

DENNIS

C O R P O R A T I O N

ANNUAL REPORT 2008



INTRODUCTION

Since the inception of Dennis Corporation as a corporation Chapter C in the state of South Carolina on June 13, 2005, our firm has achieved what no other competitor has in such a short period of time. This great success cannot be attributed to any one person, but to the collective efforts of the men and women who labor at their computer workstations, dangerous construction sites, the swamps of the Lowcountry or the mountains of the Blue Ridge to do what we do best: engineer, survey and manage construction. Our work takes place day or night, rain or shine, winter or summer, seven days a week to meet our clients' needs.

Our list of accomplishments is truly impressive considering the enormous obstacles every small business faces in its first years. Good health care, working capital, and fierce competition from old territorial firms make this the road less traveled. Despite these hurdles and countless others, Dennis Corporation has not just survived in its first three years of a small business start-up, but it excelled while other established firms maintained the status quo. In three short years, we have grown to 80 employees, gross annual revenues of \$5.9 million, acquired a fleet of more than 40 company vehicles, embarked on a \$2 million purchase and future renovation of a new corporate headquarters, and earned awards that show our employees are on the cutting edge of their professions.

We compete for work in many different areas and this diversification is one element of our success. Another ingredient is the diversity of our employees, who are hired without regard to race, gender, color, religion, national origin, age, physical or mental disability, or veteran status. Above all, the glue that holds Dennis Corporation together is the freedom and responsibility our employees enjoy in day-to-day operations. Vice presidents or other corporate bureaucrats do not exist within our ranks. These corporate pests would slow us down and stagnate the innovation and independence that propels our growth. Answers to tough questions are not directed to high-level, overpaid micro-managers, but are made at all levels within the firm. If a young technician on a highway paving project or a school construction site cannot make a field decision, then our clients are not getting what they have paid for.

The future looks especially promising. Even as the economy slips into a recession and our nation deals with housing and banking crises, our profitability, growth and success continue. In spite of challenges from large national firms, our client base grows. Thanks to all those in the trenches who have made this dream a reality.

Sincerely,

Dennis Corporation

Dennis Corporation



**Dennis Corporation's Employees
Volunteering at Adopt-a-Highway**

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I. FIRM BACKGROUND

Dennis Corporation incorporated on June 13, 2005 with the dream of becoming a successful engineering, surveying and construction management firm. We started by developing a thorough business plan which highlighted every important aspect of our organization, from our mission statement and market analysis to our market strategy and financial plan.

Two of the most important aspects of our business plan were to establish Dennis Corporation's corporate philosophy and keys to success - the Five C's.

Corporate Philosophy

Dennis Corporation's corporate philosophy has remained central to our business development and is the foundation for our success. From the beginning, our corporate philosophy has been, "With a loyal staff comprised of hard working professionals, offering rapid reliable results at the lowest possible price and supported by the newest technology and corporate flexibility, our firm will become a successful, results-driven organization able to offer our clients unsurpassed quality services."

The Five C's

Also central to our business plan were our five keys to success, basic building blocks that have been essential to our start-up and growth:

- ◆ **Corporate Character:** Each employee of Dennis Corporation contributes to the overall character of our organization. Our actions and work as an organization exhibit Dennis Corporation's ethics and values. We strive to employ well-rounded employees who are able to balance work and family.
- ◆ **Capacity:** Not only does Dennis Corporation have adequate financial capacity to meet payroll, accounts payable and debt service, but it also has the human resource capacity to continue growing with talented staff.
- ◆ **Capital:** Dennis Corporation has strategically secured loans from the Small Business Administration, City of Columbia Office of Business Opportunities, and Ameris Bank to provide capital necessary to propel the growth of our firm.
- ◆ **Conditions:** When creating our business plan, we reviewed the condition of the engineering, surveying and construction management markets in the Southeast to ensure it was economically feasible to start Dennis Corporation. We knew one key to success was having an intimate knowledge about the condition of our industry at any given time. For example, at the time of our inception, the economy was stable and South Carolina was proposing a new highway bill with more than \$2.9 billion allotted for state projects. As we have since learned, the conditions in our industry, as well as the condition of the nation's economy, are constantly evolving. Being able to adapt and diversify in light of those changing conditions has been vital to the success of our firm.
- ◆ **Confidence:** One last key was having sound confidence in our ability to be a successful engineering, surveying and construction management firm. What was this confidence based upon? The knowledge that our staff would be comprised of some of the most qualified, diverse and innovative professional personnel in the industry.

Surpassing our Expectations

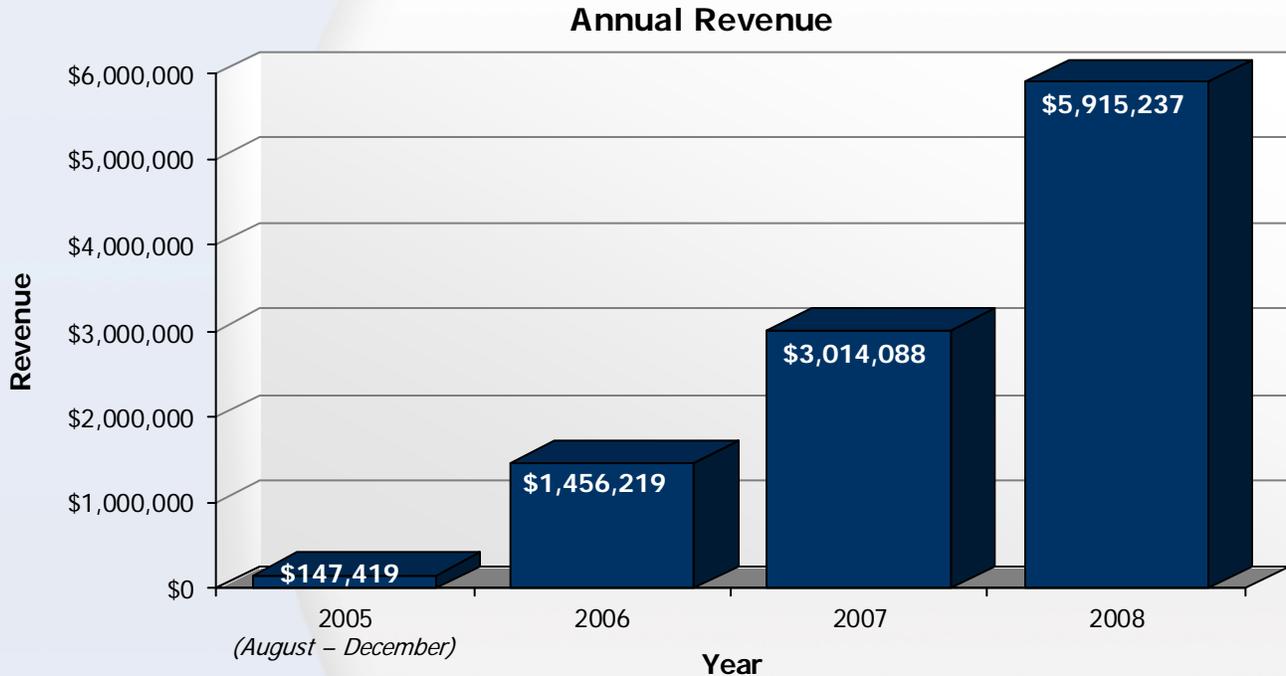
Looking back, we now realize that outside of establishing our Corporate Philosophy and The Five C's of our success, much of our business plan did not provide a realistic prediction of what lay ahead for Dennis Corporation. While that may seem an unusual critique of our start-up business plan, we have far exceeded our initial expectations in these first three years of operation.

For example, our business plan only projected a third year revenue total of \$485,000. As we illustrate in the next section of this report, our projected earnings for 2008 are \$5.9 million. Over the past three years, we have triumphed over challenges and far exceeded our goals.

II. FINANCIAL STRENGTH

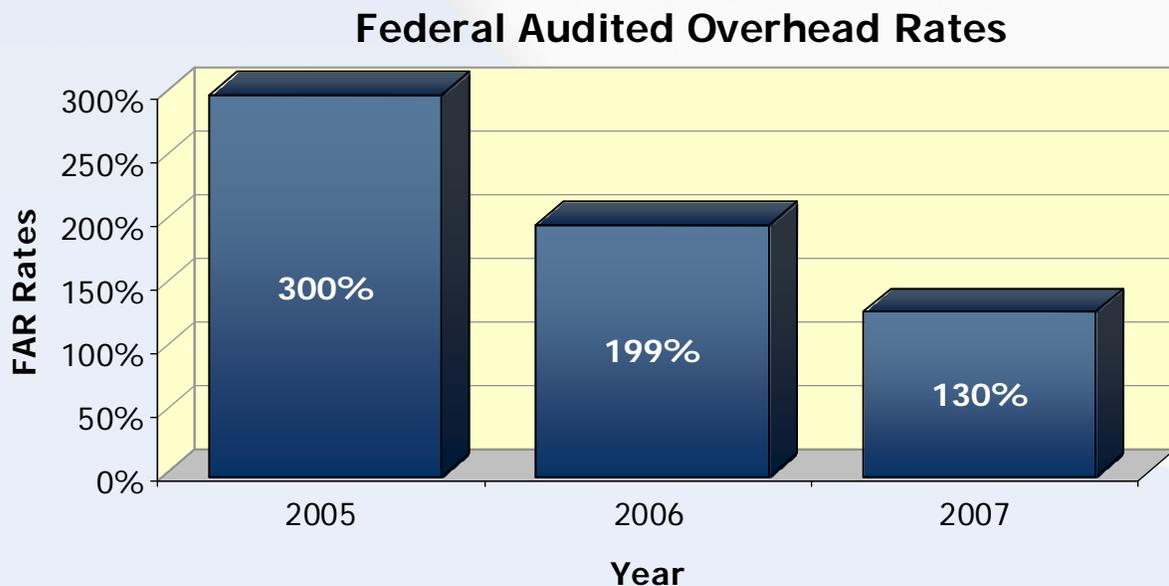
"One word that comes to mind to describe Dennis Corporation is *visionary*. They know where the company wants to go, set ambitious goals and work tirelessly to achieve them. They are true entrepreneurs."

