









STV QUALIFICATIONS/PROPOSAL FOR OWNER'S REPRESENTATIVE SERVICES FOR SELECT CAPITAL PROJECTS

TOWN OF LEDYARD

FEBRUARY 3, 2023

280 Trumbull Street, 14th Floor Hartford, CT 06103 (860) 882-5601 www.stvinc.com/opms



At A Glance

The STV Advantage

- Extensive Experience with Connecticut Municipalities
- Full-service owner's project manager with expert A/E/C technical support
- Risk Identification & Management
- Full project controls system with real-time reporting
- On demand access to project information and status updates from anywhere
- Extensive New England region staff coverage
- Relevant portfolio

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North Kingstown School Department Current Projects:

STV continues to provide Owner's Project Management Services to the North Kingstown School Department in support of District-wide construction projects located at eight schools within the District. Project work during the summer of 2021 included: Emergency Lighting systems, restroom renovations and ADA improvements, limited new ventilation systems and air conditioning system improvements, exterior door replacement, and new energy recovery unit ventilation equipment installation.



February 3, 2023

Town of Ledyard Attn: Wayne Donaldson, Ledyard Public Schools Director of Facilities 4 Blonders Blvd Ledyard, CT 06339

Attn: Mr. Wayne Donaldson

Re: RFQ/RFP Bid #23-1 Owner's Representative Services for Select Capital Projects

Dear Mr. Donaldson and the Town of Ledyard Permanent Municipal Building Committee,

On behalf of STV Construction Inc (STV), I am pleased to submit our proposal for Owner's Representative Services for roof replacement and photovoltaic solar installations, along with the necessary electrical upgrades on the Central Office building, Gales Ferry School and the Juliet Long School. We understand that our responsibilities will include running weekly construction update meetings, budget tracking, maintaining all paperwork (change orders, certified payrolls, payment requests etc.) and assurance that all State of Connecticut grant requirements are adhered to. Our vast experience in grant-funded project management, detailed in our qualifications, will provide Ledyard with the assurance that all work is fully coordinated and successfully implemented.

STV, located in Hartford, is part of the New England division of STV Construction Inc. and part of a national Engineering, Design and Construction Management firm. We understand that working in occupied facilities requires special consideration and are aware of the unique challenges that arise. We are committed to ensuring a safe and secure environment for all parties involved including students, school administrators and town faculty. We are prepared to immediately represent Ledyard in the planning phase and anticipate taking advantage of the summer off-season for the roof replacements.

We are proposing Mr. Robert (Bob) Gervasini as the Project Manager. I strongly believe that Bob will bring added value and efficiency to your project, while ensuring quality workmanship and safety. Bob lives in Westerly, RI, less than 10 miles from Ledyard. Bob is currently completing a project for North Stonington, CT and First Selectman Robert Carlson will verify Bob's expertise, value added service and professionalism. The hallmark of Bob's four decades in the industry has been his commitment to building longstanding relationships with his clients and promoting their best interests in every undertaking. His career has included an expansive background in overseeing many ground-up construction and renovation projects as well as master planning and programming for many large projects. Whether managing multi-year programs or projects of every scale, Bob has always been a driving force in ensuring that team members comprehensively achieve the objectives of our clients. We have based our fees on all three projects running simultaneously and have assigned Ardian Imeri as the Assistant Project Manager. Ardian will handle the administrative responsibilities, including document control. This approach will provide a cost-effective solution for Ledyard.

Our team recognizes that project success does not happen easily; it is the result of hard work, focus, diligence, and communication amongst all project stakeholders. Our approach is founded on proper planning, partnering, communication, and collaboration between all those involved. Should you have any questions regarding our qualifications, please contact me directly at mark.dupre@stvinc.com or (860) 882-5606.

Sincerely,

Mark DuPre, Assoc. AIA

Vice President and Project Executive





Edward Brook Charter School



Hanover High School



Kipp Academy

E-2 FIRM PROFILE

NAME OF COMPANY & PARENT COMPANY

Company - STV Construction Inc. Parent Company - STV Group

NAMES OF PRINCIPAL COMPANY MEMBERS

Dominick M. Servedio, P.E. Chairman

Gregory A. Kelly, P.E.

President & Chief Executive

Officer

Thomas Butcher, CPA Chief Financial Officer

Chuck Kohler, P.E., S.E.
Chief Operating Officer &
Executive Vice President (Acting),
Construction Management Division

Authorized Signatory: James Kolb, Senior Vice President (617) 614-9306 james.kolb@stvinc.com

PRINCIPAL / PROJECT ADDRESSES

Principal Office: STV Construction, Inc., Headquarters 205 West Welsh Drive Douglassville, PA 19518-8713 (p) 610-385-8200 (f) 610-385-8500

Project Management Office Location: STV 280 Trumbull St., 14th Floor Hartford, CT 06103 (p) 860-882-5600 (f) 860-218-2006

LEGAL FORM OF OWNERSHIP

STV Construction Inc. - Corporation (PA)

PRINCIPAL CONTACT PERSONNEL

Mark Dupre', Vice President / Project Executive (p) 860-882-5606 mark.dupre@stvinc.com

YEARS ENGAGED IN SERVICES

26 years - STV Construction, Inc.; 1997

34 years - Diversified Project Management; 1989



FIRM OVERVIEW

STV is committed to quality and excellence with a focus on diligently representing our client's best interests. Our Hartford office, formerly operated as Diversified Project Management, has a 30-year track record of delivering cost effective project management solutions.

STV is a national award-winning firm providing comprehensive Owner's Project Management services to assist clients throughout the entire construction process—from pre-construction, through construction, to project closeout. STV employs nearly 280 professionals within our Construction Management Division with extensive hands-on technical and managerial experience, including the ability to foresee pending issues, explore alternative options, and quickly negotiate resolutions, while successfully executing projects of various sizes and complexities.

The STV Group leads the industry as a 105 year old company involved in building design, transportation and infrastructure, energy services and construction management. STV Inc. oversees large projects such as airport terminal redevelopment, high speed rail systems, bridge replacement and highway interchange improvements and was recently the OPM for the World Trade Center Transportation Hub in New York City. The STV New England offices have managed projects from a 3000 sf health clinic project to a multi-year commitment overseeing construction of a new state-of-the-art submarine manufacturing facility at Quonset Point, Rhode Island for Electric Boat. Our staff is agile and experienced and ready to respond to the challenges of each developing project.

STV offers the stability of a large firm that has developed strong ties with the communities and the clients we serve. Our firm's commitment to quality of work and customer satisfaction is demonstrated by our 90% rate of repeat business.

