



# NASCLA ANNUAL REPORT



F Y  
**2024**  
/ **2025**







## NASCLA HISTORY

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Founded in 1962, the National Association of State Contractors Licensing Agencies (NASCLA) is a nonprofit organization whose purpose is to promote best practices and license uniformity for agencies that regulate the construction industry.

By upholding dedication to the assistance of contractor licensing and enforcement agencies, trade associations, and members of the construction industry, NASCLA serves as a vital resource for its members and the contracting community.

## GOALS

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Support best practices in the construction industry that promote quality standards and public safety, mutual interests and regulation of business practices. Pertinent information to be made available to NASCLA members via educational seminars and informative publications.

Streamline contractor licensing process by (i) acquiring more states who accept the NASCLA Accredited Examination Program and (ii) reducing licensing barriers.



This past year marked the first year of NASCLA's FY 2025-2027 Strategic Plan and reinforced our commitment to Leading the Way in Advancing Construction Regulation. With a clear focus on collaboration, consistency, and modernization, NASCLA moved from planning to action across programs, committees, and member services.

Together, we strengthened national exam programs, expanded education and engagement, and continued modernizing the tools that support state licensing agencies. The progress reflected in this report highlights both the momentum built this year and the strong foundation in place to support regulatory excellence nationwide.

Sincerely,



**David Fogt**  
NASCLA President



**Angie Whitaker, CAE**  
NASCLA Executive Director





## A YEAR OF LEADING THE WAY

This year, NASCLA's impact was visible across every area of our work — from strengthening connections with members to expanding national programs and modernizing the tools that support contractor licensing. This annual report highlights many of these wins; together, it tells a story of momentum and collective progress.



in expanding  
our membership  
community

More states, agencies, and partners joined or re-engaged with NASCLA, and our network grew stronger through deliberate outreach and board-level representation. This growth reflects the value members see in staying connected and aligned nationwide.



in modernizing  
licensing examinations

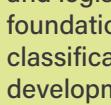
NASCLA's Accredited Examination Program continued its upward trajectory through expanded participation, updated exam standards, and dual-provider delivery through PSI and Prov. These enhancements improved access, flexibility, and national consistency for candidates and agencies alike.



in building  
stronger state  
partnerships



in advancing  
strategic  
initiatives



Committees drove progress on portability, model legislation, technology alignment, and legislative advocacy tools. This foundational work supports clearer classification structures, smarter exam development, and consistent regulatory guidance across states.



through national  
coordination and  
public service

The National Coordinated Enforcement Effort and NASCLA's expanded disaster relief efforts reflect our shared commitment to supporting states beyond day-to-day licensing — strengthening consumer confidence and industry accountability nationwide. The Natural Disaster Relief Program is available for state members to apply when a disaster impacts their area.



in elevating  
education and  
engagement



in technology  
and innovation

Progress continued on the Contractor Licensee Database, digital practice exams, AI policy monitoring, and long-term planning for a future NASCLA app. These initiatives reaffirm our commitment to meeting members where they are — and where the industry is headed.

Together, these accomplishments show how NASCLA — and its member agencies — spent the year *leading the way in advancing construction regulation, strengthening national alignment, and building the tools our industry needs for the future.*



The accomplishments highlighted in Our Wins reflect real progress across the NASCLA community. The perspectives below show how that work has translated into meaningful impact for agencies, partners, and professionals nationwide.

## COLLABORATION

NASCLA continues to bring states together to solve challenges through shared experience and connection.

“ Oftentimes as regulators, we feel out on our own. NASCLA brings everyone together so we can work through challenges together.



Andrew  
Brisbo

Bureau Director  
Michigan Licensing and Regulatory Affairs,  
Bureau of Construction Codes

## PROFESSIONAL GROWTH

Education, events, and peer exchange remain central to strengthening regulatory practice.

“ Every time I come to a NASCLA event, I get something out of it that we can apply back home.



