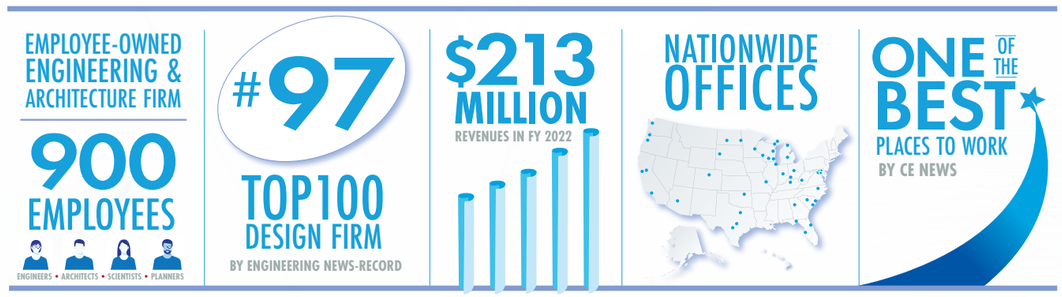
2030 SUSTAINABILITY ACTION PLAN

March, 2022

Mead & Hunt
EXPERIENCE EXCEPTIONAL

meadhunt.com

TABLE OF CONTENTS



...join us and change the course of the planet's future.

September 30, 2021
Robert Ivy, FAIA
EVP/Chief Executive Officer
The American Institute of Architects
1735 New York Avenue, NW
Washington, DC 20006-5292

Dear Robert:

Mead and Hunt is hereby signing on to the AIA 2030 Commitment program and its goal of carbon-neutral buildings by the year 2030.

The places where we live, work and play represent the largest sources of greenhouse gas emissions in America, as well as around the world. The design and construction industry has made significant strides toward creating high performance buildings of all types and uses. As a result, the industry is positioned to have a profound impact by continuing to foster high building performance and reducing building-related greenhouse gas emissions.

We understand the need to exercise leadership in creating the built environment. We believe we must alter our practices and encourage the entire design and construction industry to join with us to change the course of the planet's future. A multi-year effort will be required to alter current design and construction practices and realize significant reductions in the use of natural resources, non-renewable energy sources and waste production and promote regeneration of natural resources.

We therefore commit to take the following steps that are part of the AIA 2030 Commitment program:

- Create an account in the Design Data Exchange (DDx).
- Within six months of the commitment date, conduct company engagement related to the 2030 Commitment and create a Sustainability Action Plan.
- Endeavor to meet 2030 energy reduction targets across our architectural portfolio as a deliberate part of design.
- Within the first year and each year thereafter, report the progress of our new and major renovation building projects, where we are the lead designer and architect of record, toward meeting the 2030 goals by using the AIA 2030 DDx.
- Review how progress and practices are tracking with our company's Sustainability Action Plan. Update our Sustainability Action Plan every three years, reflecting on the progress shown in our reporting.

We also support the critical need for more consistent and more rigorous metrics related to actual building performance. We further commit our assistance to the AIA and others in the ongoing development of effective metrics and standards for reporting purposes. It is understood that reporting through the AIA 2030 Commitment program must respect the confidentiality of information about specific clients, projects, and proprietary tools.

We look forward to working with you and our professional colleagues to achieve the goals of the 2030 Commitment.

Sincerely

Jeff Mason

Jeff MASON, PE
VICE PRESIDENT
GROUP LEADER ARCHITECTURE & BUILDING ENGINEERING

ABOUT MEAD & HUNT

For over 100 years, we have shaped the future by putting people first.

As our industry changes, we change with it, embracing innovation to meet the evolving needs of our clients, employees, and communities. Still, our goal remains the same: to build a strong company capable of serving communities for generations to come. This strong foundation will continue to sustain us as we move forward.

WE ARE EMPOWERED TO:

- TAKE CARE OF PEOPLE
- DO THE RIGHT THING
- DO WHAT MAKES SENSE

Mead & Hunt serves a wide array of markets nationwide. From aviation, water infrastructure, architecture and more, we work to provide what you need, where you need it—building lasting relationships with our clients is what we do. Our multi-disciplinary team makes us stronger as a company.


