Blanchard Company

Andy Spector, Founder, Neurothropic

Julie Whitten, Founder and CEO,
Julie Whitten Consulting

Chip Wildman, SHRM-SCP, Vice President Human Resources and Safety Services at Concrete Supply Co.

Greg Wortman, Operations Manager for Redimix Companies

Nomination window for the 2026-2027 cohort opens on Monday, May 4, 2026.



DEVELOPING
INDUSTRY LEADERS



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Premiere Events



Annual Convention, Tucson, AZ, 2025

This section highlights the following premiere events:

- ▶ NRMCA 2026 Annual Convention
- ▶ CONEXPO-CON/AGG: A Premiere Industry Exposition
- ▶ NRMCA's ConcreteWorks 2026
- ▶ 20th Annual Mixer Driver Championship

“Our Company has been a member of NRMCA for many years. We find great value in what NRMCA offers. ConcreteWorks, in my opinion, is the association event that we send the most employees because it has the most to offer when it comes to education sessions, committee participation, and networking opportunities, not to mention that the Driver Championship is the best event to celebrate our workforce and industry.”
~NRMCA's ConcreteWorks 2025 Attendee, October 2025



NRMCA 2026 Annual Convention



Annual Convention, Tucson, AZ, 2025

Event Description:

The NRMCA Annual Convention is one of the industry's most important events because it:

- Drives **strategic planning and alignment** across the industry
- Advances **professional education and leadership development**
- Strengthens collaboration among producers, suppliers, and stakeholders
- Provides the governance structure that helps **shape the industry's future**

An annual gathering of the ready-mixed concrete industry, it brings together industry leaders, producers, suppliers, and stakeholders from across the country to connect, learn, conduct association business, and help shape the industry's future.

Who Attends

The Annual Convention attracts a broad cross-section of the industry, including:

- Concrete producers and senior executives
- Industry suppliers, vendors, and solution partners
- NRMCA committee members and association leadership
- Technical, safety, operations, and workforce development professionals



- Industry stakeholders focused on trends, advocacy, innovation, and business growth

Convention Highlights

1. Business & Committee Meetings

The Convention serves as a central forum for NRMCA committees—such as Business Advancement, Research & Standards, Promotion, and Government Affairs—to meet, set priorities, conduct governance activities, and help guide the Association's strategic direction.

2. Educational & General Sessions

Attendees participate in structured learning experiences that may include keynote speakers, expert panels, strategic discussions, and sessions focused on industry trends, workforce development, leadership, and operational excellence.

3. Networking & Social Events

Receptions, member gatherings, and informal events provide valuable opportunities to strengthen relationships, exchange ideas, and build connections across companies and disciplines within the industry.

4. Association Business & Recognition

The Convention also features formal association business, leadership and Board updates, and recognition of individual and organizational contributions that advance the ready mixed concrete industry.

Event Schedule & Location:

February 28 – March 2, 2026, Las Vegas, NV, Fontainebleau (co-located with NSSGA in 2026, and adjacent to Conexpo-Con/Agg)

Sponsorship Opportunities

Scan the QR code for opportunities to engage at Annual Convention in Las Vegas.



Questions?

Please email our [engagement team](#).

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CONEXPO-CON/AGG: A Premiere Industry Exposition



Event Description:

NRMCA is a proud producer and partner of the largest construction show in North America! Held every three years, CONEXPO-CON/AGG is the international gathering place for construction industries, focusing on construction, aggregates, and ready-mixed concrete. The event features the latest technologies and innovations in equipment, products, and services, plus extensive industry-targeted education.

In 2026, the show features over 2,000 exhibitors and 150 education sessions, as well as special workshops, innovation showcases, and can't-miss networking events.

Event Schedule & Location:

Date	Location
March 3 – 7, 2026	Las Vegas, NV

For more information, or to register for this event, please visit the show website, [here](#).



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NRMCA's ConcreteWorks 2026



Driver Championship Awards Banquet,
ConcreteWorks, 2025

Event Description:

NRMCA's ConcreteWorks is the National Ready Mixed Concrete Association's largest annual conference and trade show, bringing together ready mixed concrete professionals from across the industry to learn, connect, explore new technologies, and celebrate workforce excellence. Held over multiple days, NRMCA's ConcreteWorks 2026 combines education, exhibits, networking, and signature workforce events, making it the industry's most comprehensive gathering focused on operational performance, advocacy, safety, innovation, and leadership development.

Who Attends

Attendees include:

- ▶ Concrete producers and company leadership
- ▶ Operations, safety, quality, and environmental professionals
- ▶ Sales, marketing, and business development teams
- ▶ Engineers, technical experts, and consultants
- ▶ Industry suppliers, vendors, and exhibitors
- ▶ Mixer drivers and frontline workforce professionals
- ▶ Emerging leaders and workforce development participants



Key Highlights of the Event

1. Educational Sessions & General Programming

NRMCA's ConcreteWorks features a wide range of technical, operational, safety, and leadership-focused sessions designed to deliver practical, real-world insights that can be applied immediately on the job.

