

Sustainability & Resiliency Report

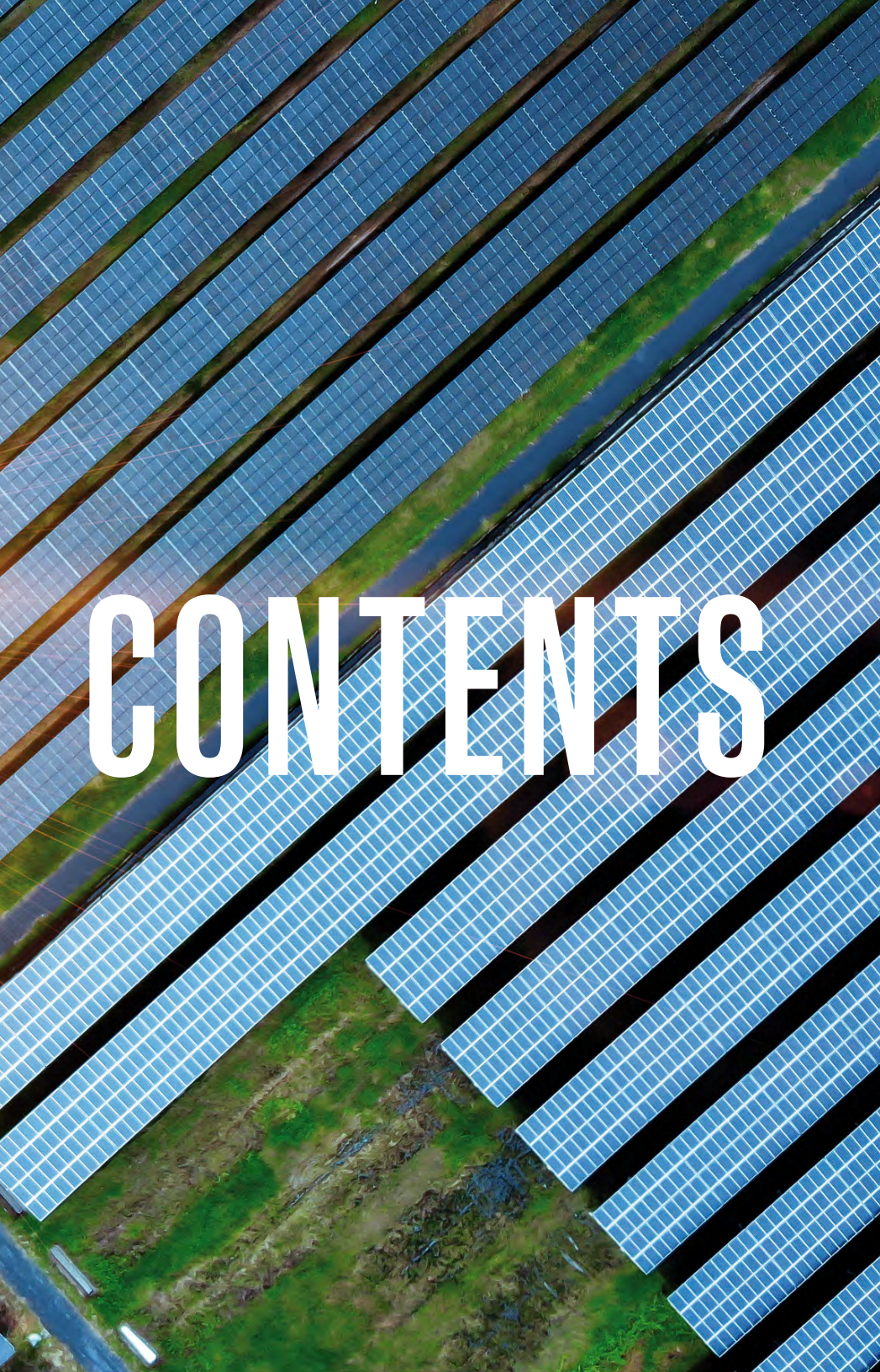
Engineering Possibilities



2022



olsson[®]



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Message From Our CEO



Environmental challenges and resource constraints continue to grow and evolve in ways that affect the communities where we live and work. To meet these challenges, we felt it was important to take stock in all that we do in regard to protecting the planet and conserving its valuable resources. This is our first concerted effort to document the initiatives, strategies, and projects our firm has undertaken through the lens of sustainability. But don't think for a second that we're new to this concept. We've actually been working to take care of and preserve our natural resources since the day we opened for business in 1956.

Our founder, John E. Olsson, was a sustainability pioneer even though he didn't call it that at the time. Since our beginning, we have prioritized sustainability in everything we do, whether it's designing water and wastewater treatment systems for communities; incorporating technology so people can learn, work, or get access to health care from their own home; engineering ways to get your loved ones and goods you rely upon from one place to another more efficiently and safely; and so much more.

The goal for this Sustainability and Resiliency Report is to provide a snapshot into what we're doing at Olsson to improve the communities where we live, work, and play. We also want to be transparent about how serious we are about leaving the world better than we found it.

I am proud of the efforts we have made in this area, but our work isn't finished yet. We're always looking for ways to protect the world around us. That was true of Olsson in 1956, it's still true today, and it will be true for generations to come.

A handwritten signature in blue ink, reading 'Brad D. Strittmatter'.

Brad Strittmatter
Chief Executive Officer



*We engineer solutions
that improve communities.*

We are Olsson, an employee-owned engineering and design firm with a rich history of success.

Founded in 1956 on the very mindset that drives us today, we're here to improve communities by making them more sustainable, better connected, and more resilient. Simply put, we work to leave the world better than we found it.

Our most important asset is our people, and we are dedicated to an environment where we continue to learn, grow, and thrive. This entrepreneurial spirit has made us successful and will keep us successful, as evidenced by our top 75 national ranking by *Engineering News-Record*.

We've been around for more than 65 years because our clients' best interests are always top of mind. Our clients choose to work with us because they want to partner with people who understand their specific challenges and tailor solutions to meet their specific needs. Many of these clients represent municipalities where our employees choose to live and raise their families. We know these communities, care about their well-being, and strive to make a lasting difference for future generations.

We're experts who build solutions, generate ideas, and create designs that improve the world around us.

*We provide purposeful
solutions to everything we do.*



Our Promise, Tenets, and Values

Our Promise

To provide an environment where
our people and clients thrive.

*We are more than engineers
and designers. We are
experts who build solutions
and generate ideas and
designs that improve
the world around us.*



Our Tenets

Olsson has consistently approached its business with mindfulness and intention. As we enter a time of increased growth, we wish to remain clear about what kind of firm we are and will always strive to be.

- 1 We exist for employees, first and foremost.
- 2 Our employees put our clients' needs first.
- 3 Decision-making related to clients and projects stays in the hands of those closest to our clients.
- 4 We hire high-performing individuals and endeavor to ensure employees are in the right roles to use their talents.
- 5 We believe in a culture of safety, both physical and psychological, to ensure a positive experience for all.
- 6 As our clients and their needs evolve, so do we.
- 7 We expect results from our employees and our firm.
- 8 We invest in our people, their well-being, and technology to better serve our clients and to ensure connectedness with each other.



Our Values

These values are the foundation of our culture. They define everything we stand for.



Collaborative

Communication with our clients and among our teams is vital to our success. Our shared knowledge and technical expertise are what set us apart from the competition.

Integrity

Working honestly, decently, and fairly is the Olsson way. We make decisions in the best interests of our clients.



Community Minded

We empower our people to generate ideas, to use their talents to build innovative solutions, and to design projects that positively affect our communities.

Responsive

We listen to our clients and employees, and we take what we learn to improve the services we provide.

Olsson



6 / Olsson. Engineering possibilities.





The goal of *sustainability* for a business is to reduce negative environmental impacts from its operations. *Resiliency* is the ability to quickly recover from major difficulties while continuing to function. Olsson is committed to sustainability and resiliency business practices and project designs. We also strive to help clients think through new ways to approach different types of projects. Resiliency and sustainability together are essential for the well-being of communities and the promises these communities make for future residents. Olsson strives to be a leader in conservation, contributing to the quality of life and environment of communities.

Our Approach

Our framework is based on the three pillars of sustainability – environmental, social, and economic. Successful sustainability and resiliency efforts can only be achieved when each pillar is carefully considered.

Listed below are the focus areas for Olsson for our engineers, planners, scientists, and designers.



