# Sustainability Program

## 2016 Year in Review

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A MESSAGE FROM

Dan Pleasant
Chief Operating Officer

2016 marks our fourth annual sustainability report and second year following the Global Reporting Initiative (GRI) framework. As an internationally recognized structure for sustainability reporting, we use the GRI framework to help us set goals, benchmark performance, and see where we can improve operations, outreach, and engagement with others.

Sustainability is a key part of our community-based practice that permeates into our internal operations. We continue our commitment to reduce our environmental footprint and balance long-term environmental, economic, and social goals. This means incorporating sustainability into daily practices, continuing to improve efficiencies and performance for our projects, and expanding engagement and communication with our stakeholders.

In 2016 we accomplished the following:

• Enhanced our sustainability program by incorporating long-term planning goals and restructuring the program to drive sustainability more deeply into our operations and project delivery
• Increased our green revenue by more than 15 percent
• Ranked #10 in Building Design + Construction’s Top 60 Green Building Engineering Firms and #28 in Architect Magazine’s Top 50 List in Sustainability
• Volunteered more than 3,950 hours in our communities

This annual report is a key platform for communicating sustainability performance and for external disclosure of our economic, environmental, and social impacts. For our 2016 calendar year reporting, we followed the original G4 standards as we shift towards the new GRI standards introduced late in 2016. We are committed to reducing our carbon footprint and improving efficiencies and performance for our projects, clients, and everyday activities.
Materiality Assessment

The materiality assessment—the process to gather stakeholder insight on what to report—was used for defining material aspects to help us determine our priorities. We identified material issues by collecting and analyzing a wide range of internal and external input, including employees’ surveys, company subject matter expert feedback, and other sustainability outreach efforts, as well as a review of industry trends. We defined “material” issues as those with significant economic, social, or environmental impacts; the materiality matrix is also influenced by GRI’s G4 Guidelines. This assessment entailed analysis and disclosure of multiple factors, which include but may not be limited to our organization’s corporate strategy, social engagement, and influence on supply chain and consultant entities. This year we expanded our alignment with communities where we work as well as the needs of our clients. The matrix is intended as a preliminary analysis to determine the content of this report and will be expanded in the future.

Training and Development

The mission of our training and development team is to help improve the performance of employees by identifying and providing learning services that directly align to and advance Dewberry’s culture. This includes supporting the learning needs across the organization from the Fairfax, Virginia, headquarters to local offices across the U.S. In 2016, we recorded more than 8,300 training course completions in the Dewberry Talent Center, which is our learning management system.

We increased the number of courses offered through eTraining. The courses included:

- Communication skills
- Contract compliance
- Ethics
- Project management
- Safety
- Sustainability, including Green Building and LEED® exam preparation
- Workplace harassment

In 2016, we expanded our project management training sustainability module. The session gives future project managers and leaders greater awareness of our commitment to sustainability and the participants’ responsibilities for improving the sustainability of their projects. We also broadened our offering of the LEED Green Associates (GA) Training Boot Camp program,
which helps participants achieve LEED GA accreditation. With an ongoing commitment to develop and maintain an in-house sustainability training program, 68 percent of our architectural professionals achieved third-party sustainable accreditation (LEED, Green Globes, etc.).

Through training and corporate incentives, Dewberry also seeks to increase third-party sustainable accreditation of its professionals.

Memberships

*A significant number of Dewberry employees are members and/or have a leadership role in these professional organizations.*

- Alliance of Hazardous Materials Professionals (AHMP)
- American Concrete Institute (ACI)
- American Correctional Association (ACA)
- American Council of Engineering Companies (ACEC)
- American Institute of Architects (AIA)
- American Institute of Steel Construction (AISC)
- American Jail Association (AJA)
- American Library Association (ALA)
- American Planning Association (APA)
- American Public Works Association (APWA)
- American Railway Engineering and Maintenance-of-Way Association (AREMA)
- American Road & Transportation Builders Association (ARTBA)
- American Society for Healthcare Engineering (ASHE)
- American Society for Photogrammetry and Remote Sensing (ASPRS)
- American Society of Civil Engineers (ASCE)
- American Society of Heating, Refrigerating, and Air Conditioning Engineers (ASHRAE)
- American Society of Highway Engineers (ASHE)
- American Water Works Association (AWWA)
At Dewberry, we embrace an inclusive environment by valuing all individuals and their many diverse backgrounds, which we believe improves client service, creates competitive advantage, and drives market leadership. The employee breakdown information, in accordance with the GRI report item G4-10, addresses population by gender. We continue to focus on improving gender balance within our disciplines and employment levels, especially as women and other populations are underrepresented in our industry and other STEM disciplines. In 2016, we actively recruited females and minorities at more schools in the STEM field. We also supported our employees’ passion for STEM within their communities through volunteer activities.

