



Annual Report 2025

Letter from the President

This year marked a defining moment for the Texas Asphalt Pavement Association. It was a year of significant effort, not because we introduced more ideas, but because we delivered on the ones that matter most.

For several years, TXAPA has been laying the groundwork for structural initiatives designed to strengthen our association, elevate performance, and position our industry for long-term success. In 2025, those plans moved decisively from discussion to execution. The progress reflected in this annual report represents work that has been years in the making, and it will move our industry forward exponentially.

Two accomplishments stand out as transformational.

The first is regionalization. Strengthening TXAPA's presence across the state has long been a strategic priority, and this year we made measurable progress in bringing that vision to life. By expanding regional representation and investing in localized leadership, we are better positioned to serve members, support workforce development, and deepen relationships with TxDOT, consulting firms, and local governments. Regionalization is not simply an organizational adjustment, it is a force multiplier that allows TXAPA to operate with greater reach, relevance, and responsiveness.

The second milestone is the launch of APEX—the Asphalt Pavement EXchange. Built in partnership with TxDOT, APEX represents a major evolution in how we share knowledge, improve performance, and collaborate across the industry. This program reflects decades of partnership, trust, and shared commitment to quality pavement. By creating a dedicated, coordinated educational platform for contractors, consultants, and TxDOT personnel, APEX establishes a foundation that will benefit our industry for years to come. It is one of the most meaningful investments TXAPA has made in collective excellence.

None of this progress happens in isolation. Our enduring partnership with TxDOT continues to be one of TXAPA's greatest strengths. Whether through Partners in Quality meetings, collaborative specification development, or joint educational initiatives like APEX, the spirit of cooperation between industry and agency remains central to producing high-quality, long-lasting pavement across Texas. I am deeply grateful to the many TxDOT leaders and staff who continue to engage openly and constructively with our members.

This year also marked the 50th Annual Meeting of TXAPA, a milestone that underscored both our history and our responsibility to the future. While attendance records are one measure of success, the true impact of this meeting was reflected in the \$1.1 million raised for the TXAPA Scholarship Program, an extraordinary demonstration of generosity and commitment to the next generation. Those scholarships represent opportunity, continuity, and the long view of our industry.

Throughout the year, the Board of Directors, committee chairs, volunteers, and TXAPA staff worked tirelessly to advance our strategic priorities. From workforce development and research initiatives to strengthened governance and financial stewardship, progress was made because members showed up, participated, and contributed their expertise. TXAPA has always been at its best when collaboration leads the way.

As I reflect on the year, I am proud not only of what we accomplished, but of how we accomplished it—through partnership, thoughtful planning, and a shared belief in the value of doing things well. This annual report captures a year when TXAPA turned momentum into action and vision into results.

Thank you for the trust you place in this association and for your continued engagement in shaping its future. The work completed this year positions TXAPA, and our industry, for sustained success.

It has been an honor to serve as your President.




Eric Suarez
Durwood Greene Construction Co.
President, Texas Asphalt Pavement Association

2025 TXAPA Board of Directors



From Left: Mike Brown, Andy Cascione, Jason Exum, Kevin Stone, Luiza Barros, Guy Bobbora, Joes Mata, Harry Bush, Cliff Kay, Ricky Lemons, Eddie Updike, Eric Suarez, and TXAPA CEO Harold Mullen.

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Major Associate Member Chair

Ex Officio Board Members

Guy Bobbora
Ingevity
Associate Member Chair

Mike Brown
Texas Materials Group, Inc.
NAPA State Director

TXAPA AT-A-GLANCE

SCHOLARSHIP PROGRAM

\$1,107,000 RAISED

80 TOTAL SCHOLARSHIPS AWARDED

72 FULL



8 PARTIAL

TOTAL MEMBERSHIP



AWARDS AND RECOGNITION

11

TxDOT-TXAPA QUALITY
ASPHALT PAVEMENT
AWARD WINNERS

**Partners
in Quality**

11

NAPA QUALITY
IN CONSTRUCTION
AWARD WINNERS



6

DR. JON A. EPPS
TEXAS SEAL COAT
AWARD WINNERS

4

TXAPA QUALITY
ASPHALT PAVEMENT
AWARD WINNERS

4

TECHNICIAN
OF THE YEAR
AWARD WINNERS

AUDIENCE REACH BY ENGAGEMENT CHANNEL



YOUTUBE – 21.8K VIEWS
2.5K HOURS OF WATCH TIME



PODCAST – 1,705+ DOWNLOADS

IN-PERSON EVENTS

52.6%

3,616
Attendees

12.5%

WORKSHOPS
& SEMINARS

34.8%

VIRTUAL
EVENTS

Elevating Asphalt Performance Through Shared Knowledge

In 2025, TXAPA delivered on one of its most significant long-term initiatives with the successful launch and implementation of APEX, the Asphalt Pavement EXchange. Developed in partnership with TxDOT, APEX represents a major advancement in how asphalt pavement knowledge is shared, applied, and sustained across Texas.

