



2022

REPORT TO THE COMMUNITY



Mortenson®

There is no greater gift we can give others than our time and treasure. We do so enthusiastically, with a smile on our face and delight in our eyes.

M.A. "MORT" MORTENSON



BUILDING FOR THE GREATER GOOD

A letter from our Denver leadership

At Mortenson, building for the greater good means that we consider the long-term health and vitality of our stakeholders in everything that we do. We look out for our team members, our customers, our partners, and our communities, as well as the health of our environment.

Building for the greater good is about doing the right thing – every time. It’s about lifting others up and pitching in where we see a need. It’s about making a positive impact today, and for generations to come.

It is with this guiding spirit that the Mortenson team engaged in our community outreach efforts in 2022. As the new vice president and general manager of our Denver team, I was regularly humbled by the passion this team brought to going above and beyond in service to our communities, showing a true commitment to doing real and lasting good in the areas of People, Planet and Community.

Together, we made real progress in fostering a more diverse and inclusive culture across our company and throughout our industry. Through our approach to innovation and environmental stewardship, we reduced construction waste and inspired our customers to achieve their sustainability goals. And, alongside our customers and our partners, we actively worked to open doors to economic opportunity for underserved populations in our communities.

In these and so many more ways that you’ll see in the following pages, Mortenson is living its commitment to Building for the Greater Good.



BRIAN FITZPATRICK
Vice President, General Manager
Denver Operating Group



TOGETHER, EVERYTHING IS POSSIBLE

We recognize that making the world a better place starts in our own backyard. At Mortenson, giving back to the communities where we live and work is part of who we are.

We've created a culture where people do the right thing, inspire others to achieve their best, and put others before ourselves. Our Community Impact Program allows us to organize and amplify our efforts. Together we can achieve a greater impact than any one of us can do alone.



COMMUNITY IMPACT OBJECTIVE



Our team members are always on the lookout for opportunities to affect positive change in our communities and in ourselves. This instinct comes from the heart, and it's ingrained in our company culture. We aim to make a difference in the communities where we live and work through our combined expertise, resources, and passion by building community through:

PARTNERSHIP

Mortenson builds community through forging partnerships with its clients and other organizations that share our passion for making an impact. In 2022, our team volunteered over 1,916 hours.

EDUCATION

Our signature partnerships allow us to make a tangible impact today and help prepare the workforce of tomorrow through a strategic focus on education.

In 2022, we served 26 nonprofits across Colorado:

- Forming signature partnerships with supported education organizations
- Nurturing the communities in which we work with education-related sponsorships tied to project site activities
- Partnering with leaders/partners on education-related efforts
- Positioning Mortenson leadership to guide communities through education-related boards
- Developing education-related initiatives within our business resource groups

LEADERSHIP

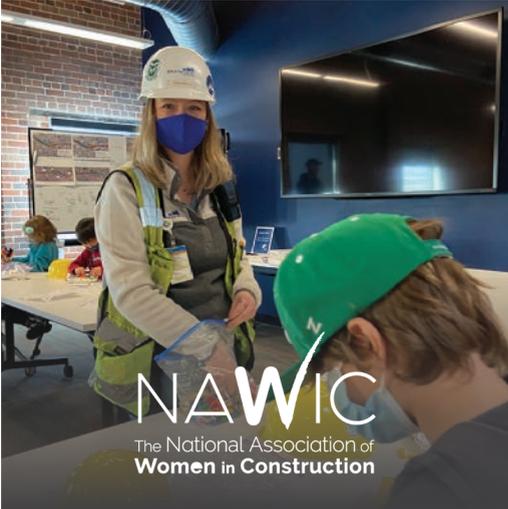
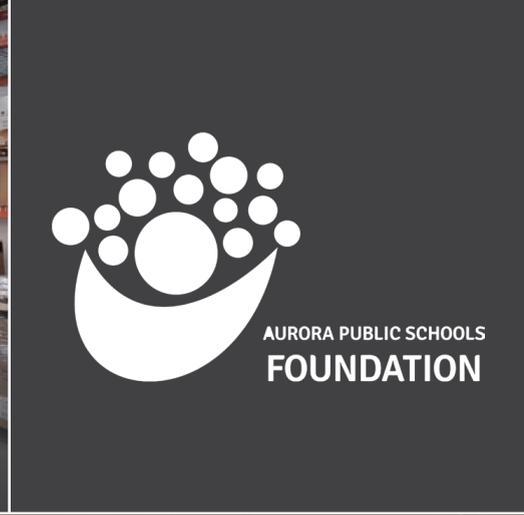
At Mortenson, we are walking the walk when it comes to demonstrating stewardship and community leadership. In 2022, in addition to our volunteer and board positions, we donated over \$365,000 to local nonprofits.

