At Floyd|Snider, we believe in building relationships with our clients, teaming partners, and regulators that are based on technical proficiency, resourceful problem-solving, engineering and design expertise, and strategic implementation. We proudly serve clients in all sectors of our communities: ports, municipalities, industries, developers, contractors, and government agencies. In 2017, Floyd|Snider became the first Certified B Corporation® environmental consulting firm in the United States. As a Certified B Corp, we assist clients in defining and achieving project goals for contaminated upland and aquatic properties, and we do our work and manage our business in a way that provides benefit to our communities and environment, as well as to our shareholders.

The purpose of this Benefit and Sustainability Annual Report is to guide, communicate, and document our commitment to being a socially and environmentally responsible company. We have organized the Annual Report around who we are as a Certified B Corp, our firm sustainability practices, and our commitment to community environmental stewardship.

WHO WE ARE AND OUR MISSION

Since Floyd|Snider’s founding in 1996, our company mission has been “to provide comprehensive consultation services to assist our clients in both defining and achieving long-term objectives for contaminated properties.” We assemble and manage strong project teams by utilizing our large network of local, regional, and national experts, and our knowledge of experienced and cost-effective local firms. One of our foundational goals is to provide on-going evaluation, guidance, facilitation, and management of complex projects, so that projects finish with the same pride and enthusiasm with which they began.

Our company employs an accomplished staff of environmental scientists, engineers, geologists, ecologists, chemists, statisticians, planners, facilitators, project managers, and assistants who work in a creative and collaborative environment. We are dedicated to quality in our work and to building rich, enduring, productive relationships in order to accomplish goals beyond each of our individual capabilities. Floyd|Snider is based in Seattle, Washington, and is state certified as a Women-Owned Business Enterprise.

Our mission has always included the values that are paramount to the B Corp™ philosophy. We are dedicated to supporting a good quality of life for our employees, offering benefits and shares in company ownership for all employees, comfortable and ergonomic office spaces, and opportunities for professional and personal growth. These policies, which were in practice long before we became a Certified B Corp, set us apart from many other Seattle firms in our sector. In 2017, the Shareholders agreed unanimously to change our corporate structure to a Social Purpose Corporation and apply for B Corp certification.

“The B Corp movement is one of the most important of our lifetime, built on the simple fact that business impacts and serves more than just shareholders—it has an equal responsibility to the community and to the planet.”

Rose Marcario
B Corp Member & CEO of Patagonia
OUR COMMITMENT TO BE A SOCIALLY RESPONSIBLE COMPANY

Floyd|Snider has chosen to become a Social Purpose Corporation (SPC) in the state of Washington and a Certified B Corp. This demonstrates our commitment to perform our consulting services and manage our business in a manner that provides benefit to our employees, our communities, and the environment, in addition to providing financial benefit to our shareholders.

Certified B Corps (the B stands for “benefit”) are for-profit companies certified by B Lab®, a global nonprofit, to meet rigorous standards of social and environmental performance, accountability, and transparency. Floyd|Snider has always made business decisions based on how our actions will affect our employees, the environment, and the community. Becoming both an SPC and Certified B Corp solidifies our commitment to be a socially responsible company. Learn more about B Corp™ and B Lab® here. Per B Lab®, as of 2018 there is a growing community of more than 2,000 Certified B Corps from over 50 countries working together toward one unifying goal: to redefine success in business!

B CORP ASSESSMENT AND MEASURES OF SUCCESS

In order to become a Certified B Corp in the state of Washington, an SPC company takes a B Impact Assessment, which assesses the overall impact of a company on its stakeholders. A company’s Impact Assessment Score is measured on a 200-point scale, with a minimum score of 80 required in order for a company to be eligible for B Lab® certification. Floyd|Snider completed its Impact Assessment in the spring of 2017, and received a score of 121. The median overall score for companies who completed the Impact Assessment in 2016 was 55. We take pride in our Impact Assessment Score, and will use the certification and the Impact Assessment as tools annually to help us continue to become a more sustainable company.

The four Impact Assessment categories are: Environment, Governance, Workers, Employees, and Community Involvement. In the following sections of our Benefit and Sustainability Annual Report, we provide an overview of our assessment results in each of these four categories and also highlight our sustainability practices and our commitments to minimizing waste and maximizing reuse and recycling. We also describe our commitment to community environmental stewardship, including volunteering and engagement with non-profits.
A company’s positive environmental impact is measured by the extent to which its products, services, suppliers, and decisions promote positive environmental outcomes. Not only does this category and the resulting score recognize businesses whose services promote awareness about environmental issues and facilitates conservation, it is also about internally encouraging good environmental stewardship and reducing our business’s environmental footprint.

