



**IT STARTS
WITH DEVELOPING
A PARTNERSHIP
FOR SUCCESS**

Business owners and managers today face the kinds of challenges that put their survival on the line...mission-critical challenges that demand innovative thinking, dedicated expertise and strategic action. Organizations that use these approaches to turn challenges into opportunities will find success and achieve their desired results.

At Performance Industries, we know about results. Established in 1987 as a business consulting firm, we have a proven track record of helping clients achieve results. We have hands-on experience in business and are experts in identifying opportunities to help you achieve your overall goals.

We offer a unique perspective because we understand the complexities of running a successful business and will work together as your partner to take your business where it needs to go.

Our results can be verified in each of our areas of expertise :

Consulting

Mergers & Acquisitions

Telecommunications

The following pages provide more in-depth information about these services and how we can work together for your continued growth.

“We have never experienced, in any other program, the results that we achieved through Performance Industries. I look forward to continuing to work with you to improve our business performance.”

Reference information is available upon request



**SERVICES
DESIGNED
TO MEET YOUR
BUSINESS
NEEDS**

CONSULTING SERVICES

From strategic planning to boosting your financial health... from identifying profitable opportunities to enhancing market position, Performance Industries can provide services geared to your success.

Strategic Planning lays the foundation for success. We can help you plan for your company's future to be sure you're headed where you want to go. We'll help you:

- Analyze your existing business or determine the feasibility of starting a new one.
- Rate your company and evaluate strategic areas needing improvement.
- Develop a strategic business plan.
- Evaluate your organizational structure.
- Raise capital from outside sources.
- Develop a detailed marketing and operations plan.

Financial Planning is the lifeblood of your organization's success. We can assist you with clearly understanding your financial and accounting functions and identifying target areas that will improve your bottom line. We'll help you:

- Develop workable systems for analysis and budgeting, reviewing expenses line by line.
- Establish job costing.
- Identify and understand profit centers.
- Establish methods to monitor key financial ratios against industry benchmarks.
- Improve profitability.
- "Right size" your organization.
- Attract financing.

"We approached Performance Industries to help us define our needs in Financial Management and Forecasting, and Human Resource Management. . . We have seen results in our company's profits, as well as an increase in morale of the employees, team spirit, and the developments of personnel policies and defined job descriptions."

Reference information is available upon request





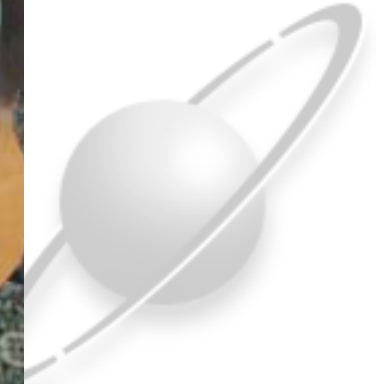
**EVERYTHING
CRITICAL TO A
FUNCTIONAL
ORGANIZATION IS
DEPENDENT ON THE
ACTIONS OF PEOPLE**

■ **Human Resources Management** helps to assure excellent communication, healthy working relationships and optimum performance within your organization. We can help you:

- Define executive/key personnel needs and conduct the recruiting needed.
- Establish plans for employee development.
- Set job-specific goals.
- Develop quality job descriptions and performance evaluations.
- Design and implement meaningful compensation and incentive programs.
- Develop a personnel policy handbook.
- Understand yourself and others through behavioral profiles.

■ **Executive Retreats** give you and your key staff the opportunity to become re-energized and refreshed. Whether designed as an executive training session or done in conjunction with strategic planning, executive retreats can help your staff remain committed and excited about the work they are doing. We can help you:

- Identify your goals for maximum results.
- Plan a program customized to your specific needs.
- Recommend an approach to ensure success, choosing from various programs such as: Time-based Competition, The Balanced Scorecard, Activity-based Costing and Management, Benchmarking, and Managing Organizational Change, to name a few.



“Thanks again for the excellent presentation at our Manager’s Meeting in Seattle. I especially enjoyed the segment on paradigms. I sometimes get ‘tunnel vision’ and don’t consider truly innovative ways to design new products. I plan to use many of the principles you presented to successfully develop and implement the new quality control program, which will provide us with a major challenge.”



