



Facility Services 2025-26

Minidoka County Joint School District 331

October 3, 2025

Presented to:

Daryl Kent

Business Manager

Minidoka County Joint School District 331

Presented by:

Eric Gacutan

Director of Education Services

ABM | Education



October 3, 2025

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Dear Daryl,

Thank you for trusting ABM with your Facility Services outsourcing needs. With our proven experience supporting school districts such as Cassia, Nampa, Kuna, and Blackfoot through successful outsourcing transitions, we are confident that ABM is the right partner for Minidoka.

In addition, we have successfully utilized the 1-GPA cooperative purchasing agreement in several of these transitions, and we believe this is the best option moving forward for Minidoka as well.

Your custodial, grounds and facility maintenance services have a ripple effect across your district. Your mission should go beyond service to foster a partnership focused on operational excellence and student success.

Minidoka School District needs a partner that enhances the learning environment while remaining fiscally responsible toward your operating budget. **ABM is that partner.**

We offer Minidoka School District a cost-effective, quality-focused program that promotes a safer, healthier environment for students, faculty, and staff. We will help your district advance sustainability, health, efficiency, and data-driven practices to optimize resources.

Our program combines cutting-edge cleaning technologies with professional onsite leadership, supported by a strong local presence near Rupert, Idaho. Backed by an experienced regional team, we ensure consistent performance to achieve your custodial, grounds and facility maintenance service goals.

Serving K-12 schools for over 54 years, we clean 1 billion sq. ft. square feet of educational space annually and partner with 380 school districts nationwide to build inviting, safe, and sustainable environments.

Clients with us for decades attest to our service-focused mentality. ABM's work ethic centers on:

- **Our clients' needs.** Clients come to us for reliable custodial services solutions. They know we understand their needs and they appreciate that we don't provide "one-size-fits-all" answers. Yes, we're proud of our expertise but have built our business on listening to our clients.
- **Our company values.** Our relationship with you builds on respect, fairness, and dignity which is not open to compromise. Every employee at ABM puts this into action at every school location.



- **New levels of performance.** We make every effort to lead, and transform the industry through our knowledge, integrity, and professionalism, so that we expertly handle anything you ask of us.
- **Value-added relationships.** We conduct business in a way that instills a sense of confidence in our clients. We promote a sense of security that reaches beyond ABM's service competence. You'll know you choose wisely when you choose ABM.

With over 100,000 dedicated team members, and **over 500 Idaho State residents**, with our closest client being Cassia, right across the river. We prioritize safety, compliance, and environmental responsibility, rejecting shortcuts in favor of long-term value and quality.

Running a school system is a 24/7 job that requires keen attention to a multitude of important details. Contracting with a reputable facility services company means you can rest assured that your needs will be met in the most professional, cost-efficient manner. ABM offers consolidated billing, web-based service requests, quality control and reporting. The ability to assess, document, and communicate the quality of service you receive is invaluable to your bottom line and your peace of mind.

Our approach ensures safe working conditions and career growth while supporting your mission to care for the people, places, and spaces that matter most. We look forward to partnering with you to achieve these goals.

Sincerely,

A handwritten signature in black ink, appearing to read 'E. Gacutan'.

Eric Gacutan
Director of Education Solutions

Partnership Promise



"Minidoka County Joint School District has the personal commitment of our leadership that we will provide the highest levels of customer service, align our goals around what makes you successful, be timely and accurate in what we do, and reinforce a transparent partnership. Our entire organization is dedicated to serving your district, guided by ABM's core values: respect, integrity, collaboration, innovation, excellence, and trust. We measure our success based on the results we achieve for clients. We look forward to establishing a partnership in the years to come."

-Scott Camp, President, Education



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Moment for Safety

We reinforce our safety culture daily through written and oral communication. Daily, ABM releases a new **Moment for Safety** to the entire ABM enterprise. Each ABM meeting, internal or external, starts with a Moment for Safety. We owe it to our team members and clients to ensure that safety is top of mind every day.



Moment for Safety

School Building Security

- Do not open doors or allow unauthorized visitors to enter the school buildings (1)
- Always direct visitors to the school office for entry into the building
- Keep all exterior doors closed and locked (2)
- Know who to contact should you encounter an unauthorized person in the building (3)



Tres formas de combatir la gripe

- No abra las puertas ni permita que ingresen visitantes no autorizados a las dependencias escolares (1)
- Siempre dirija a los visitantes a la oficina escolar para que ingresen al edificio
- Mantenga todas las puertas exteriores cerradas con llave (2)
- Tenga claro con quién se debe comunicar si se encuentra con una persona no autorizada en el edificio (3)

ABM

Executive Summary

Destination Education

A stronger district starts here. We deliver exceptional service through customized end to end solutions.

Understanding Minidoka County Joint School District 311

Your values – shared by your students, faculty, and staff – shape the atmosphere and culture on campus. Our commitment to excellence drives us to consistently exceed expectations across your district. Your custodial services partner must understand these values and the district community, so the alignment of the program and people on your campus support your culture and future.

Customized Solutions

Your stakeholders, including students, families, faculty, and staff, all have unique needs. Our industry experience and analyses of your campus custodial services program is designed to meet these needs through service, quality, and performance throughout the day, evening, weekdays and weekends.

As a single-source partner, we have the resources to identify and capture efficiencies, automate and improve workforce management, and provide in-demand amenities to key stakeholders.

Our solution for Minidoka School District results in healthier campuses, stronger community engagement, and greater student success.

Dedicated to Education

ABM's education operating segment specializes in and is solely dedicated to K-12 and higher education environments. Our team of industry leaders and subject matter experts have decades of experience dedicated to academic environments, understanding and consistently adapting to your university needs.

We partner with over 230 higher education institutions and more than 380 school districts nationwide. Unlike some competitors, our business is not dependent on any one account to provide coverage in an area. We can leverage our expansive ABM presence without sacrificing our education expertise.

We're a 116-year-old, publicly owned company—not backed by private equity. Our team members can even become owners through our internal stock program. Like Minidoka, we value transparency and long-term sustainability. This proposal isn't a short-term play—it's a commitment to a lasting partnership.

Serving Our Community

ABM's commitment to the communities we serve goes beyond custodial, grounds, or maintenance services. When we partner with you, we partner with the community. Examples of how we serve include our contribution to the Cassia community. We installed a new fence and scoreboard to enhance the community experience and strengthen our partnership.



Flexible Program




Educational institutions must remain relevant and evolve over time to meet the ever-changing landscape and expectations of their stakeholders. Our experienced management teams adapt our programs to your specific needs, ensuring the highest standards of service.

People Make the Difference

The difference between a good program and an exceptional one is the commitment of our on-site management team and frontline personnel to your campus community.

We offer dedicated, experienced management, supported by trained frontline team members who prioritize delivering the highest quality and performance to meet your specific needs.

Benefits for Minidoka County Joint School District

GOAL	THE ABM WAY	BENEFIT TO MINIDOKA JOINT SCHOOL DISTRICT
Transparent Costs 	<ul style="list-style-type: none">• Purchasing power through strategic supplier relations and nationally negotiated contracts• Aggressive fee structure• Tight financial management against industry benchmarks	<ul style="list-style-type: none">• Best rates and new innovations• Industry and ABM best practice benchmarks• Transparent cost models• Capital investments to enhance deferred maintenance program
Elevated Team Member Experience 	<ul style="list-style-type: none">• Career and skill development and training• Competitive wage rates, compensation packages, and incentive programs• Appropriate and stable staffing levels and absentee policies	<ul style="list-style-type: none">• Stronger staff and manager hiring and retention rate• Higher quality, dedicated staff• Elevated team member morale and pride of ownership• Reliable and consistent operations• Improved quality of services and service outcomes• Improved workplace experience
Quality and Metrics Tracking 	<ul style="list-style-type: none">• Our own proprietary quality assurance program SITE• Client business reviews• Customer surveys• Ongoing training programs	<ul style="list-style-type: none">• Fast and easy inspections with a phone or tablet• Data-driven metrics to ensure accountability and continuous improvement• Evaluate employee performance• Create and share reports and dashboards• Identify at-risk areas and perform corrective action• Impress prospective students and parents• Improve health and reduce absenteeism

Local Support & Presence



- Local management team
- Single point of contact
- Subject matter experts at your fingertips
- Corporate resources with local support

- Faster response times and assured quality through consistent local supervision
- Focus on service delivery and meeting your strategic goals
- Proper management is continually in place
- Understanding of local and regional wage rates and labor expectations

Limiting Turnover



- Screening and pre-employment interviews
- Dedicated regional talent acquisition teams
- Ongoing, structured, and consistent training
- Communication
- Discipline and re-training
- Recognition and teamwork

- Hyper-focused interview questions
- Internal employee referrals
- Team members take pride in their work
- Team members know where and how to improve
- Team members feel appreciated, valued, and safe, ensuring retention and quality of service

Safety & Security



- Screening and pre-employment interviews
- E-Verify
- Background checks, drug testing where required
- Documented Lockdown and Key Control policies

- Vetted team members
- Standard and consistent procedures for security across campus
- Peace of mind for students, faculty, and parents

Benefits of Outsourcing with ABM

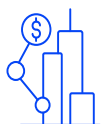
We understand that outsourcing your custodial services is a significant decision. By partnering with ABM, you will optimize costs, streamline operations, and dedicate more resources to growing Minidoka County Joint School District.

As a leading provider of facilities services, we offer you the following advantages:



Prioritizing Academic Excellence

Minidoka County Joint School District should not have to choose between maintaining facilities and focusing on education. ABM recruits skilled teams to deliver high-quality services, relieving you of daily oversight for custodial services. ABM provides consolidated billing, web-based service requests, quality control, and detailed reporting. This streamlined approach supports both your goals and peace of mind.



Cost Reduction

At Minidoka School District, we understand budget constraints require schools to prioritize funding for education, often times leaving little left for facility management. **Our program achieves cost savings for Minidoka School District by eliminating subcontractor costs, increasing workforce management and lowering productivity.** Allowing us to deliver consistent, high-quality service without compromise.



Employee Retention

Team members who feel valued are more likely to stay committed to your organization. As a service provider to over 380 K-12 schools and 230 higher education institutions, we excel at retaining staff while delivering cost savings to support your budget priorities.

Our program prioritizes your incumbent team as the primary staffing source, ensuring consistency while recognizing their contributions to Minidoka County School District. When additional hiring is required, we leverage our expertise in recruitment, screening, and retention to build a reliable workforce.

We understand the challenges the staffing market has caused over the years. Our competitive wages and benefits, employee incentives, recognition program, and employee development contribute to our low turnover rates.

Academic Specialization



Like Minidoka School District, we share your commitment to education. We specialize in delivering tailored facilities services for educational institutions, ensuring efficiency and innovation. With a team exclusively dedicated to the custodial services program at Minidoka School District, we will eliminate hidden costs and deliver lasting value for your students, teachers, and administrators and the broader community.

Utilizing a Cooperative Agreement

There is a better way to buy goods and services.

It takes time, energy, and funds to create all the facets of an RFP and a request for proposal process. ABM is a proud member of half a dozen cooperative agreements including the 1GPA, Tips, BuyBoard, PCA, Equalis, and more.

The top cooperative our clients request is 1GPA because it is clear, concise, and free for colleges and universities to use. By utilizing a cooperative agreement like 1GPA, Front Range Community College can ensure the best-vetted vendor is aligned with a standard contract and scope of work, ready to begin work for you and your campuses, whenever you're ready.

CONTRACT GOALS

1Government Procurement Alliance (1GPA), is a non-profit national governmental purchasing cooperative which allows public agencies to take advantage of contracts to purchase the goods and services they need from local and national vendors. Eligible using members include:

- school districts
- charter schools
- colleges and universities
- towns
- municipalities
- counties
- states
- local governments
- federal government
- Native American communities
- fire districts
- any other political subdivision.

Members within each category listed are located throughout the country and vary in population, geographical footprint, may be rural or urban, and have a wide array of support needs within the scope of this solicitation. Contractors may provide services in one, two or all three categories (custodial, grounds and maintenance services) to be considered for contract award. 1GPA encourages firms of all sizes and capabilities to respond.

The goal of this project is to provide 1GPA Members qualified vendor options within a range of prices for the various services contained herein. The Member will contact the awarded firm(s) and complete a pre-estimate questionnaire (see sample page 27) to tailor the services listed in the Scope of Work to meet their needs and negotiate the final price within the contract price range. Although contractors are asked to provide a low-end rate for price comparison purposes, actual Member pricing may go below depending on services requested. Member pricing shall not exceed the contracted maximum price given for each service.



Operational Excellence and Client Satisfaction

Our Approach

Managing your district in today's fast-paced and complex environment demands a responsive approach that transforms data into actionable insights. At ABM, we use advanced analytics to streamline operations and solve challenges specific to your district.

Our approach includes:

- 24/7 support
- Tech integration
- Clear communication
- Expertise
- Tailored operations



Our Governance

ABM combines cutting-edge technology with structured governance to ensure smooth, efficient operations. Using advanced tools and robust performance metrics, we deliver high-quality service, maintain client satisfaction, and keep operations running smoothly.

Effective account governance is pivotal in fostering robust partnerships. Our structured approach includes:

- **Structured Management:** Specialized support at centralized, regional, and local levels for efficient operations
- **Account POC:** Primary contact ensuring compliance, quality, and continuous improvement
- **Centralized Support:** Core tasks including billing, contract compliance, and technology support
- **Regional & Local Support:** Direct relationships and compliance with local regulations and quality standards



Our Team

Our governance teams ensure strategic alignment, operational excellence, and effective service delivery:

- **Executive Governance Committee:** Oversees strategic alignment and service quality
- **Management Steering Committee:** Implements and oversees day-to-day service delivery
- **Operational Team:** Manages daily service delivery and ensures smooth operations

ABM's account management ensures seamless operations and expert governance, with dedicated support and proactive communication tailored to your facility's needs for lasting success.

Continuous Improvement

ABM drives improvement and operational excellence through reliable service delivery with structured communication ensuring our service delivery adapts seamlessly to your evolving needs.

Service Delivery

Our quality management system ensures reliable services through:

- Stable workforce, structured routines, and consistent training
- Detailed inspections to uncover trends and resolve issues promptly
- Training and incentive programs to maintain a high-performing team
- Scalable resources to meet growing client needs, including support for site expansions

Communication Structure

Our communication structure enhances service delivery through:

- Real-time access to KPIs for operational transparency
- Regular interactions and satisfaction surveys to align with your needs
- Structured meetings for continuous improvement and proactive updates

Staffing Approach

Labor is the largest expense for any facilities organization. Our methodology optimizes staff allocation to ensure performance at required levels, timely response to service requests, and minimal reliance on local service providers. Achieving the ideal staff mix maximizes the value of available human resources.

