



WE BUILD RELATIONSHIPS. WE THRILL PARTNERS.

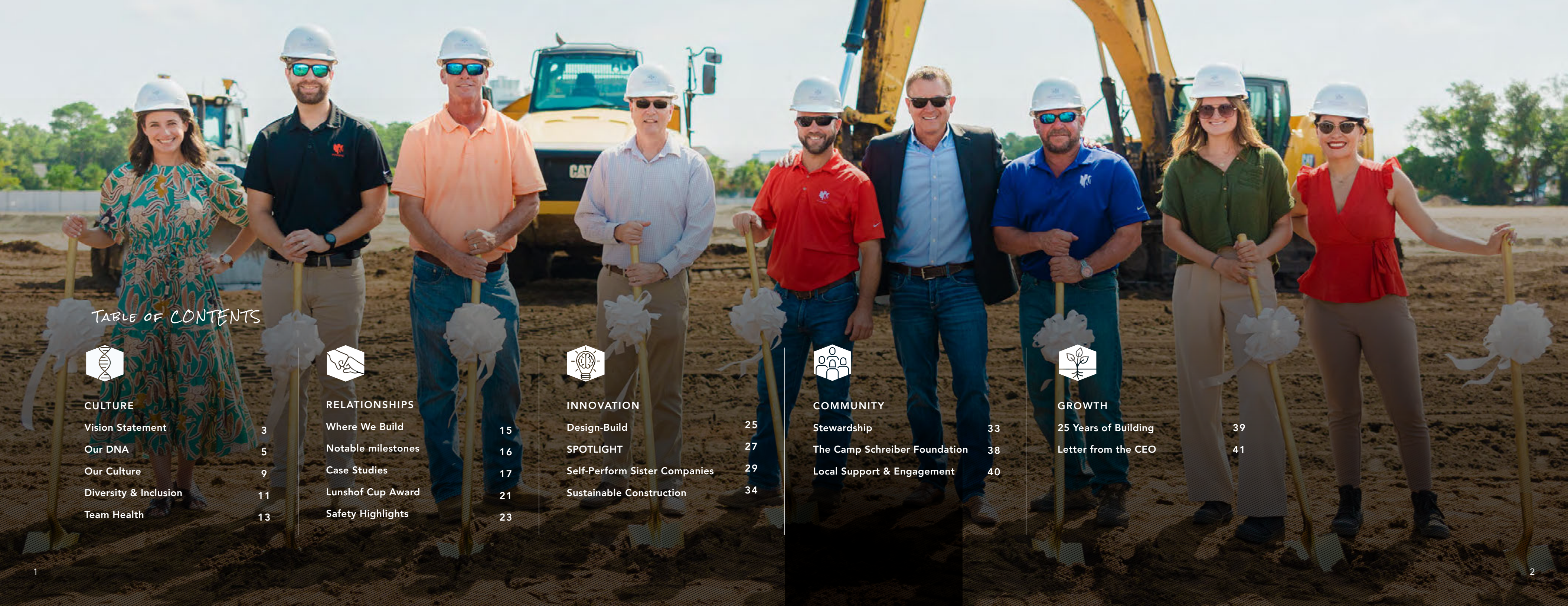


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VISION STATEMENT

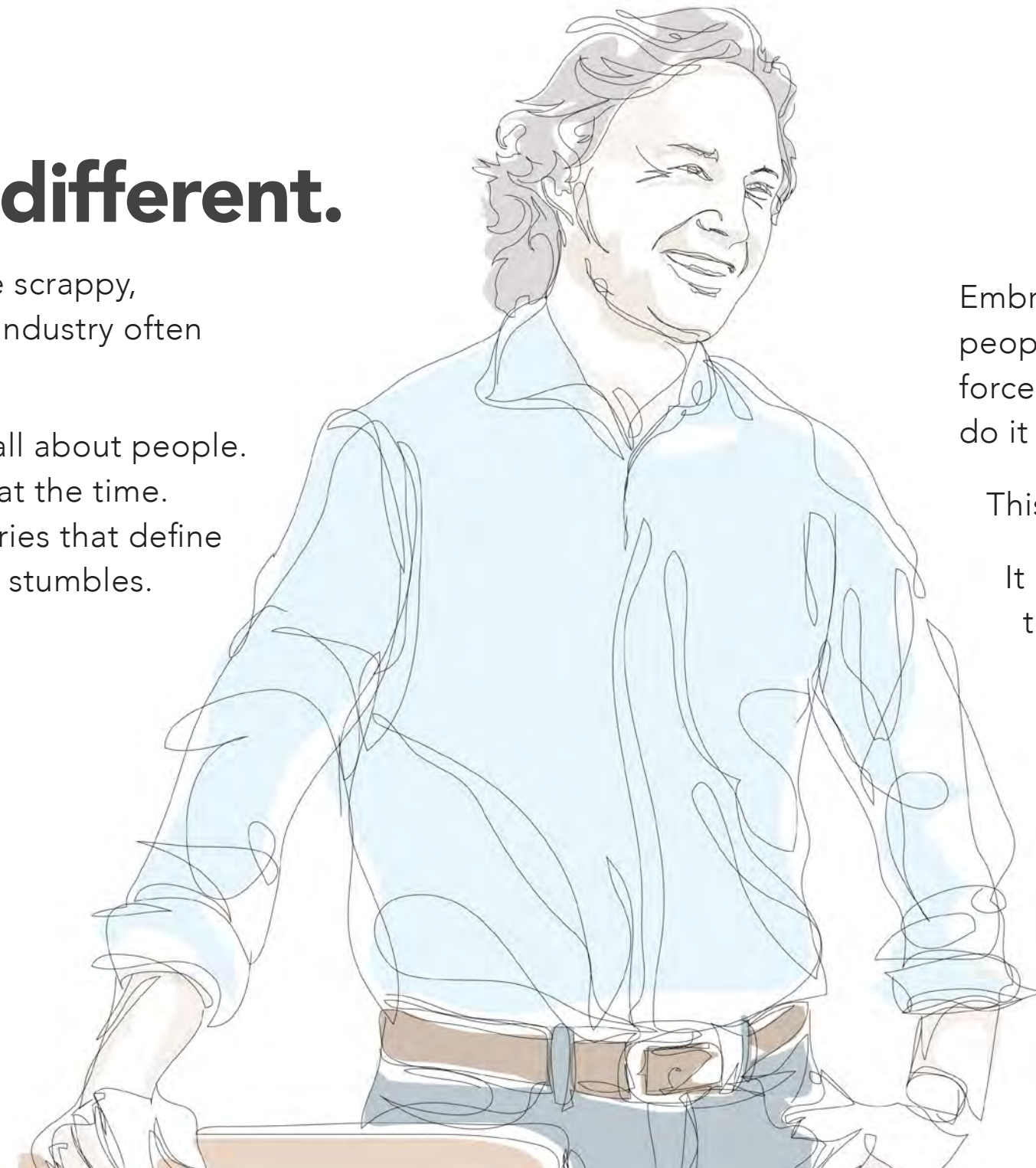
We didn't set out to be different.

