



EXPERIENCE YOU CAN TRUST<sup>®</sup>

# Company Overview

[mecinc.com](http://mecinc.com)



## Mayville Engineering Company, Inc History



- **1945** – Founded in Mayville, WI
- **1985** – Company becomes 100% Employee Owned
- **2019** – MEC becomes a publicly traded company
- **2020** – MEC celebrates 75 years in Mayville
- **2022** – Named nation's largest fabricator for 12<sup>th</sup> consecutive year

# ABOUT MEC

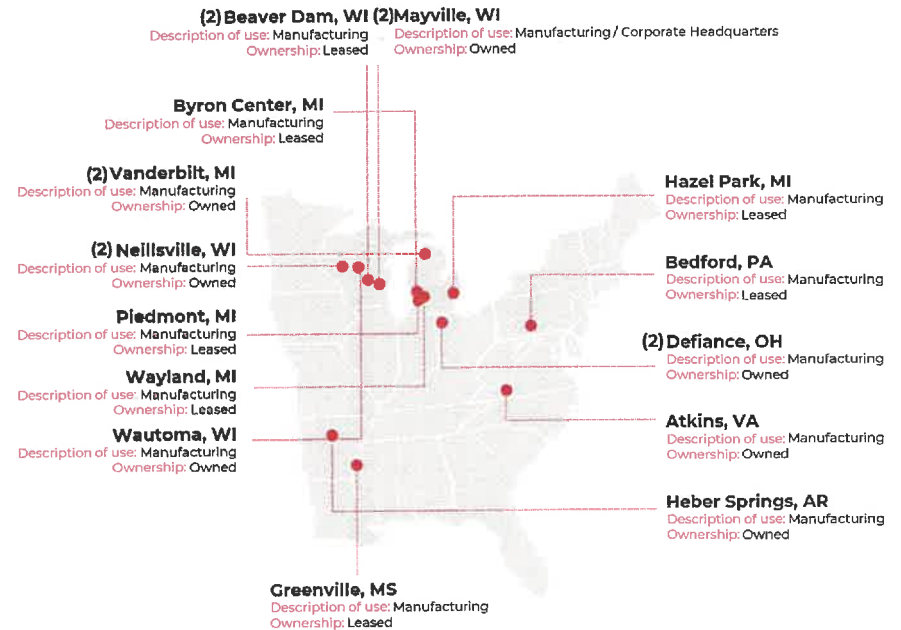
Vertically-integrated, value-added provider of design and fabrications solutions



