



# AED FOUNDATION

Constructing Pathways | Growing Opportunities



## 2025 RESULTS & 2026 ANNUAL CAMPAIGN



# 2025 AED FOUNDATION RESULTS

95%

of AED Foundation Accredited College Graduates entered the Equipment Industry

673

New Certified Technicians through AED Foundation Accredited Colleges

1,200

Graduates from AED Foundation Accredited Colleges

9

New Accredited Colleges

Over

1,000

Hours Spent on Program and Curriculum Evaluation for Post Secondary Schools by Evaluation Team Leaders

Over  
4,000

students connected back to Industry Partners because of career days planned by the AED Foundation

37

New Recognized High Schools

Over

\$100,000

returned to the Equipment Industry through Federal and State Workforce Grants

Funded Industry Specific Research on  
**IMMIGRATION REFORM**

# DEAR INDUSTRY PARTNERS,

It is a privilege to serve as Chairman of the AED Foundation at such a pivotal time for our industry.

The Foundation has one clear purpose: to strengthen the equipment industry through education, workforce development, and research. While AED advocates for and protects our members, the Foundation is focused squarely on building the talent pipeline that sustains the equipment industry through accrediting colleges, engaging high schools, aligning curriculum with industry needs, and connecting students to meaningful careers.

The workforce challenge we face is not isolated, it affects every level of our industry. From manufacturers and dealers to the customers who rely on equipment to complete critical projects, the entire system depends on skilled professionals. At the same time, we are facing a demographic shift, with experienced employees nearing retirement and a widening talent gap behind them. Developing the next generation takes time, you cannot plant a seed today and expect a harvest tomorrow. If we do not strengthen the pipeline now, that gap, and its impact, will only grow.

The AED Foundation is our industry's coordinated response.

Through accreditation, curriculum evaluation, high school outreach, and direct engagement with students, the Foundation is rebuilding access to career pathways that too often have been reduced or removed. There are talented young people who want to work in skilled trades. They need exposure, mentorship, and opportunity. Our role is to ensure that access exists and that it leads somewhere meaningful.

Financial support through the Annual Campaign is essential to sustaining and expanding this work. But writing a check, while important, is only part of the solution.

Leadership also means engagement. It means empowering the people within your organizations who live this workforce challenge every day: your branch managers, service managers, and frontline leaders. Encourage them to attend job fairs, participate in roundtables, visit colleges, and host events at your facilities. When those closest to the problem are given the opportunity to act, they do. And the return on that investment, sometimes even one great hire, can be transformational.

For years, our industry has talked about workforce shortages and the quality of available talent. The question is now, are willing to respond with urgency and purpose?

The AED Foundation provides the structure, partnerships, and leadership to move the needle. But its success depends on broad industry participation both financially and personally.

I encourage every member to support the Annual Campaign and to actively engage with the Foundation's mission. Recognize the urgency. Empower your teams. Get involved. Together, we can strengthen the pipeline, close the experience gap, and ensure the long-term stability and competitiveness of our industry.

The time to act is now.



**RON BARLET**

**\$650,000**

The Annual Campaign had a very successful year, raising over \$650,000 for the Foundation.

**241  
INVESTORS**

**67 NEW  
INVESTORS**

**40  
INCREASED  
INVESTORS**

**17% OF AED  
MEMBERSHIP  
GIVING**

# BOARD OF DIRECTORS



**RON BARLET**

Foundation Chairman • Bejac Corporation



**CRAIG DRURY**

Vice Chairman  
Vermeer Canada Inc.



**DARREN GRAHSL**

Treasurer  
BOK Financial



**MICHAEL PARADIS**

AED Board Representative  
Brandeis Machinery & Supply Co.



**DIANE BENCK**

Foundation Past Chairwoman  
West Side Tractor Sales Co.



