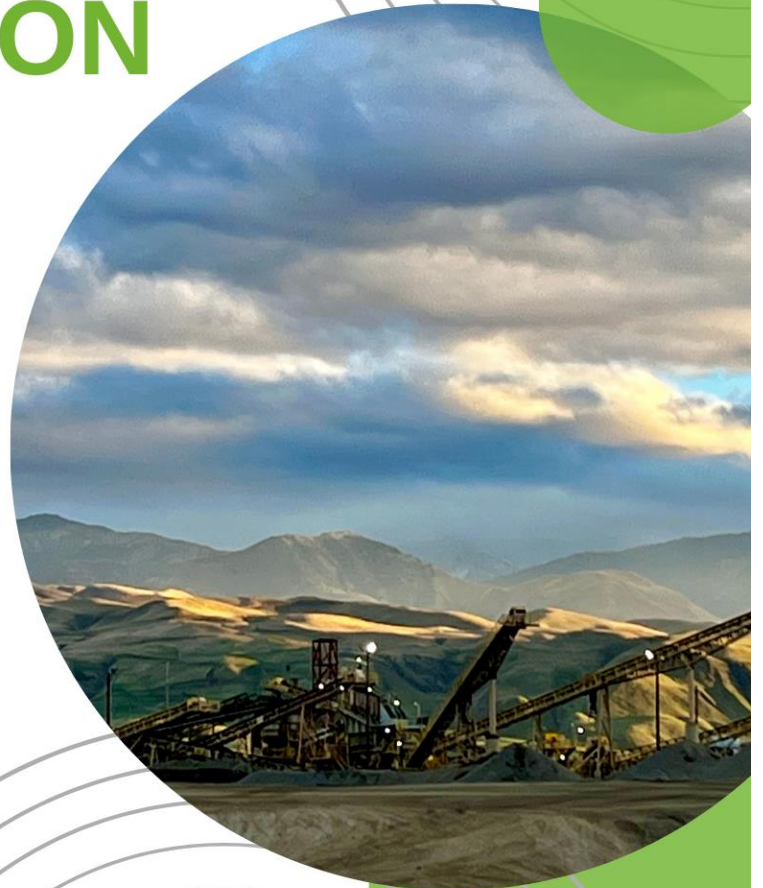


# CALCIMA

California Construction And Industrial Materials Association

## CALCIMA MEMBERSHIP APPLICATION



**Your membership matters**

# APPLICATION FOR MEMBERSHIP

## Membership Agreement

Thank you for your interest in joining the California Construction and Industrial Materials Association (CalCIMA). CalCIMA represents California's critical infrastructure materials and essential minerals producers. Our classes of membership include: aggregate, asphalt, pre-cast, ready mixed concrete, essential minerals, as well as associate members who provide goods and services to the industry.

Your membership connects you with top industry professionals where mutual goals and shared ideas live. As such, you get out of an association what you put into it. Your engagement in events and at the committee level will help foster relationships with other like-minded professionals with common goals. CalCIMA members have access to our Buyers' Guide, Weekly Update newsletter, *Conveyor Magazine*, and opportunities to speak at our events.

Please complete the contents of this form and send with payment to CalCIMA. Upon acceptance, your membership will be provisional until it is approved by the CalCIMA Board of Directors.

By joining CalCIMA, you hereby agree to abide by the following policies and procedures set forth in the materials provided:

**CalCIMA Dues Policy**

Our full dues policy can be found on page 8. Dues rates are updated on an annual basis.

<https://www.calcima.org/Files/Admin/Dues/DuesRates.pdf>

**Anti-Trust Statement (Page 15)**

**Code of Conduct (Page 16)**

**Email Opt-In**

As a member of CalCIMA, including committee members, you agree to accept emails from CalCIMA, which will come in different forms, all of which are managed by CalCIMA. Other CalCIMA members will have access to your contact information through our buyers' guide, however we do not sell or distribute our data. You can read our privacy policy at <https://www.calcima.org/privacy>

\_\_\_\_\_

Print Name

\_\_\_\_\_

Signature

\_\_\_\_\_

Date

Mail form with payment to:  
CalCIMA, 455 Capitol Mall, Suite 210, Sacramento, CA 95814  
Contact: Nicole Ross – (916) 554-1000 Ext. 104 - [nross@calcima.org](mailto:nross@calcima.org)  
Federal Tax ID 95-239-2439

# APPLICATION FOR MEMBERSHIP

Company Name

Main Contact Name Title

Street Address City State Zip

Mailing Address City State Zip

Phone Fax

Email Address Website

Dues Contact Phone Email

County # of Employees Referred By

Member Classification:  Producer (Aggregate, Asphalt, Ready Mix)  Industrial Minerals  Associate

Company Description:

Visit <https://www.calcima.org//Files/Admin/Dues/DuesRates.pdf> to view current dues rates.