Dale  
Dawson

Executive Director  
North Carolina State Board of Examiners of  
Plumbing, Heating, and Fire Sprinkler Contractors

## MEMBERSHIP VALUE

Membership delivers measurable benefits that support agencies in their day-to-day work.

“ It's the best decision we've made as an agency.



Tom  
Cole

Director  
Arizona Registrar of Contractors

## PRACTICAL RESOURCES

NASCLA's tools are designed to be usable, relevant, and immediately applicable.

“ NASCLA gives us tools we can actually use.



Max  
Fuller

Commissioner  
Kentucky Department of Housing,  
Buildings, and Construction

## CLARITY & CONSISTENCY

Smarter systems and shared standards help remove unnecessary barriers while maintaining strong regulation.

“ It's one less hurdle for us and for contractors.



Tiffany  
Loveless

Executive Director  
Alabama Licensing Board for  
General Contractors

## NATIONAL PERSPECTIVE

NASCLA's national reach supports mobility and consistency across jurisdictions.

“ Having the NASCLA Accredited Exam accepted in multiple states is a huge benefit for contractors like us.



Dale  
Johnson

Compliance Director  
North Division  
Lowe's Home Centers LLC





SHORT-TERM GOALS		LONG-TERM GOALS
Within the Next 12 Months		Within the Next 2 Years
<b>Accredited Examination Program Committee</b>		
<span style="color: green;">✓</span> Transition from Power Limited Systems Classification Exam due to limited support.		<span style="color: green;">↑</span> Develop and implement the NASCLA Plumbing Examination.
<span style="color: green;">↑</span> Begin development of Plumbing Classification Exam.		
<b>Advocacy &amp; Partnership Committee</b>		
<span style="color: green;">↑</span> Establish connections with trade associations, educational institutions, and technology experts to promote NASCLA's initiatives and visibility.		<span style="color: green;">II</span> Collaborate with the NASCLA Model Legislation Committee to create legislative tools addressing over-regulation and deregulation.
<b>Model Legislation Committee</b>		
<span style="color: green;">↑</span> Create Annual Report Template.		<span style="color: green;">↑</span> Create training programs and quick-reference guides for legislators, emphasizing regulatory compliance and consumer protection.
<span style="color: green;">↑</span> Collaborate with the NASCLA Technology Committee to update NASCLA Model Legislation reflecting technological advancements.		<span style="color: green;">↑</span> Monitor advancements such as AI and create model legislative language to address emerging challenges.
<span style="color: green;">↑</span> Create a framework for improving licensure portability by identifying shared attributes and distinctions in licensure classifications.		<span style="color: green;">↑</span> Support states with exam waivers by providing equivalency standards and communicating benefits to interested parties.
<b>Technology Committee</b>		
<span style="color: green;">←</span> Recommend speakers and session topics for quarterly webinars highlighting technological trends in construction and licensing.		<span style="color: green;">↑</span> Streamline member communication and improve accessibility to resources with a user-friendly app integrated with NASCLA's website revamp.
<span style="color: green;">✓</span> Partner with the NASCLA Model Legislation Committee to revise and update modules with current technological advancements.		<span style="color: green;">←</span> Track state-level AI developments and gather insights to guide NASCLA's legislative and regulatory efforts.