We opened in survival mode, outsiders looking in. We were scrappy, yet quickly learned to excel by building relationships in an industry often defined by a lack of trust.

Somewhere on our journey, we recognized our business is all about people. It seems obvious in retrospect, but it was a significant shift at the time. We recognized people are the central characters of the stories that define our company...both the epic successes and the forgettable stumbles.

From there, it became simple.

Invest in people, personally and professionally. Cultivate a culture of trust that inspires people to do great things. Have the courage to believe in each other.



Embrace the game-changing power of diversity. Never, ever, treat people like a resource that can be added and subtracted as market forces dictate. Love the experience of doing what we do and who we do it with.

This is our culture.

It is always evolving, sometimes difficult to define, but always easy to feel. Our culture guides our actions, revolutionizing the industry one thrilled partner at a time.

Our DNA

WHAT DRIVES US

Our Purpose

We Build Relationships.
We Thrill Partners.

Our Values

- **No Brilliant Jerks**
If we only had one core value, this would be it.
- **We Trust Your Good Judgment**
We hire great people, give them great resources, and trust them to make good decisions...and support them when they don't.
- **Grit**
The combination of passion and perseverance.
- **WE Before me**
Construction-like life—is a team sport. 1+1=3
- **Panic Slowly**
Take a deep breath. There's a solution to every problem, no matter how complex.

OUR ECOSYSTEM

Market Forces

Collaborative Project Delivery
Live-Work-Play Development
Localization
Southeast Population Growth
Trade Partnerships

Strategic Bets

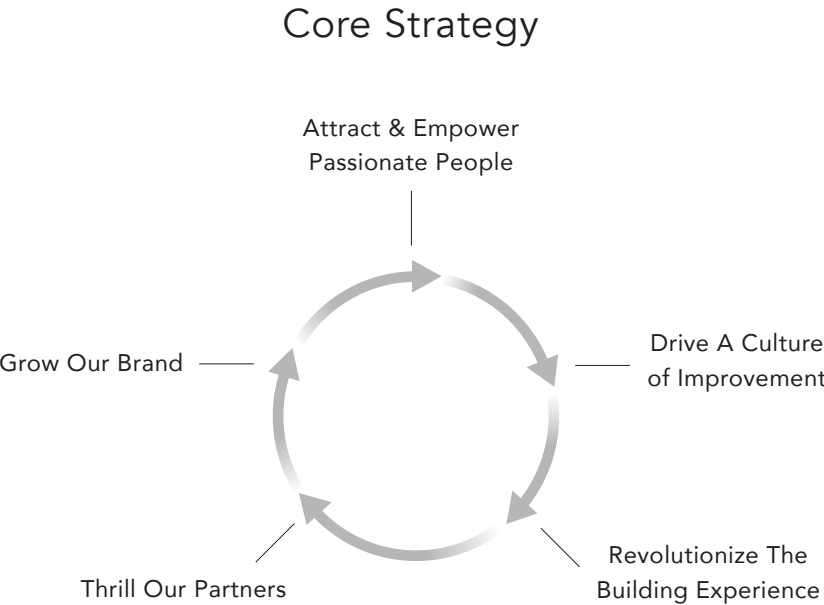
Accelerate Innovation
Develop Leaders
Drive Business Diversification
Invest in the Client Experience
Lead in Sustainable Construction

THE SHORT GAME

1-3 Year Focus Areas

Citadel Masonry
Design-Build Delivery
Grow Markets, Stay Local
Preconstruction to Operations Integration
Professional Development
SPOTLIGHT
System Integration
Sustainability Program

THE LONG GAME



MEASURES OF SUCCESS

- **Customer Satisfaction**
- **Employee Engagement & Development**
- **Innovation**
- **Social Responsibility**
- **Financial Strength**



Invest in people. The rest will follow.

Founded in 1998, Monteith Construction Corp. is committed to a locally based project approach anchored on providing partners with an exceptional experience at every touchpoint from conceptual design through construction. This means our accounting practices are just as important as our punch lists, our site signage just as important as our scheduling, to name a few things.

Our team builds across North and South Carolina with the corporate headquarters located in Wilmington, NC, and regional offices located in Raleigh, Myrtle Beach, and Charleston. The hallmark of Monteith Construction is its people. Maintaining thoughtful and inclusive hiring practices has shaped a diverse and entrepreneurial-minded culture.

