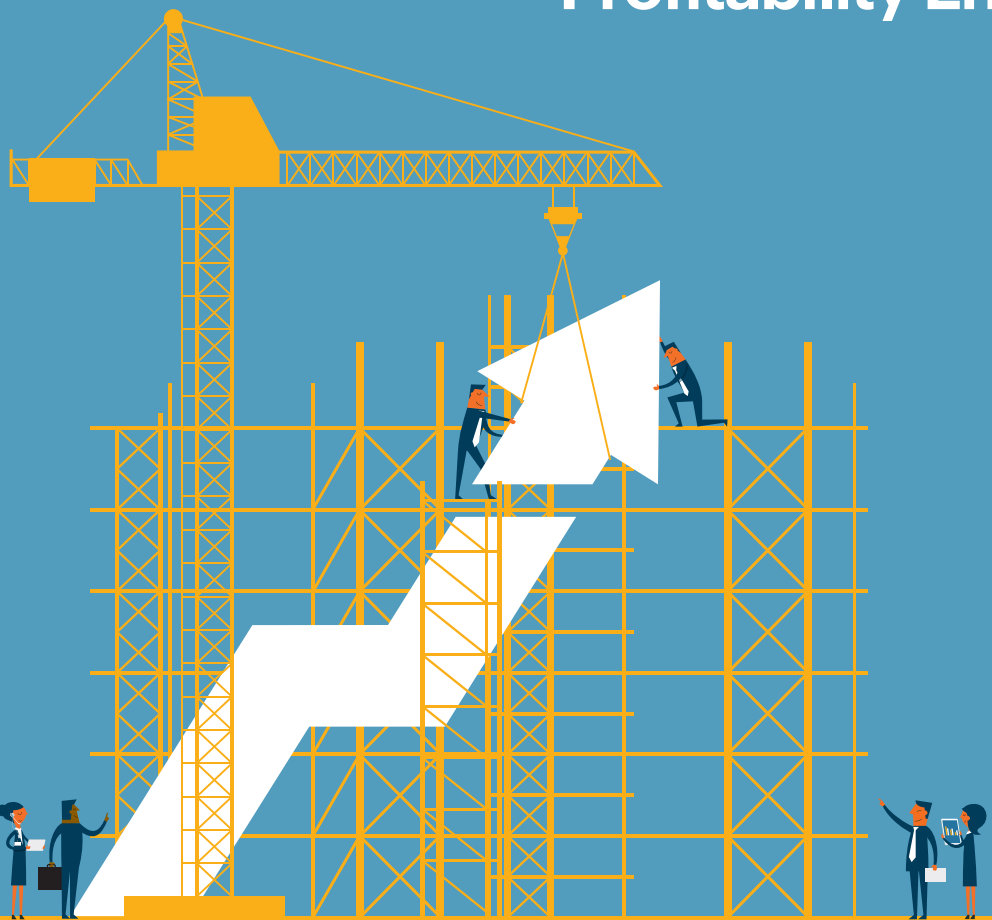


MORE EFFICIENT.
MORE EFFECTIVE.
MORE PROFITABLE.

HBK Construction Solutions Profitability Enhancement Plan



The **HBK Construction Solutions Profitability Enhancement Plan** consists of a strategic review of the key financial aspects of your construction company and identification of opportunities and “best practices” vital to improving your processes, controls and operating efficiencies. This three-stage program will enhance your company’s ability to reach peak financial performance, maximize value and optimize financial return to its shareholders.

1 DESIGN

The DESIGN stage identifies the nature of the unique challenges your company is facing. It provides the roadmap that our group will follow to ensure that your company will be able to focus on areas of opportunity, while simultaneously identifying areas of strength that can provide a distinct advantage.

Business Health Assessment

HBK Construction Solutions CPAs will work with you and your management team to provide you with a clear and holistic picture of your organization’s current status across various critical dimensions.

Benchmarking Report and Analysis

We will work with you to identify your strengths and weaknesses by comparing your financial metrics to your peers’. We will identify areas where your company has competitive advantages and areas where changes can be made to promote optimal results.

2 BUILD

The BUILD stage is the set of proven, proactive analyses to directly address and overcome the obstacles identified in the DESIGN stage.

Job “Sweet Spot” Analysis

Create a database to analyze job results and identify key characteristics of successful jobs to sort and analyze job history. This will allow us to identify the types of jobs that capitalize on your company’s assets to create the highest returns.

Financial Forecast and Budgeting

Develop a future path to success for your business using “best in class” financial results from industry peers to optimize your company’s financial results.

Overhead Cost Analysis

Evaluate the costs allocated to overhead and identify areas where more specific job costing can help lower overhead and more accurately allocate costs.

Internal Control Analysis

Analyze your internal controls to identify areas where improvements can make your company more efficient and reduce risk.

Project Manager Training

Tailor a training program to empower your project management team to run more profitable, more efficient work.

Team Building/Culture Training

Deliver a proprietary and powerful training program to improve the overall function of your team and company culture.

Succession Planning Consulting

Work together with the current ownership group to develop a strategic and effective plan to transition ownership, allowing for future company success and optimizing return to the current shareholder group.

IT Support and Cybersecurity Assessment

Identify areas of concern and potential threats in your IT environment and provide solutions for improvement and increased security of your data and systems.

State and Local Tax Nexus Study

Evaluate areas of exposure at the state and local level for various tax reporting. In addition, areas of savings opportunities can be identified in the markets where work is being performed.

3 EVALUATE

The EVALUATE stage monitors the proactive changes that the company put into action to help it reach peak financial performance.

Quarterly Follow Up and Annual Reviews

Regular communications with management to track progress on the recommendations made to help improve profitability for the company.