- James E. Hazel, Jr., CPA, *Elliott Davis*



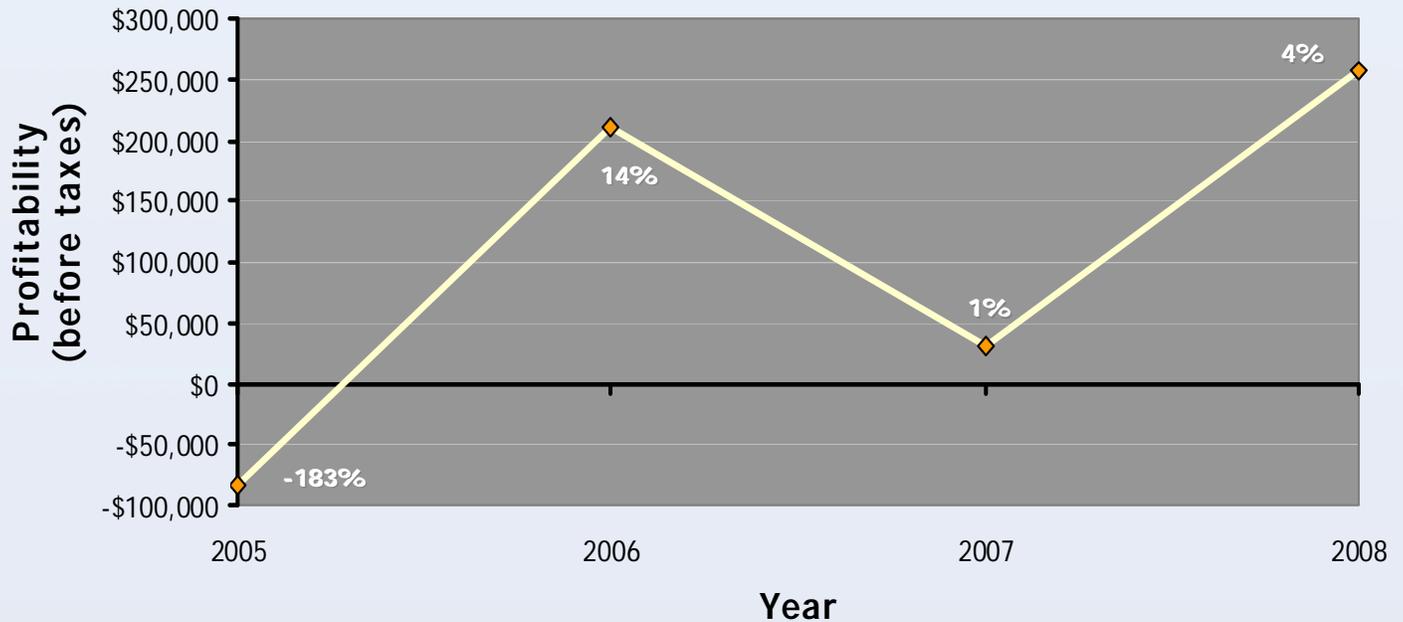
"Dennis Corporation has exhibited extraordinary growth while maintaining a thin management structure. Their FAR overhead rates reflect their efficient utilization of direct labor and allowable overhead expenses."

- Larry Montague, Jr., CPA, *Burkett, Burkett & Burkett CPAs, P.A.*



II. FINANCIAL STRENGTH

Profitability by Year



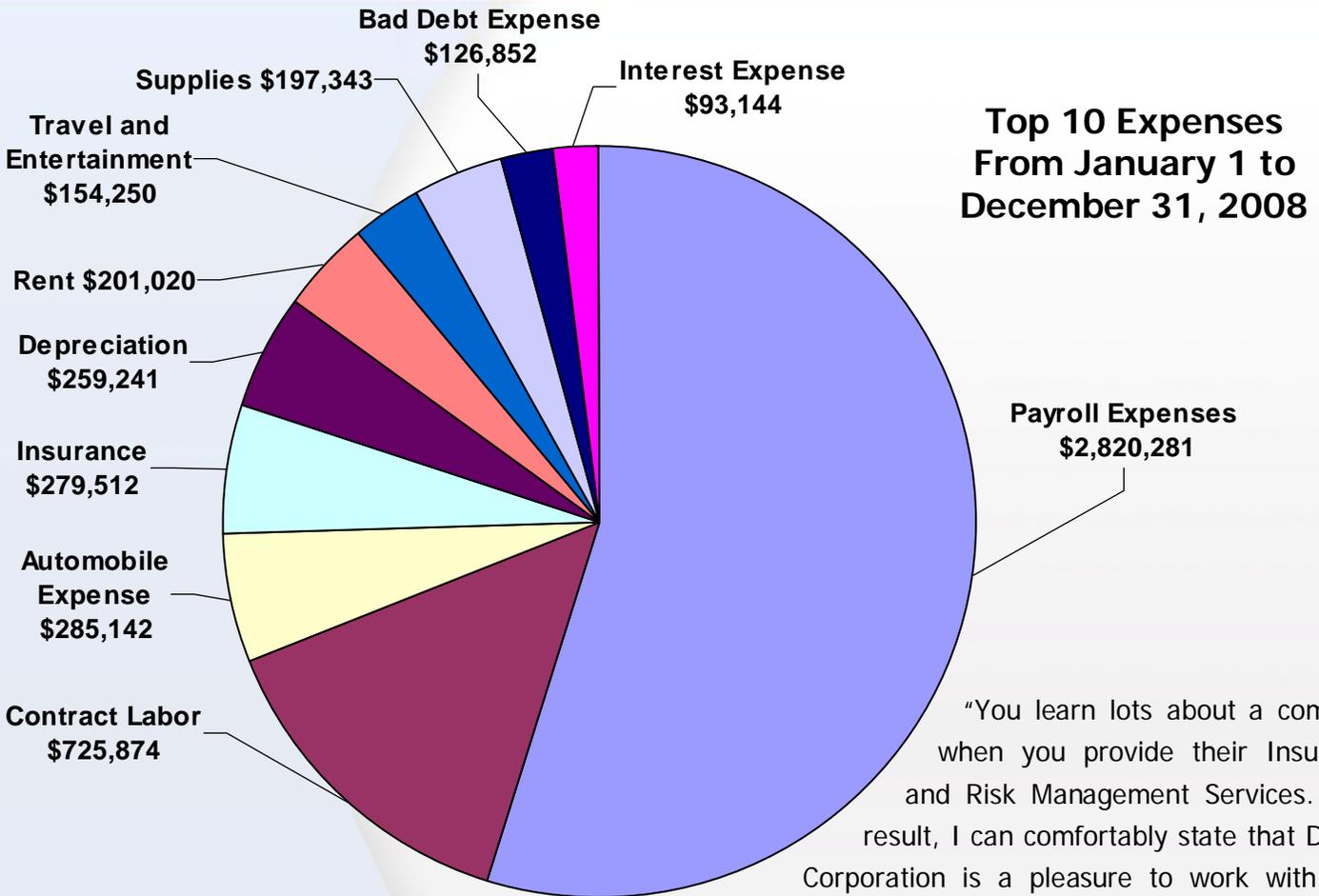
"Dennis Corporation is a perfect example of the professional job growth that South Carolina and the City of Columbia are focused on attracting to strengthen our economy. Ameris Bank is delighted to have the opportunity to provide financing to facilitate the company's growth and to establish their corporate headquarters building in downtown Columbia. We have also engaged the services of Dennis Corporation's Construction Management and Civil Engineering Divisions to assist with Ameris Bank projects, and have been most pleased with their services. The team is fully committed to building a thriving business that invests in the communities they serve."

