

E.E. Newcomer Enterprises, Inc.

2005 Corporate Report



The Genuine. The Original.





E.E. NEWCOMER ENTERPRISES, INC.

1142 Clay • North Kansas City, Missouri 64116 • (816) 221-0543 • FAX: (816) 480-2625

To our valued customers, we thank you for your business this past year and we pledge to do everything we can to earn the right to receive your business in the year ahead.

To our valued employees, we thank you for caring about each other and for caring about how we meet the needs of our customers each hour of every day. Your commitment to excellence is foundational to the continued success of our family of companies.

In 2005 our Organization was, once again, blessed with a growing base of customers and a committed team of employees dedicated to serving them. Sales increased over 15% to exceed \$116 million dollars, setting a new company record. While it is appropriate to recognize and celebrate this new milestone, we must also focus on the future. We live in a changing world. New technologies, an integrated world economy and new distribution channels are all having a significant impact on our personal lives, our customer's businesses, our Organization, and the Industries we compete in.

As an Organization, we will only be successful in the future if we can "learn at the speed of change". To secure that future we are launching an initiative to encourage learning and collaboration throughout our Organization. This initiative will help us learn quicker, act faster, serve customers more effectively and, as a result become an even stronger competitor in the marketplace. Full implementation of this initiative will require 5 years of consistent organization wide effort. The initiative is called PACE/2010 and includes the following elements:

- **Lean Six Sigma** - Leaning business processes through a disciplined, structured approach to process improvement.
- **DH Pace University** - Collecting, organizing and delivering information in a learner centric format at the right time, at the right place, and in the appropriate format to maximize learning.
- **Human Resources** - Hiring, training and retaining the best-of-the-best by developing superior recruiting, coaching and career development resources that maximize employee capabilities.
- **Information Management** - Technology plays a critical role in how effectively we collect and share information throughout the Organization. PACE/2010 includes a substantial investment in new technologies and enhancement of existing systems.
- **Performance Metrics** - Learning requires feedback. An effective performance metrics system provides fact-based feedback at the individual, departmental and organizational level on our actual performance, our targets and the gap between them. An effective scorecard identifies and rewards excellence as well as focusing attention on areas requiring improvement.

Our Organization has a proud history. This tradition has been built on listening and learning from our customers, then being committed to developing and delivering best-in-class products and solutions to serve them. Our ongoing commitment to this process in a changing world will also be the key to securing our future success.

May God bless each and every one of you and your loved ones.

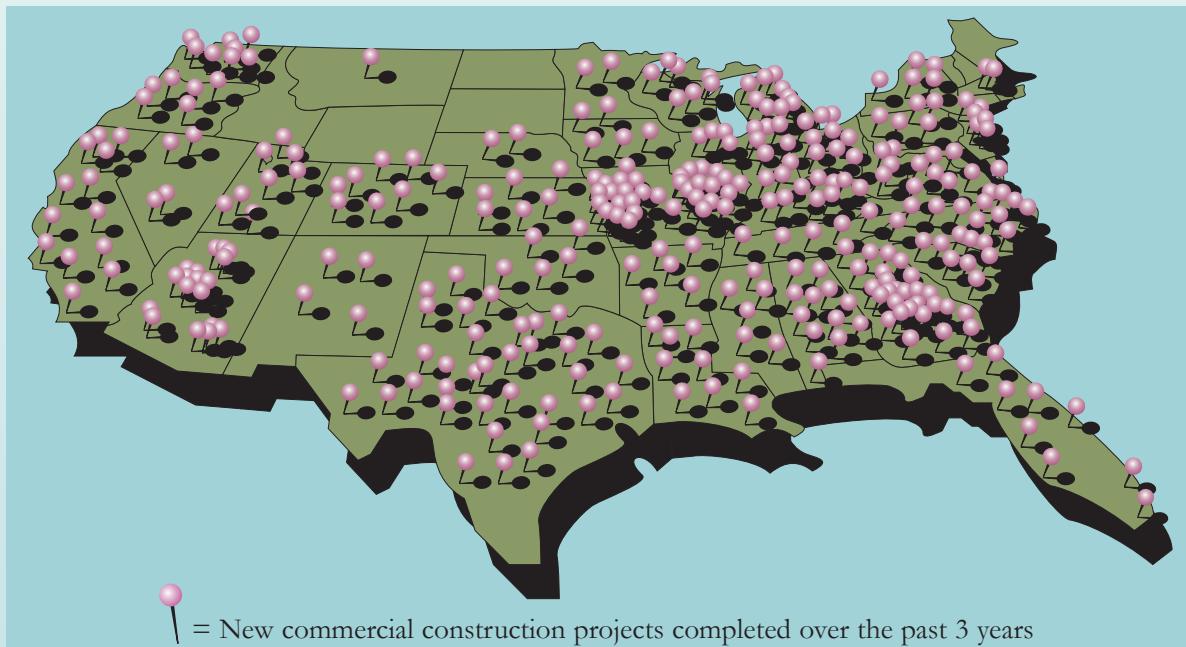
Rex E. Newcomer
President & CEO
E.E. Newcomer Enterprises, Inc.

