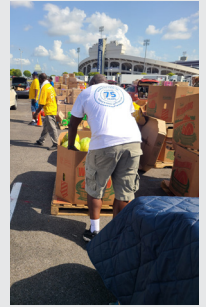


FIRM INTRODUCTION

Pickering was founded in 1946 by O.L. Pickering. His philosophy was simple: to provide **Service and Good Work**. 75 years later, that philosophy remains the cornerstone of our business model. We are an employee-owned, family-oriented firm, offering excellent training and benefits. As a result we have over 120 loyal, dedicated employees who take pride in going the extra mile to understand client issues and proven solutions.

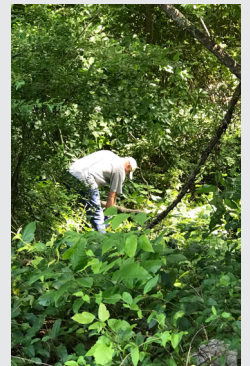
Founded and headquartered in Memphis, Tennessee, Pickering continues to grow and now has offices in Mississippi (Biloxi, Flowood, Hernando and Pearl) and Arkansas (Jonesboro and Little Rock). Each office boasts a diverse group of professionals who provide extensive expertise and quality services. Our team is large enough to provide in-depth, in-house services, yet small enough to accommodate our clients with personalized attention.

Whether it's surveying or civil engineering, natural/water resources, or structural, mechanical, plumbing and electrical – proper preparation ensures the best final result for any project. Our full-service engineering and architectural teams collaborate to make what you see – and what you don't – work together seamlessly.



COMMITMENT TO COMMUNITY

The Pickering team takes **Service and Good Work, Our Foundation, Our Future** seriously as we connect with our community, coworkers, clients, friends and family. Pickering is gladly supports great organizations such as Focus Memphis, Mississippi Alzheimer's, The Little Lighthouse, Dolly Parton Imagination Library, Leukemia & Lymphoma Society, Boys/Girls Club Gulf Coast, Church Health, Arkansas Children's Home and various education initiatives. We are honored to have designed spaces for and worked with organizations such as the Mid-South Food Bank and Memphis Union Mission. Working for and with these organizations brings joy and a great sense of pride to the Pickering team, our clients, and the communities in which we thrive.



COMMITMENT TO A DIVERSE WORKFORCE

Pickering is committed to providing a diverse workforce and continues to provide Equal Employment Opportunity to all qualified people we recruit, hire, train and promote without regard to race, color, religion, sex, age, handicap, marital status or national origin.

OUR SERVICES

FACILITY DESIGN

Architecture
Structural Engineering
Mechanical Engineering
Electrical Engineering
Plumbing/Piping Design
Fire Protection Engineering
New Facilities & Renovations
Facility Condition Evaluation

CIVIL ENGINEERING

Site Selection
Land Use Planning
Code Reviews
Rezoning
Due Diligence Analysis & Reporting
Master/Site Planning
Grading & Stormwater Management
Sanitary Sewer
Utilities Engineering & Analysis
Parking & Circulation Design
Hydrology/Hydraulics
CLOMR/LOMR
Construction Phase Services

SURVEYING

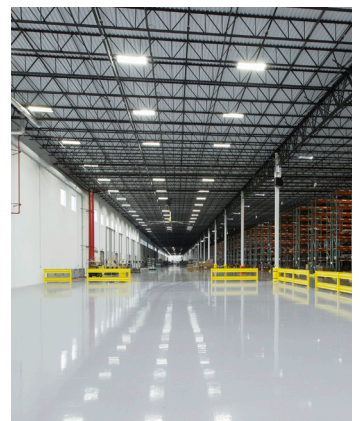
Drone Surveying
ALTA/NSPS Land Title Surveys
Boundary Surveys
Route Surveys
Topographical Surveys/Mapping
Geographic Information Systems (GIS)

