



Solutions you can trust.



Industry Leadership. Environmental Stewardship. Community Commitment.

Solutions You Can Trust

At the High® companies, we are fortunate to work with a team of talented and engaged co-workers, as well as the very best customers, business partners, and community leaders throughout our many locations in the Eastern and Midwestern United States. While our headquarters and our organizational roots are planted firmly in Lancaster County, Pennsylvania—a vibrant and distinctively hardworking community that strongly influences who we are as a company—the values we espouse, including honest hard work, trustworthy relationship-building, and innovative leadership, are shared by all co-workers throughout the High companies.

“Give good measure,” our founder Sanford H. High advised his employees beginning in the 1930s. Those simple words represent a profoundly important attitude that has continued under the leadership of S. Dale High and The High Family Council. The words are especially meaningful for us because they keep us on course for providing the best service, products, and leadership we can offer—the solutions you can trust.



S. Dale High
Chair of the Board of the High companies



Michael F. Shirk
Chief Executive Officer of the High companies



In 1931, High Welding Company, the forerunner of the High companies, began at this location on Lemon Street in Lancaster, Pennsylvania.



The Corporate Office of the High companies, Greenfield Corporate Center, Lancaster, Pennsylvania, has received the ENERGY STAR®.

The High Way—A Family Tradition



The High Family Council

Left to Right: Gregory A. High, S. Dale High, Suzanne M. High Schenck, Sadie H. High, and Steven D. High.

High Welding Company was founded in 1931 with a keen focus on innovation and serving customers—and serving them well. This came to be known as The High Way, a set of founding principles that permeate the High companies. The High Way is the guiding force behind our organization's growth as we continue to be innovative leaders, serve our customers, and embrace a holistic approach to sustainability.

The High Family Council provides direction to the High companies with support from a Board of Directors and an Executive Committee. The Council's work includes defining its vision for the next 100 years.

As ownership and leadership transitions to the third generation, the High Family continues to adhere to The High Way, and to follow its values as affirmed for our organization and our people in *The High Philosophy*—the ethical statement of our beliefs.

High Sustainability Statement

The purpose of this statement is to provide the framework for driving our goal setting, management, and documentation of progress in all facets of sustainability—social, environmental, and economic.

Core Values

Our commitment to sustainability is guided by the principles conveyed in *The High Philosophy*.

Our Commitment

Sustainability means taking a holistic approach to the social, environmental, and economic aspects of business and being responsible stewards of valuable resources. It also means helping customers accomplish their own similar goals. Our commitment comes to life through a process of planning, defined actions, measuring progress, and continuous improvement.

Areas of Focus

- **Co-workers** – To be one of the best places to work in the communities in which we do business.
- **Safety** – To be each other’s keeper in assuring a safe work environment.
- **Community** – To encourage co-workers to serve within their communities. To align with our core value of being an exemplary corporate citizen.
- **Environment** – To improve the condition of the environment, where possible, and continuously work to minimize our effect on it. To offer products and services that help customers and partners meet their sustainability goals.
- **Purpose through Service and Success** – To provide valuable partnership and innovative, high-quality products and services that exceed the expectations of our customers and drive our success.

Through our achievements within this framework, we succeed as an organization with greater purpose for our people, our community, and our world.



THE HIGH® PHILOSOPHY

Every company dreams its dreams
and sets its standards.

These are ours . . .

We are committed to two great tasks:

1. Building Trustworthy Relationships.

- Valuing our customers and meeting their needs.
- Respecting the dignity of all co-workers and their families.
- Energizing our teamwork with participative management.
- Recognizing and rewarding the accomplishments of our co-workers.
- Strengthening our partnership with suppliers.
- Contributing to a world of beauty and prosperity and peace.

2. Being Innovative Leaders.

- Creating an environment for innovation since 1931.
- “Right the first time” – High quality products and services.
- Investing profits to secure our future.

“WE GIVE GOOD MEASURE”



The High® companies serve diverse customers throughout the eastern and midwestern United States. Our goals are to provide the best possible value and to lead in our markets through service and innovation.

