



INVESTOR PRESENTATION

NASDAQ Ticker: WLDN

June 2016

Safe Harbor Statement

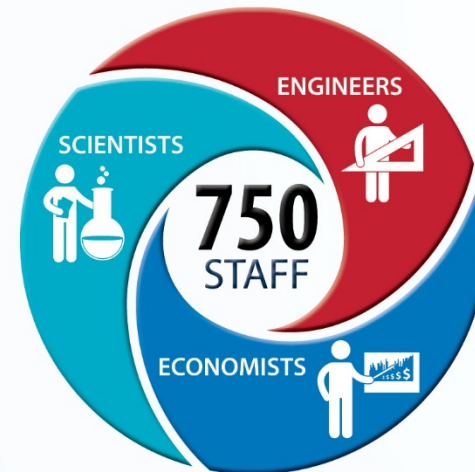
Statements in this press release that are not purely historical, including statements regarding Willdan's intentions, hopes, beliefs, expectations, representations, projections, estimates, plans or predictions of the future are forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. The forward-looking statements involve risks and uncertainties including, but not limited to, the risk that Willdan will not be able to expand its services or meet the needs of customers in markets in which it operates. It is important to note that Willdan's actual results could differ materially from those in any such forward-looking statements. Factors that could cause actual results to differ materially include, but are not limited to, a slowdown in the local and regional economies of the states where Willdan conducts business and the loss of or inability to hire additional qualified professionals. Willdan's business could be affected by a number of other factors, including the risk factors listed from time to time in Willdan's SEC reports including, but not limited to, the Annual Report on Form 10-K filed for the year ended January 1, 2016. Willdan cautions investors not to place undue reliance on the forward-looking statements contained in this press release. Willdan disclaims any obligation to, and does not undertake to, update or revise any forward looking statements in this press release.

WILLDAN OVERVIEW

We Are

- ◆ High Growth Professional Services Consulting Company
- ◆ Solving Problems with Critical Resources

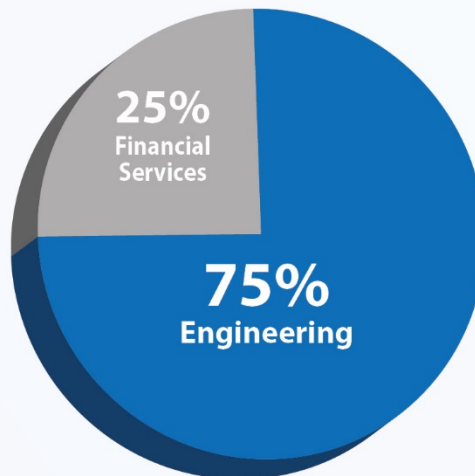
A PEOPLE COMPANY



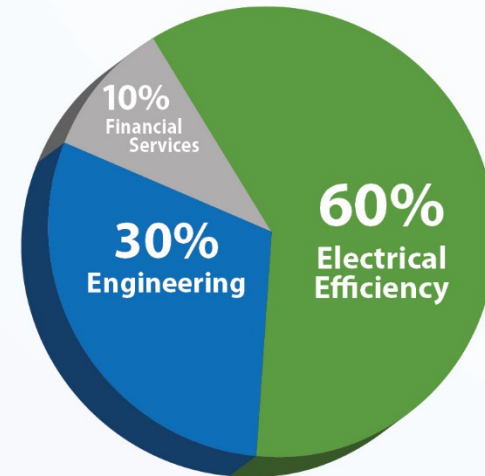
OUR FY15 STATS

- ◆ \$135m Revenue
- ◆ 25% Revenue Growth
- ◆ 7.5% EBITDA Margin
- ◆ \$8.1m Cash Flow from Operations

