

A Protégé's Perspective of a Successful Mentor-Protégé Program

DoD Mentor-Protégé Conference

Virginia Beach, VA

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**Brad Kordic – Vice President, Business Development
Engineering/Remediation Resources Group, Inc. (ERRG)**



- Protégé's Perspective

The ERRG Story

- Started in 1997
- Integration of Environmental Engineering and Construction
- Offices: 1 to 9
- Employees: 5 to 275
- Federal Clients: 0 to 14
- Revenues: \$0 to \$62 M



- Protégé's Perspective

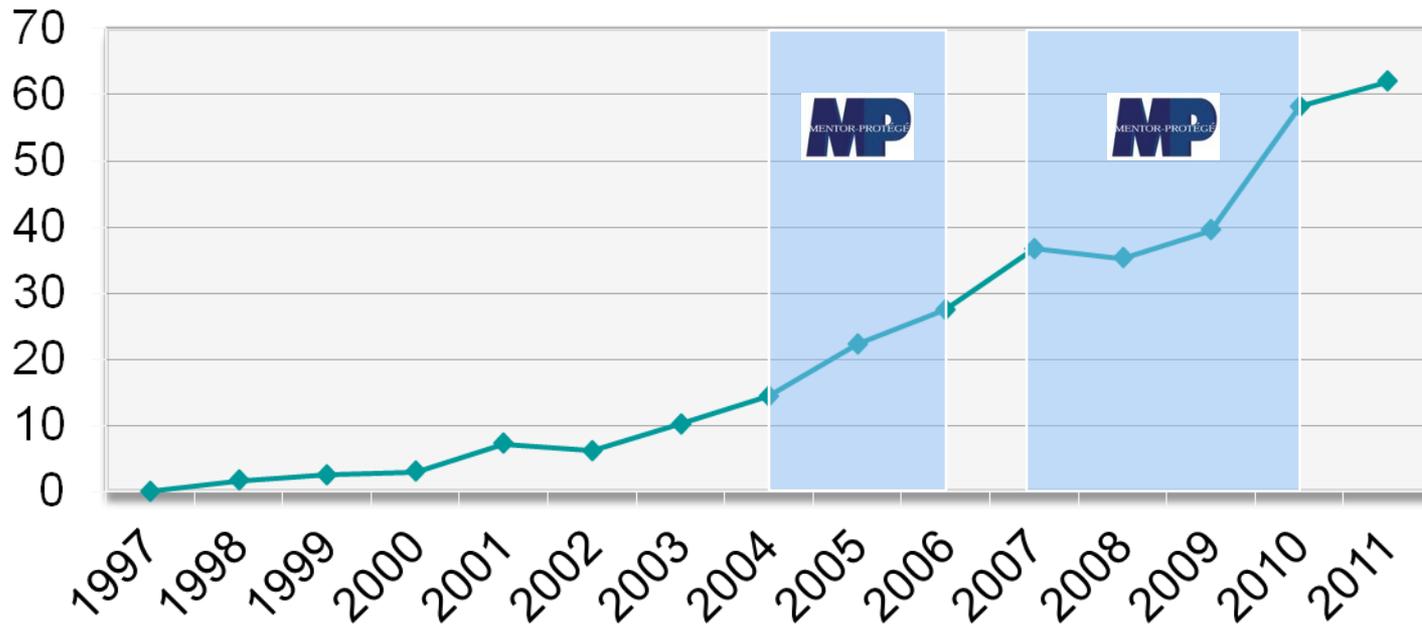
The ERRG Story (cont'd)

- Services
 - Environmental Construction/Remediation
 - Environmental, Civil, and Geotechnical Engineering
 - Construction
 - Military Munitions Response
 - Emergency Preparedness and Pollution Prevention

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The ERRG Story (cont'd)

Revenue (millions)



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ERRG Growth Spanning Two Mentor-Protégé Agreements

	2003	2011	% Increase
Revenues	\$10.2 M	\$62.0 M	508%
Employees	54	275	409%
Federal Clients	2	14	600%
Offices	2	9	350%
Backlog	\$4.6 M	\$58.1 M	1163%
Services	Environmental	Environmental Civil Construction MILCON MMR Emergency Preparedness	
Business Classification	8(a)	Small – 562910, < 500 Employees	

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Recent Recognition

- 2011 SBA Prime Contractor of the Year – Region IX
- 2011 Nunn-Perry Award Winner with SAIC
- 2011 Environmental Business Journal 6th Consecutive Environmental Achievement Award
- 2011 Zweig White 5th Consecutive Hot Firm List
- 2011 Engineering News Record (ENR) 118th Largest Environmental Company in the U.S.

