Ranken President Don Pohl holds the 2020 First Place Career Pathways Partnership Excellence Award from the National Career Pathways Network while standing in front of the recently completed Robert W. Plaster Free Enterprise Center.
Letter From The President

What is the biggest opportunity to expanding the pool of skilled workers? At Ranken Technical College, we believe it is “Access for All.”

At Ranken, we are committed to providing a truly welcoming environment that supports and nurtures all who want to learn. We are focusing on doing all we can to make college more affordable. Innovating continuously so that the skilled hands-on training we provide meets and exceeds industry standards and ensures our graduates have successful skilled technical careers. While supporting our students throughout their training so that they have a strong sense of belonging and mentorship. All of these are strategic priorities that will define Ranken’s future.

Fostering an environment of high standards in terms of conduct, ethics, and craftsmanship, not only for students, but for all members of the Ranken family has been the hallmark of Ranken’s approach to education since it was founded in 1907. We know that listening to industry needs is key to success. In our first decade, we offered not only day and evening classes, but also offered “cooperative classes for apprentices and journeymen” where local manufacturing companies partnered with the College for education and paid, onsite instruction. That Ranken model holds true today as a national example of integrated work-based education and apprenticeships.

It is important to pursue opportunities for growth and expansion, compatible with the College mission and appropriate to its resources, which address the needs of industry, the community, and students. Recently we held our latest ribbon-cutting ceremony in partnership with the Lincoln County School District to formally open our location at Ranken West in Troy, Mo. In mid-Missouri, we also are working on curriculum development after we broke ground last April on the Central Missouri Workforce Development Center in partnership with the Southern Boone School District and community and business leaders in Ashland, Mo.

Access for All. It’s a strategic priority that’s been embedded in our mission since our founding. Here, it doesn’t matter your background or pathway. At Ranken, we promote an environment which celebrates inclusion, recognizing the valuable and unique contributions diverse people can bring to the Ranken community. We help identify your strengths to thrive in a skilled technical career.

Don Pohl
President
At Ranken, we want to rapidly expand the diverse community of skilled workers and welcome more students of all ages and backgrounds into the career pathways we offer.

To do that, we have implemented a new strategic plan that focuses on:

- Increasing awareness of our programs through broader and more innovative recruitment efforts
- Breaking down the barriers that impede access
- Identifying multiple ways to make college more affordable

- Expanding student opportunities to achieve industry certifications
- Developing new programs and industry partnerships
- Ensuring student success

These initiatives are working. Despite the ongoing challenges of the Covid-19 pandemic, we have recruited and enrolled almost 2,000 students for the start of the 2021-2022 academic semester.

Over the next five years, our strategic plan includes specific initiatives that will ultimately reduce the cost of a college education at Ranken by 10%.

We also are committed to expanding need and merit-based scholarship support and financial assistance for our students. This is critical because 80% of our students currently receive financial aid that covers a portion of their college expenses.

“We’re more than a school. We are a place where everyone has a chance, fully belongs, is supported, and can succeed.”

Frank Miller, Dean of Enrollment Management
Ways to Lower the Cost of College:

- Participation in integrated work-based apprenticeship programs
- Employment in onsite manufacturing & assembly microenterprises
- Part-time campus jobs
- Need and merit-based scholarships
- Dual enrollment
- Federal and state grants
- Student loans

Through Ranken’s efforts to reduce college costs, our students can offset a significant portion of the cost of an associate degree. Our nationally recognized education model is focused on real skills training and on-the-job experience, but students also benefit by earning money to offset education costs.

Total Financial Assistance

2019-2020

$3.6 Million
Spotlight On: Dual Enrollment

“Dual enrollment gives students a head start on their chosen career path and is a great option to help keep college affordable and attainable for those who participate.”

Kelly Small, Ranken College and Career Readiness Specialist Coordinator, Ranken-St. Louis Public Schools Dual Enrollment Program

Ranken is firmly committed to expanding the number of participants in its Dual Enrollment Program. The early access program enables high school seniors to simultaneously enroll at Ranken during their last year. It’s a win-win for both the College and the students because Ranken “primes the pipeline” early for skilled technical workers and students are able to reduce their college costs significantly.

