Proposal for Architectural Services
February 20, 2017
February 20, 2017

Mr. Sam Barna
Assistant Superintendent of Business & Operations
Oxford Community Schools
10 N. Washington Street
Oxford, MI 48371

Subject: Request for Proposal
Architectural Services

Dear Sam:

We greatly appreciate the opportunity to submit our proposal for Oxford Community Schools (OCS) for Architectural Bond and Design Services. We have had many successful projects over the years, and would welcome the opportunity to assist your district in readying your facilities for the next generation of students and beyond. We believe we can serve OCS most effectively because we are very familiar with so much of the type of work scope that is outlined in the Proposal Summary you provided within the RFP, but before we can begin the work, we have to be a resource to your District during the bond campaign to ensure success at the polls. I’m confident if you speak with other Districts such as Chesaning, Midland, Rochester and West Bloomfield you will receive a strong endorsement about our role in passing their bond initiatives.

Experience. With over 45 years of experience in the profession, we’ve earned our reputation by coming through for our clients, time and time again. Clients from educational institutions, throughout Michigan trust us with their planning and design every day.

Structure. We operate in a unique “modified” style, with no separate departments. Your Project Manager will be part of the OCS team from start to finish, coordinating our specialized team of consultants and acting as the main point of contact for the entire project.

Personal Attention. As a corporate philosophy, when you work with our firm, you deal directly with the one of the Owners/Principals of French Associates. Our commitment to quality client relationships is evidenced by the fact that many of our first clients established in 1971, are still our clients today. Being only 14 miles from your offices, we can most certainly guarantee this personal attention.

We invite your questions and look forward to the exciting opportunity to work with Oxford Community Schools to enhance the educational environment of your students.

Sincerely,

Dale C. Jerome, Ed. D., AIA, ALEP
President
PROPOSAL

PART 1 - GENERAL INFORMATION

French Associates, Inc.
236 Mill Street
Rochester, MI 48307
tel. 248.656.1377
fax 248.656.7746

Contact
Dale C. Jerome, AIA
President
dalej@frenchaia.com

PART II - ORGANIZATION

Section 1 - Firm Overview

- How We Are Qualified To Help Your District

Since the firm’s inception, educational facility planning has been the heart of what drives our efforts. That’s why school facility design has represented over 85 percent of our workload each and every year. In fact, as a result of our intense focus on learning environments, every school day more than 250,000 students enter facilities shaped by our design and planning efforts.

Each member of our staff brings a wealth of experience in the educational facility planning arena. It permeates the mindset our organizational culture, starting with the President of our firm and co-owner, Dale C. Jerome. He is one of just a handful of architects in Michigan to be honored by the Association for Learning Environments (A4LE) with the Accredited Learning Environment Professional (ALEP) designation. As a member of the Midwest/Great Lakes Regional Board of A4LE, Mr. Jerome has been involved throughout the mid-west in conference presentations, panel discussions, and facility tours; leading the dialogue exploring the transformation of educational facilities to meet the needs of 21st-century learners.

With over 26 years of experience in planning education facilities, Dale is uniquely qualified to lead the facility assessment process for Oxford Community Schools. As the Principal-in-Charge of your projects, he will personally lead the assessment and pre-bond phases of the project.

Our other co-owner, Paul A. Corneliussen has more than 28 years of educational facility design and planning experience. Paul is extremely familiar with master planning and bond campaign development. He has worked with numerous districts in the formation of similar bond proposals, and is very qualified to assist in the evaluation of your facilities -- not only from a structural and facility conditions
perspective, but also with an eye toward logical planning solutions. Paul recently worked with the Birch Run Area Schools, and was instrumental in the re-design of their bus, automobile, parking and circulation at the Birch Run High School campus; creating a safer solution to this very important site.

Dale and Paul work collaboratively on many assignments and will leverage their collective expertise to the advantage of Oxford Community Schools.

Each additional team member from our firm will also bring their own individual wealth of educational facility experience to process. With design and planning knowledge ranging from 18 to 20-plus year levels, each member of our staff has seen what works well for other school districts across Michigan. Our knowledge of the creative opportunities in educational facility planning is at the heart of our firm. By working closely with our clients, we have forged some exciting new learning environments. Helping you realize a facility that is unique to your District’s curriculum needs is what we do best.

- **In-house Professionals**

  We have a team of architects well-prepared to deal with the scope of Oxford Community Schools (OCS) projects. Our in-house staff includes:

  **Owners/Principals** - 2  
  **Senior Associates/Architects** - 2  
  **Associates/Architects** - 3  
  **CAD/Architectural Technicians** - 2  
  **IT/Technical Support** - 2

- **Services We Provide Educational Clients**

  **Services Provided to Educational Clients**
  - Full architectural services
  - Interior design
  - Feasibility studies
  - Pre-Bond and Bond election planning
  - Site selection and master planning
  - Programming and space planning
  - Capital campaign/marketing support
  - Presentation drawings
  - Computer-aided design and visualization
  - Value engineering
  - Code and ordinance work
  - Project phasing and construction observation
History of Our Firm

French Associates, Inc. is an architectural firm headquartered in Rochester, Michigan. The firm was founded by Roy G. French in 1971, and was originally located in Port Huron, Michigan. In response to increased demand for services throughout Southeastern Michigan, a second office was opened in 1987. In 1998, construction of the Rochester office building was completed and the two offices merged into the Rochester location.

Today, French Associates is one of the leading Michigan architectural firms specializing in the educational markets, yet our commitment to customer service and the highest quality work has never changed. We continue to develop and expand our talents without losing track of our roots. Many of our original clients have retained our services over the duration of our existence. In fact, our first client, retained in 1971, is still our client today. Simply stated, we stand by our word and deliver on our promises.

Section 2 - Personnel for the Project

Dale C. Jerome, Ed. D., AIA, ALEP, LEED AP  
President

Dale is extremely familiar with educational facility design and planning, and has been responsible for numerous district-wide assessment and bond proposals including projects with Midland Public Schools, Frankenmuth School District, Owendale-Gagetown Area Schools, Bad Axe Public Schools, Grosse Ile Township Schools, Croswell-Lexington Schools, and Marysville Public Schools.

As indicated, Dale will have a strong resource role in the assessment and pre-bond planning of the OCS Bond Projects.

Paul A. Corneliusen, AIA, NCARB  
Executive Vice-President / Principal-in-Charge

As an architect with more than 30 years of educational design experience, Paul is extremely familiar with master planning and bond campaign planning. He has worked with numerous school districts throughout Michigan in the formation of bond proposals, and is very qualified to assist in the evaluation of your existing facilities.

Paul recently sat on the TI2020 committee for Rochester Community Schools performing similar assessment services that OCS is requesting.
Dan Jerome, AIA, LEED AP  
Senior Associate/Project Manager

Dan is a Senior Associate who has been a member of our firm for over 20 years, and has a great deal of experience with both large and small scale projects in Michigan, including the new Parker High School in Howell ($57 M), the new Stoney Creek High School in Rochester ($44 M), and the completely renovated Rolland Warner Middle School in Lapeer ($21 M). He has also been involved in the work completed at Birch Run Area Schools and Owendale-Gagetown Area Schools, and is nearing completion of his efforts as the Project Manager in Chesaning Union Schools. Dan is also a LEED Accredited Professional, heading up all of the green building efforts undertaken by French Associates.

Dan will serve as the Project Manager for the projects at OCS and will coordinate the efforts of all team members and consultants involved in the design and engineering of your bond projects.

Barb Lovell,  
Associate/Project Architect

Barb Lovell is an Associate and Project Manager with French Associates for over 22 years. She takes an active role in her projects and specializes in reviewing drawings for accuracy and consistent standards. Barb has served as Project Manager for many long-term construction projects and she is an excellent liaison between clients, construction managers and design staff. She is currently finishing her assignment as Project Manager for multiple projects with Livonia Public Schools, and Rochester Community Schools.

Barb will serve as the Project Architect for the projects at OCS and will coordinate the efforts of all team members and consultants involved in the design and engineering of your bond projects.
Engineering Consultants

We do not employ in-house engineers. Rather, we use the expertise of seasoned consultants to fulfill our structural, civil and mechanical engineering needs. Our consultants have worked with us on numerous educational projects for a number of years and we have every confidence in their extensive knowledge, quality of workmanship and commitment to unparalleled client service.

Strategic Energy Solutions, Inc.

Strategic Energy Solutions, Inc. (SES) will be the mechanical, plumbing and electrical engineers on the OCS team. French Associates and SES have collaborated on over two hundred educational projects over the years. Many of these projects have included upgrades to building MEP systems and reconfiguration of spaces.

Spalding DeDecker Associates, Inc.

Spalding DeDecker and Associates (SDA) will serve as the site planning and civil engineer for the OCS team. SDA provides innovative approaches to complex site and grading challenges, in addition to their knowledge of site circulation and traffic control solutions. They are also recognized in their profession as experts in pavement assessment and restoration planning. French and SDA have partnered well over 240 site/civil engineering projects for educational clients over the last 15 years.

Shymanski & Associates, LLC

Shymanski & Associates, LLC will be the structural engineers on the OCS team. French Associates and Ted Shymanski have collaborated on numerous projects over the past 20 years. Projects have ranged from small $50,000 renovation projects to $55 million new high schools.