Payment Amount: \_\_\_\_\_  Check or  Credit Card (associate dues only)

Card # \_\_\_\_\_ Exp. Date \_\_\_\_\_ CVV# \_\_\_\_\_

Card Billing Address \_\_\_\_\_ Billing City/State/Zip \_\_\_\_\_

Mail form with payment to:  
CalCIMA, 455 Capitol Mall, Suite 210, Sacramento, CA 95814  
Contact: Nicole Ross – (916) 554-1000 Ext. 104 - nross@calcima.org  
Federal Tax ID 95-239-2439

# DUES RATES

## PRODUCER DUES

Dues shall be based on the (i) tonnage of Crushed Rock Products, and/or (ii) yards of ready-mixed concrete, and/or (iii) tonnage of asphalt that each Producer Member has produced, sold and/or transferred, imported or consumed, during the previous calendar year, or most recent 12-month period. Dues shall be calculated based on a fee schedule set by the Board based on per-ton or per-yard fees, and reflected in the Annual Dues Invoice.

ANNUAL AGGREGATE PRODUCER DUES SCHEDULE								
Total Annual Aggregate Production for the period of 1/1/2022 – 12/31/2022 (Confidential)								
Tier	Annual Tons	Production		Rate	Minimum		Amount Due	
1	15,000,000+		x	0.0138	If < \$214,988 pay \$214,988	=	\$	
2	10,000,000 -14,999,999		x	0.0144	If < \$148,838 pay \$148,838	=	\$	
3	8,000,000-9,999,999		x	0.0149	If < \$123,480 pay \$123,480	=	\$	
4	5,000,000-7,999,999		x	0.0154	If < \$79,932 pay \$79,932	=	\$	
5	2,000,000-4,999,999		x	0.0160	If < \$33,075 pay \$33,075	=	\$	
6	800,000-1,999,999		x	0.0166	If < \$14,112 pay \$14,112	=	\$	
7	500,000-799,999		x	0.0176	If < \$9,647 pay \$9,647	=	\$	
8	300,000-499,999		x	0.0193	If < \$6,285 pay \$6,285	=	\$	
9	0-299,999		x	0.0210	No minimum for tier 9	=	\$	
Aggregate Subtotal								

ANNUAL READY MIX CONCRETE PRODUCER DUES SCHEDULE								
Total Annual Ready Mix Concrete Production for the period of 1/1/2022 – 12/31/2022 (Confidential)								
Tier	Annual Yards	Production		Rate	Minimum		Amount Due	
1	3,000,000+		x	0.0248	If < \$76,073 pay \$76,073	=	\$	
2	1,500,000-2,999,999		x	0.0254	If < \$42,171 pay \$42,171	=	\$	
3	1,000,000-1,499,999		x	0.0281	If < \$31,422 pay \$31,422	=	\$	
4	500,000-999,999		x	0.0314	If < \$18,192 pay \$18,192	=	\$	
5	250,000-499,999		x	0.0364	If < \$9,650 pay \$9,650	=	\$	
6	150,000-249,999		x	0.0386	If < \$6,615 pay \$6,615	=	\$	
7	100,000-149,999		x	0.0441	If < \$4,962 pay \$4,962	=	\$	
8	0-99,999		x	0.0497	No minimum for tier 8	=	\$	
Ready Mix Concrete Subtotal								

