



FAITH TECHNOLOGIES  
2009 COMPANY OVERVIEW



IT'S ABOUT CONFIDENCE. **YOURS.**

**COMPANY OVERVIEW**

Faith Technologies, Inc. is one of America's 20 largest electrical and technical service contractors, with a world-class workforce of nearly 1,500 employees, working hard to instill unsurpassed levels of confidence in our clients each and every day. We provide a uniquely comprehensive portfolio of design, installation, and maintenance services for electrical, high-speed IT and communications infrastructure, lighting, and other facility systems. Due to our size, expertise, and exceptional reputation, we have become a premier provider of essential electrical and technical services to some of the nation's fastest growing industries, such as healthcare, energy, and communications.

We do business primarily in the Midwest, South Central, Great Plains and Georgia, and for more than 37 years we have developed a rich heritage of providing industry leading services. Over the past decade, we have grown our geographic footprint and technical expertise to establish Faith Technologies as one of the premier providers of highly technical electrical services in the United States. With 15 locations, our broad geographic presence provides our company with a leading market position in some of the strongest construction and facility service markets in the United States.

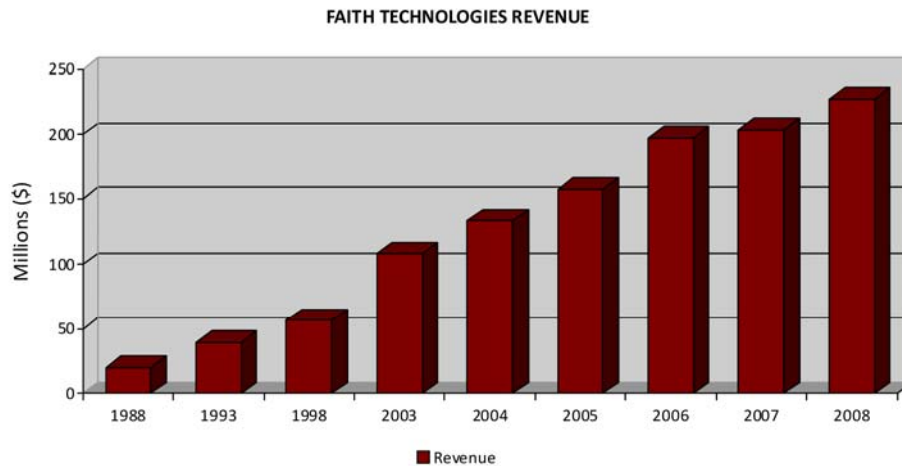
In addition to our division locations, we also help serve customers through our National Projects Group (NPG). As we strive to grow within the electrical construction industry, we address our ability, as a unified organization, to meet the needs of our customers who have opportunities outside our respective markets. Because we fully understand that our success will continue to be our people, we have designed an elite program to support our employees as they serve our customers. This is why NPG was created, and our goal for this group has always been to develop a program that employees strive to be a part of while serving clients outside the areas of our division office locations.

**FAITH TECHNOLOGIES HAS A SIGNIFICANT PRESENCE THROUGHOUT THE U.S.**



From 2003 to 2008, we have seen a tremendous amount of growth as revenues have increased by 110 percent. We consistently maintain a backlog in excess of \$100 million ensuring long-term growth and perpetuity.

Our company prides itself on a unique culture that develops and demands the highest quality workmanship, exceptional customer service, identification and development of new areas of technological growth and continuous improvement. These core values foster deep loyalty among employees and customers alike, and have contributed to our long history of success and leading position in the United States' electrical services industry.



Town & Country Electric and SKC Electric operated as independent companies through 1998, when each was acquired by a company that would eventually become Encompass Services Corporation (Encompass). At the end of 2002, a group of investors, led by Town & Country Electric and SKC Electric managers, bought Town & Country Electric and SKC Electric from Encompass to form Faith Technologies, Inc. Rollie Stephenson, Faith Technologies' CEO, has led Town & Country Electric since its founding in 1972, as well as, SKC Electric since its integration with Town & Country Electric in 2001. Rollie is supported by a group of very experienced managers. In 2008, the organization transitioned the Town & Country Electric and SKC Electric brands to Faith Technologies to present a unified name further supporting our growing national presence.

We are continuously driving growth through a consistent investment in, and application of, our company's core competencies in developing leadership, opening new offices (recently in Nebraska and Oklahoma), broadening our service portfolio, and servicing additional markets. Together, these attributes provide us with the ability to capitalize quickly on developing industry trends, the identification of which is a continuing focus of the organization. Today, we are well positioned to capitalize on the growing demand for increased infrastructure for essential industries such as healthcare, telecommunications, information technology, transportation, and energy generation. Energy conservation is also a growing area of importance that we addressed through numerous programs that retrofit or modernize existing infrastructure with more energy efficient systems.

