



STATEMENT OF QUALIFICATIONS

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STATEMENT OF QUALIFICATIONS

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1 Introduction

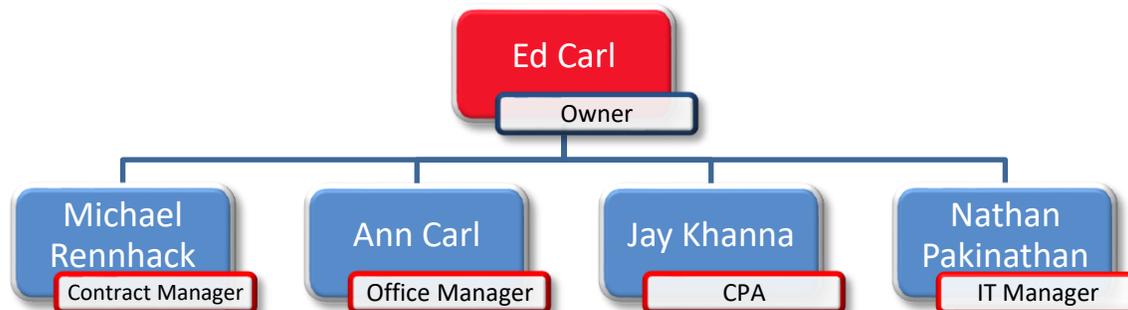
Carl's Services Incorporated (CSI) is a Service-Disabled Veteran-Owned Small Business founded in 2007 and based out of Oak Ridge TN. CSI specializes in providing the industry with quality personnel, PPE and unparalleled customer service. Edward L. Carl is the sole owner and operator of Carl's Services Incorporated.

1.1 Competitive Rates

Carl's Services rates are competitive due to the low general and administrative (G&A) expenses inherent in a small business. Additionally, our understanding of your fundamental needs is essential to a cost-effective bottom line. This approach reflects the commitment Carl's Services has made to keep costs and pricing as low as reasonably achievable.

2 Organization & Key Personnel

2.1 Our Organization



CSI is a lean organization, with a low G&A. We understand our customers' needs in maximum value, and we focus our key processes to continuously increase that value. We provide perfect value to the customer through a process that has zero waste.

2.1.1 Edward Carl, Owner

Ed Carl's primary job is to ensure that the needs of our customers are being satisfied. He is responsible for providing leadership and credibility for the company. He directs the fiscal performance, strategies, and policies. Ed manages CSI's human resources personally,



as he feels that the credibility of the company relies on the quality of the technicians we provide to our clients.

- 2007 – Present: Owner, CFO and CEO of Carl's Services Incorporated
- 1989 – 2006: Site, Project & Regional Manager of Radiological projects for Bartlett
- 1976 – 1988: Health Physics Technician & Shipper at a variety of nuclear facilities to include DOE and NRC licensed material sites.

Professional Qualifications:

Mr. Carl has personally managed a large staff of radiological professionals at the 300 million-dollar ETTP-BNFL 3 Building D&D Project, managed more than 200 radiological workers at Battelle Columbus Laboratory D&D Project (BCLDP), and managed the Radiological Contract at the Fernald Closure Project. We believe that you will find no other owner or recruiter with the decades of experience managing large radiological D&D contracts at DOE sites that Mr. Carl possess. It was his exceptional performance on these contracts that has allowed CSI to thrive where others have struggled.

Mr. Carl has over 40 years of experience in the nuclear industry. His expertise in recruiting, managing personnel, project management, and performance monitoring is unparalleled. He is highly efficient at controls to assure that safety, cost, and schedule objectives are met. In addition to his superior management experience, Mr. Carl has also provided health physics/hazmat coverage at numerous commercial nuclear power plants, DOE facilities, and overseas facilities as well as radioactive material shipping. These factors combine to create a unique ability to identify the highest performing personnel the industry has to offer, and the understanding of how to retain them.

2.1.2 Michael Rennhack, Contract Manager

Michael develops and manages CSI's contracts, contract modifications & cost proposals.

2.1.3 Ann Carl, Office Manager

Ann manages the office services as well as corporate expenses, filing systems, supply requisitions, and clerical functions.