During 2016, we conducted diversity training with our managers and executives. We comply with federal as well as applicable state and local laws governing non-discrimination in employment in locations where the company has offices. We are an Equal Opportunity Employer that participates in an approved affirmative action program, which includes the policies, practices, and procedures that we are committed to in upholding our policy of nondiscrimination and affirmative action.
For Our Communities

Being a community-oriented firm is at the core of our business model. We have a guiding principle that states, “Build strong relationships. Make building relationships with clients, the community and others at Dewberry a priority.” This guidance comes from the very top of our organization and is reinforced by a formal employee recognition program. Employees are actively encouraged to serve on boards, join professional associations, and participate in community organizations and service events.

Since 2013, we have been tracking our company volunteer hours through the Presidential Volunteer Service Award and have achieved the gold level each year by volunteering more than 1,000 hours. In 2016, we recorded 3,951 community service hours.

At Dewberry, our employees are most passionate about volunteer work that ties directly to their professional responsibilities. Our engineers enjoy engaging grade-school students in basic engineering concepts. Our architects are passionate about events involving the built environment. For this reason, Dewberry advocates regular employee involvement in science, technology, engineering, and mathematics (STEM) activities within their local communities. Our employees also support the conservation of natural resources. Around the country, employees participate in stream clean-ups, tree recovery initiatives, Earth Day, and events that contribute to educating communities about sustainable practices and resilience.

At Dewberry, our employees know that the nation depends on future generations to solve critical infrastructure problems, design sustainable and resilient communities, protect scarce valuable resources, and positively impact quality of life.

Dewberry Office Locations
Supporting STEM Education

PARK(ing) Day
Our Rockville and Lanham, Maryland, offices participated in PARK(ing) Day—an annual, global event where citizens collaborate to temporarily convert metered parking spaces into public places. Employees transformed two parking spaces into a pop-up park primarily made of recycled materials, and then spent time interacting and engaging with the community on the need for public spaces in urban landscapes.

New York City Exploring Program
Our New York City office participated in the New York City Exploring Program. Local high school students were invited to the office to learn about the engineering field to help prepare them for future opportunities. In multiple visits, students heard about civil and structural engineering; water resources and environmental engineering; mechanical, electrical, and plumbing engineering; and the process of becoming an engineer. The students also participated in various hands-on activities to further explain concepts and principles.

Third Annual Survey Merit Badge Day
Volunteers from our Mount Laurel, New Jersey, office helped local boy scouts earn a merit badge in surveying—historically one of the most difficult to earn. Five boy scouts and one venture scout participated in the session, learning the basics of land surveying and how it relates to communities. Dating back to 1911, the surveying badge remains one of the original badges available to scouts.
ADDITIONAL STEM-RELATED VOLUNTEER ACTIVITIES

• Fairfax and Gainesville employees participated in the 12th Annual Virginia Department of Transportation Northern Virginia District Career Fair

• Danville staff participated in the Southern Virginia Career CholCE Expo

• Our Peoria, Illinois, office hosted its 16th annual Washington Gifted Middle School 8th grade architecture tour

• Camp T-Square toured the Tulsa, Oklahoma, office

• A Peoria intern served as a mentor for the 2016 First Robotics Competition’s world champions

• Sixth and eighth grade students at Rosa Parks Middle School learned about landscape architecture from our Rockville, Maryland, employees

• Our Frederick staff taught fifth graders at Eagle School Intermediate in Maryland about what civil engineers do

• Fairfax employees discussed architectural design with second graders from Braddock Elementary School in Virginia

• Volunteers from our Richmond, Virginia, office helped the Richmond American Society of Civil Engineers host its 21st Annual Popsicle Stick Bridge Contest

• Our Pasadena, California, office supported Pasadena City College Earth Day

• Multiple Fairfax employees volunteered at the Luther Jackson Middle School Expanding Visions Program

