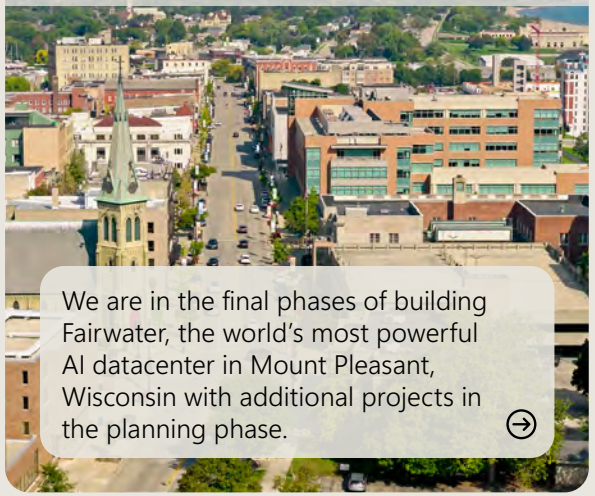
Microsoft datacenters in Wisconsin

As we build and operate datacenters, we aim to address local challenges and create benefits for communities.

Our commitment is reflected in three key areas: advancing community prosperity, contributing to a sustainable future, and being a good neighbor through responsible operations.

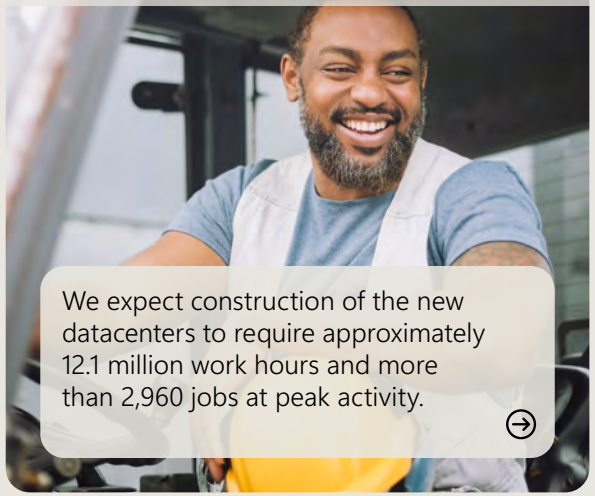
Published October 2025. This document shares information we have as of the publication date, and it includes estimated information and projections. The information is provided as is and may change without notice.

About



We are in the final phases of building Fairwater, the world's most powerful AI datacenter in Mount Pleasant, Wisconsin with additional projects in the planning phase.

Jobs



We expect construction of the new datacenters to require approximately 12.1 million work hours and more than 2,960 jobs at peak activity.

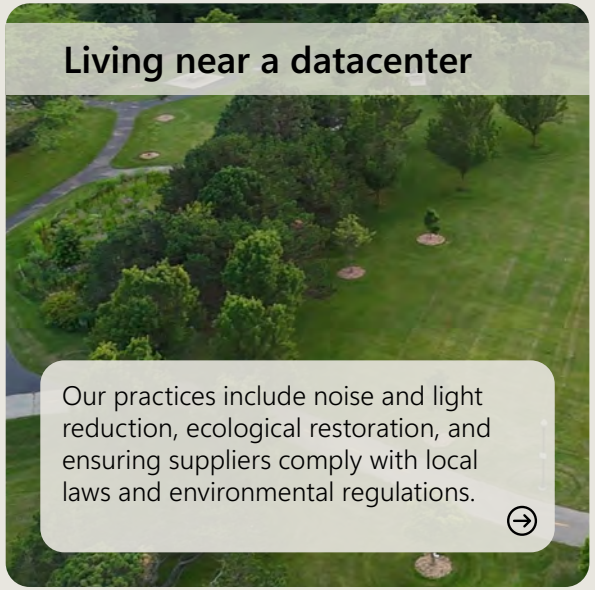
Investments

Over the last year Microsoft collaborated with over 40 Wisconsin organizations like United Way, the Universities of Wisconsin, the Wisconsin Technical College System, and Gener8tor.

Water

New facilities in southeast Wisconsin will be built to use mostly zero-water cooling solutions, with a smaller fraction of servers using direct evaporative cooling.

Living near a datacenter



Our practices include noise and light reduction, ecological restoration, and ensuring suppliers comply with local laws and environmental regulations.

Learn more

Learn more about our datacenters by visiting **aka.ms/insideadatacenter**

Advancing community prosperity and well-being

Our datacenters increase local economic activity, create jobs, and boost tax revenue, benefiting residents and the community.

Watch our video to learn more about Microsoft jobs in your community

Jobs

We partner with local suppliers and create well-paid construction and datacenter operations jobs.

Microsoft is building datacenters in southeastern Wisconsin.