ANNUAL ASPHALT PRODUCER DUES SCHEDULE								
Total Annual Asphalt Production for the period of 1/1/2022 – 12/31/2022 (Confidential)								
Tier	Annual Tons	Production		Rate	Minimum		Amount Due	
1	6,500,000+		x	0.0138	If < \$89,634 pay \$89,634	=	\$	
2	4,000,000-6,499,999		x	0.0148	If < \$63,063 pay \$63,063	=	\$	
3	2,500,000-3,999,999		x	0.0158	If < \$41,895 pay \$41,895	=	\$	
4	1,575,000-2,499,999		x	0.0168	If < \$27,783 pay \$27,783	=	\$	
5	985,000-1,574,999		x	0.0176	If < \$19,404 pay \$19,404	=	\$	
6	615,000-984,999		x	0.0196	If < \$13,341 pay \$13,341	=	\$	
7	384,000-614,999		x	0.0216	If < \$9,295 pay \$9,295	=	\$	
8	240,000-383,999		x	0.0236	If < \$6,174 pay \$6,174	=	\$	
9	150,000-239,999		x	0.0256	If < \$4,190 pay \$4,190	=	\$	
10	0-149,999		x	0.0276	No minimum for tier 10	=	\$	
Asphalt Subtotal								

**INDUSTRIAL MATERIALS DUES**

Industrial Materials members shall pay their dues based on man hours for all California operations. For Industrial Materials members who do not report to MSHA, such as precast producers or contractors, please use man hours for all California operations as reported on OSHA Recordkeeping forms. DO NOT REPORT FOR BOTH.

If man hours are less than minimum dues amount, pay \$4725.

**MSHA Hours:** Report actual man hours as reported to MSHA using Form 7000-2 for the period of 1/1/2022 through 12/31/2022. This shall include activity on all mining operation work relative to the extraction and production of industrial minerals for all properties in California. These hours include, but not limited to:

- Mining operators and all work associated with shops and yards
- Milling and production operators, including those working in associated shops and yards.
- Office personnel who work principally at the mine or preparation facility office

**OSHA Hours:** Report man hours as reported for the period of 1/1/2022 through 12/31/2022 for all operations in California:

- Administrative office support staff (sales, accounting, etc),
- Offsite materials production and manufacturing facilities
- Maintenance
- Plant operators

<b>ANNUAL INDUSTRIAL MATERIALS DUES SCHEDULE</b>					
<b>Total Man Hours reported for the period of 1/1/202 – 12/31/2022 (Confidential)</b>					
			Rate		Amount Due
MSHA Man Hours (Mining)		x	.0831	=	\$
OSHA Man Hours (Precast & Contractors)		x	.0831	=	\$
Minimum Dues	<b>\$4725</b>		<b>\$4725</b>		\$

# DUES RATES

## ASSOCIATE DUES

Associate dues are based on your company's total number of employees (world-wide). The amount above reflects the most recent data we have. If our records are incorrect, please fill in the accurate dues amount based on total number of employees.

<b>ANNUAL ASSOCIATE MEMBER DUES SCHEDULE</b>			
<b>Total # of Employees World-Wide</b>			
<b>Size</b>	<b>2024 Rate</b>	<b># of Employees</b>	<b>Amount Due</b>
Sole Proprietor (0)	\$390		
Small (2-9)	\$1,245		
Medium (10-24)	\$1,650		
Large (25-49)	\$2,070		
Extra Large (50+)	\$2,485		
<b>TOTAL DUE</b>			<b>\$</b>

# ADDITIONAL CONTACTS

Please add additional contacts. Each contact will receive the Weekly Update, *Conveyor Magazine* and other communications from CalCIMA. (Use a separate sheet of paper if necessary).

---

Contact Name Title

---

Street Address City State Zip

---

Phone Email

---

Contact Name Title

---

Street Address City State Zip

---

Phone Email

---

Contact Name Title

---

Street Address City State Zip

---

Phone Email

---

Contact Name Title

---

Street Address City State Zip

---

Phone Email

(Use a separate sheet of paper if necessary).

**Questions? Email Nicole Ross at [nross@calcima.org](mailto:nross@calcima.org)**

# COMMITTEE PARTICIPATION

Please complete separate form for personnel. Visit [www.calcima.org/committees](http://www.calcima.org/committees) for more information.

