

Wilson & Company

People and Sustainability Report

2023

discipline | intensity | collaboration | shared ownership | solutions



WILSON
& COMPANY
HIGHER RELATIONSHIPS

Message from the CEO

It is my pleasure to provide the introduction to Wilson & Company's first People and Sustainability Report, a public launch of our program with the same name. Environmental stewardship, broad employee-ownership, sound governance, and a positive and inclusive environment is foundational to achieve our company purpose and our culture of Higher Relationships. In 2022 our Board of Directors embraced the need for the commitment, intentionality, and value that a formal People and Sustainability Program brings. Building on our company purpose, this program's purpose is:

To accomplish great things, we will foster an inclusive environment that provides sustainable solutions and creates a positive legacy while leading with integrity.

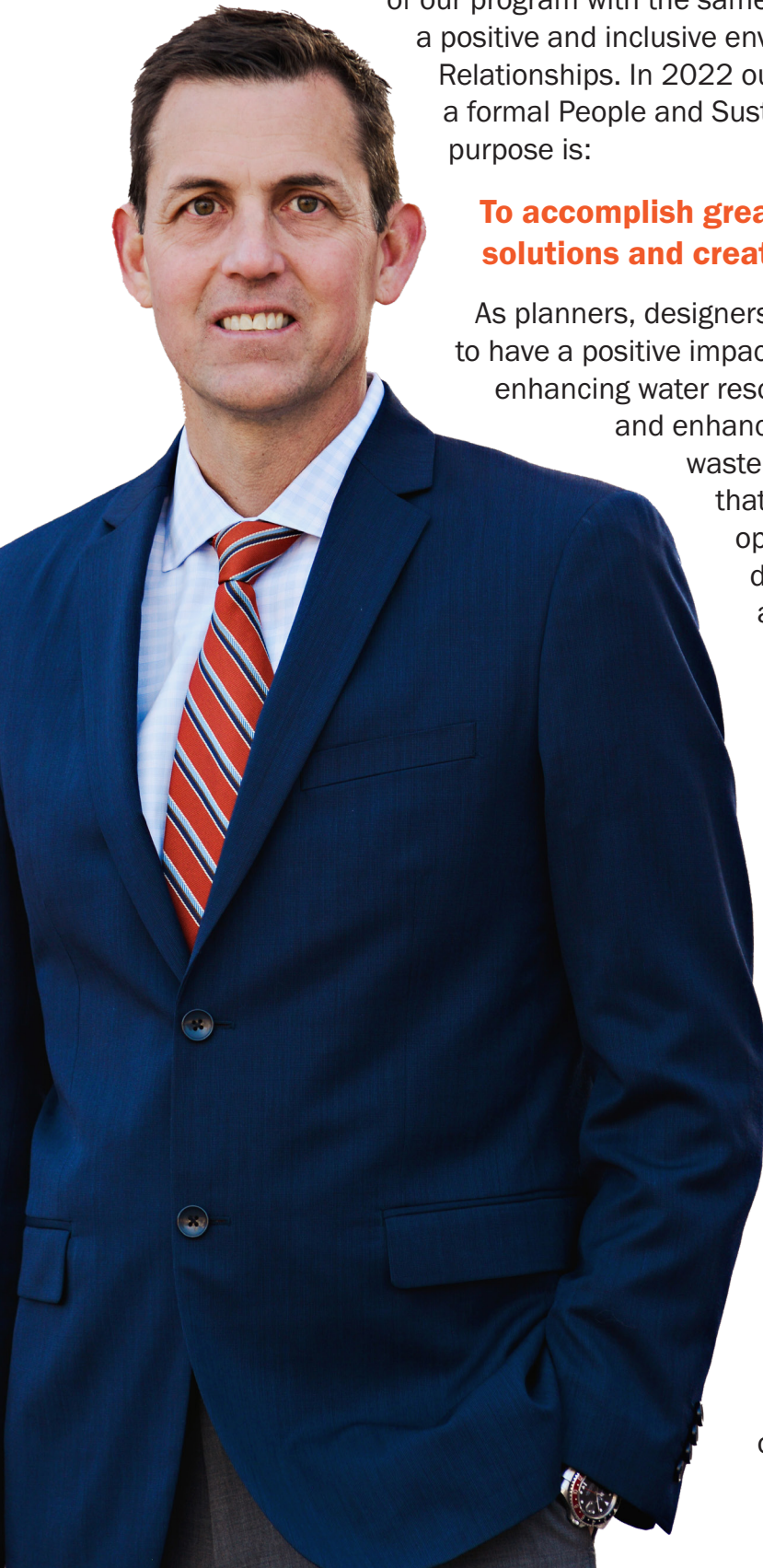
As planners, designers, and builders of America's infrastructure, every project we touch is an opportunity to have a positive impact on the natural and built environment. Our professionals are protecting and enhancing water resources, treating wastewater and providing clean water to communities, protecting and enhancing wildlife habitats and wetlands, using recycled materials and minimizing waste, planning and designing multimodal solutions and transportation projects that reduce congestion and vehicle miles traveled, engaging with alternative fuel opportunities and the electrification of freight rail infrastructure, planning and designing infrastructure that greatly enhances under-served communities, and the list goes on and on. Broadly stated, at Wilson & Company, we proudly accept the responsibility that practicing our craft has on the entire spectrum of the environment.

