



Kiewit

KIEWIT BASICS

THE KIEWIT COMMITMENT

Kiewit's commitment to safety, quality and environmental stewardship is engrained in everything we do. It's visible in our core values, the work that we build and in our people.

Nobody Gets Hurt. To us, nothing is more important than the safety of the men and women on our project sites and the surrounding public.

Right the first time. We stake our reputation on it. Kiewit has a formal quality program that enables us to build work right the first time and focuses on continuous improvement to meet or exceed our clients' expectations.

What we do matters. Our employees know they have a responsibility to build our work as corporate citizens — and with the highest regard to environmental compliance. After all, we build in our own backyards as much as we do yours.

CORE VALUES

People. Integrity. Excellence. Stewardship. Our strong and meaningful values define Kiewit's success and longevity. Kiewit's leaders and workforce ensure that our values remain at the core of everything we do.

Kiewit is owned by **active employees**, creating a level of motivation that keeps the company on top.

HISTORY

Kiewit's roots can be traced back to 1884 when the Kiewit family started its small, local masonry contracting company. Kiewit has since grown to be one of the leading construction and engineering firms across North America.

QUALITY PEOPLE VALUES

Kiewit people take on tough challenges, explore new ideas and perform at their best.

- The Kiewit workforce includes 12,000 core staff and 11,000 skilled craft workers.
- Kiewit careers boast impressive averages for executives and district managers (24 years), project managers (16 years) and superintendents (11 years).
- Kiewit's LEED®-accredited professionals are trained to achieve green objectives and support green designs.

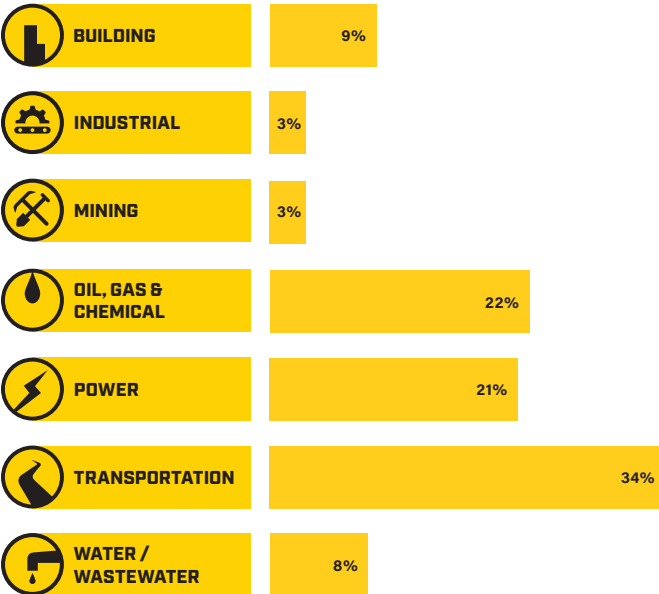
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FINANCIAL STABILITY

In 2019, Kiewit had revenues of \$10.3 billion. With no operational long-term debt, our strong balance sheet offers clients the assurance that their projects will get completed.

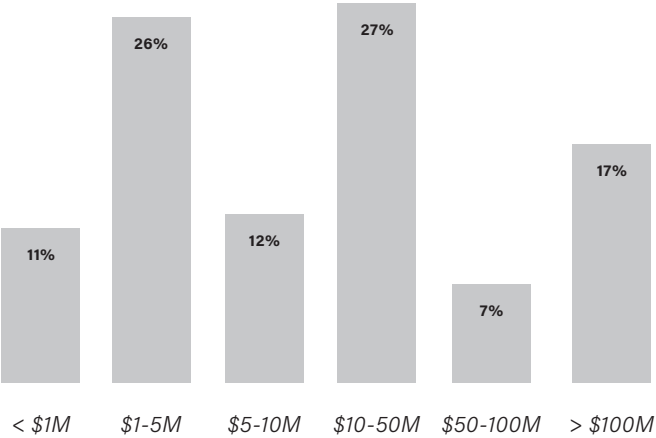
MARKET DIVERSITY

Kiewit offers services in a variety of markets, successfully delivering some of the most challenging projects.