2007

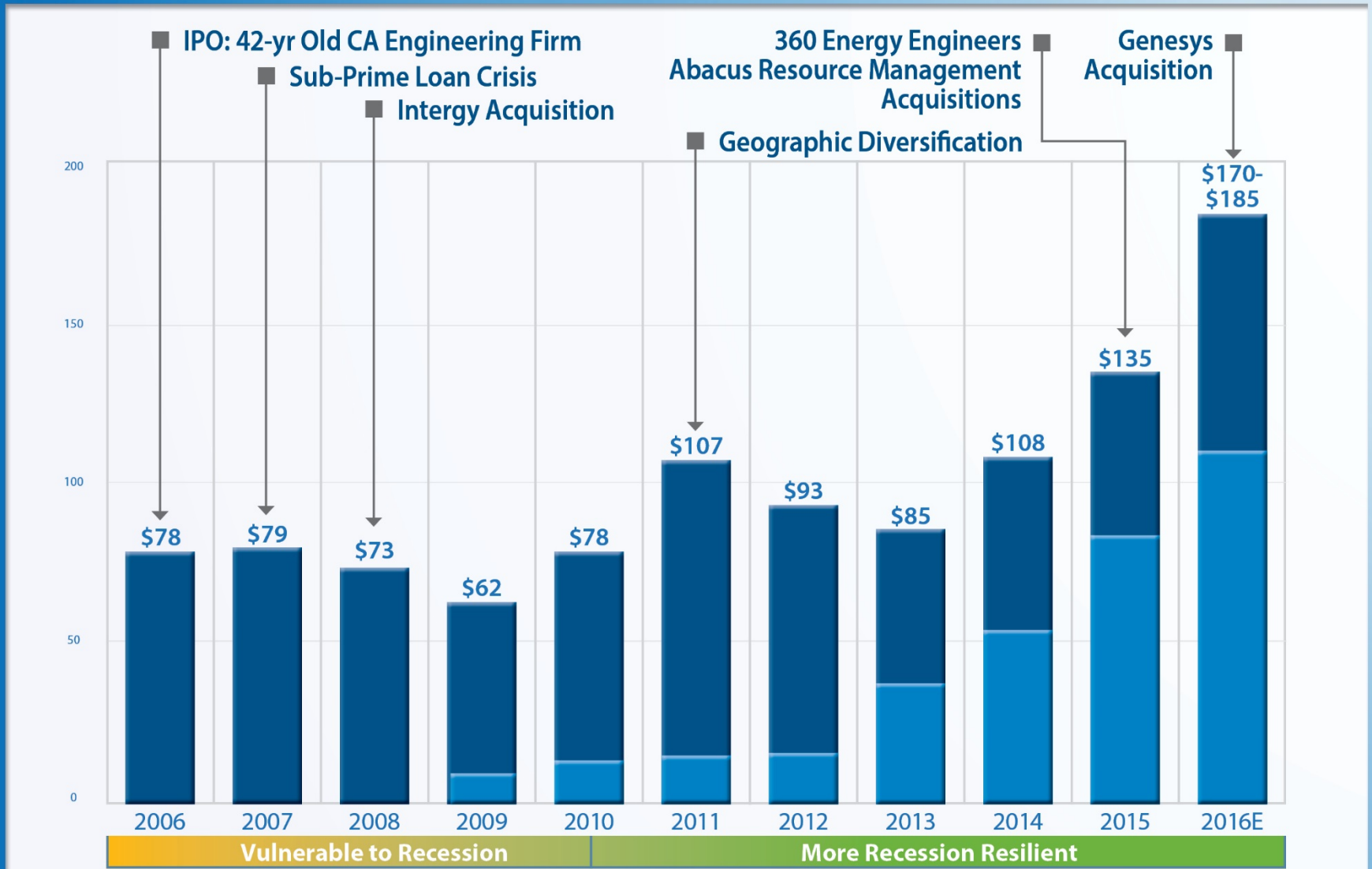


2015



HISTORY

Revenue (\$m)



Electrical Efficiency

WHY ELECTRICAL EFFICIENCY?