The Numbers

\$205M
Annual Volume

A++
Travelers Rating

85 NPS
Client Net Promoter Score
Compared to 43 Industry Average

28
Employee Net Growth

4
Thriving Offices
Charleston • Myrtle Beach
Raleigh • Wilmington

150+
Monteith Construction
Employees

The Good Stuff

1
New office location
(hello, Myrtle Beach!)

15
Team members who expanded
their families in the past year

2
Team members who
tied the knot in 2022

30
Company-wide social
events organized by
team members

TEAM RELAX,
EXPLORE, TRAVEL!
Our PTO Goal is 100%

33%
Team members who took 100%
of their Paid Time Off (PTO) in 2022.

6
Sets of family members
who work at
Monteith Construction



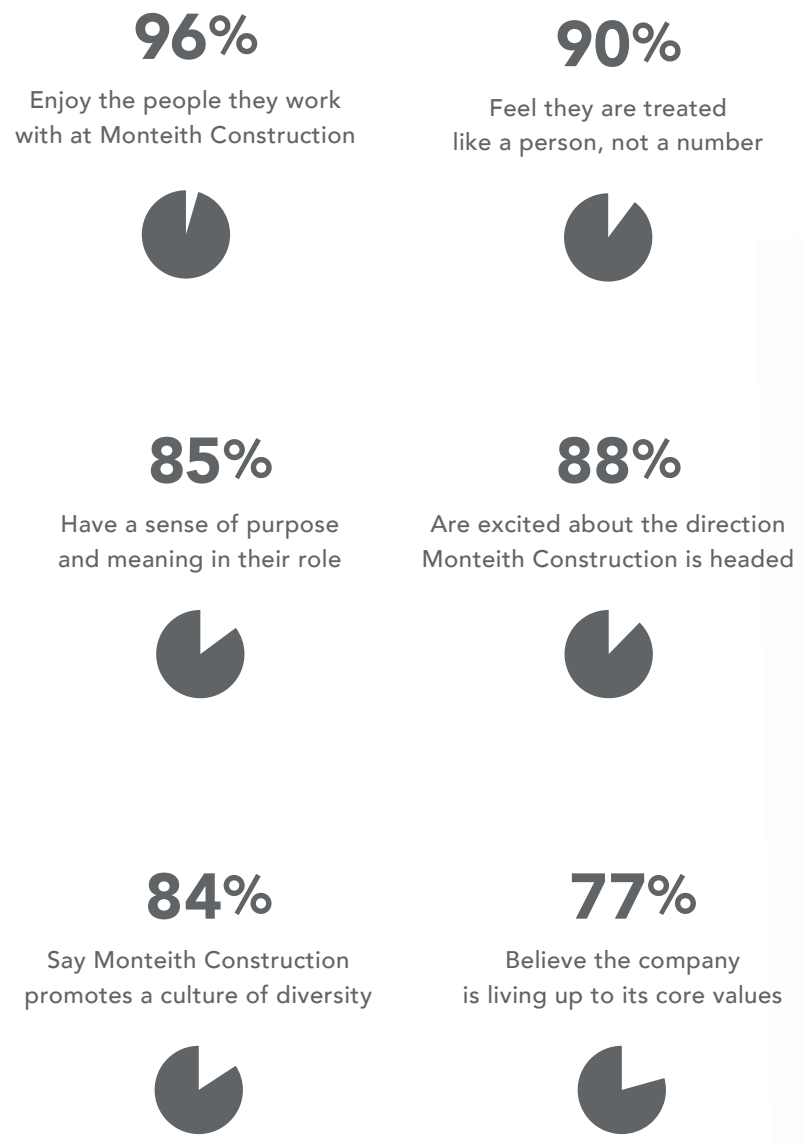
Culture

Our Culture

New team members—and tenured ones looking for a refresh of what grounds us at Monteith Construction—are encouraged to attend a Culture Session, led by John Monteith. It's in this informal and approachable setting where we like to reiterate the core values that guide our team's daily actions and exchange the "whys" behind the passion we bring to work every day.

Our team members are guided by doing things the right way—some call it personal pride, others may refer to it as, well, grit and good judgement. Whatever it is, we find it continues to result in a client experience that's unexpected from a general contractor.

OUR TEAM MEMBERS SAY



"We are constantly working to foster an environment of growth; one where people are happy, remain inspired, can inspire one another, and are continuously challenging themselves."

Linsey Hackett
People Department



*SOURCE: Monteith Construction 2022 Employee Survey

Diversity & Inclusion

"We believe that a diverse and inclusive company is a more innovative and successful company, which is why we aim to infuse diversity and inclusion (D&I) into all aspects of our culture and our business. We leverage our purpose to Build Relationships and Thrill Partners to champion a more inclusive company that provides a fulfilling place to work and enhances our connection with our construction partners, surrounding communities, and suppliers."

Jamalh Greene
Director of Supplier Diversity



The Infinite Game by Simon Sinek

In 2022, each team member was given a copy of The Infinite Game, encouraged to read and reflect on the content that tackles many of the ideas and values we consider critical to our growth at Monteith Construction.

Trust, Courage, Responsibility, Ethics, Flexibility, and Purpose (or, "Just Cause" as Sinek refers to it) are all considered in the context of our everyday business realities. Team members exchanged ideas on these topics during a monthly book club meeting, dialing in from job site trailers to office conference rooms and everywhere in between.



Association Partnerships

Monteith Construction is a proud supporter and active member of the following organizations aiming to enhance minority contractor business capacity and development, and foster positive business relationships.



Team Health

Our industry can be as demanding as they come, yet there is nothing more important than the physical and mental well-being of our team members. We offer team members both group and individually tailored opportunities to invest in themselves throughout the year.