APEX was created to address a long-recognized need: continuous, accessible education that supports professionals throughout the full lifecycle of asphalt pavements, from design and materials selection to construction, inspection, and maintenance. By bringing TxDOT, industry, consultants, and researchers together under a single, coordinated framework, APEX establishes a consistent, statewide approach to learning and performance improvement.

Under the leadership of Jim Warren, APEX moved rapidly from concept to execution. In 2025, the program established its organizational structure, assembled a dedicated team, and activated eight collaborative working groups focused on the most critical drivers of pavement performance. These groups draw directly on real-world experience, ensuring APEX resources are practical, relevant, and grounded in field application.

A major milestone was the successful pilot of the APEX Essentials Workshop, held in December at TXAPA's Buda campus. The pilot brought together TxDOT, industry, and consulting professionals representing a wide range of roles and experience levels, reinforcing shared understanding and collaboration across every phase of asphalt pavement delivery. Participant feedback was intentionally collected and incorporated, allowing the program to refine its content and approach prior to broader deployment.

With the pilot complete, APEX has transitioned into its next phase. Regional Essentials Workshops are now underway, extending the program's reach and making performance-driven education accessible across Texas.

Together with regionalization, APEX represents a defining accomplishment of the year, transforming long-standing collaboration into a durable system that strengthens consistency, elevates performance, and supports the people behind Texas pavements. By investing in knowledge and execution, TXAPA is building momentum that will continue to compound well beyond this year.



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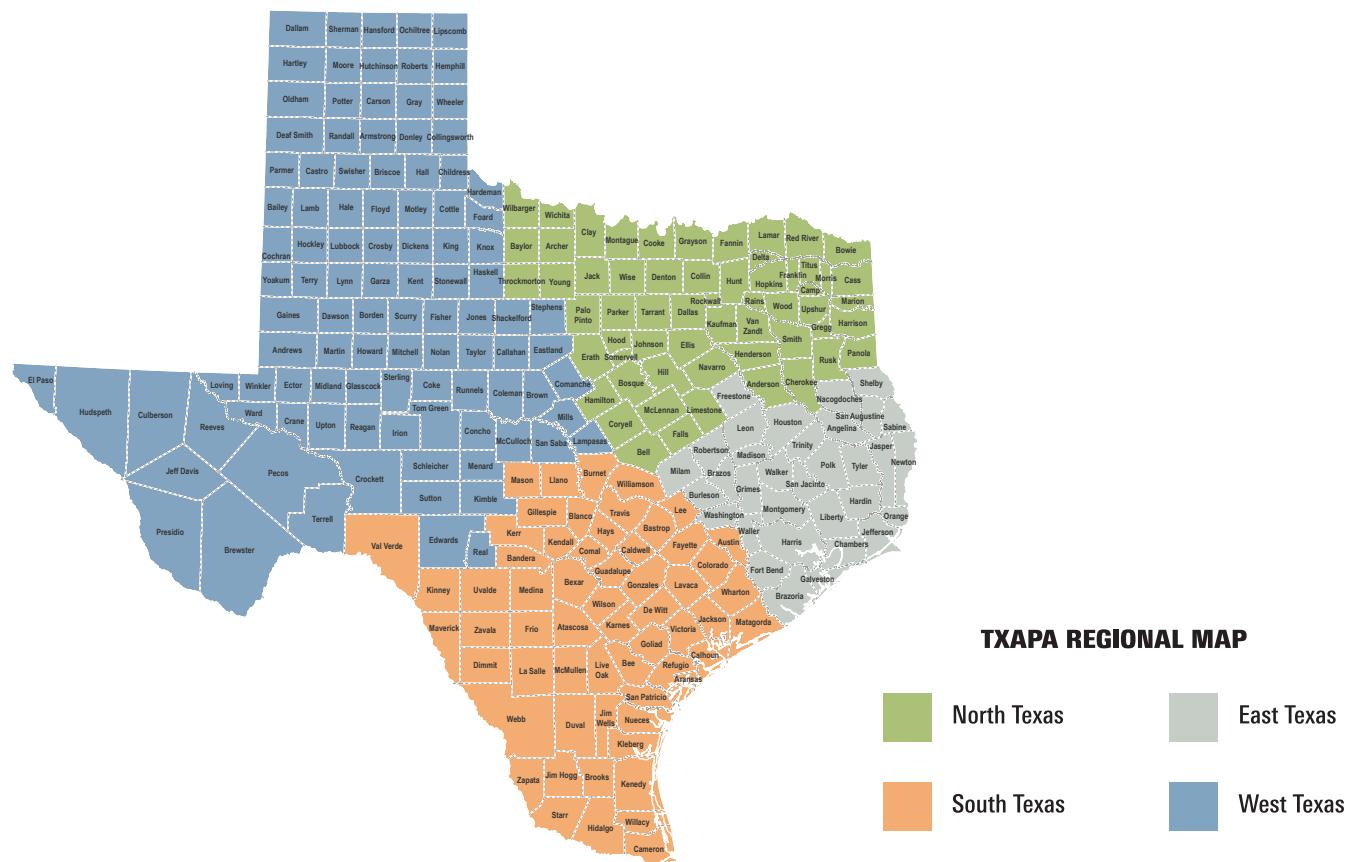
Expanding Reach. Strengthening Connections.

