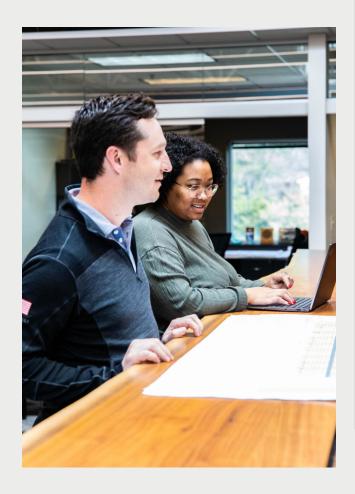


WELCOME TO CLAYCO



Thank you for taking the time to learn more about the Energy Business Unit Leader opportunity at Clayco. As we initiate and grow our Energy offering, we are looking for a motivated leader ready to leverage their EPC expertise and play a pivotal role in defining our company's next chapter. This is an opportunity for an entrepreneur and an innovator to lead Clayco's development of complete turnkey power generation capabilities.

Since our inception in 1984, we have consistently stayed ahead of the curve by embracing new technologies, entering new markets and maintaining a culture of innovation. This has allowed us to deliver high-reaching results for our clients at a level unmatched in the design-build industry. As the demand on energy increases against a backdrop of ambitious construction roadmaps, we intend to augment our own service offering to tackle our customer's needs.

This truly is a greenfield opportunity that will begin with a focus on Renewables, and expand over time to include more complex solutions such as SMR technology. The successful candidate will become the tip of the spear for our Energy strategy, take ownership of all business and project related aspects, and bring their vision to life with the support of the senior leadership at Clayco.

If you have experience delivering clean energy initiatives, a comprehensive understanding of what it takes to build a business, an insatiable drive to find a way to do things better, and a passion for mentoring and leadership, then this opportunity could be the chance for you to leave your mark in the industry and in the world.

If you're up for the challenge - I look forward to meeting you soon.

PRESIDENT & SHAREHOLDER. INDUSTRIAL BUSINESS UNIT LEADER

Anthony Johnson



CLAYCO BY NUMBERS

1984

Clayco was founded

3,500+

members of staff

\$5.8_B

revenue for 2023

\$5.7м

charitable donations for 2023



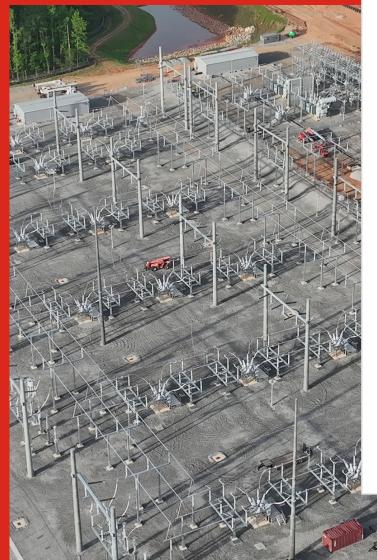


OUR MISSION

Clayco is the Art Science of Building...

and We Build...

Beyond Walls



At Clayco, it's been our culture from the very beginning to do more than build: to create, to innovate and to do it with a holistic, intelligent balance of art and science that's unmatched anywhere.

We tear down obstacles, old methods and outdated thinking, and replace them with new ideas and transformational solutions.

We see our work through the eyes of the people who will use our buildings every day. We see places of healing, nourishment, progress, technology, science, research, industry and entertainment. Powerful structures with impacts that reach far beyond these walls.

Without them, our walls have no purpose, and with them, our purpose has no limits. We build for a cure, for a scientific breakthrough, for a family that's safe and healthy, for a cleaner world and for a better future. That's the art and science of building. That's Clayco.



AT THE HEART OF A CLAYCO **EMPLOYEE**

There are nine key employee traits that are at the heart of our success and they influence our approach to managing and developing talent. By seeking out individuals that embody these traits,

we employ the best and brightest in the industry with an energetic, creative and collaborative culture. We're a one-of-a-kind place to work and we're committed to keeping it that way.



CREATIVITY

We actively generate new ideas, challenging the status quo, and supporting change. We encourage innovation and solve problems creatively.



ADAPTABILITY

We adapt to change, and stay open to new ideas. We take on responsibilities, handle pressure, and adjust plans to meet changing needs.



RESULTS

We set challenging, productive goals for teams, keeping everyone accountable for their actions, while meeting or exceeding expectations.



COURAGE

We deal with others in an honest manner, and stay accountable for our actions, taking on difficult challenges while maintaining a positive attitude.



TEAMWORK

We meet all team deadlines and responsibilities, listening to others and valuing their opinions. At Clayco, we welcome newcomers and foster personal and career development.



