



NAEM

AFFILIATES GUIDE 2010

YOUR RESOURCE FOR EHS & SUSTAINABILITY SOLUTIONS

It is with great pleasure that I present you with the 2010 Affiliates Council (AC) Guide.



The Affiliates Council is here to help you and provide a support network exclusive to NAEM members. Currently, the Affiliates Council includes 46 members. In addition, this year's guide will introduce you to several new members. These members have been categorized into key service areas so that it is easy to find exactly what you are looking for. These sections include Comprehensive EHS Services, Legal Services, Management Systems/Software, Marketing/Communications, Publishing/Regulatory Monitoring, Recycling/Waste Management, Risk Management/Compliance, Specialty Practice, & Sustainability Management.

Members of the Affiliates Council are selected based on their previous experience and track record of serving the needs of the existing NAEM members and their demonstrated commitments to supporting the overall goals and objectives of NAEM. I believe that the current members of the Affiliates Council, and the new ones chosen this year and in the future, offer NAEM members the “best-of-the-best” services in a unique strategic partnership only found at NAEM.

In 2010 John Reichling, VP of the AC, and I were able to initiate several new, exciting programs for AC members. These programs will create many opportunities for AC members to work with, and bring value, to all NAEM members. These projects will also allow us to keep building a tight AC community and a culture of strength as the EHS profession continues to evolve and change. These new member benefits include a quarterly AC-led webinar series, an on-demand library of technical resources and tools, and finally a new B2B page where AC members can share news, whitepapers, event information, blog and more!

Please keep this Guide close at hand as the year progresses. You will find willingness from those listed in this Guide to help and support you on a very personal level. Contained in these pages are brief overviews and personal statements by each company and their primary representative's contact information. This is a living Guide, and we gladly seek your input to make it a useful and valuable resource. Please do not hesitate to contact myself or John Reichling if there are service providers you would like to see as Affiliates Council members, or there are specialty services we should consider to better serve your needs.

The EHS profession is changing, and NAEM is perfectly positioned, with the help of the Affiliate Council, to continue to support our members as they carve new ground in managing sustainability, climate change, energy innovations, the changing workforce and changing technology. I wish you all the best this year. Good luck!

Margery A. Moore
 President, Affiliates Council
 Alliance Manager, EHS, BNA Inc.

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Since 1999, Actio has been helping companies and their supply chain networks to cost-effectively manage the complexities surrounding environmental compliance and the exchange of parts, substances and chemicals along the global manufacturing supply chain. Actio’s supply chain materials information management solutions are delivered as SaaS and encourage Six Sigma or a “best practices” approach for analyzing and managing parts, substance and chemical information in today’s complex regulatory environment. Actio solutions track raw material and part composition for compliance with global and local regulations including: REACH, RoHS, WEEE and EHS and OSHA requirements.

Agility in an increasingly complex and globally regulated supply chain enables Actio customers to improve profitability by:

- Immediately recognizing and responding to global regulatory issues
- Improving globalization of new products
- Enjoying faster time-to-market
- GRI, CSR, GHS, SDS and EHS compliance

- Avoiding compliance fines and brand damage resulting from product recalls
- Designing eco-friendly products
- Optimizing lean manufacturing
- Executing green, sustainable business practice
- Mitigating risk across the supply chain

Products

- Gatekeeper: A process workflow platform for requesting, authorizing, and purchasing materials — with regulatory screening.
- Vault: A web-based, global, GHS-enabled material safety data sheet management module for storing and distributing (M)SDSs.
- Author: A professional service and (M)SDS authoring tool that creates compliant (M)SDSs on finished goods containing hazardous materials.
- Regulator: An eco-PLM module for real-time inventory tracking of raw material and finished goods from arrival on site through waste reporting. Functionality includes HazCom labeling, bar coding, emissions reporting, and regulatory compliance reporting from cradle to cradle.



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- BOMtracker: A product stewardship tool for supply chain data collection and management. Acquires material information for producing multi-level BOMs to simulate and evaluate compositional information for eco-PLM, RoHS, REACH and WEEE.
- REACHtracker: An online platform for collecting, warehousing and analyzing supplier REACH information. Used to rollup substance inventory data across regions, legal entities and divisions for analyzing REACH implications and collect downstream usage information for submittals to SIEFs or in preparation of a GHS extended SDS.
- Material Disclosure: For a COO or Supply Chain Chief to manage risk in a supply chain: a robust supply chain communication tool designed to securely collect, warehouse and distribute regulatory and compositional information about materials in manufacturing and supply chain processes. Secure platform has multiple levels of access permissions and provides an audit trail for risk mitigation and analysis.

For more information about Actio Corporation, visit www.actio.net.



AECOM's Global Environmental Practice

AECOM understands the value of our natural environment and the need to minimize impacts from society and industry. As one of the world's leading global consultancies, our 5000 talented professionals have a long history of providing environmental solutions for private and public clients around the world.

Our skilled engineers, scientists, project specialists and managers provide comprehensive, environmental services that meet client business and operational lifecycle needs for feasibility, impact analysis, and operational compliance as well as remediation, restoration and reuse of impacted property. Our solutions balance complex technical, regulatory, business and stakeholder issues to produce cost-saving business value for clients.

Our extensive knowledge and understanding of client processes and operations, local and regional regulatory settings and standards, and emerging global trends sets us apart as a sin-

gle source for global client needs. And, we leverage the full global capabilities of AECOM's 45,000 staff operating in more than 100 countries.

Our Industrial Services

Industries face increasing challenges to growing their businesses, including global competition, depressed customer demand, costs of raw materials and government mandated programs. Environmental protection and worker safety are mandated programs yet also important business risk management objectives. AECOM has the expertise and global resources to help clients achieve these cost-effectively and deliver value to the corporation.

We work hard to translate sustainability and carbon footprint from popular jargon to value-creating initiatives. Identifying and reducing environmental liabilities in assets being considered for acquisition or divestiture ensures efficient capital management. Obtaining necessary approvals in a timely manner ensures capital projects success. We tailor our remediation strategy for managing



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industrial site issues to balance cash flow with corporate revenues and effectively move to regulatory closure, eliminating unwanted liabilities on your balance sheet.

Our private sector project portfolio ranges from developing a global EHS compliance plan for a worldwide automotive parts manufacturer, or a nationwide pollution prevention and sustainability program in the U.S., to a plastics manufacturing site assessment in Saudi Arabia to multiple plant decommissionings.

For more than 40 years, AECOM's Environment practice has offered leading-edge consulting services to help companies successfully address their most difficult challenges involving:

- Air quality, permitting, and carbon management
- Capital project permitting

- Compliance auditing and corrective action
- EHS information management
- Environmental site investigations
- Environmental costing & reserves management
- Health & Ecological Risk Assessment
- Site remediation & restoration
- Transactional support
- Water conservation & supply development
- Wastewater permitting, engineering & treatment
- Work place safety programs & training

As one of the world's leading environmental service providers, we have broad experience with companies in all regions of the globe. Our Key Account program ensures consistent, quality service delivery to our clients. We manage our diverse resources to deliver the solutions you need to advance your business.



Infrastructure, environment, buildings

ARCADIS is an international company providing consultancy, engineering and management services in infrastructure, environment and buildings, to enhance mobility, sustainability and quality of life. ARCADIS develops, designs, implements, maintains and operates projects for companies and governments. With more than 15,000 employees and more than \$2.8 billion in gross revenue, ARCADIS has an extensive international network that is supported by strong local market positions.

Leader in the Global Market

(2009 Rankings, ENR)

1st in Top International Design Firms by Region: U.S.

1st in Top International Design Firms by Market: Hazardous Waste

3rd in Top International Design Firms by Market: Water Supply

8th in Top Environmental Firms in Consulting / Studies

EH&S Global Compliance Assurance

Facility compliance challenges stem from external pressures of new regulatory programs and agency enforcement trends, as well as internal organizational pressures to streamline

management systems, manage costs and do more with less. Further, the increasing impact of environmental enforcement, particularly in the area of individual and corporate criminal and civil liability, has put a premium on organizations having effective environmental, health, and safety (EHS) management systems and oversight capabilities. In response to these needs, ARCADIS offers a complete range of EHS management, permitting, auditing, and due diligence services.

Global Product Stewardship

ARCADIS defines stewardship in terms that relate to the key needs of our Fortune 500 clients. Our special focus is chemical products and ingredients, including consumer products, commodity and specialty chemicals, agricultural chemicals, food additives, and pharmaceuticals. Global product stewardship encompasses human and environmental safety, regulatory compliance, and sustainability concerns across the lifecycle and supply chain of a chemical or product. Our client-focused mission is to cost effectively assist corporations in resolving these concerns in all market geographies, and in developing timely strategies to address or avoid costly issues in the future.



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Air Quality Services

Whether it is an existing facility, new facility, or site closure, ARCADIS experienced air quality staff provides the services our clients need to get the job done right. ARCADIS' diversified air services staff provide a full range of regulatory compliance and air pollution engineering services to assist clients with permitting, compliance issues, annual reporting, and minimizing potential liabilities. Our expansive and diverse client-base keeps us on the cutting edge of the latest local, state, regional, and national trends in regulations and technology. ARCADIS' air quality experts are experienced in the wide array of permitting requirements, including construction permits, Title V Operating Permits, FESOPs, Acid Rain Permits, and minor source permits with expertise in New Source Review, prevention of significant deterioration, Risk Management Plans, maximum achievable control technology standards, and agency negotiations.

Climate Change

ARCADIS has experience measuring and managing Greenhouse Gases (GHG) to help our clients maintain competitive advantage. ARCADIS has successfully worked with clients to develop corporate GHG strategies and innovative finance mechanisms (i.e., carbon credits) to enhance profitability, successfully completed emission inventories for GHG as well as other air pollutants, successfully determined appropriate registry involvement and determined requirements for alternative voluntary reporting protocols, and guided organizations through the development and implementation of energy efficiency solutions and reducing emissions throughout the value chain.

ARCADIS provides business solutions that enable our clients to integrate environmental factors into strategic decisions. We translate the value of clean water, air and land into economic terms and develop engineering solutions that protect the earth, promote business growth, and satisfy the needs of communities.

Brown AND Caldwell

Company Overview

Brown and Caldwell (BC) is an environmental engineering, consulting, and construction management firm offering a wide range of expert services on environmental and engineering projects. Our nationally recognized consulting firm has a 60-year history of delivering innovative, economical, sustainable solutions to the environmental challenges of industry, municipalities, and the federal government. BC is consistently ranked in the top 20 “All-Environmental” firms in the United States by Engineering News Record. BC’s resources located in over 45 offices across the country consist of over 1,500 environmental professionals, engineers, scientists and construction specialists.

We believe client service requires an understanding of real business risks underlying environmental programs and projects. Our “best team” approach ensures the most qualified technical, management and construction specialists for each project are individually selected for their unique ability to contribute to the success of a project.

BC aggressively searches out the most demanding and technically challenging programs or projects. Our focus on creatively applying solutions has

earned us a nationwide reputation for finding novel, site-specific resolutions to our clients’ most challenging environmental problems. One of BC’s hallmarks is that we will not tie ourselves to any one technology or vendor. We will choose the best methods for each site, depending on the site parameters, variables and client goals.

Top Five Services

Site Investigation/Remediation

BC conducts cost-effective and defensible site characterizations utilizing both intrusive and non-intrusive investigative techniques, spanning a wide variety of atmospheric, aqueous, and geologic media. Our innovative approach to identifying and implementing the most efficient and appropriate remedial solutions focuses on satisfying our clients’ overall business objectives while accommodating the unique hydrogeologic environment of each site.

BC acts as a technical advocate for our clients in negotiating practical remedial goals and cleanup levels. We are practiced in reviewing our client’s portfolio of contaminated properties and performing a prioritization based on technical, regulatory, institutional and business variables.



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Compliance and Permitting

BC has gained substantial recognition for planning and implementing strategies resulting in rapid regulatory acceptance at low cost. We use our detailed understanding of the regulatory framework and compliance requirements to prepare federal, state, and local permit applications covering hazardous substances, water and wastewater, solid wastes, and air emissions.

Surface and Groundwater Hydrogeology

BC’s expert engineers and hydrogeologists use a goal-oriented approach and state-of-the art surface and groundwater modeling technologies to deliver innovative hydrogeologic solutions and develop sound conceptual models. Our tactics for successful hydrogeologic investigation and site conceptualization of the subsurface are essential to facilities siting, permitting, remediation, due diligence, water supply and other regulatory compliance programs.

Industrial Water Quality

As a leader in wastewater technology, BC understands the challenges faced by various industrial sectors including refinery, chemical, pharmaceutical, food and beverage, and others. We can help you meet these challenges and achieve your diverse and complex wastewater treatment goals and objectives.

Sustainable Development

As industry and municipalities take action on sustainability, new business strategies must be crafted to enhance environmental performance and satisfy stakeholder expectations. BC provides sustainable solutions for your ES&H and O&M programs. Our expert staff offers comprehensive services to address EHS Management Systems, greenhouse gas and carbon mitigation, waste reduction, renewable and alternative energy, energy conservation and efficiency, water use efficiency, process and facility optimization, life cycle assessment, and green infrastructure.



Bureau Veritas is a global company specializing in the fields of quality assurance, health, safety, and environmental services. Present in 140 countries through a network of 900 offices and laboratories, it has more than 42,000 employees and a client base of more than 300,000. With more than 2,400 QHSE professionals in over 60 offices across North America, Bureau Veritas develops solutions that contribute to risk prevention and performance improvement to help organizations create long-term value through our technical and regulatory expertise.

Bureau Veritas is ISO 9001:2008 certified.

Climate Change Services

Partnering with businesses to respond to today's environmental and social accountability demands. Climate change is the most critical global environmental issue we face today. Businesses face increasingly complex requirements for identifying and reporting GHG emissions and achieving reduction targets and must decide how to respond to growing demand for environmental and social accountability.

Our services include:

- Greenhouse Gas Emissions Management
- Sustainability Planning and Report Development
- Third-party Assurance and Verification
- Energy Strategy, Audits, Energy Efficiency Assessments

Bureau Veritas Certification is ANSI-accredited, a recognized verification body for The Climate Registry and the California Air Resources Board, and an approved verifier for the Chicago Climate Exchange.

Environmental Risk Management

Providing innovative solutions that help you manage environmental risk. Bureau Veritas partners with clients to reduce the potential for unforeseen costs, scheduling delays, and exposure to contaminants and environmental liabilities. We offer assistance during the sale or acquisition of a property, renovation or demolition, new construction, management of an existing property, facility decommissioning, or site remediation.

Our services include:

- Environmental Assessments
- Asbestos and Lead Management



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- Vapor Intrusion Assessments
- Microbial Assessment and Remediation
- Environmental Compliance Services
- Expert Consulting and Testimony Services

Remediation, Facility Decommissioning, and Redevelopment

Proven capabilities to design and implement turnkey solutions at sites nationwide.

