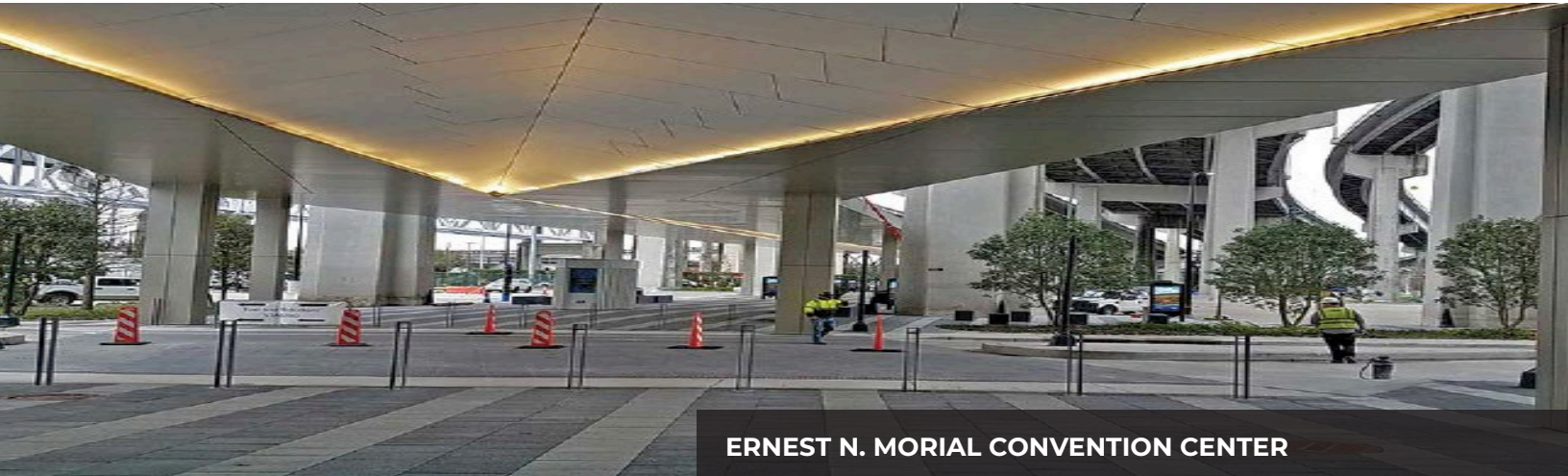


THE PUNCH LIST

A LANDIS CONSTRUCTION PUBLICATION



ERNEST N. MORIAL CONVENTION CENTER

A MESSAGE FROM THE CEO



Well, we finally made it! We have reached the end of this challenging year, albeit not the end of the challenges it has brought. In this issue, we focus

on some of our positive take-aways from 2020, including our exciting new partnership with Legacy Restoration and Referral, and some major project completions that will help transform our city and surrounding communities for the better.

Focusing on the actual work we do at Landis— this is the fun stuff. I love construction. I love the strategic thinking that goes into a project plan; the creative problem-solving, teamwork, and partnering that handles the bumps along the way; the super-tangible physical results of our work; and, perhaps most importantly, the opportunities the work and its product brings to our community. And while it's not always sunshine and rainbows, this work is nothing if not rewarding.

Our projects reflect the vision of our clients. We get to help them

achieve their life's work. A lot of emotion accompanies that kind of passion and drive, which can create a struggle - especially when faced with the significant time and monetary investments in construction projects. That's why it's so important for us to stay focused on our projects' direct and indirect goals. And why the people who make up our team are so key.

We are truly blessed at Landis. We get to work every day with capable and caring team members. We share each other's personal and professional joys and tribulations. We support each other and our community. 2020 was hard, and 2021 will be too, but the light at the end of the tunnel is starting to come into view. We are courageously, responsibly, and patiently navigating together towards it.

We are grateful for the blessing of our connection with you. On behalf of all of us at Landis Construction, we wish you and your families healthy and joyful holidays and a Happy New Year.