**Based on 2019 construction and design operating revenues as reported to ENR.*

No job is too large or too small. We deliver world-class solutions to projects of every size.



**Number of contracts based on 2019 contract values.*

RESOURCES

You can't accomplish what we do every day without one of the largest and most modern, privately owned equipment fleets in North America. It boasts 21,000 units with a replacement value of \$2.8 billion.

March 2020



Kiewit's ability to **self-perform** is a fundamental differentiator for many of our clients.

**Kiewit**

U.S. Staff Employees

KIEWIT FAST FACTS

Kiewit is consistently ranked with the the top 10 of the "Top 400 Contractors" according to Engineering News-Record. We have been a part of some of North America's most iconic construction projects, including: the Cove Point LNG Export Project in Maryland, the Petra Nova Carbon Capture project in Texas, the DFW Connector in Texas, the Carlsbad Desalination Plant in California, and the TD Ameritrade Park in Nebraska.



MAKE AN IMPACT

At Kiewit, your capabilities and talents will flourish, as will your commitment to making a positive impact on communities while working on some of North America's largest and most significant projects.



ONLY THE BEST

It's easy to spot Kiewit talent. You'll notice that Kiewit people have high standards and a commitment to collaboration and excellence.



ADVENTURE AND OPPORTUNITY

At Kiewit you'll work at improving communities across North America. You will be provided industry-leading training and development opportunities to prepare you for your own cutting-edge career adventure.



A GREAT PLACE TO WORK

Kiewit is consistently recognized as one of the best places to work in North America.



DAY ONE COVERAGE

Employees have access to top-tier health care providers, with benefits starting **Day One of employment.**



PERKS AND SAVINGS

Kiewit offers more ways for our employees to save money with an online employee discount program with savings on products and services ranging from apparel to home and garden, food, travel and electronics.



PAID TIME OFF

Each employee is entitled to **20 days paid time off (PTO)** in their first five years with the company, **25 days after five years** of service and **30 days after 15 years**. Employees also receive eight paid holidays each year.



CAREER DEVELOPMENT

Kiewit spends an average of **\$8,500 per employee** each year on training and career development, well above the national average across all industries. The company also reimburses employees **up to \$5,250 per year in outside tuition costs** with an approved program of study and satisfactory performance.



BUILD YOUR WEALTH

Kiewit's total rewards package includes a 401K savings plan that includes a company **dollar-for-dollar match on pretax and Roth contributions up to 6 percent** of weekly base wages, with an additional annual discretionary contribution of up to 4 percent of base pay (based on company performance). *

**Stockholders are not eligible for company contributions.*

[Jake Jeffries | Mining Engineer]

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MORE OPPORTUNITIES TO MAKE AN IMPACT.

Our mission is to make a difference and we offer opportunities for you to make one too. Our employees deliver some of the largest and most complex construction and engineering projects in North America. Whether you're an engineer designing more efficient power plants, a superintendent building safer infrastructure networks that positively impact communities, or a business support specialist making sure everything is clicking behind the scenes, you'll make an impact every day. Kiewit's services are diversified and our unique network of decentralized offices, backed by a multi-billion dollar organization, allows you to tackle construction and engineering projects of any size, in any market. Learn more about each of our markets below:

OUR MARKETS

-  Building
-  Industrial
-  Mining
-  Oil, gas & chemical
-  Power
-  Transportation
-  Water/wastewater



TRANSPORTATION

Submarkets: Air, bridge, marine and port facilities, rail, roads, tunnels

Build your career by building and designing the infrastructure that connects the world. Kiewit is one of North America's largest transportation contractors. With us, you can help build and design, roads, bridges and tunnels, as well as air, marine and port facilities.