**ROBERT K. HENDERSON**

President Emeritus  
The AED Foundation



**BRIAN P. MCGUIRE**

President  
The AED Foundation

## DIRECTORS

**BRADY SEAVERT** *Director*  
Doosan Bobcat North America

**TERRY DOLAN** *Director*  
CASE North America

**JOSH LUCAS** *Director*  
Wells Fargo Commercial Banking

**SCOTT YOUNG** *Director*  
Volvo Construction Equipment

**DAN FITZPATRICK** *Director*  
John Deere Construction & Forestry Co.

**BILL CHIMLEY** *Director*  
Komatsu America Corp.

**ADAM GILBERTSON** *Director*  
RDO Equipment Co.

**JOHN SOMERS** *Director*  
Association of Equipment Manufacturers

**JONATHAN SHILLING** *Director*  
General Equipment & Supplies Inc.

**ERIC MASON** *Director*  
Mason Machinery

**JIM KESSLER** *Director*  
RB Global

**DR. CARINE SAUVIGNON** *Director*  
Massasoit Community College

**MICHAEL VAZQUEZ** *Director*  
Sunbelt Rentals

**PAUL MANGER** *Director*  
Kubota Tractor Corporation

**CHAD STRACENER** *Director*  
Tractor & Equipment Company

**COREY VANDER MOLEN** *Director*  
Vermeer MidSouth

**JOLENE LOGUE** *Director*  
PacWest Machinery

**PATRICK KEARNS** *Director*  
Caterpillar, Inc.

**VIKRAM SAVKAR** *Director*  
VitalEdge Technologies

**MICHELE STANLEY** *Director*  
National Stone, Sand &  
Gravel Association

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# FELLOW INVESTORS OF THE AED FOUNDATION,



This past year has been one of meaningful growth and forward momentum for the AED Foundation. While the data throughout this report highlights measurable outcomes, what resonates most is the collective commitment of our members to strengthening the future of the equipment industry.

Across North America, students are not only enrolling in AED Foundation-accredited programs; but they are also entering the workforce prepared to contribute. That success reflects deep collaboration between educators, dealers, manufacturers, and the AED Foundation. It is proof that when industry leads, workforce solutions follow.

We continued expanding accredited colleges and recognized high schools, widening the pathway into our industry and elevating awareness of equipment careers. Our evaluation team leaders invested over 1,000 hours reviewing and ensuring programs meet the highest standards of rigor and relevance. We strengthened direct connections between students and employers, returned meaningful workforce grant dollars back to member organizations, and advanced research addressing critical industry challenges.

However, the defining achievement of this year, and of the past five years, has been the successful completion of the fundraising efforts for the Vision Campaign.

Vision was a bold, five-year commitment by industry leaders who recognized the status quo would not be enough to solve the workforce challenges before us. Through the generosity and leadership of our industry partners, we surpassed our goal with \$10.2 million pledged. This is an extraordinary milestone that reflects both confidence in the Foundation and belief in our mission.

Because of Vision, the Foundation is stronger and better positioned to serve the industry long term. The campaign has expanded accreditation capacity, strengthened program quality and accountability, enhanced industry alignment, and elevated national awareness of equipment careers. It has allowed us to invest in infrastructure, resources, and strategic initiatives that will shape workforce development for years to come.

Most importantly, Vision demonstrated what is possible when this industry comes together with a shared purpose. It required leadership, trust, and sustained commitment over five years and the industry delivered.

The Annual Campaign's continued growth further reinforces this momentum, reflecting broad engagement and a shared understanding that workforce development is not optional; it is essential to the stability and growth of our industry.

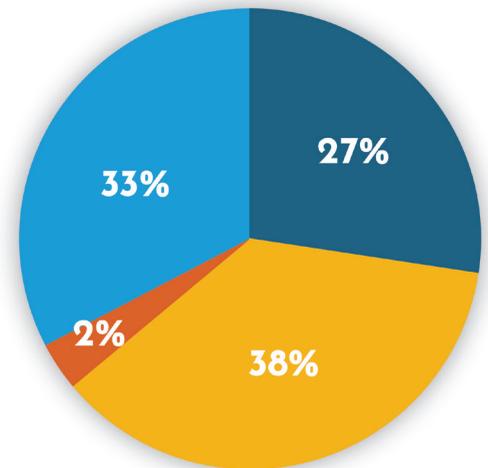
The achievements outlined in this report belong to all of us. The AED Foundation exists because of your leadership and partnership. Together, we are not only addressing today's workforce needs, we are building the foundation for the next generation.

Thank you for your vision, your investment, and your unwavering commitment to the future of the equipment industry.



**BRIAN P. MCGUIRE**  
PRESIDENT & CEO

## 2025 FOUNDATION FINANCIALS



- Career Promotion
- Research
- Education
- Accreditation

# 2025 ANNUAL CAMPAIGN

Thank you to the Equipment Industry for your continued support, and investment in the AED Foundation during January, 1 2025-December 31, 2025 fiscal year.