Faith Technologies has been recognized by Associated Builders and Contractors (ABC) with one of their most prestigious designations as an Accredited Quality Contractor (AQC). The AQC designation is one that recognizes Faith Technologies for our achievements in four key areas; safety, employee benefits, training, and community relations. It acknowledges and affirms our commitment to providing our customers with the highest quality construction services and continues to commit ourselves to supporting our talented workforce and the local communities that we serve. We are also ranked 26<sup>th</sup> among Electrical Construction Magazine's "Top 50 Electrical Contractors" and 83<sup>rd</sup> in Engineering News Record's "Top 600 Specialty Contractors."

### **FAITH TECHNOLOGIES' PORTFOLIO OF SERVICES IS UNSURPASSED IN THE INDUSTRY**

We market leadership results in part from our comprehensive line of value-added services, which range from innovative and highly-technical Design-Build capabilities for multi-million dollar projects to routine facility service and maintenance programs. An estimated 70 percent of our revenues come from construction or facility enhancement projects, which include design-build services, as well as, the installation of electrical systems, IT infrastructure, security/access systems, and instrumentation and controls. Service and maintenance revenues comprise the remaining 30 percent of our revenues. These revenues consist of servicing and maintaining specialty systems, lighting retrofit and maintenance programs, and on-going constant presence work with larger commercial and industrial customers. Often, our involvement in an initial construction project leads to constant presence work or other ongoing service relationships with technology or electricity users. This exceptionally broad portfolio of services uniquely positions Faith Technologies as a one-stop provider for a long list of customers in a variety of building types. Below is a summary of our service offerings.

#### **TRADITIONAL ELECTRICAL CONTRACTING SERVICES:**

Traditional electrical contracting services primarily involve the electrical wiring of buildings, facilities and related machinery and equipment. Faith Technologies services also include the design, integration, installation, and start-up of the following systems, among others:

- Electrical switch gear and cable
- Generator installation
- High voltage switch gear
- Lighting installation
- Low voltage systems
- Machinery installation and rebuilds
- Power generation systems
- Uninterruptible power supply systems

#### **COMPLEX DESIGN-BUILD:**

Faith Technologies has been recognized by our customers as providing very valued end-to-end job control. As design-build is becoming a more prevalent method of project delivery in which an entity, such as an electrical contractor, acts as the Designer-Builder and provides the project owner complete architectural or engineering design services and construction services. This methodology provides owners with a simpler, more cost-effective and more timely option compared to the traditional Design-Bid-Build method that involves having one firm design the project and others perform construction. The design-build delivery system gives the owner a single-source of responsibility which creates efficiencies throughout the project.

We embrace design-build and are one of its earliest implementers. Our company's industry-leading design-build department consists of 15-20 people and enables us to become an integral part of a construction project – beginning with conceptual drawings and preliminary budgeting, through detailed CAD drawings with detailed cost estimates, and finishing with management of the construction project. This makes us a highly desirable partner for project owners, while increasing the reliability of operating margins through greater project control.

**BUILDING INFORMATION MODELING (BIM) CAPABILITIES:**

When we perform in the design-assist role, we dedicate our own engineers, designers and CAD-operator employees to work on the project. Under our project executive's direction, this group will collaborate with the project engineer, construction manager, other trades, and the WID leadership team to complete the construction drawings.

The technology of Building Information Modeling (BIM) takes this to the next level.

Our company currently owns six licenses of Revit MEP, as well as, AutoCAD MEP, which is recognized today as the industry leader in Building Information Modeling, as well as, electrical design. We use our color CAD layouts and information gathered in meetings to determine what to model and how it is to be modeled. We have successfully used BIM to model portions of several projects, including Beloit College (Beloit, WI), Beaver Dam Hospital (Beaver Dam, WI), North Appleton Ambulatory Care Center (Appleton, WI), Plexus - Global Headquarters (Neenah, WI) and COX Medical Health Facility (Springfield, MO).

As with a design-assist project using standard two-dimensional CAD, we are committing the necessary resources to implement the required drawing standards for the Martin Army Hospital project. This includes the additional software, training, and personnel that may be required to deliver this design as a Building Information Model.