Our success can be attributed to our diligent representation of our clients' best interests and our fair and objective dealings with the professionals with whom we interact. We continue to earn the trust of our clients every day by maintaining the high level of ethics, customer service and attention to detail that they have come to expect.

OUR DIFFERENTIATORS

THE STV ADVANTAGE

STV has served the Connecticut market for over 30 years and has a Hartford-based project management staff of over 20 professionals. While we have a national presence and depth, we also have a strong local influence in the design, construction and facilities arenas, and can leverage that influence to the Town of Ledyard's benefit. We are a private corporation offering multidisciplinary services to a diverse range of clients with a focus on academic and municipal work.

Our staff is comprised of professionals with experience in real estate, architecture, engineering, interior design, space planning, FF&E coordination, move planning, construction and facilities management.

INTEGRATED & MULTIDISCIPLINARY

We have a wide range of additional technical resources within our local STV affiliated companies. This includes engineering, planning, environmental, and sustainability specialists, each of whom can be called upon on an asneeded basis at critical junctures of the project to review the plans and specifications, fill in any gaps, and assist in the coordination process, all of which will help mitigate change in the field and assist in getting better and more accurate pricing during the bidding stage.

Industrial Engineering Programming Planning & Site Development

Traffic & Transportation Planning & Design Architecture & Interior Design

Transition Planning, Operational Readiness & Move

Security & Data

Environmenta & Permitting

Civil, Structural & Geotechnical Engineering

Program, Project & Construction Management

Mechanical, Electrical & Fire Protectior Engineering





Alexion Pharmaceuticals

Foothill-De Anza Community College, Kirsch Center for Environmental Studies



GOLD

Town of Granby, MA Granby Public Library

Takeda/Millennium

Vertex Boston

United States Army Corp of Engineers United States Military Academy Prep School

Codman Academy Charter School



SILVER

Akamai Technologies

Red Hat

Town of Foxborough, MA: Boyden Library

InterGen, Inc.

Westfield State University: University Hall



Foodshare

United States Coast Guard: Fort Trumbull Research & Development Center

YOUR TRUSTED ADVISOR

STV does not provide design or construction services in the New England region, nor are we compensated through vendor commissions or by percentage of project incentives. All revenues are generated on a fee-for-service basis, ensuring that there are no hidden agendas, and that our clients' best interests are truly represented.

NEW ENGLAND EXPERTISE

Although STV is a nationwide company whose client base spans from coast to coast, our Town of Ledyard dedicated team will be based in the Hartford, Connecticut office where they are accessible at all times via upto-date technology.

We take pride in our mobility and truly aim to be an extension of our clients' staff by frequently setting up a mobile workstation on-site at the project to ensure accessibility, timeliness and team consensus.

DEDICATED PROFESSIONALS

STV's local staff includes individuals solely dedicated to providing OPM services, as well as members from STV's transportation and infrastructure affiliated companies. Our staff is comprised of professionals with experience in real estate, architecture, engineering, interior design, space planning, FF&E coordination, move planning, construction and facilities management. All are deeply committed to each of their assignments and support each other at all times to make certain they are providing the best service to all of our clients.

PROVEN PROCESS

Our process-driven approach provides you with the benefits of lessons learned on hundreds of projects. Because we handle a wide array of projects every day, there is no learning through costly trial and error. In fact, we have developed a system for managing projects and our services have shown to save time and money through better controls, fewer change orders, limited downtime and less disruption.

To maintain continuity and to establish a method of quality control, STV has developed a sophisticated Standard Operating Procedures Manual (SOP) and an extensive tool kit for our project managers. This process is easily customizable for each of our client's individual needs and includes standard forms and templates.

SAFETY

Our commitment to safety is an integral part of our corporate culture which is consistently reinforced with our staff. STV takes a comprehensive approach to safety, making sure that all project teams performing work are in compliance with OSHA regulations and applicable local laws for their workers. STV has licensed Site Safety Managers and OSHA Trained Instructors on staff and all of STV's onsite staff receive OSHA training and OSHA 30 certification.



DIVERSITY, EQUITY AND INCLUSION

STV is committed to diversity and encourages inclusivity throughout the organization. As an equal opportunity employer, we respect the multifaceted backgrounds of our employees and are proud of the many voices that make up the fabric of our company. We strive for an inclusive environment of respect, engagement, and equality which increases individual and organizational performance by creating opportunities for all employees to achieve their full potential. We recognize that everyone's perspective and culture add to innovative solutions for both the company and our clients.

We are committed to fostering an environment free from bias, discrimination and harassment by ensuring equal opportunity in all areas of employment. We want to ensure that all employment practices are objective, and solely based on work criteria and individual merit. Aligned with STV's compliance policies (Code of Conduct, STV Values, STV Mission Statement, Gender/Harassment Policy), STV has zero tolerance for any behavior by an employee, contractors, subcontractors or STV affiliates that directly negates the efforts outlined within this statement.

When employees from different backgrounds collaborate, they contribute a variety of experiences, perspectives and creative ideas which can lead to innovation and new ways of thinking and problem solving. At STV we embrace collaboration as a way to advance the critically important issues of diversity, equity and inclusion and have recently established STV's first Diversity, Equity, and Inclusion (DEI) Council. The 18 members of the DEI Council are a cross section of employees across geographies, functions, generations, and tenure, where each member brings unique insights and experiences. Their advice and perspective on how to create an inclusive culture enables STV to attract and retain the talent needed to advance our industries into the future.

STV provides a plethora of resources to help staff explore diversity, equity and inclusion issues and apply these guiding principles to their professional work and everyday life. STV University offers both management and employee learning tools to address such topics as Diversity in the Workplace, Generational Diversity, Diversity Fundamentals for Supervisors (English & Spanish), Lawful Hiring Practices, and Equal Employment Opportunity and Diversity, among other topics.

STV aims to create a diverse cultural pipeline through opportunities that enhance our unique competitive advantage. As an employer of choice, we aspire to influence our industry peers and business partners to adopt similar diversity standards and goals. We offer our employees the opportunity to network and share with other experts both in and outside of the organization.

We at STV believe our commitment will reinforce how we serve our clients, as well as the communities where we live and work.



Custom Forms

The following pages represent a small sampling of the Project Management Tools STV has perfected over our 30 years. Each form is 100% customizable.