The number of remediation technologies and products in the marketplace today may seem overwhelming, confusing, or difficult to evaluate. Bureau Veritas' remediation managers can help you develop the right approach by providing our collective experience and diverse remediation expertise to take the guesswork out of your choice.

We develop practical, flexible, integrated strategies for redevelopment. Our extensive experience working with redevelopment and economic development agencies enables better,

more accurate investigations, recommendations, and solutions — ultimately mitigating risks, reducing project timeframes, and controlling costs.

Workplace Health and Safety Services

Assess, plan, manage, and maintain safe and healthy workplaces.

Bureau Veritas has been evaluating occupational health hazards, delivering sound, reliable solutions to make workers — and workplaces — safer and healthier. Through a strong understanding of the relationship between workers, equipment, processes, and potential sources of exposure, we help clients anticipate, recognize, evaluate, and control workplace health hazards.

Our services include:

- Industrial Hygiene
- Safety
- HSE Performance Systems
- Indoor Environmental Quality
- Ergonomics
- Training Programs



Cameron-Cole is a national environmental and social issues management and technical services firm that helps clients address the challenges involved in achieving operational success, preserving environmental quality, implementing socially responsible and sustainable practices, and doing this all in a cost-effective manner.

Commitment to Sustainability

At Cameron-Cole we are very aware of the need for our clients to meet their near-term objectives while considering the long-term impacts of their activities, investments and decisions. By focusing on social and environmental issues as well as economic ones, risks can be effectively managed and opportunities can be identified. Through a well-tested process, Cameron-Cole provides clients with the advice and tools to “operationalize” sustainability. We also believe that taking a sustainable approach in our own company is not only our responsibility, but also essential to our long-term viability.

Our Services

We provide our clients with expert advice on, and assistance with a wide range of social and environmental issues. Our services include:

- Climate change strategy development
- Climate Action Plans (CAPs)
- Carbon footprint assessments
- GHG inventory design, development, reporting and verification
- CSR/sustainability strategy, performance metrics and measurement, reporting and independent assurance
- Sustainable supply chain management and EPP
- Sustainable building structures
- Life cycle analysis of products and services

A number of our key staff and managers have more than 20 years of practical experience with environmental and social issues, in both the public and the private sectors. In addition, Cameron-Cole staff has in-



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depth knowledge and experience with all leading reporting and verification guidelines in the public domain. We have also contributed to the development or revision of many of these publications. Currently, Cameron-Cole is an approved technical assistance provider and verifier for members of the California Climate Action Registry, and has applied to ANSI for accreditation to act as a verifier for The Climate Registry.

Cameron-Cole was established in 2001 as a management-owned, independent consulting firm with its roots reaching back to the 1980s as part of several leading industrial organizations. Since 1988, core professionals at our firm have provided a broad range of services to address complex environmental and social

issues faced by our public and private sector clients. Cameron-Cole, with offices around the country, partners with leading firms in Europe to extend our reach.

In addition to climate change and sustainability services, the firm offers other environmental, engineering and remediation design services, including green remediation.

Cameron-Cole is a committed business partner to each of our clients. This commitment means providing services that help our clients successfully operate in a competitive and increasingly global business environment.

Please visit our website at www.cameron-cole.com.



In today's global market, as individuals, organizations and governments gain awareness and understanding of the impacts of consumption, Sustainability and EHS managers are faced with increased pressure from stakeholders for transparency and accountability in the economic, environmental and social responsibility dimensions. Consequently, having a clear strategy and approach to manage the organization's impacts becomes essential. CDM's comprehensive services help organizations achieve their objectives during these times of economic recovery. Services include:

Energy Management & Climate Change Services

Energy and facility costs are important issues for industry, especially during these times of economic crises. Managing energy and facility assets provides the most direct means for reducing GHG emissions. As GHG protocols evolve and regulations are developed, CDM offers energy and facilities management services to help our clients minimize risk and maintain profitability. Services include the following:

- Facility energy auditing
- Energy efficiency improvements
- GHG Emissions Inventories and Reporting

- Strategic GHG Management Planning
- Mitigation Engineering and Energy Management
- Renewable Energy and Alternative Fuels Evaluations and Project Design and Implementation
- Green Design, Engineering and Purchasing

Sustainability Services

CDM management consultants work with a wide array of clients ranging from Fortune 100 companies to small business operations to create sustainability performance improvement strategies, tailored to each client's specific needs — as driven by customer and consumer needs, and supply chain realities. Services provided include:

- Sustainability Strategic Plans
- Sustainability Management System
- Key Performance Metrics (KPI)
- Scorecards
- Benchmarking
- Corporate Social Responsibility Reports
- Life Cycle Assessment (LCA)
- Green Procurement Programs

Management Systems

CDM's management system philosophy is to build on our clients' existing management system components,



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use accepted management system frameworks (such as ISO 14001, OSHAS 18001, ANSI/AIHA Z10, etc.), and engage client staff and stakeholders in the development and implementation process. Services include:

- Gap analysis
- Policy statement development
- Aspects, impacts and initiatives identification
- Information management solutions
- Performance metrics and reporting
- Communication and awareness strategies
- Management system audits

Regulatory Compliance Auditing

CDM's audit methodology is designed to help our clients sustain compliance with regulatory requirements and continually improve EH&S performance. Our compliance auditing services include:

- Regulatory compliance audits
- Audit program reviews
- Audit protocol / checklist development and review
- Compliance audit training

Risk, Security and Energy Management

CDM's risk and security management services are directed toward protecting against or mitigating those events that might keep an organization from achieving its business goals or mission. Aside from the traditional service offering, like continuity of operations plans, training and employee preparedness handbooks, CDM works with clients to identify risks related to supply chain, water, waste and energy issues; and develop appropriate tools to manage them.

About CDM

CDM is a consulting, engineering, construction, and operations firm delivering exceptional service to public and private clients worldwide. Headquartered in Cambridge, MA, we have more than 100 offices worldwide. Our full range of comprehensive services includes architectural and engineering design, environmental management and planning, transportation, management consulting, information management, and construction.



CH2M HILL provides comprehensive EHS compliance services around the globe, with unique access to a tremendous resource of current, practical knowledge of federal, state and local regulations around the world. We offer proven, creative ways to solve compliance and conformance problems while meeting your business, risk tolerance, funding and schedule requirements. Our regulatory services include permitting/licensing, auditing, sustainable development, EHS and compliance management and management consulting.

Permitting/Licensing

CH2M HILL provides permitting and licensing support, from construction through operation. We track emerging regulations across the globe and work with our clients to develop strategies for complying with those regulations—whether those strategies include negotiating successfully for less strenuous requirements or providing innovative engineering solutions to meet regulatory requirements.

Auditing

CH2M HILL conducts EHS and process safety compliance audits at

all types of industries across the globe. We create value beyond traditional audit programs—offering innovations to save time, reduce costs and increase productivity. We have saved our clients thousands of dollars through our knowledge of local regulators and requirements. Our Process Safety Audits include OHSAS 18000 support, training and procedures development.

Sustainable Development

CH2M HILL provides Green House Gas (GHG) inventory, strategy development and implementation including energy audits and energy conservation capital projects. Beyond assisting some of the world's most respected corporations and municipalities in developing credible GHG inventories, we help our clients mine their emissions inventories for GHG emission reduction opportunities. We also offer Sustainable Development and Corporate Responsibility Initiatives (“triple bottom line”) that address opportunities and expectations.

EHS Compliance and Risk Management

CH2M HILL develops strategies to comply with our clients' regulatory and corporate EHS and process



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safety requirements. Our technical staff work on or off-site to perform or train your staff on compliance and risk management. We offer EHS & Security Management Systems and Supporting Information Systems that are aligned with conformance or certification under ISO 14001, RCMS and RC14001. Our EHS planning and reporting services include day-to-day needs as well as security vulnerability assessments and process risk management plans.

Management Consulting

CH2M HILL's management consulting techniques have proven successful across numerous applications and industries. Services include:

- Strategy development and support for operational site closures to address monetization opportunities and regulatory requirements as part of the exit strategy

- Mergers, acquisitions and integration support, including compliance risk assessments, facility and process safety management assessments and related cost estimation
- Management decision making and planning support, such as environmental cost accounting, liability portfolio assessment, agency negotiation support and probabilistic cost modeling

Corporate Overview

Recognized as one of FORTUNE's 100 Best Companies to Work For in 2003, 2006, 2007, and 2008, CH2M HILL is an employee-owned, \$6 billion firm that provides engineering, construction, operations and related consulting services to public and private clients worldwide. CH2M HILL's 23,000 employees deliver projects in 115 countries from more than 350 offices worldwide.



Civil & Environmental Consultants, Inc.

CEC is a company of professionals that embrace three core principles: Senior Leadership, Integrated Services and Personal Business Relationships.

Air Quality

CEC performs source emissions testing and designs/operates ambient air quality and meteorological measurement systems. CEC's testing personnel utilize the latest emissions testing equipment and are experienced with U.S. EPA methodologies including continuous and time-integrated sampling methods. CEC maintains an inventory of state-of-the-art testing equipment to support its ambient and source testing programs including: perimeter air monitoring networks, relative accuracy test audits (RATA) and continuous emissions monitoring (CEM) for SO_x, NO_x, VOC, mercury and other related requirements.

Total Environmental Asset Management System (TEAMS)

CEC's TEAMS Solution provides a web-based, enterprise-wide solution for mitigating risk and facilitating efficient environmental asset management. TEAMS enables users at all levels of an organization to quickly and easily report on or review the

condition of their environmental programs. Built upon the ARCHIBUS Facility Management platform, environmental information is keyed to facility asset and location and can be rolled up for viewing at the executive, regional or facility level of a company to assist with business planning and disclosure documentation.

Civil Engineering & Site Development

CEC performs civil engineering and site development services for residential, commercial, and industrial sites. Our services include predevelopment site investigations, site grading analyses, design of erosion and sedimentation control facilities, stormwater management and utility design/coordination. CEC has assisted developers, architects, and private industry with the development of cost-effective designs for regional shopping centers, office parks, industrial facilities, health care facilities, institutional facilities and commercial site developments.

Ecological Services

CEC provides comprehensive ecological services from the initial planning/evaluation phase through risk assessment and mitigation planning,



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to authorizations and permitting. Our team of terrestrial, aquatic and wetlands experts work with developers, utilities, mining companies, manufacturers and government/municipal agencies to help them meet their regulatory commitments. In addition, our specialists perform bat surveys, fisheries and freshwater mussel studies, invasive plant control, benthic macroinvertebrate studies, stream habitat mapping and phyto-remediation services.

CEC's main focus is on the partnership that we develop and maintain with our clients and business partners. Operational flexibility and the needs of business are key factors in CEC's commitment to fiscally responsible project management.

Founded in 1989, CEC is a manager-owned company built upon leadership from some of the most experienced senior level engineers

and consultants in the industry. Over 450 people, located in ten offices, work with clients at all levels from the plant floor to the boardroom. At each and every level, CEC commits to developing solutions that meet and exceed our clients' expectations.

CEC has a proven track record of providing sound, technological solutions that balance the requirements of compliance and risk. CEC works in the primary practice areas of environmental services, civil & site development engineering, ecological services, waste management and water resources. These technical consulting and engineering services are delivered to private industry, real estate developers, architects, waste management, legal and public sector clients. We look forward to the opportunity to partner with your company.



Conestoga-Rovers & Associates (CRA) provides comprehensive engineering, environmental consulting, construction, and information technology (IT) services. Since its establishment in 1976, CRA has provided practical, innovative, and effective services in such areas as environmental site assessment and remediation, environmental data management, regulatory compliance and permitting, environmental health and safety, solid and hazardous waste management, air quality management, and municipal infrastructure planning and design.

CRA first tackled complex environmental issues and established itself in this market in the late 1970s with its leadership role in the “Love Canal” Superfund cleanup project in Niagara Falls, New York (considered by many in the field as the birthplace of modern environmental regulations). As environmental regulations have developed and innovative technologies have evolved, CRA has kept its clients’ mandate of cost effective environmental responsibility at heart, with careful regard to the protection of the public and the environment, as well as corporate sustainability.

Since then, CRA has grown to 3,000 staff in 90 offices in six countries. The firm has over 50 offices located across the United States working seamlessly to meet and exceed the expectations of our clients. Our offices have undertaken more than 50,000 environmental projects, ranging from small due diligence projects to comprehensive site investigation and remediation projects with total project values of over \$500 million.

CRA’s diversified staff is committed to providing high quality services through a team approach, hands on experience, and technical expertise. We maintain employee turnover rates at well below industry averages, especially at the senior level. Over the years, we have developed a reputation for delivering technically sound solutions on time and within the established budget.

Integrity, accountability, technical excellence, and a commitment to superior client service are all part of CRA’s founding philosophy. It is our common goal to meet and exceed the expectations of our clients and to accomplish this in a responsive, safe, and cost effective manner.



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Safety — It is CRA’s belief that our employees are our most valuable resource and that they deserve to practice their profession in a safe working environment. Health and safety procedures are addressed and outlined in our corporate health and safety program, which is called Safety Means Awareness Responsibility Teamwork (SMART). CRA has implemented a behavior-based health and safety training program to ensure that our employees perform in such a manner that health and safety is second nature.

Quality — CRA is registered under the ISO 9001:2008 international

standard in Consulting, Engineering, and Design Services. There are currently 36 CRA office locations where our Quality Management System is registered. To date, under our Quality Management System (ISO 9001:2000) client feedback survey, over 97 percent of respondents have indicated CRA’s overall performance was Good or Excellent, and over 97 percent have indicated CRA met or exceeded their expectations.

Further information on the firm can be found on our web site www.CRAworld.com.



Environmental Engineers, Geologists and Scientists

DAI Environmental, Inc. (DAI) is an environmental consulting firm located in Lake Forest (Chicago area), Illinois. DAI has offered environmental consulting services since 1986. While the majority of DAI's work has been in Illinois, Indiana, Michigan, and Wisconsin, DAI has experience in many other states, including California, Florida, Washington, Tennessee, Alabama, Louisiana and Hawaii.

DAI is committed to helping industries confront the complex environmental problems of today.

We work with clients from a myriad of commercial and industrial categories, as well as select governmental agencies.

Our multidisciplinary staff, which includes environmental, civil and chemical engineers, as well as geologists and physicists, is capable of

providing services over a wide range of environmental consulting. Primary service areas include:

***Acquisition Due Diligence/
Auditing***

Services provided include Phase I Environmental Site Assessments and Environmental Compliance Auditing.