2. Trade Show & Exhibits

The exhibit hall showcases industry suppliers and service providers presenting the latest products, technologies, and solutions that support concrete production, delivery, safety, and performance.

3. Networking & Industry Engagement

Receptions, special events, and informal gatherings provide time for relationship-building, peer exchange, and collaboration across all segments of the industry.

4. Workforce Recognition

Industry recognition and awards are a big part of the celebration, culminating in the Driver Championship banquet.

2026 Event Schedule & Location:

October 15 – 18, 2026, Nashville, TN,
Gaylord Opryland

Sponsorship Opportunities

Scan the QR code for opportunities to engage with the over 1600 attendees we anticipate at NRMCA's ConcreteWorks 2026.



Sponsorship Opportunities

If you are interested in Exhibiting, please submit this [form](#).

Questions?

Please email our [engagement team](#).

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20th Annual Mixer Driver Championship



The National Mixer Driver Championship (NMDC) will celebrate its 20th Anniversary in 2026. The NMDC is a defining feature of ConcreteWorks, a highly anticipated competition that highlights the **skill, precision, safety, and professionalism** of mixer drivers from across the country. The Championship is a crowd-favorite event that celebrates the critical role drivers play in quality, safety, and customer service while reinforcing pride in the profession.

Drivers qualify to compete through their state or company rodeos. The competition includes stationary and driving challenges, vehicle inspection, delivery ticket station, and a timed two-hour multiple-choice exam.

Event Information

Saturday, October 17, 2026,
Nashville, TN, Gaylord Opryland

Sponsorship Opportunities

Scan the QR code for opportunities to support the drivers, judges, and spectators of the 20th Annual Mixer Driver Championship. Or [email us](#).



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Certifications Section



This highlights the following certification programs:

Personal Certifications:

- ▶ Concrete Technologist (Level 2, 3, and 4)
- ▶ Plant Manager
- ▶ Exterior Flatwork Finisher Professional

Exam Retakes Policy

“Certifications provide a competitive edge in the industry, showing customers and regulatory agencies that certified producers have an understanding of and support measures to provide the highest quality ready mixed concrete in the safest and most efficient ways possible.”



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Concrete Technologist (Level 2, 3, and 4 Certifications)



Concrete Technologist Level 2, 3, and 4 certifications are earned through attending NRMCA courses and achieving passing scores on the comprehensive exams on the final day of the course.

Level 2 Certification

Qualification for Concrete Technologist Level 2 requires achieving a minimum of 75% accuracy on a 1½-hour examination consisting of questions on concrete materials and production practices plus basic mixture proportioning methods and data evaluation procedures.

NRMCA Level 2 certification expires five years from the date of the exam. The certification can be renewed by attempting the Level 2 exam. Attending the course is not required to attempt the exam for renewal of certification.

Level 3 Certification

Qualification for Concrete Technologist Level 3 requires achieving a minimum of 75% accuracy on the NRMCA Level 2 examination, plus achieving a minimum of 75% accuracy on an additional two-hour written examination on advanced concrete technology including absolute volume mix proportioning methods, basic statistics as it applies to ACI 318, and quality control, and troubleshooting.

NRMCA Level 3 certification does not currently expire.

Level 4

Qualification for Concrete Technologist Level 4, the highest level of certification, requires achieving a minimum of 75% accuracy on the Concrete Durability exam AND Concrete Technologist Level 3 certification must be earned in order to achieve Level 4. Please note: there is no requirement that Level 3 and Level 4 certification be attempted sequentially.

NRMCA Level 4 certification does not currently expire.



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Plant Manager Certification



Plant Manager Certification recognizes those who have achieved a level of knowledge and operational skills necessary to meet operational performance and efficiency requirements. The certification fulfills the requirements of some agencies, such as a state DOT and the US Army Corps of Engineers, who require NRMCA certification in specific operations and production areas.

A three-hour exam will be administered at the end of the course. The exam will be in modular form to cover the five sections. An attendee passing individual modules will be certified in that module, for example, “Plant Operator / Product Knowledge” or “Plant Operator / Environmental”. An attendee who successfully passes all five modules will be certified as a “NRMCA Ready Mixed Concrete Plant Manager”.

Qualification for Plant Manager certification requires achieving a minimum of 70% accuracy on a 3-hour multiple choice examination consisting of questions on product knowledge, plant safety, environmental regulations, plant operations, and ready mixed industry business principles.

NRMCA Plant Manager certification expires five years from the date of the exam. The certification can be renewed by attempting the exam. Please note: Although recommended, attending the course is not required to attempt the exam for renewal of certification.



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Exterior Flatwork Finisher Certification



Exterior Flatwork Finisher certification is earned through attendance at course, followed by a written exam and performance evaluation, conducted by an NRMCA Local Sponsoring Group.

This certification program provides the basic knowledge on best practices for placing and finishing concrete flatwork, typically exterior slabs on ground. The goal of certification is to ensure that knowledgeable contractors are selected to install concrete slabs and minimize the potential for failure resulting from installation practices.

