

ADDENDUM ACKNOWLEDGEMENT FORM
SOLICITATION NO.: CRFQ DOT2600000075

Instructions: Please acknowledge receipt of all addenda issued with this solicitation by completing this addendum acknowledgment form. Check the box next to each addendum received and sign below. Failure to acknowledge the addenda may result in bid disqualification.

Acknowledgment: I hereby acknowledge receipt of the following addenda and have made the necessary revisions to my proposal, plans and/or specification, etc.

Addendum Numbers Received:

(Check the box next to each addendum received)

- | | |
|--|--|
| <input checked="" type="checkbox"/> Addendum No. 1 | <input type="checkbox"/> Addendum No. 6 |
| <input checked="" type="checkbox"/> Addendum No. 2 | <input type="checkbox"/> Addendum No. 7 |
| <input checked="" type="checkbox"/> Addendum No. 3 | <input type="checkbox"/> Addendum No. 8 |
| <input checked="" type="checkbox"/> Addendum No. 4 | <input type="checkbox"/> Addendum No. 9 |
| <input checked="" type="checkbox"/> Addendum No. 5 | <input type="checkbox"/> Addendum No. 10 |

RECEIVED

2026 MAR 31 PM 1:00

WV PURCHASING
DEPT

I understand that failure to confirm the receipt of the addenda may be cause for rejection of this bid. I further understand that that any verbal representation made or assumed to be made during any oral discussion held between Vendor's representatives and any state personnel is not binding. Only the information issued in writing and added to the specifications by an official addendum is binding.

Eskola, LLC

Company



Authorized Signature

03/31/2026

Date

NOTE: This addendum acknowledgement should be submitted with the bid to expedite document processing.

REQUEST FOR QUOTATION
Oak Hill Roof Replacement
3121 Main St E, Oak Hill, WV 25901

EXHIBIT A – Pricing Page

DATE: 03/31/2026

NAME OF VENDOR: Eskola, LLC

The aforementioned, hereinafter called Vendor, being familiar with and understanding the Bidding Documents and having examined the sites and being familiar with all local conditions affecting the project hereby proposes to furnish all labor, material, equipment, supplies and transportation and to perform all work in accordance with the Bidding Documents within the time set forth for the sum of:

TOTAL BID AMOUNT: Three Hundred Seventy Three Thousand, Four Hundred Fifty Seven Dollars

For the sum of: \$ 373,457.00

(Show amount in both words and numbers)

REQUEST FOR QUOTATION
Oak Hill Roof Replacement
3121 Main St E, Oak Hill, WV 25901

11.4. Anyone performing under this Contract will be subject to Agency's security protocol and procedures.

11.5. Vendor shall inform all staff of Agency's security protocol and procedures.

12. MISCELLANEOUS:

12.1. Contract Manager: During its performance of this Contract, Vendor must designate and maintain a primary contract manager responsible for overseeing Vendor's responsibilities under this Contract. The Contract manager must be available during normal business hours to address any customer service or other issues related to this Contract. Vendor should list its Contract manager and his or her contact information below.

Contract Manager: Jordan Biery

Telephone Number: 423-438-7836

Fax Number: 423-318-2198

Email Address: jbiery@eskolaroofing.com



**State of West Virginia
DRUG FREE WORKPLACE CONFORMANCE AFFIDAVIT
West Virginia Code §21-1D-5**

I, Ben Eskola, after being first duly sworn, depose and state as follows:

1. I am an employee of Eskola, LLC; and,
(Company Name)
2. I do hereby attest that Eskola, LLC
(Company Name)

maintains a written plan for a drug-free workplace policy and that such plan and policy are in compliance with **West Virginia Code §21-1D**.

The above statements are sworn to under the penalty of perjury.

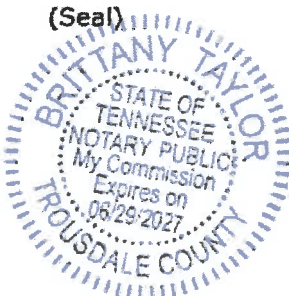
Printed Name: Ben Eskola
 Signature: *Ben Eskola*
 Title: CRO
 Company Name: Eskola, LLC
 Date: _____

TENNESSEE
STATE OF ~~WEST VIRGINIA~~,

COUNTY OF Trousdale, TO-WIT:

Taken, subscribed and sworn to before me this 27th day of March, 2026.

By Commission expires 06/29/27



Brittany Taylor
(Notary Public)

DESIGNATED CONTACT: Vendor appoints the individual identified in this Section as the Contract Administrator and the initial point of contact for matters relating to this Contract.

(Printed Name and Title) Ty Konkle, Sr. Estimator

(Address) 5306 Manchester Avenue, Morristown, TN 37813

(Phone Number) / (Fax Number) 423-318-2196 / 423-318-2198

(email address) ty@eskolaroofing.com

CERTIFICATION AND SIGNATURE: By signing below, or submitting documentation through wvOASIS, I certify that: I have reviewed this Solicitation/Contract in its entirety; that I understand the requirements, terms and conditions, and other information contained herein; that this bid, offer or proposal constitutes an offer to the State that cannot be unilaterally withdrawn; that the product or service proposed meets the mandatory requirements contained in the Solicitation/Contract for that product or service, unless otherwise stated herein; that the Vendor accepts the terms and conditions contained in the Solicitation, unless otherwise stated herein; that I am submitting this bid, offer or proposal for review and consideration; that this bid or offer was made without prior understanding, agreement, or connection with any entity submitting a bid or offer for the same material, supplies, equipment or services; that this bid or offer is in all respects fair and without collusion or fraud; that this Contract is accepted or entered into without any prior understanding, agreement, or connection to any other entity that could be considered a violation of law; that I am authorized by the Vendor to execute and submit this bid, offer, or proposal, or any documents related thereto on Vendor's behalf; that I am authorized to bind the vendor in a contractual relationship; and that to the best of my knowledge, the vendor has properly registered with any State agency that may require registration.

By signing below, I further certify that I understand this Contract is subject to the provisions of West Virginia Code § 5A-3-62, which automatically voids certain contract clauses that violate State law; and that pursuant to W. Va. Code 5A-3-63, the entity entering into this contract is prohibited from engaging in a boycott against Israel.