Please refer also to the Tab 4 for Resumes
Section 3 - Completed Projects

Please refer to Tab 3 of the RFP for a comprehensive listing of our educational clients. We would also like to highlight some similar projects completed by our firm for other Michigan school districts:

- **Waterford School District**  
  Waterford, Michigan  
  Completed in 2014 (Secure Entrances and additional remodeling at all 19 educational facilities)  
  FA Contact Person on Project:  Paul A. Corneliussen  
  Owner’s Reference:  Bill Holbrook  
  Executive Director, Business & Operations  
  (248) 682-0524  
  Size/Dollar Amount:  varies sq. ft. / $18,000,000

- **Midland Public Schools**  
  Midland, Michigan  
  District-wide Facility Assessment & Bond Campaign Completed in 2014-15  
  FA Contact Person on Project:  Dale Jerome  
  Owner’s Reference:  Mike Sharrow, Superintendent  
  (989) 923-5014  
  Size/Dollar Amount:  1,328,817 sq. ft. / $121,400,000

- **Birch Run Area Schools**  
  Birch Run, Michigan  
  Completed in 2013  
  FA Contact Person on Project:  Keti Mitevska/Barb Lovell  
  Owner’s Reference:  David Bush, Superintendent  
  (989) 624-9307  
  Size/Dollar Amount:  316,900 sq. ft. / $11,850,000


We are also working with current clients on similar assignments. The following table indicates their size and level of completion.

<table>
<thead>
<tr>
<th>Reference</th>
<th>Value</th>
<th>%</th>
<th>Team member</th>
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<tr>
<td>Chesaning Union Schools</td>
<td>$24 M</td>
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<td>Paul Corneliussen Dan Jerome</td>
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<td>Livonia Public Schools</td>
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<td>85</td>
<td>Dale Jerome Keti Mitevska</td>
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<td>Woodhaven-Brownstown School District</td>
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<td>Dale Jerome Barb Lovell</td>
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<td>Waterford School District</td>
<td>$100 M</td>
<td>15</td>
<td>Paul Corneliussen Dan Jerome</td>
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<td>Grosse Ile Township Schools</td>
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<td>Dale Jerome Dan Jerome</td>
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<td>Midland Public Schools</td>
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<td>50</td>
<td>Dale Jerome Suzanne Carlson</td>
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<td>Rochester Community Schools</td>
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<td>Rochester College</td>
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<td>90</td>
<td>Paul Corneliussen Dan Jerome</td>
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Section 4 - General References

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<th>Reference</th>
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<tr>
<td>Chesaning Union Schools</td>
<td>Michael McGough Superintendent</td>
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<tr>
<td></td>
<td>(989) 845-7020</td>
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<tr>
<td>Rochester Community Schools</td>
<td>Dr. Robert Shaner</td>
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<tr>
<td></td>
<td>(248) 726-3107</td>
</tr>
<tr>
<td>Woodhaven-Brownstown School District</td>
<td>Mark Greathead Superintendent</td>
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<tr>
<td></td>
<td>(734) 789-2357</td>
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<tr>
<td>Waterford School District</td>
<td>Dr. Keith Wunderlich</td>
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<td></td>
<td>Superintendent</td>
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<td></td>
<td>(248) 682-7800</td>
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A comprehensive listing of Client References is also provided in the Tab 3 section of the Proposal.
PART III - PROJECT APPROACH

Similar Projects

We have numerous clients we have worked with on similar assignments. The following projects are just a brief sampling of our experience level. Their descriptions provide an illustration of the steps that would be included in your Bond Planning project. Further details are also outlined in Section 1 of the Fee Proposal.

Avondale School District

Address: 2940 Waukegan St.
Auburn Hills,
Michigan 48326

Phone: 248.537.6008
Contact: Frank Lams
Assistant Superintendent

Description:
In 2010 the School District passed a bond issue featuring District-wide technology improvements, building upgrades and the reconstruction of the Athletic fields at Avondale High School.

In preparation for the development of this bond program, French Associates had been previously hired to complete sinking fund projects throughout the district. This was a natural team, due to the firm’s participation in the last 2 bond programs.

The $28 million dollar bond issue was prepared after a district-wide facility assessment study, which included an evaluation of mechanical/electrical systems, roofs, window systems, parking surfaces and the like.

The Athletic Complex features a new 2,000 seat football/soccer stadium with a synthetic turf playing field, 8 lane track, press box, concessions buildings, ticket booths and field events. The existing parking areas north and south of the High School both have walks and ticket booths for access to the Stadium. Along with the Stadium a synthetic turf practice field for soccer, football and band is also part of the Complex. This field is placed behind the Stadium, allowing the 2-sided press box to serve both fields. New varsity and junior varsity baseball diamonds are also part of the complex. On the interior of Avondale High School the existing pool is receiving ventilation and lighting upgrades and the locker rooms that serve the pool are being completely remodeled.

We have continued to provide services on sinking fund projects, and are currently assisting the District in forming a November 2017 Bond Proposal.
Marysville Public Schools

Address: 495 E. Huron Blvd.
Marysville, Michigan 48040
Phone: 810.364.7811
Contact: Rick DeNardin
Director of Buildings & Grounds

Description:

In 2006, French Associates worked with Marysville Public Schools to conduct a district-wide facilities assessment in conjunction with pre-bond planning services. This effort included a comprehensive assessment of all of the district’s facilities including:

- Three (3) existing Elementary Schools
- Middle School
- High School
- Board/Administrative Offices
- Transportation and Maintenance Facilities

Also, French Associates simultaneously led a community engagement process to help members of the community better understand the facility needs. This included the facilitation of three community forums to help establish a recommendation from the community to the school board regarding the facility needs of the district. The community forum process followed a simple outline:

- Where are we now?
- What are our options?
- What is our plan?

Stakeholders in the educational community were also encouraged to participate in facility evaluations. French Associates provided the facility evaluation form for this process. Before the process was completed, members of the community knew:

- What it would take to bring their facilities up to today’s educational standards.
- How much it would cost.
- What it would take to get the voters in their community to support their proposal.

Findings from the facilities assessment and the community engagement process were cross-tabulated to assist the school board in the decision to pursue a bond proposal that included a $50 million new high school.

Upon formation of the bond proposal, French Associates also assisted the Citizen’s Advisory Committee in all of the pre-bond and campaign efforts.
We were contracted by the district to be a team members in their Pre-bond and Bond planning project. The first thing we assisted them in doing was adopting a Long Range Facility Master Plan and “Guiding Principals” for facility improvements. The Guiding Principals for Planning were district goals for the process and included:

- Changing varied and inconsistent grade configurations to a district wide system.
- Establishment of school size standards.
- Establishment of class size standards based on number of students, building staffing projections and existing and planned classroom facilities.
- Establishing a priority order for determining use of educational facilities not being utilized for academic purposes and creating equity across district facilities.

The process to gather information for the Planning included Facility Condition Assessments and Community Engagement Forums. The intention of these Forums were to educate the community on the process and future building considerations. Community dialogues are structured to share information with the community and gain maximum input and consensus on future direction. Our experience has shown with the community being engaged in the process, future bonds are more likely to be successful.

Our research uncovered the needs for renovations/additions to the administration building, two high schools, two middle schools and eight elementary schools. Assessments also indicated the necessity for boiler replacements, roof replacements, traffic design improvements on sites, kitchen renovations, fitness room additions and security upgrades. Conclusions recommended budgeting in two phases: Phase I at $49 million and Phase II at $65 million.
PART IV - FEE PROPOSAL

Section 1 - Services and Items Included

We anticipate this project would be broken into two distinct stages of activity; the first being Pre-Bond Services, and the second as Design Services (or post-election activities).

Pre-Bond Services:

Facility Assessment and Bond Pre-Qualification

We see normally this effort being defined by three (3) distinct tasks.

Task One would involve an assessment of the existing building and site conditions. We would provide our expertise during a walk through of all areas to assist the District and the CM in developing and refining a building and site priorities list.

Task Two would involve the development and facilitation of a Staff Engagement Process to help OCS gain district-wide consensus regarding the future educational needs of each academic building. This process includes on-site meetings with building principals and key staff to better understand the best opportunities to leverage full-utilization of each of your building’s learning environments.

Task Three would involve any and all effort, if required, for the preparation of an application for the preliminary qualifications of bonds that would ultimately be submitted to the Department of Treasury, State of Michigan for approval.

Design Services (post-election activities):

While construction and post-construction activities are equally vital to the success of a building program, the foundation of your academic success will be laid during the Planning and Programming effort that leads to schematic design and design development. We, therefore, will organize your projects around the project team, and most decisions will be team driven. Following is a step-by-step scenario.

Phase 1: Form Design Team and review bond program.

A. Include building-wide staff representation as you see fit but at a minimum including the building principal, as well as representatives from central administration, facilities and maintenance, along with representatives of the Construction Manager. The goal in establishing this team is to create a control group where major decision making can have representation from all affected groups. More detailed and in-depth discussions will take place with all staff at other times during the design process.

B. Tour existing facility with project team. The major goals here are to establish how this facility has functioned. What elements work, what do not? What special site issues exist? What special scheduling issues exist? How will all of these impact the design of modifications to the facility?

C. Establish educational goals. Discussion here would involve review of teaching techniques, current technologies, where both are going in the future and how best to remain flexible and adaptable to meet future needs.

D. Review any current program information with the Design Team and verify this information. Modify as required to meet the educational goals established.
**Phase 2: Schematic Design**

A. Prepare diagrams of plan relationships. These would be done in such a way as to reflect general, overall square footage and adjacency relationships.

