



CELEBRATING 80 YEARS.



WE LISTEN. WE SOLVE. **HORIZON**

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HORIZON

WHO WE ARE

MESSAGE FROM THE PRESIDENT & CEO



“TOGETHER, WE WILL
CONTINUE TO FORGE
PATHWAYS THAT LEAD TO
A MORE SUSTAINABLE,
CONNECTED AND
RESILIENT WORLD.”

As we celebrate the remarkable milestone of **80 years at Ulteig**, I am filled with immense pride and gratitude. From Melvin Ulteig’s initial mission to improve power connection, our growth has been fueled by purpose: **creating and solving for a sustainable future**. Today, that purpose is shared by a team of over 1,300 Ulteig professionals who successfully execute over 2,500 projects annually.

From landmark solar developments like The Red Tailed Hawk Solar project, to transportation projects like the Grand Forks, ND interchange, our teams across Power, Renewables, Transportation and Water spent 2023 collaborating with private and public clients on innovative solutions. Now in our 80th year, we are eager to share new technology solutions, like PathFinder™, PinPoint™ and SiteSense® to help better support your work and your communities.

Beyond consultative and engineering services, Ulteig’s impact resonates through active volunteerism and partnerships. Our Community Partner Program

and Corporate Citizenship Committee champion the spirit of service, offering each employee volunteer hours to support local initiatives.

This commitment to social responsibility is reflected in our employee participation in community service: partnership projects, such as a Bastrop, TX trailhead revitalization with Engineers Without Borders USA to address erosion and the Humanity Rising Scholarship Program, are a testament to our investment in sustainable development and the nurturing of future leaders in renewable energy.

As we look forward to the future, our resolve to serve our communities and clients with integrity and innovation remains as strong as ever. Together, we will continue to forge pathways that lead to a more sustainable, connected and resilient world.

Thank you for your continued trust and partnership. **Here’s to many more years of collaboration and success.**

DOUG JAEGER,
PRESIDENT & CEO



ABOUT ULTEIG

Since our founding in 1944, Ulteig has been a trusted collaborator in the engineering industry, dedicated to the organizations that build, maintain and revitalize our nation's infrastructure. Our expertise spans the critical Lifeline Sectors® of Power, Renewables, Transportation and Water, where we provide fully custom, integrated and location-specific solutions that are both innovative and reliable. Leveraging the extensive experience that comes with our rich 80-year history, we infuse our deep-seated knowledge into every project we take on.

We are more than an engineering firm. **We are your trusted consultative partner in developing North America's essential infrastructure.**



OUR PURPOSE

Creating and solving for a sustainable future.


OUR VISION

To be the most trusted partners transforming our world's critical infrastructure.




OUR VALUES


At Ulteig, **our commitment to excellence is unwavering**, and it's reflected in the core values that support our work. As a forward-thinking company, we've refined these principles to echo the spirit and unique strengths of our team. These values are the bedrock of our corporate culture and embody the aspirations we hold for our future. They guide our decisions, inspire our actions and give meaning to our collective efforts as we navigate the ever-evolving landscape of infrastructure engineering.




CLIENT SUCCESS:
We create exceptional value through our expertise and collaborative approach




INTEGRITY:
We are authentic and always do what's right




ENTHUSIASM:
We are passionate about the work we do and have fun doing it



INCLUSION:
We seek diverse backgrounds, empower all voices and value all perspectives



AGILITY:
We act with speed, flexibility and balance



INNOVATION:
We leverage ingenuity and foster creative outcomes

CELEBRATING 80 YEARS OF COLLABORATION

In 1944, Melvin Ulteig embarked on a mission to bring electricity to the Upper Midwest, founding his namesake company. Today, **Ulteig continues to expand upon our founder's mission**, serving clients across North America with solutions that span our four Lifeline Sectors® through the dedicated work of our employees.

We continue to hold onto the deep commitment to our clients that Melvin established 80 years ago – collaboration and solutions that make a difference.



FACTS & STATS



Top 15 of
Zweig Group's
HOT FIRM LIST



1,300+
Ulteig Professionals


Voted
BEST PLACES TO WORK
in 2023 by Glassdoor




Over
2,500
projects a year



300+ Licensed
Professional
Engineers



15 Office
Locations

AWARDS

In 2023, Ulteig saw industry-wide recognition for our contributions to client service, innovative solutions and workplace satisfaction. These awards not only celebrate our achievements but also reinforce our dedication to making a meaningful impact in the communities we serve.



