

**GENERAL SERVICES ADMINISTRATION
Federal Supply Service
Authorized Federal Supply Schedule Price List**

**03FAC:
Facilities Maintenance and Management**

Contract Number: GS-21F-0140W

Contract Period: April 13, 2010 through April 12, 2015



Headquarters: 16210 W. 108th St Lenexa, KS 66219
Phone Number: 913-529-5000
Fax Number: 913-529-5206
Web site: www.p1group.com

Other Offices:
Lawrence, KS • Topeka, KS • Wichita, KS • Las Vegas, NV

Contact for contract administration: Sharon Haycock
Email: sharon.haycock@p1group.com

Business size: Large

Modification Number: 8EF1B56D Effective Date: 11/22/2011

Pricelist as of 11/22/2011

1a. **Awarded Special Item Numbers**

871-206: *Building Commissioning Services*

871-207: *Energy Audit Services*

811-005: *Refrigeration, HVAC, Boiler & Chiller HVAC Maintenance*

003-097: *Ancillary Repair and Alterations*

003-100: *Ancillary Supplies and/or Services*

1b. **Pricing Data**

See Attachment A

1c. **Labor Category Descriptions**

See Attachment B

2. **Maximum order for each SIN**

SIN#	MAXIMUM ORDER
871-206	\$1,000,000
871-207	\$1,000,000
811-005	\$1,000,000
003-097	\$1,000,000

3. **Minimum order**

The minimum acceptable order will be \$5,000.

4. **Geographic coverage**

Worldwide

5. **Point(s) of production**

Lawrence, KS
Lenexa, KS
Topeka, KS
Wichita, KS
Las Vegas, NV

6. **Discount from list prices or statement of net price:**

None

7. **Quantity discounts**

An additional 1% discount for contracts in excess of \$300,000 or an additional 2% discount for contracts in excess of \$500,000.

8. **Prompt payment terms**

None

9a. **Notification that Government purchase cards are accepted at or below the micro-purchase threshold**

Yes

9b. **Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold**

Yes

10. **Foreign items**

N/A

11a. **Time of delivery**

P1 Group, Inc. will make every effort to respond to inquires within 2 days of receipt, and always within 5 days. Service delivery date will be established by mutual agreement between the ordering entity and P1 Group, Inc.

11b. **Expedited delivery**

Not applicable

11c. **Overnight and 2-day delivery**

Not applicable

11d. **Urgent requirements**

P1 Group, Inc. will make every effort to respond as quickly as possible.

12. **F.O.B. point(s)**

Inland Point

- 13a. **Ordering address**
P1 Group, Inc.
Attn: Mike Belcher
16210 W. 108th St.
Lenexa, KS 66219
- Telephone: (913) 529-5000
E-mail: mike.belcher@p1group.com
- For corporate capabilities, technical, management questions please contact P1 Group, Inc.
Attn: Phil Nehring
16210 W. 108th St.
Lenexa, KS 66219
- Telephone: (913) 529-5000
E-mail: phil.nehring@p1group.com
- 13b. **Ordering procedures**
For supplies and services, the ordering procedures, information on blanket purchase agreements (BPA's), and a sample BPA can be found at the GSA/FSS schedule homepage (www.fss.gsa.gov/schedules).
14. **Payment address**
P1 Group, Inc.
Attn: Accounts Receivable
16210 W. 108th St.
Lenexa, KS 66219
- Phone: 913-529-5000
- Government Commercial Credit Cards will be acceptable for payment.
15. **Warranty provision**
1 Year
16. **Export packing charges**
Not applicable
17. **Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level)**
Not applicable
18. **Terms and conditions of rental maintenance, and repair**
Not applicable
19. **Terms and conditions of installation**
Not applicable
20. **Terms and conditions of repair parts**
Not applicable
- 20a. **Terms and conditions for any other services**
Not applicable
21. **List of service and distribution points**
871 207: Energy Program Support Services
P1 Group provides energy audit plan development, execution and reporting. P1 Group performs data collection, data analysis and benchmarking. The company provides recommendations for improving the mechanical infrastructure and assistance with meeting LEED requirements.
- 871 206 Building Commissioning Services
P1 Group Commissioning Services provide evaluation of design intent, and a detailed evaluation of system components.
P1 Group Retro-Commissioning Service provide The Investigation/Discovery Phase of the Retro-Commissioning included evaluating the original design intent, a detailed evaluation of system components, identifying and documenting the current utilization of space and documentation to an economical and achievable solution.

