



NEW ENGLAND'S PREMIER SPECIALTY CONTRACTING COMPANY

A PROUD MEMBER OF THE SELECT GROUP OF COMPANIES



THE SELECT GROUP OF COMPANIES OVERVIEW



2023 Annual revenue of all Select companies - \$225 Million; \$150 million Select Demo

Offices in Salem, NH, Plymouth, MA, Hartford & Milford, CT & Boston, MA
Perform work on a national basis

\$75 million single/\$200 million aggregate bonding

Exceptional insurance coverage:

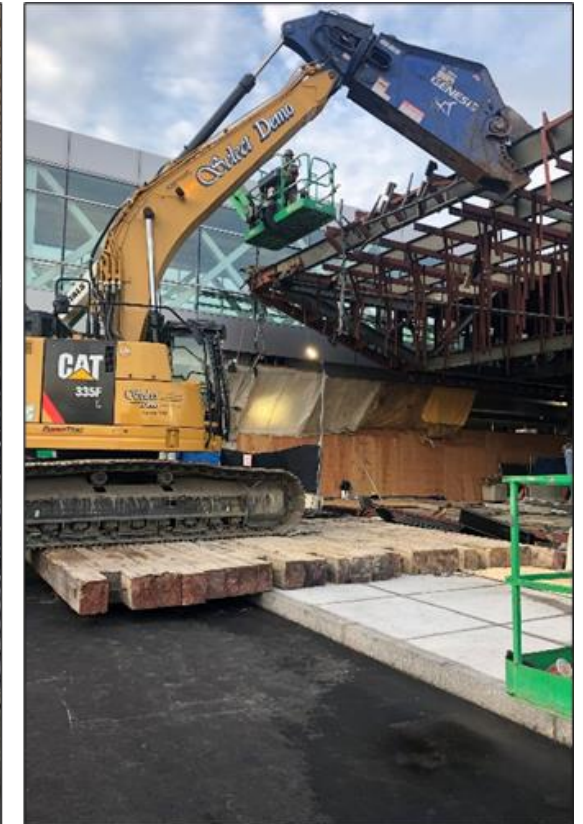
- \$15 million in Pollution
- \$25 million in Excess/Umbrella

Maintains experienced, local, diverse workforce. Runs up to 500+ field employees per day

Turnkey Contractor – One Stop Shopping

Deep commitment to health & safety:

- EMR 0.69
- 1 million hours in 2023



DECONSTRUCTION, REPURPOSE, RECYCLE



Why Deconstruction?

Deconstruction is the practice of dismantling buildings to salvage usable components for reuse in other building projects. Deconstruction happens before recycling, enabling usable materials such as lumber, windows, doors, fixtures and cabinets to be re-deployed thus reducing end-of-pipe recycling and disposal costs at C&D handling facilities. Deconstruction also supports workforce and job training opportunities, local economic development, historic preservation work, reduces greenhouse gas emissions, and preserves valuable resources as outlined by EPA.

- Select Demo is part of the **Mass DEP Deconstruction Work Group** with its release of the 2021 Reduce & Reuse Action Plan, which has developed a 2020 – 2030 Solid Waste Master Plan (2030 Plan) establishing the Commonwealth of Massachusetts' policy framework for reducing and managing solid waste generated by MA residents and businesses.
- This program, along with Select Demo, is committed to reducing waste and advancing reduction and reuse and focuses on reducing upstream waste generation.
- Committed to:
 - Assessing the best opportunities to increase reuse and extend product lifetimes
 - Identifies related barriers and capacity needs
 - Identifies and provides data needed to support and inform these efforts
 - Creates a network and open dialogue to advance progress
- Select is also a member of the **Carbon Leadership Forum** that accelerates the transformation of the building sector to radically reduce the greenhouse gas emissions attributed to materials (also known as embodied carbon) used in buildings and infrastructure. They research, educate, and foster cross-collaboration to bring embodied carbon of buildings and infrastructure down to zero.



NORTH BENNET STREET SCHOOL FLOOR TO TABLE



- Select Demo was spotlighted in Benchmarks – a magazine for the North Bennet Street School, a private vocational school in Boston. To continue with our commitment to Deconstruction, Repurpose, Recycle, Select Demo teamed with NBSS as part of their 2023 Continual Craft Exhibition that explores how NBSS students and graduates are contributing to a more lasting future by crafting objects with care, using materials considerably and repairing the world around us.
- Select donated the flooring of the former Boston Celtics practice facility in Waltham, MA, which was part of a demolition project Select was involved in. Select felt the basketball court's oak flooring much historical significance to end up in a landfill.
- After careful dismantling and salvaging of the flooring, they shared the wood with a number of local vocational schools, including NBSS, to highlight both sustainable practices and the ingenuity of tradespeople.
- After receiving the flooring, NBSS reached out to a former student, Sandy Weymouth, owner of Sawtimber, a crafts furniture company, to update and elevate the reclaimed wood flooring into a breakfast table.
- Flooring was detached from subfloor, hundreds of staples removed by hand and the wood was milled, jointed, glued, milled and jointed again.
- He transformed the reclaimed wood into a Scandinavian-style, 3-legged kitchen table with intricate joinery and modern aesthetic, which is unrecognizable from its previous purpose.
- With the right skills, energy and time, Sandy and NBSS transformed the landfill bound material



DIVERSITY STRATEGY PROGRAM



A more diverse project = a more profitable and productive project!