Determining the most effective staffing model for facilities services is complex. Campus size, building location, quality, design, and usage all impact task requirements, time allocation, and necessary skill sets.

We continuously monitor key performance indicators (KPIs) to evaluate productivity and align crew skills with facility needs. Reporting and performance measurements are central to our culture, supported by regular operations, coverage, and service-level discussions. These open dialogues drive informed decision-making and operational efficiency.

Our extensive experience allows us to offer deep insight into the advantages and limitations of various staffing models. Our leadership team leverages industry benchmarks, including APPA standards, to refine practices and develop innovative approaches tailored to industry needs.

Staffing Factors

Expertise and experience of the available workforce

Variety and complexity of equipment

Anticipated fluctuations: Vacations and holidays

Unanticipated fluctuations: sick days and weather-related emergencies



Staffing Adjustments

Should Minidoka School District require changes post contract award, ABM's custodial services program is designed for quick adaptability. We collaborate with schools to adjust staffing based on scope changes and operational developments.

Creating a streamlined communication structure enables the team to quickly adapt to changing needs while adjusting budgets and schedules as needed. Supported by our regional management team, we ensure seamless coordination and strong support for the onsite staff.

The management team is committed to supporting Minidoka School District by promptly addressing new priorities and work requirements. Our site manager has full authority to efficiently meet program requirements, reallocating or committing resources as needed to address changing service needs.

Subcontracted Work

What distinguishes ABM from other facility service providers is our self-performance delivery model, which is unmatched by any national competitor.

We consistently self-perform key services, including:

- Custodial
- Facility operations and maintenance
- Grounds

Our in-house expertise and best practices ensure we deliver high-quality, cost-effective services through skilled onsite staff while maximizing value.

When third-party support is necessary, our Preferred Provider Program guarantees clients receive top-tier service based on quality and cost.



Key Personnel

Below are key account personnel who will support your custodial services program.

Scott Camp – President, Education

Scott joined ABM in 2024 to lead ABM’s Education business. His role prioritizes growing our portfolio of clients and developing talent among the critical teams that support them. Scott is a senior leader with extensive operations and business development experience. He has a proven track record for building highly effective and collaborative teams and improving operational processes. Scott came to us from Iron Mountain after serving in various leadership roles over the past 20+ years, where he led a billion-dollar book of business with impressive financial results.



Ricky Dobbs – Senior Vice President of Operations

Ricky Dobbs has 20 years of facility management and building services experience. He currently oversees Higher Education and K-12 educational facilities located in Arizona, Colorado, Kansas, Oklahoma, and Texas. Ricky has held several management positions at ABM including Account Manager, Area Manager, Regional Director of Operations, and currently Senior Vice President of Operations. His experience includes but is not limited to campus/building transitions, ongoing operations, complex facilities maintenance transitions and operations, employee training, manager development, quality assurance, green and sustainability program implementation as well as human resource management and sales. He started his career at Southern Methodist University in Dallas, Texas in their Athletic Department as Asst. Athletic Director of Facilities and Game Operations and has also worked for the Dallas Cowboys in their Facilities and Game Operations department. Ricky received his B.S. in 2004 from Texas A&M University.



Logan Cox – Regional Director of Operations

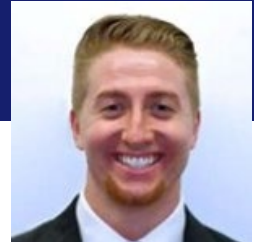
Logan has more than twelve years of operational experience with ABM and provides regional management oversight to education clients in Idaho and Nevada. His experience includes large campus transitions and ongoing operations, training, quality assurance, green and sustainability program implementation as well as human resource management.



He comes from an educational background, offering a unique and firsthand perspective into the education field in which ABM specializes. Prior to his work in this industry, he was a 4th grade elementary school teacher. Over the last twelve years, Logan has been fortunate enough to be a part of the start-up and

conversion processes in Nampa, Blackfoot, Emmett, Notus, Boise State University, University of Nevada Las Vegas, College of Southern Nevada, and Cassia County.

Peter Avitable – Senior ABM Performance Solutions Portfolio Director

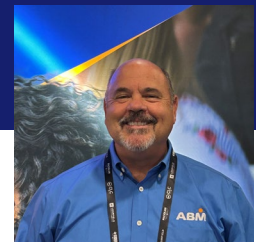


Peter joined ABM in 2020 as the New England region's Regional Senior ABM Performance Solutions Portfolio Director with a focus on multi-service accounts. Since joining ABM, he has overseen several key accounts, including prestigious large-scale APS accounts. His leadership has been instrumental in managing complex integrated facilities, ensuring operational efficiency, and exceeding client expectations.

He is one of ABM Education's Enhanced Facility Specialists for ABM. Currently, he manages several Harvard University locations, including Harvard Med, Harvard Real Estate, Harvard Law, Harvard FAS, and Harvard Grad. Peter's commitment to innovation and excellence has been recognized with awards such as the ABM Innovation Award and the President's Award for outstanding leadership.

Peter is an experienced operations director with a history of working in the facility service industry. His extensive career background ranges from in-field service work to managing different types of facilities like Class A high rises and critical data centers. Peter earned his bachelor's degree in Facilities Engineering from Massachusetts Maritime Academy and a master's degree in Facilities Management. He is a Certified Reliability Leader (CRL) and experienced with infrared thermography. He is on the board of directors for Boston's chapter of the Association of Facilities Engineers Local 33 (AFE).

Tim Moore – Vice President of Grounds Services



Tim joined ABM in 2006 and became the leader of our education division's grounds services in 2011. He has an extensive background in the grounds industry, having developed over 100 programs for various clients in ABM's K-12 and higher education accounts. Tim is an active member of the Sports Field Managers Association (SFMA), serving on the Board of Directors for six years. He worked with Major League Baseball for five years on fields on five continents, including fields for the Olympics and World Cup Baseball. In 2017, he earned the SFMA's highest honor, the Harry C. Gill Memorial Award, for his contributions and being one of the most influential people in the sports field profession. Tim is a Certified Sports Field Manager, Playground Safety Inspector, and Pesticide Applicator. He earned an Associate in Horticulture from the State University of New York at Cobleskill, and a Bachelor of Management from the University of Maryland.

Jorge Melena – Regional Grounds Manager



Jorge joined ABM in 2009 and is responsible for grounds services in the western US. He has a long-standing career in the landscape industry, starting in a family-owned business. Jorge quickly developed the leadership skills needed to fulfill a senior role in managing a larger commercial landscape company. He created and developed grounds programs for several accounts for ABM, including the University of Houston, Houston Community College, the University of Texas at San Antonio, Northeast ISD, and Houston ISD.

He holds multiple commercial licenses for pesticide and irrigation in states including Texas, California, Arizona, Kansas, and Oklahoma. Additionally, he is a Certified Playground Safety Inspector.

Gordon Buntrock – National Director of Service Delivery



Gordon brings 38+ years of experience in the development of cleaning systems, program management, and operations experience in the cleaning business, as well as a consultant to customers in the education and healthcare industries.

Gordon is nationally recognized for his expertise in cleaning processes, cleaning systems integration, cleaning equipment and tools, production measurement, supplemental infection prevention technologies to include chemicals and other disinfection technologies such as UVC, production measurement and production standards development, and his ability to train and motivate management and service staff to drive productivity and profitability. He is also recognized for innovation in the cleaning business and his expertise in interior solutions which saves maintenance expenses. In his current role, Gordon drives the implementation of the *ABM Way* (company standard operating procedures and work instructions) within the education business leading to exceptional customer service delivery. He also contributes to *ABM University*, ABM's learning platform. With his expertise in infection prevention, Gordon serves on ABM's Expert Advisory Council for Enhanced Clean and Enhanced Facilities.

Polly Durning – National Director, Quality Assurance



Polly is responsible for supporting the education industry group with quality assurance protocols, quality inspections, Client Business Reviews, and client surveys. She provides training, develops documents, and monitors the use of the QA program at all accounts to ensure they meet and exceed the quality goals for the customer.

Polly attended The Ohio State University and resides in Florida and Colorado.

Mario Solis – Senior EH&S Manager, EDU



Mario is the safety subject matter expert for our education industry group across the US. He served as a facilities manager for six years and has spent nine years working for safety in facilities operations. He has been a dedicated member of ABM since 2014.

Mario earned his Bachelor's and Master of Arts Communication degrees from Eastern New Mexico University. He is bilingual in Spanish and received his Bachelor of Arts in Spanish from the same university. He holds several industry-related certifications, including OSHA 511 which he earned at the University of Texas Arlington. In addition, he is a Certified Safety Professional (CSP) through the Board of Certified Safety Professionals.

Andrea Gomez Vesga, Corporate Sustainability Manager



Andrea oversees ABM's sustainability strategy and collaborates on opportunities to add value to clients through our sustainable business services portfolio. Andrea is a graduate of the Sustainability Management program at Columbia University and an Environmental Defense Fund Corps fellow. She worked at Danone North America developing their carbon reduction strategy for their natural spring water (Evian's) supply chain. Before that, she was a sustainability consultant of WORLDLINE, a French multinational leader in the IT sector where she stood up and contributed to the setup of the company's sustainability strategy and roadmap. During her tenure, she contributed to the improvement of the company's sustainability performance, positioning it among the industry leaders in Europe in ratings like the Carbon Disclosure Project and the Dow Jones Sustainability Index.

Eric Gacutan – Director of Education Solutions, West



Eric joined ABM in 2022, servicing the East Bay, Central Valley, and Sacramento regions. He has 25 years of experience in sales and operations and over 14 of those years in the building service industry; in Restoration and Construction.

He graduated from UC Santa Barbara in 2005 with a B.A. in Philosophy.



Our People

Great people are the foundation of our success—and yours. You require the right talent to support consistent, high-quality operations. So, we prioritize finding the right talent, rewarding their performance, and fostering their development. Professionals drawn to ABM's reputation as a great place to grow, are highly qualified, thoroughly trained, and fully supported to ensure your success.



Strategic Workforce Planning

Combining proactive planning with advanced data analytics ensures the right talent is available when needed. We analyze current and future staffing needs, prevent coverage gaps, and leverage dynamic dashboards to optimize recruitment and retention strategies, delivering the best-fit professionals for your operations.



Targeted Rapid Recruiting

Quickly attracting, identifying, and onboarding qualified candidates using targeted strategies overcomes labor market challenges and ensures uninterrupted service prices.



Seamless Screening and Onboarding

Tailored assessments ensure only the best candidates are selected, while proactive management minimizes onboarding delays, guaranteeing a smooth transition from offer to start date.



Comprehensive Retention and Growth

Personalized onboarding, robust training programs, ongoing career development, and consistent recognition reduce turnover, strengthen stability, and enhance team performance.

With our end-to-end staffing approach, you gain more than a workforce—you gain a competitive edge. By combining strategic planning, efficient recruiting, seamless onboarding, and robust retention strategies, you get:

- Highly skilled motivated professionals working toward your goals
- Efficient hiring processes to meet market demands
- Customized talent solutions that align with your business needs
- Long-term retention and professional growth that maximizes performance

Minidoka School District faces unique staffing challenges in today's fast-paced, ever-changing market. From fluctuating labor demands to talent shortages, securing the right workforce is critical to your operational success. As your trusted advisor, we bring a tailored, data-driven approach to anticipating and addressing these issues—ensuring that you always have the right people in the right roles, when you need them most. With our deep industry expertise and proactive staffing strategies, we're here to support your goals and ensure your facility operates at its peak potential.

Demand Forecasting

We leverage advanced techniques to proactively predict your staffing needs, for seamless talent acquisition and operational efficiency.



Talent Analytics

We use data-driven insights to optimize hiring, enhance performance, and reduce costs, for a high-performing workforce.



Rapid Recruiting

Our strategic approach accelerates hiring processes, so your facility stays fully staffed with qualified, dependable personnel.



Seamless Onboarding and Retention

Our personalized onboarding and retention strategies enable smooth transitions and long-term success for team members.



Empowering Growth

We foster continuous development, skill enhancement, and leadership opportunities to create a dedicated, high-performing workforce aligned with your business goals.

Retaining Valuable Knowledge and Invaluable People

People are our business, so we make sure ABM is a great place to work, learn, and grow. That's why attracting and retaining good people is our priority – and why we try to engage your incumbent workforce as early and as often as possible.

How We Work with Your Incumbent Workforce

Our human resources and transition team meets with incumbent employees early during transition to establish open communication. We provide an overview of the ABM organization, company benefits, and procedures for filling positions. We learn as much as possible and answer as many questions as we can so everyone can make informed decisions.

Before recruiting externally, we encourage current team members to apply for open positions. Our operations and human resources specialists pre-screen non-supervisory applicants, soliciting input from current management, reviewing files, and conducting personal interviews. We use qualifications, technical expertise, past employment records, and references to determine whether to extend offers and make sure we have the best people for the custodial services team.



Creating a work environment that motivates and a culture that keeps people engaged, we work as *one team*. Together, we can:

- Ensure continuity of operations
- Retain existing knowledge base
- Maintain levels of productivity and quality
- Prevent stressors that come with staff turnover

Retaining Talent through Engagement

Our team members are central to everything we do. And everyone at ABM supports them. With the tools and training to succeed and a culture that keeps them engaged, we provide our team all they need to deliver for our clients, community, and each other.

Personal and Professional Growth

To create greater career-growth opportunities and improve the connectivity and productivity of our workforce, we invest in training and development tools and our talent management capabilities. We encourage team members to pursue self-improvement and outperform expectations, and we support them with a strong commitment to continuous learning.

- Management training – supports continuing education in a range of useful topics
- Independent training initiatives – enables team members to develop skills in roles and environments where they work
- Self-directed training – ensures maximum participation throughout our teams and makes training as efficient as possible
- Specialized training – complements and certifies professional development and ensures industry and government compliance

We believe in recognizing talent and promoting from within. We prepare team members to step into management and leadership roles, focusing on developing hourly team members' customer service and communication skills, time management, delegation capabilities, management style, and various other professional skills.

