Datacenters are the infrastructure that delivers the cloud

Datacenters are an investment in critical digital infrastructure needed by all kinds of businesses, like banks, small businesses, local startups, hospitals, schools, first responders, and governments.

Cloud services delivered by datacenters generate thousands of technology jobs to build and support digital platforms, products, and services.

Datacenters enable AI, which opens the doors to new ways of exploring data, conducting research, and developing solutions to solve challenging problems.

When we join a community, we pledge to build and operate datacenters that address societal challenges and create benefits for communities

Contributing to a sustainable future

Advancing community prosperity and well-being

Operating responsibly as a good neighbor

Microsoft

Contributing to a sustainable future

Our datacenters will support society's climate goals and become carbon negative, water positive, and zero waste before 2030.

- We will procure 100% renewable energy coverage globally by 2025 which will help decarbonize the grid.
- Our datacenter designs will be more water-efficient than traditional enterprise datacenters, and we will replenish more water than we consume by 2030.
- We will achieve zero waste by 2030 by diverting waste from landfills through reduction, reuse, recycling, and composting.

In Wisconsin:

- Partnering with Root Pike WIN to fund 20 ecological restoration projects, like Lamparek Creek, Cliffside Park.
- Partnering with National Grid Renewables to build a 250 MW solar project in Portage County, scheduled to begin operating in 2027.

Microsoft

Advancing community prosperity and well-being

We will deliver local, economic, social, and environmental benefits

- We will work closely with communities and local organizations to provide digital skills training and STEM education to equip residents with future-ready skills.
- We will contribute towards upgrading local infrastructure and our tax revenue will translate to local benefits and social services.
- We will partner with local suppliers, create apprenticeship opportunities, and well-paid jobs.

In Wisconsin:

- Construction of the first datacenter in Village of Mount Pleasant is generating jobs and economic activity.
- We are hiring now for operations employees. For the two datacenters in Mount Pleasant, we expect to hire ~800 full-time employees.

Microsoft

Operating responsibly as a good neighbor

We will regularly engage local communities and operate in a way that respects the local environment.

- We will design our datacenters with the environment and communities in mind. From sustainable practices and building materials to noise and light reduction measures, we strive to work with, and support, the environment and the communities where we are based.
- We will collaborate with neighbors and communities throughout our development and operations, while partnering with nonprofits and suppliers who share our commitment to expand opportunities for all.

In Wisconsin:

- Collaborating with local nonprofits and suppliers who share our commitments to expand opportunities for all.
- Keeping the community informed of project updates via the Wisconsin datacenter community blog.