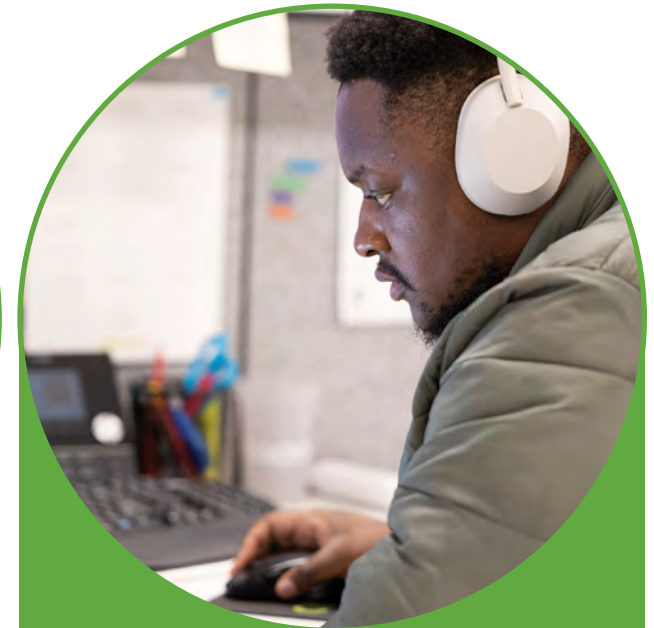
SOCIAL

- Employee Wellness
- Health and Safety
- Diversity, Equity, and Inclusion



ENVIRONMENTAL

- Conservation
- Stewardship
- Biodiversity



ECONOMIC

- Growth
- Technology
- Learning and Development

Integrated Services

At Olsson, we believe the foundation of sustainable and resilient design is making wise use of environmental, social, and economic resources to meet the current needs of our clients without compromising future generations' access to those same resources. Sustainability and resiliency are essential for the well-being of communities. We've been designing sustainable engineering solutions for communities since our founding in 1956. We strive to be a leader in conservation, contributing to the quality of life and the healthy environment of the communities we serve.

Featured Services and Markets



PLANNING & DESIGN

ENVIRONMENTAL

TECHNOLOGY

TRANSPORTATION

WATER

ENERGY

FIELD SERVICES

When a business is as elemental as Olsson's –

designing projects that involve land, water, air, and life – it is crucial to anticipate what impact infrastructure designs will have on the planet and the future generations who will inhabit it. Thus, Olsson acts on sustainability in our business practices and our project designs. Some considerations we make include reducing fossil fuel use and greenhouse gas emissions, maintaining the natural flow of land and water, maximizing natural light use in buildings, protecting water sources and natural habitats from pollutants, and minimizing waste by using recycled or locally available materials.

We believe that sustainable business practices will serve us the same way sustainable design practices will serve our clients, lowering carbon emissions and creating healthy, beautiful places where people want to work, live, and play. This generates public trust and favorable returns on investments.

Sustainability is part of our approach as we consider our clients' needs, both now and in the future. This approach leads to collaboration and innovation across our services, markets, and regions.



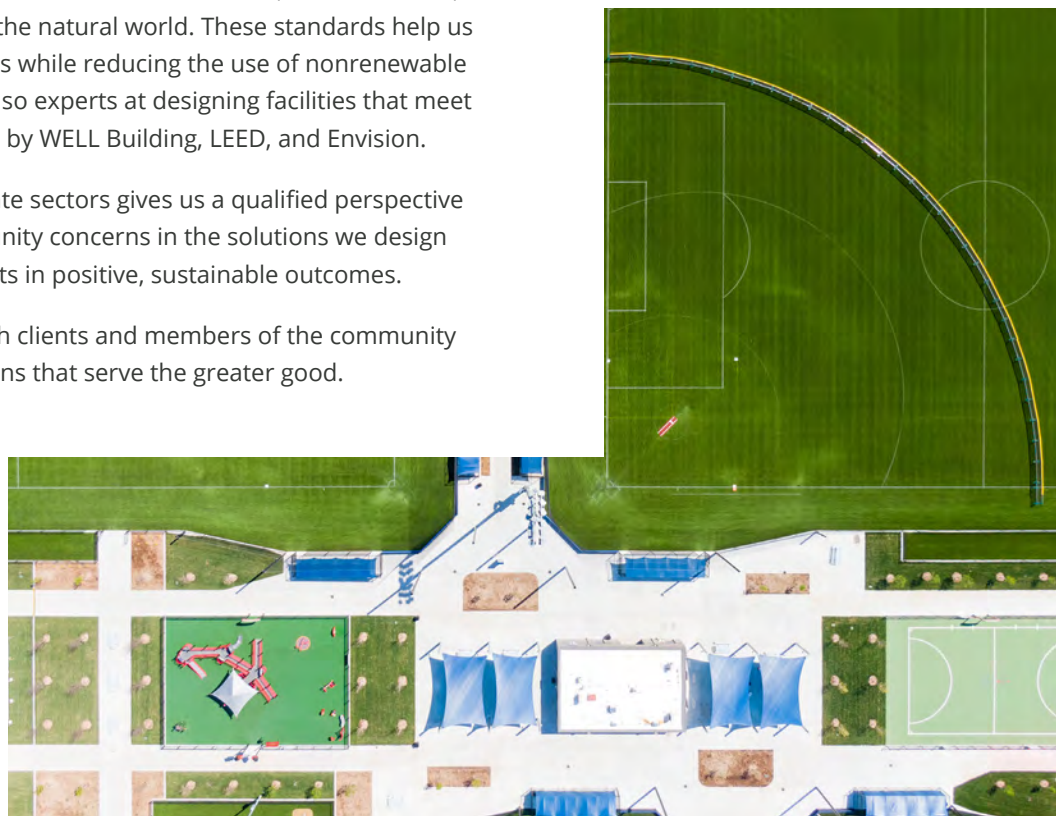
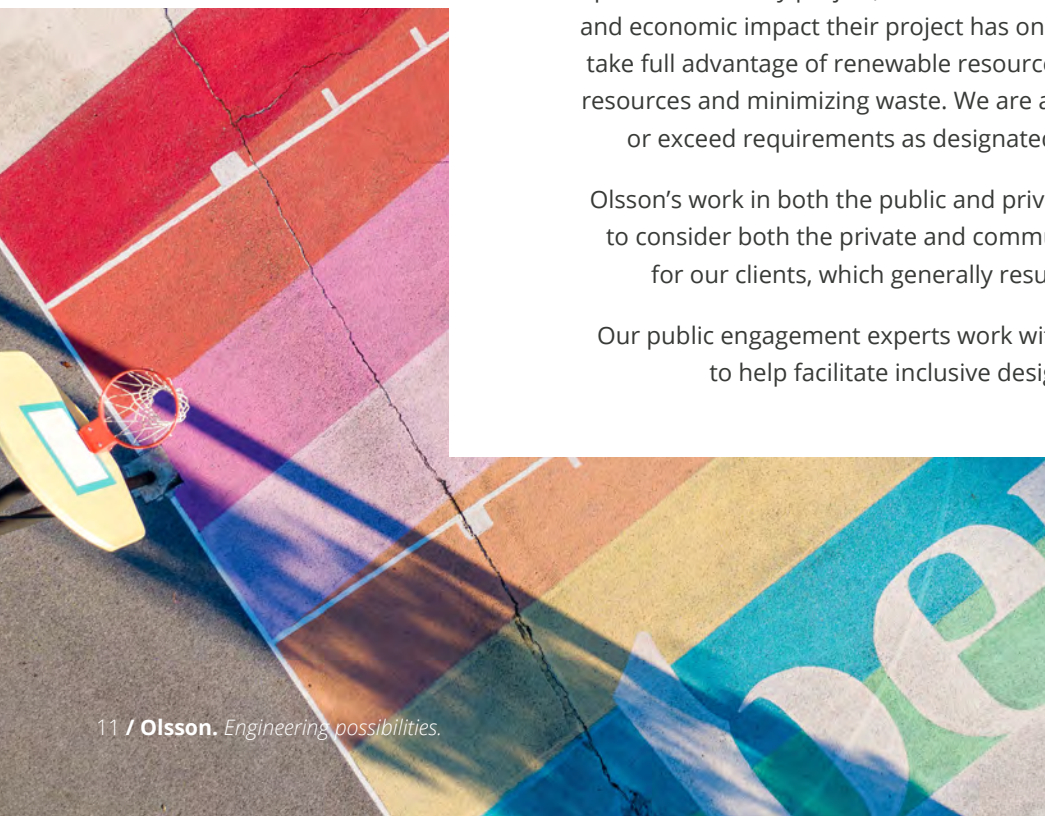
Planning & Design

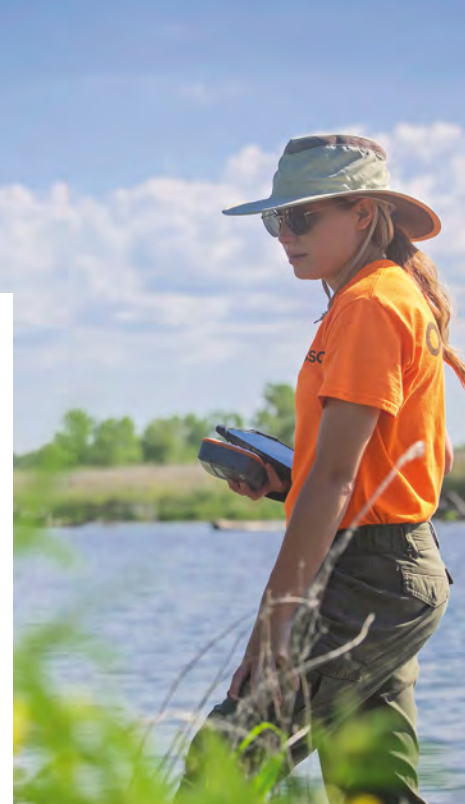
Change is one constant in every community. Our team of planners and designers helps clients make lasting, purposeful changes that will better their communities for decades to come. Our employees live in many of the communities where we do business, so we're always personally invested in the solutions we recommend.