Eskola, LLC
(Company) 

(Signature of Authorized Representative)

Ben Eskola, CRO
(Printed Name and Title of Authorized Representative) (Date)

423-318-2196 / 423-318-2198
(Phone Number) (Fax Number)

ty@eskolaroofing.com
(Email Address)

State of West Virginia
Purchasing Division

CERTIFIED DRUG-FREE WORKPLACE REPORT COVERSHEET

In accordance with *West Virginia Code* § 21-1D-7b, no less than once per year, or upon completion of the project, every contractor shall provide a certified report to the public authority which let the contract. That report must include each of the items identified below in the Required Report Content section.

Instructions: Vendor should complete this coversheet, attach it to the required report, and submit it to the appropriate location as follows: For contracts more than \$25,000, the report should be mailed to the West Virginia Purchasing Division at 2019 Washington Street East, Charleston, WV 25305. For contracts of \$25,000 or less, the vendor should mail the report to the public authority issuing the contract.

Contract Identification:

Contract Number: _____

Contract Purpose: _____

Agency Requesting Work: _____

Required Report Content: The attached report must include each of the items listed below. The vendor should check each box as an indication that the required information has been included in the attached report.

- Information indicating the education and training service to the requirements of *West Virginia Code* § 21-1D-5 was provided;
- Name of the laboratory certified by the United States Department of Health and Human Services or its successor that performs the drug tests;
- Average number of employees in connection with the construction on the public improvement;
- Drug test results for the following categories including the number of positive tests and the number of negative tests: (A) Pre-employment and new hires; (B) Reasonable suspicion; (C) Post-accident; and (D) Random.

Vendor Contact Information:

Vendor Name: Eskola, LLC

Vendor Telephone: 423-318-2196

Vendor Address: 5306 Manchester Avenue,
Morristown, TN 37813

Vendor Fax: 423-318-2198

Vendor E-Mail: ty@eskolaroofing.com



Personnel Roster – Morristown, TN

Key Personnel:

1. Jordan Biery, Branch Manager – Morristown, TN
 - Responsible for overseeing all aspects of the branch's performance, including sales, operations, customer satisfaction, and team management.
 - Project References:

2. Josh Bates, Project Manager – Morristown, TN
 - Coordinates placements of crews, material deliveries, and ensures that schedules are being met in the field so that projects are completed on time. He is also responsible for submittals, equipment scheduling, and anything else pertaining to the job.
 - Project References:

 -

4. Jason Carey, Office Manager/Project Engineer – Morristown, TN
 - Collaborates with the project manager to support the creation, tracking, and follow-up of submittal packages, including job-specific shop drawings. Additionally, assists in managing the request and submission of closeout documents once the work is completed while also monitoring daily activities and compile reports as necessary to provide updates on the progress, compliance, and any obstacles encountered during the project.

5. Ty Konkle, Estimator – Morristown, TN
 - Responsible for estimating & bidding projects by conducting a thorough and comprehensive review of project plans, specifications, and public bid documents. Possess a deep understanding of system requirements and assemblies of various roof manufacturers to provide accurate and detailed estimates for the projects. While also delivering complete and competitive bids for roofing projects.

6. Brent Watson, General Superintendent – Morristown, TN
 - Oversees training, quality assurance, and safety of 3-4 Superintendents and their respective crews. This involves ensuring that proper training and development programs are in place, conducting quality checks and inspections to maintain industry standards, and implementing robust safety protocols to ensure a safe working environment for all crew members. Experienced bilingual professional which serves as an asset in ensuring the safety and well-being of workers in various work environments.
 - Project References:

7. Joseph Martin, Superintendent – Morristown, TN
 - Oversees and manages assigned crews to ensure the safe and profitable execution of projects. This includes monitoring progress, adhering to schedules, managing budgets, and ensuring that work meets industry standards for quality and workmanship.
 - Project References:

8. Allen Garner, Superintendent – Morristown, TN
 - Oversees and manages assigned crews to ensure the safe and profitable execution of projects. This includes monitoring progress, adhering to schedules, managing budgets, and ensuring that work meets industry standards for quality and workmanship.
 - Project References:

9. Marco Rodriguez, Superintendent – Morristown, TN
 - Oversees and manages assigned crews to ensure the safe and profitable execution of projects. This includes monitoring progress, adhering to schedules, managing budgets, and ensuring that work meets industry standards for quality and workmanship.
 - Project References:

10. Hugh Morris, Safety Director – Morristown, TN
 - Experienced bilingual safety professional who possesses the competence to develop site-specific safety plans. Knowledgeable in creating comprehensive safety plans that are tailored to the specific needs and requirements of each site. His expertise in both languages allows them to effectively communicate and address safety protocols and procedures with a diverse workforce. Overall, the experience and bilingual skills make him an asset in ensuring the safety and well-being of workers in various work environments.

Crew Information:

Number of crews, crew size, and crew experience:

Eskola, LLC has extensive experience installing all types of roofs under different circumstances. Eskola, LLC will custom build a crew to reflect the scope of work required for this project. This will ensure quality workmanship. There will be an experienced Branch Manager, Project Manager, Superintendent, Foreman, and Safety Director supporting our field crew. We anticipate this project to be a crew made up of multiple team members.

Manufacturer Certifications:

- Soprema
- GAF Roofing
- Owens Corning
- Versico Roofing Systems
- The Garland Company
- Firestone Roofing
- Metal Sales
- Duro-Last
- IKO
- Metal-Era
- John Manville
- Certaineed
- Carlisle SynTec Systems
- Tremco Roofing
- PAC-CLAD
- Siplast Roofing
- Holcim Elevate
- IMETCO
- Sike Sarnafil
- Drexel Metals

Projected Start Date:

Based off the project manual, this job is set to be awarded in Spring 2026. We will be prepared to start the job at that time.

References:

Please find below.