Summer Fridays at Wrightsville Beach

Our version of "Summer Fridays" includes kicking off the day with a sunrise SUP, kayak, or wakeboard session at Wrightsville Beach. This year, we added outrigger canoeing to the mix, and the summer culminated with the first-ever Preconstruction v. Accounting paddle off with team members across all regions in participation.

WELLNESS HIGHLIGHTS



Axis Fitness Training "LEVEL UP Challenge"

A year after partnering with Axis, nearly half of our Wilmington team is actively engaged. Keep an eye out for their individual success stories, often featured on the @axis_fitness Instagram page!



WILMA Dash + Health Fest

In May 2022, nearly a dozen team members participated in Wilmington's only all-female 5k run, walking and running along the scenic route through the North Waterfront and Downtown Historic districts.



Monteith x MADabolic

Following the success of Wilmington's Axis Fitness Training initiative, our Raleigh team is implementing a similar partnership, encouraging the team to make wellness a part of their weekday work routine.



General Wissler Leadership Sessions

Several team members completed a course led by United States Marine Corps Lieutenant General Wissler, Retired, an independent consultant in the leadership development and team building fields, as well as the Distinguished Chair of Leadership at the United States Naval Academy's Stockdale Center for Ethical Leadership. Session topics ranged from character and self-reflection as a leader to selfless servant leadership and building a winning culture.



Culture

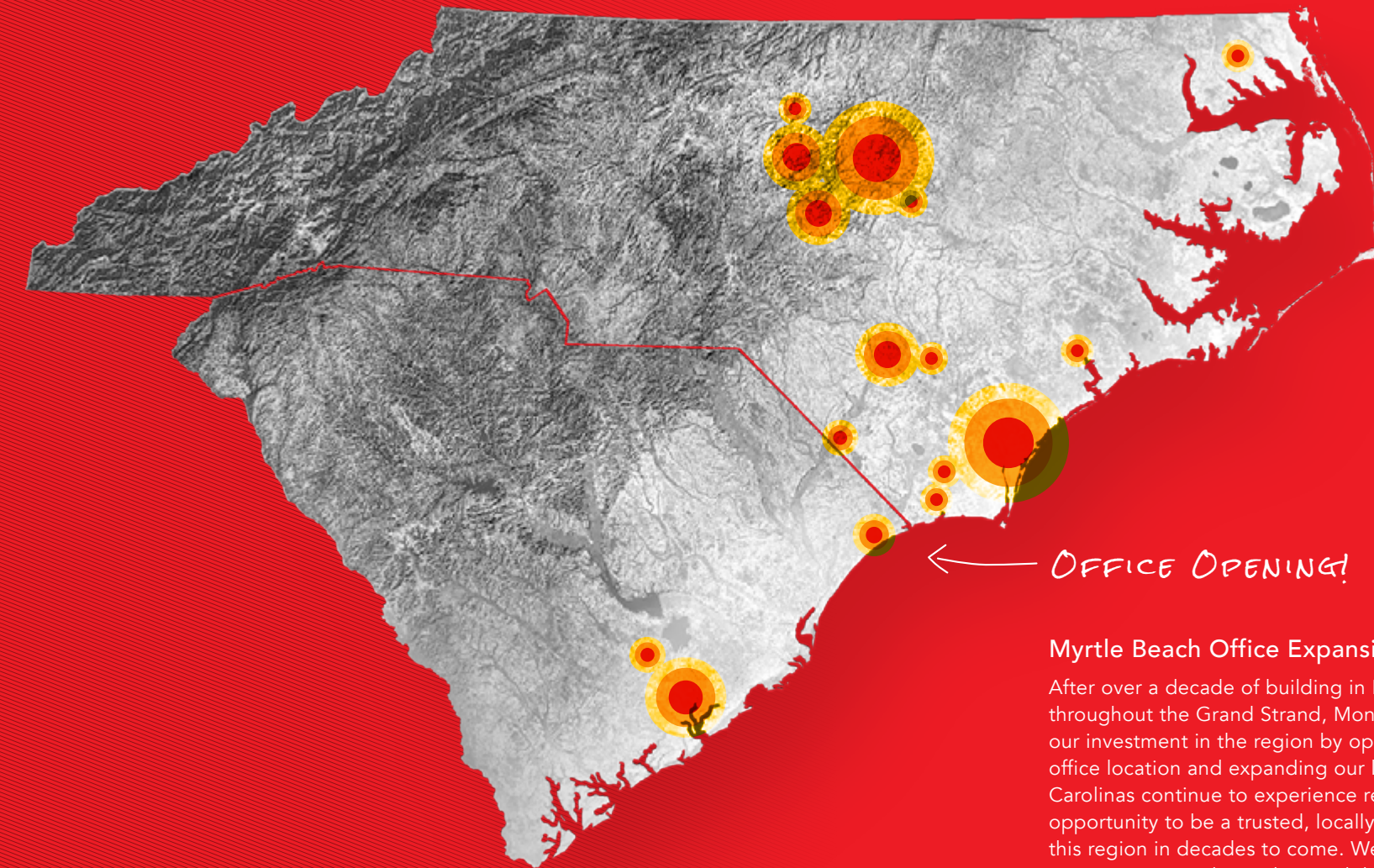
"General Wissler stressed the importance of daily reflection of the highs and the lows. Since then, it has been in my calendar and has allowed me to balance the days. Items that seem so critical in the moment mellow out a little, and others sometimes brushed over gain a little ray of light."

Denice Brandon
Chief Financial Officer



Where We Build

Monteith Heat Map



← OFFICE OPENING!