Our designs are highly impactful and durable in a way that minimizes the effect they have on the environment. We encourage clients to follow the highest sustainability standards possible on every project, and to take into consideration the social, environmental, and economic impact their project has on the natural world. These standards help us take full advantage of renewable resources while reducing the use of nonrenewable resources and minimizing waste. We are also experts at designing facilities that meet or exceed requirements as designated by WELL Building, LEED, and Envision.

Olsson's work in both the public and private sectors gives us a qualified perspective to consider both the private and community concerns in the solutions we design for our clients, which generally results in positive, sustainable outcomes.

Our public engagement experts work with clients and members of the community to help facilitate inclusive designs that serve the greater good.



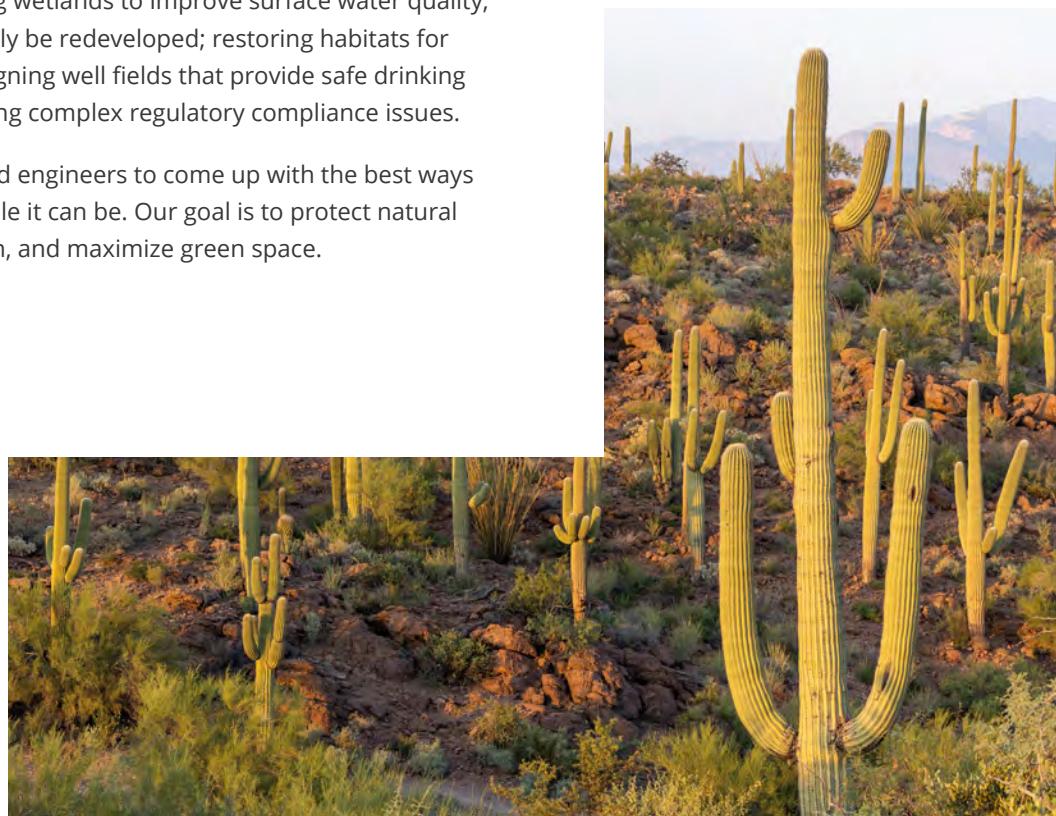


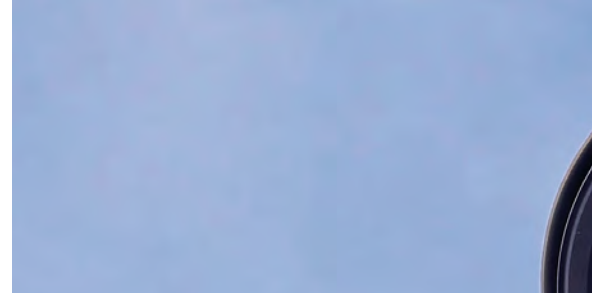
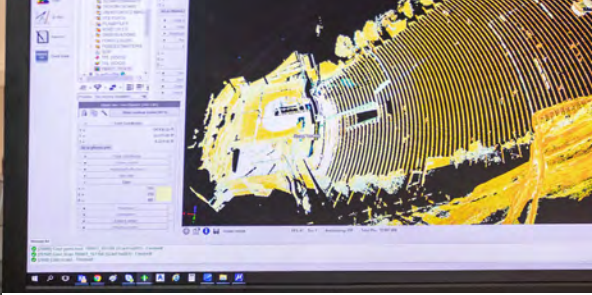
Environmental

We understand environmental regulatory processes at all levels of government so we can help clients secure the proper approvals that protect the natural world. Our team is made up of experts in biology, ecology, geology, hydrogeology, meteorology, and natural resources who are adept at coming up with solutions that protect the environment.

Our work includes protecting and preserving wetlands to improve surface water quality; remediating urban sites so they can safely be redeveloped; restoring habitats for threatened and endangered species; designing well fields that provide safe drinking water for millions of people; and navigating complex regulatory compliance issues.

We work side by side with our planners and engineers to come up with the best ways to make a project site the most sustainable it can be. Our goal is to protect natural resources, minimize pollution, and maximize green space.

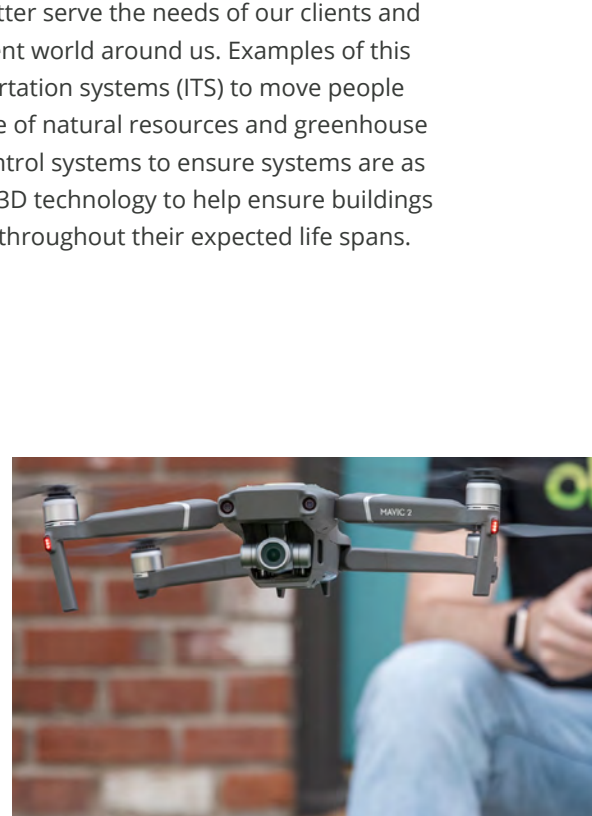
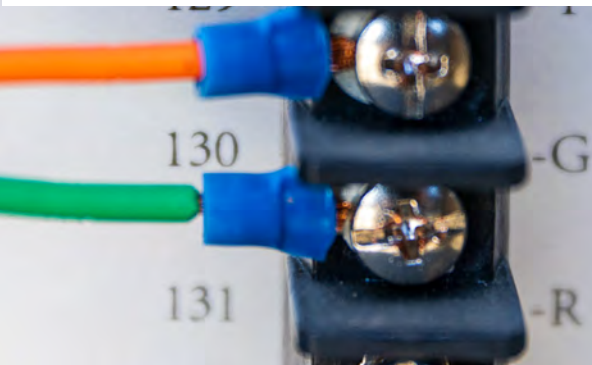


