

An aerial photograph of a construction site. In the top left, there is a grid of rebar for a concrete foundation. Several workers in orange shirts and hard hats are gathered around a white pickup truck in the top right. Other workers in yellow safety vests and white hard hats are scattered across the dirt ground. The scene is brightly lit, casting shadows.

**2021 ANNUAL REPORT**

# GROW SERVE BUILD

**NABHOLZ**





Fiscal Year 2021 was marked by growth and positive transitions in Nabholz' leadership and corporate structure.

After eight strong years at the helm, Greg Williams has stepped down as CEO. Williams will continue serving as Chairman of the Board, a position he has held since 2019. His successor and Nabholz' new Chief Executive Officer is Jake Nabholz, whose 23-year career with the company most recently included serving as a regional president for Nabholz' operations in Northeast and Central Arkansas, Mississippi, Oklahoma, and Tennessee.

Additionally, Andrew Adlong has been promoted from executive vice president to regional president and will oversee construction operations in Northeast and Central Arkansas, Mississippi, and Tennessee.

Similarly, Michael Feamster has been promoted from EVP to regional president and will head up Nabholz' construction operations in Oklahoma.

Former COO Brad Hegeman has been named Chief Strategy Officer and Vice Chairman of the Board. As CSO, Hegeman will oversee Nabholz' corporate strategy and long-term planning for continued growth and diversification through innovation, market development, new services, and acquisitions.

Other notable changes include geographic expansion into Tennessee and Missouri, along with additions to Nabholz' already diverse service line. With these developments, Nabholz is now a single-source contractor for more clients than ever before and is positioned for years of sustained growth.







# GROW OUR PEOPLE

## THROUGH EDUCATING OUR EMPLOYEES

- 51** participants in our carpentry apprenticeship program, which is approved by the U.S. Department of Labor
- 6** in our Superintendent Development Program
- 32** enrolled in or graduated from Discover, our mid-level leadership development program
- 8** graduated from Project Fast Start, our program for project management professionals
- 13** participated in LEAD, our program for employees with executive potential
- 18** graduated from Craft Leadership Development, an internal program that prepares craft professionals for jobsite leadership positions

## THROUGH SAFETY

- .63** current EMR, far below the industry average
- 2,469** task hazard analyses logged into our safety program by employees
- 1,310** employees and subcontractors participated in OSHA's National Safety Stand-Down to prevent falls in construction
- 500 DAYS** or 361,219 work hours – without a single jobsite incident by our Rogers construction team
- 32** employees received financial incentives for their safety efforts

## THROUGH QUALITY

- 45** constructability reviews completed
- 49** project-specific quality planning meetings conducted
- 27** building envelope coordination meetings hosted
- 7** post-project reviews conducted

## THROUGH INNOVATION

- 89%** increase in the number of employees who visited our online innovation platform
- 50** new innovation ideas submitted
- 6** internal research and development grants awarded

### INNOVATION AT WORK

Patrick Reedy, a cabinet maker in our millshop, won the 2020 Chairman's Innovation Award, which included \$5,000 in prize money, for his proposal of an immersive safety training approach. His idea incorporated active training and accident drills and encouraged a connection between safe behaviors at work and safe behaviors in all other areas of life.

# BUILD OUR COMMUNITIES

## THROUGH THE NABHOLZ CHARITABLE FOUNDATION

- \$156,000** in one-time donations
- \$470,000** pledged to 13 different organizations

### GIVING OF OUR TIME

Our team members helped Vilonia School District establish Pathways Academy, a charter school program to recruit and train young people for the commercial construction industry. Vilonia School District is a rural district in Central Arkansas, where many students are interested in developing these construction skills.



## THROUGH OUR TEAM

- \$495,000** contributed by our operations in sponsorships and donations to 205 organizations
- 203** organizations at which our employees volunteered

# SERVE OUR CLIENTS

## SEPTEMBER '21

The excavation group debuts a training simulation trailer to help introduce people to operating careers.

The industrial group builds and installs two drop tables at Union Pacific's railyard in North Platte, Nebraska — the largest railyard in the United States.

Jonesboro's service group celebrates a year of 100% self-performed housing renovation work at Arkansas State University.



## AUGUST '21

The excavation group celebrates its biggest revenue year ever, moving over 1 million yards of dirt, placing 26.2 miles of pipe, and transporting 250,000 tons of gravel for various clients.



The Central Arkansas construction group completes the University of Central Arkansas' Integrated Health Sciences Building, which features an expanded Nabholz Center for Healthcare Simulation.

Nabholz opens a new location in Columbia, MO.

The Rogers and Fort Smith construction groups complete Fort Smith Northside High School renovation and gymnasium projects.

## JULY '21

Nabholz' Fort Smith service group celebrates 25 years working in the region.