✗ Not started↑ In progress← OngoingII On hold✓ Completed

## NASCLA MEMBERSHIP

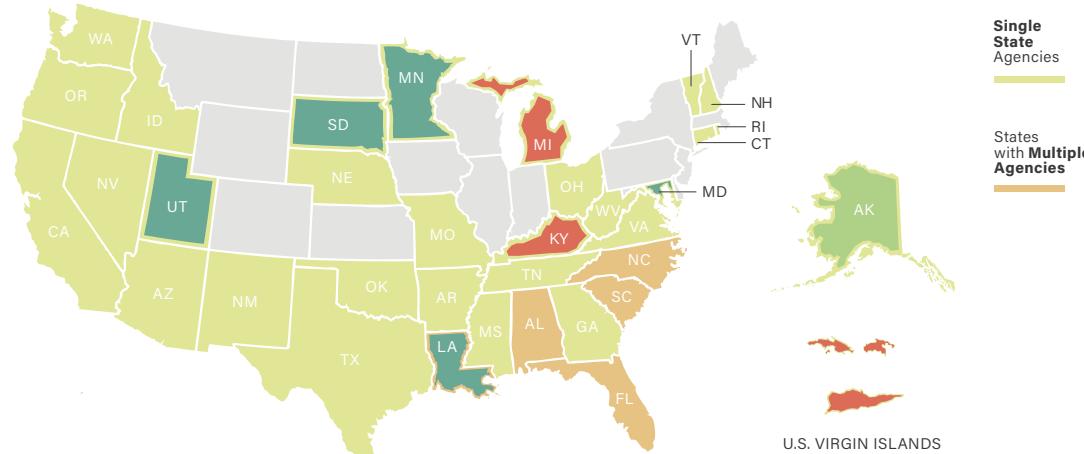
NASCLA  
MEMBERSHIP GREW  
BY 128 MEMBERS

**297**  
TOTAL  
47 State Members  
31 Business Members  
219 Individual Members

NASCLA IS COMPRISED  
OF 47 CONTRACTOR  
LICENSING AGENCIES



Including  
the U.S.  
Virgin  
Islands

STRENGTHENING  
STATE CONNECTIONS

## NASCLA ACCREDITED EXAMINATION PROGRAM

YEAR-OVER-YEAR  
GROWTH CONTINUES

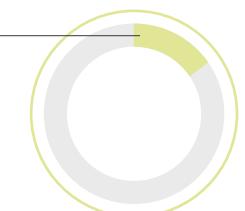
Now Powered by Two Providers -  
NASCLA exams are delivered nationwide  
through both **PSI** and **Prov**, expanding  
access and flexibility for candidates.

**Prov**  
\***psi**

PERCENTAGE  
GROWTH

**13%  
INCREASE**

between August 2024  
and August 2025



## TOTAL PARTICIPATING PROGRAMS

## COMMERCIAL

Administering  
08  
08

Accepting  
12  
09



## ELECTRICAL

Administering  
09  
08

Accepting  
09  
08

NEW ACCEPTING  
STATE AGENCIES PARTICIPATING

## COMMERCIAL

Alabama Home  
Builders Licensure  
Board

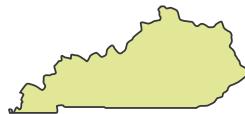


California  
Contractors State  
License Board

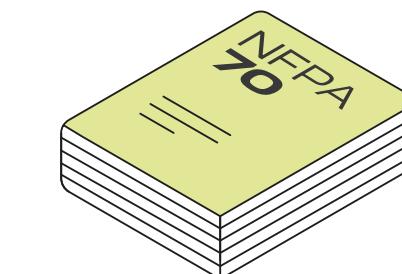


## ELECTRICAL

Kentucky  
Department of  
Housing, Buildings,  
and Construction

MODERNIZED  
EXAM STANDARDS

Rolled out new **NASCLA Electrical Examination Forms** based on the 2020/2023 National Electrical Code and other updated references - effective **August 1, 2025**



## NASCLA PUBLICATIONS

UPDATED  
CORE RESOURCES

Released updated Contractors Guide editions for **8 State Titles**, including **Spanish-Language Editions for Virginia and Maryland\***



\*Updated (8) Business and Law Publications Ohio, New Jersey, VA English/Spanish, MD English/Spanish, MD Salesperson, and NC PHFS

Published an updated version of the **Consumers Guide to Home Improvement Projects**