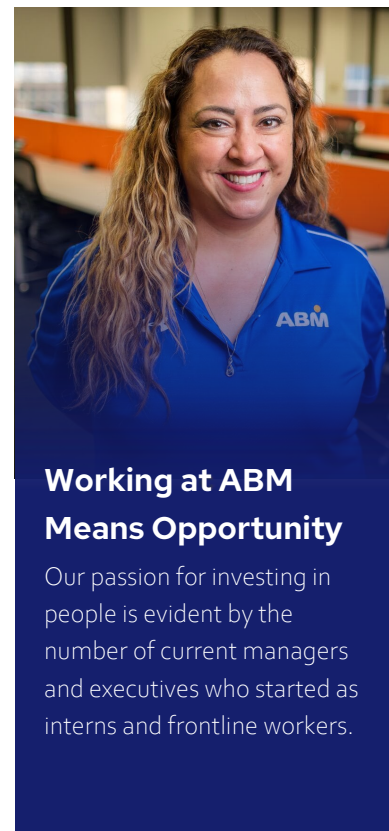
Recognition and Incentives

ABM's team member recognition program celebrates outstanding team members. Peer-to-peer recognition creates a stronger sense of belonging, improves job performance and satisfaction, and creates a positive, supportive working environment. By acknowledging team members' efforts and achievements, we reinforce behaviors that align with our values, driving engagement, excellence, and continuous improvement.

Service Awards

We reward team members at designated years-of-service milestones and provide safety incentive programs and monthly contests tailored to achieving goals. Team members receive gifts, plaques, and other recognition. Team members recognized by clients, their customers, and other third parties enter a drawing to win various prizes.

At ABM, we foster a culture where every individual is celebrated for the essential contributions they make every day. We are committed to honoring the dedication of our team members and uplifting their experiences, because we know that when our people thrive, our clients and communities do too. This value was reflected in a heartwarming moment shared at an elementary school. [Scan the QR code to see this celebration of gratitude](#). Such acts of appreciation underscore the deep and meaningful relationships that form when team members feel seen, valued, and respected.



Working at ABM Means Opportunity

Our passion for investing in people is evident by the number of current managers and executives who started as interns and frontline workers.





Uniforms and Identification

As part of your team, we represent you, so we ensure the professional image of our team members in your facility. You choose whether our team has a typical ABM uniform, or a special one chosen to reflect the character of your district.

Team members are responsible for keeping their uniforms clean, functional, and properly presented. ABM managers constantly inspect uniform appearance, and we issue needed replacement items immediately.

Our agreement with our primary supplier Cintas, a leader in the uniform industry, lets us provide an array of well-made, high-quality apparel to choose from. Depending on Minidoka School District's requirements, typical uniforms may include:

- T-shirts, knit polo shirts, and slacks
- Windbreakers, parkas, or other outerwear
- Smocks and aprons

All team members must appropriately display an official photo ID as part of their uniform, which can be branded according to Minidoka School District's preferences.



Culture of Caring

Our ABM Cares program empowers team members to support causes that are important to them and positively impact the communities where they live, work, and play.

We offer a matching program for charitable donations and a paid day off to volunteer, as well as a donation to the charity of their choice for every 10 hours volunteered. This benefits our employees by fostering a sense of purpose and belonging, and happy team members provide better service for our clients.

Our branch offices have a network of local liaisons to provide guidance and drive engagement. The ABM Cares website enables team members to easily:

- Start a campaign for causes they believe in
- Search for charities that align with their interests>
- Sign up for volunteer events in their area
- Donate funds and request an ABM match
- Track hours volunteered throughout the year

Giving back is fundamental to who we are. We have some of the most caring employees in the world, and their generosity defines our culture. Our partnership with them helps us drive our mission [to make a difference, every person, every day.](#)

ABM Cares



TOTAL GIVING IN 2024

\$212,000



AMBASSADORS

86



VOLUNTEER HOURS

3,255

Team Member Relief Fund (The ABM Fund)



Life can take unexpected turns. Whether it's a car accident, a medical emergency, or the aftermath of a natural disaster, these moments of hardship can be

overwhelming. We believe in looking out for one another and are proud to put that belief into action. We recently launched the ABM Cares Team Member Relief Fund ("ABM Fund"). This new fund is part of our ABM Cares program and is designed to provide emergency financial assistance to team members experiencing unforeseen hardship and was developed with our frontline in mind. This fund offers help to team members in need and creates a way for others to give back in return.

The ABM Fund offers grants of up to **\$1,000 per year to eligible full-time, U.S.-based team members** who have been with ABM for at least six months. It covers a wide range of unexpected hardships, from medical expenses not covered by insurance to natural disasters and loss of income.

We've partnered with Grant Circle by Canary, an independent and trusted third-party, to manage the fund. This ensures that team members can request support with privacy, dignity, and compassion.

By coming together, we not only provide help, but also build trust and the kind of culture that makes ABM so special.

Impact on Our People

"I'm in tears. I want to give back someday and help another colleague in need."

"This grant helped me catch up on bills, buy food, and get back to time with my granddaughter."

"I can breathe now. This program gave me relief when I had nowhere else to turn."

Up and Running

A Pain-free Transition is Possible.

Choosing a facility service vendor often means facing a potentially difficult transition process. As we begin our partnership, we prioritize a seamless transition of services. A smooth transition ensures patients, students, staff, and visitors are taken care of. We have created a specialized transition program that acknowledges your existing culture while ensuring your processes, management, and services evolve.

Through years of experience with thousands of clients, ABM has perfected a transition program that eliminates time-consuming miscommunications and disruptions. Our approach enables us to coordinate people and processes effectively without interrupting service. We focus on four essential deliverables to ensure success:

- Clear assignment of accountability at each stage
- Presentation of key contractual requirements to the local management team
- Centralized access to all transition documents for ABM stakeholders
- Development of an Operations Playbook for each site

Process Makes Perfect

Well-documented, time-tested processes for each employee at every level – the foundation of our transition program – are key to starting and staying on time and on budget. We give our clients full transparency, so you know what to expect.

Blueprint to a Smooth Transition

Our Operations Playbook contains:

- Detailed transition plan that describes specific tasks we perform before and after service installation
- Professional site management plan that outlines protocols specific to the facility and/or organization

- Comprehensive quality assurance program that helps ensure a clean, safe, and sustainable facility
- Detailed communications plan that identifies all stakeholders and enables immediate response to emergencies and daily requests

It Starts with People

For each transition, we provide a fully dedicated transition team that consists of local, regional, and national management (where applicable), transition professionals, and experts in risk management, safety, and human resources.

Estimated Timeframe

Typically, service start-up takes four to six weeks and starts within 30 days of award.





Staying Connected through Communication

There's no way to have a seamless transition if you're left in the dark. That's why our dedicated transition staff, in coordination with our local offices, meet regularly with your management to walk through each phase of the process.

- Address any issues stemming from the outgoing contractor
- Clearly communicate expectations and requirements
- Meet with and interview current employees without interrupting operations
- Note any uncompleted projects and possible disruptions to operations
- Share site-specific documentation
- Set up key and lock controls / card access
- Establishment of initial and appropriate communication and quality initiative channels with key department managers and administration

We continually gather client feedback to refine our program and improve our services.

How We Stay Connected Internally

To make sure nothing slips through the cracks on our side, we use an internal web-based collaboration site to maintain all files related to client transition projects. We can access documents from anywhere and make real-time updates as we get to know your facility.

Incumbents

We evaluate existing service personnel before outside recruiting and give them the opportunity to apply for open positions. We solicit input from existing management, review their records, and conduct personal interviews to evaluate their qualifications, technical expertise, past employment record, and references.

We establish lines of communication between our human resources team and existing staff as early as possible to explain the process and give an overview of what it's like to work with ABM. It's also an

Objectives

- Create a consistent and efficient process
- Comply with contractual and regulatory standards
- Enable benchmarking based on KPIs

Contents

- Detailed SOPs for each service
- Management instructions
- ABM and client standards

Results

- Optimize resources
- Improve performance
- Minimize expenses

opportunity for ABM to learn from them about the work environment and company culture for positions we plan to assume.

Transition Strategy

During the start-up phase, we will implement management and operating systems to ensure team members receive training and certification in service-specific areas.

Start-Up Plan

The example start-up program below shows how we become an integrated part of your workflow. As we move forward, we provide a more detailed and customized plan. Once the plan is finalized, we complete your transition timetable, identifying each task, who owns it, and its expected completion date.

PRE-START-UP							
Tasks & Assignments		Week 1	Week 2	Week 3	Week 4	Week 5	Week 6
Contract, Insurance, Licenses							
1	Contract review and negotiation						
2	Finalize contract with Minidoka School District						
3	Order insurance certificate						
4	Submit new business set up documentation						
5	Summarize all final contract details and review with team						
6	Ensure all licenses are in place						
7	Meet with Minidoka School District stakeholders as required to outline processes and discuss draft of transition plan						
Human Resources							
1	Meet with Minidoka School District senior leadership to develop appropriate communication plan for new hires from existing employees						
2	Obtain current employee roster from incumbent company						
3	Meet with Minidoka School District facility stakeholders to begin employee orientation protocols						
4	Plan any required job fairs in coordination with Minidoka School District						
5	Work with Minidoka School District to assist with communicating times and locations of job fairs as applicable						
6	Ensure human resources job fair team plan and coordinate staffing of job fair locations						
7	Conduct background checks for new ABM hires						
8	Employee roster development and initial job scheduling						
9	New employee paperwork completion and submission to human resources						

PRE-START-UP

Tasks & Assignments	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6
10 Meet with current employees to conduct initial orientation to ABM						
11 Job descriptions reviewed / presented to employees						
12 Introduce and train employees on daily time keeping procedures						
13 Establish individual staff training records						
14 Implement training programs						
15 Establish employee recognition program						
16 Complete orientation checklist						
17 Plan and schedule initial training, safety awareness, safe equipment handling, PPE distribution						

Office and Administrative Set Up

1 Establish office, IT networking and communication links						
2 Order ABM forms, manuals, and any office administrative material						
3 Implement vendor control logs and approved procurement practices						
4 Prepare weekly review for Minidoka School District liaison & administration						
5 Conduct room inventory of all buildings						
6 Order employee uniforms						
7 Obtain building access keys / codes and phone directory for each building						
8 CBR Meetings - Establish members and set dates for monthly / quarterly meetings						

Safety and Regulatory Compliance

1 Establish SDS booklets and distribute / post according to Client policies and procedures						
2 SDS and safety rules reviewed with and issued to employees						
3 Sign off on all employee PPE distribution						
4 Review HazMat procedures with all employees						
5 Review spill management program and procedures						
6 Review lock-out-tag-out procedures						

Financial Management

1 Review budget with transition team						
2 Establish monthly budget tracking						
3 Implement payroll procedures and communicate with employees						
4 Set up invoice approval and payment processes						

PRE-START-UP

Tasks & Assignments

Week 1

Week 2

Week 3

Week 4

Week 5

Week 6

- 5 Implement invoicing procedures with Minidoka School District

Quality Control

- 1 Load geography into Quality Assurance program
- 2 Implement Minidoka School District survey procedures
- 3 Implement Quality Assurance program for all operations

Solution Service Program

- 1 Obtain floor plans for each building
- 2 Write and implement task assignments for each building
- 3 Write and review lock out-tag out procedures
- 4 Conduct inventory and assessment of paper towel / toilet tissue / soap dispensers
- 5 Receive equipment / distribution
- 6 Inventory and tag all ABM capital equipment
- 7 Implement operational logbooks
- 8 Implement training programs
- 9 Implement Safety Tips of the Week
- 10 Standard operating procedure implementation and roll out to team
- 11 Plan initial labor scheduling for summer programs
- 12 Ensure all equipment and supplies on ordered, received, and pre-positioned

Summer Cleaning

- 1 Plan initial labor scheduling for summer cleaning program
- 2 Prepare scope of work orientation and standard operating procedures
- 3 Review plans and scheduling with Minidoka School District coordinators on a weekly basis then daily during summer season

Minidoka School District Sponsored & Hosted Events

- 1 Review Events Calendar on a continuous basis
- 2 Review and plan pre, during and post event support
- 3 Plan initial labor support scheduling
- 4 Monitor Events Calendar on a continuous basis throughout the year



Training Built for Success

At ABM, we understand a successful custodial services program requires a well-trained, confident, and motivated team. We prioritize comprehensive and continuous training to ensure our team members deliver exceptional results, improve efficiency, and expand their skills.

Thorough Onboarding for New Team Members

From day one, ABM equips team members with the knowledge and skills to succeed. During the start-up phase, project managers and supervisors conduct site-specific classroom training sessions covering:

- Site rules and regulations
- ABM policies and procedures
- Safety and operational basics

Core Training Topics

Before starting their roles, team members complete mandatory training that emphasizes safety and operational excellence, including:



Safety Training

Proper lifting techniques, preventing slips/trips/falls, ergonomic safety, and accident prevention



OSHA Compliance

Hazard communication, chemical awareness, emergency evacuation, and accident reporting



Task Training

Step-by-step demonstrations and hands-on guidance for all job functions

Supervisors reinforce this learning with ongoing guidance and regular performance reviews.

Continuous Growth Through Recurrent Training

ABM provides ongoing training tailored to the specific needs of district. Our recurrent sessions cover advanced certifications, interdisciplinary skills, and job-specific duties. Training outcomes are closely tracked using metrics like attendance, performance tests, and quality assurance inspections. This enhances team member performance, ensures compliance with industry standards, and minimizes deficiencies. By fostering open communication and regular coaching, we help team members grow within their roles, ensuring long-term success and engagement.

On-Demand Learning for Excellence

ABM *University* is our dynamic online training platform that delivers engaging, up-to-date onboarding and professional development resources. It empowers team members to master their roles while driving better outcomes for Minidoka School District.

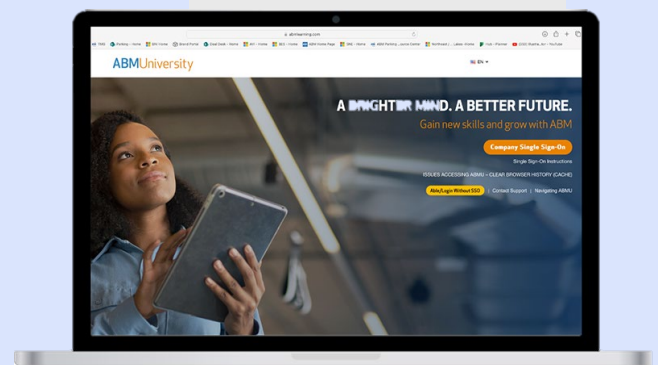
Key features:

- Continuously updated courses covering job-specific skills and infection control practices
- A diverse catalog of service-specific and career development training available anytime
- Feedback-driven course ratings to ensure effective learning experiences
- Tools for testing, assessments, and certification tracking to maintain compliance
- Self-directed learning and small group training for flexibility and skill expansion

Training is evaluated through testing, hands-on demonstrations, and quality assurance inspections. This ensures every team member is prepared to meet Minidoka School District's expectations while creating a safe, productive environment for students, teachers, and administrators.

