

PEOPLE ON THE MOVE

HIRINGS, PROMOTIONS, BOARD MEMBERS AND SPECIAL ANNOUNCEMENTS IN SAN DIEGO



BANKING – NEW HIRE



Ashley Hayslip

Enterprise Financial Services Corp (NASDAQ: EFSC), is pleased to announce the hiring of growth-focused industry expert Ashley Hayslip to the position of San Diego Market President. In this executive role, Hayslip will drive Enterprise's organic growth in San Diego and the surrounding region. She will evaluate business prospects, develop and execute growth strategies and actively pursue Enterprise's community-focused objectives. With more than 15 years in the financial services sector, Hayslip has the advantage of experience in both business leadership and banking leadership roles during her career and has an established track record of executing business development and community engagement strategies. This includes assessing business opportunities to create and implement initiatives that both drive revenue growth and achieve organizational goals. In prior banking roles, she has overseen and managed large teams of associates in addition to high-profile loan and deposit portfolios. "Our full-service commercial banking model continues to yield successful results in California, and Enterprise remains committed to delivering exceptional financial solutions to businesses and individuals in the San Diego region," said Jeff Friesen, Southwest Region President at Enterprise. "With Ashley Hayslip at the helm, we look forward to building even stronger connections within the community and empowering our clients to achieve their business goals."



Brian Gates



Robin Sides



Matt Harbin



PLUMBING, MECHANICAL, & CONSTRUCTION – LEADERSHIP TRANSITION

Established Mechanical Contractor Announces an Important Leadership Transition [Vista, CA] - ICS (Industrial Commercial Systems, Inc.) a 40-year-old name in California commercial mechanical and plumbing contracting, is excited to announce a critical leadership transition. Brian Gates, a veteran Southern California construction industry professional, is stepping into the role of CEO with the full endorsement of the company's owner and previous CEO, Robin Sides and COO and owner, Matt Harbin. Robin Sides will transition to a board-level position, ensuring his decades of institutional knowledge sustain a seamless transition in leadership while underscoring the company's commitment to incorporating fresh energy and innovation into its employee engagement, customer satisfaction, and growth strategies. After decades of serving as the ICS CEO, Robin is excited to facilitate the company's new direction over the next few months. He says: "I am enthusiastic about the bright future that lies ahead for ICS. With Brian's leadership and vision, we are better positioned than ever to expand and serve our clients and partners effectively." COO and co-owner Matt Harbin is equally pleased, stating, "We look forward to Brian taking the reins and leading ICS to the next level." Brian Gates brings valuable leadership experiences and knowledge to ICS. His professional background includes general contracting, real estate development, property management, and management consulting, which afford him the unique ability to enhance ICS's reputation as the first-choice mechanical and plumbing contractor for employees and industry partners across the region. Brian's background, coupled with his passion for growing people-first organizations, perfectly aligns with ICS's goals. He emphasizes, "What drew me to ICS are its exceptional people and outstanding reputation. I am honored to lead ICS into its next phase, building upon its incredible legacy. Our mission is to continue exceeding expectations while maintaining our commitment to our valued clients and partners." Brian's initial focus will be on strengthening the company's ability to partner effectively with general contractors during the critical conceptual stages of projects, as well as growing the preventative maintenance and service division. He is also committed to expanding internal efficacy to prefabricate materials, ensuring ICS can meet exceedingly high-quality standards and tight project schedules. For questions about the ongoing transition, please reach out to Contact us@1ics.net.