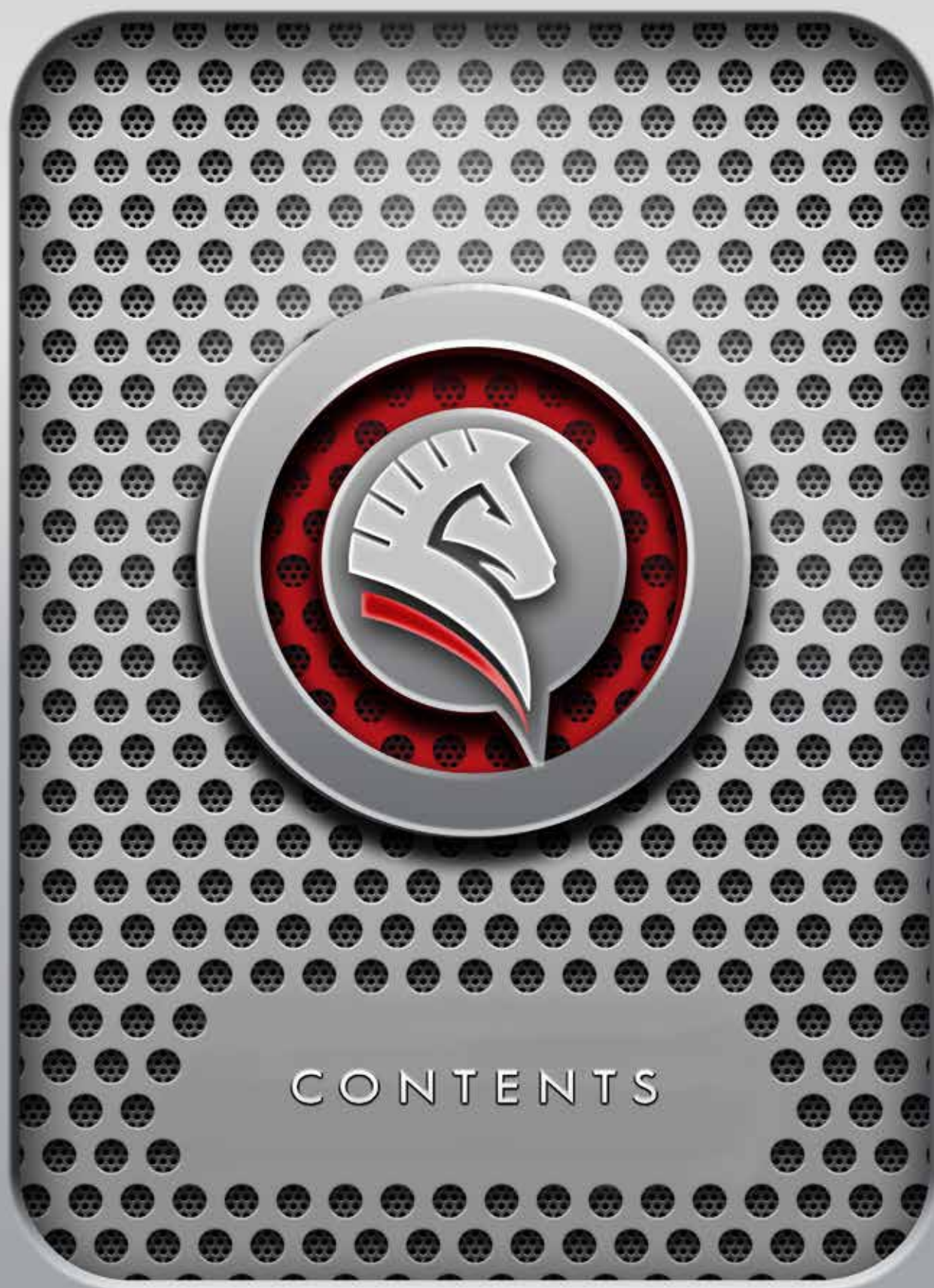


CASTRO ROOFING













QUALIFICATION  
STATEMENT



# CONTENTS

## CORPORATE PROFILE

	We are your roof champions . . . . .	01
	Castro Roofing's Shared Vision . . . . .	02
	General Information . . . . .	05
	Description of Operations . . . . .	06
	Key Personnel. . . . .	08
	Company Vehicles and Equipment . . . . .	09
	Quality Control Procedures . . . . .	11
	We've Won Every Award That Matters . . . . .	13
	Letters and Raving Fans . . . . .	14
	Total Roof Health Solutions . . . . .	22
	We've Got Your Entire Roof Covered . . . . .	25
	Brand Overview . . . . .	26
	Life Above Profits . . . . .	28
	Insurance, Bonding and Business Licenses . . . . .	30
	Castro in the Press . . . . .	32
	Cooperative Purchasing and Certifications . . . . .	34
	Craftsmanship and Warranty. . . . .	36
	Case Studies . . . . .	38



## We are your roof champions

We are in your shoes. Castro Roofing owns its building, has payroll to make, equipment to purchase, A-Players to hire, and understands the struggles our clients go through to meet budgets and make things last as long as possible. We understand because we have similar struggles. Our love for the success of our clients is at the core of our culture (along with our values).

## Government agencies are our focus

We build roofing solutions, technologies and procurement options to empower government agencies to make smart roofing decisions.

We support, guide and help government agencies save time and money by extending the roof lifecycle and delivering proven storm damage strategies.

Our unique services, strategies, field craftsmen, consultants and partners foster communities you can rely on, to make your dream of taking CONTROL of your roof portfolio a reality.

## Performance, passion and the absence of perks

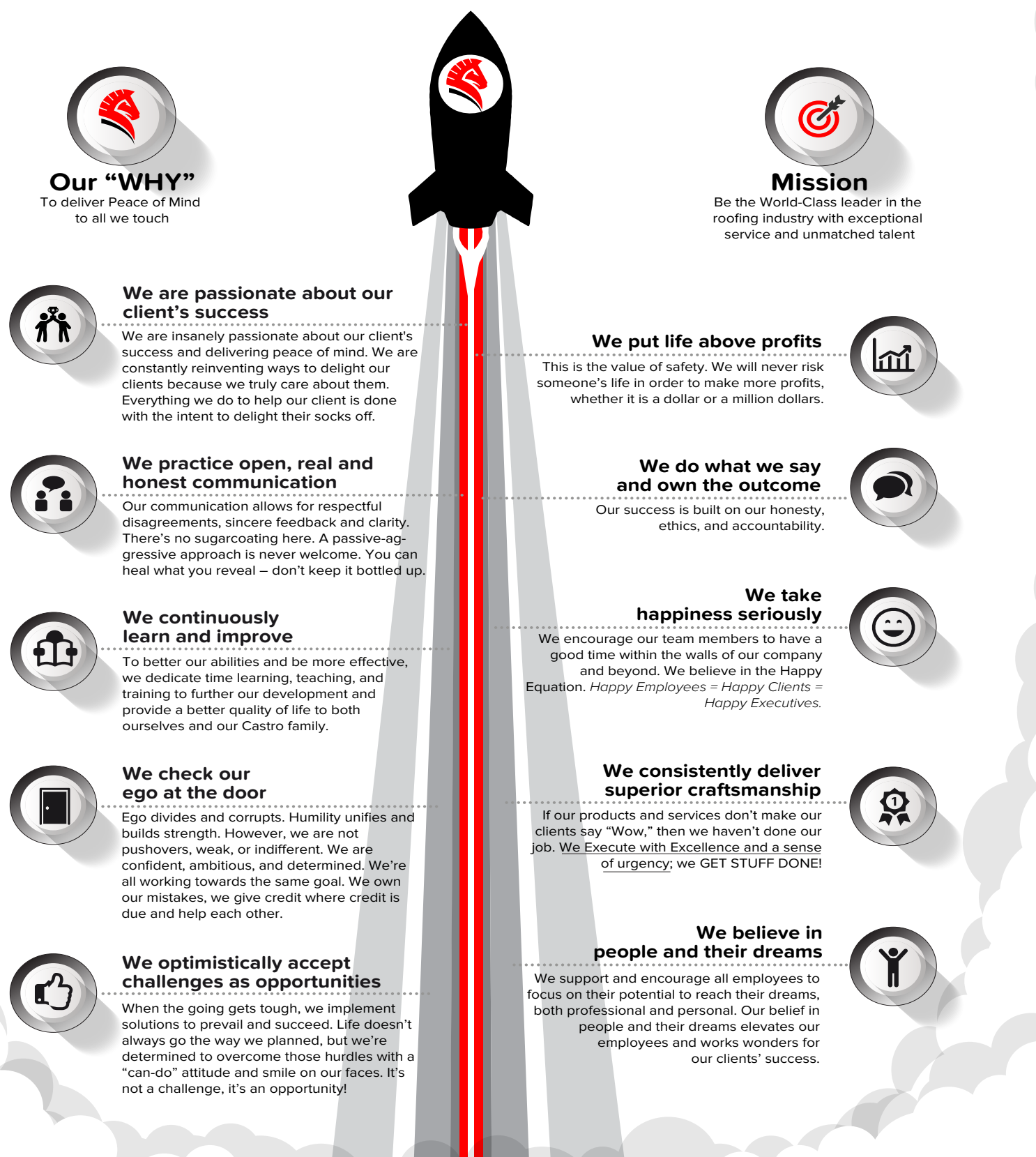
At Castro Roofing, we believe in empowering our clients for success, not personal entitlement. We earn everything by setting high-standards and achieving. Hard work and passion are part of our daily, weekly, monthly and quarterly goals. If we fall short, we own our failure, learn from it, and try again.