Launched a **10% Military Discount** for the NASCLA Companion Course

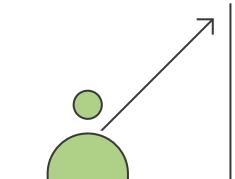


## NASCLA PROGRAMS &amp; EVENTS

ANNUAL CONFERENCE  
SUCCESS

Another Record-Setting **NASCLA Annual Conference**, with Higher **Attendance** and **Strong Participation** that Fueled **Collaboration** Across the **Licensing Community**

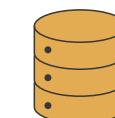
**167** Attendees  
**71** New Attendees  
**13** High-impact Sessions

RECORD-BREAKING  
SPONSORSHIP  
& SCHOLARSHIP  
PROGRAMS

**\$83K** in  
9  
Sponsorships

**259** Scholarships

Secured **\$83,000** in Sponsorships from **9 Partners** - an all-time milestone  
Received **259 Scholarship Applications** - a 97% increase, and the highest to date



CSID digital database under construction to enhance member access



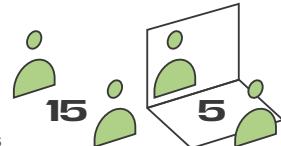
Together with PSI, NASCLA developed a **Digital Practice Exam** designed to meet candidates where they are - supporting their path to licensure.



Boosted **Visibility** through targeted digital marketing campaigns

## EXPANDED PROFESSIONAL EDUCATION & ENGAGEMENT

Completed full Investigator Training Program with **15 In-Person Modules** and **5 Virtual Sessions**



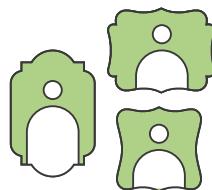
Developed new livestream formats, including micro webinars and our **First-Ever Sponsor Webinar**



Launched the **NASCLA Hub** using **Webcast Cloud** to host trainings, livestreams, and on-demand content



Introduced **Member Spotlights** in quarterly State Member Calls to highlight engagement and best practices



## NASCLA STRATEGIC INITIATIVES

### ACCREDITED EXAMINATION PROGRAM COMMITTEE

#### FOCUS ON PORTABILITY

Completed **State Survey** on need for a **Plumbing Classification Exam**



Initiated **Outreach to National Plumbing Trade Associations** for exam development **Collaboration and Support**



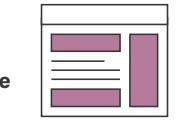
Laid groundwork for long-term **Plumbing Exam** development



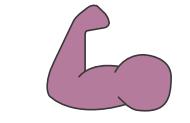
### MODEL LEGISLATION COMMITTEE

#### FOCUS ON COMMUNICATION & OUTREACH

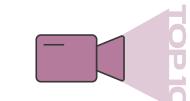
Developed key components of a new Legislative Advocacy Packet, featuring a **Customizable Annual Report Template**



Launched development of a **NASCLA Legislative Training Program** for state members



Began production of **Advocacy Videos**, including Top 10 Licensing Cases



### ADVOCACY & PARTNERSHIP COMMITTEE

#### FOCUS ON COMMUNICATION & OUTREACH

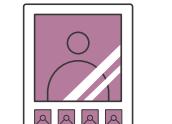
Drafted **New Outreach Language** tailored to industry partners



Designed **Fresh Marketing Materials** to promote NASCLA's value

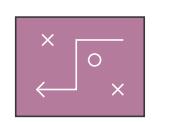


Compiled **Strategic Contact Lists** for future campaigns

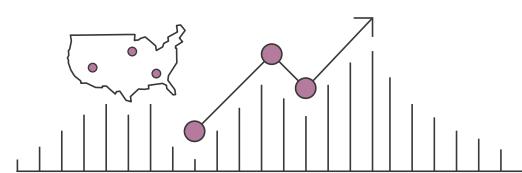


### FOCUS ON MODEL LEGISLATION

Aligned Model Legislation with Emerging Technologies in partnership with the NASCLA Technology Committee

