



# Corporate Interiors



## National Resources with Local Expertise

- \$850 million in annual volume
- Over 750 employees in six locations
- 80% of annual volume from repeat clients
- Clients based nationwide and beyond
- 100% employee-owned company

Our long-term client relationships are based on the partnerships forged during our early years in Boston. They are the basis of our growth in New England, across the country, and beyond. Each client is served by a committed core team, who is supported by a nationwide network of Shawmut superintendents, construction managers, and subcontractors. These resources enable Shawmut to deliver multiple, complex projects wherever our clients' needs arise.

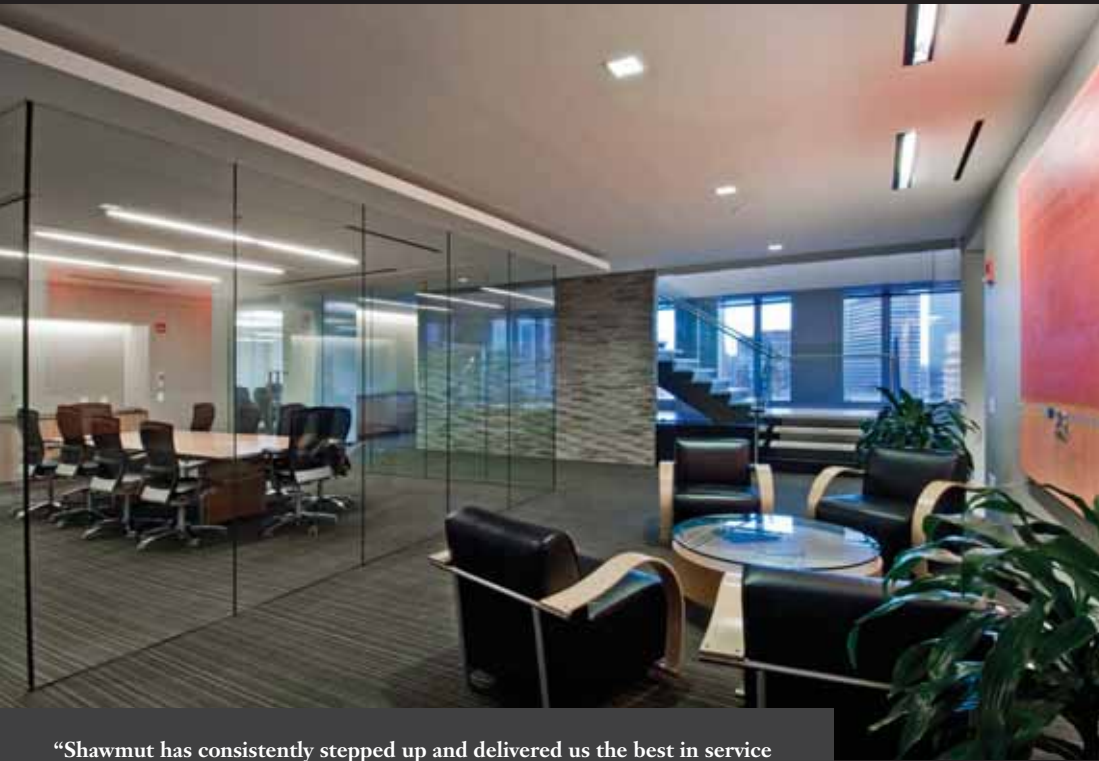


# Corporate Interiors is our Core Business

- **Over \$70 million in annual volume**
- **Perform routine maintenance, occupied renovations, and full-scale tenant interior construction**
- **Dedicated pre-construction services**
- **Scheduling Predictability**

Our specialized project teams focus on exceeding our clients expectations at every level—from the earliest stages of pre-construction to long after your project is complete. Whether you need assistance evaluating a building before signing a lease deal, budgeting space with various scopes of design, or developing an overall project budget and schedule, our pre-construction team has the expertise to provide you with the information you need to make informed decisions. During construction, our project teams utilize the most progressive forms of communication and proactive problem solving to ensure that the entire project team is working collaboratively to maximize your design goals, maintain the established budgetary requirements, and meet the most aggressive schedules. It is our commitment to you to not only finish your project on time and deliver as promised, but to make it as enjoyable as possible along the way. After all, we're in it for the long haul!