We recognize that our employees are our greatest assets but amazing results can only be achieved by working together as a team. As a company that prioritizes merit, ethics, competency and professional growth, Castro Roofing employees enjoy a strong sense of belonging and relish challenges to improve both themselves and the company each and every day.



*Texas Hall of State Project - Historical building - Restoration of roof, mechanical, structural deck and interior  
2012 Gold Circle Award, DFW Topping Out 2010, Golden Hammer Award 2009*

# Castro Roofing's Shared Vision



## Culture of Good

## Core Values

The family values and high company standards behind Castro Roofing span over four decades. The company is now operated by second generation family members that are committed to the firmly held family values that have earned Castro Roofing the Greater Dallas Business Ethics Award.

Castro Roofing will continue to be privately held and treats all employees, clients, vendors, and the public in an ethical, fair, and open way. We not only believe that it is the right way to run a company; we believe it is the only way to be successful in business. Ethics is about the quality of our lives, the quality of our service, and ultimately about the bottom line.

At Castro Roofing, family values are the foundation of the company standard.

## Castro Roofing DNA

The Culture of Good is at the heart of everything we do at Castro Roofing — how we live, how we work and how we help our clients succeed and deliver peace of mind.

It isn't about perks, and it doesn't exist solely to make our team members happy (although it does that too).

At Castro Roofing, culture is our business strategy.

## Uniqueness

Being part of Castro Roofing means being part of a unique client-centric team in which people are the most valuable resource we have to reach our goals. Together we deliver peace of mind to all we touch. Together we've crafted our Shared Vision that is the very essence of feeling part of Castro Roofing and which guides us as we tackle our day-to-day challenges.

## Our Shared Vision (three parts)

### 1. Purpose (Why we exist)

To deliver peace of mind

### 2. Culture of Good

The **Culture of Good** seeks to deliver on the promise of service and is integral to enabling Castronites to work with others who share these same values. To the left the diagram shows our **TEN CORE VALUES** in action.

### 3. Mission

To be the World-Class leader in the roofing industry with exceptional service and unmatched talent

## We believe in people and their dreams

*We're dedicated to helping clients succeed. Being part of the Castro Roofing team means championing total roof health, providing smart roofing solutions and fighting for their business success. We believe the best way to keep our clients happy and loyal is by our simple formula...*

Happy Employees = Happy Clients = Happy Shareholders  
True business success starts with the power of the team

# General Information

## Company Name

Castro Roofing of Texas, LLC

## Company Address

4854 Olson Drive  
Dallas, Texas 75227

## Federal ID

75-2365883

## Contact Information

800-759-1879 • 214-381-8108  
Fax 214-381-8109  
info@CastroRoofing.com  
www.CastroRoofing.com

## Owner, President, and CEO

Rudy Rodriguez

## Owner and Vice President

Angel Rodriguez Sr

## Owner and Vice President

Angel Rodriguez Jr

## Owner, Secretary, and Treasurer

Juan Rodriguez

## Business Started

December 6, 1990

## Dun & Bradstreet, Inc

Dun Number # 78220618

## Bonding Agent

PCL Contract Bonding Agency

1452 Hughes Rd  
Grapevine, Texas 76051  
972-459-4749  
Fax 972-459-4535

## Company Structure

Castro Roofing was established in 1973 and later incorporated in the state of Texas on December 6th, 1990 as Castro Roofing of Texas, Inc. The corporate status changed in March 29th, 2002 to a limited partnership. No changes in ownership or management were affected. The name was modified to Castro Roofing of Texas, LLC.

The company's officers are, President and CEO, Rodolfo Rodriguez, Vice Presidents Angel Rodriguez Sr and Angel Rodriguez Jr and the company's Secretary and Treasurer, Juan Rodriguez.

## Facility

Castro Roofing Headquarters is located at 4854 Olson Drive in Dallas, Texas. The site is comprised of 1.87 acres that are 98% paved. Castro Roofing has over 14,000 square feet of warehouse space that also houses a fully functioning sheet metal shop. The corporate office has over 12,000 square feet of office space. The facility is owned by the stockholders and leased to Castro Roofing of Texas, LLC.



The Castro Roofing family thanks you!

*Angel Rodriguez Sr* (EL Capitan)

*Angel Rodriguez Jr* (AJ)

*Rodolfo Rodriguez* (Rudy)

*Juan Carlos Rodriguez* (JC)

# Description of Operations

## General Work Performed

Castro Roofing operates as a commercial roofing, sheet metal and general contractor, primarily within North America. Work performed includes storm damage restoration, roof maintenance, roof restoration, permanent leak repairs, re-roofing and new construction primarily utilizing built-up asphalt, modified bitumen membrane, single-ply membrane. Work also includes metal roof systems, sheet metal shop fabrication, and field installation of roof related sheet metal, siding, coping, fascia, gutters, and downspouts. Computerized metal fabrication equipment to maintain high levels of quality is utilized.

## Other Types of Work Performed

Castro Roofing’s **STORMHAWKS™** special storm unit focuses on storm damage assessment and restoration. It has assembled a team of insurance experts to help policy holders with storm damage.

Castro Roofing’s **PERMANENT ROOF LEAK REPAIR™** provides permanent roof leak repairs for nightmare leaks. Castro Roofing recognizes that untreated roof leaks or other related roof failures can be detrimental to your roof, business, and, consequently, your finances.

Castro Roofing understands that leaks can cause stress or interruptions to you or your tenants.

Unresolved leaks can result in tenant complaints, damaged inventory and equipment, loss of roof insulation efficiency, development of mold, and potential litigation. Castro Roofing responds quickly to client’s emergency and non-emergency service calls. Castro Roofing also understands that you don’t want to pay for repairing the same leak over and over, or endure the inconvenience that unrepaired roof leaks may cause. In an effort to minimize poor repairs, Castro Roofing promises not to “Pookie Fix” the leak repairs.

Castro Roofing offers their exclusive **PERMANENT ROOF LEAK REPAIR** lifetime warranty on roofs that are maintainable and qualify for this product. There is no additional cost for this warranty.

## Castro Roofing Service Area

Castro Roofing currently services Texas, Oklahoma, Mississippi, Louisiana, Florida, Ohio, District of Columbia, Illinois, Virginia, Maryland, Delaware, Kansas, and Arizona, and is headquartered out of Dallas, Texas.

## Foreman and Field Crews

Field crews generally consist of five to eight men with their respective foreman. Our foremen are bilingual, speaking both English and Spanish.

## Superintendents and Production Managers

Our superintendents lead their respective foremen. We utilize two types of superintendents: one for the low-slope roofs systems, and another for sheet-metal and metal roof systems. The Production Manager oversees the work of the superintendents and is ultimately responsible for the entire roofing project.



**The Founders**  
Angel Rodriguez Sr and Nancy Castro Rodriguez



Castro Roofing’s Most Valuable  
Asset is its Employees

# Castro Roofing Key Personnel

The company typically employs over 110 e-verified, drug-free, trained, and uniformed employees. This total fluctuates depending on project activity.

Management, office, clerical, and superintendents	16
Shop and yard labor	07
Sheet metal fabrication shop	04
Field employees	83
<hr/>	
TOTAL	110



## The Castro Roofing Ethics Badge

The Castro Roofing Ethics Badge is a symbol of our company’s integrity, core values and standards.