2.1.4 Jay Khanna, CPA

Jay manages CSI's bookkeeping, preparation of government audits, taxes, and financial planning. He also manages our weekly Payroll.

2.1.5 Nathan Pakinathan, IT Manager

Nathan manages and preserves CSI's IT assets (disaster recovery, back-up procedures, information security), and directs our IT strategies.

2.2 Service-Disabled Veteran-Owned Small Business (SDVOSB)

Carl's Services Incorporated (CSI) is a Service-Disabled Veteran-Owned Small Business founded in 2007 and based out of Oak Ridge TN.

2.3 Foreign Ownership, Control or Influence (FOCI)

CSI's business structure is that of a sole proprietorship, wholly owned by Edward L. Carl. CSI is not owned, controlled or influenced by any foreign interests. Carl's Services Incorporated is prepared with an **existing** Foreign Ownership, Control or Influence (FOCI) Determination. Our first FOCI determination was in June of 2008, our most recent determination is below:

Facility Code #:	11674
FDAR#:	11674-OR-15-005
FOCI Determination:	10/23/2014
Cage Code #:	4X7Q8



3 Commitment to Safety

3.1 CSI's Safety Record

CSI believes that NO JOB OR NO TASK IS MORE IMPORTANT THAN WORKER HEALTH AND SAFETY. CSI implements the Target Zero Safety Program to maintain our premier environmental, health and safety performance. The program is focused on targeting zero—achieving ZERO environmental, health and safety incidents and furthers our ability to perform in a manner that minimizes health and safety risks to our clients, our employees, the public, and the environment.



CSI's Safety Performance is unequaled:

- Zero Fatalities
- Zero Lost Time Cases
- Zero Work Restriction Cases
- Zero Close Calls/First Aid Cases
- Zero Workers' Compensation claims
- Zero Regulatory, safety or environmental violations

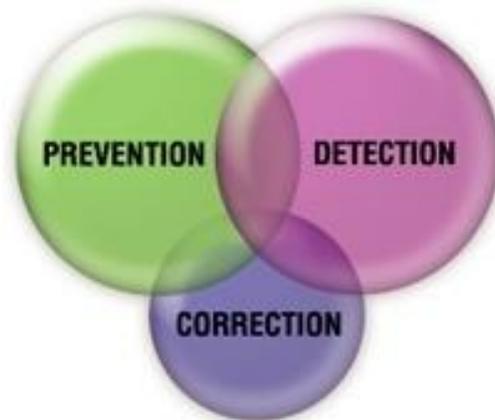
Year	2018	2017	2016	2015	2014	2013	2012	2011
Total Employee Hours Worked	85,765	112,200	121,073	84,830	24,353	24,733	52,898	71,057
Experience Modification Rate (EMR)	0.82	0.84	0.85	0.85	0.85	0.84	0.88	0.9
OSHA Recordable	0	0	0	0	0	0	0	0
Work Restriction Cases	0	0	0	0	0	0	0	0
Lost Time Accidents	0	0	0	0	0	0	0	0
Lost Days	0	0	0	0	0	0	0	0
Fatalities	0	0	0	0	0	0	0	0
Total Recordable Incident Rate (TRIR)	0	0	0	0	0	0	0	0
Days Away/Restricted Rate (DART)	0	0	0	0	0	0	0	0
Lost Time Case Rate (LTCR)	0	0	0	0	0	0	0	0

Our Safety Guiding Principles:

- *All injuries are preventable*
- *Responsible leadership and employee accountability prevent injuries*
- *Plan safety into our work*
- *Look out for yourself and others*

The core values, behaviors and principles depicted here guides CSI's everyday actions and is an essential part of the CSI culture. These values, behaviors and principals are reinforced by CSI's Management and Employees.

CSI's goal is to maximize the time spent on prevention and detection in order to minimize or eliminate correction activities. Our core value is to do the job right the first time.



"Safely, Correctly, Once"

Safety is a way of life at CSI; we go to great lengths to maintain a superior safety record and to ensure the health and safety of each employee.