COMMUNITY IMPACT BY THE NUMBERS

26
NONPROFITS
SERVED

1,916
HOURS
VOLUNTEERED

\$365K
DONATED TO LOCAL
NONPROFITS





Mile High United Way



TRANSPORTATION & CONSTRUCTION | GIRL™



BOYS & GIRLS CLUBS
METRO DENVER



BOOTS
n
BUSINESS



Through our work with STEMblazers, we're changing the narrative and giving girls the opportunity to visualize themselves in STEM roles, along with the support, resources, and empowerment to pursue that reality.

Jenna Howard
Assistant Project Manger



centura
St. Anthony North
Hospital



FOOD BANK
OF THE ROCKIES™

FOOD BANK
OF THE ROCKIES™

Mortenson hosted its 16th Annual T-Bone Memorial Sporting Clay Shoot in August, benefiting American Military Family, a suicide prevention nonprofit organization that supports returning servicemen and women, their families, and first responders. Through our fundraising efforts, we raised a record-breaking \$35,000 to donate.



#AMFGY6
AMERICAN MILITARY FAMILY
"GOT YOUR 6"



CLEO PARKER ROBINSON DANCE



Each year, Mortenson designates a local nonprofit as our Community Impact Partner. This partner becomes the beneficiary of our yearly charitable events and volunteer efforts.

For 2022, Mortenson selected Cleo Parker Robinson Dance (CPRD) as our Community Impact Partner of the Year. CPRD is a nonprofit dance company based in Denver's historic Five Points neighborhood that is on a mission to infuse vitality, innovation and education into every community they touch – around the corner and around the globe.

Consistently throughout the year, our team was engaged with CPRD, supporting them through charitable events or with volunteer projects. Our largest fundraising effort, our annual Charity Golf Tournament, raised \$100,000 for CPRD in 2022.

Funds raised at this year's tournament will support CPRD's capital campaign to expand their existing facility with an additional four-level, 25,000-square-foot building that will

house new studios, a theater, space for art classes, offices, and a healing arts center, giving the beloved nonprofit room to grow and supporting the creation of 36 new jobs.