ACEC NORTH DAKOTA
ENGINEERING EXCELLENCE



ACEC COLORADO
ENGINEERING EXCELLENCE



EC&M TOP 10 ELECTRICAL
DESIGN FIRMS



ENR TOP 500
DESIGN FIRMS



PRAIRIE BUSINESS 50
BEST PLACES TO WORK



ZWEIG GROUP
HOT FIRMS LIST



STAR TRIBUNE:
MINNESOTA'S TOP
WORKPLACES



DENVER
TOP WORKPLACE



ENERGAGE EMPLOYEE
WELL-BEING



ENERGAGE PROFESSIONAL
DEVELOPMENT



USA TODAY TOP
WORKPLACES
2024



DIVERSITY JOBS TOP
DIVERSITY EMPLOYER

HORIZON

WHERE WE HELP

LIFELINE SECTORS® & MARKET OVERVIEW

At Ulteig, we work in the heart of North America's critical infrastructure, specializing in Power, Renewables, Transportation and Water. Through these key Lifeline Sectors®, we are helping create cleaner, safer and more sustainable communities.



Every day, we rely on the electric grid to power our world. As we prioritize decarbonization and increase electricity use in our daily lives, grid demands will rise. Delivering this power requires infrastructure that aligns to evolving demands and support future generations. Our expertise allows us to serve as a trusted infrastructure ally. As we navigate this merging horizon, we're excited to support our clients toward robust, forward-thinking solutions.

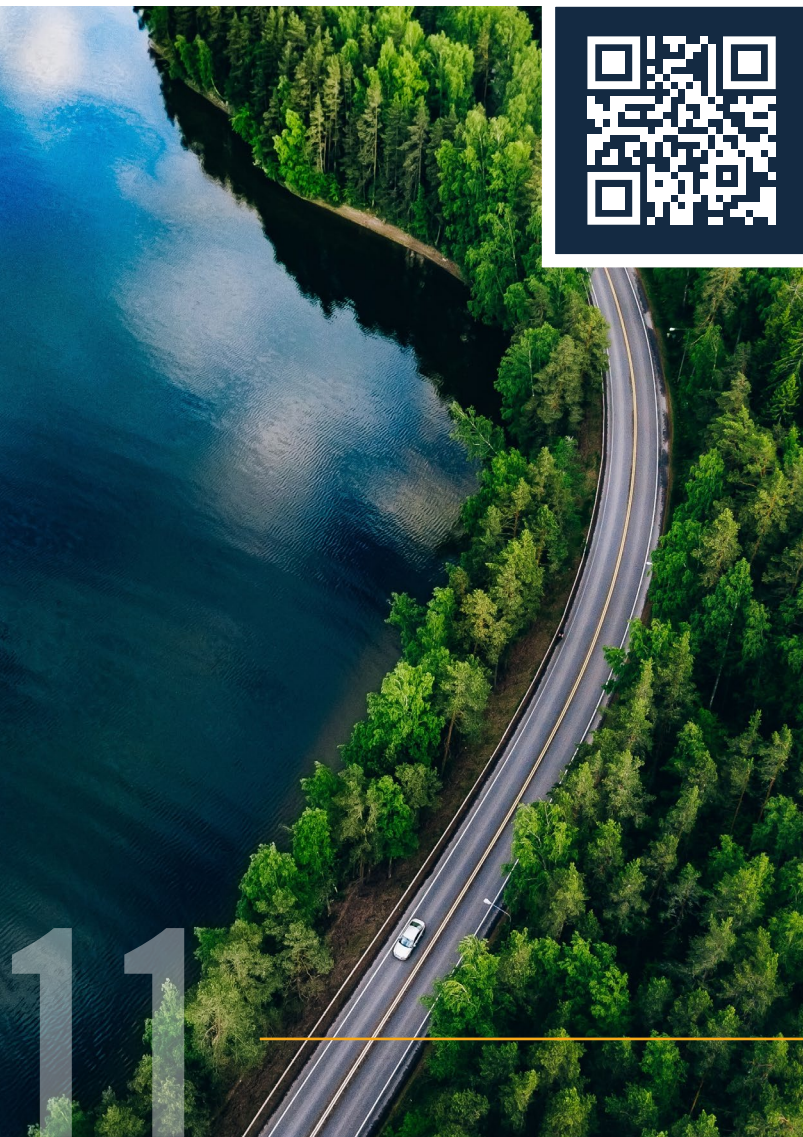
Our commitment to renewables and clean energy – from meticulous surveying and construction oversight to sophisticated interconnection and cutting-edge plant design for solar, energy storage and wind – is actualized through helping our clients reach their goals by improving performance. We bring unmatched grid acumen, comprehensive expertise and a dynamic approach to every venture. In an ever-evolving sector, our progressive and tech-forward strategies ensure we thrive, consistently delivering projects that meet our clients' timelines and budgets.

Creating pathways that connect people and communities requires more than engineering; it demands imagination and personalized solutions. At Ulteig, we don't just apply our technical know-how to develop safe, dependable transportation networks; we integrate seamlessly with our clients' teams. Our dedication extends to connecting and collaborating with their personnel — technicians, engineers and leadership alike — ensuring success through every project phase.

Water is our planet's most vital renewable resource. With aging infrastructure challenging agencies and municipalities, we're intensifying our focus on water and wastewater services. We enhance availability and manage demand through innovative, sustainable and cost-effective solutions. We're committed to ensuring reliable and safe water supplies for the communities we proudly serve, today and into the future.