To qualify for certification, an applicant must:

- ▶ Attend a training course offered by an NRMCA approved local sponsoring group;
- ▶ Achieve a minimum of 70% accuracy on a written exam

- ▶ Complete a performance evaluation supervised by a representative of the local sponsoring group during an installation of exterior flatwork or on a project (or submit a video)

An individual who is not successful can request to retake the written exam for a fee. Attending the course is not required for re-attempting the exam.

Although it may be revoked for improper finishing practices, NRMCA Exterior Flatwork Finisher certification does not currently expire.



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Exam Retake Policy¹



Participants who attend a course and do not receive a passing grade on the exam may elect to re-take the exam under certain circumstances.

First, the participant must submit an exam retake request form, signed by the remote exam proctor.

Second, the participant must schedule the exam retake. To protect exam integrity, Concrete Technologist (Level 2, 3, and 4) exams may only be re-attempted during certain weeks of the year.

Third, payment for the exam retake must be received prior to the exam being distributed. Exams materials will only be released to approved exam proctors.

Fourth, unlimited attempts are not offered. Exams may (re)attempted once each calendar year.

The exam retake form is available, [here](#).

For more information on exam retakes, please contact LearningAndDevelopment@nrmca.org

¹This policy is under review in 2026.



Committee Meetings



Membership Committee Meeting, ConcreteWorks, October 2025

Through NRMCA's standing committees, members like you contribute to the future success of the Association and the ready mixed concrete industry. It's through this committee structure that NRMCA gauges the needs of members and the industry, fulfills those needs and plans for the future. Every member company should encourage its professionals to get involved in the process. Engagement will not only strengthen the Association, but individuals will also have the opportunity to hone career skills that will benefit their companies. Joining an NRMCA standing committee is easy. Simply complete this form.

This highlights the following committees:

- ▶ Business Advancement Committee (BAC)
- ▶ Safety, Environment, and Operations (SEO)
- ▶ Workforce Development Committee (WDC)

Please note: Other NRMCA committees meet regularly during Annual Convention and ConcreteWorks. These committee meetings do not require separate scheduling or registration and are not included here. If you are interested in learning more about NRMCA's committees, please email us at engagement@nrmca.org



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Business Advancement Committee (BAC)



Chair: Blaine Weeks
Vice Chair: Ashley Dawson
Staff Liaison: Andrew Tyrrell
Executive Committee Liaison: Steve Bishop and Bill Mullen

The Business Advancement Committee advocates for and advances the business performance and economic success of the ready mixed concrete industry. A marquis achievement is the maintenance, distribution, and administration of NRMCA’s financial performance surveys, the Performance Benchmarking Survey (PBS) and Monthly Metric Survey.

The PBS provides the baseline content for the many of NRMCA’s educational programs that promote financial success, most specifically, the highly acclaimed Think Like an Owner Course. Within the BAC, the Information Technology Task Group exists to share and leverage technology best practices to drive digital transformation within the industry with a focus on e-ticketing, information security and integration.

Each year, the BAC hosts two committee meetings independent of larger NRMCA events (Annual Convention and ConcreteWorks). Additionally, in 2026, the BAC will host a peer group workshop to crowdsource solutions to persistent and pervasive industry challenges.

There is no registration fee or tuition for committee meetings. Meetings are open to NRMCA members only.

Event Schedule:

Event	Date	Location	Registration
BAC Winter Meeting	January 11-12, 2026	West Palm Beach	Register here
BAC Roundtables	April 14-15, 2026	Dallas, TX	Register here
BAC Summer Meeting	July 12-13, 2026	Milwaukee, WI	Wait List Here Learning AndDevelopment @ nrmca.org



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Workforce Development Committee (WDC)



Chair: Cassie Krause
Vice Chair: Delta Mitchum
Staff Liaison: Jeannette Munroe
Executive Committee Liaison: Brian Gray

The Workforce Development Committee supports the development of the ready-mix industry workforce, in all of the following ways:

- Design, develop, and deliver modernized and expanded opportunities for learning and professional development.
- Identify, develop, and strengthen partnerships that promote the industry and its effort to recruit, retain, and grow the workforce of the future.

- Manage, analyze, interpret, and share survey data that helps members attract, strengthen, and sustain the current and future workforce.
- Each year, the BAC hosts one committee meetings independent of larger NRMCA events (Annual Convention and ConcreteWorks), and two virtual meetings. Additionally, in 2026, the WDC will host a Mental Health First Aid workshop adjacent to its spring meeting.
- There is no registration fee or tuition for committee meetings, but there is a registration fee for Mental Health First Aid. Meetings are open to NRMCA members only.