Ed E. Newcomer
Chairman of the Board
E.E. Newcomer Enterprises, Inc.

DH Pace Sets Sales Record in 2005

FAST FACTS

- Consolidated Sales in 2005 were **\$116,762,803**
- Sales increased by over 15% from prior year
- Over 170,000 customer transactions completed in 2005
- Number of employees increased by 92 to 775
- Company owned fleet grew to over 400 vehicles



| = New commercial construction projects completed over the past 3 years



The *DH Pace Company* is a wholly owned subsidiary of E.E. Newcomer Enterprises, Inc., a privately held service organization based in North Kansas City, Missouri with offices located in seven states covering all time zones in the continental United States. The Company offers a complete line of products and services related to improving the productive, safe, and secure use of all types of commercial and residential facilities. This includes all types of facility openings, from basic pedestrian doors to aircraft hanger doors and everything in between, including the electronic access control, closed-circuit television, and intrusion alarm systems that are increasingly necessary to secure these facilities. The Company supports these products with large service departments that offer inspection and preventive maintenance programs including: 24 hours-a-day, 7 days-a-week 365 days-a-year - emergency service.



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Company History

The organization traces its roots back to the 1920s with the invention of the upward-acting sectional garage door. Independent Overhead Door distributorships were established, using the *Overhead Door* trade name along with the distinctive red ribbon logo, in St. Louis (1926), Kansas City (1927) and Atlanta (1935). Over the next half century these distributorships became the leading providers of overhead door products and services in their market areas. In 1973, operations of these separate entities were consolidated and became divisions of the newly formed *DH Pace Company, Inc.* with headquarters in North Kansas City, Missouri. In 1977, a new generation of leadership joined the company and re-energized it with an exciting growth-oriented vision for the future:

"To provide and maintain safe, secure and functional openings in all types of commercial and residential facilities, which consistently exceed customer expectations."

During the 1980s, this vision became reality through the hiring and training of exceptional employees, the addition of new product lines, the opening of new residential showroom facilities and the expansion of the company's commercial entry door (CED) business.

In 1995, the company began marketing products and services to the commercial general contractor marketplace under two newly formed trade names: *DH Pace Construction Services* and *DH Pace Architectural Doors & Hardware*.

In 1998, the *EEN Advertising and Marketing Group* was formed to manage the company's multi-million dollar annual investment in print and electronic media programs.

In 2003, the *DH Pace Company* opened offices in Phoenix, Arizona and began offering electronic access control, CCTV and intrusion alarm systems to its customers under the *DH Pace Systems Integration* trade name. The company also introduced the *DH Pace Door Services* trade name to better communicate the complete range of commercial products and services offered to its growing base of commercial, institutional, and industrial customers.

In 2005, the company entered the Denver and Las Vegas marketplaces by opening new offices to serve these growing metropolitan areas.

Today, the *DH Pace Company* operates under the same growth oriented vision for the future adopted in 1977. During that time consolidated annual sales have risen from just under \$8 million in 1978 to over \$116 million in 2005.

What's New in 2005

New Offices in Denver and Las Vegas

In 2005, DH Pace opened new offices in Denver, Colorado and Las Vegas, Nevada. These metropolitan areas are rapidly expanding markets as measured in both population growth and construction activity. Over the next several years, DH Pace will introduce its full range of Commercial Overhead Door, Commercial Entry Door and Integrated Systems products and services in both of these markets. In conjunction with our Phoenix, Arizona office, which opened in 2003, these two new offices give the Company a stronger presence in the western United States.