As an environmental consulting firm, Floyd|Snider puts environmental awareness and conservation into practice daily. We also work to continually improve our environmental stewardship through thoughtful practices in our day-to-day operations. We are committed to supporting green building design, providing smart office operations, buying green, encouraging responsible work commutes, advancing office technology, and nurturing a healthy work environment. Below we overview how we work to meet these objectives and continue our commitment to implementing these sustainable and environmental principles.

### Recycling and Composting

Floyd|Snider is committed to reducing toxic materials in landfills, with resourceful electronic waste recycling and readily available receptacles for recycling, shredding, and composting in our office building. Seattle Municipal Code requires that no recyclable or compostable products be placed in the garbage. In addition to our utilities’ requirements, we choose to participate in a number of voluntary programs as well.

<table>
<thead>
<tr>
<th>Recycling and Composting</th>
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<tbody>
<tr>
<td>Aluminum, glass, paper, and Styrofoam</td>
<td></td>
</tr>
<tr>
<td>Seattle commercial compost collection</td>
<td></td>
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<tr>
<td>Obsolete/defective computer equipment</td>
<td></td>
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<tr>
<td>“E-Waste” office supply products and machinery</td>
<td></td>
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<table>
<thead>
<tr>
<th>Environment</th>
<th>44 pts total</th>
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<tbody>
<tr>
<td>F</td>
<td>S Score</td>
</tr>
<tr>
<td>Median</td>
<td>7 (15.9%)</td>
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</table>
Commuting and Transportation

We encourage our employees to seek low carbon or carbon neutral transportation to and from the office via walking, biking, carpooling, and using public transit. We have designed our office space to support biking to work by providing bike storage and a locker room. In 2018, 86% of employees chose green transportation.

Our team also works toward reducing our city’s carbon footprint by engaging in responsible commuting practices to and from project sites and client meetings. We have implemented the following programs and incentives to encourage alternative commuting and to subsidize cost:

- $100 monthly commuting stipend for employees
- Free bicycle storage with access to shower facilities
- Option of receiving pre-tax dollars toward commuting expenses (Internal Revenue Code Section 132(f) Qualified Transportation Fringe)
- Virtual meeting options via Skype, Zoom, or Cisco WebEx
- Reliable internet phone system and remote desktop allowing employees to work remotely when needed and stay connected to our Floyd|Snider community
Office Operations

Floyd|Snider staff are extremely conscious of the impact they can have on waste reduction in the office. We significantly lower office waste through a sophisticated electronic filing and archiving system, a file-sharing program that makes electronic submittals easy and secure, and paperless invoicing and client payments when possible. We also work to lower our footprint through the use of 100% recycled printer paper for all routine printing, and print double sided when applicable. In addition to these daily efforts, we use the following systems to decrease our office’s impact on the environment.

- SirsiDynix’s EOS.Web library software and cloud storage for digital document archiving
- SMART Board and sophisticated screen projection equipment in conference rooms for meetings and presentations, reducing the need for printed handouts
- Konica Minolta Bizhub C6543e printers supplied with Simitri HD toner with biomass to reduce carbon dioxide emissions and conserve energy
- PUR faucet filtration systems installed on all faucets to promote better water quality and avoid the need to provide bottled water
- LED lighting and HVAC system, both run on automatic timers to conserve energy

Business Practices

We strive to use vendors who employ green and sustainable practices. For our work in the field, we give preference to vendors invested in dependent and durable products tied to environmentally friendly manufacturing processes and company pledges to dematerialization.

We also promote environmental sustainability and efficiency in all aspects of fieldwork. Floyd|Snider also provides our clients with Green and Sustainable Remediation Services, where we reduce the impact of remedial actions on the environment through strategic remedial investigation, remedy development, and design and implementation for cost-effective, long-lasting, and low-impact alternatives that enhance the selected remedial action and future use of a site.

Our office is located in Two Union Square, an energy-efficient, award winning (Energy Star award and BOMA Building of the Year 1999/2000), and LEED Platinum Certified retail and business space. Two Union Square offers many green and sustainable amenities to its tenants, including their E-Waste program, in which batteries, cell phones, toner cartridges, and many other office supply products and machinery can be recycled through Friendly Earth International.
A company’s positive impact on employees is measured by the extent to which it maintains a compensation and benefit structure beneficial to its employees, maintains an equitable salary scale, allows employees to have meaningful ownership stake in the company, and fosters a positive work environment.