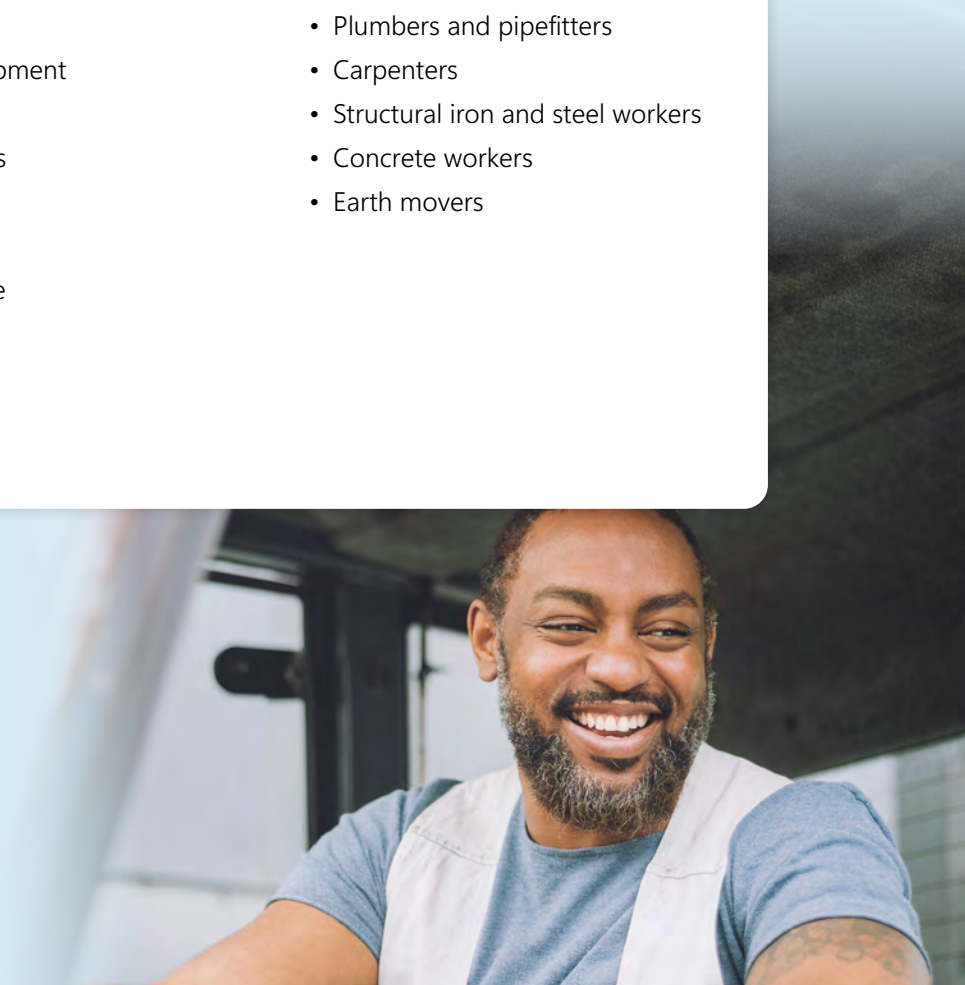
- We expect construction of the new datacenters to require approximately 12.1 million work hours and more than 2,960 jobs at peak activity.
- We anticipate 2,000 jobs for the completed phase of datacenter development. We currently project approximately 500 full-time employees and contractors will be hired for the first datacenter by the end of 2026. We expect that number will continue to grow as the other datacenters become operational.

Datacenter operations jobs

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

Construction jobs

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



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Advancing community prosperity and well-being

Our datacenters increase local economic activity, create jobs, and boost tax revenue, benefiting residents and the community.

Taxes and economic impact

Microsoft datacenters represent a capital-intensive investment and long-term commitment to the community.

Communities around the world can typically anticipate significant economic benefits in combined local output, employment income, and public revenue contributions—from a single large-scale datacenter.

- Local economies benefit through significant investments in land, construction, and infrastructure.
- Local businesses are supported through sourcing materials and services from nearby vendors and contractors.
- Operational activities—such as purchases from local businesses and utility usage—generate economic output and tax revenue.
- A datacenter presence can serve as a catalyst for technology sector growth, attracting startups, spurring innovation, and creating new job opportunities.

Community investments

Working with local partners, we invest in programs that reflect community priorities and use our strengths as a technology company.

Last year, Microsoft's community investments supported six locally identified projects in Wisconsin. To date, we've contributed to a range of programs, including:

- Funds for Digital Skills and Community Support with United Way of Racine County
- Essential Supports grant fund, which provided funding to organizations delivering wraparound support
- Racine Unified School District's (RUSD) Girls in STEM program expansion
- Microsoft AI Co-Innovation Lab at the University of Wisconsin-Milwaukee
- United Way and Community Skills Initiative
- Watershed restoration projects in Racine and Kenosha counties
- Farm Beats program

Datacenter Academy

Microsoft collaborated with Gateway Technical College to open the Datacenter Academy, helping job seekers and students in Wisconsin gain in-demand technology skills.

