



# 2020 REPORT TO THE COMMUNITY





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. 

**MORT MORTENSON**



To say that 2020 was full of challenges would be an understatement. But it is how we responded to those challenges that says everything about our character – as individuals, as neighbors, as a business community, and as a country. When it comes to Mortenson’s community outreach program, like many companies, we were tasked with developing more creative ways to help one another out. For more than 25 years, Mortenson has given 5% of its pre-tax earnings to a wide range of community initiatives. Every year, the Denver team donates their time and talents to local organizations, from renovating homes for veterans or packing food for the hungry to sponsoring efforts that expose the next generation of youth – especially students of color and young women – to career opportunities in the construction industry. Usually our volunteer efforts get us out and about in our community, providing hands-on support to dozens of nonprofits throughout the state. Last year, Mortenson’s outreach activities looked a little different, but we still managed to do a lot of great things! Rather than resigning to the difficulty of the situation, Mortenson’s Community Impact Team re-focused the type of efforts it organizes with the goal of helping team members to achieve a greater impact than any one person could do alone.



Gene Hodge  
Vice President & General Manager





# COMMUNITY IMPACT OBJECTIVE

To make a difference in the communities where we live and work through our combined expertise, resources, and passion by **Building Community** through:



## COMMUNITY IMPACT OVERVIEW

### We bring a passion for service and for the communities we serve

You can't mandate such an eagerness to help others. It comes from the heart and is as ingrained in the company's culture as is a desire to deliver an exceptional experience to our partners and customers. Whether it involves helping build a home, mentoring a student or business, providing food for the hungry and holiday gifts for those in need, or merely offering a helping hand or some type of expertise, Mortenson team members approach each effort responsibly and with a strong belief that they are simply doing the right thing.



**PARTNERSHIP** // Mortenson builds community through forging partnerships with its clients and other organizations that share our passion for making an impact. In 2020, our team **volunteered nearly 1,200 hours** in-person and through remote opportunities.



**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 2020, we **served 46 non-profits** throughout Colorado.

- Forming a signature partnership with supported education organization
- Supporting 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 impact communities through education-related boards
- Developing education-related initiatives within our affinity groups



**LEADERSHIP** // Mortenson is building community through the measurable impact we are making. We lead through the giving of our time and talents to the nonprofits where we volunteer and serve on boards, as well as through the contribution of our resources. In 2020 alone, **we donated over \$250,000** to local organizations.

# DO SOMETHING GOOD CAMPAIGN

## MILE HIGH UNITED WAY



Since 1955, Mortenson's ongoing partnership with United Way has been one of the key opportunities for the company and our team members to live out our values of stewardship, teamwork and service. In Denver, we have been partnering with Mile High United Way since opening our office in 1981.

During our 2020 "Do Something Good" campaign, we worked with 22 different non-profit organizations across the Front Range, completing nearly 500 hours of volunteer time participating in socially responsibly managed, socially distant in-person and virtual events.



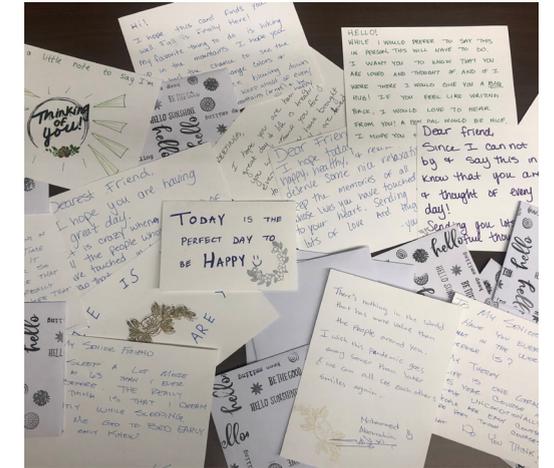
# MAINTAINING OUR COMMUNITY IMPACT IN 2020

## TAKING OUTREACH VIRTUAL

The most obvious change Mortenson's Community Impact Team implemented in 2020 was a creating a full slate of virtual volunteering activities that could be completed entirely from the safety of one's home.

These were accessed through a special online portal we created for our team. The activities included food and clothing donations, blood drives, online reading programs with local schools, virtual 5K and bike rides to benefit local charities, making holiday giving ornaments, and writing letters of encouragement to seniors in assisted living facilities.

As people are trying to maintain distance to limit the spread of COVID-19, providing safe opportunities like these to connect with the community have proven especially meaningful for our team members.



# ▶▶ MAINTAINING OUR COMMUNITY IMPACT IN 2020

## MAKING ACTION FEEL MANAGEABLE

The most basic goal of the Community Impact Program has been to improve our communities. While we understood it was more important than ever to maintain our high level of community outreach, we had to acknowledge that in-person events would need to change or be postponed. We also knew that many people in our community were no longer in a position to give at the levels they previously had, due to changing health, career, or monetary circumstances.

Our Community Impact Team prioritized the mental and physical health of our team members during our community outreach activities. Less focus was placed on monetary giving this year and we featured activities aimed at supporting mental health and empathy because we recognized that sometimes bettering yourself as a person is the first step in becoming a better member of your community.