In 2025, TXAPA took a decisive step forward by advancing one of its most ambitious long-term initiatives: regionalization. This effort represents a structural shift in how the Association serves members, partners, and agencies across Texas, moving from a centralized model to a more responsive, regionally engaged presence.

For years, TXAPA successfully delivered statewide services from its Buda headquarters while demand for outreach, training, and collaboration continued to grow. In a state as large and dynamic as Texas, that model required significant travel and limited the frequency of in-person engagement. Regionalization changes that equation.

By investing in regional leadership and expanding its physical footprint in North Texas, TXAPA is positioning itself to better serve members, strengthen relationships with TxDOT and local agencies, and deliver programs more efficiently, without compromising quality or consistency.

This initiative builds directly on TXAPA's successful campus model in Buda, where the Association headquarters and the Hot Mix Asphalt Center (HMAC) operate side by side. The planned North Texas facility will extend that proven approach, providing convenient access to certification, professional education, and industry collaboration in one of the state's fastest-growing regions.



Regional Leadership in Action

Regionalization is not simply about geography, it is about people and relationships.

To support this effort, TXAPA expanded its leadership team with experienced industry professionals dedicated to year-round, on-the-ground engagement. Together, these leaders support PIQ meetings, member visits, targeted workshops, lunch-and-learns, and regional programming that complements TXAPA's major statewide events.



Larry Peirce, Director of Special Projects, has more than 35 years of experience in civil infrastructure and industry leadership. His focus includes partner associations, business development, and statewide representation of TXAPA at key events.



Sam Davis, North Texas Regional Director, is a civil engineer with 25 years of experience spanning small contractors to large producers. Based in the DFW area, Sam works directly with members, supports the Partners in Quality (PIQ) program, and strengthens relationships with TxDOT districts and local agencies.



Dennis Turner, East Texas Regional Director, formerly with ATLAS Technical Consultants, brings extensive experience working with agencies and engineers across the region. His addition expands TXAPA's regional reach and reinforces the Association's commitment to local, relationship-driven engagement.

Regionalization also supports TXAPA's growing focus on local agencies. Building on the success of the reimagined Municipal Asphalt Pavement Solutions (MAPS) program, TXAPA piloted smaller, region-based meetings in 2025, an approach that will expand in 2026 with multiple regional MAPS events across the state.

As regional engagement grows alongside statewide initiatives such as APEX, TXAPA creates a balanced, scalable model that strengthens connections, improves access to education, and ensures members receive meaningful support throughout the year.

Regionalization marks a pivotal step forward; one that transforms long-standing vision into lasting impact.

A Milestone Year with Lasting Impact



TXAPA's 50th Annual Meeting marked more than a milestone, it reflected the strength, generosity, and shared purpose of the Texas asphalt industry.

While attendance is one measure of success, the true impact of this year's meeting was defined by its outcomes. Members and partners came together not only to learn, connect, and celebrate five decades of progress, but to invest meaningfully in the future of the industry.

That commitment was most evident on Scholarship Night.

Through extraordinary generosity, the Association raised more than \$1.1 million in support of the TXAPA Scholarship Program. Those funds will provide 80 full scholarships and 8 partial scholarships, opening doors for students pursuing education and careers connected to asphalt pavements and transportation infrastructure.

Beyond the scholarship impact, the 50th Annual Meeting honored leadership, legacy, and excellence across the industry. Longstanding contributors were recognized for their service, technical excellence was celebrated through quality awards, and the Association acknowledged the multigenerational companies and individuals who have helped shape Texas roads for decades.

The meeting also underscored TXAPA's role in bringing together industry, TxDOT, local agencies, and partners in a setting that fosters collaboration, knowledge-sharing, and shared standards of quality.