811 005 Refrigeration, HVAC, Boiler & Chiller HVAC Maintenance

P1 Group provides Refrigeration, Heating, Ventilation, Air Conditioner, Boiler and Chiller maintenance services.

003 097 Ancillary Repair and Alterations

P1 Group provides repair and alterations ancillary to existing SINS under this Schedule. Ancillary repair and alterations projects are those (1) solely associated with the repair, alteration, delivery or installation of projects or services also purchased under this schedule (2) routine and non-complex in nature

These services will be distributed from

P1 Group, Inc.
16210 W. 108th St.
Lenexa, KS 66219
Phone: 913-529-5000

22. **List of participating dealers**

Not applicable

23. **Preventative maintenance**

Not applicable

24a. **Special attributes such as environmental attributes**

Not applicable

24b. **Section 508**

Not applicable

25. **Data Universal Number System (DUNS) number**

029754418

26. **Notification regarding registration in Central Contractor Registration (CCR) database**

Registered
Registration valid to 12/12/2012

27. **Company's policy regarding uncompensated overtime**

Not applicable

Attachment A

1b. Pricing Data

Labor Category	Year 1	Year 2	Year 3	Year 4	Year 5
Principal	\$178.13	\$184.80	\$191.73	\$198.92	\$206.38
Senior Program Manager	\$135.38	\$140.45	\$145.72	\$151.18	\$156.85
Program Manager	\$128.25	\$133.06	\$138.05	\$143.23	\$148.60
Senior Project Manger	\$121.13	\$125.67	\$130.38	\$135.27	\$140.34
Project Manager	\$114.00	\$118.28	\$122.71	\$127.31	\$132.09
Assistant Project Manager	\$92.63	\$96.10	\$99.70	\$103.44	\$107.32
Technician**	\$106.88	\$110.88	\$115.04	\$119.35	\$123.83
Administrative**	\$64.13	\$66.53	\$69.02	\$71.61	\$74.30
Pipefitter, Journeyman	\$98.70	\$102.39	\$106.22	\$110.19	\$114.31
Plumber, Journeyman	\$98.70	\$102.39	\$106.22	\$110.19	\$114.31
Sheet-Metal Journeyman	\$98.70	\$102.39	\$106.22	\$110.19	\$114.31
Electrical Journeyman	\$98.70	\$102.39	\$106.22	\$110.19	\$114.31

* Indicates SCA eligible categories. See the SCA Matrix following the price list for additional information regarding these labor categories.

SCA MATRIX		
SCA Eligible Contract Labor Category	SCA Equivalent Code Title	WD Number
Service Technician	23370 General Maintenance Worker	052307
Administrative (Project Coordinator)	01020 Administrative Assistant	052307

The Service Contract Act (SCA) is applicable to this contract and it includes SCA applicable labor categories. The prices for the indicated (**) SCA labor categories are based on the U.S. Department of Labor Wage Determination Number(s) identified in the SCA matrix. The prices offered are based on the preponderance of where work is performed and should the contractor perform in an area with lower SCA rates, resulting in lower wages being paid, the task order prices will be discounted accordingly

Attachment B

1c. Labor Category Descriptions

Principal (Operating Division President)

Functional Responsibility:

- The senior leader in the operating division. As such, he or she is responsible for adhering to and modeling the company's values and strengthening a positive and productive company culture.
- Oversees and manages all aspects of the company's operations, logistics, people development, and administration. Leads and manages by delegating authority, as appropriate, to subordinate leaders and overseeing their performance.
- Is responsible for the strategic direction and long-term success of the division. Therefore, the incumbent is responsible for overseeing the development of all strategic plans and budgets to advance the company's mission and objectives and to promote revenue, profitability, and growth as an organization.
- Oversees company operations to ensure production efficiency, quality, service, and cost-effective management of resources.

Scope of Resource Authority: Is accountable for overall P&L results for the business unit or company.

