



CSR REPORT

2016



MESSAGE FROM THE CEO

Since our founding in 1981, SWCA's focus on sound science and creative solutions has helped clients meet environmental compliance and permitting needs to ensure that projects are developed in the most environmentally responsible manner possible.

But our commitment doesn't stop there. As a company, we're also dedicated to acting responsibly and being a good corporate citizen. We recognize the importance of having a positive impact – socially and environmentally – through the work we do and the ways in which we give back to our communities, how we treat our employees, and how we run our business. In 2016, our efforts included donating more than \$62,000 to charities nationwide, volunteering 1,112 hours, continuing our supplier diversity program, supporting sustainability initiatives, and earning top marks for safety.

I am proud that our company continues to thrive as an employee-owned firm, offering opportunities for growth and meaningful careers for more than 850 employees in 31 offices nationwide. I am honored to have employees dedicated to fulfilling our collective duty as a good corporate citizen by seeking ways to demonstrate their commitment daily.

John Thomas
CEO, SWCA

HIGHLIGHTS



GIVES BACK

\$62K
CHARITABLE CONTRIBUTIONS

71 CHARITIES | **1,112** VOLUNTEER HOURS

GIVES BACK GRANTS AWARDED
29  **2016**
ALBUQUERQUE, NM
HAVE A HEART OFFICE WINNER



SAFETY

4M+ HOURS
WITHOUT A LOST-WORK INCIDENT | **0** DAYS LOST

5,520 HOURS OF SAFETY TRAINING COMPLETED

RECORDABLE INCIDENT RATE **.51** | **.17** DAYS AWAY RESTRICTED TIME (DART)

 EARNED A SAFETY MILLION HOUR AWARD FROM THE NATIONAL SAFETY COUNCIL



WELLNESS

GETTING FIT BY OFFICE
261 EMPLOYEES PARTICIPATED

STEPPING OUT WITH SWCA
208 EMPLOYEES | **78.5M** STEPS

EMPLOYEES PARTICIPATED IN SIGMA MOTIVATEME INITIATIVE
217



LEARNING AND DEVELOPMENT

PUBLICATION BONUSES
→ **\$20.5K**

\$2,550 ← REFERRAL BONUSES

TUITION REIMBURSEMENT
→ **\$8K**



ESOP

100% EMPLOYEE OWNED

413 ACTIVE PLAN PARTICIPANTS | **44%** FULLY VESTED

10% GROWTH SHARE PRICE SINCE 2014



SUSTAINABILITY

ENVIRONMENTAL STEWARDSHIP ACTIVITIES  **11**

90% OFFICES RECYCLED | **24** OFFICES PRACTICED ENERGY CONSERVATION

117.84 TONS WASTE RECYCLED



OUR COMMUNITIES

At SWCA, we believe in contributing to our communities in a positive and meaningful way, collectively and as individuals. We support the communities where we live and work by donating to and participating in an array of community service activities, and we support our business communities by diversifying our supplier base and fostering the growth and development of small and disadvantaged businesses. Our SWCA Gives Back and Supplier Diversity programs have helped us unify our efforts and strengthen our resolve to make a positive impact in the lives of others.

\$62K
CHARITABLE CONTRIBUTIONS

71 CHARITIES | **1,112**
VOLUNTEER HOURS

GIVES BACK GRANTS AWARDED

29 **2016**
ALBUQUERQUE, NM
HAVE A HEART OFFICE WINNER



SWCA GIVES BACK

The SWCA Gives Back program nurtures our company-wide culture of community involvement, encourages team-building and employee camaraderie, and helps us track our giving.

In addition to office-level pursuits, each year SWCA identifies one cause for a focused, company-wide campaign. In 2016, SWCA raised money for women's health issues through our Go Pink in October campaign. In total, SWCA raised more than \$6,000 to donate to three women's health organizations.

