

SWCA 2018

Corporate Social Responsibility Report



Message from the CEO

One of the greatest challenges for any organization is maintaining a commitment to social responsibility in the face of significant growth. As the number of employees and offices grow nationwide, how do you remain dedicated to being a good corporate citizen?



SWCA has grown dramatically since its founding in 1981, and I'm proud to say that our employee-owners demonstrate their commitment to social responsibility daily. We 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. We ensure that projects are completed in the most environmentally responsible manner possible, while helping clients meet their compliance and permitting needs. In every facet of our business, we embody our tag line of Sound Science and Creative Solutions.

In 2018, our efforts included volunteering more than 1,455 hours, donating \$45,000 to charities nationwide, and launching a volunteer environmental education program called Spreading The Science. We continued our supplier diversity program, supported sustainability initiatives, and earned top marks for safety.

I'm proud that our company continues to thrive as an employee-owned firm, offering opportunities for growth and meaningful careers for more than 1,000 employees across the nation. It's an honor working alongside people who are dedicated to these causes and who constantly seek ways to demonstrate their social and environmental commitments.


Joseph J. Fluder, III



Sound Science. Creative Solutions.

Sound Science. Creative Solutions.

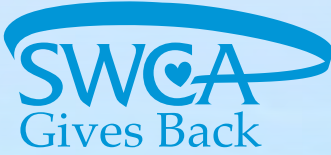
SWCA
ENVIRONMENTAL CONSULTANTS

100% *Employee* OWNED

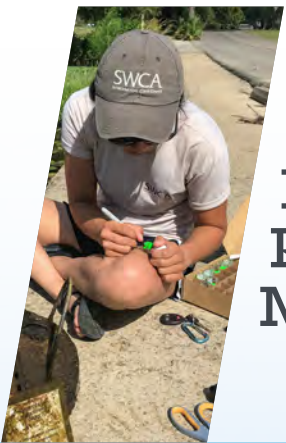
2018 Highlights



\$45K
Charitable
Contributions



\$1.2M
Total Revenue
to Small Business

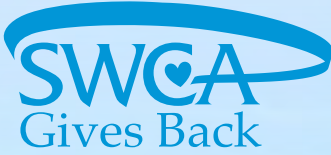


70
Science
Leadership
Program
Members

26
Environmental
Stewardship
Activities



\$45K
Charitable
Contributions



31
Safety Stars
Awarded



Spreading
The Science
Program
Launched

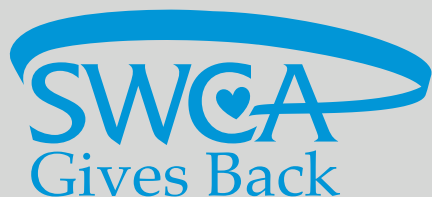


109.3M
Steps by
Employees in
Walker Tracker
Challenge



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.



\$45K
Charitable
Contributions

1,455
VOLUNTEER HOURS

66
GRANTS AWARDED

71
COMMUNITY
SERVICE ACTIVITIES

76
CHARITIES



Houston Pin Huggers



Pacifica Beach Cleanup | Half Moon Bay and SF Offices

Spreading the Science-Ant Research | Salt Lake City



SPREADING THE SCIENCE PROGRAM

837
HOURS

39
ACTIVITIES

\$6,925
RAISED

SWCA Gives Back

SWCA Gives Back was born out of our company-wide culture of giving back to the communities where we work, live and play. It fosters team building and employee camaraderie and helps us track our giving.

In April 2018, we launched a new program under SWCA Gives Back called “*Spreading The Science*.” The goal of the program is to conduct and cultivate environmental educational efforts for both children and adults in our communities. Employees volunteer their time at local schools, non-profit environmental education events, and science in the park days, giving hands-on lessons in archaeology, paleontology, and wildlife biology. The program was a huge success; employees gave 837 volunteer hours for Spreading The Science events alone; 21% higher than all of SWCA’s boots-on-the-ground hours in 2017!

In addition to office-level pursuits, SWCA identifies national charities for focused, company-wide Call to Action campaigns. In November and December 2018 we raised \$9,660 for California Wildfire Relief, with donations going to the California Community Foundation and the California Fire Foundation.

