



# **ANNUAL REPORT**

## **2024**

# LETTER FROM THE PRESIDENT



**Cory G. Fong**

President & Director,  
MDU Resources Foundation

MDU Resources Group, Inc. and its member companies have long played a highly visible role as responsible corporate citizens in the communities we serve. We recognize the direct relationship between the economic, social, and cultural vitality of those areas and our corporate growth and prosperity, and we welcome the opportunity to be good corporate citizens.

We are proud of our community participation, and we will continue to expand that role as our companies continue to grow. Our member companies' objectives for issuing Foundation grants are to be responsible and valued corporate citizens contributing to the well-being of people and communities in states where we have customers or active business interests, and to support organizations which complement our employees' charitable and volunteer activities.

Incorporated in 1983, the MDU Resources Foundation is in its 41st year of corporate philanthropy. We are proud of our record of

supporting qualified organizations that enhance the quality of life in our communities. We believe our efforts have had, and will continue to have, a positive impact.

As we celebrated MDU Resources' 100th anniversary in 2024, the MDU Resources Foundation continues to be one of the many ways we demonstrate we are a responsible and valued corporate citizen.

## BOARD OF DIRECTORS & OFFICERS

**Cory Fong**

President & Director

**Anthony Foti**

Vice President & Director

**Brent Miller**

Treasurer

**Nikki Ferderer**

Secretary

**Patrick Darras**

Director

**Hart Gilchrist**

Director

**Rob Johnson**

Director

**Eric Martuscelli**

Director

**Jason Vollmer**

Director

# WHAT IS THE MDU RESOURCES FOUNDATION?

Incorporated in 1983, the MDU Resources Foundation is funded annually by contributions from member companies. Company contributions to the Foundation are determined by the profitability of our companies and, in all instances, those contributions are made only from stockholder funds. We are proud of our record of supporting qualified organizations that enhance the quality of life we enjoy. Since our incorporation, we have contributed more than ~\$46 million to worthwhile charities and organizations. While our strategic goals are to be "a provider of choice, an investment of choice and an employer of choice," it is our philanthropic goal to be "a neighbor of choice."

## FOUNDATION MEMBER COMPANIES



## 2024 HIGHLIGHTS



**5,536**

volunteer hours  
reported by employees



**574**

organizations supported  
in 24 states



**\$77,250**

donated as match for  
volunteer hours



**\$3,400**

donated as match for  
educational institutions



**\$1.76 MILLION**

Total given to strengthen the communities we serve

# AREAS OF CORPORATE PHILANTHOPY



## CIVIC AND COMMUNITY

Strengthening communities - improving lives. These are the goals of the MDU Resources Foundation as it funds programs that create opportunities and meet the needs of communities across the country.



## EDUCATION

Given the importance of education in building strong individuals, families and communities, the MDU Resources Foundation supports private secondary and higher education institutions, education development foundations, economic education programs and scholarships.



## HEALTH AND HUMAN SERVICES

Recognizing the critical role of quality and accessible health care and human services, the MDU Resources Foundation supports national and local health and human services agencies, hospitals, youth agencies and senior citizen organizations.



## CULTURE AND ARTS

The MDU Resources Foundation has had a longstanding interest in culture and the arts and seeks to promote positive youth development through culture and the arts by funding art funds and councils, museums, theaters, libraries and cultural centers.

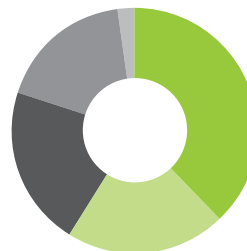


## ENVIRONMENT

The MDU Resources Foundation funds organizations that promote the wise use of resources without compromising the ability of future generations to meet their own needs. We strive to be good stewards in the communities we serve.

## WE GIVE - 2024 RESULTS

Program Area	# of Grants	Amount
Civic/Community	201	\$667,687
Education	144	\$376,675
Health/Human Services	140	\$365,050
Culture/Arts	51	\$310,200
Environmental	38	\$41,300
<b>Total</b>	<b>574</b>	<b>\$1,760,912</b>



- Civic/Community (38%)
- Education (21%)
- Health/Human Services (21%)
- Culture/Arts (18%)
- Environmental (2%)



# SCHOLARSHIPS

Post-secondary education is a high priority for the Foundation, and we maintain two separate scholarship programs. One program is exclusively for the use of dependents and spouses of eligible employees.

The other program consists of scholarships established at numerous institutions of higher education. Information on these scholarships is available only at the financial aid office of the respective institutions. In all instances, our sole responsibility is funding the scholarships. No company personnel are involved in determining the recipients of these scholarships.

