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- Carol Randolph**
Co-Founder, Academy of Construction and Design

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Chief Operating Officer
- Beth Moore**
Program Director
- Shelly Karriem**
Academy Director

**Before the
Federal Reserve System
and the
Federal Deposit Insurance Corporation**

Public Hearing
May 3, 2019 • Atlanta, Georgia

Testimony of
Roderic L. Woodson, Esq.
District of Columbia Students Construction Trades Foundation

Good afternoon Ms. Killian, Mr. Watkins, and other members of the joint Panel convened for this public meeting. I am Roderic L. Woodson, Senior Counsel to the Washington DC law firm of Leftwich LLC, and long-time advisor to the District of Columbia Students Construction Trades Foundation (“Foundation” or “DCSCTF”).

Established in 2005, the Foundation is a partnership among business and community leaders in the Washington, DC region. Among other things, it was created to promote and advance vocational education in the building construction trades for students enrolled in the public schools and to generate renewed interest in career and technical education (CTE) as a viable pathway to work, college and careers. DCSCTF has designed three programs around this objective: the Academy of Construction and Design (ACAD); the DC Apprenticeship Academy; and Adult Education.

Our correspondence dated April 19, 2019, a copy of which is attached, outlines additional details of the Foundation programs, including its signature hands-on skills project “Build a House –Build a Future” where our public school students, under the supervision of industry tradesmen/tradeswomen employees of Foundation training partner companies, actually construct a house. ¹ We believe this type of learning experience should be a crucial component of public education today.

We take note that a major theme of the recently released Federal Reserve System study “Investing in America’s Workforce: Improving Outcomes for Workers and Employers”² is the recognition that

¹ See also attached, other background information about the Foundation, its programs, as well as industry members and sponsors.

² A three volume analysis from the Federal Reserve System Initiative in collaboration with Rutgers University, the Ray Marshall Center, and the W.E. Upjohn Institute (2018).



“Employers are essential partners for successful efforts to bridge skills gaps.....standing still is not an option for employers faced with skills shortages in their talent pools and skills gaps in their workforces”.¹

The truth of this insight had long been recognized by construction employers in the District of Columbia when they organized the Foundation back in 2003, to reinvigorate skilled-trades education and training in the local public schools.

It is widely acknowledged that vocational trades education in many public school systems (especially in urban areas) was abandoned starting in the late 1970s and early 1980s as the “college for everyone” idea gained currency in education and public policy circles. Our experience suggests that this flawed approach remains deeply ingrained despite recent efforts to reconsider the value of vocational CTE education. Understanding the need for expanded and effective CTE education is, in our view, a motivating reason that SunTrust Bank has undertaken its financial support for the Foundation. Providing skills training for the large number of young people not destined for post-secondary education (college) gives promise to useful employment and productive lives, all of which promote stable communities, particularly for low and moderate income individuals, under the Community Reinvestment Act. Such partnerships amongst employer groups and public school systems similar to that enjoyed by the Foundation, and supported by SunTrust, should be encouraged.

We trust that the merger of SunTrust and BB&T will result in an even stronger commitment to advancing CTE education opportunities within the service territory of the new combined banking enterprise -- *and especially so in urban school districts within the territory*. Our young people need to see and understand that each of them can build a prosperous and rewarding future through skilled work. The presence of such skilled craftsmen and craftswomen contributes mightily to the economic and social vitality of their communities, *and our country needs them!*

Accordingly, the DC Students Construction Trades Foundation is pleased to convey its support to SunTrust as it seeks approval of its merger with BB&T Bank.

This concludes my prepared remarks and I will be pleased to answer any questions the Panel may wish to ask.

Roderic L. Woodson, Esq. • *Leftwich LLC*
1400 K Street, Tenth Floor • Washington, D.C. 20002
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¹ *Id.*, Volume One, “Leveraging evidence-Based and Practical Strategies to Reduce Skills Gaps (Anand Marri and Jennifer Schramm)

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JOBS Coalition

April 19, 2019

Federal Reserve Bank of Richmond
P.O. Box 27622
Richmond, Virginia 23161
comments.applications@rich.frb.org

Federal Deposit Insurance Corporation
Ten 10th Street, N.W., Suite 800
Atlanta, Georgia 30309-3849
BankMergerApplication@fdic.gov

Re: Proposed Merger of BB&T Bank and SunTrust Bank

Ladies and Gentlemen:

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Zuckerman Gravely Development, Inc.

The District of Columbia Students Construction Trades Foundation (“Foundation” or “DCSCTF”) (<http://dcstudentsctf.org/>) is pleased to submit these written comments to the Federal Reserve Bank of Richmond and the Federal Deposit Insurance Corporation Regional Office of Atlanta, Georgia, in connection with the proposed merger of BB&T Bank and SunTrust Bank.