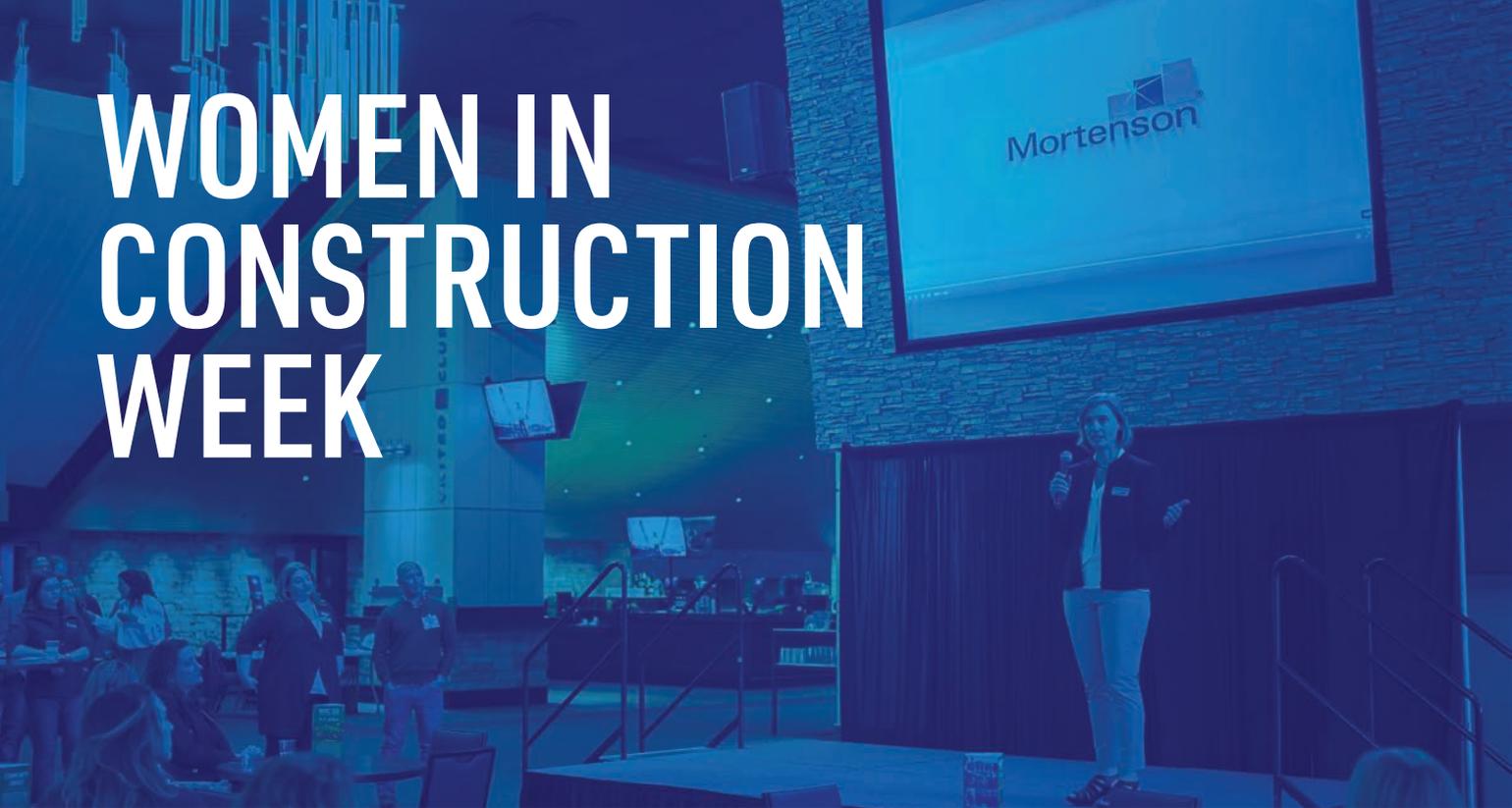
Additionally, our team members volunteered with CPRD at events throughout the year, including during Women in Construction Week and our Do Something Good Campaign.

A special way we show our support for CPRD is at their annual Dancing with the Denver Stars event. In 2022, Dave Espinosa, Mortenson project executive, participated as a Denver Star to aid CPRD in raising funds for their arts-in-education program.

Scan the QR code to hear about Dave Espinosa's support for CPRD and watch his Dancing with the Denver Stars performance.



WOMEN IN CONSTRUCTION WEEK



Mortenson continually celebrates women throughout the construction industry as a part of Women in Construction (WIC) Week, led by the National Association of Women in Construction (NAWIC). This week provides an occasion to raise awareness of the opportunities available for women in construction and to emphasize the growing role of women in the industry.

As a leader in promoting allyship, inclusion, advocacy, and sponsorship of women in the construction workforce, Mortenson again brought hundreds of people in our community together for our annual WIC Week events. These events provide opportunities for women and allies in the company to connect, learn and empower one another to continue growing their careers in an industry in which they've long been underrepresented. Mortenson is proud to conduct this week-long event as part of our ongoing efforts to diversify the construction workforce and promote parity for women, and particularly women of color, in our industry.

As part of our WIC Week events, Mortenson hosted an industry-wide networking event and a day of service supporting nonprofits with female-focused initiatives.

