



2024



Annual report on Barr's charitable and educational giving

Barr Engineering Co.
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2024 Habitat for Humanity work days

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Barr's commitment to giving

Barr and its employees aspire to make a positive impact on the communities in which we live and work. Our giving policy, adopted in 2010, targets an annual contribution of 2% of our net profit. This contribution is divided approximately evenly between two target areas: charitable organizations serving our communities and higher-education institutions in the regions most important to our firm's future. We contribute with both monetary donations and pro bono services, and Barr employees are encouraged to support company-sponsored initiatives and events such as fundraisers and volunteer work days.



Staff at Barr's office in Ann Arbor, Michigan, raised over \$750 for The Alzheimer's Association and participated in the Washtenaw County Walk to End Alzheimer's. From left to right: Matt Comben and family, Marie Knoedler and granddaughter, and Sierra Samie representing Barr's team, The Sand Barr.

Charitable giving

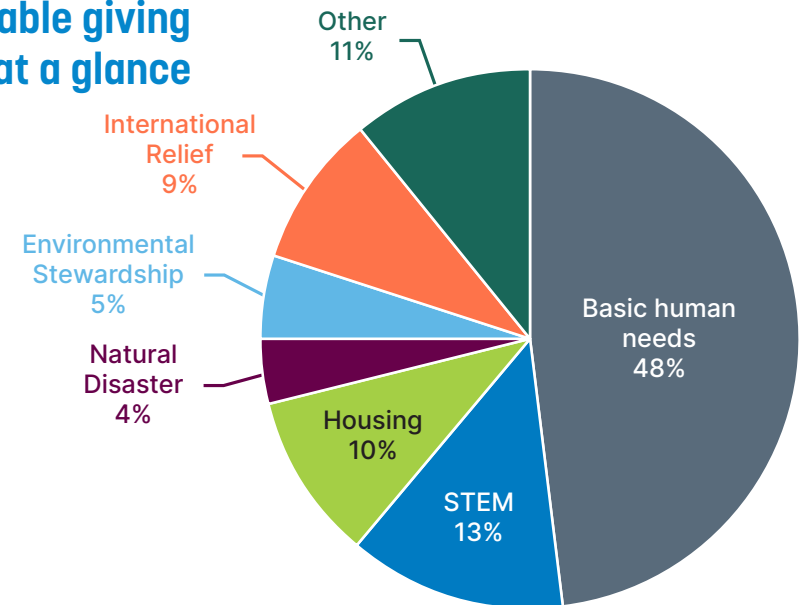
In 2024, Barr donated to 150 charitable organizations and provided over \$5,000 in pro bono services.

Barr employees guide decisions on recipients of charitable donations, and as a result our giving reflects our diverse interests and passions—from researching cures and treatments for diseases; to protecting natural resources; to fighting animal cruelty; to addressing hunger; to advocating for native traditions.

Our charitable giving also reflects Barr's commitment to promoting diversity and inclusion in our professions by focusing on organizations that promote K-12 science, technology, engineering, and mathematics (STEM) education among vulnerable or underserved populations. The following are a few examples of organizations that received donations in 2024:

- The Fargo-Moorhead Science Museum in Fargo, North Dakota, encourages exploration and inspires a future where anyone can be a scientist.
- The STEM Greenhouse in Grand Rapids, Michigan, is committed to growing STEM proficiency in vulnerable children.
- The STEM Action Center promotes STEM education in every Utah home, school, and community to build a brighter future.

Charitable giving at a glance



Staff and families from Barr's office in Jefferson City, Missouri, made 20+ blankets and donated them a local hospital.

Educational giving

To grow, diversify, and enrich the next generation of engineering and science consultants who might one day join Barr, we dedicate approximately half of our annual giving to higher education. In 2024, Barr made donations to 158 education organizations including 35 post-secondary educational institutions within 12 states and two provinces. These donations were divided among academic departments, student engagement and diversity initiatives, and scholarships.

