



Performance Services is the largest full service guaranteed energy savings contract provider in the state of Indiana.

Performance Services has provided demand-side energy solutions for education and institutional facilities for over a decade and has a proven track record of reducing energy costs and enhancing learning, healing, and working environments. More recently, we have developed supply-side energy solutions for customers, including geothermal systems, solar power, and wind energy.

We place great value on our employees as the source of our success. Therefore, we focus a significant amount of time and effort on hiring the best people and retaining them after they join our team. We hire only those who we believe have high integrity and extraordinary talent in their area of responsibility. We retain our employees by providing them with an enjoyable and rewarding work environment based on mutual purpose and mutual respect. We empower and compensate well above market and have a generous employee benefits package. We are growing and continually seeking top talent to join our team.

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- GUIDING PRINCIPLES
- UNIQUE CUSTOMER VALUE
- ENTREPRENEURIAL WORK ENVIRONMENT
- HIGHLIGHTS OF OUR BENEFITS



WIND ENERGY



SERVICES PORTFOLIO

We provide customers with innovative engineering and the best combination of ongoing support services.

Design-Build Delivery For Renovation And New Construction Projects

Open Controls Platform

Guaranteed Energy Savings Contracts

Wind Energy Solutions

Solar Power Solutions

Geothermal Systems

Optimal Indoor Environments

SOLAR POWER



MARKETS SERVED

K-12 Schools

Universities

Healthcare Facilities

Municipalities

GEO THERMAL SYSTEMS



“PSI provides me with a truly unique work environment and I am challenged daily to utilize the skills I gained during college. This is a great place to work.”

— Jason Seng,
Electrical Engineer





"We are very pleased with our new systems at Mary Castle Elementary. Performance Services was a delight to work with. They continue to be very vigilant about any concerns that we may have. The classroom environment has changed dramatically with consistent air temperature and quality. Eliminating loud ventilator noise, cold and hot blasts of air has been wonderful. Teachers are very pleased. Thanks so much for selecting our site at Mary Castle to do a full-scale change. It will save us time and energy by not trying to "fix" the problem on a never-ending quest!"

— Dorothea Irwin, Principal
Mary Castle Elementary School, MSD of Lawrence Township
Indianapolis, Indiana

GUIDING PRINCIPLES

PEOPLE

We seek, hire, develop and retain the best employees by empowering them with responsibility, authority and accountability to do excellent work and thrive. Our employees are a key to our success in meeting the needs of our customers and delivering the greatest possible value to their organizations.

EXCELLENCE

To ensure we are best serving our customers, we have a shared commitment of continual improvement and excellence. Through effective work processes, on-going training, accurate feedback systems and attention to detail our talented and skilled employees consistently achieve success for our customers.

SERVICE

Our job is to serve our customers, employees and business partners. We spend the time to uncover their wants and needs and take these things into consideration in developing long-term relationships.

PROFIT

Everyone knows profit is a necessary factor for any business to succeed and grow. It is also necessary to fairly compensate employees, pay business partners, share with those in need and continue to grow and improve our organization to better serve our stakeholders. We strive to remain profitable through new business growth, improved work processes, and by providing exceptional value to our customers.

STEWARDSHIP

We have been entrusted by God as stewards of a company that serves customers, employees, business partners, the community and shareholders. It is our responsibility to work with wisdom and diligence to produce the greatest value for all our stakeholders.

UNIQUE CUSTOMER VALUE

Owner expectations and needs have changed in a world where the beauty of a new or renovated design includes superior energy efficiency and an optimal environment. Our business was founded to create high performance buildings and renewable energy systems that result in large energy savings.



GUARANTEED ENERGY SAVINGS PROVIDER

Leading service provider for Energy Star® schools in Indiana

100% customer satisfaction commitment

100% of energy guarantees met



DESIGN-BUILD EXPERTISE

First new school construction project in Indiana at South Adams Schools utilizing the 2005 Design-Build public law

Largest school renovation project in Indiana at Noblesville Schools



SUSTAINABLE SOLUTIONS

Design-builder selected for Purdue Energy Park

First community wind project in Indiana at Randolph Eastern Schools and Union City

Geothermal and Solar systems projects for the City of Indianapolis, Indiana

GUARANTEED OPTIMAL INDOOR ENVIRONMENTS

Standards of excellence meet or exceed ASHRAE, ANCI and state laws and rules. Criteria includes:

Thermal comfort

Indoor air quality

Relative humidity

Outside air exchange

CO₂ levels

Lighting

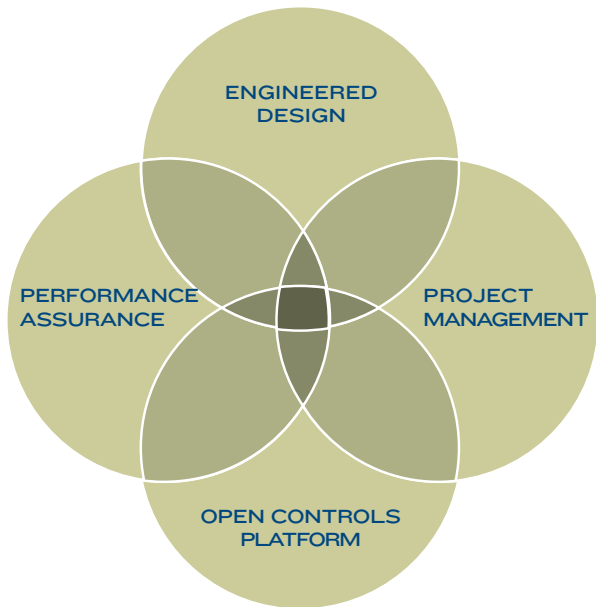
Background noise levels

Air filtration and movement

“The challenging and innovative work we do at Performance Services is what drew me to the company. Not only is the company innovative and forward thinking with the technology we implement, but there is a strong customer service focus that is refreshing to see in today’s business world.”

— Shana Lopez,
Performance Assurance Analyst





COLLABORATIVE TEAM APPROACH

Our integrated service delivery model encourages a collaborative team approach that cultivates both an enjoyable work environment and a project result that exceeds expectations and a satisfied customer. Our staff of talented energy and design engineers, registered architects, project managers, control technicians, performance assurance engineers, and business development professionals is dedicated to excellence.



“In my four years at Performance Services I have been able to excel personally and professionally. It’s about the people, our customers and the company culture. There is never a dull day and always a new opportunity on the horizon.”

— Tony Kuykendall,
Business Development Manager



“I chose to work at Performance Services because they are a winning company in a fast growing industry that values their employees and customers above all else. My co-workers are extremely talented and high-integrity individuals, and the company culture is one of accountability, truthfulness, and respect.”

— Brian Ondyak,
Energy Engineer



ENTREPRENEURIAL WORK ENVIRONMENT

We are committed to a flexible work environment that is more than a paycheck.

Professional career development

Flexible, life/work balance employment practices

Rewarding and challenging work

Tuition reimbursement for continuing education

All company staff meetings

Timely performance reviews

An engaging and safe workplace environment

HIGHLIGHTS OF OUR BENEFITS

No waiting period - benefits begin on first day of employment

100% of premium for all insurance plans is employer paid

Comprehensive medical plan

Health savings account option

Prescription drug plan

Dental and Vision plans

Basic Life and AD&D plan

Short-term disability plan

Long-term disability plan

401K retirement plan with annual 3% employer contribution

Work-life balance employee assistance program

Fitness center subsidy and personal trainer access

Worldwide emergency travel assistance

Flexible vacation schedule

Annual bonus based on company and individual performance goals

Annual company trip based on company performance goals

VOTED A “BEST PLACES TO WORK” COMPANY

This annual statewide survey and awards program was designed to identify, recognize and honor the best places of employment in Indiana. Companies from across the state entered a two-part process to determine the Best Places to Work in Indiana in 2009. The first part consisted of evaluating each nominated company's workplace policies, practices, and demographics. The second part consisted of an employee survey to measure the employee experience. The combined scores determined the top companies and the final ranking.



“I feel so thankful for this honor because it offers additional confirmation and outside recognition that we are succeeding in a key portion of our vision. We seek, hire and retain people with high integrity and great talent in their area of responsibility. We highly value our employees and treat them with dignity, respect and equity and guiding principles. We hire and retain the best employees available and compensate them commensurate with their value in the market and their value to PSI. We empower our employees with the responsibility, authority and accountability to do excellent work and thrive.”

— Tim Thoman,
President



For more information about Performance Services' careers or to apply online, visit PerformanceServices.com/our_team/psi_careers

Performance Services is an Indianapolis-based design-build engineering company that specializes in constructing and renovating schools, universities and healthcare facilities to deliver optimal environments through both the Guaranteed Energy Savings Contract and Design-Build procurement methods. Innovative wind power and geothermal systems are integral to the energy services portfolio. The company has provided energy solutions to schools since 1998 and is the leading service provider of guaranteed energy savings projects and Energy Star labeled schools in Indiana.

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Design-Build | Guaranteed Savings Contracts | Geothermal | Wind Power

4670 Haven Point Boulevard | Indianapolis, IN 46280
Ph: 317.713.1750 | Fax: 317.713.1751 | performanceservices.com

