



Annual report on Barr's charitable and educational giving



2025

Barr Engineering Co.
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Overview

At Barr, we’re committed to developing lasting solutions to natural resource challenges. Our continued success reflects not only our expertise but also our passion for making meaningful, positive impacts that extend beyond our projects. Through our charitable and educational giving program, we channel this passion into actions that strengthen the communities where we live and work.

Last year marked 15 years since we adopted our giving policy, which sets aside two percent of our net corporate profit for educational and charitable donations. This contribution, including both monetary donations and pro bono services, is divided approximately evenly between two target areas: charitable organizations serving our communities and higher-education institutions in the regions most important to our company’s future.



Since 1997, staff in our Duluth office have cared for a 2.6-mile stretch of Minnesota Highway 61, along the north shore of Lake Superior.

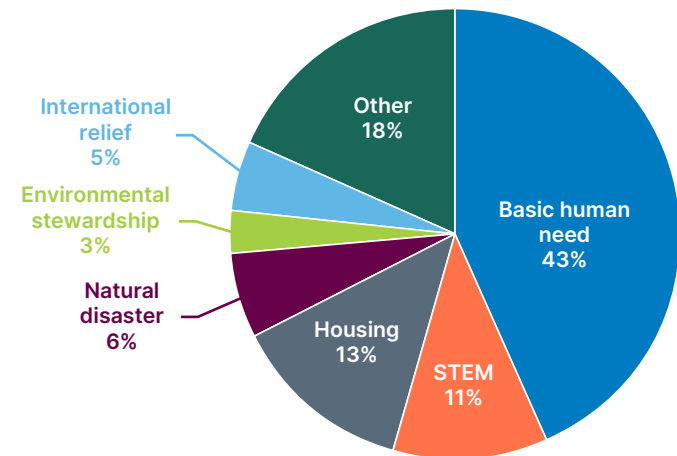
Charitable giving

In 2025, Barr donated to 150 charitable organizations and provided \$2,500 in pro bono services.

Every year, our Charitable Giving Committee gathers input from all Barr employees to guide the company’s decisions on recipients of charitable donations. As a result, our charitable 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 supporting public radio.

Our charitable giving also reflects Barr’s commitment to promoting diversity and inclusion in our professions by supporting organizations that advance K-12 STEM education among vulnerable or underserved populations. Organizations that received donations in 2025 include:

- **Deep Portage Learning Center**, Minnesota, inspires learners of all ages to sustain and celebrate the natural world through hands-on exploration of its woods, water, and wildlife.
- **Little Thompson Observatory**, Colorado, seeks to help people of all ages learn about the universe by offering first-hand experiences with astronomy.
- **North Dakota’s Gateway to Science** inspires discovery through hands-on STEM experiences, empowering kids of all ages to become future STEM leaders.
- **Thorpe Gordon STEM Academy**, Missouri, provides a nurturing learning environment for exploration and success in STEM.



Charitable giving at a glance

Charitable actions

Meanwhile, employee-owners across the company dedicated their time and talents through company-sponsored events and individual efforts to advance local causes. We planned events, rallied teams, gathered donations, and volunteered, collectively carrying out Barr's commitment to responsible corporate citizenship.



The Barr Dream Team completed the 150-mile Minnesota MS150 bike race and raised \$25,000 to support those affected by multiple sclerosis.



For the 12th consecutive year, we teamed up for the annual Sidewalk Shuffle in Duluth, which raises funds for local YMCA programming, memberships, and resources.



Bismark staff prepared and served lunch at Heaven's Helpers Soup Café to community members in need.



More than half of our Jefferson City staff are members of the Missouri Stream Team. In 2025, they removed trash from local streams and tested water quality on behalf of the Missouri Department of Natural Resources.



Salt Lake City staff volunteered to package food for the Mobile School Pantry Service.

Habitat for Humanity

For over 25 years, Barr has supported Habitat for Humanity, a global nonprofit organization that helps families build and improve affordable homes. Every year, staff bring their hard hats to Habitat for Humanity work sites for Barr-sponsored “build days,” where they frame walls, install siding, seal windows, and lay shingles. In 2025, our Jefferson City office also held a cleaning supply drive, collecting enough to supply four home builds. Our support continues to help families across our geographies realize their dreams of home ownership and financial stability. It’s a tradition we’re proud to continue.



