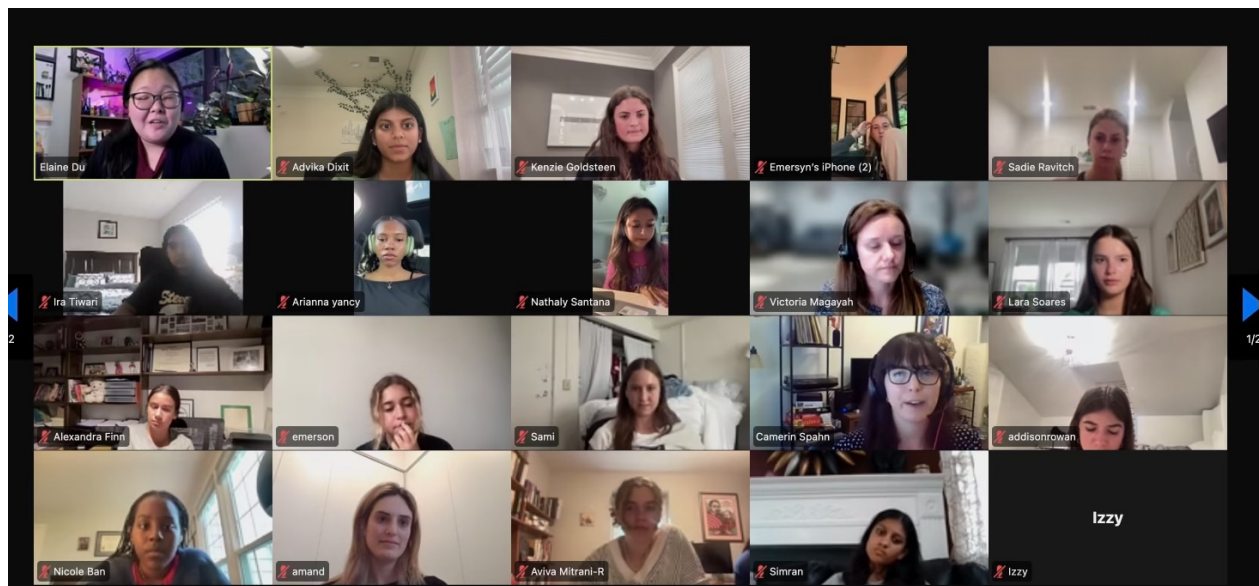


BuildGirls.org has Virtual Discovery Day with ENOVATE



Washington, D.C., September 17, 2024 /PRNewswire/ -- buildgirls.org, a non-profit with a mission of educating, engaging and empowering high school girls to explore future careers in infrastructure today held a virtual Discovery Day with ENOVATE, a national, Woman Owned, leading multi-sector engineering and construction management firm.



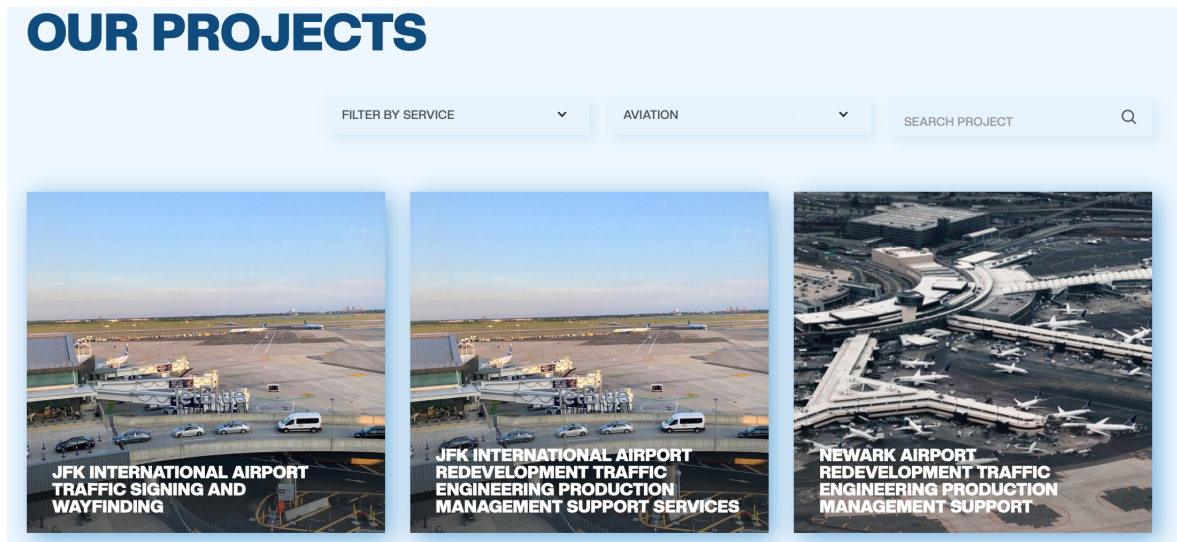
As part of buildgirls.org mission, buildgirls.org holds actual and virtual discovery days. A discovery day is a great way for middle and high school females to see the infrastructure industry close up. These interactions are also a great way for a company to do something for women in ACE, the community and so much more. Oftentimes, they will include Q&A, mentoring moments, lunch and learns, field trips, dinners and other valuable networking opportunities. Buildgirls believes this industry will have one of the most significant influences over the future of sustainability and the environment.