ABM Team Members are:

- Skilled and knowledgeable in site-specific tasks and safety protocols
- Proficient in using industry-standard tools and equipment
- Committed to quality with a focus on maintaining clean, safe environments
- Highly adaptable to client needs and operational changes
- Focused on safety with strong awareness of OSHA and site-specific requirements
- Equipped to meet or exceed client expectations through reliable performance



Management Training

Developing Leaders for Excellence

At ABM, we believe investing in our team members' growth is an investment in our future. Our robust training prepares our managers to lead confidently and ensures they deliver the superior quality and service that Minidoka School District expects. Many of our managers have grown their careers from frontline roles, reflecting our commitment to career advancement and professional development.

Our management training and leadership tools ensure our people leaders are equipped to inspire and guide their teams. This dedication to growth, and a focus on actionable insights, allows ABM to retain top talent and consistently deliver exceptional service to Minidoka School District.

Comprehensive Training for Managers

Our management training program equips leaders with the skills and knowledge needed to succeed.

Key training topics include:

- Business acumen
- Client service excellence
- Communication and leadership skills
- Employment law and supervisory practices
- Software proficiency
- Safety certification and key control procedures
- Participation in professional associations
- Conferences, seminars, and specialized workshops

A Trusted Partner for Continuous Improvement

At ABM, we instill a culture of ownership and accountability in our team members, resulting in higher productivity, quality, and retention. Equipping our teams with world-class training and support, we ensure they are always ready to deliver outstanding results for Minidoka School District. Together, we can create a thriving environment that supports your mission and builds lasting value for your facilities.

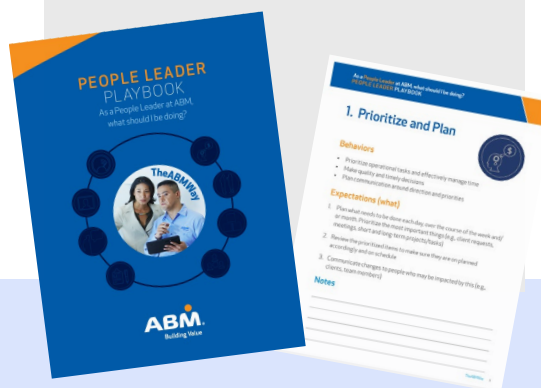
Driving Team Success

ABM's People Leader Playbook is a cornerstone of our leadership development strategy. Designed through extensive research, the playbook provides actionable insights for managers and supervisors.

The playbook outlines steps to:

- Enhance team productivity
- Motivate and engage employees
- Foster accountability
- Drive consistent results that directly benefit Minidoka School District

By empowering our managers with tools and strategies, we ensure they can lead their teams to achieve higher performance and maintain our shared commitment to excellence.



K-12 Pod Training

Our highly trained staff is one of the many reasons for our success in K-12 school districts. Our semi-annual specialized pod training program designed specifically for the K-12 environment ensures each team member properly trains to deliver the best-in-class service our clients deserve.

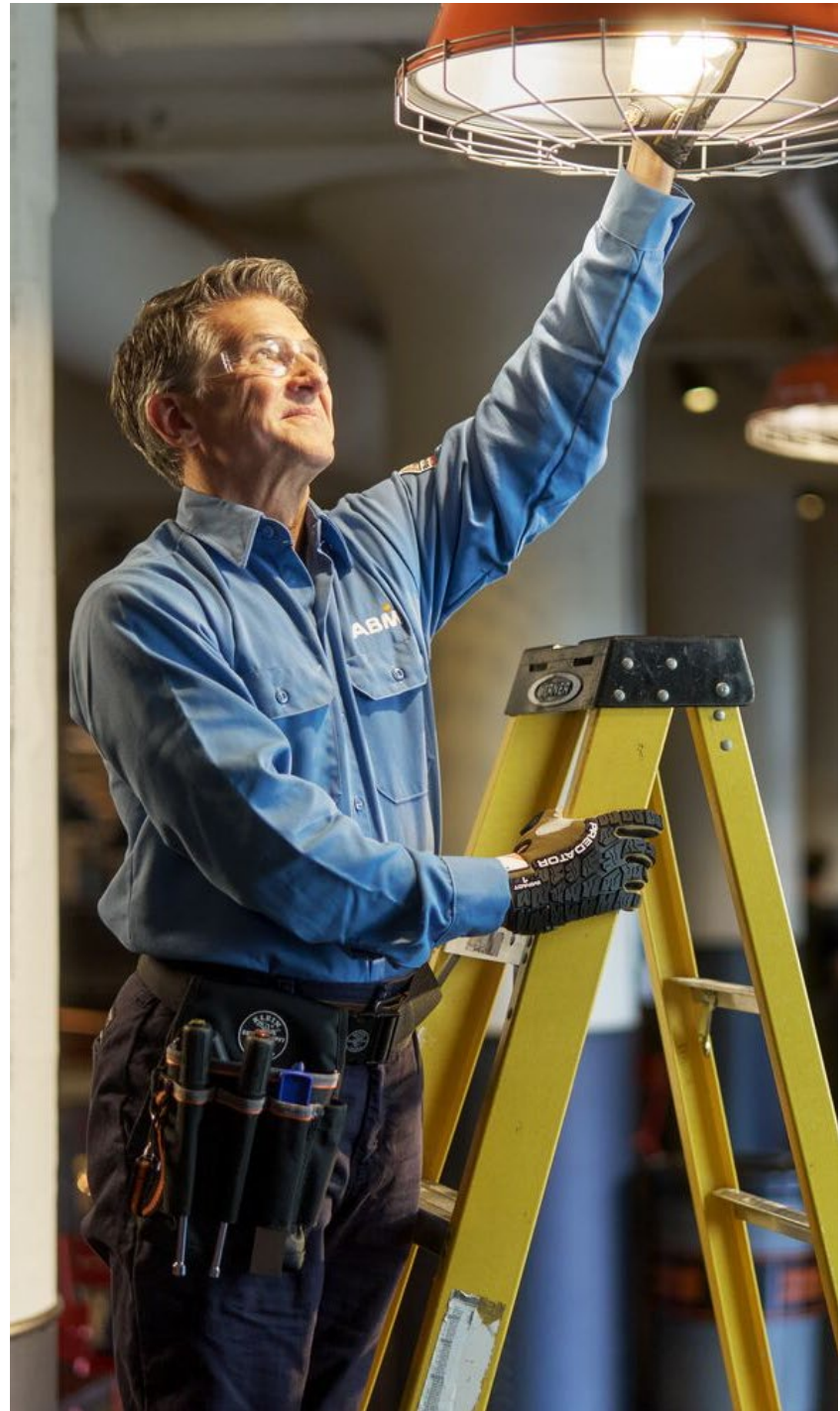


Specialized Training – Facilities Operations & Maintenance

ABM differentiates itself from the competition by delivering a robust mandatory training program which integrates web-based evaluation tools and safety and skills training with ABM's employee database to ensure 100% compliance. Ongoing maintenance training for ABM team members includes, but is not limited to:

- Maintenance Fundamentals
- Factory Training
- Mechanical Systems
- Mechanical Maintenance Applications
- Power Plant Operations
- Process Control Systems
- Rigging and Equipment Installation
- Electrical Systems
- Air Conditioning and Refrigeration
- Microprocessors
- Process Control Instrumentation
- Programmable Logic Controllers

Each team member is trained in their duties and responsibilities through a combination of on-the-job training, classroom coaching, and specialized courses. These courses offer in-depth instruction to earn industry and regulatory certifications. Continuing education, retraining, or refresher training is mandatory, where applicable. Employee training, certification and licensing records are kept up-to-date and used as a performance indicator during annual reviews.



Technical Training – The ABM Way

Team members have access to an extensive library of technical training as related to their job roles. The following are examples of the types of training we provide for maintenance staff.

Electrical

- Electrical control circuit training – Introduce employees and students to the principles and functioning of many common electronic circuits.
- Basics of industrial electricity training – Discuss the elements and applications of electricity that are common to any industrial facility and were designed in strict accordance with the current National Electrical Code.
- Electrical motor control training – Cover overload and time delay relays, schematic symbols, wiring diagrams and installing, and troubleshooting control systems.

Mechanical Maintenance

- Boiler training and boiler operator training – Teaches boiler control and operations.
- Machinery lubrication training – Covers oil types, application, storage, equipment, maintenance, and greases.
- Drive training – Familiarizes employees with a variety of industrial drives found in the workplace.
- Hydraulics training – Covers how fluids exert pressure to support and move loads.
- Pneumatics training – Provides an excellent introduction to the transfer, control, and use of energy contained in compressed and flowing air.

Basic Skills

- Blueprint-reading training – Teaches the six principal views of the blueprint and more.
- Critical thinking – Teaches employees to think critically and apply skills directly to their work.



STEVAL Technical Evaluation Tool

ABM has developed an industry leading technical evaluation system for maintenance employees, the Standard Technical Evaluation (STEVAL) tool. STEVAL allows us to identify employees' strengths and trade skills in various technical areas as well as measure their client service and management skills. The system evaluates employees in eight major and 22 minor skills categories. The basis of this evaluation program generates recommendations for those who are suited for a technical position, along with the needed skills training to fully perform the work assigned.

STEVAL Steps

- Administer STEVAL – incumbent & new staff
- Record results
- Identify applicable training subjects
- Identify candidates' aptitude
- Explore curriculum delivery options
- Determine sources of training and education
 - ABM *University*
 - SOP Hub
 - Approved Partnered Technical Vendors
 - Manufacturers
- Experience onsite skill sharing

Common Initial Training and Investment

- 106 Building Systems: 3 hours
- 171 HVACR Boilers Low Pressure License Prep: 30 hours
- 100 Plumbing and Pipe Fundamental: 8 hours
- 101 HVACR Fundamentals: 18 hours
- 156 BAS Basic DDC Programming: 18 hours

Specialized Training – Grounds

Grounds Maintenance

We provide team members with comprehensive training featuring your history, district, and goals. This approach reinforces our methods of operations while delivering high-quality results with a focus on safety.

Orientation

We prepare team members during orientation to follow Minidoka's protocols, work rules, and ABM's policies. The online portal offers self-paced webinars and modules for consistent onboarding and serves as a resource for all employees.

New Hire

New grounds technicians spend their first week working alongside an experienced technician. This hands-on experience gives them insight into the local account and helps assess their skill level while promoting safety, efficiency, and productivity.

Weekly

Weekly training sessions are included in the daily huddle and identify key points from the monthly safety and technical training topics.

Monthly

Monthly training sessions cover grounds safety, technical training for facilities operations, and site-specific safety updates. We also address any changes issued by the federal, state, or local governments.

Annual

Annual training sessions serve as a refresher of orientation and an opportunity to update any site specific, federal, state, or local requirements.

“We use innovative processes, developed through decades of experience, to address your needs.”

We collaborate with your team to create a strategic plan and ensure successful implementation.

We prioritize ongoing development for our team members.”

Technical Training

We conduct monthly technical training sessions to achieve the highest quality services for Minidoka County Joint School District. We reinforce skills, promote cross-training, and communicate industry / policy updates.

Our proposed project manager leads training tailored to each site's needs, including specialty training from our manufacturer or supplier partners.



Offering over 50 training videos, ABM has partnered with Greenius, an online safety and customer service training platform specifically designed for the landscape industry.

With built in flexibility, training can be conducted on cell phones, computers, tablets, or paper. Managers ensure every team member follows the training plan at their sites.

Training and quiz scores are tracked and used to encourage team members to apply the information learned from the courses to assigned tasks.

Chemical Safety Training

Chemical safety training is critical to the safety of Minidoka. We ensure the following safety measures:

- Proper product labeling
- Products have easy-to-read labels that surpass OSHA standards and are laminated to ensure durability
- Products are assigned a numeric and color-coded identifier to aid team members in recognizing the product
- Phone numbers provided allow the team members to call with questions and address any emergency question 24 hours a day
- Chemical-specific training for all team members
- Chemical training includes but is not limited to:
 - Online training videos on *ABM University*
 - Accessible Safety Data Sheets. SDS are maintained at each work site in addition to being available at any time by contacting our Supply Division directly

Technical training topics include:

- Working in High Temperatures
- Working in Heat
- Work Zone Training
- Vehicle Inspections
- Using Hearing Protection
- PPE Method Use & Guide
- Lawn Maintenance Safety
- Equipment Cleaning Practices
- Preventing Skin Irritation
- Lawn & Bed Edging
- Inclement Weather Safety
- Hand PPE
- Fatigue Management
- Identifying & Removing Hazards
- Pesticide General Safe Practices
- Pesticide Tips
- Riding Mower Rollover Protection
- Mobile Equipment Safety

Our Safety-first Mentality

ABM's safety-first mentality drives our commitment to a safe and compliant workplace, grounded in comprehensive health and safety policies, hands-on support, and site-specific training. From daily safety practices to hazard identification protocols, we empower our teams to recognize risks, respond effectively to incidents, and continuously promote a culture of safety across all facilities.

Health and Safety Policy

Our risk management team collaborates with operations to safeguard our team members, partners, communities, and the environment by upholding rigorous standards and procedures. To accomplish this, we train team members on:

- Completing tasks safely and identifying hazards
- Deploying emergency response procedures and addressing challenges
- Reporting accidents and using procedures to mitigate loss

Regional and Corporate Support

Our safety managers work closely with centralized regional and national experts and frontline leaders to align safety activities and meet goals.

Site-specific Training

We tailor training to each client's site and safety requirements, ensuring compliance with OSHA and other regulations while incorporating best practices from organizations like the National Safety Council. We assess incumbent staff during transitions and design non-disruptive training. Ongoing training is required throughout our team members' careers, including *Moments for Safety* and monthly safety talks.

Hazard Identification

ABM proactively trains team members to identify hazards, maintaining a hazard protocol that includes personal protective equipment, safety inspections, and safe work observation processes. We require team members to report all unsafe acts or conditions to supervisors or use our toll-free safety hotline. Team members have the authority to stop work if unsafe working conditions exist.



Safe Work Observation Program

Our frontline leaders expertly identify workplace hazards and make changes to prevent incidents.

Injury & Illness Prevention Program

Every team member, operations manager, supervisor, and site lead completes safety training and inspections designed to:

- Keep the team safe
- Identify deficiencies
- Provide care to injured team members to expedite recovery
- Investigate thoroughly and enact preventive measures

Custodial Services Program Approach

Making a Difference through Custodial Solutions

Minidoka School District benefits from a custodial services program tailored to meet your unique needs. ABM creates a personalized service delivery plan, providing skilled, qualified, and proven solutions to address your challenges.