Our People and Sustainability Program includes a long-term commitment with short-term efforts to modernize a Total Rewards Program, prioritize employee engagement, focus on people development from internships to all levels of professional development, and accentuate our robust Safety and Wellness Program.

In 2023 the number of our employee-owners will increase to an all-time high of 55, our Board of Directors includes external professionals, with employee participation on board led committees—Audit, Safety, & Risk; Compensation; and Governance & Nominating—to ensure excellent governance with a broad focus on all things that matter to our employees, community, and shareholders. Launching our People and Sustainability Program comes as we celebrate our 90th Anniversary, and the promise of many more years serving our community and our people.

Joe Harris Elementary School | Rio Rancho, NM

Joe Harris is a prototype design, a new 86,400-SF school for 760 K-5 students that required energy conservation features, such as ground source geothermal heat pump system, increased insulation, LED lighting, and water-conserving plumbing.



Our Purpose

We bring people together to
practice their craft, to create value,
and to accomplish great things.

Our purpose drives our commitment resulting in our vision

Our commitment

To accomplish great things we will foster an inclusive environment that provides sustainable solutions and creates a positive legacy while leading with integrity.

Our vision

To accomplish great things, we must provide an inclusive environment that reflects our communities for our teams to practice their craft and provide solutions that creates a long-term legacy while adhering to a high ethical standard.

People and Sustainability Committee



Gayle Roberts
Board Director



Michael King
Senior Vice President/
Committee Chairman



Scott Asher
Associate Vice President



Chelsea Pfaffly
Civil Engineer



Lucas Reed
Operations Manager



Corey Williams
Senior Marketing &
Pursuits Manager

Investing in our people and communities

Our people | Our stewardship

We bring people together to provide purpose, collaborate with their communities, and support employee growth in every aspect through our culture of Higher Relationships.



47th and York Street Bridge | Denver, CO

Wilson & Company listened to the needs of this historically underserved community and created a safer route to school and more efficient crossing for all users.

Our people

Our purpose and culture of Higher Relationships center around our people—the foundation of Wilson & Company.

We build relationships by applying **discipline** and **intensity** within the framework of **collaboration**. And over time, as these relationships grow and mature, we take on the missions and objectives of our partners as our own—something we call **shared ownership**. And when we deliver on these promises, we identify better **solutions** than are found through a more common, transactional approach. All this we call Higher Relationships. It’s an offer we extend to every member of our organization, every client, and every partner with whom we work.



Diversity and inclusion plan

Developing a diversity and inclusion plan is crucial for ensuring our organization is reflective of the diverse society it serves, while creating an environment that is welcoming to employees of all backgrounds and experiences.

The Diversity & Inclusion Committee supports Wilson & Company’s ongoing efforts to implement our Diversity and Inclusion Plan and our goal of providing an inclusive environment for all employees. This committee’s involvement is important to Wilson & Company and will serve a critical role in gathering information, communicating, and implementing the program.



Safety at Wilson & Company

Wilson & Company understands there are no substitutes for providing and working in a safe environment where employees can practice their craft. We achieve this by providing tools, training, procedures, and resources to maintain compliance with company safety policies, federal and state laws, and client requirements. Our goal is to have a zero-accident environment where employees are informed and accountable to working safely at all times.

We insist that our employees be responsible, not only for themselves but for others. Wilson & Company employees are expected to watch out for others and intervene when they witness an unsafe act that would put themselves or others at risk. In short, we encourage all employees to be verbal in viewing the safety practices of our company, and we investigate and address all safety concerns and near misses.



Our people

Total rewards

The philosophy behind our total rewards program enables us to achieve our purpose and reinforce our culture of Higher Relationships. Through an intentional focus on meaningful rewards, we can attract and retain talented professionals, communicate and engage with all employees in the organization, and support our Growth Vision.

While we recognize the importance of meaningful work and competitive pay, we care about the well-being of our employees. Our Total Rewards Philosophy components include competitive pay, performance awards, work/life balance, employee engagement, benefits & wellness programs, retirement, and ownership opportunity.

120 EMPLOYEES
PARTICIPATED IN
A COMPANY-WIDE
WELLNESS CHALLENGE



Recruiting

The firm-wide Intentional Staffing Plan enables us to fulfill our purpose, reinforce our culture of Higher Relationships, and achieve our Growth Vision by helping streamline our recruiting efforts and take a more focused approach to recruitment and retention. This plan gives the basis of our long-term vision for Wilson & Company—what should we look like 5, 10, or 15 years from now, and how are we going to get there? Having an Intentional Staffing Plan helps us achieve our strategic goal of being a company who reflects our clients and is prepared for the potential incoming generation and skilled professional candidates. This plan emphasizes the importance of developing talent and creating career paths for our employees.