CAPABILITIES & SERVICES

Ulteig's extensive expertise is a testament to the great minds and passion of our employees. We are constantly developing new capabilities and services to meet the evolving needs of our clients. Discover some of our key areas of support below, and stay up to date with our [latest offerings](#).



ENVIRONMENTAL CAPABILITIES

Ulteig is dedicated to providing modern infrastructure solutions with a strong emphasis on sustainability. **We offer a comprehensive range of environmental services that support the entire lifecycle of a project.** This includes desktop and field analyses during pre-construction, development and operations phases; ensuring regulatory compliance with NEPA processes and facilitating public and stakeholder engagement; conducting natural resource field services, including various wildlife and habitat surveys; and evaluating cultural resources with a focus on historical surveys and mitigation planning.

Our permitting expertise is extensive, assisting with federal, state and local requirements, including those under the Clean Water Act and Air Quality regulations. We also provide specialized services such as environmental site assessments, asbestos inspections, stormwater pollution prevention plan inspections, construction monitoring and analyses of noise and viewsheds.

ENERGY MARKET MODELING



THROUGH COMBINED MARKET SIMULATIONS AND FINANCIAL EVALUATION CAPABILITIES, WE PROVIDE SUPPORT FOR CAPACITY EXPANSION AND INTEGRATED RESOURCE PLANNING FOR OUR CLIENTS, EQUIPPING THEM WITH CONFIDENCE IN THEIR DELIVERABLES.

- ULTEIG EMPLOYEE

Ulteig's Energy Market Modeling Services provides renewable developers with tools and expertise to assess the potential return on investment for generation facilities. This service includes energy market forecasting, which becomes increasingly relevant as the energy market shifts away from traditional thermal generation to renewable sources.

Our offering evaluates the impact of geographical location on facility performance and grid support, recognizing that slight differences in power injection sites can significantly affect outcomes. Utilizing industry-recognized tools such as Plexos™ and TARA, we offer precise forecasting of Locational Marginal Prices (LMP) and validate these forecasts against standard transmission models.

Ulteig's team comprises transmission experts, utility engineers and renewable market analysts, who conduct in-depth data analysis to guide strategic planning for future infrastructure development.



CAISO SERVICES

Ulteig offers comprehensive services as a CAISO-approved Meter Inspection Company, specializing in Power and Renewables Meter and Remote Intelligence Gateway (RIG) engineering. We support clients in new interconnections, upgrades to existing resources and compliance with Qualifying Facility (QF) standards, delivering expertise throughout the CAISO New Resource Implementation (NRI) process.

Through our complete CAISO services, we aim to meet diverse CAISO needs and simplify the complexities of the NRI process, **ensuring adherence to requirements and aiding in prompt project execution.**

Our role in the **Rosamond Central solar farm project** in 2020 demonstrated our ability to effectively partner in the integrations of SCADA systems for grid compliance, including the installation of 14 CAISO meters and the deployment of a compliant RIG, while providing expert consulting throughout the NRI process.



SYSTEM PROTECTION ENGINEERING SERVICES

Ulteig's System Protection Engineering Services provide an essential safeguard for the Power, Renewables and Water Lifeline Sectors®, ensuring the reliable operation and steadfast protection of critical infrastructure. Our tailored approach goes beyond the initial design and installation, offering a long-term partnership that encompasses event report analysis, protective relay settings development and stringent adherence to North American Electric Reliability Corporation (NERC) PRC compliance. This continuous collaboration is designed to mitigate risks before they arise, securing the integrity and performance of systems well into the future.

Our unique, holistic methodology blends established practices with innovative techniques, resulting in services that are comprehensive and adaptable to both greenfield and brownfield projects. We tailor our solutions to meet the distinct needs and standards of each client, with an expertise that spans the full spectrum of asset protection.

Ulteig's commitment to engineering excellence is a strategic advantage that ensures our clients' systems are resilient, compliant and optimized for tomorrow's challenges.



3D MODELING

Ulteig leverages advanced Autodesk software to deliver detailed and customizable 3D models and renderings, enhancing design precision for fabrication, construction and stakeholder engagement in public meetings and permit approvals.



ADVANCED ENERGY LAB

We enhance substation reliability by pretesting critical control and communication systems, accelerating deployment and fostering innovation and training to benefit projects before construction begins.

BRIDGES & STRUCTURAL ENGINEERING

We craft and maintain bridges as vital links in communities, blending expert inspection and pragmatic design with a focus on quality, functionality and the bridge's unique role in connecting people and places.

CIVIL SITE DEVELOPMENT

Ulteig's experts deliver client-focused infrastructure and site solutions that prioritize environmental excellence, code compliance and optimal site performance, ensuring streamlined permitting and budget protection for a diverse array of development projects.