DH PACE
UNIVERSITY



New-5 Year Initiative Announced

In 2005, DH Pace unveiled a new corporate initiative called *Pace/2010*. Its purpose is to provide employees with the resources necessary to successfully compete in the marketplace of the future. Highlights of this initiative include:

- Leaning business processes through a dynamic Lean Six Sigma program
- Promoting "learning at the speed of change" through an efficient DH Pace University system
- Increasing human resources capabilities with effective hiring and coaching resources
- Adopting "mission specific technologies" that improve employee productivity and customer satisfaction.
- Improving financial results through an effective performance metrics program

DH Pace has a proud history of growth and accomplishment. The *Pace/2010* initiative is designed to supplement this strong tradition and ensure that the company continues to serve its customers effectively and efficiently in the years to come.

Company Business Segments Defined

In 2005, the company organized its sales and marketing functions into 5 distinct business segments. These segments represent product groupings, including all of the associated services that support those products in the marketplace. These five business segments are:



Commercial Overhead Doors

Doors, Dock Equipment,
High Speed Doors



Residential Overhead Doors

Doors, Openers,
Entry Doors



Commercial Entry Doors

Entry Doors, Automatic
Doors, Specialty Items



Integrated Security Systems

Access Control, CCTV,
Intrusion Alarm



Construction Services

Carpentry Work on
Construction Projects

Each of these business segments is individually profiled in this year's Corporate Report.



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Company Facilities

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Atlanta

221 Armour Drive
Atlanta, GA 30324
404-872-3667
www.ohdatl.com

Springfield

707 N. Grant Ave.
Springfield, MO 65802
417-862-9339

www.ohdspringfield.com

St. Louis

3924 Shrewsbury
St. Louis, MO 63119
314-781-5200
www.ohdstl.com

Kansas City

1120 Clay Street
N. Kansas City, MO 64116
816-221-0072
www.ohdkc.com

Wichita

1711 S. Hoover Rd
Wichita, KS 67209
316-944-3667
www.ohdsck.com

Company owned Overhead Door satellite offices include:

Overhead Door Co.
of SW Illinois

Overhead Door Co.
of Blue Springs, MO

Overhead Door Co.
of Greater Hall County, GA

DH PACE DOOR SERVICES

PROFESSIONAL LIFE SAFETY & SECURITY SOLUTIONS

www.dhpaces.com

Atlanta

221 Armour Drive
Atlanta, GA 30324
404-327-5106

Kansas City

218 E. 11th Avenue
N. Kansas City, MO 64116
816-480-2600

Springfield

310 S. Union • Suite E
Springfield, MO 65802
417-831-5585

Denver

4940 Paris Street
Denver, CO 80239
303-783-3667

Phoenix

616 W. 24th Street
Tempe, AZ 85282
480-968-3667

Wichita

1711 S. Hoover Road
Wichita, KS 67209
316-944-3667

AZ ROC: #183892 K-60

DH PACE SYSTEMS INTEGRATION

PROFESSIONAL LIFE SAFETY & SECURITY SOLUTIONS

www.dhpaces.com

Atlanta

221 Armour Drive
Atlanta, GA 30324
404-745-7223

Kansas City

218 E. 11th Avenue
N. Kansas City, MO
64116
816-480-2601

Las Vegas

P.O. Box 94556
Las Vegas, NV 89193
702-258-8588
Nevada Lic. #057741

Phoenix

616 W. 24th Street
Tempe, AZ. 85282
480-557-7223
AZ ROC: #184002 K-67

DH PACE CONSTRUCTION SERVICES

Kansas City

218 E. 11th Avenue
N. Kansas City, MO 64116
816-480-2695

Atlanta

221 Armour Drive
Atlanta, GA 30324
404-327-5106

Company Resources

Sales growth drives facility expansions

Significant new 2005 investments in facilities across the company include:

- New 16,000 sq. ft building purchased in Atlanta at 219 Armour Drive
- Major facility renovation at the existing 221 Armour Drive building in Atlanta
- New logistics facility opened north of Atlanta in Kennesaw, Georgia
- Expanded exterior dock project in Springfield, Missouri
- New facilities opened in Denver, Colorado and Las Vegas, Nevada



New CRM system implemented

In 2004, the company purchased a new Customer Relationship Management (CRM) system to automate the commercial sales process. Implementation for the Aftermarket sales force occurred during the 1st quarter of 2005 with the New Construction sales force scheduled to go live during the 1st quarter for 2006. In addition to the automation project itself, the Company is updating the marketing programs and literature that support sales in the commercial marketplace.