\$20,000+

## INDUSTRY CHAMPION

## JOHN DEERE CONSTRUCTION & FORESTRY

### PLATINUM PLUS

**Berry Companies, Inc.**

**CASE Construction  
Equipment Caterpillar Inc.**

**Doosan Bobcat  
North America**

**Hitachi Construction  
Machinery Americas Inc.**

**Kirby-Smith Machinery, Inc.**

**Komatsu America Corp.**

**Kubota Tractor  
Corporation**

**RBGlobal**

**RDO Equipment Co.**

**Vermeer Texas-Louisiana**

**Volvo Construction Equipment  
North America, Inc.**

\$11,000+

\$8,500+

## PLATINUM

**AIS Construction  
Equipment Corporation**

**Alta Equipment Company**

**Anderson Equipment Company**

**Association of Equipment  
Manufacturers**

**International Drilling Equipment**

**Jeffrey Scott**

**LBX Company LLC**

**Louisiana CAT**

**PacWest Machinery**

# 2025 ANNUAL CAMPAIGN

## GOLD • \$6,000+

<b>AGCO Corporation</b>	<b>Equipment Corporation of America</b>	<b>Star Equipment, Ltd.</b>
<b>Ascendum Machinery</b>	<b>Federal Contracts Corp.</b>	<b>Stowers Machinery Corp.</b>
<b>Atlas Bobcat</b>	<b>Hydrema US Inc.</b>	<b>Stribling Equipment, LLC</b>
<b>Brandeis Machinery &amp; Supply Co.</b>	<b>Marshall Machinery, Inc.</b>	<b>Tractor &amp; Equipment Co.</b>
<b>Carolina CAT</b>	<b>Modern Group Ltd.</b>	<b>Vermeer MidSouth, Inc.</b>
<b>Carter Machinery Company, Inc.</b>	<b>Ohio CAT</b>	<b>Vermeer Midwest</b>
<b>Closner Equipment Co., Inc.</b>	<b>Orange Power Group, LLC</b>	<b>Vermeer Southeast Sales &amp; Service Inc.</b>
<b>Diesel Machinery, Inc.</b>	<b>Power Equipment Company</b>	<b>Wagner Equipment Co.</b>
<b>Ditch Witch Mid-States</b>	<b>Specialty Equipment Insurance Services, Inc.</b>	<b>West Side Tractor Sales Co.</b>
<b>Ditch Witch Midwest</b>		<b>Wood's CRW Corp.</b>

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## SILVER • \$3,500+

<b>4 Rivers Equipment, LLC</b>	<b>Environmental Products Group, Inc.</b>	<b>Rasmussen Equipment Company</b>
<b>21st Century Equipment LLC</b>	<b>General Equipment &amp; Supplies, Inc.</b>	<b>Road Machinery &amp; Supplies Co.</b>
<b>Atlantic Coastal Equipment</b>	<b>Heavy Machines, LLC</b>	<b>ROMCO Equipment Co.</b>
<b>Bejac Corporation</b>	<b>Holt of California</b>	<b>The Charles Machine Works, Inc.</b>
<b>Century Equipment Co.</b>	<b>Kimball Equipment Company</b>	<b>Thompson Machinery</b>
<b>Coastline Equipment</b>	<b>Nuss Truck &amp; Equipment</b>	<b>Vermeer Canada Inc.</b>
<b>Cowin Equipment Company, Inc.</b>	<b>PEAC Solutions</b>	<b>Warranty Consulting Services LLC</b>