- **Project References:**

- Jeremy Carrier – Perfection Group
 - Phone: (513) 615-3868
 - Email: jcarrier@perfectiongroup.com
 - Projects:
 - Jeffersonville Tennis Court
 - Utica Elementary School
 - Riverside Elementary School
 - New Washington Athletic Complex
 - Jeffersonville Tennis Court
 - Charlestown Locker Room
 - Charlestown Elementary School

- **Architects:**

- Tom Shanks – Shaw & Shanks Architects, PC
 - Phone: (423) 928-7444
 - Email: tomshanks@shawandshanksarchitects.com
- Jim Hinton – Cope Architectures, Principal Architect
 - Phone: (865) 694-9000
 - Email: jhinton@cope-associates.com



WE STOP LEAKS, YOU PROTECT WHAT MATTERS
 ROOFING • WATERPROOFING • SHEET METAL



CAPABILITIES STATEMENT

CORPORATE PROFILE	CORE SERVICES	CERTIFIED MANUFACTURERS
<p>ESKOLA, LLC EST.: 1972 ADDRESS: 2418 North Morelock Rd Morristown, TN 37814</p> <p>POC: Jon Eskola, CEO Carl Franseen, COO Michael Mahar, CFO Ben Eskola, CRO</p> <p>BONDING: \$20M (Single) \$100M (Aggregate) TAX ID: 20-0864887</p>	<p>ROOFING: Installations; New, Design/Build, Restoration, Replacement, Recover, Repairs, Maintenance, Disaster Recovery, Inspections, Budget Planning, Warranty Compliance</p> <p>WATERPROOFING: Installations; Joint Repair, Curtain Wall, Sealants, Glazings, Coatings, Below Grade/Negative Side, Traffic Coating, Entire Building Envelope</p> <p>SHEET METAL: Design, Fabrication, Installation; Details</p>	<p>Architectural Building Components BASF Sonneborn Berridge Manufacturing Carlisle Synthetic Roofing Systems CertainTeed Roofing Products Davinci Synthetic Roofing DOW Corning Duvelast Roofing System Duropak Cool-Tar Systems Elevate Roofing Products Fabral Metal Roofing Fibertile Roofing Products Flex Roofing Systems Gaco Western Waterproofing GAF Building Materials Garland Genflex Roofing Systems Henry Roofing Products HydroStop Roofing Systems Hydrol Roofing Systems</p> <p>IB Roof Systems Imreco Roofing Systems Johns Manville Roofing Systems Koppers Industries Live Roof Ludowici Tile Company Malerkey Roof Systems MBCI Metl-Ex Metal Peterson Aluminum Corporation Polyglass Pro-Seal Products Sika/Sarnafil Siplast Roofing Products Soprema Roofing & Waterproofing Tamko Asphalt Products Tremco United Coatings US Ply Versico Roof Systems</p>

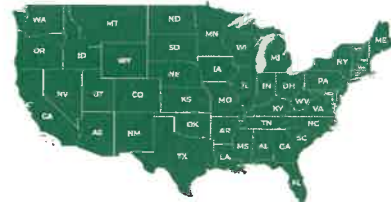
ESKOLA BY THE NUMBERS

50+ YEARS DELIVERING WATERTIGHT BUILDING PROJECTS	200+ FEDERAL/GOVERNMENT CONSTRUCTION PROJECTS	40M+ SF ROOFING SYSTEMS INSTALLED	\$100M AGGREGATE BONDING CAPACITY	0.67 EMR RATING
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FEDERAL/GOVERNMENT	INDUSTRIAL	REPAIR/RENOVATION/RESTORE
--------------------	------------	---------------------------

- | | | |
|--|--|---|
| <ul style="list-style-type: none"> Huntsville International Airport <ul style="list-style-type: none"> \$2,770,265 Madison County Airport Authority Fieldale Roof Renovation <ul style="list-style-type: none"> \$355,920 Appalachian Electric Power Montgomery County Health <ul style="list-style-type: none"> \$498,000 Alabama Public Health Care Authority Tyson House Early Learning Center <ul style="list-style-type: none"> \$666,659 University of Tennessee ORNL 5700 Replacement <ul style="list-style-type: none"> \$1,270,519 Oak Ridge National Lab LSC Roof Replacement Park Building 11 <ul style="list-style-type: none"> \$1,468,478 Lone Star College Knoxville Readiness Center <ul style="list-style-type: none"> \$1,261,380 Department of Military Texas Health & Human Services - Mexia <ul style="list-style-type: none"> \$2,400,000 State of Texas | <ul style="list-style-type: none"> Duksan Electera <ul style="list-style-type: none"> \$2,748,089 Duksan Electera Henniges Automotive <ul style="list-style-type: none"> \$2,224,665 Henniges Automotive Hershey's Memphis Plant Re-roof <ul style="list-style-type: none"> \$2,088,000 Hershey's Phillips 66 - World Headquarters <ul style="list-style-type: none"> \$6,100,000 Phillips 66 Kellogg's Cereal Plant - Omaha <ul style="list-style-type: none"> \$2,400,000 Kellogg's HEB Retail Support / Distribution <ul style="list-style-type: none"> \$2,138,327 HEB Grocery Company LP Samsung FAB Facility <ul style="list-style-type: none"> \$3,621,886 Samsung E&C America, LP Lawler's Humble Plant <ul style="list-style-type: none"> \$754,932 Dessert Holdings, LLC | <ul style="list-style-type: none"> American Electric Power Pikeville <ul style="list-style-type: none"> \$807,709 AEP Spring Hill High School <ul style="list-style-type: none"> \$524,884 Spring Hill Board of Education Delfield - Main Facility <ul style="list-style-type: none"> \$3,600,048 Delfield Company Beauford Delaney Building <ul style="list-style-type: none"> \$1,047,674 Beauford Delaney LDS Knoxville Temple <ul style="list-style-type: none"> \$346,698 The Church of Jesus of LDS Shell Oil - Houston Facility <ul style="list-style-type: none"> \$157,000 Shell Oil |
|--|--|---|

DELIVERING PROJECTS ACROSS THE ENTIRE CONTINENTAL UNITED STATES





2418 N. Morelock Rd.
Morristown, TN 37814
(423) 318-2196
ESKOLAROOFFING.COM

January 14, 2025

Eskola Qualifications

To Whom It May Concern,

Thank you for the opportunity to provide this information packet regarding Eskola LLC. In this packet you will find information pertaining to Eskola company, personnel, experience, safety program, ongoing projects/contracts, and quality assurance program. If after reviewing you find you have more questions, we are more than happy to sit down and provide you with answers.

We are committed to providing you with a quality roof system that will meet your expectations for many years to come. If you should have any questions, comments, or concerns regarding this proposal, please feel free to reach out to us at any time.

Sincerely,

Jon Eskola
Eskola LLC
Managing Member
423-318-2196
jeskola@eskolaroofing.com



THE GARLAND COMPANY, INC.