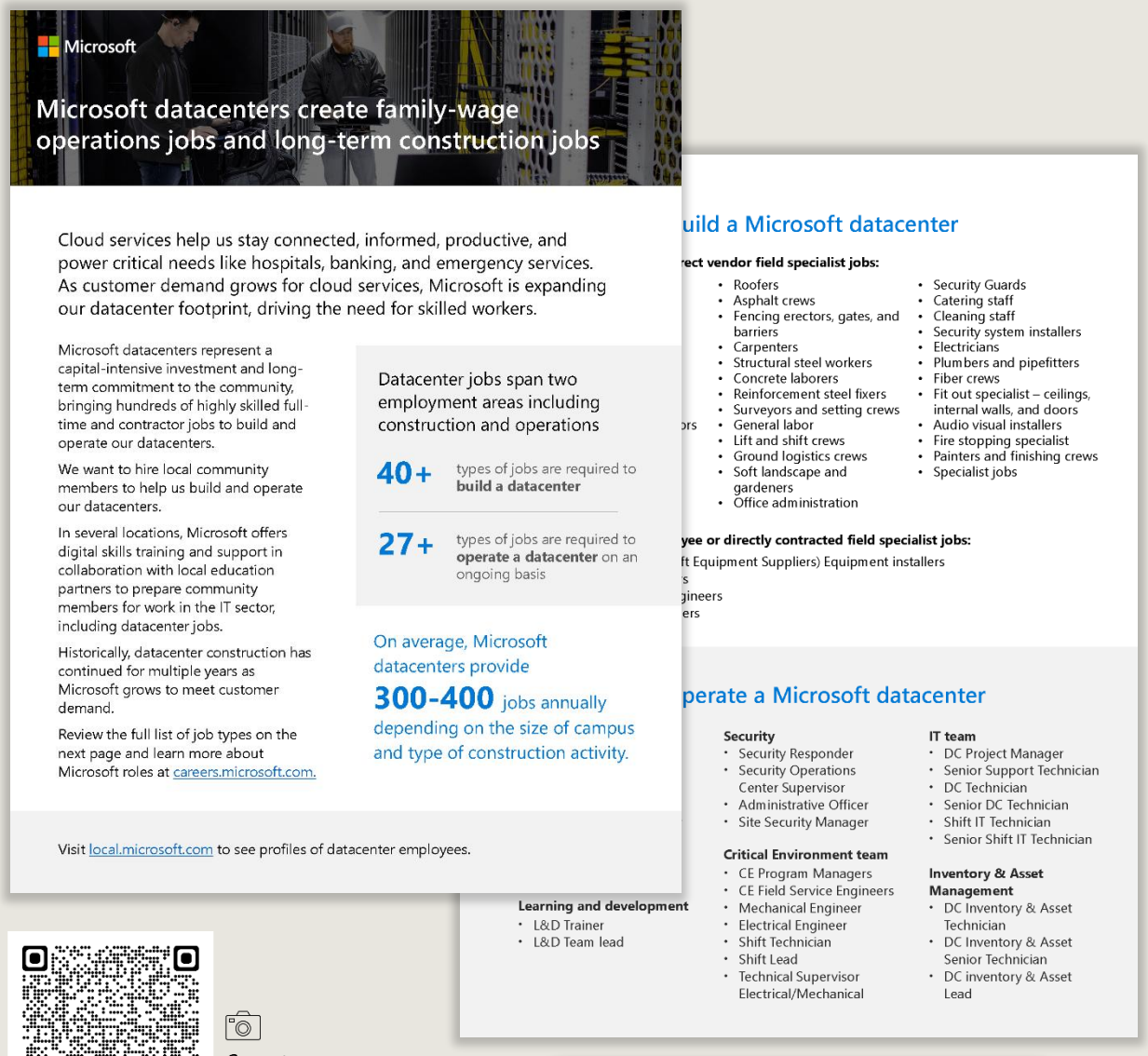
Datacenter jobs span two employment areas including construction and operations jobs

Datacenter construction and hiring is led by our partners

- Electricians
- Plumbers and pipefitters
- Carpenters
- Structural iron and steel workers
- Concrete
- Earth movers

Datacenter Operations

- Campus management
- People management
- Critical environment operations
- Learning and development
- IT Operations
- Mechanical engineers
- Electrical engineers
- Security contractors
- Building maintenance



Scan to learn more

Datacenter-jobs-fact-sheet.pdf

Or visit careers.microsoft.com

Investments in Mount Pleasant and Southeastern Wisconsin

The local community team plans to invest in the Racine County on an ongoing basis by creating local jobs, generating economic growth, providing skills training and education for kids and adults, and creating new opportunities for local businesses and organizations.

STEAM Fundings

We collaborate with **United Way of Racine County** by implementing an 'Equity through Technology' grant fund to support STEM skilling mini-grants, and funding to enhance **STEAM** related programs.

Datacenter Academy

The Mt. Pleasant Datacenter campus will integrate Wisconsin's first **Microsoft Datacenter Academy** program. The academy will have a simulated datacenter lab with de-commissioned equipment and other materials for educational training. Microsoft also offers scholarships and internships to support the students.

Ecological Restoration

Microsoft supports environmental sustainability by working with **Root Pike WIN-** to fund 20 ecological restoration projects. Microsoft's Mt. Pleasant datacenter campus intersects with the Lamparek Creek restoration project, which broke ground in September 2025.

Digital Skilling

We have partnered with **gener8tor Skills** to offer digital skills training through the gener8tor Skills Accelerator Training program to support digital skills training in the community.

Visit us at aka.ms/wisconsindc

Our team is proud to support the following community initiatives

Root Pike WIN

gener8tor Skills Accelerator Training Program

Gateway Technical College

United Way of Racine County

Racine County Summer Youth Employment Program

Eco-Justice Center

Bridge to Success

Community @ 1240

Learn to Animate

Next Level Mentoring Program

Stop Child Abuse and Neglect (SCAN)

The Training Center

Tutoring Laptops at Racine Literacy Council

Microsoft datacenter investments and operations are designed with the local communities and surrounding areas and ecosystems in mind.