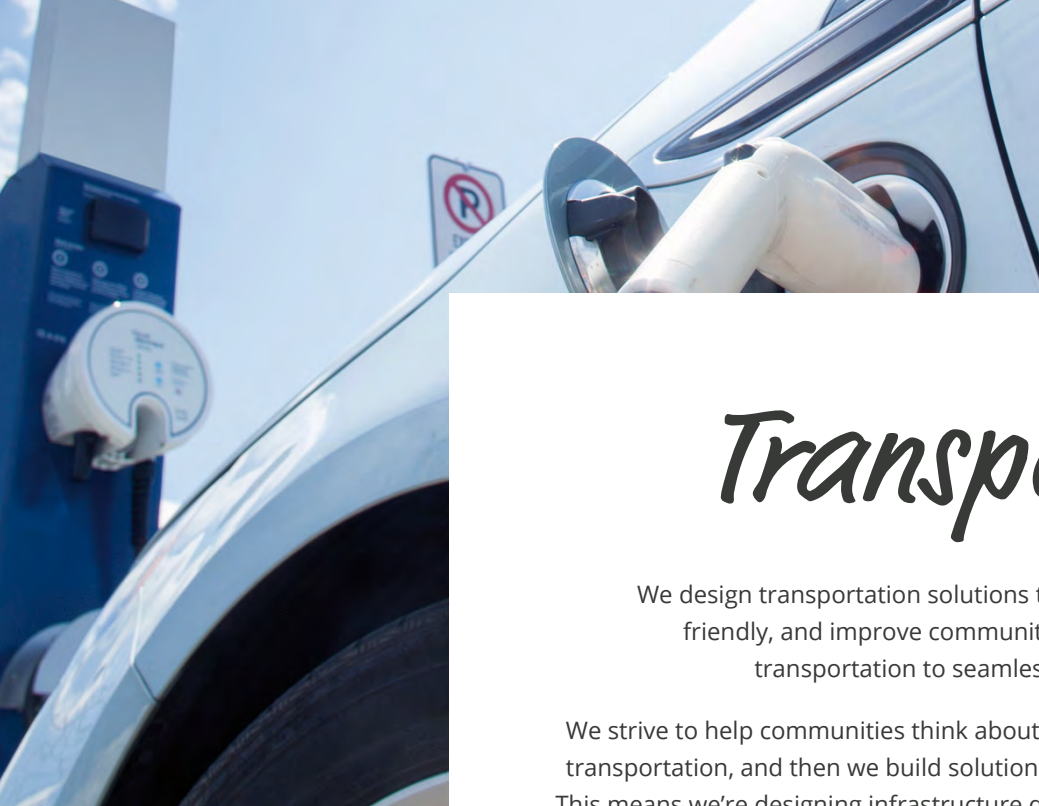


Technology

Accelerated advances in technology are continually reshaping how we think and work. This isn't anything new to Olsson – innovative thinking has been a core value of our firm since day one.

Our use of technology allows us to better serve the needs of our clients and design a more sustainable and resilient world around us. Examples of this include designing intelligent transportation systems (ITS) to move people more effectively while reducing the use of natural resources and greenhouse gas emissions; designing industrial control systems to ensure systems are as energy-efficient as possible; and using 3D technology to help ensure buildings and equipment are safe and reliable throughout their expected life spans.





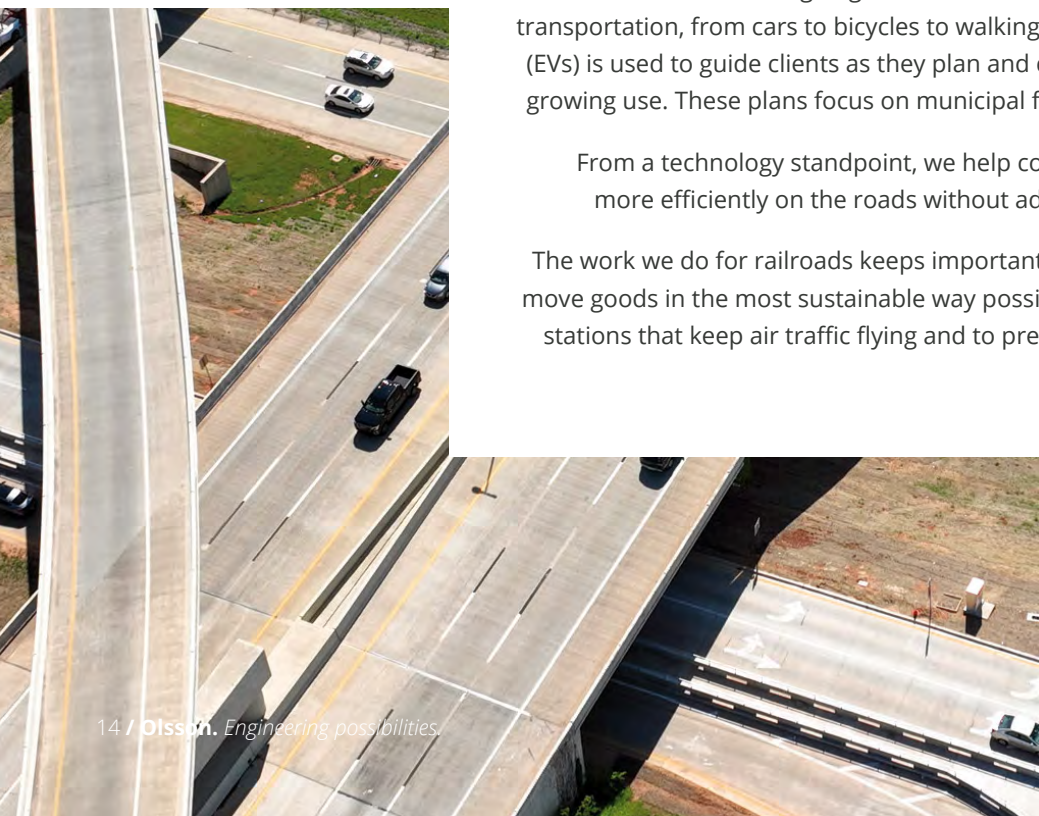
Transportation

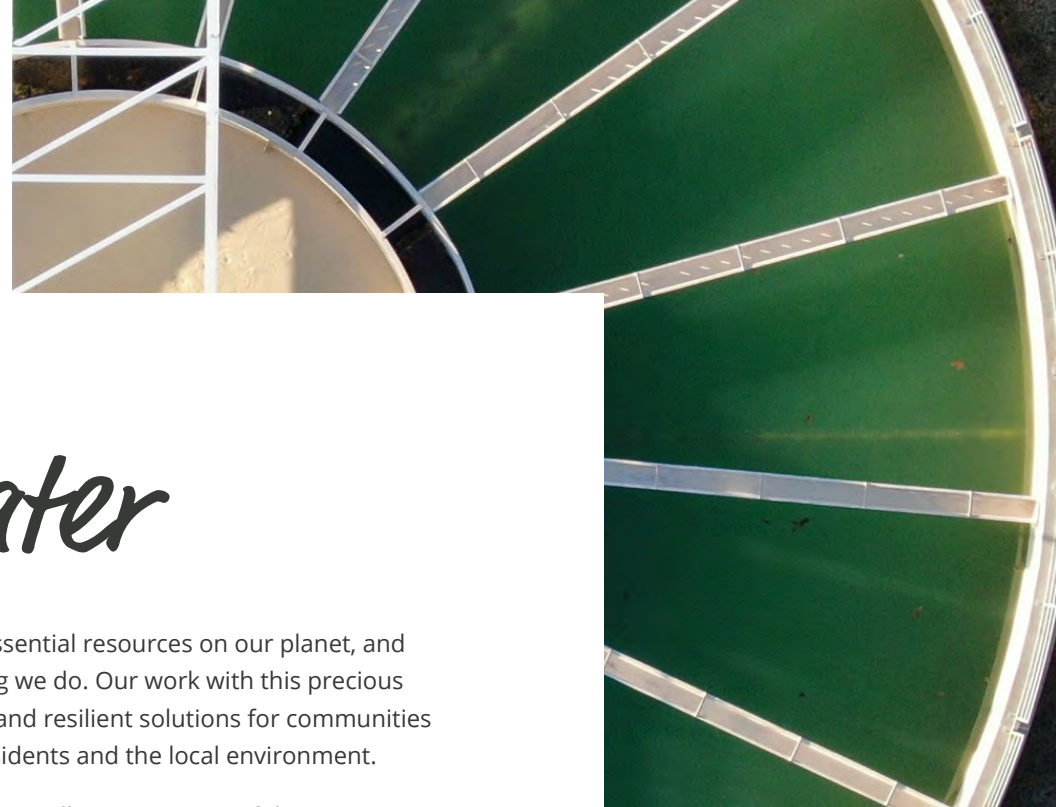
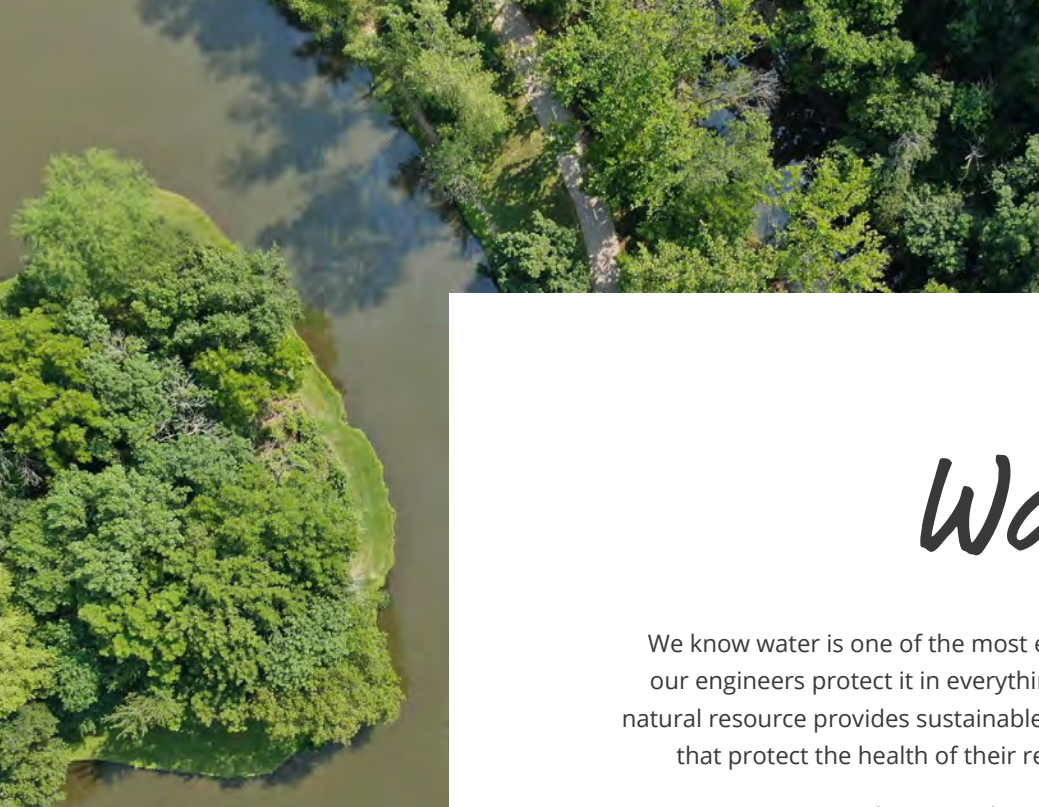
We design transportation solutions that are safe, efficient, environmentally friendly, and improve communities. We do this across all modes of transportation to seamlessly move people and goods.