Vehicle fleet passes milestone of 11,000,000 in 2005

The *DH Pace Company* offers repair and maintenance services 24 hours-a-day, 7 days-a-week, 365 days-a-year. To support serving their customers the company maintains a fleet of over 400 company owned vehicles for use by fully bonded and insured employees. These vehicles drove over 11,250,000 miles in 2005. The Corporate Safety Department handles employee training to promote safety and productivity throughout the organization, including operation of the vehicle fleet.



Employee count approaches 800 in 2005

The key to any successful organization, whether public or private, for profit or non-profit, is the quality of their human resources. The *DH Pace Company* has been blessed with an abundance of very talented employees over the years. In 2005, the company built on this strong tradition with the addition of 92 new employees. This brought the total count of employees to 775 as of the end of 2005. Training opportunities for these employees have been greatly expanded under *DH Pace University*. The company also supports employee growth and development through its active involvement in numerous industry associations. These associations include:





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Commercial Overhead Door PRODUCTS AND SERVICES

The Commercial Overhead Door Group (COHD) provides sales, installation, and service of all types of commercial and industrial door-related products in the new construction and existing facility marketplace, including: overhead doors, dock equipment, high speed doors, and security grilles.

The COHD Group offers a complete range of support services for these products, including:

- Emergency Service; 24 hours-a-day, 7 days-a-week, 365 days-a-year
- Customized Priority Service Contracts
- Preventive Maintenance Programs
- Fire Door Inspection, Testing and Certification Programs to meet NFPA-80 building code standards
- On-site Training Programs

Professional COHD Group sales teams work with general contractors, architects, property managers, facility managers and business owners at all levels in the selection and maintenance of Commercial Overhead Door openings to promote safety, security and increased productivity.

Commercial Overhead Door products can be used in a wide variety of applications to achieve the specific user requirements for each facility opening. Among the many specialized applications for these products are doors for such functions as security sally ports, fire protection system barriers, automated assembly lines and conveyors, exhibit halls, malls, stainless steel doors for pharmaceutical production areas, soundstages, parking decks, arenas, and concessions areas. Commercial Overhead Door openings can also be largely enclosed with wall construction in highly finished office areas to provide the necessary functionality while preserving the aesthetic design intent of the space.

Commercial Overhead Door offerings include:

- | | |
|---|---|
| <ul style="list-style-type: none">• COMMERCIAL SECTIONAL DOORS• ELECTRIC DOOR OPERATORS• ROLLING SERVICE & FIRE DOORS• ROLLING COUNTER DOORS | <ul style="list-style-type: none">• DOCK LEVELERS, SEALS, BUMPERS AND SHELTERS• HIGH SPEED TRAFFIC DOORS• INDUSTRIAL DOORS• HANGER DOORS |
|---|---|



Projects and Solutions

Major KC Distribution Facility Delivered on Schedule

On-site coordination and excellent communications between *DH Pace*, the customer, architect, manufacturer, and general contractor were critical in the design and installation of (85) custom insulated sectional doors and (7) insulated rolling steel doors during the construction of a 185,000+ sq. ft. distribution facility for a national overnight delivery company. Safety considerations during the installation of the openings were a crucial concern due to multiple trades working in close proximity to one another. *DH Pace* completed its scope of work on time, safely, and to the complete satisfaction of the customer.



St. Louis Selects DH Pace for New Baseball Stadium

Site logistics in building a brand new stadium next to an existing facility in a fully developed downtown area immediately adjacent to a busy interstate highway presented *DH Pace* with unique jobsite challenges. Providing and installing over (100) rolling steel door, security grill, access gate, and specialty door openings all on a custom basis, *DH Pace* met an aggressive project schedule, including extensive trade coordination to ensure that St. Louis would be ready to "play ball" on opening day 2006!

Special doors secure new world class Aquarium in Georgia

Aquarium design and construction called for unique product applications and installation requirements for the myriad of openings needed throughout the facility. Various combinations of fresh and salt water, moisture and humidity came into play when determining opening materials, as did the diversity of physical opening shapes and sizes due to the intricate weave of pipes, ducts and structural steel beams throughout the Aquarium's interior. *DH Pace* provided and installed a wide variety of custom rolling steel doors that were polished stainless steel on the curtains and hoods. Installation required precise dimensions and skilled labor to meet the performance specifications of the project.