Name \_\_\_\_\_ Title \_\_\_\_\_

Company \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone \_\_\_\_\_ Email \_\_\_\_\_

<b>STANDING COMMITTEES</b>			
<input type="checkbox"/>	<b>Education, Events and Membership Services Committee:</b> Develops programs to recruit and retain members, planning meetings, conferences, seminars, workshops, and other special events that advance the business and educational goals of CalCIMA.	<input type="checkbox"/>	<b>Environmental &amp; Natural Resources Committee:</b> Involved with state legislation, regulation, and administrative actions relative to environmental issues, such as air quality, water quality and land-use policy. Works with Governmental Affairs Committee on legislative initiatives.
<input type="checkbox"/>	<b>Governmental &amp; Legislative Affairs Committee:</b> Responsible for advancing CalCIMA's strategic interest through state and federal legislation, regulation, and/or administrative action. Activities are, reviewing and initiating legislation, monitoring administrative and regulatory initiatives and directing the advocacy staff and consultants.	<input type="checkbox"/>	<b>Legal Action Committee:</b> Responsible for advising the Board of Directors on legal actions that need to be taken by the Association, in response to measures taken by the courts or governing bodies at the local, state, and federal levels. This includes any and all Association involvement in industry litigation.
<input type="checkbox"/>	<b>Public Education &amp; Outreach:</b> Responsible for developing programs to enhance the public relations opportunities for our industry to educate the general public and local and state policy makers.	<input type="checkbox"/>	<b>Technical Committee:</b> Responsible for promoting and advocating for best industry practices, technical innovation and specifications. Works with Caltrans Rock Products Committee and other related industry coalitions.
<input type="checkbox"/>	<b>Transportation Committee:</b> Responsible for reviewing regulatory and legislative issues concerning industry transportation, fleet and maintenance policy and issues.	<input type="checkbox"/>	<b>Safety and Health Committee:</b> Review of enforcement trends, safety practices and regulatory developments at both the state and federal level.
<input type="checkbox"/>	<b>Women of CalCIMA:</b> A committee which brings the women of CalCIMA together to provide professional development, facilitate discussions about the tools that will support women in the industry. This group also supports the Women of Asphalt California-CalCIMA branch.		
<b>MATERIALS STEERING COMMITTEES</b>			
<input type="checkbox"/>	<b>Asphalt Steering Committee:</b> Works to support and advance the asphalt pavement industry through education, advocacy, and promotion including strategic initiatives and technical support.	<input type="checkbox"/>	<b>Ready-Mix Concrete Steering Committee:</b> Works to support and advance the concrete industry through education, advocacy, and promotion including strategic initiatives and technical support.
<b>REGIONAL COUNCILS</b>			
<input type="checkbox"/>	Riverside/Metro	<input type="checkbox"/>	San Bernardino
<input type="checkbox"/>	San Diego	<input type="checkbox"/>	



Company name: \_\_\_\_\_

Please select the products & services provided by your company. Check all that apply.

**MATERIALS [PRODUCER MEMBERS]**

- AGGREGATE**
  - Asphalt Aggregate
  - Base Rock
  - Concrete (PCC) Aggregate
  - Crushed Stone
  - Decomposed Granite
  - Decorative Rock
  - Fill Material
  - Landscape Materials
  - Lightweight Aggregate
  - Recycled Aggregate
  - Rip RAP
  - Sand - Concrete
  - Sand - Recreation
  - Sand & Gravel
- ASPHALT**
  - Hot Mix Asphalt
  - Porous Asphalt
  - Reclaimed Asphalt Pavement (RAP)
  - Slurry Seal
  - Warm Mix Asphalt
- CONCRETE**
  - Colored Concrete
  - Decorative Concrete
  - Lightweight Concrete
  - Low-Carbon Concrete
  - Mobile Plants
  - Pervious Concrete
  - Precast Concrete
  - Ready Mixed Concrete
  - Shotcrete
  - Slurry
  - Stucco
- CEMENT**
- Soil Stabilization
  - Type I
  - Type II
  - Type III
  - Type IL (PLC)
  - Type IP
  - Type IS
  - Type IT
  - Type IV
- INDUSTRIAL MATERIALS**
  - Clay
  - Dolomite
  - Industrial Sand
  - Lanthanides
  - Limestone - Agricultural
  - Limestone - Cement
  - Limestone - Specialty
  - Lithium
  - Rare Earths
  - Roofing Granules
  - Other: \_\_\_\_\_
- BUILDING MATERIALS**
  - Bricks
  - Landscaping
  - Masonry
- RECYCLING**
  - Crushed Concrete/Asphalt
  - Mobile Recycling
- SUPPLEMENTARY CEMENTITIOUS MATERIALS (SCMS)**
  - Blended SCMs
  - Fly Ash
  - Natural Pozzolans
  - Slag