We strive to help communities think about providing easier access to multiple modes of transportation, and then we build solutions that integrate several ways to move people. This means we're designing infrastructure differently to accommodate different modes of transportation, from cars to bicycles to walking paths. Our in-house expertise in electric vehicles (EVs) is used to guide clients as they plan and design infrastructure they will need to meet their growing use. These plans focus on municipal fleet conversion and EV readiness for consumers.

From a technology standpoint, we help communities figure out ways to move vehicles more efficiently on the roads without adding more capacity through the use of ITS.

The work we do for railroads keeps important networks viable and efficient so companies can move goods in the most sustainable way possible. We also work with airports to design de-icing stations that keep air traffic flying and to prevent chemicals from harming the environment.



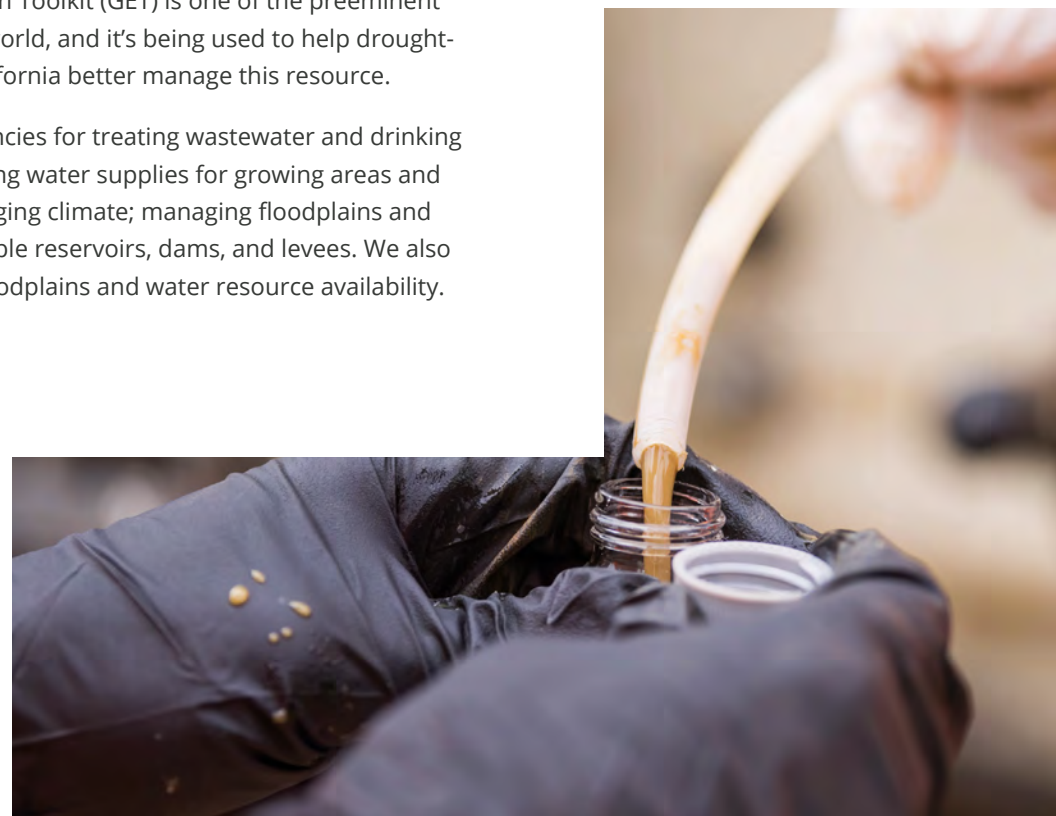
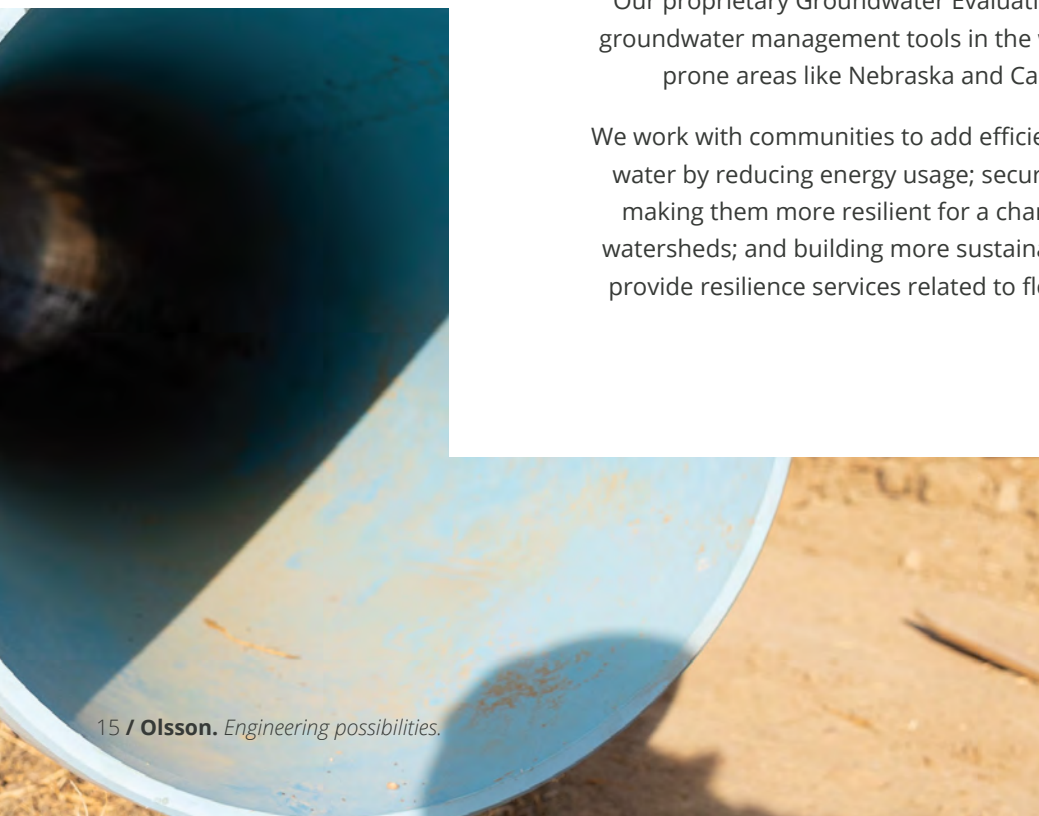


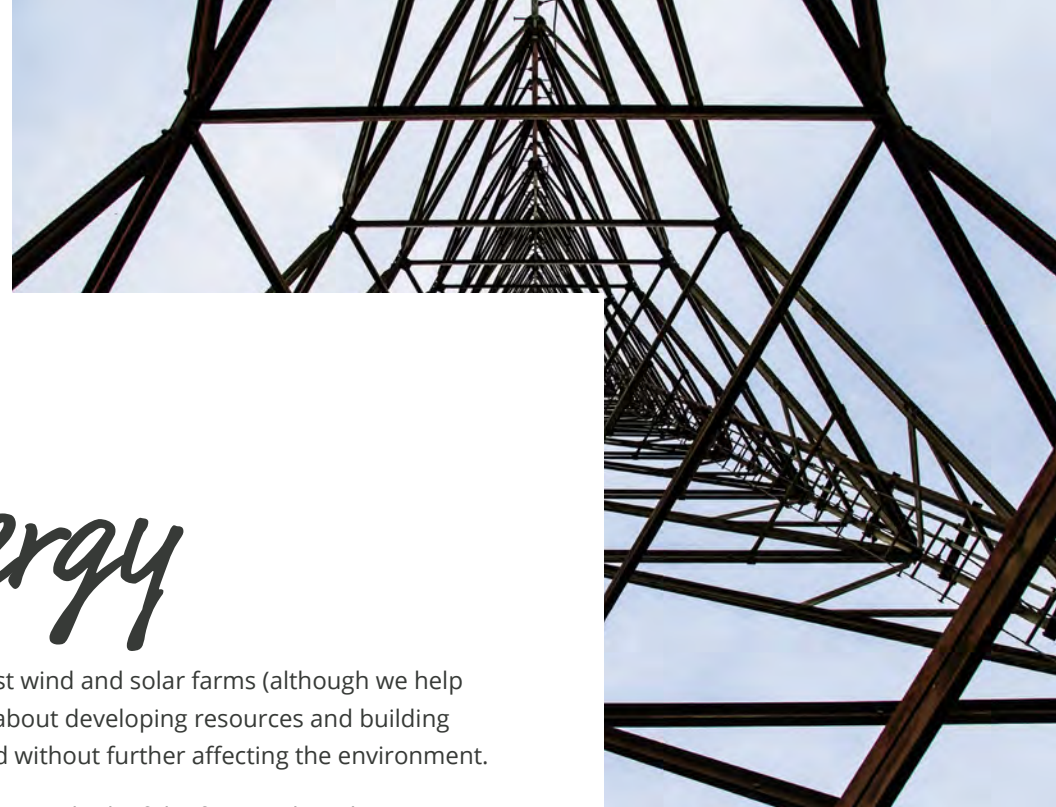
Water

We know water is one of the most essential resources on our planet, and our engineers protect it in everything we do. Our work with this precious natural resource provides sustainable and resilient solutions for communities that protect the health of their residents and the local environment.