HIGH PERFORMANCE ROOFING AND FLOORING SYSTEMS

3800 EAST 91ST. STREET • CLEVELAND, OHIO 44105-2197

PHONE: (216) 641-7500 • FAX: (216) 641-0633

NATIONWIDE: 1-800-321-9336

January 13th 2025

Rick Sunderman
District Manager- Central Region
Phone: 513-314-3283
Email: Rsunderman@garlandco.com

Subject: Roof Installation

To Whom It May Concern:

This letter shall confirm that Eskola, LLC is a Garland approved applicator for Garland Roofing Systems. Eskola, LLC is in good standing financially with The Garland Company and has installed Garland products in the past to our satisfaction.

If you have any questions or need any additional information please do not hesitate to call.

Sincerely,

Rick Sunderman
The Garland Company, Inc.
513-314-3283

Company Information

Legal Name: Eskola LLC

Address: 2418 N Morelock Rd
Morristown, TN 37814

Type of Organization: Limited Liability Company
Organized in the State of Tennessee, United States in 2004.

Members: Jon Eskola
Ben Eskola

TN License: 53339 – General Contractor

DUNS: 621310361

EIN: 20-0864887

NAICS: 238160 – Roofing Contractors

Eskola LLC does not hold any special certified business classifications such as Women Owned, Minority Owned etc.

**Morristown (HQ)**

2418 Morelock Road Morristown, TN 37814
Phone: 423-318-2196

Knoxville

4604 Fennel Road (Remit PO Box 26367) Knoxville, TN
37921
Phone: 865-224-3106

Memphis

10072 Vista Cove Olive Branch, MS 38654
Phone: 901-617-3988

Nashville

140 Rainear Lane Gallatin, TN 37066
Phone: 615-844-4144

Lexington

525 Buck Place Lexington, KY 40511
Phone: 502-563-7955

Greenville/Spartanburg

540 Brookshire Road Greer, SC 29651
Phone: 864-902-4734

Keating - Charleston

7391 Cross Country Road North Charleston, SC 29418
Phone: 800-884-3211

Raleigh

1400-A Nowell Road Raleigh, NC 27607
Phone: 919-851-3009

BBG Jacksonville

10562 New Kings Road Jacksonville, FL 32219
Phone: 904-524-8052

Orlando

660 Garden Commerce Parkway Winter Garden, FL 34787
Phone: 352-241-6977

Houston (JR Jones)

5511 Mitchelldale Street Houston, TX 77095
Phone: 713-522-1600

Dallas

3614 Security Street Garland, TX 75042
Phone: 214-883-1702

San Antonio

6724 Guada Coma Drive Schertz, TX 78154
Phone: 210-931-8337

Lubbock

9006 County Road 6820 Lubbock, TX 79408
806-705-8546

El Paso (Frontier)

2043 Appalossa Drive Sunland Park, NM 88063
915-845-4151

TLG – Cartersville, GA

90 Kelli Clark Court SE Cartersville, GA 30121
770-974-6036

Baton Rouge

130 Lear Drive Hammond, LA 70401
504-276-3930

Eskola Service-only Branch**Chattanooga, TN****Richmond, VA****Tampa, FL****Savannah, GA****St. Louis, MO****Little Rock, AR**



Eskola Corporate Officers

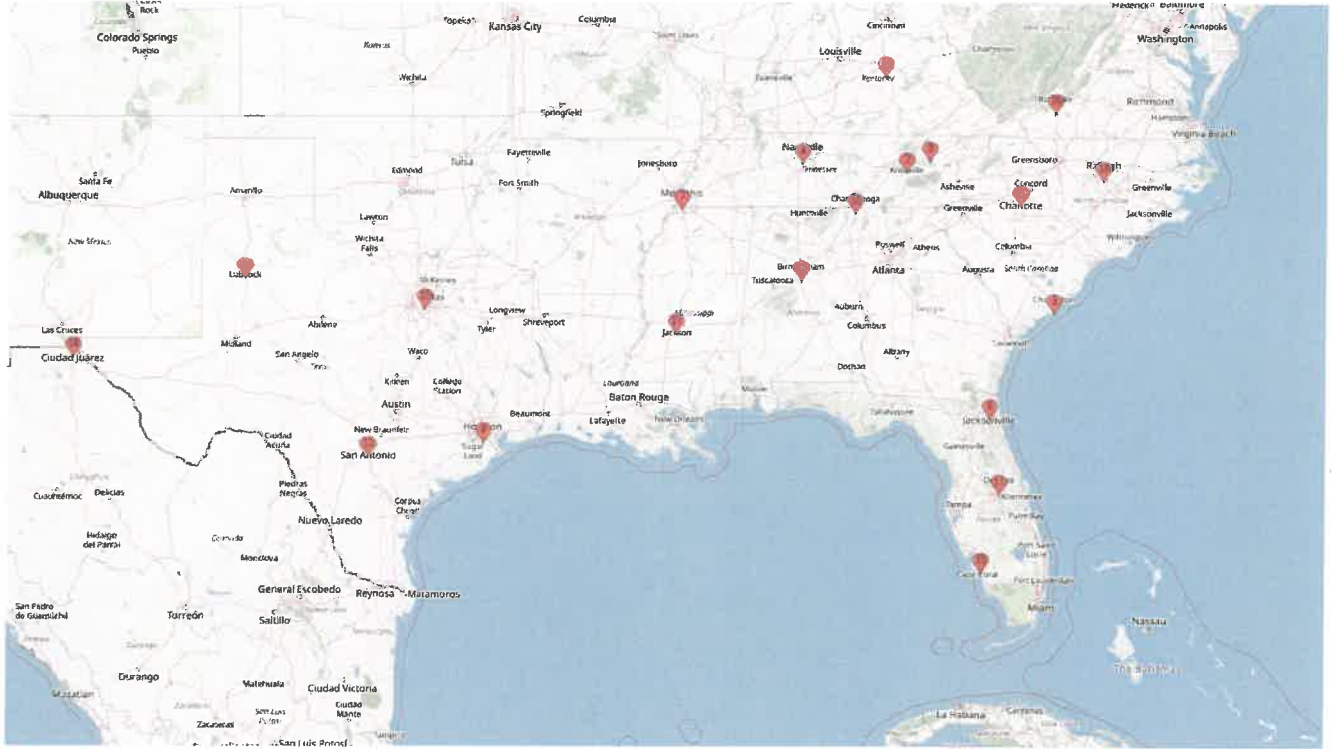
Eskola LLC is a partnership with three corporate officers in the company. Below are these officers, titles, and brief summary of their work.