Myrtle Beach Office Expansion

After over a decade of building in Horry County and throughout the Grand Strand, Monteith Construction grew our investment in the region by opening a brick-and-mortar office location and expanding our local team. As the coastal Carolinas continue to experience record growth, we see an opportunity to be a trusted, locally-based contractor for this region in decades to come. We are looking forward to growing our relationships with both public and private partners, subcontractors, vendors, and suppliers across the Grand Strand, doing our part to spur the local economy.

Notable Milestones



Relationships

PROJECT WINS:



UNC Health 6th & 7th Floor

This approximately \$40 million multi-phased project includes the expansion of the 6th Floor Neonatal Critical Care Center, as well as work on the 7th Floor Heart & Vascular bed tower conversion.

GROUNDBREAKING CEREMONIES:



Work/Play Private Office

This bespoke property uniquely meets the needs of both a corporate office and leisure space for private events and entertaining with custom-made, quality finishes adorning every piece of furniture and corner.



Live Oak Bank Building Four

This 100% mass timber build—the fourth employee building on Live Oak Bank's serene campus—will be the first of its kind in the region, a signal of the economic growth and innovation happening in Wilmington.



Columbus County Schools' Tabor City K-8 Elementary School

Set to complete in 2023, we topped off this brand new energy-efficient elementary school; a project with construction assisted by a \$28 million investment by the USDA North Carolina Rural Development.



Coastal Carolina Regional Airport (EWN) Expansion

This \$25 million Design-Bid-Build project consists of a 10,020 sf terminal expansion, plus the renovation of the existing 20,650 sf one-story terminal building, bringing this pre-9/11 design into the modern era. Wilmington.



Durham Public Schools' Lyons Farm Elementary School

This 50 acres of former farmland in South Durham—named after longtime land owners, the Lyons family—is now home to a state-of-the-art elementary school, serving students in Pre-K through 5th grade. work on the 7th Floor Heart & Vascular bed tower conversion.

Common Desk Wilmington

Monteith Construction completed the restoration of the 20,000 sf historic “Gaylord Building” at 226 N. Front Street in downtown Wilmington, North Carolina—a structure built in 1908 to house Gaylord’s Department Store, then the Belk-Williams Department Store in 1915, Wilmington’s first Belk. Chapel Hill, NC-based East West Partners developed this project uniquely for Common Desk Wilmington, establishing downtown’s first modern coworking space.

At project start, the original, abandoned building condition was structurally unsound, so much so that no one could safely go above the ground floor. As a result of this “unknown” status, Monteith Construction took a two-phased approach to pricing and planning to best control the project budget, schedule, and scope: first by tackling the shell, then the interior upfit. The project was an engineering feat, beginning with the steel skeleton installed to hold up the perimeter brick walls which were at risk of collapsing. Monteith Construction then selectively demolished and rebuilt level by level.

From design start through construction closeout, the project team aimed to strike a balance between honoring the history of 226 N Front Street and celebrating the vibrant and entrepreneurial spirit of Wilmington today. As such, preservation was a priority. The original cast iron columns, brick, and floor joists were salvaged and reused, adding vintage throughout the space. The result is a revitalized structure and community gathering place humming with activity on downtown’s main pedestrian-friendly street.



RECOGNITIONS

- Cape Fear CREW 2022 Awards of Excellence: Economic & Community Enhancement Award finalist for Common Desk Wilmington Announced January 23, 2022
- AIA Wilmington 2021 Design Awards winner for Common Desk Wilmington Received January 2022
- Carolina Association of General Contractors (CAGC) 2020-2021 Pinnacle Awards winner for Common Desk Wilmington Received January 26, 2022
- Historic Wilmington Foundation 2021 Preservation Award for “Adaptive Reuse.”

John Chavis Memorial Park

Monteith Construction renovated John Chavis Memorial Park from 2019-2021, breathing fresh life into one of the community's most valued gathering spaces. The revitalized public space includes a brand-new community center—featuring a gymnasium, fitness room, locker rooms, youth lounge, and custom painted glass installation by decorated artist David Wilson—a playground, and an interactive water feature, as well as a renovated historic Carousel House-turned-meeting and amenity structure.

Based on historical records, “the 29-acre park started in 1937 as a recreation center for Black people in the area during segregation. According to the City of Raleigh, community members have been working on this upgrade since 1971. Eventually, funding came in 2014 with an updated plan.” With the park renovation a long time in the making, Monteith Construction was honored to tackle the project, and identified several unique aspects early on, including community sensitivity, the unique curvature and materiality used in the 41,600 sf Community Center design, as well as the inconsistent landscape elevation—which includes both hard and soft scape, a playground, and splash pad features.

Kristen Shea, CPRP, recreational superintendent for the City of Raleigh's Parks, Recreation and Cultural Resources Department said the team at Monteith Construction “played a critical role at listening to our needs, blending our organizations, and following through on work plans. The result is a truly unique venue that the citizens and staff are enjoying daily!”



RECOGNITIONS

- LEED Silver Certification
- City of Raleigh 2021 Sir Walter Raleigh Award winner for John Chavis Memorial Park Received April 14, 2022



2022
**Lunshof
Cup Award**
RECIPIENT

Congratulations to Mike Travaglia, recipient of the 2022 Lunshof Cup, an annual award recognizing our “superintendent of the year” and named after Monteith Construction’s first superintendent, Al Lunshof, an industry veteran and company legend who displayed each of our core values (and more) on his hard hat and sleeves. This year, we received a record number of nominations for the Lunshof Cup award, a reflection of our “We Before Me” culture and the respect our team members have for one another.