> STV ABC School/University ABC School or University BUDGET TRACKING REPORT DESCRIPTION
> Professional Fees
> DPM CONTRACT BCG EC BUDGET INVOICE TO DATE DELTA TO BUDGET (\$9,191 \$0 (\$53,967 \$60,462 \$2,364 \$22,879 \$160,00 \$6,20 DPM Reimbursabl Architect Architect
> Architect Reimbursables
> MEP/FP/Tel Data
> MEP Reimbursables
> Environmental Engineers
> Structural \$93,10 \$259,843 \$336,689 \$9,480 \$189,619 \$9,480 \$282,72 \$9,48 \$37,778 (\$1,443 (\$4,499) \$150,000 \$5,386 \$107,723 \$5,386 \$146,944 \$2,609 \$11,500 \$37,525 \$15,268 \$6,900 Professional F Construction \$0 \$124,739 \$0 \$3,260,527 Base Building Tenant Fit Up with Unifor \$5,772,615 \$718,630 \$499,077 \$365,982 IT Wiring Audio Visual \$0 (\$145,897 Security
> Building Charges
> Demo Charges
> Other \$74,870 \$25,00 \$3,335,397 \$6,878,726 \$7,356,304 (\$21,158) (\$498,736) Construction Total Furniture \$600,000 \$282,420 \$1,021,567 \$165,000 \$40,000 \$606,814 \$257,164 \$1,047,670 \$155,392 \$38,203 \$318,577 \$288,237 \$151,802 \$606,814 \$6,814 Systems
> Team & Conference Rooms \$0 \$32,000 \$0 \$1,323 (\$25,256) \$58,103 (\$9,608) (\$474) \$563,513 \$155,392 \$39,526 \$30,000 \$80,000 \$100,000 \$10,000 \$10,438 Café
> Pantry and mailroom cabinetry
> Multipurpose Room
> Soft Seating - Reception area
> Family Table & Tile Trays
> IT Build Room
> Production Room seating
> Mother's Room
> Art chair under stair
> Installation Taxes
> Furniture Total
> Specialty
> Security/Alarm
> Art
> Custom Art
> Signage
> AV/Video
> Shelving \$33,880 \$335,794 \$2,328,987 \$2,630,901 \$950,534 \$0 \$40,000 \$0 \$40,000 \$0 \$120,000 \$160,000 \$160,000 \$160,000 \$0 (\$59,339) (\$115,688) \$217,394 \$4,809,37 \$338,082 Project Total
> TI Allowances used against costs
> Total Capital Cost \$4,809,373 (\$115,688) \$50/SF \$0 (\$115,688) Budget Approval: ORIGINAL/APPROVED BUDGE PERCENT OVER OR UNDER (-) BUDGET: -1.51% TOTAL RENTABLE SQUARE FOOTAGE INVOLVED: 58,500

Sample Budget Tracking Report



Sample Weekly Report (left) Sample Monthly Update (below)

Construction Update

May 2008

ABC School, 123 Main Street, Boston, MA

Making Progress

By Project Manager

As the school year winds down, activity around the new science center is picking up. The building is really starting to take shape and crews are working hard to keep the project on schedule.

Next Tuesday, we will hold a topping off celebration. We will be placing the final steel beam on the structure. To commemorate this special occasion, we are going to have all students sign the beam. We will be bringing groups out in shifts to leave their mark on the beam, and when it is ready to be placed, we will invite the whole school community to witness it.

As you can see from these pictures, we've made quite a bit of progress in the last few weeks. The top picture was taken on April 3^{rd} and the bottom picture was taken on May 6^{th} .





"This new building is a huge step for ABC School. With new state of the art science labs and additional classrooms, we will be able to greatly expand our science program! -John Smith.

Headmaster

Please Be Advised... By Project Manager

Things to be aware of as construction progresses:

- During the week of June 8th, the North Entrance to campus will be closed. Please use the South Entrance for drop off and pick up. Signs will be posted to direct the new traffic flow.
- For the remainder of the school year, please use the main entrance to access the administration building. The entrance from the quad will be closed during construction.
- Safety is always our priority! We know that this is a very exciting project for the school community, but we ask that you please respect the perimeter of the site.

As always, if you have any questions or concerns about the project, feel free to contact Tony at 617-243-3888.







MEETING NOTES
ABC School
From: Project Meeting Held on
Thursday, March 30th @ 10 AM
Next Meeting to be held on
April 3rd @ 10 AM

Attendees: (Absent in Italics)
CLIENT: B. Smith, D. Clark, M. O'Neil
DPM: P. Leonard, R. Thomas
ARCHITECT: S. Smith, J. Taylor
ENGINEER: R. Black
CONTRACTOR: K. King, W. Cross

Sample Meeting Minutes

Item	Responsible	Due	Notes
01-12.01	R Thomas	Record	Summary Schedule:
			03/31 - Lease finalization/Signing (Target Date)
			04/07 - Finalize Schematics
			04/07 - Send out Furniture RFP
			04/21 - Receive Furniture RFP Pricing
			04/27 - Select Furniture Vendor
			06/16 - Construction Drawings
			06/19 - File for Building Permit
			07/31 - Start Construction phase 1
			11/01 - 6 th floor must be given to landlord
		1	01/01/07 - Deliver 4th Floor to landlord's tenant for construction
			04/30/07 - Tenant vacates 12th floor
			07/31/07 - 5th floor must be given to landlord

Item	Responsible	Due	Note
01-12.03	Architect	02-17-06	Programming/Schematic Desi Programming meeting held with distributed on Tuesday, 01/10. A Lyons on 1/16 and forward to A data and have it available for the Meetings will be scheduled with period to review the questionna each group. Holly and Julie will documents. Update 01/18/06: J for distribution on Monday the 1
01-12.04	Architect	02-24-06	Swing Space 5th Floor: Dean forwarded furniture plans floor currently has about 80 cub develop a plan based on the pro pursue any additional design un swing space preparation appears change.
01-12.05	B. Smith	03-17-06	4th Floor: Tenant is receptive to taking the proposal and hopes to have a co

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M*\BIDS\LIVE\Kipp Academy\Forms to be converted\Sample DPM ProjectTeam Meeting Notes doc

			It was suggested that Client work with there broker to develop an agreement to protect Client from scheduling and financial risks. Update 0/1/8/06: In progress. Tenant has agreed to concept and is working on plans. We will need to coordinate their schedule into our overall project schedule.			
1-18.01	B. Smith	Record	Signage: B. Smith shared several signage ideas generated by Client Marketing group with the project team. These ideas will need to be narrowed down and submitted to the Landlord for review. Update 02/02: Internal approval is in process based on feedback received on the presented options. Update 03/16: No Update 03.			
03-16.01	Architect	03-23-06	Design			

			group with the project team. These ideas will need to be narrowed down and submitted to the Landlord for review. Update 02/02: Internal approval is in process based on feedback received on the presented options. Update 03/16: No Update
03-16.01	Architect	03-23-06	Design Architect would like to present some design concepts at the next meeting along with a 3D of the stair and common space. Client would like to see the design and review with the team before inviting others to view the design. Architect will present at the next meeting on 3/23. Update 03/23: Finishes presented, Architect to try and blend two of the options
03-16.02	Contractor	03-23-06	Pre-Construction Contractor to provide an estimate to remove the chillers on the roof so Client has a cost to de-commission at the end of the lease. Contractor to contact Engineer regarding the MEP plans so we can gauge the cost given in the lease for the HVAC upgrades against estimated actual costs. Contractor will also review the plans with Architect to get a sense of the design in prep for pricing.