- Mze Wilkins
SC Regional Executive
Ameris Bank



Surveyor working on the SC Highway 5 Project

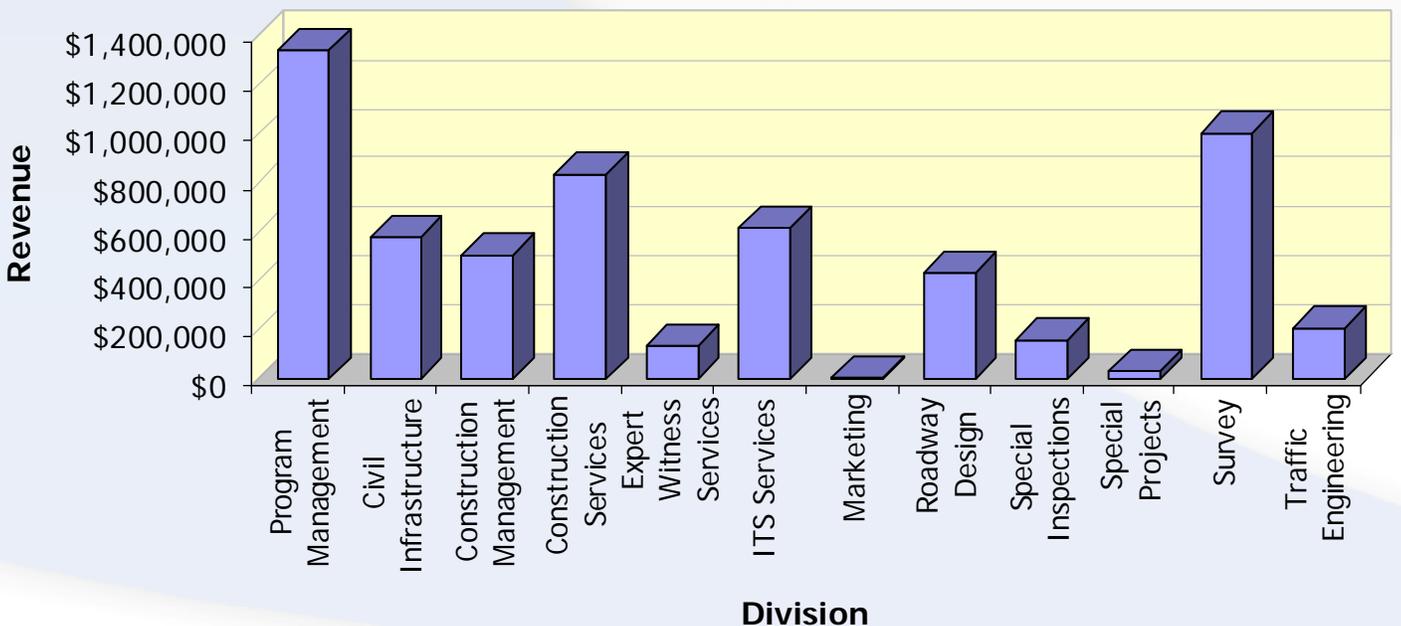
II. FINANCIAL STRENGTH



"You learn lots about a company when you provide their Insurance and Risk Management Services. As a result, I can comfortably state that Dennis Corporation is a pleasure to work with. The company is well-managed, client-sensitive and committed to high professional standards."

- Tommy Suggs, *KeenanSuggs*

Revenue by Division for January 1, 2008 - December 31, 2008



II. FINANCIAL STRENGTH

"It is a pleasure to provide investment services to a company that values its employees to such a great degree. Dennis Corporation has gone to great lengths to ensure that all employees are provided the best possible retirement plans for their future. A growing company where everyone prospers is Dennis Corporation's obvious objective. I am proud to be a part of this company."

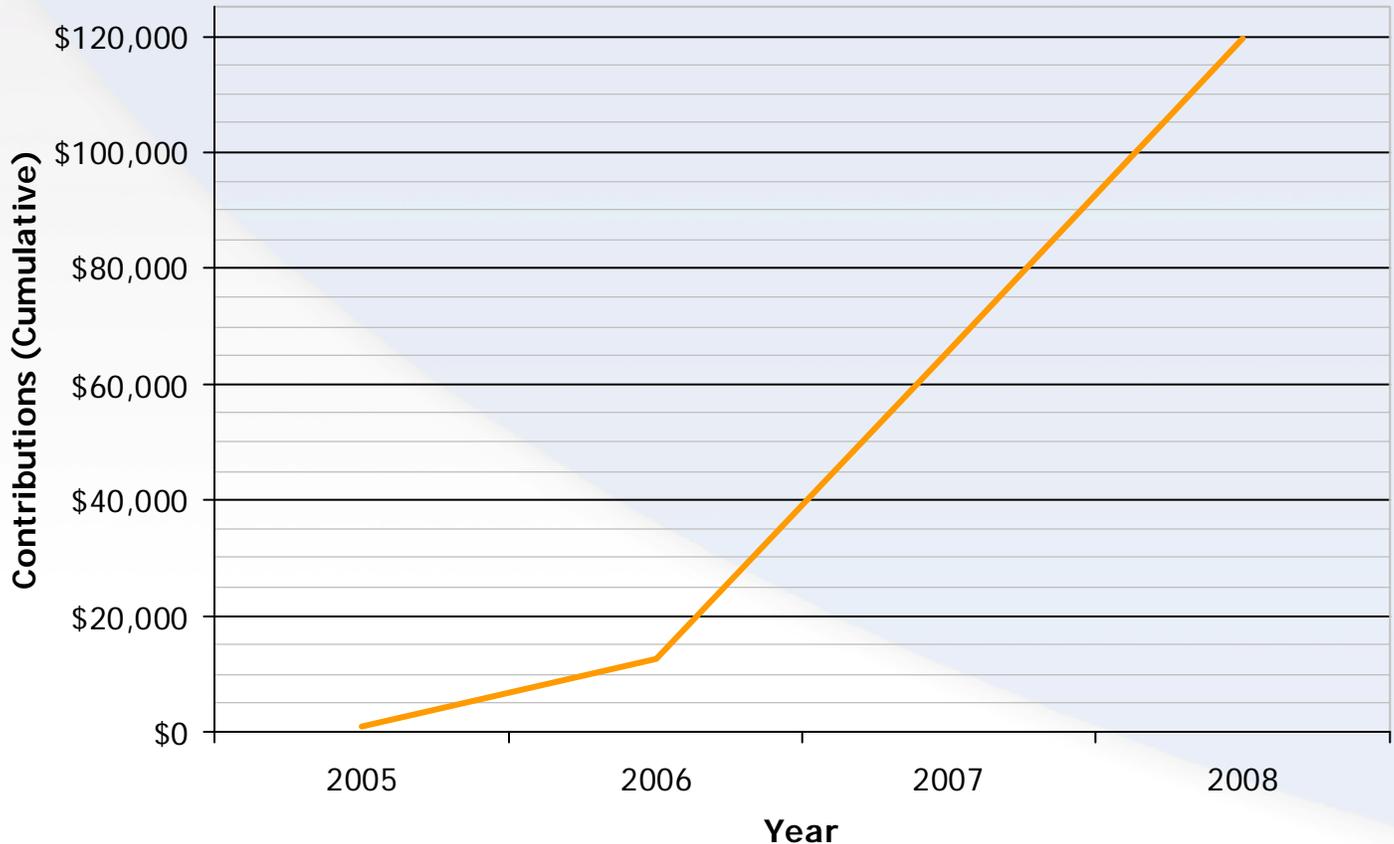
- Livingston Truluck, *Smith Barney*



Dennis Corporation Employees Give Back by Donating to the Harvest Hope Food Drive

