

# Committed to Our Communities

## 2021











### **The Value of Community**

At SEL, making electric power safer, more reliable, and more economical is at the heart of everything we do. But we don't achieve this mission alone. We are part of a larger community that includes the cities and towns where we—and our customers—live and work. This community helps sustain us. It's where we build homes, send our children to school, shop for groceries, care for loved ones, and so much more.

So, we keep "community" front and center as one of our company's core values. It's a value that guides us to be the best employer possible, to share our successes with others, and to be an asset to our community.

The past two years have presented new challenges brought on by the COVID-19 pandemic and the need to distance ourselves from one another. In response, we worked to find new ways to be physically distanced while maintaining close connections with our community.

One of the most rewarding ways we found connection with our neighbors was by planning and facilitating more than 56 community vaccine clinics and delivering more than 28,000 doses of COVID-19 vaccinations in collaboration with local health departments and medical experts. While this is not something we could have envisioned doing prior to the pandemic, I couldn't be prouder of how our company and so many in our community worked together to accomplish this.

Throughout this report, you will see other examples of our community value in action, like how we care for our employees and their families, or support education and well-being through partnerships with schools and non-profit organizations, or how we help our customers get the lights back on when disaster strikes.

The opportunity to partner with our communities is an incredible privilege, one we look forward to enjoying more in the coming year.

Sincerely,

Stephanie Schweitzer  
Senior Vice President  
of Marketing & Communications



“As employee owners, we each play a vital role in our company’s success.”

Stacey Doty, Senior Vice President of Human Resources

#### **A Culture of Ownership**

As part of a long-term strategy for sustained growth, stability, and customer focus, SEL became an employee-owned company in 1994 and transitioned to 100-percent employee ownership in 2009. Employee owners are committed to improving processes, making decisions, developing new ideas, and taking the company in new directions.

This ownership culture promotes employee growth and development, recognition, and long-term success through offerings such as continuing education programs, tuition assistance, and apprenticeships as well as on-the-job learning, allowing all employees to own their career paths and be life-long learners.

SEL strives to hire the most-qualified applicant for every position. We take a deliberate approach to effectively attract, motivate, engage, and retain employees and work to offer compensation and benefits that are reflective of the market and are progressive within our industry and community.

#### **Employee Wellness**

Our onsite wellbeing centers focus on health and wellness for employees and their family members. A variety of community groups are offered by SEL Wellbeing staff to connect employees who share the same hobbies, interests, and activities.











“We all benefit when the people in our communities are healthy and productive. We were proud to partner with so many great organizations working toward this goal during the pandemic.”

Dave Whitehead, Chief Executive Officer

Thousands of community members received their COVID-19 vaccination through an SEL-hosted clinic at our Pullman, WA and Lewiston, ID campuses. In collaboration with local health departments, medical professionals, and SEL Health Clinic staff, employee volunteers stepped up to help keep our communities healthy.

The pandemic impacted institutions, organizations, schools, and businesses within our communities. To provide support, in 2020 we contributed more than \$411,000 to organizations responding to COVID-19.

**COVID-19 donations were directed to:**

- Pullman Regional Hospital
- Gritman Medical Center
- Tri-State Memorial Hospital
- Feeding America
- Second Harvest Community Foodbank
- Second Harvest Food Bank of Metrolina
- The Global Foodbanking Network
- Pullman School Pantry Program
- Pullman Child Welfare
- Community Action Center
- The Idaho Foodbank
- Council on Aging
- Vanessa Behan
- Alternatives to Violence on the Palouse



“Thank you so much for thinking about us. My name is Isaiah. I am in 4th grade. I wanted to say thank you. You made all of us happy.”

Isaiah on donation received through the SEL School Donation Program

#### **School Donation Program**

Each year, every employee has the opportunity to direct \$100 of SEL funds to a school of their choice through the SEL School Donation Program. Schools are asked to use the donations to inspire a lifelong love of learning in math and science. In 2021, SEL donated \$512,000 to 1,565 schools in 22 countries.

#### **K-12 Outreach**

Since 2019, the SEL K-12 Outreach team has reached over 5,300 students through programs, field trips, events, and by sending engineering experts into classrooms.

#### **University Partnerships**

Partnering with universities across the country has been a longstanding tradition at SEL. The future of electric power rests in the hands and minds of young inventors and innovators. To continue SEL's rich tradition of innovation, highly educated engineers who understand the fundamentals of electric power systems are needed. SEL's global partnerships with colleges and universities include equipment donations, financial support, guest lectures, and sponsoring student projects. SEL's robust internship program gives students an opportunity to gain invaluable, professional experience. SEL, along with Ed and Beatriz Schweitzer, established the following endowed partnerships:

**Noel Schulz, PhD, Washington State University** | Edmund O. Schweitzer, III, Chair in Power Apparatus and Systems  
**Brian Johnson, PhD, PE, University of Idaho** | Schweitzer Engineering Laboratories Chair in Power Engineering  
**Steve Pekarek, PhD, Purdue University** | Edmund O. Schweitzer, III, Professor of Electrical and Computer Engineering







SEL supports organizations and programs that enhance wellbeing and provide food and shelter.