Through dual enrollment, students have no out-of-pocket college costs for the first two semesters, meaning that for a two-year associate degree, participants pay for only two out of four semesters.

Dual enrollment has been offered in St. Louis City and County schools by Ranken for more than a decade. New this year is the start of dual enrollment classes in partnership with the Lincoln County School District at Ranken West-Troy.

Dual enrollment can save students up to 50% of the cost of tuition for a two-year associate degree.

The first dual enrollment students at Ranken West-Troy started classes this past August in partnership with the Lincoln County School District.
Michael Owens is a 2020 graduate from Ranken’s Information Technology-Network Systems Management Technology program. He says participating in the dual enrollment option enabled him to afford college. “Getting a free year of college was my number one reason,” he says. “It allowed me to take only a small loan out to pay for college.”

With the hands-on skills he learned at Ranken, Owens is now a Network Operations Analyst at Mastercard International in O’Fallon, Mo. He was offered the job a month before he graduated from Ranken. “Ranken gave me a strong foundation of knowledge to build upon,” he says.

Yousif Alabassi now stands where Owens stood a few years prior. Alabassi, a second-year student in the Electrical Automation and Control Systems Technology dual degree program, is on track to graduate next May. He started in Ranken’s dual enrollment program while still a student at Cleveland High School in St. Louis and credits it with enabling him to save almost two-thirds of the cost of his five-semester program. With additional funds from the Emerson Initiative Scholarship Fund and the Bank of America Neighborhood Builder Scholarship Fund at Ranken, along with a paid on-campus job as a math tutor to other students, he was able to reduce the overall cost even further.

“By the time I graduate next May, I will have two associate degrees and virtually no debt,” Alabassi says proudly. “I had the grades in high school to go to a four-year college, but Ranken made it easy to figure out how we could actually afford college. That’s a huge benefit and I’m really glad I’m here.”

“We’ve worked hard to identify and put in place multiple pathways to Ranken that truly make the difference in students being able to pursue a rewarding technical career at an affordable cost.”

Shannon Brueggemann, Dean of Academic Affairs

Yousif Alabassi, 19
Second-Year Student
Career Path: Electrical Automation Technology/Control Systems Technology
On track to graduate May 2022.
A strategic priority at Ranken Technical College is ensuring that its graduates are job ready. That means identifying industry certifications and skills that are needed for the next generation of skilled technical workers.

Industry certifications are a key component of Ranken's curriculum. Across all five educational divisions - Automotive, Construction, Electrical, Information Technology, and Manufacturing - Ranken's leadership is expanding the number of certifications offered, both in its day programs and night classes.

“We need to adapt quality workforce metrics such as industry certifications to ensure our students remain among the best qualified for skilled technical careers.”

Dan Kania
Vice President for Education

Ranken's Industry Certifications

Automotive:
• Automotive Service Excellence (ASE) in Maintenance, Collision Repair, & Diesel Technology
• Dealer-specific brand certifications
• Inter-Industry Conference on Auto Collision Repair (ICAR)

Construction:
• Environmental Protection Agency (EPA)
• Occupational Safety and Health Administration (OSHA)

Electrical Division:
• Smart Automation Certification Alliance (SACA)
• OSHA

Information Technology:
• A+
• Microsoft Windows 10
• Cisco Certified Network Associate (CCNA)
• CCNA Security
• Microsoft Certified Solutions Associate (MCSA)
• AWS Academy Cloud Foundations

Manufacturing Division:
• National Institute of Metalworking Skills (NIMS)
• American Welding Society (AWS)
• MasterCAM
• FANUC Robotics

