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## **Bond Brothers' business evolution is geared toward our clients' ever evolving needs**

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How does your business evolve? Many seek an answer to this question. At Bond Brothers, our business evolves by listening to our clients, our greatest assets! We have heard them loud and clear through their comments and responses to client surveysâ€”and we are acting.

Over the past several years, Bond Bros. has experienced amazing growth by focusing on the needs of the larger institutional projects that helped us grow. In response to the marketplace, we have put into place a team dedicated to the needs of select smaller projects. This team focuses on the rapid pace of these projectsâ€”hitting the ground running the minute the project is awardedâ€”and on the infinite details involved in executing fast-track projects flawlessly. We have also refined our bid process, assembling prequalified subcontractors with experience in small, high quality, fast-track projects to help our business progress.

Bond Bros. has evolved to service our clients. Our building division manages the larger out-of-the ground projects that have spurred our tremendous growth. Our civil & utility division serves the private and public sectors providing utility, transportation, communication, site, foundation, and related services. Civil & utility also provides us the ability to self-perform this work. Our facilities asset management group provides clients a smooth transition from the design and construction to the facility's operations and maintenance phase as well as offering a unique set of services to assess a facility's operations and implement improvements. Our select projects group - part of the building division -- now adds concentration on the unique nature of fast-track institutional and corporate fit-out projects and building infrastructure projects that have always been an important part of Bond Bros.' business.

I joined Bond Bros. to help develop and direct our select projects group. In my role as director of the select projects group, I bring 25 years of industry experience and project leadership to better service the smaller construction project needs of our existing clients and to develop new client relationships. We have hand-picked a staff to join this group. All have experience in managing these projects because they require a specific skill set which is different from our large projects team.

My challenges include broadening the Bond name in the marketplace - where we are thought of as civil, utility, and large building contractors - to highlight our select projects expertise. I am working with our business development and marketing team to inform the marketplace that the Bond Bros. select project group has all the necessary abilities to deliver high quality, on-time, on-budget construction in an active environment on a fast-track schedule with exceptional, client-focused customer service. We are targeting the \$50,000 to \$10 million projects for our current clients and others who we want to work with. We have adopted Bond's core business philosophy of providing outstanding service and developing client relationships to encourage a repeat client base. We have set goals to promote steady, continued, planned project growth. Like any good business plan, our

goals will evolve as changes, and clients, force the modification.

I am personally excited about this challenge. After countless hours discussing and strategically planning, I feel confident that we have the ability to manage the objectives and evolution of the select projects group. We have the right team in place, the backing and support of our executives, our clients' support, and the ability to compete in a very challenging business economy. Our mission statement indicates where we are heading.

Mission Statement - To be a recognized construction leader specializing in interior fit-out, building infrastructure upgrade, and institutional construction projects and providing exceptional quality and service to our clients for the greatest value.

Moving forward, we are taking this time to provide training and upgrades that will help us manage our business more efficiently. As opportunities arise, we stand poised and ready to respond to our clients' project needs in every aspect possible.

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