Event Schedule:

Event	Date	Location	Registration
WDC Winter Meeting	January 14, 2026	Virtual	Register here
WDC Spring Meeting	April 14-15, 2026	Dallas, TX	Register here
Mental Health First Aid	April 16, 2026	Dallas, TX	Register here
WDC Fall Meeting	TBD	Virtual	Notification List Here



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Safety, Environment, and Operations (SEO)



- Chair:** Will Ho
- Vice Chair:** Todd Morris
- Staff Liaison:** Kevin Walgenbach
- Executive Committee Liaison:** Sarah Beasley

The Committee on Safety, Environmental and Operations (SEO) provides a forum for the interchange of ideas relating to safety, equipment maintenance, environmental compliance, production and distribution, and training of personnel in the ready mixed concrete industry. The committee advocates and reports on regulatory issues involving, in part, the Department of Labor, National Labor Relations Board, Department of Transportation, Environmental Protection Agency and the Department of Treasury. The committee also develops issue papers, authors comments on rulemakings and monitors all regulatory actions.

The committee helps coordinate the annual NRMCA ConcreteWorks event and is responsible for the annual NRMCA National Mixer Driver Championship. The SEO committee has responsibility for the development of publications for operations, environmental and safety personnel. The committee conducts annual surveys including the Safety Contest and Safety Benchmarking Survey, Fleet Benchmarking Survey and Regulatory Survey. The SEO committee provides content expertise to develop and deliver industry specific safety, environmental and operations related training courses. As well, the SEO Committee is responsible for a number of industry recognition programs including the Annual Safety Award, Driver of the Year Award, Environmental Excellence Awards, and the Joseph E. Carpenter Award.

Each spring the SEO Committee hosts the Deboer CSEO Committee Meetings independent of larger NRMCA events (Annual Convention and ConcreteWorks).

There is no registration fee to attend the committee meetings. Meetings are open to NRMCA members only.

Event Schedule:

Event	Date	Location	Registration
Deboer SEO Committee Meeting	Week of May 4, 2026 (Day TBD)	Chicago, IL	Notification List Here Learning AndDevelopment@nrmca.org



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NRMCA Field Training Centers (FTC)



Field Training Centers (FTCs) are the newest feature of NRMCA's growth strategy. In 2026, two FTCs will open their doors, enrolling learners, offering courses, and building capacity to serve our members and grow the industry at the local level. Field Training Center are authorized to offer NRMCA courses and curriculum, taught by NRMCA approved faculty and adjuncts, with NRMCA installed instructional technology (iPads), in co-branded NRMCA classrooms, all coordinated through the NRMCA National Training Calendar.



The NRMCA Field Training Center-Charlotte, in partnership with the Carolinas Ready Mixed Concrete Association, held a ribbon cutting ceremony on October 28, 2025.

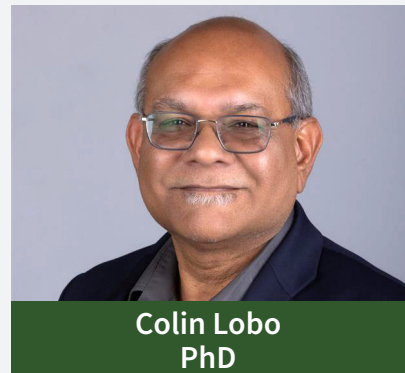
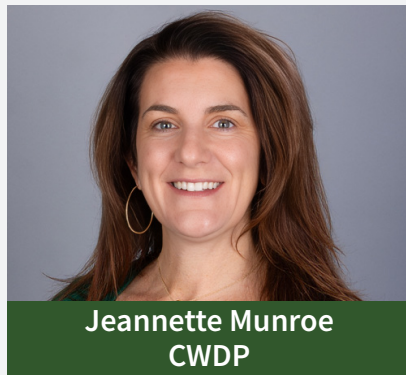


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NRMCA Lead Faculty

None of this would be possible without the expertise of our dedicated faculty: whether you see them at committee meetings, conferences or premiere events, in classrooms or on webinars, we hope you consider stopping them and thanking them for their tireless dedication to the industry and their passion for helping it learn and develop.

Lead Faculty



Adjunct Faculty



Jhenyffer Asp
PhD, P.E.

Director of Engineering
and Technical Services at
Aggregate and Ready Mix
Association of Minnesota



Jason Baden
MBA, P.E.

Senior Vice President -
Ready Mixed Concrete and
Building Materials Division
at The Gerken Companies



Brent Bystedt
Consulting Partner,
Blanchard



Chris Carwie
MBA
President, Carwie
and Associates



Bob Capasso
CPA, CMA
President, Concrete
Financial Insights



John Cunningham
Executive Director
Aggregate & Ready Mix
Association of Minnesota
(ARM)



Brandon Double
SHRM-SCP
Anderson Concrete Corp. &
Buckeye Ready-Mix, LLC:
Director of People
Operations



Bobby Doyle
Knife River -
Director of
Health & Safety
Central Region

Adjunct Faculty



Kevin J. Folliard
Ph.D., Warren S. Bellows
Centennial Professor of Civil
Engineering, Department
of Civil, Architectural, and
Environmental Engineering
The University of Texas
at Austin



Dee Dee Kennedy
Executive Director
Maryland Ready Mix
Concrete Association, Inc.
(MRMCA)



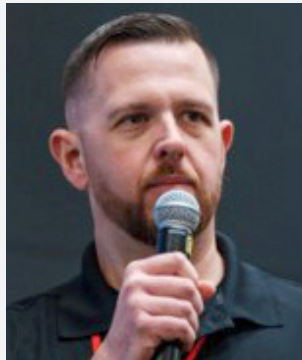
Donna Kopf
SHRM-CP
Director, Employee
Experience and
Development
Chaney Enterprises



Cassie Krause
PHR, SHRM-CP
Director of Human
Resources and Safety,
Carew Concrete &
Supply Co., Inc.



