



Positive Energy +

A top workplace where people learn, grow and stay



Our work matters

American Transmission Co. is a great place to work because what we do matters. We work with smart, committed and caring people. Our positive energy, along with great pay and benefits, is why employees want to learn, grow and stay here.



Positive Energy describes our contributions to the lives of electric consumers, our customers and communities. It also describes the passion and teamwork among ATC employees.

I care about the success of our organization, and I challenge all ATC employees to live our values and bring our vision and mission to life. I am committed to supporting everyone in the process and confident that by living these values, we will continue to compete as a leader in our industry. I look forward to continuing to celebrate our successes. Thank you for your interest in learning more about ATC and for considering joining our amazing team.

Mike Rowe, Chief Executive Officer

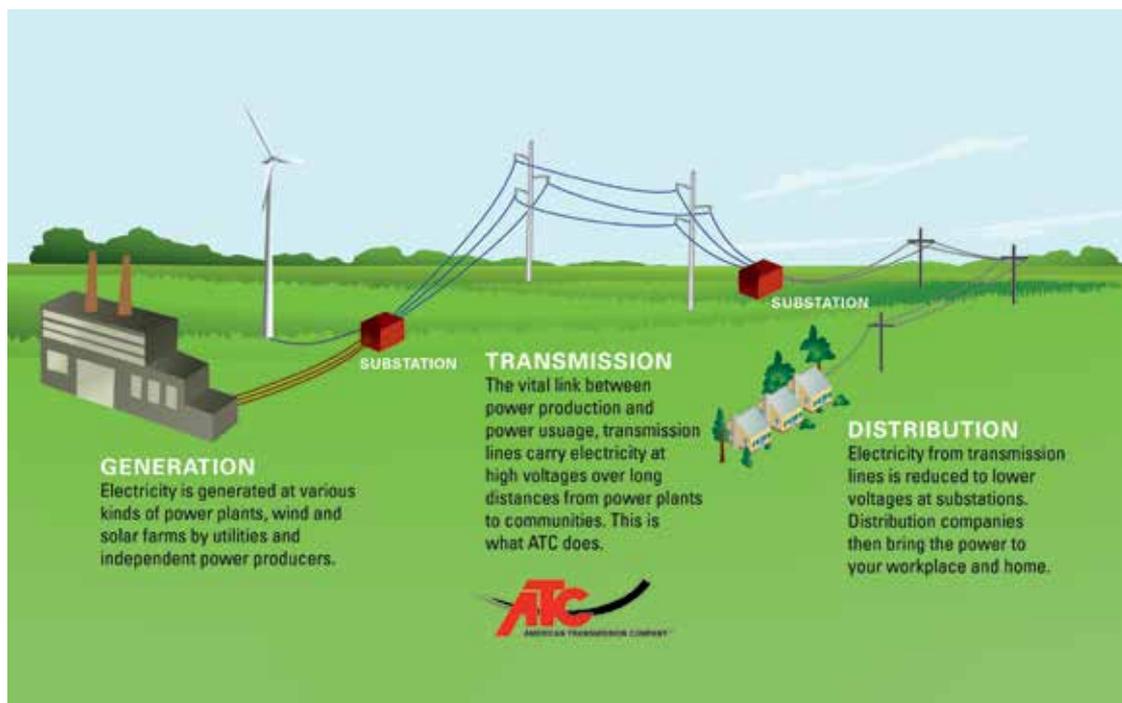
VISION **Connecting you with a sustainable energy future**

MISSION **To perfect our business and lead the transition to a sustainable energy future**

CULTURE **ONE TEAM - connected by purpose, curiosity and positive energy**

VALUES **we care | we challenge | we commit
we communicate | we complete | we celebrate**

How the electric system works



Take a look around. Energy powers our homes, our communities and our world.

ATC is a transmission-only electric utility that helps keep the lights on, businesses running and communities strong in portions of Wisconsin, Michigan, Minnesota and Illinois. As an owner and operator of over 10,000 miles of transmission lines and 582 substations, we help meet the power needs of more than 5 million customers in Midwestern communities.

“Working for a dynamic, growing company like ATC gives each of us the opportunity to try new things, and develop a passion for our careers by virtue of doing work that matters and has purpose.” - Christopher, IT director



We're on a mission

We strive to provide an exceptional workplace for all by providing opportunities for employees to challenge and develop themselves while fostering a culture of innovation. We need employees who want to be part of our success story, helping us grow while growing themselves both personally and professionally. If ATC is right for you, you'll be surrounded by smart, passionate leaders and coworkers who will appreciate your contributions.

You'll be rewarded

We care about our employees and their wellbeing. Through our Total Rewards program, we recognize our employees' knowledge, skills and contributions to our success. We actively listen to our expanding, diverse team, and continuously improve our comprehensive Total Rewards package to meet their needs.



At ATC, we strive to broaden the extensive knowledge and experience of our employees through a number of different learning and development tools.

- **Coaching:** receive ongoing personal coaching to help develop your skills and knowledge, strengthen relationships and develop your career
- **Career development:** take advantage of personalized learning opportunities including on-site training, mentoring, industry conferences and skill development
- **Education:** use tuition assistance for pursuing an educational degree



You and your family are important to us. The resources ATC provides help our employees and their families live healthy, balanced and productive lives.

- **Health:** select from generous consumer-directed plans that include hearing and prescription drug benefits, and competitive dental and vision plans
- **Time off:** take the time you need with our market-leading flexible paid time off package that includes vacation, paid personal time and 11 paid holidays
- **Wellness:** we are committed to your health and wellbeing and our wellness program provides tools, resources and rewards for you and your spouse to lead a healthy, productive and balanced life



ATC rewards performance and promotes employees' long- and short-term financial security.

- **Bonus:** earn performance-based bonus pay for meeting company and personal goals
- **Retirement:** build wealth and invest in your future through our 401(k) plan that includes matching contributions, as well as our employer funded pension plan
- **Financial well-being:** consult with our no fee investment professionals for help in growing your retirement savings to protect your lifestyle
- **Health savings account:** save, carryover and invest for future medical expenses with our tax-advantaged HSA, which may include an employer contribution



We foster diverse teams of talented people working safely together, and we celebrate our successes.

- **Recognition:** be rewarded and recognized for your contributions in a variety of ways
- **Community involvement:** use paid personal time to volunteer; join your coworkers in making a difference in the communities we serve
- **Diversity:** join a team of people who respect and embrace diversity of all aspects
- **Environmental commitment:** help protect the environment at a company that actively promotes stewardship, sustainability and safety
- **Top workplace:** be a proud team member at a regionally and nationally recognized top workplace

Join our team

We are proud of the positive energy within our workplace. People learn, grow and stay here because they enjoy a spirited one-team culture that values collaboration, innovation and diversity. Feedback from our employees has placed ATC on several local and national top workplace lists, including Great Place to Work®. We've garnered other awards and recognitions, including the Workplace Excellence Award from the New North. We "walk the walk" when it comes to having a positive and engaging workplace culture.



Join us! atcllc.com/careers