Critical Resources

WILLDAN NOW

- Electrical Efficiency Focused
- Price of Oil Has Nearly No Impact to Business

ELECTRICAL EFFICIENCY

ELECTRICAL EFFICIENCY

20% OF ELECTRICITY MOVES WATER

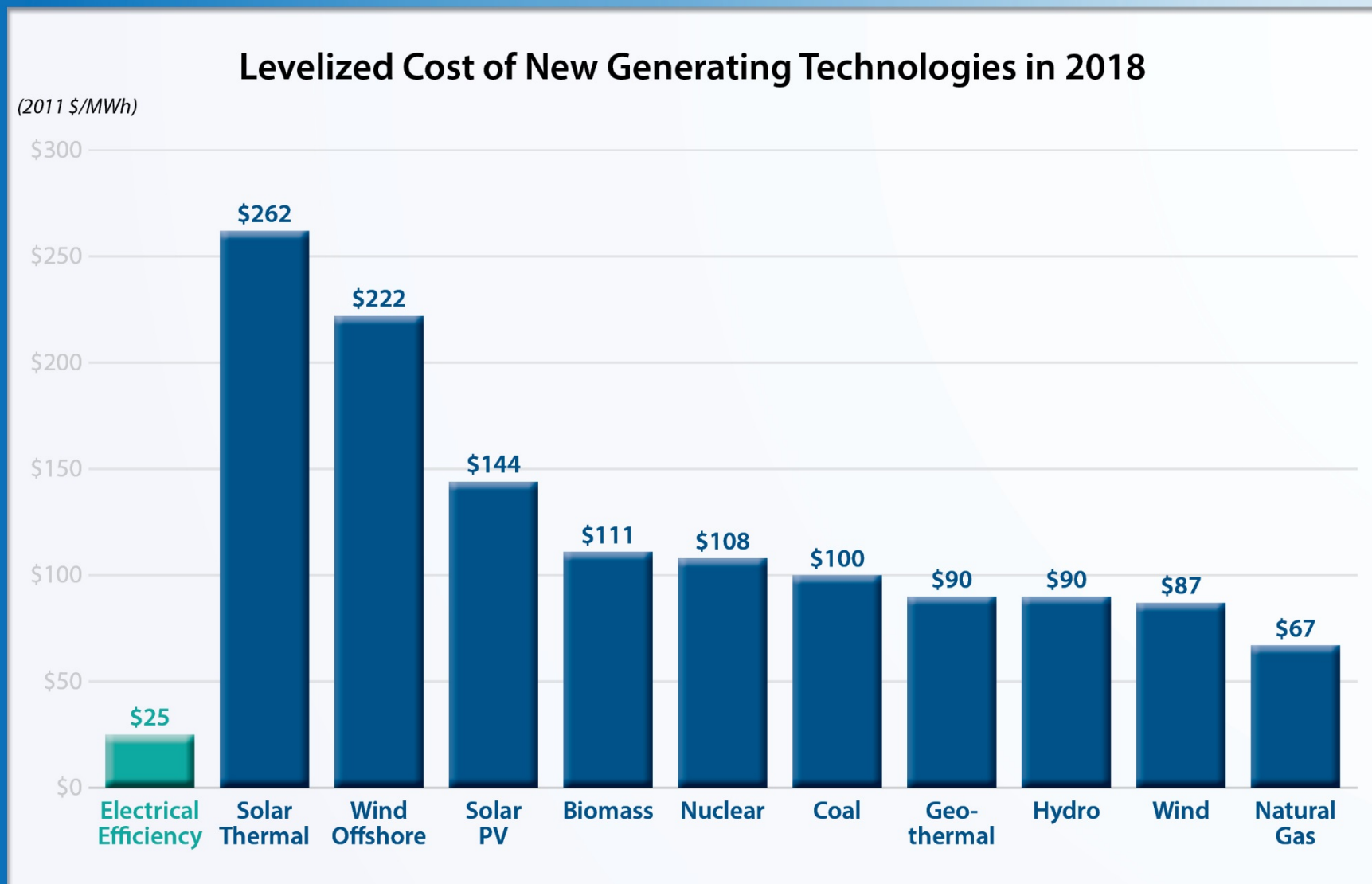
WATER

WILLDAN FUTURE

↑
Nexus

Market Has Deep-Rooted Growth Drivers

ELECTRICAL EFFICIENCY – MOST COST-EFFECTIVE SOURCE¹



(1) Source: U.S. Energy Information Administration, Annual Energy Outlook 2013

DEEP-ROOTED GROWTH DRIVERS

Electrical Efficiency Market Drivers

Market Size*

\$14B Electrical Efficiency Services

\$14B Performance Contracting

\$28B/yr

Economic

- ◆ Lowers Consumer Costs
- ◆ Increases Utilities ROI: Decoupling

Environmental

- ◆ Global Warming
- ◆ Sustainability

Security

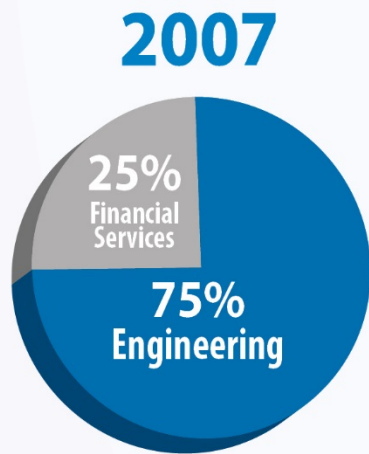
- ◆ Local and National Challenges
- ◆ Resiliency

