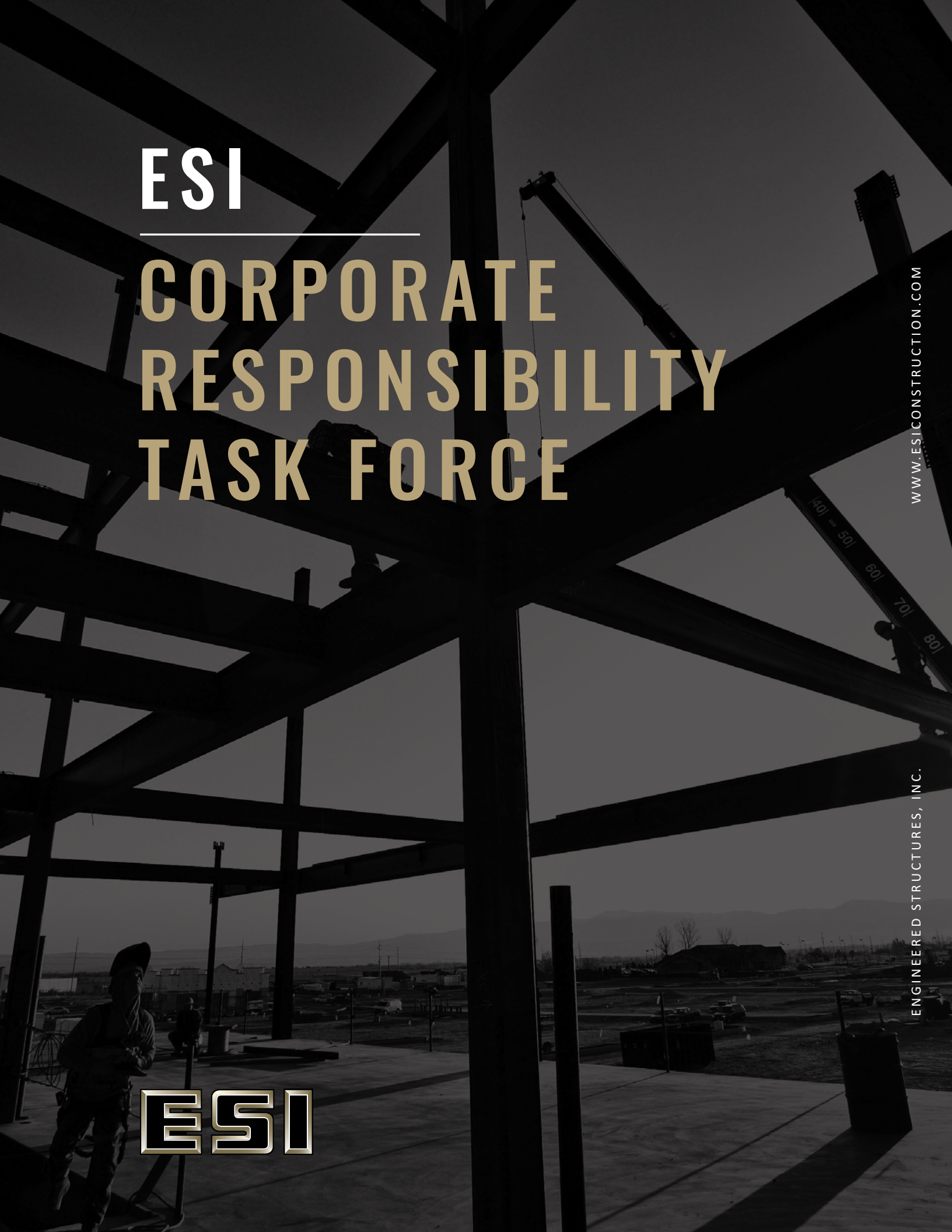




ESI

**CORPORATE
RESPONSIBILITY
TASK FORCE**

WWW.ESICONSTRUCTION.COM

ENGINEERED STRUCTURES, INC.

ESI

OVERVIEW

ESI's Corporate Responsibility Task Force (CRTF) was created to ensure our organization maintains high ethical standards in the way in which we conduct our business. We are **dedicated** to promoting a positive experience for our employees and the communities we touch. We are **dependable** in following through with new commitments sponsored by this task force. We are **dynamic** in our approach to evaluating, elevating, and iterating ESI's practices and policies to ensure a positive legacy for generations to come. ESI's success, like any organization, is dependent upon its people, and at ESI we know that everyone succeeds together. The CRTF welcomes your perspectives, ideas, and questions – please reach out anytime to CRTF@esiconstruction.com.