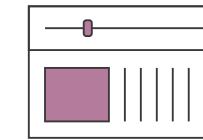


Tracked **AI-Related State Policies** to guide future updates

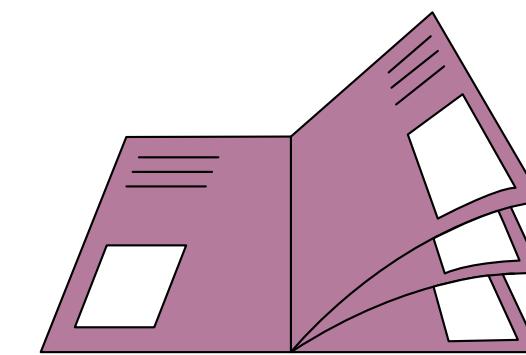


## FOCUS ON PORTABILITY

Collected **Exam Data** to support advocacy and state alignment



Scheduled a **State Member Exam Waiver Session** at the NASCLA 2025 Annual Conference

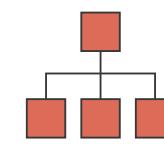


## ADDITIONAL INITIATIVES

### NASCLA CONTRACTOR LICENSEE DATABASE

Total of 9 Participating State Agencies  
Alabama – HVAC, Alabama – General, Arizona, California, Mississippi, North Carolina – Electrical, North Carolina – General, Tennessee, Washington

Onboarded **Arizona Registrar of Contractors** (February 2025)



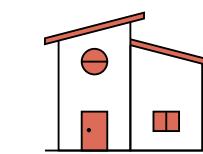
### DISASTER RELIEF READY

Introduced NASCLA's new **Natural Disaster Policy**, supporting nonprofits nominated by member states to assist in disaster recovery



### GROWTH YOU CAN SEE

In 2025, NASCLA **Updated Its Headquarters**—making space for innovation, collaboration, and the future



## TECHNOLOGY COMMITTEE

### FOCUS ON EDUCATION

Supported **Planning for Future NASCLA App** and website enhancements



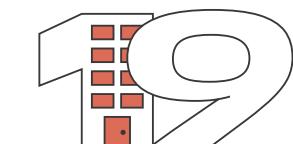
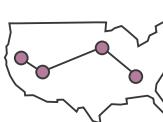
### FOCUS ON MODEL LEGISLATION

Provided input to align model legislation with **AI and Innovation**



### FOCUS ON TECHNOLOGY

Tracked **AI Policy** developments across states



### NASCLA NATIONAL COORDINATED ENFORCEMENT EFFORT OCTOBER 14 - 25

19 Participating State Agencies



Over 4,000 Job Sites Visited



1,218 Complaints/ Instances of Non-Compliance Found

## 2024-2025 EXECUTIVE COMMITTEE

President



**David  
Fogt**

Registrar

California Contractors  
State License Board

Past President  
& Treasurer-Elect



**Tim  
Norman**

Executive Director

North Carolina State  
Board of Examiners  
of Electrical Contractors

Immediate Past President



**Stephanie  
Lee**

Executive Director

Mississippi State  
Board of Contractors

1st Vice President



**Dale  
Dawson**

Executive Director

North Carolina State  
Board of Examiners of  
Plumbing, Heating and  
Fire Sprinkler Contractors

Treasurer



**Melissa  
McBride**

Contractor Compliance Chief

Washington State  
Department of Labor  
& Industries

Fiscal Policy Representative



**George  
Whalen**

NASCLA Past President  
NASCLA Honorary Member

2nd Vice President



**Tiffany  
Loveless**

Executive Director

Alabama Licensing Board  
for General Contractors

Fiscal Policy Representative



**Janet  
Baumberger**

Commission Executive

South Carolina Residential  
Builders Commission

Secretary



**Kimberly  
Troxler**

Program Specialist

District of Columbia  
Department of Licensing  
and Consumer Protection

## 2024-2025 BOARD OF DIRECTORS



Executive Director

**Jimmy  
Morgan**

Alabama Plumbers & Gas  
Fitters Examining Board



Executive Director

**Jeffrey  
Becraft**

Alabama Board of Heating,  
Air Conditioning and Refrigeration  
Contractors & the Alabama Electrical  
Contractors Board