**Company Ownership**

We are 100% employee owned, and a portion of that ownership is through an Employee Stock Ownership Plan (ESOP). The company contributes a percentage of each employee’s salary annually, which results in the purchase of company stock. Every employee is eligible to participate and vesting is immediate. Statements are produced annually, and the company financials are shared with employees so everyone can monitor and understand their investment.

**Fostering Office Community and Supporting Employee Health**

In addition to our focus on the environment, we also provide for our employees and their families. Floyd|Snider has adopted policies to ensure employees are treated fairly and given the opportunity to structure their schedules in a manner conducive to meeting their professional and personal responsibilities. We offer advanced technology in-house, provide ergonomic workstations that adjust for each individual, and continue to nurture a healthy work environment. Our staff are provided ample vacation and sick time, FMLA family leave time, compensatory time, an extra week of paid time off specifically for volunteering opportunities, and top tier medical benefits. In addition to these basic perks, we also provide opportunities for employees to find the right work/life balance. These may include:

- Individual offices to increase productivity at work
- Flexible work hours for staff around core hours
- A culture of sharing workload to reduce the need for overtime and weekend work
- Family-friendly events outside of business hours
- Healthy snack and drink alternatives, such as weekly fresh fruit deliveries

Optional health initiatives such as supplemental insurance policies, orientations with nutritionists and wellness coaches, free group exercise opportunities, chair massages, and access to the Two Union Square gym are also available.
A company’s positive community involvement is measured by the extent to which it creates jobs, provides for diversity, civic engagement, and strong local supply chains. We are highly engaged in our local community, both as part of our industry with teaming partners and subcontractors, and as part of the larger public sector. As a firm, we actively volunteer and support non-profit organizations, and we encourage our employees to do the same by providing an extra week of paid leave each year to use in service to the non-profit of their choice.

Employees’ individual contributions to non-profits and use of their company-provided volunteer time, as well as examples of our engagement with the community are described later in our Community Environmental Stewardship section.

A company’s positive governance impact is measured by the extent to which the company is accountable to stakeholders, and the extent to which its decision-making is transparent to stakeholders. Floyd|Snider maintains transparency with our shareholders, employees, and clients. We work to preserve our mission and consider all stakeholders, regardless of their level of company ownership. Beginning in 2011, in anticipation of eventual Principal retirement, Floyd|Snider implemented an Ownership Transition Plan. The plan is focused on encouraging mid-level staff to become shareholders in the company and gradually take on key leadership roles, while allowing senior staff to plan for retirement and transition their projects and clients in a responsible way. This is a long-term plan that has been very successful in smoothly expanding shareholder status from just a couple individuals to several employees within the company.
COMMUNITY ENVIRONMENTAL STEWARDSHIP

In a 2005 document entitled “Everyday Choices: Opportunities for Environmental Stewardship,” the USEPA defined environmental stewardship as, “the responsibility for environmental quality shared by all those whose actions affect the environment. This sense of responsibility is a value that can be reflected through the choices of individuals, companies, [and] communities.”

Floyd|Snider and its staff choose, through a variety of thoughtful business and personal practices, to remain committed to environmental stewardship and the value of environmental quality within our community.

Annual Paid Time Off for Volunteerism within the Community

Floyd|Snider provides employees with an extra week of paid leave each year to use in service to the non-profit of their choice. This service-based leave program has resulted in more than 1,800 hours of volunteer work within our community. This number is just a portion of the total volunteer work performed by our employees, with even more hours dedicated on nights and weekends. Floyd|Snider received recognition and award from the Association of Washington Business for this program in 2009. Since then, employees have donated time to a variety of organizations, as shown in the following table, that have a similar commitment of environmental stewardship and community engagement.
### Select Organizations with which Floyd|Snider Employees Have Volunteered