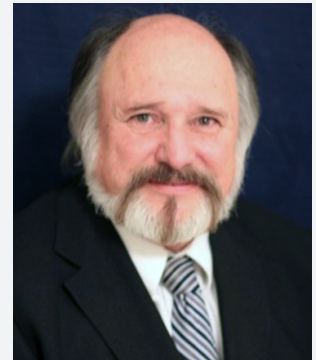
John Lanham
MBA
Chief Operating Officer,
Maschmeyer Concrete



Steve Lindley
CSM
Safety Training
Manager, Ozinga



Delta Mitchum
SPHR
Vice President of
Human Resources
Thomas Concrete, Inc.



Gary Mullings
Executive Vice President
(retired), NRMCA

Adjunct Faculty



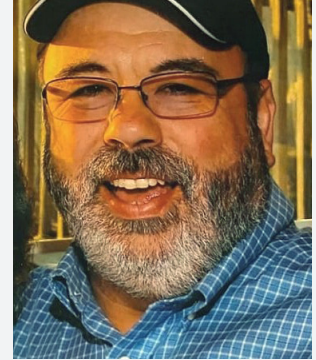
Shane Naccari
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Vice President –
Transactions
Allen-Villere Partners



John Pearson
P.E.
Technical Services Director
Tennessee Concrete
Association



Pete Perrodin
Safety & Environmental
Compliance Officer



Dennis Pratt
Safety & Environmental
Compliance Officer
Auburn Aggregates



Ron Robertson
Customer Success Principal
Industry Consultant
Command Alkon



Mat Rozell
Technical Services
Manager, Vince Hagan
Company



Doug Ruhlin
Principal Environmental
Consultant, CHMM



Anton Schindler
PhD, P.E., F.ACI
Mountain Spirit Professor
and Director of the Highway
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Department of Civil and
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Auburn University

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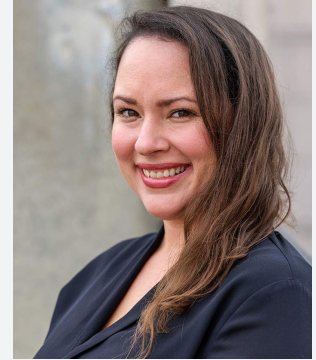
Alan Sparkman
CAE, LEED
AP, MBA



Caroline Sutton
Executive Vice President
Carolinas Ready Mixed
Concrete Association



Ron Terrelonge
PE
Director of Engineering
The Concrete Advantage



Jessica Wilson
Director of Education &
Technical Services
Carolinas Ready Mixed
Concrete Association