AVIATION


CULTURAL RESOURCES


EDUCATION


FEDERAL


FOOD & BEVERAGE


JUSTICE


STATE & LOCAL


TRANSPORTATION


WATER

SUSTAINABILITY & RESILIENCE

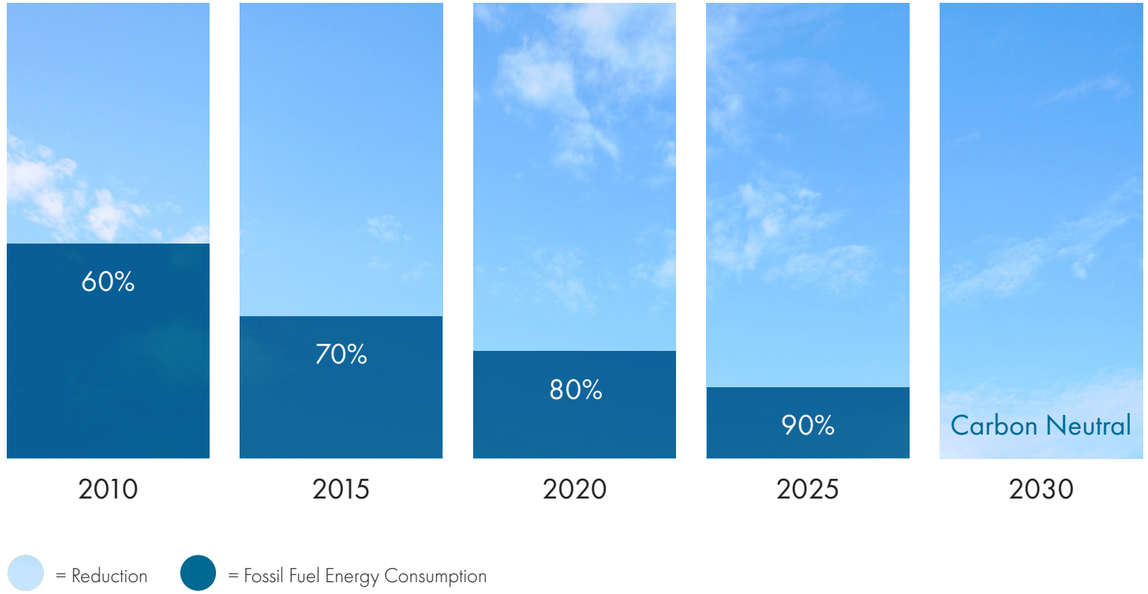
At Mead & Hunt we're focused on not only reducing our negative impact, but also positively influencing core tenets of our business. Sustainability reflects the need to balance development requirements with environmental stewardship, social responsibility, and financial considerations. Resilience can be defined as the ability to prepare for, adapt to, and recover from disruption. When it comes to infrastructure solutions, we work to consider both concepts through planning, design, and construction.

As professional engineers, planners, and architects, it is our responsibility to plan for the future. We work with our clients to provide resilient, responsible solutions that will better our communities for generations to come.

ATW GA Terminal

OUR COMMITMENT

THE 2030 CHALLENGE



AIA 2030 COMMITMENT

Buildings account for 39% of GHG emissions. Eliminating these emissions is the key to addressing climate change. To accomplish this, Architecture 2030 issued The 2030 Challenge in 2006 and asked the global architecture and building community to adopt the following targets:

All new buildings, developments and major renovations shall be designed to be carbon neutral by 2030 in a phased approach.

- 80% reduction from 2020 through 2024
- 90% reduction from 2025 through 2029
- Carbon-neutral in 2030 and beyond

These targets may be met by implementing innovative sustainable design strategies, generating on-site renewable energy, and/or purchasing (20% maximum) off-site renewable energy.

MEAD & HUNT COMMITS TO

- **Attempt to meet AIA 2030 energy reduction targets across our architectural portfolio as a deliberate and intentional part of our design process.**
- **Report the progress of our new and major renovation building projects 10,000sf and greater, where we are the lead designer and architect of record, toward meeting the 2030 goals by using the AIA 2030 DDx platform.**
- **Review how progress and practices are tracking with our company's Sustainability Action Plan. Update our Sustainability Action Plan every three years at a minimum, reflecting on the progress shown in our reporting.**

WE PLACE PEOPLE OVER PROFIT.

We joined the AIA 2030 commitment because we want to make sustainable, regenerative design an inherent part of our philosophy, design ethos, and culture.

Sustainability and resilience, along with diversity, equity, inclusion, and belonging (DEI+B) have become fundamental components of our business plan for each market sector and connects across all disciplines.

We develop each project to be a response to its own unique place in the world, responding to each unique set of site conditions and environmental demands determined by its location, climate zone, unique microclimate, site, client goals and building performance requirements.

We recognize that we can't include every sustainable strategy on all projects, but we can include some strategies on every project – effectively raising the bar and performance expectations for future projects. Our approach is holistic. We will advise on an approach to energy reduction and improved performance that considers broad design issues.

We work closely with our clients, users, and stakeholders to demonstrate the benefits of sustainable design, delivering beautiful, high performing buildings that illustrate how sustainable, regenerative design enhances people's lives, increases asset value, reduces both up-front and operational costs, and provides healthier, more productive users and occupants.

We communicate our sustainable values and intentions to our staff, clients, and peers through project discussions, key project strategies, project reviews, authorship of articles and blogs, presentation at conferences, sponsorships, and memberships to key organizations.

Appleton International Airport

GOAL SETTING AND EVALUATION

WE CAN'T IMPROVE WHAT WE DON'T MEASURE.