Subsurface Contamination Issues

Services provided include subsurface (Phase II) investigations and related regulatory reporting and negotiations. DAI is very experienced in pursuing voluntary state-regulated No Further Remediation letters, by addressing contamination either through remediation, risk assessment or a combination thereof. Additionally, DAI has experience in performing such investigations and remediation/ closure at projects overseen and/or regulated by the USEPA (CERCLA/ RCRA).



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Remediation

Services provided include design and operation of in-situ remediation systems, including groundwater extraction and treatment, in-situ chemical oxidation, in-situ bio-remediation, soil vapor extraction and bioventing. Additionally, DAI can provide oversight and management of soil excavation and disposal remediations.

***Industrial Wastewater
Consulting***

Services provided include consulting on existing industrial wastewater systems and equipment design and specification for new systems.

***Air Quality Management/
Greenhouse Gas***

Services provided include emission inventories, permitting, air pollution control equipment specification and optimization, air dispersion modeling and Greenhouse Gas Baseline Inventory calculations and auditing.



Sustainable Strategies for Global Leaders

We believe successful endeavors are a combination of expertise, integrity and focused intent. Our commitment to market-specific consulting and well-defined service offerings, delivered with professionalism and accountability, is the key to sustainable strategies that foster your success. We deliver sustainable business practices from strategy through execution worldwide.

What We Offer

- *Better Business, Better World* – We help drive environmental and social benefits that improve our clients’ competitive positions over the long term
- *Fit-For-Purpose Solutions* – For maximum effectiveness, we take client ‘context’ into account on every assignment
- *Next Practice Innovation* – We bring new concepts and ideas to every engagement
- *Worldwide Capability* – With resources close to those who want to make a difference and where the difference needs to be made

How We Help

- *Sustainability* – Ensuring reliable business continuity through a structured and disciplined approach to corporate responsibility / sustainability
- *Energy & Climate Change* – Shaping energy and climate change strategies that are comprehensive, pragmatic and sustainable
- *Water Stewardship* – Framing business risks and identifying innovative solutions for water-related issues
- *Information Management Systems* – Helping you better manage your business with iEHS® and Technical Data Platforms
- *Compliance Services* – Developing client-specific initiatives to meet or exceed regulatory and performance requirements
- *Health & Safety* - Delivering comprehensive health and safety services for your corporate and program-specific needs
- *Asset Due Diligence* – Identifying, financializing and managing risk posed by property and operations



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- *Environmental Liability Transfer* – Providing financial assurance by removing environmental liability from the balance sheet
- *Remediation & Site Closure* – Blending technology, cost management and innovation for every phase of the life cycle
- *Benchmarking* – Bringing industry leaders together around robust data analysis and best practices

Who We Are

Delta Consultants and the Global Corporate Consultancy are business groups of Oranjewoud N.V., an en-

vironmental, safety and engineering consulting firm headquartered in The Netherlands. We work closely with our Inogen® Environmental Alliance partners, which expand our global capacity to over 4,800 consultants on six continents.

Put our innovation and integrity to work for you.

We are proud to be an active and contributing member of NAEM’s Affiliates Council.





EORM provides comprehensive Environmental, Health, Safety, and Sustainability (EHS&S) management and technical solutions. We are dedicated to understanding your company's processes, products, and business values so that we can work with you to proactively manage business risks and optimize EHS&S performance.

Strategic EHS&S Management

EORM offers a three-tiered approach to EHS&S management. First, we partner with clients to build a foundation of EHS&S compliance by assessing and managing performance to minimize risk. When companies make the decision to move beyond compliance, we focus on improving performance to increase productivity and reduce operating costs. For those clients working to achieve EHS&S leadership and strengthen their competitive advantage, we help communicate improved performance to customers, employees, and stakeholders.

This three-tiered methodology helps EORM clients realize sustainable and measurable improvements in EHS&S management, and make informed choices for EHS&S and business risks.

Assessing and Managing Performance

EORM provides risk management and performance auditing solutions that increase your ability to provide a safe and healthy workplace and reduce the potential for liability. Our consultants develop, prioritize, and recommend environmental services or EHS&S management strategies that are cost effective, meet compliance and/or corporate initiatives, and most importantly, integrate with your business model. As a result, your customized risk management solution benefits your company through

- Decreased accident and injury rates
- Increased productivity
- Knowledgeable employees who support corporate EHS&S priorities.

Improving Performance

EHS&S programs have traditionally been geared to managing risk and achieving compliance. But recently, there has been a trend in large, global companies to move beyond basic compliance. This trend has been championed by the customer in a pursuit of driving quality down



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through intricate supply chains. As customers demand better EHS&S performance, companies must move beyond material compliance to achieve EHS&S leadership. EORM works with you create a plan that both improves your global EHS&S programs and positions your company as an EHS&S champion.

Communicating Performance

Measuring, controlling, and communicating non-financial performance is critical in satisfying questions from shareholders and stakeholders. As a result, in-depth CSR (Corporate Social Responsibility) and Sustainability reporting systems are being implemented by companies to develop and manage the dissemination of

this information. EORM provides assessment tools, methodology, and processes that support external communication of annual CSR performance.

About EORM

Headquartered in San Jose, CA, EORM has offices strategically located across the United States, as well as a global network of partners that provide our quality EHS&S services in the European and Asia Pacific regions. EORM's qualified consultants are trained to develop and implement programs that enable our 450+ clients to better manage their EHS&S challenges. EORM is both ISO 14001 and OHSAS 18001-certified.



Strategic Advice and EMIS

The ERM Group works around the world with the private sector assessing how their business is likely to be impacted by environmental and social issues, new regulations, consumer concerns, and supply chain issues and help companies develop appropriate policies and management systems to manage these business risks.

ERM Information Solutions can assist you in developing and implementing an EH&S Management Information Systems (EMIS) strategy to provide you with the solid foundation on which to build compliant, value-added EH&S programs. We focus on leveraging best-of-breed off-the-shelf technologies and design business processes that enable you to better serve your stakeholders, customers and employees.

Development Impacts and Planning

Our offices around the world have a good understanding of the local environment, the regulatory needs and community concerns and are able to use this knowledge to help develop solutions that meet the

needs of all stakeholders in the developed and developing countries.

Managing Liabilities and Risks

Our work in this area falls into two categories: assisting with mergers and acquisitions to help buyers and sellers fully understand the potential financial value of environmental liabilities; and working with corporations to understand and manage risks.

Managing Contaminated Sites

We provide assistance around the world developing clean-up solutions and working with the client as project managers to remediate the sites. At a corporate level, we are working with property managers to devise strategies for managing the entire portfolio of contaminated sites.

Permitting and Technical Work

We work with a host of different on-site operations which can range from an oil rig through to a pharmaceutical site, assisting local managers to meet regulatory requirements and to keep down the costs of environmental management.



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Background

Environmental Resources Management (ERM) is one of the world's leading providers of environmental consulting services. We have over 135 offices in more than 40 countries and employ over 3,000 staff. We are committed to providing a service that is consistent, professional and of the highest quality. We deliver innovative solutions for leading business and government clients, assisting them in managing their environmental and related risks.

- Last year we worked for approximately 50% of the Global Fortune 500

- More than 3,000 technical and business solution-minded professionals working in custom, multidisciplinary teams
- More than 50 offices in North America
- Voted the consultancy with the best reputation for corporate social responsibility and environmental reporting in a survey undertaken by EDIE.net (2007)
- ERM is the largest all-environmental consulting firm in the world*

**ERM: No. 1 All-Environmental Firm 2004, 2005, 2006, 2007 - Engineering News Record (ENR)*



Gannett Fleming, Inc. is an international, multidisciplinary engineering, environmental and planning firm with more than 90 years' experience successfully serving clients worldwide. Since our founding in 1915, we have continuously demonstrated a sensitivity and commitment to the needs and expectations of our clients. We are consistently listed among the nation's most prestigious consulting firms.

Our 1,800 employees include a full line of professional engineers, geologists and hydrogeologists, environmental scientists, chemists, terrestrial and aquatic biologists, wetlands specialists, hydrologists, toxicologists, risk assessors, geophysicists, economists, statisticians, GIS specialists, computer system analysts and programmers, transportation and land planners and field and construction technicians.

Environmental Services

Gannett Fleming provides professional assistance and services to private and public sector clients throughout North America. As a recognized leader in environmental services, and through innovative, cost-effective and proven technologies and services, we provide sus-

tainable and practical solutions to complex project challenges.

Experienced professionals offer service capabilities and specialized expertise in the following areas:

- Air Quality Services
- Brownfields/Redevelopment
- Construction Management
- Ecosystem Restoration
- Environmental Management Systems/ISO 14001
- Environmental Regulatory Compliance and Audits
- Environmental Site Assessments
- Facility Design, Management and Engineering
- Human Health and Ecological Risk Assessment
- Occupational Safety and Health
- Recycling
- Risk Assessment Management
- Site Remediation
- Watershed Assessment and Restoration
- Water Supply and Wastewater Engineering

Water and Wastewater

Gannett Fleming is routinely ranked as a top 20 pure design firm in the U.S. in water and wastewater, and has planned and designed over 250 water and wastewater treatment plants,



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hundreds of water and wastewater pumping stations, and thousands of miles of water and sewer systems. We have won numerous awards for innovative, yet practical designs. Services include:

- Water Resources Planning
- Water Quality Assessments
- Water Supply/Treatment
- Water Transmission/Distribution
- Water Reuse/Recycling
- Wastewater Treatment
- Wastewater Collection/Conveyance
- Biosolids and Residuals Management

Process Engineering

Serving industrial clients already burdened with rising costs, reduced staff levels, increasing regulatory control and demanding customer expectations, Gannett Fleming provides experienced process engineering and industrial services. Our process engineering expertise includes:

- Expansion, optimization or automation of existing and/or new manufacturing processes

- Validation or troubleshooting of existing systems
- Integration of Original Equipment Manufacturer (OEM) products into end-use process applications with unique control and performance criteria
- Design/Build
- Construction Management

Database and Web Application Design and Development

Gannett Fleming and its subsidiary, GeoDecisions, have the knowledge and experience to provide clients with a variety of database and web applications. All applications can be hosted on one of our firm's eight in-house production web servers.

Major applications Gannett Fleming provides for its clients include:

- Data Mining, Statistical Analysis, and Reporting
- Secure Project Collaboration Web Sites
- GIS Drive Data or Mapping Web Sites
- Web Site Maintenance and Hosting

Geosyntec

consultants

For over a quarter century, Geosyntec has provided our public and private clients with a portfolio of geo-environmental services to address their new ventures and complex problems through our natural resources and civil expertise. With over 700 employees in nearly 40 offices on four continents, Geosyntec delivers innovative, cost-effective solutions to our clients.

Our business has grown around projects involving environmental studies and remediation, natural resources assessment and restoration, and engineering and design for the environmental, water resources, and geotechnical infrastructures. We work with our clients to improve their environmental performance and reduce environmental liabilities consistent with their financial and stewardship goals. We strive to add value to the bottom-line and reduce environmental risk for our clients.

Support for Business Decisions, including Remediation, Transactional and Cost Recovery

Geosyntec's professionals have performed thousands of environmental investigations and evaluated client property consisting of individual to

portfolios of hundreds of sites with potential environmental liabilities of more than \$1 billion. This work supports decision-makers for merger, acquisition, and divestiture activities; business planning and financial reporting (e.g., FAS 5, FIN 47, FAS 157, IAS 37, GASB 49); insurance (cost recovery, underwriting, and claim support); and legal action.

Support to Minimize On-going Environmental Risk and Costs

We have significant experience with designing, implementing, and auditing Environmental Management Systems (EMS) including projects that lead to ISO 14001 certification. Our EMS strategy at the Denver Federal Center helped win a "GSA Achievement Award for Real Property Innovation in Sustainability". We also help our clients eliminate or reduce pollutants at the source and increase efficiency in the use of energy, raw materials and other resources. With Geosyntec's assistance, Robins Air Force Base saved an estimated \$3.25M annually in these sustainability efforts. We also specialize in management of potential losses from natural and man-made geohazards to minimize the associated social, environmental, and economic impact.



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When remediation is needed, we consistently strive to apply a tailored combination of conventional and innovative remedial technologies to optimize removal rates, costs, and timeframes. And our research and partnerships continue to advance the state-of-the-art in many practice areas such as: bioremediation and other uses of natural systems to meet remediation objectives; technologies for addressing recalcitrant contaminants and vapor intrusion; and waste containment and management strategies.

Support for Environmentally Forward Thinking Clients

We were among the first to incorporate sustainability practices such as green building design, measuring and aggregating carbon emissions credits, and product stewardship into comprehensive environmental

management services. For example, Geosyntec has been working with a municipal government to offset a portion of their compliance costs through the Carbon Emissions Exchange trading program.

When properties are ready to be repurposed, such as redevelopment of underutilized properties, Geosyntec provides specialized technical services to promote sustainable economic redevelopment through the conversion of environmentally-impaired properties to end uses that prioritize environmental stewardship, regulatory compliance, and beneficial reuse in mind.

We look forward to working with NAEM members to address their geo-environmental needs.

www.geosyntec.com



ICF International partners with government and commercial clients to deliver professional services and technology solutions in the energy and climate change; environment and infrastructure; health, human services, and social programs; and homeland security and defense markets. Our firm combines passion for its work with industry expertise and innovative analytics to produce compelling results throughout the entire program life cycle, from research and analysis through implementation and improvement. Since 1969, ICF has been serving government at all levels, major corporations, and multilateral institutions. More than 3,500 employees serve these clients worldwide.

Corporate Sustainability, Climate Change, and Energy Efficiency

ICF is one of the world's leading authorities on Corporate Sustainability, with deep expertise in climate change, GHG emissions, carbon management, and energy efficiency. For more than 15 years, ICF has worked with hundreds of corporations via our support for numerous U.S. Environmental Protection Agency (EPA) voluntary market transformation programs, including Green Lights, ENERGY STAR®, and

SmartWaySM, providing an array of professional services across multiple industry sectors. Also, for more than 20 years, ICF has been providing international governments and corporations with advisory services on climate change and GHG emissions management. Through this extensive and unique experience, ICF has evolved integrated and comprehensive solution frameworks for corporate sustainability and energy management that deliver tangible business results.

Our Services

Examples of ICF's professional services include:

Corporate Strategy Development: ICF has worked with 60 of the Fortune 500 companies to develop their corporate sustainability and carbon strategies and implement long-term environmental management and compliance programs.

Carbon Market Analysis: ICF assists clients in developing emissions trading and carbon offset procurement strategies, analyzing allowance markets, and assessing carbon market implications of government and international policy developments.



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Fuel Price and Demand Modeling: ICF's consultants have deep knowledge of the energy market including supply assessment for natural gas, coal, and renewables and how regulations will drive the market. They use proprietary models to provide insight into the fundamentals and market forces that drive fuel prices and asset valuations within volatile energy markets.