Utilizing BIM, scheduling information can also be incorporated into our design. If desired, we will attach this intelligence to our model. With this information, all parties will be capable of viewing items scheduled to be installed at any point along the construction timeline. This is a very effective tool for planning our activities and coordinating them with the schedule and all construction trades, and for encouraging communications beyond that normally done with a construction plan.

**SPECIALTY SYSTEMS:**

With continued growth, information technology will continue to place increased emphasis on the installation and servicing of highly-technical low-voltage systems. These systems include voice and data transmission infrastructure, paging and public-address (PA) systems, phone systems (both traditional and voice-over-IP (VOIP)), local area networks (LAN), closed circuit television (CCTV), and fiber optic cabling. Faith Technologies leads the market for installing and servicing the latest specialty systems, with more than 20 dedicated service vans and more than 200 full-time, certified installers. We have completed a wide range of low-voltage specialty system projects, from simple system moves, additions or changes, to large complex corporate campus-style installations. Our company's seven Registered Communications Distribution Designers (RCDD) also assist with individual consultation and solution design.

**LIGHTING RETROFIT AND MAINTENANCE:**

Lighting costs can account for as much as 70 percent of a building's energy expenses. As a result, today's cost-conscious companies and organizations are looking more intently at reducing lighting expenses as a way to save money. A key area of focus for conservation is the design and installation of energy efficient lighting systems. Our expertise and long history in lighting projects enable us to provide customers with enhanced lighting system control, more energy efficient lighting systems, and improved lighting levels. As a result, customers often realize energy savings of 20 to 50 percent. Our projects have ranged from the upgrade of just a few fixtures, to the

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complete design, engineering and installation of more than one million fixtures. Our lighting customers include hundreds of commercial and industrial clients, as well as, retail, commercial, educational and healthcare clients.

We also provide customers with ongoing, contracted monthly inspection and repair of existing indoor and outdoor lighting systems through its Lighting Areas Maintenance Program (L.A.M.P.). The L.A.M.P. program provides our clients with a familiar and known organization to provide ongoing maintenance of their lighting systems.

**ELECTRICAL RELIABILITY SERVICE PLAN:**

We offer a proprietary automated electrical reliability service plan that provides customers with a complete electrical safety and maintenance program to help eliminate electrical problems that could lead to unscheduled outages or electrical safety concerns. Customers routinely benefit from this program through reduced insurance risk (via the removal of potential OSHA violations), lower utility costs, increased workplace safety, and decreased facility maintenance costs.

Our company provides an extensive list of nationwide support services under this plan, including arc flash hazard training and testing, as well as, cleaning and analysis of a company's complete electrical distribution system. Over the past several years we have concentrated on increasing the scope of our electrical safety and conservation programs through our Elite Service Plan (ESP). The ESP program helps clients avoid unscheduled outages and electrical safety concerns which increases efficiencies and decreases costs.

**INSTRUMENTATION AND CONTROLS:**

Our Instrumentation and Controls group has provided industrial, pharmaceutical, municipal, and utility customers with cost effective solutions for the design, implementation and maintenance of their instrumentation and control systems. Services that we provide include: controller programming and configuration, start-up assistance, operator interface configuration, drawing and design for a variety of systems, maintenance and calibration, and bench testing.

**CONSTANT PRESENCE:**

Constant presence work involves our company keeping staff continually onsite at a customer's location to address any electrical, lighting or specialty systems needs as they arise. The ability of our workforce to support our clients' needs through regularly scheduled or constant presence helps them control costs. They place the responsibility of finding the needed workforce of Faith Technologies. This allows them to concentrate on what they do, and not have to worry about increases and decreases in demand for manpower.

**DEMAND SERVICE:**

According to the Electric Power Research Institute, a one-hour power outage costs the average business nearly \$8,000. For 37 years, we have provided emergency restoration services 24 hours-a-day, 365 days-a-year. Entities that call on us for emergency power or other system restoration services include hospitals and other medical facilities, manufacturing plants, universities, and neighborhoods. With 16 offices located throughout the country, Faith Technologies remains the provider of choice for emergency services to tens of thousands of customers.

## FAITH SERVES A VARIETY OF CUSTOMERS IN SEVERAL GROWING END MARKETS

Faith Technologies provides specialized technical and electrical services to a broad array of electricity end-users, as well as, general contractors. We have excellent relationships with many of North America's premier general construction firms. In addition, our company differentiates itself by being a leading service provider to several specialty marketing segments like government, healthcare, marine and public infrastructure.

