

ARE YOU A GOOD FIT FOR FICKETT?



FICKETT
Structural Solutions

INTRODUCTIONS

What Fickett Means to Me

Andy Fickett, President, Fickett Structural Solutions



We passionately believe that when we bring someone on board, they are not just filling a role. They are joining our family. We strive to create an environment where everyone feels they belong and are valued not just for their professional contributions, but for who they are as

individuals. We do not see ourselves as a stepping-stone in someone's career but as the destination.

Our mission is to provide our employees with opportunities for career advancement while ensuring they know they are trusted and supported. Personally, nothing is more rewarding than watching our team members flourish and succeed in their roles. Knowing that I have played a part in that success is what truly motivates me each day.

Structural inspections form the core of our services. Education and experience are how we do it better than most. Protecting our clients and the public is why we do it.

We believe that having a strong foundation of knowledge and skills is crucial for delivering quality services to our clients and safeguarding the interests of the public. Our commitment to continuous learning is a testament to our dedication to providing exceptional service. Our team is current with industry updates, technological advancements, and new methodologies. As a result, we can expertly navigate the ever-evolving landscape of our industry and deliver the highest quality solutions to our clients.

We prioritize our company culture and follow the Fickett Team Code of Excellence. If our culture appeals to you, then you probably would be a good fit, and we should talk.

Here are our core values in my own words:

Humble: We foster a culture of humility and open-mindedness. We understand the significance of differing perspectives and welcome diverse opinions without feeling threatened. This respect extends to every member of our company and our partners. We oppose any form of condescension or arrogance. Our belief in two-way communication ensures that everyone's voice is heard and acknowledged, which fosters a collaborative environment.

Hungry: Every day presents an opportunity to become a better version of ourselves through learning, listening, and seeking new opportunities. Encouraging curiosity and open-mindedness is fundamental in cultivating an environment that values diverse opinions and ideas. Additionally, our team's continual learning fosters individual growth and enhances our collective knowledge, ultimately benefiting our clients.

Smart: We firmly believe in the power of clear and empathetic communication. An employee can learn technical skills. However, emotional intelligence, a crucial aspect of our work culture, is a more challenging skill to impart. Knowing when to listen and when to talk is a skill we hope all our employees can master. Our words can have a significant impact, and how we communicate is paramount.

When we add someone new to the team, I will be involved because I consider it such a crucial decision. Other companies may talk about their amazing corporate culture, but we live and enforce ours. People enjoy working here and spending time together at work and during their personal time. I am very proud of our team.

INTRODUCTIONS



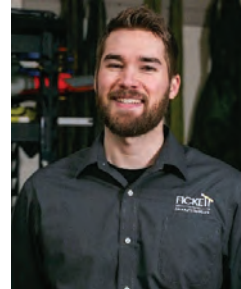
Joelle Lang, Accounting Specialist
Joined Fickett in 2023

I'm new to the Architecture/Engineering/Construction industry. In my previous position at a large company, I felt lost. I was looking for a smaller company. I also like that Fickett's goal is to serve and focus on safety for others instead of just focusing on the bottom line. We're a team at Fickett. Everyone is in it to help each other. I appreciate the company's focus on learning to do things differently to better the company. Because of Fickett's flexibility, I can work at home one day a week.



Jordan Budiak, Staff Engineer
Joined Fickett in 2022

At Fickett, you can be part of some amazing projects. Someone who likes to be hands-on and adventurous would be a great fit for the company. You can go outside, be in some cool places, and climb things most people are not legally allowed to climb. Unlike my previous job, where I was behind the desk for 50 to 55 hours a week, I have a mix of office and field days at Fickett. There are lots of growth opportunities, no matter what your position. I get along very well with everyone here, and Andy's a great president who cares about the staff.



Michael Beglin, P.E., CWI, Senior Project Manager
Joined Fickett in 2021

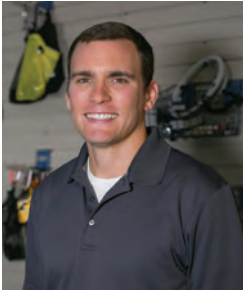
When I saw Fickett's recruitment ad in 2021, it captured everything I was looking for. I could use my design skills and do a lot more fieldwork. The company's website was more geared towards company culture and what they want in an individual's character. It was out of the ordinary.

Now that I'm at Fickett, I see that management is not just looking to fill positions; they're looking for individuals with outstanding character. That's important for this industry because there's a lot of interaction with clients and co-workers. It's important to have like-minded, positive individuals. We work directly with people, and their attitude towards us can make or break the job.

Fickett lives its values. We're **humble** and get along with each other. We team up with others and recommend outside firms if we need help to do the work. We're **hungry**. We're always looking for prospects on the horizon, and we're growing. And we're **smart**. We have a lot of stars here. Fickett invests in employees. Training and education are important.

For anyone considering work at Fickett, I would say management looks out for all employees and encourages growth and personal development. It's a tough industry that can be grueling at times. It's better when the people managing you have positive attitudes and will listen to your concerns.

INTRODUCTIONS



Ryan Sievers, P.E., CWI, Field Operations and Rope Access Program Manager

Joined Fickett in 2011

I joined Fickett right out of college and never left. Now, I'm based in Nashville, Tennessee, because my wife is a resident at Vanderbilt

University. The company gave me a lot of opportunities that bigger companies wouldn't give you. Fickett's culture is also very positive. There's communication and respect among employees. No one is afraid to reach out to upper management.

I also see that the company lives the values of being humble, hungry, and smart. We're **humble** because everyone works together at all levels, and no one uses their position to advance. We are **hungry** because we all look for new opportunities so we can continue to grow. We are **smart** because we want to make our client's lives easier and keep the traveling public safe.

I believe people who want to take the initiative will succeed at Fickett. Many new engineers are allowed to get out into the field quickly and handle project coordination. At our company, we're not kicking people out of the nest, but when they're ready to jump, we let them fly. This may not be the case at larger firms.

Another benefit of Fickett is the strong sense of community within our company. We travel and work together, and then, at the end of the day, we hang out together. We also enjoy our annual party in January, and people look forward to it.



Lonnie Anderson, CWI, NDT Level II

Joined Fickett (formerly Fish & Associates) in 2004

I have over 20 years of experience in structural steel welding, fabrication, and inspection. Fickett offers a "small company feel," which I didn't experience at a larger company.

I feel appreciated and like working with my co-workers.

I enjoy the variety of my work. Something different could pop up each day. That's part of the fun of it.

I believe Fickett lives its values. We all work to keep existing clients happy by being honest and communicating with them. In addition, the team is always looking for the best ways to do things. We look at our options and choose the one that gives the best outcome.

If someone asks me about what it's like to work with Fickett, I would tell them, "If you're willing to work hard, it would be the perfect place for you. There are lots of opportunities, and we provide lots of different services. We keep expanding, and you're learning something new every day."

At Fickett Structural Solutions, we value the strength and unity of our team. We believe in working together, communicating openly, and supporting each other. Every team member is important to us, and we empower everyone to achieve their goals while also working towards our shared objectives.

Our culture is part of everything we do – from our projects to our personal interactions. It creates a foundation of trust and resilience within our corporate family.

If our culture resonates with you, we invite you to contact us to learn more at info@fickettinc.com.

OUR CORE VALUES



fickettinc.com

Structural Integrity. **It's what we do.**