In order to make positive community action feel manageable, we organized opportunities into categories to allow for different levels and types of activities. Our team members have access to an online system where we listed activities by 30-minute, 1-hour or 2-hour increments and are also broken into categories such as Mental Health and Diversity, Equity, & Inclusion (DEI).

Many of the activities were also designed to be family friendly. For example, kids of Mortenson team members contributed design ideas for the official State of Colorado face mask, went with their parents to clean up the Cherry Creek Bike Trail, or helped make blankets for Children's Hospital of Colorado. Our goal was to make it as easy as possible for team members to find a meaningful activity to improve the community.

# ▶▶ MAINTAINING OUR COMMUNITY IMPACT IN 2020

## CONNECTING IN PERSON

When it came to in-person volunteering in 2020, there were a number of restrictions and precautions needed to ensure a safe experience. These restrictions didn't stop our in-person volunteering entirely though.

Fortunately, many of the safe opportunities to volunteer – outdoors and socially distanced – happened to fall within our wheelhouse of construction. From installing a new playground for Firefly Autism, to asphaltting and landscaping the Hope Center, to building the new Women's Village at Clara Brown Commons (which will provide a path to stable housing for women experiencing homelessness), our team has found ways to use our skillset to give back.

These type of activities also help keep us connected as a company. The fact that community service is such a strong part of Mortenson's culture has made a noticeable difference in our ability to keep people engaged and connected during challenging times. More than anything, what this year has taught our Community Impact Team is that where the will to giveback is strong, people will find a way.





NON-PROFITS  
SERVED IN 2020

46

ORGANIZATIONS  
SUPPORTED

1,200

VOLUNTEER  
HOURS

\$250K

DONATED

MOUNT  
SAINT  
VINCENT 



 MEALS  
ON WHEELS  
AMERICA



 JEFFCO  
PUBLIC SCHOOLS



 SCL Health



OPEN  
FOOD BANK  
ARMS



BOYS & GIRLS CLUBS  
METRO DENVER  
Helping Kids Building Communities



 Downtown  
Denver  
Partnership



United Way  
Mile High United Way



Morgridge Academy at  
National Jewish Health



FamilyTree



Florence Crittenton Services



THE SALVATION ARMY



THE EPWORTH FOUNDATION  
for the good of the community



Children's Hospital Colorado



vitalant



Alice 105.9



bike  
MAS



AMP  
THE CAUSE



Aurora Public Schools



MILE HIGH EARLY LEARNING  
MONTESSORI INSPIRED

# 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 and provide access to community resources as needed and hire students upon graduation.



## ACE MENTOR PROGRAM

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.



## 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.

## CONSTRUCTION CAREERS NOW!

### CONSTRUCTION CAREERS NOW

Mortenson regularly attends Construction Career Now! Industry events, participating on panels, speaking to students and recruiting at their career fairs. We have successfully hired more than 30 graduates from this program. Their four-week program, put together by Emily Griffith Technical College and AGC, gives students construction industry knowledge and experience and creates awareness for the many opportunities to build a career in construction. Upon completion of the program, there is a career fair for the students to connect them with more than 40 industry organizations, which helps to directly strengthen the workforce pipeline here in Colorado.



## 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.



## WORKNOW

Mortenson supports WORKNOW each month, 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 optimizing the delivery of support and services within the program.

# COMMUNITY PARTICIPATION PROGRAM

# PARTNER RECOGNITION

Since 2009, the Mortenson Denver team has partnered with more than 400+ S/M/WBE firms on projects totaling \$962M.

Our Community Participation Program is designed to maximize opportunities that enable businesses and individuals to develop and grow by:

- **Targeting a goal to achieve 15%** participation by S/M/WBE firms, as a minimum, on all of our projects
- **Structuring bid packages** to include more small, minority and women-owned firms
- **Expanding our database** to include more S/M/WBE firms
- **Collaborating with contractor organizations** to help identify S/M/WBE firms
- **Delivering the What's Next Newsletter** — Our quarterly newsletter is distributed to our entire network of S/M/WBE firms and includes all upcoming projects our team is working on.



Partnership is a critical factor in our success. We greatly value our partnerships with a diverse supplier network.

Those interested in being part of our exceptional construction team can contact us to start the prequalification process.



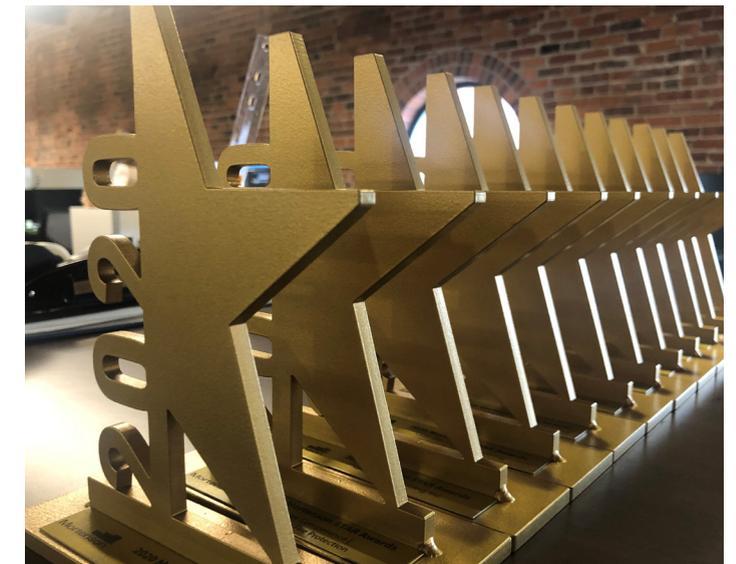
**Mortenson could not be where we are today without the efforts of our trade partners.**