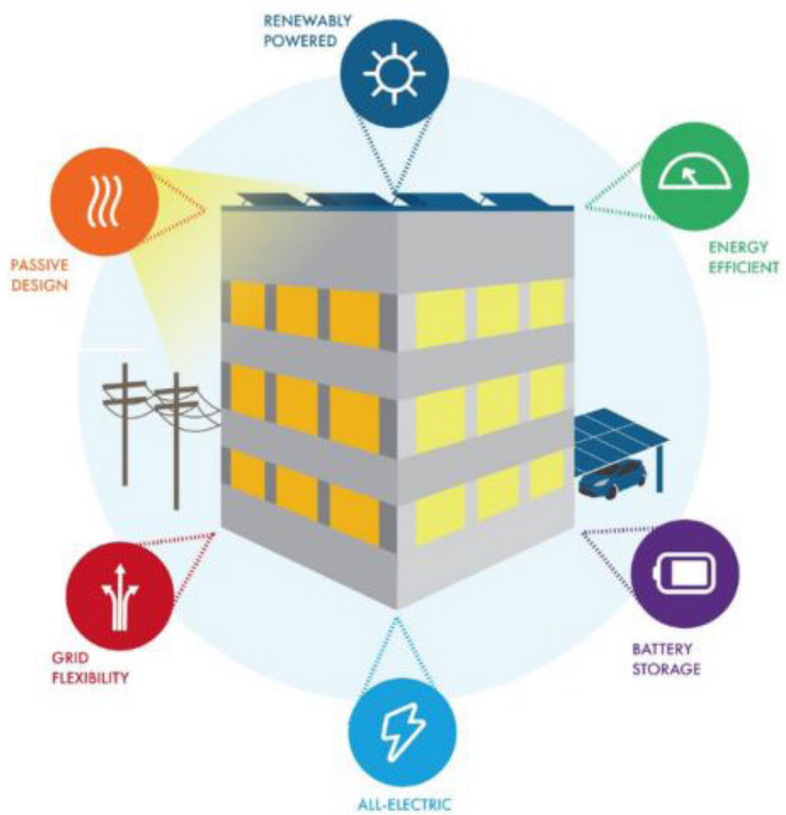
Mead&Hunt will endeavor to meet the AIA 2030 energy reduction targets across our architectural portfolio as a deliberate part of design for all new and major renovation building projects 10,000sf or larger, where we are the lead designer and architect of record.

In order to meet our commitment to the AIA 2030 challenge we will begin to measure the energy use intensity (EUI), lighting power density (LPD), predictive water use (WUI), window to wall area ratios (WWR) and operational CO_2e emissions at a minimum. Over the course of our commitment, we will also begin to measure and reduce the embodied carbon content of our buildings.

Within the first year and each year thereafter, Mead & Hunt will report our progress toward meeting the 2030 goals by using the AIA 2030 DDx.

We have already sampled 20+ past projects for which we have EUI data through compliance energy modeling required for LEED certification. This data shows that our current building portfolio tracks at an average energy reduction of 36% better than the AIA DDX baseline for project type, with a range of 8.06% to 96.5%

DESIGNING FOR THE FUTURE TODAY



2022-2025 1- 3 YEAR GOALS

2030 8 YEAR GOALS

REPORTING

- Submit the energy use intensity (EUI) and lighting power density (LPD) for all AIA 2030 portfolio projects.
- Track water use intensity (WUI) on all 2030 projects.
- Submit actual annual energy usage data for 25% of all AIA 2030 portfolio projects.
- Conduct Post Occupancy Evaluations for building performance and occupant comfort.

ENERGY

- Improve our energy reduction to an average of 40% on all AIA 2030 portfolio projects.
- Meet the AIA 2030 targets on 25% of all AIA 2030 portfolio projects @ 1yr, 50% at 5yrs.
- Meet the AIA 2030 targets on 100% of all AIA 2030 portfolio projects.
- Conduct envelope commissioning on projects.

CARBON

- Determine benchmarks, baselines and reduction targets for embodied carbon reductions for the structural systems and perform WBLCA on 50% of eligible buildings.
- Improve concrete specifications and mix design in performance specifications to reduce embodied carbon content.
- Adopt the SE2050 Challenge to achieve Net Zero Carbon for the structural systems and envelopes on buildings by 2050.
- Achieve the SE2050 Challenge reduction goals on 50% AIA 2030 portfolio projects.

MATERIALS

- Screen project materials for Red List chemicals of concern.
- Identify appropriate products to list in our master specifications.
- Integrate sustainability strategies into project specifications.
- Integrate environmental product declarations (EPD) and health product declarations (HPD) - pending legal review - into construction specifications.

GOVERNANCE AND REPORTING

Within the first year and each year thereafter, Mead & Hunt will report on the progress of the firm's design portfolio toward meeting the 2030 goals by using the AIA 2030 DDX reporting tool.

Reporting through the AIA 2030 Commitment program will respect the confidentiality of information about specific clients, projects, and proprietary tools.

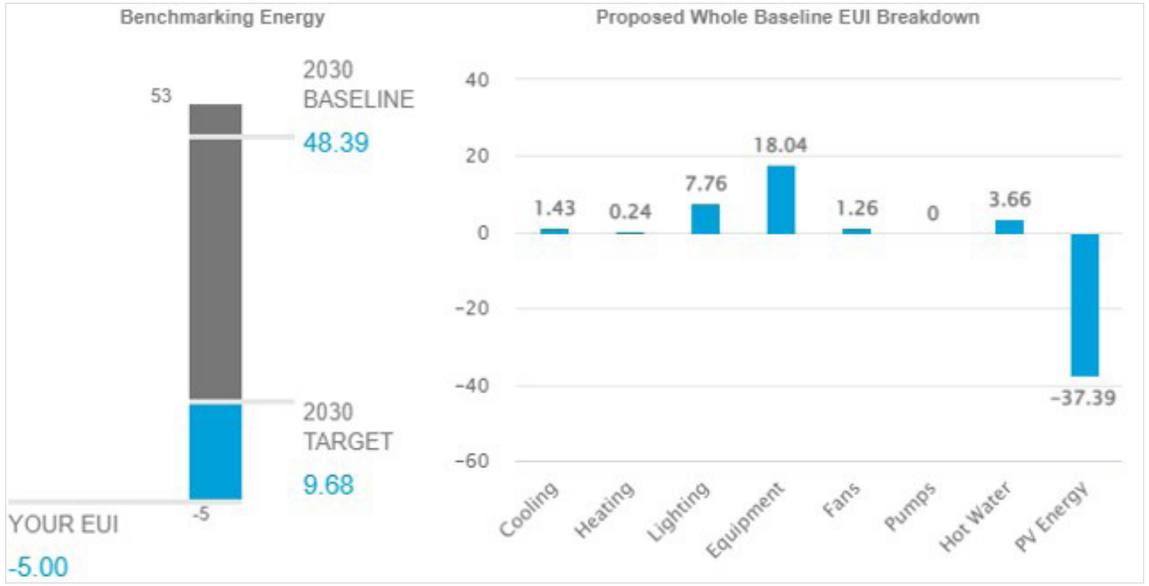
The project manager (or their representative) will be responsible for collecting and reporting EUI, and other project related data to the DDX at each phase of the project.

