

**Baker**<sup>®</sup>  
GROUP







Whatever the project,  
whatever its size, our  
employee owners are  
focused on building  
long-term relationships  
by providing the kind of  
work that ensures our  
clients can always  
*Expect the Best®.*





# Why Choose Baker Group?

**At Baker Group**, we are firmly committed to delivering high-quality consultative design, construction and facility support services.

Since our founding in 1963, we've proudly grown to be one of the Midwest's largest full-service industrial contractors. Our success is rooted in our ability to build long-term relationships and our reputation for industry-leading operational excellence. Each employee-owner lives out our core values – care about people, love what we do, mentally tough, own it – in how they approach projects, interact with one another, and serve our clients.

Our company culture allows us to innovate, push boundaries and deliver the best for our clients with best-in-class preconstruction, commitment to safety and deep subject matter expertise. Our clients receive sustainable, high-value products and services, top-notch design and construction, cost-effective installation and on-time completion.

INDUSTRIAL



**1963**  
Bernard "Bernie" Baker, Jr.  
Founder



**1984**  
Bernard "BJ" Baker III becomes  
President



**2019**  
Employee Stock Ownership Plan  
(ESOP) Established



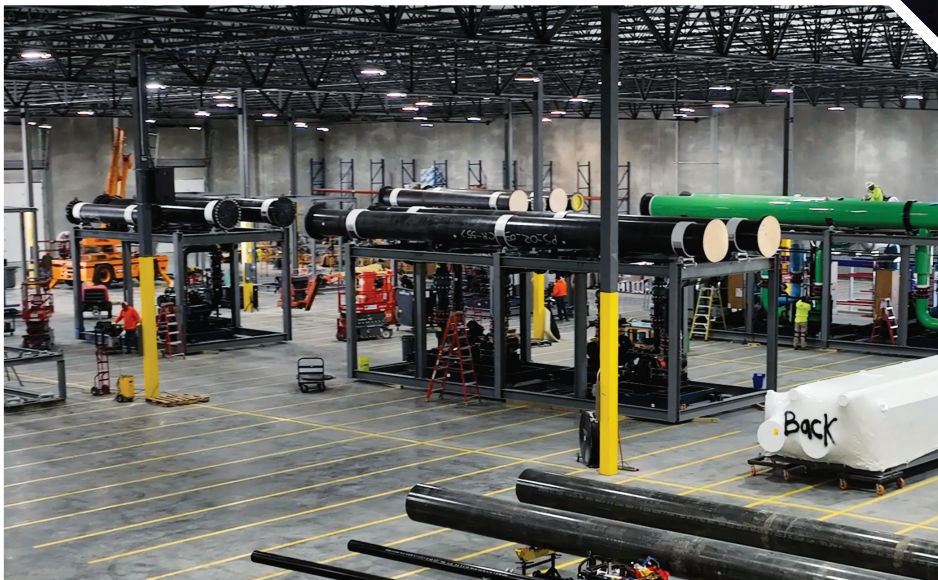
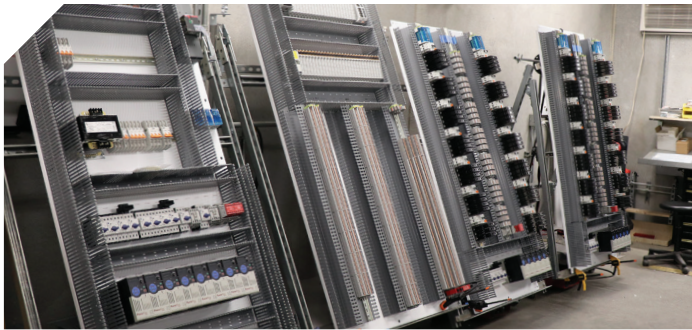
# What Sets Us Apart

## ONE COMPANY, MANY EXPERTS

- We're confident we can **find an answer** to your toughest question under our roof.
- Baker Group has more than **1,000 professional employees**, each dedicated to their field of expertise.
- Our employees are empowered to work collaboratively across crafts to ensure the entire **client experience is seamless** from start to finish.
- Our teams offer perspective, expertise and skillsets to **create the best plan** and end product for our clients.

