

BLUEPRINT FOR SUCCESS

SAFETY, QUALITY & PERFORMANCE

SINCE 1978

personsservices.com



PERSONS

SERVICES CORP.

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PERSONS

SERVICES CORP.

**SAFETY, QUALITY & PERFORMANCE
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OUR PURPOSE

Provide professional, quality construction services and mission critical solutions while sustaining profits, investing for the future; driven by a culture of encouragement, growth, innovation and inclusion elevating our team and communities we serve.

PERSONS CULTURE

We are a high-performance team with low ego; a team who respects our employees at every level and those around us. We operate, first, with honesty in all aspects of our lives. We are accountable to ourselves, colleagues, customers, vendors, and families with no exceptions. We question everything and expect to be questioned for improved results. We take risks, we make mistakes and will not tolerate those who do not learn from them. We understand being a leader is a privilege that's continually earned, and we are never entitled. We trust but verify, critically think, and always operate with the right intentions. Persons values our personnel, customers and reputation, and will always focus on Safety, Quality & Performance.

OUR CORE VALUES



TRANSPARENT COMMUNICATION

we value honesty, openness and clarity; we foster trust with employees and clients



GRIT & GRATITUDE

we are determined to overcome obstacles; we appreciate others and persevere



ONE TEAM

we collaborate and view our teams as parts of one whole; we value each contributor equally



EXCITED & CURIOUS

we are always learning, exploring, innovating and teaching; we love what we do



CREATE RAVING FANS

we deliver outstanding service to customers and employees; we build lifelong relationships



ACCOUNTABLE CULTURE

we emphasize responsibility, transparency and excellence; we lead by example



PROFOUND AUTHENTICITY

we are genuine and transparent; we align our actions with our values and always display our character

OUR VALUES

The team members at Persons Services Corp will operate first with honesty and integrity treating others with respect. We display humility and are willing to assist others, admit failures, commit to improvement, and contribute to the overall growth of the company. We value community and believe in giving back through service and contributions.



OUR VISION

Be the preferred national construction firm that's recognized and admired for unique capabilities, expertise, outstanding personnel, superior safety & performance, commitment to innovation, unwavering ethics, leadership, and professionalism. Perpetuating and sustaining our values for future generations with the best culture in our industry.

OUR MOTTO



SAFETY



QUALITY



PERFORMANCE

BACKGROUND INFORMATION & PROGRESS

Persons Services Corp. as of year-end 2023 has expected revenue of \$150+ million with a projected profit near 5%. With rapid growth for the past 7 years, our profit margins have been low by industry standards. This is mainly due to our reinvestment in personnel, technology, improved work environment, key assets, learning curve and training. As we move through 2024, the projections are to exceed 200 million in revenue with net profits ranging from 5.8% to 6.8%

As we write this plan in the 4th quarter of 2023, the following areas of improvement have been identified and in progress:

- Formalizing process and procedures.
- Providing data-driven analytics and dashboards
- Initiating benchmarking and quarterly milestones for the company, business groups and individuals
- Creating training modules for all levels of employment to allow for advancement with proven results
- Formalizing incentive programs for employees
- Continuing to improve our work environment and communication in order to create an inclusive, engaging, challenging, and desired workplace
- Completely implementing EOS across the entire organization



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OUR 3-YEAR TARGETS:

- Revenue of \$450+ million
 - Net Profit of 8%
 - Grow and Improve our Regional Offices in Houston, Fort Lauderdale and Fort Myers
 - Management positions 25% Women & 10% ethnic and diverse backgrounds
 - Active recruiting programs with 4 universities
 - Succession personnel for all management positions
 - A top training program in our industry serving all company team members from entry level to helpers, tradesman, supervisory and executive management
 - Active Corporatewide charity program driven by team members
 - Profit/Stock Program
 - Annual Corporate Retreat
 - Make at least one acquisition in the disaster recovery space and one in the architectural/engineering space
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OUR 7-YEAR TARGETS:

Our 3-year plan will be reviewed annually and updated as needed. In addition, we have developed a 7-year target. It is not our intention to reach certain milestones and become complacent. Milestones, once achieved, shall be re-calibrated and new targets set. In order to achieve these, team members will need to adopt this same mindset.

Our 10-year targets are as follows:

- Revenue of \$1 billion
- Net Profit of 9.5%
- Market presence in Southeast, Southwest, Mid-Atlantic and Territorial Regions
- Design-Build, Engineering, EPC added disciplines/services.

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