



EXPLORE



UNITED STATES





GEI Consultants, Inc. is a consulting engineering and environmental firm that delivers value by providing professional services to improve our world's built environments. With 1,400 staff and 56 offices in the United States and Canada, GEI is a leader in providing multi-disciplined engineering and technical services to a range of private and public sector clients, domestically and abroad.

As an employee-owned firm, we foster personal relationships with our clients and cultivate our staff in a partnership model which is underpinned by continuous learning and sharing of knowledge. We retain proven recognized industry experts and attract the best young minds in the industry to deliver to our clients a refreshing blend of technical expertise, collaborative spirit, and innovation that is rare in our profession.

GEI is consistently ranked among the top firms in Engineering News Record's (ENR) annual list of Top Design Firms and Top Environmental Firms.

# GEI Fast Facts

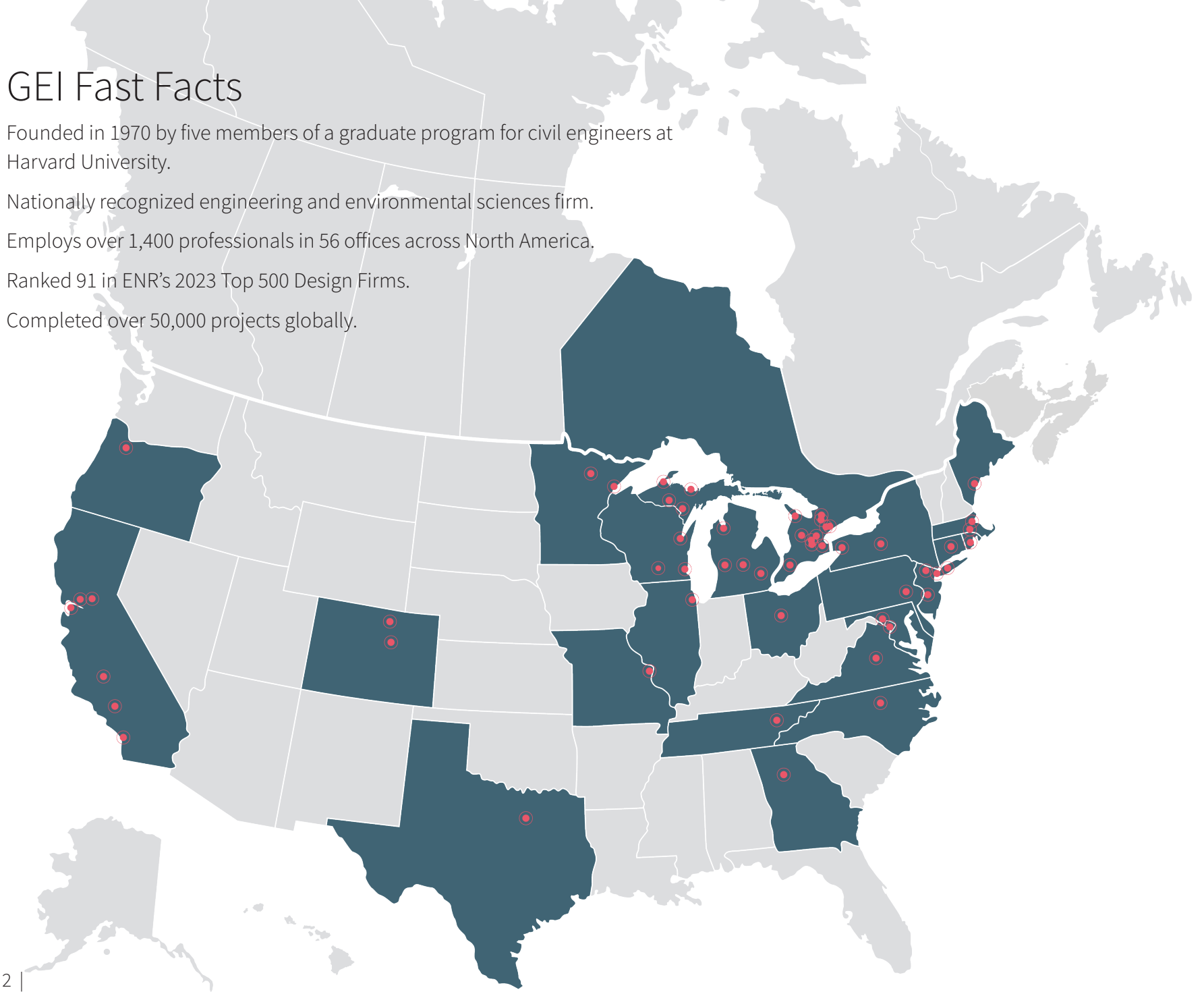
Founded in 1970 by five members of a graduate program for civil engineers at Harvard University.