3.2 Drug-Free Workplace Program

CSI is committed to a drug-free workplace. It has a Drug-Free Workplace program in place that is certified by the Tennessee Department of Labor & Workforce Development's Division of Workers Compensation Drug-Free Workplace Program.

3.3 Insurance

CSI maintains Workers' Compensation, Commercial General Liability, Pollution Liability, Automobile Liability, Professional Liability (Errors & Omissions), Equipment Floater Insurance (Tools and Equipment Insurance) and Umbrella Liability Insurance in amounts equaling or exceeding those typically required.



Personnel Support Services

3.4 Management Approach

Carl's Services understands the aspects of staffing personnel. Our approach is simple:

- We only use the highest quality personnel available in the industry. We are uniquely qualified to do this because the person staffing your job is not a recruiter trying to fill quotas. Ed Carl will personally select the candidates from Carl's Services exclusive database.
- Our employee compensation is above average, which allows us to pick the star performers, and retain them in this competitive market.
- Our employees are paid via direct deposit on a weekly basis, which enables them maximum flexibility in managing their cash flow.
- The overall value of Carl's Services approach is a savings in turnover and additional manpower.

3.5 Carl's Services Exclusive Resume Database

Carl's Services exclusive resume database was developed by personally evaluating the performance of thousands of workers at Battelle Columbus Laboratory, ETTP-BNFL 3 Building D&D Project, and the Fernald Closure Project as well at several electric generating stations over the last 30 years to the strictest of standards of performance criteria. This attention to detail assures that the staff proposed will be 'hand-picked'.



3.6 Labor Categories

The labor categories listed below are a sampling of the types of personnel we typically supply. Each category is available in varying degrees of competence, such as Specialist, Engineer, Technician, Manager, Supervisor, Lead, Senior, Junior, and Entry Level.

ALARA Engineer
ANSI 3.1, ANSI 18.1 Qualified HP
Buyer
Certified Health Physicist
Certified Safety Professional
Characterization/Final Site Survey
Decontamination
Dosimetry
Equipment Operator
Final Survey
Gamma Spectrometry
Health & Safety (OSHA) Compliance
Health Physics Technician
I&C (Instrumentation & Calibration)
Industrial Hygienist
Industrial Safety
Instrumentation
Laborer
Non-Destructive Assay
Operations
Procedure Writer
RSO
RCT
Rad Engineer
Waste/Shipping
Regulatory and Compliance
Respiratory Protection
Safety
Training
Waste Handler
Waste Management

4 PPE & Safety Products

CSI provides high quality personnel protective equipment (PPE), and safety products to commercial and government facilities located throughout the United States. CSI distributes over 100,000 separate products that are manufactured by over 1,500 active suppliers.

CSI distributes their PPE & Safety products exclusively through a partnership with Lynx Supply Inc, a certified woman-owned small business. Their online catalog can be viewed on the internet at: <http://www.lynxsupply.com/>

Carl's Services has experience supplying PPE & Safety Equipment to the following Companies/Facilities:

- EnergySolutions
- Bechtel Jacobs
- ORNL
- Y-12
- Portsmouth





5 Staffing & Management Experience

Mr. Carl has personally managed several large performance based contracts with a staff of radiological professionals numbering in the hundreds. One such project was at the 300 million dollar East Tennessee Technology Park British Nuclear Fuels Ltd (ETTP-BNFL) 3 Building Decontamination and Decommissioning (D&D) Project. Mr. Carl also managed the transition and bailout contract of more than 200 radiological workers at Battelle Columbus Laboratory D&D project. He also managed the turnaround and completion of the Radiological Contract at the Fernald Closure Project. CSI's experience includes staffing more than **300 radiological professionals at 80 projects in 10 years, worth \$40 Million dollars, with 700,000 hours** without an OSHA reportable injury. We believe that you will find no other owner, manager or recruiter with the decades of experience managing large radiological D&D contracts at DOE sites that Mr. Carl possess.

CSI's experience includes staffing over 300 radiological personnel at more than 80 projects in 10 years, worth more than \$40 Million dollars, with more than 700,000 hours without an OSHA reportable injury. We have the resources and the experience needed.

Map showing CSI's many projects around the country.