Continue to next page

Company Name: \_\_\_\_\_

**GOODS AND SERVICES [PRODUCER AND ASSOCIATE MEMBERS]**

- ADDITIVES**
  - Asphalt Additives**
    - Crumb Rubber
    - Emulsifiers
    - Fibers
    - Rejuvenators
  - CARBON SOLUTIONS**
  - CONCRETE ADDITIVES**
    - Ad Mixtures
    - Color
    - Fibers
- BUSINESS SERVICES**
  - Appraisals
  - Economic/Market Analysis
  - Engineering
  - Financial
  - Governmental Affairs
  - Insurance
  - Legal
  - Marketing
  - Public Relations
  - Staffing/HR
  - Strategic Planning
  - Technical
- CONSTRUCTION SERVICES**
  - Asphalt Paving
  - Commercial
  - Concrete Paving
  - Full Depth Reclamation
  - Infrastructure
  - Precast Buildings and Structures
  - Residential
- ENVIRONMENTAL SERVICES**
  - Air Quality**
    - CUP Permitting
  - Equipment
  - Heavy Duty Trucks
  - Mobile Equipment
  - Monitoring
  - Portable Equipment
  - Regulatory
  - Stationary Plants
  - TRI Reporting
- Hazardous Waste**
  - DTSC
  - SPCC
- Land Use Permitting**
  - Caltrans Encroachment Permits
  - CEQA
  - Entitlement
  - Mine Plans
  - NEPA
  - SMARA/Financial Services
  - SMARA/Reclamation Plans
- Reclamation**
  - Construction
  - Monitoring
  - Planning
- Water Quality**
  - CWA Jurisdiction
  - Ground Water
  - Regulatory
  - Stormwater
  - Waste Discharge Requirements
- Wildlife**
  - Biological Consulting
  - CESA Take Permits
  - CESA/ESA Mitigation
  - Streambed Alteration Agreements

Continue to Next Page

**GOODS AND SERVICES (Cont.)**

Company Name: \_\_\_\_\_

**EQUIPMENT**

- Aerial Drones
- Asphalt Hot Plants
- Brushes
- Concrete Batch Plants
- Conveyor Products
- Dredging Equipment
- Energy
- Explosives
- Fuel
- Heavy Equipment
- Mining Equipment
- Mobile Plants
- Plant Components
- Processing Equipment
- Pumps
- Reclaim Systems
- Reclaimers
- Scales
- Screens
- Stationary Plants
- Trucking - Parts & Services
- Water Tank

**LABORATORY/QA SERVICES**

- Aggregate
- Asphalt
- Concrete
- Field Testing
- Environmental & Occupational
- Lab Equipment

**LEGAL SERVICES**

- Air Quality
- Corporate
- Environmental Compliance
- Government
- Labor & Employment
- Litigation
- Mining Equipment
- Permitting

- Prevailing Wage
- Real Estate
- Tax

**MINING & OPERATIONS SERVICES**

- Appraisals
- Blasting Services
- Contract Mining
- Energy Management
- Engineering
- Geologic Services
- Trucking - Delivery Services

**SAFETY SERVICES**

- Confined Space Training
- Dust Protection
- Electrical
- Health Risk Assessment
- Hearing Protection
- Loading Structures
- Noise and Dust Plans/Monitoring
- Part 46 Training
- PPE Equipment
- Safety Consulting and Planning

**TECHNOLOGY/SOFTWARE**

- Environmental Compliance
- Human Resources
- Mapping
- Materials Management
- Prevailing Wage
- Ticketing

**TRUCKING SERVICES**

- Air Filters
- Brakes
- Cement/Bulk Trucks
- Fuel
- Mixer Trucks
- Tires
- Trucking Parts

**Other:** \_\_\_\_\_

*Adopted December 2021*

As stated in the CalCIMA Restated Bylaws adopted by the Board of Directors on October 8, 2012, and amended on December 8, 2020, under Section 2.4. Membership Fee, each member shall pay a membership fee, periodic dues, or assessments in such amounts and at such times as shall be determined by the Board in accordance with the following requirements:

- (a)** CalCIMA will assess and collect dues on all material produced, sold, imported or consumed. Specific dues schedules, as adopted in December 2021, and any amendments thereto, shall be reflected in the Annual Dues Invoice forms to be circulated annually.
- (b)** Dues shall be assessed as follows for each membership type and class:
  - (i)** Construction Materials Producer Members: Dues shall be based on the (i) tonnage of Crushed Rock Products, and/or (ii) yards of ready-mixed concrete, and/or (iii) tonnage of asphalt that each Producer Member has produced, sold and/or transferred, imported or consumed, during the previous calendar year, or most recent 12-month period. Dues shall be calculated based on a fee schedule set by the Board based on per-ton or per-yard fees, and reflected in the Annual Dues Invoice. For purposes of this Section 2.4(b)(i):
    - (1)** "Crushed Rock Product" is defined to include, without limitation, Crushed Rock, Gravel, Sand, Limestone used in cement and/or otherwise for construction purposes, Rip Rap, Light Rip Rap, Backing Stone, Ballast, Aggregate Base, Mineral Aggregates - Specification Aggregates, Manufactured Sand, Concrete Aggregates, Recycle Base Rock, imported and/or recycled and processed material (as defined below) such as Broken Concrete, Broken Asphalt, and Asphalt Grindings, or any other rock product that the Member crushes, sizes, washes, and/or screens to meet a specification. "Produced" is defined to include all material processed (including being crushed, screened, sized, washed, etc.) to create a Crushed Rock Product. As an example, Reclaimed or Broken Concrete shall constitute inventory and not be considered "produced" until such material is re-processed and ticketed again.
    - (2)** "Sold" is defined, without limitation, to include sales to a customer, and transfers within a company whereby any Crushed Rock Product is transferred by a company from one location owned by the company to another location owned by the same company.
    - (3)** "Imported" is defined to include material that is imported or brought onto a Member's site for processing into a Crushed Rock Product, and for sale or resale to a customer (or transfer within the company). This includes "recycled" material, defined herein as material brought onto a site and re-processed (including being broken, removed or separated, crushed, screened, sized, etc.) to create a Crushed Rock Product. Imported material shall not be subject to dues until processed or re-processed and ticketed. Imported reclaimed asphalt pavement ("RAP") or reprocess concrete rubble from demolition ("RCA") re-processed as aggregate for use in the manufacture of asphalt and/or concrete, shall be subject to dues for the re-processed aggregate only. For Crushed Rock Producer Members, this includes, without limitation, Broken Concrete, Broken Asphalt, asphalt grindings, imported sand (including for use in asphalt), etc. For Ready Mix Concrete Producer Members, this includes, without limitation, "come back mud" defined as excess material brought back brought back into the yard, crushed and re-used.

- (4) "Consumed" is defined to include any product brought onto a site to be incorporated into a finished product, and that does not get "processed" by the Producer. This would include, without limitation, bay sand/sand, asphalt oil, asphalt emulsion, cement, fly ash, and light weight aggregate. Such material shall not be considered "Produced" until re-processed and ticketed.

**Membership Types are defined as:**

1. **Producer Members:** Producer Members shall have voting rights including the right to vote for the election of a director or directors, or on disposition of all or substantially all of the assets of the corporation, or on a merger or a dissolution;
2. **Associate Members:** Associate Members shall have voice but no vote, except as provided from time to time by resolution of the Board. However, the Board may not give Associate Members the right to vote for the election of a director or directors, or on disposition of all or substantially all of the assets of the corporation, or on a merger or a dissolution and Associate Members shall not qualify as Producer Members.

**Membership Classes are defined as:**

1. **Aggregates Producer:** Aggregates Producer Members of the Association shall be those persons, firms, or entities which mine and process crushed stone and construction sand and gravel. Each person, firm or entity which satisfies this requirement shall be entitled to one Aggregates Producer membership.
2. **Ready Mixed Concrete Producer:** Ready Mixed Concrete Producer Members of the Association shall be those persons, firms, or entities which possess all necessary governmental permits to sell ready mixed concrete products in the State of California. Each person, firm or entity which satisfies this requirement shall be entitled to one Ready Mixed Concrete Producer membership.
3. **Asphalt Producer:** Asphalt Producer Members of the Association shall be those persons, firms, or entities which possess all necessary governmental permits to sell asphalt products including liquid asphalt in the State of California. Each person, firm or entity which satisfies this requirement shall be entitled to one Asphalt Producer membership.
4. **Precast Manufacturer:** Precast Manufacturer Members of the Association shall be those persons, firms, or entities which possess all necessary governmental permits to manufacture and sell precast products in the State of California. Each person, firm or entity which satisfies this requirement shall be entitled to one Precast Manufacturer membership.

