

FSI CONSTRUCTION



**WE ARE WHAT WE REPEATEDLY DO.
EXCELLENCE, THEN, IS NOT AN ACT, BUT A HABIT.**

- WILL DURRANT



THE FSI WAY

DELIVERING LARGE BUSINESS EXPERIENCE AND KNOW-HOW WITH SMALL BUSINESS NIMBLENESS AND A COMMITMENT TO QUALITY, SERVICE, AND INNOVATION

FSI has been a privately held company since 1994. This gives us the flexibility to make timely decisions that emphasize benefits to both our customers and employees. FSI's ownership is directly involved in management; meeting regularly with both customers and employees and stressing our commitment to always treat others the way we want to be treated.

TAKING CARE OF OUR EMPLOYEES

As a family-focused company, we care about the well-being of our employees and their families. We recognize our employees are our most important asset, and we value the diverse styles and individual contributions of each FSI Family member.

We believe that investing in a skilled, dedicated, and customer-focused workforce, providing the tools and resources needed to do their jobs well, and supporting their efforts daily is the best way to achieve success.

TAKING CARE OF OUR CUSTOMERS

Understanding our customer and what they expect from us is vital to successfully managing a project. At FSI, we constantly strive to keeping our customers' needs at the forefront of our focus. Doing so allows FSI, and our employees, to be the best team player we can possibly be.

We strive to be known as a consistent and reliable resource for solutions and problem solving by partnering with our customers to achieve their goals and objectives.

TEAM LEADERS



CAROLYN HAMBY, CEO

Carolyn has led FSI's growth and development since its beginning in 1994. Her background in finance and business management and her experience as an EVP of a financial institution taught her how to keep FSI strong and stable. She has made FSI a leader in superior service where employees thrive and feel appreciated.

TERRY HAMBY, ADVISOR



Terry has 45+ years of DOD experience, from the shops of Fort Campbell to its Deputy Director of Public Works. He has successfully completed over 1000 construction and management contracts worldwide. His vast knowledge of managing contracts on military installations has helped make FSI a recognized leader in quality work.



LEE THOMASON, PRESIDENT

Lee has led and managed projects for 25+ years. His government contract experience includes operations and maintenance, medical and non-medical renovation and repair, housekeeping, and base operations support. As a Commissioned Officer in the U.S. Army, Lee believes in fostering teamwork and ensuring objectives are understood and achieved.

RICK PHILLIPS, COO & DIRECTOR OF BUSINESS DEVELOPMENT



Rick has 30+ years working on government projects and 25+ years managing facilities, maintenance, construction, and military base operations projects valued at over \$1 Billion. With experience in the U.S. and abroad, Rick consistently strives for excellence and has a reputation for results-driven performance and successful project delivery.



DAN MCBRIDE, DIRECTOR OF CONSTRUCTION

Dan is a Civil Engineer with 40+ years experience in all phases of DOD and commercial construction. He has managed a range of heavy civil and structural to mechanical and electrical projects in over 23 countries. He holds a Top Secret Clearance and has successfully managed construction projects around the globe.

**250
YEARS**

**CUMULATIVE EXPERIENCE IN CONSTRUCTION
AND FACILITY MAINTENANCE**



RED SHIRT EXPERIENCE

1994 MANY YEARS OF DOING BUSINESS WITH GOVERNMENT, PRIVATE, & COMMERCIAL CUSTOMERS PROVING FSI HAS THE SKILLS, CONTRACT ADMINISTRATION, QUALITY, AND SAFETY EXPERIENCE NEEDED TO PROVIDE CONSTRUCTION TO THE DOD BY CONTRACT.



Prior to the U.S. military housing privatization, our team managed multiple housing maintenance contracts with a total of over 25,000 MFH units located throughout the U.S., Panama, and Germany. This included a full range of services with change-of-occupancy maintenance, minor renovation and construction, and all preventive maintenance work.



FSI's experience with new construction runs the gambit from schools to churches, residential developments to warehouses and manufacturing facilities. We have built a 70,000 sq. ft. elementary school, multiple large churches, and a high-end golf course community. We have renovated more than 12 million sq. ft. of medical, hospital, and clinical space to bring exceptional patient care environments to our clients.



