



**POWERED
BY PEOPLE**

ISC





INNOVATING SINCE 1989

COMPANY OVERVIEW

For more than 30 years, ISC has served as a privately held industrial, electrical, instrumentation and controls company providing industry-leading solutions to global manufacturers and clients throughout the United States. Since its founding in 1989, ISC has achieved up to 4,000 associates and \$500M in revenue. With offices in Baton Rouge, Beaumont and Houston, the strength of our resources makes ISC the premier E&I contractor for delivering safe, high-quality solutions, and we remain confident that ISC can best leverage its expertise and experience for all of your engineering, construction and maintenance needs.

Honesty & Transparency

Everything we do at ISC starts with integrity. Built on a foundation of honesty and accountability, ISC holds itself to the highest standard of performance. The trust we have built with our long-standing partners, employees and customers has solidified in ISC's position as the largest nested contractor in the Gulf South. Approaching every project with an honorable mindset ensures our associates deliver innovative solutions while establishing long-term relationships and putting safety above all.

With over 34 National Associated Builders and Contractors (ABC) Excellence in Construction Awards, Engineering News Record rankings and numerous other accolades, ISC has proven its unparalleled commitment to innovation, and workforce development. ISC's success in every major Gulf Coast mega project in recent history has elevated our reputation. We're known for reliable and predictable high quality services that are unmatched. Our presence and performance in more than 40 facilities is best summed up by our average site tenure of 21.6 years. ISC's safe and trusted performance stands the test of time.

Safety

ISC's strong safety culture is built from our commitment to produce the best quality work for our clients. This drives us to ensure that each person returns home safely each day. Our dedication to constantly improve upon our standard of excellence, our processes, and the way we approach safety requires us to respect ourselves, each other, and every action we take to complete quality work. This allows us to proactively recognize safety trends and respond quickly to reduce the risk of a recordable or serious injury.

	2018	2019	2020	2021	2022
Total Work Hours	6,402,483	7,904,930	3,795,079	3,977,722	6,386,546
TRIR Total Recordable Incident Rate	0.09	0.10	0.21	0.10	0.09
DART RATE Days Away, Restricted or Transfer	0.03	0.00	0.05	0.05	0.03
Recordables	3	4	4	2	3
DARTC Number of DART Cases	1	0	1	1	1
DA / RD Days Away/Restricted Work Days	0/0	149/0	0/0	0/7	0/46
EMR Experience Modification Rate	0.40	0.40	0.43	0.53	0.59



Quality

At ISC, taking pride in our work ties back to the quality individuals possessing a high degree of integrity that we recruit, train, hire and develop. Our culture remains focused on customer satisfaction, and we know that delivering to the highest standards of our trade is the best way to ensure that client expectations are met on each project. From partnering and early involvement to effective communication and close out, ISC is dedicated to setting the standard for best in class.

Innovation

Innovation is an essential part of who we are and our early adoption of technology, forward thinking practices and efficiencies continue to make ISC the industry leader in project planning and execution. Creativity and continuous improvement have played a critical role in ISC's success. With a global impact, we make it our responsibility to provide environmental solutions, and we are committed to the highest standard of sustainability that decreases our footprint. Since its founding, ISC has set the standard for our industry in many safety, quality, and workforce development practices.

Workforce Development

Workforce development is a holistic approach that must be developed to meet the worker where they are in their career and current work location. We strive to build a culture that blends talents, backgrounds and perceptions that comes from a diverse group of associates throughout our workforce. In addition to training, ISC has a defined hiring and classification process, including documented career paths for its associates. By knowing what is required to achieve their career goals, our associates become more dedicated to the company and our customers. To improve and grow within our organization, we build trust and loyalty within our teams, resulting in a higher standard of performance and ultimately, a best in class solution for the work our customers trust us to complete.

"ISC has always been a leader in workforce development and is a progressive contractor with a commitment to its people. The quality of ISC's training and assessment programs is evident in their personnel. ISC is actively involved in all NCCER programs and provides subject matter experts for the development of our curricula and assessments. Whenever we need anything, we know ISC is there to support us." - Don Whyte, Past President of NCCER



INNOVATING SINCE 1989

ENGINEERING & CONSULTING



Designed for Better Work

With vast construction experience, our engineering team specializes in practical solutions that leverage cutting edge trends in both construction and engineering. With comprehensive engineering capabilities, ISC offers field-proven and construction-minded engineering services.