Our custodial program approach includes open communication, proven practices, dedicated management, and industry standards of excellence. Through our partnership, we echo our mission to take care of the people, places, and spaces important to you.

In addition to the benefits below, Minidoka School District will also gain the advantage of our dedicated management team, local resources, and unmatched industry expertise. Our services enhance the learning environment by maintain a clean, welcoming community.

Self-performance and Industry Expertise

We deliver a quality, cost-effective, and uniform standard of service using our own highly qualified employees. We service hundreds of educational sites nationwide, meeting specific custodial standards and resolving site-specific issues. We analyze your requirements and provide services to keep your campus clean, making a strong impression on visitors, students, faculty, and staff.

Consistent High-quality Service Delivery

ABM creates an operations playbook that includes standard operating practices (SOPs) focused on service delivery, operational execution, and customer service to ensure we consistently provide excellent service. We document every aspect of our experience in the playbook, including benchmarks and best practices, to achieve the most successful outcomes for effective client engagement and service delivery.

Technology-enabled Workforce

ABM team members serving your campus will use our award-winning, innovative technology to drive efficiencies, lower costs and ensure compliance. We streamline service delivery by using technological tools that allow Minidoka School District and ABM to have greater access and transparency.

Guaranteed Energy and Sustainability Solutions

Minidoka School District's sustainability objectives will become ours. We will collaborate with you to achieve short-term goals, such as green cleaning, while also supporting you in identifying and meeting long-term objectives for water efficiency, energy consumption, materials, and resources. We have certified LEED APs who are ready to work on specific plans to update your systems and increase efficiencies.

Service Delivery

Using information gathered from our analysis, facility walk-throughs, and specifications provided by Minidoka School District, we will customize a plan that specifically addresses your requirements while taking advantage of our proven, documented methods.

Program Development

ABM's unique process for building custodial programs in education uses the following proprietary assessment tools to develop customized programs for our clients.

Facility Survey

Developing an effective custodial program begins with conducting a facility survey. This involves physically inspecting every area to gather essential information, such as work specifications, cleaning frequencies, shift coverage, square footage, and types of floor surfaces.

Facility Survey

who's sleeping									
Front Office area	Reception	# Lines	Phone	Outlets	#	Day	Week	Notes	
Front Entrance/Guard		4	Mobile	1C	1C	1C	1C	Front Office	
Front Offices	12000			1C	1C	1C	1C	Front Office	
Conference Room A	250		Out	1C	1C	1C	1C	Front Office	
Conference Room B	300		Out	1C	1C	1C	1C	Front Office	
Conference Room C	300		Out	1C	1C	1C	1C	Front Office	
Front Office Corridors	40000			1C	1C	1C	1C	Front Office	
Executive Office	3000			1C	1C	1C	1C	Front Office	
Front Reception Desk	200	100 P.K.	1C	1C	1C	1C	1C	Front Office	
Waiting Conference Room	200	100 P.K.	1C	1C	1C	1C	1C	Front Office	
Break Room (main)	1800		1C	1C	1C	1C	1C	Front Office	
Outside Plaza	1000		Comm	1C	1C	1C	1C	Front Office	
Front Plaza	700		1C	1C	1C	1C	1C	Front Office	

Capital Investment Strategy

The final step in formulating the custodial program is the development of an investment strategy for all equipment, chemicals, and supplies.

Standard Hours Value Analysis

[illegible]

Standard Hours Value Analysis

Using the collected data, we categorize the cleaning plan by area according to the statement of work to determine the appropriate workload. This determines the recommended level of labor hours needed to efficiently perform the custodial program.

Capital Investment Strategy

[illegible]

Labor Deployment Plan

Using the Standard Hours Value Analysis, we create a plan, that illustrates total hours, day coverage, shift coverage, and labor costs. We also identify areas for possible improvements.

Labor Deployment Plan

FROM DAY ONE		Mon - 22		Tue - 23		Wed - 24		Thurs - 25		Fri - 26		Sat - 27		Sun - 28	
Open Labor hours		10.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0
Unavail Labor hours		0.1	10.7	5.9											144.1
Unavail Labor hours	per person														
Total of all hours															
Available Days		Enter number of days between is required										155.0			
Available Days		155.0										155.0			
Available Days		155.0										155.0			
Assessment	at times	Stage		1st/2nd		Day/Even		1 Day		2 Day		3 Day		4 Day	
Week - Fri Sat	1.0	5 7:00		7.5		10:00		0		0		0		0	
Week - Fri Sat	1.0	5 7:30		7.5		10:30		0		0		0		0	
Week - Fri Sat	1.0	5 8:00		7.5		11:00		0		0		0		0	
Sat-Sun Sat	1.0	5 7:00		7.5		2 15		0		0		0		0	
Sat-Sun Sat	1.0	5 7:30		7.5		2 15		0		0		0		0	
Sat-Sun Sat	1.0	5 8:00		7.5		2 15		0		0		0		0	
Sat-Sun Sat	1.0	5 8:30		7.5		2 15		0		0		0		0	
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With this information about your facility, we begin the implementation phase of the program.

Facilities Operations and Maintenance

Program Approach

Our facilities operations and maintenance (FOM) program will help Minidoka County Joint School District maintain safe, high-performing learning environments through proactive care and integrated technology. By focusing on long-term system health, we reduce disruptions, extend asset life, and drive down operating costs. This allows educators and staff to focus on what matters most, student success.

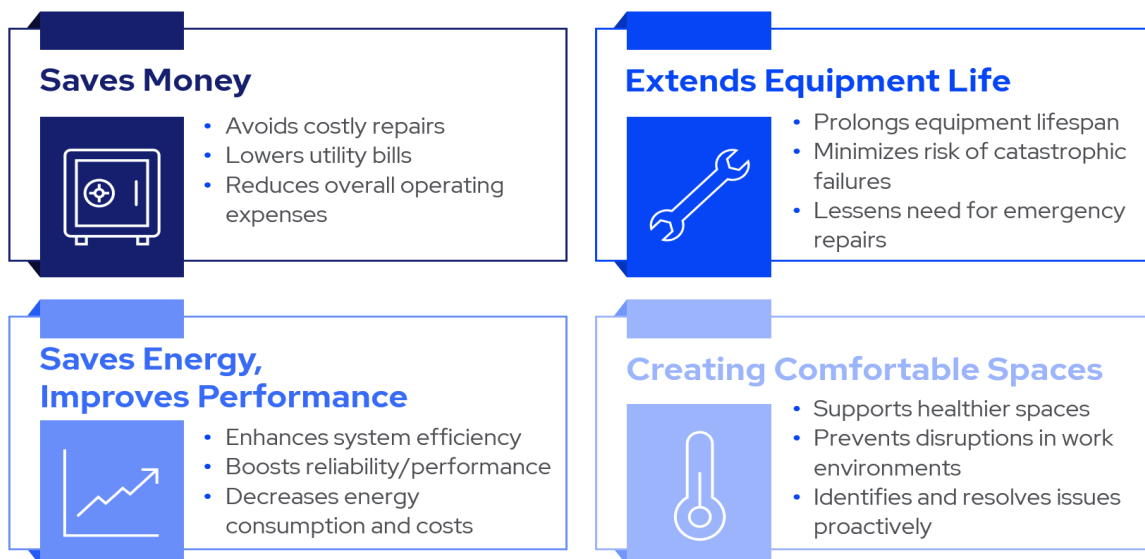
Strategic Maintenance Planning

Our reliability-centered maintenance (RCM) approach to FOM prioritizes maintenance projects based on asset criticality. By focusing resources on the most essential systems, we maximize uptime and minimize unnecessary repairs. Leveraging data points like equipment performance history, manufacturer guidelines, and operational impact helps us make informed maintenance decisions.

Preventive Maintenance

A robust preventive maintenance (PM) program will reduce your total maintenance expenditure while minimizing unexpected equipment failures and repairs. Using a mix of inspections and diagnostic testing, we can preserve your assets' value and forecast replacement needs to optimize your capital planning.

The Benefits of Preventative Maintenance



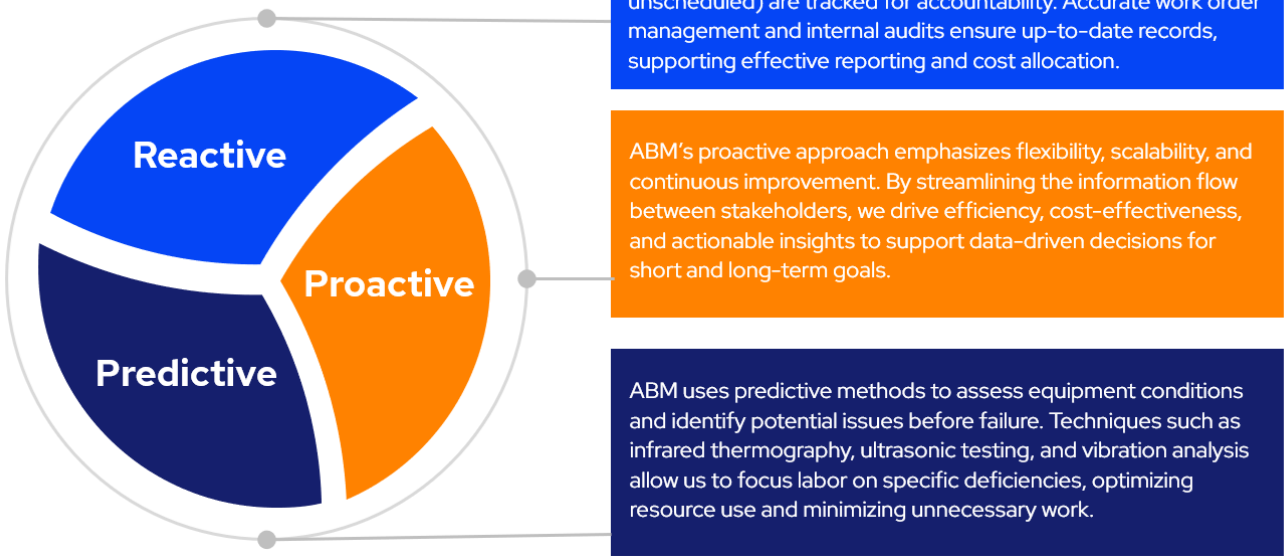
Our PM approach includes:

- **Scheduled Regular Maintenance** – Inspections, cleaning, lubrication, adjustments, and part replacements
- **Real-Time Diagnostic Testing** – Vibration analysis, thermography, and ultrasonic testing sensors
- **OEM Compliance** – Maintenance schedules aligned with manufacturer recommendations
- **Resource Optimization** – Efficient scheduling and workload balancing through mobile devices

Predictive, Proactive, and Reactive Maintenance

We will use a strategic mix of maintenance approaches based on each of your asset’s specific needs and your budget priorities. Using OEM recommendations and historical data, we will determine the most cost-effective strategy for each piece of equipment. We use reactive, proactive, or predictive service models, depending on operational context.

Maintenance Service Model



Technology

We continually assess technologies for our FOM program to improve service efficiency and deliver more predictable, cost-effective outcomes for our clients. Technologies we currently implement include:

Computerized Maintenance Management System (CMMS)

Streamlines scheduling, work orders, and inventory

Internet of Things (IoT) & Sensors

Enable real-time monitoring and condition-based maintenance to extend asset life

Asset Tagging & Tracking

Asset tagging improves tracking, accountability, audits, and lifecycle management

Artificial Intelligence (AI)

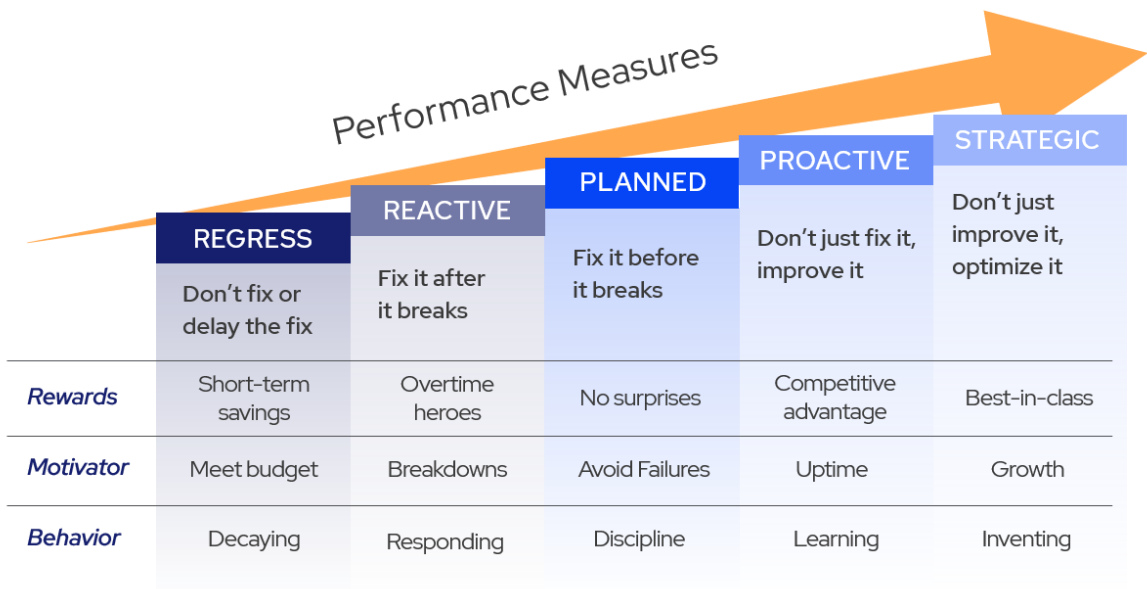
Advanced models predict failures before they happen

Mobile-Enabled Workflows

Field technicians use mobile devices to process work orders, submit updates, and check inventory

Association of Physical Plant Administrators (APPA) Guidelines

Our approach aligns with the APPA service level guidelines. Aligning with APPA allows educational facilities to balance performance expectations with available funding to make sure student-facing spaces are prioritized.



Equipment Life Cycle

We will manage the condition of your assets over time to protect the value of your campus infrastructure while preventing inconvenient budgetary decisions. Our organizational structure means you will have a team of highly trained professionals to deliver effective and sustainable services. ABM's scale means we have an optimized supply chain that promotes efficient operational support and our day-to-day building system operations will promote reliable, uninterrupted performance.