220
EMPLOYEES
HIRED
IN 2022



Learning and development

Continual learning and development are essential to ensure employees have the necessary skills and knowledge to perform their job functions efficiently and progressively.

At Wilson & Company, we recognize that our employees are our greatest asset. We provide training through Wilson University and focused development models to facilitate professional growth.

The purpose of Wilson University is to provide training and tools to help our people achieve their professional goals and continue to broaden skills. The training offered is intended to provide learning opportunities on a wide range of topics and to improve communication skills and technical aptitude.

217 EMPLOYEES
PARTICIPATED
IN PROJECT
MANAGER TRAINING



Transparent communication

Transparent communication is critical and leads to increased productivity, better collaboration, and a more positive work environment.

We encourage every employee to form Higher Relationships with those around them based on mutual respect, dignity, and understanding. In addition, we create an inclusive and safe environment that encourages our employees to provide feedback, ask questions, and participate in committees that help influence our future.

Transparent, effective communication builds trust, enabling our employees to work confidently. Communication avenues include:

- Shareholder communications
- Monthly One Company staff meeting
- Monthly newsletter
- Employee engagement platform, OneConnect
- One Company news, NewsBites

COMPANY
FOCUS ON
EFFECTIVE
COMMUNICATIONS



Our stewardship

Wilson & Company promotes and practices mindful stewardship of our communities and resources to create shared meaning. We foster an environment that promotes volunteerism and charitable giving while partnering with the communities we serve and live to create an equitable environment.

We contribute to our communities in a positive and meaningful way, both as a company and individually, which is integrated into our culture of Higher Relationships. We support the places where we live and work by donating to and participating in various community service projects and organizations. Additionally, we support our business communities by diversifying our supplier base to foster the growth and development of small and disadvantaged businesses. We believe investing in local communities to create social and economic outcomes is at the heart of generating social value. We work with our clients, partners, and suppliers to link the opportunities presented by our projects to the needs of the local communities where we operate, delivering a positive, lasting legacy.

Volunteerism

We are passionate about being good corporate citizens in the communities where we live and work. Volunteerism is a big part of Wilson & Company, and it takes form in many ways. From individuals committing their time to help local nonprofits to small and large employee groups teaming up to support community initiatives.



Investing in our communities

Engineering firms have the potential to make a significant positive impact on their communities. Wilson & Company invests in our communities through delivering local infrastructure improvement projects; participating in programs that promote STEM education; and providing charitable donations to local organizations, charities, and non-profit groups that align with our values and mission.

Wilson & Company helps communities become more sustainable by developing and implementing strategies to reduce carbon emissions, protect natural resources, and promote renewable energy.



Canstruction® competition and donation to the We Don't Waste organization



Transportation & Construction GIRL



Phoenix office partners with Boys & Girls Club of the Sun Corridor

Sustainable solutions and practices

As we practice our craft, we seek opportunities to provide long-term sustainable solutions, enhance our communities, and promote responsible use/conservation of our resources.

Bicycle and Pedestrian Master Plan | Nogales, AZ

Developed a plan that identified safe pedestrian and bicycle connections within the existing transportation system to develop a system of strategic corridors with multimodal accommodations.



Investing in sustainability

Sustainable engineering is critical for creating a sustainable future and requires a holistic approach that balances environmental, social, and economic factors.

Every project has an opportunity to incorporate some level of sustainability and resiliency. Much of Wilson & Company’s project work is focused on minimizing and mitigating impacts on the cultural and natural environment. We emphasize sustainability in planning and implementing our work, seeking opportunities to support restoration, green infrastructure initiatives, and more. While some design solutions are appropriate for all projects, most are project-specific. We work to develop solutions that make sense for the environment, geography, and users while balancing project goals.

Reducing our environmental footprint

Wilson & Company is committed to reducing our environmental footprint through responsible and sustainable practices. As a company, we committed to reducing emissions and minimizing our total impact on natural resources through:

- Replacing traditional paper products in the kitchen, copy rooms, and bathrooms with recycled paper or more eco-friendly products
- All offices recycle materials eligible for local pickup/drop-off
- Commitment to decreasing water use
- Equipping office space with motion sensor lighting
- Promoting sustainable practices in the industry
- Providing a hybrid-work environment
- Providing transit passes to employees
- Using messaging applications to minimize travel

Improving our communities

Wilson & Company considers the social impact of our designs and ensures they promote social equity and meet the needs of diverse communities. Local offices encourage employees to participate in activities that improve the environment of the communities where we work and live. Wilson & Company identifies environmental organizations and causes that we can support collectively as a company.



Blue River Bridge hydrology and hydraulics
Kansas City, MO



Cabzon community water re-use system
Rio Rancho, NM



Garden of the Gods water detention
Colorado Springs, CO

Sustainable design

Wilson & Company focuses on delivering sustainable legacies that improve future generations' lives. Our integrated design approach involves project team members, clients, users, and other stakeholders, and our approach considers all systems interdependently.



