



CORPORATE SOCIAL
RESPONSIBILITY REPORT

2017





SWCA

MESSAGE FROM THE CEO

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

But our dedication doesn't stop there. Our employee-owners are committed to social responsibility on a daily basis. We strive to have a positive social and environmental impact 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 2017, our efforts included donating more than \$90,000 to charities nationwide, volunteering 691 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 900 employees in 30 offices nationwide. I am honored to have staff dedicated to fulfilling our collective duty as a good corporate citizen by seeking ways to demonstrate their commitment daily.

Joseph J. Fluder, III
CEO, SWCA



HIGHLIGHTS



GIVES BACK

\$90K

CHARITABLE CONTRIBUTIONS

65 CHARITIES

691 VOLUNTEER HOURS

GIVES BACK GRANTS AWARDED

27

2017

SAN ANTONIO, TX
HAVE A HEART OFFICE WINNER

65 COMMUNITY SERVICE ACTIVITIES



SAFETY

12 SAFETY STARS AWARDED

TOTAL RECORDABLE INCIDENT RATE **.47**

.31 DAYS AWAY RESTRICTED TIME



WELLNESS

STEPPING OUT WITH SWCA

EMPLOYEES **83** | **27.6** MILLION STEPS

13,000+ MILES



LEARNING AND DEVELOPMENT

PUBLICATION BONUSES **\$13.4K**

TUITION REIMBURSEMENT **\$8K**

REFERRAL BONUSES **\$5,200**



ESOP

100% EMPLOYEE OWNED

409 ACTIVE PLAN PARTICIPANTS

FULLY VESTED **52%**

SINCE 2000 **1,102%** SHARE PRICE GROWTH



SUSTAINABILITY

ENVIRONMENTAL STEWARDSHIP ACTIVITIES **16**

93% OFFICES RECYCLED

25 OFFICES PRACTICED ENERGY CONSERVATION





OUR COMMUNITIES

At SWCA, we believe in contributing to our communities in a positive and meaningful way, collectively and as individuals. We support the places where we live and work by donating to and participating in an array of community service projects. Plus, 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 on the lives of others.

\$90K

CHARITABLE CONTRIBUTIONS

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CHARITIES

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VOLUNTEER HOURS

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SAN ANTONIO, TX
HAVE A HEART OFFICE WINNER

65 COMMUNITY SERVICE ACTIVITIES



SWCA GIVES BACK

The SWCA Gives Back program was born out of our company-wide culture of community involvement. It fosters team-building and employee camaraderie, and helps us track our giving.

In addition to office-level pursuits, SWCA identifies national charities for focused, company-wide campaigns. In November 2017 we raised \$12,000 for Fisher House Foundation through our Support Our Veterans campaign.

\$12,000
RAISED FOR



FISHER HOUSE
FOUNDATION

SWCA SAN ANTONIO EARNS 2017 "HAVE A HEART" AWARD

Every year SWCA's senior leadership selects an office that best fulfills the goals of the SWCA Gives Back program. In 2017, we awarded our San Antonio office the SWCA Gives Back "Have a Heart" Award for the office's commitment to giving back to the community. San Antonio staff volunteered their time and donated money and goods to a variety of organizations and causes in their local community throughout the year.



SUPPLIER DIVERSITY

SWCA is committed to partnering with diverse suppliers. We formalized that commitment by developing a Supplier Diversity Program, which establishes and maintains mutually beneficial contracting relationships with small and disadvantaged businesses.

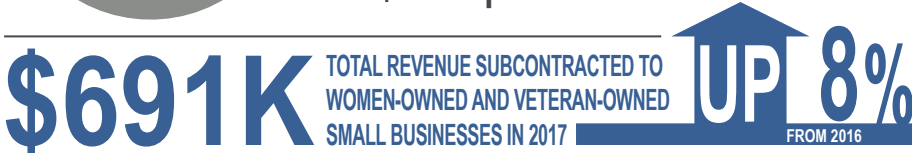
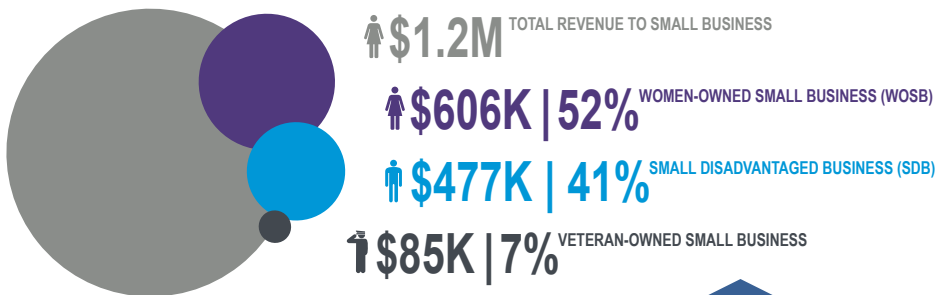
Specifically, the program is charged with accomplishing the following:

- Meeting small businesses through attendance at events and through networking
- Identifying opportunities to purchase products and services from small business vendors
- Developing relationships with small businesses with the goal of subcontracting project work
- Establishing small business goals and reporting toward those goals

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. We also help our small and disadvantaged business partners expand their expertise and grow their experience.