PROGRAMS and SERVICES

- Emergency Service, 24 hours-a-day, 7 days-a-week, 365 days-a-year
- Customized Priority Service Contracts
- Preventive Maintenance Programs
- Customer training programs
- Fire Door Inspection, Testing and Certification Programs to meet NFPA-80 building code standards

A customized program can be developed to meet the specific needs of each facility and customer. Services can be structured under a time and material, membership based program, fixed bid proposal, or unit price format.



Residential Overhead Door

PRODUCTS AND SERVICES

The Residential Overhead Door Group (ROHD) provides sales, installation, service, and repair of residential overhead doors and entry doors to the new construction and existing home marketplace, including: traditional overhead doors, designer carriage house doors, garage door openers with transmitters and keypads, and entry doors.

The ROHD Group offers a complete range of support services for these products, including:

- Emergency Service; 24 hours-a-day, 7 days-a-week, 365 days-a-year
- Special rates for evening and weekend service, rates and hours vary by location
- Customized Priority Service Contracts for multi-family accounts
- Preventive Maintenance Programs
- On-site Training Programs for multi-family accounts

Professional ROHD Group sales teams work with home builders, developers, designers, and homeowners in the selection and maintenance of Residential Overhead Door openings to promote safety, security, and increased convenience.

Over the last several years custom garage doors that combine 21st century functionality and safety features with the look and feel of traditional old-style garages have become very popular. These doors are generically referred to as carriage house doors and are offered by *DH Pace* under the *Classic Accent Doors™* name. These doors are available in wood or steel construction with a wide range of styles to meet the specific aesthetic requirements of each application.

Residential Overhead Door offerings include:

- | | |
|--|--|
| <ul style="list-style-type: none"> • CARRIAGE HOUSE DOORS • STEEL INSULATED DOORS • GARAGE DOOR OPENERS | <ul style="list-style-type: none"> • GATES AND GATE OPERATORS • ENTRY DOORS • REMODELING SERVICES |
|--|--|

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Projects and Solutions

Custom Doors Add Artistic Touch to Home

The beauty of a custom built home is greatly enhanced by the design, fabrication and installation of specialty garage doors that complement the home's architecture and site lines. Using skilled craftsmen and the unique capabilities of *DH Pace's Classic Accent Doors™* doors, high quality custom wood doors were created to match the contours of the arched openings and stained to match the exterior trim of this home's design - the result is a beautiful door and improved "curb appeal" for the entire home.



Carport Enclosed Multi-Family Facility

The conversion of an existing carport into a (20) door enclosed garage structure was critical to a multi-unit residential complex's upgrade project. Quality, aesthetics, installation expertise, and local building code compliance were all required in providing a turn key solution to this project. ROHD Group carpenters and installers framed and converted the open carport structure into an enclosed (20) unit garage, complete with insulated doors and automatic openers, that exceeds the city's new 90 mph wind-load testing requirements.

Farmhouse Restored using Custom Doors

When retro-fitting an existing structure's exterior doors, owners often request high-quality products which incorporate the latest technology and convenience features while still preserving the historic look and feel of the building. These requirements were met on this retro-fit project that called for the replacement and up-grading of garage doors in a fully functional garage, work, and storage area while maintaining an old farmhouse theme.



PROGRAMS and SERVICES

- Emergency Service, 24 hours-a-day, 7 days-a-week, 365 days-a-year
- Special rates for evening and weekend service, rates and hours vary by location
- Preventive Maintenance Programs
- Priority Service Contracts
- Customer training programs for multi-family accounts

A customized program can be developed to meet the specific needs of each facility and customer. Services can be structured under a time and material, membership based program, fixed bid proposal, or unit price format.

Commercial Entry Door PRODUCTS AND SERVICES

The Commercial Entry Door Group (CED) provides sales, installation, service, and repair of side-hinged commercial pedestrian doors and related products to the commercial new construction and existing facility marketplace. This family of products includes entry doors made of aluminum, hollow metal, wood, or fiberglass. The company also sells special performance rated assemblies for: fire ratings, sound transmission performance, bullet and blast resistance, lead shielded openings for medical facilities, and customized openings for special applications.

To improve facility security, the company can design key management, electronic access control, CCTV, and intrusion alarm systems as an integrated package with entry door assemblies. Accessory products include: automatic pedestrian doors, restroom partitions and accessories, roof vents, access panels, and hatches.