**7,642**

jobs completed by all Nabholz business units in FY 2021

**2,334,752**

total work hours

**17**

Associated Builders and Contractors "Excellence In Construction" Awards earned by our team

**39**

states in which we worked

**#121**

ranking on ENR's Top 400 Contractors

**4,021**

jobs completed by our service groups

**2,416**

jobs completed by our industrial groups

## MEMBERS' EFFORTS

### GIVING OF OUR TALENT

The Nabholz team in Springfield served as the official Fleet Sponsor for the 2021 iCare Domestic Violence Awareness Campaign. Team members raised funds to support the nonprofit and wore eye patches to signify the very real injuries caused by domestic violence.

## THROUGH BUILDING A BETTER NABHOLZ COMMUNITY

We opened a new 2,500-square-foot wellness clinic at our Rogers office. The clinic offers no-cost, no-deductible primary care to Nabholz employees, spouses, and children two years and older.

Nabholz awarded a \$200 incentive to each employee who received the COVID-19 vaccine.

Team members contributed \$35,860 through our internal NabFund system to help fellow employees during times of crisis or loss.

### GIVING OF OUR TREASURE

Team members at our Lenexa office donated almost 300 backpacks, along with school supplies and teacher gift baskets, to the Olathe Public Schools Foundation.



Sheridan Schools awards the Central Arkansas construction group an additional \$6 million in projects, bringing this client's total amount of work to \$67 million.



**JUNE '21**

The Tulsa construction group completes the Herman and Kate Kaiser YMCA in Tulsa.

The industrial team works with the Tennessee College of Applied Technology to install 29 machines for a technical training program.



The Lenexa construction group breaks ground on Nabholz' first Kansas City metro area healthcare project, a \$9.8 million second-story addition at Belton Regional Medical Center.



**MAY '21**

The Rogers construction group tops out at the Ledger in Downtown Bentonville, the world's first bikable building.

The Tulsa construction group celebrates the Oasis Market grand opening, a project that eliminates a food desert in South Tulsa.



**APRIL '21**

The Central Arkansas construction group breaks ground on the University of Arkansas for Medical Sciences' Orthopaedic & Spine Hospital, the latest project in our 41-year relationship with UAMS.



**MARCH '21**

Nabholz' environmental group wins its first Excellence in Construction Award for abatement work at the University of Arkansas' Pomfret Hall.

**NEW CLOSE-OUT PROCESS PUTS CLIENTS FIRST**

Project Manager Beth Maris and Assistant Project Manager Kera Britton have developed and completed a pilot test for a new close-out documentation system to assist clients after Nabholz completes a project. The system's key component is a project-specific website that gives the client easy, on-demand access to their project documentation as long as they have internet access. The website offers

- as-built drawings with important equipment information
- maintenance lists and calendar reminders, based on owner input and warranty needs
- faster delivery of the close-out and training process
- better training for the client's staff
- ability to share access with anyone — new maintenance staff, third-party vendors, etc.
- a record of milestone events like groundbreakings and topping-outs



Integrity is named Arkansas Business of the Year.

**FEBRUARY '21**

Jonesboro's construction group is awarded a \$22 million contract for Camfil EPC Manufacturing Facility.



**JANUARY '21**

Integrity signs an \$11 million Energy Savings Performance Contract with the University of Arkansas.

**NOVEMBER '20**

Teams from Nabholz' Columbia, Rogers, and Lenexa offices combine efforts to break ground on a new terminal for Columbia Regional Airport.