Michael Whisonant
PE FACI
Vice President of Technical
Services Martin Marietta



Julie Whitten
Founder and CEO
Julie Whitten
Consulting

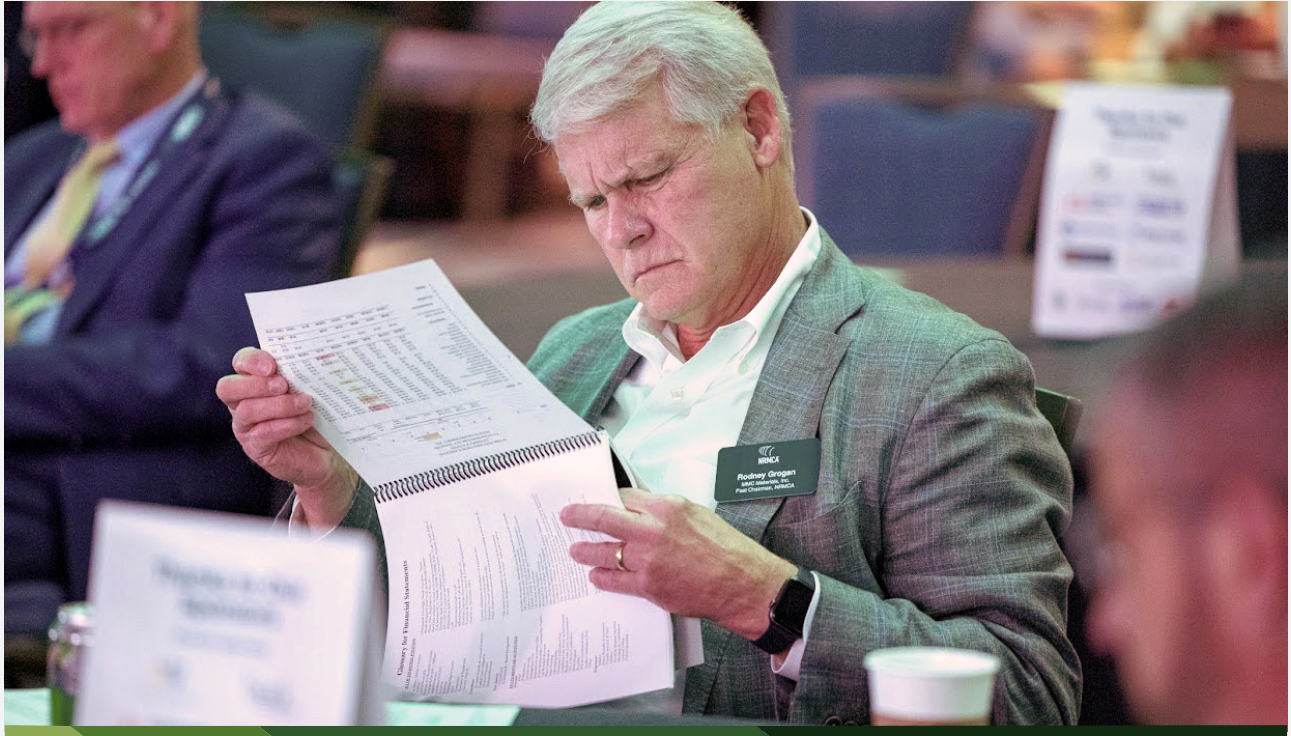


Chip Wildman
SHRM-SCP
Vice President, Human
and Safety Resources
Concrete Supply Co.

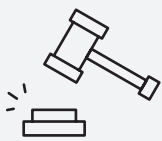


Greg Wortman
MBA, Operations
Manager, Redimix
Companies, Inc
(a CRH Company)

Learning and Development Course Policies



This highlights the following policies:



Anti-Trust



Course
Cancellation Policy



Code of Conduct



Photo Release



Antitrust Policy Statement

The National Ready Mixed Concrete Association assigns the highest priority to full compliance with both the letter and the spirit of the antitrust laws. Agreements among competitors that unreasonably limit competition are unlawful under federal and state antitrust laws, and violators are subject to criminal fines and incarceration, civil fines and private treble-damage actions. Even the successful defense of antitrust litigation or an investigation can be very costly and disruptive. It is thus vital that all meetings and activities of the Association be conducted in a manner consistent with the Association's antitrust policy.

Examples of illegal competitor agreements are those that attempt to fix or stabilize prices, to allocate territories or customers, to limit production or sales, or to limit product quality and service competition. Accordingly, it is inherently risky and potentially illegal for competitors to discuss under Association auspices, or elsewhere, the subjects of prices, pricing policies, other terms and conditions of sale, individual company costs (including planned employee compensation), the commercial suitability of individual suppliers or customers, or other factors that might adversely affect competition.

It is important to bear in mind that those in attendance at Association meetings and activities may include competitors, as well as potential competitors. Any discussion of sensitive antitrust subjects with one's competitors should be avoided at all times before, during, and after any Association meeting or other activity. This is particularly important because a future adversary may assert that such discussions were circumstantial evidence of an illegal agreement, when viewed in light of subsequent marketplace developments, even though there was, in fact, no agreement at all.

If at any time during the course of a meeting or other activity, Association staff believes that a sensitive topic under the antitrust laws is being discussed, or is about to be discussed, they will so advise and halt further discussion for the protection of all participants. **Member attendees at any meeting or activity should likewise not hesitate to voice any concerns or questions that they may have in this regard.**

Adopted by the NRMCA Membership, on April 3, 2006, and reaffirmed by legal counsel on January 19, 2024



Course Cancellation Policy

Full cancellation refunds, less a \$125 administrative fee, will be extended until Friday, January 16, 2026. All cancellations after Friday, January 16, will not be refunded. Fee cancellations cannot be transferred to a future class. Substitutions can be made at any time with no penalty. Registration cancellations and substitutions must be made in writing to: meetings@nrmca.org.

NRMCA reserves the right to cancel this event. A class confirmation, confirming the course will run as scheduled, will be sent via email no later than COB, Friday, January 16, 2026. It is advisable not to book your flight (unless it's fully refundable) until you receive the class confirmation. In the unlikely event the class is cancelled, NRMCA will refund the entire registration fee, but is not responsible for airline or hotel reservation fees. You are responsible for making and paying for your own hotel and travel arrangements.



NRMCA's Code of Conduct

NRMCA is committed to creating and maintaining an engaging, productive, and safe environment in which all individuals are treated with respect and dignity, one that is welcoming and free from any form of harassment and discrimination. The policy guides everyone who participates in or attends an NRMCA conference or event. NRMCA wants to ensure that all participants understand what behavior is expected and what behavior will not be tolerated.