At ISC, construction and execution is top-of-mind. We know our customers need to effectively build their critical assets, not endlessly receive bills for design. Our approach is to "Build It, Not Bill It" to ensure our customers' hands-on investments stay on time and on budget, and achieve a positive return on investment.

Professionally engineered with construction and safety experience.

BUILD IT vs BILL IT

COMPREHENSIVE ENGINEERING SOLUTIONS

- ▶ Technical Services
- ▶ 3D Scanning & Surveying
- ▶ Process Hazard Analysis
- ▶ PSV Sizing & Dispersion Modeling
- ▶ Process
- ▶ Mechanical & Piping
- ▶ Civil and Structural
- ▶ Electrical & Instrumentation
- ▶ Control Systems

► TECHNICAL SERVICES

ONSITE TECHNICAL STAFFING PERSONNEL

ISC offers onsite technical staffing to supplement customer representatives in their facility. We provide a team including Project Managers, Engineers, Designers, and CAD Drafters, with the technical competence to ensure quality performance.

CONSTRUCTABILITY

By suggesting alternative installation methods and material selection, ISC's constructability experts can identify cost savings for our customers in the design phase of a project. We are routinely requested to provide these services on major industrial expansions as globally recognized experts.

ADVANCED WORK PACKAGING (AWP)

AWP is a planned executable process that encompasses the work on an EPC project, beginning with the initial planning and continuing through detailed design and construction execution. ISC provides customers with electrical and instrumentation expertise starting with project setup, interactive planning, and defining construction and engineering work packages.

► 3D SCANNING & SURVEYING

Our in-house team uses ISC-owned laser scanning equipment to gather, analyze and model field data to provide our customers with an accurate mapping of the customer's existing facility. This service allows the customer to review design options before construction installation to ensure accuracy and streamlined engineering and design.

► PROCESS HAZARD ANALYSIS (PHA)

We provide experienced leadership, preparation, and attention to detail, fulfilling the requirements of an effective PHA. Typical PHA services that we provide include: Initial, Revalidation, Clean Sheet, MOC and RFC, Capital Project, FEL, Detailed Design, and PSSR.

► PSV SIZING & DISPERSION MODELING

ISC specializes in evaluating pressure relief systems (PRS) from both an equipment protection perspective and an associate and community safety perspective. ISC can assist in all aspects of pressure relief device validation and sizing, including gathering process safety information, developing over pressure scenarios, and performing sizing validation calculations.

► PROCESS

Our licensed engineers provide a wide range of subject matter expertise across a variety of operations. We have served customers handling HF, HCL, chlorine, fluorocarbons, industrial wastewater and many other processes.

► MECHANICAL & PIPING

ISC's mechanical and piping division drives the design of new piping systems or retrofitting existing systems. Our efficient processes and construction first approach reduces risk, decreases cost, and minimizes project durations. Existing equipment, piping, and structures are precisely scanned using our 3D precision laser scanner, which can be used in 3D modeling software giving a real time, accurate representation of proposed design while minimizing construction modifications.

► CIVIL & STRUCTURAL

Our civil and structural group uses organization, experience, and proven methods to solve industrial issues with the aid of modern technology. ISC's civil engineering professionals build industrial development plans by considering all geographical factors, environmental constraints, and customer feedback without sacrificing safety, quality, or cost of the completed construction package.

► ELECTRICAL & INSTRUMENTATION

ISC's electrical and instrumentation engineering capabilities cover all facets from large, site wide power distribution and temporary power design to DCS/SIS modernization and instrumentation upgrades. Our innovative technical staff combines professional engineers with experienced construction experts and state-of-the-art software to provide a cost effective, efficiently constructed complete package. ISC excels in power and motor feeds, unit substation design, motor control center (MCC) upgrades, cable raceway system design, power system studies, and area lighting design.

► CONTROL SYSTEMS

Our controls system engineering group specializes in Safety Instrumented Systems (SIS), Burner Management Systems (BMS), and DCS modernization projects to provide customers accurate control and feedback of process systems.



INNOVATING SINCE 1989

CONSTRUCTION & MAINTENANCE



Built on a Tradition of Safety and Innovation

Since 1989, ISC has provided safe, highly specialized electrical, instrumentation and controls services. To the most innovative and demanding global leading manufacturers, ISC's reputation for excellence in all areas of our business is unmatched. From routine maintenance and small capital work, to multi-billion-dollar mega-projects, ISC partners with its customers to deliver on what we do best.