8012 NE Flagor Road Stormwater Improvements Kansas City, MO

- Implemented infiltration system for “First Flush” water quality storm events
- Proprietary system was developed by local, woman owned business
- Project to be used as “pilot” for the infiltration system within the Kansas City metro area



Navajo Elementary School Improvements South Valley, NM

- Regional multipurpose detention facility
- Storm drain system that will act as an outfall for the Amole Dam
- Permeable pavement
- Underground infiltration system
- Xeriscape/water harvesting



Little Mill Creek Trail Tunnel | Lenexa, KS

Our open trenching approach was selected, and the final design included a 120-foot-long, pre-cast arch tunnel. The project also included a 160-foot-long, 8-foot-wide secondary trail, special aesthetic enhancements, and lighting.

Water resources

Sustainable water resources management aims to balance the needs of different users and ensure that water is available for future generations. This involves implementing efficient and effective water use practices, investing in infrastructure to improve water quality and availability, and promoting public awareness and education on water conservation.



Drainage Design Manual Development

Pinal County, AZ

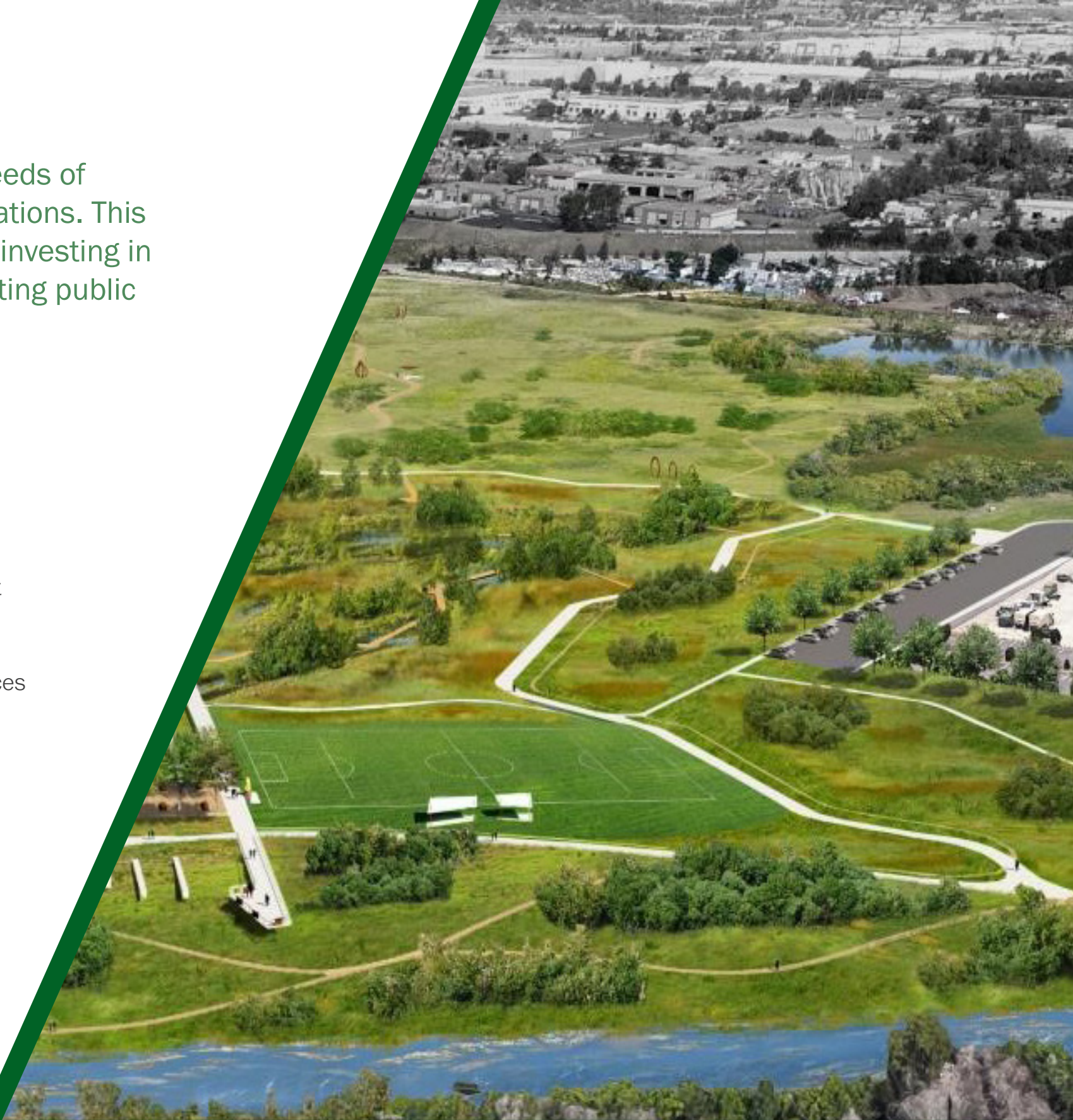
- Entire section devoted to green infrastructure and low impact development
- Incorporates general watershed management techniques to mitigate runoff prior to the concentration of flood flows
- Erosion control and best management practices for planning and construction