Jon Eskola – President of Eskola LLC. Jon, alongside Ben, founded Eskola in 2004 after his father retired from his long-standing roofing company. Jon has worked in roofing for his entire life and has dedicated his time to expanding Eskola across the country to make Eskola an industry leader in the roofing business. Jon is the visionary of Eskola and concentrates his time and efforts on all ways to continue to improve.

Ben Eskola – Vice President of Eskola, LLC. Ben, alongside Jon, founded Eskola in 2004. Ben has worked in roofing his entire life and is committed to understanding all aspects of the company's departments. Ben started in estimating and has worked closely with every department in the company to ensure quality and understanding of processes. Ben is committed to continued education of employees. Ben operates Eskola's operations daily and is involved in all key roles and is dedicated to fostering a company culture that enables its employees to grow with the company.



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Relative Advantages:

The following are several points Eskola sees as advantages that will be beneficial to the owner.

1. Eskola has a full-time certified safety manager with multiple OSHA qualifications. His responsibilities include initial training of all new hires, training OSHA 10, OSHA 30, Fall Protection, Operator Certifications for equipment such as forklifts, man baskets etc, and other topics. He also maintains employee files with up-to-date certifications of each employee and scheduling trainings as they are needed to maintain the employee certifications. This will be essential to performing work for our customer and maintaining a rigid safety program so the level of safety is held high.
2. In addition to a certified safety manager, Eskola employs several full-time safety field inspectors. Their responsibilities cover random site inspections to all projects, equipment inspections, fall protection equipment checks, housekeeping inspections, and initial safety plans for site specific issues.
3. Eskola has a strong project management team that can and has handled many diverse and challenging projects for clients including TVA, ORNL, Redstone Arsenal and other agencies. This experience will be an asset for future projects allowing for key problem-solving skills, critical path management and scheduling.



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4. Eskola employs full-time field superintendents who are responsible for crew management, meeting schedules, supporting the foremen on training for installations, communicating with the project managers, being the client's POC, and problem-solving daily challenges. Eskola's superintendents are non-laboring but instead are free to work and train on job specific details. Not working as a general crew member also allows him to focus on the overall goals, quality assurance, production schedule and material management.
5. Eskola employs over 100 craft trained people. The training and certifications are varied and broad. We have professionals trained by the manufacturer's for installing singleply systems, modified bitumen systems, shingles, metal roofing systems, sheet metal details, waterproofing and others. This allows Eskola to assemble a crew that will best fit the scope of work to be performed and maintain quality assurance.
6. Eskola has three branches with full time 24 hr emergency service departments. This affords us a geographical footprint that few competitors can offer and as a result it offers our client a shorter response time to emergencies as well as less travel time for crews, superintendents, and project managers. Less time on the road translates to more time on the site ensuring quality, safety and customer service is maintained at a high level.
7. Eskola also has a full-time waterproofing division. This allows Eskola to provide total building envelop services to clients offering more streamlined communications since the client would only be dealing with a single contractor for multiple scopes. This would translate to cost savings as well since the same management team would be covering the work instead of two companies and two management teams being involved which increases overhead.
8. Eskola has a highly skilled sheet metal division to provide ancillary services to support our roofing and waterproofing services. There is a specialized metal crew which install sheet metal flashings and details full time. This allows the production crew to focus on their specialty and increase production quantities and also maintains quality with the metal details.
9. Over the last three years, Eskola has continued to invest in project management software. Because Eskola has moved to secure cloud based information sharing, communications between field operations and office management personnel is in real time This has also allowed Eskola to decrease the amount of paper used and move towards going green.

Performance and Quality Tracking:

One of the first steps to ensuring a quality installation is for Eskola to carefully assemble a crew with the correct certifications and trainings that will be required for the project. Employee certifications and trainings are taken into consideration as well as the field experience and job performance history of the employee. If there are any lapses in training, those are addressed before the project start. If any manufacturer training is required for refreshments, those are scheduled and taken care of prior to the project start. All of these steps are to ensure that the correct team is ready to provide a top notch roof installation for the client.



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Eskola uses several techniques for measuring performance and tracking quality assurance. For quality assurance, a third-party inspection by the manufacturer is scheduled part way through the project and a final inspection at the completion of the project. The final job walkthrough will consist of the entire Eskola team, a manufacturer rep, and owner rep to review any issues that might be uncovered. Any items found for a punch list are immediately addressed. Eskola takes pride in achieving short punch lists which is a sign of a quality installation from the start.

Throughout the project, in-house inspections are performed by the project managers, superintendents, and owners. The jobsite manual with the drawings and details are reviewed to ensure correct install practices are being followed per the manufacturer's requirements and the architect's drawings and specifications. Any deviations are addressed and corrected.

Eskola's project management team have a post project analysis checklist to review any project challenges that occurred, what caused them, how could they have been avoided, what solutions were implemented, how effective those were and could there have been better decisions made. In addition to this analysis, the PMs will hold a debriefing with the client's POC for feedback to further develop improvements regarding any future work.

Eskola's Safety Program:

Eskola LLC is firmly committed to providing all employees with a safe work environment and do everything possible to prevent workplace accidents. Eskola LLC provides proper training to all employees at any level to ensure all employees are up to date with new and existing regulations and standards. Eskola LLC management and supervision are in charge of monitoring, incorporating, and promoting safety during any given crew's daily tasks by. Eskola has an in-house score card which crews, foremen, superintendents, project managers and branch managers are all scored on a list of safety points and practices. This is evaluated annually with incentives to promote best safety practices. To ensure compliance and to promote safety throughout the company, Eskola's Safety Department also conducts random unannounced visits to all sites on a weekly basis.

Please see additional attachments in the technical proposal for supporting documents.

Employee Training Assurance:

Eskola's certified safety manager maintains employee specific files with all certifications and trainings. Quarterly and annual audits are performed to check these files for expirations or additional trainings required. In addition to the files, an up-to-date roster with training expiration dates is kept



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digitally. Our certified safety manager performs in house training including OSHA 10, OSHA 30, Fall Protection, First Aid/CPR and Forklift and Manlift training to name the major classes.

For onsite checks, Eskola also has a hardhat sticker indicator that is displayed on each employee's hat showing which trainings have been performed. This easily allows the foremen and superintendents to manage crew members based on their training and eliminates having an underqualified crew member perform tasks they should not do.