Established in 2005, the Foundation is a partnership of business and community leaders primarily located in the District of Columbia region (<http://dcstudentsctf.org/foundation/leadership.htm>) whose objective is to return and support skilled trades learning to public schools and generate renewed interest in career and technical education (CTE) as a viable pathway to work, college and careers. DCSCTF has designed three programs around this objective: the Academy of Construction and Design (ACAD); the DC Apprenticeship Academy; and Adult Education.

The ACAD program has been and is co-located with the public schools of the District of Columbia. Currently housed at the IDEA Public Charter High School in Ward 7, ACAD presents its skills training efforts through a series of instructional modules approved by the National Center for Construction Education and Research (NCCER). Its curriculum is equivalent to Level 1 pre-apprenticeship training and is offered to students in grades 10-12, as well as introductory classes and activities for ninth graders.

One of the key features distinguishing the Academy of Construction and Design is its hands-on skills project “Build a House – Build a Future.” Begun in 2010, the program includes construction of a house by the students under the supervision of industry tradesmen/tradeswomen employees of leading industry training partners. Through this program, Academy students constructed a 2,000 square-foot, single-family house sold at market rate as well as two micro homes featured in a recent demonstration project with the DC Department of Housing and Community Development showcasing the possibilities of “tiny house” construction and sustainable living.

ADVISORS

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Carol Randolph
Co-Founder, Academy of Construction and Design

STAFF

Paula Ralph
Chief Operating Officer
Beth Moore
Program Director
Shelly Karlem
Academy Director



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April 19, 2019 -- page 2

Letter to Federal Reserve Bank of Richmond and Federal Deposit Insurance Corporation

Our DC Apprenticeship Academy offers "related instruction" (i.e., required classroom curriculum) for apprentices who are currently employed in the construction industry and registered with the DC Office of Apprenticeship Information and Training. Additionally, the Foundation provides technical assistance and instructor certification to nonprofit organizations offering pre-apprenticeship adult job training in the Washington D.C. area.

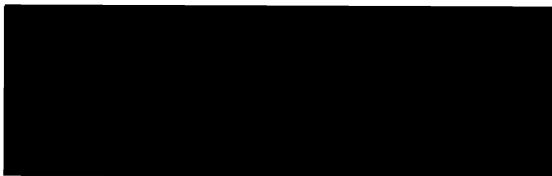
The Foundation believes Career and Technical Education (or vocational education) is a much-needed opportunity for young people nationwide *and particularly in urban school settings*. Continued adherence to the all-too-familiar mantra of "college for everyone", so often purveyed as the universal goal in most academic circles, marks a disservice to the eighty percent of high school graduates who will follow alternate paths to postsecondary credentials. We must also concern ourselves with helping students translate their demonstrated aptitudes into gainful employment. Skilled trades offer pathways to such gainful employment and need to be encouraged.

The programs of instruction presented by the Foundation offer the early pathways to gainful employment and profitable careers which can carry on for a lifetime. All of these programs from the Foundation are being advanced through the generous support of SunTrust Bank through its Community Reinvestment Act undertakings. This support from SunTrust points to their understanding of the need to advance a more expansive educational opportunity for young people through Career and Technical training in our communities – and it fits squarely within the statutory obligation for community reinvestment.

The Foundation hopes and trusts that this understanding by SunTrust will continue to occupy a place of attention and action within the combined banking entity being considered in this merger.

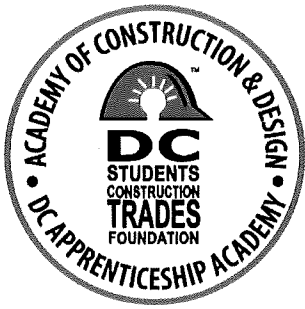
Accordingly, the DC Students Construction Trades Foundation gives our strongest endorsement and support to the SunTrust/BB&T merger.

Sincerely,



John M. McMahon
President





The DC Students Construction Trades Foundation
Building Bright Futures

MISSION

The DC Students Construction Trades Foundation sponsors and provides industry-accredited career and technical education in the building and construction trades for students enrolled in District of Columbia schools. The Foundation works in partnership with IDEA Public Charter School to develop standards-based courses that encourage students, including at-risk youth, to stay in school and graduate with math, science and reading skills and technical certifications.

The Foundation operates the Academy of Construction and Design, which offers specialized courses, workshops and career day activities for youth ages 14 to 18. The Foundation is also an NCCER Accredited Training Sponsor, offering all levels of apprenticeship related instruction for employees of contractors working in the District of Columbia.