Renewable Energy: ICF's experience and analytics help clients make the best strategic resource development decisions. From broad analyses to detailed market assessments to developing strategic business plans, ICF serves a vital role in the power sector and biofuels markets, helping renewables to become a larger portion of the energy mix.

Energy Efficiency: ICF is a leader in designing and implementing effec-

tive and innovative demand side management strategies, including energy efficiency technologies, portfolio solutions, demand response, and peak load management. Our thorough understanding of utility objectives, buildings, and customer needs enables us to help energy companies, governments, and commercial clients worldwide to manage energy consumption and peak demand.

IT Software Implementation: ICF's Technology and Management Solutions (TMS) team, which includes more than 700 full-time professionals, possesses the leading edge technology skills and capabilities required to provide ICF's clients with a full range of information management and systems integration services.

For additional information please visit www.icfi.com/greenbusiness.



Redinger & Associates, Inc. works with EHS professionals to help them build sustainable organizations through the art of innovative leadership, corporate responsibility and EHS integration. We are experts in management systems and metrics as well as cutting-edge organizational learning and systems thinking approaches. We focus on building individual and departmental competencies to strengthen the role that EHS professionals and their departments have in organizational strategy and performance.

Our team has decades of experience in generating breakthroughs in individual and organizational performance. Our work has been seminal in the EHS management field as well as in organizational development and transformation. We have expertise in EHS management, risk assessment, organizational transformation, performance measurement—auditing methods and metrics development, and teaching.

As educators and consultants, we focus on practical ways to transfer new ideas and methods to practitioners in a lean and efficient manner. We work with clients to build skills and competencies within organizations and use Action Re-

search methods that ensure effective, tailored solutions.

As researchers, we have developed two powerful tools that form the basis of our work:

Seven Steps to EHS Integration™

This process uses an EHS management system platform as the vehicle to integrate the EHS function within an organization. Its seven steps include a mixture of technical EHS as well as established organizational transformation concepts and practices. A key activity is breaking through an EHS Integration Threshold Barrier. This requires an examination of the EHS mindset at both the individual and collective levels.

Quantum EHS, Building the Sustainable Organization

This is an enterprise risk management and organizational transformation tool that builds on the Seven-Steps to EHS Integration™. The Quantum EHS five pathways and seven principles provide a gateway to access a collective wisdom, where previously intractable challenges are solved with ease. The Quantum EHS pathways and content areas are:



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Innovative Leadership

Personal & Social Responsibility, Noble Mission, and Legacy.

Collaboration & Lean Communication

The Power of Dialogue, Lean Thinking, Lean Interactions, Choice.

Cultural Sustainability

Shared Vision, Alignment; Principles of Innovation.

Integrated Systems

EHS, CSR, and Risk Management Systems Integrated; Management of Change; Structures for Problem Solving.

Interconnected Metrics

Aligning Metrics with Vision, Strategy, and Integrated Systems. Validated Leading Indicators.

Services

Our services provide a comprehensive approach to integrate the EHS function into organizational fabric and build sustainable organizations.

- Organizational assessments for EHS integration and the Quantum EHS pathways
- Integrated management system development and implementation
- Breakthrough workshops and skill development sessions
- Quantum EHS: Building the Sustainable Organization
- Breaking Through the EHS Integration Threshold Barrier
- Quantum EHS Pathway Sessions
- EHS Management Systems as a Vehicle for Integration
- EHS department strategic planning support, annual meeting facilitation
- EHS department benchmarking
- Audit program evaluation, tune up, and effectiveness improvement
- EHS audit tool design and development
- Annual meeting keynote presentations
- Quantum EHS Partnering Program



More than ever, the link between energy, environmental, and financial performance is becoming evident—and one that companies must address to succeed in today's marketplace. RMT can help you understand how energy and environmental issues are related, how they impact your operations, and how you can manage them to create positive returns. Using an integrated approach, RMT delivers specialized consulting, development, engineering, and construction services to effectively balance your energy, environmental, and financial objectives. We help you create a cleaner energy supply, more efficiently use natural resources, and improve your overall sustainability.

Renewable Energy

With the increased focus on preserving our environment, renewable energy offers an attractive alternative to conventional energy generation. RMT is committed to harnessing the power of energy from the wind, sun, and waste and delivering it to the marketplace. Our full range of site-to-grid services integrates regulatory compliance into project design, construction, and startup; eliminates redundant coordination efforts; speeds project delivery; and reduces overall costs. And, RMT has the experience you demand—over 3,800 MW of

renewable energy, 300 miles of transmission lines, and 5,000 MW of siting development.

Energy Management

Reducing your environmental footprint has become a function of how you manage your energy usage. RMT's energy management strategies help improve your energy and environmental profiles. Our integrated solutions are cost-effective, flexible, simple, and practical—helping you meet your needs today, while anticipating where you are going tomorrow.

Remediation

RMT takes a solution-focused approach—always beginning with the end in mind—and brings innovation and expertise to remediation challenges:

- **Sustainable Remediation:** RMT designs and constructs remedies that minimize energy expenditure, rely on natural and passive in situ treatment processes, and restore land to productive use in the shortest timeframe achievable. Our track record shows that by selecting the right balance of technology applications, sustainable solutions can also provide the most cost-effective remedy.



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- **Sediment Management:** We have the engineering and construction skills to perform sediment assessment and cleanup—from initial site identification through investigation, pilot study, design, and implementation. Our scientists have developed a unique technology for Non-aqueous Phase Liquid (NAPL) migration from sediment that offers design life certainty and eliminates health, ecological, and business risks going forward.
- **Innovative Metals Treatment:** RMT's in-depth understanding of fate and transport characteristics and disposal environment dynamics allows us to create customized metals treatment solutions that balance environmental protection, health and safety, and costs.

Air Quality

When we approach an air project, we look at your current needs, potential manufacturing and product quality issues caused by APC processes, short- and long-term economic im-

pacts, and your future needs. By taking this big picture approach, RMT provides solutions that benefit you now and down the road.

Sustainability

Through our experience, we have built a robust toolbox of products and services to help you achieve your sustainability goals. We deliver value by formulating sustainability strategies, conducting value chain analysis, developing the "triple bottom line" business case, conducting stakeholder identification and issue mapping, and developing responses to emerging issues.



Shaw provides innovative solutions for environmental and infrastructure projects worldwide. With 6,000 professionals located throughout the U.S. and abroad, we support our clients throughout all phases of a project, from planning and permitting, through design, construction, operation, demolition, restoration and redevelopment. Our parent firm, The Shaw Group Inc., is a Fortune 500 publicly traded firm.

Air Quality

We provide comprehensive services in source testing, air permitting, fugitive monitoring, air dispersion modeling, ambient air monitoring and air quality studies. Shaw takes an integrated strategic approach to air quality compliance, seeking to reduce overall environmental impacts through multimedia solutions. We work to reduce the cost of compliance by evaluating the long-term implications of today's decisions.

Sustainability Solutions

Shaw's sustainability experts provide clients with a multiphase approach designed to assist in developing or refining sustainability programs. The phased approach allows flexibility and may be tailored to the individ-

ual needs of the clients. Our air quality experts provide a wide range of services to help reduce greenhouse gas emissions and minimize the effects of climate change. We work to help clients prepare themselves to act on opportunities that may arise as domestic and international trading systems develop. Services include analysis, quantification/inventory, verification, reduction and performance reporting.

We have LEED-accredited professionals throughout the country to support sustainable design and development and help clients develop green building concepts and strategies that are well integrated with their organization's plans and goals. Our experts help clients evaluate options for energy and water efficiency, renewable energy, alternate fuels, fleet efficiency, value creation, waste minimization, improved indoor environmental quality and sustainable materials selection.

Natural Resources

Shaw offers a broad range of support for natural resources planning, protection, and restoration. Our experts offer services in wetland ecosystems assessment, management, permitting, and banking; ecology; biol-



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ogy; watershed management plans and assessments; hydrologic resource analysis and modeling; toxicity; sediment management and dredging; aquatic systems evaluations and impact analyses; fire remediation and restoration; and NEPA studies.

Remediation

From excavation and off-site disposal to application of any of our patented technologies, Shaw provides our clients with the most effective and lowest-cost solution to their remediation projects in full compliance with regulatory requirements. Our experts have worked cooperatively with regulators on environmental projects in all 50 states, Puerto Rico and the Virgin Islands.

Shaw works to select the right technology for our clients—providing the

quickest remediation at the lowest-possible cost. Using our in-house technology laboratories, Shaw's team of more than 200 scientists and technologists has developed and patented more than 90 innovative technologies.

Compliance Program Support

Shaw provides compliance program support across an array of EHS regulatory requirements. We assist our clients in organizing and implementing programs at the facility level to meet EHS monitoring, recordkeeping, reporting, and training requirements. Shaw also has extensive experience identifying and integrating multi-agency compliance requirements and providing strategic compliance planning recommendations.



Since its inception in 1974, Trinity Consultants has assisted organizations with air quality issues including permitting and compliance management support, air dispersion modeling services and software, and professional training on related issues. As organizations face broader challenges, Trinity remains committed to providing the expertise organizations need to supplement their internal resources.

Climate Change Services

Climate change concerns have taken center stage in the environmental arena and Trinity’s expertise has been critical to assisting organizations in quantifying their greenhouse gas (GHG) emissions and pursuing appropriate strategies. Trinity’s GHG specialists have assisted a rapidly growing list of clients with related services, including:

- preparation of corporate greenhouse gas emissions inventories and product carbon footprints
- development of corporate climate change strategies
- regulatory and technology advisement
- implementation of GHG data management solutions
- energy optimization

Trinity keeps clients informed on climate change and related topics through our quarterly newsletter and through focused training courses, seminars and workshops.

Sustainability and EMS

Trinity advises clients on other broad environmental issues including business sustainability and EH&S management systems (EMS). Key sustainability issues include managing stakeholder involvement, developing well-conceived sustainability strategies, identifying meaningful metrics and deriving related organizational data, preparing reports for voluntary registries, and auditing to validate results and ensure continuous improvement. Trinity is increasingly called upon to assist clients in responding to next generation concerns via these sustainability efforts.

Broadly speaking, sustainability concerns dovetail with a systematic approach to environmental management. Formalized EMS, including those adhering to ISO 14000, can provide an effective framework for managing processes and tracking progress toward corporate goals. Trinity works with clients to evaluate and audit current EMS as well as specify and build out new systems.



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EH&S Information Management Solutions

T3®, a division of Trinity Consultants that specializes in implementing technology solutions for EH&S information management, is comprised of specialist consultants who can scope organizational needs, recommend an appropriate technology, implement and integrate solution modules, and provide ongoing training and support. These solutions are essential for streamlining data management for ongoing compliance and GHG emissions management activity.

a PSD application, Trinity’s staff can decipher the regulatory tapestry and derive a compliance strategy that maximizes operational flexibility while streamlining compliance management practices.

Additional Resources

Trinity provides additional environmental support in the form of a broad program of professional training courses, BREEZE® environmental modeling software, and staffing services for contract and direct hire positions.

Permitting and Compliance Management

Despite the importance of emerging issues, Trinity’s foundation is its unmatched expertise in air permitting support and regulatory compliance management. From identifying applicable MACT standards to preparing

From one office in Dallas, Trinity Consultants has expanded to 30 offices, including an office in Hangzhou, China. Our culture equally values superior technical skills, innovative thinking, and passionate customer service, a combination that has resulted in long-standing relationship with many of the world’s leading organizations.



URS Corporation's (www.urscorp.com) worldwide operations support a range of environmental, engineering, planning, construction and program/construction management services. We support Fortune 500 clients in the energy, manufacturing, oil and gas, chemical, mining and paper industries, as well as in the public/federal sector. EHS services range from

compliance/permitting to remediation, sustainability to risk management, stormwater to wastewater, and integrated industrial hygiene, safety and security planning.

URS is a Fortune 500 company (NYSE: URS), with revenues of over \$9 Billion Dollars and more than 47,000 employees in 30 countries.

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Reputation & Experience

WSP Environment & Energy’s reputation is based on highly experienced people delivering technical excellence, with an eye for practical, innovative and commercial solutions. As a global business, developing solutions that push boundaries for our clients is an important part of our philosophy. We are at the forefront of shaping sustainable futures for our clients and, where appropriate, we will introduce world class experts from across our global network to contribute to your projects and enhance the value we deliver.

At the end of 2009, WSP Environment & Energy won four business achievement awards from the respected US publications *Environmental Business Journal* and *Climate Change Business Journal*. These awards reflect our success through tough economic conditions and the value delivered through the breadth of advice we offer across the US and all our global locations.

WSP – Background

WSP Environment & Energy is an organization offering professionalism, broad expertise and an impres-

sive track record. Some basic facts about the company are:

- WSP Environment & Energy has over 1,000 people in 65 offices worldwide.
- The Environment & Energy business is part of WSP Group plc, a FTSE 250 listed management and consulting group focused on the built and natural environment. WSP Group employs over 9,000 people across a network in excess of 100 offices.
- At the beginning of 2010, WSP was voted ‘Environmental Advisor of the Year’ by *Acquisitions Monthly*, a leading UK publication supported by the private equity, financial and legal community.
- Clients include major national and international organizations, many of whom are Fortune 500 and FTSE 100 companies.
- WSP’s growth in North America was enhanced by a successful merger with Environmental Strategies Consulting LLC in 2006; a consultancy with a 20-year track record of successful business solutions.

Services

WSP helps our clients manage their risks, enhance their management sys-



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tems and make sustainable business improvements. Our project teams combine technical expertise with experience drawn from a variety of professional and industrial sectors.

This expertise covers:

- Investigation, engineering and remediation
- Due diligence to support real estate and corporate transactions
- Environmental, health and safety compliance, management systems and auditing
- Sustainability and Energy services, including energy and emissions management, carbon footprinting and sustainable energy infrastructure
- Online management systems that manage and report on business critical data
- Environmental insurance support services
- Corporate / social responsibility services, including reporting and auditing
- Liability transfer and risk management
- Human health and ecological risk assessments

- Industrial hygiene, safety and risk management
- Product environmental compliance, including design for the environment
- Supply chain management

Service Focus – Sustainability & Energy

The carbon and climate change agenda is redefining business operations, products and services, supply chain management, and real estate commitments across the world. WSP works with clients to make sense of the carbon agenda, providing commercially focused, pragmatic solutions that shape corporate strategy and inform design, investment, and asset management decisions. WSP’s expertise in this area includes services in

- GHG Management and Carbon Footprinting
- Energy & Resources Management
- Sustainable Energy Infrastructure
- Product & Supply Chain Life Cycle Management

BEVERIDGE & DIAMOND, P.C.