ANNE TEAGUE LANDIS
CHIEF EXECUTIVE OFFICER

IN THIS ISSUE

- Mentor-Protege Partnership: Legacy Restoration
- Awards & Recognitions
- Employee News
- Project Spotlight



MENTOR-PROTEGE SPOTLIGHT

Since its founding, Landis has always committed significant time and resources to assisting local DBE firms. Beyond finding DBE subcontractors to contract with, Landis personnel excel at giving of themselves to contribute to the development of disadvantaged and developing subcontractors both in the field and the office. Our field staff provides mentorship in the field. Landis office personnel help guide subcontractors through reporting requirements, and our financial strength allows us to help with creative cash flow solutions for these developing contractors.

Total DBE participation on Landis projects in less than 3 years equates to:



OVER \$25 MILLION IN CONTRACTS

While “seeking opportunities to support and enhance our community” has served as one of Landis’s guiding principles since its founding in 1956, this year, the company took a significant step forward by entering into a formal Mentor-Protégé Agreement with local DBE firm Legacy Restoration and Referral, LLC. As another family-owned company with similar values and standards of integrity, this partnership has truly been a perfect fit.

Inequity continues to be a major problem in our city, which is why we model our approach after the old saying:

“ GIVE A MAN A FISH AND YOU FEED HIM FOR A DAY; TEACH A MAN TO FISH AND YOU FEED HIM FOR A LIFETIME.”

Under the leadership of third-generation CEO Anne Teague, Landis has increasingly sought out new opportunities and ways to be more intentional about supporting the local minority-owned business community here in the city we love. Through a mutual connection, we have been fortunate to get to know Legacy’s President Noel Williams both personally and professionally and work alongside his incredible team on a variety of projects, including Behrman Elementary School and the Ernest N. Morial Convention Center bathroom renovations.

“DURING MY YEARS OF ACTIVE MANAGEMENT OF LANDIS, WE WERE COMMITTED TO SUPPORTING OUR LOCAL MINORITY BUSINESSES SO THAT THEY HAD REAL OPPORTUNITY FOR GROWTH. I’M VERY PLEASED THAT TODAY’S LANDIS CONTINUES TO PRIORITIZE THIS IMPORTANT ASPECT OF OUR COMPANY AND OUR COMMUNITY.”

— JIM LANDIS

Retired CEO & current
Advisory Chairman

Together, we’re helping pave the way for other local small businesses to find opportunities for growth and success. Learn more about our Mentor-Protégé relationship from Noel’s perspective in the interview below.

THE POWER OF MENTOR-PROTEGE AGREEMENTS

Q&A WITH LEGACY RESTORATION'S NOEL WILLIAMS



NOEL WILLIAMS

Q: How did you become aware of/affiliated with the team at Landis? What makes them unique?

Noel: Almost immediately from the time I walked in the door for our very first meeting with the Landis team, I recognized that they were different than other general contractors throughout the area. They are a company deeply committed to inclusion and they've proven that, not just in their words but through their track record of working alongside minority-owned businesses such as ours and providing them with opportunities they wouldn't have had access to otherwise.

Another thing that really attracted me to Landis was their treatment of their employees as family and their willingness to go above and beyond for each one of them. You can tell everything about the way someone does business by what their employees say about them, and this was

clear about Landis from Day 1. They have fully embraced Legacy's employees as their own, inviting them to regular meetings and maintaining open and transparent lines of communication with them.

After just a short time of knowing and working with the Landis team, I can genuinely say that they are who we/I aspire to be as a company and as a leader in this community. Which is why I was deeply honored and excited to enter into a formal Mentor-Protégé Agreement with them this year.

I can't stress enough the value of that relationship - from daily conversations and strategy sessions to providing access to resources and contacts - the team at Landis has been there to support and guide us every single step of the way.

Q: How has your relationship with Landis helped you overcome any of those challenges?