Our proprietary Groundwater Evaluation Toolkit (GET) is one of the preeminent groundwater management tools in the world, and it's being used to help drought-prone areas like Nebraska and California better manage this resource.

We work with communities to add efficiencies for treating wastewater and drinking water by reducing energy usage; securing water supplies for growing areas and making them more resilient for a changing climate; managing floodplains and watersheds; and building more sustainable reservoirs, dams, and levees. We also provide resilience services related to floodplains and water resource availability.



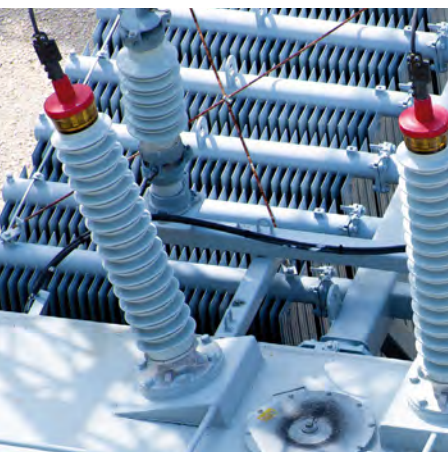


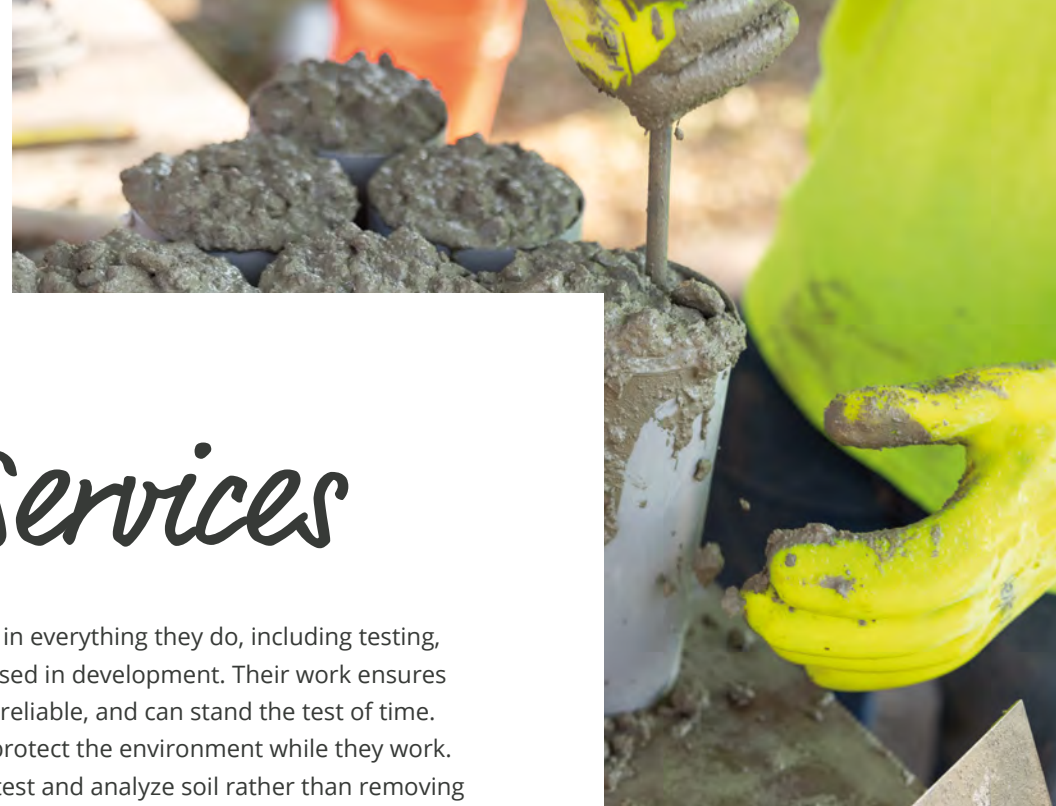
Energy

Sustainable energy involves more than just wind and solar farms (although we help companies design them, too). To us, it's about developing resources and building resilient systems that can grow with demand without further affecting the environment.

Our Power team encourages clients to always think of the future when designing new energy systems or upgrading existing systems. Through careful planning, a utility provider can upgrade its network with minimal or no impact on the site. We're also looking at ways microgrids can be used to power parts of communities.

We partner with communities and utility providers to adapt to changing rules and regulations regarding energy production and to create cost-efficient solutions that are flexible, sustainable, and more resilient.





Field Services

Our field staff members are meticulous in everything they do, including testing, analyzing, and surveying a plot of land used in development. Their work ensures that buildings and equipment are safe, reliable, and can stand the test of time. They're also meticulous in the way they protect the environment while they work. We use cone penetration testing (CPT) to test and analyze soil rather than removing samples from the site. We also do ultrasonic testing that doesn't use radiation.

This technology allows us to evaluate materials to make sure equipment can safely access job sites. Using data taken from graphic information systems (GIS) helps us reduce the amount of testing of soils and site conditions and gives us a better picture of how to approach our projects. We focus on methods that reduce wasted materials and increase worker safety. This includes purposefully seeking to use recycled materials -- such as asphalt, concrete, and more -- in all of our designs as we strive to be good stewards of the environment.



Sustainability & Resiliency Services

These services include the following:



COMMUNITY
PLANNING



LANDSCAPE
ARCHITECTURE



MASTER
PLANNING



SITE
DESIGN



TRANSPORTATION
PLANNING AND
DESIGN



NONDESTRUCTIVE
TESTING



AIR QUALITY



ENVIRONMENTAL
PLANNING AND
PERMITTING



HYDROGEOLOGY



REMEDIATION



INTELLIGENT
TRANSPORTATION
SYSTEMS



CLIMATE ACTION
PLANNING AND
DESIGN



RESILIENCE
PLANNING AND
DESIGN

Sustainability Task Force

In 2022, Olsson established a task force led by Olsson's Ryan Beckman. The purpose of the task force was to identify a formal strategy related to Environmental, Social, and Governance (ESG); sustainability; and resiliency. The task force included leaders from across the firm's regions and services who conducted an ESG assessment to evaluate risks and program maturity at Olsson.

The task force also conducted a benchmarking assessment to evaluate what industry peers are doing with regard to ESG, sustainability, and resiliency strategy and communications. As a result of these assessment activities, the task force recommended that Olsson conduct a GHG inventory to determine its carbon footprint. The task force also recommended that Olsson develop a Sustainability and Resiliency Report. Olsson's executive leadership approved both recommendations.

Finally, the task force recommended establishing an internal Sustainability Council for the purpose of more formally facilitating collaboration among services and regions on sustainable and resilient solutions for our clients. Olsson anticipates chartering a Sustainability Council sometime in 2023.

Task Force

Ryan Beckman

Nick Steinke

Justin Petersen

Scott Ingvoldstad

Tony Stanton

Kelli Kramer

Lisa Sedivy



2022 HIGHLIGHTS

- **Established a Sustainability & Resiliency task force.**
- **Set a baseline for a GHG inventory on the firm's buildings' natural gas and electricity usage; corporate vehicles; rental vehicles; personal vehicles; corporate air travel; and commercial air travel.**
- **Held a WELL Building Standard lunch and learn.**
- **Committed to developing and publishing the firm's first comprehensive Sustainability & Resiliency Report.**

Featured *Projects*

A Sustainable Solution for the Golden State

When drought conditions in California reached historic levels in 2022, state officials asked Olsson's Nebraska Water Resources team to be part of a larger group tasked with evaluating the crisis.

The team from Olsson codeveloped the Groundwater Accounting Platform, an easy-to-use digital tool that helps track the supply of groundwater. The platform helps track the supply from underground water resources that more than 80 percent of Californians rely on for all or some of their water. The California Department of Water Resources (CDWR) in 2022 announced funding and technical support to make the platform more widely available to the state's water managers and agricultural producers.