Nationally recognized engineering and environmental sciences firm.

Employs over 1,400 professionals in 56 offices across North America.

Ranked 91 in ENR's 2023 Top 500 Design Firms.

Completed over 50,000 projects globally.





Geotechnical

- Foundations
- Excavation Support Systems
- Tunneling
- Lab Testing
- Field Testing and Monitoring



Environmental

- Due Diligence
- Site Characterization, Remediation, and Redevelopment
- Risk Assessment
- Manufactured Gas Plants
- Environmental Planning and Permitting
- Natural Resources Assessment and Management
- Ecological Restoration Planning and Design
- Ecological Laboratory Testing
- Ecotoxicology and Water Quality
- Solid Waste Services



Civil Design

- Civil Engineering
- Geostructural
- Structural
- Water



Water Resources

- Planning
- Flood Control
- Groundwater
- Waterfront Engineering
- Environmental
- Sea Level Rise



Construction Services

- Construction Management, Field Engineering, Observation and Inspection
- Instrumentation and Monitoring
- Materials Testing
- Nondestructive Testing

# The Work We Do



## HELL HOLE DAM CORE RAISE PROJECT - HYDROLOGY STUDY TO DETERMINE ALLOWABLE RESERVOIR WATER SURFACE DURING CONSTRUCTION, PLACER COUNTY, CALIFORNIA

**CLIENT: PLACER COUNTY WATER DISTRICT**

Located on the Rubicon River in Placer County, Hell Hole Dam is a Federal Energy Regulatory Commission and California Division of Safety of Dams regulated dam that required a quick turnaround of a design to re-initiate stalled construction activities. The core raise project is a consequence of Placer County Water Agency's Seasonal Storage Project, a separate project intended to allow seasonal storage of additional water during periods of low inflow.

## KALAMAZOO RIVER REMEDIATION AND DAM REMOVAL PLAINWELL AND OTSEGO, MICHIGAN

**CLIENT: CONFIDENTIAL**

GEI's team of scientists and engineers are passionately engaged in an effort to help revitalize one of the nations most iconic river systems by investigating, designing, and implementing a major Polychlorinated Biphenyls removal action. The project includes aquatic surveys, environmental sampling, relocation of fish and mussel populations, statistical interpretation of environmental and ecological data, hydrologic modeling, civil and environmental design, removal of abandoned dams, dredging of PCB impacted sediments, invasive species management, and bank restoration.



### CONLEY TERMINAL BERTH 10 DEEP DRAFT, BOSTON, MASSACHUSETTS

CLIENT: MASSACHUSETTS PORT AUTHORITY

GEI led a multi-disciplinary team to assist the Massachusetts Port Authority with the design, planning, and development of an all-new container ship berth at the Conley Container Terminal in Boston. The \$173M project involved the design of a 1,275-foot-long by 110-foot-wide pile-supported wharf with a 65-ton capacity ship-to-shore crane rail foundation, a fender and mooring system, a steel sheet pile bulkhead, dredging, and remediation and in-situ soil stabilization of a brownfield site over a period of 29 months. The new berthing and container handling facilities can accommodate New Panamax size vessels up to 10,000 TEUs.



### 230KV TRANSMISSION LINE STRUCTURE STABILIZATION, KNOXVILLE, TENNESSEE

CLIENT: TENNESSEE VALLEY AUTHORITY

GEI provided geotechnical, civil design, and construction oversight/quality assurance services to stabilize a 230kV transmission line structure located about 20 miles south of Chattanooga, Tennessee, in Walker County, Georgia. The 230kV transmission line structure was compromised by slope erosion advancing toward the tower structure threatening its stability. GEI performed geotechnical slope stability and hydrologic and hydraulic analyses in order to design a long-term stabilization alternative. GEI engineers provided detailed civil design drawings of the stabilization alternative as well as construction oversight and quality assurance services during construction.