Participating in Park and Water Cleanups

Cleaning Up the Dundee Island Preserve

In an effort to help the Passaic Valley Sewerage Commission (PVSC) remove garbage from the watershed area, many of our Bloomfield, New Jersey, employees gathered up trash along the Passaic River. Our third park cleanup for PVSC, the team collected more than 50 bags of garbage.
**Tulsa’s Historic Route 66 Cleanup**

Employees in our Tulsa, Oklahoma, office gave back to the city by cleaning up the Cyrus Avery Route 66 Plaza, its parking area, and a portion of Route 66. We developed a master plan for promoting and enhancing 26 miles of the historic highway. Working closely with Tulsa planners and engineers, we designed gateways that mark each end of the corridor, created the Cyrus Avery Centennial Plaza at the Arkansas River, and helped restore the route’s largest neon sign. By spending lunch hours picking up trash four times a year, the office is keeping clean an area it was proud to design.

**New Jersey Tree Recovery Campaign**

As an ongoing event to help restore communities post Superstorm Sandy, a group from our Parsippany, New Jersey, office distributed 2,000 free trees as part of the New Jersey Tree Recovery Campaign.

**ADDITIONAL CLEANUP ACTIVITIES**

- Our Fairfax emerging professionals group helped clean up Nottoway Park
- Fairfax office volunteers removed invasive species and saved more than 20 trees in a local park
- Peoria team members participated in Keep Peoria Beautiful Great American Cleanup
- New Haven, Connecticut, office volunteers contributed to the International Coastal Cleanup

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**Serving Communities in Need**

**Peoria at the Midwest Food Bank**

At the Midwest Food Bank, volunteers from our Peoria office assembled “tender mercies”—prepackaged shelf-stable meals that are used by the Salvation Army in disaster relief situations around the country and in local food pantries. The group completed 760 packets, which will help feed more than 3,000 people.

**We donated**

- 760 NON-PERISHABLE MEALS
- 10 THANKSGIVING MEALS
- 94 INDIVIDUAL FOOD ITEMS
Building Can Structures to Help Fight Hunger

Our Fairfax office teamed up with HITT Contracting, Inc. to compete in the 2016 American Institute of Architects (AIA) D.C. chapter’s CANstruction® competition. The team spent several months planning, designing, fundraising, shopping, and finally constructing a movie-themed structure—the house from UP, complete with colorful balloons and Dug, the dog. The finished product consisted of 4,700 cans of food, all donated to the Capital Area Food Bank. The structure was awarded Juror’s Favorite/Best in Show.

Our Richmond office held a CANstruction competition in its office and asked clients to judge and name the winner, a University of Virginia-themed “CANtunda.” The teams donated 3,350 cans to Feed More’s Central Virginia Food Bank.

In Tulsa, employees participated in AIA Eastern Oklahoma’s Can Construction competition. Their “Very Hungry CANapillar” structure won both Juror’s Favorite and People’s Choice awards. A total of 1,900 cans were donated to support the Community Food Bank of Eastern Oklahoma.

We donated 9,950 CANS of FOOD to the Capital Area Food Bank, Feed More’s Central Virginia Food Bank, and the Community Food Bank of Eastern Oklahoma.

Habitat for Humanity

Putting their engineering skills to work, Richmond employees teamed up over a weekend to build a fence for one of Richmond Metropolitan Habitat for Humanity’s Women Build projects.

New Home Design for Tulsa Habitat for Humanity

Collaborating with Cyntergy AEC, our Tulsa office created a new standard home design for Tulsa Habitat for Humanity that stays true to the architecture of the surrounding area, remains affordable for homeowners, and appreciates value over time. Additionally, volunteers from the office have contributed to two new home builds, bringing their designs to life.
CHARITABLE CONTRIBUTIONS

We donated to the American Red Cross through employee and company match for natural disaster events, including the Ecuador flooding, West Virginia flooding, Louisiana flood, and Hurricane Matthew.

ENGINEERS WITHOUT BORDERS

Graduate Engineer Jeremy Cothren from our Raleigh office, designed and installed a well pump for people in need in Sierra Leone with the Engineers Without Borders/North Carolina State University team.

RECOGNITIONS

• Our involvement with the 2015 Greenbuild Host Committee was recognized with the President’s Volunteer Service Award
• Habitat for Humanity of Northern Virginia recognized our contribution for providing pro-bono design and engineering services for five new homes
• Tulsa Habitat for Humanity recognized our collaboration with Cynergy AEC in creating a new standard home design

Our offices DONATED

29 coats 73 hats 11 sweaters
116 pairs of gloves 14 scarves 15 pairs of socks
+ 75 assorted clothing items
Our Secure Paper-Shredding and Recycling Program

This past year, we improved our recycling program to help reduce greenhouse gas emissions and preserve natural resources.