<table>
<thead>
<tr>
<th>Organization</th>
<th>Mission Supporting Community Environmental Stewardship</th>
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</thead>
<tbody>
<tr>
<td>American Society for Environmental History</td>
<td>Encourages scholarship on the interactions between humans and the natural world through time.</td>
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<tr>
<td>Bike Works</td>
<td>Community bike shop that promotes the bicycle as a vehicle for change to empower youth and build resilient communities.</td>
</tr>
<tr>
<td>Cedar River Watershed Education Center</td>
<td>Provides opportunities for thousands of visitors to learn about the complex issues surrounding the region's drinking water, forests, and wildlife.</td>
</tr>
<tr>
<td>ECOSS</td>
<td>Delivers environmental education, resources, and technical assistance in the areas of stormwater permit compliance, recycling and food waste, energy efficiency, Brownfields, Green Stormwater Infrastructure, and outreach to multicultural communities and businesses.</td>
</tr>
<tr>
<td>Evergreen Mountain Bike Alliance</td>
<td>Mountain bike association committed to creating, maintaining, and protecting sustainable mountain bike opportunities in Washington.</td>
</tr>
<tr>
<td>Futurewise</td>
<td>Advocates for livable cities through fair housing, public transportation, social justice, environmental justice, and environmental quality.</td>
</tr>
<tr>
<td>IslandWood</td>
<td>A local outdoor learning center, whose mission is to provide exceptional learning experiences and to inspire lifelong environmental and community stewardship.</td>
</tr>
<tr>
<td>Magnolia Historical Society</td>
<td>Encourages a more complete and knowledgeable sense of place through the works and projects of the Magnolia Historical Society, in Seattle, Washington.</td>
</tr>
<tr>
<td>National Association of Environmental Professionals</td>
<td>A multi-disciplinary association for professionals dedicated to the advancement of the environmental professions, and a continued forum for state-of-the-art information on environmental planning, research, and management.</td>
</tr>
<tr>
<td>Seattle Inspiring Connections Outdoors</td>
<td>Serves several hundred Seattle inner-city youth each year, providing them with opportunities to be physically active in nature with hiking, canoeing, sledding, and more.</td>
</tr>
<tr>
<td>Seattle Tilth</td>
<td>Inspires and educates people to safeguard our natural resources while building an equitable and sustainable local food system.</td>
</tr>
<tr>
<td>Sierra Club</td>
<td>Advocates for clean air, water, and open spaces, and organizes wilderness education opportunities.</td>
</tr>
<tr>
<td>Washington State Trails</td>
<td>Mission to preserve, enhance, and promote hiking opportunities in Washington State through collaboration, education, advocacy, and volunteer trail maintenance.</td>
</tr>
<tr>
<td>Whidbey Institute</td>
<td>A 100-acre woodland campus to gather and engage with our Earth and our communities in response to social, political, and cultural systems that oppress people and the planet.</td>
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</table>
Tiffany Volosin, our Chief Financial Officer, volunteers on the board of ECOSS. ECOSS is a non-profit organization that educates and empowers businesses and diverse communities to implement environmentally sustainable practices. ECOSS delivers strategies and results in stormwater compliance, pollution prevention, energy efficiency and resource conservation. They are a leader in multicultural environmental outreach and engagement, and employ an international staff who speak more than a dozen languages. Tiffany brings her vast financial experience to the board, and is helping to ensure the long-term sustainability of the organization.

Amanda McKay traveled to Central America to work with Reef Conservation International (ReefCI) on invasive species removal within the Belize Barrier Reef. As part of this volunteer work, Amanda completed a number of diving expeditions to assist in the removal of the invasive Lionfish, which are known to consume native species and vastly reduce the fish population that beneficially serves this delicate marine ecosystem. Amanda’s work was primarily focused on active spearfishing, as a means for removal of the lionfish, in coordination with a number of other volunteers.

In addition to this volunteer work with ReefCI, Amanda assisted with fish surveys as part the Reef Check Foundation. Reef Check has a similar mission of marine conservation, and monitors health of reefs through implementation of a volunteer-based program that utilizes a standardized scientific protocol to establish and update the status of coral reefs.

Corey Wilson, EIT, volunteers with SOS Outreach to help inspire youth to make positive decisions for healthy and successful lives through snowboarding. The SOS Outreach program brings youth ages 10 to 18 from underserved communities to the mountains for “learn to ride” sessions one night a week for 5 weeks. Each week brings new challenges for the youth as they conquer their fears and progress from the bunny hill to the chairlift. The sessions weave in a core value for the week including courage, discipline, integrity, wisdom, humility, and compassion. Corey enjoys the opportunity to share his love of snowboarding with youth in a positive environment.
Gabriel Cisneros, is a Licensed Geologist at Floyd|Snider and is an avid rock climber. Gabe volunteers with Access Fund, a national organization, and its local climbing advocacy organization, the Washington Climber Coalition (WCC), for which he is a board member. Gabe volunteers by working with land managers to care for climbing areas within state parks and privately owned land. He is currently working with the Larrabee State Park land managers to help organize a cleanup day that will consist of litter and graffiti cleanup in hard to reach places, along with climbing clinics for the public, and recently received approval from the land managers to develop new trails to new climbing areas within the park.

Gabe also works with Vertical Generation, a Seattle-based non-profit that provides underserved, low-income youth the opportunity to be part of the rock climbing community, where they can learn invaluable skills of problem solving, self-determination, physical and mental awareness, and positive support. Some of the groups that have benefited from this program include: Seattle Union Gospel Mission, Mary’s Place, International Rescue Committee, Southwest Youth and Family Services, and Refugee Women’s Alliance.