COLLECTION SYSTEMS

Ulteig excels in crafting collection systems that consider site specifics, project size and stakeholder requirements while facilitating cross-group collaboration for informed and cost-effective project decisions.

DISTRIBUTION

We support and enhance power distribution systems for utilities, addressing challenges such as aging infrastructure, renewable integration and operational efficiency with tailored solutions from a dedicated team of Power experts.

CONSTRUCTION MANAGEMENT

Ulteig is an established and trusted partner in construction projects from start to finish. Through day-to-day presence and leadership at construction sites, we project our clients' interests, oversee adherence to policies and safety protocols, support efficient project progress and ensure quality delivery.

ELECTRIFICATION OF INFRASTRUCTURE

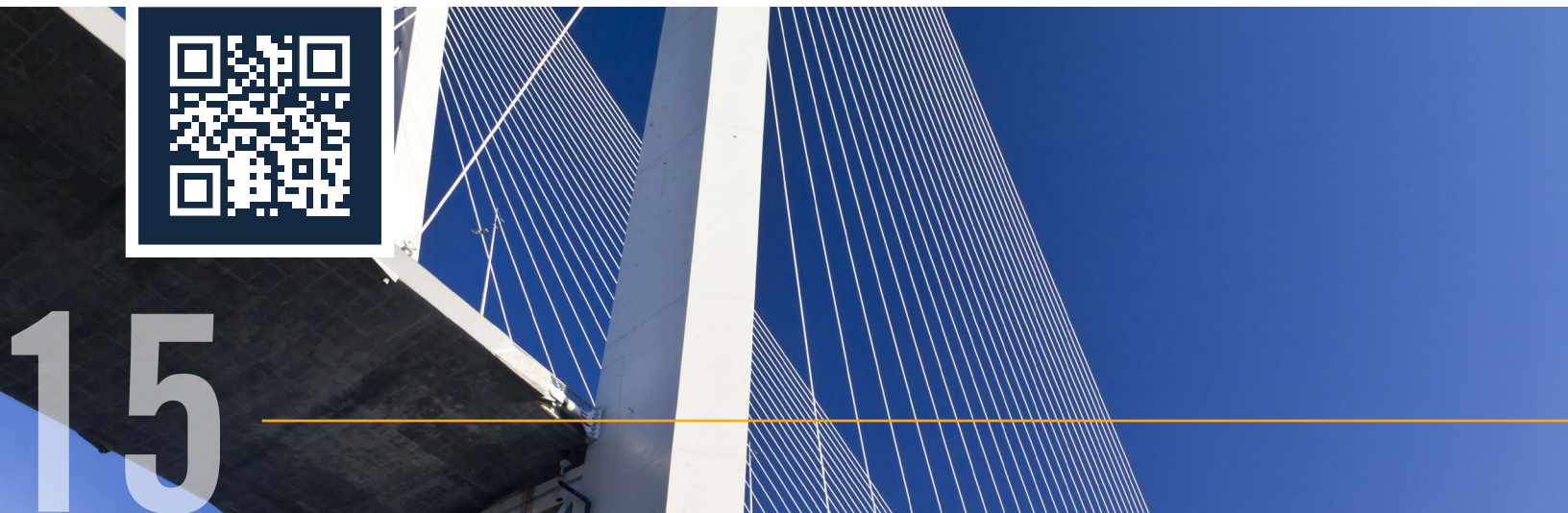
We leverage our expertise across the Lifeline Sectors® to advance electrification, offering comprehensive services to build resilient infrastructure needed for EVs, clean energy and grid modernization.

ENERGY STORAGE

Ulteig addresses the evolving needs of the energy sector by providing comprehensive energy storage solutions to enhance grid resilience, reliability and sustainability in the face of growing renewable integration and distributed energy resources.

PLANNING & MONITORING SERVICES

Our environmental team expertly navigates project complexities with a comprehensive approach to monitoring, permitting and reporting to minimize environmental impact and ensure full compliance with regulations for a swift and responsible transition from project conception to completion.



FERC 881

In a strategic partnership with LineVision, we address FERC's Order 881 mandates for transmission providers by integrating advanced monitoring technologies and expert knowledge to enhance grid management and meet new standards for system capability and control.



GRID MODERNIZATION

We guide utilities through the complexities of grid modernization, crafting custom strategies to enhance reliability, resilience and efficiency, and integrating advanced technologies for a future-ready electric distribution system.

LAND SURVEYING

Our survey team is renowned for delivering precise and reliable land surveys and construction staking services, utilizing top-tier technology to meet the specific needs of each project with exceptional accuracy and promptness.

MUNICIPAL PLANNING & ENGINEERING

We offer specialized technical support to municipalities, aligning with community aspirations and leadership to craft strategic, future-focused solutions across engineering, financial, environmental and planning domains.

NERC COMPLIANCE

Through extensive NERC compliance services, we support companies with technical assessments, changing requirements and deadlines, maintaining core operations while meeting federal regulatory standards.

