



## CANDIDATE COMPANY & CAREER OVERVIEW

# Smarter Infrastructure. Stronger Teams. Lasting Careers.

**Design. Build. Automate. Maintain.**

AOTCS is a founder-led technology contractor based in Mobile, Alabama. The company brings mechanical, electrical, fire and life safety, low-voltage, controls, automation, and long-term operational support together under 1 accountable team.

The work is built around safe execution, integrated systems, practical technology, direct communication, and a long-term commitment to developing people from within.

### **WE BUILD BETTER WORKERS, BUILDINGS, COMPANIES AND COMMUNITIES!**

AOTCS combines field craftsmanship with operational technology to create infrastructure that is reliable on Day 1, maintainable on Day 2, and ready for what comes next.

**Learn more at [aotcs.org](https://aotcs.org)**

# AOTCS At A Glance

A Name With Purpose And An Operating Model Built Around Accountability

## ANTEAMBULO: THE PERSON WHO WALKS AHEAD TO CLEAR THE WAY

That idea reflects how AOTCS approaches clients and teammates: remove obstacles, simplify complexity, prepare the path, and help people succeed.

## What Makes AOTCS Different

|                                                                                                                                                                                |                                                                                                                                                                                                               |
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| <b>One Team, One Contract</b><br>Connected mechanical, electrical, controls, life-safety, low-voltage, and technology scopes are coordinated through a single operating model. | <b>Field Execution + OT</b><br>Construction experience is paired with building automation, controls, data, and digital project management so systems work together in the field and in operation.             |
| <b>Built For Day 2</b><br>AOTCS designs for access, maintainability, future growth, operational visibility, and long-term performance after construction is complete.          | <b>Founder-Led Perspective</b><br>Founder and CEO Clifton Nelson began his construction and operational technology career in 1985, including early work in building management, fire, security, and controls. |

## Fast Facts

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| <b>HOME BASE</b><br>Mobile, Alabama                                                             | <b>SERVICE REGION</b><br>Gulf Coast and Southern U.S.                                        |
| <b>DELIVERY MODEL</b><br>Design + Build + Automate + Maintain                                   | <b>CORE DISCIPLINES</b><br>Mechanical, Electrical, Life Safety, Low-Voltage, Controls and OT |
| <b>CLIENT ENVIRONMENTS</b><br>Education, Government, Healthcare, Industrial, Data and Mixed-Use | <b>OPERATING PRINCIPLE</b><br>One Team. Clear Accountability.                                |

AOTCS works with owners, operators, developers, engineers, general contractors, and public-sector leaders who need infrastructure that performs safely, reliably, and as 1 connected system.

# What AOTCS Does

The DBAM Lifecycle Brings The Full Infrastructure Journey Under 1 Accountable Team

|                                                                                                                                                       |                                                                                                                                                                |                                                                                                                                                                |                                                                                                                                                                 |
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| <b>1</b><br><b>DESIGN</b><br>Coordinate mechanical, electrical, controls, loads, code, access, maintainability, and future growth before work begins. | <b>2</b><br><b>BUILD</b><br>Execute integrated mechanical, electrical, fire/life-safety, low-voltage, controls, renovation, retrofit, and installation scopes. | <b>3</b><br><b>AUTOMATE</b><br>Connect SCADA, PLCs, sensors, dashboards, alarms, and real-time monitoring so operators can see and control system performance. | <b>4</b><br><b>MAINTAIN</b><br>Support commissioning, optimization, preventive maintenance, retrofits, and legacy systems after construction and through Day 2. |
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## Core Capabilities

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| <ul style="list-style-type: none"> <li>• Commercial HVAC and mechanical installation, replacement, renovation, and retrofit</li> <li>• Commercial electrical construction, upgrades, and renovation</li> <li>• Fire alarm and life-safety systems</li> <li>• Low-voltage, security, access, and network infrastructure</li> </ul> | <ul style="list-style-type: none"> <li>• Building controls and operational technology integration</li> <li>• Central Utility Hubs, powerhouses, utility plants, and energy centers</li> <li>• Equipment modernization, commissioning, optimization, and retrofit work</li> <li>• Ground-up construction, remodels, facility upgrades, and select service work</li> </ul> |
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## Industries Served

|                        |                            |                          |
|------------------------|----------------------------|--------------------------|
| Hospitals & Healthcare | Education & Campuses       | Government & Municipal   |
| Data Centers & IT      | Industrial & Manufacturing | Multi-Family & Mixed-Use |

### WHY THE MODEL MATTERS

When mechanical, electrical, life-safety, low-voltage, and controls teams plan together, clients get fewer handoffs, faster communication, clearer responsibility, and infrastructure designed to work as a complete system.

