

Benefit and Sustainability Annual Report 2020

FLOYD | SNIDER
strategy ▪ science ▪ engineering



WE BELIEVE IN
A BETTER WAY OF
DOING BUSINESS.

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 Seattle-based 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.

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.

AWARDS

2019 Washington's Best Workplaces

B Corp's Best for the World Awards

Overall—2018 and 2019

Environment—2018 and 2019

Workers—2018 and 2019

Governance—2018 and 2019

2017 King County Executive's Small Business of the Year Finalist

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. We are committed to performing 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. A new assessment will be completed in 2020.

What makes us a better company?

B Impact Report

Certified since: June 2017

Summary:	Floyd Snider Score	Median Score*
Environment	39	7
Workers	38	18
Community	24	17
Governance	19	6
Overall B Score	121	55

80 out of 200 is eligible for certification

*Of all businesses that have completed the B Impact Assessment

*Median scores will not add up to overall

The four Impact Assessment categories are: Environment, Workers, Community, and Governance. 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.

Environment

44 pts total

F|S Score 39 (88.6%)

Median 7 (15.9%)

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.

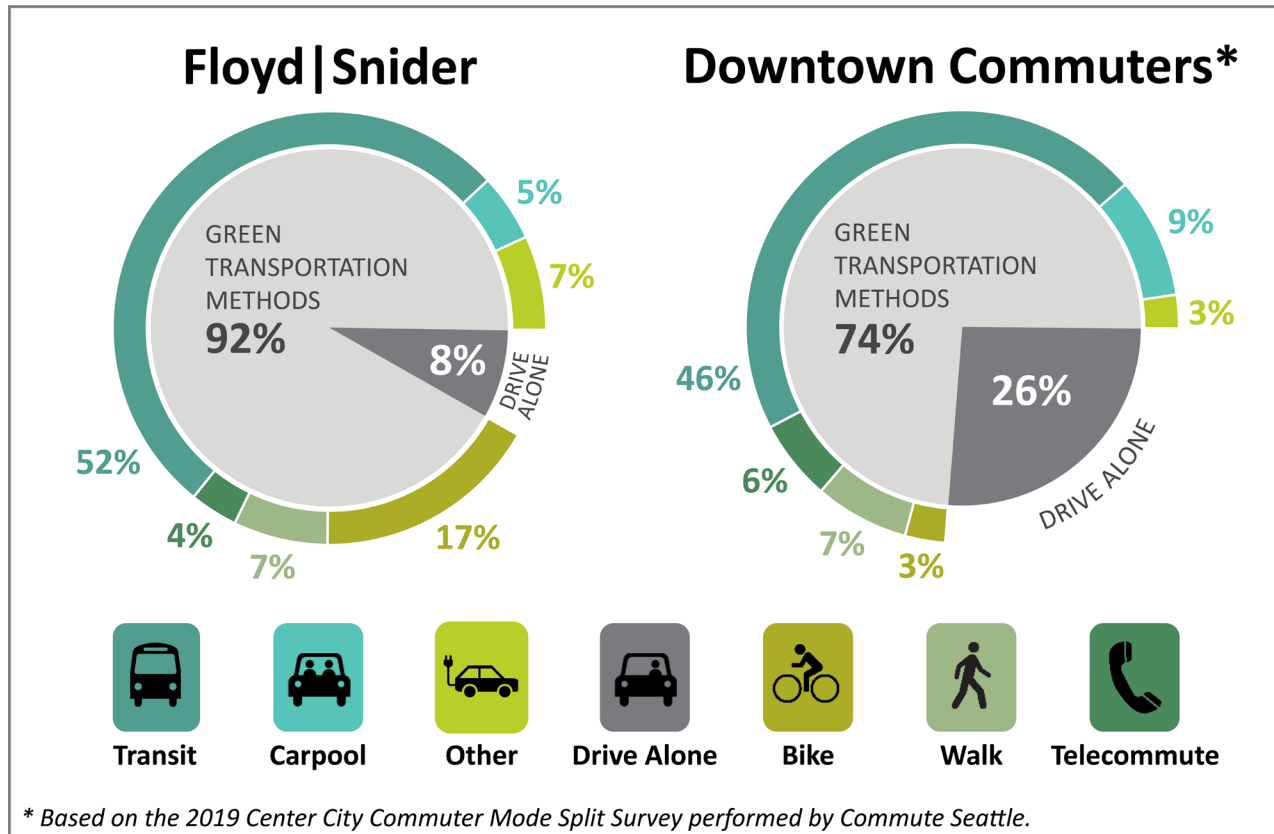
Recycling and Composting

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 many voluntary programs as well.



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.



Floyd|Snider 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:

- \$125 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 secure cloud-based file-sharing system accessible from anywhere allowing employees 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 by using 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.

