



UNDERWATER SOLUTIONS WORLDWIDE

PHOENIX INTERNATIONAL HOLDINGS, INC.

QUALITY OBJECTIVES

Customer Satisfaction

To ensure our products and services meet established customer requirements for quality, schedule, and budget, resulting in customer satisfaction levels of not less than 90%.

Health, Safety, and Environment

To provide an accident and incident free workplace, causing no damage to the environment, with a TRIR of 1.0 or less.

Employee Satisfaction

To establish policies and practices that increase employee satisfaction each year.

Continuous Improvement

To improve Phoenix products, services, and processes by pursuing a thoughtful, risk-based approach; reviewing at least 5% of all company procedures each year; and decreasing the time for follow-up of Corrective Actions.

Growth

- To hold annual growth in Total Overhead plus G&A to less than 2%.*
- To achieve annual revenue growth at least 2 times annual growth in Total Overhead plus G&A.*
- To realize Corporate Job Profit greater than 30%.*

Patrick J. Keenan
President