OWNER'S ENGINEERING

Acting as an extension of your team, our Owner's Engineers shepherd projects through every phase, from early development and design through construction and commissioning, with a steadfast focus on your project's success.

POWER SYSTEM STUDIES

We equip clients to navigate the dynamic energy landscape with in-depth studies and analyses on transmission, substation distribution and generation interconnection, delivering the insights needed to make strategic decisions.

PROGRAM & PROJECT MANAGEMENT

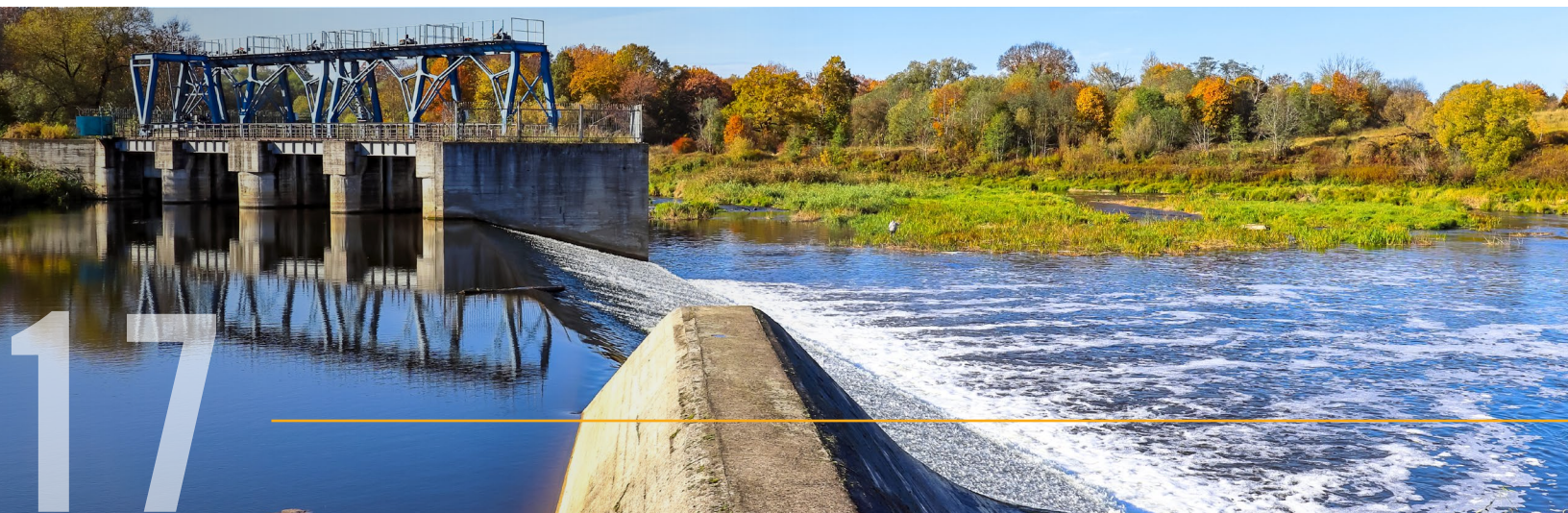
With a holistic approach to project coordination, we provide seamless integration across multiple disciplines, alignment with strategic goals and on-time, within-budget project execution.

PROJECT DELIVERY SERVICES

Our team is widely regarded as the partner of choice for technical and professional services solutions. We leverage our industry experience, relationships, tools and processes to enhance and support client teams throughout the duration of a client's project.

RIGHT-OF-WAY

Ulteig's real estate team specializes in right-of-way and land acquisition, expertly navigating complex regulations and ensuring smooth project progression with comprehensive services including documentation, permitting, negotiations and fostering positive community relations.



ROADWAY & HIGHWAY DESIGN

Ulteig stands at the forefront of transportation facility development, embracing sustainable design practices while delivering context-sensitive, cost-effective designs from concept to construction.



SMART WORK ZONES

Our team is committed to adopting advanced practices and technologies for safer, more efficient Smart Work Zones, leveraging the latest solutions and innovations to enhance existing networks.

SOLAR

Ulteig designs and optimizes medium to large grid-connected solar electric systems, providing comprehensive development services. We offer precise energy production estimates critical for power purchase agreements and investor confidence, utilizing advanced tools and research for site-specific accuracy in our turnkey solar solutions.



WATER & WASTEWATER DESIGN

We deliver innovative water solutions to support access and environmental health. Our expertise spans from supply and distribution to advanced treatment facilities, tackling challenges for both public and private clients while managing stormwater and addressing regulatory requirements.

WATER RESOURCE ENGINEERING

We help control stormwater, protect water quality and prevent flooding while meeting regulations. Our experience spans from drainage systems to major flood defenses, and we draw on natural systems for inspiration in our tailored project designs.