Lower Montoyas Arroyo Water Quality Improvements

Sandoval County, NM

- 65,000 cubic yards of sediment capture capacity
- Two detention basins for aquifer recharge
- Vegetation incorporated into drop structures to capture trash
- Habitat and bio-systems to encourage natural vegetative growth
- Arid LID project meets safety and environmental needs of the community



Heron Pond/Carpio Sanguinette Park | Denver, CO

This project re-purposes a former wastewater treatment plant into one of the region’s largest parks. At over 80 acres and along the South Platte River, the project incorporates water quality and detention features, creating a riparian habitat with diverse native species.

Environmental stewardship

Environmental stewardship is the responsible and sustainable management of natural resources and the environment. Engineering plays a critical role in environmental stewardship, as it involves the design, construction, and operation of infrastructure and systems that impact the environment, with the goal of improving it.



Red Lodge Flood Repair

Red Lodge, MT

- Multimodal trail system connecting neighborhoods on both sides of the river
- Drop pool design with natural channel bottom for infiltration
- Natural boulder toe protection to 5-year event water surface elevation
- Natural vegetative cover design from 5-year to 100-year event water surface elevation



Parks Repair and Flood Hazard Mitigation Environmental Assessment

Kingman, KS

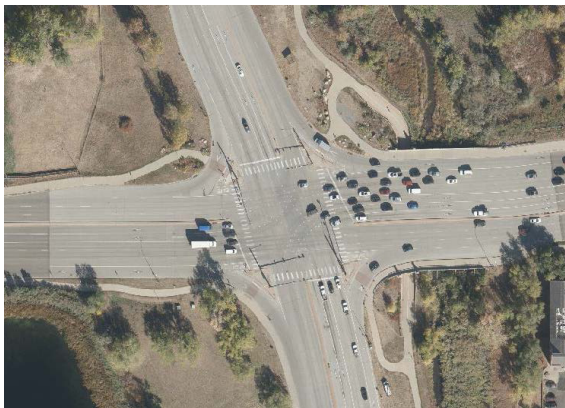
- FEMA Public Assistance Program
- Improvements will prevent or minimize future flooding events
- Conducted alternatives analysis to select a preferred alternative that was subsequently evaluated for potential environmental impacts

Yellow Jacket Vegetation Enhancement Project | Rosy Canyon, UT

Wilson & Company is assisting the Bureau of Land Management with a cultural resource assessment for vegetation management of 2,596 acres.

Survey, geospatial, and remote sensing

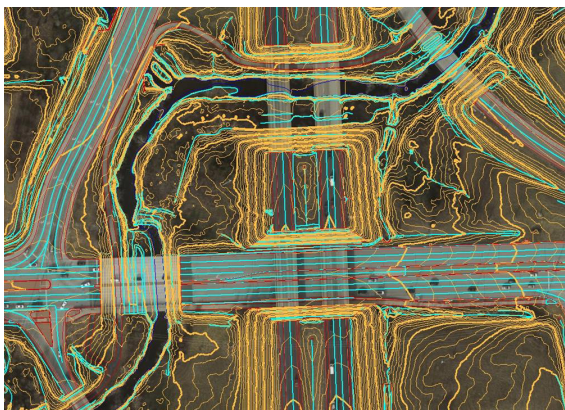
Engineering survey is a crucial aspect of any project, as it involves collecting and analyzing data about the physical features of the Earth’s surface. Accurate surveying confirms that a project is designed and constructed efficiently, safely, and in compliance with regulatory requirements.