01-12.07	R Thomas	03-23-06	Furniture:
01-12.07		03-23-00	
	B. Smith		It was decided that Architect would participate in the selection of
	D. Clark		finishes and product. DPM will manage the balance of the furniture
			process, RFP's etc. B. Smith and Dean will attend a presentation of
			new Manufacturer's product on 1/26 with Rhonda at Vendor. Update
			01/18/06: Rhonda will send the details of the presentation to Beatriz.
			Update 02/02: Bob, Dean and Rhonda attended the Vendor
			presentation, the information was helpful and interesting, not sure that
			it is the appropriate fit and will evaluate the product when we begin the
			furniture selection process. We agreed to begin the furniture selection
			process early March after the schematic design has been approved.

Process early March after the schematic design has been approved. Voice/Data						
Item	Responsible	Due	Notes			
1-12.08	B. Smith P. Murphy	02-09-06	IT Needs Anabysis: Engineer has a group that can work through the needs assessment for IT upgrades, changes, data center, etc. P. Murphy to put together a proposal for the service and work with B. Smith to schedule the assessment with IT. The goal is to be sure we have addressed all the open IT issues, (larger data center, new racks for the new Iel/data closets, etc.) Assessment to be completed week of IT/16. Update 01/18/06: Open. Juliette to follow up with P. Murphy. Update 02/02: Engineer proposal received and accepted by Client.			

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Clayton public School Renovation

John R. Briggs Elementary School



Obama Valley Region Elementary School

E-3 MUNICIPAL AND/ OR PUBLIC SCHOOL PROJECT EXPERIENCE

At STV, we recognize the unique challenges of coordinating construction projects in the educational environment. This understanding stems from our experience with both public and private primary, secondary and higher education facilities and clients. Our veteran staff works to minimize facility disruptions, ensure the continuity of the academic mission, and integrate current safety and security controls into each project plan. In addition, the STV team will manage the financial impact to public funding sources and provide cost effective project management solutions for new construction, major renovations and capital improvements, minor deferred maintenance mitigation, and equipment procurement and relocation projects.

STV staff is experienced in coordinating and managing projects financed through public funding sources. Our standard budgeting and accounting procedures and reporting formats are easily adapted to the requirements of federal, state and local procurement policies and our project managers are familiar with current compliance procedures. STV regularly coordinates with state agency staff and can assist local municipalities with all compliance issues. Our staff is trained in FOIA regulations and conducts all work on public projects transparently and in the public entity's best interests.

Partial list of Public & Academic Clients:

- Compass Charter School, Kingstown, RI
- North Smithfield, RI Public Schools
- North Kingstown Public Schools
- Rhode Island Department of Education (RIDE)
- Town of Bethel, Board of Education
- Town of Newtown, CT Sandy Hook School; High School Auditorium; Community Center; Municipal Buildings Feasibility Study
- Capitol Region Education Council (CREC)
- City of New Haven, CT Public Schools
- City of Norwalk, CT Public Schools
- Darien Public Schools
- Harvard Ellis Technical High School
- Town of Bloomfield, CT Fire Station & DPW
- Capital Region Development Authority (CRDA)
- City of Hartford, CT Department of Public Works
- Connecticut Department of Construction Services
- Connecticut Department of Public Health
- Town of Berlin, CT Police Station
- Town of North Haven, CT Police Station



NORTH STONINGTON - OLD WHEELER MIDDLE SCHOOL DEMOLITION

North Stonington, CT

Project Cost: \$1M Completion Date: 4/2023

Architect: QA+M



REFERENCE:

Robert Carlson, First Selectman Town of North Stonington North Stonington Selectmen's Office

Rcarlson@northstoningtonct.gov (860) 535-5050

STV is currently providing Clerk of the Works services to the town of North Stonington for the demolition of a portion of the one story wing, approximately 26,000 sq ft, of the old Wheeler Middle High School, located at 298 Norwich Westerly Road. Responsibilities include reviewing the Contractor's work in the field during demolition operations and assure that the work is carried out to the Town's standards based upon the Contract Documents, including the drawings, specifications, materials, workmanship and schedule. Because the school contained asbestos, special testing and abatement services were also required for this project.





BETHEL ELEMENTARY SCHOOLS

Bethel, CT

Project Cost: \$66M Completion Date: 9/2021 Architect: Perkins Eastman



REFERENCE:

Town of Bethel, CT Nancy Ryan, Chairman, Public Site & Building Commission njrymo@sbcglobal.net

STV is providing Owner's Representative Services to the Town of Bethel, CT for the duration of construction at the Anna H. Rockwell and R.M.T Johnson Elementary Schools.

The existing R.M.T Johnson Elementary School was constructed in 1980 and currently serves 450 students in Grades 4 and 5. The project consists of a comprehensive renovation, addition, and associated site improvements to the existing 56,297 SF elementary school and 14 acre site. The renovation to new condition is expanding the school to serve grades 3, 4, and 5.

The existing Anna H. Rockwell Elementary School was constructed in 1971 and currently serves 400 students in Grades K-3. The project consists of a comprehensive renovation and associated site improvements to the approximately 57,000 SF elementary school and 24 acre site. The renovation to new condition will be completed to serve grades K-2.

Construction on the concurrent renovations to Rockwell and Johnson elementary schools kicked off in April of 2019 with substantial completion achieved September 2021. The buildings remained occupied by students and faculty over the duration of the phased 32 month project. The total project budgets for the R.M.T Johnson and Anna H. Rockwell schools are approximately \$41 million and \$25 million, respectively and the combined project is currently tracking \$700,000 dollars under budget.





TOWN OF NEWTOWN

Newtown, CT

Project Title: Sandy Hook Elementary School

Project Cost: \$48,500,000 Dates of Service: 2013 - 2017 Architect: Svigals + Partners



REFERENCE:

Town of Newtown, CT Dr. Joseph V. Erardi, Jr. Former Superintendent, Newtown Public Schools JE Consulting 571.480.0313 erardij@gmail.com STV has been engaged on multiple projects with the Town of Newtown, CT. Projects included:

Sandy Hook Elementary School: Provided comprehensive management of the planning, design and construction phases for a new 87,000sf Pre-K thru 4th grade, state-of-the-art elementary school completed and occupied for the 2016-2017 academic year.