The Greater Dallas Business Ethics Award honors Dallas-based companies that demonstrate a firm commitment to ethical business practices in everyday operations, management philosophies and responses to crises or challenges.



# Company Vehicles and Equipment

We maintain all vehicles and equipment. The majority of the maintenance is done in-house.

## Vehicles and Equipment Maintained

Large trailers and on-site travel trailers	06
One-ton service and passenger vans	07
Regular and telescopic fork-lifts	06
Crane and 150’ Boom crane on truck	02
One-ton utility trucks (450 and 350)	13
Half-ton pick-up trucks (150)	11
Bitumen Roof Kettles	12
Motorized Tear-Off Machines	07
Roof Saws and Tear-Off Equipment	15
Power Hoist	04
Power Vacuum Machine	01
Felt Layers	06
Bitumen Spreaders	07
Gravel Spreaders	12
Blow Torches	25
Manual Hoist	03
Fire Extinguishers	41
Commercial Roofing Heat Guns	06
Automatic Heat and Solvent Welders	05
Computerized Sheet Metal Break	02
Manual Sheet Metal Breaks	03
Automatic Sheer	02
Fume Recovery Filtering System	01
Skid Steer (bobcat)	01
Pittsburgh Machine	01
Power Sheet Metal Seamer	01
Manual Seamers	02
Power Washer	02
Heavy Duty Generators	04
Heavy Duty Air Compressors	04
350 Gallon Trailer Spray Rig	02
20 High Power Spray Rig	01
RMI Fluid Applied Roof Trailer Rig	01



All Castro Roofing Vehicles are Thoroughly Maintained

Castro Roofing assigns one field superintendent for five crews, at the most. There is one superintendent for the low slope roof systems and one for the sheet metal trim and metal roof systems. Field crews generally consist of one foreman per five to ten crew members. Superintendents are responsible for visiting job sites daily if possible, or at least every three days.

Superintendents will then punch list the job prior to owner or manufacturer inspection for warranty and final completion. It is Castro Roofing's goal not to have punch list items from the manufacturer or owner. Castro Roofing fabricates and installs all related sheet metal and we install and manage all membrane roofing operations.

***You'll never feel alone***

Ever notice how most roofers give you no way of knowing what they're actually doing? It's especially aggravating when you're responsible for multiple buildings and/or locations.

Did the roofer show up on time? Are they working now? What did they do? When did they leave?

What roof section are they going to be working on tomorrow? Is the job finished? With Castro Roofing, you'll never wonder what's going on with your roof because you'll automatically KNOW!

That's because we've implemented the most advanced communication system in the industry. We call it Castro Roofing's **Project Pulse™**, our Online Project Management (OPM) that tracks all roofing activities daily and archives them forever. Here is a glimpse at what we do...

- *ALWAYS check-in with your on-site personnel before starting*
- *ALWAYS take photos before we start, during the job, and at the end of each job or day*
- *ALWAYS post those photos online on your password-protected portal to show exactly what was done so you can inspect the work*
- *For multi-day jobs, we chart progress on graphs*
- *ALWAYS check-out at end of the day with your on-site personnel and show photos of progress*
- *We can send your designated person (or people) text message updates as we go*

But it's not just our *extreme care in communication* that sets our service apart.

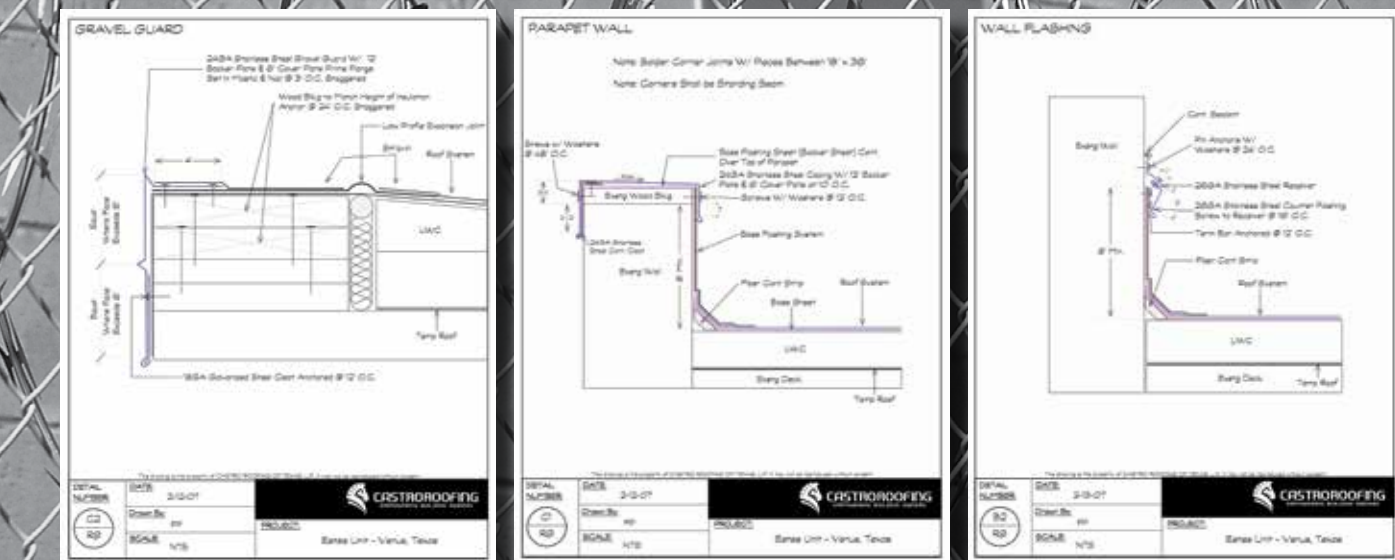
In the end it comes down to respect. All of our workers treat every single person on your premises with kindness, respect, and dignity.

From janitors to superintendents, from secretaries to CEOs, from facility managers to mayors of cities, we treat everyone like a VIP and deliver Red Carpet Experience.