Key Steps

For seamless implementation and a strong foundation, our program follows a structured process:

1. **Verify and Tag Equipment** – Review construction drawings and make site visits to confirm asset locations and apply equipment tags.
2. **Assign Preventive Maintenance Tasks** – Assign tasks based on equipment type, site conditions, and best practices.
3. **Estimate Time and Level Resources** – Standardize time estimates and group tasks to maximize efficiency and minimize disruption.
4. **Build Preventive Maintenance Database** – All tasks and schedules are uploaded into the CMMS, creating a centralized scheduling, tracking, and reporting system

Educational facilities must maintain safe, reliable, and efficient environments that minimize disruption and support learning. Our strategy strives for 100% uptime of both critical and non-critical assets to provide the budget stability you need. We tailor our solutions to your needs to keep your facilities comfortable and inviting so you can focus on delivering elevated learning experiences every day.

Grounds Program Overview

We manage landscape maintenance with a comprehensive program that focuses on continuous improvement, advanced technical expertise, dedicated site-based management, and support from industry professionals and corporate staff. This support enables our teams to focus on their roles more effectively. Specialized training, high-quality equipment, and a strong commitment to excellence drive our success.

Maintaining the grounds of a multi-campus school district, college, or university involves more than mowing and trimming. We strategically plan all activities to ensure safety, readiness for visitors, and minimal disruption to the educational environment.

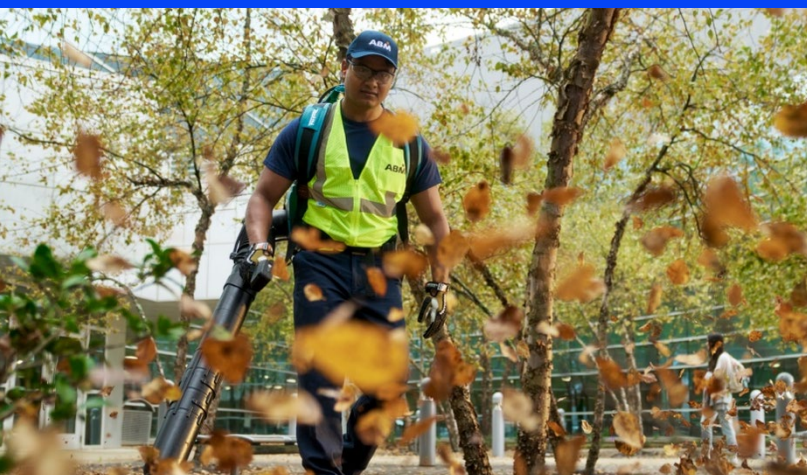
Experience and Expertise

Timothy Moore, CSFM, leads our Grounds Management team with expert assistance from Jorge Melena, CPSI, and Lance Tibbets, CSFM. Together, they have over 100 years of experience in landscape and grounds management.

Our expert management team has managed or consulted for prestigious universities, school systems, Major League Baseball, Olympic sports fields, the Little League World Series, National Football League, Minor League Baseball, International Golf Courses, and many Class A commercial sites. The team actively participates in local, state, and national conferences each year and has taught "Grounds Management 101" for facilities management organizations.

Their certifications and credentials include:

- Integrated Pest Management Coordinators
- Licensed Pesticide Applicators in multiple states
- Licensed Commercial Irrigators
- Certified Turf Grass Professionals
- Certified Professional Horticulturists
- Certified Sports Field Managers
- Certified Playground Safety Inspectors
- National Green Infrastructure Certification Program
- Certified Park Managers



Well-kept grounds create a safe environment, enhance the student experience, increase student retention, and leave lasting impressions on visitors and prospective students.

Landscape Solutions

Our landscape and grounds team delivers aesthetic excellence and superior service to include the following:

- Sports field and turf management
- Landscape installation and maintenance
- Irrigation maintenance and management
- Exterior pest and fertility management
- Snow and Ice operations
- Season floral program
- Winter Décor

Program Principles and Benefits

- Provide exceptional curb appeal throughout the campuses, every moment of every day
- Implement a rapid response time to client requests with our site-based program structure
- Remain flexible to accommodate varying climate conditions and mowing frequencies
- Ensure proven horticultural best practices and expertise
- Highlight the safety and security of landscape operations and physical facilities
- Enhance service levels and client satisfaction through proven quality control processes
- Conduct enhanced skills and technical training for all grounds team members
- Create a culture and atmosphere of ownership that promotes teamwork and productivity
- Leveraging onsite staff to drive cost efficiencies for temporary and seasonal tasks like snow removal and storm clean-up
- Maintaining grounds equipment with technical maintenance staff
- The option to streamline your vendors towards a one-vision approach with our facility services solutions

APPA GROUNDS STANDARDS

LEVEL 1: State-of-the-art maintenance applied to a high-quality diverse landscape. Associated with high-traffic urban areas, such as public squares, malls, government grounds, or college/university campuses.

LEVEL 2: High-level maintenance. Associated with well-developed public areas, malls, government grounds, or college/university campuses.

LEVEL 3: Moderate-level maintenance. Associated with locations that have Moderate to low levels of development or visitation, or with operations that, because of budget restrictions, cannot afford a higher level of maintenance.

LEVEL 4: Moderately low-level maintenance. Associated with locations affected by budget restrictions that cannot afford a high level of maintenance.

LEVEL 5: Minimum-level maintenance. Associated with locations that have severe budget restrictions.



Safety

Safety is integral to our landscape maintenance program. We provide ongoing safety training, comply with OSHA guidelines, and use equipment meeting manufacturer safety standards. All team members are equipped with Personal Protective Equipment.

Pesticide applications adhere strictly to EPA, state, county, and local regulations, incorporating Integrated Pest Management practices. Team members receive documented training before handling or applying any pesticides.



Equipment, Tools, and Supplies

We provide state-of-the-art equipment and high-quality supplies for Minidoka County Joint School District grounds program, sourced exclusively from industry-leading providers.

With our national presence, we negotiate strategic partnerships with multiple vendors nationwide. Through these partnerships, we secure technical support, environmentally friendly products, best-in-market pricing, and price stability.

We prioritize prompt ordering, large-scale procurement, and access to top-quality supplies and equipment at significant savings.



Fertilizer and Weed Control

We reduce pollution by minimizing fertilizer and pesticide use through integrated pest management, green waste recycling, and runoff reduction.

Our Weed Control Plan prioritizes environmentally safe chemicals and focuses on promoting healthy turf as the first defense. Weed management incorporates techniques like proper fertilization, mowing frequency, and irrigation.

Herbicides are used only when weeds exceed an agreed-upon threshold with Minidoka County Joint School District and must be environmentally friendly and appropriately labeled. Blanket treatments are applied only when justified by thorough scouting and documentation.



Grounds Management Log

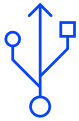
Our team members maintain a daily management log throughout the contract that records activities onsite. It contains detailed applications of all pesticides, mode, type, rates of application and results, date, time, weather conditions, and name of the licensed applicator.



Cost Savings

We will allocate sufficient staff support to serve at the highest operating capacity possible. Additionally, our program support and national buying power help continually reduce our clients' costs.

We could offer multiple services to Minidoka County Joint School District, such as custodial services and facilities maintenance, creating additional efficiency opportunities.



Technology & Sustainability

An integral part of our program is seeking sustainability technologies in the landscape industry. Our objective is to keep nutrient levels at an optimum level that supports individual healthy turf growth.

- Wisely choosing / applying fertilizers and basing them on soil test results and turf management
- Reducing or eliminating (non-organic) pesticide use, favoring more biological methods of pest control
- Improving water use for irrigation systems using environmentally friendly capital equipment and enhanced management strategies
- Utilizing greener chemicals in our weed control plan with pre- and post-emergent herbicides



Sustainable Sequenced Priorities

- Safety / Security
- Function / Usability
- Aesthetics / Beautification
 - Mowing / Pruning
 - Aerification / Porous Soil
 - Fertilization based on soil test results
 - Pest Management
 - Thatch / Density Management

Specific Initiatives for Minidoka School District

Your district encompasses its own set of distinct focal points, and require customized custodial services to meet your needs.

The key initiatives outlined below highlight essential elements of our custodial services program. We tailor our procedures to provide specific care for the areas that matter most to your schools.

Standard Cleaning Procedures

In collaboration with Minidoka School District, we develop and implement a set of standard cleaning procedures. Once trained on these procedures, personnel



use them as a baseline for quality control site inspections and performance audits.

First Impression Areas

First impression areas are critical to students, faculty, staff, and visitors.

We use a rotation-based cleaning schedule for entrances, lobbies, restrooms, hallways, and other high-traffic areas.

This ensures these spaces remain clean, tidy, odor-free and fully stocked.

Summer / Winter / Break Cleaning

We establish protocols for project cleaning and special events during school breaks and regular school sessions.

We work with Minidoka School District to customize our protocols to align with your calendars and events.



Floor Care Regimen and Maintenance

Well-maintained floor surfaces provide a positive aesthetic and protects Minidoka School District assets.

Our floor care program focuses on extending the life of the various floor assets through routine, periodic, and restorative cleaning operations.

Our resolute floor care team follows the established floor care regimen, for both hard and soft surfaces.

- Carpets are spot or fully cleaned as needed.
- Damaged tiles are identified and reported and floors are periodically stripped and refinished.
- Routine burnishing and coating are also performed to protect the surface.

Equipment

ABM uses equipment exclusively from industry-leading providers. We invest in the safest and most effective equipment to ensure efficient service delivery.

Before using any equipment, staff are trained on its proper use and maintenance.

During start-up, we will update the initial equipment list and make any substitutions or investment made without impacting school costs.

Schedules of Routine Cleaning Operations

We included our standard specifications at the end of this section for your review.

We perform cleaning tasks based on routine inspections and reports. We will also develop protocols for equipment operation, maintenance and accident preparedness.

We distribute cleaning frequency schedules to ensure all areas are properly cleaned and maintained.

Task Areas of Importance

High-traffic areas receive special attention, especially first impression areas.

We will train all team members on the proper storage and use of chemicals, including dilution control procedures. This training also includes regular safety training on hazardous materials, such as specialty floors containing asbestos and compliance with OSHA Bloodborne Pathogens standards.

When applicable, team members receive training on safety protocols for cleaning areas with special engineering concerns, such as inadequate ventilation, poor lighting, and restricted access.

Training & Best Practices

All employees receive consistent and ongoing training to ensure we provide reliable, high-quality service.

Our extensive custodial training program begins with employee orientation. Training continues throughout an employee's tenure with required monthly and annual training sessions.

By empowering our employees with comprehensive training, we minimize deficiencies and identify opportunities for improvement.

Efficient Use of Chemicals & Equipment

All team members undergo training on standard operating procedures, effective sequencing of cleaning steps and proper use of personal protective equipment (PPE).

The safety of our staff, your students, and faculty takes priority. Our team members complete regular safety training focusing on reducing and preventing injuries and exposure to hazardous materials per OSHA standards.

We implement a quarterly maintenance program that inspects and maintains the performance of custodial equipment.

SDS sheets are provided to all team members.



APPA Standards

We will work closely with you to establish custom specifications that include elements of APPA 1 and 2.

APPA Level 1: Orderly Spotlessness

- Floors and base moldings shine and /or are bright and clean; colors are fresh. There is no buildup in corners or along walls.
- All vertical and horizontal surfaces have a freshly cleaned or polished appearance and have no accumulation of dust, dirt, marks, streaks, smudges, or fingerprints. Lights all work and fixtures are clean.
- Washrooms and shower fixtures and tile gleam and are odor-free. Supplies are adequate.
- Trash containers and pencil sharpeners are clean and odor-free and hold only daily waste.

APPA Level 2: Orderly Tidiness

- Floors and base moldings shine and/or are bright and clean. There is no buildup in corners or along walls. There can be up to two days' worth of dust, dirt, stains, or streaks.
- All vertical and horizontal surfaces are clean, but marks, dust smudges and fingerprints are noticeable upon close observation. Lights all work and fixtures are clean.
- Washrooms and shower fixtures and tile gleam and are odor-free. Supplies are adequate.
- Trash containers and pencil sharpeners are clean and odor-free and hold only daily waste.

APPA standards cover both appearance and health. These standards provide the ideal baseline for auditing the quality of services and are an invaluable tool in the planning, execution, and measurement of custodial services.



Custodial Equipment

The equipment used by our service teams is standardized by ABM, offering the following key advantages:

- Improved cleaning results through optimized product and equipment selection
- Enhanced safety due to thorough employee training and familiarity with the equipment
- Reduced training time and costs by limiting equipment variety

Equipment Supply Program

ABM maintains strong partnerships with industry-leading suppliers, chemical producers, and raw material manufacturers. These relationships provide cost-control benefits and offer you the following distinct advantages:

- National long-term, fixed-price contracts with industry leaders to mitigate costs
- New, innovative products and training support
- Environmentally friendly products selected based on ABM quality standards and customer specifications
- Personalized problem solving for you and our managers
- Prompt deliveries and comprehensive training
- Centralized purchasing department for inventory control
- Consumables available for purchase and supply at an additional cost

Service and Maintenance

Optimal performance relies on a solid maintenance program. ABM uses factory-trained experts to maintain our machines and minimize downtime. Additionally, we follow manufacturer maintenance schedules to maximize up time and extend the machines’ useful life.

Warranty

All Tennant® and Aztec equipment comes with a 3-year warranty which includes on site pick up to perform repairs.

- Cordless equipment (battery powered) = **3 years** – Parts, Travel & Labor
- Corded equipment = **2 years** – Parts; **1 year** – Travel & Labor

The warranty covers only defects in the equipment. It does not cover damages caused by misuse or wear on items.



Repair

ABM utilizes local Tennant and HP product service centers to maintain and repair our equipment on-site. Below is a sample of ABM's equipment repair & maintenance log.

- Track all repairs and maintenance for each piece of equipment on this form.
- One form is used for each piece of equipment.
- Once we receive the equipment sustainability log, we will send you the manufacturers cut sheet for any newer equipment. Please keep it with the corresponding sheets.
- When you retire a unit, please donate it or return it to the repair shop. Do not send it to the dumpster. Be sure to note your action on the repair sheet.

Equipment Repair History			
Manufacturer:			Model #:
Serial Number:			Equipment Cut Sheets must be included One sheet per piece of equipment to track any repairs
Date of Purchase:			
Repair History			
Date	Hours	Part(s)	Comments

Quality Assurance

Process Improvement

Our quality management processes help guide and shape our operations. After pinpointing areas of opportunity for growth, we develop and execute a strategic solution, based on best practices. Through planning and documentation, we give our team members the resources to optimize processes and achieve results.



Inspect

We proactively audit our service areas throughout each day and log all data collected for continuous improvement. We engage with our clients in these processes with full transparency, sharing data in regular check-ins and business reviews, as well as offering real time access to inspection results

We offer a full range of reports based on mutually agreed key performance indicators.