In Ranken’s two-year Automotive Maintenance Technology program, Payten Michaels has earned three Automotive Service Excellence (ASE) certifications on her way to a total of eight before she graduates next spring. She also has the opportunity to earn three additional advanced ASE certifications. Michaels, who has a paid apprenticeship at Serra Honda in O’Fallon, Ill., as part of Ranken’s integrated work-based curriculum, says proudly, “When I graduate from here, I’ll be a certified ASE Master Technician and have a full-time job at Serra.”
Ranken Offers AWS Academy Cloud Foundations Certification

A new Information Technology course aimed at increasing students’ overall knowledge and understanding of cloud computing concepts has begun. Called AWS Academy Cloud Foundations, the course is developed and maintained by Amazon Web Services (AWS) Academy and offered free to member institutions such as Ranken to help grow the number of workers skilled in cloud concepts, security, architecture, pricing, and support. “Cloud computing skills are in high demand and multiple reports indicate that these skills are needed by companies large and small,” notes Evan Gudmestad, Ranken’s assistant division chair for Information Technology. AWS started the certification academy in 2013 with a series of exams designed to ensure proficiency and advancement in cloud computing skills. AWS Academy also certifies and accredits institutions and educators to teach the various courses. At Ranken, the course is embedded into the IT System Administration and Virtualization Technology associate degree program, in which students can earn multiple IT certifications prior to graduation.

Dual Degree in Electrical Automation and Control Systems Technology

A dual degree in Electrical Automation Technology and Control Systems Technology (EAT/CST) is increasing in popularity among potential employers. Instead of four semesters to complete each degree, students now can earn both degrees in just five semesters. “With how integrated manufacturing is today, having a handle on everything from motors to drives to PLCs, instrumentation, and networks is critical for the controls engineer today,” says James Maisel, President of Tri Tech Automation, a leading control systems engineering, fabrication and programming support company in Moscow Mills, Mo. “The dual degree program from Ranken offers a solid base of understanding for all of these, which provides maximum value in the market.” Tri Tech has hired multiple Ranken graduates and participates in the College’s apprenticeship program. It also has generously donated to Ranken West to support student scholarships.
Customized Workforce Training for Businesses

“If there is a need and it’s within Ranken’s program scope, we can customize a workforce training program and teach it. More than 100 companies have participated in our program to date.”

Sandy Burns
Ranken’s continuing education and workforce development specialist

With special expertise in identifying industry needs and responding with dynamic, hands-on curriculum, Ranken is positioning itself to be the leading continuing education partner for multiple industries. Far beyond its own graduates, Ranken wants to ensure that today’s workforce is ready with the skills needed for the future.

Toward that end, a strategic priority at Ranken is to expand the number and type of Customized Workforce Training programs offered to companies. These programs, which have been offered for almost two decades, are tailored to specific skills and/or certifications that are needed by each business. Ranken offers the programs either onsite at a company or in Ranken’s own hands-on training facilities. Programs can be developed in:

- Automotive
- Carpentry
- Control Systems/Instrumentation
- Electrical
- Industrial Testing
- Information Technology
- Leadership/Management Skills
- Machining
- Mechanical Skills
- Plumbing, Pipefitting, and Backflow Prevention
- Programmable Logic Computers (PLCs)
- Refrigeration/AC/Heating
- Robotics

Because of our commitment to offering continuing education and hands-on training, Ranken now is positioned at both ends of the pipeline to bring students into the skilled workforce and then continuously enhance their technical skills to meet industry needs.

Ranken Partnering Workforce Training Companies 2020-2021

Aesculap
Cambridge Engineering
Cosmos
Craftsmen Industries
General Cable
General Motors
HTE Technologies
John Henry Foster
Missouri American Water
Nidec Motors
PLZ Aeroscience
Precoat Metals
Procter & Gamble
Reynolds Consumer Products
Roeslein
SSM Health Center
Tech Electronics
TG Missouri
US Steel
Worldwide Environmental Products

“If there is a need and it’s within Ranken’s program scope, we can customize a workforce training program and teach it. More than 100 companies have participated in our program to date.”