Through its extensive network of industry training partners, the Academy of Construction and Design gains insight into the training and workforce development needs of employers throughout the region. The Academy attracts financial, technical, and in-kind investment from foundation, corporate and individual sponsors to ensure that students are prepared to meet and exceed the standards of the construction industry.

HISTORY

Established in 2003, the DC Students Construction Trades Foundation is a nonprofit 501(c)3 organization governed by a 12-member board of directors who oversee an approximately \$500,000 annual operating budget that is administered by a chief operating officer and a work group of educational advisors.

In early 2002, a dedicated group of business, community, school and faith based leaders began seeking a solution to a serious problem: while the city was renewing and rebuilding many long neglected areas, major employers, particularly those in the construction industry, were experiencing greater difficulty recruiting, hiring, and retaining skilled local employees trained in the construction trades. Many District workers, particularly those living in communities suffering from chronically high unemployment, remained virtually shut out of the city's unprecedented growth due to lack of trade skills, training or job readiness. In order to help

young District residents improve their ability and readiness to participate fully in the construction workforce, the focus had to be on youth in the schools.

A District high school principal enthusiastically agreed to establish the program at his school, and the partners began a nearly four-year development process to create the city's first public school-based construction academy, designed to offer students a broad range of career opportunities in building design, planning, construction and management.

PROGRAMS AND ACCOMPLISHMENTS

Academy of Construction and Design

In September 2005, the DC Students Construction Trades Foundation launched the Academy of Construction and Design at Cardozo Senior High School with 43 students. In 2006, the Foundation collaborated with District of Columbia Public Schools to renovate the instruction space, acquire machinery, equipment and supplies; develop curricula/course materials; and implement training for teachers and other staff members. These efforts created the school district's first new construction education classrooms in nearly four decades. To date, more than 1,000 students have participated in the Academy's career and technical education programs and activities. In 2015, the Foundation established an educational partnership with IDEA Public Charter School to renovate and construct a 10,000 square-foot skilled trades training facility at IDEA's campus in the historic Deanwood neighborhood of Northeast Washington. On November 4, 2015, in a ribbon-cutting ceremony during National Apprenticeship Week, the facility officially opened as the new home of the Academy of Construction and Design.

The Academy of Construction and Design gives students in grades 9 through 12 an introduction to architecture, design and skilled construction trades, including carpentry, electrical, heating/ventilation/air-conditioning (HVAC), plumbing and masonry. Academy students pursue academic requirements for high school graduation and earn technical certifications and credentials. CTE students are putting math, blueprint reading, natural science and social studies learning into practice as they learn to design and build projects that contribute to the school and its surrounding community. The Academy's annual Bright Futures Career Fluency Boot Camp gives students mentoring, practical information, application/resume writing skills, and other career readiness tools that will help them stay and thrive in work and college settings.

The Foundation is an Accredited Training Sponsor approved by the National Center for Construction Education and Research (NCCER), which documents student training in its national Registry. The technical curriculum in the Academy of Construction and Design is accredited by NCCER and also incorporates the "Your Role in the Green Environment" learning module, an overview of sustainable building principles and methodologies approved for career and technical education by DC Public Schools and endorsed by the U.S. Green Building Council for use in its LEED Certification rating system.

In 2009, the Academy was named a D.C. Mayor's Environmental Excellence Award winner for introducing the Green Advantage™ curriculum in District schools. With a 90 percent high school graduation rate among seniors enrolled in its training programs, the Academy of Construction and Design is putting District students on the path to employment and higher education opportunities in architecture, construction, facilities management and other building industry careers.

Since 2007, the Academy of Construction and Design has participated in the city-sponsored D.C. Summer Youth Employment Program. Each year, the Academy's Summer Institute provides productive work experience and an introduction to building industry career paths for District youth ages 14-21.

Build a House – Build a Future

In 2009, the DC Students Construction Trades Foundation consulted with District government and school officials and community leaders about its plans to establish an annual field training program for students studying carpentry, electrical, HVAC, plumbing and other trade specialties in the Academy of Construction and Design. In 2010, the Foundation launched its first Build a House – Build a Future project on a residential site donated by the D.C. Department of Housing and Community Development. From groundbreaking in October 2010, through finished construction in December 2012, the high school CTE students completed 240 accredited, pre-apprenticeship training modules on the site. With generous financial, in-kind and training support from building industry partners, students in the Academy of Construction and Design helped replace the vacant and abandoned lot with an attractive, 2,000 square-foot, single-family house. In February 2013, the DC Students Construction Trades Foundation sold the house at market rate and began its search for future project sites.