# 2025 ANNUAL CAMPAIGN

## BRONZE • \$2,500 >

A & H Equipment Company	Eamon McCourt	Joseph Albright	Progressive Tractor & Implement Co.
ACT Construction Equipment	Ed Frederick	Josh Weinstein	R. B. Everett & Company
Adam Gilbertson	Elliott & Frantz Inc.	JT Equipment	Randy Aragon
American State Equipment Co., Inc.	Emery Equipment Sales & Rentals, Inc.	Karina Utreras	RB Scott Company, Inc.
Aring Equipment Company, Inc.	Equipment Insurance International	Ken Taylor	Remu USA Inc.
Asphalt Care Equipment, Inc.	Equipment Linc, Inc.	Kevin Barlet	Ring Power Corporation
Atlas Copco Power Technique North America LLC	Eric Hill	Kimberly English	Robert Henderson
Baschmann Services, Inc.	Everlance	Kirsten Erickson	Roberts Equipment
Beard Equipment Company	Exodus Global	Kristyn Grime	Roland Machinery Co.
Blanchard Machinery Co.	Fabick CAT	Larry Glynn	Ron Barlet
Bobcat of Brantford	First Business Specialty Finance, LLC subsidiary of First Business Bank	Lawson Products, Inc.	Scott McPherson
BOK Financial	First Citizens Bank Equipment Finance	Lisa Bennett	Scott Powerline & Utility Equipment
BOMAG Americas Inc	Forvis Mazars, LLP	Lori Snider	Sean Fitzgerrel
Boss JCB	Frank Martin Sons, Inc.	MacAllister Machinery Co., Inc.	Sims Crane & Equipment Co.
Brian McGuire	Garton Tractor Inc.	Machinery Advisors Consortium	Spend Right, Inc
Broderson Manufacturing Corp.	GenAlpha Technologies	Marshall Anderson	Stephenson Equipment, Inc.
Buck & Knobby Equipment Co., Inc.	George Russell	Matthew Golland	Sunbelt Rentals
Butler Machinery Company	Geraldine Gray	Matthew Roland	Superior Industries
Chatfield Global LLC	Glynn General Companies, LP	McCourt Equipment	Tamara Moscoe
Chris McCannell	Gorman-Rupp Co.	Merlo America LLC	Tarah McShane
Cisco Equipment	H. O. Penn Machinery Company, Inc.	Merrill Lynch Private Wealth, The Cenname Team	Taylor Construction Equipmen
Cleveland Brothers Equipment Co., Inc.	Hannah Ross	Michael Vazquez	The Daniel Group
CMW Equipment	Hawthorne Cat	Midland Machinery	Thompson Tractor Co., Inc.
Columbus Equipment	High Reach, Inc.	Mike Kondrath	Todd Cohen
Company Compact Construction Equipment LLC	Highway Equipment & Supply Co.	Miller-Bradford & Risberg, Inc.	Toku America, Inc.
Company Wrench, Ltd.	HKX, Inc.	Monroe Tractor & Implement Co., Inc.	Tommy Ball
Construction Equipment Guide	Hoffman Equipment Co.	Murphy Tractor & Equipment Co., Inc.	Tri-State Truck & Equipment, Inc.
Construction Machinery Industrial, LLC	Hub Equipment	N C Machinery Co.	Vacuworx Global, LLC
Contractors Sales Company, Inc	Industrial Machine Inc.	Newman Tractor, LLC	Vermeer All Roads
Corey Vander Molen	IROCK Crushers LLC	Okada America, Inc.	Vermeer Great Plains, Inc.
Craig Drury	James River Equipment	O'Leary's Contractors Equipment & Supply Inc.	Vermeer Heartland, Inc.
Daniel Bratton	J&B Underground LLC / Ditch Witch of South Louisiana	One Point of Care	Vermeer Mountain West
Deutz Corporation	Jeremy Falat	Orange Power Group, LLC	Vermeer North Atlantic Sales & Service
Ditch Witch Southwest	Jerry Donlon	Oregon Tractor & Equipment Co., Inc.	VitalEdge Technologies
Drobach Equipment Rental Co.	John Biggins	PALFINGER	Warren CAT
DSR, Inc.	John Shearer	Parman Tractor & Equipment	Whitney & Son, Inc.
DVA, Inc. T/A Ditch Witch of Virginia	Jon Cruthers	Pierce Pacific Manufacturing Co. Inc.	Williams Equipment & Supply, a White Cap Company
			Wirtgen America, Inc.

# IMMEDIATE PAST CHAIRWOMAN



Vision was born out of a long-term challenge our industry has faced for years, the shortage of qualified technicians. That shortage has affected everything from sales performance to service capacity and our overall ability to meet customer expectations. Investors understood this was not a short-term problem with a quick fix; it required a coordinated, industrywide solution and a sustained commitment to change.

What makes Vision different is that it moved beyond conversation and into action. Today, we have dedicated, full-time professionals working every day to connect high schools, technical colleges, industry partners, and federal and state funding sources. For the first time, there is a structured, strategic effort aligning education, funding, and employer needs to produce real, measurable workforce outcomes.

As the past Chairwoman, I am especially proud that during my tenure, the Vision Campaign successfully secured \$10.2 million in pledged support. Reaching that goal was not just a fundraising milestone, it was a clear signal that the equipment industry was ready to invest in its future. The collective commitment from investors demonstrates a shared belief that strengthening the technician pipeline is essential to the long-term health and competitiveness of our industry. That's why so many chose to invest and why I am proud to have helped lead that charge since the start of Vision.



