

Ulteig We listen. We solve.®



SUSTAINABILITY AT ULTEIG

WHAT WE BELIEVE

Ulteig is committed to the sustainability of our company, our clients and our world – all interrelated and embedded in our vision, strategy and operations. As a leader in our industry, Ulteig understands sustainability is critical. We are dedicated to:

- Eliminating or minimizing environmentally adverse effects of our operations in support of robust infrastructure and thriving communities.
- Driving technological innovations leading to more efficient and environmentally sound results.
- Instilling social justice and equity efforts within our company, as well as endorsing local, state and federal policies that advance these goals.
- Providing safe and healthy facilities, offices and worksites.
- Supporting engaged, productive employees with employee-focused policies, tools and practices.

We believe this commitment contributes to our competitive strength and benefits our clients, our employees and our communities.

POLICY

Ulteig supports policies which address these sustainability issues:

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WATER

- Protecting and improving water supply, water quality management and the interests of the public and the environment through water infrastructure funding.
- Water and wastewater services that are funded through self-sustaining enterprises adequately financed with rates and charges.
- Continued reauthorization and increase of the Environmental Protection Agency (EPA) State Revolving Loan Fund (SRF) programs under the Safe Drinking Water Act and the Clean Water Act.
- Continued reauthorization and increase of the EPA Water Infrastructure Finance and Innovation Act (WIFIA).
- Federal, state, regional and local agencies, as well as public/private partnerships (P3) as a funding and development mechanism, to protect, conserve and improve the use of our water resources.
- Federal, state and local funding of flood risk reduction efforts and water resource development.



CLIMATE CHANGE

- An economically responsible approach to funding that strengthens the resilience of public infrastructure to climate change.
- Local, state and federal policies that:
 - Encourage or support investment that results in reduction of carbon pollution.
 - Accelerate the implementation of clean and renewable energy solutions, including wind and solar tax credits as well as carbon capture and sequestration technology incentives.
- Studying the causes and effects of climate change that would lead to potential solutions that positively impact infrastructure durability in the future.
- Local and regional efforts to build stronger, safer infrastructure by designing for resiliency and planning for rapid recovery when damages to critical infrastructure occur.
- Efforts to reduce our own environmental impact.



WORKFORCE DEVELOPMENT

- A commitment to equal opportunity that welcomes, sustains and advances employees of all backgrounds.
- An environment that is healthy, engaging and productive for all employees.
- Policy changes that lessen the stringent requirements for employers surrounding immigration programs.
- Policies and investments that provide equal education opportunities for all (especially for STEM-related education).



TRANSPORTATION

- Increasing federal-aid funding at state and local government levels, which is essential to maintain our aging infrastructure, meet the needs of growing populations, address complex transportation challenges and support new technologies.
- Funding flexibility between capital and operations/ maintenance investments, necessary to support local priorities.



INNOVATIVE TECHNOLOGY

- Investments that advance technologies that support an economically sustainable future.
- Market and regulatory reform that promotes the investments and ownership of specific technologies that will assist in state, city and utility carbon reduction goals, defined broadly as the energy transition.

PRACTICE

Ulteig delivers comprehensive engineering/design, program management, technical services and field services that strengthen infrastructure vital to sustaining everyday life.

That commitment extends to the sustainability of our workforce, a key factor in our growth and reputation as an employer of choice.

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OUR PROJECTS

Ulteig is committed to a clean, healthy environment, providing our clients with safe, reliable and responsive engineering services in an environmentally sensitive and responsible manner. We:

- Comply with environmental laws and strive to improve our environmental effectiveness.
- Consider environmental factors in our planning, purchasing, facilities, and operating decisions, including our use and disposal costs.
- Continuously strive to improve the effectiveness of our environmental management.
- Appropriately train and educate our employees to be environmentally responsible during project work.
- Perform periodic evaluation of our environmental performance with compliance reviews.
- Re-use and recycle whenever possible and manage our waste in an environmentally responsible manner.



The Williston (SD) Basin International Airport, the first new greenfield airport to open in the US in nine years, was a multi-year \$270 million project with Ulteig as the project manager. After its opening, Ulteig was also assigned the de-commissioning of the old airport, which included all physical removals and environmental mitigation on fuel systems, navigational aids, pavement and buildings.



The Fall River Road Bridge Project supports the Colorado Department of Transportation's "Whole System - Whole Safety" initiative by improving safety conditions for all modes of transportation and aligning with the county's future greenway trail projects. Ulteig also performed some redesign mid-project after listening to the local rafting community: we raised the vehicular bridge to allow eight feet of clearance for rafters on the rapids below.



In 2020 Ulteig significantly expanded our System Integration service expertise. As infrastructure continues to both age and become more complex, systems need to be able to receive, understand and organize large amounts of data. The benefit: power, transportation and water infrastructure operates at peak efficiency while minimizing impacts on the client and the environment.

CULTURE

Flexibility, growth, employee engagement, employee safety and wellbeing are foundational reasons why Ulteig has been recognized as a top workplace in many of our office locations. We sustain our workforce and strong employee retention through continuing commitment to these practices:



EMPLOYEE GROWTH

- We provide multiple career development resources such as Career Development Plans, career lattices, development activity guides, and career aspiration guides to help employees explore and identify their future career interests and development opportunities.
- We offer tuition reimbursement to employees pursuing courses and programs related to current roles or those that will enhance employees' qualifications for advancement within the company. Additionally, Ulteig offers reimbursement for some technical and non-technical licensures.
- We offer a formal mentoring program, pairing employees with mentoring leaders to help develop knowledge, networks and careers.
- We conduct an annual talent review and succession planning process to prepare for the future. Our goal is to have ready-now successors for our leadership roles and identify development needs for leaders ready in the longer term.
- We utilize our Leadership Dimensions to establish and communicate expectations for behaviors that contribute to successful job performance. Additionally, these competencies promote an understanding of the behavioral expectations for employees who wish to move to another leadership level within the company.