SERVICES

- Electrical
- Instrumentation & Controls
- Communications
- Power Distribution
- Temporary Power
- Heat Tracing

▶ ELECTRICAL

Our certified electricians troubleshoot and repair electric motor starters and controls, transformers, panels, switchgear, and power cabling systems to keep our customers operating with maximum productivity.

▶ INSTRUMENTATION AND CONTROLS

ISC's instrument technicians are certified and deployed across several customer sites, providing maintenance and small capital project work for instrument and controls in the form of troubleshooting and repair, installation, calibration, testing and commissioning. We are the largest nested E&I contractor in the Gulf South, supporting ongoing operations in over 42 facilities.

▶ COMMUNICATIONS

From basic telephone to high-speed, highly critical network systems, our certified and trained technicians build, terminate, test and repair plant communication systems. Our associates hold certifications from Leviton, Telcom, Siecor and Light Brigade. In addition to job specific training, our associates maintain their certifications as required. ISC is also a Corning Cable Systems Extended Warranty Program member.

▶ POWER DISTRIBUTION

Our team of engineering and construction professionals partner with owners to refurbish and modernize obsolete switchgear as well as construct grass-root, large-scale modern industrial substation and distribution systems. Our construction and maintenance expertise in electrical power systems includes 69kV to 5kV.

▶ TEMPORARY POWER

From engineering to construction, ISC offers a comprehensive solution to design and build cost effective temporary utilities for projects while keeping long term infrastructure needs in mind. For each project, we determine the amount of temporary electrical power required, calculate the maximum anticipated electrical load, and provide an independent temporary construction power supply from a local utility to meet power needs.

▶ HEAT TRACING

ISC engineering and construction teams are fully trained and experienced in the design, installation, testing, startup and maintenance of heat tracing systems.



INNOVATING SINCE 1989

LEADERS IN SAFETY



Safety is Standard

The foundation of ISC's safety culture starts with ensuring our people remain safe in all areas of life but also accountable for a positive attitude that respects all aspects of their work. It's why we built our company and our safety manual from scratch. From pioneering industry safety standards to winning numerous national safety awards, ISC's culture comes from the integrity of our associates and their genuine care for one another.

Everything begins and ends with safety

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Proven Track Record

Since the beginning, we've put safety at the forefront of every job. And that starts with a capable, experienced workforce. With more than 30 years in the industry, ISC has taken every measure, from innovative solutions and comprehensive training, to propel our employees' and our company's standing in the industry.

Comprehensive Safety Program

ISC recognizes the many facets of an exceptional safety program. Our all-encompassing safety program incorporates the art and science of safety. As a company, we understand the necessity of planning and evaluating each task. Furthermore, we also understand the importance of effective communication and external human factors that affect decision making. Leveraging our comprehensive safety program, we drive flawless execution as the standard of performance.



- ▶ Personal Responsibility
- ▶ Leadership Commitment
- ▶ Site Team Safety



- ▶ Hazard Mitigation
- ▶ Equipment Inspection
- ▶ ALERT Training



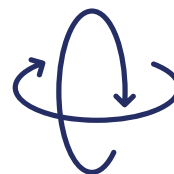
- ▶ Associate Expectations
- ▶ Safety Empowerment
- ▶ Stop Work Authority



- ▶ Electrical Safe Work Practices
- ▶ NFPA 70E
- ▶ Robust Electrical Demo



- ▶ Industrial Hygiene
- ▶ Chemical Hazards
- ▶ Biological Hazards




- ▶ 360 Walkaround
- ▶ Rotating MVR Checks
- ▶ Fleet Safety



- ▶ Root Cause Analysis
- ▶ Behavior Based Safety
- ▶ Human Factor Analysis

Key Differentiators

- ▶  - Proprietary behavior-based safety program that identifies and focuses on all barriers to safe behaviors by Gaining Awareness Through Observation Of Risk.
- ▶ **Human Factor Analysis** - Formal investigative program that enhances performance through evaluation of why our associates believe they are performing a task safely.
- ▶ **Demo Program** - Trains associates prior to a task to physically identify cables and conduit needing to be demolished.
- ▶ **Rotating Motor Vehicle Record Checks** - Comprehensive program that regularly monitors the eligibility of our associates to safely operate motor vehicles.



Done Right From the Start

ISC strives to continuously improve the quality of services and exceed customer expectations beyond construction industry standards. Our reputation for quality is unmatched, and our commitment to providing the best starts at the beginning of each job so our customers can focus on operating their most important assets.