### CHINO BASIN PROGRAM

CLIENT: INLAND EMPIRE UTILITIES AGENCY

The Chino Basin Program is an innovative, multi-benefit capital improvements program that moves beyond traditional water management practices to achieve new levels of water security, flexibility, and sustainability. Sponsored by the Inland Empire Utilities Agency (IEUA), the Chino Basin Program has an estimated construction cost of \$650M and includes advanced water treatment of 15,000 acre-feet of recycled water that will be injected into the Chino Groundwater Basin for storage and later use. GEI led the application process that resulted in IEUA's Chino Basin Program being conditionally awarded \$207M in late 2018. Since then, GEI has served as the Program Manager for advanced planning for the Chino Basin Program.





# Company Culture

## GEI Gives Back

The GEI Gives Back (GGB) Committee was founded in 2015 to support and organize GEI's charitable giving and volunteer activities. GEI's charitable giving primarily focuses on the support of Science, Technology, Engineering, and Mathematics (STEM) education to underrepresented students via scholarships and internships, most notably in collaboration with GEI's employee-led CONNECTED Committee to support the National Society of Black Engineers (NSBE) and Thrive Scholars. The GGB Committee also manages local donations to health and human service organizations, hospitals and medical research facilities, schools, environmental organizations, and food banks. In addition, the GGB Committee partners with the Sustainability Committee on projects such as river and environmental cleanups, and organizes local volunteer opportunities, such as 5K races, blood donations, food drives, mentoring, and sharing professional expertise.

## Connecting Conversations

At GEI we build success, one conversation at a time. We are committed to regular, meaningful conversations throughout the year. Our Connecting Conversations Program has three components: Everyday Conversations (anytime), Career Conversations (Fall) and Partnership Conversations (Spring). The goal of the program is to create a culture of communication and continual feedback that supports the active and meaningful development of employees.

## Social Responsibility

Our employees use their passions and talents to solve some of our world's most challenging problems – making our communities more sustainable, enhancing and protecting our natural resources, and building critical infrastructure with an eye to future generations. Our long-standing and demonstrated commitment to the success of our clients, ongoing investment in the growth and success of all our employees, and a high standard of professional excellence and ethics, is how GEI is working towards a better world. At GEI you have the opportunity to be a part of building a better future.

# Culture and Engagement

GEI embraces a variety of experiences and perspectives which arise from differences in ethnicity, gender, disability, age, generation, veteran status, religious and political beliefs, culture, sexual orientation, gender identity, education, socioeconomic background, geographic location, role or position within the organization, level of experience and other characteristics.

GEI's employee-led CONNECTED Committee has committed to supporting positive growth and meaningful change with regard to making all employees feel welcomed and part of the bigger picture as well as progress on our annual goals.

GEI is continually evolving and expanding our commitment to a workplace where people feel a sense of belonging.



# Safety

Employees are GEI's greatest asset and are the foundation of our safety program. Our safety program promotes and maintains a safe workplace for employees, clients, and all of our partners. Our safety program includes:

- Site-specific Health and Safety plans
- Daily safety briefings prior to the start of any field work
- A comprehensive training program throughout employee's careers
- Regular communications and metrics to raise awareness
- Begin meetings with a "safety minute"
- Prompt incident reporting to provide appropriate care and to mitigate additional risk
- "Near miss" reporting to help prevent future incidents

Our Safety team includes a staff of dedicated safety professionals who are passionate about supporting and protecting our employees, clients, and partners. Each branch has a designated Safety Representative committed to regularly engaging others on safety. Recently, our employees ranked our safe work environment as the highest scoring item on our employee survey. At GEI, safety is not just a word – it is part of who we are.



“At GEI, I collaborate with a passionate team of professionals that apply risk-informed decision-making. Our approach helps our diverse clients make choices that foster long-term sustainability and resilience for their assets.”

— Amanda Barnett

# Wise + Well

GEI is dedicated to providing a high-quality and robust benefit program to its employees and is continuously making leading edge enhancements to our Wise + Well program.

Eligible employees qualify for a wellness spending account with \$1,000 per calendar year and can use the funds to pay for a variety of expenses such as:

- Fitness Equipment
- Fitness/Sports Fees
- Family Care
- Educational and Personal Development
- Wellness Services
- Non-Health Professional Services

Some eligible expenses under this program include fitness facilities, Yoga and Pilates classes, dance studios, nutrition counseling, nutrition apps, meditation classes, meditation tools and resources, breath work, EFT tapping, and expressive art therapy.



## Time Off

GEI recognizes that employees benefit from time away from work for a variety of reasons, all of which contribute towards effective work-life integration for our employees. Therefore, GEI provides both paid and unpaid time off to eligible employees. GEI's Paid Personal Leave encompasses vacation, sick time, and personal time. The rate of accrual is based on the number of years of employment with GEI, credit for one-half of past full-time work experience, and the number of hours that you are scheduled to work.