The CED Group offers a complete range of support services for these products, including:

- Emergency Service, 24 hours-a-day, 7 days-a-week, 365 days-a-year
- Customized Priority Service Contracts
- Preventive Maintenance Programs
- AAADM Certification Program for Automatic doors
- Locksmith Services Program
- On-site Training Programs

Professional CED Group sales teams work with general contractors, architects, property managers, facility managers, and business owners at all levels in the selection and maintenance of Commercial Entry Door openings to promote safety, security, and increased productivity.

Commercial Entry Door offerings include:

- SOLID CORE WOOD DOORS
- HOLLOW METAL DOORS AND FRAMES
- FINISH HARDWARE
- ELECTRIFIED DOOR HARDWARE
- ELECTRONIC ACCESS CONTROL
- AUTOMATIC PEDESTRIAN DOORS
- ADA AUTOMATIC OPERATORS
- LOCKSMITH SERVICES
- ALUMINUM STOREFRONTS

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Projects and Solutions

Auto Doors Installed at Major Healthcare Facility

A major metropolitan hospital required extensive work on its perimeter automatic doors in order to meet the physical safety requirements of its JCAHO accreditation. AAADM Certified Inspector technicians from *DH Pace* identified the proper work needed at each opening to bring all automatic door systems into compliance, then performed the necessary repairs in accordance with all hospital, building code, manufacturers', and AAADM guidelines within the timeline required to comply with the JCAHO inspection process.



Large School Renovation Completed Under Budget

An aging K-12 School District with over 60 buildings and serving 30,000+ students received funding for physical improvements and established a budget to replace 180 openings with new doors, frames and hardware. Upon engaging *DH Pace* to perform a site survey of the openings, it was identified that some units could be effectively, and more economically, repaired rather than be replaced. Establishing a protocol and schedule with the school district, *DH Pace* was able to repair or replace over 240 openings – a 33% increase of the original project scope - for the same budget figure originally established by the School District.

Custom Doors for High End Resort Hotel

The supply and installation of doors, frames and hardware for 2500+ new construction openings at a high end resort hotel called for a unique combination of goods and services. Specific architecturally themed products and finishes needed to be sourced, approved for function and code compliance, monitored for matching aesthetics and coordinated at the jobsite for *DH Pace* field installation within an accelerated construction schedule. Project requirements also included custom shop and field master keying, and wood door coordination services.



PROGRAMS and SERVICES

- Emergency Service, 24 hours-a-day, 7 days-a-week, 365 days-a-year
- Preventive Maintenance Programs
- AAADM Certified Inspections for Automatic doors
- Masterkeying System Design
- Site Assessment Surveys
- ADA, HIPAA & JCAHO compliance surveys
- Specification Writing

A customized program can be developed to meet the specific needs of each facility and customer. Services can be structured under a time and material, membership based program, fixed bid proposal, or unit price format.



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Integrated Security Systems

PRODUCTS AND SERVICES

The Systems Integration Group (SI) provides sales, installation, service and repair of all types of commercial security systems in the new construction and existing facility marketplace including: electronic access control, closed-circuit television (CCTV), video monitoring, and intrusion alarm systems. These systems can be designed and installed as stand-alone systems, on an integrated platform, and/or networked over LAN/WAN communication to connect systems in different physical locations.

The SI Group offers a complete range of support services for these products, including:

- Emergency Service, 24 hours-a-day, 7 days-a-week, 365 days-a-year
- Customized Priority Service Contracts
- Preventive Maintenance Programs
- Signal and video Monitoring Programs
- On-site Training Programs

The SI Group works with general contractors, architects, security directors, property managers, facility managers, and business owners at all levels in the selection and maintenance of security systems to promote safety, security, and increased productivity.

Security systems must be properly coordinated with the pedestrian doors that they are designed to protect to provide effective security. The *DH Pace Company* offers through its systems integration and commercial entry door group, single source design, installation and maintenance of both pedestrian doors and security systems.