Scope of Performance Authority: Responsible for developing and approving new concepts and approaches; evaluates and assess policy and evolving situation to develop courses of action and make decisions; and makes decisions that affect the entire organization.

Significance and Purpose of Personal Contact: Consistently influences, justifies, defends, negotiates or settles matters involving significant or controversial issues either in a structured or unstructured atmosphere with the highest ranking executives of other organizations.

Minimum Education: Bachelor degree or equivalent experience¹

Minimum Experience: 10 years

Critical Competencies:

- Analytical - Synthesize complex or diverse information; collect and research data; use intuition and experience to complement data; design work flows and procedures.
- Design - Generate creative solutions; translate concepts and information into processes and procedures; use feedback to make procedure recommendations; demonstrate attention to detail.
- Problem Solving - Identify and resolve problems in a timely manner; gather and analyze information skillfully; develop alternative solutions; work well in group problem-solving situations; use reason even when dealing with emotional topics.
- Teamwork - Balance team and individual responsibilities; exhibit objectivity and openness to others' views; give and welcome feedback; contribute to building a positive team spirit; put success of team above own interests; support company morale and commitment to goals and objectives; support everyone's efforts to succeed.
- Business Acumen - Understand business implications of decisions and display orientation to profitability.
- Planning/Organizing - Prioritize and plan work activities; use time efficiently; plan for additional resources; set goals and objectives; develop realistic action plans.

¹ P1 Group's standard practice is to substitute experience for education. Pursuant to its practice, 10 years of experience would equate with a BA/BS degree.

- Professionalism - Approach others in a tactful manner; react well under pressure; treat others with respect and consideration regardless of their status or position; accept responsibility for own actions; follow through on commitments.

Senior Program Manager (Vice President)

Functional Responsibility:

- The senior leader in the operating division. As such, he or she is responsible for adhering to and modeling the company's values and strengthening a positive and productive company culture.
- Monitors and analyzes construction project progress; verifies quality, safety and customer satisfaction; ensures projects adhere to all legal and regulatory requirements; and, as needed, maintains relationships with key executives outside of the company.
- Implements plans and policies to achieve division objectives and maximize operating results.
- Is responsible for business development, timely project performance, and meeting quality/specification requirements.
- Provides coaching and mentoring in the form of advice, guidance, and direction to promote the professional development of subordinate managers.
- As needed, participates in client/contractor contract negotiations and buy-out for major projects.

Scope of Resource Authority: Supervises more than one team/branch/ department budget and may have P&L responsibilities. Routinely prepares budget submissions. Analyzes budget reports and takes appropriate actions to meet assigned objectives.

Scope of Performance Authority: Is often responsible for the performance of more than one team/branch/department. Expected to evaluate and assess policies and evolving situations. Makes independent decisions within assigned limits and develops recommendations for actions affecting the entire organization.

Significance and Purpose of Personal Contact: Routinely influences, motivates, inquires and/or controls in a business operations within and outside of the company. Spends considerable time working with senior leaders from other organizations to resolve major issues and jointly make key decisions.

Minimum Education: Bachelor degree or equivalent experience²

Minimum Experience: 10 years

Critical Competencies:

- Analytical - Synthesize complex or diverse information; collect and research data; use intuition and experience to complement data; design work flows and procedures.
- Design - Generate creative solutions; translate concepts and information into processes and procedures; use feedback to make procedure recommendations; demonstrate attention to detail.
- Problem Solving - Identify and resolve problems in a timely manner; gather and analyze information skillfully; develop alternative solutions; work well in group problem-solving situations; use reason even when dealing with emotional topics.
- Teamwork - Balance team and individual responsibilities; exhibit objectivity and openness to others' views; give and welcome feedback; contribute to building a positive team spirit; put success of team above own interests; support company morale and commitment to goals and objectives; support everyone's efforts to succeed.
- Business Acumen - Understand business implications of decisions and display orientation to profitability.
- Planning/Organizing - Prioritize and plan work activities; use time efficiently; plan for additional resources; set goals and objectives; develop realistic action plans.

² P1 Group's standard practice is to substitute experience for education. Pursuant to its practice, 10 years of experience would equate with a BA/BS degree.