Newtown High School Auditorium Renovation: Provided management of the planning, design, and renovation of a 900-seat high school theater in Newton, CT, including the auditorium, stage, and backstage areas. The project included upgrades to building infrastructure and brought the auditorium into compliance with accessibility guidelines.

Newtown Municipal Buildings Strategic Plan: Provided program management services for the development of a long-range strategic plan to guide and determine the future use of municipal and school district building assets in Newtown, CT. Facilitated the work of a volunteer advisory committee and managed the initial building inventory.

Newtown Community Center: Managed the planning and pre-construction phases of a new 40,000-sf community and aquatic center in Newtown, CT. The project is underwritten by a grant from the GE Foundation and will include community spaces, two pools, and a dedicated senior center.





TOWN OF BLOOMFIELD, CT Bloomfield, CT

Project Title: Bloomfield DPW Project Cost: \$11,500,000 Dates of Service: 2019 - 2021 Architect: Weston & Sampson Inc.



REFERENCE:

Nancy Haynes, Purchasing & Risk Manager Town of Bloomfield, CT 860.769.3534 nhaynes@bloomfieldct.org

Bloomfield DPW Facility: Providing OPM services for the expansion and renovation of their public works facility. Included in this project are site work and infrastructure modifications, renovations of the administrative building and the expansion of the facilities vehicle maintenance area while increasing vehicle and materials storage. This project is also addressing ADA and safety improvements and adding a new fuel island for the new and expanded Human Service Facility.

Bloomfield Blue Hills Fire Station: STV was previously retained to assist the Blue Hills Fire District with the planning, design and construction of a new 7,500sf substation at 779 Blue Hills Avenue. This \$3.4 million project required that the existing station operations be relocated within the district so that the existing structure could be demolished and the new one constructed in its place. STV oversaw the architectural selection process, the design process and was instrumental in coordination of regulatory approvals, GC selection, and construction oversight. STV provided preconstruction, construction administration, and planning services for this





NORTH HAVEN POLICE DEPARTMENT

North Haven, CT

Project Cost: \$15,000,000 Dates of Service: 2018 - 2019

Architect: Jacunski Humes Architects LLC



Kevin Glenn . Chief of Police Town of North Haven Police Department 203.640.3076 Glenn.Kevin@town.north-haven. ct.us

The North Haven Police Department project consisted of a comprehensive renovation to the existing 17,920 SF police department along with a 9,830 SF addition and associated site improvements. Construction began in February of 2018 with an overall project cost of \$15,000,000.00.

STV provided oversight throughout the design phase, review of bids, and initial budget oversight. We have also been leading the OAC meetings and providing meeting notes.

During the construction phase we were responsible for on-site construction oversight, as well as contracting out the special inspections and abatement monitoring services. We were also responsible for all coordination between the General Contractor, and the Town of North Haven as well as the North Haven Police Department.





JONATHAN TRUMBULL LIBRARY

Lebanon, CT

Project Cost: \$5.9M

Dates of Service: 7/2021 - Est. 7/2022 Architect: Jacunski Humes Architects LLC



REFERENCE: Jim Russo, Building Chairman

Town of Lebanon, CT rjames298@aol.com

Providing Owner's Project Management services for the renovations of the existing 7,000-sf Jonathan Trumbull Library and the 7,000 s.f. addition. STV is working with the owner and the Architect to oversee the General Contractor to be sure that the project is on time, on budget and on schedule. This is accomplished by anticipating weather and supply chain challenges and being proactive to be sure workflow interruptions are minimized.

Renovations began June 2021 and are on track to be completed by July 2022. The project is currently tracking approximately \$500,000 under the \$3,215,281 construction budget.





STATE OF CT ON-CALL Multiple Locations, CT



REFERENCE: Allan DuFrend, Assistant Project Manager State of CT, DAS 860.713.5926 Allan.DuFrend@ct.gov

STV has performed services for 2 consecutive On-Call contracts with the State of CT. Projects have included but are not limited to:

- Hammonasset Beach State Park Combined Utility Replacement Project, and Creation of the Beach Utility Recreation Trail (BURT)
- School West Roof Replacement Middletown, CT
- Lower Fairfield Center Roof Replacement Norwalk, CT
- Fats, Oils, Grease Separators (FOGS) Groton & Willimantic, CT
- Naugatuck Valley Community College, Fire Safety Lab Naugatuck, CT
- Eastern Fire School Willimantic, CT
- CCSU Burritt Annex New Britain, CT



Additional Academic Experience:



RHODE ISLAND DEPARTMENT OF EDUCATION **ON-CALL OPM SERVICES CONTRACT 2019-2022**

Three-year Master Price Agreement for on-call Owner's Project Management Services for School Construction Projects at Rhode Island Public Schools.



NORTH KINGSTOWN, RI 2021 CAPITAL IMPORVEMENTS PROJECT

North Kingstown, RI

Providing Owner's Project Management Services to the North Kingstown School Department in support of District-wide construction projects valued at \$1.7 million, located at eight schools within the District. Project work during the summer of 2021 includes: Emergency Lighting systems, restroom renovations and ADA improvements, limited new ventilation systems and air conditioning system improvements, exterior door replacement, and new energy recovery unit ventilation equipment installation.



COMPASS CHARTER SCHOOL

Kingstown, RI

Provided Owner's Project Representative Services during the construction phase of a \$5 million renovation and expansion of the middle school. The project included a new classroom building addition and the renovation of the school's historic seed barn.



