



Making electric power safer,
more reliable, and more
economical.





OVERVIEW

“We work daily to succeed at our mission by focusing on innovation, quality, and customer service. All of us at SEL are proud to serve our industry, and we look forward to working with you this year and for many years to come. Together we power the future.”

Dr. Edmund O. Schweitzer, III, Founder and Chairman of the Board

At Schweitzer Engineering Laboratories, Inc. (SEL), innovation is more than just a mindset—it’s how we power the future. As a globally recognized leader in the protection, control, and automation of electric power, SEL creates advanced technologies that help power flow safely from its source to transmission and distribution systems. Simplicity and continuous improvement are two principles that have been with us from the beginning and continue to inform and inspire everything we do.

Our mission

To make electric power safer, more reliable, and more economical.

What powers us

We are passionate about our work. Through efficiency, simplicity, and creativity, we keep people safe and help our customers conserve resources. Our company values are an essential part of our daily work and inform how we impact the industries we serve, the natural environment, and our global community.



OUR HISTORY

“Creativity is at the heart of SEL. It’s the basis on which we were founded in 1982 and still operate on today.”

Dr. Edmund O. Schweitzer, III

Dr. Edmund O. Schweitzer, III, invented the first microprocessor-based digital protective relay, the SEL-21, in 1982. The SEL-21 revolutionized the electric power industry. It provided reliable transmission line protection with fault locating at a much lower cost than traditional electromechanical relays. Two years later, and operating with seven employees working from Dr. Schweitzer’s basement, SEL made its first sale—to Otter Tail Power Company in Fergus Falls, Minnesota.

Industry-leading innovations followed, including the introduction of the load encroachment element in a transmission relay, synchrophasors as a standard feature in protective relays, and MIRRORING BITS® relay-to-relay communications.

SEL continued to exceed power system industry benchmarks through

innovative products, integrated solutions, a world-class warranty, and unbeatable customer service. In 2020, we released the SEL-T401L Ultra-High-Speed Line Relay—the first relay in the world to combine traveling-wave and incremental-quantity elements with phasor-based protection. It joins our product family of protective relays, automation controllers, digital secondary system solutions, recloser controls, and more.

Our steadfast dedication to creativity and ongoing improvement extends beyond our products and services. In 1994, SEL became an employee-owned company, and in 2009, we achieved our long-term goal of 100 percent employee ownership. This provides the company—and our employee owners—with the framework to grow and provide a lasting commitment to our industry, customers, and community.





Today, SEL sets the global standard for power systems products and technologies. Together, the passion, determination, and innovation that drove SEL from a basement with a handful of employees to a worldwide company powers our future.

SEL manufactures all our electronic devices in the U.S.A.

SEL locations

Our company is headquartered in Pullman, Washington, and has offices and facilities around the world. In Pullman, you'll find our largest manufacturing facility, with more than 200,000 square feet of manufacturing space, as well as the SEL Solution Delivery Center, where customers can see their equipment and systems in action prior to delivery. Elsewhere in the United States, and in Mexico,

Brazil, and Colombia, our regional assembly factories build panels that house our American-made electronic devices. These locations are close to our customers and cut down on shipping costs and fossil fuels used for transport and delivery.

- Electronic Device and Component Manufacturing
- Regional Panel Assembly
- SEL Field Office