Political

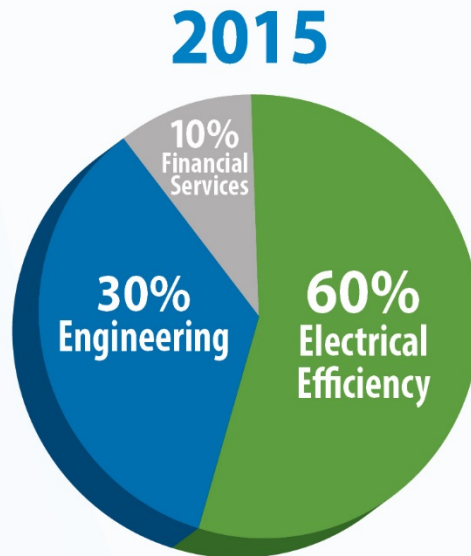
- ◆ Willingness to Regulate
- ◆ Move Away from Coal

*ACEEE Study. Size of U.S. Energy Efficiency Market.

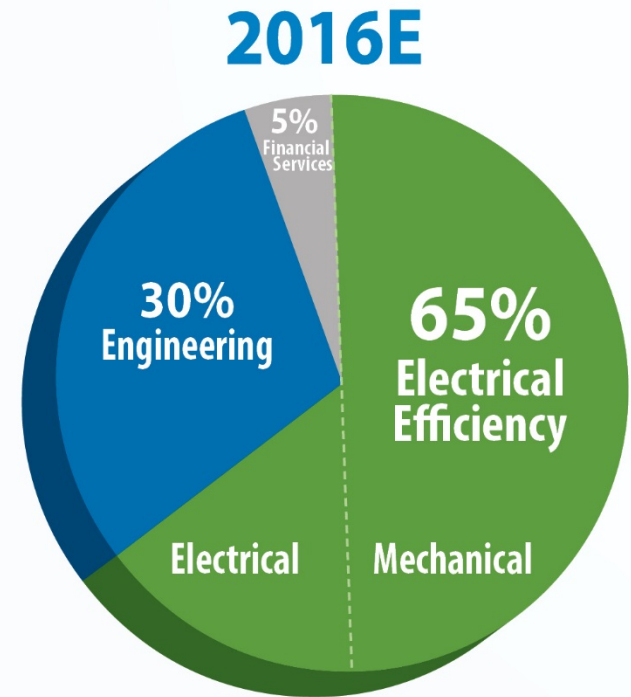
MORE RECESSION RESILIENT



\$79m



\$135m



\$170-185m

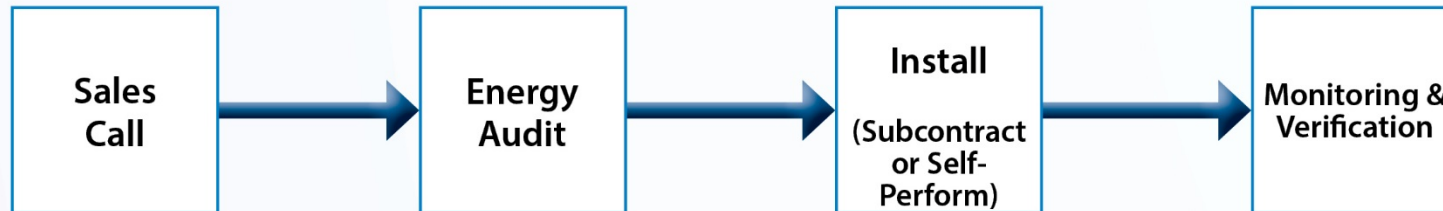
Vulnerable
to
Recession



More
Recession
Resilient

EXAMPLE ELECTRICAL EFFICIENCY PROJECTS

Utility Contracts



Unit Price
Client Funds

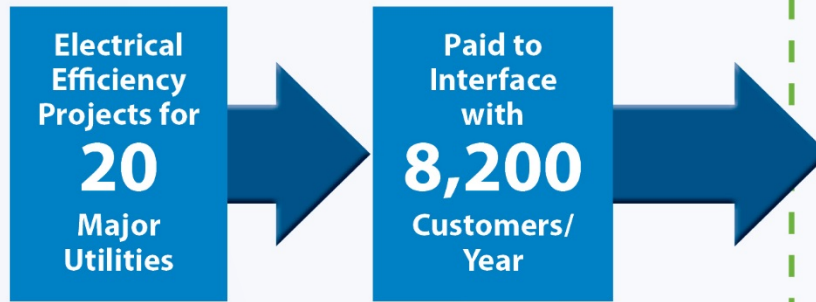
Performance Contracts



Willdan
Funds

Client
Funds

CROSS-SELLING OPPORTUNITIES



Cross-Selling Opportunity

| Sample Projects | Approx. Value | Status |
|---------------------------------------|---------------|---------|
| 1. California LCR | \$90m | Won |
| 2. North West Utility | \$8m | Pending |
| 3. NY Village | \$2m | Won |
| 4. KS Municipality | \$4m | Won |
| 5. Large Hotel Chain | \$2m | Won |
| 6. Elk Grove LED | \$3.5m | Won |
| 7. Community Choice Aggregation (CCA) | \$1m | Won |

