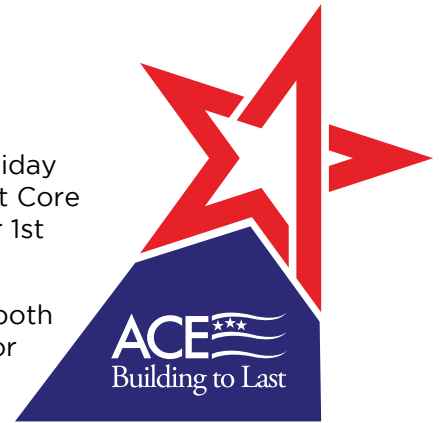


BUILDING TO LAST AWARDS

Beginning in 2023, we will be issuing “Building to Last” awards at the annual holiday parties to employees and project teams who best exemplify our Building To Last Core Values. Candidates may be nominated through the nomination form, September 1st through November 1st.

Nominees will be reviewed in November and final awards will be announced at both the Field and Office Holiday Parties. More than one recipient may be awarded for each category based upon merit. Each awardee will receive a trophy and their name will be inscribed on a plaque in the main office. In addition, each winner will receive 1 day of Paid Time Off (PTO).



Nominees should be based upon the following criteria:

BUILDING PEOPLE

Nominees should be employees who are dedicated to the training, development and advancement of their co-workers. Examples of this behavior are as follows:

- » Providing one-on-one mentorship and training to others.
- » Facilitating the advancement of others and appropriately nominate them for promotions.
- » Identifying valuable training opportunities and promote them throughout the company.

BUILDING PROJECTS

Over the past several years, we have awarded “Projects of the Year”. This will become our “Building Projects” award. Nominated projects should be successful jobs that were well planned, well executed, safe, high quality, completed on schedule and profitable. Additionally, the project team should exhibit great camaraderie, working well together as well as in cooperation with the project owner and engineer. All team members on the job should come away with a great feeling of a job well done.

BUILDING CLIENTS

Nominees should be employees who advanced ACE’s relationship with a client or engineering firm. Some of the different ways this could be demonstrated are as follows:

- » Highly proficient execution of a contract, enhancing ACE’s reputation as a top performer.
- » Value engineering or innovating a creative solution to benefit both the client and ACE.
- » Through collaboration to solve a difficult problem on the jobsite.

BUILDING COMMUNITY

Nominees should be employees who exhibit leadership in giving back to the community. Examples of how this could be demonstrated are as follows:

- » Taking the lead on a community-based improvement project such as Rebuilding Together.
- » Organizing a stream cleanup, tree planting or other environmentally related effort.
- » Active participation in outside organizations that benefit the local community.

HOW TO NOMINATE SOMEONE FOR A BUILDING TO LAST AWARD

Nominations may be submitted through this nomination form, starting on September 1st up until November 1st.

The reviewing committee shall consist of representatives from all departments of the company who have a clear understanding of our Building To Last core values