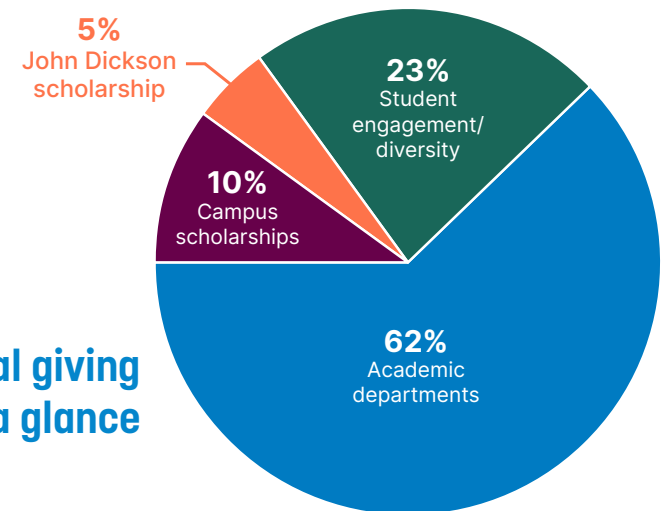
Barr's guiding principles for promoting diversity, equity, and inclusion in the science and engineering workforce encourage us to nurture relationships with student organizations who share this mission. Barr's educational contributions in 2024 supported chapters of the American Indian Science and Engineering Society, American Society of Civil Engineers, Engineers without Borders, National Society of Black Engineers, Society of Asian Scientists and Engineers, Society of Hispanic Professional Engineers, Society of Women Engineers, and Women in Scholarship, Engineering, Science and Technology (WISEST Canada).

Barr's scholarships are designed to help students complete their education and begin their careers in environmental and engineering consulting. The John Dickson Scholarship, for example, is awarded annually to students who have completed Barr's internship program. We also maintain four memorial scholarships and three company-named scholarships for students at select universities. Once a scholarship is established, the recipient is chosen by the university. In 2024, a Barr Engineering Co. Scholarship was established at University of Colorado Boulder, and University of Minnesota Duluth awarded its first Barr Engineering Co. Scholarship, which was established in 2023.



In honor of the remarkable legacy of our founder, the Doug Barr Memorial Scholarship at the University of Minnesota, Twin Cities helps undergraduates supplement classroom learning with experiences that prepare them for a career in engineering. Sanley Guerrier (left), recipient for 2024, visited Barr's Minneapolis office and presented his research to CEO Ward Swanson (right) and Barr staff.

Educational giving at a glance



Other giving highlights

Thanksgiving food drive

Staff from Barr's office in Jefferson City, Missouri, hosted a food drive competition between business units to help families in need celebrate Thanksgiving. Together, the office collected 912 pounds of food for the Samaritan Center.

Pro bono engineering consulting

Chum and the Damiano Center are two non-profits in Duluth, Minnesota's Central Hillside neighborhood providing support services to low-income, unhoused, and other marginalized community members. Staff from Barr's Duluth office helped these partnering organizations select a prefabricated shelter for a potential outdoor common space.

STEM with Girl Scouts of America

Staff from Barr's office in Ann Arbor, Michigan, hosted three STEM programs with the Girl Scouts Heart of Michigan. Scouts and staff used everyday materials to build wetland models, explore liquid viscosity, and simulate photochemical smog.

Habitat for Humanity

Barr has supported Habitat for Humanity for more than 25 years through volunteer and fundraising efforts. In 2024, Barr staff organized "work weeks" at Habitat for Humanity home-building projects near Ann Arbor, Michigan; Duluth, Minnesota; Grand Rapids, Michigan; Jefferson City, Missouri; and Minneapolis, Minnesota.



Kyle Hornbacher (left) and Mandar Nangare (right) attended the groundbreaking ceremony for the new Richard Offerdahl '65 Engineering Complex at North Dakota State University (NDSU). Barr contributed to a matching scholarship fund in 2024 and will be named in the new building. Since 1993, Barr's donations to NDSU have funded laboratory equipment, participation in Engineers Without Borders, and graduate student research.

Barr employees: the heart of giving back

Barr's charitable giving program is made possible by our employee-owners, who are empowered and encouraged to make a difference in their communities. Any Barr employee can request a donation of their choosing that meets Barr's giving criteria and is approved by Barr's Charitable Giving Committee. The committee also encourages employees to provide input on allocating end-of-year donations to charitable organizations. Connect with any Barr employee to learn more about how Barr can support a local charitable event or organization in your community.