- In 2024–2025, Microsoft provided 23 scholarships to local students.
- Read more about the Datacenter Academy program at Gateway.

Learn more about Microsoft investments in Wisconsin.

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Contributing to a sustainable future

Our datacenters are designed for high efficiency, using less energy and water than traditional enterprise facilities.

Resources

Learn more about datacenter sustainability

PUE & WUE for operational datacenters

Watch this video to understand water use at Microsoft datacenters

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Energy

- Microsoft is partnering with WE Energies to deliver the energy infrastructure needed for our southeast Wisconsin datacenter, while ensuring we pay our fair share and protect other ratepayers.
- We're adding new carbon-free electricity to the regional grid equal to our datacenter's consumption—including a 250 MW solar project in Portage County, WI with National Grid Renewables.
- Our investments in carbon-free electricity across Wisconsin and the broader Midwest support both local sustainability and Microsoft's global goal to match 100% of our datacenter electricity use with carbon-free sources by 2025.
- Our datacenters in Wisconsin will be designed for our backup generators to use a renewable biofuel that reduces net carbon emissions.

Water

- Our facilities in Wisconsin will be built to use mostly zero-water cooling solutions, with a smaller fraction of servers using direct evaporative cooling.
- Zero water evaporated direct-to-chip cooling uses a closed-loop system where water remains in the circuit to be reused over time for cooling. Direct evaporative cooling uses water for cooling less than 5% of the year when the temperature is above 85 degrees Fahrenheit.
- For direct evaporative cooling, when the temperature exceeds 85°F (29.4°C), water flows into the facility and cycles through the cooling system between 2–5 times. A portion of the water evaporates, while the remainder is typically discharged back to the local wastewater treatment plant in compliance with local regulations.
- In Wisconsin, Microsoft will purchase water from the City of Racine.
- We work with local utilities to ensure the community has ample water resources. We have made financial investments in water infrastructure across the globe, replacing and extending decades-old facilities that benefit local residents. These investments also pave the way for community growth.
- To learn more, visit the datacenter water consumption fact sheet.

Waste

- In 2020, as part of our goal to become zero waste by 2030, we set a target of reusing or recycling 90% of our end-of-life assets globally.
- We reached a 90.9% reuse and recycling rate in 2024. Microsoft Circular Centers—which process decommissioned servers and cloud hardware—were a key part of that success.
- To learn more, take a virtual tour of a Microsoft Circular Center.

Operating responsibly as a good neighbor

Each datacenter has a unique design, where the environment, community, and safety are prioritized.

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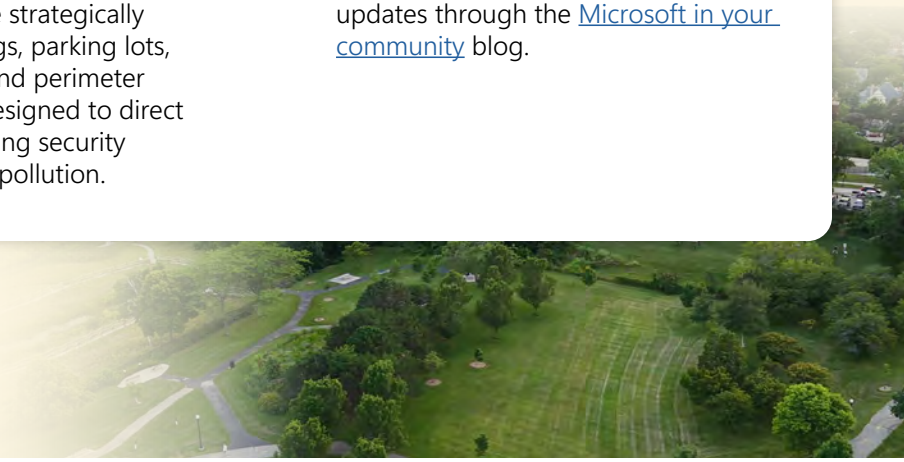
Living near a datacenter

- Vegetative screening and building setbacks will be included where possible and in accordance with local ordinances.
- Unlike distribution warehouses, operational datacenters do not generate constant truck traffic. Deliveries are infrequent.
- The main sources of sound at datacenters include employee vehicles, occasional truck deliveries, backup generators, and HVAC equipment. Building setbacks help minimize the noise from backup generators and HVAC equipment.
- Exterior lighting will be strategically placed around buildings, parking lots, roadways, sidewalks, and perimeter fencing. Fixtures are designed to direct light downward, ensuring security while minimizing light pollution.
- During construction Microsoft's general contractors will comply with local noise ordinances and specifications outlined in the permitting process.
- The community will be informed of permitted work hours and other updates through the Microsoft in your community blog.



Staying connected

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