- ABM internal web-based inspections
- Manager and supervisors/leads
- Joint inspections with Minidoka School District, ABM senior leadership, supervisors/leads and frontline team members
- Monthly building administrator surveys
- Face-to-face meetings and ongoing communication with building staff
- Team member safety inspections



Correct

We immediately address service-related inspection feedback. Improperly cleaned or missed items found through audits will be corrected by the nearest team member. Items requiring more detailed work will be scheduled appropriately to avoid disruption of your students, teachers, and administrators.



Communicate

Data-driven continuous improvement is at the core of our operations. Real-time, readily accessible reports allow our clients and site personnel to analyze and use information to maintain service performance.

These reports provide trended statistical analysis so you can make fact-based operational decisions. These results allow us to:

- Commend team members
- Implement a specific training plan
- Improve processes
- Review employees

We can tailor a solution for your individual needs, other options available are:

- Automated communication for reduced response time
- Inspection work order tracking
- Constant access, communication, and tracking



Site Inspections

ABM uses an enterprise inspection system, designed for facility service inspections. We created this tool to:

- Review recent, relevant performance history
- Accurately record data on service levels
- Allow managers to review team member performance
- Provide real-time readily accessible reports
- Let clients participate in data collection



Grading Scale

During inspections, tasks are rated on a scale of specifications in the contract defined as "Satisfactory," "Unsatisfactory" or "Not Applicable". The total tally becomes the quality score for the site. Users grade all completed steps when servicing a room type.

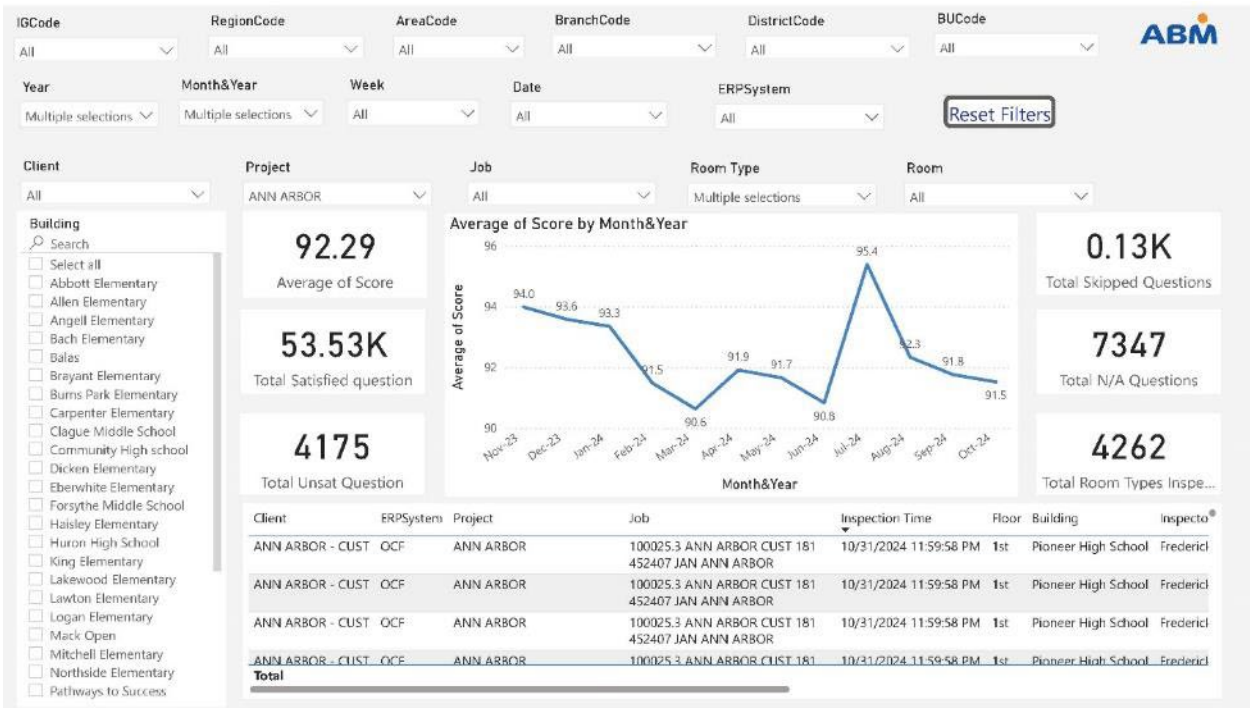
The system uses text and picture documentation to pinpoint findings and determine corrective actions. As an added value, every room type identifies maintenance items we will also review. Inspectors enter non-emergency maintenance items found, which can be viewed online or printed after the inspection is completed.



Reports

We will establish inspection frequencies for your site and set alerts to make sure inspections are completed within a specified timeframe. We provide monthly, quarterly, and/or semi-annual reports, which are broken down by:

- Entire Facility
- Individual Building
- Floor
- Inspector
- Room Type
- Question



Communication Plan

A successful partnership with Minidoka School District’s management relies on clear communication of expectations, objectives, and outcomes.

We schedule regular meetings to establish best practices, with account manager serving as your primary point of contact.

Our goal is to anticipate, understand, and plan the services needed to meet your needs. At ABM, effective communication is central to delivering exceptional customer service.

Proposed Meetings and Reviews

To ensure regular service reviews, we propose two approaches: personal meetings and joint reviews.

These meetings, scheduled at your preferred frequency, allow us to address specific needs within your district.

Accessibility and Customer Service

- Client meetings
- Client satisfaction measurements
- Customer service training and reward / acknowledgement programs
- ABM customer service request portal
- 24/7 line of communication

Sample Meeting Schedule

FREQUENCY	PURPOSE	PERFORMED BY	MEETING WITH
Daily	Special needs	Project Manager	Minidoka Representative
Weekly (upon request)	Service relations and quality control inspections	Project Manager and Site Supervisor	Minidoka Representative
Weekly for 30 days	Service	Project Manager, Site Supervisor, District Manager and Regional Director of Operations	Minidoka Representative
Monthly	Service performance and quality control inspections	Project Manager, Site Supervisor, District Manager and Regional Director of Operations	Minidoka Representative
Client Business Reviews	Service, business issues, and service performance review	Project Manager, Site Supervisor, District Manager, Regional Director of Operations, and Regional Vice President	Minidoka Representative

Client Business Reviews

Our management structure supports Minidoka School District through client business reviews (CBRs), ensuring a comprehensive understanding of the portfolio. The operational details and processes are pre-defined in our agreed-upon operations playbook.

Formal joint reviews occur monthly, quarterly, semi-annually, or as needed, during which we present key performance indicators (KPIs) such as quality scores, survey results, work order statuses, employee turnover, year-to-date costs versus budget, and out-of-scope costs. Your feedback is integral to these reviews and informs future goals and initiatives.

Monthly and Quarterly Client Business Reviews

Monthly and quarterly CBRs provide a formal review of our performance against expectations. These reviews highlight successes and address improvement areas. Led by account manager, these reviews engage the local team and may include regional and corporate resources.

If performance falls short, action plans are developed and discussed to resolve issues. The customizable CBR format includes:

- Expected service level reports
- Location-specific budgets
- Annual operating expense summaries, including all charges incurred by ABM
- Standard supplier reporting
- Project recommendations
- Building inspection summaries with performance evaluations

Our goal is to consistently meet contract obligations, improve performance, proactively address concerns, and promptly correct deficiencies.

Principal Report Cards and Quality Assurance

We gather client feedback through Principal Report Cards—online surveys assessing service quality, timeliness, cleanliness.

Combined with SITE inspections, these surveys, identify improvement areas, motivate management, and address potential dissatisfaction proactively.

Results are analyzed, documented, and shared with superintendents and school boards to ensure transparency and align performance with Minidoka School District’s expectations.

4. Please consider the following building areas and rate our performance. *

Components: Consider the general appearance and whether the area is maintained throughout the day. Is the area free of debris, with empty trash cans, clean vertical & horizontal surfaces? Is the area dusted, vacuumed, mopped, etc.? Are the bathrooms stocked, and all surfaces disinfected including the walls, floors, sinks, toilets? Do you find the exterior of the building and parking lots free of debris and well cared for? Do you find ABM responsive and to your requests and needs? Are any issues or concerns quickly addressed to your satisfaction?

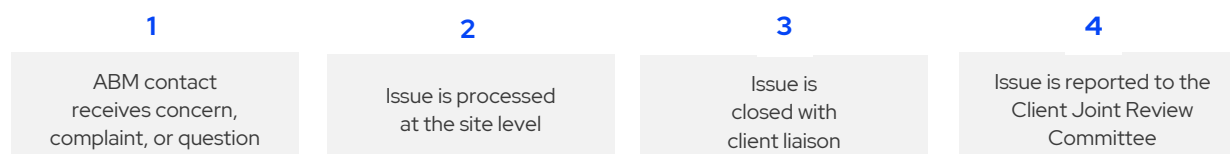
Rate Your Response A: Exceptional, C: Meets Expectations, F: Poor

	A	B	C	D	F
Hallways	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cafeteria	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Classrooms	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Restrooms	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Outside Perimeter	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Managers Response	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall Cleanliness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

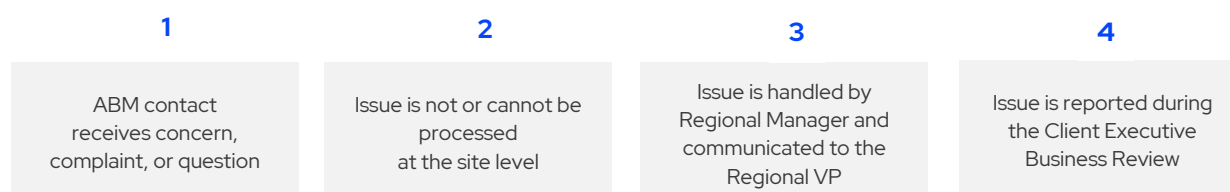
Issue Resolution and Communication

Our standard order of operations regarding any issues that require resolution is below.

Issues Resolved at Site Level



Issues Cannot Be Resolved at Site Level



Communication Cadence

The following table highlights the timing and cadence of communicating with SITE.

STANDARD ORDER OF COMMUNICATIONS						
	Daily		Weekly		Monthly	
	Informal	Formal	Informal	Formal	Informal	Formal
Service Issues	•	•	•	•		•
Vehicle Maintenance			•			•
Employee Status	•	•		•		•
Training				•		•
Special Projects	•			•		•
SLAs						•
Safety	•	•		•		•
Feedback	•			•		•
Uniform/Equipment			•			•
Recruiting	•			•		•
Methods of Communication	<ul style="list-style-type: none"> • Voice Mail • E-mail • Verbal • Phone 	<ul style="list-style-type: none"> • Report from Supervisor • E-mail • CBRs 	<ul style="list-style-type: none"> • Impromptu Meetings • General Discussions 	<ul style="list-style-type: none"> • Summary • E-mail • Management Meetings • CBRs 	<ul style="list-style-type: none"> • N/A 	<ul style="list-style-type: none"> • Managing Meeting • Safety • Service Meeting • CBRs

Just Ask Our Clients

REFERENCE	Kuna School District
Location	Kuna, ID
Client Contact	Brian Graves, Assistant Superintendent
Phone / Email	208.922.1000 / bgraves@kunaschools.org
Start Date	2024
Services	Custodial

REFERENCE	Nampa School District
Location	Nampa, ID
Client Contact	Cortney Stauffer, Director of Operations
Phone / Email	208.468.4600 / cstauffer@nsd131.org
Start Date	2013
Services	Custodial

REFERENCE	Emmett School District
Location	Emmett, ID
Client Contact	Josh Rountree, Director of Maintenance
Phone / Email	208.365.6301 / jroundtree@isd221.net
Start Date	2022
Services	Custodial

REFERENCE	Boise State University Department of Athletics
Location	Boise, ID
Client Contact	Jordan Feeny, Assistant Athletic Director – Operations and Capital Projects
Phone / Email	208.921.2856 / jordanfeeney@boisestate.edu
Start Date	2022
Services	Custodial

REFERENCE	Cassia School District
Location	Burley, ID
Client Contact	Sandra Miller, Superintendent
Phone / Email	208.878.6600 / milsandr@cassiaschools.org
Start Date	2019
Services	Custodial, Grounds, and Maintenance

REFERENCE	Blackfoot School District
Location	Blackfoot, ID
Client Contact	Brian Kress, Superintendent
Phone / Email	208.785.8800 / kresb@d55.k12.id.us
Start Date	2014
Services	Custodial

REFERENCE	Evergreen Public Schools
Location	Vancouver, WA
Client Contact	Nicole Daltoso, Senior Director of Capital Facilities
Phone / Email	360.604.4077 / Nicole.daltoso@evergreenps.org
Start Date	1981
Services	Custodial

Pricing

We'll help you create new efficiencies to improve your bottom line.

To reduce costs and build lasting value for your facilities, we focus on innovative, efficient methods and the strategic management of labor and technology to eliminate unnecessary expenses while ensuring quality. Based on discussions with you, and leveraging our expertise in facility services, we identified the best practices for you and integrated them into a customized program designed to meet your service needs.

MINIDOKA SERVICE QUOTE	
Project Name	Minidoka School District Facility Services
Location(s)	Minidoka School District
Service(s)	Custodial Services, Facility Maintenance Services, and Grounds Services
Price*	\$3,155,149

*Price includes all labor, benefits, payroll taxes and insurance, supervision, cleaning supplies, and brand new equipment. Consumable supplies, such as hand soap, plastic trashcan liners, and paper products are also included in the price.

ABM at a Glance

*Rooted in Commitment
Driven by a Pursuit of Excellence*

ABM drives the possibility for a healthier, more sustainable, ever-changing world. Our diverse team of over 100,000 specialists delivers facility, engineering, and infrastructure solutions that make spaces more resilient, intelligent, and connected. We support 19 industries, serving 6+ billion square feet of space every day to improve the health, productivity, and sustainability of the places important to you.



Transforming Spaces and Places



The comfort and safety of shared environments matter. You can count on ABM as the trusted advisor for taking your facility to the next level...and the next.

Championing People



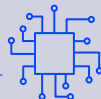
The caring nature of our interactions – with each other, our clients, and our communities defines who we are.

Advancing Sustainability



ABM is working to reduce impact on the environment, improve energy efficiency, and help clients reach corporate responsibility goals.

Inspiring Innovation



Changing the way your space operates through tech-enable solutions.

Driving possibility, together.

SQUARE FEET CLEANED DAILY

6+ billion

ACRES OF LANDSCAPING

55,000+

AVERAGE ENERGY SAVINGS

32%

FORTUNE 500 CHOOSING ABM

57%

CLIENTS WHO TRUST US

20,000

Where We've Come From

Our legacy dates back to 1909 when founder Morris Rosenberg invested just \$4.50 to start a window-cleaning business. Over the past century, ABM has grown from a solo endeavor into a dynamic, client-focused enterprise. Guided by unwavering commitment and a pursuit of excellence, our history reflects transformative growth and steadfast values. Through strategic acquisitions, we have expanded our integrated services and capabilities.