Beveridge & Diamond, P.C. has developed in-depth experience in all aspects of environmental law on the federal, state and local levels. Its practice includes matters involving complex litigation, enforcement, rulemakings, permitting, environmental audits, toxic torts, and white collar criminal defense. Beveridge & Diamond, P.C. works closely with its clients to find economical, effective and efficient solutions to their business problems.

Capabilities

The firm's capabilities encompass the following areas:

- Clean Air Act
- Clean Water Act, including wetlands regulation
- CERCLA (Superfund) and EPCRA
- Climate Change
- Endangered Species Act

- International Environmental Conventions, Protocols and Agreements
- National Environmental Policy Act (NEPA)
- Product Regulation (FIFRA, FDA, Biotechnology)
- Resource Conservation and Recovery Act
- Safe Drinking Water Act (SDWA)
- Toxic Substances Control Act (TSCA)

Offices

- Washington, DC
- New York, NY
- Baltimore, MD
- Tenafly, NJ
- San Francisco, CA
- Austin, TX
- Wellesley, MA



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MILES & STOCKBRIDGE P.C.

Miles & Stockbridge P.C. is a full-service law firm that represents businesses of various sizes and has regional, national and international capabilities. Our team of more than 225 lawyers is widely recognized for work in the manufacturing, distribution, life sciences and real estate industries. We combine innovation with hard work and business savvy to provide creative, practical solutions to our clients' challenges.

When a business uses toxic substances, the issues cut across traditional law firm practice areas like labor, environmental, and toxic torts. Rather than expect our clients to break down business problems to

suit the Firm's organization, we re-organized our groups to mirror the way things work in the business world by creating an environmental, health, and safety team. Our EH&S team works with clients in a variety of industries throughout the United States on matters before the Environmental Protection Agency (EPA), the Occupational Safety and Health Administration (OSHA), the Mine Safety and Health Administration (MSHA), the Federal Aviation Administration (FAA), related state agencies, and counties and municipalities. Our attorneys have expertise in a number of specialized areas, such as regulatory compliance, indoor air quality, federal



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Superfund and cost recovery, transactional matters, and the U.S. Green Building Council's (USGBC) LEED rating system for new and existing commercial, institutional and residential buildings. In addition, our team includes highly skilled litigators who regularly defend clients in matters before federal and state courts and administrative agencies.

The firm and its lawyers are active members of the American Bar Association's Section of Environment, Energy and Resources, the Maryland Chamber of Commerce's Environmental Committee, and the USGBC.



PROACTIVE COMPLIANCE PROVIDES CONFIDENCE

Dakota Software offers proactive compliance assurance solutions to enable organizations to have confidence in the effectiveness and comprehensiveness of their EHS compliance and sustainability programs. Dakota Software's products and services give the entire enterprise visibility into the applicable requirements and the status of all initiatives in order to achieve the intended results.

Founded in 1988, Dakota Software introduced the first software product specifically designed to support EHS auditing. Now the market leader, we use advanced expert system techniques to determine the applicability of regulations and other requirements and reduce the complexity of data tracking, documentation, and analysis. We help our customers achieve new levels of performance across a variety of management systems and compliance assurance activities.

A Verifiable Approach To Compliance Assurance

Dakota Software's primary differentiator is the integration of regulatory content with the software tools. Dakota's ProActivity suite of software ensures that enterprises are identifying all applicable requirements, communicating substantive regulatory changes that directly affect site operations, and providing executive dashboard visibility into EHS compliance and carbon management activities across the enterprise. EHS performance is dramatically improved by the ability to discover and correct emerging situations and gaps in compliance before they become problematic. Proactive compliance assurance makes certain that:

Compliance accountability is pushed to the point of control, the site.

Each site focuses on all applicable requirements including regulatory.

Corporate policies and objectives are disseminated throughout the enterprise.



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The First Step Toward Sustainability

Basic EHS regulatory compliance does not ensure that a company is green, but it is a step in the right direction. To move toward sustainability though, enterprises need an awareness of all applicable requirements, forward looking analysis and a verifiable approach to compliance management. Once these elements are in place, together they become the foundational solution to align the green interests of site personnel, senior management and other stakeholders.

Dakota Software's suite of products enable progress toward sustainability by creating site compliance profiles, transforming EHS manage-

ment from a reactive stance to proactive identification of issues, providing visibility to compliance initiatives throughout the organization and verifying EHS compliance status.

Proactive Compliance Assurance Across The Globe

Dakota Software's proactive compliance process can be implemented at both domestic and international sites, providing a comprehensive view of an enterprise's compliance status. Through partnerships with both Enhesa and the International Audit Protocol Consortium, Dakota Software offers EHS protocols that provide in-depth regulatory coverage of over 100 countries.



E2 ManageTech, Inc. (E2) is a technology and management based environmental and engineering consulting firm. E2's client base consists predominantly of Fortune 500 companies as well as local, state and federal governments and municipalities. Our 50+ employees are located in the following areas: Long Beach and San Diego, California; Houston and Austin, Texas; and Philadelphia, Pennsylvania. E2 offers clients an extensive array of environmental engineering and related science services, program/project management resources and a depth of environmental expertise. E2's core service areas include three business practices:

- Environmental Management Information Systems (EMIS)
- Environmental Compliance and Documentation
- Site Assessment and Remediation

EHS Management Information Systems (EMIS)

E2 helps customers design and implement Environmental Health & Safety Management Information Systems (EMIS) to improve operational performance and better manage compliance obligations. Staffed with EHS and IT professionals, we help clients

“bridge the gap” between EHS and Information Technology (IT). As a software neutral organization, we provide a truly independent analysis of software packages to best meet our client's specific requirements. E2 has unrivaled experience in leveraging technology to support sustainable EHS solutions.

Services include:

- Strategic Planning
- Detailed Design
- Architecture Definition
- Implementation

Environmental Compliance & Documentation (ECD)

E2 prepares environmental compliance documentation including California Environmental Quality Act (CEQA) and National Environmental Policy Act of 1969 (NEPA) documents; cultural and biological resource assessments; habitat migration and monitoring plans; federal and California Endangered Species Act compliance; regulatory permitting; and technical studies necessary for CEQA/NEPA and regulatory compliance. Our environmental documentation demonstrates E2 personnel's professional experience and environmental compliance



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expertise including the following specialties:

- Air Quality
- Stormwater
- GHG and Sustainability Consulting
- Permitting and Planning under CEQA/NEPA

Site Assessment and Remediation

Site Assessment and Remediation services include the full spectrum of environmental site needs, ranging from assessment, subsurface investigations, site remediation and closure. This work is often done in support of property transactions, litigation support, and agency requirements. Our experience is significant and includes the following types of multi-media environmental expertise:

- Site Assessment
- Site Investigation
- Site Remediation
- Brownfields and Siting
- Litigation

E2 Mission Statement:

OUR Mission is:

To provide extraordinary management and technical solutions, thus achieving client objectives by stepping beyond the boundaries of status quo, while allowing us to enjoy work and grow profitably.

Our core values:

Superior Character
Innovative Services
Enjoy Work
Profitable Growth



The Source
for Critical Information and Insight™

IHS is a leading global source of critical information and insight, dedicated to providing the most complete and trusted software solutions for sustainability and environment, health and safety (EHS). IHS offers four areas of information that encompass the most important concerns facing global business today: Energy, Product Lifecycle, Security and Environment.

IHS Environment: Compliance and Sustainability Information Solutions

IHS delivers EHS and sustainability information management solutions that collect and aggregate data across the enterprise—from facility-level reporting to enterprise-wide emissions trading program management. IHS environmental software solutions enable companies to move from regulatory compliance to business sustainability.

Carbon Management

IHS helps companies address their current and future policies, technologies, and market implications of climate change with solutions that:

- Calculate a carbon emission inventory
- Support forward-thinking climate change strategies, with optimal abatement and clean energy investment choices.

The IHS carbon management solution is part of the industry's most comprehensive portfolio of software products for EHS and sustainability. IHS systems, in flexible combinations with our domain expertise and information sources, enable businesses to efficiently monitor and manage their emissions at any level of an organization or across a global enterprise. As powerful business forces drive organizations toward more proactive emissions management strategies, IHS helps companies deliver optimum shareholder value, while simultaneously reducing their environmental footprint—and lowering regulatory risk.

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MSDS and Total Chemical Management

IHS solutions cover everything from basic right-to-know MSDS management to REACH compliance, including chemical inventory management, chemical request and approval, MSDS data services, onsite chemical inventory services and more.

Supply Chain Management

The IHS program provides in-depth analysis of chemical inventories and simple tactics for implementing less hazardous, lower-cost solutions. The program also offers solutions that help companies identify and select the safest, most affordable chemical products from those already in use—while eliminating the most hazardous and expensive ones.

Hazardous Materials and Waste Management

IHS helps government and commercial organizations track, manage and report on hazardous materials and waste, the people that handle these materials, and the processes in which they are used. Many organizations must meet daily business challenges related to acquiring, handling and disposing of hazardous materials and waste. Reducing costs associated with chemical usage and waste management, along with reducing the expenses of regulatory compliance, employee right-to-know and accurate reporting, are all daily concerns for all businesses using hazardous materials. Many of these business challenges are solved with an effective and efficient HAZMAT and HAZWASTE management solution.



Knowledge Management Innovations, Ltd. (KMI) is a full-service EHS management information systems (EMIS) solution provider focusing on safety, risk management and sustainability. Our enterprise-level software delivers unique usability, flexibility and a true balance between facility and corporate tools for risk reduction, workflow management, regulatory reporting, environmental metrics and key performance indicator analysis.

Solutions

KMI offers the most functional and cost-effective off-the-shelf solutions that can be used right out of the box or tailored to specific business needs. As with all well designed technology investments, KMI's EHS Software Suite will meet both your current and future system requirements. The recent release of Version 4 of our fully-hosted, turnkey system represents a significant industry advancement in standards for configurability, data visualization and performance.

Modules in the KMI EHS Suite include:

- Incident Management
- Audit & Inspection
- Corrective Action
- Compliance Management

- Sustainability
- Reporting & Dashboards

Any or all of these modules can be combined for a unified, intuitive and comprehensive system that meets specific, measurable business objectives. In cases where only one or two modules are needed to meet current high priority business requirements, the potential for future expansion into additional modules is an important protection for your EMIS investment.

KMI offers both subscription-based software as a service (SaaS) and behind the firewall installed license versions to match whatever application support structure is preferred by your Information Technology (IT) group. Furthermore, KMI has unparalleled capabilities in integrating EMIS solutions with other business applications including:

- Microsoft® SharePoint™
- Human resources applications
- ERPs
- Maintenance systems
- Authentication systems

Scale

KMI has the expertise and experience to implement the right solution for a single domestic site or across global enterprises. For global accessibility and



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performance we have hosting infrastructure from North America to Asia. Our flexible and intuitive design includes full multi-lingual interfaces for international sites and conforms to your company culture and workflow.

Getting the Big Picture

Data visualization in v4 was designed around significant research into the most effective ways to convey details, patterns and the big picture through structured but flexible reports and dashboards. We focused on substance not flash. EHS managers, facility managers and executives all get the information they need to quickly and accurately understand what is going right, what is going wrong, and what is likely to go wrong in the future.

Approach

KMI system implementations consistently surpass expectations for schedule, budget and functional performance due to our unique management strategy which includes:

- Comprehensive pre-project planning and analysis that focuses on long-term goals, detailed require-

ments and time and cost savings opportunities

- Consistent project health checks that include quality, budget and timeline reviews
- Open, two-way communication that ensures our clients always know the status and direction of their project and have the ability to modify their requirements and priorities with minimal project impact.

KMI works closely with both clients and systems implementation specialists to foster a partnership relationship and gain a full understanding of the business requirements and sources of unused knowledge within operations. We combine this understanding with our own knowledge and experience to configure a solution that fits.

Providing industry-defining software and superior services at a reasonable cost has always been our primary focus. Reducing injuries and increasing sustainability is what we mean by “innovation that makes a difference.”



SAI GLOBAL's CINTELLATE™ Software (www.cintellate.com/software) helps enterprises capture, report and manage their Environmental, Health, Safety and Risk workflows and processes.

SAI GLOBAL (www.saiglobal.com/compliance), a division of SAI Global Ltd. (ASX:SAI), provides a broad range of technology enabled solutions and consulting services to facilitate good governance, awareness of compliance, ethics and policy issues, and better management of sustainability issues and processes to legal compliance, regulatory compliance, operations, ethics, and risk management professionals.

With full-service offices in the U.S., U.K. and Australia and more than 25 years experience, we support more than a thousand clients and millions of satisfied users including some of the world's largest organizations operating across diverse sectors such as utilities and power generation; oil and gas; resources and mining; manufacturing; process industries; and engineering and construction.

SAI Global's CINTELLATE Software Solution for Environmental, Health, Safety and Risk Business Processes

CINTELLATE Software harnesses the collective intelligence of an organization to achieve efficiency, accountability and continual improvement. It enhances communications across different units, locations, departments; helps facilitate evidence-based decisions from knowledge gathered; streamlines workflows; promotes prompt action from responsible individuals; and monitors performance against business objectives on an ongoing basis.

What sets CINTELLATE apart?

User Configuration Flexibility

Due to the versatility of CINTELLATE software, designated users can configure modules to suit the organization's unique needs and requirements. For example, administrators can easily add new fields, checkboxes, notifications, lookup lists and do much more to the forms as required.



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Broad and Extensive Content

Each CINTELLATE module uses a common software platform to support an unparalleled range of business processes including:

- Environment Related (air & water discharge monitoring; greenhouse gas and emissions tracking; hazardous substance management; permit/obligation management; rehabilitation planning; stakeholder management; waste management)
- Health and Safety Related (incident/event management; industrial hygiene; injury case management/return to work; occupational medicine)
- Risk and Business Related (business planning; hazard analyses/ register; risk identification and assessment; action management; change management; audit and inspections; project management; competency and training)

High Degree of Integration and Scalability

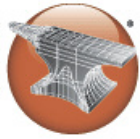
- Integrate modules in a staged manner over time
- Allow all levels of an organization to participate based on permission and security settings
- Streamline working practices
- CINTELLATE evolves along with your organization's changing dynamics

Powerful Reporting, Dashboard and Email Notification Functionalities

- Reports delivered in formats relevant to each user
- Dashboards are driven by user KPIs

Experienced Professional Services Team

CINTELLATE's Professional Services group provides expertise in project planning and management; system analysis and documentation; system configuration, including report design and development; software training; installation and on-site support as well as post-implementation support.



SOLUTION FOUNDRY

Solution Foundry is a technology-focused environmental, health and safety (EHS) management consulting firm, committed to simplifying complex business issues and providing innovative information management tools for clients around the world. We integrate superior technical skills in EHS with core strengths in information technology and business management to deliver proven results.