## DUES POLICY

5. **Industrial Materials Producer:** Industrial Materials Producer Members of the Association shall be those persons, firms, or entities who own or operate mineral properties, and associated mining and mineral processing facilities and equipment operating in the State of California. Each person, firm or entity which satisfies this requirement shall be entitled to one Industrial Materials Producer membership.
  
6. **Direct Goods and Services Provider:** Direct Goods Provider Members and Direct Services Provider Members of the Association shall be those persons, firms, or entities which supply goods or services, respectively, to any of the industries identified in sections (b) (1) through (b) (3) above in the State of California (referred to collectively as the “Direct Goods and Services Provider Members” class). Each person, firm or entity which satisfies this requirement shall be entitled to one Direct Goods and Services Provider membership. Direct Goods and Services Provider Members are Associate Members.

For any questions regarding membership classes and dues assessments, please contact Stephanie Pridmore at (916) 554-1000.

### CURRENT DUES RATES

<https://www.calcima.org//Files/Admin/Dues/DuesRates.pdf>

It shall be the policy of the CalCIMA to be in strict compliance to all Federal and State Antitrust Rules and Regulations, therefore:

BE IT RESOLVED, that the following are adopted as the CalCIMA Antitrust Compliance Policies and Procedures:

1. These policies and procedures apply to all membership, board, committee and other meetings sponsored by the Association, all meetings attended by representatives of the Association and to the Association's employees in all of their activities within the scope of their employment.
2. All meetings of the Association whether membership, board, committee or any other type of meeting sponsored by the Association, shall be conducted as though they were open to the public.
3. Discussions of prices or price levels is prohibited. In addition, no discussion is permitted of any elements of a company's operations which might influence price such as (a) company costs of operations, supplies, labor or services, (b) allowances for discounts, (c) terms of sale including credit arrangements, and (d) profit margins and mark ups; provided this limitation shall not extend to discussions of methods of operation, maintenance, and similar matters in which cost of efficiency is merely incidental.
4. It is a violation of the antitrust laws to agree not to compete; therefore, discussions of division of territories or customers or limitations on the nature of business carried on or products sold are not permitted.
5. Boycotts in any form are unlawful. Discussion relating to boycotts is prohibited, including discussions about blacklisting or unfavorable reports about particular companies including their financial situation.
6. It is the Association's policy that all meetings attended by representatives of the Association where discussion can border on an area of antitrust sensitivity, that the Association's representative request that the discussion be stopped and ask that the request be made a part of the minutes of the meeting being attended. If others continue such discussion, the Association's representative should excuse himself from the meeting and request that the minutes show that he left the meeting at that point and why he left. Any such instances should be reported immediately to the Executive Director of the Association and through him to legal counsel so that the matter can be reviewed and a determination be made as to the necessity of further action by the Association.
7. It is the Association's policy that a copy of these Antitrust Compliance Policies and Procedures be given to each director, committee member, official representative of member companies and Association employees annually and that the same be read as the first order of business at all meetings of the membership of the Association.
8. A prepared Agenda will be written and followed at all meetings. Particular attention will be paid to avoiding discussions at outlines in Paragraph 3 heretofore.
9. Formal minutes of all meetings will be written and filed.

**Code of Conduct**

The California Construction and Industrial Materials Association ("CalCIMA" or "Association") is the preeminent statewide association for producers of construction aggregate materials, industrial minerals, ready mixed concrete, and asphalt ("Industry"). CalCIMA's members recognize that they share a common goal and are committed to safety, diversity, social responsibility and observing and promoting the highest standards of conduct. These principles are not intended to supply specific guidance for every business activity, but rather to provide guidelines for the continuing policies of the Association on ethical business behavior. Where the Code of Conduct is specific, it should be followed to the letter. If certain situations are not expressly covered, members are expected to consider the spirit of this Code of Conduct in determining the most appropriate course of action. CalCIMA takes violations of the CalCIMA Code of Conduct very seriously.