Today, we take pride in our award-winning workforce and cutting-edge automation technologies, which enhance efficiency across the thousands of physical assets we service and maintain. See our full timeline [here](#).



2024

The First of Its Kind

ABM opens a comprehensive training and testing facility to bolster microgrid and power solutions.

2009

The Century Mark

ABM celebrates 100 years with the founder's son ringing the New York Stock Exchange Closing Bell.



1933

Coast to Coast Expansion

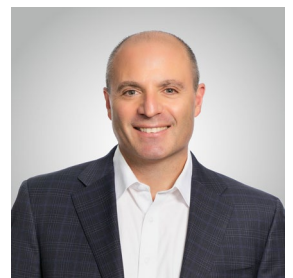
Growing to 1,500 employees and specialized and technical services, we



2015

Newly Reshaped Vision

With Scott Salmirs as CEO, we implement industry-focused groups and centralized support.



1959

45 Cities Strong

At 50 years old, ABM has more than 6,000 employees.



1913

More than Windows

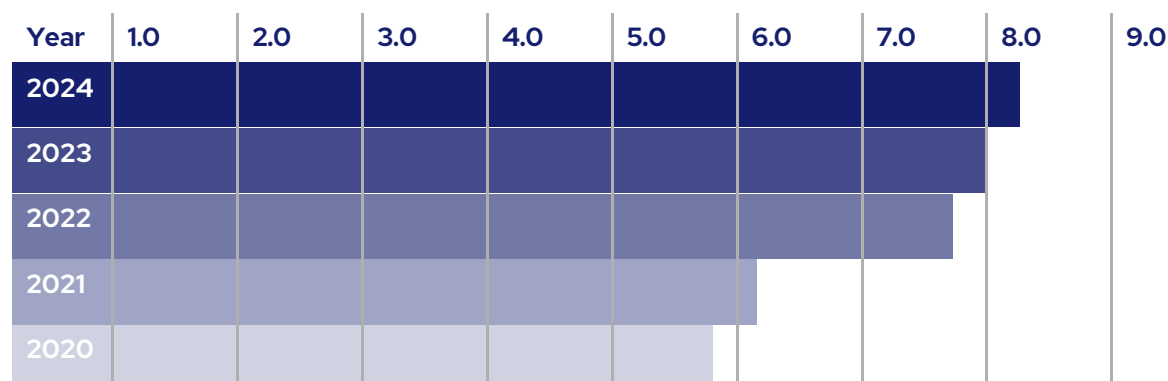
Expansion to full janitorial services updates us to American Building Maintenance Company.



Financial Stability

By faithfully serving over 20,000 clients nationwide, ABM has generated annualized revenue of more than \$8.1 billion in over 200 metro areas. ABM is Sarbanes-Oxley compliant, so we adhere to strict third-party auditing to safeguard our shareholders and clients from malicious business practices.

Revenues (billions)



Financial Highlights

We have an exceptionally transparent balance sheet comprised of a strong cash position, minimal debt, and a solid performance record boasting consecutive quarterly dividends since 1965.

FISCAL YEAR (ENDS OCT 31)	2024	2023	2022	2021	2020
Revenue (millions)	\$8,359.4	\$8,096.4	\$7,806.6	\$6,228.6	\$5,987.6
Net cash provided by continuing operating activities (millions)	\$226.7	\$243.3	\$20.4*	\$314.3	\$457.5

ABM is also one of the largest facilities services contractors on the New York Stock Exchange. Our subsidiaries are leaders in their respective fields and are capable of independent growth as well as growth through acquisition. Our size, operational infrastructure, and financial strength enable us to offer customers a level of sophistication that translates into savings and peace of mind.

Our Annual Reports are posted online: <https://abm.gcs-web.com/financial-information/annual-reports>

Quarterly press releases are available at: <http://investor.abm.com/releases.cfm>

Recent Industry Awards

OUR USE OF TECHNOLOGY AND DATA



THE CLIENT EXPERIENCE



THE TEAM MEMBER EXPERIENCE



Experience in Education



CLEANING SERVICES



WASTE MANAGEMENT & RECYCLING



SPECIALTY SERVICES



HVAC SERVICES



LANDSCAPE & TURF



BUILDING ENGINEERING & MAINTENANCE



EV CHARGING

Founded in 1909, ABM has provided building and maintenance services throughout North America for over 116 years, and we are proud to specialize in the education market. From our first university partner in the 1920s to the 380 K-12 school districts and more than 230 higher education institutions we serve today, building strong client relationships has been our focus.

Our education partnerships impact more than the districts and colleges we serve.

We create clean, healthy, and safe learning environments for over 4.5 million students who go home to parents, grandparents, aunts, uncles, friends, and other family members who benefit from the quality of our services.



Certificate of Insurance



CERTIFICATE OF LIABILITY INSURANCE

Page 1 of 3

DATE (MM/DD/YYYY)
10/25/2024

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER Willis Towers Watson Southeast, Inc. c/o 26 Century Blvd P.O. Box 305191 Nashville, TN 372305191 USA	CONTACT NAME: WTW Certificate Center PHONE (A/C, No, Ext): 1-877-945-7378 FAX (A/C, No): 1-888-467-2378 E-MAIL: certificates@wtwco.com ADDRESS: certificates@wtwco.com														
INSURED ABM Education Services, LLC an ABM Industries Incorporated Company 4151 Ashford Dunwoody Road, Suite 600 Atlanta, GA 30319	<table><tr><th>INSURER(S) AFFORDING COVERAGE</th><th>NAIC #</th></tr><tr><td>INSURER A: ACE American Insurance Company</td><td>22667</td></tr><tr><td>INSURER B: ACE Property & Casualty Insurance Company</td><td>20699</td></tr><tr><td>INSURER C: Indemnity Insurance Company of North America</td><td>43575</td></tr><tr><td>INSURER D: AIG Specialty Insurance Company</td><td>26883</td></tr><tr><td>INSURER E: American Home Assurance Company</td><td>19380</td></tr><tr><td>INSURER F: QBE Specialty Insurance Company</td><td>11515</td></tr></table>	INSURER(S) AFFORDING COVERAGE	NAIC #	INSURER A: ACE American Insurance Company	22667	INSURER B: ACE Property & Casualty Insurance Company	20699	INSURER C: Indemnity Insurance Company of North America	43575	INSURER D: AIG Specialty Insurance Company	26883	INSURER E: American Home Assurance Company	19380	INSURER F: QBE Specialty Insurance Company	11515
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INSURER F: QBE Specialty Insurance Company	11515														

COVERAGES		CERTIFICATE NUMBER: W35894844		REVISION NUMBER:		
THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.						
INSR LTR	TYPE OF INSURANCE	ADDL SUBR INSD WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR <input checked="" type="checkbox"/> \$1,000,000 SIR <input checked="" type="checkbox"/> XCU GEN'L AGGREGATE LIMIT APPLIES PER: <input checked="" type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC OTHER:		XSL G48949757	11/01/2024	11/01/2025	EACH OCCURRENCE \$ 2,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 2,000,000 MED EXP (Any one person) \$ Excluded PERSONAL & ADV INJURY \$ 2,000,000 GENERAL AGGREGATE \$ 6,000,000 PRODUCTS - COMPI/OP AGG \$ 2,000,000 \$
A	AUTOMOBILE LIABILITY <input checked="" type="checkbox"/> ANY AUTO <input checked="" type="checkbox"/> OWNED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input checked="" type="checkbox"/> HIRED AUTOS ONLY <input checked="" type="checkbox"/> NON-OWNED AUTOS ONLY		ISA H11374311	11/01/2024	11/01/2025	COMBINED SINGLE LIMIT (Ea accident) \$ 5,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ \$
B	<input checked="" type="checkbox"/> UMBRELLA LIAB <input checked="" type="checkbox"/> OCCUR EXCESS LIAB CLAIMS-MADE DED <input checked="" type="checkbox"/> RETENTION \$ 0		XEU G27910865 010	11/01/2024	11/01/2025	EACH OCCURRENCE \$ 10,000,000 AGGREGATE \$ 10,000,000 \$
C	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below Y/N <input checked="" type="checkbox"/> No N/A		WLR C72624804	11/01/2024	11/01/2025	<input checked="" type="checkbox"/> PER STATUTE <input type="checkbox"/> OTHER E.L. EACH ACCIDENT \$ 1,000,000 E.L. DISEASE - EA EMPLOYEE \$ 1,000,000 E.L. DISEASE - POLICY LIMIT \$ 1,000,000
A	Excess Workers Compensation WC-Statutory/CA-\$1M SIR OH, WA, OR, IL, MI - \$500K SIR		WCU C72624762	11/01/2024	11/01/2025	EL Each Accident \$1,000,000 EL Disease-Pol Limit \$1,000,000 EL Disease-Each Empl \$1,000,000
DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required) ANY PROPRIETOR/PARTNER/EXECUTIVE/ OFFICER/MEMBER are included under Excess Workers Compensation policy #WCU C72624762 SEE ATTACHED						

CERTIFICATE HOLDER	CANCELLATION
ABM Industries Incorporated 4151 Ashford Dunwoody Road Suite 600 Atlanta, GA 30319	SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. AUTHORIZED REPRESENTATIVE

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ACORD 25 (2016/03)

The ACORD name and logo are registered marks of ACORD

SR ID: 26633087

BATCH: 3677081

AGENCY CUSTOMER ID: _____
LOC #: _____



ADDITIONAL REMARKS SCHEDULE

Page 2 of 3

AGENCY Willis Towers Watson Southeast, Inc.		NAMED INSURED ABM Education Services, LLC an ABM Industries Incorporated Company 4151 Ashford Dunwoody Road, Suite 600 Atlanta, GA 30319	
POLICY NUMBER See Page 1			
CARRIER See Page 1	NAIC CODE See Page 1	EFFECTIVE DATE: See Page 1	

ADDITIONAL REMARKS

THIS ADDITIONAL REMARKS FORM IS A SCHEDULE TO ACORD FORM,

FORM NUMBER: 25 FORM TITLE: Certificate of Liability Insurance

Sample certificate. Evidence of Coverage.

INSURER AFFORDING COVERAGE: AIG Specialty Insurance Company NAIC#: 26883
POLICY NUMBER: CPO 16081985 EFF DATE: 05/01/2024 EXP DATE: 05/01/2025

TYPE OF INSURANCE:	LIMIT DESCRIPTION:	LIMIT AMOUNT:
Contractor's Pollution Liability	Each Loss	10,000,000
	Aggregate	10,000,000
	SIR	500,000

INSURER AFFORDING COVERAGE: American Home Assurance Company NAIC#: 19380
POLICY NUMBER: 080768613 EFF DATE: 05/01/2024 EXP DATE: 05/01/2025

TYPE OF INSURANCE:	LIMIT DESCRIPTION:	LIMIT AMOUNT:
Property Coverage	Per Policy	\$5,000,000

ADDITIONAL REMARKS:

All Risk of Physical Damage at any location including customer's premises, subject to policy terms.

INSURER AFFORDING COVERAGE: QBE Specialty Insurance Company NAIC#: 11515
POLICY NUMBER: 130007484 EFF DATE: 07/01/2024 EXP DATE: 07/01/2025

TYPE OF INSURANCE:	LIMIT DESCRIPTION:	LIMIT AMOUNT:
Professional Liability	Each Claim/Aggregate	\$5,000,000
	Aggregate	\$5,000,000
	Retention	\$1,000,000

INSURER AFFORDING COVERAGE: Federal Insurance Company NAIC#: 20281
POLICY NUMBER: J06105798 EFF DATE: 11/01/2024 EXP DATE: 11/01/2025

TYPE OF INSURANCE:	LIMIT DESCRIPTION:	LIMIT AMOUNT:
Employee Dishonesty/Fidelity	Each Occurrence	\$5,000,000

ACORD 101 (2008/01)

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SR ID: 26633087

BATCH: 3677081

CERT: W35894844

AGENCY CUSTOMER ID: _____
LOC #: _____



ADDITIONAL REMARKS SCHEDULE

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AGENCY Willis Towers Watson Southeast, Inc.		NAMED INSURED ABM Education Services, LLC an ABM Industries Incorporated Company 4151 Ashford Dunwoody Road, Suite 600 Atlanta, GA 30319	
POLICY NUMBER See Page 1		EFFECTIVE DATE: See Page 1	
CARRIER See Page 1	NAIC CODE See Page 1		

ADDITIONAL REMARKS

THIS ADDITIONAL REMARKS FORM IS A SCHEDULE TO ACORD FORM,
FORM NUMBER: 25 FORM TITLE: Certificate of Liability Insurance

INSURER AFFORDING COVERAGE: ACE American Insurance Company NAIC#: 22667
POLICY NUMBER: ISA H11374311 EFF DATE: 11/01/2024 EXP DATE: 11/01/2025

TYPE OF INSURANCE:	LIMIT DESCRIPTION:	LIMIT AMOUNT:
Garage Keepers Legal Liability	Limit	\$2,000,000

ADDITIONAL REMARKS:
Automobile Liability includes Excess Garage Keepers Liability.

INSURER AFFORDING COVERAGE: Beazley Excess and Surplus Insurance Inc NAIC#: 17520
POLICY NUMBER: D2CFC9240501 EFF DATE: 11/01/2024 EXP DATE: 11/01/2025

TYPE OF INSURANCE:	LIMIT DESCRIPTION:	LIMIT AMOUNT:
Sexual Misconduct	Each Victim	3000000
	Total Agg	3000000
	SIR - Any One Victim	250000

ACORD 101 (2008/01)

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SR ID: 26633087

BATCH: 3677081

CERT: W35894844



What to Expect from ABM

Seamless Transition

With our strong local presence in Idaho and our ability to transition over current staff, we can assure Minidoka School District a smooth transition from in-house to outsourcing your facility services.

Budgetary Savings

We have assisted similar school districts with budgetary savings of over \$1 Million over a 5 year period!

Service Excellence

With our highly trained in-house workforce, we provide services that increase efficiencies and lower your operating expenses—all while maintaining a uniform standard of service excellence.

Breadth of Services

We provide an unrivaled range of facilities solutions that keep your properties safe, clean, comfortable, and energy efficient.

Deep Industry Expertise

From our national office to our local branches, our workforce understands your industry. In over 116 years of service, we've developed the expertise to make our solutions work best for you.

**We are ready to build value for you.
Our solutions lower your operating costs,
preserve your assets, and maximize their value.**