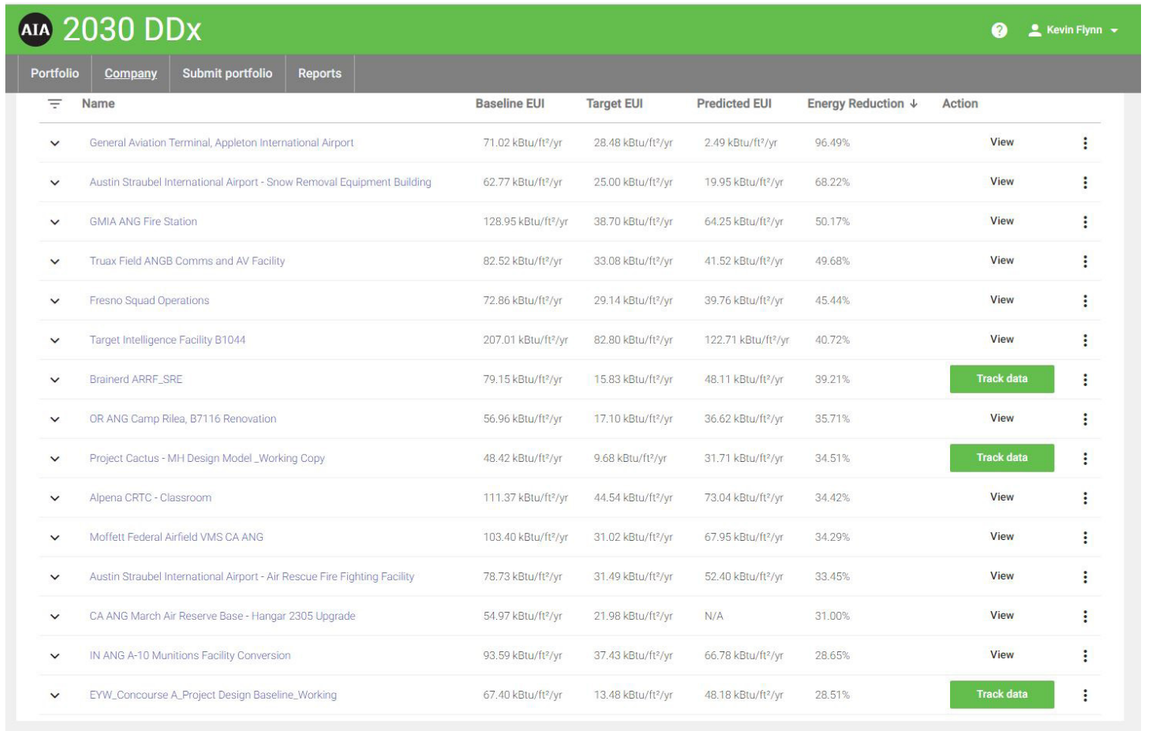
ROLES AND ACTION ITEMS WORKFLOW

Project Inception

At the time of project inception, the Business Unit Leader, Department Leader, and/or the Project Manager will determine if the project is subject to the AIA 2030 commitment requirements. Refer to the process diagram on the following page.

Projects required to pursue the AIA 2030 Commitment include all new and major renovation building projects 10,000sf or larger, where Mead & Hunt are the designer and architect of record.