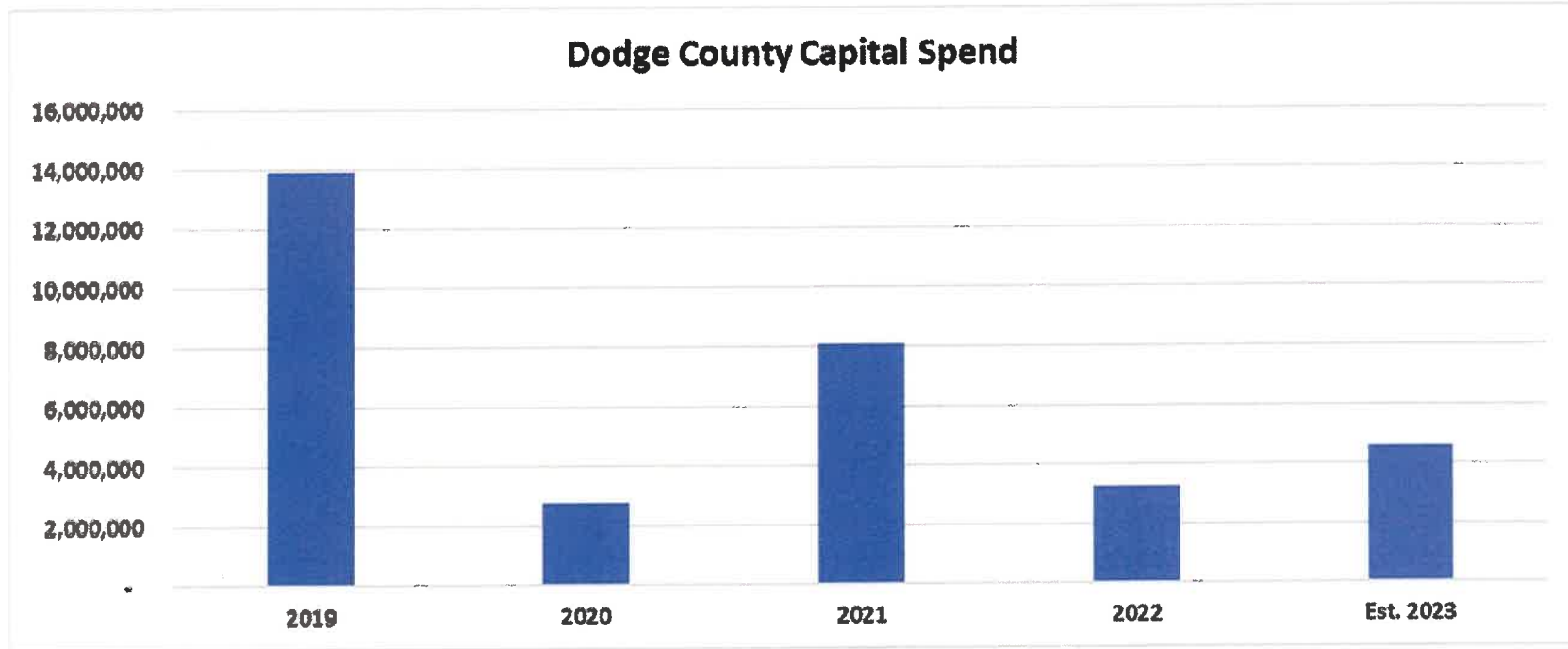
## We are the largest vertically-integrated, value-added provider of custom prototyping, design and fabrications services in the United States

- ✓ We have 20 operational facilities supported by 2,300 employees, all of whom are based in the continental US.
- ✓ We provide one-stop, end-to-end solutions across the entire product lifecycle, positioning us as a leading tier-1 supplier of highly engineered components to global OEMs.
- ✓ We foster long-term relationships with our OEM customers; the average customer relationship within our Top-10 customers by revenue is more than 18 years.
- ✓ Lengthy track-record of consolidation through M&A has made us the largest U.S steel fabricator.
- ✓ We believe in disciplined stewardship of investor capital; we seek to achieve a return on assets of more than 15%, while maintaining net leverage at or below 2.5x.
- ✓ We believe that our employees are critical to our long-term success; through our employee stock ownership plan we ensure that all stakeholder interests are aligned.

## Founded in Mayville, WI in 1945



## Dodge County Capital Spend by Year



### Large Capital Projects:

Tru Bend Machines (\$3.5M)

Powder Paint Line (\$2.5M)