Enabled by Abacus, 360 and Genesys Acquisitions

ELECTRICAL EFFICIENCY ENGINEERING ACQUISITION








Acquisition Closed March 4, 2016



◆ Genesys

- Adds power engineering services to the East Coast
- Expands capabilities with universities and hospitals
- Adds >\$30M revenue/ accretive to earnings in 2016

DIVERSIFIED CUSTOMER BASE

| Client Category | % Willdan 2015 | | Example Customers |
|--------------------------|----------------|------------|---|
| | Now | Future | |
| Utilities | 50% | Decrease % |   <small>An EDISON INTERNATIONAL® Company</small>  <small>A Sempra Energy utility™</small> |
| State & Local Government | 35% | Grow % |  State of California  State of New York |
| Industrial | 7% | Grow % | Small Business |
| Commercial | 6% | Grow % |   |
| Federal Government | <2% | Grow % | -- |
| Residential | 0% | None | -- |
| International | 0% | Consider | -- |

ROOM FOR GROWTH – FRAGMENTED MARKET

Competitors

| Category | Name | Ticker | Revenue (\$m) |
|-------------------------------|---------------------------|------------|---------------|
| Management Consultants | – Navigant | NCI | \$834 |
| | – ICF | ICFI | \$1,132 |
| | – Ameresco | AMRC | \$631 |
| Accounting | – Cap Gemini | CGEMY | \$13,480 |
| | – Accenture | ACN | \$31,170 |
| | – PricewaterCoopers | – | – |
| Equipment Manufacturing | – Honeywell International | HON | \$38,580 |
| | – Siemens AG | SIEMENS.NS | \$81,040 |
| | – Johnson Control | JCI | \$37,179 |
| Engineering Firms | – AECOM | ACM | \$17,990 |
| | – Black & Veatch | – | \$3,600 |
| | – CH2M Hill | – | \$5,400 |
| Private Equity-Backed Roll-up | – Goodcents | – | \$50 |
| | – Franklin Energy | – | \$100 |
| | – CLEAResult | – | >\$150 |