Name	Baseline EUI	Target EUI	Predicted EUI	Energy Reduction ↓	Action
General Aviation Terminal, Appleton International Airport	71.02 kBtu/ft²/yr	28.48 kBtu/ft²/yr	2.49 kBtu/ft²/yr	96.49%	View
Austin Straubel International Airport - Snow Removal Equipment Building	62.77 kBtu/ft²/yr	25.00 kBtu/ft²/yr	19.95 kBtu/ft²/yr	68.22%	View
GMIA ANG Fire Station	128.95 kBtu/ft²/yr	38.70 kBtu/ft²/yr	64.25 kBtu/ft²/yr	50.17%	View
Truax Field ANGB Comms and AV Facility	82.52 kBtu/ft²/yr	33.08 kBtu/ft²/yr	41.52 kBtu/ft²/yr	49.68%	View
Fresno Squad Operations	72.86 kBtu/ft²/yr	29.14 kBtu/ft²/yr	39.76 kBtu/ft²/yr	45.44%	View
Target Intelligence Facility B1044	207.01 kBtu/ft²/yr	82.80 kBtu/ft²/yr	122.71 kBtu/ft²/yr	40.72%	View
Brainerd ARRF_SRE	79.15 kBtu/ft²/yr	15.83 kBtu/ft²/yr	48.11 kBtu/ft²/yr	39.21%	Track data
OR ANG Camp Rilea, B7116 Renovation	56.96 kBtu/ft²/yr	17.10 kBtu/ft²/yr	36.62 kBtu/ft²/yr	35.71%	View
Project Cactus - MH Design Model _Working Copy	48.42 kBtu/ft²/yr	9.68 kBtu/ft²/yr	31.71 kBtu/ft²/yr	34.51%	Track data
Alpena CRTC - Classroom	111.37 kBtu/ft²/yr	44.54 kBtu/ft²/yr	73.04 kBtu/ft²/yr	34.42%	View
Moffett Federal Airfield VMS CA ANG	103.40 kBtu/ft²/yr	31.02 kBtu/ft²/yr	67.95 kBtu/ft²/yr	34.29%	View
Austin Straubel International Airport - Air Rescue Fire Fighting Facility	78.73 kBtu/ft²/yr	31.49 kBtu/ft²/yr	52.40 kBtu/ft²/yr	33.45%	View
CA ANG March Air Reserve Base - Hangar 2305 Upgrade	54.97 kBtu/ft²/yr	21.98 kBtu/ft²/yr	N/A	31.00%	View
IN ANG A-10 Munitions Facility Conversion	93.59 kBtu/ft²/yr	37.43 kBtu/ft²/yr	66.78 kBtu/ft²/yr	28.65%	View
EYW_Concourse A_Project Design Baseline_Working	67.40 kBtu/ft²/yr	13.48 kBtu/ft²/yr	48.18 kBtu/ft²/yr	28.51%	Track data

AIA 2030 PROJECT GUIDELINE and PROCESS DIAGRAM

1

Is the project 10,000sf or larger, and are Mead & Hunt the designer and Architect of Record (AOR) for the Project?

YES
Proceed

Is the project New Construction?

YES
PM Sets up project in AIA DDX

Is the project an addition and/or Major renovation?*

YES
Are we installing new building HVAC and/or mechanical systgems in the building?

YES
PM Sets up project in AIA DDX and reports benchmark pEUI in project Data.

NO

NO

NO

NO
Project is not subject to 2030 commitment. Endeavor to make project as energy efficient and environmentally responsible as possible within the parameters of the project. [All projects]

YES
Project is part of Mead & Hunt's AIA 2030 portfolio and will be tracked in the AIA 2030 DDX

*Major renovation is defined as an existing building or interior space where more than 30% of the existing space is being renovated, and/or an addition to the building is planned, and the building's HVAC mechanical and electrical systems will be altered and upgraded or replaced.

2

Project Manager (PM) and Project Architect (PA) set up project in Cove Tool, and connect project to AIA DDX for future project data reporting.

3

Project team conducts climate analysis and early phase iterative design energy modeling to test options and determine appropriate solutions for project, including project baseline, high performance option and 2030 net zero energy option.

4

Project team conducts early phase project design energy modeling and reports project data to AIA DDX at each project phase (concept, schematic design, design development, and construction documents).

DATA TO BE REPORTED

pEUI | LPD | Window to Wall Ratio | Renewable Energy Sources (if used) | Embodied carbon (optional)

5

PM or PA tracks data and reports to AIA DDX at each project phase.

6

Sustainability Practice Leader reports firmwide data to AIA DDX annually.

7

Sustainability Practice Leader will share data insights with leadership and staff quarterly and annually.

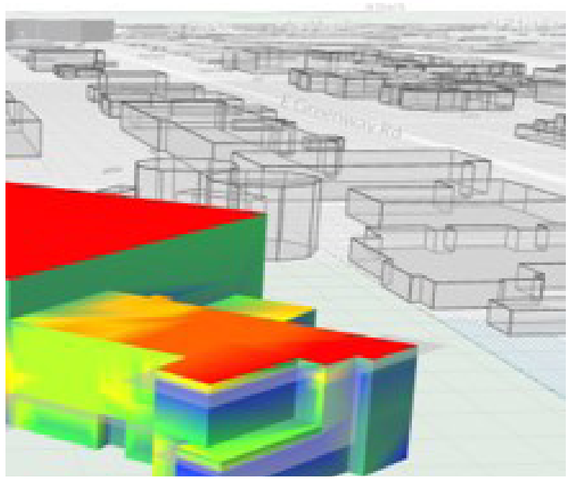
DESIGN AND APPROACH

Mead & Hunt will endeavor to meet the 2030 reduction targets by incorporating sustainable, regenerative design into all phases of the project design. We will work to see real and measured progress by addressing building energy use and efficiency, embodied carbon, life cycle impacts, and material chemistry.

Every project is based on an initial understanding of our client's goals, and then aligning those goals with improved building performance. We work to maximize a client's investment to achieve a strong return on investment and deliver a project of lasting value.

At the time of project inception (including project pursuit and planning) Mead & Hunt will develop sustainability goals for the project – internally with an interdisciplinary process, and with the client and users through design charrettes and visioning workshops - wherein we will consistently work to incorporate and improve sustainable design goals and strategies throughout the course of the project.

We will also work to establish each client's building operation and equipment loads as early as possible, so that our energy modeling efforts yield predictive, as well as comparative results.