- Partners with Disadvantaged Business Entities (DBEs) and utilize them on many of our projects that have DBE or other participation goals for subcontracting and workforce participation.
- Believe that by maximizing opportunities for DBE participation, we establish long-lasting, successful trade partnerships, while helping underdeveloped local small businesses.
- Recognizes the importance of fulfilling minority and residence workforce goals. Always meet minority and women goals on projects. Majority of our abatement workforce is Asian and Hispanic.

- Highrise Consolidate – WBE (Painting)
- Mill City – MBE (Labor)
- Excell Construction – MBE (General Conditions)
- Jerez – M/WBE (Labor)
- IAT Logistics – WBE (Asbestos & Hazardous Waste Hauling)
- PC Trucking – WBE (C&D Hauling)
- Aaxiom Concrete Sawing – WBE (Sawcutting)
- Buckley Elevator – WBE (Elevator Decommissioning)
- O'Mahoney Electrical Services – WBE (Electrical Services)
- DAV – Veteran Owned (Labor)
- Choice – Veteran Owned & MBE (safety & Labor)



DETAILED WASTE MANAGEMENT PLAN

Material	Quantity- Weight cubic yards	Disposal Method	Facility	Recycled	Repurposed	% Not Diverted
concrete						
Bricks						
Metals						
Furniture						
Cabinetry						
Drywall						
Acoustical ceiling tile						
Carpet squares only						
Broadloom carpet						
Utilities- Electrical, HVAC, Plumbing						
Windows						
lighting						
Dimensional wood						
Wood flooring Finished Goods						
Paper						
Ink Cartridges						
Roofing						
Green waste						
Mixed						

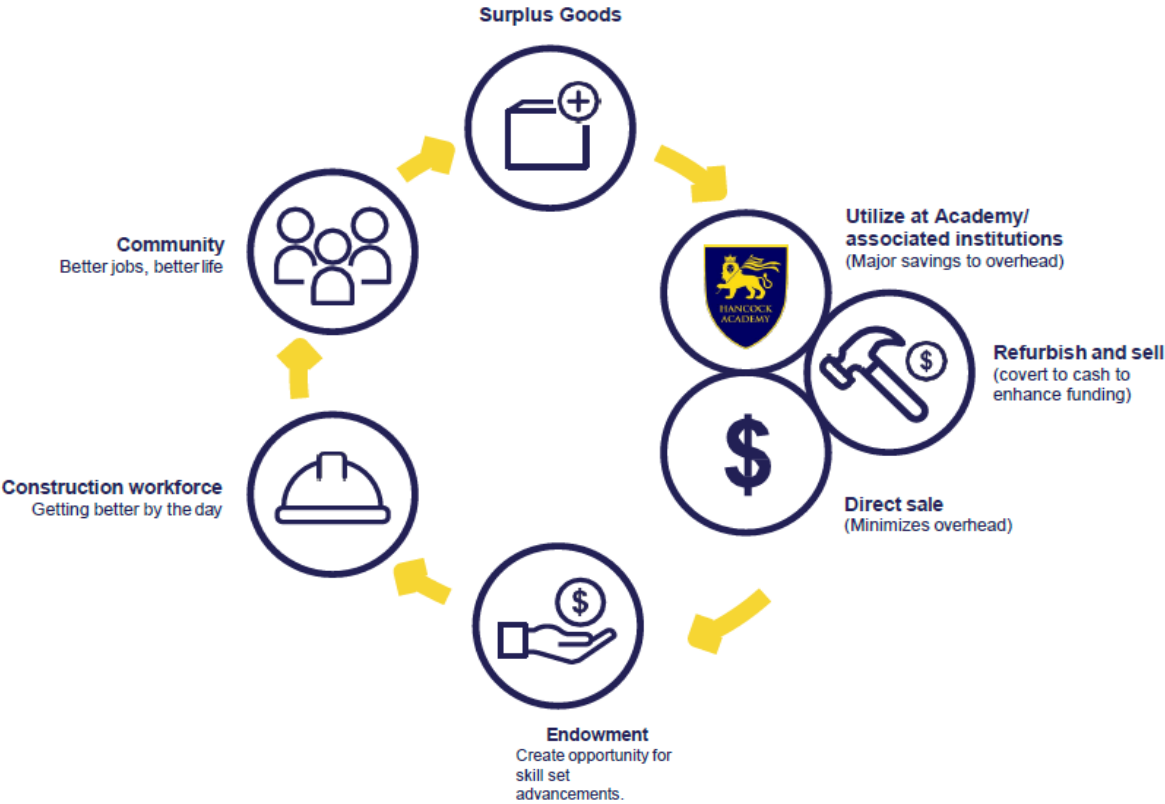


CIRCULAR ECONOMY INITIATIVE



Empowering the future for skilled Tradespeople

Circular Economy Initiative



Solves

- Diverts waste from landfills.
- Creates many opportunities for employment.
- Enhances local communities.
- Substantially reduces carbon footprint.