INDUSTRY EVENT

For the second day of WIC Week, following the day's theme of "Building a Network," we hosted an industry-wide women's networking event with over 200 guests in attendance.

Along with providing an opportunity for women across the industry to meet and connect, we invited five of the nonprofits who participated in our day of service to attend the event and share their mission with attendees. Mortenson further donated \$1,000 to each nonprofit.



DAY OF SERVICE

For the second year, Mortenson's WIC Week concluded with a day of service as part of the day's theme of "Community Engagement."

We invited all of our team members to volunteer in one of the nine opportunities we arranged for the day. Our team spread across Denver, completing service projects for nonprofits we selected for their efforts in promoting education, wellness, and industry opportunities for women and girls throughout the city.



70 TEAM MEMBERS



260 HOURS



9 NONPROFITS

DO SOMETHING GOOD CAMPAIGN



Mortenson's ongoing partnership with United Way since 1955 has provided key opportunities for the company and our team members to live out our values of stewardship, teamwork and service. Here in Denver, we've been partnering with Mile High United Way (MHUW) since we opened our doors in 1981.

As part of our continued partnership, Mortenson dedicates two weeks each year to our Do Something Good Campaign. From August 15-26, we organized daily activities at nine local nonprofits to volunteer our time and be the boots on the ground in building our communities.

In addition to giving our time, Mortenson also makes a financial contribution:

- Mortenson matches individual team members financial donations to United Way up to \$1,000 per team member
- Mortenson donates \$250 to United Way for every four hours a team member volunteers during the campaign
- Mortenson provides \$20 to each team member to use during the campaign to donate to the causes they are passionate about

A FEW VOLUNTEER OPPORTUNITIES INCLUDED:



STEMblazers

Assembled junior high and high school program kits that we distributed to over 20 schools in the Denver Metro Area



Florence Crittenton

Stuffed 250 backpacks full of school and hygiene supplies for the students that attend the school



Food Bank of the Rockies

Two shifts of volunteers worked in the main food bank warehouse fulfilling orders for shelters across Colorado



Girls Inc.

Helped the staff organize for the school year by moving furniture, building out storage closet shelving, and prepping the campus for the return of students



Habitat for Humanity

As part of our ongoing partnership, our team helped with a full day of construction and final walk-through cleaning



Cleo Parker Robinson Dance

Our team completed painting and other small construction projects at CPRD's theater and offices



47 TEAM MEMBERS



264 HOURS



\$19,370 DONATED



HABITAT FOR HUMANITY

In 2022, Mortenson launched a multi-year partnership with Habitat for Humanity of Metro Denver. Through the Women Build Program, Mortenson provided essential training to women in construction and engaged women leaders within Mortenson to become more involved with Habitat's mission of building and preserving affordable homeownership.



20 TEAM MEMBERS



40 HOURS



\$35,000 DONATED

The Women Build program included:

- Quarterly skills-building classes for Habitat's Women Build Warriors taught by Mortenson's women leaders.
- Teambuilding days on Habitat's construction sites allowing Mortenson's women employees to practice and master specific construction skills they've learned through Mortenson's own Women's Skills Nights.
- An inaugural Women's Engagement Weekend in May that included two days of intensive training sessions taught by Mortenson in the morning, followed by the opportunity to apply those new skills while building a Habitat for Humanity house for the remainder of the day.

As part of Mortenson's sponsorship of the Women Build program, we have additionally donated \$35,000 to Habitat for Humanity of Metro Denver.



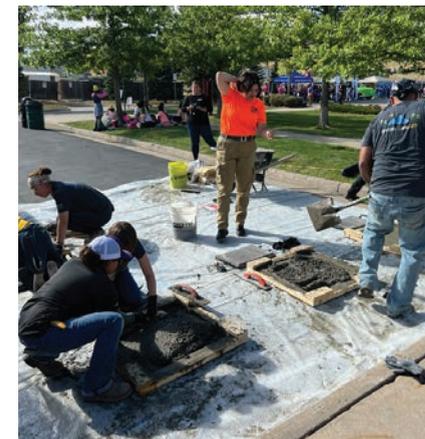
“ My favorite organization to support is Habitat for Humanity and the Women Build events that we do. It's been really inspiring to witness women feeling empowered to use power tools and complete projects they never thought they could until they tried. Teaching women new skills that are intimidating, in a safe and encouraging environment and helping the community at the same time has been a rewarding experience. ”

Andi Lewis
Estimator

TRANSPORTATION & CONSTRUCTION GIRL DAY

I feel proud and happy to teach something that I like and enjoy doing every day. I love to see how students are interested in our work. When they ask me if I recommend working for Mortenson, I say, 'Of course!' It's a company where we have equality.