“Shawmut has consistently stepped up and delivered us the best in service on some of our more complex projects, so they have continued to be one of our obvious choices.”

– Mark Denman, Vice President of Construction, Boston Properties, Inc.

## **If the client doesn't consider the project a success, *how can we?***

Shawmut's corporate interiors business is founded on a commitment to provide the highest levels of customer service to every client on every project. We make our clients' concerns our concerns, manage their money as if it were our own, and consistently focus on the details to create a truly unique, exceptional experience for every person involved.

## It's your project — *we just build it.*

Our team members are trained to focus on the marathon, not the sprint. We consider the full effects of each decision on both the current project and the client relationship in the future. Our corporate interiors clients trust us with the success of their construction, and it is our responsibility to repay that trust with honesty and integrity.

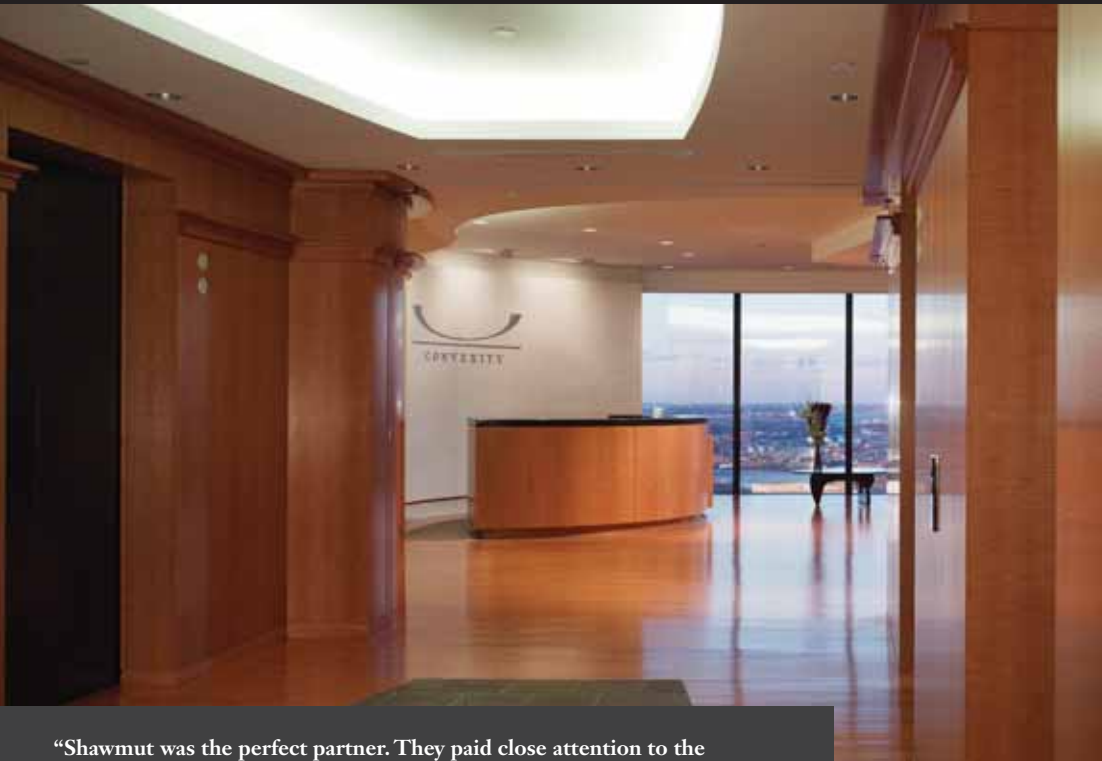


“The Shawmut team acted with integrity in the midst of unforeseen project challenges. They proved to be a true partner, not just our contractor.”

— Richard D. Tadler, Managing Director, TA Associates

# Does your construction manager tell you why your project is impossible, or tell you why it isn't?

Pre-construction planning continues to be the core advantage Shawmut Design and Construction provides to our corporate interiors clients. Our project teams thrive on collaboration, problem-solving, and finding new ways to navigate around obstacles, whether the obstacle is a tight schedule, a fixed budget, or a design that pushes the limits of constructability. In a corporate culture where nothing “acceptable” is ever acceptable, we look for solutions that are effective, innovative, and reflective of our passion for success. And with a team of in-house experts in key areas such as M/E/P systems, sustainable construction (over 30 LEED® Accredited Professionals on staff and 15 LEED® Certified projects to date), and local permitting, we have the tools and relevant experience to help you make the best decisions for both you and your project.