6,500+ employees in 100+ offices around the globe

40,000+ customers in 170+ countries

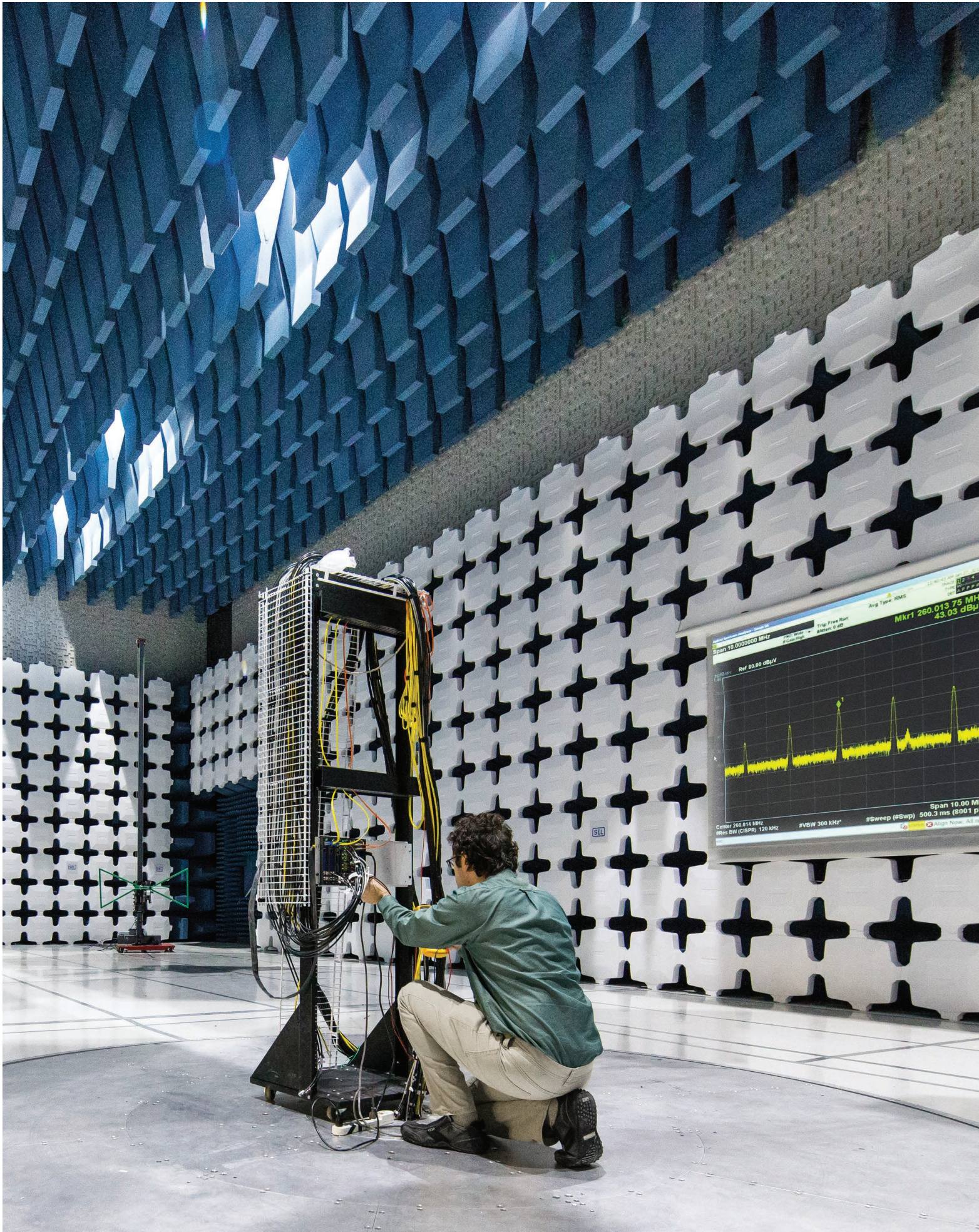
5 electronic device and component factories in the United States

1 printed circuit board factory in the United States

5 regional panel assembly factories across the globe

1,031,956 square feet of total manufacturing space worldwide

100% employee-owned



QUALITY, INNOVATION, AND MANUFACTURING

“We invest in our people, tools, and facilities in order to produce designs that exceed our customers’ requirements. Engineering is our middle name, and it’s what we love to do.”

Dave Whitehead, President

From idea to execution, the products and technologies we develop directly reflect the challenges our customers face. Our focus on long-term reliability and quality begins in SEL Research and Development and extends through our Manufacturing division, where we employ world-class manufacturing techniques, like partnership and simplicity.

In the spirit of continuous improvement, SEL constantly seeks out new ways to reduce waste and make our products more reliable. We also work to bring components like sheet metal, magnetics,

plastics, and printed circuit boards in-house, which gives us added control throughout the manufacturing process.

SEL complies with the highest quality standards—such as IPC-A-610 Class 3 and ISO 9001:2015—and constantly exceeds those requirements and customer expectations. We test our products thoroughly and verify that they will perform for decades under demanding and harsh conditions.