Datacenters are designed with landscapes in mind

- → Designing, building, and operating to world-class datacenter standards
- → Making sustainability a foundation for decisions as we work towards our commitments
- → Tailoring our approach based on local community needs and opportunities
- → Replenishing and revitalizing local ecosystems
- → Working with utilities as they aim to reliably serve all customers while meeting our needs, without shifting costs caused by our project to residents

We look forward to collaborating with you

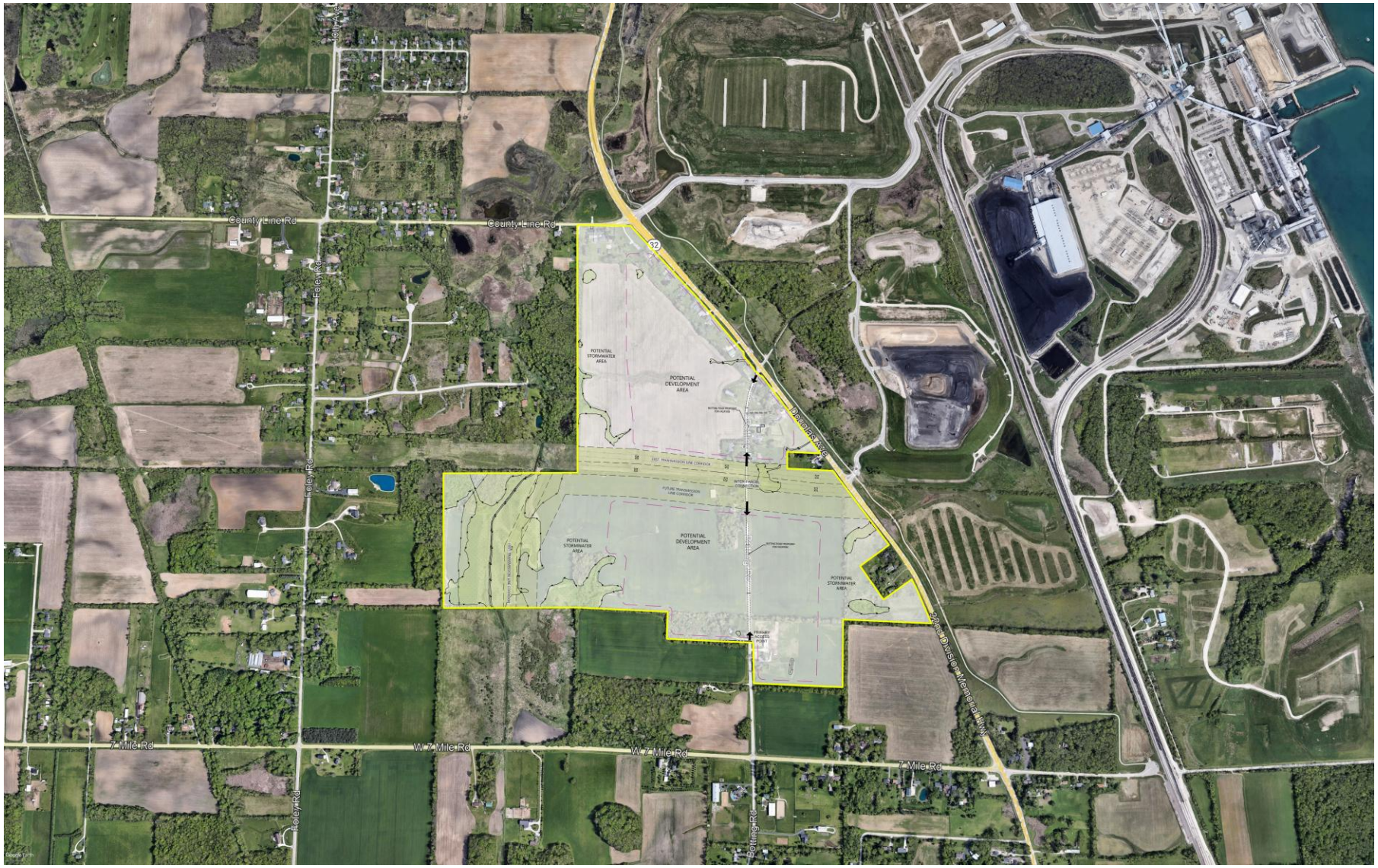
Microsoft

There are six steps to establishing a new datacenter location

- → It's early in the development process
- → The proposal is undergoing rezoning and entitlement processes led by Village of Caledonia
- → We will collaborate with neighbors and communities throughout our development and operations