Sandy Burns
Ranken’s continuing education and workforce development specialist
Robotics Training Works for TG Missouri

When TG Missouri in Perryville, Mo., needed to have employees skilled in programming and operation of its large FANUC robotic assembly systems, the automotive parts manufacturer turned to Ranken Technical College to help train its workforce.

“Ranken offers high-quality, skilled training in a format that is very flexible and located in close proximity to our facilities,” says Jamie Robinson, TG Missouri’s Assistant General Manager. “They provide us with a certified robotics educator and we are able to have multiple employees get hands-on training and certifications to operate our systems.”

TG Missouri, a division of the global company Toyoda Gosei, has turned to Ranken for workforce training for years, first seeking electrical and mechanical training for its employees. With the FANUC course, TG employees go through 64 hours of training with Tony Wilkinson, a certified FANUC educator and one of Ranken’s workforce training instructors. Wilkinson has so far trained 60+ employees, both at TG’s Perryville plant and at its sister manufacturing site in New Albany, Indiana. New and veteran employees have participated in the training program.

“We keep the classes small, with six to eight employees per class, so that everyone receives significant hands-on training,” says Wilkinson.

Ranken’s ability to offer the workforce training program onsite or in close proximity to TG’s manufacturing and assembly plants means that the company no longer has to send its employees out of state for robotics instruction. “We told Ranken that this was a definite need for our company and they responded,” says Robinson. “For our maintenance and engineering staff, this not only enables them to have the skills we need, it also positions them for possible advancement within our company.”

Just two months into her job as a Process Development Engineering Technician with TG Missouri, Alaina Melchior high fives 25-year veteran Deron Verseman, Production Engineering Technician, after they complete a FANUC programming task in Ranken’s workforce training course.
For the past year, Ranken Technical College has taken a lesson from the “Just in Time” manufacturing philosophy and applied it to proactively identifying students at-risk for dropping out of school.

Using a customized Retention Management software system, Ranken evaluates every incoming student for historically known reasons that may cause them to leave school without getting their degree. Once they are identified, Ranken reaches out within the first few days of class to ensure students are aware of any resources they may need. Depending upon life experiences, those resources can include tutoring assistance, transportation planning, financial support, or coping strategies for home and school.

The focus on early identification and intervention is intentional. The critical timeframe for students is the first semester, when many at-risk students give up and leave college. One of Ranken’s strategic goals, then, is to build resiliency so that these students learn to address challenges directly and can thrive.

New this academic year is the insertion of Student Success Advisors directly into classrooms. The initiative is a way to build stronger personal connections with students while also enhancing early intervention strategies.

“We are committed to strengthening every student’s ability to be resilient. That means understanding any challenges they may have about attending college and then offering support and guidance as well as real tools and strategies to help them achieve their goal of a degree from Ranken.”

Crystal Herron, Vice President for Diversity and Student Success

Pariss Reese, a Student Success Advisor, checks in with students in Ranken’s Information Technology programs.
Within the first week of classes, Crystal Herron is walking the campus and checking in with incoming students and her team of Student Success Advisors embedded in the classrooms. Herron, the Vice President for Diversity and Student Success, says it takes a personal approach to make sure that students feel welcome and supported.

“We try to identify individual strengths for each student to succeed,” says Herron. “It starts by ensuring that they feel a sense of belonging here. Then, we work one-to-one to identify the life experiences and the strengths that each student has so that they can tap into those strengths to excel in the classroom as well as beyond that into their own rewarding careers.”

Over the past two years, Herron along with other college administrators, has been participating in a learning academy sponsored by the Higher Learning Commission. The Retention Management System and the classroom advisor initiatives are two programs resulting from a priority to track outcomes success.

As she checks in with Tremon Whitehead, a Carpentry student who started last autumn at Ranken, Herron notes, “You can’t wait until a student fails,” she says. “We are all in this together. We succeed when our students succeed.”

Tremon Whitehead, 27
1st Semester
Career Path: Carpentry and Building Construction Technology

“I’ve only been here for a few months, but already, I feel like Ranken’s got my back because they talk to me all the time and really care about my progress.”