Giving Back

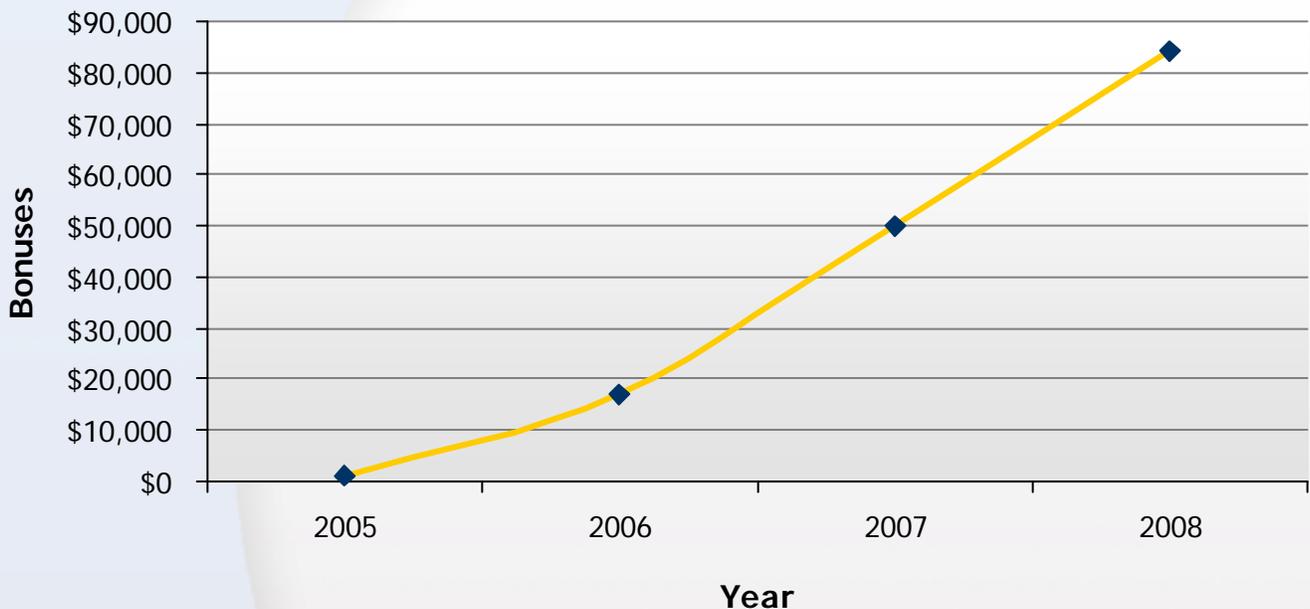
\$119,626 - Contributions to Date



Dennis Corporation Donated to Over 80 Charities and Professional Organizations

II. FINANCIAL STRENGTH

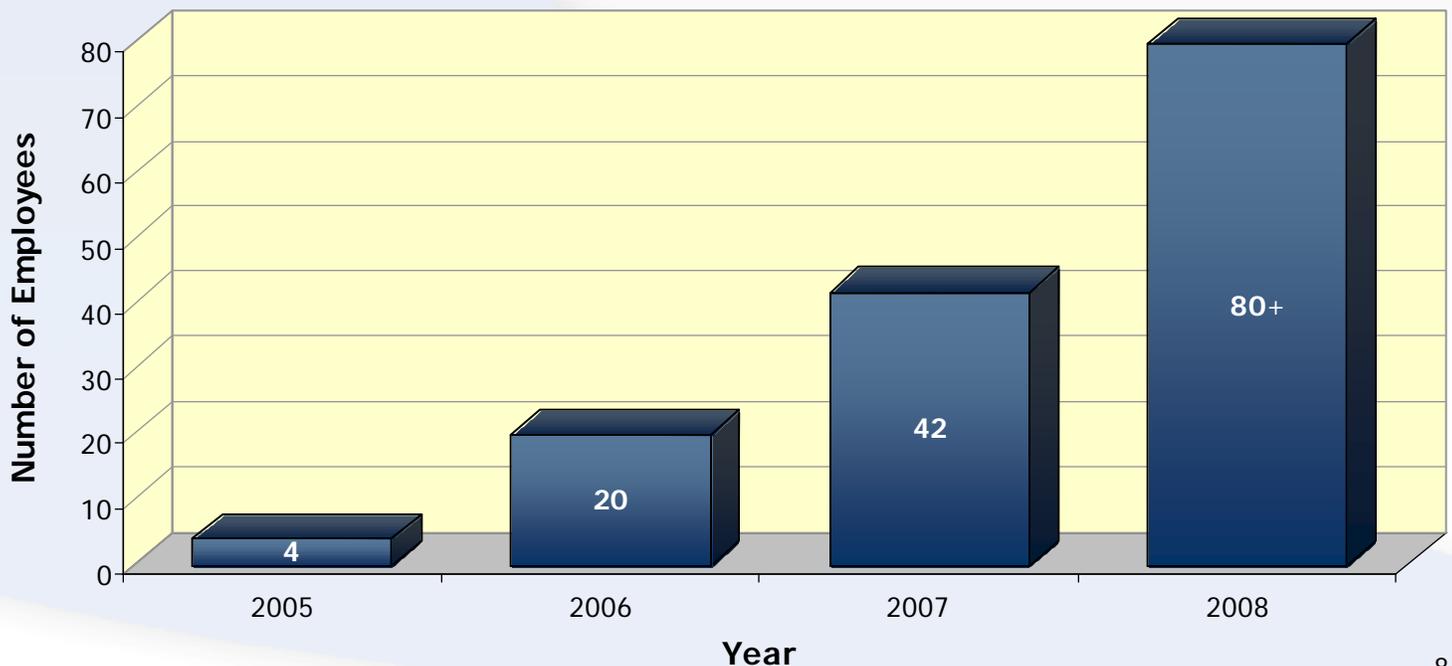
Employee Bonus Distribution



"Dennis Corporation is a tremendously well-run business with a staff dedicated to excellence. As outside counsel to Dennis Corporation, I have personally observed that Dennis Corporation zealously protects its interests, the interests of its employees, and the interests of its clients both inside and outside the courtroom."

- **Vanessa Overbay, Esq., Popowski, Callas & Shirley, P.A.**

Number of Employees by Year



III. ECONOMIC OUTLOOK

Starting a small business is one of the most challenging endeavors any team can pursue. Sustaining a successful small business is even tougher because the initial momentum begins to fade. This challenge, combined with the ongoing War on Terrorism in two separate theaters, a global financial crisis and an energy crisis, has meant a time of layoffs, pay cuts and trepidation for most companies. Dennis Corporation, however, has used this economic downturn to create growth.

In assisting with America's "long wars," the firm has aggressively pursued federal projects at Southeastern military installations, completing three major projects at Fort Jackson, the United States Army's largest training facility. The nation's credit crisis, which primarily began in the sub-prime mortgage industry, has progressively caused havoc with the commercial lending institutions that supply the lifeblood of small business. However, Dennis Corporation has partnered with national banks, local financial institutions, the Small Business Administration and the City of Columbia's federal loan assistance program to provide an adequate supply of capital to fuel the firm's growth. The nation's energy crisis has forced Dennis Corporation to think "outside the box" for alternate means to design and construct our nation's infrastructure. The firm has received several national awards for innovative designs that require fewer petroleum products, reduce the carbon footprint and actually reduce the project's cost. As usual, necessity is the mother of invention.



Dutchman's Creek Pedestrian Bridge Project

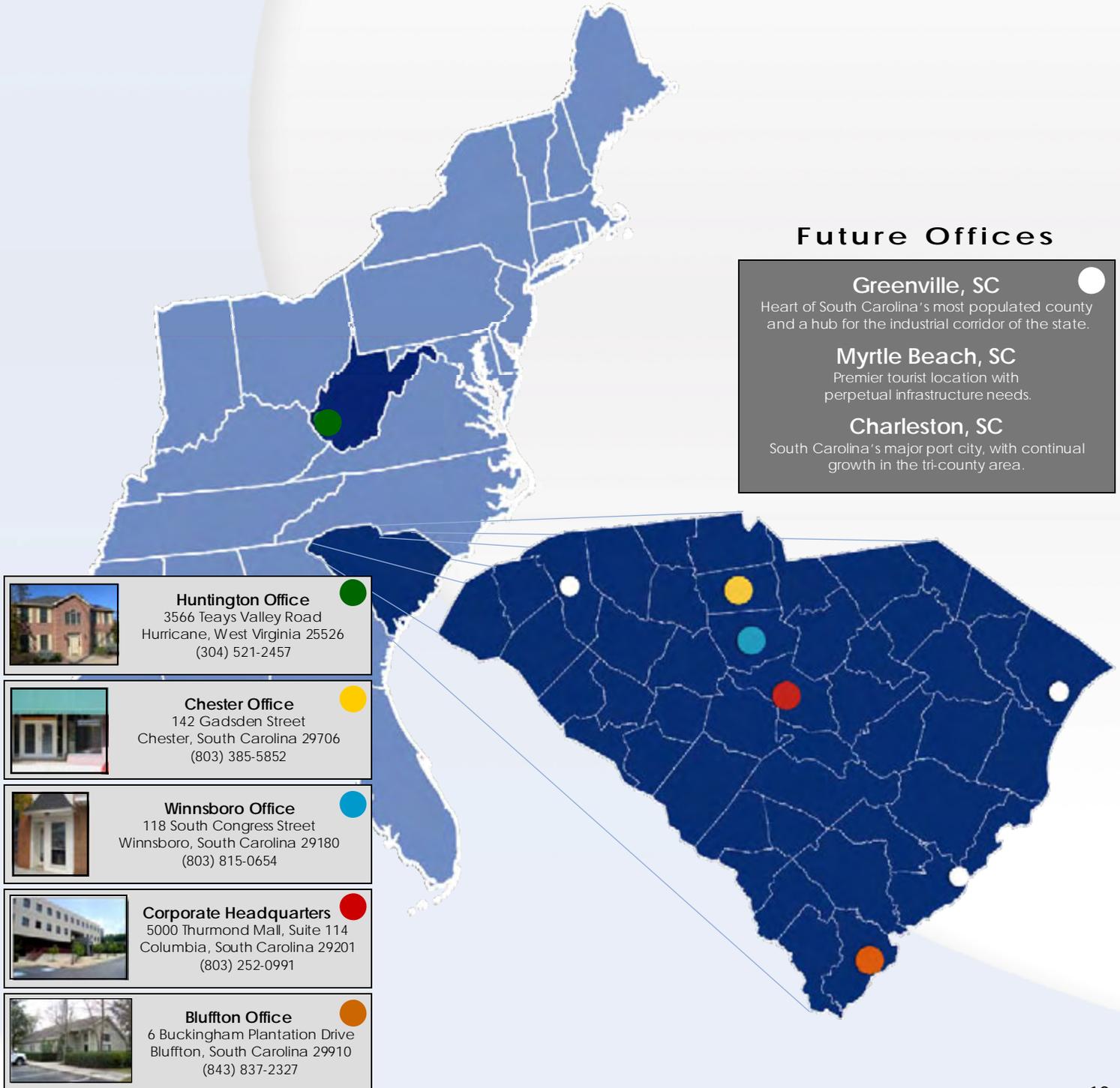
IV. OFFICE LOCATIONS

Current Office Locations

In addition to its headquarters in Columbia, S.C., Dennis Corporation has branch offices in Bluffton, S.C., Chester, S.C., Winnsboro, S.C., and Huntington, West Virginia. They serve both as extensions of our corporate headquarters and as their own divisions, with a manager located at each office.

Future Offices

Planned additional offices signify Dennis Corporation's resolve to acquire additional market share. Dennis Corporation is currently assessing future offices in Greenville, Myrtle Beach, and Charleston. These three cities are major hubs of development in South Carolina, and are ideal markets for Dennis Corporation's expansion.