SWCA Salt Lake City Earns 2018 “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 2018, the Salt Lake City office went above and beyond in their commitment to the new Spreading The Science program. They gave almost 500 hours, or 34%, of the total SWCA volunteer hours. Efforts included multiple events leading up to Utah Archaeology and Preservation Month in May, which benefited Coconino County, the National Park Service, BLM’s Monticello office, and the Friends of Cedar Mesa non-profit organization. The office also donated time and money to Save Our Canyons and The Rescue Mission.



Burrowing Owl Shelters | Phoenix



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

40% | **\$469K** SMALL DISADVANTAGED BUSINESS
35% | **\$402K** WOMEN-OWNED SMALL BUSINESS
25% | **\$284K** VETERAN-OWNED SMALL BUSINESSES

\$1.2M
Total Revenue to
Small Business

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 2018 the total amount of revenue we subcontracted to small businesses stayed in line with the 2017 amount. We significantly increased the amount of subcontractor revenue that went to veteran-owned small businesses over 2017 (25% vs. 7%). This came at the expense of revenue that had gone to women-owned small businesses in 2017 (35% vs. 52%). However, taken together, the percent of subcontracted revenue going to veteran-owned and women-owned small businesses increased 1% over 2017 (60% vs. 59%). Our overall commitment to subcontract to veteran-owned and women-owned small businesses continues.





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.

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.

In 2018 we conducted our company-wide Safety Kick-Off, in which all our offices participated by way of tele-conference. The theme selected for this year's presentation was "Expect the Unexpected," chosen to convey the idea that unexpected things can and will happen to all of us; therefore, it is up to us to be as fully prepared as possible for life's unexpected events. This, and past safety initiatives, resulted in another full year without a lost time incident.

31

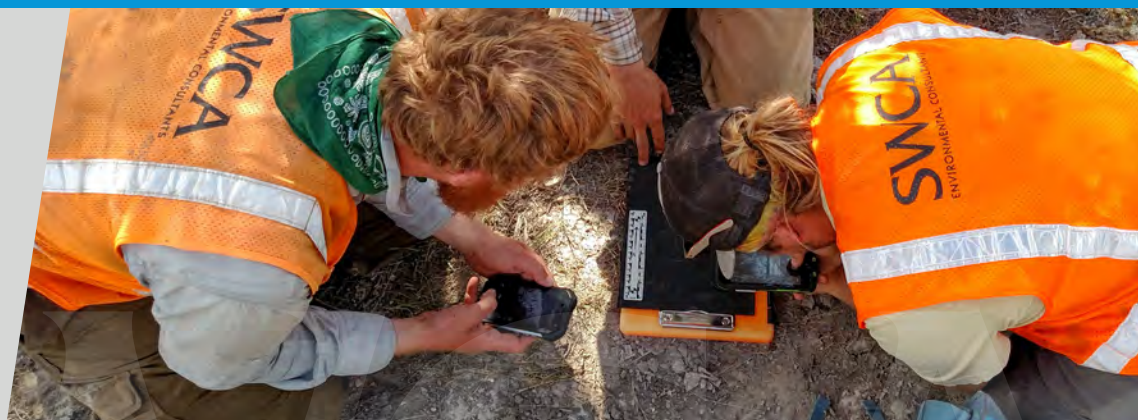
**SAFETY STARS
AWARDED**

0.27

**TOTAL RECORDABLE
INCIDENT RATE**

0

**DAYS AWAY
RESTRICTED TIME**



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.

Getting Fit Office by Office

Each year, we make available \$50 per employee to pay for healthy group activities. A total of 108 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:

- *Angry Axe*
- *Escape Room*
- *Bats Barge Tour*
- *Office Massages/Healthy Lunch*
- *Charity Walk*

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 85 employees participate and complete wellness activities related to fitness, weight control, nutrition, sleep, diabetes prevention, and blood pressure control.



Charity Mud Volleyball Tournament | Albuquerque

Houston Employees Participated in the Greens Bayou Coalition's 3rd Annual Greens Bayou Regatta



STEPPING OUT WITH SWCA

337
EMPLOYEES

109.3
MILLION
STEPS

51,000+
MILES

Stepping Out with SWCA Initiative

For the seventh consecutive year, a major component of SWCA's wellness efforts was the Walker Tracker Walking Challenge, which encourages employees to walk at least 8,000 steps each day. Program incentives included Fitbits for participants, raffle prizes such as Beats headphones, cast iron Dutch ovens, Finish Line gift cards, and Leatherman tools. At the end of the challenge, three participants who met the steps goal were each awarded a \$350 Amazon gift card.