HANCOCK ACADEMY



MISSION & VISION

Hancock Academy is a nonprofit organization that addresses the growing shortage of skilled workers and the aging workforce in the trades. Our mission is to entice new tradespeople by providing financial, technical, or living expenses for training and ongoing development opportunities, including for growth and leadership roles, as well as creating connections between trainees and potential employers.



WHO WE ARE

We are a team of experienced professionals with more than 300 years of combined experience in various trades and expertise in banking, finance, nonprofit management, education, law, and business. By combining our knowledge and expertise, we are tackling shortages in skilled labor through scholarships, mentorship, and education, contributing to the economy by inspiring, engaging, and supporting people entering the trades, and implementing sustainable environmental solutions through incubators and in the community.



GOALS

- Inspire and engage youth to enter and build a career in the trades.
- Develop a diverse, equitable, and inclusive workforce with the necessary training support to be successful.
- Implement sustainable practices using reused and repurposed materials to protect the environment.

OBJECTIVES

Establish a circular economy with sustainable practices by utilizing excess capital. Expand the trading industry, provide higher-paying job opportunities, enrich the community, and promote environmental sustainability.

OUR SOLUTION

Focused on the needs of local communities, Hancock Academy plans to open and operate Interactive Innovation Centers across New England. These centers will house ample warehouse space for experts to work with students and disadvantaged business owners to repurpose and reuse materials in community projects. We will sell products or donate repurposed materials to other businesses and nonprofit organizations to fund scholarships. The academy will provide mentorships and a live opportunity network to support disadvantaged businesses as well as students. The centers will also serve as a hub for educational classes and sustainability projects by housing an incubator or "Think Tank" where architects, general contractors, and sustainability companies can collaborate on various projects.



HANCOCK ACADEMY



THE PROBLEM

We have all seen the impact of the labor shortage on the economy, our communities, businesses, access to goods and services, and quality of life. Today, the United States faces the most significant shortage of tradespeople the industry has ever seen, affecting many of us. If you've tried to hire a plumber, electrician, or builder in the past few years, you often wait months for them to complete non-emergency work. There's a reason for this: the labor pool of qualified skilled tradespeople is shrinking. According to the US Census Bureau's "Job-to-Job Flow Data Report," in 2022, an estimated 1.2 million construction workers left their jobs to work in other industries.

Other factors impacting the trades' employment:

- ☐ Over the past decade, the number of construction workers ages 25-54 fell 8 percent.
- ☐ The average retirement age of construction workers is 52, with one in five over 55.
- ☐ Eighty-nine percent of national and independent contractors report difficulties finding trained employees.

OUR CELTICS STORY

From Flooring to Flourishing

Initially, we set out to open one innovation center in Maine out of our pockets. We have also secured a facility in New Bedford, Massachusetts, and space at the New Balance facility in Lawrence. We are now in discussions to add other facilities in Western Massachusetts, New Hampshire and Rhode Island. One of our first successful, sustainable projects was a collaboration between Hancock Academy's Special Projects Director Ron Corl, United Technology Center, Sumner Memorial High School and the Boston Celtics to reuse the Celtics Training Facility's flooring at Sumner Memorial High School. Recently, Ron was featured as a guest on a New England-based podcast, Port Broadcast, where he discussed his participation in this project.

CALL TO ACTION

Imagine sustainability practices that reduce the estimated 600 tons of construction waste that ends up in US landfills each year. Developing viable training and educational programs that close the 500,000 skilled labor gap. And inspiring and supporting youth to enter the workforce and skilled workers to stay in the trades. We at Hancock Academy believe it takes a like-minded community to create this change. With your financial support, we can fill the much-needed gap in the number of skilled tradespeople in a sustainable and environmentally conscious way. By providing no-cost education and mentoring to youth and disadvantaged business owners, as well as ongoing career development and higher-paying job opportunities for established tradespeople, together we can transform the skilled labor workforce in local communities.

As a Hancock Academy investment partner, you can help shape the future of the trades workforce in New England while taking part in trying to solve environmental issues. Each contribution will be connected to the communities you care about and your philanthropic endeavors. All contributions will specifically support underwriting startup costs, financing building purchases and upfitting the Innovation Centers. As a founding partner of Hancock Academy, your company would be included in our print and digital media, participate in speaker series, and even have naming opportunities. Overall, by providing financial support to the trades industry, you are essentially investing in the sector's growth, sustainability, and positive impact, leading to more vibrant economies, stronger communities, and greener places.



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