Expected Conduct

By attending and participating in an NRMCA conference or event, you agree to:

- ▶ Think First! Be mindful of your surroundings and other attendees (if you notice a dangerous situation or someone in distress, alert onsite security staff),
- ▶ Be considerate and respectful to others,
- ▶ Communicate openly and thoughtfully, discussing differences in a non-confrontational fashion,
- ▶ Refrain from harassing, discriminatory, inappropriate, or demeaning conduct,
- ▶ Comply with all rules, policies, and procedures of the venue at which the conference or event is being held,
- ▶ Comply with NRMCA's published policies, inclusive of the NRMCA anti-trust policy, and
- ▶ Comply with all applicable laws and regulations in the location where the conference or event is being held.

Unacceptable Behaviors

NRMCA prohibits harassment and discrimination based on race, color, religion, sex, sexual orientation, gender identity, national origin, age, familial status, protected veteran or disabled status, genetic information, or any other protected class under local, state or the federal laws of the United States

The following behaviors are unacceptable and will not be tolerated:

- ▶ Disruptive and/or disrespectful behavior during any interaction, including presentations and discussions,
- ▶ Physical or verbal abuse or bullying of any participant, event organizer, staff member, vendor, volunteer, or guest,
- ▶ Discrimination, verbal or nonverbal harassment, or hostility against any person or group of people,
- ▶ Harassment, sexual harassment, or sexual assault of any kind. This includes intimidation, violence, offensive/unwelcome behavior, unwelcome advances, threats, or stalking; inappropriate contact; inappropriate requests for sexual favors; all other verbal, visual or physical conduct of a sexual nature; offensive and unwelcome comments, jokes, drawings, pictures, cartoons, innuendos, or other sexually oriented verbal or written statements (including text messages, emails, social media posts, etc.),
- ▶ Removal or possession of property that is owned by another person or entity, and
- ▶ Any activity in violation of local, state, or federal laws.



NRMCA's Code of Conduct (cont'd)

Report Procedures

If any Attendee believes he or she or another attendee has been subject to conduct that violates this Code, or witnesses such conduct, the attendee should immediately report the violation to any NRMCA staff member, while onsite at the conference or event. If it is not possible to report such conduct to NRMCA staff at the conference or event, you should report such conduct as soon as possible. Any NRMCA staff member who receives such a report or who witnesses inappropriate conduct must notify one of the following: NRMCA COO, NRMCA CFO, or onsite NRMCA staff lead at the event. This can be done via email at meetings@nrmca.org and/or complete the online **Code of Conduct Incident Reporting Form**. All reported concerns will be treated seriously and reviewed promptly. All attendees are expected to cooperate fully and honestly with any report review.

Consequences

Attendees asked to stop harassing behavior are expected to comply immediately. At NRMCA's sole discretion, any violation of this Code of Conduct may result in removal from or denial of access to the conference or event without a refund of any applicable registration fees, and/or disqualification from attendance at future NRMCA programs. An Attendee's employer may be notified in the case of any proven violation. And in the case of an NRMCA employee, if such employee is found to have violated this Code of Conduct, such employee will be subject to discipline, up to and including termination from employment.

No Retaliation

NRMCA will not tolerate any actual or attempted reprisals or retaliation against individuals who raise, in good faith, a concern that this Code of Conduct has been violated, or who participate in the investigation of such a concern. NRMCA takes all allegations of harassment, inappropriate behavior, and discrimination seriously and is committed to ensuring an environment that is free of all harassment, conduct that violates this Code of Conduct, and discrimination..



NRMCA Photo Release

All participants at NRMCA events grant NRMCA the absolute right and permission to their name, likeness, image, voice, and/or appearance as may be captured in photographs, video recordings, or other digital media for any lawful purpose.

This authorization includes, but is not limited to, use in the following without payment or approval or other consideration to the participant:

- ▶ Promotional materials
- ▶ Publications
- ▶ Educational resources
- ▶ Social media
- ▶ Organization's website

Participants understand that these materials may be used indefinitely, in whole or in part, and may be reproduced, distributed, or altered as needed, waiving any right to inspect or approve the finished product or any use of my image and agree to release and discharge NRMCA, its employees, representatives, and affiliates from any claims, demands, or liability arising out of or related to the use of these images or recordings.

Participants will have the option to opt-out through a digital photo release form.

About NRMCA Membership



Why Join NRMCA?

With nearly 100 years of experience, the National Ready Mixed Concrete Association (NRMCA) is a trusted partner to the entire concrete industry. NRMCA guides its members to the highest standard, challenging them to become thought leaders in innovation, advance their business operations, develop their personnel, and emphasize the critical role concrete plays in our daily lives

Membership Levels:

- ▶ **Ready Mixed Concrete Producers:** Ready mixed concrete production companies, ranging from global, vertically integrated companies down to single plant small businesses.
- ▶ **Manufacturers, Products & Services:** Manufacturers of plant equipment, vehicles and supporting products. Providers of related services ranging from financial services and insurance to technology platforms and workforce solutions.
- ▶ **Material Suppliers:** Providers of cement, admixtures, additives, colors, etc. – any of the raw ingredients used to make ready mixed concrete.
- ▶ **Concrete Contractors:** Contractors, consultants and construction companies who work with concrete construction products.