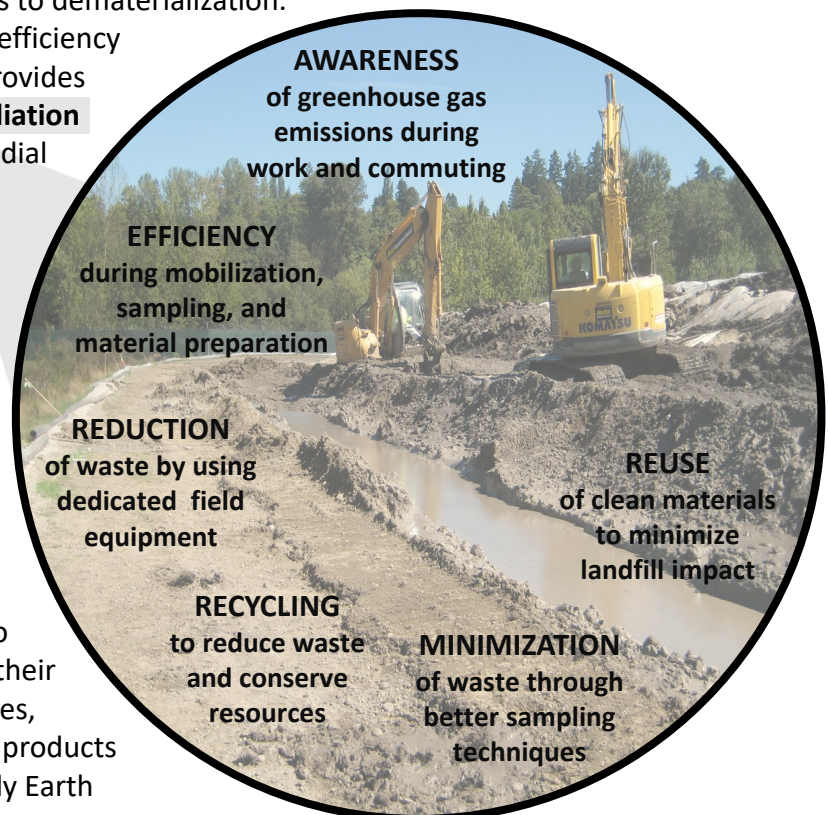
- SirsiDynix's EOS.Web library software and cloud storage for digital document archiving
- SMART Board and sophisticated screen projection equipment in conference rooms for meetings and presentations, reducing the need for printed handouts
- Konica Minolta Bizhub C6543e printers supplied with Simitri 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 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 EV charging stations and 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.



Workers

50 pts total

F|S Score 38 (76%)

Median 18 (36%)

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

Floyd|Snider is wholly owned by employees, 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, and nurture a healthy work environment. Our staff are provided ample vacation and sick time, Washington FML 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:

- Opportunities for professional and personal growth
- 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.



Community

51 pts total

F|S Score 24 (47%)

Median 17 (33%)

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.

We are proud of our employees' commitment to the world around them. 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 in our Environmental Stewardship and Volunteerism section.

**Governance**

21.3 pts total

F|S Score 19 (89.2%)

Median 6 (28.2%)

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. We maintain transparency with our shareholders and employees by regularly sharing financial statements and involving everyone in strategic decisions regarding the direction of the company and the work we do. When company decisions are made, we strive to preserve our mission and consider all stakeholders, regardless of their level of company ownership. Decisions about the company are made by the Principals and CFO, a Shareholder group of 16 individuals, and a dedicated Management Committee. Mid-level and senior staff who show dedication to the firm and a commitment to improving client relations can be offered a Shareholder position by the firm's leadership team. The Principals also make themselves readily available to all employees for discussions related to career development, company policy, or interpersonal relations. We take pride in the company's assurance that all voices are heard, regardless of an employee's role or experience.

ENVIRONMENTAL STEWARDSHIP AND VOLUNTEERISM

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 giving back to 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 2,200 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. Each year, employees donate time to a variety of organizations that have a similar commitment of environmental stewardship and community engagement. Floyd|Snider also coordinates group volunteer events for our employees, such as our recent work with Plymouth Housing and WestSide Baby as part of the 2019 International Volunteer Day.



