

WILLDAN GROUP, INC.
STOCK OWNERSHIP GUIDELINES
2020

In 2020, Willdan’s Compensation Committee adopted management stock ownership guidelines for executives and non-employee directors to further align the interests of executives and directors with those of stockholders. All officers and non-employee directors have three years from taking their positions to achieve the relevant officer level guideline.

The following table shows the executive officers and directors and their respective ownership goals. We review progress toward achievement of the ownership goals periodically. All forms of stock ownership, including directly and indirectly owned shares of common stock, Time-Based Units, and units that are based on common stock (excluding stock options and unearned Performance Units), count toward the goal.

Position	Ownership Goal	Years to Achieve Compliance
CEO	5x Base Salary	3
President	3x Base Salary	3
Section 16 Officers	1x Base Salary	3
Non-employee Directors	Minimum holding \$115,000 in stock value	By end of 3 years of service