V. NEW CORPORATE HEADQUARTERS

New Building

This year, Dennis Corporation reinforced its presence in downtown Columbia when it acquired a new corporate headquarters building at the corner of Laurel and Huger Streets. This 14,000 square foot building will provide Dennis Corporation with the space it needs to house its 14 current project divisions and allow room for expansion. The building's location is ideal, as it is one of the first buildings on the main thoroughfare into downtown Columbia. Approximately 50,000 cars travel this road per day. The building is also only a few blocks from both Columbia's historic Vista, Main Street and the center of Columbia's business district.

Renovations/ Future

Dennis Corporation will transform the building into a state-of-the-art facility, allowing our diverse divisions the opportunity to work efficiently and effectively. The building's current primary use is for warehouse storage; Dennis Corporation will develop the office space necessary to sustain company growth. This year alone, from July of 2007 to July of 2008, the company has grown from 42 to more than 80 employees. The building will also include storage space for specialized field equipment used by the Surveying, Construction Services and Construction Management Divisions.

Funding Sources

For a company to be able to migrate from a lease to purchasing its own building is a major milestone. For this to occur in Dennis Corporation's third year of existence is quite impressive. Since its inception, Dennis Corporation has experienced tremendous revenue growth, steadily increasing its profit margins each year. Through three years of hard work and a commitment to excellent client service, Dennis Corporation put itself on par with other long established local and national engineering firms in the Southeast. Dennis Corporation is grateful to Ameris Bank and the City of Columbia's Office of Business Opportunities for their help in financing the new building and renovations.



Rendering of New Dennis Corporation Corporate Headquarters

VI. THE STATE OF AMERICA'S INFRASTRUCTURE

U.S. Transportation Crisis

Many people across the nation are gradually taking notice of the country's crumbling transportation and infrastructure systems. Small annoyances, like potholes, are the surface of a deeper problem. Irreparable damage has been caused by the lack of funds necessary to maintain the increasingly aging infrastructure around the country. America's infrastructure crisis creates problems, including long commutes, contaminated drinking water, delayed flights, failing dams, and railroad catastrophes. One of the most well-known was the horrific collapse of the I-35 West bridge in Minneapolis, which killed 13 people in August 2007. It is all too easy to overlook the maintenance of roadways we use everyday until catastrophic failures occur. The country is becoming increasingly aware of the desperate need for an infrastructure overhaul.



I-35W Bridge Collapse in Minneapolis, August 2007

An American Association of State Highway and Transportation (AASHTO) study found that one-fourth of all U.S. bridges are currently classified as "structurally deficient." Additionally, the American Society of Civil Engineers (ASCE) reports that in order to fix all the bridges that currently need repair in the United States, it would cost approximately \$9.8 billion every year for twenty years, totaling nearly \$200 billion. ASCE estimates that \$1.6 trillion is needed over a five-year period to bring the nation's infrastructure to a good condition. Establishing a long-term development and maintenance plan must become a national priority. But in the short term, small steps can be taken by the 111th Congress, as well as state legislatures and local communities, to improve our nation's failing infrastructure.



Steam Pipe Rupture in New York City,
July, 2007

What is the Solution?

Of course, there is no quick and easy answer to these mounting problems. But companies like Dennis Corporation, which are committed to providing quality engineering solutions, on-time and within budget, are doing their part to improve our country's infrastructure and are steadily working towards this goal. It will take time to reverse our nation's infrastructure decay, but it will be crucial to the economic health of the United States.

VII. DIVISION OVERVIEWS

Corporate Divisions

Beaufort County Transportation Program



Rendering of the New SC 802 Bridge

Dennis Corporation's Derek Riley, BCE is the Assistant Program Manager for the Beaufort County Transportation Program. Mr. Riley assists the County with the program management of transportation projects, with program costs totaling over \$300 million and funded by a 1% local option sales tax. Dennis Corporation currently manages 15 roadway improvement projects in Beaufort County. Responsibilities include planning, design, right-of-way acquisition, construction testing, inspections, management, scheduling and cash flow modeling.

Civil Infrastructure

Dennis Corporation's Civil Infrastructure Division is managed by James L. Pruitt, PE. The Civil Infrastructure Division offers professional design services including residential, commercial, industrial site development, water and wastewater infrastructure design, stormwater management and roadway design. This division uses the most advanced technology in our industry, including state-of-the-art design software ranging from AutoDesk's AutoCAD Land Development Desktop and Civil 3D to Bentley's WaterCAD, Hydraflow Hydrographs and HydroCAD.

Other services offered by the Civil Infrastructure Division include stormwater management studies, public utility expansions, conceptual site planning and economic development services.

Dennis Corporation's Civil Infrastructure division is the first division to have one of its personnel, Kimberly Swygert, EIT, receive LEED Accreditation.



Civil Infrastructure Division Site Design Project

VII. DIVISION OVERVIEWS

Construction Management



Construction Management Personnel Reviewing Plans

Dennis Corporation's Construction Management Division is led by Frank Hribar. Mr. Hribar and his division perform construction administration and acts as the liaison between contractors and owners, protecting the interests of the owner before, during and after construction. Using contract documents and time-tested construction experience, division employees ensure that all construction is built to plans, specifications and common sense requirements. The division's goal is to address problems before they occur by coordinating schedules, writing specifications and bid documents, awarding contracts, logging daily construction activities, coordinating inspections and testing, and maintaining accurate contract files at all times.

Construction Services

Dennis Corporation's Construction Services Division is led by Tim Antley, BSCE. The Construction Services Division provides project management, certified inspection and testing services, county and city inspections, site inspections, asphalt roadway testing, concrete testing, soils testing, materials testing, erosion prevention and sediment control monitoring and inspection, quality assurance/quality control monitoring and testing, and OSF school inspections. Our qualified field engineers, inspectors and testing technicians have a multitude of certifications, including OSF Chapter 1 and Chapter 17 Inspections, Work Zone Traffic Control Supervising Training, Erosion Prevention & Sediment Control Inspections, and DOT and ACI certifications.



Dennis Corporation Inspector Using a Nuclear Gauge



Dennis Corporation Provided this Aerial for an Expert Witness Case

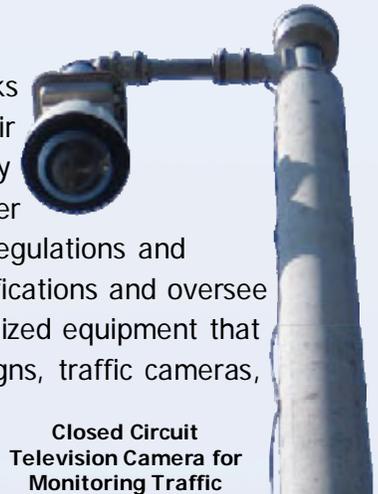
Expert Witness Services

Dennis Corporation's Expert Witness Division is led by Alan Davis, BSCE. The Expert Witness Division assists defense and trial attorneys with condemnation cases, construction defects, building codes, drainage, boundary disputes, crash reconstruction, structural, traffic and many other issues. The Division also testifies on behalf of clients about engineering principles. Mr. Davis has worked on cases for private and government entities, including city and county governments and the DOT. He also has experience in case opinions, case research, trial testimony, cost to cure and trial exhibits for more than 80 cases.

VII. DIVISION OVERVIEWS

Intelligent Transportation Systems (ITS)

Dennis Corporation's ITS Division is led by Roger Burriss. The ITS Division works closely with Departments of Transportation, counties and cities and their contractors to ensure the quality of installation and maintenance of public highway notification systems. Dennis Corporation is determined to make our roadways safer and more efficient by serving as "on-site" inspectors and verifying that all DOT regulations and specifications are met. ITS Division inspectors have the proper traffic control certifications and oversee construction site safety while working on state highways. Several items of specialized equipment that Dennis Corporation's ITS inspectors regularly work with include "Amber Alert" signs, traffic cameras, radar units, traffic counters and traffic signals.



Closed Circuit
Television Camera for
Monitoring Traffic

Roadway Design

Dennis Corporation's Roadway Design Division is managed by Bill Hall, BSCE. The Roadway Design Division is responsible for the design of various roadways, from rural to urban, encompassing the necessary alignments, grades, cross-sections and interchanges necessary for any project. The Roadway Design Division works closely with traffic engineering to incorporate signal design and specific traffic requirements. Roadway Design personnel use advanced software programs, such as MicroStation and Geopak, to deliver the most accurate and detailed roadway designs and plans.



Rendering Prepared for a
Roadway Widening Project

Special Projects

Dennis Corporation's Special Projects Division is managed by Capt. Dwight Cathcart, South Carolina Army National Guard (SCANG). The Special Projects Division oversees projects that require coordination between numerous divisions. They serve as Dennis Corporation's lead project managers on projects involving the Army Corps of Engineers, the Naval Engineering Facility Command, the Department of Energy, Homeland Security, the Federal Aviation Administration and other federal agencies. The Special Projects Division is responsible for providing accountability between the firm's various divisions, enabling our company to exceed customer expectations by delivering projects rapidly at the lowest possible cost.

Special Inspections

Mr. Andy Wessinger is Dennis Corporation's Special Inspections Division Manager. The Special Inspections Division works to provide Office of School Facilities (OSF) Chapter 1 and Chapter 17 inspections for educational facilities throughout the Southeast. Dennis Corporation certified inspectors are knowledgeable in the International Building Codes (IBC), Mechanical Codes, Electrical Codes and Plumbing Codes. Each inspector is properly trained and has the necessary equipment to provide proper inspections to ensure the safety of today's new and renovated schools.