## SAFETY LEADERSHIP

- Safety is our **top priority**. We want everyone to go home safely to their families.
- Safety is critical to the success of our people, clients and projects, so we do all we can to provide the tools for a **productive, healthy, accident-free environment**.
- Our safety team stays at the **forefront of safety protocols** across the industry.
- We **share our safety expertise** with our customers and partners.







## BEST-IN-CLASS PRECONSTRUCTION

- For decades, Baker Group has been recognized for our **comprehensive and diligent approach** to the preconstruction phase.
- We align the diverse knowledge and skillsets of our employees with our **sophisticated in-house technologies** to build a project plan that ensures cost-effective construction, improved functionality and easier long-term maintenance for our clients.

## OUR EMPLOYEE OWNERS BUILD LONG-TERM RELATIONSHIPS

- Employees set the standard for quality and service that builds **long-term relationships**.
- In 2019, Baker Group transitioned to a 100% employee-owned organization by establishing an **Employee Stock Ownership Plan (ESOP)**.
- This milestone ensures that our team members are rewarded for their **contributions to client success** while empowering them to play an integral role in the future.



## CARE ABOUT PEOPLE

- Send people home safe to their families
- Stronger as a team by having each other's back
- Promote healthy lifestyles
- Challenge each other to be great

## LOVE WHAT WE DO

- Go the extra mile
- Act in the best interest of Baker Group and our clients
- Creative problem solvers
- Build long-term relationships

## MENTALLY TOUGH

- Run to the fire
- Driven to succeed
- Get up when knocked down
- Optimistic leadership

## OWN IT

- Do what we say we are going to do
- Acknowledge our mistakes
- Accountable for our financial success
- Committed to being lifelong learners





# Core Values

**At Baker Group**, our core values aren't something we aim to do – they're already ingrained in our team culture, decision-making and client relationships. It's been this way since our earliest days.

We firmly believe centering our focus on these core values shapes Baker Group for the better. They guide our success as a business partner and employer. Through this consistent, concerted dedication to our values we're able to live out our just cause – doing exceptional things in the lives of others – and create clients for life.



## **Baker Group GUARANTEE**

**We take pride in our work.  
If it is not right, we will own  
it and make it right.**





# Our Client for Life Approach

We take an intentional approach to client satisfaction – it's why you can *Expect the Best®* from Baker Group. From the initial meeting through preconstruction, construction and ongoing maintenance our *Client for Life* process ensures we deliver for our clients while living out our core values.

## BUILDING RELATIONSHIPS

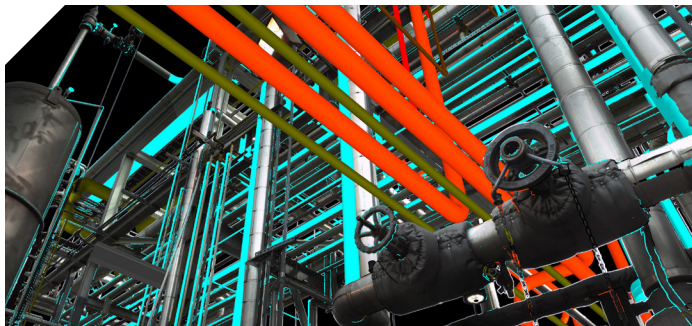
- Team listens, asks questions, and takes ownership
- Partner from the start, earning trust at every step
- Best-in-Class preconstruction