High Steel Structures LLC has won a reputation for bridge steel of superior quality and fit. High Concrete Group LLC, a leading precast producer, is frequently chosen to handle large and complex projects. Recent investments have positioned High Steel Service Center LLC to be a leading supplier of flat-panel, stress-free steel. High Transit LLC and High Structural Erectors LLC provide mission-critical services to our businesses and select external customers.

High Real Estate Group LLC is a full-service real estate resource with holdings of nearly 10 million square feet of office, industrial, multi-family residential, retail, and hotel properties

managed by our own highly trained professionals. Affiliates of High Real Estate Group include High Associates Ltd., High Construction Company, Greenfield Architects Ltd., High Hotels Ltd., and High Investors Ltd. These companies provide innovation and expertise in development, brokerage, property management and tenant care, architecture and construction, hospitality, appraisal services, and real estate investments. Another affiliate, High Environmental Health & Safety Consulting Ltd. is a leader in reducing workplace risk.

Guided by *The High Philosophy*, the High companies balance our commitments to people, planet, and prosperity. With our dedication to investing in our business and community, we are strengthening our capabilities and deepening our roots to be your business partner of choice.

A handwritten signature in black ink, appearing to read 'M. Shirk', with a stylized flourish at the end.

Michael F. Shirk

Chief Executive Officer of the High companies

The High Companies



Left: High Steel Structures proudly displays an OSHA VPP Star site flag, signifying the highest award in OSHA's Voluntary Protection Program. The High companies' keen focus on safety includes a Drive to Zero initiative aimed at eliminating workplace incidents. *Top Center:* A High Transit truck participates in the annual Mother's Day Make-A-Wish Foundation® truck convoy fundraiser for area children diagnosed with a life-threatening medical condition. *Bottom Center Left:* High's comprehensive Health Management Program promotes the well-being of co-workers and supports the sustainable growth of our organization by proactively addressing health care costs. *Bottom Center Right:* High co-workers are encouraged to support community activities such as the YWCA Lancaster's Race Against Racism, a 5K/3.1-mile run that attracts nearly

4,000 participants. Dedicated to eliminating racism and promoting multi-culturalism, the Race Against Racism serves as an important fundraiser for the YWCA's racial justice initiatives. *Top Right:* In 2015, The S. Dale High Family Foundation awarded scholarships to Logan Santiago (daughter of Lucinda Santiago, Administrative Coordinator for High Associates Ltd.) of Lancaster, Pennsylvania, and Kelly Leibl (daughter of Mike Leibl, Technical Assistance Manager with High Company LLC) of Ephrata, Pennsylvania. Both students were awarded \$20,000 scholarships, which provide \$5,000 per year for four years. *Bottom Right:* Members of the High Steel Structures First Aid, Safety, and Ergonomic Teams pause for a ceremony commemorating the Lancaster, Pennsylvania, plant's recertification as an OSHA VPP Star site.

High Industries Inc.



High Industries is made up of affiliated companies that serve construction and manufacturing markets.

Top: A plate girder bridge is erected for the Virginia I-495 HOT Lanes project. Located in the Washington, D.C. Capital Beltway, the project totaled over 21,500 tons of steel fabricated and erected by High Steel Structures; High Transit shipped the job. *Bottom Left:* Cantilevers featured in the four-story, 683-space precast concrete parking garage built by High Concrete Group for the Philadelphia Zoo, in Philadelphia, Pennsylvania. *Bottom Right:* High Steel Service Center's HIGHSL® processing line comprises a Bradbury Group eDrive® roller leveler, a Bradbury heavy-gauge roller leveler, and a Red Bud Industries® stretcher leveler to provide panel-flat carbon steel that is 100 percent stress-free.

High Real Estate Group LLC



High Real Estate Group provides expertise in development, brokerage, architecture, construction, investments, and hotel management. The company manages more than nine million square feet of property valued at nearly \$1 billion.