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Attributes of a Successful Mentor-Protégé Program

- Experienced Mentor
- Willing Protégé
- A Champion Within Both Organizations
- An Effective Plan
- Two-way Communication
- No Over-dependence

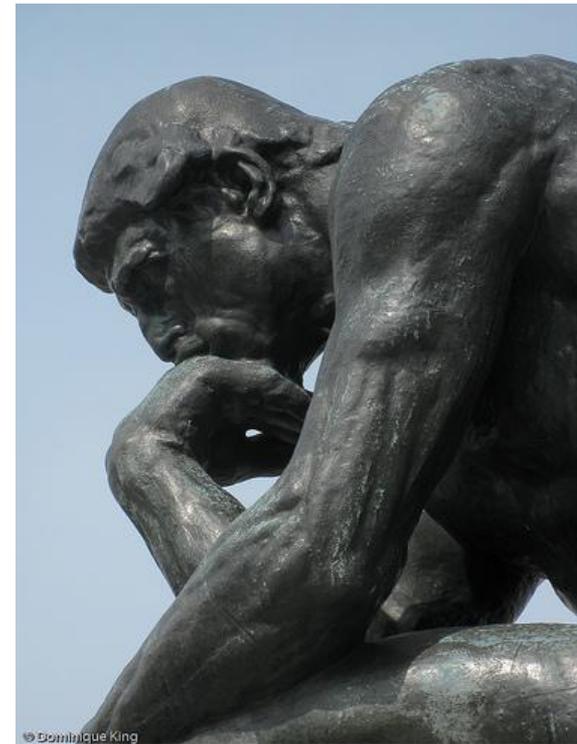
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What to Look for in a Mentor

- Geographic Coverage
- Expansion of Services Capabilities
- Knowledge of Potential Clients
- Established Infrastructure
- Specialized Services/Industry Experts
- Firm that can Compete
- Compatibility

5 Practices For Your Company To Consider

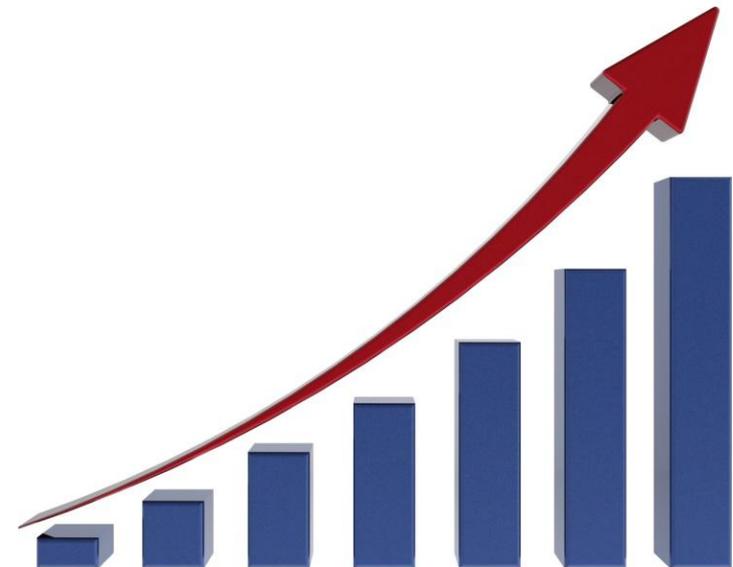
- Plan Your Growth
- Focus On Revenue
- Hire Good Employees
- Be Willing To Take Risk
- Be Patient



- Protégé's Perspective

Plan Your Growth

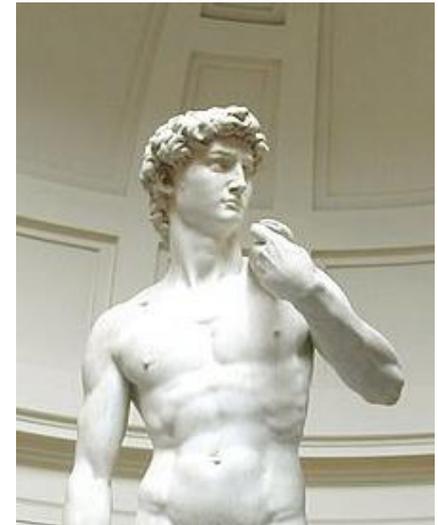
- Don't Wait to Plan
- Simple, But Measurable
- Useful, Living Document
- Achievable
- Communicated



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Focus on Revenue

- Perform On Existing Work
- Identify Opportunities In Advance
- Respond To Appropriate Opportunities
- Look For New Clients, Markets and Services
- Strategic Teaming



“Even Michelangelo Needed Clay”

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Hire Good Employees

- Be Consistent With Growth Plan
- Think Toward The Future
- Don't Disregard Infrastructure
 - Accounting/Finance, Human Resources, Marketing/BD, etc.
- Delegate
- Retain Them!



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Be Patient

- Time
- Plans Need Traction
- Revenue Targets Need To Be Identified
- Employees Need to Embrace Roles
- Tolerance For Risk Needs To Evolve



- Protégé's Perspective

Final Thoughts

- Manage Your Business
- Mentor-Protégé Agreements are a Two-way Street
- Embrace Proven Practices
- Understand Large vs. Small
- Mentor-Protégé is a Tool



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Questions?

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