**DIANE BENCK**

*Diane Benck*

136

High schools achieved AED Foundation recognition 20x more than in the past 30 years

5,133

Individuals have become AED Foundation certified technicians

6,100

Students have graduated from AED Foundation accredited college programs

95%

of graduates continued a career in the equipment industry

61

Colleges achieved AED Foundation accreditation – Doubling the number accredited in the past 30 years

# VISION INVESTORS

\$500,000+

## FOUNDER'S CIRCLE

ASSOCIATED EQUIPMENT  
DISTRIBUTORS

CATERPILLAR, INC.

KIRBY-SMITH MACHINERY, INC.

OHIO CAT

## VISIONARY

\$250,000+

Berry Companies, Inc.

Komatsu America Corp.

Cleveland Brothers

VitalEdge Technologies

John Deere Construction  
& Forestry Company

Volvo Construction Equipment  
North America

\$100,000+

## CENTURY CIRCLE

Alta  
Equipment Company

Finning (Canada) a division  
of Finning International Inc.

Murphy Tractor &  
Equipment Co., Inc.

Altorfer CAT

Gregory Poole  
Equipment Company

RDO Equipment Co.

Arnold Machinery Company

LBX Company, LLC

Stowers Machinery  
Corporation

Ascendum Machinery

Liebherr USA, Co.

Thompson Machinery

Brandeis Machinery  
& Supply Company

Louis M.  
Pearce III

Titan Machinery

Carter Machinery Co.

Martha Taylor

Tractor & Equipment Co.

CASE Construction  
Equipment

Milton CAT

Vermeer Texas-Louisiana

Wheeler Machinery Co.

# VISION INVESTORS

## INNOVATOR • \$50,000+

4Rivers Equipment	DLL	Michael Savastio in Honor of Lamar Light
Admar Supply Co., Inc.	Doosan Bobcat	RECO Equipment, Inc.
AIS Construction Equipment	Equipment Corporation of America	Ring Power Corporation
Anderson Equipment Company	General Equipment & Supplies	Southeastern Equipment Company
Bejac Corporation	Glenn & Karen Leppo Family Foundation	Stribling Equipment
BOK Financial	Highway Equipment Company	Thompson Tractor Company, Inc.
Butler Machinery Company	Holt CAT	Vermeer Canada
Coastline Equipment	IROCK Crushers, LLC	Vermeer MidSouth, Inc.
Cowin Equipment Company, Inc.	James River Equipment Leppo, Inc.	West Side Tractor Sales Co.
Craig & Martha Burkert in memory of Bob and Florence Mullins	Marshall Machinery	
Dennis and Phyllis Washington Foundation in conjunction with Modern Machinery, Co.		

## BUILDER • \$25,000+

Atlas Bobcat	Ditch Witch Midwest, In Honor of Earl K. Harbaugh	Gateway Dealer Network	Scott Machinery Company
Beard Equipment Company	In Memory of Allen H. Rodes	Global Machinery	Standard Equipment
C.N. Wood Co., Inc.	Equipment Sales & Service Limited	Heavy Machines, LLC	Sunstate Equipment
Columbus Equipment Company	Federated Insurance	Hoffman Equipment Co.	Valerie Fort, Lianguard
CraneWorks	Frank Martin Sons, Inc.	Holt of California	Vermeer Heartland
Curtis Fort, Construction Credit & Finance Group	Garton Tractor, Inc.	Monroe Tractor, Distributor of CE & Ag Equipment New York, MA, CT, & Vermont	Wood's CRW Corp.
Ditch Witch Mid-States			

## LEADER • \$10,000+

Bobcat of Omaha  
Martin Equipment  
Modern Group Ltd.  
Miller-Bradford & Risberg, Inc.  
Quinn Company  
Vanda F. Henderson

## AMBASSADOR • <\$10,000

Century Equipment  
CMW Equipment  
Michael Vazquez  
Road Machinery & Supplies Co.  
Roland Machinery Co.  
Wells Fargo Equipment Finance, Inc.

# MAKE YOUR IMPACT THROUGH THE AED FOUNDATION ANNUAL CAMPAIGN

Your support of the AED Foundation Annual Campaign helps build the skilled workforce our industry depends on. Every contribution strengthens training, education, and career opportunities for the next generation of the equipment industry.

MAKE  
YOUR  
IMPACT  
TODAY.

Choose your investment level and scan the QR code to contribute – every dollar moves our industry forward.

- **Industry Champion:** \$25,000+
- **Gold:** \$7,500+
- **Platinum Plus:** \$15,000+
- **Silver:** \$4,000+
- **Platinum:** \$12,500+
- **Bronze:** \$2,500+



INVEST NOW.  
STRENGTHEN  
THE FUTURE.