Products and Services

Solution Foundry collaborates with our clients to deliver simple, innovative EHS management products and services. Our EMSolution® product suite provides EHS information management tools that allow EHS professionals to rapidly implement, maintain and communicate key EHS program information to organization stakeholders. Solution Foundry has pioneered web-based applications for the EHS industry since 1999. Our strategic insight in the private and public sectors and strong execution capabilities help clients identify opportunities to drive process improvements, reduce risks and improve performance through better information management.

The EMSolution® EHS Manager is the foundation of our product and

service approach. EMSolution functions as your organization's EHS Intranet, providing EHS professionals with an information management approach and a communication vehicle for EHS information. A simple, interactive interface allows organization personnel to understand and participate in the EHS management system. EMSolution® includes the following modules:

EHSMS – complete management system module aligned with ISO 14001 and OHSAS 18001

Tracker – requirements database combined with task/corrective action tracking, notification and reporting

Incident Manager – incident reporting, tracking and investigation module with root cause analysis and trend reporting

Change Manager – project review module with online requests for EHS staff review, comment and management approvals

EMSolution® leverages standard Microsoft technology and your existing computer network to reduce or eliminate the need for new computer hardware or software. Combined with the latest advances in web development, our simple approach provides powerful tools that are cost effective and easy to integrate with existing systems.



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Company Overview

Founded in 1997, Solution Foundry's innovative strategy builds upon our expertise in consulting and technology to help clients develop sustainable systems that add value to their organizations. Using our industry knowledge, service-offering and technology capabilities, we develop EHS solutions that support our core mission to:

- Streamline business processes
- Rapidly respond to changing organizations
- Reduce costs, increase staff productivity and improve performance
- Optimize user experience and minimize training needs through ease of use
- Integrate EHS into organizational fabric

Simple innovation and client service are our strengths. Our engineers understand the EHS management

challenges faced in the public and private sectors and utilize extensive industry knowledge, EHS expertise and technology to simplify complex issues for clients around the world.

Success Stories

Developed global EHS Management System standard using EMSolution® for a Fortune 100 industrial company

Deployed integrated EHS and Quality Management Systems for global chemical manufacturer across three continents.

Deployed customized, web-based incident management system for mid-size oil and gas company

Implemented standardized EMS, compliance and project management tools using EMSolution® for over 150 Department of Defense facilities

SOLUTION FOUNDRY – EHS SIMPLIFIED!



Syntex's IMPACT ERM® software suite is the world's leading solution for risk management, corporate compliance and performance improvement. Whether you are performing a quality assessment, auditing a business process or managing an EHS incident, IMPACT helps improve your risk mitigation processes.

Our products enable large global institutions to improve the effectiveness of their risk identification and mitigation programs and lower loss rates of all kinds. IMPACT deeply integrates with field-level work processes (for incident management, assessment-type programs and action item management) to engage all levels of the workforce in the functions of identifying and mitigating risk — making possible improved performance on a global scale.

Risk/Loss Identification

The software's built-in Business Process Automation features enable leaders and the work-force to collaborate on prioritizing action items that implement the key risk controls needed to reduce risk, ensuring a continuous focus on the greatest risk exposures, enabling an open-risk communication across all levels of the organization.

Operations Integrity

IMPACT ERM® software enables organizations to execute management systems and operational processes more effectively while increasing workplace safety, nurturing corporate sustainability and reducing the potential for losses.

Intelligence Management

IMPACT ERM® software brings the magnitude of data collected across isolated, disparate systems by integrating previously segregated management system processes into one enterprise wide solution. It helps organizations more easily collect and analyze pertinent data. This data is used to measure and communicate Key Performance Indicators to employees, customers, stakeholders and shareholders to further advance performance, enhance brand and improve overall reputation.

Increases Risk Awareness; Improves Bottom-Line

The strategic objective of IMPACT ERM™ solutions is to provide operational leadership with increased visibility into the various risk exposures within your operations, and, most important, to deliver the



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“closed-loop assurance” that those exposures are being prioritized and resolved to prevent losses.

Company Background

Syntex Management Systems, Inc. was founded in 1995 to produce business software applications that specifically provide business leaders with “mathematically-grounded” information to guide performance improvement initiatives. Today, Syntex's flagship product, IMPACT Enterprise®, is enabling business leaders throughout the world to minimize enterprise-wide exposure to risk impacting Sarbanes Oxley, Safety, Environmental, Security, Transportation, Quality, and other areas where operational risks persist.

Why Syntex?

- Six of Global Fortune Top 10 companies use IMPACT Enterprise® software
- IMPACT ERM® Suite has over 900,000 licensed users, is used at over 100,000 sites in over 140 countries and 24 different languages

- IMPACT ERM" Suite enables an average of over 50 risk reduction processes per customer on a single platform
- Business process improvement solution designed to be the central source of “risk reduction” events spanning hundreds of different event types and action item management sources
- Over 10 years of collecting millions of customer event records enables Syntex to analyze both event frequencies and business process execution data to derive leading indicators of performance
- Active global user community of leading companies meets regularly for product direction and networking of best practices



Steele Communications is a creative agency skilled at reaching out and engaging customers through a blend of innovative digital and traditional marketing solutions that make sense and excite the senses.

This engagement may be through marketing efforts such as e-mail, Web site, collateral and direct mail — or through CSR/sustainability reporting services. But the concept remains the same — a positive interaction can result in a lasting relationship that can mean a continued and increased partnership with both internal and external stakeholders.

For over 20 years, our core team has been providing a diversity of creative work for some of the country's largest corporations — and for some of its smallest. Our commitment to being on time, on budget and on target provides unsurpassed service to help you meet your goals and connect with your audience.

CSR/Sustainability Reporting Services

Since 1991, Steele has assisted national and multinational corporations chronicle their unique journeys toward sustainability in a credible and balanced manner.

Steele can help companies adopt — incrementally or inclusively — the GRI G3 guidelines. Companies seeking to publish their first reports or transition to broader reporting agendas find our methodologies particularly helpful.

Report Development Services

- Align report with corporate communications and business objectives
- Develop report framework informed by GRI guidelines
- Streamline report information gathering process
- Generate all content and copy
- Creatively design and produce your report
- Establish strategic report distribution plans

Report Transition Services

Steele can help smooth the transition from an environmental, health and safety report to a more inclusive CSR or sustainability report.

Report Evaluation Services

For companies that develop their reports internally, Steele can serve in a cost-effective advisory role to help elevate the quality, effectiveness and credibility of their next report.



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Marketing Communications Services

Steele Communications brings strength and efficiency to your marketing programs with the right blend of digital and traditional marketing solutions.

Whether executing a direct mail/email campaign combination or developing a multi-component program, we will work with you to identify the most effective, economical and environmentally conscious way to engage your audiences and achieve your goals and objectives.

- Capture the power of digital marketing in conjunction with traditional media
- Access decades of ecofriendly expertise and credibility
- Reduce the costs of programs and initiatives
- Lower your environmental footprint

Our creative team has the experience to help you reach out and engage your audience with respect, understanding and purpose.

Traditional Expertise

- Communications strategy development
- CSR/sustainability reporting
- Direct mail
- Collateral
- Print advertising

Digital Expertise

- Web/microsite development
- E-mail marketing
- Digital publications
- On-demand webinars
- Online interactive tools and applications

Company Background

- Nearly two decades of developing environmental sustainability reports for national and multinational corporations.
- Over two decades marketing energy-efficiency products and services.
- Marketing experience spanning many sectors, including energy, consumer package goods, financial services, professional services, software, associations and nonprofits.



Compliance...Simplified.

BLR's EHS attorneys, analysts and journalists are subject-matter experts. They constantly research federal and state regulations, best practices, industry trends and pending developments that can affect your organization. All our products are delivered in plain English and organized into practical, easy-to-use formats. Designed for all sized organizations and industries, our award-winning compliance solutions are delivered in numerous formats to fit every compliance and training need — from compliance portals, online applications, events, and websites to books, newsletters, CDs/DVDs, and more.

Custom Solutions Services

BLR recognizes that many organizations have broader needs, such as private-labeled websites, integrated data feeds for corporate intranets and other requirements for integrated content solutions.

Private labeling, syndication and content licensing reduce system maintenance of multiple databases throughout your organization. Our Custom Solutions are easy to set up and easy to use. BLR applies a proj-

ect management approach and provides each client with a dedicated project manager as well as a dedicated account manager to ensure a fast and complete implementation.

Our Services

BLR's environmental and safety products help EHS professionals with their compliance, training and EHS management responsibilities.

BLR's suite of EHS products that serve the EHS professional include:

- Enviro.BLR.com
- Environmental Compliance in [Your State]
- Environmental Manager's Compliance Advisor
- Employee Training Center – Training.BLR.com
- Book of Chemical Lists on CD
- Weekly environmental ezine
- Safety Meetings Library
- Safety.BLR.com
- OSHA Compliance Advisor
- OSHA Compliance Encyclopedia
- Safety Training Presentations
- 7-Minute Safety Trainer (English and Spanish editions available)



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BLR has been a leader in business-to-business publishing for more than 30 years, specializing in plain-English analysis, monitoring federal and state requirements and offering tools and analysis to help EHS professionals make their compliance and training easier. Our environmental and safety editors have an average of 10–15 years of environmental experience each and they are committed to producing timely, accurate and comprehensive resources for our customers. In addition, our Advisory Board of EHS leaders supplement the expertise of our editors with their experience as current practitioners.

Our EHS products have won numerous awards over the years, including:

- The Employee Training Center, Training.BLR.com won the 2009 SIIA CODiE Award for Best Workforce Training Solution

- Enviro.BLR.com won the 2009 ECO Award of Excellence for Best in Web Writing
- Environmental Manager's Compliance Advisor "Most Misunderstood Regs" won the 2009 APEX Award for Excellence in Writing: Regular Departments & Columns

Our Clients

BLR's customers include most of the Fortune 500 companies as well as small businesses. Industry-leading renewal rates are a testament to the value our customers place on our services.

To learn more about BLR please visit www.BLR.com.

To purchase BLR products please visit our online catalog at <http://catalog.blr.com>.



Essential Information, Global Monitoring & Analysis

Closing the Loop on Compliance BNA offers robust compliance assurance and custom EHS regulatory monitoring services to deliver topic- or citation-based monitoring, news, analysis and more, to any web-based system. BNA's new EHS compliance management data center, called ComplianceAssure™, streamlines regulatory monitoring, auditing, verification, and analysis. For decades, BNA has given you a world of EHS information.

Now, BNA's ComplianceAssure™ lets you manage that information and maximize your business results. Save time, save money, and rest assured that you are always in compliance!

Most companies have thousands of individual tasks that must be maintained and updated to ensure that they are in compliance. All of these obligations must originate from a set, standardized, updated and verified master list of regulations and regula-

tory requirements. How does BNA's ComplianceAssure work? The ComplianceAssure process streamlines all the pieces into one easily accessible system and calendar. The initial population and continual updating of the thousands of requirements is handled in the ComplianceAssure AdminPortal. This is where the data is managed collaboratively with all concerned users, verified, and kept up to date. To help you pre-populate your AdminPortal, BNA provides resources such as our Global Auditor™, RegTracker, and EHS Global Alert®.

Going Global

BNA Continues to expand its strategic offerings globally, with the new BNA Global Auditor. This new product will cover 136 jurisdictions, in dual-language. As with BNA Auditor for US domestic jurisdictions, the Global Auditor will allow users to build custom audit protocols, checklists, pre-audit preparatory documents, plus get updates on regulatory updates and read analysis on how it impacts your custom audit checklist.



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Working for You: Cutting-edge Products

BNA publishes dozens of environment, health and safety information products on the Web, including:

- International Environment Reporter
- Global EHS Library
- Global Auditor
- Environment & Safety Library
- Daily Environment Report
- Daily Report for Executives
- Chemical Daily
- EHS Compliance Bulletin
- And much more...

New: Green Incentives Navigator

In December of 2009, BNA launched a new monitoring product called the Green Incentive Navigator which provides expert guidance on everything

needed to research, stay up-to-date, and communicate on federal and state tax (and non-tax) incentives that encourage the development and use of renewable energy and promoting conservation. It includes a state-by-state comparison charting feature for easy analysis of incentives in the USA.

For more information, please go to: <http://www.bna.com/products/ens/ginl.htm>

BNA: Working for You

Check out BNA's Environment & Safety Store at <http://ehsstore.bna.com>

And, check-out BNA's EHS Knowledge Center at: <http://ehscenter.bna.com/PIC2/ehs.nsf/FrontPage>



M^cCOY

Established in 1983, McCoy and Associates is an environmental engineering-based training company. With a focus on regulatory compliance for plant operations, we convey knowledge through a series of Resource Conservation and Recovery Act (RCRA) and Clean Air Act (CAA) seminars and technical publications.

McCoy training empowers environmental professionals who, by the nature of their work, often stand as a fulcrum between the mission of their organization and the protection of human health and the environment.

RCRA Seminars

Our perspective is that if you understand the regulations at a deep level, you'll make the right compliance decisions for your organization—with greater certainty. Thus, McCoy teaches the principles and processes that are critical to operational compliance but difficult to comprehend. Understanding is important, because if you know how the regs work, it strengthens your ability solve compliance problems. Our logical, step-by-

step approach makes intricate concepts remarkably easy to digest. This neutralizes the effect of often ambiguous regulations and makes operational decision-making easier.

In 2010, McCoy will conduct fourteen public seminars in major markets across the United States. We provide five-day comprehensive and two-day refresher seminars.

In-house RCRA Seminars

McCoy brings its training directly to customer facilities, and in the coming year we will provide in-house training to more than a dozen organizations. These seminars are an efficient way to train large groups with the added benefit that the entire team gains a consistent understanding of the regulations and uses the same reference materials. This facilitates greater communication and more focused dialog between team members as they discuss complex compliance issues and decide upon the best course of action. In turn, this creates exceptional value for McCoy customers and their organizations.



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Technical Publications

McCoy authors a suite of technical publications including:

RCRA Reference that contains the full text of 40 CFR Parts 260-280 and Part 148, the hazardous waste regs, and its companion book, *RCRA Unraveled*, which provides a detailed discussion of interpretations clarifying the regulations. McCoy's *RCRA Compliance CD* contains both publications in PDF format. The CD includes over 40,000 hyperlinks, 1,380 RCRA Online documents, and 300 Federal Register notices making the software a premier research tool.

In 2009, McCoy produced *CAA Unraveled*, a reference book that captures the scope and complexity of the air regulations and is developing CAA seminars.

McCoy and Associates is a national environmental engineering firm that conducts in-depth seminars on Resource Conservation and Recovery Act and Clean Air Act. It also publishes plain-English, clear, accurate, and neutral reference books and electronic products. McCoy trains approximately 2,000 EH&S professionals annually.