Employee Assignment:

When hiring an employee, Eskola performs an extensive interview process to learn about current training, certifications, experience, and craft knowledge. With the needs of the company clearly defined, an initial screening process based on the candidate's application and resume begins. After the initial screening is completed, the narrowed down candidates enter a two-phase interview process. Once a candidate is selected for the position to be filled, they go through a drug screening and all safety trainings prior to beginning the job onboarding training period. This training period includes shadowing a current employee and learning Eskola's systems, procedures, and standard practices.

For project specific assignments, Eskola carefully identifies the scope of work to be performed, the client and client's campus or building, the particular project challenges and the logistics surrounding performing the work. After analysis, Eskola then assigns the foreman and crew with the correct skillset and experience to handle the project. Project Managers are also assigned based on their experience and skill set.

Customer Costs and Management Control:

Prior to project award, Eskola will assist the owner, architect or other involved parties in discovering the design requirements and goals of the owner. Through this process Eskola will provide suggestions based on previous experience to offer ideas regarding roofs systems which will best serve the owner and meet warranty expectations. As an example, Eskola has been working with a food production industry leader to provide roofs that will be able to withstand the oils that are expelled onto the roof, meet FM requirements, FDA requirements and provide the owner with a roof that will last decades. To do this Eskola recommended a PVC hybrid roof system for durability and long-lasting life.



2418 N. Morelock Rd.
Morristown, TN 37814
(423) 318-2196
ESKOLAROOFFING.COM

During the bidding phase and if permitted, Eskola has also provided voluntary alternates to owners. After examining the specifications and documents, occasionally Eskola is able to recommend alternate systems which will provide the performance needed but offer a cost savings to the owner creating a win-win situation. Post bid, if an owner is open to suggestions, Eskola has provided additional alternates once in depth evaluations have occurred of the site and of the owner's goals. As an example, at ORNL 8610, the original design was for a liquid applied PPMA roof system. This system had several advantages because it offered the ability to be applied in situations where roof top units were crowded creating difficult applications for other systems. The challenge was the odors and fumes created by the system. Eskola was able to provide an alternate which reduced fumes, still allowed for simple application and also gave the owner a cost savings.

Once a project is awarded, Eskola will have a management team consisting of Estimating, Safety and Project Management (Service, Waterproofing onsite superintendent) complete a site evaluation and handoff. During this handoff, Eskola will address the following points:

1. Site and roof access
2. Roof system being installed v.s. possible equivalent roof system if available (cost savings)
3. Site safety assessment for initial project safety plan and evaluate for permanent roof safety systems for customers in need
4. Schedule development
5. Identify other areas that are not roof related that could be cause of potential leak areas (windows, wall joints etc..)
6. Evaluate areas for service items to extend the life of existing roofs and new roof being installed

In regards to any project change orders, Eskola will look to have a cost-effective solution identified with manufacture spec prior to submittal. This reduces engineering cost to the customer based on need of verification of specification only required. Example of cost saving for customers; during new roof project closeout, Eskola service manager was onsite for warranty handoff. Discussion of other potential roof work was addressed. Eskola was able to offer a PM service plan for existing roofs, this extended the life of the roofs by 3 to 5 years, allowing the customer to budget future roof project into their capital budgets. This eliminated the use of emergency funds or O&M cost and allows for future scheduling, eliminating high peak season demand for roof work (short time frame completions with overtime rates = high cost).



Professional References

Eskola takes pride in maintaining relationships with everyone in the business. Including the relationships with our suppliers, general contractors, architects, bonding, and insurance agents.

Suppliers

Mid-Atlantic Roofing Supply • 1550 Amherst Road Knoxville, TN 37909 • Alicia Johnson • 704-827-4370
• ajohnson@marsupply.com

ABC Supply Co • 100 Bi Lo Blvd Greenville, SC 29607 • 608-368-2562 • cfs961@abcsupply.com

Heely Brown • 151 Kiowa Lane Piedmont, SC 29673 Kyle Riggle • 404-352-0022 •
kyle.riggle@heelybrown.com

Commercial Roofing Specialties • PO Box 48120 Atlanta, GA 30362 • 770-458-0539

Garland Company • 3800 East 91st Street Cleveland, OH 44105 • Adrian Stits • 423-718-4496 •
astits@garlandind.com

Architects

Shaw & Shanks Architects, PC • Tom Shanks • 423-928-7444 • tomshanks@shawandshanksarchitects.com

Cope Architecture • Jim Hinton • 865-694-9000 • jhinton@cope-associates.com

Richard C Rinks & Associates, Inc. • Patrick Rinks • 931-528-5544 • patrick@rinks-consulting.com

General Contractors

Pinnacle Inc General Contracting • Dennis Smith • 270-527-1720 • Dennis@pinnacleinc.net

Doster Construction • Meldoy Al-Kahlout • 205-443-3840 • malkahout@dosterconstruction.com

Bailey Harris • Scot Wilkes • 334-821-0807 • SWilkes@baileyharris.com

Garney Construction • Theodore Castellano • 615-350-7975 • tcastellano@garney.com

R.C. Mathews Contractor • Kabir Sandhu • 615-850-2778 • Ksandhu@rcmathews.com

Bonding & Insurance

Marsh McLennan Agency • 413 Northshore Dr SW Suite E Knoxville, TN 37919

Bonding • Cathy McMillan • 865-558-1767 • Cathy.McMillan@MarshMMA.com

Marsh McLennan Agency • 5605 Carnegie Blvd Suite 300 Charlotte, NC 28209

Insurance • Linda Shaw • 704-365-6213 • Linda.Shaw@MarshMMA.com



Marsh McLennan Agency
413 Northshore Drive SW | Suite E
Knoxville | TN 37919
T (865) 588 7200 | F (865) 588 7224

January 13, 2025

RE: Eskola, LLC

To Whom It May Concern:


Marsh & McLennan Agency, formerly J. Smith Lanier & Company and Everest Reinsurance Company are proud to handle the bonding needs of Eskola, LLC for over 2 years. Everest Reinsurance Company is an A+ (Superior) AM Best Rated Company and is US Treasury listed and licensed in all states. We constantly monitor the manner in which Eskola meets their construction and financial obligations to owners, subcontractors, suppliers and the credit community. I am pleased to report that Eskola is an extremely strong and stable company in financial terms and handles these obligations in an exemplary manner.

As a result, we have in place for Eskola, LLC. a significant bonding line. Their single limit is in excess of \$4,000,000 with an aggregate in excess of \$40,000,000. The issuance of all performance and payment bonds are subject to acceptance of the contract terms and conditions, bond forms, construction financing and satisfactory underwriting review. We assume no liability to third parties or to you if for any reason we do not execute said bond or bonds.