Academy students also took pride in their contribution to the new Cardozo Education Campus which opened in fall 2013. Carpentry and Electrical students participated in hands-on training under the guidance of contracting partners on this extensive school renovation and modernization project. In 2014, Academy students learned about efficient design and sustainable building as they completed exterior construction on a 160 square-foot micro house on the Micro Showcase sustainable living site in Northeast Washington. In November 2015, the micro house was moved to the Academy's new location at IDEA Public Charter School in Northeast, where high school CTE students and registered apprentice trainees earned training credits while completing the interior design and construction. Since 2018, two micro houses built by Academy students have been featured in the D.C. Department of Housing and Community Development *Vacant to Vibrant: Envision Tiny Living* community demonstration site for sustainable living. The Academy of Construction and Design continues to offer training opportunities for high school CTE students. 3 of 5

The Academy of Construction and Design combines classroom study with field training in a unique learning environment that reinforces learning standards for math, reading and practical science while motivating students to earn technical and safety certifications. The Academy is accredited to deliver instruction and training equivalent to these standards of Level 1 apprenticeship established by the National Center for Construction Education and Research:

Carpentry students are evaluated on their ability to layout and construct wooden structures and fixtures using hand and power tools; and implement common systems of framing, estimating, blueprint reading and finish carpentry techniques.

Electrical students are evaluated on their ability to install, operate and repair electric-power wiring, DC and AC motors, controls and electrical distribution panels; and use test equipment to troubleshoot circuit boards and complex components.

HVAC students are evaluated on their ability to install heating, ventilation and air-conditioning components; and use technology to design, test and inspect systems for energy efficiency.

DC Apprenticeship Academy

In 2007, the DC Students Construction Trades Foundation expanded the after-school use of its training facility at Cardozo to offer apprenticeship related instruction for employees of construction firms and contractors registered with the D.C. Department of Employment Services, Office of Apprenticeship Information and Training.

These classes continue today in the Foundation's new training facility at IDEA Public Charter School. The DC Apprenticeship Academy offers all levels of related instruction in high-demand trade specialties, including electrical, carpentry, masonry, reinforced iron worker and concrete form-building. Course offerings are tailored to the workforce needs of sponsoring employers, whose apprentice trainees attend classes on weekday evenings.

The DC Apprenticeship Academy hosted a historic graduation ceremony in June 2010, when it credentialed the first four-year graduates of a Washington, DC-based registered apprenticeship instruction program since the late 1970s, when similar vocational schools and apprenticeship instruction programs closed or relocated outside the District of Columbia. To date, building industry employers have enrolled more than 250 registered apprentice trainees in DC Apprenticeship Academy courses leading to certifications and licensing as skilled craft professionals.

Adult Education/Construction Pre-Apprenticeship Training

In 2009, the DC Students Construction Trades Foundation partnered with the D.C. Office of the Deputy Mayor for Education and the University of the District of Columbia to provide skilled job training to unemployed and hard-to-employ District residents. With funding from the D.C. Department of Employment Services, the Construction Pre-Apprenticeship Training program delivered classes for more than fifty District residents. In June 2010, thirty-three District residents successfully completed the program and earned industry-recognized pre-apprenticeship credentials. While funding for this initiative has ended, the Foundation is actively seeking partnership and investment to reintroduce Construction Pre-Apprenticeship Training classes for adults -- with additional emphasis on math and other skill improvement needs cited by local employers -- in other schools and community-based locations.

Dreyfuss Scholarship Fund • Construction Trades Foundation Pathways Fund

The annual Norman Dreyfuss Scholarship Competition recognizes outstanding student achievement in the Academy of Construction and Design. Graduating seniors who are entering building industry jobs or enrolling in colleges or universities are eligible to compete for one-time cash awards, based on academic performance, technical skill development and good citizenship in the school community. Scholarship candidates submit an application and 500-word personal essay about their educational experiences in the Academy. Winners are announced in May at Meet the Future, the Foundation's signature annual fundraising event to benefit career and technical education in the Academy of Construction and Design.

In 2008, veteran industry executive Norman Dreyfuss was inspired to establish the scholarship fund after attending Meet the Future as a luncheon guest. Thanks to his generous seed gift and the support it continues to inspire from additional donors, the Foundation has awarded more than \$65,000 in scholarships to Academy graduates since 2009. The Dreyfuss Scholarship program is unique in its support for both work- and college-bound students.

The DC Students Construction Trades Foundation Pathways Fund also assists Academy graduates who need emergency, short-term financial assistance during the transition from high school to job site or college campus. Requests for small, one-time grants for related expenses, such as transportation, books and supplies, or required work wear, are reviewed on a case by case basis. The Foundation welcomes donor-restricted contributions to these funds to help Academy graduates get a fast start toward work, college and future careers.