Executive Director

**Tiffany  
Loveless**

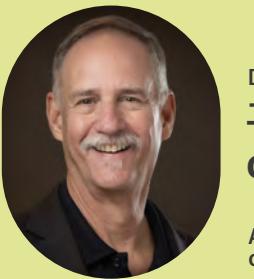
Alabama Licensing Board  
for General Contractors



Program Specialist

**Kimberly  
Troxler**

District of Columbia,  
Department of Licensing  
and Consumer Protection



Director

**Tom  
Cole**

Arizona Registrar  
of Contractors



Board Member

**Rachelle  
Wood**

Florida Construction  
Industry Licensing Board



Registrar

**David  
Fogt**

California Contractors  
State License Board



Commissioner

**J. Max  
Fuller**

Kentucky Department of  
Housing, Buildings,  
and Construction



Bureau Director

**Andrew  
Brisbo**

Michigan Licensing &  
Regulatory Affairs, Bureau  
of Construction Codes



Licensing  
& Registration  
Program Manager

**Jessica  
Spoja**

Idaho Building,  
Construction  
& Real Estate Bureau



Executive Director

**Stephanie  
Lee**

Mississippi State  
Board of Contractors



Executive Director

**Craig  
Thelen**

Nebraska State  
Electrical Division

## 2024-2025 BOARD OF DIRECTORS



Executive Director

**Tim  
Norman**

North Carolina State  
Board of Examiners of  
Electrical Contractors



State Building  
Commissioner

**James  
Cambio, CBO**

Rhode Island Contractors'  
Registration and  
Licensing Board



Compliance Director

**Charlotte  
Melder**

Texas Department of  
Licensing & Regulation



Division Director

**Bethany  
Cottrell**

New Hampshire Office of  
Professional Licensure  
and Certification



Executive Director

**Dale  
Dawson**

North Carolina State  
Board of Examiners of  
Plumbing, Heating and  
Fire Sprinkler Contractors