## Employee Scholarship Program

The MDU Resources Group Employee Scholarship Program is designed to encourage and recognize academic achievement of children, grandchildren and spouses of eligible employees of MDU Resources Group, Inc. and its member companies by awarding up to 30 \$2,000 college scholarships.

This scholarship program is administered by Scholarship America®, which is the nation’s largest designer and manager of scholarship and tuition reimbursement programs for corporations, foundations, associations and individuals. Awards are granted without regard to race, color, creed, religion, sexual orientation, age, gender, disability or national origin.

## EMPLOYEE SCHOLARSHIP PROGRAM

2024 Scholarship Awards	\$44,000
Total Number of Students Assisted to Date	779
Total Awards Distributed	\$1,179,800



# EMPLOYEE MATCH PROGRAM

## Employee Match Program for Education

The MDU Resources Foundation and its member companies believe a strong educational system is vital to the communities where we live and conduct business. This program matches employees’ and corporate directors’ personal contributions to educational institutions (elementary, secondary, higher education) with a match equal to contributions between \$50 and \$750.

## Employee Match Program for Volunteerism

This program encourages employees to participate in volunteer activities by giving a grant to a non-profit organization at which an employee volunteers 25 or more hours in one year. Employee groups who volunteer at the same non-profit and accumulate 25 or more hours can also apply for a grant for that non-profit.

Qualifying organizations must be 501(c)(3) organizations in which the employee is an active volunteer providing services in the areas of civic and community activities, culture and arts, education, environment, or health and human services.

EMPLOYEE EDUCATION MATCH PROGRAM	
Employee Contributions	\$3,650
Company Match	\$3,400
Number of Schools Supported	7
Contributions to Date	\$1,022,749

EMPLOYEE VOLUNTEER MATCH PROGRAM	
Number of Employee Volunteer Hours	\$5,536
Company Match	\$77,250
Number of Charities Supported	103
Contributions to Date	\$699,500

# RECOGNIZING OUTSTANDING PERFORMANCE

The MDU Resources Foundation funds programs to recognize outstanding personal involvement and service by active employees in their respective communities. The recipients of these awards can direct a grant of \$1,000 to a qualified charity of their choice.

## COMMUNITY SPIRIT AWARD

### UTILITIES GROUP

#### **KEN CALLAHAN - MANAGER INDUSTRIAL SERVICES**

The individual who nominated Ken touted his work to get the Montana Veterans Memorial completed in Billings. That effort was recognized by the Montana governor and Billings mayor. And thanks to Ken's leadership, the company was able to be a sponsor for the memorial and provide lunch after the recognition event.



### MDU RESOURCES GROUP

#### **KIMBERLY HEMPHILL - HUMAN RESOURCES BENEFIT ANALYST**

The person who nominated Kimberly touted her involvement with delivering meals to the Bismarck Senior Center, volunteering at the cat rescue center Kitty City, volunteering at Ministry on the Margins which caters to individuals who have fallen through the transitional cracks and participating in company-sponsored events like the Santa Run.



## ENVIRONMENTAL SUSTAINABILITY AWARD

### UTILITIES GROUP

#### **TIM MURRAY, JACOB TSCHIDA, JAMIE GOULD AND DEAN DANIELS - LNG PLANT OPERATORS**

The individual who nominated Tim, Jacob, Jamie & Dean noted their work in developing a methane capture concept at the Nampa LNG Plant. The four developed the concept, proposed it to management, and worked through the design and construction. The nominator estimates that emissions will be reduced by 1.5 million to 2 million cubic feet each year. On top of the reduced emissions, the company makes money by selling the captured methane.

## SUMMIT AWARD

## UTILITIES GROUP

**KATIE GOOD - SENIOR ENERGY SERVICES REPRESENTATIVE**

The individual who nominated Katie touted a long list of things she has done to make the company a better place to work. The nominator said Katie accomplishes these with a cheerful and unselfish attitude, creative ideas and a willingness to include everyone and help them when needed.

## WBI ENERGY

**ROB LUNDER - PRESIDENT OF CORROSION SERVICES AND GREG HARVEY - MANAGER OF OPERATIONS**

Rob and Greg were recognized for going above and beyond to provide a safe, respectful and welcoming work environment where their employees feel appreciated, valued and supported in the office. The person who nominated them touted the overwhelming support all the employees receive, stating "Most places will claim they are like a big family, but in this case, it truly is. They care about their employees and never make anyone feel like they're an inconvenience."