TRANSPORTATION

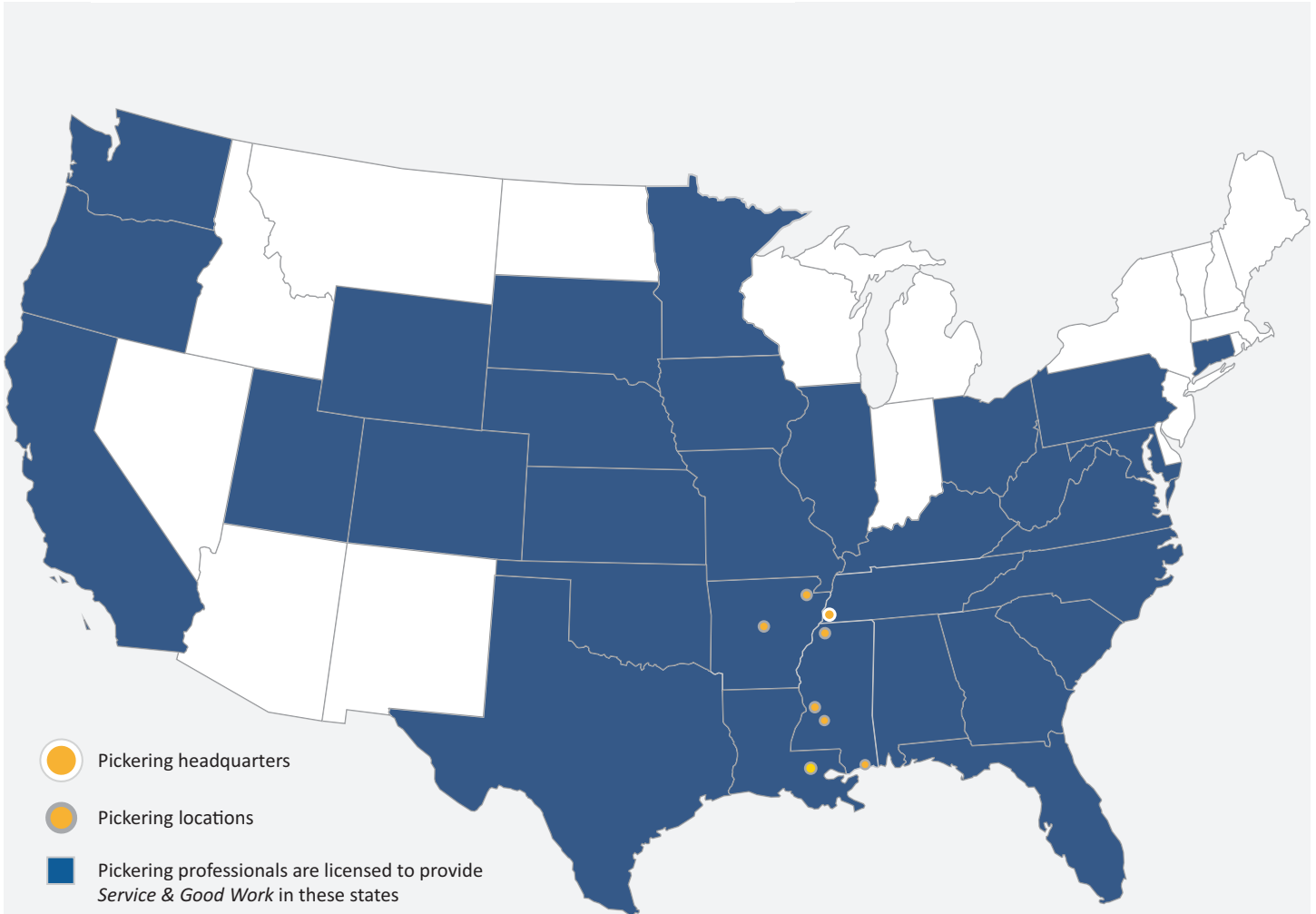
Traffic Studies
Roadway Design
Bridge Design
Airfield Design
Railroad Design
Signal Design
Construction Engineering & Inspection (CE&I)

NATURAL/WATER RESOURCES

National Environmental Policy Act (NEPA)
Uncontrolled Site Assessments
Indoor Air Quality Assessments
Noise Studies
Brownfields Planning
Wetlands Delineation & Permitting
Wastewater/Water Supply & Treatment
Major Source Permitting & Compliance



FIRM LOCATION



CORPORATE HEADQUARTERS

6363 Poplar Avenue,
Suite 300
Memphis, TN 38119
901.726.0810

FLOWOOD, MS

2001 Airport Road,
Suite 201
Flowood, MS 39232
601.956.3663

JONESBORO, AR

317 South Church Street
Jonesboro, AR 72401
870.336.0117

LITTLE ROCK, AR

1700 Kirk Road,
Suite 120
Little Rock, AR 72223
501.246.3578

BILOXI, MS

126 Rue Magnolia
Biloxi, MS 39530
228.432.5925

HERNANDO, MS

2446 Caffey Street,
Suite 2A
Hernando, MS 38632
662.393.3348

PEARL, MS

2507 Old Brandon
Road, Suite B
Pearl, MS 39208
601.932.7878

PROJECT MANAGEMENT & QUALITY CONTROL

SERVICE

Pickering has built a strong reputation as a leader in engineering and architectural services. Pickering is dedicated to maintaining the respect of our clients, employees, peers and community. We consistently strive to exceed expectations, as well as balance the interests of all in an atmosphere of honesty, integrity and professionalism.

Pickering is committed to respecting client budgets and controlling costs. The following cost management techniques are applied throughout the design process:

1. Early reconciliation between project scope & budget
2. Estimate during the concept stage & thorough revisions by each discipline designer
3. Prioritization of project components according to relevance & cost-effectiveness
4. Choosing the right details to balance functional and aesthetic considerations against cost
5. Extensive experience in cost estimation, life-cycle cost analyses, value engineering review, alternative analyses, cost-benefit analyses, cost reduction studies & construction cost control

GOOD WORK

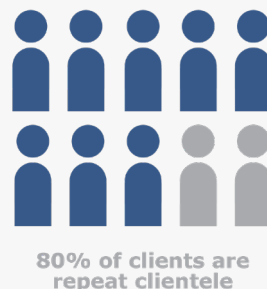
Pickering embraces innovation and takes pride in our ability to provide quality solutions. Our quality assurance process is multi-phased to ensure technical, interdisciplinary and contractual excellence. Each project team contains a project manager and senior engineer who work to ensure that technical aspects are correct and complete to our high standards.

Our commitment to improvement is continuous. Project Managers perform ongoing reviews throughout the design process to ensure that the design is complete and meets all contract requirements. Collaboration between our Project Managers and designers allows Pickering to maintain a high standard of quality on all projects.

OUR FOUNDATION. OUR FUTURE.

Pickering is an employee-owned firm. Because every member of our firm has a stake in the company's performance, each project is completed with extra attention to detail, strict adherence to schedules and the ability to work within budgets. This ownership also promotes motivation, loyalty and low turnover.

Pickering has identified future company leaders through an Associate Principal Ownership Program. This program recognizes employees who exhibit exceptional talents, dedication and work ethic, and secures Pickering's future growth. The Associate Principal Ownership Program gives the Associate Principal Owners an opportunity to develop leadership within the firm through strategic planning, resource management, project management and mentoring. Pride of ownership grants Pickering the ability to provide superior client service with the most professional skills available.



100%
**EMPLOYEE
OWNED**