



StructureTec[®]

HIGHLIGHTS

DECEMBER 2011

MEMO FROM THE CEO

Entering into the 4th quarter of 2011 we need to continue to maintain focus on closing out the year strong.

Throughout the third quarter we have made tremendous strides in working through our backlogs. We have worked very hard to “catch up” and we are starting to see the light and the end of the tunnel.

The organization has hired and is continuing to recruit for several positions in key areas to help support with our current backlogs and better position the organization for future growth. The organization will continue to make investments in individuals and infrastructure to help better manage and achieve results.

Lastly, I would like to thank every individual in the organization for a job well done. 2011 has not been without challenges but if it was not for the hard work, dedication, and commitment shown by our team we would not be in the position we are today. Thank you.

Good managing, good selling, and good success as we close the chapter for 2011.

PRODUCTION

The Production Team is currently in transition moving away from vertical management to a flat line divisional management structure. This will help to streamline communication, maximize resource sharing and better define project assignment.

A new tool named the “Production Dashboard” is being designed and developed. This tool will help pace workloads, schedules, and provide better balance for the production staff.

“Best In Class” 3rd and 4th Quarter Projects

Mercy St. Charles Hospital - Green roofing

Duke Energy - Pavement Management Program

Baker College, Muskegon - CSG & BPG metal roofing & cladding

Wayne State University - Window replacement & restoration

Main Street Lofts - Forensic restoration evaluation

City Colleges of Chicago - StructureScan & roof replacement

Mid-Michigan Medical Center - DMS & roofing

Ralcorp - Restoration/leak evaluation/DMS

Whirlpool Complex, Clyde - Pavement Management Program

Whirlpool Complex, Findlay - Roof replacement

Graphic Packaging - Roofing

Central DuPage Hospital - Roofing

Thank you to Production for adding value to our new clients.

New Clients - 4th Quarter



NON-CONSULTING BUSINESS ENTITIES

StructureTec Group's Non-Consulting Business Entities (NCBE) is now fully operational in their new administrative, manufacturing and warehouse complex. The facility increases the capacity to produce and provide quality construction products and services. The facility houses- Construction Services Group, Warranty Audit Program, Building Products Group, and the Emergency Leak Response Call Center.



Total Building Envelope Management SolutionSM

HUMAN RESOURCES

We would like to recognize several new members to StructureTec Group:

- **Steven Houren** - CADD Intern, Corporate
- **Jill Tomilenko** - Business Development Coordinator, Detroit
- **Russell Thurston** - Division Manager, Restoration
- **Bobby Fisher** - DMS / Field Tech Intern, Corporate
- **Mike Santioni** - Field Tech, Restoration, Detroit
- **Doug Ferrall** - Assistant to the Marketing Coordinator, Corporate
- **Edward Huff** - Foreman, CSG
- **John Geary** - Pilot, FBO Corporate
- **Stacey Woods** - Business Development Coordinator, Corporate
- **Renee Collins** - Accountant/Billing Manager, Corporate
- **Erin Koxk** - Administrative Manager, Non-Consulting Business Entities
- **Chandler Miller** - Programmer, DMS, Corporate
- **Josh Cook** - DMS / Field Tech Intern, Corporate

Recruiting remains the main focus for the HR Team. We are actively recruiting for Senior Project Managers for restoration and roofing divisions, Project Managers for the pavement division, as well as a Chief Operating Officer. We are excited to see the process of recruiting expand our operations and are looking forward to welcoming new employees in the near future.

To accommodate the growing infrastructure, StructureTec University has made tremendous strides in the past year in creating and implementing in-house training and workshops in efforts to promote continuous education and training for all employees.

MARKETING

The marketing department represented StructureTec at multiple trade shows and conferences in the 4th quarter including:

IFMA World Workplace

Indiana School Business Officials

Midwest Healthcare Tradeshow

**Midwest Facilities
Masters Conference**

Maintenance Shows of America

OASBO Capital Conference

The Marketing and Business Development Team is gearing up for the 2012 trade show and symposium campaign, scheduling appearances at multiple trade shows, conferences, and conducting symposiums across the nation.

IT DEPARTMENT

The IT Department has made updates to the marketing database. This ongoing project continues to improve this marketing process.

The terminal server is also being upgraded. This upgrade gives all StructureTec locations the ability to use standard formats and increase user capabilities.

“Leadership is the sum of those qualities of intellect, human understanding, and moral character that enables a person to inspire...a group of people successfully.”

Marine Corps. Manual, Paragraph 5390

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