## MDU RESOURCES GROUP

**CORY FONG - DIRECTOR OF EXTERNAL AFFAIRS**

The person who nominated Cory noted a number of items that are a part of his job duties, but the nominator noted that Cory takes it above and beyond to make it more meaningful to participating employees. Cory's efforts with community events are what's touted. Whether it's the Mandan Holiday Lights, volunteering to serve free meals to those in need, or being a company advocate, Cory always brings a lot to the table. "You can always find Cory attending community events and showing his pride for MDU Resources. This is just a small sample of all that he does to boost morale and company involvement by his peers," the nominator noted.



Toby Bordewyk (L), Katie Good (C), and Regan Brilz (R)



Mark Anderson (L), Rob Lunder (C), and Greg Harvey (R)



Nicole Kivisto (L) and Cory Fong



# 100 YEAR, 100 GRAND PROGRAM IMPACTS 10 CHARITIES IN MDU RESOURCES COMMUNITIES

As part of celebrating MDU Resources 100th anniversary, the MDU Resources Foundation donated \$100,000 to charities in communities where the company operates. To broaden the impact, 10 charities each received a \$10,000 donation. Employees with MDU Resources companies nominated their favorite charity to be considered for one of the grants.



## Glendive, MT

Glendive Community Cancer Fund



## Helena, MT

Montana Supporting Military



## Laurel, MT

Mt. Olive Lutheran School



## Devils Lake, ND

Lake Region Corporation



## Bismarck, ND

Inspiring Minds



## Pocatello, ID

Pocatello Free Clinic



## Silverdale, WA

Kitsap Humane Society



## Mandan, ND

Central Dakota Humane Society



## Bismarck, ND

Western ND Honor Flight



## Cody, WY

Polestar Outdoors

## LOOKING TO PARTNER WITH THE FOUNDATION?

The Foundation will contribute only to institutions, organizations, and programs recognized by the Internal Revenue Service as qualified recipients of Foundation contributions. Generally, contributions are restricted to organizations qualified as tax exempt under Section 501(c)(3) of the Internal Revenue Code. Primary consideration is given to charitable institutions, organizations, and programs within the geographic areas where member companies conduct business.

Generally, no consideration will be given to private individuals, athletic, labor, fraternal, political, lobbying, or to regional or national organizations without local affiliation. Requests seeking endowment funds will receive low priority, and, as a rule, the Foundation will not consider concurrent contributions to a single grant recipient.

While the Foundation has, on various occasions, made contributions to support staffing and ongoing operating expenses and purchasing hospital equipment, such requests will receive low priority. Organizations and hospitals are encouraged to submit requests that support new programming needs that are unmet by regular operating expenses.

The Foundation generally does not fund 100% of a project's total cost and encourages requestors to solicit financial assistance from other sources as well.

Economic development requests are not focal points of the Foundation. Requests for loans, venture capital, participation in loan pools, etc., will not be considered by the Foundation and should be directed to the appropriate operating company. All other requests that do not fit within the guidelines of the Foundation shall be the responsibility of the member companies.

Generally, requests for contributions of \$1,000 and above will be considered by the Foundation, while requests for contributions of a local nature and less than \$1,000 should be considered by the individual companies.

All grants are subject to annual review, and the Foundation reserves the right to defer, alter, suspend, or cancel a contribution at any time.

# APPENDIX

## How to Apply

To complete the grant application and view the current MDU Resources Foundation annual report, log on to [www.mdu.com](http://www.mdu.com) and click on the **About** tab and the **Community** link.

To be considered for a grant, all requests must be in writing and include the following information:

- 1** A completed grant request form, submitted below, including the name and address of the organization or charity.
- 2** Name, address, email address and telephone number of contact person.
- 3** A copy of an Internal Revenue Service (IRS) determination letter indicating tax-exempt status under Section 501(c)(3) of the Internal Revenue Code (IRC); or evidence of eligibility under Section 170(c)(1) of the IRC. Organizations described in Section 170(c)(1) of the IRC are the United States, a possession of the United States, any state, the District of Columbia or any political subdivision thereof. Political subdivisions include counties, cities, school districts and park districts. Contributions are allowable if they are used exclusively for public purposes.
- 4** Purpose or use of requested grant.
- 5** Other requested information, including a list of officers and board of directors, budget for organization or project, and program or project brochures.

To be considered for funding, all grant requests must be submitted no later than **Oct. 1** of the year prior to the year for which funding is being sought.





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[www.mdu.com/about-us/community/](http://www.mdu.com/about-us/community/)