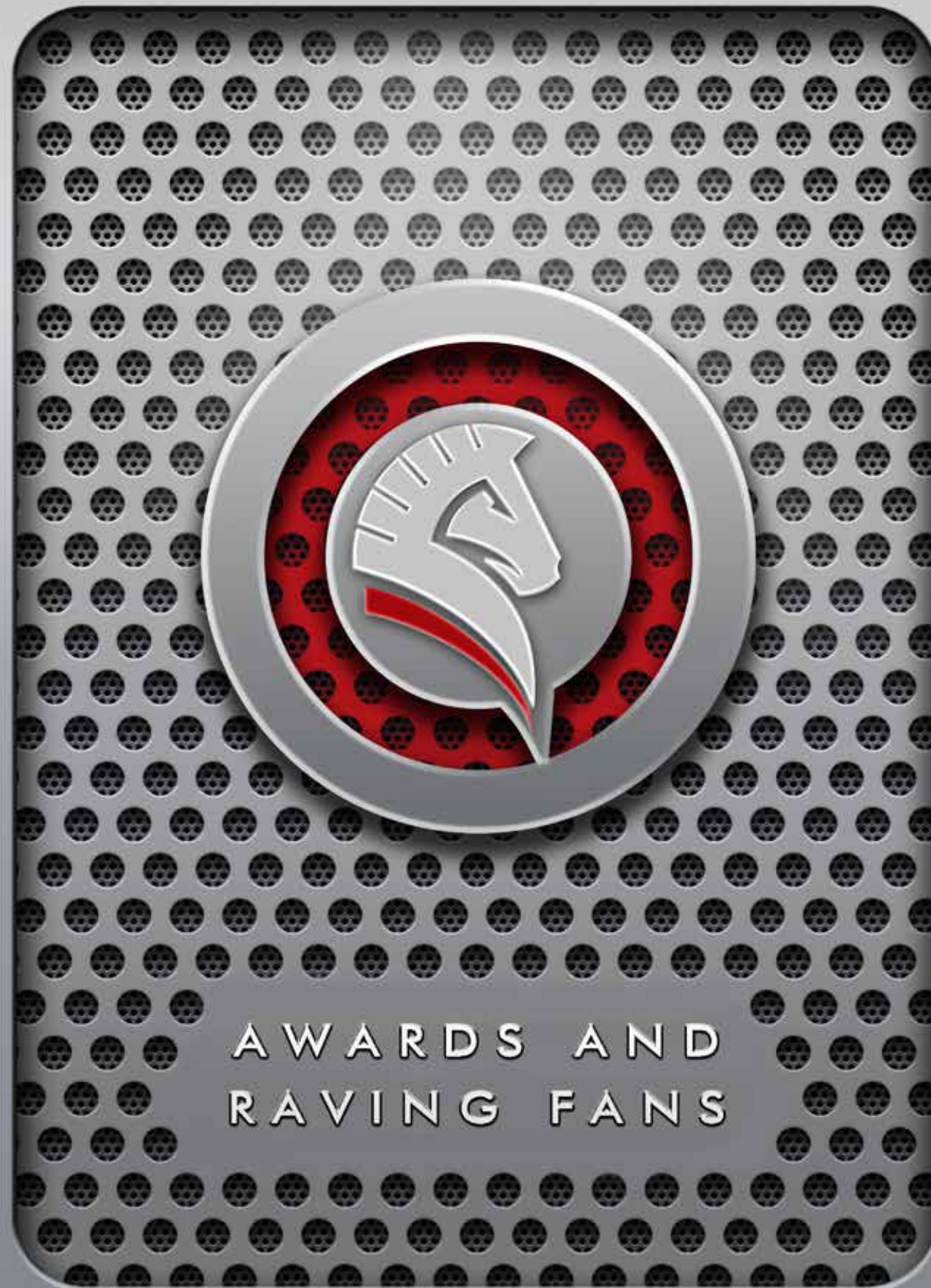
## Roofing brokers

In the commercial roofing industry, 75% of roofing work is performed by roofing brokers. Roofing brokers do not perform roofing operations with their own trained employees. At Castro Roofing, subcontractors are only typically used on non-associated roofing services, e.g. plumbing, electrical, HVAC, etc.

All Castro Roofing workers are e-verified, uniformed, trained, drug-free, and carry all insurance, as required by law or our clients.



*Sander Estes Prison Unit Project  
Detailed Roof Project Files*



## We've Won Every Award That Matters To Commercial Roofers

With multiple National Roofing Contractor Association (NRCA) Gold Circle Awards, and an unprecedented twelve straight North Texas Roofing Contractor Association (NTRCA) Golden Hammer Awards, and many other accolades and achievements, Castro Roofing remains one of the most respected and awarded commercial roofing companies in the industry.

### **Golden Hammer Award – NTRCA**

*Unprecedented 15 Time Award Winner, including a record 12 In A Row*

The Golden Hammer is one of the highest honors a Texas roofing company can achieve. This award is based on excellence on specific large projects. It is judged on uniqueness, challenges, safety, and overall quality. We've won so many Golden Hammer awards that it's almost unfair.

### **Dallas Business Ethics Award**

*The Only Roofing Company To Be Named—Ever.*

If you think it's unusual for a commercial roofing contractor to win an award for business ethics, you're right! This award is given out annually and only once per company. It honors companies that have demonstrated a firm commitment to ethical business practices in everyday operations, management philosophies, and responses to crises or challenges. Castro Roofing was also a finalist before winning this prestigious award in 2003.

### **Gold Circle Safety Innovation Award – NRCA**

*Work On The Dallas City Performance Hall and SMU Meadows Museum*

We take safety seriously at Castro Roofing, and we've been recognized for our efforts. Each year the National Roofing Contractors Association hands out "Gold Circle" Awards to deserving companies on a national basis in various categories including outstanding workmanship, innovation, community service, and safety.

Attention to detail, care, pride, and a corporate culture that encompasses doing an excellent job and doing it right the first time have all helped earn Castro Roofing the reputation of being the best. We set high standards and strive to not only meet, but exceed the promises we make.

Even if we had not received all these awards, we are thrilled with the feedback that we receive from our clients. At Castro Roofing, we are determined to make a raving fan of everyone that we come into contact with, whether it be vendors or other employees, but especially you, our clients.



## AWARDS

### DALLAS CITY HALL

#### 2001 Golden Hammer Award

Client	– City of Dallas
Roof System	– Coal Tar Pitch with Gravel Surface and Sprayed Polyurethane Foam Roofing
Square Feet	– 95,000 Coal Tar 5,000 Foam Roof
Project Type	– Re-Roof
Contract	– \$977,127



### DALLAS LOVE FIELD AIRPORT

#### 2002 Golden Hammer Award

Client	– City of Dallas
Roof System	– Coal Tar Pitch with Gravel, PVC Membrane with Pavers, and Abatement of ACM
Square Feet	– 180,000 Coal Tar 25,350 PVC with Pavers
Project Type	– Re-Roof
Contract	– \$2,500,000



### DALLAS FAIR PARK MUSIC HALL

#### 2003 Golden Hammer Award

Client	– City of Dallas
Roof System	– SBS Modified (torched down) and Elastomeric Coating Over Six Stair Tower Domes
Square Feet	– 71,120 SBS Modified 3,500 Elastomeric Coating
Project Type	– Re-Roof
Contract	– \$611,000



### GREATER DALLAS BUSINESS ETHICS AWARD

#### 2003 Ethics Award Recipient

The Greater Dallas Business Ethics Award honored Castro Roofing as a firm committed to ethical business practices in everyday operations, management philosophies, and responses to crises or challenges.

Entrants were judged by an independent panel representing the business, academic, public service, and consulting communities in North Texas.



## AWARDS

### KAUFMAN LAW ENFORCEMENT

#### 2005 Golden Hammer Award

Client	– City of Kaufman
Roof System	– Built-Up Roof w/Gravel Surface, Curved Standing Seam Metal Roof and Metal Wall Panels
Square Feet	– 95,000 BUR 6,200 Curved Metal Roof 3,800 Metal Wall
Project Type	– New Construction
Contract	– \$791,014



### JOHN PETER SMITH HOSPITAL

#### 2005 Golden Hammer Award

Client	– Health Network
Roof System	– Built-Up Roof w/Gravel Surface, and Standing Seam Metal Roof
Square Feet	– 25,000 BUR 8,900 Metal Roof
Project Type	– New Construction
Contract	– \$233,000



### TEXAS INSTRUMENTS

#### 2006 Golden Hammer Award

Client	– Texas Instruments
Roof System	– Energy Star PVC Membrane and Energy Star SBS Modified
Square Feet	– 250,800 PVC Membrane 240,125 SBS Modified
Project Type	– New Construction
Contract	– \$4,958,426



### RUSK STATE HOSPITAL

#### 2007 Golden Hammer Award

Client	– Texas Department of State Health Services
Roof System	– Standing Seam Metal Roof and SBS Modified Membrane
Square Feet	– 48,000 Metal Roof 27,300 SBS Modified
Project Type	– Re-Roof
Contract	– \$562,125



## AWARDS

### CEDAR HILL GOVERNMENT CENTER

**2010 Gold Circle Award**  
**2009 DFW Topping Out Projects**  
**2008 Golden Hammer Award**

Client	-	City of Cedar Hill ISD
Roof System	-	Standing Seam Metal Roof, SBS Modified & IRMA System
Square Feet	-	71,100
Project Type	-	New Construction
Contract	-	\$580,235



### SANDERS ESTES PRISON UNIT

**2011 Gold Circle Award**  
**2008 Gold Hammer Runner-up**  
*(Runner-up to Cedar Hill project)*

Client	-	Texas Dept of Criminal Justice
Roof System	-	SBS Modified Membrane Light weight Concrete Deck HVAC Renovation
Square Feet	-	183,600
Project Type	-	Re-Roof
Contract	-	\$1,953,432



### FAIR PARK HALL OF STATE

**2012 Gold Circle Award**  
**2010 DFW Topping Out Projects**  
**2009 Golden Hammer Award**

Client	-	Fair Park
Roof System	-	SBS Modified Membrane
Square Feet	-	41,000
Project Type	-	Re-Roof
Contract	-	\$415,455



### UNIVERSITY OF HOUSTON SCIENCE CENTER

**2010 Golden Hammer Award**

Client	-	University of Houston
Roof System	-	Feltback Adhered (PVC) 14,400' electrical conduit; 2,500' lighting protection
Square Feet	-	45,500 Feltback Adhered
Project Type	-	Re-Roof
Contract	-	\$836,410