“Shawmut was the perfect partner. They paid close attention to the aesthetics of the project while keeping a keen eye on the budget. They completed an incredibly complicated project in 14 weeks without compromising on quality. We could not be happier.”

– Jack R. Meyer, CEO, Convexity Capital Management LP

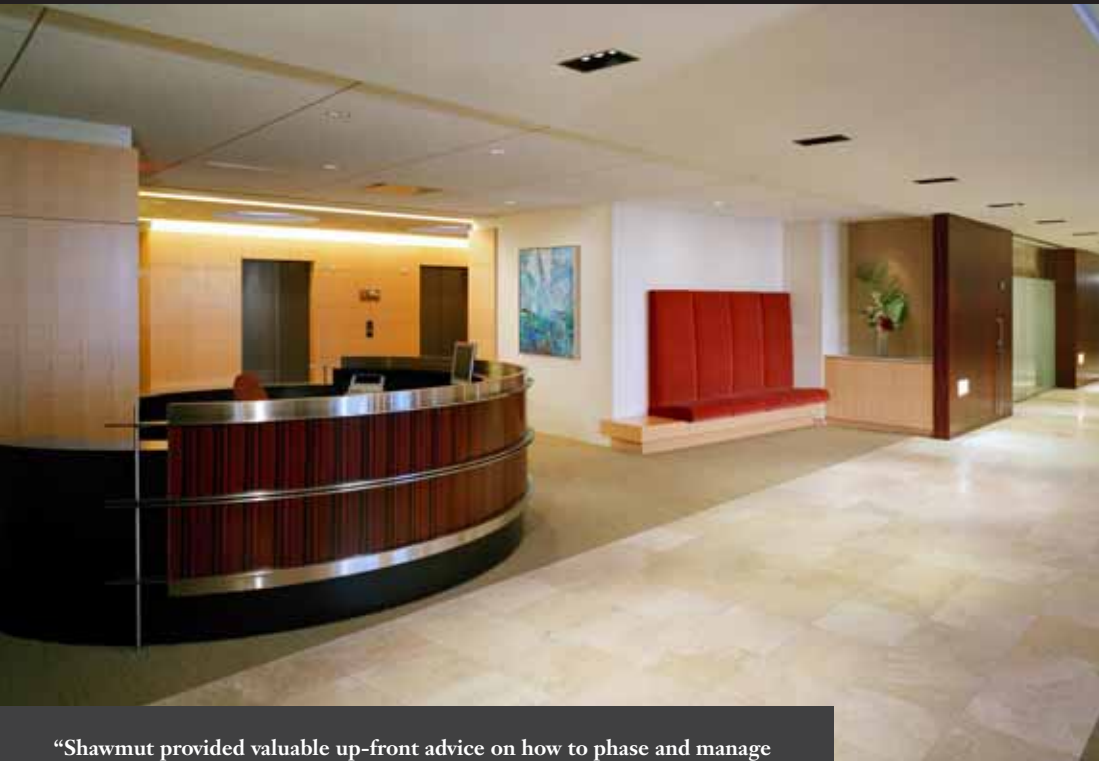
## What good is a detailed map *if you don't follow it?*

Our comprehensive planning only works because we have the strength to deliver—our 30-day payment policy for all subcontractors gives us outstanding purchasing power to support our corporate interiors clients with competitive pricing and manpower availability upon which they can depend. This solid foundation paves the way for unmatched scheduling predictability and the guarantee that once we commit to a turnover date, we will meet it. Once the date has been met, the support of our dedicated Project Services Department means we are there for our clients long after we demobilize.



“Shawmut’s flexibility in scheduling construction activities around our business needs and ability to coordinate our complex A/V systems while still meeting our aggressive schedule requirements proved to be no small feat. The team did a great job!”

– Vincent D. Monaban, Director of Facilities, Arnold Worldwide



“Shawmut provided valuable up-front advice on how to phase and manage this very difficult project. Their expertise resulted in a successful, clean project that was completed with absolutely minimal disruption to our day-to-day operations.”