STATESIDE ASSOCIATES

Stateside Associates provides Regulatory Monitoring, Forecasting of Emerging Issues, Compliance Profiles and Strategic Counseling to clients managing state regulatory issues.

Our Regulatory Services keep our clients abreast of new and emerging requirements and assist them with advocacy and compliance.

Our Regulatory Counsel, attorneys with experience in regulatory issues, are in daily contact with state regulatory agencies. This methodology enables us to provide the information, analysis and counseling to help clients understand and manage constantly changing requirements.

Regulatory Counsel work with clients to gain an intimate familiarity with their issues, products, facilities, processes and concerns. This insight allows Stateside Associates to identify relevant regulatory issues at their earliest point in development.

Clients have full access to staff for follow-up questions and information. Since Stateside's Regulatory Counsel serve as an extension of our clients' staff, clients have an instant network and interface into the fifty states and DC.

Services

Issue Monitoring & Regulatory Forecasting

Regulatory ForecastingSM services provide clients with monitoring of "issues," not just register notices. This approach allows for early warning of emerging regulations and gives our clients the opportunity to impact rulemaking at the earliest stages, usually 3 to 12 months prior to the development of a draft rule. In addition, notices sent to clients about rulemaking developments contain customized information, including rule summaries, political perspective and insight into how the rule may impact a client. Since Stateside Associates also provides legislative monitoring of all 50 states, we are able to provide integrated regulatory and legislative monitoring programs.

State-by-State Compliance Profiles

Compliance Profiles are summaries of state statutes, regulations, enforcement practices of state agencies and guidance documents that Stateside Associates provides to clients in a customized and easy-to-use format.



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Our service is unique because we craft the profiles from the perspective of the individual client, highlighting that organization's specific interests. Stateside Associates' Compliance Profiles are used by corporate counsel and state government relations professionals as a tool to guide regulatory compliance, by trade associations to provide compliance information to their members and by corporate marketing professionals as a tool to identify new markets based on statutory or regulatory requirements.

State-by-State Emerging Issue Profiles

Emerging Issue Profiles provide a "snapshot" of state issues that are developing within regulatory agencies or state legislatures. Stateside Associates identifies the status of rulemakings and agency plans to address an emerging issue in the future. Clients use these profiles as a tool to manage risks, set priorities and identify opportunities to gain competitive advantage.

Issue Management

Stateside Associates also helps clients achieve their policy goals through strategic planning, coalition development, lobbyist management and state government relations program consulting. Stateside Associates has organized regulatory campaigns, worked with national groups of state regulators and has identified and managed effective local counsel for clients.



Heritage Environmental Services (Heritage) was so-named for a specific reason. Protecting our environment and our world is and has been our heritage for over 30 years. Our passion and our responsibility to our communities and children and those that follow is to work in tangent with our customers by creating sustainable solutions for a healthier, greener planet.

Sustainable Solutions

Heritage and their customers have made quite a statement in forging the path for the new breed of environmental companies who will focus on sustainable solutions. While other stood stationary, Heritage has always looked to the future, creating new solutions, innovative approaches, more cost-efficient programs and better technologies so that we are better able to preserve our children's heritage. Our 30 years of experience with sustainability is what sets us apart from the other environmental companies.

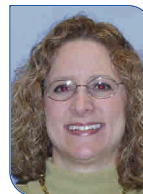
There is a reason Heritage is so knowledgeable when dealing with by-products from many different manufacturing processes. That's because Research and Development has always been a significant strategic part of Heritage Environmental

Services. Other Heritage Group companies include petroleum, refining, asphalt product, highway construction, and mining. From the beginning, our considerable pool of chemists, engineers and geologists have focused on sustainability, reuse and recycling options that benefit not only the environmental management needs of our customers, but the needs of our society and our planet.

For more than 25 years, Heritage has not only found ways to better stabilize wastes, but to find highly innovative solutions such as turning spent soaps into asphalt emulsions, the reuse of non-hazardous waters in emulsions for coal, the recovery of indium metal for plasma television screens and the recovery of soybean gum for bio-fuel uses, just to mention a few. Heritage has been the innovation engine driving sustainable solutions home for our customers, our communities, our children and our planet.

To learn about Heritage R&D success stories, such as the:

- Patented process for 100% reuse of K061 electric arc furnace dust (EAF) from the steel industry



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- 100% reuse of part washing solvents
- 100% reuse of circuit board etchants as a feedstock in the production of micronutrients in animal feed

Visit the Research & Development section of the Heritage website at www.heritage-enviro.com

Waste Treatment/Recycling

The Heritage hierarchy of waste management is Prevention, Reclamation or Reuse, Destruction, Detoxification, Treatment and Disposal. Heritage has five fully permitted TSDFs and two landfills in the following locations:

- Indianapolis, IN
- East Liverpool, OH (Incineration)
- Kansas City, MO
- Coolidge, AZ
- Charlotte, NC
- Roachdale, IN (*Subtitle C & D Landfills — With 22 million yards of permitted capacity Heritage can support large remediation projects when combined with its rail and logistics assets.*)

National Program Services

The Heritage National Program Services (NPS) group helps fulfill unique needs of customers with multiple sites nationwide. NPS provides custom programming to manage regulatory compliance, waste handling, collection, disposal and reporting at small sites that do not have a professionally trained environmental staff. Heritage's detailed and sophisticated programs help its retail, petroleum, logistics, consumer packaging and similar customers manage small amounts of waste generated from multiple locations. Heritage's customers find these programs greatly improve environmental compliance and reduce current and future liabilities.



Sims Recycling Solutions is the division of Sims Metal Management created specifically in response to the increasing social and political pressures to prevent undesirable and often hazardous materials being disposed of in an environmentally unsound manner. Growing rapidly in Europe over the last seven years, our strong infrastructure in Europe has facilitated the implementation of the WEEE Directive. Since our expansion into the US in 2003 we have grown to offer a comprehensive global service with the capability to process over 600 million pounds of electronic scrap annually. With over 25 facilities worldwide and 14 locations in North America, Sims Recycling Solutions offers the premier solution for the b2b sector in North America and around the globe.

Service Offerings

Dismantling & Recycling Services
Using dedicated industrial processes to achieve materials segregation before advanced sorting technology delivers quality material commodities for recycling markets.

Part/Component Recovery

When you have components or parts with value and you want them identified and pulled for resale or in-house use, we have the facilities and technicians trained to meet your needs.

CRT Recycling

This is the treatment of Cathode Ray Tubes, from televisions and monitors, in an environmentally sound manner to recover materials for recycling.

Asset Management

Redundant stock or the complete upgrade of corporate systems often releases new or nearly new electronics. Often these items can be resold or refurbished for resale to provide added value over normal materials recycling route.

Precious Metals Recovery

Providing a closed loop solution for precious and semi-precious metals, Sims Recycling Solutions' technology allows for the complete



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recovery and refinement of these materials not only from incoming electronic equipment but also from other manufacturing scrap and residual wastes.

Customer-Focused Benefits

Data Security

Ranging from the secured shredding destruction of hard drives to NIST SP 800-88 compliant data erasure, we ensure company and client confidential information on your hard drives is never compromised.

Process Controls

To ensure complete data security and environmental compliance, Sims Recycling Solutions employs advanced processes that are ISO certified (9001, 14001).

No Landfill/Domestic Recycling

Preventing liability is your goal and Sims Recycling Solutions assures this. As a no landfill/no export recycler of electronics, you will never face landfill environmental liability or negative publicity from the export of your products.

Cost-Effective Logistics

With multiple Sims locations, national and local freight and service provider agreements, we can provide customized logistics services at the most competitive rates.

Value-Added Services

Retrieval of itemized parts tracking back to product/component relationship, including receipt verification, segregation, warehouse and re-deployment as authorized.



Through its three businesses, Veolia Environmental Services (VES) provides hazardous and non-hazardous waste management (Technical Solutions), industrial cleaning and maintenance (Industrial Services) and solid waste services (Solid Waste). VES employs over 10,000 dedicated people in North America focused on delivering preferred solutions to our customers.

When your responsibilities include managing environmental issues, including hazardous waste and its associated liability, you must rely on the capabilities and expertise of your service provider. Veolia Environmental Services stands alone in meeting the criteria you use to determine the most viable environmental services partner. Veolia Environmental Services' Technical Solutions (VES-TS) business offers an outstanding environmental compliance record, unparalleled financial strength, technical expertise and innovation, a complete range of services and the ability to help our customers reduce their waste and costs.

"Turning waste into a resource" is more than our tagline as in 2009 VES produced over 6.7 megawatts of energy from landfill gas recovery operations worldwide. Here in the

U.S., Technical Solutions reused over 60 million pounds of hazardous waste as products in 2009, removing the waste from the RCRA system, saving raw materials and releasing waste generators from the associated liability.

Primary Services

Convert waste to product

Veolia can accept certain wastes from generators as a product and then use the product in its processes or manage them to an audited third party reuser.

Recycling

Veolia recycles solvents, lighting and electrical equipment and ewaste.

Services on Your Site

Do you need to outsource capabilities to focus on your core business? Veolia can assist you by providing the personnel you need. We also specialize in properly identifying, packaging and treating laboratory chemicals.

Incineration

Our capabilities include the destruction of TSCA, CERCLA, RCRA, ATF and DEA wastes delivered by truck or rail.



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Specialty Wastes

As a full service provider, we help you manage whatever comes your way. We can provide services for low level radioactive waste, high hazard waste, medical waste, reactive chemicals, and cylinders just to name a few.

Veolia Environmental Services is ready to serve you. To find your closest office, please call 888-262-4910.

Company Background

Veolia ES Technical Solutions, L.L.C. has over 30 years experience in the hazardous waste industry and 1,600 employees at 46 sales, service and treatment and disposal facilities located throughout the U.S. convenient to most industrial facilities. Services include a focus on 'Turning waste into a resource' through recycling as evidenced by four energy recovery locations, four recycling facilities for solvents, four lighting and electronic waste recycling facilities, two incineration locations, 15 permitted TSDF's and 36 10-day in transit locations.

VES-TS is one of three business units of Veolia Environmental Services North America Corp. (VESNA). Its sister businesses are Solid Waste and Industrial Services. VESNA is part of the Veolia Environmental Services (VES) group, the only global manager of liquid, solid, non-hazardous and hazardous waste; on-site waste processing, industrial cleaning and process maintenance; and recycling, recovery and disposal for both the public and private sectors. VES has over 90,000 employees in 35 countries and posted revenues of \$13 billion in 2009. Veolia Environnement (NYSE:VE), the parent of VES, with operations in water, waste, energy and transportation, has more than 300,000 employees in 67 countries and recorded revenues of \$49.7 billion in 2009. For more information, visit www.Veoliaes.com.



Enhesa's Mission: to help our clients understand and comply with worldwide EHS requirements impacting their operations and products.

Enhesa is an environmental, health and safety consulting firm, providing EHS regulatory compliance assurance support to businesses worldwide. Over the past 20 years, Enhesa has developed a range of compliance assurance products and services tailored to clients' needs. With headquarters in Brussels and Washington, DC, Enhesa's team of highly trained and experienced, multilingual consultants has the extensive expertise to keep companies in compliance with and ahead of the latest regulatory and policy issues in over 130 countries and jurisdictions around the globe.

Enhesa provides services in the broad areas of Verification, Information, and Consulting Services. All of Enhesa's services are complementary and designed to work independently or as part of a coordinated and comprehensive EHS management system.

How can Enhesa help you stay in compliance—worldwide?

Verification Services

Enhesa's Verification Services encompass Auditing Protocols & Score-

cards and EHS Compliance Auditing & Auditing Support Services.

Enhesa EHS Compliance Auditing & Auditing Support Services

include independent auditing of sites, support for auditing teams, training of auditing teams, and post audit support.

Enhesa utilizes fully trained and certified EHS auditors with extensive experience in evaluating facility regulatory compliance, conformity to corporate guidelines, and best management practices.

The Enhesa Audit Protocol & Scorecard Program is the fundamental tool to assess whether a facility is in compliance with regulatory requirements and whether it has implemented the proper systems and procedures to ensure ongoing compliance.

Consulting Services

Enhesa provides consulting expertise in the areas of: Risk Based EHS Management Systems; assessment and correction of non compliance EHS issues; and advice and explanations on EHS regulatory and policy matters.



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Information Services

Enhesa's Regulatory Profile & Tracking Service provides clients with an in-depth view of a country's current EHS regulatory situation combined with the future looking reviews of upcoming EHS regulations and legislation.

The Enhesa Regulatory Register is an online tool designed to help facilities identify the EHS legislation that is applicable to particular facility operations in a given country. It fulfills the requirements of ISO 14001 and OHSAS 18001.

Enhesa Benefits:

Experience – Over 20 years of experience assisting companies navigate the international EHS maze. The Enhesa staff not only have in-depth knowledge and extensive expertise of regulatory environments in multiple countries but also understand the practical implications of such regulations.

Focus – Enhesa's focus is global. Enhesa covers 130 countries and jurisdictions and has a staff representing over 40 nationalities. No one offers a wider geographic coverage.

Understanding – Enhesa provides local insight and nuances within a global framework and perspective. Enhesa understands the requirements and concerns of large multinational companies and is able to articulate, analyze, and audit compliance with local regulations within that context. Enhesa provides clients the true intelligence of how and by whom regulations are enforced in different countries.

Timeliness – Enhesa ensures that client's have the most current regulatory information. Monitoring is conducted monthly, protocols and scorecards are updated at least once a year.



A Waters Company

Environmental Resource Associates (ERA) is a worldwide leader in the provision of environmental laboratory selection and monitoring services. ERA services are used by both multinational and domestic corporations to minimize their risk and increase the effectiveness of the contract laboratory services they use to support environmental projects. ERA services allow corporations to select and monitor the actual data quality of the laboratories they are using thereby minimizing the likelihood of the organization receiving poor quality from a contract laboratory. ERA has developed a unique set of proficiency testing and reporting tools to assist corporations in minimizing their exposure to the risks of poor laboratory data quality:

- Internationally accredited to provide proficiency testing services worldwide, including China, Taiwan, Southeast Asia, Europe and Australia
- Participant in the NELAC (National Environmental Laboratory Accreditation Conference) proficiency testing program
- Proficiency testing provider

and founding member of GLEMP (Global Laboratory Evaluation and Management Program)

- ISO 9001 Certified to design and operate proficiency testing programs and for the design and preparation of reference materials
- Programs currently cover all environmental areas with data from over 3,000 laboratories in more than 56 countries

Within the U.S. environmental framework, corporations retain the liability for the quality of the data generated by their contract laboratories. Unknown or undocumented laboratory quality can significantly impact a corporation's cost of effectively managing its environmental risk. Most environmental decisions are based on laboratory data generated either internally or by contract laboratories. Poor quality data can lead to poor decisions, including premature closing of remediation sites, faulty plant system designs and unexpected regulatory violations and significant fines. ERA performance evaluation services provide cor-

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porations the ability to understand the relative quality of their laboratory support services versus other laboratories in the region.