It's a marathon, not a sprint

Project Nova - Douglas Avenue Assemblage



Dewberry

Concept Plan

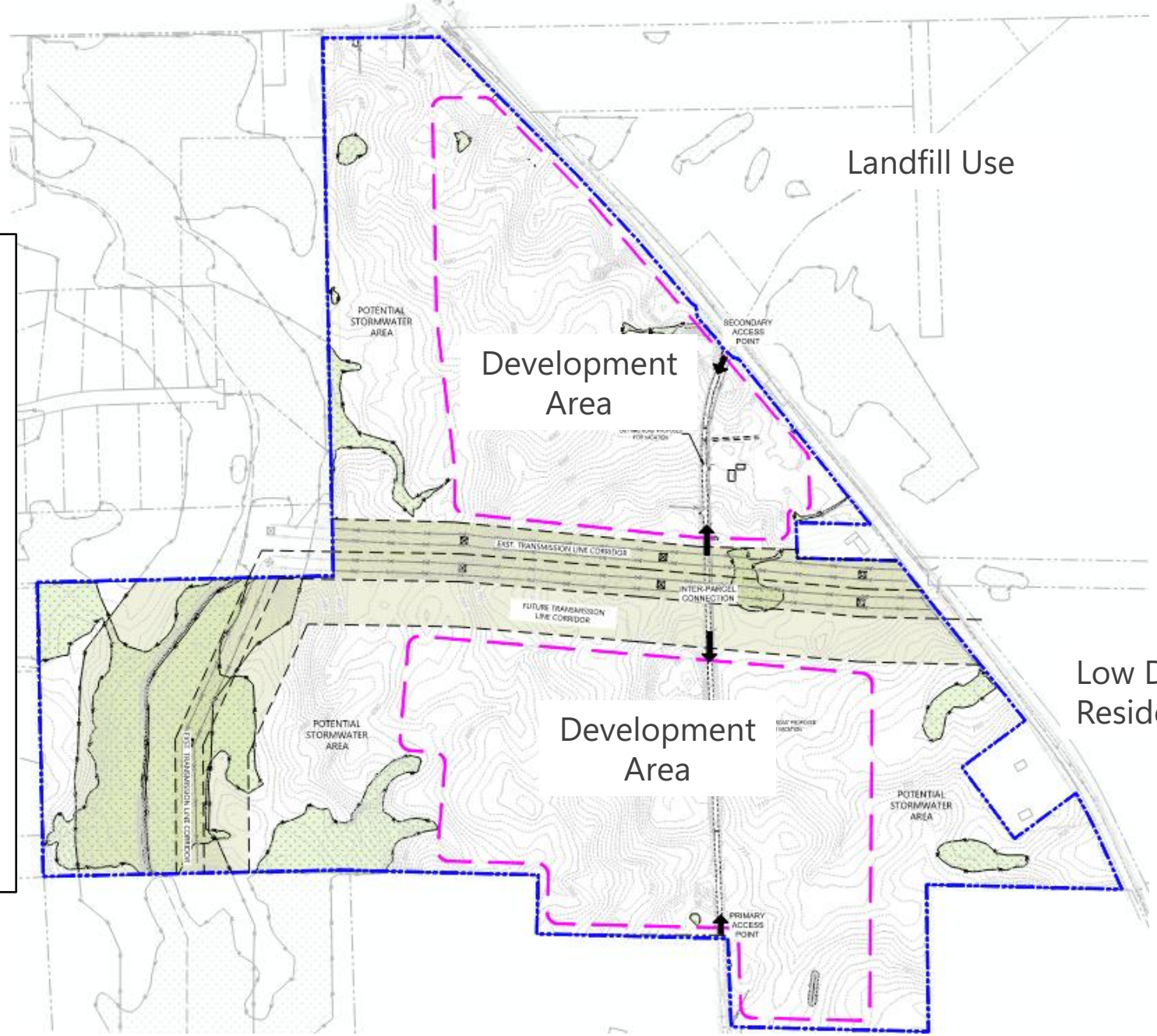
EXHIBIT A

"(w) Transition Light Industrial
Transition Light Industrial areas provide opportunities for low-traffic industrial, and employment uses. Predominant uses are data centers, contractor establishments, and small-scale assembly or production. Appropriate uses do not generate excessive noise or air pollution or require outdoor storage. Open space with landscaping that creates effective visual buffers, reduces noise, and environmental protection on the site will encompass the business. Trails and passive parks are also appropriate.