OIL, GAS & CHEMICAL

Submarkets: Upstream, midstream, downstream

Your OGC career at Kiewit can focus on construction or engineering in any of our four main market sectors: offshore, oil sands, midstream (LNG facilities, gas processing, compressor and pump stations, pipelines and terminals) and downstream (refining and petrochemical).



POWER

Submarkets: Gas, AQCS, coal-fired, power delivery, renewables, nuclear, hydroelectric

At Kiewit, we help Power the world around us. As a leader in the power generation market, Kiewit is constantly adding more capacity to the energy grid. With us, you can work on natural gas-powered generation facilities, air quality control systems, nuclear, hydroelectric and renewable energy projects.



BUILDING

Submarkets: Commercial, data center / mission critical, education, government, healthcare, hospitality, manufacturing / industrial, mixed use / retail, sports & entertainment, transit facilities

Build the communities around you — and the buildings that make a difference, including hospitals, educational facilities and sports complexes.



INDUSTRIAL

Submarkets: Food & beverage, mineral processing, industrial power, process industries, pulp & paper, metals

Whether it's cement for our sidewalks; aluminum for our cars; paper plates for our picnics; or the beverages we consume with our friends, our longstanding work in the industrial market touches many of the details in our daily lives.



MINING

Submarkets: Contract mining, mine infrastructure, mine planning, ore processing, owned operations

Kiewit has over 70 years of experience in the mining industry. If you have a passion for mining — and can envision yourself as a responsible miner — we have opportunities for you.



WATER/WASTEWATER

Submarkets: Dam, desalination, water supply, wastewater

Kiewit leads in the development of water/wastewater projects that make a difference. From desalination plants that turn ocean water into drinking water to transmission pipelines, aqueducts, water/wastewater treatment facilities and more.

Kiewit's operational structure has helped us become a leader within our industry. Kiewit operates its business through many subsidiaries, or Kiewit-owned companies. Some subsidiaries have the Kiewit name (e.g. Kiewit Building Group Inc., Kiewit Engineering & Design Co., etc.), and some don't (e.g. Mass. Electric Construction Co., Ganotec Inc., etc.). Each subsidiary provides the company the ability to support a wide variety of project needs and enhances the company's breadth of services, along with its size and strength.



Cherne Contracting Corporation is a mechanical contractor serving the oil, gas and chemical and power markets across North America.

Ganotec Inc. is a full-service, heavy industrial contractor serving the industrial sector across Canada. Major disciplines include civil, structural steel erection, heavy mechanical equipment installation, process piping, and electrical/instrumentation and controls.

Jett Industries Inc. focuses on the construction and rehabilitation of water and wastewater treatment facilities throughout New York and the Northeast.

Mass. Electric Construction Co. (MEC) is a leading electrical contractor and an innovator in the growing field of intelligent transportation systems. MEC is the acknowledged leader in transit and rail systems; industrial electrical projects including power generation, transmission and renewable energy; and water and wastewater treatment plants.

T.E. Ibberson focuses on the renovation, expansion and complete construction of processing plants in a variety of markets, including power, energy, mining, infrastructure, and food and beverage.

TIC - The Industrial Company provides direct-hire construction services for industrial projects in the power, energy, mining and marine markets. Its projects range from small capital work up to major EPC projects.

Western Summit Constructors Inc. is a premier environmental contractor for municipal and industrial water and wastewater and associated pipelines throughout the United States.

[Petra Nova Carbon Capture Facility | Texas]



Want a career that can take you places? Look no further.

kiewitjobs.com

**Kiewit**

University | Professional | Engineering

BOLD. PROUD. DRIVEN.

We know you're not just looking for a job. You want an adventure — to do something that makes a real impact on the world around you. You want more opportunity, cutting-edge training, meaningful responsibilities from Day One, and you never settle for second best. We see you — it's pretty easy to spot Kiewit talent. They stand out in a crowd with high standards, a commitment to excellence, and they take care of each other like family, uniting in challenges and celebrating triumphs. That's what you'll find here at Kiewit. So if you are looking for more than a job, look no further.