As TXAPA looks ahead, the 50th Annual Meeting served as both a reflection point and a springboard. The generosity shown, the leadership recognized, and the connections strengthened during this milestone year reinforce a clear truth: the foundation of the Association is strong, and its future impact will extend far beyond this single year.



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Reaching the Next Generation of Industry Professionals

In 2025, TXAPA continued to invest in the future of the asphalt pavement industry through focused workforce development efforts designed to build awareness, strengthen outreach, and create a sustainable talent pipeline across Texas.

Through the We Build Texas Roads partnership, TXAPA expanded its reach to both educators and students by meeting them where career decisions begin. The partnership participated in two Career & Technical Association of Texas (CTAT) conferences, engaging with more than 500 Career and Technical Education directors and administrators. These interactions helped position heavy-highway construction as a viable, long-term career pathway within CTE programs statewide.

We Build Texas Roads also participated in six career fairs and youth-focused events, including the Future Farmers of America (FFA) Convention, reaching more than 18,000 students. These engagements introduced young people to the wide range of

career opportunities available in asphalt pavements, from technical and operational roles to engineering and leadership paths.

At the same time, the partnership focused on strengthening its foundation for future growth by rebuilding and refining the Workforce Rangers program. In preparation for a refreshed rollout in 2026, program leaders clarified its purpose, strengthened its structure, and developed improved tools for school and student outreach.

Women of Asphalt played a key role in this effort, contributing to the development of new, student-focused resources, including a presentation designed specifically for Workforce Rangers to use when introducing asphalt pavement careers. This collaboration reflects TXAPA's broader commitment to inclusive, consistent, and effective workforce outreach.

Together, these initiatives advance early awareness, improve coordination across programs, and help ensure the industry is positioned with the skilled workforce it will need in the years ahead.



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Advancing Ideas from Research to Reality

In 2025, TXAPA strengthened its role as a bridge between academic research and real-world application through the Materials & Asphalt Technology Research Summit (MASTERS).

Hosted at the TXAPA campus in Buda, MASTERS brought together university researchers, TxDOT representatives, and industry professionals to explore emerging ideas that may shape the future of asphalt pavements in Texas.

MASTERS is intentionally academic in focus. Presentations are led by researchers from Texas universities and research institutions, highlighting work at the earliest stages of development, where innovation begins. By creating a forum where researchers can share findings directly with those responsible for policy, specifications, and construction practices, TXAPA helps ensure promising ideas are evaluated through both scientific and practical lenses.

The summit emphasized how research may translate into future improvements for TxDOT and, in turn, the asphalt industry. Topics explored advances in materials, testing methods, performance evaluation, and design approaches, all with an eye toward long-term pavement quality, safety, and durability.

More than a technical program, MASTERS fosters meaningful dialogue. Researchers gain insight into real-world challenges, while practitioners and agency leaders engage early with concepts that could influence future standards and decision-making. This exchange strengthens the connection between innovation and implementation.

By convening academia, TxDOT, and industry in one setting, TXAPA continues to reinforce its commitment to thoughtful, forward-looking progress, ensuring that today's research has a clear path toward tomorrow's practice.



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Strengthening the Industry Together



In 2025, Women of Asphalt Texas Branch continued to play a meaningful role in strengthening the asphalt industry by advancing professional development, leadership, and connection across the state. Through intentional programming and an active volunteer leadership model, the branch has become an integral part of TXAPA's broader workforce and engagement efforts.

The Texas Branch delivered a robust slate of professional development and networking opportunities throughout the year, anchored by its flagship Ideas That Lead & Inspire program. These events bring together women from across industry roles—agency, materials, construction, equipment, and consulting—to engage in thoughtful dialogue around career growth, leadership, and navigating a traditionally male-dominated field. By centering practical insight and shared experience, the program continues to resonate with both emerging and established professionals.

Leadership development remains central to the branch's mission. Guided by a dedicated chair, vice chair, and past chair structure, and supported by an active steering committee, Women of Asphalt

Texas meets regularly to turn ideas into action. This structure has enabled consistent momentum and a growing portfolio of initiatives, while also creating pathways for members to step into leadership roles and expand their professional influence.

The branch also maintains a strong presence across TXAPA activities, including the Annual Meeting, where the Women of Asphalt Dinner has become a highly anticipated event. Now in its third year, the dinner serves as a moment to recognize leadership transitions, celebrate achievements, and reinforce the importance of mentorship and community within the industry.

In 2025, Women of Asphalt Texas reached a significant milestone, becoming the largest Women of Asphalt branch in the nation. This growth reflects sustained member engagement, effective leadership, and strong support from industry partners. Importantly, the Texas Branch operates as a self-sustaining organization, ensuring that its programs and momentum will continue to support the industry well into the future.



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Dedicated to Quality



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