# Representative Work & Regional Footprint

Project Environments That Demonstrate Integrated Field Execution And Growing Regional Reach

Representative work discussed by AOTCS leadership and recruiting materials includes the following active or recent project environments. Project scope and timing may evolve as construction progresses.

|                                                                                                                                                                                       |                                                                                                                                                                                 |
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| <b>Alabama Building Renovation Finance Authority Parking Deck</b><br>Montgomery, Alabama   Electrical and low-voltage or technology scope supporting a major state parking structure. | <b>Saraland High School Athletic Training Facility</b><br>Saraland, Alabama   Mechanical, electrical, fire alarm, and low-voltage work for a new athletic support facility.     |
| <b>Gulf Shores Sports Complex Addition</b><br>Gulf Shores, Alabama   Integrated mechanical, electrical, and fire-alarm work supporting an education and athletics expansion.          | <b>Chickasaw High School Gym Renovation</b><br>Chickasaw, Alabama   Electrical modernization, new fire-alarm installation, and mechanical work in an active school environment. |
| <b>Coastal Alabama Community College</b><br>Fairhope, Alabama   Administration-building renovation involving electrical and HVAC modifications.                                       | <b>Government &amp; Military Facilities</b><br>Florida Panhandle   Fire alarm, life-safety, and related technology work, including projects in the Eglin Air Force Base area.   |

## Additional Commercial Work

AOTCS also supports bank renovations, retail conversions, commercial remodels, HVAC replacements, electrical upgrades, fire-alarm projects, and modernization of aging building systems across coastal Alabama.

|  |                                                                                                                                                                                                                                                                                                         |
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|  | <b>GROWING FROM STRONG LOCAL ROOTS</b><br>AOTCS is based in Mobile and serves coastal Alabama, Montgomery, Tuskegee, and the Florida Panhandle. Its growth model is practical: earn meaningful work, build a capable local team, develop leaders from within, and create repeat customer relationships. |
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Public project notices also confirm major 2026 construction activity for the Montgomery parking deck, the Saraland athletic training facility, and the Gulf Shores sports complex addition.

# Culture & Core Values

**People-First, Performance-Driven, And Grounded In Gulf Coast Practicality**

AOTCS expects direct communication, practical problem-solving, personal accountability, respect for every role, and a willingness to teach and learn. The public values below are reinforced internally through Safe Life, Servant Leadership, OT Excellence, Value Through Service, and One Team.

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| <b>Safety</b><br>If the work is not safe, it does not proceed. Protecting people, property, and the public comes before schedule pressure.          | <b>Teamwork</b><br>Mechanical, electrical, controls, technology, project management, and field teams plan and solve problems together.    |
| <b>Performance</b><br>Quality, productivity, craftsmanship, preparation, documentation, and follow-through all matter.                              | <b>Integrity</b><br>Say what you mean, keep commitments, communicate early, and stand behind the work.                                    |
| <b>Respect</b><br>Every person adds value. Team members, customers, trade partners, apprentices, and leaders are treated fairly and professionally. | <b>Innovation</b><br>Technology is adopted with intention when it makes work safer, clearer, faster, more reliable, or easier to operate. |

## How The Culture Shows Up

|                                                                                                                      |                                                                                                                      |                                                                                                                      |
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| <b>Servant Leadership</b><br>Mentor people, remove blockers, and put team success first.                             | <b>Clean, Organized Sites</b><br>Plan the work, maintain standards, and leave the work area ready for the next task. | <b>Transparent Communication</b><br>Share issues early, document changes, and coordinate instead of assigning blame. |
| <b>Practical Problem-Solving</b><br>Adapt productively when drawings, schedules, access, or field conditions change. | <b>Customer Focus</b><br>Build trust through responsiveness, clarity, quality, and a long-term operating mindset.    | <b>Development From Within</b><br>Teach, coach, verify skill, and create opportunities for people who deliver.       |

### KEEPING IT SIMPLE. MAKING IT GREAT.

The standard is not complexity for its own sake. It is clear planning, strong execution, useful technology, accountable follow-through, and a better experience for clients and teammates.

# Safe Life: Safety As A Core Value

Shared Responsibility, Daily Planning, And The Authority To Stop Unsafe Work

## ALL INCIDENTS ARE PREVENTABLE

AOTCS treats safety as a condition of excellent work. Management, supervisors, employees, subcontractors, and visitors all share responsibility for protecting people, property, and the community.

### 1. Plan The Work

A Job Safety Analysis is completed daily and repeated whenever the task, crew, method, weather, or site conditions change.

### 2. Use The Right Protection

Minimum PPE is enforced gate to gate. Task-specific protection is added based on the hazard assessment, and tools and equipment are inspected before use.

### 3. Stop Unsafe Work

Every employee is empowered and required to stop work when an unsafe condition exists. The sequence is simple: stop, notify, correct, then restart.

### 4. Control High-Hazard Work

Lockout/tagout, fall protection, energized electrical work, hot work, and confined-space entry follow defined procedures, permits, approvals, and verification.

### 5. Report And Learn

Incidents, injuries, near misses, and property damage are reported promptly and reviewed to prevent recurrence. Reporting a near miss protects the next person.