We appreciate the opportunity to share with you this information on this valued client and urge you to give Eskola every favorable consideration.

Sincerely,

DocuSigned by:


AADD4F8CA1C541C...

Catherine L. McMillan
Account Executive

A business of Marsh McLennan **Your future is limitless.™**

Marsh & McLennan Agency LLC



Modified Bitumen Project References

Project Name: Montgomery County Health
Project Location: 3060 Mobile Highway Montgomery, AL
Project Owner: The Alabama Public Health Care Authority
General Contractor: Kaylor McCain – Robins & Morton – 205-283-4615 kaylor.mccain@robinsmorton.com
Contract Value: \$498,000
Project Size: 9,500 SF
Completion Date: March 2023
Scope of work: Reroof; modified bit

Project Name: Hale County Jail
Project Location: 20 Correction Drive Greensboro, AL 3674
Project Owner: Hale County Commission
Project Owner Contact: Sylvia Williams, County Clerk 1001 Main Street Suite 396 Greensboro, AL
Project Owner Email & Phone Number: 334-624-4257 swilliamsaleco@att.net
Contract Value: \$646,000
Project Size: 16,720 SF
Completion Date: May 2023
Scope of work: Reroof; modified bit

Project Name: Richard & Richards
Project Location: 1741 Elm Hill Pike Nashville, TN 37210
Project Owner: Richards Investors, LLC
Project Owner Contact: Stephen Richards 1741 Elm Hill Pike Nashville, TN
Project Owner Email: Steve@richardsandrighards.com
Contract Value: \$1,900,000
Project Size: 105,000 SF
Completion Date: May 2023
Scope of work: Roof Replacement; modified bit

Project Name: Physician's Office Building at Methodist University Hospital
Project Location: 1325 Eastmoreland Memphis, TN 38104
Project Owner: Methodist Le Bonheur Healthcare
Project Owner Contact: Jerry Ferguson
Project Owner Email & Phone: Jerry.Ferguson@mlh.org
Contract Value: \$396,114
Project Size: 20,000 SF
Completion Date:
Scope of work: Reroof; Modified bit



Project Name: Southaven Intermediate School
Project Location: 175 Rasco Road East Southaven, MS 38671
Project Owner: Desoto County School District
Architect: Allen & Hoshall, PLLC - Michel Lebel - 901-820-0820; mlbebel@allenhosall.com
Contract Value: \$1,827,212
Project Size: 102,205 SF
Completion Date: 5/25/23
Scope of work: Reroof; Modified Bit

Project Name: University of Knoxville Engineering Services Facility
Project Location: 1004 Eastbrook Road Knoxville, TN 37916
Project Owner: University of Tennessee
GC: Blaine Construction - Kevin Riggs - kriggs@blaineconstruction.com - 865-693-8900
Contract Value: \$2,773,718.00
Project Size: 43,924 SF
Completion Date: February 2022
Scope of work: New Construction; Modified Bit, Standing Seam, Tile

Project Name: SBC No.: 540/009-03-2019 Roof Replacements (18-19) (Subproject 3)
Project Location: Knoxville, TN – Tyson House, Early Learning Center, and 525 Gay Street
Project Owner: State of Tennessee, via the Contracting Agency: University of Tennessee
Project Owner Contact: Doug Lowrie
Project Owner Email & Phone: dlowrie1@utk.edu 865-974-2231
Contract Value: \$666,659.00
Project Size: 14,961 SF
Completion Date: December 2021
Scope of work: Reroof; Modified Bit

Quality Assurance

Quality Assurance is very important at Eskola. We believe that quality, safety and service are three cornerstones to providing a job well done to the owner. Our quality assurance program is simple and built into our management style and is fundamental in the process.

Every week the Project Manager (PM) assigned to the job performs a site visit. His walks include checking safety, reviewing the scope with the foreman, troubleshooting any issues that are projected to come up, doublechecking manpower and man hours to gauge the schedule, checking the current work against the design details for compliance, and in general making sure that the project is up to industry standards of quality and practice.

The assigned General Superintendent (GS) also walks weekly and more often several times a week. He follows the same protocol as the PM by addressing safety, installation practices, and making sure details are in compliance with manufacturer's requirements.

At 50%, 80% and 100% completion, an Eskola LLC Inspector performs a thorough project status inspection. He goes over with a fine tooth comb checking seams with a probe, checking details, reviewing data sheets and drawings. Any issues found are recorded and communicated directly to the PM and GS for immediate corrective action.

When substantial completion is reached, Eskola schedules the manufacturer's representative to come out and perform an inspection. Eskola's goal through the whole process is to minimize the punch list at the end of the project so close out is streamlined. After the manufacturer's inspection, the punch list is generated and Eskola schedules the work to address any issues that manufacturer found.

Once the punch list has been completed, a final walk through with the manufacturer's representative, Eskola's inspector and project manager and any owner or contractor representatives is scheduled and performed. This walk through is intended as a formality as Eskola expects all issues that were discovered to have been addressed at this point.

Post final walk through, the warranties are provided and close outs are finalized.



Linda Shaw
Senior Client Manager | CIC, CISR
Business Insurance | Mid-Atlantic

Marsh McLennan Agency
5605 Carnegie Blvd | Suite 300
Charlotte | NC 28209
T +1 704 367 3463 | M +1 704 488 8993
linda.shaw@MarshMMA.com

May 3, 2025

Eskola, LLC
2418 N. Morelock Rd
Morristown, TN

Re: Eskola, LLC. Workers Compensation 3 year Experience Modification Factor (EMR)

Dear Insured,

This is to certify that American Casualty Company of Reading PA insures Eskola, LLC under policy # WC7092051842 through our agency and the Experience Modification Rate (EMR) for the most recent (3) years is as follows:

Policy Year 2024 - Effective Dates: 5/1/2024 to 5/1/2025 = .76

Policy Year 2023 - Effective Dates: 5/1/2023 to 5/1/2024 = .67

Policy Year 2022 - Effective Dates: 5/1/2022 to 5/1/2023 = .63

Sincerely,

Linda Shaw

Linda Shaw
Senior Client Manager



Eskola Legal

In the ordinary course of business, Eskola has various mediations, arbitrations, administrative proceedings, claims, and lawsuits involving workers' compensation, third-party liability, employee matters and commercial litigation. None of these ordinary courses of business claims and lawsuits are material, nor would any, if adversely resolved, affect Eskola's ability to perform such services for your organization.