B. Review these options with the Design Team. Verify the square footage and present rough draft budgets based on overall square foot costs to compare to program information. The goal at this point would be for the Design Team to select an option for development of floor plan drawings.

C. Develop the selected plans showing walls and major fixtures.

D. Review these plans and re-test against the program. Verify square footage and rough draft budgets based on square footage costs. Budgets would likely reflect the quality of materials and systems that your building represents.

E. Prepare final schematic design drawings including site plan, floor plan, principal elevations and one building section which will identify the major characteristics of the facility. Presentation drawings would be prepared in color and mounted for presentation to the Board of Education. Also at this stage would be a schematic design level budget. It would be our goal in working with the construction manager to have a line item budget of major trades to give reasonable definition to a budget for the facility. Budgets would allocate funds for furnishings and equipment, technology and hard costs of construction.

**Phase 3: Design Development.**

A. Presuming that final approval is given by the Board of Education at this point, the team would proceed to the design development phase.

B. Develop 1/8” = 1’ plans, sections and elevations of the building. Develop the site plan at a scale appropriate to final working drawings and begin preparation of door and finish schedules. At this point, we would have extended involvement from the following staff:

1. Teachers (including music, art, science, PE, etc.) for input regarding classroom function and other major elements of the design.

2. Maintenance personnel for review of long term maintenance issues with regard to material and finish selection, location and content of janitor closets, shelving and storage needs, system specifications, maintenance and service related needs, etc.

3. Administrators for development of special systems within the building, as well as special requirements of administrative areas.

4. Technology coordinator for building wide and district wide integration of technology systems.

5. Media specialist for coordination with a, c & d.

6. Food service personnel for specifics of meal program, including preparation, seating and serving.

C. At this stage, mechanical and electrical engineers would begin detailed development of systems. Meetings would be held with district personnel to review the availability of in-house maintenance for various different systems and to discuss energy implications of choices which might be made. Electrical engineers would begin coordination with technology personnel as well as life safety systems, communications, etc. HVAC and plumbing engineers would begin coordination with in-house maintenance personnel for
specific selection of equipment to be used and begin developing layouts and concepts for delivery of heating, cooling, and plumbing systems.

D. Subsequent to these one-on-one staff interviews, return to the District administration for review of the information collected and general discussion of what and how these desired features are to be implemented.

E. Establish remaining timelines for detailed development of drawings, specifications and bidding procedures.

F. At this point, the work of the Design Team will be greatly diminished. Detailed decision making processes will be completed and the involvement from this point forward will largely involve administrators, construction manager and architect/engineer team. It is suggested that monthly review with the Design Team for updating and informing would still be of value, but the detailed work of the team would be completed at this point.

G. Submit design/development drawings and rough draft specifications to the administration for review. At this stage, it varies from district to district whether these documents need to be presented to the Board of Education. We are prepared to make that presentation if desired by the District. Included in these documents would be, as previously indicated, floor plans, building sections, exterior elevations, door and finish schedules and mechanical/electrical system drawings to identify general location of light fixtures and other electrical devices. The basic system layout for mechanical, location of plumbing fixtures and arrangement of mechanical rooms would also be included.

H. Work with the construction manager to verify budget established at the time of schematic design submittal to refine it to the next level of detail and verify that the project is moving in the proper direction.

Phase 4: Construction Documents

A. Following approval from the administration/Board of Education, proceed into construction documents.

B. Work with the construction manager to finalize material and system selections and details and to coordinate this into appropriate bid packages to be distributed to the construction community.

C. Prepare final construction documents including drawings, specifications, bid package descriptions and project scheduling. Bid package descriptions and project scheduling would be developed in conjunction with the construction manager. At this time, the specifics of bid release, bid period, phases of construction, and construction start-up dates would be firmly established and published for the contracting community.

D. Submit a final review package of construction documents including all drawings and specifications for final review at the 95% completion point. Review this with the project team. Allow time for Owner review to appropriately satisfy you that the package is complete and includes all items as previously discussed and communicated through the project team to the design team.

E. Issue the project for bids.
Phase 5: Construction

French Associates understands the critical nature of construction schedules and the potential impact on operations when deadlines are altered. Construction Administration receives our complete focus as we move projects toward a deadline in an expeditious manner. We provide construction contract administration, with services including:

- Advising and consulting with Oxford Community School District leadership
- Meeting with governing agencies
- Forwarding all owner instructions to the contractor
- Review of shop drawings, samples, and other contractor submissions
- Interpretation of contracts
- Issuing certificates of payment and substantial completion
- Preparing and issuing change orders

Phase 6: Post-Construction / Project Closeout

We are committed to ensuring our clients a smooth transition into their facilities. One of our project close-out responsibilities is to evaluate the construction to insure the work satisfies the contract specifications. In conjunction with the Construction Manager, your French Associates team will walk through each facility and create a punch list. This list documents any construction needs that still exist (i.e. painting doorframes, installation of socket covers, etc.) and acts as a final “to-do” list for the building. The Construction Manager will then contact any subcontractors or specialists to make the necessary corrections. Once those items have been satisfied, we will review the corrections and sign-off when completed to satisfaction. This punch list will be satisfied prior to occupation of the facility. At this point, if the facility includes any special design features, such as a day lighting and switching system, our team will train building personnel in proper usage.

We strongly believe in a Post-Occupancy Evaluation, which provides a myriad of benefits for both the client and our firm. Our evaluation team will review the project with building users and those associated with the construction phases. We will solicit feedback on the programming, design and construction process. We will also inquire as to the efficiency of building functions for the educators. This information helps us design facilities that consistently meet our client’s expectations.

Section 2 - Services and Items Not Included

Preparation of as-built documents for existing buildings and/or systems; topographical and boundary surveys; soils investigation services; agency fees; bid document reproduction; testing for hazardous materials, design services for removal or containment of hazardous materials or other indoor air quality analyses.
Fee Proposal

Architectural Bond and Design Services

- Our fee will be as follows:

  Pre-Bond Planning Services Fee $5,000.00
  Bond Campaign Support Services Fee $10,000.00-$12,000.00

  Design Services as described in the RFP and not including the above for about $20 million
  6.00% of Construction Cost

  Not-to-Exceed Reimbursable Expense Budget $24,000.00

- Site Survey, Review Fees from Agencies, Geotechnical Services and bid document reproduction by Owner.

PART V - SIGNATURE OF OFFICER OF FIRM

I, the undersigned, understand that the information included in this proposal, regardless of whether requested or voluntarily submitted may become part of any agreement subsequently made with the Owner, and I attest to the best of my knowledge, to its accuracy.

Signature

President
Title

February 20, 2017
Date
CURRENT EDUCATIONAL PROJECTS

**Livonia Public Schools** - Livonia, MI  
Contact: Lisa Abbey - (734) 744-2584  
Estimated Cost: $32.2 million (for all Elementary Schools)  
Percent Completed: 85%

**Chesaning Union Schools** - Chesaning, MI  
Contact: Michael McGough - (989) 845-7020  
Estimated Cost: $25.4 million (3 buildings)  
Percent Completed: 95%

**Midland Public Schools** - Midland, MI  
Contact: Michael Sharrow - (989) 923-5014  
Estimated Cost: $82.7 million (3 Series - District-Wide)  
Percent Completed: 35%

**Woodhaven-Brownstown School District** - Woodhaven, MI  
Contact: Mark Greathead - (734) 789-2357  
Estimated Cost: $57.4 million (District-Wide)  
Percent Completed: 55%

**Rochester Community Schools** - Rochester, MI  
Contact: Robert Shaner - (248) 726-3100  
Estimated Cost: $180 million (3 Series - District-Wide)  
Percent Completed: 25%

**Waterford School District** - Waterford, MI  
Contact: Bill Holbrook - (248) 682-0524  
Estimated Cost: $100 million (District-Wide)  
Percent Completed: 25%
PROJECT EXPERIENCE

French Associates has a 45-plus year history of working for K-12 educational clients. Our portfolio of experience is well aligned with all of the potential projects outlined in the Farmington Public Schools RFP.

Specific examples of our recent projects include:

**Algonac Community Schools** - Algonac, MI  
Contact: Michael Sharrow, Superintendent - (810) 794-9364  
Square Footage: 425,000 (8 facilities)  
Estimated Cost: $33.2 million  
Actual Cost: All bond projects have been completed within budget.  
Completion Date: August 2011  
Brief Description: A comprehensive upgrade of all district facilities, including the installation of geothermal heating and cooling at the middle school and high school sites.

**Anchor Bay Schools** - New Baltimore, MI  
Contact: Leonard Woodside, Superintendent - (586) 725-2861  
Square Footage: 589,000 (13 facilities)  
Estimated Cost: $150 million  
Actual Cost: All bond projects have been completed within budget.  
Completion Date: August 2011  
Brief Description: French Associates had been involved in all bond proposal projects for Anchor Bay Schools since 1993.