Concrete Masonry Unit Wall
Construction

VII. DIVISION OVERVIEWS

Surveying

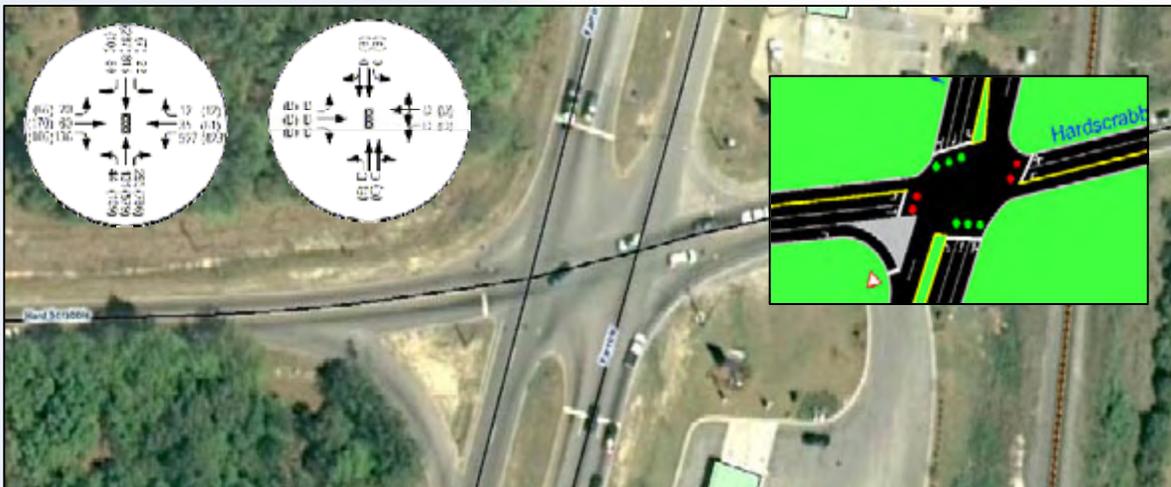


Dennis Corporation's Land Surveying Division is led by Chris Knight, PLS. The Survey Division uses state-of-the-art technology and equipment, such as Trimble S6 Robotic Total Stations and Trimble R8GNSS GPS Stations. This division is capable of performing base mapping and route surveys, geomatics and survey control networks, construction layout, boundary, right-of-way, easement surveys, as-built and topographic surveys, utility location surveys and CAD drafting. The Survey Division's GPS receivers are equipped with Global Navigation Satellite System (GNSS) technology. GNSS currently includes the United States' NAVSTAR Global Positioning System (GPS) and the Russian GLONASS system, which in total, comprises up to 40 earth orbiting satellites. China's COMPASS and the European Union's GALILEO systems are in development, which will increase satellite coverage and accuracy in the future.

One of Dennis Corporation's Survey Party Chiefs Operates a Total Robotic Station

Traffic Engineering

The Traffic Engineering Division of Dennis Corporation is managed by Berry Mattox, MSCE. The Traffic Division is primarily responsible for traffic modeling, signal design, flow analysis, traffic impact studies, design and data collection. Some of the many different types of services performed by this division include signal warrant analysis, pedestrian and freight mobility, signage and pavement marking design, parking analysis, traffic calming, traffic expert witness testimony and project renderings. This division works closely with Roadway Design to plan for future traffic demands ten, twenty and even thirty years into the future.



Traffic Model Created for a Dennis Corporation Traffic Study

VII. DIVISION OVERVIEWS

Branch Divisions



6 Buckingham Plantation Drive
Bluffton, SC 29910
Ph: (843) 837-2327

Bluffton, SC

The Bluffton office, Dennis Corporation's newest office, helped establish a permanent presence in the Lowcountry. Chris Bates, BSCE, is the Bluffton Office Manager. With consistent coastal growth, Dennis Corporation employees can now provide more efficient and faster service to meet the Lowcountry's infrastructure needs.



142 Gadsden Street
Chester, SC 29706
Ph: (803) 385-5852

Chester, SC

Dennis Corporation's Chester office is managed by LB Cannon. The opening of this office provided Dennis Corporation the best opportunity to provide superior client service through on-site management and a hands-on approach to construction management projects. As the former SCDOT Resident Chester Maintenance Engineer, with 38 years of experience, Mr. Cannon provides rapid solutions to everyday problems.



3566 Teays Valley Road
Hurricane, West Virginia 25526
Ph: (304) 521-2457

Huntington, WV

Dennis Corporation's Huntington, West Virginia office is led by Dr. Andrew Nichols, PhD, PE. Dr. Nichols is the office manager as well as Dennis Corporation's Senior Traffic Engineer. The West Virginia Division focuses on traffic related projects, including traffic studies and Intelligent Transportation System (ITS) design.



118 South Congress Street
Winnsboro, SC 29180
Ph: (803) 815-0653

Winnsboro, SC

Dennis Corporation established an office in Winnsboro after obtaining several contracts within Fairfield County. The Winnsboro office is led by Heyward Mattox. Mr. Mattox, a lifelong resident of Winnsboro, has established many relationships with clients throughout the community. Dennis Corporation also has a direct interest in Fairfield County, employing 10 residents. Fairfield County projects include construction services, construction management, surveying and transportation design projects.

VII. DIVISION OVERVIEWS

Support Divisions

Business Development

As Dennis Corporation's Business Development Manager, Dan Dennis promotes Dennis Corporation to prospective clients. His duties include identifying new clients, alliance building, enhancing the company's ability to compete, improving client service and assisting with public relations. The Business Development Division allows our managers to focus on providing the best service to our customers, instead of pursuing new clients.

Financial

Dennis Corporation's Accounting Division is led by Beth Fleming, Chief Financial Officer. A Certified Public Accountant (CPA), Ms. Fleming has many years of experience in tax, business, and audit accounting. She oversees accounts receivable, accounts payable, monthly financial statements, payroll, human resources, 401K, profit sharing and corporate assets. Ms. Fleming works closely with each manager of the company to make sure each division reaches its financial goals.

Marketing

Dennis Corporation's Marketing Department is led by Marketing Director, Kelly Tam. The Marketing Department provides support to all divisions of the company and outside clients. Some of the marketing department's duties include advertisements, award applications, brochure design and copywriting, corporate literature, direct mail, event planning, letters of interest, market research, media kits, press releases, promotional materials, proposal and statement of qualifications preparation, public and community relations, trade show and career fair displays, and website design and maintenance.



A Marketing Intern Prepares a PowerPoint Presentation



Dennis Corporation's Server

Information Technology (IT) Division

Dennis Corporation's IT Division is led by Mark Johnston. The IT division maintains network and phone communication among all Dennis Corporation offices. In order to meet the demanding requirements of the company's workload, the network infrastructure must be available at all hours of the day and night wherever our employees may be working. The IT Division ensures that all phones, faxes, printers, and computer networks are fulfilling the needs of our 80 employees.

VIII. INTERNSHIP PROGRAM

Dennis Corporation's internship programs are growing as quickly as the firm. Since our inception three years ago, we have made it a priority to recruit, train and develop the best engineering workforce possible. This starts by reaching out across the Southeast to hire qualified interns. Over the past three years, Dennis Corporation has hired 20 interns, actively recruiting students from Benedict College, The Citadel, University of South Carolina, South Carolina State University, and now Clemson University. Interns have accounted for roughly 25 percent of all Dennis Corporation employees and more than \$134,000 in payroll. Of those 20 interns, seven have been hired full-time as Dennis Corporation employees. Two are currently managers, and five are engineering associates.

University of South Carolina Programs

Last fall, Dennis Corporation hosted the University of South Carolina College of Engineering's student senior project. Participating in the project was Civil Infrastructure Manager Jamie Pruitt, P.E., and a group of eight USC students: three Dennis Corporation interns and five other USC students. The group completed drawings and calculations for a proposed site design for a Wal-Mart store and three out-parcels in northeast Richland County. The students used Dennis Corporation's computers, equipment and software packages to complete the project after hours and on weekends at the Columbia headquarters. Participant of the senior project (and current Engineering Associate), James Hazzard, EIT, said, "Dennis Corporation graciously allowed us the use of their computers and design software, such as AutoCAD, that was crucial to completing my graduation requirements."

Dennis Corporation has gained public and professional recognition for our continued support of internship programs. By hosting these various programs, attending career fairs and expos, and maintaining associations with student organizations, such as the student chapters of American Society of Civil Engineers, we are able to advance the education and personal growth of individuals and students, as well as the growth of our firm.

"Dennis Corporation's team-based approach allowed for a great learning environment and will undoubtedly help me in the future."

-Ashley Smith, Former Dennis Corporation Intern, 2007 Graduate of the University of South Carolina, Past President of USC's Chi Epsilon Chapter and 2006-2007 Recipient of the Brother Austin Barry National Chi Epsilon Scholarship

School to Work Internship Program

Dennis Corporation has also worked with Benedict College's School to Work Internship Program. This program is sponsored by the South Carolina Department of Transportation and the Federal Highway Administration. Dennis Corporation was selected as a host engineering firm to students Sean Gadson and Germaine Taylor. The two students worked more than 150 hours with Expert Witness Manager Alan Davis, BSCE on eminent domain issues and Traffic Manager Berry Mattox, BSCE on a traffic study at Springhill Lake Residential Community. Intern Sean Gadson described his experience: "Most of my internships have been research based and Dennis Corporation allowed me to understand what is required of me after I graduate." Upon completion of the internship, the students had to write a research paper and present their findings to a group of transportation professionals and Benedict College officials.