With more than 30 years experience, the ISC team's capabilities perpetuate constant advancements, eliminate the necessity for rework, and build on our foundation of reliable, high-quality performance every time. When ISC leaves a job site, the attention to detail, the high level functionality and overall quality of work make it clear that the ISC team completed the project.

Setting the Standard of Quality

Consistency is key in our industry, and ISC performs at the highest standard of satisfaction for every job. Our associates are not only responsible, but are dedicated to providing a quality installation on every ISC work site. Leading with teamwork, transparency, and partnership, our dedicated and experienced team focuses on maintaining detailed tracking every step of the way. This ensures accountability and our delivery of work is completed correctly and timely. From planning to innovating construction methods and execution, our proficiency drives efficiency and accuracy.

No Loose Ends

The ISC team collaborates with site quality and construction members to identify, quantify, and evaluate any cost saving construction methods or ideas that can best serve to minimize labor, material and / or equipment costs to the project. But our work isn't done once the job is finished. Maintaining relationships beyond the job site is vital to setting a standard of quality our customers, facility partners and employees can trust. From corrective action to quality control, ISC believes in doing great work from start to finish.

WORKFORCE DEVELOPMENT

Powering the Future

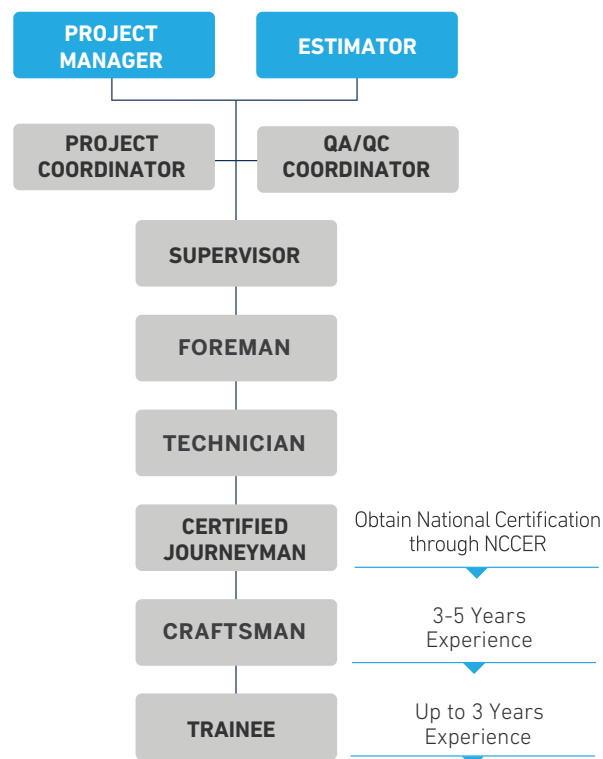
By establishing our own standard of workforce development, ISC has maintained a safe, skilled, qualified and productive company. We understand the importance of confidence in on-site teams, and our focus on our workforce ensures the future success of our company, customers, projects and employees. Our workforce development programs benefit more than just our company and associates. We partner with local schools to engage future talent, organize hands-on activities to enhance craft skills, partner with military veteran organizations as part of our recruitment program, and ultimately, work diligently to build a culture committed to improving career opportunities to the next generation of industry leadership.

Training Tomorrow's Workforce Today

For more than 30 years, ISC has invested millions of dollars in multiple training initiatives, career development programs, and leadership enhancement resources to promote a positive culture that our associates are bought into. We continue to dedicate tremendous resources to developing the potential of our people, which results in a rewarding work environment, dedicated team of professionals and technically experienced staff that takes pride in effective project execution. ISC holds its team of associates to a high standard, and the commitment of our people to delivering safe, efficient, quality and productive solutions is proven by the loyalty of our team and continued faith of our customers. We firmly believe in the merit shop philosophy – which affords individuals the opportunity to compete and achieve the highest level of performance. This principal guides all of our promotion and career advancement opportunities. As such, we provide a competitive package to all our associates and offer continued professional development opportunities to support those who see no limit to what they dream to accomplish.

Committed to Growth

ISC is committed to investing in our employee's continuous pursuit of knowledge which in turn translates to career growth opportunities. This supports our dedication to setting our associates up for the highest degree of career success. ISC can offer these resources via our engagement with Construction Users Roundtable (CURT), Association of Builders and Contractors (ABC) and National Center for Construction Education & Research (NCCER). Through these partnerships, our associates are provided opportunities to grow their knowledge, skills and leadership capabilities. Aligned with clearly defined career paths from Trainee up through Project Management or Estimating Management routes, ISC offers a clear route for a successful career in construction and management.





ISC