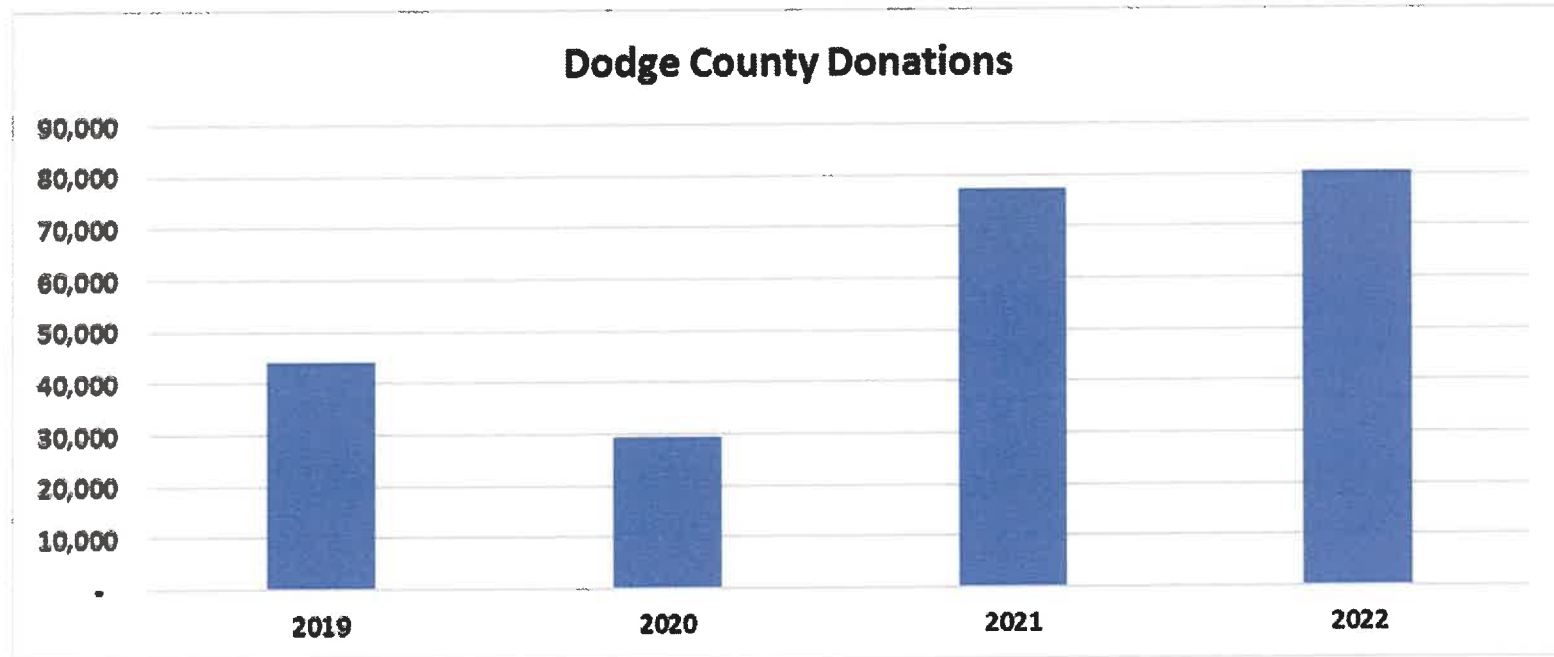
Fiber Lasers (\$2.9M)

Horizontal Milling Machines (\$2.1M)

**Over \$30M Total Investment since 2019**



## Dodge County Donations by Year



### Large Donations:

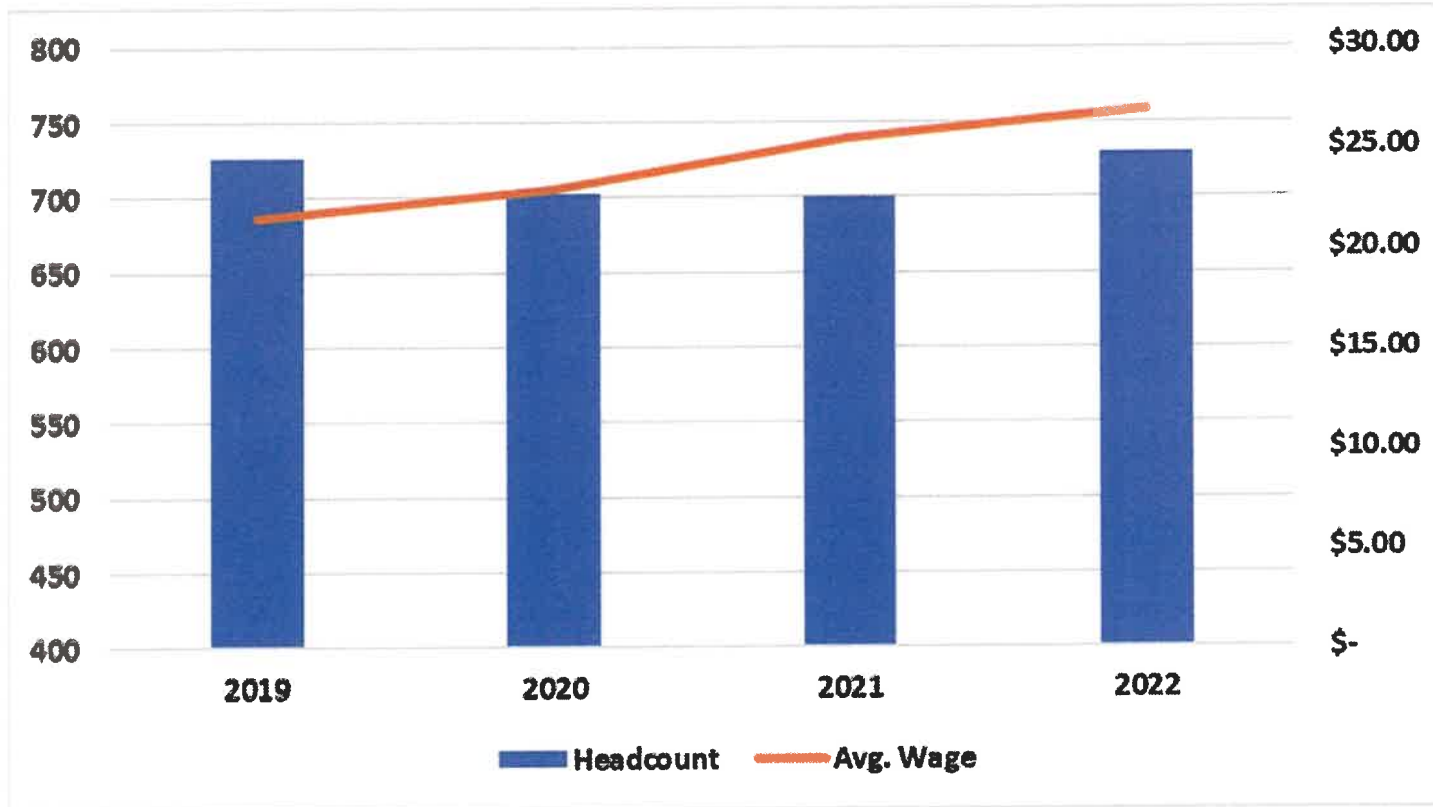
Mayville Public Library (\$100k over 3 years)