## MULTI-TRADE EXPERTISE AND COORDINATION

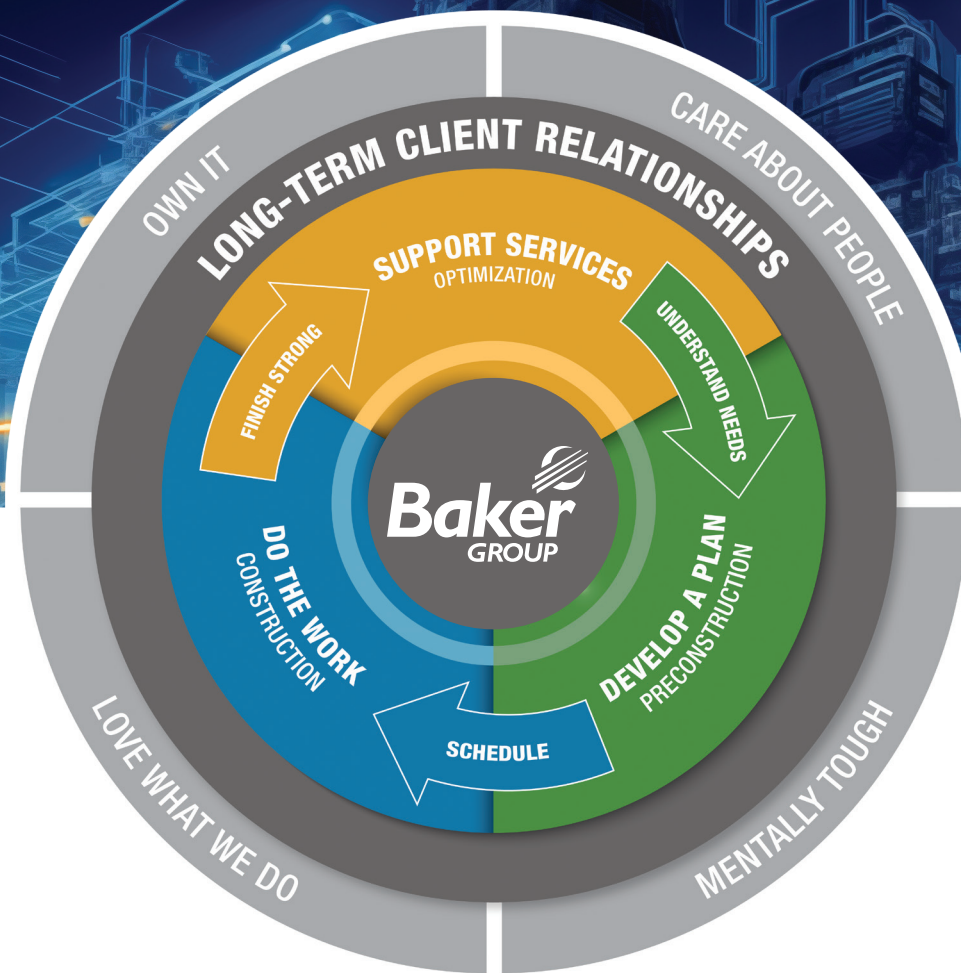
- Full-service industrial contractor
  - > Building Information Modeling (BIM)
  - > Virtual Design and Construction (VDC)
- Client and end-user feedback in preconstruction process

## EXTENSIVE SAFETY PLANNING

- Involvement of safety planning and facility maintenance teams
- Proactive adjustments for safety and quality







## MODULAR CONSTRUCTION & FABRICATION

- State-of-the-art prefabrication facilities
- Equipped with latest equipment and tools
- Commitment to accelerating project delivery and enhancing operational efficiency reducing construction schedules for our clients

## CONSTRUCTION PHASE IMPLEMENTATION

- Coordination across trades for efficiency
- Utmost priority on jobsite safety and quality craftsmanship
- Jobsite leaders

## BUDGET AND SCHEDULE CERTAINTY

- Cost control commitment
- Providing schedule certainty until completion
- Focus on delivering return on investment

## POST-CONSTRUCTION SERVICE

- Ongoing support for comfort, safety, security, and emergency response
- Partner for preventive and predictive maintenance
- Building analytics, utility benchmarking, and trainings for ongoing benefits





# Services

- Compressed Air
- Electrical
- Engineering, Procurement, & Construction
- Facility Maintenance & Repair
- HVAC
- Prefabrication
- Millwright
- Modular Construction
- Piping
- Process & Building Automation
- Security Solutions
- Structured Cabling

# Industries & Expertise

## INDUSTRIAL

- Agriculture & Grain Processing
- Biofuels
- Energy Storage & Transport
- Food & Beverage
- Industrial Manufacturing
- Oil & Gas
- Petro/Chemical
- Pharmaceutical
- Power Generation & Utilities

## COMMERCIAL

- Automobile Dealership
- Education
- Financial
- Governmental
- Healthcare
- Historical Renovation
- Laboratory/Research
- Mission Critical
- Multi-Family & Hospitality
- Office
- Religious & Cultural
- Remodel/Retrofit
- Retail/Wholesale

Visit [www.thebakergroup.com](http://www.thebakergroup.com) for our full suite of industrial and commercial services and capabilities.







*Expect the Best®*



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