Architecture, Construction and Engineering have less than 10% female representation in the workforce. Data shows that firms with more diverse workforces, performance improves, companies are more profitable, companies grow faster and have higher employee satisfaction levels. While levels have increased slightly over the last decade, the way to make the biggest

impact on this challenge is to connect with high school females so they can learn about career opportunities in ACE while they are still exploring career pathways.

As a Woman-Owned Business, Enovate is certified as a Women's Business Enterprise (WBE), Disadvantaged Business Enterprise (DBE) and Small Business Enterprise (SBE) as well as a LGBT Business Enterprise (LGBTBE). Enovate has been honored with an Anchin Construction and Design Award for Most Impactful Support of Diversity and Inclusion as well as a NJBIZ Best Place to Work in NJ award, Great Place to Work Certification and Zweig Group Top New Venture award.

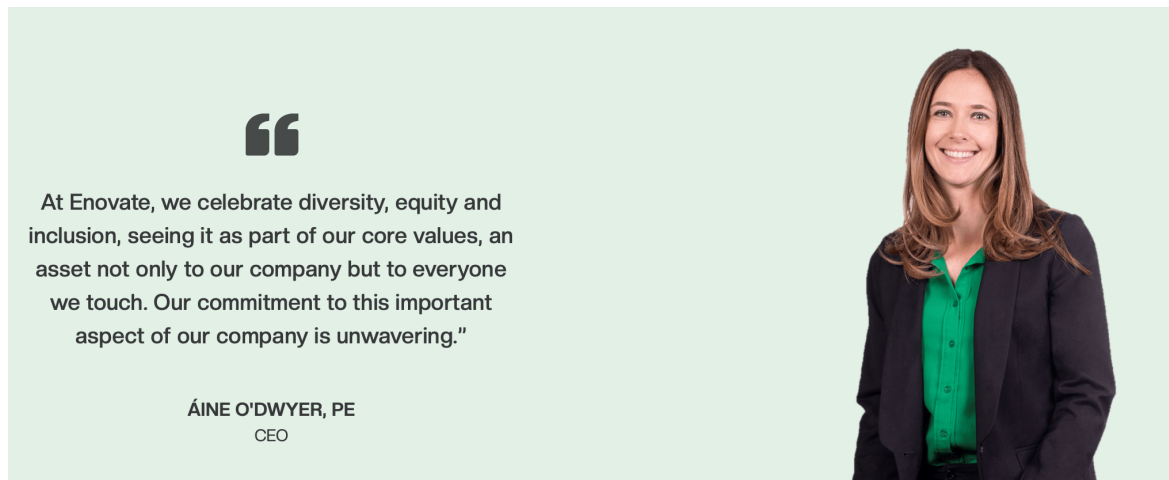
Buildgirls.org was honored to work with one of its Advisory Board Members, Camerin Spahn, a senior partner at Enovate to make the event a successful night. The buildgirls.org members were treated to an amazing interaction of "speed mentoring" with leading female engineers. The girls were able to ask questions about the business, the industry and the intersection with gender equality and equity.



buildgirls.org, was founded by Sami Goldsteen, Mackenzie Goldsteen and Emmie Goldsteen, three sisters who were inspired by a series of discoveries that angered them into action with the goal of changing the infrastructure industry. Throughout the pandemic the girls had the opportunity to personally observe a large construction company via online conferences, meetings, and presentations, as their dad who was in the industry, was suddenly working from home. While observing his work, they began to realize that they never heard female voices nor saw female faces. Asking their dad over and over again - "why not" and getting no real answer, inspired the three sisters to investigate why in this trillion-dollar industry, women are less than 10.0% of the workforce, less than 2.0% of leadership roles and are 0% of public company CEOs.

The gender inequality and inequity in infrastructure has been widely recognized, but no sustainable initiatives have been established at a younger age when girls decide what they may want to pursue. According to a Microsoft survey, girls cited a lack of female role models a key

reason they did not follow a career in the sector. Today, schools offer STEM programs but don't really focus on applications in ACE. As the girls discovered, this is a fast-growing space, an important component of the economy and is an industry with amazing career opportunities — but most females learn about it too late or not at all.



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At Enovate, we celebrate diversity, equity and inclusion, seeing it as part of our core values, an asset not only to our company but to everyone we touch. Our commitment to this important aspect of our company is unwavering.”

ÁINE O'DWYER, PE
CEO

Having always been taught if you can't find a way then you make one, the girls co-founded buildgirls.org to empower, educate and engage females in high school in ACE (Architecture, Construction & Engineering – including power management, engineering, construction services and more). ACE Through buildgirls.org activities and initiatives, high school females can learn more about different careers, which can help solidify plans for their future. buildgirls.org members gain hands-on experience that can be valuable for future employers. Buildgirls believes these industries will shape our future with respect to sustainability and our environment and as such, female representation is a must. buildgirls accomplishes its mission through several initiatives, including facilitating discovery experiences, industry interviews, hosting events, creating inspiring competitions, partnering with universities and companies to join buildgirls in its mission.

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