**Avondale School District** - Auburn Hills, MI  
Contact: Georg Heitsch, Superintendent - (248) 537-6000  
Square Footage: varies (8 facilities)  
Estimated Cost: $30 million  
Actual Cost: All bond and sinking fund projects have been completed within budget.  
Completion Date: ongoing  
Brief Description: Avondale High School- New Athletic Complex including 2 turf fields, new grandstands, concessions building, ticket booths, track and field events, baseball and softball fields, Fitness Room addition, building roof replacement, conversion of existing classroom space to Computer Labs, replacement of building hot water heating system and miscellaneous building improvements. Avondale Middle School- Auxiliary Gymnasium and 4 classroom addition and Site Improvements. Auburn Elementary, Deerfield Elementary, Graham Elementary and Woodland Elementary- Miscellaneous improvements including replacement of roof top units, roof replacement, window replacement and miscellaneous remodeling.
List of K-12 Experience (continued):

**Birch Run Area Schools** - Birch Run, MI
Contact: Dave Bush, Superintendent - (810) 304-1736
Square Footage: varies (3 facilities)
Estimated Cost: $11.9 million
Actual Cost: pending completion
Completion Date: ongoing
Brief Description: An upgrade of all existing district facilities, including the development of secure entrances at all schools, reconfigured site circulation, and the remodeling of the original 1941 facility for a new Community Center.

**Birmingham Public Schools** - Birmingham, MI
Contact: Deborah Piesz, Assistant Superintendent - (248) 203-3040
Square Footage: varies (3 facilities)
Estimated Cost: $470,000
Actual Cost: $552,000
Completion Date: August 2013
Brief Description: Remodeling and consolidation of District’s administrative offices at Birmingham Conference Center.

**Birmingham Public Schools** - Birmingham, MI
Contact: Steve King, Manager of Operations
Square Footage: 4,000
Estimated Cost: $830,000
Actual Cost: $530,000
Completion Date: October 2013
Brief Description: Seaholm High School Annex - classroom addition.

**Bloomfield Hills School District** - Bloomfield Hills, MI
Contact: Robert Glass, Superintendent - (248) 341-5407
Square Footage: varies (13 facilities)
Estimated Cost: $20.0 million
Actual Cost: All sinking fund projects have been completed within budget.
Completion Date: ongoing
Brief Description: An upgrade of all existing district facilities, including the development of secure entrances at all schools, mechanical/electrical systems upgrades, interior finishes, new media center configurations at middle schools, façade remodeling, etc.
List of K-12 Experience (continued):

**Clarenceville School District** - Livonia, MI
Contact: Dave Bergeron, Assistant Superintendent for Business - (248) 919-0200
Square Footage: varies (4 facilities)
Estimated Cost: $2.5 million
Actual Cost: All sinking projects have been completed within budget.
Completion Date: August 2014
Brief Description: Development of a new Cafeteria at Clarenceville HS, and misc. remodeling throughout District as part of 2013 Sinking Fund Program.

**Croswell-Lexington Schools** - Croswell, MI
Contact: Kevin Miller, Superintendent - (810) 679-1000
Square Footage: 311,263 (5 facilities)
Estimated Cost: $15.4 million
Actual Cost: All bond projects have been completed within budget.
Completion Date: May 2012
Brief Description: An upgrade of all existing district facilities, including the addition of a new gymnasium and Cafetorium at the high school.

List of K-12 facilities (continued):

**Huron School District** - New Boston, MI
Contact: Richard Naughton, Superintendent - (734) 782-2441
Square Footage: 321,833 (6 facilities)
Estimated Cost: $6.6 million
Actual Cost: All bond projects have been completed within budget.
Completion Date: September 2012
Brief Description: An upgrade of all existing district facilities, including a classroom addition at Miller Elementary School.

**Lapeer Community Schools** - Lapeer, MI
Contact: Kevin Rose, Assistant Superintendent (810) 667-2401
Square Footage: varies (13 facilities)
Estimated Cost: $56.8 million
Actual Cost: All bond projects have been completed within budget.
Completion Date: ongoing work as a result of bid savings
Brief Description: Expansion and conversion of 2 existing buildings into 2 New Middle Schools, HS Auxiliary Gymnasium and Classroom remodeling. remodeling of existing space for conversion to 8 new Science labs at each of 2 high schools. Extensive renovations at all facilities including, mechanical systems improvements, lighting system replacements, power upgrades, roof replacements, development of student drop-off loops, parking lot reconstruction and Gymnasium additions.
List of K-12 Experience (continued):

**Marysville Public Schools** - Marysville, MI  
Contact: Patricia Speilburg, Assistant Superintendent - (810) 455-6015  
Square Footage: 531,471 (6 facilities)  
Estimated Cost: $74.6 million  
Actual Cost: All bond projects have been completed within budget.  
Completion Date: ongoing projects as a result of bid savings  
Brief Description: An comprehensive upgrade of all existing district facilities, including the design and construction of a new high school.

**Pineconning Area Schools** - Pinconning, MI  
Contact: Darren Kroczaleski, (former) Superintendent now serving as Superintendent at Standish Sterling C/S - (989) 846-3670  
Square Footage: 175,200 (3 facilities)  
Estimated Cost: $15.3 million  
Actual Cost: All bond projects have been completed within budget.  
Completion Date: September 2010  
Brief Description: An upgrade of all existing district facilities, including the addition of a new gymnasium, vocational facility, and library expansion at the high school.

**Richmond Community Schools** - Richmond, MI  
Contact: Linda Olson, Superintendent - (586) 727-3565  
Square Footage: 292,843 (4 facilities)  
Estimated Cost: $21.3 million  
Actual Cost: All bond and sinking fund projects have been completed within budget.  
Completion Date: September 2012  
Brief Description: An upgrade of all existing district facilities, including the addition of a new gymnasium, cafeteria, and library expansion at the high school.

**South Lake Schools** - St. Clair Shores, MI  
Contact: Matthew Dishman, Assistant Superintendent - (586) 435-1026  
Square Footage: 386,564 (6 facilities)  
Estimated Cost: $10.9 million  
Actual Cost: All bond projects have been completed within budget.  
Completion Date: September 2011  
Brief Description: An upgrade of all existing district facilities, including the development of secure entrances at all schools.
List of K-12 Experience (continued):

**Trenton Public Schools** - Trenton, MI
Contact: Rodney Wakeham, Superintendent - (734) 676-8600
Square Footage: varies (5 facilities)
Estimated Cost: $54.2 million
Actual Cost: All bond projects have been completed within budget.
Completion Date: September 2011
Brief Description: An comprehensive upgrade of all existing district facilities, including the replacement of all mechanical/electrical systems, and development of secure entrances at all schools.

**Waterford School District** - Waterford, MI
Contact: John Silveri, Superintendent - (248) 682-7800
Square Footage: 1,700,000 (18 facilities)
Estimated Cost: $160 million
Actual Cost: pending ongoing completion of work
Completion Date: ongoing
Brief Description: An upgrade of all existing district sites and facilities, including the current development of secure entrances at all schools, and new athletic fields.

List of K-12 facilities (continued):

**Woodhaven-Brownstown School District** - Woodhaven, MI
Contact: Mark Greathead, Superintendent - (734) 789-2357
Square Footage: 624,300 (9 facilities)
Estimated Cost: $ 38.5 million (including prior bond projects)
Actual Cost: pending ongoing completion of work
Completion Date: ongoing
Brief Description: An upgrade of all existing district sites and facilities, including the current development of sinking fund improvements.
Tab 4
Dale Jerome

As President, Mr. Jerome is responsible for matters involving operations, human resources, design, business development and production. Dale’s educational background in the fields of management and communication is invaluable in his role as President, and he has a consistent, creative leadership style.

Years of Project Management experience have made Dale a bond planning specialist and he works closely with school administration to develop a comprehensive bond strategy. Dale is also highly experienced with facility audits and he provides clients with critical information regarding building condition and infrastructure needs.

Dale completed his doctoral dissertation regarding the design and planning process of educational facilities in 2012.

Education

- Olivet Nazarene University
  - Doctor of Education - Ethical Leadership, 2012
- Walsh College
  - Master of Science - Information, Management and Communications, 1998

- Lawrence Technological University
  - Bachelor of Science - Architecture, 1983

Affiliations

- American Institute of Architects
- Association for Learning Environment
- Chief Executive Network

Registrations

- Architect, State of Michigan
- Accredited Learning Environment Professional

Experience

- Marysville Public Schools
- Waterford School District
- Allen Park Public Schools
- Chippewa Valley Schools
- Clawson School District
- Gibraltar School District
- Trenton Public Schools
- Richmond Community Schools
- St. Clair County Community College
- Wayne State University

Representative Works

- Carlson High School
- Kettering High School
- Oakland Schools Office Complex
- Atmo Elementary School

French Associates, Inc.

236 Mill Street • Rochester, Michigan 48307 • (248) 656.1377 • www.frenchaia.com
As Executive Vice President, Paul is responsible for all planning and design development activities. Paul has been recognized by state and national organizations for his creative solutions to design challenges. Paul recognizes the importance of growth and development of the design staff, spearheading the unique French Associates peer mentoring program. As a past member of the City of Rochester Hills Planning Commission and current member of the City of Rochester Hills Mayor’s Business Council, his planning experience and insight are highly beneficial to clients in need of long-term master planning. Paul has also been on the Board of Directors for the Detroit Chapter of the AIA.

**Education**

Lawrence Technological University  
*Bachelor of Science* - Architecture, 1981  
*Bachelor of Architecture* - 1982

**Registrations**

- Architect  
  State of Michigan, License No. 31750  

**Affiliations**

- American Institute of Architects  
- National Council of Architectural Registration Boards  
- Council of Education Facility Planners International  
- City of Rochester Hills Mayor’s Business Council

**Experience**

- Birch Run Area Schools  
- Mount Clemens Community Schools  
- Avondale School District  
- Bloomfield Hills Schools  
- Brandon School District  
- Chesaning Union Schools  
- Howell Public Schools  
- Waterford School District  
- Huron School District  
- Rochester Community Schools

**Representative Works**

- auburn elementary  
- early childhood center  
- parker high school  
- eagle creek academy
Dan is a Senior Associate with 20 years of experience. He plays an active role in design and project management. Dan has extensive experience with municipal and educational facilities, corporate office suites and medical office suites. Dan is very capable when it comes to managing large projects, as evidenced by his leadership in multi-phase municipal assignments. Dan is a LEED expert and he oversees all of French’s green building efforts. His proven resourcefulness and insight when dealing with complex developments make Dan the choice for projects with multiple site and construction challenges.