NORTH SMITHFIELD, RI 2019-2020 CAPITAL IMPROVEMENT PROJECTS

North Smithfield, RI

Providing Owner's Program Management Services to North Smithfield Public Schools in support of Districtwide construction projects valued at \$6 million, including a classroom addition at the elementary school and renovations to existing high school science labs and classrooms. The project also included a window replacement program



We have provided references for all project examples within this proposal, but for your ease of use we have verified the immediate availability for the below references:

Project Info	Client References	Description
North Kingstown School Department Project Cost: \$3 M Size: 8 Schools Duration: On-going Method of Delivery: GC	Robert Corrente Facilities Director North Kingstown School Department (401) 268-6425 Robert_corrente@nksd.net	Providing Owner's Project Management Services to the North Kingstown School Department in support of District-wide construction projects valued at \$3 million, located at eight schools within the District. Project work during the summer of 2021 and 2022 includes: Emergency Lighting systems, restroom renovations and ADA improvements, limited new ventilation systems and air conditioning system improvements, exterior door replacement, and new energy recovery unit ventilation equipment installation.
North Smithfield Public Schools, RI Project Cost: \$6 Million Size: 5,000sf Duration:2019-2020 Method of Delivery: CMR	Alan Sepe Facilities Manager North Smithfield Public Schools North Smithfield, RI (401) 765-6410 asepe@northsmithfieldschools. com	Providing Owners Program Manager (OPM) services consistent with RIDE's Necessity of School Construction Guidelines on North Smithfield's Capital Improvement Plan, which includes Construction a four classroom approximately 5,000 SF addition to the existing elementary school, and Renovations to existing high school science labs / classrooms as well as replacement of windows associated with the affected rooms The total RIDE approved budget inclusive of all hard and soft costs is \$6 million.
North Stonington Project cost: \$1 Million Size: 26,000 sf	Robert Carlson, First Selectman Town of North Stonington North Stonington Selectmen's Office Rcarlson@northstoningtonct.gov (860) 535-5050	Currently managing a municipal project for North Stonington, funded through state grants. The project will be completed February, 2023.





E-4 PROJECTS IN PROGRESS

Staff assigned to the Ledyard projects will be fully accessible and committed for the duration of the assignment. STV will augment staffing beyond the primary team members listed in the proposal as projects are identified and project needs unfold. Our firm is growing steadily as we add new team members and identify new roles to address changing skillsets. Given our experience in managing multiple projects and staff augmentation assignments, we are skilled in prioritizing and optimizing staff to support a wide variety of projects and initiatives.

STV maintains a sophisticated running forecast of office workload that allows us to accurately allocate staff and other resources for the efficient delivery of each project. With these tools, we can accurately project staff availability as staff commitments scale according to project phases and client needs. At various times in the project schedule, differing skills and manpower resources will be added in order to satisfy client and project requirements.

Our proposed team is ready and available on demand to start work on identified projects. This team is noted for its depth and range of available expertise and resources, and is distinguished by their commitment to ensure that all work is fully coordinated and successfully implemented.

School	2,	Municipal	
3011001	α	iviuiiicipai	

Construction Projects in Progress

ONUEL

Architect

Construction Value

o/o Complete

Projected Completion Date

Construction rojects in rogicss	0.	k.	Os	2/0	412
Bethel Police Firing Range	Town of Bethel, CT	Jacunski Humes	\$1M	5%	Est. 11/2022
Whindam 911 Switchboard Upgrade	City of Willimantic	TBD	\$2.97M	2%	TBD
N. Kingstown Schools	Town of North Kingstown, RI	Edward Rowse	\$7M		Est. 9/2022
N. Kingstown High School - HVAC upgrades	Town of North Kingstown, RI	Edward Rowse	\$1.5M	98%	Est. 4/2023
N. Smithfield Schools	Town of North Smithfield, RI	Studio JAED	\$7.7M		Est. 9/2022
N. Smithfield Schools - windows	Town of North Smithfield, RI	Studio JAED	120,000		Est. 9/2022
Hamden Middle School	Town of Hamden, CT	TSPK	\$22M	2%	TBD
N. Stonington Middle School	Town of North Stonington, CT	Q A+M	1.0M	98%	Est. 4/2023



E-5 EXPERIENCE WITH CURRENT STATE REQUIREMENTS

Familiarity with State of Connecticut Office of School Construction Grants and Review

Through our management of the current Bethel Schools project as well as previous school projects, STV has participated in all aspects of the Office of School Construction Grants Review approval process and has been responsible for creating and managing all Owner documentation required by the State. Due to the inexperience of the CM on the Bethel Schools project, STV was also responsible for creating and filing all State change order requests and responding to cost eligibility questions and documentation. STV was successful in obtaining a \$900,000 increase in the grant approval amount from OSCGR for the Rockwell School project, which was in danger of going over budget due to the extensive amount of hazardous materials discovered after construction was well underway. The Bethel Schools projects are on track to close-out approximately \$750,000 under the approved referendum allocation.

Although the Newtown High School Auditorium did not require a Town referendum, STV was instrumental in marshalling the project through the Town approvals needed prior to State OSCGR grant application. STV developed the initial grant narrative and justification for the OSCGR application and also assisted the construction manager in developing and submitting all required cost estimates and ineligible cost determinations. The project successfully completed all OSCGR reviews and the theater opened on schedule for the spring 2018 season.

During the Sandy Hook School project development in 2015/2016, the project team assisted OSCG staff in the development of a new design phase review and approval process. The SHS project was the first project to meet with OSCG staff continually though preconstruction and the format of financial reports evolved at each stage of our OSCG review. The Sandy Hook School project and project team was also instrumental in the development of the new School Safety Infrastructure Standards, starting with the Guidelines issued in 2014. Sandy Hook School was the first project completed under the new security standards.

STV staff are well-versed in the application of State building and fire safety codes and regularly work with local building and land use officials to ensure compliance with all state and local regulations.

The Town of Ledyard Team

Our staff and consultants are comprised of professionals with experience in real estate, architecture, engineering, interior design, space planning, FF&E coordination, move planning, construction and facilities management.





Edward Brook Charter School

Many portfolio projects have been implemented utilizing the State of Connecticut High Performance Building standards, and STV staff have assisted the design and construction professionals on each project with documentation reviews and the monitoring of close-out processes.

STV has a long history of working with the State Department of Community and Economic Development on various projects and has also managed grant compliance and reporting to the Department of Transportation, Department of Public Health and Office of Policy and Management. STV continues to represent the State and Connecticut Innovations as the construction inspector for the \$145 million grant awarded Jackson Labs for the development of the Jackson Laboratory For Genomic Medicine facility on the campus of the UCONN Health Center, an assignment spanning 2012 thru 2022.



Hanover High School

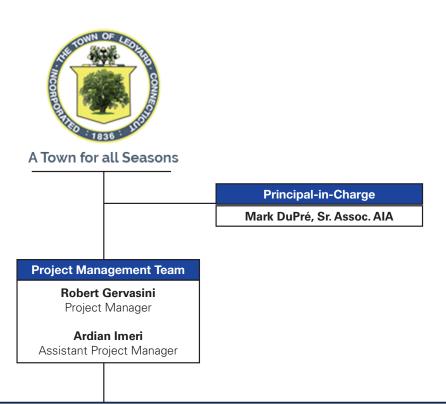


Kipp Academy





E-6 PROPOSED STAFFING



Additional Support As-Needed (billing rates provided upon request)

Architecture

Civil

Specifications Electrical

Mechanical

Plumbing/Fire Protection

Structural

Constructability Review Environmental/Construction Mitigation

Hazmat Abatement

Permitting and Licensing Facilitation

Site Coordination

Document Control

Design Facilitation

Construction Cost Estimating

Financial Management

Relocation Coordination and Scheduling



ROBERT J. GERVASINI, SR.