SI Group offerings include:

- | | |
|---|---|
| <ul style="list-style-type: none"> • ACCESS CONTROL SYSTEMS • INTRUSION ALARM SYSTEMS • ELECTRIFIED DOOR HARDWARE • ID BADGING • FIBER OPTICS • NETWORKED SOLUTIONS | <ul style="list-style-type: none"> • CCTV / VIDEO MONITORING • DATABASE MANAGEMENT • WIRELESS ACCESS SOLUTIONS • EMERGENCY PHONES • INTERCOM SYSTEMS • PARKING CONTROL/TURNSTILES |
|---|---|



Projects and Solutions

CCTV System Reduces Losses at Retailer

A retailer with multiple store locations needed to improve their loss prevention program by decreasing employee theft and by monitoring customer traffic patterns. A *DH Pace* site survey concluded that a networked CCTV and DVR system that included strategically placed interior and exterior cameras at each location, would offer a cost effective and real-time operational solution. The retailer achieved a significant return on his CCTV system investment within the first year, in both reduced inventory shrinkage and in video footage that assisted local law enforcement officials in an investigation.



University Selects Campus Wide Access Control System

A private University, building a new residence hall needed to migrate from an existing stand-alone access control product to an on-line, networked campus-wide solution that would integrate smoothly with a new CCTV system. Budget was a significant factor in designing the solution. *DH Pace* worked with the Architect, General Contractor, and the University's Security and Administration personnel to define the current project's and the University's long-term campus-wide needs. *DH Pace* was able to design a cost effective solution that met these functional requirements and that will permit the access control system to grow along with the Campus in the years to come.

Urban School District turns to DH Pace for Security Solutions

A major inner city K-12 school district with unreliable existing security systems requested proposals from new security providers to survey and update the systems including interfacing them with existing district IP networked access control and CCTV systems. *DH Pace* was awarded numerous contracts for the work on the strength of their ability to meet a tight fiscal budget by re-using certain system components, while also providing new products and services to enhance system functionality. *DH Pace* surveyed each location individually, designed a customized solution, and installed each system. *DH Pace* continues to work with the district in servicing these systems and expanding them to new locations as appropriate to the owners needs.



PROGRAMS and SERVICES

- Emergency Service, 24 hours-a-day, 7 days-a-week, 365 days-a-year
- Network Monitoring
- Remote Systems Administration
- Routine System Reports
- Preventive Maintenance Programs
- Video Verification of Alarms
- Supervised Open/Close feature

A customized program can be developed to meet the specific needs of each facility and customer. Services can be structured under a time and material, membership based program, fixed bid proposal, or unit price format.

Construction Services

The Construction Services Group (CS) offers a complete line of Construction Specifications Institute (CSI) Division 6, 8, 10, and 11 products under a single contract for commercial new construction and major existing facility projects. Installation of these products can also be provided under an installation services contract.

The CS Group operates on a regional basis and has completed projects in Virginia, Washington D.C., Tennessee, South Carolina, Georgia, Florida, Kansas, Iowa, Pennsylvania, Missouri, Arizona, and Illinois. Project types include hotels, resorts, convention centers, art museums, detention facilities, arenas, educational campuses, manufacturing, hospitals, office buildings, and wastewater treatment plants.

The CS Group can provide a broad range of products and services, including millwork, carpentry, overhead and commercial entry doors, integrated security systems, and Division 10 specialty products such as restroom partitions and accessories, lockers, and mailboxes. The CS Group also works with owners and end-users on the coordination of multi-year, multi-phase building upgrade and renovation projects.

The CS Group achieves professional project management through industry leading software to deliver projects that are on time, under budget, and that consistently exceed customer expectations.

Completed projects of the CS Group include:

- **Marriott Star Pass Resort**
Tucson, AZ
- **Federal Reserve Bank**
Atlanta, GA
- **Washington Convention Center**
Washington, D.C.
- **AOL - OnLine Data Center**
Manassas, VA
- **Federal Express World Headquarters**
Memphis, TN
- **Platte County Detention Center**
Platte City, MO
- **Nelson-Atkins Museum**
Kansas City, MO
- **Municipal Auditorium**
Kansas City, MO
- **Lee's Summit High School**
Lee's Summit, MO
- **Kilde Hall-Iowa State University**
Ames, IA

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Corporate Support

DH Pace University

DH Pace University (DHPU) is responsible for organizing and implementing learning systems to ensure that employees of the *DH Pace Company* have access to the necessary knowledge, skills and networks to succeed in their roles. DHPU conducts classroom training, sponsors customer training, and administers employee certification-based training programs. DHPU is currently working on several new delivery methods for more efficient knowledge transfer, including the development of a rapid e-learning program for online self-study and an expanded search capability for the PACE.NET intranet site.