LEADERSHIP

We lead through change and adversity, making the tough calls when needed, building consensus when appropriate, motivating and encouraging others.



MENTOR

We support mentor relationships, where a more knowledgeable person helps guide someone less experienced. Mentors are not chosen by age, but by their area of expertise.



GRIT

.

We're willing to overcome difficult challenges and remain focused on quality results. We lead by example and remain a positive influence for subordinates, peers, subcontractors and owners.



SENSE OF URGENCY

We prioritize well, show energy, proactively seize opportunities, instilling urgency in others, while meeting deadlines.



REASONS TO JOIN

USHER IN A NEW ERA AT CLAYCO

TRACK RECORD OF INNOVATION

You'll be part of a forward-thinking company. Clayco is a proven entity when it comes to reinventing their service offerings and BUs in the pursuit to own their customers' most pressing challenges.

GROUND FLOOR OPPORTUNITY

This is a 'no ceilings' opportunity to build a BU from the ground up, underpinned by the brand and resources of one of the largest privately owned construction companies in the US.

RIGHT TIME RIGHT NOW 뿔으 As the energy market continues to grow at pace, Clayco is well positioned to capture that demand and solve meaningful customer problems.

AUTONOMY TO MAKE YOUR MARK

You'll have full P+L responsibility for the Energy BU and get the chance to take the lead. develop teams, expand services, explore opportunities, and drive growth.

A VISIONARY EADERSHIP TEAM

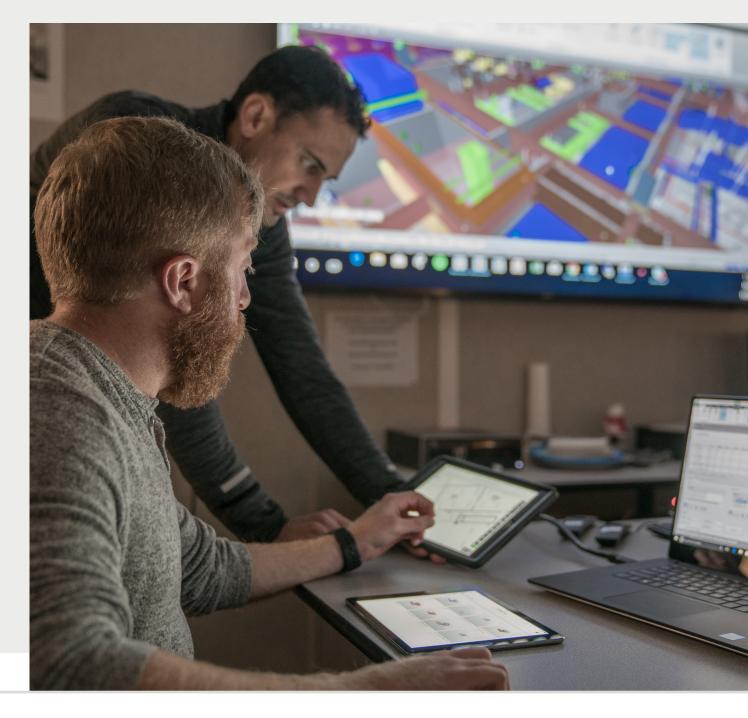
You'll have the full support of a leadership team that's personable, collaborative, experienced and believes in this next growth chapter for Clayco.



ENERGY BUSINESS UNIT LEADER THE OPPORTUNITY

As the Energy Business Unit Leader, you will play a crucial role in building this strategy from the ground up. Your primary responsibilities will include: Defining the strategy and target market; building the core engineering, procurement, and construction teams; and achieving short term and long term strategic objectives. You will hold overall P&L responsibility for the Business Unit, and therefore be responsible for sales, operations, safety, and profitability performance.

Your success in this role will be measure by your ability to scale the business safely, responsibly, and profitably through developing services and capabilities, acquiring new customers, expanding services and innovations, and expanding into new markets and sub-segments over time.





ENERGY BUSINESS UNIT LEADER



RESPONSIBILITIES

- **Innovation:** Create and continually evolve the Energy Unit business plan including sales and marketing, operations, etc. to achieve company goals and growth strategy.
- **Client/Business Development:** Proactively engage in networking, industry events, and targeted marketing to build new client relationships.
- **Project Acquisition:** Lead the RFQ/RFP response process, including developing pursuit strategies, leading pursuit efforts, overseeing communications and marketing, and presenting to clients. Ensure strategic alignment in deal negotiations, scope definition, and contract negotiation.
- **Client Management:** Serve as the primary executive contact for clients, ensuring satisfaction throughout the project lifecycle and fostering long-term relationships that lead to repeat business.
- Establish Leadership: Identify and recruit top talent for project teams and ensure proper scope education and smooth transitions from design to construction. Provide executive oversight during construction to ensure adherence to schedules, budgets, and quality standards.