High School Programs

Dennis Corporation has also continued to work with Fairfield County in providing job-shadowing programs for local high school students. Most recently, students Taylor Wade and Andrew Drake shadowed several division managers to learn about engineering careers and what they involve.



Five of Dennis Corporation's Interns

IX. DBE AND MINORITY EFFORTS

Mentoring/Protégé Program

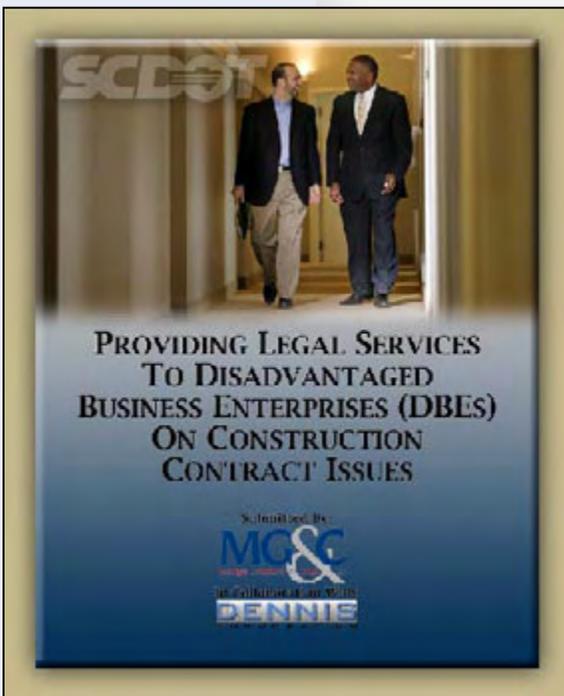
This year, Dennis Corporation continued its efforts in multiple mentoring/protégé programs. Specifically, Dennis Corporation worked with the South Carolina Department of Transportation on a mentor/protégé program and with the City of Columbia. These programs help develop and assist Disadvantaged Business Enterprise (DBE) firms by providing management and technical assistance. This enhances their ability to compete in the construction industry and increases the capacity and number of DBE firms in non-traditional highway design, construction and maintenance areas.

The goals of these programs are to expand the number of DBEs that conduct business, increase competition in bidding on projects, improve skills such as negotiation, interpretation and execution of contracts, and improve financial positions.



Dennis Corporation Speaks to DBE Firms at SCDOT Headquarters in Columbia, SC

Legal Services to DBEs for Construction Contract Issues



Working Together with DBE Firms

Dennis Corporation has been awarded a contract through the South Carolina Department of Transportation to assist Disadvantaged Business Enterprise (DBE) firms with construction contract issues. As part of the contract, Dennis Corporation is working with the law firm of McAngus, Goudebeck & Courie, LLC to conduct a series of seminars aimed at helping DBEs understand legal issues surrounding construction work. Dennis Corporation will contribute by relating its experiences in the construction industry to the DBEs. In order to help as many firms as possible, Dennis Corporation helped create and present PowerPoint seminars in 2008 on issues facing DBEs in the construction and engineering industries in Charleston, Columbia and Greenville.

Teaming Opportunities

Dennis Corporation is committed to providing opportunities for Disadvantaged Business Enterprises through partnering. We understand the value of these partnerships and the benefits they provide to the communities in which we work. When forming teams for projects, Dennis Corporation always considers the addition of a DBE to the team, whether it is required or not.

“Teaming with Dennis Corporation on these projects has provided our firm with numerous opportunities we may not have been able to experience. Both firms have gained from one another in this close working relationship.”

-Myka Harris Barbato, President of OLH, Inc.

X. KEYS TO OUR SUCCESS

In three years Dennis Corporation has blossomed from a start-up company with a dream of being the best civil engineering, surveying and construction management company possible, to a flourishing company with more than 80 employees working together to continue that vision. There are many keys to the success of Dennis Corporation and its dedicated employees: leadership, diversity in people and divisions, innovative abilities, technology, equipment and client service.

Leadership

Leadership does not mean only the guidance of a company's chief executive. Leadership within Dennis Corporation is the responsibility of division managers and, most importantly, the responsibility of every individual. Dennis Corporation believes in a horizontal business structure. Clients work with project managers, division managers, technicians, surveyors and engineers alike. Our clients meet with the people who are completing the job, not an overdressed corporate bureaucrat. This self-driven attitude is what makes our company unique and successful.

The self-motivated employees at Dennis Corporation lead our company, and our clients' projects, to success because everyone's ideas have merit, be they from a division manager or a newly-hired intern. This positive attitude and trust between coworkers inspires a passion for our work. The personal responsibility and pride in what we do makes Dennis Corporation what it is today.

Diversity in People and Divisions

Dennis Corporation realizes that regardless of experience, employment background, age, race or gender, the passion and heart of a person and what they want to accomplish is most important. Managers, interns, surveyors, engineers and marketing personnel all work together to provide the best client service available. We do not shy away from maverick ideas. A solution that all parties agree upon after passionate discussion guarantees better service.

This depth allows Dennis Corporation to be a full-service company. A client may call a surveyor, and soon find out that we can complete the entire project. Our staff members are alike in their commitment and dedication to

DENNIS CORPORATION'S DIVISION/BRANCH MANAGERS



**Tim Antley, BS,
Civil Engineering**
Construction Services
Manager



**Chris Bates, BS,
Civil Engineering**
Bluffton Office
Manager



Roger Burriss
ITS Services
Manager



LB Cannon
Chester Office
Manager



**Dwight Cathcart, II
Capt., SCANG**
Special Projects
Manager



**Alan Davis, BS,
Civil Engineering**
Expert Witness
Manager



**Dan Dennis, PE, PLS,
MBA**
President



Beth Fleming, CPA
Chief Financial
Officer



**Bill Hall, BS,
Civil Engineering**
Roadway Design
Manager



Frank Hribar
Construction
Manager

X. KEYS TO OUR SUCCESS

providing the best solutions, yet diverse, with the benefit of senior members' experience as well as younger members' advanced knowledge of new software and equipment.

Technology and Equipment

Technology is ever-changing, with more robust and efficient software and hardware available at increasingly rapid intervals. Keeping up with progress requires enthusiasm for learning and a creative staff with an extensive knowledge of the latest techniques. More important is a profound understanding of basic principles and theories that the software was written to emulate. One cannot troubleshoot issues without thoroughly understanding basic engineering principles.

Innovation

Our commitment to diversity complements our balance of innovative new ideas and classic solutions. Dennis Corporation will strive for the best solution, no matter how challenging. We are not intimidated by having to identify, create and implement innovative processes. Our numerous awards for innovative methods come from enthusiasm and the feeling of accomplishment that comes with developing a new efficient solution. In contrast to firms that may only strive to use the newest techniques, we are committed to finding the BEST solution. Even if it is a simple tried-and-true method, Dennis Corporation wants only to provide what is best for its clients.

Client Service

Like an actor who forgets that acting is for the audience, some firms may forget that the work they do is for their clients and the people they serve. Dennis Corporation finds great pleasure in knowing the services it provides are for the betterment of the communities we live in. It is this fulfilling thought that drives Dennis Corporation employees to push the envelope and find the best solution, while keeping in mind that budget and timeliness are always extremely important to those that we serve. Dennis Corporation takes pride in its responsiveness. We strive to reply to all e-mails and phone calls the same day.

DENNIS CORPORATION'S DIVISION/BRANCH MANAGERS



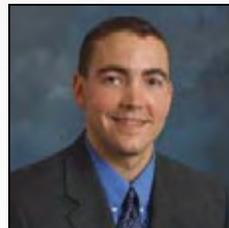
Mark Johnston
IT Manager



Chris Knight, PLS, BS, Civil Engineering
Survey Manager



Berry Mattox, MS, Civil Engineering
Traffic Design
Manager



Andrew Nichols, PhD, PE
West Virginia Branch
Manager



Vanessa Overbay, Esq.
Corporate Legal
Counsel



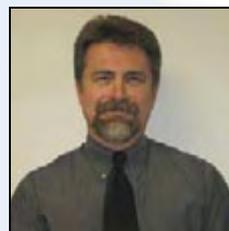
Jamie Pruitt, PE
Civil Infrastructure
Manager



Derek Riley, BCE
Chief Operating
Officer



David Russell, PE
Transportation Design
Consultant



Tim Sharpe
Assistant Beaufort
County Project Manager



Kelly Tam, BA, History
Director of Marketing



Andy Wessinger
Special Inspections
Manager

XI. AWARDS AND RECOGNITION

Dennis Corporation has continued its commitment to providing innovative and quality projects for its clients. Many of these projects have been honored locally and nationally with a number of awards and recognition, including:



Proclamation from the City of Columbia OBO

- ◆ **Small Business Spotlight by the City of Columbia Office of Business Opportunities:** Dennis Corporation is the second business ever to receive this honor. Dennis Corporation accepted a special proclamation from Mayor Bob Coles and City Council members at a Columbia City Council meeting. The OBO featured a short video on its website, highlighting Dennis Corporation's work in Columbia and other areas of South Carolina.