Lean Six Sigma

In 2004, Lean Six Sigma was adopted by the company. This program is designed to: (1) reduce costs by eliminating wasted time and effort, (2) increase speed to market by leaning business processes, and (3) accelerate the company's learning curve by establishing performance measurements for all key business processes. Two full time (Black Belts) and ten additional employees working projects part-time as Green Belts, are implementing the program. Making "Lean" a part of the culture will allow the company to deliver to their customers: what they need – when they need it – at the lowest possible price.

Information Management

Technology continues to fundamentally change the way we learn, communicate, and organize ourselves in our personal and professional lives. *DH Pace* recognizes that adopting "mission specific technologies" that improve employee productivity is a critical issue to the future competitiveness of any organization. The Company is investing significant dollars in new projects and the enhancement of existing systems to meet this challenge. In 2005, a new officer level position, Director of Information Services, was created at the company's corporate office to lead this effort.



EEN Advertising and Marketing

EEN Advertising and Marketing is a full service agency, which handles the Organization's diverse marketing needs. From the design, production, and placement of advertising to the creation of interactive multimedia sales tools, EEN Advertising works with all *DH Pace* operating entities to achieve their most efficient use of media dollars and best return on investment.

EEN Advertising also plays a key role in the operation and expansion of PACE.NET, an organization-wide intranet resource that enhances communication, training, and the sharing of knowledge among the employees of the Organization.



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E.E. Newcomer Enterprises Foundation

In 1977, Ed Newcomer joined the Company and brought with him a clear vision for the future of the Organization and a strong commitment to giving back to the community by helping those less fortunate. This Corporate commitment is documented, communicated, and reinforced in a variety of ways, including:

- *E.E. Newcomer Enterprises Foundation*
- Corporate Vision Statement
- Corporate Values Statement
- Corporate Ethics Policy

From community involvement roots established in the 1980s, the Foundation was formally established as a separate not-for-profit corporation in 1995 for the purpose of providing grants to, and developing partnerships with, those community organizations that serve the less fortunate, the disadvantaged and individuals in crisis. A central theme of these partnerships is support organizations “which we view as a helping hand - not a hand out”. In recent years the Foundation has provided grants for numerous causes, including:

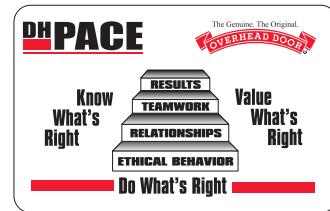
- Educational scholarships for inner-city youth to attend parochial schools
- Christian social service organizations
- Urban health care clinics for the working poor that lack insurance coverage
- Community-based volunteer programs that assist low income neighborhoods.

Good corporate citizenship includes a responsibility to give back to the community through the sharing of time, talent, and resources. *E.E. Newcomer Enterprises* will continue to invest a portion of its corporate profits back into the community through the work of the Foundation. Employees are also encouraged to share their time and talents by volunteering in the organization of their choice.

CORPORATE ETHICS

The *DH Pace Company* strives to instill in each of its employees a fundamental understanding and commitment to...

**“Know What’s Right”,
“Value What’s Right”, and
“Do What’s Right”**
based on the Organization’s
long standing Vision, Values,
and Ethics Statements.



E.E. Newcomer Enterprises, Inc. and its Family of Companies

- CORPORATE VISION -

Continue to broaden the range of products and services we offer to the marketplace.

Provide products and services to our customers with the highest possible level of quality, ethics, and integrity.

Produce a solid level of profits that will enable us to maintain a financially strong organization.

Provide a corporate caring family environment for our employees that creates job security, job satisfaction, and opportunities for growing responsibilities.

Meet our community responsibilities, especially to those less fortunate than we are, with an active participation on the part of both our family of companies and our employees.

CORPORATE VALUES

We believe in providing a safe and secure environment with challenging opportunities for every employee in the Organization.

We believe in providing an environment that encourages openness, self-discipline, and personal growth for every employee in the organization.

We believe in respecting the value every employee contributes to all our corporate objectives every day.

We believe that meeting our customers' needs by providing timely and superior service, the best product and the utmost respect for each customer must be our number one objective every hour of every day.

We believe each of us throughout the Organization must "care about each other and respect each other" for our company to live each day by the beliefs set out above.

We believe our company can achieve its profit objectives and operate day-by-day with a very high standard of ethical and moral values, and that these will be in harmony, one with the other, day-by-day, week-by-week, month-by-month, and year-by-year.





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