[kiewitjobs.com](https://www.kiewitjobs.com)

SECURE YOUR FUTURE

At Kiewit, compensation is more than just a paycheck. It is a combination of a competitive salary and benefits. Our focus is not only on short-term rewards, but also on long-term planning for your future.

- **Diverse opportunities** — be in control of your adventure, across industries and North America
- **Career and personal development** — accessible, industry-leading training to grow your career
- **Retirement savings plan** — build your wealth with a dollar-for-dollar company match
- **Top-tier health care providers** with programs to lower your premiums
- **Paid time off** — begin accruing from day one so it's there when you need it
- **Employee perks and discounts**

BUILD YOUR LEGACY

Employee development is crucial to our success. Kiewit is well-known for developing and growing leaders — that's why we will provide you with the power to manage your career.

- Get extensive training
- Dive right in
- Get rewarded for hard work
- Go where you want to go

JOIN THE A-TEAM

Our employees set us apart from our competitors. We work together to build a better world and share a common passion for being the best.

- Family-minded culture
- Quality mentors
- Industry-leading experts
- A common drive to succeed

TAKE PRIDE IN YOUR WORK

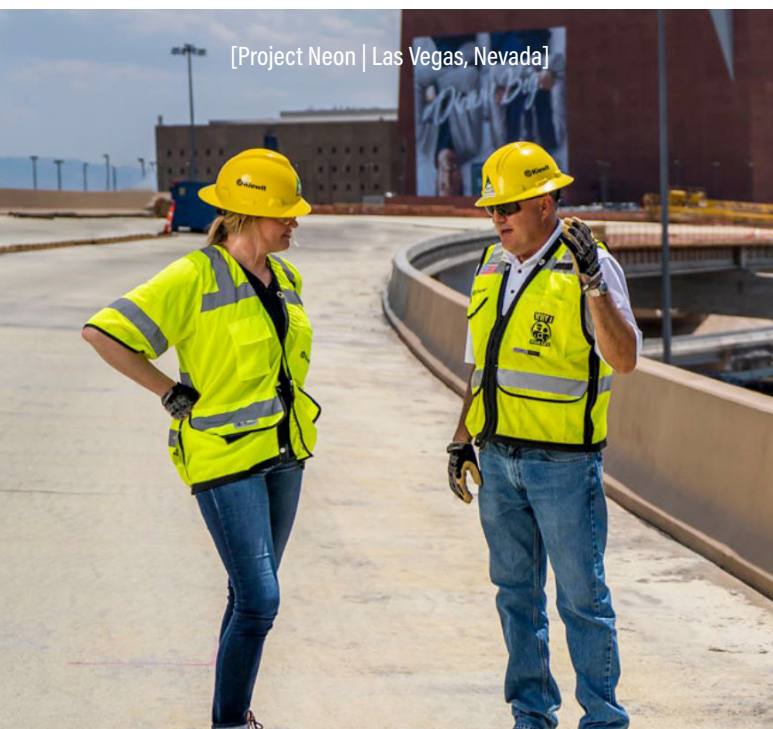
For more than 130 years, our employees have built some of the most important construction and engineering projects in the world. Kiewit's services are diverse and allow you to tackle important projects of every size, in every market.

- Award-winning employer
- Multiple career paths
- A reputation built on trust
- Adventure and opportunity at every turn

MAKE AN IMPACT

At the end of the day, Kiewit employees are proud of what they do because they do it well. Here, your capabilities and talents will flourish, as will your commitment to making a positive impact on communities across North America and beyond.

- Safety
- Quality
- Innovation
- Environmental
- Community impact



Want a career that can take you places? Look no further.

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WOMEN IN KIEWIT.