Many corporations and environmental consulting firms rely upon the laboratory accreditation systems of various state agencies to relieve them of their responsibility to select and monitor the quality of their contacted laboratories. However, laboratories that statistically have less than 2 percent chance of generating data consistent with other laboratories can be accredited in all existing state accreditation systems. State laboratory accreditation programs are a lowest common denominator system that is not designed to protect the quality of environmental data. In order to minimize risk, it is essential for corporations and their environmental consulting firms to document the actual

quality of the laboratories they use to support environmental decisions. ERA provides systems and services that are internationally accepted and statistically designed to document laboratory quality.

A fundamental concept of environmental risk management is the idea of data defensibility. It is critically important to document the quality of all data used to support decisions within a regulatory framework. In the case of contract laboratory data, the ability to establish that the data generated is comparable to that generated by other competent laboratories defines data defensibility. In the environment arena, data comparability equals data defensibility. ERA performance evaluation services provide a quantitative measure of data comparability in this critical area.



Kestrel Management Services helps clients manage enterprise risks through business process improvement and management systems—environmental, quality, safety, security, energy and sustainability.

Kestrel relies on our experience and expertise to help our clients develop solutions that are tailored to company needs, priorities, budgets, capabilities and operating culture and to the size or scope of your operations.

What We Do

A sampling of Kestrel's services and capabilities includes:

Sustainability

- Assessment of existing sustainability practices
- Sustainability strategy
- Sustainability reporting
- Benchmarking-processes, practices, policies, performance metrics
- Supply-chain social and environmental management
- Greenhouse Gas, and carbon footprint assessment and management

Management System Design and Improvement

- Quality
- Environmental
- Energy
- Safety and Process Safety
- Security
- Sector-based codes of practice—e.g., ChemStewards™, Responsible Care®, EICC, RIOS
- Green Initiatives from industry groups, states, USEPA's Performance track, and others

Enterprise Risk and Liability Management

- Risk assessment and risk-based planning and design
- Program and organizational development and improvement
- Program and project management
- Remediation/corrective action program and project strategies
- Design and streamlining of internal controls (Sarbanes Oxley/ SEC Reporting)
- Identification and valuation of environmental liabilities
- Calculation of environmental reserves consistent with GAAP and SEC requirements
- Site liability review and reduction strategies



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Operational Benchmarking, Process/Energy Analysis and Optimization

- Process/Energy Optimization
- Real Cost™ analysis and cost/benefit evaluation
- Strategies for cost reduction/profit improvement
- Lean Applications

Audit Support & Information Systems

- Audit program design and management
- Document management and control
- Auditing and inspection software with Personal Digital Assistant applications
- Training
- Database applications
- Software Fit Analysis and Systems Selection
- Information management and tracking/reporting systems improvement

Industries Served

Kestrel serves clients in a broad range of industries, including:

- Biosciences
- Chemicals
- Communications
- Distribution and Supply
- Electronics
- Food
- Healthcare
- Metal Casting
- Oil and Gas
- Pulp and Paper
- Transportation
- Utilities

About Us

We emphasize the “operationalizing” of management policies, programs and processes “from the boardroom to the lunchroom.” Staffed by a team of senior consultants and project managers, we average over 20 years of hands-on industry experience. Kestrel's owners are directly involved in serving clients on a national and international basis. Offices in Madison, Chicago and Austin.

For additional information about Kestrel and our services, please visit www.kestrelmanagement.com.

STC

EHS Solutions for Business Results

Specialty Technical Consultants, Inc. (STC) is a specialized management consulting firm that works to enhance our clients' environmental, health and safety (EHS) performance. We help our clients manage complex worker safety and environmental challenges as business issues, rather than as engineering or legal obstacles. As a result, these firms integrate EHS solutions directly into their core business operations. Through this process, STC works to identify opportunities for our clients to increase program efficiency, reduce costs, and gain competitive advantage.

STC has received certification as a Women-Owned Business Enterprise (WBE) from the Supplier Clearinghouse for the California Public Utilities Commission (Certificate #10AS0062). We are also certified by the State of California/Port of Oakland as a Small Business Enterprise (SBE); Certificate No. 217904. STC also is certified as an SBE (Certificate No. 18550) by a group of seven agencies in southern California, including the Metropolitan Water District, Port of Long Beach, City of San Diego, Los Angeles Unified School District, and the Minority Business Development Agency. Our WBE certification through the Women's

Business National Enterprise Council (WBENC) is pending.

Our Services

STC team members draw on their wealth of experience in compliance management, permitting, training, and other consulting services to help our clients meet their EHS compliance responsibilities efficiently and effectively. We support clients in a variety of industry sectors and offer a range of project experience in the following service areas:

- Compliance Program Support
- Management Systems Design and Implementation
- Regulatory Analysis and Information Tools
- Auditing
- Business Strategies and Performance Improvement

We work with clients to identify their EHS regulatory obligations; implement programs to meet these requirements; define/communicate EHS program responsibilities and expectations; assure current and continued compliance; and evaluate opportunities for improved performance and efficiency.

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STC regulatory specialists also serve as the primary authors for a series of EHS, transportation and fire code management audit guides, EHS training manuals and OHSAS and ISO 14000 implementation guides which are published and distributed by Specialty Technical Publishers (STP) of Vancouver, BC, Canada. Preparing regular quarterly updates for these guides allows STC's regulatory specialists to retain their nationally-recognized roles as experts both on the content of these complex issues and on techniques to present this complicated information in the most readable, user-friendly form.

Our Team

STC team members individually have, on average, 20 or more years experience in the environmental, health and safety compliance and au-

ditig field. Many of STC's principals and staff have also held leadership positions in both industry and government, meaning that we have the sensitivity and experience needed to meet counsel/management team member's needs, while also being able to provide operations personnel with straightforward easy-to-understand and easy-to-implement guidance to get things running correctly and efficiently.

In addition to NAEM, we are active members of the Auditing Roundtable, The Board of Environmental, Health & Safety Auditor Certifications, American Industrial Hygiene Association, American Society of Safety Engineers, Air and Waste Management, the Texas Association of Environmental Professionals and the Semiconductor Environmental Safety and Health Association (SESHA).



The 30-Inch View®

For over 30 years, global companies have relied on Humantech for workplace improvements. Within an arm's length of every employee are the obstacles to and opportunities for workplace improvement. A fresh perspective here: by combining the science of ergonomics and our unique 30-Inch View — where people, work, and environment intersect — we deliver practical solutions that can have dramatic and far-reaching effects on your entire business.

Sharing Knowledge

The cornerstone of effective workplace improvement is to ensure that our clients can both sustain the gains achieved and continue the improvement process on their own. Easy-to-apply problem-solving methods and cost justification tools combined with the right education and training ensure that your staff develops the practical knowledge to identify ergonomics challenges, finds the right solutions, gains the support required to implement them and, finally, to pull it all together into a manageable, proactive process.

Global Experience

Humantech has partnered with major domestic corporations and international companies on five continents. Solving real-world challenges and achieving shared goals has enabled us to open a world of possibilities for our clients and their employees. We provide the largest pool of skilled, qualified, and dedicated ergonomics professionals of any consulting firm in North America. The breadth and depth of our experience enables us to deliver ergonomic solutions where your business takes you.

Proven Results

Using the science of ergonomics to achieve measurable business results has propelled Humantech's clients to the forefront of their industries. Our proven methods have enabled us to uncover productivity-enhancing opportunities in all types of organizations, for both enterprise-wide and site-specific projects. With our expertise in engineering and design, management systems, employee training and engagement, Humantech consultants have guided hundreds of clients to achieve performance improvements on the job and throughout the workplace. We



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listen well, work hard, and evaluate ourselves based upon the success of our clients.

Ergonomics and LEED® 2009

The U.S. Green Building Council (USGBC) recognizes the value of workplace ergonomics as a proactive process; ergonomics should be considered in the planning and development of sustainable workplace

designs that prevent injuries and systemically promote employee comfort and productivity. The Innovation in Design Process category provides for 5 possible points in this credit, and one point can now be obtained for designs that promote good ergonomics. Humantech has developed and deployed the tools that address each of the four steps involved in achieving the ergonomics point.



3Degrees is an environmental commodities sales, trading and advisory firm. We help organizations intelligently and efficiently buy, sell and market certified environmental commodities such as renewable energy certificates (RECs) and carbon offsets.

3Degrees works with:

- Businesses, government agencies and non-profit organizations to mitigate the environmental impact of their operations and ensure compliance with government greenhouse gas (GHG) and renewable energy regulations.
- Utilities to launch, expand, and manage their voluntary renewable energy and carbon offsetting programs.
- Renewable energy and carbon offset project owners to maximize the value of the environmental commodities generated by their projects.

3Degrees also provides strategic environmental market advisory services to businesses seeking to understand how the development of voluntary and compliance renewable energy and carbon markets will impact their businesses.

The 3Degrees Difference:

Intelligence

- Experienced environmental commodities sales, trading and advisory team.
- Extensive expertise in structuring complex environmental commodities transactions.
- Insight on federal, state and regional renewable energy and cap-and-trade policies.
- Knowledge of what works (and what doesn't) when marketing voluntary renewable energy and carbon offsetting programs to residential and commercial utility customers.

Efficiency

- Active in all U.S. REC and carbon markets.
- Broad, diverse portfolio addresses customers' unique environmental commodities needs.
- Fast and flexible contracting and settlement.
- Tested, cost-effective methodology for helping utilities launch, expand and manage voluntary renewable energy and carbon offsetting programs.



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Trust

- Reputation for high-quality conduct and products.
- Minimal counterparty risk.
- A passionate team dedicated to reducing the magnitude of climate change and accelerating the development of a renewable energy economy.

3Degrees received the U.S. Department of Energy's 2009 Green Power Leadership Award for Non-Utility Green Power Supplier of the Year.

3Degrees is headquartered in San Francisco, California, with regional offices located in Portland, Seattle, St. Louis, and Richmond, Virginia.

SERVICE OFFERINGS:	3 Degrees																																SERVICE OFFERINGS:																				
	Actio	AECOM	ARCADIS	Beveridge & Diamond	BLR	BNA	Brown and Caldwell	Bureau Veritas	Cameron-Cole	CDM	CEC	CH2M HILL	Conestoga-Rovers & Associates	DAI	Dakota Software	Delta	E2 Managetech	Enhesa	EORM	ERA	ERM	Gannett Fleming	Geosyntec	Heritage	Humantech	ICF	IHS	Kestrel	KMI	McCoy & Associates	Miles & Stockbridge	Redinger EHS		RMT, Inc.	SAI Global	Shaw	Sims	The Solution Foundry	Specialty Technical Consultants	Stateside	Steele	Syntex Management Systems Inc.	Trinity	URS	Veolia	WSP							
Air Quality	X	X	X			X	X	X	X	X	X	X	X	X		X	X		X	X	X	X			X	X			X	X	X	X	X	X	X	X	X						X	X			X	X		X			
Auditing	X	X	X			X	X	X	X	X	X	X	X	X	X		X	X		X	X	X		X	X	X	X			X	X	X	X	X	X	X	X	X					X	X	X			X	X		X		
Climate/Greenhouse Gases	X	X		X	X	X	X		X	X	X	X	X	X		X	X		X	X	X			X	X			X		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	
Construction Management			X	X			X	X		X	X	X	X			X						X	X	X				X								X											X			X			
Contract Operations							X			X		X				X					X	X	X						X							X										X			X				
Counter Terrorism							X												X								X									X			X						X								
Decontamination			X	X			X	X		X		X	X			X			X			X	X													X			X							X	X	X					
Dispute Analysis/Expert Testimony			X	X			X	X	X	X	X	X				X	X		X		X	X	X					X								X								X	X			X	X		X		
EHS Compliance Consulting			X	X			X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X				X			X									X							X	X			X			
EHS Marketing & Communications Service			X	X			X		X	X	X	X				X			X		X			X	X		X	X												X					X	X			X				
Emergency Response/Disaster Management			X	X		X		X		X		X				X			X		X	X	X				X																			X	X						
EMIS Strategy/Design/Implementation		X	X	X		X	X	X	X	X	X	X		X	X	X		X		X	X	X					X	X	X	X																	X	X			X		
EMS/ISO Consulting		X	X	X			X		X	X	X	X		X	X		X		X	X	X	X					X		X																		X	X			X		
Energy Management				X			X	X		X		X	X			X	X		X		X		X				X																					X			X		
Environmental Lab Analysis				X			X	X		X										X		X	X	X																							X						
Facility Design/Engineering			X	X			X		X	X	X	X				X					X	X	X			X	X																					X			X		
Green Building/LEED Services	X		X	X			X	X	X	X	X	X	X	X	X	X		X		X	X	X		X	X			X																					X			X	
Information Technology Services		X	X				X		X		X		X			X	X		X	X	X					X	X	X	X																		X	X			X		
Insurance						X										X						X	X																										X				
ISO Registration																						X	X																														
Legal Counsel				X		X										X																																		X			
Management Consulting			X	X			X	X		X		X	X			X	X		X		X	X	X		X	X	X		X	X	X																	X			X		
Mergers/Acquisitions/Divestures			X	X						X	X	X	X			X	X		X	X	X					X	X	X																					X			X	
Outsourcing		X	X	X				X	X		X					X			X		X		X	X																									X	X		X	
Property Redevelopment			X	X		X		X	X		X	X	X	X		X	X		X	X	X	X																											X			X	
RECs/Carbon Offsets	X																																																X				
Recycling			X			X		X		X						X		X		X	X	X	X					X																		X	X			X	X		
Regulatory Tracking/Government Affairs		X	X	X		X			X	X	X	X		X	X		X	X	X	X	X	X					X		X																		X	X	X		X		
Remediation/Restoration			X	X		X	X	X	X	X	X	X	X	X		X	X		X	X	X	X					X																					X	X		X		
Risk Assessment Management		X	X	X			X	X	X	X	X	X	X	X	X	X		X	X	X	X	X					X																						X			X	
Security Planning																X																																X					
Software		X			X	X					X		X	X	X					X	X					X	X	X	X	X	X	X															X	X	X		X		
Staff Placement/Hiring																											X																					X	X				
Sustainability Strategy		X	X	X			X		X	X		X		X	X	X		X		X	X	X				X	X																					X	X		X		
Training			X	X		X	X	X	X	X	X	X		X	X		X	X		X	X	X	X				X																					X	X		X		
Waste Management/Treatment		X	X	X			X	X	X	X	X	X	X	X		X		X		X	X	X	X																									X	X			X	
Water/Wastewater Management		X	X				X	X	X	X	X	X	X	X	X	X		X	X	X	X	X	X	X																									X			X	