Over the past four years, Mike Travaglia has all but lived at Wilmington International Airport (ILM), leading the \$68M terminal expansion project which will increase the facility’s space by 75% and allow the airport to serve 50% more passengers when complete in 2023. His technical skill, innate foresight, and sheer dedication to the project has made this extremely complex build run as smooth as one could hope—especially since Mike and the project team have weathered three hurricanes, a global pandemic, and international supply chain shortages. He has been a proud ambassador of Monteith Construction, acting as the main point of contact for both ILM employees and airlines operations teams, as well as paying extreme caution to Federal Aviation Administration (FAA) and public safety regulations. Ask Mike about an airline route, a flight number, or a gate assignment, and we bet you he’ll know the answer.



ILM EXPANSION PROJECT STATS

- 4+ Years of Phased Construction
- 60,000 SF New Terminal Space
- Countless Improvements to Existing Airport Spaces
- 75% Increase in Airport Size
- \$70+ million Contract Values



“ Mike has shown himself to be an exemplary team leader, managing a complex multi-year expansion and renovation project that never closed to the public. His skill, dedication, foresight, and integrity has been essential to a project that required special attention to public safety, weathered three hurricanes, a pandemic, and international supply shortages while staying on schedule and within budget. However, Mike has always gone the extra mile to accommodate the Owner’s requests- from accommodating tenant personalities to assisting with lobster bakes, a perfect representation of Monteith’s commitment to building relationships.

Granseur Dick

Deputy Airport Director of
Operations, Facilities & Maintenance
Wilmington International Airport (ILM)

Safety Highlights

North Carolina Department of Labor Certificate of Safety Achievement

Monteith Construction has been recognized 16 consecutive years for our outstanding safety and health efforts, resulting in a substantial reduction of injuries and illness and the promotion of safer working conditions.

N.C. Department of Labor’s Occupational Safety and Health Division “Carolina Star Program” Participant

Monteith Construction currently has 5 Carolina Star Program recognized sites—meaning, those that are self-sufficient in their ability to control hazards at their worksites—with the opportunity to recognize more Carolina Star than any other general contractor building in North Carolina.

Carolina Association of General Contractors (CAGC) “Presidential” Safety Award Winner

For the past three consecutive years, the CAGC has honored Monteith Construction for our safety excellence, reinforcing the importance of safety daily, and demonstrating a commitment to safety to our partners. The “Presidential” designation indicates no lost time accidents on job sites.

Occupational Safety and Health Administration (OSHA) Certification

We stress the importance of ongoing safety training among our team members—both new and tenured. Currently, XX team members hold an OSHA-30 or OSHA-10 Certification, having completed training in the basics of occupational safety and health.

Site Safety: 0.79 Modification Rating

We employ a full-time Safety Team to execute and manage our construction site safety program, under the oversight of our Chief Financial and Risk Officer. Our approach to safety is that of a resource, not of a consultant. As result of our proactive and preventative measures, we currently have an Experience Modification Rating (EMR) of 0.79. An EMR of 1.0 is average, meaning the contractor is found to be no more or no less risky than all other contractors in the state.



EMR RECORD

0.79

10.23—10.24

0.79

10.22—10.23

0.77

10.21—10.22

0.80

10.20—10.21

0.82

10.19—10.20



Keep an eye on **INNOVATION** at every turn.

MONTEITH DesignBuild

Our fastest-growing portfolio of work falls under Design-Build. Within this delivery method, the project design and budget come together consecutively with Monteith Construction holding the single contract with the owner group. For each project, we curate a design team of external partners—including architects, engineers, and specialty consultants—who are a unique match for the project based on several factors, including firm strengths and individual character and passions.

Chowan Chapel at Chowan University

The first on-campus worship center at this private Baptist university with a design that celebrates natural light and draws in the campus surroundings, creating an intimate, yet energized space for all to gather.



COVEY Restaurant

Opening summer 2023, this upscale restaurant in Midtown Wilmington will feature a main dining room, a bar grill dining room, a wine bar, tasting rooms, and a wine cellar, in addition to a state-of-the-art kitchen.



The Commodore Club at Wrightsville Beach Yacht Club

Now under construction, this two-story social club will float on the Intracoastal Waterway with all spaces utilized for social and back-of-house operations—from galley-level storage to second-floor private dining.

Bottle Works Co-Warehousing Maker Space

Formerly the Coca-Cola bottling plant in Wilmington's Soda Pop District, this 60,000 sf warehouse now houses nearly a dozen businesses for light manufacturing, warehousing, office, and retail.the-art kitchen.



Durham Fire and EMS Station 18

A LEED Gold-targeted design, this 13,382 sf facility houses five pull-through firetruck bays for the Fire Department and operational space for Durham County EMS. It is targeted to open in 2023.

Hourglass Studios

Construction of this full-service music recording studio paid especially close attention to both acoustical control and design aesthetics to create a high-quality and relaxing atmosphere that sparks creativity.



MONTEITH
SPOTLIGHT
 RENOVATIONS, UPFITS & SPECIALTY PROJECTS

SPOTLIGHT is a division of Monteith Construction, offering turnkey solutions to our partner's shorter term and/or specialized construction needs—from upfits and additions to restorations, infrastructure upgrades and beyond.

What differentiates a SPOTLIGHT projects tend to fall under \$2 million in contact value, have a design nearing the permit set at time of Monteith Construction engagement. All projects operate under the umbrella of and leverage the horsepower of Monteith Construction at large—from estimating and operations expertise to trade partner relations, and above all, the standards of professionalism and business quality we have built our business upon.

IN GOOD COMPANY



Innovation

// Many of our projects are personal to our partners, and this brings a lot of meaning to our work. One that especially stands out is the 'Boundless' sculptural exhibit for the Cameron Art Museum and LS3P, honoring the United States Colored Troops who fought in the Civil War. Everyone involved with the project was truly passionate about the memorial and its meaning. It had been a longtime dream come true for our main client, and we were thrilled to complete the job just before her retirement.