### INSTITUTIONAL:

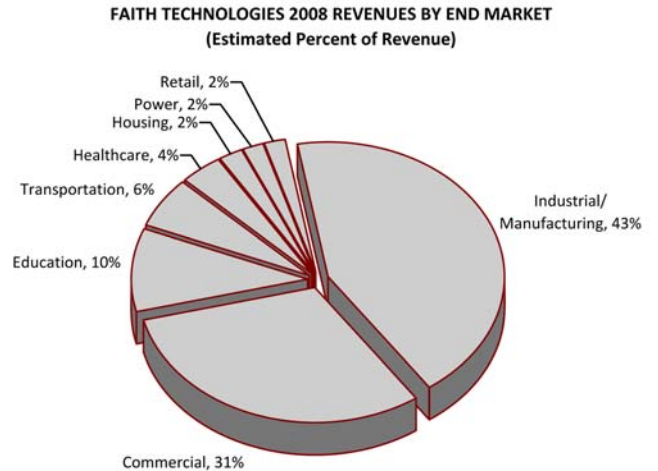
Our company has completed thousands of projects in over 300 cities nationwide for various local, state and federal agencies. With a long-standing U.S. General Service Administration (GSA) contract, a dedicated federal projects team, and a number of professionals on staff with advanced industry certifications and security clearances, we are a highly desired partner for local, state and federal governments. For example, our company is a provider of electrical services for the U.S. Post Office's nationwide multi-year effort to upgrade its electrical and communications systems at over 200 facilities. As of June 2007, we had completed the upgrade on 140 post offices, under this exclusive multi-year \$20 million contract.

We have provided services for many public and governmental bodies:

- U.S. Postal Service
- U.S. Navy
- U.S. Coast Guard
- U.S. Secret Service
- Social Security Administration
- Various primary and secondary education systems
- State Departments of Transportation

### COMMERCIAL:

Our company has over 36 years of experience providing a broad array of services for various commercial projects. Consequently, we can provide a one-step solution for projects of any size and have the experience from tens of thousands to provide the most cost-effective solutions for the design and installation of the latest in electrical, communication, and security systems. Our use of highly-skilled professional and constant employee training enables us to set the industry standard for innovative design, cost-effective installation, and responsive service. Dozens of the country's top 100 general contractors have partnered with us on commercial and industrial projects, including Turner Construction, J.E. Dunn, M.A. Mortenson, the Weitz Company, KCI Construction, Miron Construction, Haskell, and Boldt Construction, among others.



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**INDUSTRIAL & MANUFACTURING:**

Our company has vast experience providing services to a variety of industrial and manufacturing industries including plastics, paper, foundry, and food processing. We understand the unique needs of each industry and ensure our staff is aware of not only company protocol but any regulations that are required from clean rooms to FDA standards. With a best-in-class safety record and program, we will provide an extremely safe work environment ensuring our client's safety program will not be compromised.

**HEALTHCARE:**

Our company has extensive experience working in healthcare facilities and understands such facilities' particular concerns regarding fire prevention, arc flash hazards and infection control. We also can provide complete testing and record-keeping for a facility's NFPA-99 electrical system fire safety requirements. Our company's expertise in these areas can save hospitals thousands of dollars annually in potential government fines and insurance premiums.

Hospitals and other medical facilities represent a significant growth opportunity for us due to the number of projects available and the relatively large size of the projects. Since 2000, we have been awarded more than 50 healthcare or medical facility projects. We have worked in all healthcare settings including hospitals, ambulatory surgery centers, clinics, and medical office buildings. While 11 of the projects have electrical and specialty systems valued at more than \$1 million, we have done both large and small projects.

**TRANSPORTATION – BRIDGES, LOCKS AND DAMS:**

Our company has become a critical partner for some of the nation's leading engineering, design and construction firms involved with waterway infrastructure. We have provided essential services on over 20 major waterway infrastructure projects and are one of the few essential services subcontractors with particular expertise in installing and maintaining such critical waterway systems as barrier gates and traffic signals, complex control consoles, navigational lighting, main and auxiliary motors, cameras, PA and intercom systems, lightning protection, and machinery and motor brakes.

**TRANSPORTATION – MARINE:**

Our company is a leader in the niche area of marine electronics, completing electronic and specialty system projects for the Navy, the Coast Guard and various private organizations. The scope of our work has included wiring the latest in electronics technology for Great Lakes icebreaker ships, beach module barges (floating causeway systems used to transport heavy material from ship-to-shore), and commercial ferries.