Noel: With a company as large, established and prominent as Landis, I'm constantly amazed at their humility and willingness to give to those around them. While we continue to face challenges and pitfalls almost daily, having the team at Landis as a readily available sounding board to talk through them in real-time as they arise has been immensely beneficial. Through my monthly meetings with CEO Anne Teague, we have developed a truly two-sided and mutually beneficial partnership in which we constantly learn

and grow from one another's unique experiences as Black- and women-owned businesses in this industry.

I know they genuinely have our best interest at heart and want us to continue to grow and succeed, even though that could mean competing with us for business. So many companies, especially in today's world, talk a big game when it comes to supporting minority-owned businesses but have very little to show for it. With Landis, what you see is what you get. They've never made us feel like a small company, but have always treated our team as equal peers. The real, long-term relationships we've built with Landis, both personally and professionally, is something really rare.

Q: What are your goals for the future?

Noel: Of course we want to continue to grow and receive larger, more complex projects. But most importantly, I want to be able to do what Landis has done for us by reaching out and helping smaller, emerging business owners achieve the same levels of success. Because when our small, minority-owned businesses win, we all win -- something Landis intimately understands and believes in.

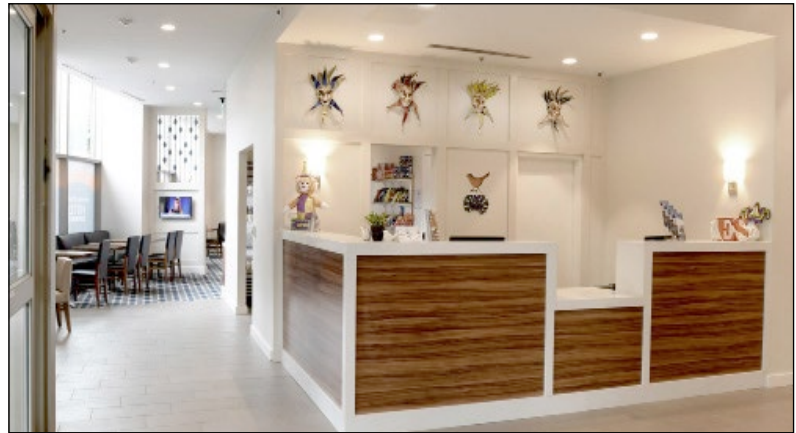
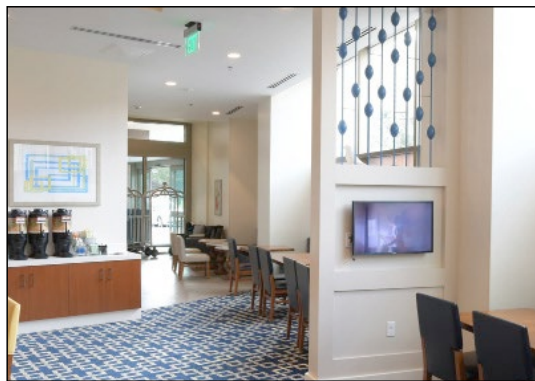
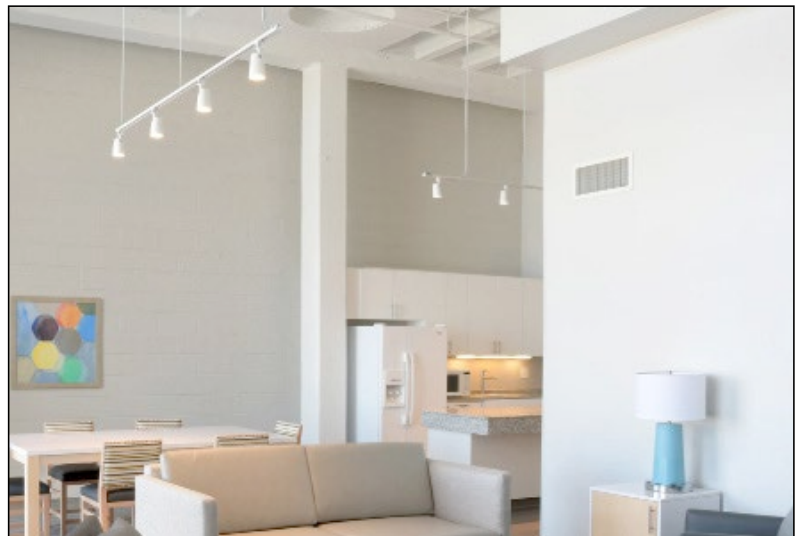
AWARDS AND RECOGNITIONS