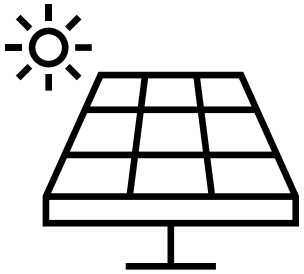
Core Uses	Complementary Uses	Conditional Uses
• Light Production • Data Centers • Flex Space • Solar Power Production Facilities	• Retail & Services Commercial (Ancillary retail) • Institutional	• Civic, Cultural, & Community • Public Facilities • Special Activities • Parks & Recreation • Contractor Establishments with no outdoor storage

DESIGN CHARACTERISTICS
Industries and businesses should incorporate large open spaces and include the following characteristics:

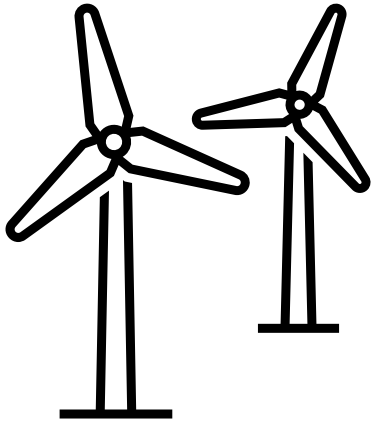
- Industries and businesses will operate within environments incorporating large open spaces, establishing forests, or thickly vegetated buffers, and ensuring effective visual screening from roads and adjacent developments.
- Buildings will maintain heights that transition appropriately to less intense residential uses.
- Noise-generating activities and outdoor operations will be separated from residential areas by buildings, berms, and vegetative buffers.
- Developments will include large, wooded buffers, berms, and setbacks from adjacent residential uses and sensitive environmental or water supply areas."



Responsible infrastructure investments



- Microsoft's goal is that our datacenters cover the costs of energy to serve us.
- Rates—Very Large Customer (VLC) and Bespoke Tariffs:
  - The VLC tariff filed by WE Energies with the Public Service Commission has specific provisions to ensure **Microsoft pays its own way,** and that we cover the costs of energy infrastructure required to serve our load. This structure is designed to **prevent costs from being shifted to other customers.**
  - The tariff requires **Microsoft take long-term risk of any new generation assets** built to serve us and prevents stranded assets costs from being shifted to other customers, while **supporting grid reliability**.
  - Microsoft anticipates the Commission will decide on the tariff in the first half of 2026.
- We continue to support the expansion of carbon-free energy solutions within Wisconsin, and continue to evaluate opportunities for more carbon-free electricity both within Wisconsin and in the energy grid serving the upper Midwest.



Understanding water use and datacenter cooling

- Historically, most datacenter water usage has been for cooling servers to prevent overheating as they deliver cloud and AI services.
- Over time, **we have improved operational water efficiency** by constructing newer datacenters with more effective and targeted cooling systems**.** This helps us achieve one pillar of our datacenter pledge – to replenish more water than we consume by 2030.
- There are a couple types of data center cooling in our existing datacenters:
  - **Air-cooled-only server cooling** - Outside air is utilized majority of the year for cooling our datacenters that house air-cooled servers, **requiring water for cooling only during the hottest portions of the year.**
  - **Liquid-to-chip type cooling:** Introduced in 2024, this **new datacenter design** that optimizes AI workloads and **consumes zero water for cooling** after initial fill. These cooling systems utilize a closed-loop water system with pipes circulating cool liquid directly into servers.
- The datacenter **cooling method is determined during the design phase** and incorporates factors like climate, water availability, and what type of servers will be deployed.
- When we do use water for cooling, **we work with local utilities to make sure there is capacity available for our demands**. That might mean investing in necessary infrastructure to support datacenter cooling, such as water pipes or pumps to maintain required pressure. **Microsoft pays for these upgrades**. We take responsibility for sourcing any water we use so our datacenters don’t strain the community’s water supply or raise utility bills.