SUBCONTRACTING

In 2017, we continued our 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 8% over 2016.





OUR EMPLOYEES

At SWCA, we believe our employees are our most valuable resource. We continually invest in our people, find ways to enhance our team environment, and capitalize on opportunities for growth. We have created programs that reward and recognize great employees for their contributions, offer personal and professional development opportunities, and provide a nurturing workplace.

12 SAFETY STARS AWARDED 

TOTAL RECORDABLE INCIDENT RATE **.47**

.31 - DAYS AWAY RESTRICTED TIME

STEPPING OUT WITH SWCA

EMPLOYEES **83** | **27.6** MILLION STEPS

13,000+ MILES



SAFETY

SWCA fosters a culture of safety. We celebrate our employees' commitment to safety and provide them with the resources, training, and support needed to remain safe – in the office, in the field, and at home. Our 2017 "Team Safety" theme reminded employees that it takes everyone's dedicated effort to ensure that SWCA maintains a culture of safety.



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 sixth consecutive year, a major component of SWCA's wellness efforts was a walking program to encourage employees to walk at least 8,000 steps each day. Program incentives included giveaways of Yeti tumblers, Amazon Echo Dots, and Swiss Gear backpacks. The grand prize of an Apple Watch was awarded to the top three participants at the end of the challenge.

Employees tracked and logged their daily steps online for 8 weeks, and with 83 employees walking a combined 27,569,598 steps, they covered the equivalent of 4.6 trips across North America!

CIGNA MOTIVATEME INITIATIVE

The MotivateMe initiative was designed to encourage employees to use the Cigna website, complete preventative pre-screening exams, and become familiar with the wellness-related tools and educational materials available. We had 199 employees participate and complete wellness activities related to fitness, weight control, nutrition, sleep, diabetes prevention, and blood pressure control.

GETTING FIT OFFICE BY OFFICE

Each year, we make available \$50 per employee to pay for healthy group activities. A total of 196 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 with a wide appeal to many employees.

Activities:

- Cooking Classes
- Broomball
- Game Night/
Healthy Dinner
- Escape Room/
Healthy Lunch
- SoulCycle – Indoor
Cycling Class
- Skiing/Snowboarding
- Chair Massages
- Kayaking



EMPLOYEE LEARNING AND DEVELOPMENT

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 the Science Leadership Program (SLP), publication bonuses, and educational financial assistance.

SCIENCE LEADERSHIP PROGRAM

The SLP enhances our scientific and technical experts' abilities 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 2017, 50 employees maintained active membership in the program, and many 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 vary by the type of publication and increase with the level of participation in the SLP. In 2017, SWCA issued \$13,400 in publication bonuses to employees.

EDUCATIONAL ASSISTANCE PROGRAM

SWCA's Educational Assistance Program provides tuition assistance to eligible employees pursuing personal and professional development through continuing education in work-related courses. In 2017, the company provided \$8,000 in tuition reimbursement for eight employees.

EMPLOYEE REFERRAL PROGRAM

Good people know good people. SWCA looks to our employees to refer potential colleagues for available positions. We offer bonuses to employees who refer a new hire that is brought on to the SWCA team. In 2017, SWCA awarded \$5,200 in referral bonuses to seven employees.



EMPLOYEE STOCK OWNERSHIP PLAN

SWCA is more than just a business. We are a community of employee-owners. 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 – SWCA established an Employee Stock Ownership Plan (ESOP) in 2000.

Today, SWCA is 100% employee-owned. The 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 employees. These employee-owners have enjoyed dramatic share price growth since the first year of the plan.



OUR ENVIRONMENT



SUSTAINABILITY

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

As a result of a policy change implemented in 2016, more SWCA employees rented vehicles for business travel vs. using their personal vehicles in 2017. This led to a 17% decrease in fuel-use from employee-owned cars, but a 37% increase in rental car fuel-use. We also saw a 12% decrease in fuel-use for air travel in 2017.

In 2017, our Phoenix/Corporate and Pasadena offices moved, our Denver and Vernal offices reduced their footprint, and we closed our Fresno office. Therefore, our total office space decreased by 18,642 square feet, or 8%. These office changes reduced our energy consumption and resulted in a 51% decrease in office electricity and natural gas use. Our Phoenix/Corporate office is now located in a LEED Gold Certified building, and our Amherst office is in a LEED Platinum Certified building.

Other program highlights for 2017 include:

**ENVIRONMENTAL
STEWARDSHIP
ACTIVITIES**



93%
OFFICES RECYCLED



25 OFFICES
PRACTICED
ENERGY
CONSERVATION

See SWCA's 2017 Sustainability Program Highlights Appendix for further details.



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