CURRENT INITIATIVES

Community Outreach - We have connected with a diverse group of community leaders to gain insight into building and launching impactful corporate responsibility initiatives and programs. To name just a few, this includes members from the Wassmuth Center, Council for Holocaust Awareness of Idaho (CHAI), Congregation Ahavath Beth Israel, and Idaho Israel Alliance.

CEO Roundtable - We have connected with Boise Chamber of Commerce CEO & President Bobbi-Jo Meuleman to initiate hosting a CEO roundtable exploring how to thoughtfully approach scaling, evolving our culture, identifying blind spots, and navigating growth.

CRTF Governance - Our CRTF is developing a procedural framework in the office and on the worksite to ensure effectiveness and accountability.

TASK FORCE STRUCTURE

The CRTF includes members from various levels and departments across our organization to gain diverse perspectives. This includes representatives from executive leadership, human resources, field operations, business operations, safety, and people and culture leaders.

- Our **executive sponsor** provides strategic alignment, vision, leadership and advocacy, resource allocation and support, accountability and impact tracking, and ensures program sustainability.
- Our **administrator/project manager** leads the planning of task force initiatives, facilitates meetings, and reports progress to key stakeholders, including executive leadership. They serve as the CRTF's primary liaison between ESI executive leadership and external advisors.
- **Members** from various departments research, develop, implement, and evaluate corporate responsibility strategies and initiatives. This team also initiates and maintains partnerships with external advisors. Members may also assume specialized roles, e.g., social responsibility and community engagement lead.
- **External advisors**—which may include elected officials, ESI customers, and/or community engagement specialists—provide guidance on best practices, compliance, and emerging corporate responsibility expectations and trends.

TASK FORCE MEMBERS



DALLIS FONTENOT, CHIEF PEOPLE OFFICER

Dallis serves as Chief People Officer, working with executive leadership to drive growth and implement strategic initiatives. With 25 years of dedicated service to ESI Construction and a strong standing in the community, she brings invaluable experience and insight. Her deep understanding of ESI's company culture and her commitment to fostering an environment of respect and collaboration play a critical role in guiding ESI's People strategy.



BEN QUINTANA, VICE PRESIDENT, ORGANIZATIONAL DEVELOPMENT

Ben has 20 years of experience driving organizational excellence, cultural transformation, and professional development. He most recently served as Chief Culture & People Officer at Northwest Lineman College leading strategic human resources initiatives. As Vice President of Organizational Development, Ben oversees initiatives that advance ESI's employee experience, leadership development programs, and organizational effectiveness.



JOE JACKSON, EXECUTIVE VICE PRESIDENT

Joe brings nearly 30 years of commercial construction experience to ESI, where he leads high-performance teams and drives customer success through strategic and tactical leadership. As an executive overseeing the Commercial, Estimating, and Eastern Idaho divisions, Joe specializes in managing business process improvements, optimizing operations, and fostering strong community and customer relationships.



KIM MCCAMMON, DIRECTOR, HUMAN RESOURCES

Kim is the Director of Human Resources, leading the company's HR strategy with a focus on company policy and practices. She brings 29 years of comprehensive HR experience across multiple industries, with a specialized focus in the construction sector. Kim oversees benefits administration, performance management, and compliance with labor laws and company policies.



ROB NELSON, EHS COMPLIANCE AND TRAINING MANAGER

Rob serves as Environmental, Health, and Safety Manager and is responsible for ensuring the highest safety standards across all divisions. With extensive experience in construction safety and regulatory compliance, Rob leverages field experience to develop and implement safety programs, conducts risk assessments, and provides hands-on training to maintain a culture of workplace safety.



JAVIER BARROSO, CONSTRUCTION MANAGER

As Construction Manager, Javier supports field operations with onsite presence to ensure the field staff have the resources and training required to successfully execute their duties. Javier is responsible for communicating accurate and timely information upstream, and plays a crucial part in the development of craft personnel and contributing to field staffing assignments. He is a leader who motivates, mentors, and coaches ESI's field staff.



KELLY MUSCOLO, ORGANIZATIONAL CHANGE PROGRAM MANAGER

Kelly elevates ESI's talent development function through leading design, delivery, and management of change-based training and development initiatives, such as Job Cost training, Superintendent Summit, and Leadership Academy. Passionate about driving organizational growth through effective change management strategies, Kelly thrives in guiding teams through transformation with a people-centric approach.



COMPANY HEADQUARTERS

2200 S. Cobalt Point Way
Meridian, ID 83642
Phone: (208) 362-3040

ESICONSTRUCTION.COM