**HOSPITALITY:**

The design and installation of electrical, data, and communications systems in hotel and water park resorts involve unique challenges that require special expertise to address. Our ability to take a project from concept through design to completion, as well as coordinate with other contractors (e.g. pool, plumbing, building), is crucial to timely and cost-effective construction. With over a dozen completed water park and hotel projects and firmly established relationships with leading developers, Faith Technologies is uniquely skilled to provide comprehensive service to this rapidly growing niche segment of the construction industry.

**POWER:**

Our company has seen significant opportunities develop in the alternative energy market. We have worked on ethanol production facility projects, biodiesel, and wind power projects continue to pursue projects in the continually evolving alternative fuel market. We

have good relationships with some of the industry leaders in the alternative energy market, including M.A. Mortenson, Fagan, Inc., Alliant Energy, and Boldt Construction.

**EDUCATIONAL:**

The company's experience in the educational market include both primary and university work. We have worked on specialty projects including a \$12 million (electrical value) microbial science building, high schools, middle schools, as well as many liturgical educational projects. In addition to the traditional electrical contracting services, we have the experience and expertise to provide security and IT infrastructure systems which are now an integral part of every educational project. Since 2005, we have completed more than \$50 million worth of educational projects throughout the country.

**HOUSING:**

Approximately three percent of our revenues come from servicing residential customers. Our company's residential services include demand service (primarily emergency power restoration), as well as, design and installation of electrical and other systems for new home construction, additions, and remodeling projects. Our residential CAD capabilities, commitment to customer service, and electrical service upgrade programs ensure that residential customers' electrical systems are as cost-efficient as possible and comply with the latest National Electrical Construction ("NEC") codes.

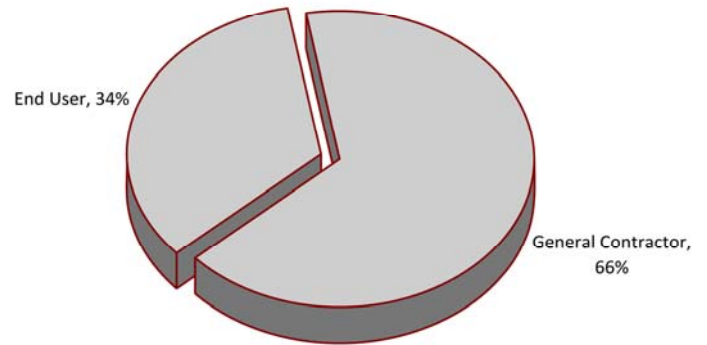
**CUSTOMERS CHOOSE FAITH TECHNOLOGIES FOR THEIR OUTSTANDING REPUTATION & UNIQUE BREADTH OF SERVICES**

Our company's customer base consists of a variety of customers, each with very different needs. Some customers may require our design-build expertise on a project-by-project basis, while others may need us to be an ongoing partner, providing constant support and maintenance of electrical and related systems, and finally others may need our services on an emergency or ad hoc basis. We have relationships spanning more than 20 years with most of our top customers.

While general contractors comprise the largest segment of our customer base, direct contact with electricity end users (owners), is a meaningful and growing portion of our company's business. Of our top 50 customers from 2004 to 2007 (based on total revenues during the period), an estimated 38 percent of revenues came from owners or construction managers in 2004. By 2007, over 42 percent of revenues generated by these top 50 customers were from owners or construction managers.

End user customers often select electrical service providers based on reputation, attention to safety, breadth of expertise, and price. Our exceptional reputation, broad geographic presence and comprehensive service expertise have proven to be a distinct competitive advantage and have been critical to securing a desirable mix of conventional and highly engineered projects, as well as ongoing constant presence and specialty services work.

**FAITH TECHNOLOGIES REVENUE BY CUSTOMER**  
(Estimated Percent of Revenue)



Our company is one of the few service providers that have the requisite skill set, size, and financial capabilities to complete the largest, most sophisticated, and most profitable projects. By contrast, the market for electrical service providers consists of tens of thousands of companies that provide a narrow set of service offerings and are constrained to a relatively limited geographic area surrounding each of the companies' offices.

### **WORLD CLASS ORGANIZATION WITH HIGHLY SKILLED EMPLOYEES**

#### **SUBSTANTIAL INVESTMENT IN A HIGHLY-SKILLED, EXCEPTIONALLY LOYAL WORKFORCE:**

We understand that in a highly specialized services business, the skill and experience level of a company's employees are critical to success; so we invest significant resources in attracting, retaining, and developing exceptional employees. As a result, our workforce of more than 1,400 merit-shop employees is the foundation on why we have become a market leader and provides a powerful engine for growth. Our workforce has over 260 professionals with college degrees, advanced trade certifications, and project management degrees; an average of seven years of experience at Faith Technologies.