It's important for us to recognize the dedication and hard work of our trade partners by hosting the Mortenson STAR Awards program. The purpose of our annual event is to acknowledge and thank our subcontractors who go above and beyond to make our projects successful. Every year, we select the most deserving companies and individuals to recognize based on Mortenson team member nominations.

Now in its 14th year, the STAR Awards program acknowledges trade partners for outstanding contributions to Mortenson projects over the past 12 months. Due to COVID-19, this year's winners were presented with their 2020 trophies in -person practicing social distancing guidelines. Each winner was presented with a trophy and a video testimonial from the project or team members who nominated them.

**STAR Award categories include:**

- Overall Trade Partner of the Year
- Preconstruction
- Quiet Competence
- Small Business
- Quality
- Safety
- VDC/BIM
- Innovation
- Lean
- Teamwork
- Project Manager
- Superintendent



# 2020 MORTENSON STAR AWARDS



OVERALL  
SUBCONTRACTOR OF  
THE YEAR

**Engineered Demolition, Inc.** for their work on Stoltz downtown office renovations



SMALL BUSINESS

**Terra Constructors, Inc.** for their work with Fitzsimons Innovation Campus - Phase 1

PRE-CONSTRUCTION

**Legacy Mechanical, Inc.** for their work on Rocky Mountain Public Media's Buell Public Media Center



QUALITY

**Cobb Mechanical Contractors** for their work at the Broadmoor Exhibit Hall



QUIET COMPETENCE

**Extreme Fire Protection** for their work on both BioScience 3 TI and BioScience Garage



SAFETY

**Total Welding, Inc.** for their work at the Broadmoor Exhibit Hall



# 2020 MORTENSON STAR AWARDS



## VDC/BIM

**Pikes Peak Steel**  
for the work at the  
Broadmoor Exhibit  
Hall



## TEAMWORK

**BluSky Restoration Contractors**  
for their work with  
Emily Griffith Hotel  
redevelopment

## INNOVATION

**J.R. Butler, Inc.** for  
their work at the  
Center for Outpatient  
Health at National  
Jewish Health



## PROJECT MANAGER

**John Behan** with  
W.L. Contractors, Inc.  
for his work with  
Clear Creek Crossing



## LEAN

**U.S. Engineering**  
for their work at the  
Center for Outpatient  
Health at National  
Jewish Health



## SUPERINTENDENT

**Wences Rodriguez**  
with Phase 2 Company  
for his work with the  
RMPM Buell Public  
Media Center



# ADDITIONAL COMMUNITY ENGAGEMENT



We believe that being actively involved in your community is not only about giving, even if that is your main motivation. 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 list of organizations throughout Colorado that our team members dedicate their time to.

- ACE Mentor Program
- American Society of Healthcare Engineers
- American Society of Professional Estimators
- Associated Builders & Contractors (ABC)
- Associated General Contractors (AGC)
- Aurora Economic Development Council
- Aurora Public Schools Foundation
- Black Construction Group
- City & County of Denver Office of Economic Development
- Clayton Early Learning Foundation
- Colorado Association for Healthcare Engineers & Directors
- Colorado Association of Black Professional Engineers and Scientists
- Colorado Black Chamber of Commerce
- Colorado Black Women for Political Action
- Colorado Contractors Association



- Colorado Women's Chamber of Commerce
- Commercial Real Estate Women
- Construction Industry Training Council of Colorado
- Design-Build Institute of America (DBIA) - National & Local DBIA National Awards Committee
- Denver Heart Ball
- Denver Metro Chamber Leadership Foundation
- Denver Metro Chamber of Commerce
- Division of Small Business
- Downtown Denver Partnership
- Firefly Autism
- Fort Collins Area Chamber of Commerce
- Hispanic Contractors of Colorado
- Lean Construction Institute
- Metro Denver Economic Development Corporation
- Metro EDC Colorado Space Coalition
- MiCasa Resource Center
- National Society of Black Engineers
- National Utility Contractors Association
- Northern Colorado Prospers Advisory Council
- Scholars Unlimited
- Society for College & University Planning
- Society of American Military Engineers
- Society for Marketing Professional Services
- Special District Association of Colorado
- U.S. Air Force Academy Association of Graduates
- University of Colorado Construction Engineering & Management School
- Urban League of Metropolitan Denver

Let's Redefine Possible™



1621 18th Street, Suite 400  
Denver, CO 80202  
P 303.295.2511  
F 303.297.8055

[www.mortenson.com/denver](http://www.mortenson.com/denver)