PAVE Beaver Dam (\$50k over 5 years)

Friends of Dodge County Parks (\$25k)

## \$Over 250K Donated

## Dodge County Total Headcount & Avg. Full-Time Hourly Wage



**41 Current Open Positions**





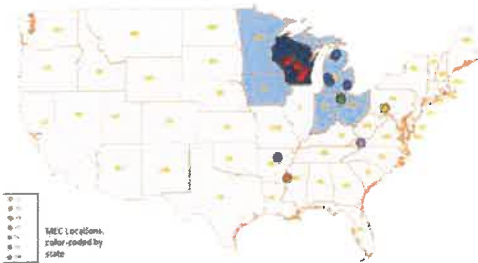
# Avison Young and MEC: Strategic and Talent Considerations

Avison Young partnered with MEC to assist the company in an evaluation of talent pools key for a publicly traded company to help drive the future growth of the company. As part of the analysis, the project stakeholders considered other factors, including the historical importance of the company's presence in Wisconsin, the accessibility for investors and analysts, customer proximity, etc.

The work was conducted over three main phases, resulting in the selection of Milwaukee for the HQ portion of the company's operation.

## 1. Multi-state analysis of in-scope geographies.

- Wisconsin
- Michigan
- Indiana
- Minnesota
- Iowa
- Ohio



## 2. Down-selection to finalist markets based on labor/talent requirements and other factors.

- Milwaukee, WI
- Des Moines, IA
- Grand Rapids, MI

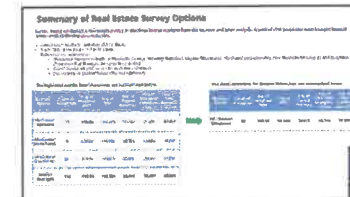


**Key Job Functions for the Labor Analysis**

- Taxation: Accounting / Audit Staff and Mgmt
- SEC Reporting: Staff and Mgmt
- Compliance: SOX and Trade Staff and Mgmt
- Legal
- ESG Reporting
- Sales / Estimators
- C-Suite

## 3. Down-selection to Milwaukee.

MEC is recommitting to investing and growing in Wisconsin by locating the HQ in Milwaukee, only 1 hour from where the company was founded.



One MEC. One Mission.

Thank You!