- Professionalism - Approach others in a tactful manner; react well under pressure; treat others with respect and consideration regardless of their status or position; accept responsibility for own actions; follow through on commitments.

Program Manager (Operations Manager)

Functional Responsibility:

- Oversees and manages division operations and project activities through subordinate supervisors.
- Implement plans and policies to achieve overall corporate objectives and maximize operating results.
- Responsible for business development, timely project performance, and meeting quality/specification requirements
- Implements plans and policies to achieve division objectives and maximize operating results.
- Is responsible for business development, timely project performance, and meeting quality/specification requirements.
- Provides coaching and mentoring in the form of advice, guidance, and direction to promote the professional development of subordinate managers.
- As needed, participates in client/contractor contract negotiations and buy-out for major projects.

Scope of Resource Authority: Supervises more than one team/branch/ department budget and may have P&L responsibilities. Routinely prepares budget submissions. Analyzes budget reports and takes appropriate actions to meet assigned objectives.

Scope of Performance Authority: Is responsible for the performance of a team/branch/department. Expected to evaluate and assess policies and evolving situations. Makes decisions within assigned limits and develops recommendations for actions affecting the entire organization.

Significance and Purpose of Personal Contact: Routinely influences, motivates, inquires and/or controls in a business operations within and outside of the company. Routinely works with managers from other organizations to resolve issues and improve operations.

Minimum Education: Bachelor degree or equivalent experience³

Minimum Experience: 10 years

Critical Competencies:

- Analytical - Synthesize complex or diverse information; collect and research data; use intuition and experience to complement data; design work flows and procedures.
- Design - Generate creative solutions; translate concepts and information into processes and procedures; use feedback to make procedure recommendations; demonstrate attention to detail.
- Problem Solving - Identify and resolve problems in a timely manner; gather and analyze information skillfully; develop alternative solutions; work well in group problem-solving situations; use reason even when dealing with emotional topics.
- Teamwork - Balance team and individual responsibilities; exhibit objectivity and openness to others' views; give and welcome feedback; contribute to building a positive team spirit; put success of team above own interests; support company morale and commitment to goals and objectives; support everyone's efforts to succeed.
- Business Acumen - Understand business implications of decisions and display orientation to profitability.
- Planning/Organizing - Prioritize and plan work activities; use time efficiently; plan for additional resources; set goals and objectives; develop realistic action plans.

³ P1 Group's standard practice is to substitute experience for education. Pursuant to its practice, 10 years of experience would equate with a BA/BS degree.

- Professionalism - Approach others in a tactful manner; react well under pressure; treat others with respect and consideration regardless of their status or position; accept responsibility for own actions; follow through on commitments.

Senior Project Manager

Functional Responsibility:

- Manages project and/or service staff(s), contract documents, subcontractor performance, vendor compliance, budgets, costs, safety, profitability, and statutory and legal compliance.
- Maintains constructive relationships and communicates with clients, vendors, subcontractors, inspectors, community officials and company staff.
- Directs and supervises the purchase of major equipment.
- Establishes and coordinates overall project schedule.

Scope of Resource Authority: Supervises more than one team/branch/ department budget and may have P&L responsibilities. Routinely prepares budget submissions. Analyzes budget reports and takes appropriate actions to meet assigned objectives.

Scope of Performance Authority: Is responsible for the performance of a team/branch/department. Expected to evaluate and assess policies and evolving situations. Makes decisions within assigned limits and develops recommendations for actions affecting the entire organization.

Significance and Purpose of Personal Contact: Routinely influences, motivates, inquires and/or controls in a business operations within and outside of the company. Routinely works with managers from other organizations to resolve issues and improve operations.