CONGRATULATIONS! DESPITE ITS MANY CHALLENGES, TEAM LANDIS HAD A STRONG 2020

PROJECTS

SONESTA ES SUITES NEW ORLEANS

2020 Excellence in Construction (EIC) Award, ABC New Orleans / Bayou Chapter



TEAM



SARAH BUSCH

CityBusiness' 2020 Excellence in Construction & Real Estate Honoree



JIM & ANNE TEAGUE LANDIS

CityBusiness' 2020 Driving Forces

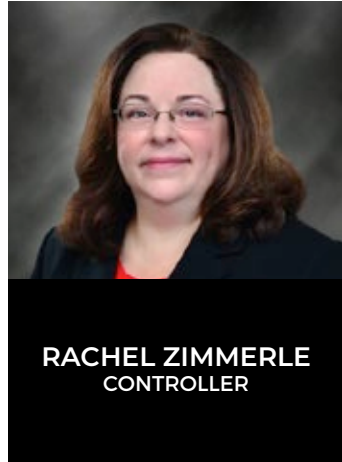
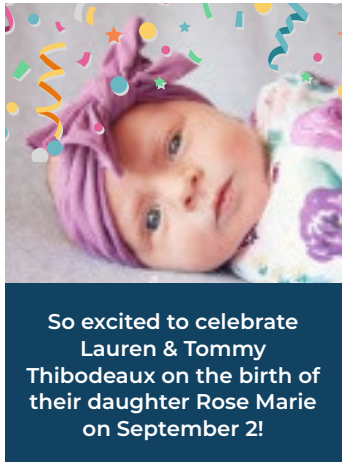


EMPLOYEE NEWS

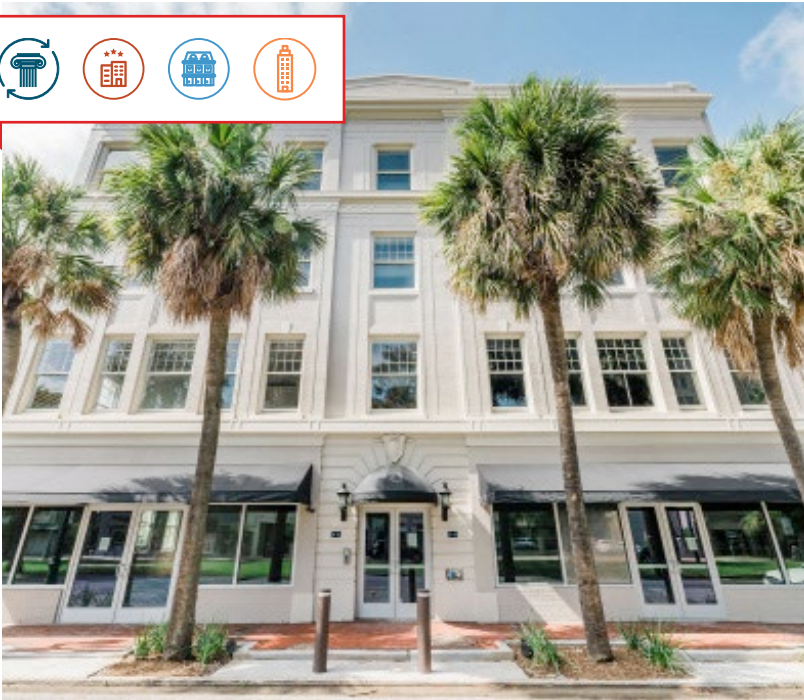
SERVICE ANNIVERSARIES



WELCOME TO THE FAMILY: NEW HIRES, BIRTHS & MARRIAGES!