EMPLOYEE ENGAGEMENT

- We have created an "Employee Owner Identify" to highlight how each of our employee owners contributes to our success.
- We share company-level Key Performance Indicators with all employees monthly.
- We complete quarterly and annual engagement surveys.
- We have multiple types of employee recognition, including the Ulteig Annual Awards.
- The 20+ members of our Culture Committee sustain employee ownership through events and activities in our offices and our communities.
- We hold quarterly town hall events with all employees to share important information and answer employee questions.

FLEXIBLE WORKPLACE

- Our flexible workplace is cited by many of our employees as the most positive aspect of working at Ulteig.
- We support flexible schedules that create the most productive worktimes for our employees.
- We support a hybrid work environment that includes office and remote workspaces, and recognize that there is not a "one size fits all" approach for where employees do their most productive work.

EMPLOYEE WELLBEING & SAFETY

- We offered a four-part virtual wellbeing series to help employees cope with the challenges related to COVID-19.
- We provide every employee an annual \$300 reimbursement for wellness activities or purchases.
- We have an industry-low workers compensation Experience Modification Rate (EMR) of 0.67.
- We provide health and safety related training to all employees to facilitate safe office and site work environments.
- We provide employees with the Personal Protective Equipment (PPE) necessary to perform their jobs safely. This includes reimbursement programs for safety footwear and prescription safety glasses for each employee.
- Our Flame-Resistant (FR) Clothing Program effectively allows employees to order necessary arc-rated protective gear online.
- We developed and implemented an employee COVID-19 health screening protocol, including daily electronic self-screening for our field employees.
- Our field teams hold daily site safety meetings, including COVID-19 reminders and hazard assessments using a newly developed electronic Job Hazard Assessment (JHA).
- Our electronic fire extinguisher inspection program provides direction and responsibility for the required monthly inspection process at all Ulteig facilities.



OUR OFFICES IN MINNESOTA, NORTH DAKOTA, SOUTH DAKOTA AND DENVER ARE CONSISTENTLY RECOGNIZED AS TOP WORKPLACES BASED ON EMPLOYEE INPUT.



Ulteig offers leadership development in a variety of forms such as formal programs, mentoring, coaching engagements and leadership courses. In 2020, we launched Leading at Ulteig, a cohort style program to develop fundamental leadership skills through formal learning, leadership assessments and coaching. We have also developed a formal program for emerging leaders (individual contributors with leadership aspirations).



We support the development of the workforce through our Internship/Co-op program. Each year, Ulteig hires interns across various business areas to offer on-the-job learning opportunities. Additionally, if opportunities exist, we aim to hire our current interns into full-time roles after internships conclude.



In 2020 Ulteig had over 1 million labor hours worked with zero OSHA recordable injuries, a company OSHA Recordable Incident Rate (ORIR) of 0.00.

PEOPLE & PLACES

Ulteig recognizes our position as a leader in our industry and invests time and reputation to encourage sound policy and practice beyond our walls. We are also committed to providing healthy, productive and engaging work environments for employees. As a company we reduce and recycle – and involve employees in these efforts to encourage sustainability as a business and as stewards of the larger community.

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OUR PEOPLE

Among our industry commitments, Ulteig is a member of the board of a renewables industry group, Solar Energy Industries Association (SEIA). SEIA supports efforts in policy, legislation and education to increase knowledge and promote dialogue about solar issues. Solar is a growing industry and is vital to Ulteig as we serve more clients interested in supporting a carbon-neutral environment.

Ulteig encourages community service by providing every employee with eight hours of paid time each year to use for volunteering. Employees help rebuild and rehab houses, mentor youth at risk, increase food stability and sustain the environment with their activities.

OUR FACILITIES

Ulteig's practices help to make our offices more sustainable and reduce our carbon footprint. In our current environment we:

- Foster opportunities for decreasing waste volumes and toxicities, including increased recycling and waste diversion and more environmentally friendly product acquisition.
- Promote an electronic, reduced-paper environment to reduce paper waste.
- Promote recycling of all paper, cans and plastic bottles by making recycling containers conveniently available throughout Ulteig facilities.
- Utilize building control systems and other energy efficiency features to reduce energy usage.
- Offer video conferencing across all offices, reducing inter-office travel.
- Broadly support remote work, which directly reduces commuter traffic emissions.

COMMUNITY

As individual employees and on the corporate level, Ulteig supports community health and justice, the foundation for sustainable communities.

COMMITMENT TO COMMUNITY IN A CHALLENGING YEAR

The year 2020 brought a set of unique challenges for community support. Ulteig has a longstanding policy of supporting community volunteering. Our employees help build houses, plant trees and tutor children, for example.

This year many of those activities were curtailed because of the pandemic but Ulteig remained committed to making a difference. In March, the company pledged \$30,000 to support communities' COVID-19 relief efforts by matching donations or funding project ideas from employees. In June, spurred by the death of George Floyd and the unrest that followed, Ulteig expanded that commitment to support contributions to organizations that advance racial justice and equality.

Emily Collins, Associate Project Manager, received an Ulteig grant to take over a community garden space (idled because of the pandemic) and grow vegetables to be donated to local food banks.





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For over 75 years, Ulteig has driven reliable solutions as an experienced leader in the engineering industry. We are a team of forward-thinking, innovative experts who make critical connections, putting together the complex, multi-disciplinary strategies needed in today's changing world.