Senior Project Manager

The hallmark of Bob's four decades in the industry has been his commitment to building longstanding relationships with his clients and promoting their best interests in every undertaking. His career has included an expansive background in overseeing many ground-up construction and renovation projects as well as master planning and programming for many large projects. Bob will ensure that our team will control all of the fine project details while never losing track of the larger picture. Whether managing multi-year programs or projects of every scale, Bob has always been a driving force in ensuring that team members comprehensively achieve the objectives of our clients. Bob will draw upon this experience to ensure that Ledyard's goals and objectives are achieved.

EDUCATION

Master of Business Administration; Providence College

Bachelor of Science; Roger Williams University

PROFESSIONAL ACCREDITATION/TRAINING

OSHA 30-Hour Construction Health and Safety

Rhode Island Department of Education- Mandatory Training

Philip Crosby Quality Improvement Process Qualified Instructor

SARGENT REHABILITATION CENTER, Warwick, Rhode Island Board of Directors Vice Chairman Executive Committee Building Subcommittee, Chairman

ST. PIUS X CATHOLIC SCHOOL (Pre-K thru 8), Westerly, Rhode Island School Board of Trustees, Former Chairman

INDUSTRY EXPERIENCE

37 years

WITH FIRM

4 years

PROJECT EXPERIENCE

North Stonington Middle School

STV is currently providing Clerk of the Works services to the town of North Stonington for the demolition of a portion of the one story wing, approximately 26,000 sq ft, of the old Wheeler Middle High School, located at 298 Norwich Westerly Road. Responsibilities include reviewing the Contractor's work in the field during demolition operations and assure that the work is carried out to the Town's standards based upon the Contract Documents, including the drawings, specifications, materials, workmanship and schedule. Because the school contained asbestos, special testing and abatement services were also required for this project.

North Kingstown Public Schools, North Kingstown, RI

Bob recently worked with the NKPS to manage the introduction of Air Conditioning at the High School and window replacement at the Davisvile Middle School.

Compass Charter School, Kingston, RI

Bob recently worked with the Compass school on the implementation of a \$5.0 million renovation and expansion to their middle school.

Town of North Smithfield, RI

Project Executive for the Town of North Smithfield's Board of Education. Provided professional services consistent with RIDE's Necessity of School Construction Guidelines on numerous projects, including approximately 5,000 SF addition to the existing elementary school, and renovations to existing high school science labs / classrooms.

Public School Construction Experience, includes:

Bob has also managed many public school construction programs, including participation in New Haven, CT's \$1.5 billion, multi-year citywide school construction program where he was directly responsible for the renovate-as-new and new construction of several Pre-K to 8 schools. In RI, Bob was responsible for the master planning, referendum support activities, and construction of several schools, including the master planning and construction for Westerly's new 158,000 SF middle school and high school renovations that included the closing of two streets and the creation of a two-building high school campus. Also, in RI, Bob was responsible for the master planning and referendum activities for the development of a new middle school in North Smithfield and two middle schools in Woonsocket.

Virgin Pulse, Providence, RI

Bob was responsible for managing tentant improvements for Virgin Pulse's expansion in the historic Providence Journal building in downtown Providence.

Mohegan Gaming & Entertainment Facilities, CT & PA

Bob was a Project Executive for numerous projects at Mohegan Sun facilities in Uncasville, CT and Wilkes-Barre, PA. Bob was responsible for the development, design, construction and occupancy of Mohegan Sun at Pocono Downs, in Wilkes-Barre, PA. This project was valued at over \$250.0 million and contained full service gaming, entertainment venues, restaurants and retail stores in association with an active harness horse racing track. Bob was most recently responsible for the development and construction of the recently opened 14 story, 400 room, \$130.0 million Earth Tower Hotel in Uncasville, CT. In 2011, Bob also completed the development and construction of the Mohegan Tribe's \$78.0 million, 168,000 SF Tribal Community & Government building which houses all tribal government offices and community services as well as the practice facility for the WNBA Connecticut Sun professional basketball team.



ARDIAN IMERI

Assistant Project Manager

As an Assistant Project Manager, Mr. Imeri reviews and coordinates all project documentation, maintains the project schedule, and manages daily activities and onsite reporting.

EDUCATION

Central Connecticut State University Bachelor of Science School of Engineering, Science and Tech Major in Construction Management Est. Graduation date May of 2023

PROFESSIONAL ACCREDITATION/TRAINING

CMAA Member

OSHA 30-Hour Construction Health and Safety

CCSU Construction Management Club

PROJECT EXPERIENCE

Firing Range, Bethel Police Headquarters

Providing comprehensive owner's project management services during the planning, design and construction of a 5-lane law enforcement firing/training range in the existing police department facility. The work includes the installation of firing range equipment and a dedicated HVAC system to remove hazardous materials from the air, selective demolition, electrical and data infrastructure, new lighting and finishes, and improvements to life safety systems. STV responsibilities include managing the range equipment vendor RFP process, contract development for the architect and construction manager, oversight of the design phases, construction administration services, and all communications and reporting for the Bethel Public Site and Building Commission, Board of Selectmen, and Bethel Police Department. The project is budgeted at \$1.4 million and is scheduled for completion in early 2023.

Platt Technical High School

Providing Move Management and FF&E services for Platt Technical High School.

Downtown Evening Soup Kitchen (DESK)

Providing Owner's Project Managements services for the non-profit Downtown Evening Soup Kitchen, Inc (DESK). DESK received a Community Development Block Grant award from the City of New Haven and purchased a 6250sf, 3-story building at 266 State Street in New Haven. The existing building is partially upgraded, but requires improvements to the building infrastructure including new mechanical systems, new life safety systems, expanded restrooms, and the addition of an elevator.

United Way, Rocky Hill, CT

United Way of Connecticut, Inc. is a non-profit, community service organization that runs the State's 211 call center. STV is currently project management and Owner's Representative services for the design, renovations, furnishings, and relocation of their existing 37,000 sf on 2 floors to a new office building where they will occupy approximately 41,000 sf on 2 floors. Project considerations include the need for uninterrupted service during the relocation process.