SH 7 Improvements

Brighton to Boulder, CO

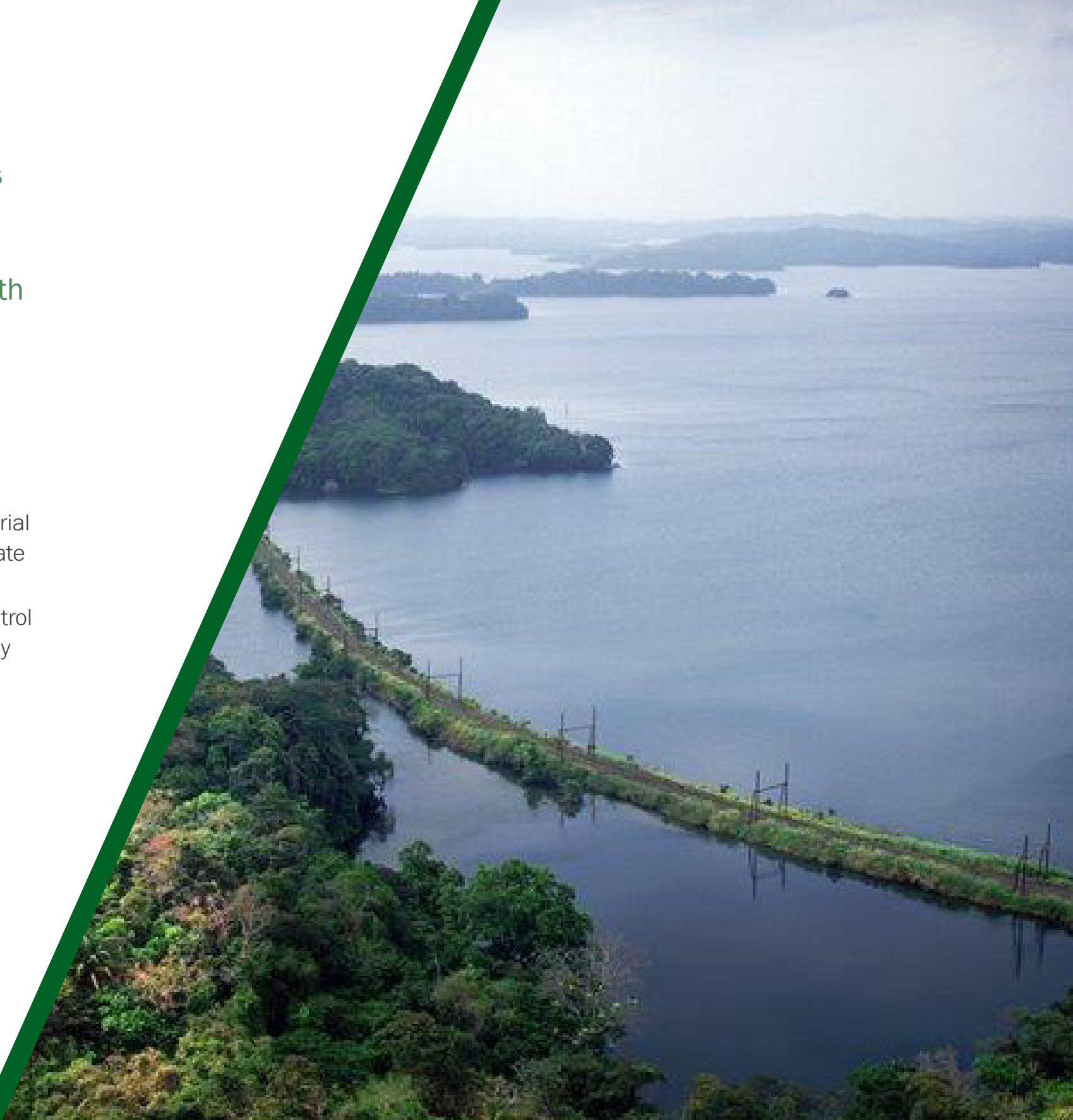
- Used ground based GPS, mobile lidar, and aerial lidar techniques to acquire all the data to create a 1000-foot-wide, 2-foot contour map
- Established approximately 60 permanent control monuments and approximately 600 temporary mobile and aerial lidar control points



Statewide Aerial and Mobile Lidar Program

Statewide, MO

- High accuracy integrated mapping for transportation design
- Leverages the strengths of each sensor
- Seamless mapping dataset
- Economies of scale
- Field survey data integration



Panama Canal Railroad | Panama City, Panama

Combined effort to revitalize the Panama Canal Railroad that had been overtaken by the jungle. This effort alleviated the weight of the cargo ships going through the canal and acts as a tourist attraction.

Sustainability for the railroad

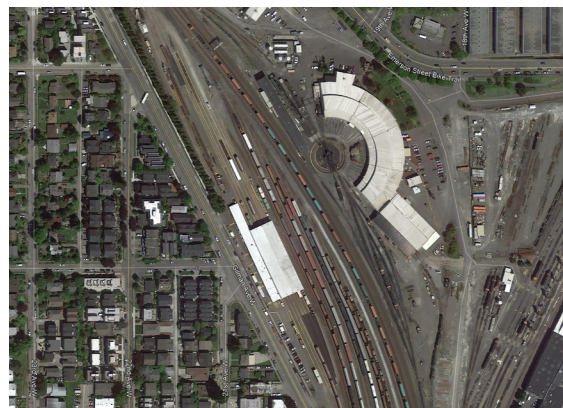
Wilson & Company provides multidisciplinary design services for Class I railroads to achieve reduced emissions and carbon footprints at facilities. Our services include providing solutions for renewable fuels, electrification and implementation of vehicles within railroad facilities, solar systems for energy efficiency in buildings, automated gate systems, and studies into autonomous vehicles.



UPRR Santa Teresa Terminal Improvements

Santa Teresa, NM

- Full facility design, permitting, testing, and construction management
- Included 13 miles of underground ductbank, 156 high mast light towers, and two buildings with photovoltaic systems



BNSF Interbay Yard Improvements

Seattle, WA

- Regional multi-purpose detention facility
- Permeable pavement
- Underground infiltration system
- Xeriscape/water harvesting

Electric Hostler Charger Pilot Projects | San Bernardino, CA

Wilson & Company knows advanced electric solutions and focuses on providing an economical return on investment when it comes to implementation within rail facilities.