Top Left: In support of a commitment to sustainability, a complimentary electric vehicle charging station has been installed at the Courtyard by Marriott, 1931 Hospitality Drive, Lancaster, Pennsylvania. *Top Right:* High Associates provides comprehensive, turnkey interior and exterior renovation planning, design, permitting, and construction services for our own tenants, as well as additional clients who seek an experienced, professional approach to their facility needs. *Bottom:* Highlands Corporate Center in Coatesville, Pennsylvania, one of seven corporate centers owned and operated by High Associates.



High Steel Structures is a major force in building—and rebuilding—America's infrastructure. The company fabricates and erects a wide range of complex structural steel bridge components and offers fabricated heavy building girders and weldments to a variety of industries.

One of the largest steel girder manufacturers in the United States, High Steel Structures has earned a reputation as an industry leader for its development of innovative processes and materials, and for the fabrication and on-time delivery of steel that is consistently superior in quality and fit.

High Steel Structures continually advances its manufacturing and engineering capabilities to meet the ever-changing needs of its customers. Its four state-of-the-art fabrication facilities in Lancaster and Williamsport, Pennsylvania, include 500,000 square feet of enclosed production space, two blast and paint bays, and 85 acres of assembly yard.



Top: The Arthur Ravenel, Jr. Bridge in Charleston, South Carolina, the largest continuous-span cable bridge in North America, containing 38,000 tons of steel components.

Bottom Left: Foley Athletic Center at the United States Military Academy in West Point, New York, with large framing components from High Steel Structures.

Bottom Right: High Steel Structures fabricated and shipped over 21,000 tons of steel for the new westbound Innerbelt Bridge project on Interstate 90 in Cleveland, Ohio.



High Concrete Group is one of the nation's largest producers of architectural and structural precast concrete building enclosures, and is a top producer of precast concrete parking garages. Serving customers throughout the Mid-Atlantic and Midwest, High Concrete Group provides innovation, proven technology, and more than 50 years of experience to bring designers' architectural visions to life.

The company's walls, cladding panels, and structural elements are chosen for commercial, institutional, multi-unit residential, retail, and warehouse projects. An early adopter of building information modeling (BIM), High Concrete Group's 3D models increase construction accuracy, compress schedules, and control costs.

High Concrete Group co-developed CarbonCast[®], a range of components reinforced with C-GRID[®] carbon fiber that reduce piece weight, increase strength and durability, and enhance the sustainable attributes of precast. The company pioneered 15-foot- and 16-foot-wide double tees, which are shipped via patented tilt-frame transporters and that reduce customer and owner costs, as well as emissions.



Top: Rafael Viñoly-designed Millennium Science Complex at The Pennsylvania State University, State College, Pennsylvania, clad in cantilevered architectural cladding panels with thin brick veneer.

Bottom Left: Barnes Jewish Center for Outpatient Health, St. Louis, Missouri, a 12-story, LEED Silver Certified, health care facility features specially crafted precast cladding to match existing structures and compliment the surrounding community.

Bottom Right: New Brunswick Transit Village, New Brunswick, New Jersey, a 10-story precast parking garage supports a mixed-use, residential, retail, and transit village.



High Steel Service Center is a one-stop source for a full line of carbon steel, stainless steel and aluminum flat-rolled products. The company serves the spot market and specializes in Just-In-Time programs that reduce customers' total costs throughout Pennsylvania, Maryland, Delaware, Virginia, West Virginia, New Jersey, and New York.

On-hand inventory includes hot-rolled, pickled and oiled, high strength, cold-rolled, galvanized, galvanized, aluminized, prepainted aluminum and carbon, aluminum flat-rolled, stainless steel flat-rolled sheet and carbon plate, bar, structural, and tubing. Value-added processing includes stretcher leveling, roller leveling, precision blanking, slitting, shearing, and sawing.