Willimantic Switchboard Upgrade

STV is providing comprehensive owner's project management services for Town of Windham, on behalf of the Willimantic Switchboard Fire Chief's Association, Inc. for the Willimantic Switchboard Upgrade construction project. The Willimantic Switchboard is a 911 Public Safety Answering Point located adjacent to the Emergency Operation Center within the Public Safety complex in Willimantic, CT, serving the Willimantic Fire & Police Department, three Windham Volunteer Fire Departments (VFD), Franklin VFD and Windham Community Memorial Hospital medics. This project will make much needed upgrades to its infrastructure and technology in order to more effectively serve its communities. Project objectives include: Migrate Willimantic Switchboard to the CLMRN CT Land Mobile Radio Network; Acquire base, mobile and portable radios for the departments served; Increase security in the Willimantic 911 center; Replace radio towers to enhance state system coverage locally, and support new technology and Install new dispatch radio/console/computer technology to support the updated CAD program.

Additional OPM responsibilities include closely monitoring, verifying and auditing EEO/MBE utilization on the project and report the status to the Owner on a regular basis.

Cenaxo, Intern/Assistant Project Manager

- Assist with contract administration.
- Prepare estimates and perform quantity takeoff
- Assist in visualization of work tasks to estimate time, equipment and materials needed.
- Assist in conferring with engineers, architects, owners, contractors and other project personnel on changes and adjustments that may occur to project scope
- Assist with project schedule creation and adherence.
- Attend onsite project meetings or pre-bids as necessary.





E-7 PAST CLAIMS / DISPUTES

There have been various legal actions against STV Construction, Inc. arising out of the ordinary conduct of its business. The majority of these arise from issues that are unrelated to the company's professional services (e.g. slip and fall, employment disputes, etc.). Information about these actions can be provided upon request. It is the opinion of management that the ultimate liability of any concluded or active actions (including those identified below) will not materially affect the consolidated financial position of the company, the company's operations, or the company's ability to perform the professional services requested by the Town of Ledyard.





E-8 FINANCIAL CAPACITY

FINANCIAL RESOURCES

Capital resources available to STV include an existing line of credit for working capital. In addition to the term loan, the Company has a \$55,000,000 revolving credit facility, with a sublimit of \$10,000,000 for standby letters of credit and a sublimit of \$15,000,000 for a swing line facility. As of September 30, 2021, there were no borrowings against the line of credit. Outstanding letters of credit as of September 30, 2021 were \$1,732,625. We believe that our current operations and borrowing capacity is sufficient to sustain current and future operations. The company has been profitable in past years, excluding fiscal year 2001, which was the result of a one-time cost of restructuring. Without these one-time restructuring costs, our fiscal year 2022 would have been our twenty-ninth consecutive year of profitability. Our backlog continues to remain strong. A copy of our most recent balance sheet and income statement can be provided upon request.

North Smithfield Middle School





E-10 KNOWLEDGE OF THE LOCALITY

STV has significant recent experience with the State Department of Construction Services. STV provided Owner's Representative Services on 2 consecutive on-call contracts with the State of Connecticut through the Department of Construction Services.

Select Projects included:

SCHOOL WEST ROOF REPLACEMENT, MIDDLETOWN

STV provided construction administrative service oversight for the removal and replacement of the existing 38,000sf roof at the Albert J. Solnit Children's Center in Middletown. STV acted as the owner's agent by monitoring the general contractor's performance, scheduling, and construction; processing shop drawings and material and equipment submittals; reviewing and processing billing; and reviewing and recommending cost changes. STV also maintained the state's PMWebbased program for all documentation of the project and ensuring that close-out was completed.

HAMMONASSET BEACH STATE PARK COMBINED UTILITY REPLACEMENT - PROJECT, AND CREATION OF THE BEACH UTILITY RECREATION TRAIL (BURT)

STV provided construction administrative service oversight for the replacement of the primary and secondary electrical systems at Hammonasset Beach State Park in Madison. The Connecticut Department of Energy and Environmental Protection (CTDEEP) project included coordination with the power utility for transformer and primary/secondary conductor installation, as well as replace-ment of the park's water piping distribution system and modifications to the natural gas distribution system. The STV team also maintain the state's PMWeb-based program for all documentation of the project, and will ensure that close-out is completed.

STV is currently providing Clerk of the Works services to the town of North Stonington for the demolition of a portion of the one story wing, approximately 26,000 sq ft, of the old Wheeler Middle High School, located at 298 Norwich Westerly Road. Responsibilities include reviewing the Contractor's work in the field during demolition operations and assure that the work is carried out to the Town's standards based upon the Contract Documents, including specifications. the drawings. materials. workmanship schedule. Because the school

contained asbestos, special testing

and abatement services were also

North Stonington Middle School

required for this project.



EASTERN CONNECTICUT FIRE SCHOOL, WILLIMANTIC

STV provided OPM services as part of an On-call with the state, for a new Eastern Connecticut Fire School. This project included, but was not limited to, the construction of a new Administration and Education Facility, construction of a new Vehicle Maintenance Facility, construction of a new Class A Burn Building, construction of a new Training Tower, construction of new Rehab Pavilions, construction of new driveways and parking, and work involving various new fire training props.



E-11 AFFIRMATIVE ACTION

EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION

STV Group, Incorporated and STV Incorporated along with any and all subsidiaries and affiliates (hereinafter "STV" or the "Company") are Equal Opportunity and Affirmative Action Employers. It is STV's policy to provide equal employment opportunities without regard to race, color, religion, sex, national origin, age, pregnancy, military or veteran status, disabled status, gender identity, or sexual orientation.

The Company has developed and maintained a written Affirmative Action Program, and takes affirmative action as called for by applicable laws and Executive Orders to recruit, hire, train, promotes, and retain qualified females, minority group individuals, veterans, and individuals with disabilities. Gregory Kelly, President and Chief Executive Officer, fully supports STV's EEO and AAP Policy and Programs.

STV will seek to ensure that this policy applies to all aspects of employment, including, but not limited to, recruiting, employment, placement, upgrading, demotion or transfer, reduction of workforce and termination, rates of pay or other form of compensation, benefits, selection for training, the use of all facilities, and participation in all STV-sponsored employee activities and the workplace remains free of illegal discrimination as stated in Equal Opportunity in Employment Laws, Section 503 of the Rehabilitation Act of 1973, Vietnam Era Veterans' Readjustment Assistance Act of 1974. STV's employment decisions are based on valid job requirements, and the knowledge, skills, and abilities of those who are most qualified for our organization. STV will also provide qualified applicants and employees with disabilities with needed reasonable accommodations, as required by law, and will ensure that all employment decisions are based only on valid job requirements. Provisions in applicable laws providing for bona fide occupational qualifications, business necessity, or age limitations will be adhered to by STV where appropriate.