You want more than a job — you want opportunity. You want to work in an environment that recognizes your capabilities and talents and gives you power to network, receive feedback and build your career. You also want to work in a place that's committed to inclusive collaboration and excellence; a place that understands the value of community and what it means to support each other. That's what you'll find here at Kiewit, where every voice — and every perspective — matters.

That's why the Women in Kiewit initiative is so important. It's helping us solidify and strengthen our efforts to attract, develop and retain women who are passionate about the construction and engineering industry. Women in Kiewit combines these shared passions to support men and women partnering together, across the organization, as they strive for excellence.

We've taken several steps to support this movement:

- **Quarterly Women in Kiewit call** — Open to all staff, these calls discuss relevant industry topics and best practices. They also feature various women employees discussing their work and experience, as well as an executive host.
- **Companywide mentor network** — A space for employees to ask questions, share knowledge and experiences to help each other grow and develop.
- **Collaboration with local efforts** to identify best practices & opportunities for improvement that can be scaled across the organization.
- Kiewit hosts the **Annual Women's Construction and Engineering Leadership Seminar**, for women majoring in construction and engineering fields.

These efforts set us apart from our competitors and make a positive impact on the individuals we serve.

For more information about this initiative, or to share your ideas, email womeninkiewit@kiewit.com.



Want a career that makes a lasting impact? Look no further.

kiewitjobs.com

**Kiewit**

YOUR ADVENTURE BEGINS HERE.

WHERE YOUR SKILLS MEET OPPORTUNITY

One of the many things that makes Kiewit's culture unique is that we go where the work is, which exposes your career to abundant opportunities. We relocate our teams based on the work that is available, combined with the development plans, skill sets and career goals of each team member. This means your Kiewit adventure is custom-designed to meet our shared needs.

EXPAND YOUR HORIZON, BROADEN YOUR TALENT

When you join our team, you're assigned to an operating district that serves as your home base. Regardless of what the construction or engineering market is in your district's region, you will enjoy the stability of continued work because of our "go where the work is" approach. This allows you to diversify and develop your own skills to keep your career and your Kiewit adventure moving forward.

THE PLACES YOU WILL GO

Another benefit of our "go where the work is" approach is the opportunity you and your family have to experience different parts of North America. Your adventure may allow you to live in and explore remote places like the Arctic Circle or urban environments like Toronto or New York City — all while positively impacting the communities you work in every day.

THE SKY IS THE LIMIT

Build bridges that float. Create facilities that turn rivers into energy or ocean water into tap water. Bore tunnels through mountains or even under water. You can help power the world around you, working in one or more of our seven diverse markets. We are a company that goes where the work is, which means a career with us can take you and your family to exciting parts of North America — and maybe even beyond.

kiewitjobs.com



RELOCATION SUPPORT WITH YOU EVERY STEP

We're used to making things move. When the time comes for you to relocate, our Moving Services team has you covered. Our Relocation Program provides comprehensive benefits to facilitate relocation while minimizing personal disruption. The program has a wide range of advantages, including:



Lump sum payment to help cover anticipated moving expenses, from home finding trips to gas, meals and temporary lodging.



Lease cancellation assistance for renters, helping employees with lease break fees for up to two months of rent. Moving Services can also provide renters with Transfer Clause verbiage to negotiate into their leases with their landlords.



Rental truck services covered by the company. This includes the truck rental, packing materials, furniture pads and auto tow.



Rental finding assistance provided by a local real estate or rental agent to assist employees in selecting a community and home at their new work locations.

HELPING YOU SUCCEED

"If you would have told me nine years ago, growing up in a small town in northern Minnesota, that I would be living in New York City, Los Angeles, or Seattle, Washington, I probably would have just shook my head at you and said, 'No way. There's no way!' These are landmark projects that most people will never be able to work on. I've lived in so many places — I never thought in a million years I'd ever get the chance to live — because I saw the sky was the limit at Kiewit."



Meghan Stotts,
Superintendent