FOR AIA 2030 PORTFOLIO PROJECTS THE PROJECT TEAM WILL USE AN INTEGRATED DESIGN PROCESS:

- Establish EUI and LPD benchmarks for all 2030 projects at the time of project inception.
- Conduct microclimate analysis and determine design strategies per each building's climate zone at planning, concept, and schematic design phases.
- Conduct interdisciplinary design charrettes and workshops at project inception. Teams will use the AIA Framework for Design Excellence and committee on the environment (COTE 10) spreadsheet at a minimum on each project. Other certification system checklists such as LEED, WELL, CORE or ZERO, can be used as necessary.
- Establish project goals and energy targets with full team, consultants, and clients.
- Perform early comparative energy modeling with multiple iterations to help establish building form, massing, orientation, and performance characteristics.
- Conduct follow up sustainable design reviews at each subsequent project phase.
- Track baseline EUI and improvements at all project phases. Every project shall work to reduce energy use and emissions to the greatest extent possible within the parameters of the project and its budget.
- Every project shall study the potential use of on-site renewable energy and its economic return on investment (ROI) to determine the project's ability to reach net-zero energy performance.
- Continue comparative energy modeling at all project phases through CDs for envelope performance, glazing, material selection, occupancy, and usage parameters
- Establish WUI baselines and improvements for 2030 projects at schematic design phases and later
- Conduct a sustainability and AIA 2030 review on all projects as part of Mead & Hunt's Quality Control (QC) review process.
- Conduct a "lessons-learned" review post design and post-construction/occupancy.

RESEARCH

- **PROJECT KICKOFF**
  Discuss program, project, and sustainability goals.
- **SUSTAINABILITY RESEARCH**
  Research and identify relevant passive and active strategies to meet stated sustainability goals.
- **CONCEPT DESIGN**
  Integrate selected strategies into preliminary design concepts for consideration and evaluation. Establish EUI baseline and targets.

EVALUATE

- **CONSULTANT KICKOFF**
  Review and discuss sustainability goals and strategies with project consultants.
- **SCHEMATIC DESIGN**
  Evaluate and optimize building performance. Apply no/low cost design strategies. Evaluate potential for on/off site renewable energy for project integration.
- **SUSTAINABILITY REVIEW**
  Review building performance against previously established sustainability goals.

IMPLEMENT

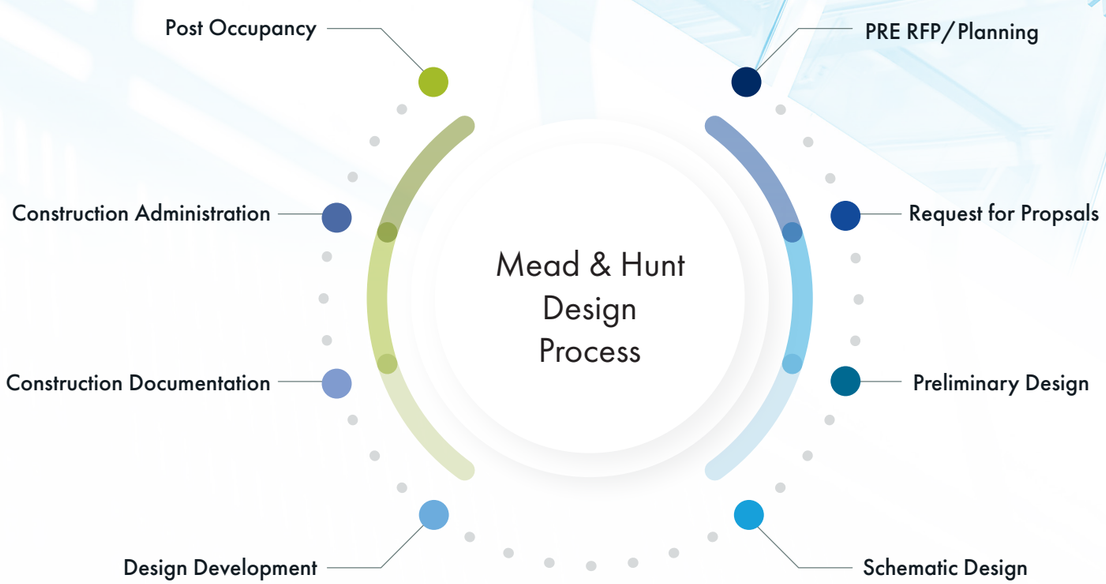
- **DESIGN DEVELOPMENT**
  Finalize sustainable solutions & coordinate requirements with project consultants. Integrate energy efficient technology and systems. Develop Net Zero energy options.
- **SUSTAINABILITY REVIEW**
  Review calculated building performance against previously established sustainability goals
- **CONSTRUCTION DOCUMENTS**
  Finalize details & specifications for sustainable solutions & coordinate with project consultants, owners, and contractors.
- **CONSTRUCTION ADMINISTRATION**
  Observe the construction progress & the implementation of sustainable strategies.

REVIEW

- **POST OCCUPANCY**
  Record & review building performance.

DESIGN AND APPROACH

We design for our clients' needs and the betterment of our communities and environment while being fiscally responsible. We believe in creating a more sustainable environment through our practices and our work.



PASSIVE STRATEGIES

Our design and delivery process is rooted in finding ways to make the most impact with the fewest resources. To design sustainably from a project's inception, we evaluate how a client can build only what they need by making the most of what already exists or by sharing resources. Key areas of focus are on microclimate and regional differences, siting, building orientation, massing, orientation, envelope performance, daylighting and HVAC systems.