Board Executive

**Meronica  
Fulton**

South Carolina  
Contractors' Licensing  
Board



Commissioner

**H. Nathalie  
Hodge**

Virgin Islands Department  
of Licensing  
and Consumer Affairs



General Construction  
Bureau Chief

**Martin  
Romero  
CBO**

New Mexico Construction  
Industries Division



Administrator

**Jan  
Hubbard**

Oklahoma Construction  
Industries Board



Commission Executive

**Janet  
Baumberger**

South Carolina Residential  
Builders Commission



Executive Director

**Marjorie  
King**

Virginia Board  
for Contractors



Executive Director

**Ryan  
Cody**

North Carolina  
Licensing Board for  
General Contractors



Administrator

**Chris  
Huntington**

Oregon Construction  
Contractors Board



Executive Director

**Chris  
Burkhardt**

Tennessee Board of  
Licensing Contractors



Contractor  
Compliance Chief

**Melissa  
McBride**

Washington State  
Department of Labor  
& Industries

## 2024-2025 EXECUTIVE COMMITTEES

### FINANCIAL STRATEGY (EXECUTIVE SUB-COMMITTEE)



Melissa  
McBride, WA  
Chair



Dale  
Dawson, NC



Janet  
Baumberger, SC



George  
Whalen, RI



Tim  
Norman, NC

### ACCREDITED EXAMINATION PROGRAM COMMITTEE



Dale Dawson, NC  
Co-Chair



Carol Gagnon, CA  
Co-Chair

Michael Baisden, OH

Kelly Bean, MI

Michell Bird, ID

Mary Charity, VA  
Stephen Thompson  
Lowe's Home Centers LLC

Ryan Cody, NC

Brooks Myers  
Lowe's Home Centers LLC

Tim Norman, NC

### ADVOCACY & PARTNERSHIP COMMITTEE



Stephanie Lee, MS  
Co-Chair



Dale Johnson  
Lowe's  
Companies, Inc.  
Co-Chair

Nick Alberini  
Lowe's Home Centers LLC

Cindy Casaus, AZ

Timothy Gavin  
Brexton Construction

Seth Gowan, AL

Melissa McBride, WA

Tim Norman, NC

Al Nyman  
Transformco

Molly Price, SC

Andre Sappington  
BNS LLC

Andy Stokes  
Lowe's Home Centers LLC

Craig Thelen, NE

Stephen Thompson  
Lowe's Home Centers LLC

George Whalen, RI

### MODEL LEGISLATION COMMITTEE



Seth Gowan, AL  
Co-Chair



Ellen Leonard, AL  
Co-Chair

Janet Baumberger, SC

Michell Bird, ID

Dale Dawson, NC

Max Fuller, KY

Alesha Gensler, MI

Stephanie Lee, MS

Tim Norman, NC

George Whalen, RI

Al Nyman  
Transformco  
Molly Price, SC  
Grayson Williams  
Lowe's Home Centers LLC



### NOMINATION COMMITTEE



Stephanie Lee, MS  
Chair

Janet Baumberger, SC

Melissa McBride, WA

Tim Norman, NC

George Whalen, RI

### PUBLICATIONS TASK FORCE



George Whalen, RI  
Co-Chair



Al Nyman  
Transformco  
Co-Chair

### SCHOLARSHIP SELECTION PANEL

Nick Alberini  
Lowe's Home Centers LLC

Darlene Akel, AR

Douglas Altenbern  
A.G. Spanos

Andrew Brisbo, MI

Julia Blanks  
Lowe's Home Centers LLC

Dale Dawson, NC

Michelle Diggs  
Lowe's Home Centers LLC

Carol Gagnon, CA

Joe Hawkins, MS

Chris Huntington, OR

Dale Dawson, NC  
Nick Alberini  
Lowe's Home Centers LLC

Janet Baumberger, SC

Joe Hawkins, MS

Tara Hetzel, AL  
Anthony Jacovino, AZ

Cameron Parris, VA

Grayson Williams  
Lowe's Home Centers LLC

### TECHNOLOGY COMMITTEE



Tiffany Loveless, AL  
Chair

Darlene Akel, AR

Nick Alberini  
Lowe's Home Centers LLC

Janet Baumberger, SC

Joe Hawkins, MS

Tara Hetzel, AL

Anthony Jacovino, AZ

Cameron Parris, VA

Grayson Williams  
Lowe's Home Centers LLC

## 2024-2025 STAFF

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Strategy Director  
**Kirsten  
Zacharias**



Programs &  
Events Manager  
**Sarah  
Sullivan**



Executive Director  
**Angie  
Whitaker, CAE**



Examinations &  
Publications Director  
**Leslie  
Farrell**



Operations Manager  
**Jacquie  
Wilberscheid**



Programs &  
Events Specialist  
**Windsor  
Smith**



Visual Content &  
Project Specialist  
**Catherine  
Peach**



Programs &  
Events Coordinator  
**Aaryanna  
Nelson**



Examinations &  
Publications Specialist  
**Raven  
Talashoma**



Project & Customer  
Solutions Specialist  
**Tia  
Simpson**



Office Coordinator  
**Jenny  
Raymond**





**AS WE CELEBRATE THIS  
YEAR'S ACCOMPLISHMENTS,**

We are reminded that your leadership, collaboration, and dedication fuels NASCLA's success. We are honored to work alongside such an exceptional community of professionals driving innovation and excellence in contractor regulation.

**ON  
BEHALF  
OF THE  
NASCLA  
PRESIDENT,  
BOARD OF  
DIRECTORS,  
& EXECUTIVE  
DIRECTOR,**

we extend our sincere gratitude for your continued commitment and contributions over the past year. Your support played a key role in advancing NASCLA's mission and achieving our collective goals.





THANK  
Y  
O  
U