In 2018, we had 204 participants in the spring challenge and 133 participants in the fall challenge. Employees tracked and logged their daily steps online for 7 weeks, and between the two challenges we walked a combined 109,325,418 steps!

The SWCA Cookbook Volume 3

Due to the success of the previous cookbooks, the Wellness Team worked with Marketing to create the SWCA Cookbook Volume 3. This cookbook includes a variety of recipes for salads, soups, snacks, entrees and sweet treats. There were 64 employees who contributed recipes and received a cookbook along with herb scissors and stainless steel cups and spoons.



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 2018, 70 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 varying by the type of publication and increasing with the level of participation in the SLP. In 2018, SWCA issued \$9,562 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 2018, the company provided \$15,278 in tuition reimbursement to eligible 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 2018, SWCA awarded \$20,800 in referral bonuses.

70
SCIENCE
LEADERSHIP
EMPLOYEE
MEMBERSHIPS

\$9.5K
IN PUBLICATION
BONUSES

\$15K+
IN TUITION
REIMBURSEMENT

\$20.8K
IN REFERRAL BONUSES





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. Our employee-owners have enjoyed dramatic share price growth since the first year of the plan.

100% *Employee* OWNED



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.

In 2018, SWCA had a record sales year, bringing in the highest amount of business to date. This resulted in an approximate 19% increase in both employee commuting and air travel. Our Denver, Fort Collins, Half Moon Bay, and Pittsburgh offices moved into larger workspaces, and our Seattle office closed. Our total office space increased by 5%. Our overall energy consumption increased by 9.4%. However once we take the 5% growth in office space into account, we only saw a 4.9% increase per square foot in 2018. We believe this increase was partially due to the colder winter in 2018.

See SWCA's 2018 Sustainability Program Highlights Appendix for further details.



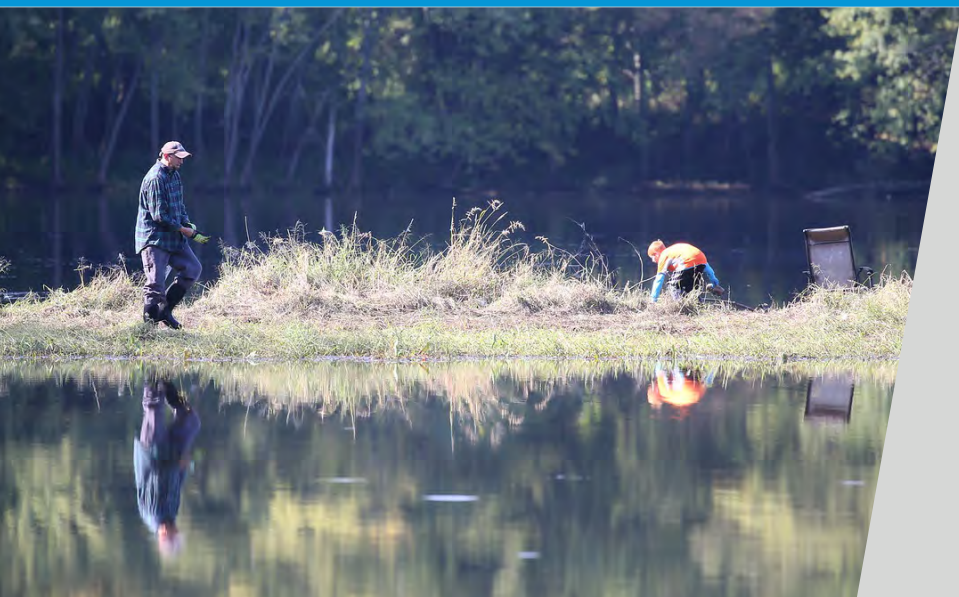
Friends of Chicago River Cleanup

26 Environmental Stewardship Activities

100%
OFFICES RECYCLED

99%
OFFICES USED
RECYCLED PAPER

100%
OFFICES
CONSERVED ENERGY



Source to Sea Clean-Up | Amherst Office





CONTACT

T: 800.828.8517

E: info@swca.com

www.swca.com