A partnership that includes the California Water Data Consortium, the State Water Resources Control Board, Environmental Defense Fund, Environmental Science Associates, and Olsson has been working on the platform for several years. It is intended to help California's more than 260 local groundwater sustainability agencies better address drought impacts and long-term conservation as required under the state's Sustainable Groundwater Management Act.

Olsson's contribution was GET, a cloud-based software used to improve the user's understanding of whether an action will sustain or diminish aquifers. Resource professionals use GET to run unlimited groundwater modeling scenarios in near real-time so they can make better-targeted management decisions for well drilling and groundwater recharge. GET can produce modeling results within a few hours.

GET dramatically improves the ability of water managers and agricultural producers to understand whether an action will sustain or diminish the aquifers they rely on, said Jim Schneider, leader of Olsson's Water Resources team in Nebraska.

"We developed GET so groundwater management professionals could be more nimble and more effective in their daily work," he said. "But as groundwater scientists, the higher motivation for us was to create a tool that could help address the sustainability challenges facing our water resources. We are proud to be part of the team working to address the water crisis in the American West."



Sustainability & Resiliency *In Action*

Olsson collaborates with our clients to deliver transformational projects that lessen the impact on the natural world by making our communities more sustainable and effective. Examples of our work can be found below.



BATESVILLE WASTEWATER TREATMENT SYSTEM

BATESVILLE, ARKANSAS

We designed a new and innovative wastewater treatment plant that added capacity, saves energy, and is better for the environment.



GATEWAY ARCH NATIONAL PARK SOIL RESTORATION PROJECT

ST. LOUIS, MISSOURI

Our scientists designed a new soil for the park that is easier to maintain, requires less water, and sustains plant growth with reduced maintenance needs.



RUSH CREEK WIND PROJECT

COLORADO

Our surveyors helped a utility provider keep a project on track that provides Coloradans a new source of clean energy.



CAMELBACK ROAD PEDESTRIAN UNDERPASS

PHOENIX, ARIZONA

Our engineers designed a pedestrian underpass to keep people moving in Arizona's largest community.



WILDFIRE READY WATERSHEDS

COLORADO

We helped a state agency create a plan to help communities prepare for the impacts of wildfire.



SANTA TERESA BLOCK SWAP EXPANSION

STRAUSS, NEW MEXICO

We helped a railroad move vital cargo more efficiently.



WINNEBAGO TRIBE OF NEBRASKA BROADBAND CONNECTIVITY

WINNEBAGO, NEBRASKA

We partnered with a tribal community to provide broadband connections that will provide access to education, health care, and job opportunities.



IOWA STATE CAPITOL RENOVATIONS

DES MOINES, IOWA

We delivered precise data to our client so it could renovate and preserve an Iowa landmark.



EMERGENCY REPAIRS OF HIGHWAY 281 BRIDGE

BOYD AND HOLT COUNTIES, NEBRASKA

Our team restored a vital economic link in record time in north-central Nebraska.



MERCY HOSPITAL

JOPLIN, MISSOURI

We restored a community's lifeline in the aftermath of a deadly tornado by helping to design the site for a storm-hardened, 424-bed hospital facility.



SOUTH CREEK CHANNEL RESTORATION

SPRINGFIELD, MISSOURI

Our team designed a creek channel to improve water quality and an aquatic habitat.



PRAIRIE FIRE

OVERLAND PARK, KANSAS

We created a wetland adjacent to a 60-acre mixed-use development.



ABRAHAM'S BRIDGE AT TRI-FAITH INITIATIVE

OMAHA, NEBRASKA

We connected three religious faiths' buildings using a bridge through an active wetland mitigation site.



ARMY NATIONAL GUARD READINESS CENTER

ARDMORE, OKLAHOMA

Our engineers designed a military readiness center that meets LEED requirements.



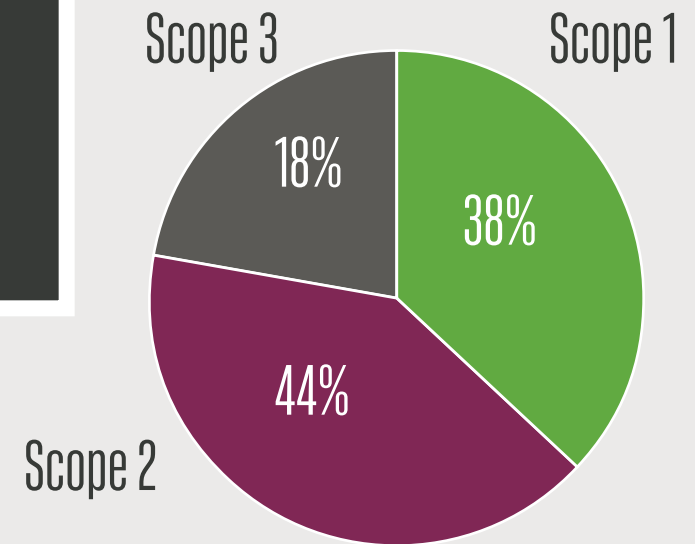
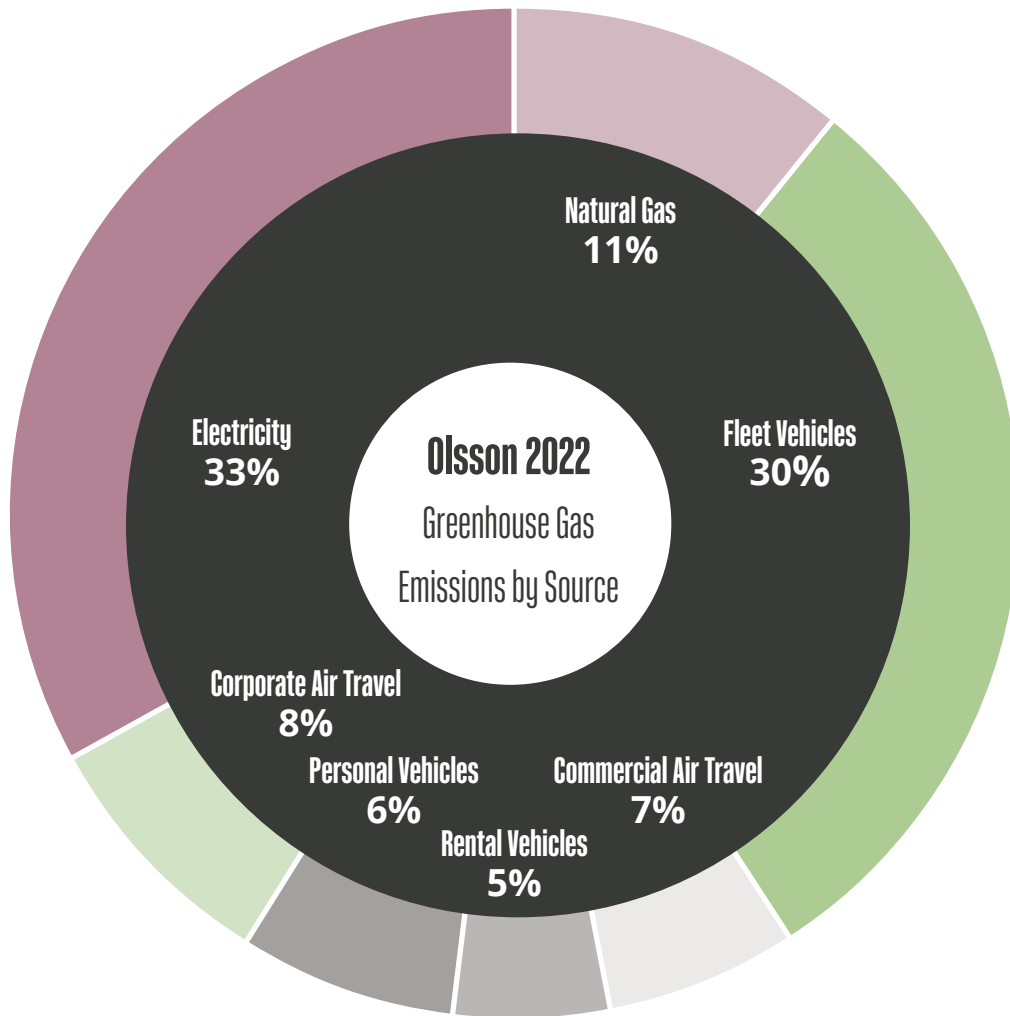
Our Carbon Footprint

Olsson recently completed a GHG inventory for calendar year 2022. The purpose of the inventory was to establish a baseline to understand the GHG impact from our operations and activities. Olsson plans to conduct a GHG inventory for calendar year 2023, and using the inventories to inform strategic decisions, primarily related to fleet, transportation, and buildings.

Because of the nature of Olsson's operations and activities, carbon dioxide (CO₂) emissions were used as a surrogate to inventory GHG emissions. Olsson calculated emissions from substantive source categories for Scope 1, Scope 2, and Scope 3 emissions, as identified in the chart on page 24. Emission factors from the U.S. Environmental Protection Agency's (EPA's) eGRID Data Explorer and GHG Emission Factors Hub were used to calculate CO₂ emissions.