Minimum Education: Bachelor degree or equivalent experience⁴

Minimum Experience: 10 years

Critical Competencies:

- Analytical - Synthesize complex or diverse information; collect and research data; use intuition and experience to complement data; design work flows and procedures.
- Design - Generate creative solutions; translate concepts and information into processes and procedures; use feedback to make procedure recommendations; demonstrate attention to detail.
- Problem Solving - Identify and resolve problems in a timely manner; gather and analyze information skillfully; develop alternative solutions; work well in group problem-solving situations; use reason even when dealing with emotional topics.
- Project Management - Develop project plans and communicate changes and progress.
- Technical Skills - Assess own strengths and weaknesses; pursue training and development opportunities; strive to continuously build knowledge and skills.
- Customer Service - Manage difficult or emotional customer situations; respond promptly to customer needs; solicit customer feedback to improve service; respond to requests for service and assistance; meet commitments.
- Teamwork - Balance team and individual responsibilities; exhibit objectivity and openness to others' views; give and welcome feedback; contribute to building a positive team spirit; put success of team above own interests; support company morale and commitment to goals and objectives; support everyone's efforts to succeed.
- Business Acumen - Understand business implications of decisions and display orientation to profitability.
- Ethics - Treat people with respect; keep commitments; inspire the trust of others; work ethically and with integrity; uphold organizational values.

⁴ P1 Group's standard practice is to substitute experience for education. Pursuant to its practice, 10 years of experience would equate with a BA/BS degree.

Service Project Manager

Functional Responsibility:

- Manages service staff, contract documents, subcontractor performance, vendor compliance, budgets, costs, safety, profitability, and statutory and legal compliance.
- Maintains constructive relationships and communicates with clients, vendors, subcontractors, inspectors, community officials and company staff.
- Directs and supervises the purchase of major equipment.
- Establishes and coordinates overall project schedule.

Scope of Resource Authority: Within approved budgets, exercises some control over expenses by requesting or ordering supplies and equipment from 3rd parties or from central purchasing authority. When needed, makes limited budgetary recommendations.

Scope of Performance Authority: Is responsible for the performance of one or two other people and/or work systems. Authorized to interpret guidance and evolving situations to develop recommendations. Usually seeks approval before making a final decision.

Significance and Purpose of Personal Contact: Routinely plans, coordinates or advises outside and inside the immediate department in an effort to influence fellow employees and other individuals in situations relative to basic service outside of the immediate department. Frequently works with managers from other organizations.

Minimum Education: Bachelor degree or equivalent e experience⁵

Minimum Experience: Five years

Critical Competencies:

- Analytical - Synthesize complex or diverse information; collect and research data; use intuition and experience to complement data; design work flows and procedures.
- Design - Generate creative solutions; translate concepts and information into processes and procedures; use feedback to make procedure recommendations; demonstrate attention to detail.
- Problem Solving - Identify and resolve problems in a timely manner; gather and analyze information skillfully; develop alternative solutions; work well in group problem-solving situations; use reason even when dealing with emotional topics.
- Project Management - Develop project plans and communicate changes and progress.
- Technical Skills - Assess own strengths and weaknesses; pursue training and development opportunities; strive to continuously build knowledge and skills.
- Customer Service - Manage difficult or emotional customer situations; respond promptly to customer needs; solicit customer feedback to improve service; respond to requests for service and assistance; meet commitments.
- Teamwork - Balance team and individual responsibilities; exhibit objectivity and openness to others' views; give and welcome feedback; contribute to building a positive team spirit; put success of team above own interests; support company morale and commitment to goals and objectives; support everyone's efforts to succeed.
- Business Acumen - Understand business implications of decisions and display orientation to profitability.
- Ethics - Treat people with respect; keep commitments; inspire the trust of others; work ethically and with integrity; uphold organizational values.

⁵ P1 Group's standard practice is to substitute experience for education. Pursuant to its practice, 10 years of experience would equate with a BA/BS degree.

Assistant Project Manager (Project Engineer)

Functional Responsibility:

- Supports and assists the project manager in assuring timely project completion.
- As directed by the project manager, he/she researches, studies, understands and assists in contract document, budget, safety, statutory, and legal compliance.
- Assists the project managers in maintaining constructive relationships and supportive communications with clients, vendors, subcontractors, inspectors, community officials, P1 Group staff, and his/her immediate supervisor.
- As directed by the project manager, develops schedules, budgets, progress reviews, billings, bids, change orders, submittal lists and reports.
- As required, visits his/her jobsites to monitor progress, coordinate with the project foreman, audit site safety, and review productivity.

Scope of Resource Authority: Exercises some direct or indirect control over expenses by requesting supplies and equipment from a supervisor and/or central purchasing authority.