Megan King is a Licensed Engineer at Floyd|Snider who volunteers with Camp Leo for Children with Diabetes, a non-profit organization in Washington state that provides a safe and educational overnight camping experience for children and teens with Type 1 Diabetes. Camp Leo’s mission is to provide an environment where children living with this chronic illness can find a community, and to guide them in building the skills to develop and overcome the challenges of living with diabetes. Camp Leo is an oasis for hundreds of children every summer where they can forget about what separates them and instead share their experiences.

At Camp Leo, Megan works hard to create a safe and secure environment where campers can have a blast, meet others with diabetes, learn about their disease, and gain independence essential for living a healthy and happy life. Megan expanded the camp program in 2013 to include High School age campers, and has directed the HS camp session ever since.
Floyd|Snider Provides Monetary Contributions to Organizations Committed to Environmental Stewardship

In addition to providing employees with paid time off to volunteer within the community, Floyd|Snider sets aside a portion of its profits to provide monetary contributions to several Seattle area organizations committed to environmental stewardship. Last year, Floyd|Snider made contributions to Mountains to Sound Greenway Trust, Citizens for a Healthy Bay, the Tacoma Historical Society, and NatureBridge, with two of these non-profits working on cleanup of our Puget Sound waterways, and another providing environmental education to our youth. The Mountains to Sound Greenway Trust is committed to conserving the 1.5 million-acre landscape weaving together built and natural environments. Citizens for a Healthy Bay represents and engages citizens in the cleanup, restoration, and protection of Commencement Bay, the surrounding waters, and our natural habitat. In the summer of 2016, Floyd|Snider was a sponsor for a Tacoma Historical Society dinner to celebrate the revitalization of Commencement Bay, and to mark the 10-year anniversary of the Thea Foss Waterway cleanup. NatureBridge fosters environmental literacy to sustain our planet through hands-on environmental science programs.

Other contributions over the past 10 years have been made to the Friends of the Hylebos, Climate Solutions, the Northwest Environmental Business Council, and the Washington Environmental Council. These organizations have varied missions, but share a similar focus of environmental stewardship within our community. Friends of Hylebos works with the community to protect and restore streams, wetlands, forests, and open space in the Hylebos watershed. The mission of Climate Solutions is to accelerate practical and profitable solutions to global warming by through leadership, investment, and understanding. The Northwest Environmental Business Council represents the Northwest’s leading service and technology providers working to protect, restore, and sustain the natural and built environment. The Washington Environmental Council is a statewide advocacy organization with a mission to protect, restore, and sustain Washington's environment for all.

Floyd|Snider Participates in Industry Events to Support Equality in the Workplace

Kara Hitchko, an Environmental Toxicologist who joined Floyd|Snider in 2017, has been a committee member of Women in Environment (WIE) for 5 years. WIE’s mission is to further professional development and opportunities for women in the environmental field. As a committee member, Kara has organized networking and educational events such as technical writing workshops and panel discussions that offer diverse perspectives from consultants, attorneys, regulators, and non-profit professionals. Kara also volunteers her time as a mentor to a small group of young women looking for advice in career planning, work/life balance, navigating different work cultures, building confidence at work, assertive communication, networking, and project management, among others.
Floyd|Snider Practices Community Environmental Stewardship at Annual Company Retreats

Floyd|Snider has often dedicated a portion of its annual company retreat to environmental stewardship, mobilizing all employees for a big impact. After a series of discussions around improving community involvement and a locally sourced lunch at IslandWood, an environmental learning center on Bainbridge Island, Floyd|Snider headed to the campus gardens for an afternoon of community environmental stewardship. This included tasks such as pruning, hauling compost, transplanting seedlings, and weeding. It was an honor to help with some of the maintenance required for the 255-acre outdoor learning center focused on community involvement, sustainability, and education support for all ages. During a retreat held at the Whidbey Institute, Floyd|Snider staff assisted the Institute’s caretakers in clearing debris in the understory and removing invasive species, both of which will aid in improving the health of the forest. The Institute includes over 100 acres of wildlife sanctuary with trails and gardens open to the public daily. They also host programs that contribute to a sustainable and life affirming future, bringing people and organizations together to engage with each other and with nature.

Floyd|Snider Practices Sustainable Practices throughout Project Work

We strive to support our clients in achieving project goals in an environmentally and socially responsible manner. For additional information about our projects and GSR services, visit our website at www.floydsnider.com/exp-sustainability.php.