Select Organizations with which Floyd|Snider Employees Have Volunteered

Organization	Mission Supporting Community Environmental Stewardship
American Society for Environmental History	Encourages scholarship on the interactions between humans and the natural world through time.
Bike Works	Community bike shop that promotes the bicycle as a vehicle for change to empower youth and build resilient communities.
Cedar River Watershed Education Center	Provides opportunities for thousands of visitors to learn about the complex issues surrounding the region's drinking water, forests, and wildlife.
ECOSS	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.
Evergreen Mountain Bike Alliance	Mountain bike association committed to creating, maintaining, and protecting sustainable mountain bike opportunities in Washington.
Futurewise	Advocates for livable cities through fair housing, public transportation, social justice, environmental justice, and environmental quality.
IslandWood	A local outdoor learning center, whose mission is to provide exceptional learning experiences and to inspire lifelong environmental and community stewardship.
Magnolia Historical Society	Encourages a more complete and knowledgeable sense of place through the works and projects of the Magnolia Historical Society, in Seattle, Washington.
National Association of Environmental Professionals	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.
Seattle Inspiring Connections Outdoors	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.
Seattle Tilth	Inspires and educates people to safeguard our natural resources while building an equitable and sustainable local food system.
Sierra Club	Advocates for clean air, water, and open spaces, and organizes wilderness education opportunities.
Washington State Trails	Mission to preserve, enhance, and promote hiking opportunities in Washington State through collaboration, education, advocacy, and volunteer trail maintenance.
Whidbey Institute	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.

Recent Floyd|Snider Spotlights on Community Environmental Stewardship

Floyd|Snider staff volunteer regularly throughout the Pacific Northwest and beyond. Below are some examples of how our staff have used their additional time off to support environmental stewardship.

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.



Sustainable Solutions for All

Kristen Legg, Managing Editor at Floyd|Snider, is a regular volunteer at **WestSide Baby**, a nonprofit organization that collects essential items for children and babies and distributes them free of charge to King County families in need. WestSide Baby collects, inspects, and distributes free diapers, clothing, cribs, toys, and safety gear for babies and children. They provide critical necessities for low-income families, servicing more than 114 local agencies including shelters and food banks. Every day, WestSide Baby works to keep children safe, warm, and dry.

As a volunteer, Kristen sorts donated clothing, prepares child-specific clothing bags, and fulfills countless orders from throughout King County. In addition to her assistance in the warehouse, Kristen has organized a donation drive at her son's preschool, collecting over 200 items of clothing. Most recently, she introduced fellow Floyd|Snider employees to WestSide Baby for an afternoon of giving.

Corey Wilson, an Environmental Engineer, 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.



Jessi Massingale, Principal, uses her volunteer time to deliver food to senior citizens in need as part of the **Meals on Wheels** program, managed under the Council On Aging of Central Oregon. The community-based program provides nutritious meals to seniors to keep them healthy. Not only does this program help fight food insecurities in the community, delivering food in person provides an opportunity for human connection that is just as valuable. Jessi has had the chance to sit with senior members of her community and hear about their hobbies, their families, and their concerns. Jessi has been able to bring her 8-year-old son, Eli, with her on a few delivery rounds, exposing him to the importance of caring for our elderly community members. She and Eli are both grateful for the opportunity to give back and are inspired by the wonderful, personable, and kind people they have met.



Amanda Sweet, Project Assistant at Floyd|Snider, utilizes her knowledge of fine arts to give back to a local non-profit organization **Seattle ReCreative**. Last winter, Amanda worked closely with their staff to price materials donated by the community for the community. These donations encourage inspiration and collaboration amongst artists and facilitate a culture of sustainability by keeping usable goods out of our landfills. Seattle ReCreative's mission aligns with Floyd|Snider's to provide benefit to our community and environment and sets the bar high for artists to take responsibility for their individual art practices.



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 River Restoration Northwest, Citizens for a Healthy Bay, Puget Sound Restoration Fund, and Women in Environment, with two of these non-profits working on cleanup of our Puget Sound waterways, and another promoting women in our field. **River Restoration Northwest** is committed to advancing the science and standards of river restoration through an interdisciplinary approach. **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. The **Puget Sound Restoration Fund** designs, tests, and spearheads in-water actions to restore Puget Sound's marine habitats, species, and waters. **Women in Environment** fosters professional development and provides opportunities for women in the professional field for relationship building, mutual respect, and diversity through networking, education, and mentoring.



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 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 Company Retreats and Sponsored Events

Floyd|Snider has often dedicated a portion of its annual company retreat to environmental stewardship, mobilizing all employees for a big impact. In 2012, 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.

In 2019, Floyd|Snider staff elected to spend their weekend participating in Duwamish Alive! Employees and their guests met at Herrings House Park (Tualtwx) in West Seattle to clean up trash, remove invasive species, and spread mulch throughout the estuary and trail system. The park was built in 1999 as part of the Superfund cleanup effort and provides vital habitat for juvenile Chinook salmon, as well as waterfowl and other marine life.



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.

Floyd|Snider

601 Union Street, Suite 600 • Seattle, WA 98101 • 206.292.2078

info@floydsnider.com • www.floydsnider.com