## AWARDS

### DALLAS CITY PERFORMANCE HALL

**2012 Golden Hammer Award**  
**and 2013 Gold Circle (Safety Innovation)**

Client	-	City of Dallas
Roof System	-	Kalzip Metal Standing Roof Panel
SBS Modified	-	36,000 sq ft
Project Type	-	New Construction
Contract	-	\$1,327,050



### COMANCHE PEAK NUCLEAR PLANT

**2013 Golden Hammer Award**

Client	-	Luminant
Roof System	-	Coal Tar Elastomeric Hyload 150E
Square Feet	-	Gravel Roof 32,000 sq ft
Project Type	-	Re-Roof
Contract	-	\$158,650



### SMU OWEN ARTS CENTER

**2015 Golden Hammer Award**  
**and 2016 Gold Circle (Safety Innovation)**

Client	-	SMU
Roof System	-	Modified Bitumen Metal Composition roof
Square Feet	-	SBS Modified 102,600 sq ft Shingle roof 5,300 sq. ft.
Project Type	-	Re-Roof
Contract	-	\$2,500,000



### TWU - BLAGG HUEY LIBRARY

**2018 Golden Hammer Award**

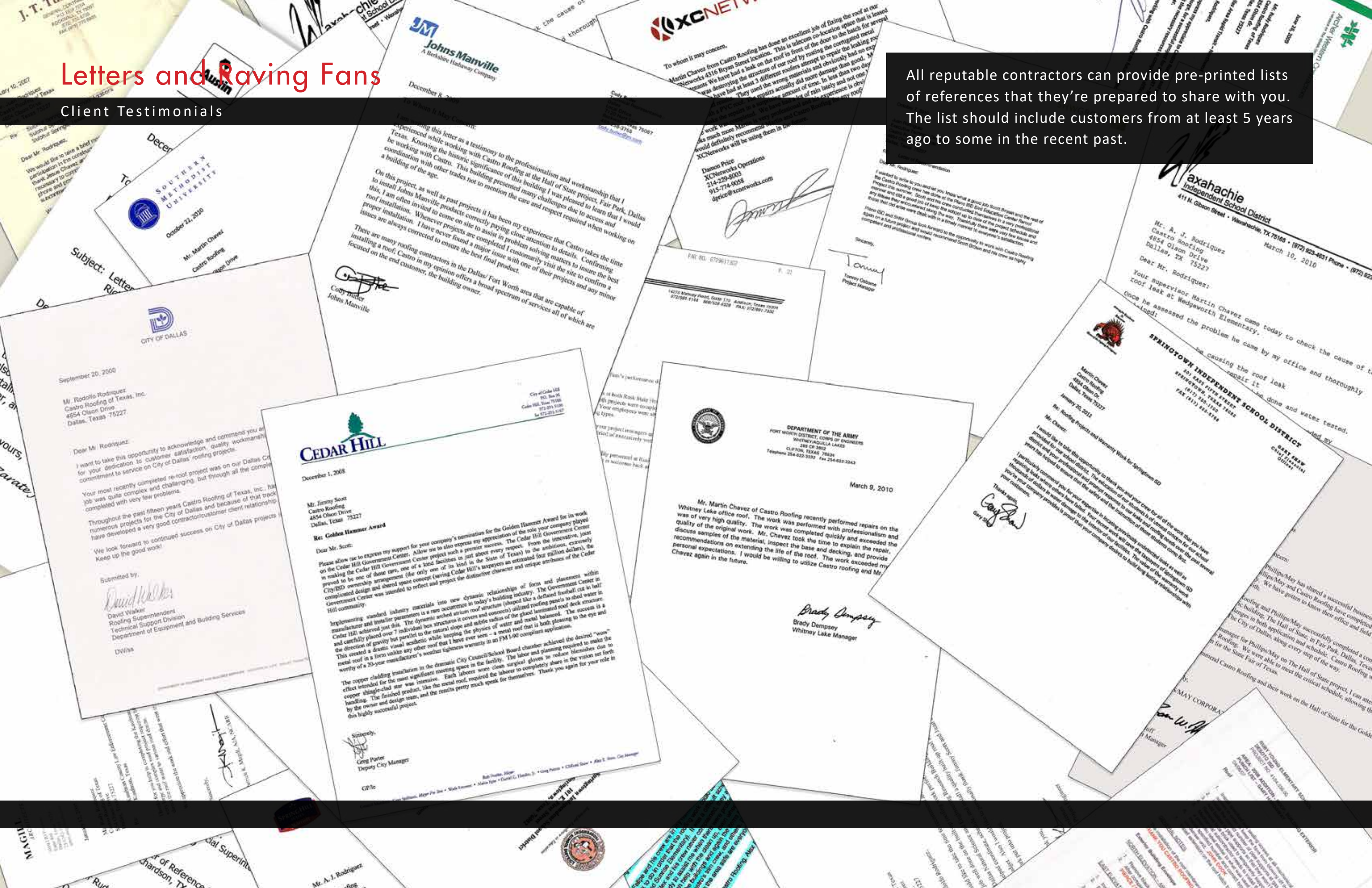
Client	-	Texas Woman's University
Roof System	-	SBS Modified Membrane (cold adhesive)
Square Feet	-	SBS Modified 4,789 Comp Shingles 44,735 sq ft
	-	Copper Standing Seam 3,480 sq ft
	-	Interlocking Copper Shingles at Copula 1,800 sq ft
	-	Interlocking Copper Round Shingles 1,500 sq ft
Project Type	-	Re-roof
Contract	-	\$1,863,750



# Letters and Raving Fans

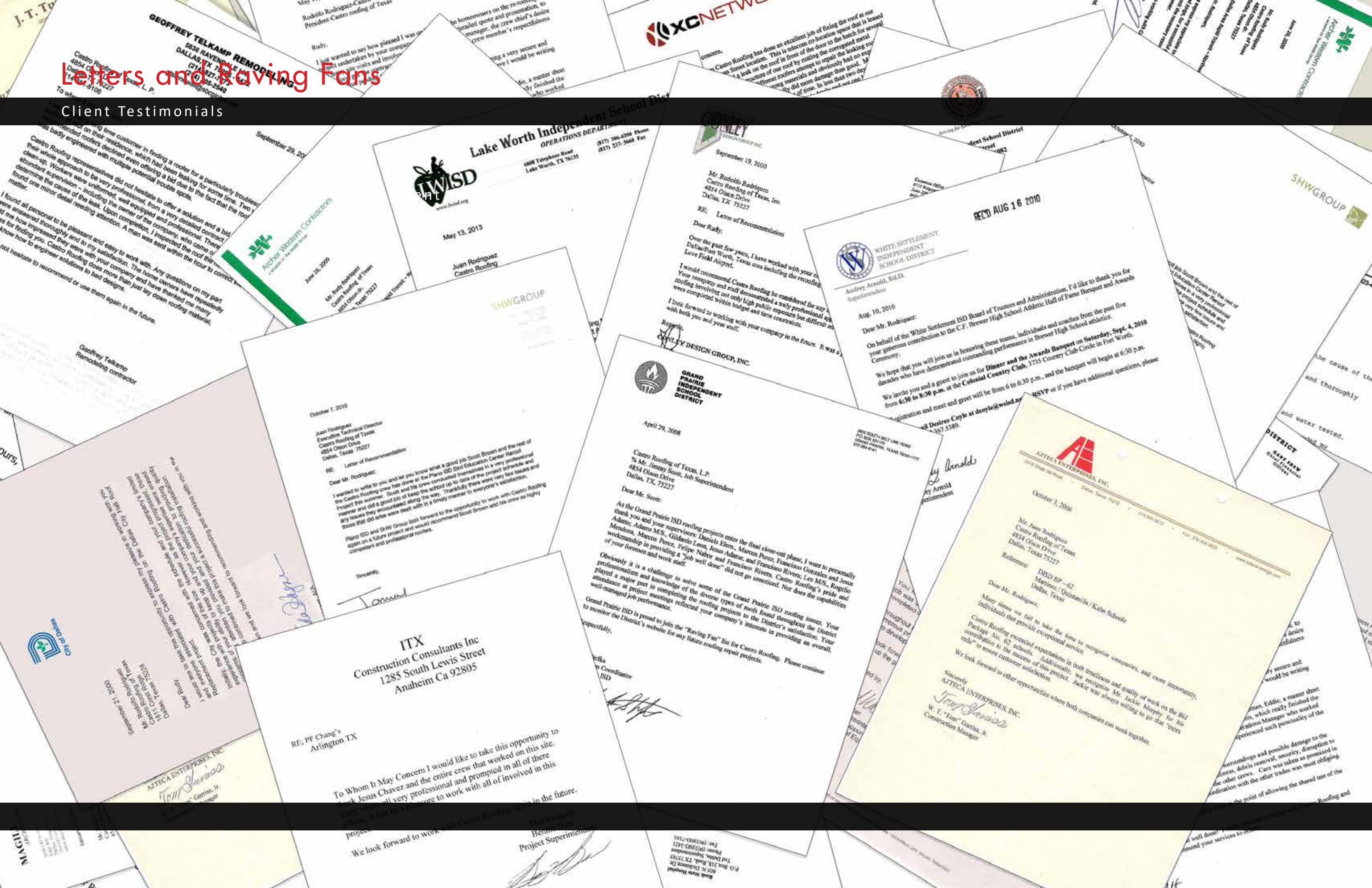
## Client Testimonials

All reputable contractors can provide pre-printed lists of references that they're prepared to share with you. The list should include customers from at least 5 years ago to some in the recent past.



