

GAYLOR®

Gaylor Inc. of North Carolina

Building on a Legacy for Diversity...

What do you attribute the success of Gaylor in North Carolina?

The reason for our success in North Carolina is simple: we have continued doing what has made Gaylor a success throughout the country in each market segment we have entered. We provide premier electrical services---and we can do this because we believe we have men and women who understand our business philosophy, "treat the people you work with [employees, clients, vendors] fairly, give them an opportunity to succeed, and they will provide superior performance." It is like a three-legged stool, all three legs are necessary to be balanced and sustainable. Our business is like that, we need the best employees, clients and vendors to have a balanced and sustainable business and we are pleased to have just that here in North Carolina.

Legacy for Diversity... just what do you mean by that?

Gaylor has always sought to "win the talent war" by securing the best men and women available. We recognize that talent is not limited to one ethnic group or one gender. We have developed a company culture that allows a person's talent and performance to define them---not how they might look. When it comes to vendors, we believe that good fortune comes to those who help others succeed. Just after being in business for five years, Gaylor

started a Mentor/Protégé program for fledgling XBE companies. Since 1989 we have assisted over 50 minority or woman-owned companies get started with our Mentor/Protégé program.

Can you elaborate on your Mentor/Protégé program?

The agreement provides guidelines and a framework for a working relationship with both minority business enterprises (MBE) and women owned businesses (WBE). As a mentor we provide to the protégé advice and assistance in areas like finances, bonding, bidding, technical assistance, training and relationship building.

Diversity Director to promote and insure we continue to grow this aspect of our business --- this is unprecedented in the construction industry today.

What other investments has Gaylor made to Supplier Diversity?

All our buyers utilize a company-wide Vendor Relationship Management system (VRM) that provides nationwide real time information flow and report generation, as well as, access to all certified women and minority businesses. Also, all our buyers attend annual training on Supplier Diversity. We are currently exploring incentive programs for those Gaylor employees who work with women and minority companies to reduce contract costs, which make Gaylor's bids more competitive.

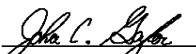
What are you doing to assist Women and Minority Businesses here in North Carolina?

Gaylor supports and is actively involved in the Carolinas Supplier Diversity Council. We are also pursuing joint venture agreements with XBE firms where we can help provide greater expertise and experience to help develop these firms and provide them with expanded opportunities.

For more information on working with Gaylor contact diversity@gaylor.com www.gaylor.com

GAYLOR® Diversity Commitment

Gaylor promotes workforce and supplier diversity seeking out those most qualified regardless of race, gender, or religion. Gaylor will continue to build upon our history to attract, develop and maintain positive relationships with underutilized sectors of the population, as well as, provide needed partnerships with minority owned companies.


John C. Gaylor
President and CEO

Gaylor has always approached the construction business with a vision for growth and opportunity for all. We are not just looking for partnering opportunities when it is a project requirement; we are proactive in fostering those relationships at all times. In addition we have a Chief Values Officer and a Corporate

*Success comes from having
the right people with the right talent .*

John C. Gaylor, President & CEO

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