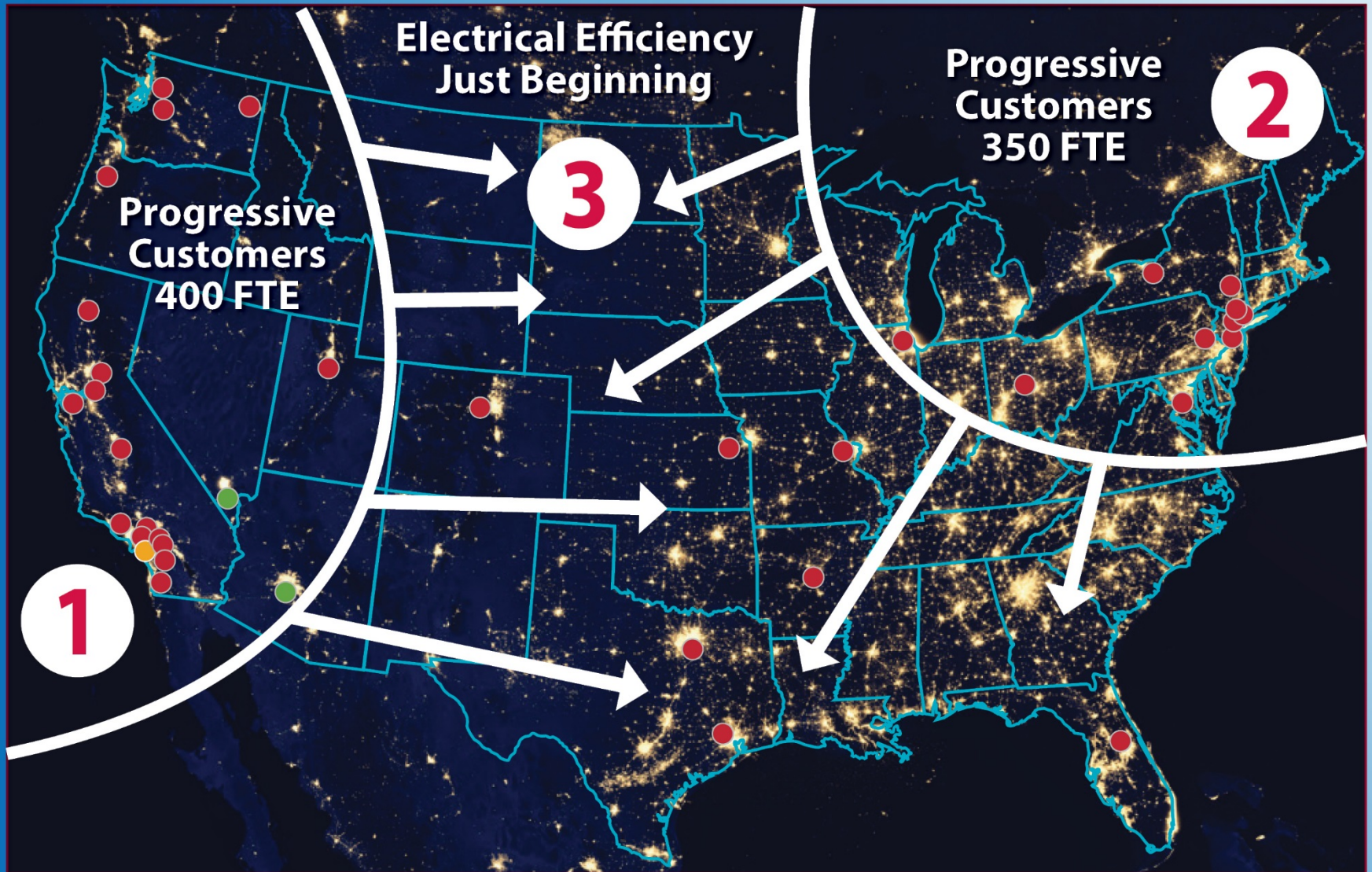
VESTED AND EXPERIENCED MANAGEMENT TEAM

Understands That Organic + Acquisitive = Value Creation

| | Size Company That Helped Build | Growth Method | Years with Company |
|---|--------------------------------|---------------------------|--------------------|
| Tom Brisbin <i>President & CEO</i> | \$1B | organic | 8 years |
| Stacy McLaughlin <i>CFO</i> | -- | -- | 5 years |
| Mike Bieber <i>SVP, Corporate Development</i> | \$3B | 70 acquisitions & organic | 1 year |
| Ed Saltzberg <i>SVP, Business Development</i> | \$1B | organic | 1 year |
| Marc Tipermas <i>President, National Programs</i> | \$1B | organic | 8 years |