Charlie Roy | SPOTLIGHT Project Executive

*PHOTO SOURCE: Cameron Museum of Art

14

Projects completed
in 2022

\$2.8M

Largest project
by volume

\$41K

Smallest project by volume

7

Commercial office upfits

6

Hospitality and
recreation projects

11

Average project duration
in months

12

Design-Build projects

Self-Perform Sister Companies

Grey Interiors

Founded in 2012, Grey Interiors is focused on bringing a laser-like focus to the interior projects and exterior envelopes of both general contractors and owners. The team builds more than walls and specializes in creating unique and high-end custom environments for corporate, educational, and healthcare settings.

Co-founder and Chief Operations Officer Chris Black has helped build a team who not only share in his passion for the wall and ceiling industry, but also bring subject matter expertise to each service offered—from framing and sheathing to firestopping, acoustical treatments, and beyond. Grey Interiors works with an unwavering commitment to quality, budget, and innovation, resulting in spaces that shape the way people live, learn, work, and play.

The Facts

| | | | |
|---------|----------|--------------|----------------|
| 35 | 350+ | 22 | 156 |
| Clients | Projects | Team Members | Cups of Coffee |



Before

Citadel Masonry

Sometimes beginnings start from a simple idea. Citadel Masonry has one of those stories. Jim Leopard saw an opportunity and need in North Carolina to deliver a quality masonry package on a project and return to the standards of a family-owned business. One where high standards and integrity are the pillars of a company. With each project, they have learned it isn't easy, but with determination they expanded into more markets here and in South Carolina.

We understand the design and build process. We work every day with the professionals that make your project a reality. We provide the materials and design elements that best suit the designer's intent, the owners budget, and the builders schedule.



// Our team thrives on challenges. We view them as opportunities to break through walls to create tangible products and solutions.

Jim Leopard | CEO, Citadel Masonry



Innovation

Sustainable Construction



Innovation



We work to maintain our core values in everything we do and are built upon a foundation of uncompromising standards. As a general contractor, we believe it is critical for each of us to understand and implement practices that help move our industry towards being a more environmentally friendly one.

Our goal is to be a leader in sustainable construction. Currently, we are in a discovery and diagnostic phase to best understand in what areas and how Monteith Construction can reduce our negative environmental impact while advocating and implementing sustainable best practices.

Following results of this report, and over the next few years, we will continue to work with a select group of experts to define the “what” and “why” behind our sustainability goal, as well as the actions and solutions to get us there. We will not do this alone, but in lockstep and in close collaboration with our partners—owners, architects, engineers, and trades—who each have a hand in creating a healthy built environment.



The first step of this process has been working with a third-party consultant to qualify and quantify our company's carbon emissions within three areas:

1

Emissions from Monteith Construction assets

Regional offices and the contents therewithin, company vehicles, job site trailers and equipment.

2

Indirect emissions for utilities we purchase

Such as power that supplies our regional offices, job site trailers and equipment.

3

Indirect emissions that are byproducts of our construction projects

Both embodied carbon (building and infrastructure materials and construction) and operational carbon.

Be Exceptional Builders and Even Better Community Stewards

Impact is the sum of many parts, and the real estate industry is perhaps one of the best examples of that. Monteith Construction and each of our partners—developers and owners, architects, engineers, trade partners, craftsmen—have a hand in shaping the fabric of the communities and cultures in which we live and work.

Our team members are guided by strong values and a work ethic of doing things the right way. We like to think this internally driven ethos manifests into being both exceptional builders and good community stewards. Beyond buildings, we're proud of the work being done through Camp Schreiber Foundation, volunteerism, and social activism projects such as Initiative 1897. We are always striving to be better and seeking opportunities to serve.

Girls Leadership Academy of Wilmington (GLOW) Partnerships

Monteith Construction continues a strong partnership with GLOW after building the campus in 2019. Nearly a dozen team members have participated in two programs –GLOWorks and Cape Fear CREW Club at GLOW Academy—with a goal to spark student's interest in tertiary education and the real estate industry.

Tee by the Sea: A Fundraiser for NourishNC

2022 marked the first annual charity golf event founded by Collin Carver, Monteith Construction Scheduling Manager, and his wife, to support NourishNC, a Wilmington, NC-based 501 (c)(3) nonprofit whose mission is to "Provide healthy food to hungry children, empowering them to succeed in the classroom and in their community."

VOLUNTEER HIGHLIGHTS →

Habitat for Humanity Women Build

Team member across all our regions participate in Habitat for Humanity's annual Women Build event aimed to empower women to help families build strength, stability and independence. We're always honored to help build a home for deserving local families who take full ownership of the keys upon completion.

Charleston Beach Cleanup Days

Team members in the low country continue to be passionate about preserving the natural beauty and resources of their hometowns, regularly volunteering for beach clean-up days with local non-profits and community organizations.



Fostering Hope

Our new Myrtle Beach office initiated our first partnership with Fostering Hope which provides basic necessities for children in crisis situations, collecting donations among both our team members and partners for the organization at the first annual holiday office party.

The Salvation Army of Wake County Angel Tree

Our Raleigh team members focused Q4 giving efforts on bringing Christmas morning smiles on children's faces by partnering with The Salvation Army's annual toy and clothing drive, adopting multiple local families as their own for the season.



The Camp Schreiber Foundation



We believe in a world where if you work hard, you will go far. Unfortunately, income inequality and social inequality create a variety of seen and unseen barriers for students from underserved communities. We aim to change things.