WIND

Ulteig offers end-to-end services for large wind energy projects. With over two decades of experience and 500 projects completed, we streamline the process from planning to maintenance, ensuring success and efficiency for our clients.



SUBSTATION ENGINEERING & DESIGN

Our substation team has supported 1,000+ high-voltage projects, covering the full spectrum of engineering and design services from initial concepts to energization, with a focus on safety, quality and efficiency tailored to meet NERC, FERC and client-specific standards.

SYSTEM INTEGRATION & SCADA

Our expert System Integration Team offers a full suite of SCADA and network design services for robust, flexible communications and control systems. Automation Integration & System Protection team delivers integrated solutions across all Lifeline Sectors®.

TRAFFIC ENGINEERING

We navigate the complex interplay of traffic congestion, public safety and community needs with a multidisciplinary team adept in delivering data-driven solutions, multimodal traffic simulation and safety analysis.

TRANSMISSION PLANNING

Our expertise in regulations and transmission planning, including NERC compliance and generation interconnection, enables us to offer comprehensive study services to support informed decision-making.

TRANSMISSION ENGINEERING & DESIGN

Ulteig has extensive experience in transmission line projects, handling everything from initial planning and permitting to construction management for both AC and DC lines up to 500 kV.

TRANSPORTATION PLANNING & DESIGN

Ulteig has enhanced transportation networks nationwide – from urban centers to rural highways – with a focus on safe, reliable and equitable connectivity. Through a combination of close alignment with our clients' unique visions and leading-edge sustainability and cost-saving measures, we plan and design systems that make a lasting positive impact.

PROJECT PROFILES



POWER

NEWPORT SUBSTATION INTERCONNECT

Ulteig, in collaboration with the Central Iowa Power Cooperative (CIPCO), spearheaded the reconfiguration and addition of a new line to the Newport Substation in response to a solar interconnection request from the adjacent 127.5 MW Wapello Solar LLC facility—the largest solar project in Iowa.

This project involved the detailed design and implementation of major substation components, including a revised electrical layout, structural engineering for steel fabrication and foundations and comprehensive control systems for protective relaying & SCADA.

This initiative not only streamlined the existing infrastructure to accommodate the new solar input but also addressed unforeseen challenges

such as site inaccuracies and construction delays. Timely and innovative solutions by Ulteig's engineering team ensured that the substation modifications met all technical requirements while adhering to a compressed timeline—compressing the typical eight to nine-month engineering process to just six and a half months.

The successful integration of the solar farm with CIPCO's grid through the Newport Substation was recognized with a Grand Prize Award by the American Council of Engineering Companies (ACEC) of Iowa in 2021. This project not only exemplifies Ulteig's commitment to renewable energy projects but also enhances the reliability and efficiency of the local power grid, providing long-term energy solutions for Eastern Iowa.



RENEWABLES

RED TAILED HAWK SOLAR

The Red Tailed Hawk Solar project is a landmark solar farm development near Houston, designed to bolster the renewable energy landscape of Southeast Texas. Ulteig partnered with Wanzek Construction, Inc., on behalf of the project owner and developer, ACCIONA Energía, to oversee the design, construction and energization of this 350 MW AC (460 MW DC) capacity solar farm.

Set to energize in 2024, the project will deploy over 850,000 solar modules, sufficient to meet the electricity needs of 66,500 households.

The meticulously planned infrastructure includes a strategic layout that navigates environmental and civil constraints, a large substation design and a 4.6 mile 345 kV transmission line for grid connection.

This collaborative effort not only signifies a significant step towards sustainable energy but also fosters economic growth, with over 600 jobs created during construction and the promise of long-term benefits for Wharton County.





TRANSPORTATION

CITY OF GRAND FORKS, ND



Ulteig was tasked with the preliminary design and environmental clearance for a new interchange along I-29 in southern Grand Forks, ND. This project was initiated to address the growing traffic demands of a steadily expanding population—the first such development since the 1960s.

Ulteig, in close partnership with the North Dakota Department of Transportation (NDDOT) and the City of Grand Forks, meticulously analyzed various potential alignments and interchange configurations to find the most suitable design. The team faced numerous constraints, such as navigating around an RV park, accommodating an overhead high-voltage transmission line and preserving jurisdictional wetlands.

Ulteig also carried out comprehensive environmental studies, which included a documented categorical exclusion, a detailed traffic operations report, field wetland delineation, cultural resources inventory and a highway traffic noise analysis. Ulteig took time to understand, articulate and incorporate the community's vision through multiple points of engagement over the course of the project, with the ultimate goal of building consensus around the project design and creating a smooth path to implementation.

The project culminated with the preparation of an interchange justification report, ultimately leading to the successful completion of the interchange. The new infrastructure is a testament to Ulteig's commitment to enhancing safety and traffic flow for the residents of Grand Forks, marking a significant improvement in the region's transportation network.