**Maria Gallegos
Carpenter**



Transportation & Construction GIRL Day is an annual event hosted by the HOYA Foundation to introduce young women to the career opportunities available in the transportation and construction industries. This year, girls ranging in age from middle to high school had the opportunity to engage in activities and discussions with transportation and construction professionals.

As a Silver Sponsor, we brought team members from all journeys to share about their experience and the countless opportunities available in the company. For the second year, we had members of our craft team help with a hands-on activity, showing the students how to finish concrete.

Haben Asghedom, a carpenter and five-year Mortenson team member, celebrated her CITC graduation in 2022 surrounded by her family.



WORKFORCE DEVELOPMENT

Outreach and engagement are core principles to Mortenson. We have spent the past four decades in Colorado focused on best practices for recruitment, training, career development, and growth. Our purpose is to promote their sustainability, support higher paying wages, provide access to community resources, and hire students upon graduation.



Architecture Construction Engineering (ACE)

Mortenson team members are participants in Colorado's ACE Mentor Program. The program helps students gain a practical understanding of the potential rewards and satisfaction available through careers in architecture, construction, and engineering. The ACE Colorado program is now the construction industry's fastest-growing high school mentoring program, reaching more than 8,000 students annually.



WorkNow

Mortenson supports WORKNOW by focusing on outreach coordination, sharing best practices for community engagement and lessons learned within our own Workforce Development initiatives. We act as a true partner to this program by passing along key feedback on what is working throughout the market and insight that is valuable to optimize the delivery of support and services within the program.



Construction Industry Training Council of Colorado (CITC)

CITC was founded by the AGC in the mid-1980s to provide the Colorado construction industry with a vehicle for workforce training. CITC is sponsored by four trade associations training craftspeople in the areas of carpentry, masonry, painting, sheet metal, plumbing, sprinkler fitting, electrical, and pipe fitting. Mortenson regularly sponsors students through their apprenticeship and are hired on post-graduation.



Hispanic Contractors of Colorado (HCC)

Mortenson was the first general contractor in Colorado to join HCC in 1991 (HCC began in 1990) and we remain actively involved with the organization to this day. Our team members have served on the board throughout the years and regularly participate on committees and at events. We are proud to have been named HCC's General Contractor of the Year four times.



Construction Careers Now!

Mortenson attends Construction Career Now! industry events, participates on panels, speaks to students and recruits at career fairs. We have successfully hired more than 30 graduates from this program. Their four-week program gives students construction industry knowledge and experience, and creates awareness for the many opportunities to build a career in construction.



DIVERSITY, EQUITY & INCLUSION

Mortenson has been on our Diversity, Equity & Inclusion (DEI) journey for more than a decade, with committed efforts to creating a culture where everyone feels belonging and our differences are celebrated. Here in Denver, we believe the success of our business is a direct result of the strength of our teams, and that the strongest teams are those that draw on a diversity of perspectives. As a company, we're actively investing in a more inclusive culture. Through initiatives such as our mentorship programs, resource groups, partnerships with minority businesses, structured bid packages, and more, we strive every day to have a positive impact on diversity, equity, and inclusion not only within our company, but also in our communities.

ON A MISSION TO FOSTER A DIVERSE AND INCLUSIVE CULTURE

The Denver operating group was awarded Mortenson's internal Diversity, Equity & Inclusion award for DEI Operating Group of the Year in 2022. Our DEI efforts were recognized by our national DEI leadership team for our contributions toward building a supportive educational and professional community experience that empowers people based on their skills, passions and abilities both internally for our team members and externally in our commitment to the communities in which we build. This award represents the time, talent and resources put forth by our team members to support diversity programs within their respective fields, exemplifying the community policy and allyship here at Mortenson.