Founded in 2011 by N. John Monteith, The Camp Schreiber Foundation is a 501(c)3 non-profit organization committed to positively impacting our community by providing educational services and out-of-classroom educational experiences to determined young men in Wilmington, NC. The team members behind Camp Schreiber have a depth of commitment to the young men selected to participate and we invest in our students, their families, and their education.



PROGRAM PROCESS

- 1** Recruit middle school boys who demonstrate superior need, ambition, ability, and character.
- 2** Make a ten-year promise to support them from middle school through college graduation.
- 3** Do whatever it takes to replace barriers with opportunity.
- 4** Through education, experience, and exposure, support our students to achieve in middle and high school, while preparing them for the financial, social, and academic challenges of college and beyond.

CONNECT  

campschreiber.org

[instagram.com/camp.schreiber](https://www.instagram.com/camp.schreiber)

[facebook.com/camp.schreiber](https://www.facebook.com/camp.schreiber)















// To describe Camp Schreiber as impactful would be an understatement. It is a home that shaped me into the man I am today. It gave me confidence, courageousness, and family. It is a life-changing opportunity.

Davion Alexander | Class of 2021, UNC at Chapel Hill



Support & Engagement

2022 COMMUNITY PARTNERS:

| | | | | | |
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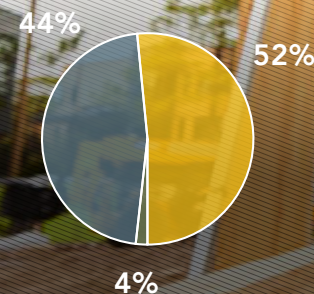
INDUSTRY PARTNERSHIPS:

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Maintain A Strong Framework for Future Growth

Founded in 1998, Monteith Construction celebrates its 25th year as a Carolinas-based general contractor. Over the next 25 years, we have a lot of goals to increase the impact our company can have on both the construction industry and the community. Our priorities are driving innovation, diversity, and sustainability both on our job sites and within our business practices.



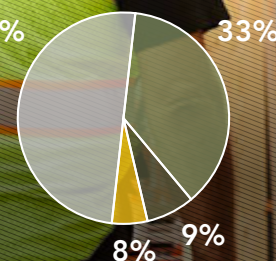
HOW WE WORK (By Volume)

- Design-Bid-Build
- CMAR and Negotiated
- Design-Build

Portfolio Diversification

We are intentional in our business pursuits, maintaining a diverse portfolio across industries, asset classes, and delivery methods. Our company roots as a hard bid contractor—and the competitiveness that comes with it—remains at our core, balanced with the ironclad

commitment to client service and satisfaction demanded in private, negotiated work. We see this blended mindset as a unique strength, bringing it to each and every project.



WHERE WE WORK (By Projects)

- Charleston
- Myrtle Beach
- Raleigh
- Wilmington

Living Wage

Monteith Construction believes in providing team members with the means to create a fulfilling life. This starts from the moment a team member is hired, providing competitive and fair compensation that minimally meets living wage of the location. Team members at all levels are encouraged to adopt a “management mindset,” approaching their role in the same way a small business owner would run their business. This results in both high performance and continual growth opportunities.

Investing in Growth Mindset

We strive to arm our team members with the tools to succeed in both their personal and professional lives. Seeing challenges as opportunities, leveraging strengths while addressing weaknesses, confident decision-making, and proactive mentorship of both colleagues and peers are just a few attributes that describe our current and future leaders. We invest in opportunities to learn from experienced leadership professionals.

→ WHERE WE'RE HEADED

This is going to be fun. Let's go.

Over the last few years, we worked to lay the groundwork for growth and expansion instead of retreating because of the uncertainty the pandemic brought. In 2022 alone, we broke \$200 million in volume, opened an office in Myrtle Beach, expanded our SPOTLIGHT division, added new roles, grew our design-build capabilities, and delivered exceptional projects because of the exceptional people who work here. By setting ourselves apart in each of these new locations, roles, divisions, delivery types, we see how the people who work here are creating value for our clients and communities.

We invested at a time when it could have been perceived as risky. Now, we are seeing the benefits of those investments in smart and passionate people, projects, client relationships, process improvement, and technology. We aren't chasing top line revenue and have never chased growth for growth's sake. Rather, we find growth and opportunity comes when we have the right people, make the right investments, and embrace change.

Over the last 25 years in business, we have learned a few lessons that have shaped our thinking about how we will grow and give people more opportunities.

Clients want people in the community to build their buildings. Having offices in the areas where we bid and build shows our commitment not only to the work, but also to the communities where our kids

play t-ball and we grab a beer with friends. We want to continue expanding regionally because it gives us the chance to attract smart people and to show our clients Monteith cares about building local.

Fostering corporate entrepreneurship will help us retain Monteith's culture and competitiveness. Leveraging the lessons and best practices learned throughout our history allows us to confidently pursue new regions, company ventures, and verticals

Culture matters. It drives camaraderie, innovation, and helps us tackle issues together. It creates stability and support in a business where we are constantly facing challenges and must solve problems.

It's exciting to reflect upon where we've been, what we are now, and where we are going. We are thinking big, but will always act like we are small.

If you are ever wondering where we are going, ask us. If you have an idea on how to move us forward, tell us. We are only made better by the diversity of expertise and perspectives along with our ability to collaborate. This respect for new ideas and a willingness to work together is what has driven the company to a record 2022.

2023 is shaping up to be another exceptional year.
This is going to be fun. Let's go.



Growth

// We aren't chasing top line revenue and have never chased growth for growth's sake. Rather, we find growth and opportunity comes when we have the right people, make the right investments, and embrace change.

Bryan Thomas | CEO & President, Monteith Construction

We'd Love to See You

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SEE WHAT WE'RE UP TO —————> [in](#) [ig](#) [f](#)