In 2008, we took the educational program for both our field and office level to a new level by hiring a Chief Learning Officer (CLO) and creating a distinct learning and development department. We know that we attract and retain the best employees by offering a number of programs that develop employees on a professional and personal level. The addition of the CLO will enhance our already established Electric University, which provides employees with a variety of skills, from basic electrical installation to highly technical training as well as advanced safety training and high level project management. These programs also help perpetuate our culture of excellence by instilling in employees our approach to customer service, productivity improvement, and accountability. From generation to generation, and from office to office, our strong culture focus on continuous improvement remains an integral part of our company's success as a result of these programs.

We provide the incentives and performance-based compensation that rewards employees for their success. Collectively, managers and employees own a vast majority of our company. All employees have strong incentive to see the company perform well through very generous gain sharing and incentive plans. Our gain sharing and incentive payments are subject to our company and individuals achieving several financial-and performance-based objectives, thus everyone has a stake in our company's success.

#### **A DEDICATED, VETERAN MANAGEMENT TEAM:**

Our management team, which has operated under the leadership of Mr. Rollie Stephenson since 1972, is one of the most experienced teams in the industry. With an average of over 20 years of tenure at Faith Technologies, the management team has an impressive working knowledge of all aspects of our company's markets and operations. Most of the senior management team has been groomed for advancement through participation in our long-established senior executive development programs. Our group and division managers are also seasoned veterans of Faith Technologies, with an average tenure of 18 years at the company. The dozen managers that comprise this second-tier of management provide a solid foundation for the day-to-day execution of our company's business model.

The experience, breath of relationships, and history of innovation found within our company's senior and second-tier managers, are key drivers of our strong earnings performance and reputation in the industry. These attributes also have been, and will continue to leverage in growing our company's geographic presence through the opening of new offices. With the necessary elements in place to

expand our nationwide presence with new offices and service offerings, the management team is committed to accelerate our company's growth.

FAITH TECHNOLOGIES' MANAGEMENT TEAM			
NAME	TITLE	YEARS OF EXPERIENCE	
		INDUSTRY	FAITH TECHNOLOGIES
Rollie Stephenson	Chief Executive Officer	37+	37+
Richard Schinke	President	36	36
Michael Jansen	Executive Vice President - Sales	25	25
Don Stachowiak	Vice President & Chief Financial Officer	17	9
George Van Der Linden	Vice President of Operations	22	22
Amy Sabourin	Vice President of Human Resources	12	12
Dan Siebers	Vice President of Supply Chain Management	26	24
Terri Luebke	Chief Learning Officer	4	1

**FAITH'S STRONG CULTURE PROVIDES IMMEDIATE AND LONGER-TERM COMPETITIVE ADVANTAGES:**

Our company's long-standing commitment to developing employees and demanding excellence, accountability, and continuous improvements has shaped our workforce into the most knowledgeable, best-trained, and safest workforce in the industry. The unique combination of our exemplary employee base and merit-based work environment provides us with a number of distinct strategic advantages. First, we realize a strong alignment of interests between our employees, managers and owners. Second, our employees are highly motivated to gain additional training and certification. As a result, we are constantly exploring new areas which allow us to maintain our technological advantage over others in the market. Lastly, we benefit from a relatively low turnover rate, which provides us with significant savings in terms of training, safety, and production efficiencies, as well as, provides the company with strong continuity of relationships with customers.

The strengths of our company's culture also the foundation for our long-term growth objectives. As we expand our nationwide presence with new offices, as in Nebraska and Oklahoma, our company works diligently to ensure that our culture is consistently developed and maintained within new markets.

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## **STRONG CULTURE OF SAFETY**

Safety is a value, not just a priority. Putting safety first requires a commitment to safer work practices, continuing employee training and ongoing self-analysis. Our employees are our company's greatest resource. In order to protect this resource, we continue to instill a proactive safety culture that permeates every level of our company and every job site. Electric University has over 200 training and education classes, in addition to our indentured apprentice program. We are recognized as one of the nation's construction safety leaders and were awarded first place nationally on the 7th Annual Associated General Contractors of America (AGC) Willis Construction Safety Excellence Award in 2006; second place on the 10th Annual Associated General Contractors of America (AGC) Willis Construction Safety Excellence Award in 2008. The awarded category was for all Specialty Systems Contractors with over one million hours worked in both 2006 and 2008.