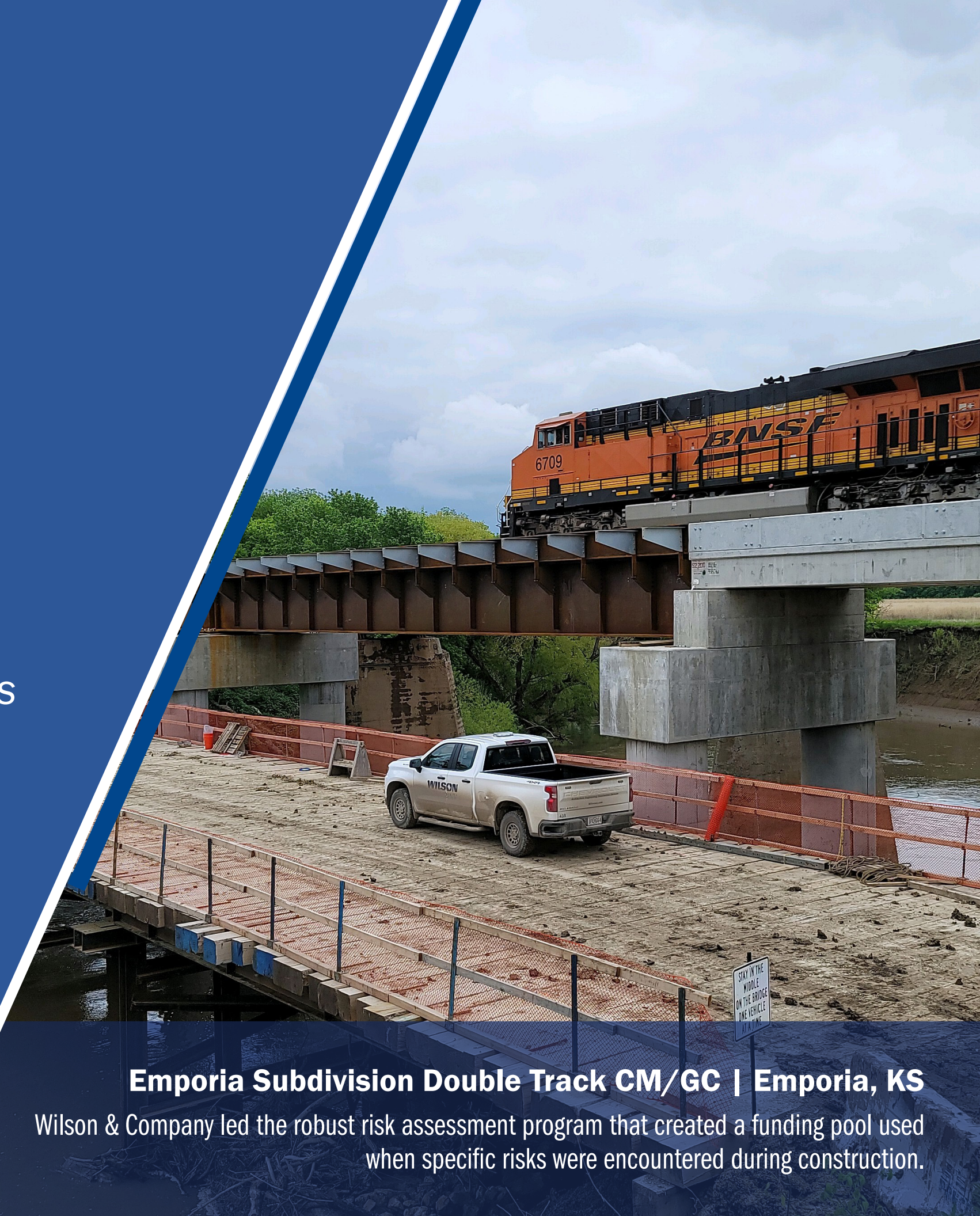
High ethical standards

Corporate governance | Operations management

Wilson & Company upholds our reputation by practicing a culture of Higher Relationships that incorporates our values—collaboration, solutions, shared ownership, discipline, and intentionality. By applying our culture, we deliver quality, cost-effective services that bring value to our clients and communities ethically and responsibly.

Emporia Subdivision Double Track CM/GC | Emporia, KS

Wilson & Company led the robust risk assessment program that created a funding pool used when specific risks were encountered during construction.



Corporate governance

Corporate governance is essential and genuinely regarded to uphold the ethics, integrity, and accountability of Wilson & Company’s executive leadership to protect our reputation, shareholders, employees, clients, and communities.

OWNERSHIP MODEL **100%** EMPLOYEE OWNED 

Our Board of Directors comprise internal and external members, with 30% of board seats held by women, who operate as stewards of Wilson & Company and its stakeholders upholding our purpose, values, culture, and reputation. We highly value our external members who complement our internal board members, executive leadership, and our culture, and provide insight into helping us navigate our growth in a competitive and progressive industry.