Dan spends a majority of his time outside of work with his wife and three daughters, supporting school and local activities.

Dan became a LEED Accredited Professional in 2003

Education
Lawrence Technological University
Bachelor of Science - Architecture, 1988
Bachelor of Architecture - 1992

Affiliations
American Institute of Architects
National Council of Architectural Registration Boards
LEED Accredited Professional

Registrations
Architect, State of Michigan

Experience
- Croswell-Lexington Community Schools
- Lapeer Community Schools
- Waterford School District
- Grosse Ile Township Schools
- Howell Public Schools
- Laker School District
- Bloomfield Hills Schools
- Rochester College
- Jackson County Intermediate School District
- Kearsley Community Schools
- Avondale School District
- Wayne State University
- Oakland University

Representative Works
parker high school  rolland warner m.s.  harbor beach k-12 school  grosse ile high school
Barb is an Associate and Project Manager with French Associates. She takes a very active role in her projects, reviewing drawings for accuracy and consistent design standards. Barb has served as Project Manager for many long-term construction projects, which makes her a good candidate for projects requiring a strong liaison between clients and design staff members. Barb also coordinates field work with in-house production, insuring that the projects she oversees fall within their schedule and budget constraints.

Barb has spent many years supporting her two sons through active high school booster club involvement. With her children now in college, Barb is enjoying weekend trips with her husband.

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**Education**
Ferris State University
**Associates Degree** - Architectural Technology, 1980

**Experience**
- Bloomfield Hills Schools
- Warren Consolidated Schools
- Wayne State University
- Clarkston Community Schools
- Brandon School District
- Lapeer Community Schools
- Anchor Bay School District
- Chippewa Valley Schools
- Rochester Community Schools
- Waterford School District
- Richmond Community Schools
- Lake Orion Schools
- Star Academy

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**Representative Works**
- Sterling Heights High School
- Sashabaw Middle School
- Delta Kelly Elementary
- Aquatic Center

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*Barb has been working in educational facility planning since 1980*
Steven R. DiBerardine, PE, CGD, LEED AP
President

President and founder of Strategic Energy Solutions, Inc., Steve’s focus is on marketing, client contact, and geothermal project development. As one of only nine Certified Geothermal Designers (CGDs) in the State of Michigan, Steve is recognized as a professional who has demonstrated high levels of excellence, competence, proficiency and ethical fitness in applying the principles and practices of geothermal heat pump design over the last 13 years. A registered professional engineer licensed in more than a dozen states, Steve has over 20 years of experience in the design and specification of HVAC systems for various projects across the Metro-Detroit area. His extensive experience spans market sectors and includes historic renovations, multi-tenant residential and mixed-use projects, as well as healthcare, commercial, industrial, educational, telecommunications, and religious facilities. In recent years, Steve’s focus has been on the development of the company’s geothermal practice, including the formation of SES Geothermal.

SELECT EXPERIENCE
Steve has successfully completed over 200 K-12 projects for various private and public school institutions throughout Michigan, including, but not limited to:
Bay-Arenac Intermediate School District
Birch Run Area Schools
Bloomfield Hills Schools
Clarenceville School District
Dryden Community Schools
Eagle Creek Academy
Jackson County Intermediate School District
Lapeer Community Schools
Richmond Community Schools
Waterford School District
Wayne-Westland Community Schools
Woodhaven-Brownstown School District
Montessori Center of Our Lady
Ferndale Public Schools
Oakland Schools
St. Clair County Intermediate School District
Warren Consolidated Schools
Wayne RESA
Charyl Stockwell Academy
Detroit Service Learning Academy
St. John’s High School
Youthville Detroit

EDUCATION
Michigan Technological University
Bachelor of Science, Mechanical Engineering

PROFESSIONAL EXPERIENCE
Strategic Energy Solutions, Inc.
President
1997 - present

Peter Basso Associates, Inc.
Mechanical Engineer
1994 - 1997

Smith Hinchman & Grylls, Inc.
Mechanical Engineer
1991 - 1994

REGISTRATIONS & AFFILIATIONS
- Certified Geothermal Designer
- LEED Accredited Professional
- Registered Professional Engineer
- American Society of Heating, Refrigerating and Air Conditioning Engineers (ASHRAE)
- Association of Energy Engineers (AEE)
- Building Commissioning Association (BCA)
- Engineering Society of Detroit (ESD)
- Geothermal Energy Organization (GEO)
- International Ground Source Heat Pump Association (IGSHPA)
- Michigan Historic Preservation Network
- United States Green Building Council (USGBC)
John T. Abraam  
Principal, Senior Electrical Engineer

John is responsible for project management and budgeting, as well as team organization and daily client interaction at Strategic Energy Solutions, Inc. He possesses over 15 years of experience in the design and specification of power distribution and lighting systems, and is instrumental in making certain that the expectations of the client are met in regards to the engineering systems designed by his team of professionals.

John has played a key role in multiple sustainable design projects, including efforts for K-12, mixed-use, multi-tenant and historic rehabilitation projects across the Metro-Detroit area.

SELECT EXPERIENCE
John has successfully completed projects for both private and public school institutions throughout Michigan, including, but not limited to:
Bad Axe School District  
Bloomfield Hills Schools  
Capac Community Schools  
Chesaning Union Schools  
Clawson Public Schools  
Detroit Service Learning Academy  
Dryden Community Schools  
Eagle Creek Academy  
Elkton-Pigeon-Bay Port Laker Schools  
Harbor Beach Schools  
Kearsley Community Schools  
Livonia Public Schools  
Owendale-Gagetown Area School  
Port Huron Area School District  
Warren Consolidated Schools  
Allen Park Public Schools  
Detroit Public Schools  
Eton Academy  
Fitzgerald Public Schools  
Gratiot-Isabella RESD  
Jackson County Intermediate School District  
Traverse City Area Public Schools  
Wayne RESA

EDUCATION
Lawrence Technological University  
Bachelor of Science, Electrical Engineering

PROFESSIONAL EXPERIENCE
Strategic Energy Solutions, Inc.  
Principal, Senior Electrical Engineer  
1999 - present

Peter Basso Associates, Inc.  
Electrical Engineer  
1993 - 1999

REGISTRATIONS & AFFILIATIONS
• United States Green Building Council (USGBC)  
• Illuminating Engineering Society of North America (IESNA)  
• National Fire Protection Association (NFPA)  
• Michigan Historic Preservation Network
Kevin T. Bouchey, LEED AP, CGD
Project Manager

As a mechanical designer and LEED Accredited Professional, Kevin's focus is on client contact, sustainable design, geothermal project development and project management. His experience includes not only the design and specification of HVAC systems, but also energy modeling and building envelope optimization. He has successfully worked within a variety of market sectors, including educational, healthcare, commercial, industrial, religious and multi-tenant. As one of only ten Certified Geothermal Designers (CGDs) in the State of Michigan, Kevin is recognized as a professional who has demonstrated high levels of experience, competence, proficiency and ethical fitness in applying the principles and practices of geothermal heat pump design. He has served as project manager for several K-12 school bonds, acting as a main point of contact and coordinating efforts between SES, the architect and the school district.

SELECT EXPERIENCE
Berkley School District
- Implementation of the needs assessment for eight schools and two administration buildings, totaling approximately 648,000 square feet, as part of a $58.9 million bond

Saline Area Schools
- Electrical engineering services for a five-year, $67.5 million bond

Stockbridge Community Schools
- Renovations and improvements to Smith Elementary, Heritage School and Stockbridge High School as part of a $19.8 million bond

Waterford Schools
- Updates and improvements to Mason Middle School, Pierce Middle School and Mott High School as part of a $15 million bond

Midland Public Schools
- $121 million bond effort that includes the construction of a new 96,000 square foot elementary school, as well as renovations and improvements to various other district facilities

Mattawan Consolidated Schools
- $14.5 million bond effort that includes two new elementary school buildings, as well as STEM additions to the middle and high schools

Waterford Schools
- Upgrades to all schools throughout the district, including 16 school buildings and various support facilities, as part of a $20 million bond

Wayne-Westland Wildwood Elementary School
- Replacement of the existing mechanical systems throughout the building with a new central geothermal HVAC system, as well as ceiling and lighting replacement, electrical upgrades throughout and a complete roof replacement

Oakland Schools
- Integration of alternative energy systems into classrooms at four of the Oakland Schools technical campuses to provide student in-depth knowledge and hands-on experience with wind, solar, and geothermal technologies

EDUCATION
Lawrence Technological University
Bachelor of Science, Architecture

PROFESSIONAL EXPERIENCE
Strategic Energy Solutions, Inc.
Project Manager
2007 - present