**The National Society of Black Engineers (NSBE)**

The NSBE Summer Engineering Experience for Kids (SEEK) Program is a free summer camp for underrepresented students in Grades 3-5 across the country. SEL is a proud annual sponsor of this program.



**Boys & Girls Club of the Lewis Clark Valley**

When the SEL Lewiston, ID facility opened in 2012, partnership with the Boys & Girls Club of the Lewis Clark Valley began. SEL's annual corporate gift supports this impactful organization as it provides important services for children and families in the region.



**Palouse Discovery Science Center (PDSC)**

SEL's commitment to tomorrow's innovators and inventors makes support of the PDSC a natural fit. The PDSC provides hands-on science and learning experiences for children. This partnership began in 2002 when SEL donated an 11,000-square-foot building to house interactive exhibits, educational programs, and teaching collections. SEL continues to closely partner with the PDSC.



**Corporate Angel Network**

Corporate Angel Network helps cancer patients access the best treatment available by arranging free travel on corporate aircraft. This service not only provides patients with specialized treatment, it greatly reduces emotional stress, physical discomfort, and financial burden. Since joining the network in 2003, the SEL aviation team has flown dozens of patients and their families to and from treatment facilities.



### Food Banks

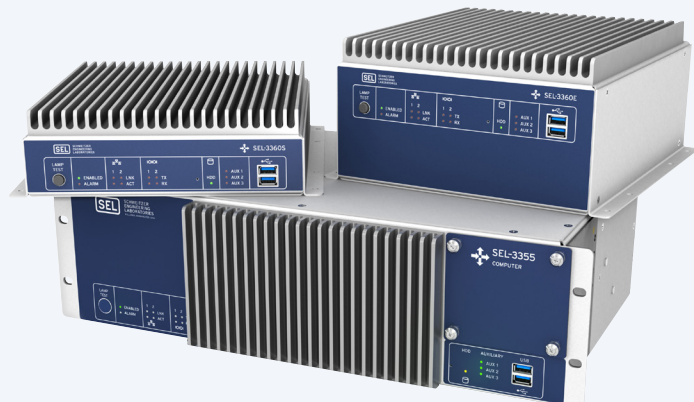
SEL partners with food banks around the nation that make food readily available to community members in need. Dave Whitehead, CEO, said: "One of our values at SEL is to support our community. Organizations that provide nutritious food to those in need really touches our hearts at SEL."

### Employee Giving

Employees organize food drives, volunteer at nonprofits, and help direct corporate giving dollars to meaningful organizations.

### Disaster Relief

In an effort to support communities and customers, SEL has a standing commitment to discount all products destined for disaster relief. When major disasters occur, leaving residents without electric power, SEL rushes deliveries, free of charge, and provides field support to restore power as quickly as possible. In addition to discounted products and services, SEL partners with several nonprofit organizations to support relief efforts.









“SEL Government Affairs teaches our elected officials and policy makers about first principles and why they are so important to SEL and our country.”

Joey Nestegard, Chief Financial Officer, Chief Business Officer

SEL works with public officials throughout federal, state, and local governments to serve SEL's core mission of making electric power safer, more reliable, and more economical. Sharing our values, culture, and experiences with our representative government officials enables policymakers to better understand the challenges facing SEL, our employee owners, and the communities we serve.

Through these conversations, SEL advocates for first principles to guide our policymakers so that a fair, free, flat, and open business environment exists for all. SEL is committed to using its resources to help small businesses and residents throughout the community and help teach the impacts of changing regulations.

The Government Affairs team at SEL acts as a bridge to connect subject-matter experts on policy issues that impact our employee owners, our communities, and SEL's core mission.

**These events include:**

- Submitting testimony to congressional committee hearings.
- Teaching free enterprise principles to government and business leaders.
- Sharing the benefits of the employee stock ownership model with state and federal legislators.
- Modeling onsite healthcare and childcare with state task forces and others.
- Delivering remarks at energy summits with federal, state, and local stakeholders.
- Participating in federal agency advisory councils.



“This will be the most modern, environmentally-friendly, and safe printed circuit board manufacturing facility in the United States—maybe the world.”

Dr. Edmund O. Schweitzer, III  
President, Founder, and Chief Technology Officer

In early 2023, SEL will open a 162,000-square-foot manufacturing facility on Highway 95 in Moscow, ID. The building will be home to a state-of-the-art plant for fabricating printed circuit boards (PCBs)—vital parts of the products SEL manufactures to protect, monitor, control, and automate electric power systems.

Throughout 2021, leaders for the new factory connected with community groups and leaders in Moscow to teach them about the factory and how it will impact the Moscow community. The factory is being constructed to exceed all local, state, and federal air emission and wastewater standards.

The PCB factory will employ dozens of production employees and create career opportunities never before available at SEL in the fields of chemical engineering and CAM engineering. Opening a factory in Moscow also creates additional opportunities for SEL to partner with the University of Idaho.









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