PROJECT SPOTLIGHT



818 HOWARD AVENUE

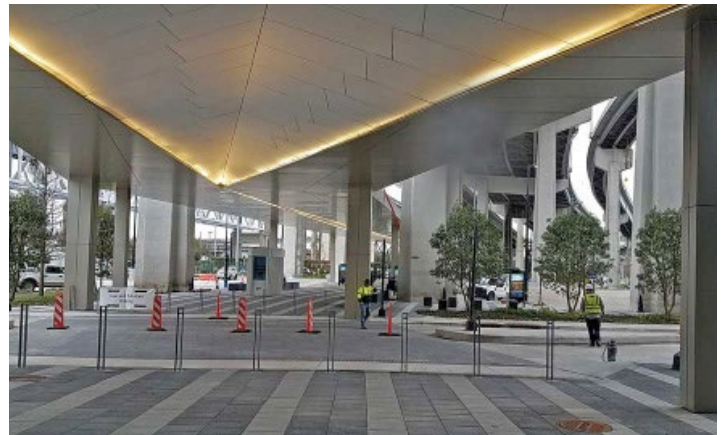
A transformational historic renovation in the heart of New Orleans' Arts District that converted a former law office into luxury apartments and the new home of the Museum of the Southern Jewish Experience

☐ Square Footage: 4,084

Owner: 818 Howard, LLC

Architect: Duplantis Design Group, PC

PROJECT SPOTLIGHT



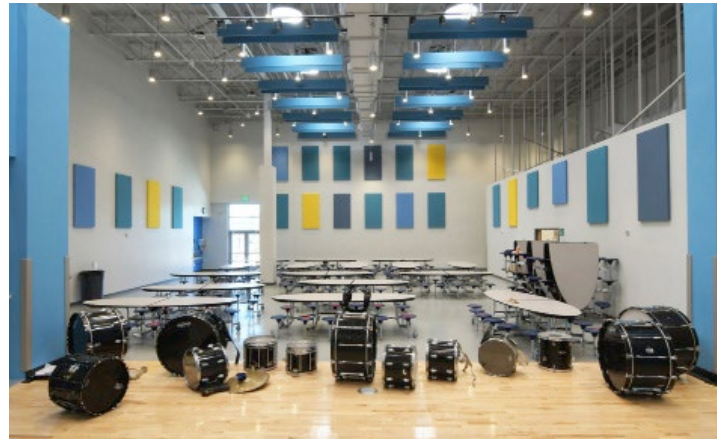
CONVENTION CENTER LINEAR PARK

The new Linear Park at the Convention Center will provide countless benefits for residents, businesses and meeting attendees alike through 7.5 acres of re-purposed roadway into lush green spaces and pedestrian corridors that create a truly vibrant experience integrated with New Orleans city life.

📏 **Square Footage:** 7.5 acres

Owner: Ernest N. Morial Convention Center – New Orleans Exhibition Hall Authority

Architect: Manning Architects/Eskew+Dumez+Ripple



YOUNG AUDIENCES CHARTER SCHOOL

An adaptive reuse of a historic Coca-Cola warehouse into a new, state-of-the-art facility for YACS with spaces for visual and performing arts, black box theater, science labs, a gymnasium, covered outdoor space for middle & high school students and more.

📏 **Square Footage:** 100,000

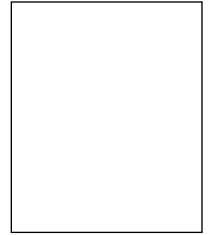
Owner: Friends of Young Audiences Charter School

Architect: Sizeler Thompson Brown Architects



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BUILDING LASTING RELATIONSHIPS.**

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LANDIS CONSTRUCTION CO., LLC