The company produces 100 percent stress-free sheet and plate, branded **HIGHSL®**—*Panel-Flat That Stays Flat*, that reduces customers' operating costs while improving their product quality. Its unique Red Bud Industries stretcher leveler line features two in-line Bradbury Group roller levelers, one with advanced e-Drive technology.

With right-the-first-time quality, on-time delivery, complete inventory and competitive pricing, High Steel Service Center provides The Dependability Difference®.

Top: High Steel Service Center is the Mid-Atlantic region's only supplier of panel-flat, stress-free metal stock processed on a Red Bud Industries stretcher leveler with two Bradbury roller levelers.

Bottom Left: An extensive inventory assures on-time delivery to customers—The Dependability Difference.

Bottom Right: High Steel Service Center's multi-cut precision blanking line produces customers' close tolerance blanks economically.





High Structural Erectors offers field erection services in support of High affiliates construction projects as well as for infrastructure, commercial, institutional, and industrial customers. The company specializes in structural steel and precast concrete, architectural precast, and cladding. Services include crane operation, site logistics, bridge steel rehabilitation, heat straightening of damaged girders, concrete repair, and emergency repairs.

The company's field personnel are extensively trained, and combine experiences working in civil, government, and private construction as well as general contracting. Teams provide engineering expertise in steel and concrete and use state-of-the-art equipment to meet the economic and scheduling demands of infrastructure and commercial projects large and small.

High Structural Erectors prides itself on responsive, reliable service throughout the East Coast and Midwest for bridge fabrication and erection, providing equipment for multi-story building erection and other commercial and industrial work.



Top: High Structural Erectors erected over 16,000 tons of structural steel for the Maryland Transportation Authority's \$208 million I-95 / I-695 Interchange, Phase 1 project in Baltimore County, Maryland.

Bottom Left: The fourth line goes up on the I-81 bridge in Harrisburg, Pennsylvania. The expedited fabrication by High Steel Structures and the erection were in response to a tanker fire that destroyed the previous span.

Bottom Right: A team sets a double tee for the South New Street parking garage in West Chester, Pennsylvania.



High Transit is the specialty hauler for the affiliated companies of High Industries. The company also provides specialty heavy-hauling services for the construction and manufacturing industries. The company has developed a turnkey approach to transportation requirements. High Transit's capabilities include engineered load configuration drawings for permit submissions, routing analysis from origin to destination, permit ordering, certified in-house escorting fleet and mechanics, New York and Virginia state-certified escort drivers with flagger training, and a variable message sign truck available for "supermove" requirements.

High Transit's fleet of rolling stock includes more than 280 specialized trailers to provide solutions for all types of transportation challenges. For long or heavy loads, the company provides a double-drop spread-axle trailer with a 100-ton capacity. High Transit has shipped loads in excess of 18 feet wide, more than 160 feet long, and weighing more than 100 tons.



Top: A 75-ton, 91-foot-long bridge box girder makes its way to a construction site on the New Jersey Turnpike from High Steel Structures' Williamsport, Pennsylvania, facility in one day.

Bottom: High Transit's versatile double-drop, spread-axle trailer hauls a 63-ton crane girder.



High Associates is a leading developer, acquirer, broker, and manager of office, industrial, retail, and multi-family properties headquartered in the South Central Pennsylvania region and doing business throughout much of the Eastern United States.

The firm's team of more than 150 professionals is dedicated to a customer-oriented approach to developing and managing the more than seven million square feet of properties in the High Real Estate Group office/industrial/retail/multi-family portfolio.

In addition, High Associates provides its expertise in brokerage, development, appraisal, and facility services to a wide range of customers including corporations, municipalities, investors, and individual businesses and property owners.



Top: Mallard Pointe, a Class-A office complex in Charlotte, North Carolina, has been awarded the ENERGY STAR®.

Bottom Left: The award-winning Bentley Ridge apartment community, Lancaster, Pennsylvania.

Bottom Right: High Pointe Commons, a 382,000-square-foot community retail center, in Harrisburg, Pennsylvania, a development of High Real Estate Group.