### 6. Look Out For One Another

Peer-to-peer accountability is expected. Apprentices, journeymen, supervisors, and leaders are all responsible for speaking up and setting the standard.

## The Shared Safety Standard

#### LEADERSHIP

Participate, provide resources, and enforce the standard.

#### SUPERVISORS

Run JSAs, coach crews, correct hazards, and model safe work.

#### EVERY TEAM MEMBER

Follow procedures, use PPE, report concerns, and stop unsafe work.

## SAFE LIFE. EVERY DAY.

Look out for yourself. Look out for each other. Make sure everyone goes home safe.

# Technology, Onboarding & Career Growth

Tools That Support The Field, Structured Expectations, And Development Tied To Demonstrated Capability

## Procore From Preconstruction To Closeout

Depending on the role, teams use digital drawings and specifications, submittals, RFIs, field photos, safety documentation, observations, timekeeping, purchasing, invoicing, and closeout records.

## Practical Technology, Not Technology For Its Own Sake

Microsoft 365, Monday, Salesforce, AI, and other tools are used where they improve communication, documentation, planning, visibility, and decision-making.

## What Onboarding Is Designed To Accomplish

|              |                                                                                                                                |
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| BEFORE DAY 1 | Confirm the assignment, supervisor, PPE and tool needs, systems access, and the first 2 days of the onboarding plan.           |
| DAY 1        | Meet the supervisor and mentor, tour the site, review culture and safety, complete required setup, and receive initial access. |
| DAY 2        | Review the role, core tools, first 30-day priorities, benefit elections when applicable, and how success will be measured.     |
| WEEK 1+      | Complete a Goal Sheet, begin weekly check-ins, remove blockers, and build the training and development plan for the role.      |

## A Visible Development Path

|                                    |            |         |                |                                 |
|------------------------------------|------------|---------|----------------|---------------------------------|
| Developing Technician / Apprentice | Journeyman | Foreman | Superintendent | Project / Operations Leadership |
|------------------------------------|------------|---------|----------------|---------------------------------|

Advancement is tied to verified skill, safety, reliability, leadership, results, business needs, and the requirements of the role. The exact path and timing are individual, but the expectation to learn, teach, and grow is consistent.

## Building The Next Generation

The AOTCS Youth Force program creates a structured pathway from hands-on pre-apprenticeship and classroom learning into registered apprenticeship and long-term skilled-trades careers. Experienced team members strengthen the program through coaching, teaching, and field leadership.

## DEVELOPMENT IS A WORKING SYSTEM

New team members receive a supervisor and, when appropriate, a buddy or mentor. A Goal Sheet begins in week 1, regular check-ins remove blockers, and training, certifications, and licensing support are aligned to the role.

# The Candidate Experience & Total Rewards

Meaningful Work, Field Support, Development, And Role-Specific Benefits Without One-Size-Fits-All Promises

AOTCS competes for talent through more than base compensation. The company emphasizes meaningful projects, strong field support, practical tools, professional development, performance recognition, and a long-term career path.

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| <b>Health &amp; Well-Being</b><br>Medical, dental, vision, and life-insurance options may be available based on the role, employment structure, eligibility, and written offer. | <b>Time &amp; Financial Security</b><br>Paid holidays, paid time away, retirement-plan access, and overtime eligibility for non-exempt roles follow current policy and offer terms.              |
| <b>Tools, PPE &amp; Technology</b><br>Major tools, safety equipment, technology, and role-related resources are provided or supported as defined for the position.              | <b>Training &amp; Credentials</b><br>Role-related training, certifications, licensing, continuing education, mentorship, and development planning may be supported.                              |
| <b>Assignment Support</b><br>Vehicle, mileage, lodging, or travel support may apply when the role or project requires it and the terms are included in writing.                 | <b>Recognition &amp; Growth</b><br>Performance reviews, merit growth, increased responsibility, and advancement are tied to verified contribution, capability, safety, reliability, and results. |

## Who Tends To Thrive At AOTCS

|                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                      |
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| <ul style="list-style-type: none"> <li>• Puts safety and craftsmanship ahead of shortcuts</li> <li>• Communicates directly, early, and professionally</li> <li>• Takes ownership of commitments and follows through</li> <li>• Plans work and adapts when field conditions change</li> </ul> | <ul style="list-style-type: none"> <li>• Works across disciplines and respects every role</li> <li>• Uses technology to improve execution and documentation</li> <li>• Wants to learn, teach, mentor, and build capability</li> <li>• Values customer service and long-term relationships</li> </ul> |
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### YOUR WRITTEN OFFER CONTROLS

The exact compensation, benefits, schedule, employment structure, incentive eligibility, vehicle or travel terms, and other conditions that apply to a candidate are defined in the written offer and official plan documents.

### BUILD EXCELLENT WORK. DEVELOP REAL CAPABILITY. GROW WITH A TEAM CREATING SOMETHING LASTING.

AOTCS offers the opportunity to help build connected infrastructure, strengthen a growing regional contractor, and develop a career through safe work, accountability, mentorship, and performance.