– Donald L. Shulman, Director, Goulston & Storrs

## Safety begins on site, but *it doesn't end there.*

At Shawmut, we charge every person, from field personnel to office staff to our executive leadership team, with the mission of promoting, ensuring, and driving a culture of safety in every aspect of our business operations. With the majority of our corporate interiors projects taking place in occupied environments, our teams are responsible for the safety and security of many people besides our own. All of our project superintendents have a minimum of ten hours of OSHA training and enforce a zero-tolerance policy for behavior that is considered unsafe or potentially harmful to those inside and outside the construction perimeter. With these policies in place, we can state with confidence that safety is not just a priority—it is second nature.

## **Construction is a hands-on business; learning about it should be, too.**

To attract the best and brightest, Shawmut created our Construction Management Skills Training (CMST) Program, a three-year program where young, up-and-coming construction professionals learn the business by shadowing Shawmut employees in three rotations: project management, field supervision, and estimating. Upon graduation, most are offered permanent positions where they can build upon the skills they have learned and start their careers as Shawmut's next generation of leaders.



**“A project like this that exposes the heart of the company is full of risk and potential disaster. The team did a fantastic job.”**

*– Homy Eslamy, Director of Corporate Real Estate Facilities, Hasbro, Inc.*



“I’ve really enjoyed working with Shawmut. They are one of the best firms I have ever worked with and I’ve worked with a lot. The quality of the work, the caliber of the team and the level of professionalism was outstanding.”

– Arthur Rubenstein, Project Manager National Facilities, Deloitte & Touche LLP

## Sometimes it’s *who* you know and *what* you know.

Cultivating an outstanding pool of talented employees requires more than hiring the best people—it is about training them to deliver the same exceptional level of service and quality across all disciplines and in all locations. Through our in-house training program, Shawmut University, we offer over 125 classes that target the specific needs of every position and group, covering topics such as OSHA training, first aid and CPR, LEED® Accreditation, and comprehensive closeout procedures. By facilitating the cycle of learning and teaching, we ensure our company is staffed with the depth of talent needed to support our clients well into the future.

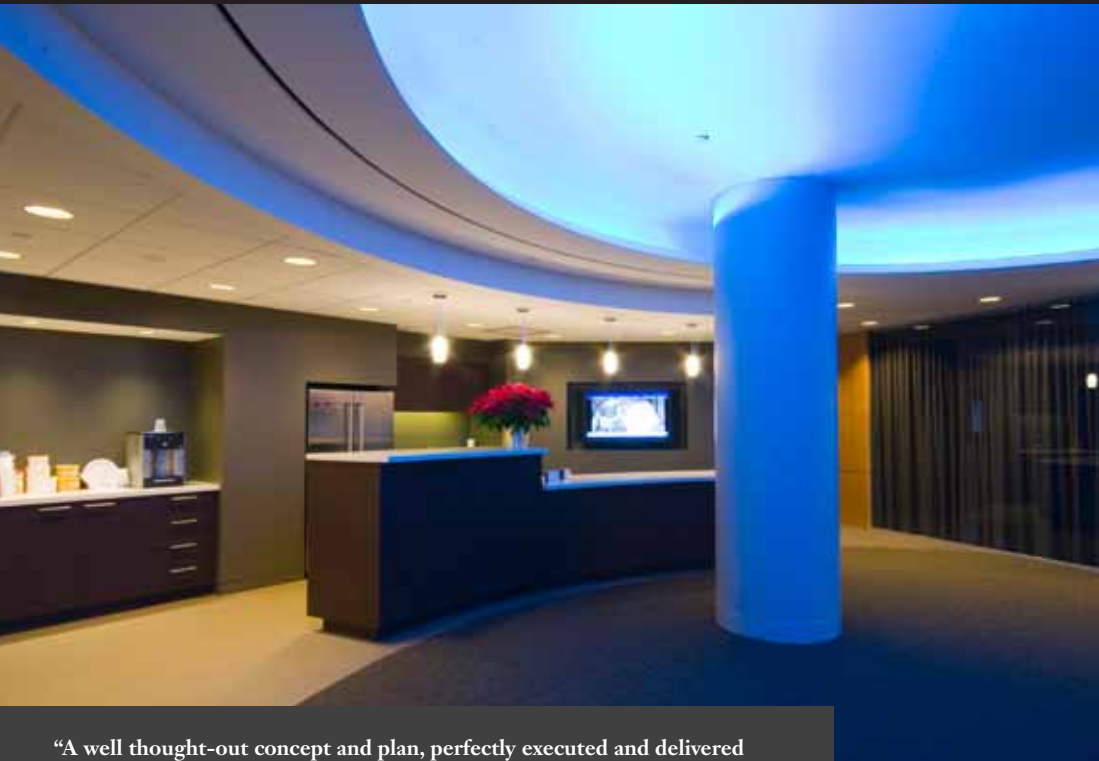
## Learning about *each other,* learning about *ourselves.*