We are so proud that Mortenson Denver was recognized as a winner of the inaugural Denver Business Journal's 2022 Diversity, Equity, and Inclusion Awards. In its inaugural year, the DBJ DEI awards honored both outstanding organizations and outspoken individuals in metro Denver who went above and beyond to bolster equality across all areas of diversity, including age, disability, gender, sexual orientation, race, ethnicity, religion, and neurodiversity.



HOW WE FOSTER DEI:

- ▶▶ We conducted a bi-annual engagement survey to understand if team members feel heard and if inclusion is felt in a meaningful way.
- ▶▶ We participated in Construction Inclusion Week, creating opportunities for the entire industry to learn from one another.
- ▶▶ We engaged diverse team members and their allies through internal development programs, expanding hiring practices, and setting fair compensation packages across the company.



COMMUNITY EMPOWERMENT

TRANSFORMING COMMUNITIES THROUGH ECONOMIC INCLUSION

At Mortenson, we focus on strengthening the economic health of our communities. It's not about checking boxes or achieving a certain metric. It's about making a difference, doing the right thing, and providing opportunities that impart lasting benefits to the communities where we live and work.

ADVANCING SUPPLIER DIVERSITY

The growth of minority-owned and women-owned businesses is essential to our industry. More importantly, it contributes to the overall economic wellbeing of our communities. That's why we optimize opportunities for MWBE trade partners that focus on capacity-building and laying a strong foundation for their future growth and success.

BUILDING SKILLS FOR LIFE

Building project teams that reflect the diverse nature of our communities is a top priority. We are committed to providing opportunities for individuals who are underrepresented in our industry, including people of color, women, veterans, and persons with disabilities. When you join our team, you'll gain skills and experiences you can rely on long after our project is complete.

SHAPING THE FUTURE

The next generation holds the key to redefining what's possible. With a deep commitment to helping shape our industry's future, we expose the next generation of youth – especially students of color and young women – to career opportunities in the construction trades.

Mortenson implements a standard 10% MWBE trade partners goal on all projects managed here in Colorado. Our outreach efforts are aimed to maximize opportunities by identifying, attracting, pre-qualifying, building and maintaining interest and enthusiasm for all Mortenson projects to the community as a whole.

TRADE PARTNER RECOGNITION

We simply could not accomplish our purpose of “Building structures and facilities for the advancement of modern society” or our mission “To create an exceptional customer experience” without our trade partners. They are integral to the success of our business.

We are fortunate to have trade partners who set themselves apart in the industry through exceeding expectations. Our annual STAR Awards are a way to celebrate and express our appreciation for the outstanding efforts and performances of those who have gone above and beyond the typical project responsibilities. Here’s a look at this year’s honorees.

16TH ANNUAL STAR AWARDS RECIPIENTS

OVERALL



LEGACY MECHANICAL

SAFETY



ENGINEERED DEMOLITION

PRECONSTRUCTION



CONCRETE FRAME ASSOCIATES

INNOVATION



GREINER ELECTRIC

QUALITY



B&M ROOFING

TEAMWORK



MURPHY COMPANY

LEAN (5S)



SUNTEC CONCRETE

NEWCOMER



MONTGOMERY ELECTRIC

COMMITTED BUSINESS



ENCORE ELECTRIC

DESIGN PARTNER



MARTIN/MARTIN

PROJECT MANAGER



DARRIN COOK

SUPERINTENDENT



JESSE FOLKERT

SMALL BUSINESS



GARZA CONCRETE STRUCTURES

COMMUNITY OUTREACH

We believe that being actively involved in our community is not only about giving. For us, it's an exchange of skills, knowledge and experience that can benefit the giver as much as it does the receiver. The following is a complete list of organizations throughout Colorado that our team members dedicate their time to.