SUSTAINABILITY WORKSHOPS

Interdisciplinary project workshops are a unique opportunity to engage, solicit, and integrate the largest cross-section of ideas. All project roles, levels of experience, backgrounds, and disciplines should be involved in addition to non-project team members.

ENVELOPE PERFORMANCE STANDARDS

All too often, envelope designs are defaulted to local jurisdictional code minimums. If our intent is to commit to incremental percentage reductions beyond baselines until the year 2030, this default design approach needs to transition accordingly and immediately.

ENERGY MODELING

Energy analysis is most effective when used within the design process during the creation of design options rather than as a compliance check of a completed or predetermined design solution.

California ANG Vehicle Maintenance Complex

DESIGN AND APPROACH

EXPANDED MEAD & HUNT DESIGN PROCESS

PRE RFP/Planning

- Networking
- Research & Development
- Recruiting
- Staff Training + Development
- Marketing
- Encourage inclusion of sustainability and resilience planning, strategies, and budgeting in planning projects.

Request for Propsals

- Propose Fees and Scope to Include Sustainability Measures
- Sustainability Options
- Interview - Sustainability Messaging, AIA 2030 Commitment, Sustainability Reference Sheets

Preliminary Design

- Staffing/Scheduling/ Tasks ID
- Energy Analysis-Microclimate Analysis, Massing, Stacking, Orientation
- Sustainability Kickoff Meeting-Identify Roles, Goals+Certification or Performance Targets
- Climate Analysis & Environmental Data Gathering

Schematic Design

- Develop Sustainability Checklist And Workplan
- Conduct Sustainability Charette
- Establish EUI benchmark and baseline
- Iterative Energy Analysis - Siting, Orientation,Massing, Envelope, Potential Building Systems, and Net Zero Option and ROI
- Report to AIA2030 DDX

Design Development

- Sustainability Checklist Review Meetings
- Continue Energy Model
- Envelope and Systems Performance
- Materials/Products Research and Selections
- Sustainability QA and Specifications
- Update Net Zero Option
- Report to AIA2030 DDX

Construction Documentation

- Sustainability Checklist Review Meetings
- Fine Tune Energy Model
- Continue QA process
- Perform QC check on documents
- Report data to AIA2030 DDX

Construction Administration

- Design Lessons Learned & Successes Achieved Memos
- Commissioning (If Applicable)
- Waste Management, Reuse, Recycling
- LEED Submission/ Certification (If applicable) or other

Post Occupancy

- Construction Lessons Learned & Successes Achieved Memos
- Conduct Post Occupancy Analysis
- Collect Energy Use Data from Client if Possible During 12 month Performance Period

MEAD & HUNT COMMITS TO:

- Implement passive strategies on all applicable projects to optimize impact with minimal resources.
- Hold a sustainability focused charrette at start of basic design services for all applicable projects.
- Incorporate a conceptual energy analysis in the evaluation of conceptual design options by studying interrelationships between design elements such as massing, envelope, lighting, and building systems on all applicable projects utilizing a consistent set of standardized tools.
- Analyze and develop a Net Zero option for each project that includes any or all of the following:
  Alternate designs, alternate or enhanced building systems, on-site renewable energy, off-site renewable energy purchase, embodied carbon reductions, and purchase of carbon offsets.

Madison, WI Water Utility (MWU) Patterson Street Operations Center

ACTION ITEMS

GENERAL

- Work with finance to develop filters and triggers to initiate AIA 2030 and sustainability requirements for projects in Vision at the time of project set up and initiation as early as project planning phases.
- Work with the Technical Practice Group to incorporate sustainable design as an inherent part of the project workflow at each project phase.

BENCHMARKING AND REPORTING

- Coordinate benchmarking and reporting process across market sectors and offices.
- Develop design checklists for architecture and interior design projects to integrate sustainability measures into each project phase.
- Report required data to AIA 2030 DDX at each project phase.

ENERGY

- Establish energy targets in the predesign or schematic design phase of each project.
- Implement Autodesk Insight and CoveTool for early energy modeling with multiple iterations to explore design options.
- Work with Energy Modeling experts for full, robust compliance models on projects as required.
- Each project develops a Net Zero Energy option

CARBON

- Evaluate Life Cycle Assessment apps (One Click, Tally, EC3) for Revit to measure the embodied carbon content of building materials.
- Decrease the use of high-embodied carbon materials in projects.

MATERIALS

- Decrease the use of Red List materials with the most harmful impact on environmental and human health.
- Perform Life Cycle Assessments on projects, evaluating material transparency, content, and for embodied carbon emissions when required by project scope.

TRAINING AND EDUCATION

Professional development, training and education are essential to our ability to develop high performing and sustainable buildings.

At MEAD & HUNT, all professional staff are provided wtih the resources and opportunities they need to develop their careers and expand their knowledge of advanced technical building and design strategies.

These opportunities for development may also focus on sustainable design means and methods, so that the entire architectural and building engineering department will be better equipped to pursue the AIA 2030 goals.

WHAT WE'RE DOING NOW

A 12 person committee has been formed to develop firmwide sustainability standards, educate staff on sustainable design, and assist the firm with meeting the AIA 2030 goals.

Educational sessions are provided throughout the year to meet Continuing Education requirements, including topics related to Sustainability and Health, Safety and Welfare.