Build days (clockwise): Duluth and Hibbing staff, Minneapolis staff, Denver staff



Bottom row (left to right): Grand Rapids staff; Ann Arbor staff; Jefferson City office's cleaning supply drive



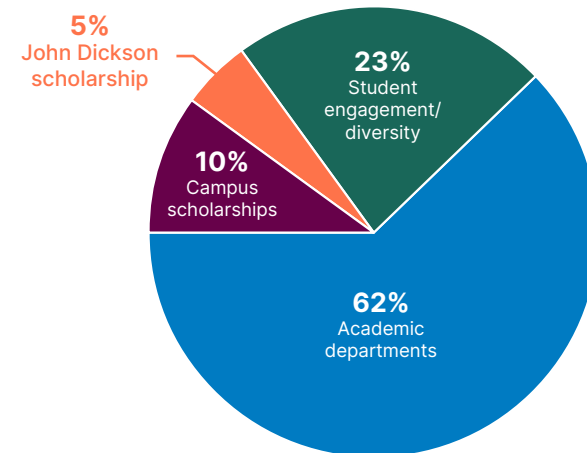
Educational giving

To grow, diversify, and enrich the next generation of engineering and science consultants who might one day join Barr, we dedicate half of our annual giving funds to higher education. In 2025, Barr made 173 educational donations to 38 postsecondary educational institutions within 13 states and two provinces. The donations were divided among campus scholarships (10%), student engagement and diversity initiatives (23%), and academic departments (62%). The John Dickson Scholarship, awarded annually to students who have completed Barr's internship program, comprised 5%.

Barr's guiding principles for promoting diversity, equity, and inclusion in the science and engineering workforce encourage us to nurture relationships with student organizations and academic departments that share this mission. Barr's educational contributions in 2025 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).



For over six years, Barr has provided support and established scholarships that help First Nations and Métis students in Saskatchewan pursue education and career opportunities. In 2025, this blanket was presented by the Saskatoon Tribal Council to honor our shared efforts in supporting First Nation communities in the Saskatoon area.



Educational giving at a glance

Educational giving highlights



Above: : Alexa Gradin, senior geotechnical engineer, accepted an award on behalf of Barr from Bismarck State College (BSC) in recognition of our longstanding support. Left to right: Dr. Daniel Leingang, BSC interim president; Alexa Gradin; Russ Hanson, president, BSC Foundation Board of Trustees

Left: Barr made a donation to support the University of North Dakota's new STEM complex. Adam Driscoll, vice president and senior environmental engineer, attended the groundbreaking ceremony. Left to right: Adam Driscoll; Robin Turner, University of North Dakota Alumni Association & Foundation



Barr has supported the University of Minnesota chapter of Engineers Without Borders USA since 2008. In 2025, Justin Fasching (center), an environmental engineer, teamed with students to help the community of Simajhuleu, Guatemala, repair its failing drinking water distribution system. The group gave a presentation to Barr staff about their experiences.



A view of the project location.

Campus scholarship highlights

Every year, Barr supports seven campus scholarships across select universities. Here are three of the 2025 scholarship recipients we were proud to support:

**Barr Engineering Co.
Engineering Scholarship
University of Colorado Boulder**

Recipient: Ava Carl

Major: Civil Engineering

Professional goal:

“Develop long-lasting solutions to infrastructure problems exacerbated by climate change”

“To the donors, who make my education possible, thank you. Higher education, at times, can be exclusive, but your donations support and allow me to insert myself in places where I would not be able to put myself. This opportunity is never lost on me, as I try and do my best with every opportunity given to me by this institution. You fund my education and encourage my hard work and perseverance to excel in my coursework and career.”

**Doug Barr Scholarship
University of Minnesota Twin Cities**

Recipient: Finn Yates

**Major: Environmental
Engineering**

Research project:

“Specific Surface Degradation Rates of Conventional Plastics: Current Knowledge and Implications for Future Degradation Studies”

“By continuing to research, it is my goal to be able to use what I learn to create the tools necessary to develop a more structured plan of action to combat the growing threat of plastic pollution.”

Recipient: Jillian Jacobson

**Major: Environmental
Engineering**

Research project:

“Removing CECs (Contaminants of Emerging Concern) from Stormwater”

“Through this research opportunity, I am eager to deepen my understanding of stormwater contaminants and treatment, specifically understanding the science behind and using biofiltration to remove the harmful CECs in stormwater.”

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.