\$6,000
RAISED FOR  **WOMEN'S HEALTH ORGANIZATIONS**

SWCA ALBUQUERQUE EARNS 2016 "HAVE A HEART" AWARD

In 2016, we awarded our Albuquerque office with the SWCA Gives Back "Have a Heart" Award for their commitment to giving back to their community. Albuquerque staff volunteered more than 120 hours of their time and donated more than \$5,600 to a variety of causes in their local community.

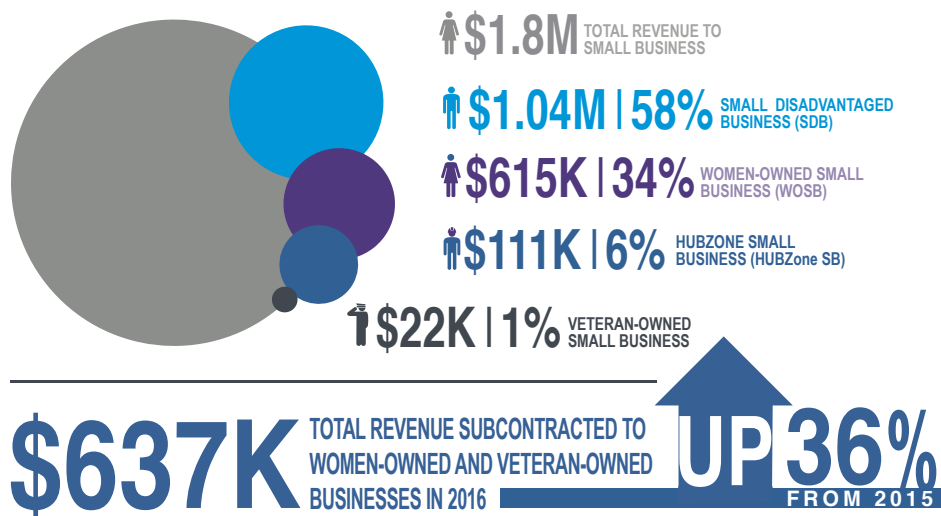


SUPPLIER DIVERSITY

SWCA's Supplier Diversity efforts demonstrate our commitment to partnering with diverse suppliers and supporting the development, growth, and expansion of small businesses across our practice. While working together on projects, SWCA routinely mentors our small business partners, advising them on issues ranging from technical quality to project management, task prioritization, communication strategies, and the development of rigorous QA/QC programs and protocols. Beyond providing technical advice, we also help our small and disadvantaged business partners expand their expertise and grow their experience.

SUBCONTRACTING

In 2016, we set a goal to team with more women-owned and veteran-owned small business subcontractors. We met this goal by increasing our subcontracted revenue to these businesses by 37%.





OUR EMPLOYEES

28 SAFETY STARS AWARDED

4M+ HOURS WITHOUT A LOST-WORK INCIDENT

0 DAYS LOST

5,520 HOURS OF SAFETY TRAINING COMPLETED



SAFETY

SWCA has worked hard to foster a culture of safety that celebrates our employees' commitment to safety and provides them with the resources, training, and support needed to remain safe — in the office, in the field, and at home. Our Safety 360 program theme for 2016 reminded employees that they needed to be aware of all that was going on around them. This resulted in achieving over 4 million cumulative hours without lost work time in 2016 over a period of 28 months.



WELLNESS

The well-being of our employees and their families is important to SWCA, and we know that good health is important to our employees as well. We offer a comprehensive program that takes a holistic approach to wellness, because when employees are healthy and happy, everyone feels it.

STEPPING OUT WITH SWCA INITIATIVE

For the fifth year in a row, a major component of SWCA's wellness efforts was a walking program to encourage employees to walk at least 8,000 steps a day. Program incentives included free FitBits for the first 100 employees who registered for the initiative, as well as several challenges with an array of health-related raffle prizes.

Employees tracked and logged their daily steps online for eight weeks, with 208 employees walking a combined 78,509,413 steps, or 39,255 miles.