Our quality practices include:

- Monitoring and controlling processes to exceed the ISO 9001:2015 Quality Management Systems Standard.
- Developing robust, repeatable, and scalable manufacturing processes to address process errors.
- Ensuring that our test and calibration laboratories use the latest equipment and follow National Institute of Standards and Technology (NIST) traceable standards for accuracy and maintenance.
- Partnering with our suppliers for the highest possible quality and value.

INDUSTRIES

“Serving our industries is a tremendous privilege and responsibility that we take very seriously. Listening to our customers’ requirements and needs, we strive to make our solutions innovative, reliable, and secure.”

Leith Sorenson, Senior Vice President of Manufacturing

Our equipment becomes part of critical and complex infrastructure—ranging from the electric power grid to processing and manufacturing facilities. We engage in constant two-way communication with our customers to create practical solutions for many industries and applications.

Government Services

Working under stringent physical and information security requirements, our Government Services team delivers Job Done® solutions to official U.S. entities, like the Department of Homeland Security, Department of Energy, and Department of Defense.

Engineering Services

From consulting and design to drafting, installation, and support, our Engineering Services division provides turnkey protection, automation, and security systems for customers around the globe.

SEL University

We offer customers virtual and in-person continuing education courses through SEL University. All our classes satisfy Professional Development Hour (PDH) credit requirements.

Industries we serve include:

- Electric power generation
- Electric power transmission and distribution
- Oil, gas, and petrochemical
- Renewable energy
- Metals and mining
- Water and wastewater
- Pulp and paper
- Mission-critical power systems
- Government
- Education and healthcare
- Consumer product manufacturing
- Transportation





SEL VALUES

“We are devoted to learning, innovation, safety, and wellness. Personal milestones, career achievements, and company-wide goals are all shared and celebrated among our SEL family.”

Jake Schlosser, Vice President of Human Resources

Our values and commitment to community drive every decision we make at SEL. Through partnerships with select organizations, SEL works to enrich and improve the lives of people around the globe.

As a 100 percent employee-owned company, we offer a wide range of careers and paths for growth, from manufacturing and engineering to marketing and human resources.

Quality

We seek simplicity, use the best available tools and processes, and work in a spirit of continuous improvement.

Customer Focus

We offer our customers continual collaboration and unmatched value and support in all our products and services.

Discipline

We commit and deliver by managing resources, projects, and work wisely.

Communication

We listen carefully to our customers and communicate efficiently, clearly, and respectfully.

Integrity

We treat each other with dignity and respect at all times, make clear promises to our customers, and exceed their expectations.

Creativity

We work together to develop new ideas and encourage change in the spirit of innovation and improvement.

Community

We seek to grow our community by being the best employer possible and sharing our successes.

Ownership

We take a pride of ownership in our work and look for ways to help us all succeed.

Dignity of Work

We appreciate, respect, and enjoy diversity of thought and opinion.

Ranked #1 by Newton-Evans

In an independent study conducted by the Newton-Evans Research Company, international utilities ranked SEL first in overall customer experience. North American utilities ranked SEL first in all protective relay manufacturer categories, including technology, price, features, security against hackers, technical support, web information, ease of use, and maintenance costs.

Select awards include:

National Inventors Hall of Fame Inductee, Dr. Edmund O. Schweitzer, III

100 Best Companies to Work For;
20 Best Workplaces for Baby Boomers;
and 100 Best Workplaces for
Millennials—*FORTUNE* Magazine

15 Best Workplaces in Manufacturing
& Production—Great Place to Work's
Great Rated!

America's Dream Employers—Forbes

Association of Washington Business
Employer of the Year

International and National Relief Award—
American Red Cross

Top Project Award—Idaho Business Review

Environmental Excellence Award—Idaho
Association of Commerce and Industry

14th largest 100 percent employee-owned
company in America—National Center for
Employee Ownership

CUSTOMER SERVICE

“Our outstanding customer service and support reflect who we are. We put our customers first. People, not automated systems, answer our phones.”

Gerardo Urrea, Senior Vice President of Sales & Customer Service

SEL application and integration engineers, customer service representatives, and sales managers are located in more than 60 offices in the United States and more than 40 internationally. The SEL network of independent sales representatives and distributors provides additional sales support in many regions.