Tremon Whitehead
Onsite Manufacturing and Assembly Microenterprises

Just down the street from Ranken’s main St. Louis campus is the Robert W. Plaster Free Enterprise Center, a hub of small-line manufacturing and assembly microenterprises set up by several companies to offer Ranken students a variety of paid skilled jobs while they earn their degrees. The companies use the facility as manufacturing incubators and work directly with the College’s faculty on quality control processes and training.

Ranken’s center debuted in 2019. Currently five companies are in the facility. Additional microenterprises are set up elsewhere on campus, including inside the Moog Automotive Building as well as adjacent to Ranken’s Advanced Precision Machining and HVAC training facilities.

Companies with Onsite Microenterprises
- BioMerieux
- Emerson Climate Technologies
- Evergreen Mobile Power
- GWR Safety Systems
- Hunter Engineering
- Logika Systems, Inc.
- Nidec Motor Corporation
- Ranken Automotive Restoration

“We have more space available for companies to set up cost-effective manufacturing incubators here. It’s also a great opportunity for our students to have a paid skilled job on campus while attending school.”

Vince Holtmann, Microenterprises Director
Integrated Work-based Internships

A major key to getting Ranken graduates job ready is the creation of its innovative onsite internship model, in which students rotate throughout the year between hands-on classroom training on campus and then paid internships with a regional company. These opportunities can either be daily or rotate in four- or eight-week sessions.

Ranken has 150 partnering companies involved in the Integrated Internship Program.

Thanks to Ranken’s efforts to expand its network of regional industry partners, several degree programs at Ranken St. Louis, Ranken West and Ranken Southeast have rotating internships, including:

- Advanced Precision Machining Technology
  Ranken St. Louis, Ranken West (Wentzville)
- Automotive Collision Repair Technology
  Ranken St. Louis
- Certified Auto Dealership Program
  Ranken St. Louis
- Diesel Technology Program
  Ranken Southeast (Perryville), Ranken West (Wentzville)
- High Performance Racing Technology
  Ranken St. Louis
- Industrial Engineering Technology
  Ranken St. Louis; Ranken Southeast (Perryville)
- Professional Automotive Technician Program
  Ranken St. Louis
- Utility Maintenance Technology Program (Spire)
  Ranken St. Louis
- Welding
  Ranken Southeast (Perryville)

Orizon Aerostructures

Orizon Aerostructures is one of Ranken’s newest integrated internship partners. The company, with seven locations throughout the Midwest, manufactures and fabricates complex aerospace products for commercial aerospace, defense, space, and general aviation industries.

It is headquartered in Kansas City, Mo., and has a manufacturing facility in Fenton, Mo., where Advanced Precision Machining Technology (APMT) student Kyle Stoff is the company’s first Ranken intern. Stoff started at Ranken in August 2020 and began his apprenticeship program with Orizon in February 2021. “We are thrilled with the quality of student Kyle is,” says Katie Appleton, Office Manager. “Participation in Ranken’s integrated work-based apprenticeship program enables our company to find quality workers earlier in the process and so far, it’s been a rewarding partnership.”

Kyle Stoff, 20
Second-Year Student
Career Path: Advanced Precision Machining Technology
Work-based Internship: Orizon Aerostructures, Fenton, Mo.
Our Impact, Your Success

With a strong focus on hands-on training and proven integrated work-based apprenticeships, Ranken graduates are in demand.

We work hard to connect our students and help them find rewarding careers. Our popular online job opportunities portal, Ranken Connection, enables employers to regularly post job openings and connect with students.

Ranken Connection has posted more than 2,600 job openings since January 2021.

Want to post a job opportunity?

Ranken Star: Jequetta Chestnut

Jequetta Chestnut graduated in 2017 with an associate's degree in Architectural Technology. She says participating in Ranken’s Job Fair led to a summer internship as a Building Information Modeling (BIM) Technician with the architectural firm Archimages.