- **Team Development:** Build Internal Teams and Capabilities in Engineering, Procurement, Construction (EPC), and Self Perform. Mentor and inspire teams of construction professionals, fostering leadership growth and creating a highperforming, knowledgeable workforce.
- **Operational Oversight:** Focus on operational excellence and build teams to deliver on critical activities, including major trade buyouts and early design-phase tasks. Ensure proactive management of construction costs, risk mitigation, and field execution.
- **Strategic Input:** Contribute to the broader strategic goals of the Energy Business Unit by identifying opportunities for innovation, cost savings, and project delivery improvements.
- Financial: Hold overall P&L responsibility for the Energy Business Unit.
- **Marketing:** Contribute to the overall marketing strategy of the Energy Business Unit.
- **Risk Management:** Lead negotiations with end users and customers to formulate EPC and design-build agreements. Protect Clayco assets and employees through appropriate risk mitigation, deal structures, and appropriate flow downs.



ENERGY BUSINESS UNIT LEADER



REQUIREMENTS

- **Education:** Bachelor's Degree in a related Engineering discipline, Construction Management, or other related technical degree; or significant field experience that has evolved into leadership roles over time.
- **Experience:** 15+ years of progressive experience in EPC delivery of natural gas, solar, and/or BESS with a strong track record managing individual projects valued at \$250M or more. Ability to source and win new business is a key to success.
- Technical Expertise: Deep understanding of construction costs and cost drivers, both at the project and unit level. Proficient in contract negotiation and administration.
- Leadership Skills: Proven ability to lead large, cross-functional teams, with a focus on mentoring and developing talent. Strong ability to navigate complex challenges, resolve conflicts, and motivate teams to achieve exceptional results.
- Business Acumen: Entrepreneurial drive with a passion for business development, coupled with a keen understanding of customer decision-making processes.

- Communication: Strong verbal and written communication skills, with the ability to deliver impactful presentations and build consensus across internal and external teams.
- **Problem-Solving:** Ability to break down complex problems into manageable components, identify core issues, and develop innovative solutions. Skilled in prioritizing critical details and managing multiple projects concurrently.
- Attention to Detail: A meticulous approach to scope management and cost control, ensuring accuracy in all aspects of project execution.
- **Strategic Thinking:** Demonstrated ability to anticipate future trends, adapt to changing circumstances, and continuously seek ways to improve project outcomes and client satisfaction.



WHO YOU WILL MEET **ALONG THE WAY**



At Clayco, we are committed to providing an interview experience that helps you gain the most value from the process. You can expect the standard elements, including discussions about your background, as well as skills and experience-based questions typical for a leadership role. Additionally, we aim to connect you with key team members to provide insights that will support you in making the best possible decision for your career.

Here are some of the key stakeholders you will meet along the way:

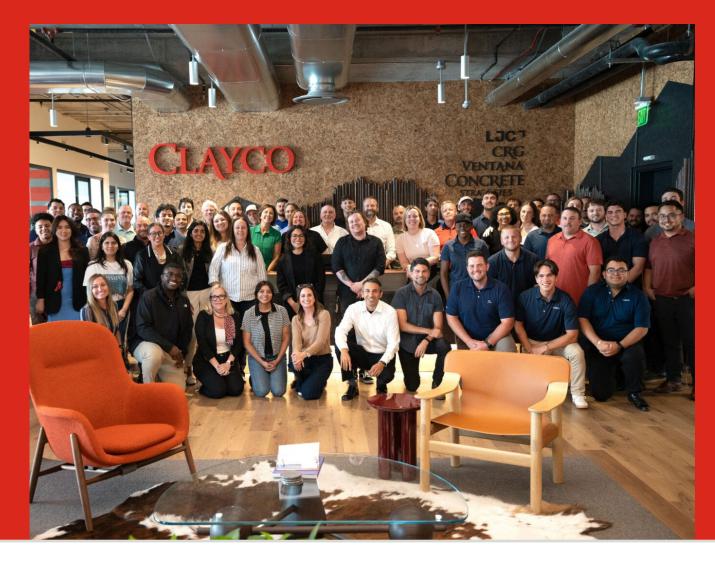
Frank May - Vice President, Recruiting

Ginger Dolle - Recruiting Director

Anthony Johnson - President & Shareholder, Industrial Business Unit Leader

David Mills - Vice President, Clayco Design & Engineering

Russ Burns - President & CEO. Board of Advisors





REWARDING **YOU FOR YOUR** COMMITMENT

Clayco provides a competitive pay and bonus program for employees and we have been named one of the Best Places to Work year after year. We offer benefits to meet the health and financial needs of our employees, including medical, dental, vision, 401k with company match and educational assistance.