# Letters and Raving Fans

## Client Testimonials





MAINTENANCE



LEAK REPAIR



STORM DAMAGE



RESTORATION



INFRARED



RE-ROOF

TOTAL ROOF HEALTH SOLUTIONS



## We've Got Your Entire Roof Covered...

**From storm preparedness, to storm restoration, from routine leaks, to asset management, from restoration, to replacement... and more.**

Most roofing companies offer two basic services... leak repair and roof replacement. Castro Roofing is all about TOTAL ROOF HEALTH & SOLUTIONS.

The idea is to prevent as many problems as possible, to be ready for the problems that inevitably happen anyway (think storms), and offer you multiple solutions when your roof needs to be replaced.

Our **LONGLIFE™** design-build commercial roofing systems provide a higher standard of excellence in the roof system design, installation and all backed-up by the best and longest labor warranty in the industry. **LOOKOUT™** extends the life of your roof by developing and maintaining a comprehensive database of roof management information.

With **STORM HAWKS™** you have the industry's top severe weather damage experts ready to take action whenever or wherever necessary. Do you have hidden roof damage? Castro Roofing's Military Grade **X-VISION™** Thermal Scanner determines real problems versus best guesses. When FAILURE is not an option, our **Permanent Roof Leak Repair™** is guaranteed for the life of the existing roof. Our **FIRSTWATCH™** program prepares you for the next big storm, and finally, the **ULTRA-SHIELD™** Ultimate Roof Saver is a high-performance restoration liquid rubber membrane product designed for waterproofing. The multi-faceted Castro Roofing brand lineup gives you the necessary tools so you don't have to deal with the headaches and hassles associated with your roofing system.



*Texas State Fair Tower Building  
Historical Society Projects*



MAINTENANCE

**LOOKOUT™**

*Extend The Life Of Your Roof*

Avoid the hassle, expense, & aggravation of huge repair bills. Periodic routine maintenance is the key to a healthy, long-lasting roof. **LOOKOUT™** extends the life of your roof system by developing & maintaining a comprehensive database of roof management information.



LEAK REPAIR

**PERMANENT LEAK REPAIR™**

*Fix for life or fix for FREE!*

When FAILURE is not an option. Our roof repairs are guaranteed for the life of the existing roof. We get to the source of roof leaks to make sure they're 100% fixed—FOREVER. Others apply band-aids; we deliver peace of mind. Our leak repairs have the best warranty in the industry. If we don't fix your roof leak, we'll refund your money plus \$5,000. 200% guarantee!



STORM DAMAGE

**STORM HAWKS™**

*Special Storm Unit*

With **STORMHAWKS™**, you have the industry's top severe weather damage experts ready to take action. One thing that you must understand is that storm damage is different than most roofing problems.

Most roofing contractors and insurance adjusters use standard assessments that have become totally outdated and invalid. The majority of the roofing companies do not possess the skilled personnel or the high-end instruments necessary to find hidden roof damage. These special situations require special teams, with a different level of knowledge, background, skill, education, tools, and diagnostic instruments.



RESTORATION

**ULTRA SHIELD™**

*Why Replace? Restore!*

Why Replace when you can Restore — for HALF THE PRICE? Many old roofs can be restored for a fraction of the replacement cost. As a rule of thumb, you should replace your roof if the projected repair cost is 35% or more of the replacement cost. But did you know that there is a third option?



INFRARED

**X-VISION™**

*Finds Hidden Damage*

The Military Grade **X-VISION™** Thermal Scanner determines real problems versus best guesses.

Over 100 government and commercial clients are using **X-VISION™** to inspect their buildings to determine real problems versus best guesses and develop target.



RE-ROOF

**LONGLIFE™**

*Long Life Roof Solutions*

Any roofing contractor can reroof a building. Only Castro Roofing makes the process easy, transparent, & stress-free. It's all about planning, systems, craftsmanship & communication.

There are a thousand possible land mines when it comes to reroofing a building. If you choose the wrong roofing contractor, your project could take a lot longer than you hope, cost a lot more, and leave you with a roof that will likely need to be replaced again much sooner than you think. At Castro Roofing, we make reroofing easy because we sweat thousands of tiny details—so you don't have to.



# Life Above Profits

**We’re not committed to safety because the law requires it.**  
**We’re committed to safety because it’s the Right Thing to do.**

**Management Involvement - Safety and Loss Control**

Mr. Rodolfo Rodriguez, President, is primarily responsible for implementation and direction of the company’s loss control program.

Safety Manager and the foremen are responsible for investigating and reporting in writing any employee or public liability accidents. Written reports of accidents are forwarded to Mr. Rodolfo Rodriguez and Mr. Juan Rodriguez, who further investigate accident causes and institutes control procedures to prevent recurrences. Mr. Rodolfo Rodriguez quarterly reviews accident data in order to analyze and identify loss trends. OSHA 300 logs are maintained in the corporate office.

Castro Roofing currently utilizes a written loss control program in the form of a safety manual, which is distributed and discussed with employees at the time of hire. Safety manuals are printed in English and Spanish.

Monthly safety meetings are held at the corporate office with all field employees to review safety issue. Each foreman is called upon to teach a portion of the class.

**Drivers**

Castro Roofing has developed a complete driver examination and testing program as required by current DOT safety regulations. Requirements include successful completion of a written examination, driving test, DOT physical and drug test, and yearly random drug testing. Castro Roofing also reviews driving records on a yearly basis.

**Safety Training**

Castro Roofing holds weekly Toolbox Safety meetings within individual crews, which are conducted by foremen. Our Safety Manager provides written topics for discussion on a weekly basis and a topic sheet is signed by all employees at the time of the discussion. The weekly Toolbox Safety meetings are all kept on file.

On a monthly basis, all superintendents, foremen, and drivers, attend a safety-training meeting conducted by our Safety Manager and/or guest presenters.

The safety meeting and training sessions may cover a variety of safety training and operating topics, such as a review of previous accidents and discussions of other

pertinent information, as determined by the individual conducting the meeting. The Safety Manager develops all general discussion topics and all of the meeting minutes, topics, and employee attendance are recorded and maintained on file.

**Self-Inspection Program**

A written company policy has been established charging the responsibility of individual job safety with respective foremen. The policy establishes an incentive program in which safety performance is tied into an award program. The policy further allows for in-house monthly safety inspections. Foremen also continue to be responsible for conducting job site inspections on a daily basis. A daily safety check list is contained on the job site.

**Job Sites**

The Safety Manager visits all job sites on a weekly basis, with any safety deficiencies noted in writing and usually corrected the deficiency immediately on site. Mr. Rodolfo Rodriguez and Mr. Juan Rodriguez receive written reports of all the inspections.

Separate gang boxes are made available at each job site specifically for safety equipment and may include such items as fire extinguishers, first-aid kits, gloves, material safety data books, tie-off lanyards, and belts, etc.

All company equipment is inspected and serviced on a regular preventative maintenance program by on-staff mechanic.

**New Employee Selection**

Potential employees are required to complete a written application form, which includes questions regarding previous employment, and work related injuries. An outsource agency is used to gather information regarding work history, including worker’s compensation injury history of prospective employees. Also, a check of worker’s compensation injury history is made through the state of Texas Industrial Accident Board on all prospective employees. All prospective employees are required to pass to a pre-placement physical, including drug and alcohol screenings. Physical and drug screenings are performed by Occupational Health Center of Dallas, Texas.

