About Praxis

- Leadership
- Strategy
- Culture
“We believe in empowering our employees to uphold our reputation.”

- **Professionalism**: Treat fellow employees and clients with respect; demand peak performance by conducting business safely, with technical competence and superior quality control.

- **Integrity**: Act in such a way to uphold the high ethical standards of Moretrench – be honest and forthright.

- **Accountability**: Take ownership of your commitments; be responsible for your actions.

- **Balance**: Maintain a healthy work – life balance, remember why you work so hard.

- **Teamwork**: The whole is more important than any one part; we will work together.
100% VESTED EMPLOYEE-OWNERS
The Moretrench Employee Stock Ownership Plan.
Company History And Culture
Number of Employees
ESOP Transaction
Getting the Stock

Bank

Note & Collateral

Loan proceeds

Individual Shareholders

Down Payment & IOU

Shares of stock

ESOP

Suspense Account

Participant Account

Participant Account

Participant Account

Inside Loan & Pledge of Stock
Paying for the Stock

Bank

ESOP

Individual Shareholders

Loan Repayment

ESOP Contribution

Participant Account

Participant Account

Participant Account

Loan Repayment

Suspense Account
Employee Education and Corporate Management
2016 Financial Dashboard
Year End December 31, 2016

- Adjusted Revenue
- G&A Expenses
- Operating Profit
- Accounts Receivable
2017 Financial Dashboard
First Quarter Ended March 31, 2017

- Adjusted Revenue
- G&A Expenses
- Operating Profit
- Accounts Receivable
Shared Wealth
Reflects 10 for 1 Stock Split in 2006
Moretrench Cumulative Payments to Beneficiaries
2006-2016

- ESOP
- 401k
Contact

- **Richard C. Telesmanich**, Sr. VP & CAO, Moretrench
  - rtelesmanich@moretrench.com
  - 973-627-2100
  - www.moretrench.com

- **Matt Hancock**, Consultant, Praxis Consulting Group
  - matt@praxiscg.com
  - 215-753-0303
  - www.praxiscg.com