STEPPING OUT WITH SWCA

208 EMPLOYEES

78.5M STEPS

39,255 MILES
STEPS/DAY AVERAGE 8,000

CIGNA MOTIVATE ME INITIATIVE

The MotivateMe initiative was designed to encourage employees to use the Cigna website and become familiar with the wellness-related tools and educational materials available. We had 217 employees participate and complete wellness activities in areas including fitness, weight control, nutrition, sleep, diabetes, and blood pressure.

GETTING FIT OFFICE BY OFFICE

Wellness funds of \$50 per employee were available to pay for healthy group activities. A total of 261 employees participated in an array of charity races, sporting activities, hikes, and more. Because the goal was to encourage team-building with a focus on wellness, the program emphasized activities having a wide appeal to many employees. Activities included:



Charity Walk/Run



Kayaking



Bowling



Simply Fit Board Challenge
with Healthy lunch



Chair Massages



EMPLOYEE LEARNING AND DEVELOPMENT

SWCA knows that our employees want to be able to do the best job they can, and we, in turn, want to provide our employees with a meaningful career. Among the programs we offer to foster our employees' personal and professional development are a Science Leadership Program (SLP), publication bonuses, and educational financial assistance.

SCIENCE LEADERSHIP PROGRAM

The SLP enhances our scientific and technical experts' ability to contribute in a meaningful way to our projects, clients, and strategic goals. The program also encourages our scientists' professional growth and scientific knowledge within their disciplines. In 2016, 55 employees maintained active membership in the program, many of whom published or presented research papers and posters to share their knowledge with professionals in their scientific fields.

PUBLICATION BONUS PROGRAM

SWCA offers bonuses to employees who publish articles and other works relevant to their technical disciplines. All employees are eligible for publication bonuses, with rates varying by the type of publication and increasing with the level of participation in the SLP. In 2016, SWCA issued publication bonuses to 13 employees totaling \$20,500.

\$20K+
PUBLICATION BONUSES



EMPLOYEE STOCK OWNERSHIP PLAN

When looking at ownership transition strategies in 1998, majority owner and company founder Dr. Steven W. Carothers was adamant that the company's values and culture remain intact through any potential sale. For this reason – and to help eligible employees save for retirement and acquire an ownership interest in the company – SWCA established an Employee Stock Ownership Plan (ESOP) in 2000.

SWCA is 100% employee-owned. The SWCA ESOP has contributed significantly to employees' overall retirement assets and enhanced our collaborative culture and company growth. On an annual basis, SWCA allocates shares to eligible SWCA employees. These employee-owners have enjoyed exponential share price growth since the first year of the plan.

413 | FULLY VESTED
ACTIVE PLAN PARTICIPANTS **44%**
10% GROWTH
SHARE PRICE SINCE 2014



OUR ENVIRONMENT



SUSTAINABILITY

We believe that achieving a sustainable balance between humanity's social, economic, and environmental needs is essential in providing a healthy planet for future generations. SWCA's Sustainability Plan includes goals to reduce greenhouse gas emissions, reduce our impacts on natural resources, and to contribute positively to our communities. We encourage sustainable actions and environmental stewardship throughout SWCA and within our communities; through the Gives Back program, through our focus on calculating company impact, and through our project work.

Due to a company policy change in 2016, more SWCA employees chose to rent vehicles as opposed to using personal vehicles for business travel. This policy change led to a shift in impact from employee-owned cars to rental vehicles. We saw a 6% decrease in fuel use for air travel.

In 2016, we opened a new office in Amherst and moved/downsized five additional offices. Therefore, our total office space increased by 10,006 square feet. These office changes changed our energy consumption from gas to electric. This resulted in a 31% decrease in natural gas use but a 20% increase in electricity.

Other program highlights for 2016 include:

ENVIRONMENTAL
STEWARDSHIP
ACTIVITIES



11

117.84^{TONS}
WASTE RECYCLED

90%
OFFICES RECYCLED



24

OFFICES
PRACTICED
ENERGY
CONSERVATION

10
OFFICES
COMPOSTED

See SWCA's 2016 Sustainability Program Highlights Appendix for further details.



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