The job-site supervisors are responsible for conducting interviews of all potential employees. Experience in similar types of work is required for all new employees. Before final acceptance of the prospective employee, a behavior profile exam is taken and The Pinnacle Group in Philadelphia, Pennsylvania gives the results. A profile exam is done to make sure that the person with the required behavioral attitude is hired.

**New Employee Training**

A new employee orientation program consists of a review of company rules and regulations and the company safety manual. The safety manual includes a written safety policy statement by the management, which outlines specific company safety rules and then discusses specific safety procedures, including the utilization of material handling equipment, proper housekeeping procedures, the use of personal protective equipment, proper roof protection, and proper usage of electrical equipment. Safety manuals have been printed in English and Spanish. Employees are required to review, sign and date these safety manuals, thus agreeing to abide by all content and regulations.

Employees also receive training at the Industrial Academy. Through this academy, employees receive training concerning potential hazardous materials found at the site and on how to understand material safety data sheets on an individual product. Sample Material Safety Data Sheets are provided to all employees, who must then sign the document, thus verifying receipt of such sample data. New employees must then take a written test to show their understanding of the MSDS.

MSDS sheets are also maintained at each job site for all hazardous materials used on that project by Castro Roofing. Under the Industrial Academy, Castro Roofing utilizes safety training developed by the National Roofing Contractor Association (NRCA), which is viewed by all employees upon hire. Following the review of this material, employees are then tested to determine their understanding of the information.



Comanche Peak Nuclear Plant  
2013 Golden Hammer Award

# Insurance, Bonding and Business Licenses

Why are these items so important?

Workman’s Compensation and General Liability Insurance are essential for any sizable contractor. They should carry no less than \$1,000,000 in coverage. Without insurance, the contractor would be personally liable for damages or injuries that may occur on the job. If the contractor can’t cover the damages himself, you’ll have no legal recourse, and you will end up paying for any damages or injuries yourself, or, a claim would be filed against your insurance.

Make sure they’ve been operating under the same name for at least five years. Many contractors change names multiple times to avoid past customer complaints and problems. Contractors who haven’t been trading as the same name for at least five years better have a good reason why. (Naturally, some businesses will be legitimately new – if so, get a ten year work history of the owner and ASK questions!)

Performance and Payment Bonds are typically issued for contractors on construction projects. The performance bond is put in place as a protection for the project owner and the state (under federal or state projects), in case the contractor does not perform as per bonded contract. Payment bonds on the other hand are put in place to guarantee that contractors who have hired subcontractors, suppliers or laborers will reward them for their work in accordance with the agreement made between the two sides. The bond further guarantees that such payments will be made in accordance with state laws and regulations.

Only a small percent of contractors can provide bonds because of the tough requirements set by surety companies. If they can’t provide bonds, it’s a strong sign they might not be financially stable. At Castro Roofing we meet all state laws and requirements regarding coverage.

UNITED FIRE & CASUALTY COMPANY  
PO Box 73909, Cedar Rapids IA 52407  
ACCOUNT NUMBER:3000235988 (2) COMMERCIAL GENERAL LIABILITY  
DIRECT BILL -  
ISSUE DATE 08-21-2018 AG2 REPLACEMENT OF 0106 60495327  
NAMED CASTRO ROOFING ENTERPRISES INC  
INSURED CASTRO ROOFING ENTERPRISES INC  
AND  
ADDRESS 4854 OLSON DR TX 75227-2103  
DALLAS  
FROM: 09-01-2018 TO: 09-01-2018  
POLICY 12:01 A.M. Standard time  
PERIOD: at your mailing address shown above.  
We will provide the insurance described in this policy in return for the premium and compliance with all applicable laws, regulations, and conditions of the policy. If you pay the required renewal premium for each successive policy period, your policy will be renewed. If you do not pay the required renewal premium, your policy will terminate after any applicable grace period. You must pay up prior to the end of the current policy period or else this policy will terminate after any applicable grace period. Funds check is not considered payment.

1016  
POLICY NUMBER: 60495327  
AGENCY & CODE  
MHBT A #  
8144 WAL

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 REPRESENTATIVE OF PRODUCER, AND THE CERTIFICATE HOLDER. IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must 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  
MHBT, a Marsh & McLennan Agency, LLC company  
8144 Walnut Hill Ln., 16th Fl.  
Dallas TX 75231

INSURED  
Castro Roofing of Texas, LLC  
4854 Olson Dr.  
Dallas TX 75227

CONTACT  
NAME: JUDY HERR, CIC  
PHONE: 972-772-1036  
FAX: 972-772-1036  
ADDRESS: judy.herr@marshmcl.com  
INSURER(S) AFFORDING COVERAGE  
INSURER A: United Fire & Casualty Company  
INSURER B: Texas Mutual Insurance Company  
INSURER C:  
INSURER D:  
INSURER E:  
INSURER F:

DATE (MM/DD/YYYY)  
8/17/2018

CERTIFICATE OF LIABILITY INSURANCE  
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.

REVISION NUMBER:  
167443702

COVERAGES  
A COMMERCIAL GENERAL LIABILITY  
B AUTOMOBILE LIABILITY  
C WORKERS COMPENSATION AND EMPLOYERS' LIABILITY  
D PRODUCTS-COMPAG AGG  
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CASTRO ROOFING OF TEXAS, L.P.  
4854 OLSON DR  
DALLAS TX 75227  
TX 75227-2103  
SIC CODE: 1781  
DESCRIPTION ON NEXT LINE:  
Roofing, Siding, and Sheet Metal Work  
WE SHOW THIS BUSINESS IN THE FOLLOWING LOCAL SALES TAX AUTHORITIES:  
CITY: DALLAS  
TRANSIT: DALLAS MTA  
EFF: 01/01/1999  
EFF: 01/01/1999  
YOU MAY NEED TO COLLECT SALES AND/OR USE TAX FOR OTHER LOCAL TAXING AUTHORITIES DEPENDING ON YOUR TYPE OF BUSINESS.  
If you have any questions regarding sales tax, you may contact the Texas State Comptroller's field office in your area or call 1-800-252-5000, toll free, nationwide. The Austin number is 512/463-4900. If you are calling from a Telecommunications Device for the Deaf (TDD), the toll free number is 1-800-248-4000, or in Austin, 512/463-4921.

TEXAS SALES AND USE TAX PERMIT  
This permit is not transferable, and this side must be prominently displayed in your place of business.  
You must obtain a new permit if there is a change of ownership, location, or business location name.  
Microcharts: DO NOT accept a copy of this permit in place of a resale or exemption certificate. You will be responsible for sales tax unless you have a valid resale/exemption certificate on file.  
TAXPAYER NAME: BUSINESS LOCATION NAME, and PHYSICAL LOCATION  
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State of Mississippi  
BOARD OF CONTRACTORS  
CASTRO ROOFING OF TEXAS, L.P., A TEXAS LIMITED PARTNERSHIP  
4854 OLSON DR  
DALLAS, TX 75227  
is duly registered and entitled to perform  
BOOKING, SCHEDULING, AND BIDDING  
CERTIFICATE OF RESPONSIBILITY  
No. 20032-SC  
Expires Jan. 15, 2014  
James H. Klein  
COMMISSIONER OF THE BOARD

State of Louisiana  
State Licensing Board for Contractors  
This is to Certify that:  
CASTRO ROOFING OF TEXAS, L.P.,  
4854 OLSON DR  
DALLAS, TX 75227  
is duly licensed and entitled to practice the following classifications  
SPECIALTY: ROOFING AND SHEET METAL, SIDING  
Witness our hand and seal of the Board dated,  
Baton Rouge, LA 25th day of November 2013  
Expiration Date: November 20, 2015  
License No. 57584  
This License is Not Transferable  
Bobby Thompson  
Secretary-Treasurer

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PCL  
CONTRACT BONDING AGENCY  
Farmers in Construction Bonded by Trust  
May 16, 2019  
Re: Castro Roofing of Texas, LLC - Dallas, TX  
To Whom It May Concern:  
Castro Roofing of Texas, LLC has been a valued client of this agency and SureTec Insurance Company since 2002. SureTec Insurance Company is a treasury-listed surety with an A.M. Best Rating of A (Excellent). Castro Roofing of Texas, LLC is and has been in good standing with their surety.  
We characterize Castro Roofing's surety capacity to be \$15,000,000 for single projects with \$30,000,000 aggregate. We would be pleased to entertain any reasonable request from Castro Roofing should the need for bonds arise.  
Any bond request must be made by Castro Roofing, and be accompanied by underwriting information as required by the Surety. Each request is evaluated by the Surety based upon conditions and information available at the time of the request, including but not limited to a contract and bond forms acceptable to our client and their Surety, as well as satisfactory evidence of financing for private projects. Any arrangement for bonding is a matter between our client and their Surety, and PCL assumes no liability to you or third parties for any reason we do not execute bonds.  
We have worked with Castro Roofing for many years and consider them to be the premier roofing contractor in Texas. Rudy Rodriguez and his staff are capable, honest and professional and we are certain that you will have a very enjoyable experience working with them.  
Sincerely,  
PCL CONTRACT BONDING AGENCY  
Eric Leach  
President

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30

# Castro in the Press

What is the media is saying about us?