We follow a four-step program to accomplish our safety mission:

1. We expect safety to be a core value of our culture. Safety and health take on a far more meaningful position than merely injury reduction.
2. We partner with OSHA and safety professionals to build and continually improve our safety programs.
3. We recognize safety as a critical element in the success of our business and our employees.
4. We involve our front-line workers throughout the process. They know what will work and what will not. Being involved as an essential part of our safety team all our employees are committed to safe behavior.

### **"SAFETY IS A VALUE, NOT JUST A PRIORITY" – BEHAVIOR VS. CONDITIONS:**

Eighty to ninety percent of incidents are due to unsafe actions. Behaviors can be changed, and education and training are the primary focus to improve behaviors. We have found that when employees are well educated about safety, they tend to display positive, safe behaviors on the job. Our focus on training starts with new employee orientation and continues throughout each employee's career. We expect safety to be a core value for anyone who works on our jobsites. Thanks to the efforts of our employees, we continue to be a recognized leader in construction safety.

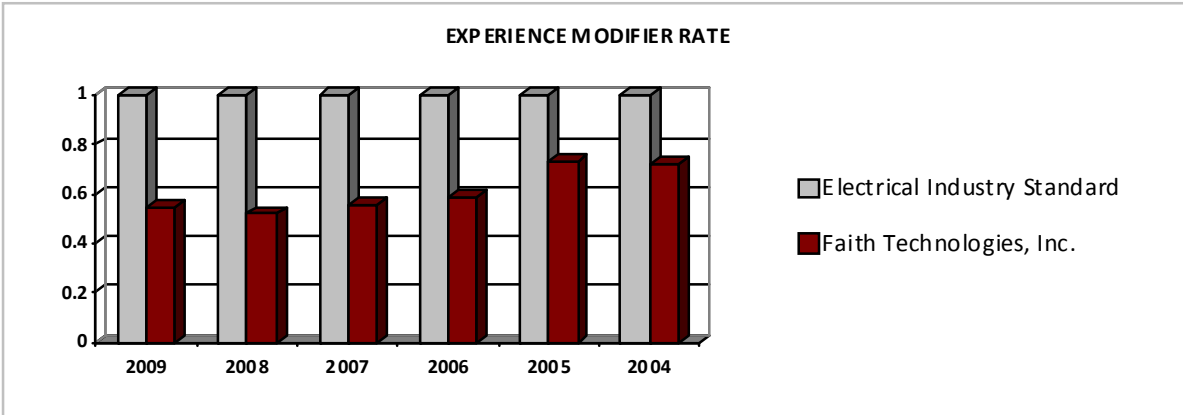
### **MANAGEMENT COMMITMENT:**

Nothing is more important to the success of our safety program than the commitment and involvement of our management and leadership ranks. From supporting safety through budgetary resources, to personally conducting job site safety audits, our management and leadership embrace and participate in the safety process in numerous ways.

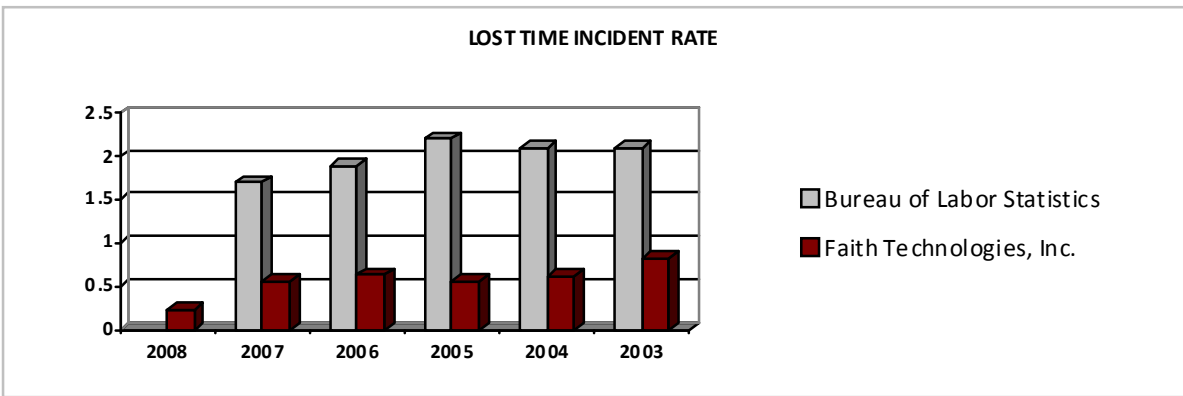
This participation also serves another purpose. Leaders are emulated by those around them. Therefore, safety ends up being an integral part of everyone's everyday tasks, all starting from management's commitment and involvement.