REGISTRATIONS & AFFILIATIONS
- Certified Geothermal Designer
- LEED Accredited Professional
- American Society of Heating, Refrigerating and Air Conditioning Engineers (ASHRAE)
- Geothermal Heat Pump Consortium (GHPC)
- Geothermal Training Institute (GTI) - Optimizing GSHP Systems Certificate
- Heat Spring Learning Institute - Entry Level Geothermal Professional Certificate
- International Ground Source Heat Pump Association (IGSHPA)
- United States Green Building Council (USGBC)
SELECT EXPERIENCE CONTINUED

Kearsley Community Schools
- Construction of two new 3,200 square foot media centers for Weston and Fiedler Elementary Schools, each with two 32-station computer labs, as well as a library section and additional office space

Waterford Schools
- Haviland Elementary School, New secure vestibule addition for visitor entrance
- Houghton Elementary School, Renovations and updates, including new resource and conference rooms, relocation of the front desk, and revised security
- Kettering High School, Updates to the athletic complex, including new lighting for stadium and tennis courts, scoreboard, press box, and additional restrooms
- Mott High School, Updates to the athletic complex, including new stadium lighting, scoreboard, press box and additional restrooms
- Stepanski Early Childhood, Security updates

Central Catholic High School
- Feasibility study to explore the possibility of converting the high school building to a geothermal heating/cooling system

Detroit Public Schools
- Finney High School, Design build of an addition onto the high school, including new elevator, canopy lighting and site lighting
Don Nichols, PE, LEED AP
Senior Mechanical Engineer

With over 25 years of experience in the Construction/Architectural/Engineering field, Don is extremely knowledgeable in building mechanical systems’ engineering, cost estimating and management. His experience spans markets and includes educational, healthcare, commercial, government and airport projects. His past involvement with energy reduction projects, and interest in value engineering, “green” mechanical systems, energy modeling and audits, make him a valuable team member. A former Associate Value Specialist, Don is also dedicated to decreasing costs, increasing profits and improving performance and quality.

SELECT EXPERIENCE

Livonia Public Schools
- Replacement of HVAC systems and controls for all 13 lower elementary schools across the district, part of a $195 million bond

Berkley School District
- Implementation of the needs assessment for eight schools and two administration buildings, totaling approximately 648,000 square feet, as part of a $58.9 million bond

Ferndale Public Schools
- Improvements to multiple schools throughout the district as part of a $22.8 million bond

Stockbridge Community Schools
- Renovations and improvements to Smith Elementary, Heritage School and Stockbridge High School as part of a $19.8 million bond

Detroit Public Schools
- Mumford High School, New construction of a $50 million LEED Certified school featuring state-of-the-art technology and security
- Finney High School, Design build of an addition onto the high school, including new elevator, canopy lighting and site lighting
- Denby High School, Renovations to the existing school, including cafeteria, career center, kitchen and administration area
- Boiler replacement at 5 school buildings throughout the district

Bishop Foley Catholic High School
- Assessment and inventory of the major mechanical, electrical, plumbing, and fire protection systems at the school building

Kearsley Community Schools
- Kearsley High School, Renovation of the existing natatorium, including the addition of a dehumidification system, an independent heating/cooling system for the viewing area, and the replacement of ventilation and air handling units

Bloomfield Hills Schools
- Improvements and renovations to multiple schools throughout the district, including Bloomfield Hills Middle School, East Hills Middle School, West Hills Middle School and Way Elementary School

EDUCATION
- Lawrence Technological University
  Bachelor of Science, Mechanical Engineering

- Henry Ford Community College
  Associate of Applied Science, Construction Technology

PROFESSIONAL EXPERIENCE
- Strategic Energy Solutions, Inc.
  Senior Mechanical Engineer
  2011 - present

- Skanska
  Senior Mechanical Engineer
  2004 - 2011

- SSOE, Inc.
  Director of Mechanical Engineering
  2000 - 2004

REGISTRATIONS & AFFILIATIONS
- Licensed Professional Engineer
- LEED Accredited Professional
- S.A.V.E. International
- Oakland Community College - Instructor for Architectural & Environmental Systems
- American Society of Heating, Refrigerating and Air Conditioning Engineers (ASHRAE)
- International Code Council
- United States Green Building Council (USGBC)
Don Nichols, PE, LEED AP
Senior Mechanical Engineer

SELECT EXPERIENCE CONTINUED

Birmingham Public Schools
- West Maple Elementary School, Roof top unit replacement
- Quarton Elementary School, Media center addition and renovations
- Harlan Elementary School, Media center addition and boiler replacement
- Greenfield Elementary School, Media center addition and boiler replacement
- Pembroke Elementary School, Media center addition and boiler replacement
- Bingham Farms Elementary School, Media center renovations
- Birmingham Covington Districtwide 3-8 School, Media center renovations

Holy Family Regional School
- Renovation of existing school building
- 5th - 8th Grade School, New construction of a $9.5 million, 79,000SF middle school

Monroe Public Schools
- Jefferson High School, $1 million boiler steam replacement, including 4 RTUs, 3 boilers and 1 pool heater
Fares A. Abdallah, PE
Senior Electrical Engineer

With over 20 years of experience in the evaluation, design, implementation and coordination of power distribution and lighting systems, Fares is an asset for any project team. His experience covers a broad range of project types, including both K-12 and higher education, as well as healthcare, commercial, industrial, municipal, religious, historic and multi-tenant residential. He contributes unique lighting solutions designed to complement building architecture, and he has a proven track record of project management, engineering creativity, relationship building and client focus.

SELECT EXPERIENCE
Berkley School District
• Implementation of the needs assessment for eight schools and two administration buildings, totaling approximately 648,000 square feet, as part of a $58.9 million bond

Saline Area Schools
• Electrical engineering services for a five-year, $67.5 million bond

Stockbridge Community Schools
• Renovations and improvements to Smith Elementary, Heritage School and Stockbridge High School as part of a $19.8 million bond

Lapeer Community Schools
• Rolland-Warner Middle School, Renovations and additions to the existing 118,000 square foot educational facility, including a geothermal heating and cooling system with both horizontal and vertical ground heat exchangers
• Zemmer Middle School, Renovations and additions to the existing 114,000 square foot educational facility with a horizontal heat exchanger featuring 200 slinky loops

Clarenceville Schools
• Botsford Elementary, New site lighting, lighting redesign and security upgrades
• Grandview Elementary, Security upgrades and new fire alarm
• Clarenceville Middle School, New site lighting, new fire alarm, and new electrical panel code compliance
• Clarenceville High School, Redesign of weight/weight room, security upgrades, and new electrical panel code compliance

Clawson Public Schools
• Upgrades and improvements to 7 facilities across the district as part of a $10 million bond

Grosse Ile Township Schools
• Renovations and additions to multiple educational and administrative facilities for Grosse Ile Township Schools, including Meridian Elementary, Parke Lane Elementary, Grosse Ile Middle School, Grosse Ile High School, Gross Ile Bus Garage and East River Administration Building

Bax Axe Public Schools
• Bax Axe Middle School, Renovations to the existing 72,000 square foot school building, including the remodel of the computer room, woodshop, cafeteria and multiple science rooms
SELECT EXPERIENCE CONTINUED

Jackson County Intermediate School District
- Career Center, Renovation of approximately 14,000 square feet of existing open area spaces into individual classrooms

Kearsley Community Schools
- Construction of two new 3,200 square foot media centers for Weston and Fiedler Elementary Schools, each with two 32-station computer labs, as well as a library section and additional office space

St. Andrew Parish & School
- New construction of additions to the elementary school and parish center, and renovations to the existing art/music room

Capac Community Schools
- Capac High School, Replacement of existing boiler, kitchen make-up air and new recovery unit for additions to the school

Roseville Community Schools
- Dort Elementary School, Addition and renovations to the existing 45,000 elementary school building
- Fountain Elementary School, Addition and renovations to the existing school building
- Field observation reports for Kment, Patton and Steenland Elementary Schools

Alpena Public Schools
- Facility analysis and assessments for all buildings within the school district

Montrose Community Schools
- Facility analysis and assessments for all buildings within the school district

Davison Community Schools
- Facility analysis and assessments for all buildings within the school district

Lake Fenton Community Schools
- Facility analysis and assessments for all buildings within the school district

Carman Ainsworth Community Schools
- Facility analysis and assessments for all buildings within the school district
Thomas J. Sovel, PE
Vice President | Land Development Manager

Thomas J. Sovel, PE has more than 26 years of experience in the industry and with Spalding DeDecker (SD). Mr. Sovel ensures all engineering projects, initiatives, and processes are in conformance with SD’s established ISO 9001-based policies and objectives, which ensures efficient coordination and completion of land development projects.

His experience in civil engineering covers a wide variety of projects for both public and private clients. These have included educational, municipal, healthcare, commercial, industrial, and residential projects. His experience includes tasks related to the site engineering design of watermain, sanitary sewer, storm sewer, stormwater master drainage plan development, parking lots, bus loops, and site drainage.

Tom’s expertise lies in site design for educational facilities. School zones are very specialized sites that require attention to detail in areas that are not seen in retail or office developments. Automobile traffic during pick-up and drop-off times can be a nightmare; bus transportation has special needs for stacking space and turning movements; pedestrian traffic is predominant and must be accommodated safely; and a host of other items make the design of school sites a serious challenge making an experienced civil engineer very valuable.