- ◆ **"Efficient by Choice" magazine article:** Dennis Corporation was recently featured in Trimble's *Technology&more* worldwide publication for its survey work, using Trimble's survey technologies. With this advanced equipment, Dennis Corporation can perform many survey projects with a single-person crew, providing our clients with affordable and accurate survey solutions.



ACEC Award

- ◆ **Greater Columbia Chamber of Commerce's Palmetto Pillar Award Winner:** Dennis Corporation was awarded the Palmetto Pillar Award for Excellence in Technology in Industry for its use of robotic survey equipment for the construction staking of SC Highway 5 in York County.

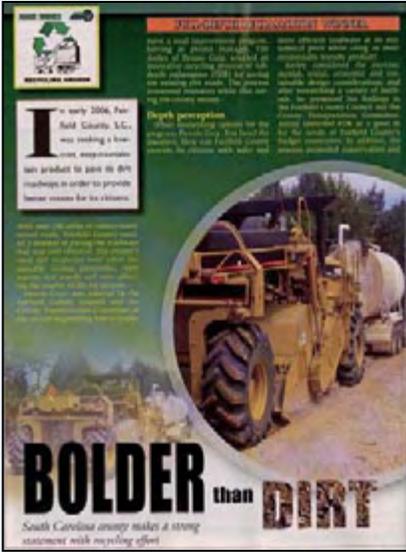
- ◆ **2008 ACEC Engineering Excellence Award:** For the second consecutive year, Dennis Corporation was awarded an Engineering Excellence Award from the South Carolina Division of the American Council of Engineering Companies (ACEC). Dennis Corporation was honored for its innovative work on Dutchman's Creek Pedestrian Bridge and Trail.



Dutchman's Creek Pedestrian Bridge

- ◆ **Roads & Bridges Top Ten Recycling Project Award:** Dennis Corporation received *Roads & Bridges* magazine's First Annual Recycling Project Award for its efforts in innovative roadway paving techniques.

XI. AWARDS AND RECOGNITION



Roads & Bridges Article

- ◆ **Asphalt Recycling and Reclaiming Association (ARRA) Award for Excellence in Soil Stabilization:** Construction Services Manager Tim Antley was recognized by the ARRA for his contributions to the recycling and reclaiming industry for his efforts in Fairfield County's Road Improvement Program. Grading criteria for this award included the nominee's involvement in the project, the history of the nominee's personal or departmental activities that promoted advancement or acceptance of recycling methods, and the research conducted by the nominee that has advanced the technological capabilities of the recycling method.

- ◆ **Roads & Bridges Articles:** Dennis Corporation was recognized in the February 2008 edition of *Roads & Bridges Magazine* for its innovative efforts to improve Fairfield County roads through its Road Improvement Program. In addition, an article titled "Bolder than Dirt" featured Dennis Corporation's use of the soil stabilization process. Dennis Corporation was also featured in an article published in the April 2007 edition.



XII. OVERCOMING CHALLENGES

In its early years, every company faces some type of unique challenge. Dennis Corporation is no different, and has had to overcome continuous challenges in its first three years. Our biggest challenge is just that: We are a young company in an industry of old, established firms.

Overcoming our Challenges

So how do we overcome this challenge and continue to grow our engineering firm? It begins with changing the way the company as a whole thinks, then using that mindset to explain to our clients why Dennis Corporation is just as experienced as any other company. We have an expression that we use when describing this mindset to potential clients. Dennis Corporation is similar to a baseball team: When players get traded to other teams they are not starting their careers from scratch. Just as players' statistics follow them, Dennis Corporation's staff members have resumes filled with years of experience that they contribute to their new team. Even though our firm is just over three years old, we have hundreds of years of experience among more than 80 employees.

Historical Examples

We often see that people overlook a person's history. Take Babe Ruth, for instance. When you think of Babe Ruth, you instantly think of the Yankees. However, it was the experience early in Babe's baseball days at St. Mary's Industrial School for Boys, on the Baltimore Orioles and the Boston Red Sox, that he brought to New York to help the Yankees become one of the most dominant baseball teams of all time.

Lee Iacocca's revival of Chrysler Corporation in the 1980s further illustrates this point. After more than 30 prosperous years at Ford Motor Company, Iacocca was dismissed after a clash with Henry Ford II. Iacocca used the experience he gained at Ford to rebuild Chrysler from the ground up with the introduction of the new fuel efficient K-Car line, the minivan, and the acquisition of the Jeep line of vehicles.

Another example that is more widely known today would be that of Pierre Morad Omidyar, founder and chairman of eBay. Omidyar used his expertise and experience from Claris, an Apple Computer subsidiary, and Ink Development (known today as eShop) to develop the most widely-used online auction website in the world.

Experienced Leaders

The stories above are of people that used their talents, knowledge and experience they gained from earlier endeavors to help their new organizations thrive. What truly makes a company is the people within it. A company is simply a unified name that represents the employees. From day one, Dennis Corporation employees know that our young company is as experienced as any other engineering firm. When a potential client asks, "How can I be sure you will get the job done if you are such a young firm?" we remind them that what truly makes a company is its people. Combining qualified, experienced, passionate, and technologically advanced individuals has allowed our young company to flourish over the past three years.

As Babe Ruth once put it, "The way a team plays as a whole determines its success. You may have the greatest bunch of individual stars in the world, but if they don't play together, the club won't be worth a dime." As we grow into the future, we will continue to be motivated by the belief that we are a collection of experienced and diverse leaders eager to offer our clients the best technology and expertise our industry has to offer.

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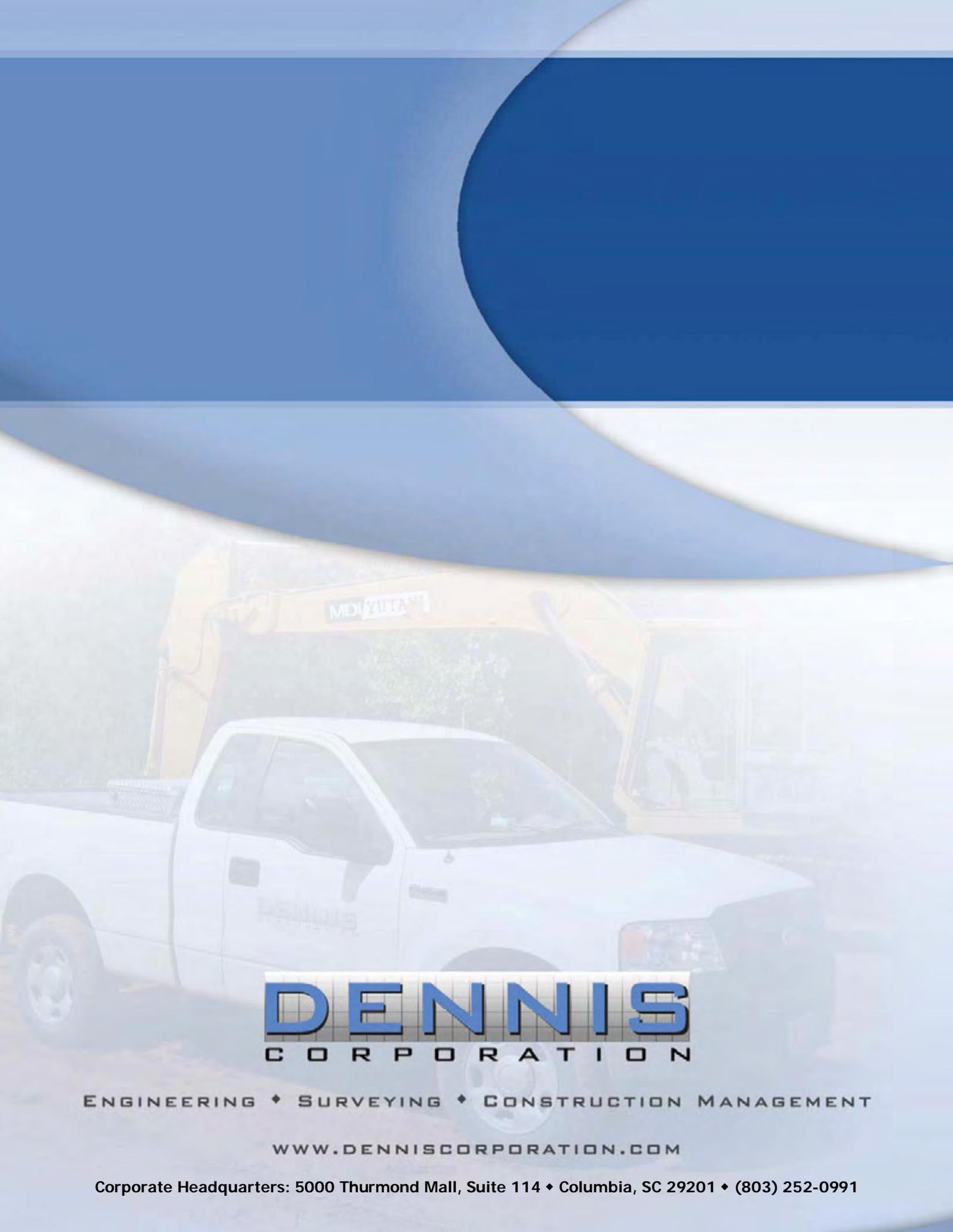
Engineering



Surveying



Construction Management



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