### **CURRENT SAFETY RECORD:**

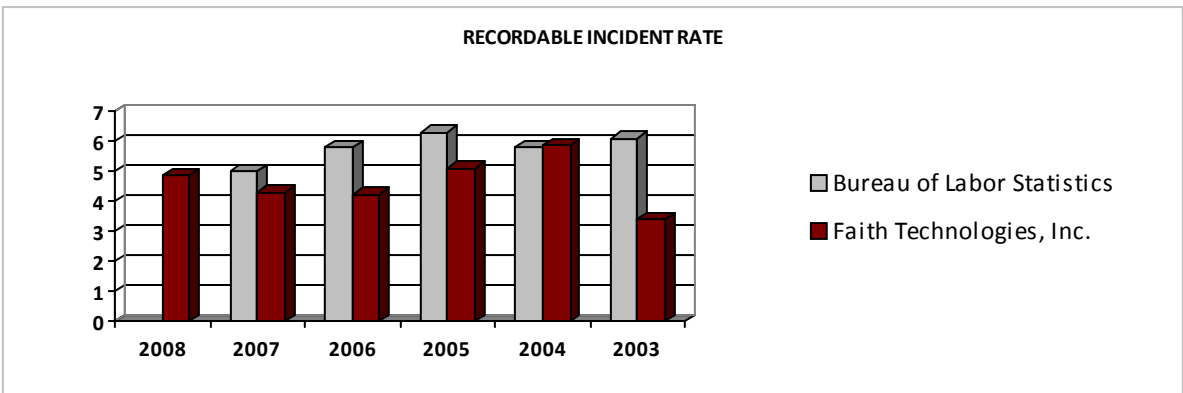
Our commitment to safety processes and training has resulted in exceptional results compared with our industry peers as reflected in our lower than the industry average accident rates. (Averages compiled by National Compensation of Commission Insurance "NCCI").



	<u>2009</u>	<u>2008</u>	<u>2007</u>	<u>2006</u>	<u>2005</u>	<u>2004</u>
<b>Faith Technologies, Inc.</b>	0.55	0.52	0.56	0.59	0.73	0.72



	<u>2008</u>	<u>2007</u>	<u>2006</u>	<u>2005</u>	<u>2004</u>	<u>2003</u>
<b>Faith Technologies, Inc.</b>	0.24	0.55	0.63	0.57	0.61	0.83



	<u>2008</u>	<u>2007</u>	<u>2006</u>	<u>2005</u>	<u>2004</u>	<u>2003</u>
<b>Faith Technologies, Inc.</b>	4.85	4.28	4.23	5.1	5.87	3.4

**SAFETY AWARDS:**

- Associated Builders and Contractors
  - Kansas S.T.E.P. Platinum Award, 2000-2008
  - Wisconsin S.T.E.P. Platinum Award, 2000-2005; 2006 Gold Award Recipient; 2008
- Associated General Contractors
  - Kansas Safety Award, 2001-2008
  - Wisconsin Safety Award, 1995-2008
- Associated General Contractors/Willis Construction Safety Excellence Award
  - 2<sup>nd</sup> place in 2008
  - 1<sup>st</sup> place in 2006
- Excellence in Safety, 2002-2008
- Safety Award of Honor, 2006
- Wisconsin Corporate Safety Award, 2005; Finalist 2006; Pending for 2008
- Wisconsin Department of Workforce Development Outstanding Achievement

**CONTINUOUS IMPROVEMENT AND GOAL SETTING:**

What gets measured gets done. Until we reach and maintain a zero incident state, there is always room for improvement. For many years now, we have been significantly lower than national incident averaged for our skill trade. To continue to gain improvement, we continue to “raise the bar.” Annually, new goals are established and monitored throughout the year in numerous formal reporting formats. Bi-annually, employees are polled in a perception survey as a safety “benchmark.”

We provide an aggressive safety program through many directions:

- Maintaining a competent department that is the resource to our safety efforts
- Commitment and involvement by senior leadership
- Integration of safety into the work process
- Active participation in the safety process through job site supervision and project management
- Commitment of significant resources for safety training
- Commitment to a drug-free workplace
- Accountability for safety within production, not only within the Safety Department
- Frequent, formal and extensive job site safety inspections
- Bi-Annual employee safety perception surveys
- Daily implementation of comprehensive safety policies and procedures that exceed regulatory and industry standards