“I have had three different positions since graduating and for each one, I was recruited because of my Ranken degree,” says Chestnut. Now a piping designer for Roeslin & Associates, she adds, “My Ranken education set me up for a career filled with success.”

Jequetta Chestnut, a 2017 Ranken graduate, is a piping designer for Roeslin & Associates.
Your Support, Their Success

As Ranken expands the community of skilled workers, we are grateful for the ongoing commitment of individuals and businesses who generously support our mission with financial contributions. Thanks to many of you, Ranken is able to offer a wide range of merit and need-based scholarships to our students.

Investing in the Future Skilled Workforce

At the Toyota Motor Manufacturing, Missouri (TMMMO) plant in Troy, dozens of Ranken graduates work at all levels of skilled maintenance. The 550,000 square-foot facility is Toyota's only casting and manufacturing site for aluminum cylinder heads that are subsequently assembled into all Toyota car and truck motors made in America. The plant has the latest in programmable logic computers (PLCs), robotics, and complex machinery, which all require regular maintenance and/or repairs.

"We continually rely on Ranken as a resource for our recruiting pipeline for our maintenance teams," says Wes Wood, President, Toyota Missouri. "Both the quality and knowledge of Ranken graduates have been great."

Toyota Motor Manufacturing recently made a $40,000 donation to help fund scholarships for students enrolled at Ranken West. The company says the contribution represents a critical investment in their community as well as in their future workforce needs. Adds Woods, "We know this will provide more opportunities and career paths for students in Lincoln County and it also supports hands-on training for jobs in our community."

Ranken graduate James Ohmes (left) is a Maintenance Group Leader at the Toyota Motor Manufacturing Missouri plant in Troy.

Nathan Buchmeier (left), one of TMMMO’s Skilled Maintenance Team Leads, started working for Toyota almost 9 years ago after graduating from Ranken.
## STATEMENT OF ACTIVITIES

### Fiscal Year 2020-2021

### Revenues

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## BOARD OF TRUSTEES

### 2020-2021 Board Members

### BOARD OFFICERS

<table>
<thead>
<tr>
<th>Name</th>
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<tbody>
<tr>
<td>Mike Train</td>
<td>Chair of the Board</td>
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<tr>
<td>Rhonda K. Hamm-Niebruegge</td>
<td>Vice Chair of the Board</td>
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<tr>
<td>Steve Moss</td>
<td>Secretary - Treasurer</td>
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### TRUSTEES

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<tbody>
<tr>
<td>Michael Adorjan</td>
<td>President, FW Electric, Plumbing &amp; Heating</td>
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<tr>
<td>Vicki Dawkins</td>
<td>President, Emerson Sensing and Protection</td>
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<tr>
<td>Phil Evans</td>
<td>Vice President, After Market Solutions, Hussman Corporation</td>
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<tr>
<td>Rebecca Fritsch</td>
<td>Commercial Banking Relationship Manager, First Bank</td>
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<tr>
<td>Randy Fusz</td>
<td>President &amp; COO, Lou Fusz Automotive Network</td>
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<tr>
<td>Thomas A. Gieseking</td>
<td>VP, Enterprise Fleet Management Enterprise Holdings</td>
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<tr>
<td>Timothy H. Goodson</td>
<td>Retired, Vice President of Operations, Spire Energy</td>
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<td>Rhonda K. Hamm-Niebruegge</td>
<td>Director, Lambert-St. Louis International Airport</td>
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<td>Pamela B. Jackson</td>
<td>Retired, Vice President, Emerson Electric Company</td>
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<td>Michael R. Loynd</td>
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<td>Art McCoy, PhD</td>
<td>President, SAGES LLC, Leader for the Regional Business Council, STL.works</td>
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<td>Steve Moss</td>
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<td>J. Jeffrey Pitts</td>
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<tr>
<td>Sarah Wendt</td>
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<tr>
<td>Scott T. Wittkop</td>
<td>President/Chief Operating Officer, McCarthy Holdings, Inc.</td>
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