WATER

STRATEGIC EXPANSION & INTEGRATION OF HALTON REGION'S BOOSTER STATION



Halton Region's project to double the capacity of one of their booster stations represents a significant milestone in enhancing regional water infrastructure. The project's scope included SCADA integration, construction management and the innovative inclusion of a solar photovoltaic system.

The expansion integrates two isolatable trains within the new building that can function both in unison and independently, enhancing system reliability and flexibility. Additionally, the project involves the installation of modulating valves in the distribution system to manage water turnover in adjacent reservoirs more effectively, optimizing the entire water distribution network. A well-planned three-phase commissioning process ensures the facility remains operational during the transition, while the integration of a

solar PV system significantly contributes to the region's sustainability efforts. The SCADA system provides real-time data and control capabilities, streamlining the management of both the old and new systems. Effective construction management strategies, including phased construction and rigorous quality assurance, have been critical to the project's success.

This landmark project not only addresses Halton Region's immediate needs but also sets a benchmark for future infrastructure developments, driving advancements in technology and environmental stewardship.

INNOVATION & TECHNOLOGY

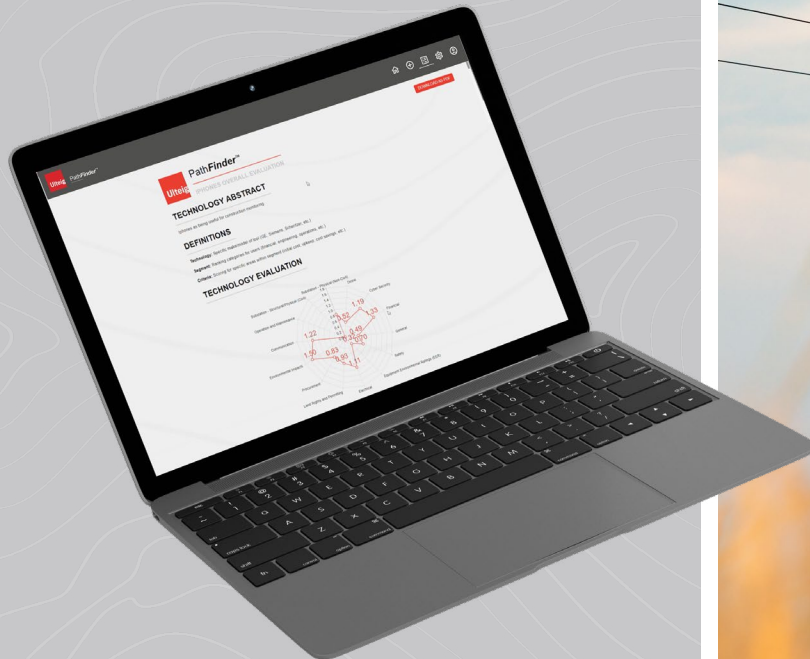
Innovation at Ulteig means more than just new ideas; it's about the thoughtful application of ingenuity to produce tangible outcomes. We don't just adapt to new technologies; **we are at the forefront**, proactively integrating and optimizing them. This approach allows us to develop pioneering methods that add significant value across all four Lifeline Sectors®.



A total SCADA-based hardware, software and implementation solution for utility-scale renewable energy sites, including solar, energy storage and wind plants.

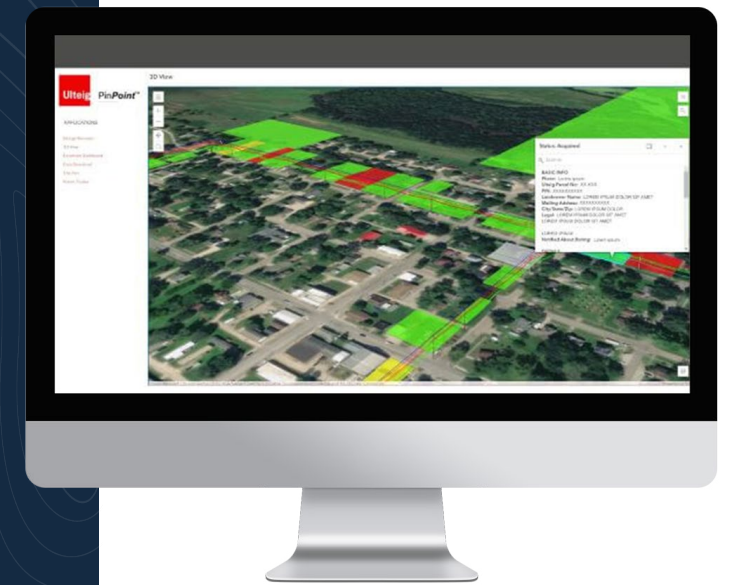
Ulteig PathFinder™

A software solution crafted in-house that leverages decades of aggregated use cases to champion decision confidence through an intuitive, data-driven interface and detailed spider web reporting.



Ulteig PinPoint™

A Geographical Information System curated by Ulteig to serve as a user-friendly database for infrastructure project management.