RELEVANT EXPERIENCE

Tom has provided civil engineering services for the following K-12 school districts:

Allegan Public Schools
Almont Community Schools
Alpine Academy
Anchor Bay School District
Ann Arbor Public Schools
Archdiocese of Detroit
Avondale School District
Berkley School District
Birmingham Public Schools
Bloomfield Hills Schools
Brandon School District
Brown City Community Schools
Capac Community Schools
Chippewa Valley Schools
Clarkston Community Schools
Clawson Public Schools
Cranbrook Schools
Crestwood School District
Crosswell-Lexington Community Schools
Dearborn Public Schools
Detroit Country Day
Detroit Public Schools
Dryden Community Schools
Elkton-Pigeon-Bay Port Laker Schools
Father Gabriel Richard High School – Ann Arbor
Ferndale Public Schools
Fitzgerald Public Schools
Gibraltar School District
Grosse Ile Township Schools
Lake Orion Community Schools
Laker School District
Lapeer Community Schools
Livonia Public Schools
Marysville Public Schools
Melvindale-Northern Allen Park Public Schools
Memphis Community Schools
Midland Public Schools
Mt. Clemens Community School District
Northville Public Schools
Novi Community Schools
Oakland Schools (ISD)
Oak Park Schools
Oxford Community Schools
Pinckney Community Schools
Pinconning Area School District
Plymouth-Canton Community Schools
Plymouth Christian Academy
Port Huron Area School District
Redford Union Schools
Richmond Community Schools
Rochester Community Schools
Roseville Community Schools
Royal Oak Schools
South Redford Schools
Summit Academy Schools
Swartz Creek Community Schools
Trenton Public Schools
Troy School District
Jacob R. Ensley, PE

Project Engineer

Jacob Ensley has eight years of experience in the industry, all with Spalding DeDecker (SD). Mr. Ensley has been part of the Land Development and Pavement Management Teams and has represented SD on many projects for commercial, institutional, residential, and industrial sites. He has performed initial field investigations to collect data to develop improvement plans; designed plans and specifications for land development and pavement management projects; performed pavement inspection using PASER rating system for many facilities/programs; performed soil borings and analysis; implemented and customized CarteGraph Pavement Management software; prepared current and forecasted pavement repair budgets; developed databases to track facility/program information; developed efficient field data collection procedures; organized/lead client meetings; conducted pre-bid and pre-construction meetings; and performed punch list project close out procedures.

Mr. Ensley has field experience as a Survey Assistant and Construction Engineering Inspector. He has also been involved in construction contract administration, reviewing municipal documents such as as-built plans and easements, and is well versed on current ADA standards for sitework. He has experience with FieldBook and FieldManager while working as a Construction Engineer. Mr. Ensley is also proficient in AutoCAD, Land Desktop, Civil 3D, Microsoft Excel, Microsoft Project, and pavement management software such as Roadsoft GIS, CarteGraph PAVEMENTview, and CarteGraph PAVEMENTview Plus.

RELEVANT EXPERIENCE

Novi Community Schools, Novi, MI – Project Engineer providing pavement condition assessment for several schools in the District. Also provided civil site design for Deerfield Elementary School, Meadows School, and Parkview Elementary School.

Royal Oak Schools, Royal Oak, MI – In 2013, SD was selected as the civil engineering consultant for the District. Engineer responsible for the following projects in the District:

- Addams Elementary School – Paving and Drainage Improvements
- Upton Elementary School – Paving and Drainage Improvements
- Royal Oak Middle School – Paving Improvements
- Royal Oak High School – Paving Improvements and Sewer Repair

Northville Public Schools, Northville, MI – In 2013, SD was selected to provide civil engineering consulting services for the District. Engineer responsible for the following projects in the District:

- Pavement Condition Assessment (District wide)
- Amerman Elementary School – Paving Improvements
- Northville High School – Tennis Court Drainage Improvements
- Northville High School – Parking Lot Improvements

West Bloomfield School District – Doherty Elementary School, West Bloomfield, MI – Engineer responsible for site engineering design of re-configured layout entrance driveway and road widening. Project included re-designing the entrance driveway, widening the road at the entrance driveway to provide turning lanes and deceleration lanes, and installing a traffic signal at the entrance drive. Responsibilities included designing grading, drainage, and paving plans for the site modifications.
THADDEUS SHYMANSKI, P.E.

PROFESSIONAL EXPERIENCE

2010 - Present
Shymanski & Associates, L.L.C.
Principal in charge of design

1991 - 2010
L&A, Inc. Structural Engineers
Principal in charge of design

EDUCATION

Bachelor of Science – Civil Engineering
University of Michigan

Master of Science – Civil Engineering
University of Michigan

PROFESSIONAL REGISTRATIONS

Arizona Arizona Arkansas Colorado
Connecticut Delaware Florida
Illinois Indiana Iowa
Kentucky Louisiana Maine
Michigan Minnesota Mississippi
New Jersey New Hampshire Ohio
North Carolina Pennsylvania Texas
Virginia
NCEES Certified

PROFESSIONAL AFFILIATIONS

American Institute of Architects (AIA)
American Concrete Institute (ACI)
American Institute of Steel Construction (AISC)
American Society of Civil Engineers (ASCE)
American Welding Society (AWS)
Deep Foundations Institute (DFI)
Masonry Institute of Michigan (MIM)
Michigan Society of Professional Engineers (MSPE)
National Society of Professional Engineers (NSPE)
Michigan Licensed Residential Builder

BACKGROUND

Consulting structural engineer since 1991, President of Shymanski & Associates, L.L.C. Responsible for all types of construction projects, from conception through construction, with emphasis on municipal, educational, and mid to high-rise buildings and regional shopping malls. He has been the engineer for structures receiving awards from the Masonry Institute of Michigan and the American Concrete Institute. Emphasis in concrete construction, post tensioned and conventional. Consultant to the City of Birmingham, Farmington Hills, Oak Park, Shelby Township, City of Southfield, Superior Township, and the Cities of Troy, Wixom and Woodhaven.

www.sastructuralengineers.com
| PROFESSIONAL EXPERIENCE | 2010 - Present  
|                         | Shymanski & Associates, L.L.C.  
|                         | 1985 - 2010  
|                         | L&A, Inc. Structural Engineers |
| EDUCATION               | Bachelor of Science – Civil Engineering  
|                         | Detroit Institute of Technology |
| PROFESSIONAL REGISTRATIONS | Massachusetts  
|                         | Michigan |
| PROFESSIONAL AFFILIATIONS | American Concrete Institute (ACI)  
|                         | American Institute of Steel Construction (AISC)  
|                         | American Society of Civil Engineers (ASCE)  
|                         | Michigan Society of Professional Engineers (MSPE)  
|                         | National Society of Professional Engineers (NSPE) |
| BACKGROUND              | Consulting structural engineer with L&A since 1985.  
|                         | Responsible for all types of construction projects, from conception through construction, with emphasis on building investigations. He has been the engineer for structures receiving awards from the Masonry Institute of Michigan, Great Lakes Fabricators and Erectors, and special recognition from Bethlehem Steel for innovative design.  
|                         | Lecturer for Lawrence Technological University and the Architectural Exam Review Seminars.  
|                         | Consultant to the City of Auburn Hills, Birmingham, Farmington Hills, Farmington, Ferndale, Grosse Pointe Woods, Keego Harbor, Oak Park, Shelby Township, City of Southfield, St. Clair, Superior Township, West Bloomfield Township, and the Cities of Troy, Wixom and Woodhaven.  

Mr. Lemons has extensive experience in all facets of Landscape Architecture. Currently, his primary emphasis is in outdoor athletic and recreational facilities, including tennis courts, running tracks with the associated field events, football, lacrosse and soccer fields, softball, baseball, basketball, in-line hockey and playgrounds. His knowledge of the design of synthetic and natural turf fields has proved him to be unsurpassed in the local area by many owners.

Mr. Lemons has a demonstrated record of providing significant cost savings to his clients through conservative and functional design, quality control and continual field inspections. He has worked on projects as small as tot-lot playgrounds up to stadium renovations with synthetic turf. Construction budgets for such projects range from $50,000 to over $3 million. Mr. Lemons' knowledge and experience in these fields has allowed him to serve as an expert witness in a court of law.

In 2001, Mr. Lemons was asked to participate, along with other design professionals, independent testing laboratories, and industry experts from around the country, to create a document to improve the quality and performance of the newest synthetic turf systems. This document, and resulting discussions over a nine month period, eventually led to the formation of the Synthetic Turf Council (STC) in 2003. As a founding member of the Synthetic Turf Council, Mr. Lemons had the opportunity to serve on the Advisory Board and is currently an active Board Member on the Business Practices Task Force of the Synthetic Turf Council.