Accordingly, CalCIMA and its members shall:

1. Promote open competition and comply with antitrust and competition laws and shall not discuss restraint(s) on trade agreements, prices, pricing policies, terms and conditions of purchase or sale, costs, future company plans, boycotting of customers or products, or any other topics that might be considered anti-competitive behavior.
2. Respect and uphold local, state, national, and international laws.
3. Share the common goal of advancing Industry.
4. Maintain a professional level of courtesy, respect and objectivity in all matters and activities associated with the Association.
5. Exercise reasonable care, good faith and due diligence in Association affairs.
6. Respect diversity of opinions and the integrity and ability of others.
7. Adhere to the highest standards of ethical conduct, assist others in maintaining those practices, and appropriately balance the interests of the Association, individual members, classes of members, the public, clients, employees, subcontractors, regulatory and governmental bodies, and the Industry. Furthermore, CalCIMA and its members will not use the Association as a forum or vehicle to advocate for policies or processes to materially advantage, disadvantage, or affect any individual member's, class of members', or Industry sector's ability to conduct business in an honest and competitive manner.
8. Engage in conduct and practices that are likely to enhance the reputation of the Association, its membership, and the Industry.
9. Uphold professional legally appropriate business relationships with Association staff and promote a positive and collegial atmosphere free from harassment and other unacceptable behaviors.
10. Truthfully, accurately, and completely disclose all pertinent facts when dealing with the Association, its membership, the public, clients, vendors, subcontractors, regulatory and governmental bodies, or any other affected party.
11. Conduct business with integrity and professional judgment, including avoiding or disclosing any conflict of interest.
12. Act in a manner free of discrimination.
13. Constructively participate in civic affairs affecting or affected by Industry, including sharing knowledge and skills and working for the advancement of the Industry.
14. Deal fairly with other members and their respective employees, subcontractors, and suppliers.
15. Provide informed and vigorous support for all sound legislative proposals affecting Industry.
16. Not support any legislative proposal that materially impairs the Industry.



**CalCIMA Staff**

<b>Executive</b>			
<b>Robert Dugan</b>	President & CEO	<a href="mailto:rdugan@calcima.org">rdugan@calcima.org</a>	(916) 554-1000 ext. 107
<b>Stephanie Pridmore</b>	Chief of Operations	<a href="mailto:spridmore@calcima.org">spridmore@calcima.org</a>	(916) 554-1000 ext. 101
<b>Policy</b>			
<b>Adam Harper</b>	Director of Environmental and Land Use Policy	<a href="mailto:aharper@calcima.org">aharper@calcima.org</a>	(916) 554-1000 ext. 102
<b>Tony Limas</b>	Director of Asphalt Advocacy and Technical Affairs	<a href="mailto:tlimas@calcima.org">tlimas@calcima.org</a>	(916) 712-5605
<b>Charley Rea</b>	Director of Communications, Safety & Technical Services	<a href="mailto:crea@calcima.org">crea@calcima.org</a>	(916) 554-1000 ext. 103
<b>Suzanne Seivright-Sutherland</b>	Director of Regional Government Affairs and Grassroots Operations	<a href="mailto:sseivright@calcima.org">sseivright@calcima.org</a>	(951) 941-7981
<b>Operations</b>			
<b>Abi Hague</b>	Events & Member Services Coordinator	<a href="mailto:ahague@calcima.org">ahague@calcima.org</a>	(916) 554-1000 ext. 105
<b>Julia Maldonado</b>	Communications Coordinator	<a href="mailto:jmaldonado@calcima.org">jmaldonado@calcima.org</a>	(916) 554-1000 ext. 109
<b>Nicole Ross</b>	Operations Coordinator	<a href="mailto:nross@calcima.org">nross@calcima.org</a>	(916) 554-1000 ext. 104

**CalCIMA Headquarters**  
455 Capitol Mall, Ste 210  
Sacramento, CA 95814

**CalCIMA Regional Office**  
3890 Orange St, Ste 167  
Riverside, CA 92501

**[www.calcima.org](http://www.calcima.org)**