Scope of Performance Authority: Exercises authority to assess situations and make decisions only within assigned limits.

Significance and Purpose of Personal Contact: Routinely plans, coordinates or advises managers and technicians both within the immediate department and occasionally outside of the department.

Minimum Education: Bachelor degree or equivalent experience⁶

Minimum Experience: 1 year

Critical Competencies:

- Adaptability - changes approach or method to best fit the situation; able to deal with frequent change, delays, or unexpected events.
- Analytical - synthesizes complex or diverse information; collects and researches data; uses intuition and experience to complement data; designs work flows and procedures.
- Customer Service - manages difficult or emotional customer situations; responds promptly to customer needs; solicits customer feedback to improve service; responds to requests for service and assistance; meets commitments.
- Dependability - follows instructions, responds to management direction; takes responsibility for own actions; keeps commitments; commits to long hours of work when necessary to reach goals; completes tasks on time or notifies appropriate person with an alternate plan.
- Initiative - volunteers readily; looks for and takes advantage of opportunities; asks for and offers help when needed.
- Problem Solving - identifies and resolves problems in a timely manner; gathers and analyzes information skillfully; develops alternative solutions; works well in group problem solving situations.
- Teamwork - balances team and individual responsibilities; exhibits objectivity and openness to others' views; gives and welcomes feedback; contributes to building a positive team spirit; puts success of team above own interests; supports everyone's efforts to succeed.

⁶ P1 Group's standard practice is to substitute experience for education. Pursuant to its practice, 10 years of experience would equate with a BA/BS degree.

Service Technician

Functional Responsibility:

- Meets or exceeds customer expectation and meet our commitment in a professional, high-quality, cost-effective and timely manner.
- Performs inspections and conducts troubleshooting on maintenance contracts to insure work meets our standards.
- Installs and/or repairs mechanical systems

Scope of Resource Authority: Exercises some direct or indirect control over expenses by requesting supplies and equipment from a supervisor and/or central purchasing authority.

Scope of Performance Authority: Exercises authority to assess situations and make decisions only within assigned limits.

Significance and Purpose of Personal Contact: Routinely plans, coordinates or advises managers and technicians both within the immediate department and occasionally outside of the department.

Minimum Education: Vocational school, Bachelor degree or equivalent experience⁷

Minimum Experience: 2 years

Critical Competencies:

- Adaptability - changes approach or method to best fit the situation; able to deal with frequent change, delays, or unexpected events.
- Analytical - synthesizes complex or diverse information; collects and researches data; uses intuition and experience to complement data; designs work flows and procedures.
- Customer Service - manages difficult or emotional customer situations; responds promptly to customer needs; solicits customer feedback to improve service; responds to requests for service and assistance; meets commitments.
- Dependability - follows instructions, responds to management direction; takes responsibility for own actions; keeps commitments; commits to long hours of work when necessary to reach goals; completes tasks on time or notifies appropriate person with an alternate plan.
- Initiative - volunteers readily; looks for and takes advantage of opportunities; asks for and offers help when needed.
- Problem Solving - identifies and resolves problems in a timely manner; gathers and analyzes information skillfully; develops alternative solutions; works well in group problem solving situations.
- Teamwork - balances team and individual responsibilities; exhibits objectivity and openness to others' views; gives and welcomes feedback; contributes to building a positive team spirit; puts success of team above own interests; supports everyone's efforts to succeed.

⁷ P1 Group's standard practice is to substitute experience for education. Pursuant to its practice, 10 years of experience would equate with a BA/BS degree.

Administrative (Project Coordinator)

Functional Responsibility:

- Is an important part of the project management team to which he or she is assigned
- Provides logistic support and coordination needed to plan and execute important meetings and conferences.
- Prepares, edits (as needed), electronically stores, and monitors basic project management correspondence
- Processes subcontracts and purchase contracts
- Orders and produces copies of plans and specifications, as needed
- Expeditiously processes contracts and change orders, when required

Scope of Resource Authority: Authorized to consume approved resources for the incumbent's assigned work.

Scope of Performance Authority: Managing his/her own work so long as it complies with given guidance.