- Accelerate Colorado
- ACE Mentor Program of Colorado
- Adams 12 Five Star Schools
- Adams County Education Consortium
- Adams County Regional Economic Partnership*
- Aims Community College*
- American Military Family
- American Society of Healthcare Engineers (ASHE)
- American Society of Safety Professionals (ASSP)
- Associated Builders and Contractors (ABC)
- Associated General Contractors (AGC)*
- Associated Schools of Construction*
- Aurora Economic Development Council*
- Aurora Public Schools
- Black Construction Group
- Boots N Business
- Boulder Valley School District
- Boys and Girls Clubs of Metro Denver*
- Centura Avista Adventist Hospital Foundation*
- Children's Hospital Colorado
- City & County of Denver Office of Economic Development
- Clayton Early Learning Foundation
- Cleo Parker Robinson Dance
- Colorado Association of Healthcare Engineers and Directors (CAHED)*
- Colorado Association of Healthcare Executives (CAHE)
- Colorado Bioscience Association
- Colorado Black Chamber of Commerce

- Colorado Business Roundtable*
- Colorado Construction Education Foundation*
- Colorado Contractors Association
- Colorado Gives
- Colorado Hospital Association (CHA)
- Colorado LGBTQ Chamber of Commerce
- Colorado Space Coalition
- Colorado State University*
- Colorado Succeeds*
- Colorado Women's Chamber of Commerce
- Commercial Real Estate Women (CREW)
- Construction Industry Training Council (CITC)
- Denver Architecture Foundation
- Denver Broncos
- Denver Metro Chamber of Commerce*
- Denver Metro Chamber of Leadership Foundation
- Denver Metro Construction Sector Partnership
- Denver Public Schools
- Denver Scholarship Foundation
- Denver University
- Design-Build Institute of America (DBIA)
- Douglas County School District Board of Education
- Downtown Denver Partnership*
- Engineers in Action
- Firefly Autism*
- Florence Crittenton
- Food Bank of the Rockies
- Food for Thought Denver
- Girls Inc.
- Gold Crown Foundation

*A Mortenson team member serves as a board member



A group of team members met with eighth grade students at the Adams County Education Consortium Career Expo to showcase career opportunities at Mortenson and offered a hands-on demonstration of how to finish concrete.



As well as attending meetings and events throughout the year, our active Women in Healthcare members also sponsored their annual golf tournament in September.



Gilberto Castanon, a carpenter and five-year Mortenson team member, celebrated his CITC graduation in 2022.



Mortenson is a supporter for Morgridge Academy, a school for children with chronic illnesses, located at the National Jewish Health campus, and annually attends their Hoops and Hoopla event.

- Habitat for Humanity
- Hispanic Contractors of Colorado*
- Jefferson County Public Schools
- Metro Denver Economic Development Corporation*
- MiCasa Resource Center
- Mile High Early Learning
- Mile High United Way*
- Mile High Youth Corps*
- MS Bike Ride
- NAIOP
- National Jewish Health
- National Association of Women in Construction (NAWIC)
- Parker Adventist Hospital
- Porter Adventist Hospital - Hospitality House
- Prosper Colorado
- Rocky Mountain Adventist Healthcare
- Saint Joseph Hospital
- Society for Marketing Professional Services (SMPS) Colorado
- Society of American Military Engineers
- STEMblazers
- The Salvation Army
- Third Way Center
- Transportation & Construction GIRL
- University of Colorado Construction Engineering & Management School
- University of Colorado*
- Urban Land Institute
- Vitalant
- Women in Healthcare
- Work Now

*A Mortenson team member serves as a board member



Denver team members attended Mortenson's annual Flavor event in Minnesota. This company-wide event is designed to facilitate meaningful connections between BIPOC and senior leadership. Reinforcing the company's commitment to DEI and educating others through dialogue, exercises, and internal and external perspectives, this yearly event consists of small group and panel discussion, a leadership address, and networking.



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LET'S REDEFINE POSSIBLE[®]



Mortenson helped raise \$100,000 through our annual charity golf tournament in support of Cleo Parker Robinson Dance, our 2022 Community Impact Partner of the Year.