Industry experts, news media, building owners, and building managers have recognized our company, culture and roofing solutions for the impact we have in providing total roof health. Below are some articles written by the top recognized national magazines highlighting our accomplishments.



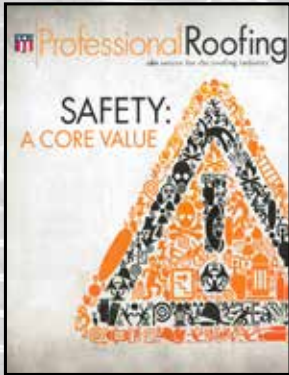
## MANAGING TO SUCCESS

Running a metal roofing business is tough. Here is what some successful businesses are doing to run their operations smoothly.



## RE-ROOFING IN THE LONE STAR STATE

Castro Roofing becomes a part of history at Fair Park Hall of State in Dallas.



## SAFETY: A CORE VALUE

Castro Roofing shares its strategies for improving workplace safety.



## A GRAND ENTRANCE IN DALLAS

Castro Roofing installs the longest-continued standing seam metal roof in North America and also win the Gold Circle Award for Safety Innovation.

## A+ ROOFING

Castro Roofing passes all tests to re-roof the University of Houston Science Center.



## RE-ROOFING IN THE LONE STAR STATE

Castro Roofing becomes a part of history at Fair Park Hall of State in Dallas.



## ARTFULLY EXECUTED ROOFING

Castro Roofing of Texas renovates multiple roof systems at the Owen Arts Center in Dallas.



## 2013 GOLDEN HAMMER WINNER

Castro Roofing wins an unprecedented Twelfth Golden Hammer Award for Outstanding Commercial Project.



# Cooperative Purchasing and Minority-Owned Business Certification

Why are these items so important?



## We Can Help...

### Meet Your Diversity Goals and Get Superior Results

Castro Roofing is certified and registered as a Minority-Owned Business Enterprise with multiple certification agencies. We help government agencies and privately owned entities reach their diversity goals.

### TIPS — Better Results Without All The Hassles

TIPS provides procurement options that are proven to save the government agencies money, time and frustrations. When you compare the antiquated bidding process to the advantages of a Cooperative Purchasing Network, like The Interlocal Purchasing System (TIPS) you will be surprised at the ease of the process. Using the old bidding process may bring unwanted obstacles, which you might have experienced first hand, such as using your valuable time and money going through mountains of confusing proposals and having to settle for substandard products in the end.

TIPS was created to avoid these hurdles and has narrowed down many qualified, state approved vendors. Much of the bid work has already been done and when you use TIPS, rest assured that you will be getting a quality product from an experienced company at a fair price.

All of our products, procedures and services have been pre-screened through TIPS to ensure top quality results for its members . Client service at the highest level before, during and after your project is what we guarantee on our promise of making you our next RAVING FAN!



# Craftsmanship and Warranty

Why are these items so important?



## The Missing Link...

### The craftsmen on the roof make all the difference!

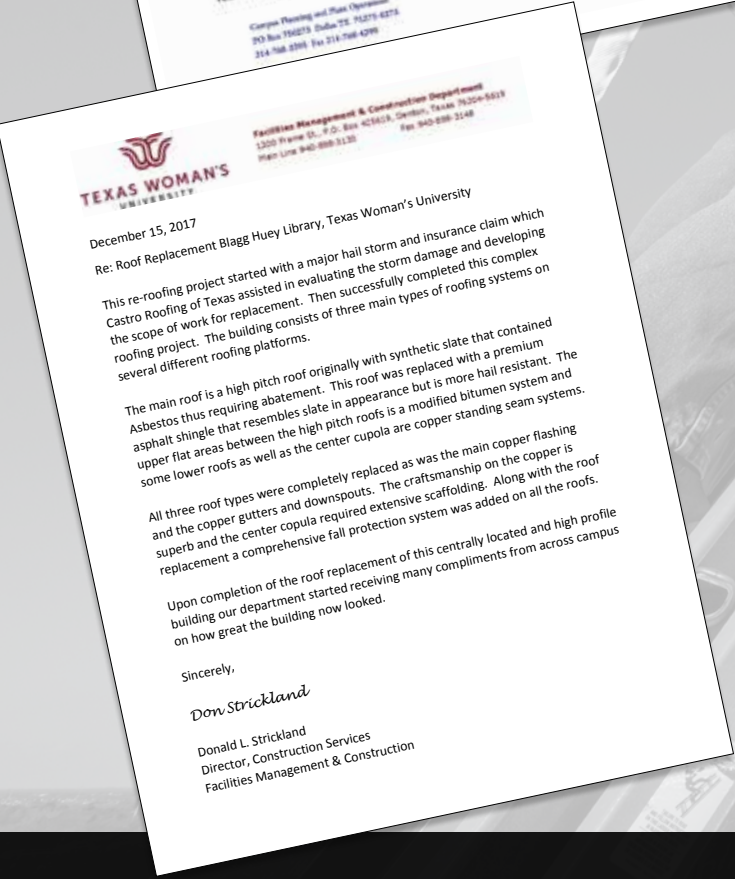
Most importantly, a contractor has to be competent to do the job right the first time. Competence comes from training, experience, and good old-fashioned hard work. As you evaluate a contractor, look for signs that they can do the job right the first time.

A contractor who serves its client well should be proud to present pictures of the work they've done. Ask to see a dozen jobs they've done. If none can be produced, that should be a major warning sign.

### Warranty fulfillment

The bottom line is, a company will stand behind the work they do or they won't. Only the most trustworthy and competent contractors put their warranty right up front to you. No fine print, no paragraphs of endless exceptions, no prorating for time that has passed.

Naturally, you'll want to check the stability and reputation of the contractor to make sure they'll actually be around to fulfill on the warranty if necessary, and to find out if they've taken the time and effort to fulfill for others who have needed it. (Note: they should be able to provide at least fifteen client references who can speak to you about how responsive the contractor was to their needs)



# Case Studies

## Case Study #185 - Mesquite City Hall

### After Twenty Straight Years of Leaking, No One Believed It was Fixed!

It’s not nice to laugh at people, but you have to admit this is funny. When the City of Mesquite hired us to fix the leak that no one had been able to fix for literally 20 years, many could not believe it when it was actually repaired for good.

The leak had caused water to come down a pillar and pool on the floor in the main entry way. After dozens of failed attempts and multiple roofing contractors, the “caution wet floor” pylon became a permanent fixture every time it rained. It just happened to rain the day we fixed it, so we were there to witness people walking around the pillar without even thinking about it. One man walked up to the pillar, touched it (dry, of course!), backed up, and walked around anyway!



# Case Studies

## Case Study #152 - Lewisville ISD

### No One Could Repair Our Leaky Arch!

Hate mail is usually what principals send to facility managers about roof leaks. In our case, principals actually go out of their way to send compliments. Take case study #152 as an example.

The arch in the entry way of Lakeview Middle School in Lewisville is the visual center of the entire school. People comment on how stunning it is all the time. What most people didn’t know is that the beautiful arch leaked from the first day it was installed six years ago. The original roofer couldn’t fix it and several other roofers refused to even look at it because they thought it was too dangerous.

Castro Roofing went out and used safety equipment to inspect the arch. They quickly discovered that the wrong kind of rivets had been used in several places, resulting in an extremely easy-to-fix leak. Less than an hour later, the repair was complete and the arch has never leaked since.





CASTRO ROOFING  
QUALIFACATION STATEMENT  
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