Mr. Lemons is also an active member of the American Sports Builders Association (ASBA), and has been published in their newsletters and appeared as a speaker at numerous Technical Meetings and also for the Michigan School Business Officials Conferences. He has also co-authored articles published in the "Athletic Business" magazine with regards to track design and all-weather synthetic surfacing, and has been a guest speaker at the Michigan Sports Turf Managers Association technical meeting(s).
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<th>ID</th>
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<th>EIC</th>
<th>PM</th>
<th>Field Rep</th>
<th>Project Name</th>
<th>Duration</th>
<th>Start Date</th>
<th>End Date</th>
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<td>Nov '17</td>
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<td>Dec '17</td>
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<td>Jan '18</td>
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<td>14</td>
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<td>Rick</td>
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<td>Mar '18</td>
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<td>16</td>
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<td>Keti</td>
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<td>WBSD Elem &amp; MS</td>
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<td>Apr '18</td>
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<td>411 days</td>
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<td>Sep '18</td>
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FRENCH associates, inc.
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<th>#</th>
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<th>Duration</th>
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<td>1</td>
<td>2012-077</td>
<td>PAC</td>
<td>Ketti - MOB tenants Improvements (on going)</td>
<td>Mon 6/17</td>
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<td>Mon 10/20</td>
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<td>2</td>
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<td>DCJ</td>
<td>MPS - Secure Entries</td>
<td>Mon 11/17</td>
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<td>Wed 2/19</td>
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<td>3</td>
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<td>DCJ</td>
<td>MPS - STEM Outdoor Learning &amp; Playgrounds</td>
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<td>Wed 2/19</td>
<td>73 days</td>
<td>DCJ</td>
<td>Mon 11/17</td>
<td>Wed 2/19</td>
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<td>4</td>
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<td>DCJ</td>
<td>MPS - STEM Cent at Furniture</td>
<td>Mon 11/17</td>
<td>Wed 2/19</td>
<td>73 days</td>
<td>DCJ</td>
<td>Mon 11/17</td>
<td>Wed 2/19</td>
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<td>5</td>
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<td>4th District Court Remodeling</td>
<td>Thu 11/17</td>
<td>Mon 4/17</td>
<td>118 days</td>
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<td>6</td>
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<td>Thu 7/17</td>
<td>Fri 12/23</td>
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<td>Fri 12/23</td>
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<td>7</td>
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<td>PAC</td>
<td>WSD - Year 1 BP 2 (Donelson Hills)</td>
<td>Mon 9/17</td>
<td>Tue 2/14</td>
<td>107 days</td>
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<td>Tue 2/14</td>
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<td>8</td>
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<td>PAC</td>
<td>WSD - Year 1 BP 3</td>
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<td>Fri 3/17</td>
<td>130 days</td>
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<td>9</td>
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<td>PAC</td>
<td>RCS - ACE</td>
<td>Fri 9/17</td>
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<td>158 days</td>
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<td>Mon 3/17</td>
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<td>Wed 3/17</td>
<td>18 days</td>
<td>DCJ</td>
<td>Wed 2/15</td>
<td>Wed 3/17</td>
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**CERTIFICATE OF LIABILITY INSURANCE**

**PRODUCER**
DESIGNPRO INSURANCE GROUP
P.O. BOX 511106
LIVONIA, MI 48151
(734) 425-9710

**INSURED**
FRENCH ASSOCIATES, INC.
236 MILL STREET
ROCHESTER, MI 48307

**INSURERS AFFORDING COVERAGE**

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<td>B: HANOVER INSURANCE COMPANY</td>
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<td>C: RLI INSURANCE COMPANY</td>
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**COVERAGES**

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**CERTIFICATE HOLDER**

"FOR PROPOSAL PURPOSES ONLY"

**CANCELLATION**
SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, THE ISSUING INSURER WILL ENDEAVOR TO MAIL 30 DAYS WRITTEN NOTICE TO THE CERTIFICATE HOLDER NAMED TO THE LEFT, BUT FAILURE TO DO SO SHALL IMPOSE NO OBLIGATION OR LIABILITY OF ANY KIND UPON THE INSURER, ITS AGENTS OR REPRESENTATIVES.

**AUTHORIZED REPRESENTATIVE**

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ABC Pre-election Audit & Campaign Marketing Services

Pre-Bond Planning & Project Development

As part of the pre-bond planning process, French Associates proposes an informational campaign based on data created using our campaign process. This process has been developed in conjunction with Banach, Banach & Cassidy, a nationally-recognized campaign marketing firm. To create the informational campaign, French Associates will involve staff consultants in the areas of survey research, technology, curriculum design, and architectural planning. French Associates proposes creation and analysis of these additional databases. The information garnered from these is as follows:

The ABC Pre-election Audit - This instrument and its accompanying software enables French Associates to determine the probability of success for any school finance ballot proposal, up to three years in advance of the election. In addition, the Audit software generates a research-based campaign plan for any financial issue a school district decides to present to local voters. In short, the Audit dramatically improves the likelihood that district voters will support the ballot proposal. The initial focus of this Audit will be the proposed direction of the district pre-planning and strategic plan that is in process.

Voter Analysis - French Associates will conduct an analysis of likely voters to identify the demographic and psychographic characteristics of those most likely to cast ballots in a district election. The Analysis will identify areas of support and, as election day nears, the informational needs of specific voters and the communication strategies needed to activate their support for a ballot proposal.

French Associates follows a process that enables us to start moving right away. The process, modified to align with the districts desires, begins to engage the teams selected to provide the testing and surveys required for district projects. While planning meetings are taking place, the survey and testing teams will be simultaneously executing their services.
Professional Services

Printed Publications
- Press Releases
- Media Packets
- Newsletters
- Flyers
- Talking Points / Scripts

Conducting Research
- Surveys
- Creation
- Compilation
- Analysis
- Summary
- Presentation

Developing Strategy
- Outreach
- Media and Public Responses
- Identification of Niche

Database Management
- Questionnaires
- Voter Polls

Branding Review
- Graphic/Visual Consistency
- Campaign Literature
- Website
- Posters
- Presentation Format

Media Training and Support
- Presenters
- Committee Chairpersons
- Citizens Bond Committees

Success Rate

The following list illustrates school district clients for whom French Associates and Banach, Banach & Cassidy have delivered victorious bond campaign results using our proprietary campaign strategies and procedures.

- Trenton Public Schools
- Algonac Community Schools
- Lapeer Community Schools
- Brandon School District
- Avondale School District
- Huron School District
- South Lake School District
- Pinconning Area Schools
- Marysville Public Schools
- Grosse Ile Township Schools
- Escanaba Community Schools

From the 2005 inception of our partnership with Banach, Banach & Cassidy and the ABC Bond Campaign planning program, only one client utilizing our services has failed to pass a bond election. Our success rate percentage is 92%, which is much higher than the industry standard.

Don’t take our word for it....

"Throughout planning and community dialogues, we have found French Associates to be an important and integral partner in our vision for the Brandon School District."

Mr. Thomas Miller
Former Superintendent
Brandon School District

"French Associates was a very integral part of our Bond team that was successful in passing the first bond in Trenton since 1968!"

Dr. John Savel
Superintendent
Trenton Public Schools

"I am confident that without their expertise, encouragement and guidance, we would not have been successful at the polls."

Ms. Dena Dardzinski
Former Superintendent
Grosse Ile Township Schools

"Over the years, French Associates has become an invaluable long term partner of the Rochester Community School District."

Mr. Dave Pruneau
Superintendent
Rochester Community Schools
You Can Win Your Next Election

When it comes to school financial elections, there are no guarantees. But you can improve your odds.

That’s why French Associates formed a strategic alliance with Banach, Banach & Cassidy (BB&C), one of the nation’s premier survey research and campaign strategy firms. We want to help you win your next financial election.

BB&C knows what it takes to win at the polls, and their record of success is unequaled. They don’t tell you what to do. They work with you to do what needs to be done.

What Are Your Odds?

The odds of winning a school financial election have been less than chance for the past five years. Given the nation’s economic downturn, the odds are now less than 50-50… unless you have community “intelligence” and a rock-solid strategy.

French Associates and BB&C Can Make You a Winner

We have been successful at the polls because…

- We are experienced (helping school districts across America pass over $3 billion at the polls)
- We develop research-based, community specific campaign plans (no “cookie cutter” campaigns)
- We know what works and what doesn’t (we know when not to use yard signs, how to respond to opposition, and how to time everything from newsletters to supportive editorials.)
- We are with you every step of the way (before, during, and after your election!)
- We work with you (we don’t tell you what to do and leave you overwhelmed.)

The French-BB&C alliance has worked very well. In fact, it has helped Michigan school districts secure voter approval of more than $315 million in the past three years. You can put the alliance to work for you simply by calling French Associates at 248/656-1377.
French Associates and BB&C Can Make a Difference… For You

Our success is directly related to the research we conduct, and the strategies we develop.

Step 1 - The Pre-election Audit
This audit compares your community information to several data bases and predicts the probability of success up to three years before election day. More importantly, the audit generates a research-based campaign plan specific to your community. It identifies voters most likely to say “yes” and generates the messages they need to solidify those positive votes. A targeted informational campaign gives you more control over the positive outcome of your ballot proposal.

Step 2 - Campaign Structure
We develop a rationale for your proposal that resonates with your community, and we help you deliver your messages through a variety of media. A typical campaign depends on traditional media (newsletters and newspapers). We use those, but we also use a variety of other methods (i.e. email, web postings, social networking sites, direct mail, personal telephone calls, and face-to-face communication).

Step 3 - Survey Research
Our survey research assesses the impact of your informational materials to determine issues to be addressed by the campaign and monitor community support. This way, the campaign remains on-target and on-message.

Step 4 - Campaign Messages
We help conceptualize the message, and then we write everything… and we mean everything! From newsletter copy, presentations, letters to parents, and website postings, to letters to the editor, and speeches. This assures that every message is based on the research and has a cohesive “voice.”

Step 5 - Citizen’s Committee
We facilitate the citizen’s committee, engaging volunteers and sharing the vision. We train citizen leaders, develop agendas, consult at their meetings, and help them do everything that needs to be done. Everything!

Step 6 - Mobilizing Support
We help you mobilize school supporters and get them to come out to the polls on election day.

Step 7 - Ongoing Counsel
Providing counsel to the superintendent and the leaders of the citizens’ committee means responding to any questions that arise, serving as a sounding board, and keeping the campaign focused. We can help you avoid costly mistakes.