GEI also recognizes six statutory holidays and one floating holiday each calendar year.

# Retirement Savings

GEI's Profit Sharing and 401(k) Plan is comprised of two programs: a profit-sharing program and a voluntary 401(k) savings program. Participants in the program have a choice between contributing to a traditional 401(k) and/or a Roth 401(k) and employee contributions can begin within the first month of employment. An individual becomes eligible for the profit-sharing program after 501 hours of work at GEI in one plan year, provided the individual is an employee on December 31st of that year. Any contributions to the profit-sharing program are allocated to eligible employees as a uniform percentage of eligible compensation and funds contributed to an individual's account become vested to that individual incrementally over a period of six years.

# Insurance

GEI offers the following benefits to eligible employees effective the first of the month following their date of hire:

- Medical, Dental, Vision
- Life Insurance (GEI Paid)
- Supplemental Life Insurance (Employee, Spouse, and Child)
- Short Term Disability
- Long Term Disability
- Long Term Care
- Flexible Spending Accounts
- Group Accident
- Critical Illness Coverage (Employee, Spouse, and Child)
- Identity Theft Protection
- Legal Services
- Discount on Pet Insurance

# Employee Assistance Program

EAP is a confidential and voluntary support service that offers timely, professional assistance to help you and your dependents resolve both every day and complex issues to improve your life. The wide scope of expertise available through your EAP can support you to make positive changes and improve your life. There is no cost to you or your dependents for using the EAP services, as these costs have been paid for by GEI.

# Professional Growth and Well-Being

GEI is committed to the professional growth of each employee. Below are benefits available to regular full-time and regular part-time employees:

- Tuition Reimbursement: GEI will reimburse up to the I.R.S. maximum within any one calendar year for education courses and related materials through an accredited college, university, technical college, or similar program.
- Publication Awards: GEI pays cash awards to eligible employees who publish papers, books, articles, or technical notes.
- Professional Dues and Licenses: Employees are reimbursed for professional dues and professional registrations.
- Professional Development: GEI encourages employees to attend professionally relevant conferences and seminars and will reimburse employees for approved conferences.



# Curious. Collaborative. Community.

In 2023, GEI donated over \$200,000 to charitable organizations:

- \$30,000 of corporate donations were made to NSBE, National Academy Foundation (NAF), Kidspark, and Water First in Canada through the GEI Foundation.
- \$50,000 was donated to Thrive Scholars, in support of high-achieving students of color from economically under-resourced communities the opportunities they need to thrive at top colleges and in meaningful careers in STEM.
- Approximately \$20,000 of branch-level holiday donations were provided to benefit various local programs, such as food banks, STEM education programs, and health and human service organizations.
- GEI awarded three \$5,000 NSBE scholarships in 2023, and have committed to awarding two \$5,000 scholarships in 2024.
- Approximately \$100,000 outside of the GEI Foundation was granted to local organizations. These donations are to programs that our individual employees are passionate about supporting and include hospitals/medical research facilities, schools, environmental organizations, and food banks.



Kidspark Education is a nationwide nonprofit organization that focuses on STEM education for elementary and middle school students. The goal of Kidspark Education is to “disrupt the entrenched pattern of educational inequity by providing STEM education early and consistently to all students, focusing on supporting communities of students who have been traditionally under served or underrepresented based on race, gender, and economic or geographic disadvantage.”



# WATER FIRST

*Sustainable access to safe, clean water in Indigenous communities continues to be a pressing issue in Canada.*

Water First helps address water challenges in Indigenous communities in Canada through education, training and meaningful collaboration. It is just one part of a solution to the water crisis facing many Indigenous communities.



Fox-Wolf Watershed Cleanup



Chili Cook-Off to benefit STEM education



Back-To-School Backpack Donation



Earth Day Cleanup

# Sustainability

It is based on a simple principle: everything that we need for our survival and well-being depends, either directly or indirectly, on our natural environment.

Sustainable actions ensure that we have, and will continue to have, the resources to fulfill the social, economic, and environmental requirements of present and future generations.

For GEI, that means we will strive to conduct business in an environmentally responsible, efficient, and economically prudent way that protects human health and our environment.

Our Sustainability Committee promotes a corporate culture that enhances our working and natural environment, actively seeks to improve our carbon footprint, and supports and improves our communities through responsible and deliberate corporate activities.