Shawmut's commitment to diversity is about more than accepting differences—it is about actively promoting diversity at every level of the company. Over 50 countries from around the world are represented in our employee pool, and our internal Diversity Leadership Group, whose members are a select group of employees from all areas of the company, works to ensure our corporate culture is defined by openness, tolerance, and respect for everyone in our community. Additionally, Shawmut established our Ombudsperson Program that provides all employees with a safe, confidential method of reporting and resolving issues within the company.

“Shawmut stands head and shoulders above all other contractors I have worked with...and believe me, I've worked with a few.”

– Marilyn Stempler, Partner, Brown, Rudnick LLP





“A well thought-out concept and plan, perfectly executed and delivered on time. You are the best!”

– Jeff Beale, Chief Administrative Officer and Vice President, Eaton Vance Corporation

## The best way to prove *we’re not just talk.*

At Shawmut we stand behind our commitment to being good corporate citizens. Through our Shawmut Community Outreach Program (SCOP), our employees devote their time to a number of programs that benefit the communities around us; some of our environmental initiatives include mandatory 50% minimum construction and demolition waste recycling on all job sites, and a Bike Program that allows employees to responsibly commute to local job sites. We also organize group volunteering sessions for organizations such as Rosie’s Place, Rebuilding Together, and the Room To Dream Foundation. And to encourage our people to “walk the walk” in their own way, Shawmut offers each employee one paid day off per year that they may use to volunteer at a charity organization of their choice.

Accenture  
ADD Inc.  
Arnold Worldwide  
Bank of America Corporation  
Bard, Rao + Athanas  
Consulting Engineers, LLC  
Bargmann Hendrie + Archetype, Inc.  
Batterymarch Financial  
Management, Inc.  
Bergmeyer Associates, Inc.  
Bingham McCutchen LLP  
Boston Properties, Inc.  
Bright Horizons LLC  
Brown Rudnick LLP  
Childs Bertmann Tseckares Inc.  
Citizens Bank  
Convexity Capital Management LP  
Cooley Godward Kronish LLP  
Dechert LLP  
Deloitte & Touche LLP  
Eastern Bank  
Eaton Vance Corporation  
Edwards Angell Palmer &  
Dodge LLP  
Elkus Manfredi Architects Ltd  
Equity Office Properties  
Finnegan, Henderson, Farabow,  
Garrett & Dunner, LLP  
Goulston & Storrs  
GTECH Holdings Corporation  
Hasbro, Inc.  
Holcim (US) Inc.  
Holland & Knight LLP  
John Hancock Financial Services  
Mintz, Levin, Cohn, Ferris,  
Glovsky and Popeo, PC  
MPM Capital  
New York Life Investment  
Management LLC  
Phase Forward  
PricewaterhouseCoopers  
Progress Software Corporation  
State Street Bank  
TA Associates  
The First Marblehead Corporation  
Towers Perrin  
Toyota Corporation  
Tsou/Kobus & Associates, Inc.  
UnitedHealth Group  
Washington Mutual



## Corporate Interiors

Shawmut Design and Construction has been providing construction management services to New England's corporate interiors marketplace for over 20 years. The Corporate Interiors group's experience spans Boston's most notable office towers. Establishing strong relationships with clients, architects, engineers, subcontractors, and permitting agencies in the area, this focused, dedicated group takes a cohesive approach to each project, inspiring the best in each contributor and uniting the team in success.



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