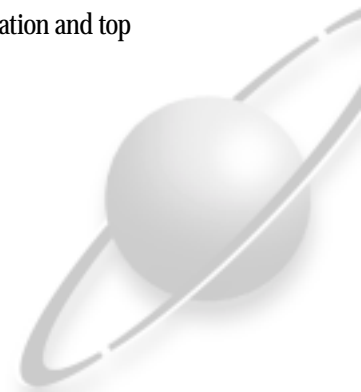
MERGERS AND ACQUISITIONS

■ We provide sophisticated, practical middle market M&A advisory services for companies with revenues ranging from \$5 million to \$50 million. We can help locate strategic or financial partners, identify debt and equity funding sources, conduct market research, and provide consulting and valuation services. Our team of professionals provides creative solutions to help owners and shareholders maximize value.

■ We know and understand the dynamics of merger and acquisition activities and their impact on your future and on the future of your business. We are committed to providing professional services when presenting your business to the marketplace, highlighting the growth opportunities and the accomplishments of your organization. In the M&A process, you'll find that we:

- Focus on critical areas of due diligence.
- Assure confidentiality.
- Create a competitive process for achieving maximum value.
- Instill a sense of urgency.
- Focus on allocations and tax implications affecting your net results.

■ Whether representing a buyer or seller, we negotiate transactions with the concerns and needs of our clients in mind. You're assured of an honest valuation and top dollar for your assets.



“We would like to take this opportunity to thank you personally for an extremely well done job in representing us. As you know, it was a tough decision for us to finally decide to sell, but we firmly believe we came through this process easier and in a better position because of your efforts. Your knowledge and professionalism brought confidence to this project. This was a great experience for us and we would not hesitate to call on you again or to recommend your services to anyone in need.”

Reference information is available upon request

Performance Industries has helped hundreds of clients achieve results in the telecommunications industry with the sale or purchase of spectrum and towers. We are dedicated to serving our clients: we not only handle the deal...we handle the details.

Our services include:

- Conducting extensive market analysis and valuation.
- Preparing a professional presentation of numerous deal structures.
- Locating strategic buyers and sellers.
- Working with legal and regulatory counsel for documentation and closing.
- Assisting with FCC documentation preparation and filing.
- Providing guidance on tax considerations, if applicable.

Spectrum

We can help you sell your frequency license(s) or your entire business. As telecommunications specialists, Performance Industries brings expertise, integrity and a proven track record to every deal. Our knowledge of regulatory issues, market competition and business insight works to your advantage. Our detailed market analysis focuses on the best options, not just the obvious ones.

Always focused on the tax impact, we present several deal structures for your consideration and help you find the scenario that works best for you. Every step of the way, we keep you updated on deal developments. We manage the process through closing, providing the follow-through that leads to a timely settlement.

Towers

As telecommunications expands, the need for coverage penetration grows. Many independent tower owners have positioned themselves for a profitable transaction with national communications providers, who are seeking more tower properties. Through our various M&A services, we strive to structure a transaction that meets your particular financial goals.

**INDUSTRY
KNOWLEDGE AND
BUSINESS
EXPERTISE SETS
US APART**

“PI was a great resource in assisting us with the sale and closure of our frequencies. They did an excellent job negotiating on our behalf and following through to ensure the sale was finalized.”

Reference information is available upon request



**PUTTING OUR
EXPERTISE AND
EXPERIENCE TO
WORK FOR YOU**

CONTACT US

Performance

i n d u s t r i e s , L P

Consulting, Mergers & Acquisitions

On our staff you'll find individuals who have been business owners and those who have held high-level positions with nationally known companies. In their past corporate roles, members of our staff have been responsible for multi-million dollar budgets and have assisted clients across the country. With our broad base of experience, we are in the perfect position to offer a broad array of business services essential to the success of your organization.

Find out how Performance Industries can assist you in your business or industry. We'll work as your partner, bringing expert advice and business solutions to the table.

For more information, call us today at 717-560-3704. We'll be happy to send you our informational CD, which outlines our services in detail. You also can learn more about us at www.performanceindustries.com.

Thank you for your time and consideration.