For more information about membership, visit our [website](https://www.nrmca.org/membership) or contact your membership team at MEMBERSHIP@NRMCA.org

Course Calendar

2026 National Training Calendar

Date	Course	Hosted By	Location
January 27-28	Think Like an Owner	Ohio Concrete Association	Columbus, OH
February 2-5	Concrete Technologist	NRMCA	San Antonio, TX
February 3-5	Plant Manager Course	NRMCA	San Antonio, TX
February 3-4	Think Like an Owner	Wisconsin Ready Mix Association	Green Bay, WI
February 4-5	Supervisors Course	Wisconsin Ready Mix Association	Green Bay, WI
February 17-18	Concrete Fundamentals	NRMCA Field Training Center	Minneapolis, MN
February 19-20	Supervisors Course	NRMCA Field Training Center	Minneapolis, MN
February 28-March 2	2026 NRMCA Annual Convention	Fontainebleau	Las Vegas, NV
March 3-7	CONEXPO-CON/AGG 2026	Las Vegas Convention Center	Las Vegas, NV
March 23	Concrete Fundamentals	NRMCA Field Training Center	Charlotte, NC
March 24-26	Professional Sales	NRMCA Field Training Center	Charlotte, NC
March 24-27	Plant Manager Course	NRMCA	Kansas City, MO
April 13-15	Think First Safety	NRMCA	Dallas, TX
April 14-15	Supervisors Course	NRMCA Field Training Center	Charlotte, NC
April 15-16	Think Like an Owner	NRMCA Field Training Center	Charlotte, NC
April 13-15	Concrete Durability	NRMCA	Dallas, TX
April 14-15	Concrete Fundamentals	NRMCA	Dallas, TX
April 14-15	WDC Spring Meeting	NRMCA	Dallas, TX
April 14-15	BAC Roundtables	NRMCA	Dallas, TX
April 14-17	Plant Manager Course	NRMCA	Dallas, TX
April 16	Improving Concrete Quality	NRMCA	Dallas, TX
April 16	Mental Health First Aid	NRMCA	Dallas, TX
April 20-21	Think Like An Owner	NRMCA Field Training Center	Minneapolis, MN
April 28 - 29	2026 Think Like An Owner	Tennessee Concrete Association	Antioch, TN
April 29-30	2026 Supervisors Course	Tennessee Concrete Association	Antioch, TN
May 4-29	2026, Developing Industry Leaders Nomination Window	NRMCA	Online
June 23	Concrete Fundamentals	NRMCA Field Training Center	Minneapolis, MN
June 24-26	Professional Sales	NRMCA Field Training Center	Minneapolis, MN



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Course Calendar

2026 National Training Calendar

Date	Course	Hosted By	Location
July 12-13	BAC Summer Meeting	NRMCA	Milwaukee, WI
September 14-18	Concrete Technologist	NRMCA	Baltimore, MD
October 15-18	NRMCA's ConcreteWorks	Gaylord Opryland	Nashville, TN
October 29-30	Think Like an Owner	NRMCA Field Training Center	Minneapolis, MN
November 9	Adjunct Faculty Workshop	NRMCA	Fort Lauderdale, FL
November 10-11	Supervisors	NRMCA	Fort Lauderdale, FL
November 10-12	Concrete Durability	NRMCA	Fort Lauderdale, FL
November 10-12	Environmental	NRMCA	Fort Lauderdale, FL
November 10-12	Think First Safety	NRMCA	Fort Lauderdale, FL
November 10-13	Plant Manager	NRMCA	Fort Lauderdale, FL
November 12	Handling Concrete Specs	NRMCA	Fort Lauderdale, FL
November 12	Improving Concrete Quality	NRMCA	Fort Lauderdale, FL
November 12-13	Dispatch 101	NRMCA	Fort Lauderdale, FL
November 12-13	Think Like an Owner	NRMCA	Fort Lauderdale, FL
November 17-18	Concrete Fundamentals	NRMCA Field Training Center	Minneapolis, MN
November 19-20	Supervisors Course	NRMCA Field Training Center	Minneapolis, MN
December 1-2	Supervisors	NRMCA Field Training Center	Charlotte, NC
December 2-3	Think Like an Owner	NRMCA Field Training Center	Charlotte, NC



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About NRMCA

Founded in 1930, the National Ready Mixed Concrete Association (NRMCA) is the leading concrete industry advocate. Our mission is to create opportunities for our members and the industry to prosper through leadership in safety, environmental & operational excellence, promotion, advocacy, workforce development, and concrete technology advancements.

NRMCA works in partnership with state associations on issues such as promotion and regulatory concerns and extend what they can do to the national level. Our commitment to our members is second to none and we strive for constant communication on the latest information, products, services and programs to help our members expand their markets, improve their operations and amplify their voice in Washington.

NRMCA has several committees in which members and professional staff work together to support the mission. They include Audit and Finance, Concrete Promotion, Divisions/Bureaus, Government Affairs, Membership, Nominating, Business Advancement, Political Action, Research, Engineering and Standards, Safety, Environmental and Operations and Workforce Development. NRMCA operates in strict accordance with all Antitrust Laws.



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