Disaster relief

To better help our communities and support our customers, SEL offers a 10 percent discount on all products destined for natural disaster relief. When major disasters occur, we rush deliveries and provide field support to restore power as quickly as possible.

Warranty

SEL backs our products and commitments with a ten-year warranty, no-charge diagnostic and repair services, local support, and a variety of test procedures and certifications. We design our products to last more than 20 years; however, should a product failure occur, we encourage our customers to return the product. Our goal is a 72-hour turnaround to get to root cause of the issue and either repair or replace the unit. When something goes wrong with a product, we want it back—this helps us better understand what our products must endure in the field and informs the ongoing improvements we make to our technologies and designs.

“We picked Schweitzer Engineering for two main reasons. They proposed the best solution with very technologically advanced relays. We also took into account that they had done comparable SPS projects in other countries, such as Georgia and Uruguay, with very good results.”

Rodolphe Hanuise, Elia

“SEL made a proposal to come up with a custom solution based on the existing hardware...and essentially perform brain surgery on our substation while it was still operating.”

Sacha Tibbetts,
Caribbean Utilities Company, Ltd.

“We have a real partnership with SEL. Our intent was to have a turnkey project with SEL, and that’s been very successful—we’re very pleased with what we’ve accomplished to date.”

Alwyn VanderWalt,
Public Service Company of New Mexico



CONNECTIONS

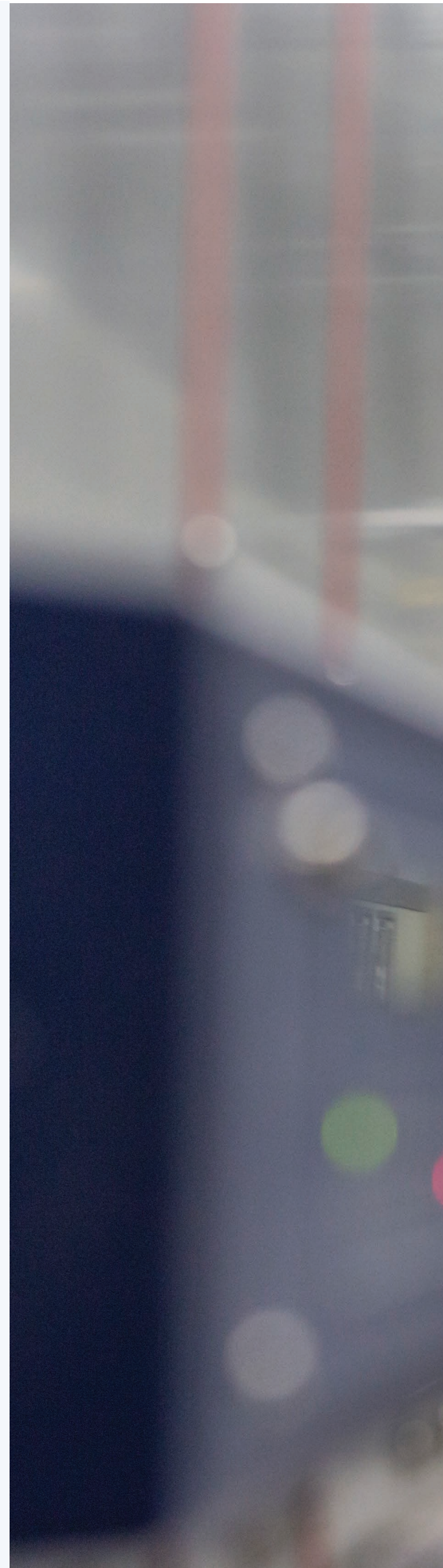
“At SEL, it’s personal.”

Dr. Edmund O. Schweitzer, III

We do what is right for our customers, our industry, and our world. We create lasting partnerships with customers because we develop solutions that fit their needs—not the other way around. From research and design to testing, teaching, and commissioning, we look at our customers’ goals and build an effective approach from there. And

the relationship doesn’t end with installation. Our customers know that if they call us at 2 a.m., we’re going to pick up the phone. When we’re a good partner to our customers, they’re able to be a good partner to theirs, and together we improve the safety and quality of life for communities around the globe.

Read more about our collaborative partnerships, innovative products and solutions, customer stories, and more: selinc.com







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