43% WOMEN & MINORITY BOARD MAKEUP 

Wilson & Company Board of Directors



C. Scott Croshaw
Chairperson



James Brady
President &
Chief Executive Officer



Gayle Roberts
Compensation
Committee Chair



Kevin McMahon
Audit, Safety, &
Risk Committee Chair



Justin Klaut
Vice Chairperson/
Governance & Nominating
Committee Chair



Edward Cordova



Ilene R. Colina

SHAREHOLDER MINORITY MAKEUP
25% SINCE 2003

SHAREHOLDER PARTICIPATION **↑ 250%**

TOTAL **55** SHAREHOLDERS

Corporate governance

Wilson & Company’s diverse, eight-member executive leadership team assumes responsibility for establishing and communicating the company’s growth vision and strategy, progressing a strong and competitive organization and workforce, and responsibly managing business and financial operations.

Genuinely recognizing that our people are the heart of Wilson & Company’s success, our executive leaders operate in a manner that authenticates our culture of Higher Relationships, ensure opportunities for personal and professional growth for all employees, and provide an environment that brings people together, to practice their craft, to create value, and to accomplish great things.

25% WOMEN & MINORITY LEADERSHIP MAKEUP



Wilson & Company Executive Leadership



James Brady
President &
Chief Executive Officer



James Ross
Senior Vice President &
Chief Financial Officer
Secretary/Treasurer



Stefany Barone
Senior Vice President &
Chief Marketing Officer



Ryan Branfort
Senior Vice President &
Chief Technology Officer



Dan Aguirre
Senior Vice President



Jimmy Anderson
Senior Vice President



Michael King
Senior Vice President



Andy Leifheit
Senior Vice President



Corporate governance

Board committees

Wilson & Company’s director-led committees serve to ensure leadership manages our business ethically and with integrity, is held accountable for fiduciary and corporate governance responsibilities, is transparent and communicates, and operates in the best interest of our shareholders.

Governance & Nominating Committee

This committee comprise two directors and shareholder members as appointed by the board chairperson whose purpose is to identify and prioritize issues requiring proposed modifications to the Board Charter and Company Bylaws, develop and oversee director position nomination and selection procedures, and ensure the board is acting according to Company Bylaws.

Compensation Committee

Consisting of three directors—two external and the CEO—the committee oversees the company-wide earnings and compensation philosophy, sets CEO’s goals and assesses performance, and oversees and ensures adherence to the board and shareholder approved stock bonus and purchase plan, and reviews and recommends any stock transactions for board approval.

Audit, Safety, & Risk Management Committee

The Audit, Safety, & Risk Management committee assists the board in overseeing the integrity of the financial statements of the company; the independence, qualifications, and performance of the company’s independent auditor; and compliance with the company’s legal, regulatory, and safety requirements. The committee includes one external director, one internal director, the corporate treasurer, and other members appointed by the board chairperson.

Wilson & Company’s safety program supports our conviction that our employees, clients, colleagues, and community members return home safe every day. All employees have access to comprehensive resources related to safety management, preventative measures, emergency action plans, forms, and OSHA logs. Our dashboard tracks and reports safety audits and incidents that is used to continuously improve best practices that keep our employees safe in the office, commuting, conducting business on project sites, and working in the field.

Risk management best practices is important to our clients, industry partners, and Wilson & Company. Our risk management team holds bi-weekly meetings to discuss projects that present a risk to determine the risk factor for each project. We use a third-party legal review to help navigate the projects with the highest potential of risk, which help us make sound decisions that protect our company, our client, and our stakeholders.

Operations management

Wilson & Company has experienced increased growth necessitating leadership to continuously improve how we operate our business and deliver projects of the highest quality through best practices and innovation. Our board of directors and executive leadership team oversee and ensure Wilson & Company continuously improves and provides the best services that enhance our communities.



Security

Protecting our employees, visitors, and data is top priority for Wilson & Company and as such appointed our first chief information officer. The short-term goal focuses on creating a more secure technology environment that complies with federal cybersecurity and privacy laws, that includes:

- Installing cameras and security/access control systems.
- Implementing a firmwide process to logging visitors in/out of our offices.
- Providing secure hard file storage and shredding locations.
- Implementing controlled unclassified information guidance and training.
- Applying rigorous security measures to restrict access to individual computers and safeguard against phishing and hacking attempts.

Project delivery

Our goal is to be strong partners with our clients to achieve success amongst the communities they serve and those in which we live and operate. We have engaged in four key areas that elevate how we conduct business internally to deliver to our clients more efficiently ensuring we apply best practices related to quality, risk, and project management.

- Comprehensive project management training program that elevates our ability to apply the evolving industry best practices and advancing technology
- Contract review process proactively supporting the risk assessment and mitigation program
- Signatory training for board approved officers with the authority to bind the company to better understand the liability and accountability of such authority
- Quality management process that includes quality audits and dashboard reporting