Development of a Sustainability Toolbox and resources.

Monthly Digital Design Pin-Ups and Project Reviews.

Creating short "How To" workshops/presentations/ resource sheets.

Monthly training workshops for Cove.Tool's Analysis Tool and Load-modeling tools.

MHU and FIT2Go workshops and training sessions on various sustainability topics.

ACTION ITEMS

- Encouragement of all ABE staff to take AIA certificate courses for AIA + 2030; Materials Matter; Resilience and Adaptation; course on Materials, Carbon Series, Framework for Design Excellence, and the AIA 2030 Palette.
- Integrate sustainability into project workflows. This will include use of sustainability charrettes facilitated by in-house sustainability professionals to educate staff, assist with visioning and goals and aid in implementing the 2030 action plan.
- Specific educational sessions to be held on sustainable design topics relevant to the AIA 2030 goals. Topics covered will include: energy modelling, embodied carbon, and Life Cycle Assessment evaluations.
- The Mead & Hunt Sustainability Action Plan will be shared and reviewed with all newly hired staff at onboarding and orientation sessions.
- Mead & Hunt encourages LEED, LFA, WELL, FITWEL, Green Globes and Guiding Principles Compliance accreditation by reimbursing employees for the cost of exams, fees and study materials.
- Gather feedback from project teams, business unit and department leaders, and the technical practice group committe to further develop, refine, improve, and implement this Action Plan.

OPERATIONS AND OUTLOOK

Mead & Hunt believes in setting a positive example and has taken steps to reduce our own environmental footprint. Our commitment to a sustainable workplace is measured by everything from energy saving improvements to incentives for alternative transportation.

We continue to evaluate the performance of our own working environments and opportunities for improvements where possible. As we refine our process for designing carbon-neutral buildings, we look forward to opportunities to apply those lessons to our own office spaces.

Mead & Hunt has developed a Foresight, Innovation and Technology forum (FIT-HUB) for thought-leaders within the company to propose new and innovative ways for the company to contribute ideas, innovation, manage data, and identify trends that impact our business and plan for continuous improvement of our processes.

WHAT WE'RE DOING NOW

Hybrid working. Strengthening our tools and procedures for remote access and virtual collaboration, so that employees may choose to work remotely as often as possible or necessary.

Studying the potential purchase of Carbon Offsets for business related travel and utility use in office spaces.

Reducing the amount of airline and vehicle miles travelled.

Planning for transition of company fleet vehicles from fossil fuels to hybrid and electric.

Planning for sustainable purchasing for office supplies.

Developing company-wide recycling and waste programs, sustainable purchasing policies.

Mead & Hunt Corporate Office

OUTREACH, ADVOCACY, AND COMMUNITY ENGAGEMENT

Mead & Hunt believes in service to our community, both locally and globally. We often work with mission driven organizations, advocacy groups, and non-profits, to support positive change. The firm has been a positive voice in the public realm over its entire history.

Moving forward, engagement with community groups and organizations will be even more important to advance green building practices and encourage public adoption of sustainability initiatives. A collaborative spirit and informed communications are critical to the success of this Action Plan for the future.

WHAT WE'RE DOING NOW

Networking and Connecting with like-minded business organizations to support AAAE, ACEC, ACRA, AIA, ASID, CLF, ILFI, The GBI, USGBC, The GBI, among others.

Principals and staff currently hold Board positions on environmental and socially conscious organizations, including, AAAE, ACC, ACRA,

Principals and staff regularly speak at local, regional, and national conferences and workshops on matters of environmental and social equity.

Mead & Hunt encourages public policies that support sustainability in the built environment Support of local non-profits through corporate giving and volunteering, including ACEC, Because People Matter, Genesis Woman's Emergency Shelter, Habitat for Humanity, and the United Way.

ACTION ITEMS

GENERAL

- Increase external communications on office sustainability initiatives, including through press releases and blog posts.
- Continue to develop our Sustainability+Resilience webpage and Sustainability Toolbox to include information on green building and reports on the firm's progress toward achieving our 2030 goals.

PROFESSIONAL OUTREACH

- Write blogs, articles, and case studies on projects and office initiatives.
- Encourage policies that support and advance sustainability in the built environment.
- Volunteer with community organizations working on energy, water, materials, and resilience.
- Work with contractors, engineers, consultants, and clients to encourage sustainable design and include them on the path toward reaching 2030 sustainability goals.

ESG & DIVERSITY EQUITY INCLUSIVENESS, AND BELONGING (DEI + B)

- Impact policies, procedures, and available technology to ensure that we are being innovative and attentive with our inclusivity.
- Create educational programs that are geared towards "meeting people where they are".
- Using baseline data to organically improve our internal diversity.
- Recruit with a DEI+B mindset so that we can expand the applicant pool.
- Establish relationships with local universities in order to find teaching opportunities and internships or project assistance opportunities.
- Follow up on past projects so that we maintain accountability to our community.

COMMUNITY ENGAGEMENT & MENTORING

- Encourage public policies that support sustainability in the built environment and supports local non-profits through corporate giving and volunteering.
- Provides mentoring through our MH Cares Program, finanial assistance through our MH Grants and MH Scholarships programs and direct coummunity support and involvement through a variety of community based non-profits.

Mead&Hunt

EXPERIENCE EXCEPTIONAL

meadhunt.com