Significance and Purpose of Personal Contact: Routinely works within his or her department and occasionally works outside of the department to obtain, clarify, and/or give facts or information, which are relatively clear and easy to understand within the department.

Minimum Education: High school and/or vocational school

Minimum Experience: 1 year

Critical Competencies:

- Analytical - synthesizes complex or diverse information; collects and researches data; uses intuition and experience to complement data; designs work flows and procedures.
- Customer Service - manages difficult or emotional customer situations; responds promptly to customer needs; solicits customer feedback to improve service; responds to requests for service and assistance; meets commitments.
- Dependability - follows instructions, responds to management direction; takes responsibility for own actions; keeps commitments; commits to long hours of work when necessary to reach goals; completes tasks on time or notifies appropriate person with an alternate plan.
- Initiative - volunteers readily; looks for and takes advantage of opportunities; asks for and offers help when needed.
- Problem Solving - identifies and resolves problems in a timely manner; gathers and analyzes information skillfully; develops alternative solutions; works well in group problem solving situations.
- Teamwork - balances team and individual responsibilities; exhibits objectivity and openness to others' views; gives and welcomes feedback; contributes to building a positive team spirit; puts success of team above own interests; supports everyone's efforts to succeed.

Pipefitter Journeyman

Functional Responsibility:

- Meets or exceeds customer expectation and meet our commitment in a professional, high-quality, cost-effective and timely manner.
- Performs inspections and conducts troubleshooting on maintenance contracts to insure work meets our standards.
- Installs and/or repairs mechanical systems

Scope of Resource Authority: Exercises some direct or indirect control over expenses by requesting supplies and equipment from a supervisor and/or central purchasing authority.

Scope of Performance Authority: Exercises authority to assess situations and make decisions only within assigned limits.

Significance and Purpose of Personal Contact: Routinely plans, coordinates or advises managers and technicians both within the immediate department and occasionally outside of the department.

Minimum Education: U.A. Apprenticeship Program, Vocational school, Bachelor degree or equivalent experience⁸

Minimum Experience: 5 years

Critical Competencies:

- Adaptability - changes approach or method to best fit the situation; able to deal with frequent change, delays, or unexpected events.
- Analytical - synthesizes complex or diverse information; collects and researches data; uses intuition and experience to complement data; designs work flows and procedures.
- Customer Service - manages difficult or emotional customer situations; responds promptly to customer needs; solicits customer feedback to improve service; responds to requests for service and assistance; meets commitments.
- Dependability - follows instructions, responds to management direction; takes responsibility for own actions; keeps commitments; commits to long hours of work when necessary to reach goals; completes tasks on time or notifies appropriate person with an alternate plan.
- Initiative - volunteers readily; looks for and takes advantage of opportunities; asks for and offers help when needed.
- Problem Solving - identifies and resolves problems in a timely manner; gathers and analyzes information skillfully; develops alternative solutions; works well in group problem solving situations.
- Teamwork - balances team and individual responsibilities; exhibits objectivity and openness to others' views; gives and welcomes feedback; contributes to building a positive team spirit; puts success of team above own interests; supports everyone's efforts to succeed.

⁸ P1 Group's standard practice is to substitute experience for education. Pursuant to its practice, 10 years of experience would equate with a BA/BS degree.

Plumber Journeyman

Functional Responsibility:

- Meets or exceeds customer expectation and meet our commitment in a professional, high-quality, cost-effective and timely manner.
- Performs inspections and conducts troubleshooting on maintenance contracts to insure work meets our standards.
- Installs and/or repairs plumbing systems

Scope of Resource Authority: Exercises some direct or indirect control over expenses by requesting supplies and equipment from a supervisor and/or central purchasing authority.

Scope of Performance Authority: Exercises authority to assess situations and make decisions only within assigned limits.

Significance and Purpose of Personal Contact: Routinely plans, coordinates or advises managers and technicians both within the immediate department and occasionally outside of the department.