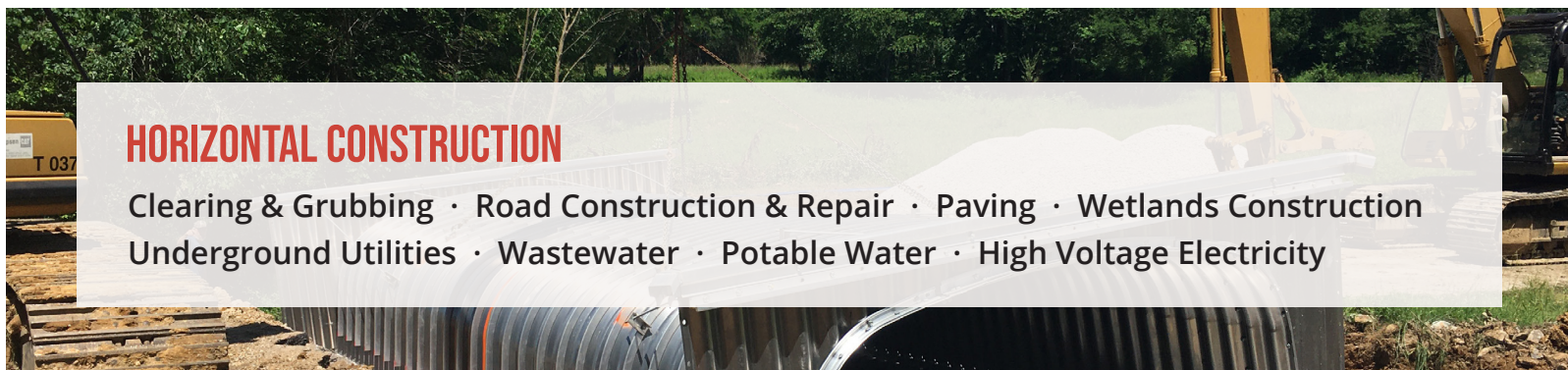
FSI's team has managed and successfully completed projects providing Force Protection in combat zones in the Middle East, medical facilities in the Far East, Korea, Honduras, Central America, Egypt, Northern Africa, and Europe. Our team has extensive experience managing over 70 active projects located throughout the U.S. and OCONUS.

We did this while minimizing patient and staff disruption through careful planning and continuous communication with the key project stakeholders.

FSI's Management Team is diverse in the construction and facilities maintenance trades. FSI is currently working as a mechanical subcontractor providing plumbing and HVAC installations in large apartment complexes and senior assisted living facilities being built in Alabama and South Carolina.



All of our Project Managers have Certified Healthcare Facility Manager (CHFM) and Certified Healthcare Constructor (CHC) designations and are proficient in the General Fund Enterprise System (GFEBS), Defense Medical Logistics Standard Support (DMLSS), MAXIMO, Primavera, Timberline, Microsoft Project, and Procore. FSI has staffed professional engineers integral to design, estimating, and customer collaboration to achieve their expectations.



HORIZONTAL CONSTRUCTION

Clearing & Grubbing · Road Construction & Repair · Paving · Wetlands Construction
Underground Utilities · Wastewater · Potable Water · High Voltage Electricity



GLOBAL MANAGEMENT

Central America · Egypt · Europe
Far East · Honduras · Korea · Middle East
North America · Northern Africa

FORT CAMPBELL

FSI's leadership has over 30 years of experience working at Ft. Campbell in the Directorate of Public Works and as a contractor providing construction, maintenance, and logistics services to the installation. As a result, this experience provides our team with broad institutional knowledge of the post infrastructure. Moreover, our years of successfully working with subcontractors at Ft. Campbell gives FSI the ability to put together a contract team that can efficiently and successfully construct the new homes for Ft. Campbell Crossing.



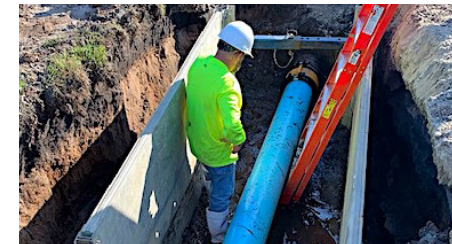
SAFETY & QUALITY

SAFETY

Safety is a core value and a key to FSI's long-term success. We maintain our OSHA metrics below industry averages and are recognized with accolades from our insurance carrier for our proactive approach to safety and risk management.

Mishap prevention and the personal safety of our employees and subcontractors are the primary focus in all phases of our operation and administration. FSI takes care to plan out the safety of each task to prevent occupational injuries and illnesses.

We promote a culture of safety and convey this expectation to each employee from their first day to their last. Through regular safety programs, we provide the guidance, techniques, and training needed to maintain our high expectation of safety on all projects. FSI's President has an active interest in the safety of each project and our goal of zero work accidents.



QUALITY

FSI is committed to providing quality service at all levels of our organization. Our ISO-Certified Quality Management System was designed to improve our performance by continually measuring, reviewing, and correcting deficiencies in our plans.

We regularly audit our QC policies and procedures to ensure we provide our customers with a level of service that exceeds their expectations. We educate our employees on these policies and procedures, and make sure they are easily accessible. We take action on customer feedback and align quality objectives with business goals.

Our Year-to-Date average for QC Inspections of CMs and PMs is 98% and 99%, respectively. We have a 98.4% Customer Satisfaction Rating, and the Government's annual Contract Performance Assessment Review Score (CPARS) repeatedly rates FSI's work as Exceptional across our 40+ active contracts.

98.4%
CUST. SATISFACTION (7YR)

98%
YTD CORRECTIVE MAINT.

99%
YTD PREVENTIVE MAINT.

EXCEPTIONAL
AVG. CPARS RATING

PROPOSED TEAM MEMBERS:

- Little Piping & Mechanical, LLC (SB)
- Shepherd & Sons Electrical, Plumbing & Mechanical, Inc. (SB)
- Twin Lakes Electric, LLC (SB)
- Story Electrical Service, Inc. (SB)
- Kellie W. Tipton Construction Company, Inc. (HUBZone)
- BryMak & Associates, Inc. (SDVOB)

We have experience working & coordinating with Jacobs Engineering Group, Inc. & City Light & Power, LLC.





PRACTICE EXCELLENCE

Take care of our Customers better than anyone else.
Take care of our Employees who take care of our Customers.
Always do what is right.



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