HORIZON HOW WE DO IT

HEALTH & WELLNESS

Ulteig is committed to a talent philosophy that prioritizes meeting employees where they are. We know the importance of work-life balance and the desire for impactful and engaging work: it's one of the reasons we were named a **Top Workplace for Working Parents** among other accolades.



We deeply value the contribution of each individual and recognize that our collective success is tied to the well-being and dedication of our workforce.

Our inclusive wellness programs have significantly enhanced employee satisfaction, engagement, retention and productivity. This focus on well-being benefits our employees' families too, as seen in our sustained health premiums, which contribute to lower claims costs and reduced short-term disability incidents.

PROFESSIONAL DEVELOPMENT

Professional development is a key element of Ulteig's talent strategy, leading to enhanced employee engagement and retention. By offering access to resources and supporting the pursuit of professional credentials, we are cultivating a robust pipeline of future leaders.

This investment in our people has paid off, with

38% of leadership program

participants gaining promotions within three years.

Dedicated efforts such as our active Culture Committee contribute to Ulteig's vibrant culture. This focus on maintaining a strong, inclusive culture has helped us achieve an exceptional

89.5% retention rate in 2023,

surpassing the industry benchmark, and underlining our **commitment to our people.**



DEI WORK & IMPACT

At Ulteig, we are committed to cultivating an environment where Diversity, Equity and Inclusion (DEI) are not just valued, but are active drivers of innovation, collaboration and enhanced service to our clients and communities. Our proactive engagement in the [CEO Action for Diversity & Inclusion initiative](#) is a testament to our belief in the transformative power of DEI.

Through the dedicated efforts of Ulteig's DEI Council, we are implementing transformational changes to embed these values deeply within our corporate fabric. The Council's strategic focus spans governance, communication, recruitment, internal inclusion, community outreach and enhancing supplier diversity, ensuring that DEI principles are woven into every aspect of our operations.

Ulteig champions a diverse workforce through the establishment of Employee Resource Groups (ERGs) such as Women@Ulteig, Veterans at Ulteig, the Rainbow Alliance and Multi-Ethnic & Ulteig. These groups, alongside our trailblazing Inclusive Leadership Development Program, underscore our commitment to fostering intercultural competence and a deep sense of belonging. This holistic approach empowers every team member to contribute their unique perspectives, driving Ulteig forward as a leader in creating a truly inclusive and dynamic work culture.

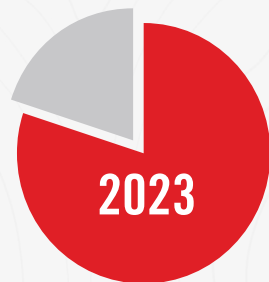
INCLUSION INDEX

measures employees' perception of inclusiveness in their workplace environment.

In 2023 we hit

81%,

calculated through a series of nationally benchmarked surveys. On average, Ulteig's score trends +7 higher on inclusion index responses.



EMPLOYEE REPRESENTATION

measures the percentage of diverse groups within Ulteig's workforce. Reports from the last two years show growth in the representation of women,

26% TO 29%,

and people of color,

13% TO 16%,

between 2021 and 2023.



GROWTH OF EMPLOYEE RESOURCE GROUPS SINCE 2022

320 ERG members (27% of workforce) across four ERGs (Women@Ulteig, Rainbow Alliance, Veterans and Multi-Ethnic & Ulteig).

83% of employees agree that ERGs promote Ulteig's value of Inclusion.

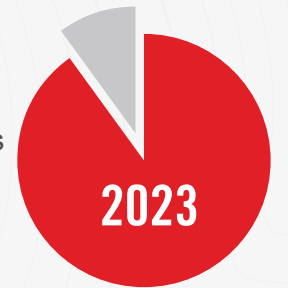
75% of employees agree that ERGs help them to better understand how to be allies to others.

INCREASED UNDERSTANDING

indicates the percentage of employees who report an increased understanding of the importance of key tenets of DEI in the workplace; Ulteig employees report an increase from 75% in 2021 to

90%

in 2023.



COMMUNITY ENGAGEMENT

We believe in the power of community and the importance of fostering meaningful connections and positive change within the areas we work. Our team members are the heart of our community outreach, actively participating with nonprofit organizations that elevate and support underserved areas. This commitment to service is a vital component of our company culture, inspiring a spirit of generosity and responsibility.

Ulteig's pledge to both our employees and our communities is exemplified by our offer of eight volunteer hours annually to each team member to use during business hours. This policy has led to a remarkable 95% growth in employee participation in volunteer work over two recent years, reflecting our deepening commitment to civic involvement.

Ulteig's engagement with the community goes beyond volunteerism, with strategic partnerships aimed at creating sustainable and lasting impacts on local infrastructure and fostering future leaders.





**THANK YOU FOR 80 YEARS
OF VALUED PARTNERSHIP.
LET'S KEEP SOLVING.**

ulteig.com

WE LISTEN. WE SOLVE.