Furthermore, as a matter of Eskola's corporate policy, such information concerning the ordinary course of our business is not shared publicly. Should there be any additional questions or concerns, please kindly direct them to Ryan LaRiviere, our General Counsel.

Ryan LaRiviere

General Counsel

Legal@EskolaRoofing.com

(423) 678-0587

BID BOND

KNOW ALL MEN BY THESE PRESENTS, That we, the undersigned, Eskola, LLC
of Morristown, Tennessee, as Principal, and Everest Reinsurance Company
of Warren, New Jersey, a corporation organized and existing under the laws of the State of Delaware
with its principal office in the City of Warren, as Surety, are held and firmly bound unto the State
of West Virginia, as Obligee, in the penal sum of Five Percent of Amount Bid (\$ 5%) for the payment of which,
well and truly to be made, we jointly and severally bind ourselves, our heirs, administrators, executors, successors and assigns.

The Condition of the above obligation is such that whereas the Principal has submitted to the Purchasing Section of the
Department of Administration a certain bid or proposal, attached hereto and made a part hereof, to enter into a contract in writing for
Oak Hill Roof Replacement
CRFQ 0803 DOT260000075

NOW THEREFORE,

- (a) If said bid shall be rejected, or
- (b) If said bid shall be accepted and the Principal shall enter into a contract in accordance with the bid or proposal
attached hereto and shall furnish any other bonds and insurance required by the bid or proposal, and shall in all other respects perform
the agreement created by the acceptance of said bid, then this obligation shall be null and void, otherwise this obligation shall remain in
full force and effect. It is expressly understood and agreed that the liability of the Surety for any and all claims hereunder shall, in no
event, exceed the penal amount of this obligation as herein stated.

The Surety, for the value received, hereby stipulates and agrees that the obligations of said Surety and its bond shall be in no
way impaired or affected by any extension of the time within which the Obligee may accept such bid, and said Surety does hereby
waive notice of any such extension.

WITNESS, the following signatures and seals of Principal and Surety, executed and sealed by a proper officer of Principal and
Surety, or by Principal individually if Principal is an individual, this 31st day of March, 2026.

Principal Seal



Eskola, LLC
(Name of Principal)
By Ben Eskola
(Must be President, Vice President, or
Duly Authorized Agent)

CRO
(Title)

Surety Seal



Everest Reinsurance Company
(Name of Surety)

DocuSigned by:
Andrew Brown
Andrew Brown,
Attorney-In-Fact

IMPORTANT – Surety executing bonds must be licensed in West Virginia to transact surety insurance, must affix its seal, and must attach a power of attorney with its seal affixed.



**POWER OF ATTORNEY
EVEREST REINSURANCE COMPANY**

KNOW ALL PERSONS BY THESE PRESENTS: That Everest Reinsurance Company, a corporation of the State of Delaware ("Company") having its principal office located at Warren Corporate Center, 100 Everest Way, Warren, New Jersey, 07059, do hereby nominate, constitute, and appoint:

Tom McCartery, Catherine L. McMillan, Steven Russell Williams, Andrew Brown, Erin Kiehm

its true and lawful Attorney(s)-in-fact to make, execute, attest, seal and deliver for and on its behalf, as surety, and as its act and deed, where required, any and all bonds and undertakings in the nature thereof, for the penal sum of no one of which is in any event to exceed UNLIMITED, reserving for itself the full power of substitution and revocation.

Such bonds and undertakings, when duly executed by the aforesaid Attorney(s)-in-fact shall be binding upon the Company as fully and to the same extent as if such bonds and undertakings were signed by the President and Secretary of the Company and sealed with its corporate seal.

This Power of Attorney is granted and is signed by facsimile under and by the authority of the following Resolutions adopted by the Board of Directors of Company ("Board") on April 21, 2016:

RESOLVED, that the President, any Executive Vice President, and any Senior Vice President are hereby appointed by the Board as authorized to make, execute, seal and deliver for and on behalf of the Company, any and all bonds, undertakings, contracts or obligations in surety or co-surety with others and that the Secretary or any Assistant Secretary of the Company be and that each of them hereby is authorized to attest to the execution of any such bonds, undertakings, contracts or obligations in surety or co-surety and attach thereto the corporate seal of the Company.

RESOLVED, FURTHER, that the President, any Executive Vice President, and any Senior Vice President are hereby authorized to execute powers of attorney qualifying the attorney named in the given power of attorney to execute, on behalf of the Company, bonds and undertakings in surety or co-surety with others, and that the Secretary or any Assistant Secretary of the Company be, and that each of them is hereby authorized to attest the execution of any such power of attorney, and to attach thereto the corporate seal of the Company.

RESOLVED, FURTHER, that the signature of such officers named in the preceding resolutions and the corporate seal of the Company may be affixed to such powers of attorney or to any certificate relating thereto by facsimile, and any such power of attorney or certificate bearing such facsimile signatures or facsimile seal shall be thereafter valid and binding upon the Company with respect to any bond, undertaking, contract or obligation in surety or co-surety with others to which it is attached.

IN WITNESS WHEREOF, Everest Reinsurance Company has caused their corporate seals to be affixed hereto, and these presents to be signed by their duly authorized officers this 24th day of November 2025.



Everest Reinsurance Company

By: Anthony Romano, Senior Vice President

On this 24th day of November 2025, before me personally came Anthony Romano, known to me, who, being duly sworn, did execute the above instrument; that he knows the seal of said Company; that the seal affixed to the aforesaid instrument is such corporate seal and was affixed thereto; and that he executed said instrument by like order.

LINDA ROBINS
Notary Public, State of New York
No 01R06239736
Qualified in Queens County
Term Expires April 25, 2027

Linda Robins, Notary Public

I, Sylvia Semerdjian, Secretary of Everest Reinsurance Company do hereby certify that I have compared the foregoing copy of the Power of Attorney and affidavit, and the copy of the Section of the bylaws and resolutions of said Corporation as set forth in said Power of Attorney, with the ORIGINALS ON FILE IN THE HOME OFFICE OF SAID CORPORATION, and that the same are correct transcripts thereof, and of the whole of the said originals, and that the said Power of Attorney has not been revoked and is now in full force and effect.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the seal of said Company, this 31st day of March 2026.



By: Sylvia Semerdjian, Secretary