COMPETITIVE PAY & BONUS PROGRAM



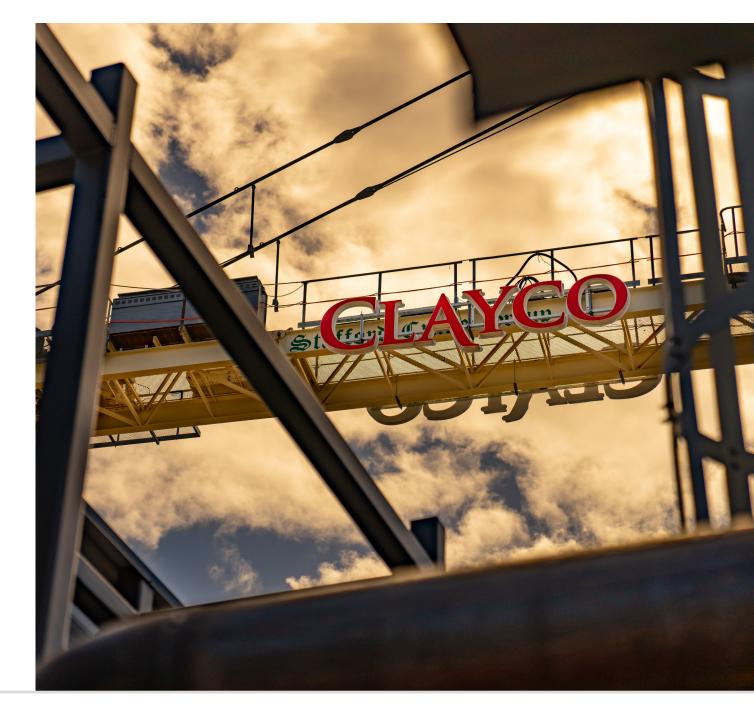
401K WITH COMPANY MATCH



MEDICAL, DENTAL & VISION INSURANCE



EDUCATIONAL ASSISTANCE





A ONE-OF-A-KIND **PLACE TO BUILD A BUSINESS**

I've worked for two other general contractors in my career. For as long as I've been in this industry, I knew I wanted to work for Clayco. The cohesiveness, the collaboration, the family orientation of the business. It's one of the best places I've ever worked.

APRIL AUSTIN PROJECT MANAGER





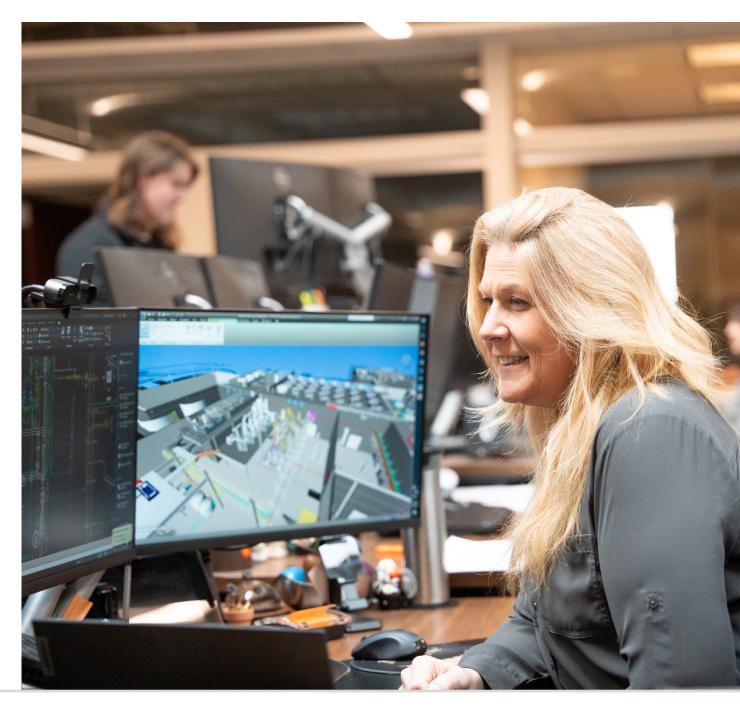


A ONE-OF-A-KIND **PLACE TO BUILD A BUSINESS**

When building my business from the ground up, it became clear to me immediately that Clayco not only understood, but was truly enthusiastic, to provide the resources and support I needed to acheive the strategy we developed. The growth and evolution has been incredibly energizing and rewarding. ""

DAVID MILLS PRESIDENT, CLAYCO **DESIGN & ENGINEERING**







CLAYCO