For Our World

Our Commitment to AIA’s 2030 Challenge

Since we began our commitment to the AIA 2030 challenge, we have reported on more than 150 projects, including 10.1 million gross square footage of design. In 2016, we improved our average predicted energy use intensity (pEUI) reduction from 34 percent to 44.6 percent. We are also developing an internal road map to net zero designs by 2027—three years early.

DEWBERRY SUBMITTED STATISTICS ON

DECOMMISSIONED print devices recycled through PC Connection

DECREASED monthly average PRINTS by 6%

increased the number of ECO BOXES RETURNED to Xerox with used and unused consumable print supplies, by 14%

73 PROJECTS including 2.9 MILLION GROSS SQUARE FEET

11% of whole buildings/additions used ENERGY MODELING to predict building performance
Overall average of **18%**

**REDUCTION**

**OF** lighting power density **OR** watts per square foot

**REDDUCTION**

**OF** predicted energy use intensity (pEUI)

**44.6%**

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**Predicted Energy Use Intensity (pEUI) Reduction**

**Performance Targets**

- **Dewberry’s Average**
- **Dewberry’s Target**
- **Reporting Firm’s Average**
- **AIA Target**

**2016 Project: Rosa Parks Elementary School**

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Dimensions.
Conclusion

We continue to fine-tune our business approach through a commitment to minimum sustainability requirements for projects to take advantage of new technologies and innovative design approaches as well as employee engagement and development. In 2017, the executive sustainability team is further integrating the GRI reporting structure into our processes by expanding materiality topics most relevant to our practice and that have the strongest influence on our stakeholders. We also are encouraging our employees to further their sustainability training, achieve credentials, and volunteer in their communities.

GOVERNANCE

Dewberry is a privately held, family-owned business. Barry K. Dewberry is the executive chairman of the board of directors, where nine directors serve, consisting of five outside independent and experienced business leaders, three family members, and the chief executive officer, Donald E. Stone, Jr. The CEO, at the direction of the board and through the chairman, runs the business. A C-level suite, including the chief operating officer, chief financial officer, chief information officer, legal counsel, and directors of human resources, contracts, communications, and marketing manage company operations. Dewberry’s engineering and architectural disciplines are directed by practice area leadership. The governance structure consists of the board of directors, the chairman of the board of directors, the chief executive officer, and oversight committees.

ETHICS AND INTEGRITY

Dewberry aspires to conduct its business in accordance with uncompromising ethical standards and in full compliance with all laws and regulations. In the course of conducting Dewberry business, integrity must underlie all Dewberry relationships. Dewberry expects every employee to adhere to ethical standards, promote ethical behavior, and be honest and forthright in dealings with managers, subordinates, and one another as well as with clients, business partners, and the public. Employees must not engage in conduct or activity that may raise questions as to Dewberry’s honesty, impartiality, or reputation or otherwise cause embarrassment to Dewberry.

Every action should be judged by considering whether it is legal, fair to all concerned, in the best interests of our members/shareholders, employees, and clients, and able to withstand the scrutiny of outsiders.

In addition, as an entity supporting marketing to, contracting, and working with the U.S. federal government and U.S. government contracts, Dewberry operates under unique legal and regulatory requirements imposed upon federal government contractors. Dewberry is committed to complying with the letter and spirit of these laws and regulations.

The Code of Conduct applies to all employees of the various Dewberry companies and to all of Dewberry’s business activities.

PROCESS FOR DEFINING THE REPORT BOUNDARIES AND CONTENT

We believe the GRI helps us to communicate clearly and openly about sustainability using consistent language and metrics that are shared by other organizations.

1. It’s a statement of commitment to sustainability and to being a sustainable business.
2. It continues our legacy of external sustainability reporting.
3. It defines the areas where we will report performance in the future.

Questions?