Highlighting Some of the  
Sustainability Efforts  
by Our Team Members



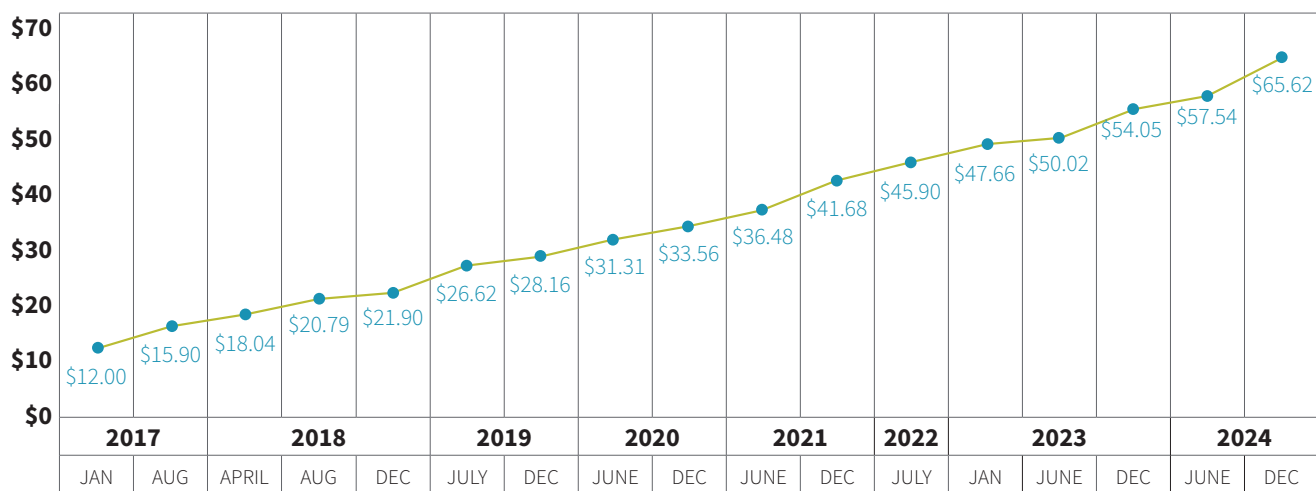
“I value the supportive team atmosphere that inspires me to seek unique, rewarding opportunities that drive my professional and personal growth.”

—Stacey Ng

# Employee Stock Purchase Program

- Available to Regular Full-Time Employees and Regular Part-Time Employees working greater than 30 hours per week, after 90 days of continuous employment with a GISI partner company, such as GEI.
- Minimum purchase is one share.
- Stock purchases can be funded by bi-weekly payroll deductions up to 15% of net after tax compensation or direct purchases.
- Maximum investment in any calendar year is \$50,000 unless approved by GEI Human Resources up to \$500,000.
- Investments from eligible employees up to \$250,000 per calendar year will receive a 20% match in the form of Restricted Stock Units (RSUs). RSUs are valued the same as regular stock but are subject to “cliff” vesting after 3 years. Cliff vesting means that the RSU redemption value is zero until 3 years have passed, after which the RSUs are converted into common stock.
- Stockholders may sell their stock for cash up to \$2,000,000 per year without prior approval from GISI.

## **HISTORIC SHARE PRICE PERFORMANCE**



## **ANNUAL DIVIDENDS SINCE 2017 (APPROX. 2% STOCK VALUE)**

2017	2018	2019	2020	2021	2022	2023	2024
\$0.36	\$0.45	\$0.55	\$0.75	\$0.90	\$1.10	\$1.25	\$1.40
Payable* as of 12/31/2017	Payable* as of 12/31/2018	Payable* as of 12/31/2019	Payable* as of 12/31/2020	Payable* as of 12/31/2021	Payable* as of 12/31/2022	Payable* as of 12/31/2023	Payable* as of 12/31/2024

\*to Stockholders of record

Past Performance is not a guarantee of future results. There is no assurance of future share price appreciation or dividends. Purchasers should consider the possibility of a loss of part or all of an investment. This document does not purport to contain all the information needed in evaluating an investment in GISI equity securities, including the shares and Restricted Stock Units (“RSUs”) (collectively, the “Securities”). Persons considering investment in the Securities should refer to the Rule 701 Continuous Offering Memorandum (the “Memorandum”) relating to the Securities. Please review the Memorandum carefully, including the section entitled “Risk Factors,” before making any investment decision. This document is qualified in its entirety by reference to the Memorandum.

# Join the Adventure