Management and employees own ≈ 40% of shares

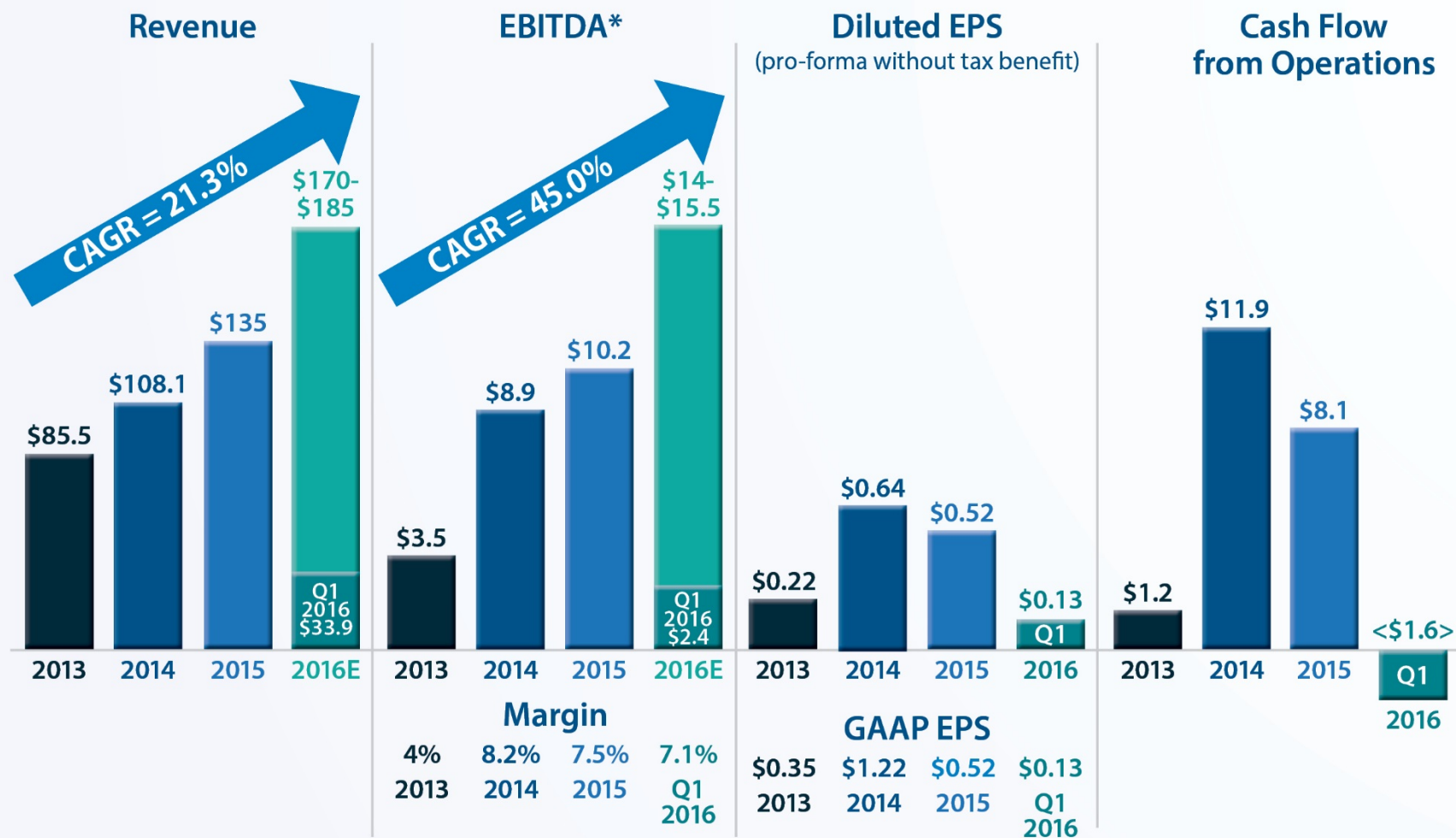
GEOGRAPHIC COVERAGE



● = Headquarters ● = Original Offices ● = Geographic Expansion

THREE-YEAR FINANCIAL PERFORMANCE

\$ in millions

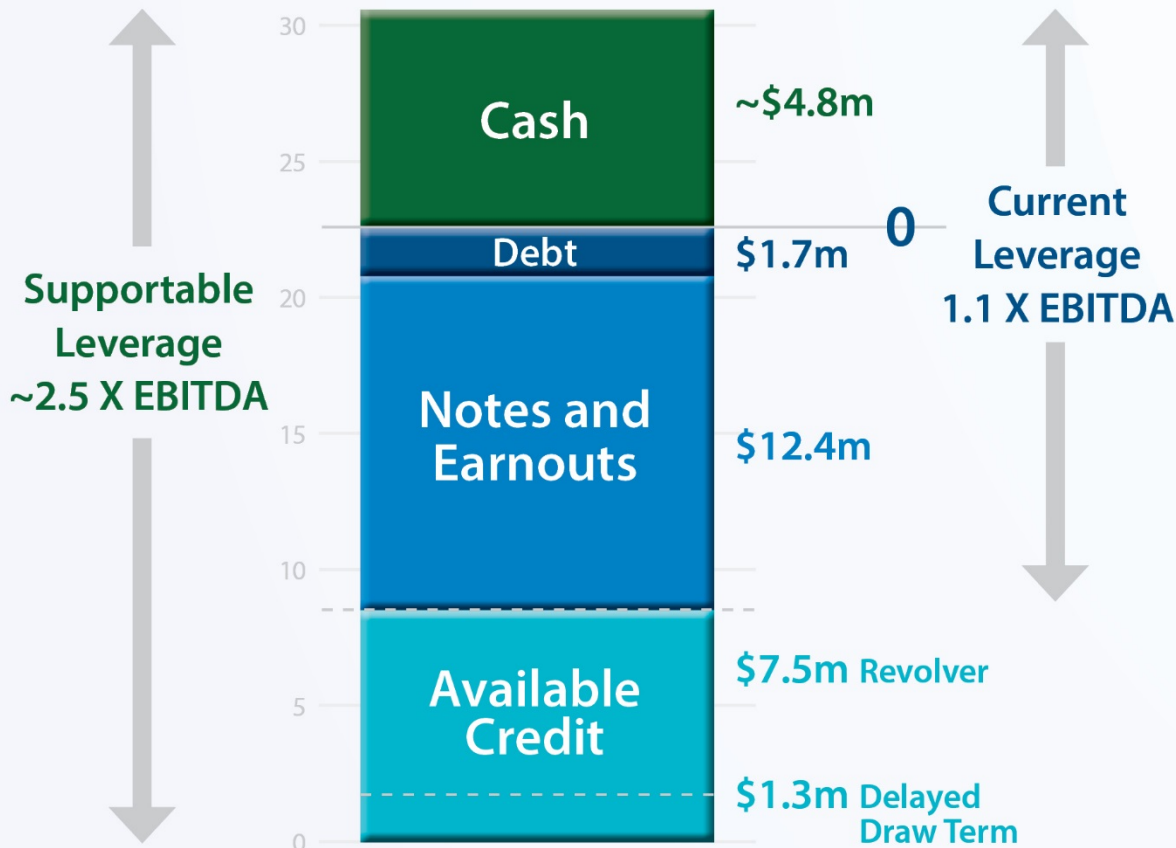


*Earnings before interest, taxes, depreciation and amortization. EBITDA is not a measure calculated in accordance with generally accepted accounting principles (GAAP) and should not be considered a replacement for GAAP results. See appendix for a reconciliation to GAAP financial measures.

BALANCE SHEET/ACQUISITION STRATEGY

\$ in millions

Available Liquidity after Q1 Genesys Acquisition

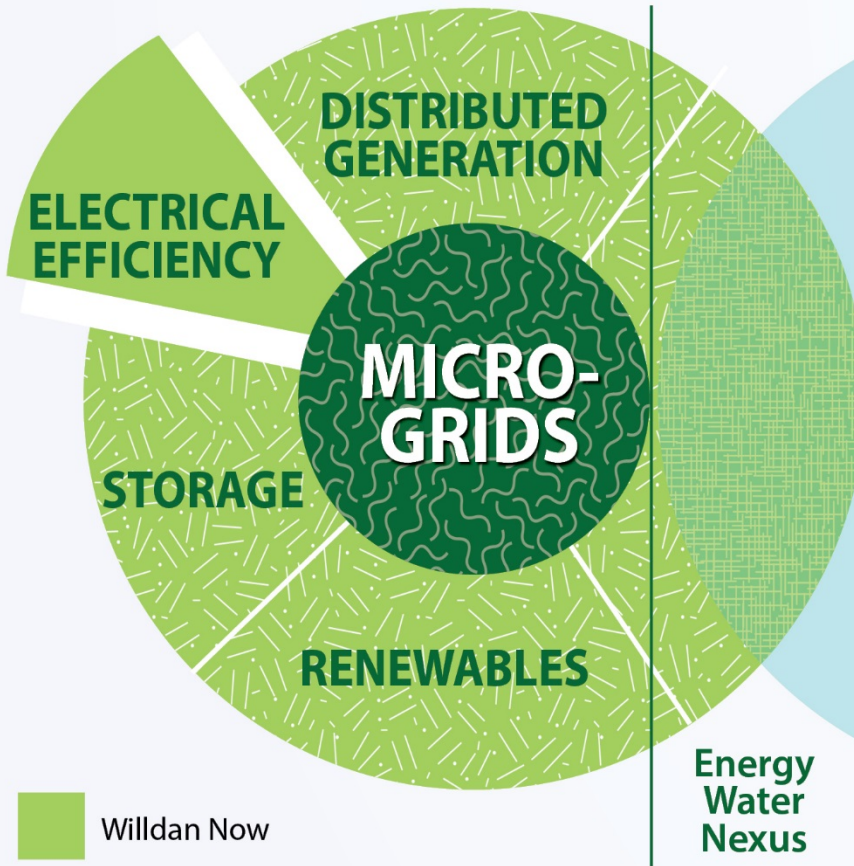


- ◆ Target small accretive tuck-in acquisitions
 - Expand geographically
 - Expand service offerings
- ◆ Past Success
 - Grew \$8m/yr electrical efficiency acquisition in 2008 to >\$50m/yr

GROWTH STRATEGY

ENERGY

WATER



| | Long-Term | Mid-Point 2016E |
|------------------------|----------------|------------------|
| Organic Growth | >10% | ~10% |
| Accretive Acquisitions | >10% | >20% Complete |
| Total Growth | >20% | >30% |

SUMMARY

- ◆ We are a high-growth electrical efficiency company
- ◆ We have a vested and experienced management team

- ◆ **2016 Outlook:**

| | Range | Growth % |
|---------|--------------|----------|
| Revenue | \$170 - 185m | 26 - 37% |
| EBITDA | \$14 - 15.5m | 37 - 52% |