If you have any questions or comments about our sustainability program report, contact:

Dan Pleasant
Chief Operating Officer
sustainability@dewberry.com | 703.849.0100

Sustainability Program: 2015 Year in Review


2017 Sustainability Program:
2015 Year in Review


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Sustainability Program: 2015 Year in Review

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<td>Primary brands, products, and services</td>
<td>Alternative delivery; architecture; climate change; emergency management; environmental engineering; geospatial; interior design; land planning and development; mechanical, electrical, and plumbing engineering; planning/programming; resilience; risk management and vulnerability; security technology design; site/civil engineering; surveying; sustainability, telecommunications; transportation engineering; water/wastewater engineering</td>
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<td>G4-12</td>
<td>Supply chain description</td>
<td>At Dewberry, we promote the greening of our internal operations by identifying specific action plans to support our sustainability commitment. We raise awareness at each office location around sustainable activities and work closely with our suppliers to monitor progress toward their sustainability goals. With the aid of our vendors, we have identified 20-percent recycled content wide-format printer paper. The accuracy in measuring recycled consumable print supplies has also evolved thanks to our print partner, Xerox. Vendors are being engaged to equip our offices with sustainable breakroom supplies, from disposable cutlery to dish soap.</td>
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<td>G4-13</td>
<td>Organizational changes during the reporting period</td>
<td>In April 2016, we announced the acquisition of engineering and surveying firm Preble-Rish. The acquisition added approximately 120 employees and 15 locations to Dewberry, broadening our presence in the Florida Panhandle and Gulf of Mexico.</td>
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Specific internal policies adapted to manage environmental and social impacts include the following:

- A framework within our architectural practice to pursue excellence in design, sustainability, and business, which continues to improve business development, project execution, recruitment, and retention.
- A minimum set of sustainability standards for all new construction, major renovation, and interior fit out projects over 10,000 square feet. With an ongoing commitment to develop and maintain an in-house sustainability training program, we increased the goal for third-party sustainable accreditation for our architectural professionals (LEED, Green Globes, etc.) to 75 percent in 2016, with 68 percent of staff reaching the goal.

The sustainability program executive team spearheaded the sustainability report process, reporting topics relevant to Dewberry, inclusive of our stakeholder input, as well as our wider sustainability context. We also follow GRI Core method of reporting, using a four-step program as follows:

1. Identification
2. Prioritization
3. Validation
4. Review

We have developed a materiality matrix worksheet intended as a preliminary analysis of our material aspects and boundaries.

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<td>The sustainability program executive team spearheaded the sustainability report process, reporting topics relevant to Dewberry, inclusive of our stakeholder input, as well as our wider sustainability context. We also follow GRI Core method of reporting, using a four-step program as follows: 1. Identification 2. Prioritization 3. Validation 4. Review</td>
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<td>We have developed a materiality matrix worksheet intended as a preliminary analysis of our material aspects and boundaries.</td>
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<td>Restatements</td>
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<td><strong>Direct stakeholder groups:</strong> Employees, senior management, owners, communities, clients, teaming partners, trade organizations (page 12)</td>
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<td>Internal and external reporting, intranet, teaming, presentations, discussions, trade organizations’ sustainable sub-committees, corporate sustainability initiative</td>
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<td><strong>Approach to stakeholder engagement</strong></td>
<td>Current activities include engaging with clients and teaming partners regarding project sustainability goals and requirements; participating in industry sustainability, resilience, and economic development organizations; partnering with and financially supporting educational institutions and their students who are engaged in STEM disciplines; promoting ethical hiring and employment practices; and encouraging the professional growth of employees. In 2016, we took steps to integrate our internal stakeholder approach with our organizational structure. We also began incorporating GRI principles into our goals.</td>
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<td>G4-27</td>
<td><strong>Topics raised during stakeholder engagements</strong></td>
<td>We have incorporated sustainability and GRI process overview into many of our existing programs, such as new employee orientation and project management training. We also discussed our process with current clients and partners.</td>
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<td>The in-accordance option selection is core. External assurance was not used for the 2016 report.</td>
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<td><strong>Policy regarding report assurance</strong></td>
<td>External assurance was not used for the 2016 report; therefore the policy is not applicable.</td>
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<td>G4-DMA</td>
<td>Materials disclosures on management approach (DMA) for materials</td>
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<td>G4-EN17</td>
<td>Emissions other indirect GHG emissions (scope 3)</td>
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<td>Effluents and waste</td>
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<td>Reduction of GHG emissions</td>
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<td><strong>SOCIAL</strong></td>
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<td>G4-SO1</td>
<td>Local communities. Percentage of operations with implemented local community engagement, impact assessments and development programs</td>
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