**CONSTRUCTION**



**EXCAVATION & INFRASTRUCTURE**



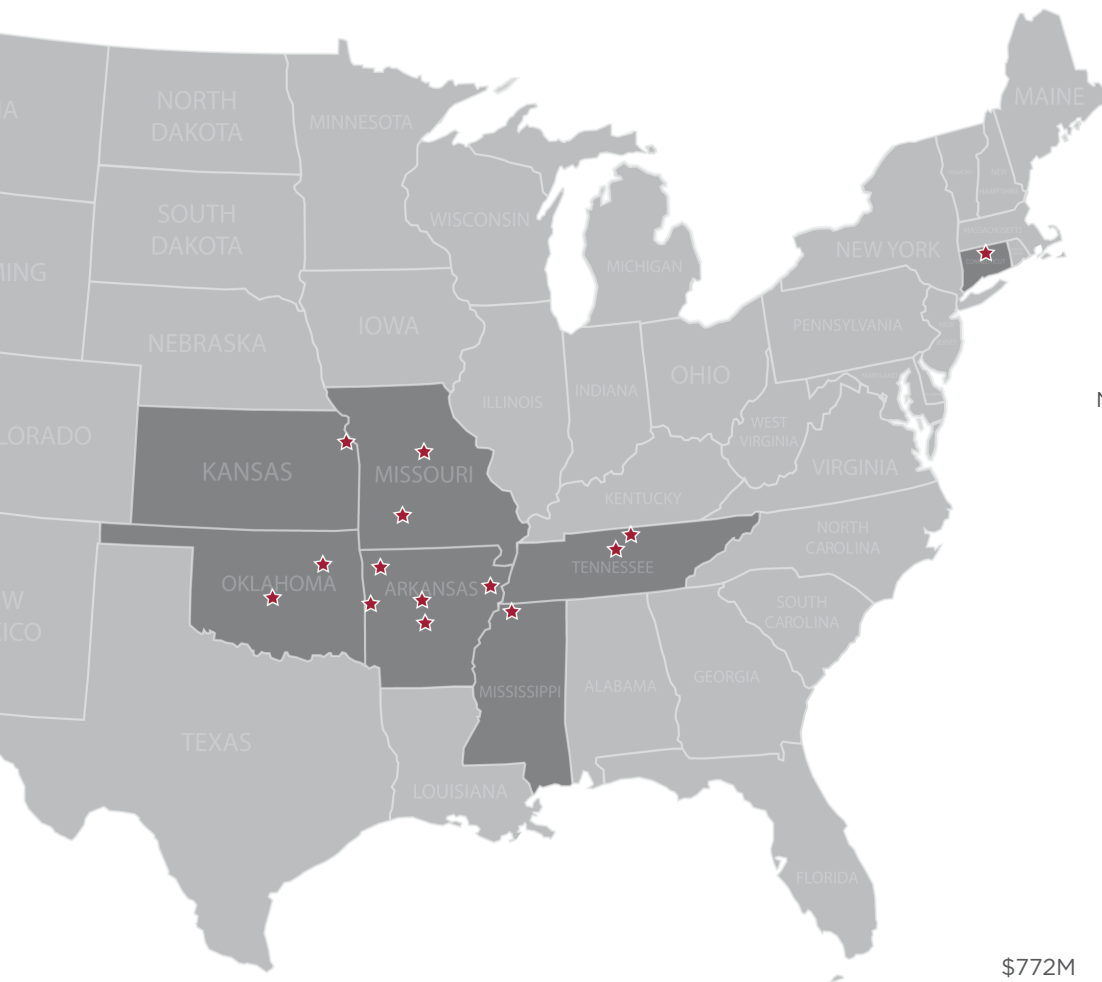
**MACHINERY MOVING, INSTALLATION, & SERVICE**



**MAINTENANCE & REPAIRS**



**ENVIRONMENTAL HAZARD SERVICES**



## 2021 LOCATIONS

### ARKANSAS

Conway  
Fort Smith  
Jonesboro  
Little Rock  
North Little Rock  
Rogers

### KANSAS

Lenexa

### MISSOURI

Springfield  
Columbia

### MISSISSIPPI

Olive Branch

### OKLAHOMA

Oklahoma City  
Tulsa

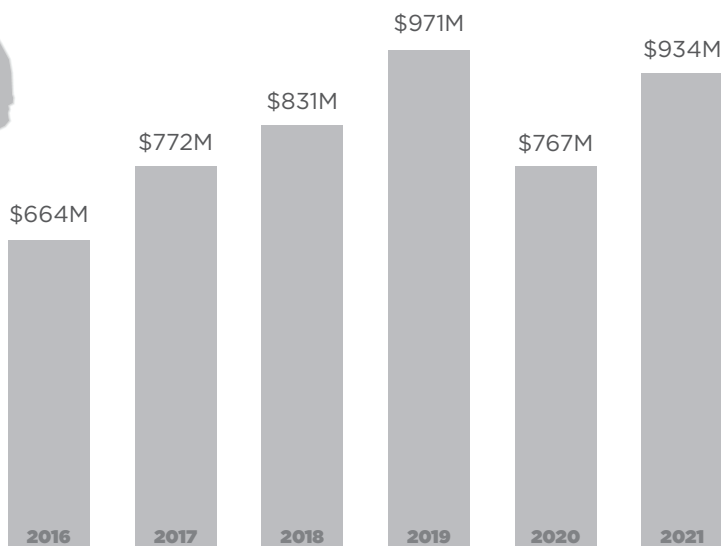
### TENNESSEE

Nashville  
Portland

### CONNECTICUT

Oxford

## 2021 FINANCIALS



**WE STRIVE TO DELIVER THESE SERVICES WITH INTEGRITY, ALWAYS WORKING TO FULFILL NABHOLZ' PURPOSE STATEMENT — TO GROW OUR PEOPLE, SERVE OUR CLIENTS, AND BUILD OUR COMMUNITIES.**

### FACEBOOK

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**RAILROAD**



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