Minimum Education: U.A. Apprenticeship Program, Bachelor degree or equivalent experience⁹

Minimum Experience: 5 years

Critical Competencies:

- Adaptability - changes approach or method to best fit the situation; able to deal with frequent change, delays, or unexpected events.
- Analytical - synthesizes complex or diverse information; collects and researches data; uses intuition and experience to complement data; designs work flows and procedures.
- Customer Service - manages difficult or emotional customer situations; responds promptly to customer needs; solicits customer feedback to improve service; responds to requests for service and assistance; meets commitments.
- Dependability - follows instructions, responds to management direction; takes responsibility for own actions; keeps commitments; commits to long hours of work when necessary to reach goals; completes tasks on time or notifies appropriate person with an alternate plan.
- Initiative - volunteers readily; looks for and takes advantage of opportunities; asks for and offers help when needed.
- Problem Solving - identifies and resolves problems in a timely manner; gathers and analyzes information skillfully; develops alternative solutions; works well in group problem solving situations.
- Teamwork - balances team and individual responsibilities; exhibits objectivity and openness to others' views; gives and welcomes feedback; contributes to building a positive team spirit; puts success of team above own interests; supports everyone's efforts to succeed.

⁹ P1 Group's standard practice is to substitute experience for education. Pursuant to its practice, 10 years of experience would equate with a BA/BS degree.

Sheet Metal Journeyman

Functional Responsibility:

- Meets or exceeds customer expectation and meet our commitment in a professional, high-quality, cost-effective and timely manner.
- Performs inspections and conducts troubleshooting on maintenance contracts to insure work meets our standards.
- Installs and/or repairs mechanical duct systems

Scope of Resource Authority: Exercises some direct or indirect control over expenses by requesting supplies and equipment from a supervisor and/or central purchasing authority.

Scope of Performance Authority: Exercises authority to assess situations and make decisions only within assigned limits.

Significance and Purpose of Personal Contact: Routinely plans, coordinates or advises managers and technicians both within the immediate department and occasionally outside of the department.

Minimum Education: U.A. Apprenticeship Program, Bachelor degree or equivalent experience¹⁰

Minimum Experience: 5 years

Critical Competencies:

- Adaptability - changes approach or method to best fit the situation; able to deal with frequent change, delays, or unexpected events.
- Analytical - synthesizes complex or diverse information; collects and researches data; uses intuition and experience to complement data; designs work flows and procedures.
- Customer Service - manages difficult or emotional customer situations; responds promptly to customer needs; solicits customer feedback to improve service; responds to requests for service and assistance; meets commitments.
- Dependability - follows instructions, responds to management direction; takes responsibility for own actions; keeps commitments; commits to long hours of work when necessary to reach goals; completes tasks on time or notifies appropriate person with an alternate plan.
- Initiative - volunteers readily; looks for and takes advantage of opportunities; asks for and offers help when needed.
- Problem Solving - identifies and resolves problems in a timely manner; gathers and analyzes information skillfully; develops alternative solutions; works well in group problem solving situations.
- Teamwork - balances team and individual responsibilities; exhibits objectivity and openness to others' views; gives and welcomes feedback; contributes to building a positive team spirit; puts success of team above own interests; supports everyone's efforts to succeed.

¹⁰ P1 Group's standard practice is to substitute experience for education. Pursuant to its practice, 10 years of experience would equate with a BA/BS degree.

Electrical Journeyman

Functional Responsibility:

- Meets or exceeds customer expectation and meet our commitment in a professional, high-quality, cost-effective and timely manner.
- Performs inspections and conducts troubleshooting on maintenance contracts to insure work meets our standards.
- Installs and/or repairs electrical systems

Scope of Resource Authority: Exercises some direct or indirect control over expenses by requesting supplies and equipment from a supervisor and/or central purchasing authority.

Scope of Performance Authority: Exercises authority to assess situations and make decisions only within assigned limits.

Significance and Purpose of Personal Contact: Routinely plans, coordinates or advises managers and technicians both within the immediate department and occasionally outside of the department.

Minimum Education: U.A. Apprenticeship Program, Bachelor degree or equivalent experience¹¹

Minimum Experience: 5 years

Critical Competencies:

- Adaptability - changes approach or method to best fit the situation; able to deal with frequent change, delays, or unexpected events.
- Analytical - synthesizes complex or diverse information; collects and researches data; uses intuition and experience to complement data; designs work flows and procedures.
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