High Construction is a leading regional builder providing commercial construction services and energy performance solutions for new and existing facilities.

Our construction and energy performance experts play a pivotal role on the project team throughout facility planning, design, and construction to deliver a sound, energy efficient facility.

From site development through commissioning, we focus on the critical details that provide the greatest financial impact throughout the project as well as for the life of the facility.

High Construction delivers solutions customers can trust.



Top: The award-winning Lancaster Marriott at Penn Square and Lancaster County Convention Center, Lancaster, Pennsylvania. High Construction: general trades contractor; High Associates: master developer; High Concrete Group: precast concrete facade producer.

Bottom Left: Schott's pharmaceutical packaging facility, Lebanon, Pennsylvania, built by High Construction and designed by Greenfield Architects.

Bottom Right: Lebanon Valley College's award-winning Stanson Hall, Annville, Pennsylvania, built by High Construction.



Greenfield Architects is a leading provider of architectural design services.

Along with translating the customer's ideas and visions into a facility that is functional and aesthetically appealing, we partner with the building owner and construction team to aggressively pursue options that fully integrate the building's envelope and its systems to produce an operationally efficient building.

Providing sustainable design, planning, interior design, and adaptive reuse services throughout the Eastern United States, Greenfield Architects is committed to being a responsible steward of the environment and community and making a difference on every project.



Top: The Pennsylvania College of Health Sciences, Lancaster, Pennsylvania, designed by Greenfield Architects and built by High Construction.

Bottom Left: Lancaster Newspapers' parking garage in Lancaster, Pennsylvania. Greenfield Architects teamed up with High Construction and High Concrete Group to develop this award-winning facility.

Bottom Right: Messiah College's fine arts center, Grantham, Pennsylvania, designed by Greenfield Architects and built by High Construction.



High Hotels develops, acquires, owns, and operates select-service and extended-stay hotels in the Mid-Atlantic and Northeast regions. These properties are franchised through Hilton Hotels Corporation and Marriott International, Inc.

High Hotels is recognized as a leader in the hotel industry and as a company known for setting the highest standards in guest service and overall product quality. Since its inception in 1988, High Hotels' associates and properties have earned more than 100 awards from the Hilton and Marriott organizations.



Top: Courtyard by Marriott, Lancaster, Pennsylvania—Diamond Circle award recipient and multiple-time winner of the Platinum Circle award for excellence in customer service.

Bottom Left: SpringHill Suites by Marriott, Ewing, New Jersey, has received the ENERGY STAR®.

Bottom Right: Hilton Garden Inn, Wilkes-Barre, Pennsylvania.



High Environmental Health & Safety Consulting's team of safety and environmental health experts helps customers identify, evaluate, and control risks in their facilities and operations. These highly qualified and certified personnel specialize in safety, industrial hygiene, indoor air quality, and governmental compliance. The company works with customers in the industrial, construction, health care, government, hospitality, and educational sectors and seeks to develop trustworthy and ethical relationships by creating innovative, cost-sensitive solutions.

Customers count on High Environmental Health & Safety Consulting for chemical exposure assessments, biological contamination investigations, sick-building syndrome and odor investigations, mock compliance reviews, safety management systems assessments, safety culture measurement, safety and management education programs, policy development and implementation, incident investigations, expert witness services, and on-site project safety staffing.



Top: Respirable dust sampling assesses employee exposure to air contaminants.

Bottom Left: Auditing reviews determine compliance status and best practice opportunities.

Bottom Right: Trainers improve compliance and performance through comprehensive customized interactive training programs.



Above: Greenfield Corporate Center in Lancaster, Pennsylvania. The 600-acre, master-planned business community is the first of its kind in Lancaster County, and one of the numerous business centers developed, designed, built, owned, and managed by High Real Estate Group and its affiliates. Home to the Corporate Office of the High companies, Greenfield incorporates a riparian buffer, a naturalized landscape feature that contributes to the improved health of the Chesapeake Bay watershed, which is another first for County business centers.

The High Companies

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