Environmental Scope

Our Carbon Footprint



Scope	Source
Scope 1: Direct emissions from company-owned sources	Fleet Vehicles
	Corporate Air Travel
Scope 2: Indirect emissions from purchased energy	Electricity
	Natural Gas
	Personal Vehicles
Scope 3: Indirect emissions from assets not company-owned or controlled	Rental Vehicles
	Commercial Air Travel



Board of Directors

Olsson is an employee-owned engineering and design firm managed by a board of directors consisting of no more than seven directors as determined by the board. Currently, the firm is managed by a five-member board. Board members are elected by company shareholders, and each one serves a one-year term. Each year, shareholders meet for the purpose of electing directors and for the transaction of other business that may come before the meeting. The annual meeting is held between April 1 and May 15.



2022 Board of Directors



Brad Strittmatter

CEO and Chairman of Olsson



Sharon Votaw

Chief Human Resources
Officer of Lexmark



Josh Guttai

CEO of TS Banking Group



Wesley Fields

Office Managing Partner, Kansas City,
of Bryan Cave Leighton Paisner LLP



Jeff Lloyd

President of Almita Piling Inc.

Olsson Executive Team



Brad Strittmatter

Chief Executive Officer



Ryan Beckman

President



Jeff Jenkins

Chief Financial Officer



John S. Olsson

Executive Vice President of
Consulting Services



Melissa Newton

Executive Vice President of Talent
and Organizational Strategy



Community is at the heart of everything we do at Olsson.

We strengthen communities with sustainable and resilient designs and take care of the natural environment around us as best we can.

We also build communities by giving our time, talent, and resources.

Our employees support hundreds of important causes in the communities where they live and work. These causes include providing food for people in high-poverty areas, serving those in need at homeless shelters, revitalizing streams and lakes by participating in clean-up days that help the environment, encouraging students to explore careers in STEM (science, technology, engineering, and math)-based fields, and so much more.

We encourage our people to support their local communities both at work and after-hours. Olsson provides employees with paid time off every year to volunteer in their community for a charity that is meaningful to them.

We also provide corporate volunteer opportunities through the firm's Community Impact Council. This group of employees represents each office at Olsson, and is tasked with finding, vetting, and organizing local volunteer opportunities for the office they represent.



Community Impact

Olsson has a long-standing history of giving, starting with our founder, John E. Olsson, from the time he opened for business in 1956. Early on, Mr. Olsson established a legacy of serving others through the giving of his time, talent, and resources.

To this day, we believe it's important to be contributors to the places we call home.



The following is a brief synopsis of the work we did in 2022 to serve the greater good in communities across our geographic footprint.

Olsson Employees

In 2022, Olsson employees volunteered thousands of hours to community-based groups. The firm encourages employee participation through our Volunteer Community, the Volunteer Time Off program, and the firm's Engineering Possibilities campaign. During the year, each employee receives four hours of paid time off to volunteer for a local organization or for a cause they believe is important. Employees also received \$75 to make a difference in their communities during the holiday season.

Olsson employees pledged more than \$170,000 during the firm's annual United Way campaign. All funds stay in the communities where they are donated and can be designated to a specific nonprofit organization.

Supporting the Next Generation

As a firm, we invest in student scholarships, student programs, and institutions of higher learning that pave the way for the next generation of engineers and designers.

Olsson and the Olsson Foundation supported more than 12 universities and colleges with more than \$300,000 in donations in 2022. Our giving supports schools such as Arizona State, Colorado School of Mines, the University of Arkansas, and North Carolina A&T University, a historically Black college and university.

Olsson Foundation

The Olsson Foundation, a 501(c)3 private foundation, was established in 2015 to provide support to organizations that inspire innovative and sustainable opportunities where our employees live and work. The foundation supports selected nonprofit groups and institutions of higher learning that are committed to improving education, communities, and the environment.

In 2022, the Olsson Foundation distributed nearly \$260,000, which will pay dividends in the communities we serve.

For more details on how Olsson is affecting the communities we serve, check out our 2022 Community Impact Report.



2022 Olsson Foundation *Board of Directors*



Brad
Strittmatter



Jeff
Jenkins



John S.
Olsson

2022 Olsson Foundation *Advisory Committee*



Lori Cervený

Lincoln, Nebraska



Brad Hammond

Fayetteville, Arkansas



Colin Moran

Chandler, Arizona



Craig Parrish

Oklahoma City, Oklahoma



Andrew Phillips

Lincoln, Nebraska

Environmental, Health, & Safety

At Olsson, the health and safety of our people is a top priority. Through our Environmental Health and Safety (EHS) program, we strive to provide comprehensive programs and services in support of Olsson's mission; provide expertise, programs, and resources to maintain regulatory compliance; and protect Olsson's infrastructure from all types of hazards through a comprehensive risk-based emergency preparedness program.

To support this mission, the EHS program is committed to the following:

- Forming a team comprised of individuals committed to our mission and values and the application of the highest professional practices and standards.
- Evaluating the status of and overseeing the compliance of EHS standards, codes, and regulations through inspections and monitoring.
- Partnering with technical teams to identify EHS hazards or noncompliance, and assist in resolving those issues through education, monitoring, and problem-solving.
- Developing and implementing new programs to assure Olsson remains compliant with regulations and industry standards.
- Maintaining necessary documentation to demonstrate regulatory compliance and responsible actions in EHS activities.
- Providing training in EHS matters.
- Demonstrating sound fiscal responsibility and management of budgetary resources.





Environmental Health and Safety Program

The EHS program is led by Joey Smith, Olsson's director of environment, health, and safety, to promote a culture of safety firmwide. The program is responsible for recommending and implementing new safety policies, programs, and resources; establishing and tracking accountability metrics of our offices, teams, and employees; and recognizing employees who make Olsson a safer place to work.

Government Regulations

Our employees are expected to comply with all applicable EHS legal requirements as established by federal, state, and local governments. The EHS program ensures employees are taught best practices that exceed requirements established by the U.S. Department of Labor Occupational Safety and Health Administration (OSHA).

As the firm grows, the EHS program provides new employees with the tools and training to work safely.

Safety Training Statistics

Training Type	Number Assigned	Number Completed
Weekly Safety Briefings	52 Briefings	48,352
Safety Orientation Webinars	53 Webinars	388
American Red Cross First Aid/CPR/AED	89 Sessions	174
OSHA 10 Online Training Sessions	142 Courses	127
OSHA 30 Online Training Sessions	43 Courses	41
5 Keys to Forward Motion Courses	408 Courses	397

Olsson provides employees with the necessary training to work safely. The training courses available cover a wide range of topics. These courses include the following:

- Aerial Work Platforms
- Confined Spaces in Construction 2.0
- Electrical Safety 2.0
- Fall Prevention
- Fire Safety and Prevention 2.0
- Hand and Power Tool Safety
- Hazard Communication: An Employee's Right to Understand 2.0
- Ladder Safety 2.0
- Lockout/Tagout 2.0
- PPE: Personal Protection Equipment 2.0
- Respiratory Protection 2.0
- Scissor Lifts
- Slips, Trips, and Falls 2.0
- Trenching and Excavation Safety
- Working Alone - Safety Awareness
- Driver Safety

Employee Wellness

Keeping whole-self care top of mind is important at Olsson. Our Wellness Program supports employees in four major areas of wellness to help them achieve a better-balanced life: mental, physical, professional, and social.

We offer employees a variety of resources to strengthen each of the four key areas of their lives.



MENTAL

- Employee Assistance Program
- Vitality interactive and personalized wellness program



PHYSICAL

- Employee Assistance Program
- Olsson Activate Group
- Safety
- Vitality interactive and personalized wellness program



PROFESSIONAL

- Career paths
- Check-in resources
- Emergenetics
- Individual Development Plans
- Mentor Match
- Project Support Programs
- Practice Quality Leaders



SOCIAL

- Employee Assistance Program
- Employee Resource Groups
- Diversity and Inclusion Council
- Olsson Activate Group
- Olsson Groups

Our Wellness Committee is made up of employees who are responsible for championing and advocating for wellness, assisting in developing action plans and incentives for the year, and encouraging wellness activities and challenges in their region.

Committee members are self-nominated and serve a one-year term from July 1 until June 30.



2022 Olsson *Wellness Committee*



Amy Cherko



Kelsey Cox



Leticia DeCaigny



Monica Frank



Krystal Dalton



John Hansen



Todd Havlat



Madeline Knecht



Amy LaMar



Angie Martell



Jessica Mathis



Kalli Meyer



Haidan O'Keefe



Becca Page



Ethan Price



Celena Shepherd



Wren Swan



Holly Verkamp

Diversity, Equity, & Inclusion



Our Commitment

- **At Olsson, we believe that to provide our employees and clients with an environment where they can thrive, we must promote a diverse and inclusive environment.**
- **To serve an increasingly diverse work environment, we will create opportunities, raise awareness, be inclusive and transparent, and drive for excellence within the firm.**
- **In every part of our business, we will create a welcoming environment where we will value and respect our employees, our clients, and our communities.**
- **Olsson will employ the best and brightest people to deliver unique ideas and business solutions to better serve our clients and continue our financial success.**

Olsson exists for our employees. We believe this so much that it's our first and most important tenet.

This focus on our people leads us to also focus on other people, such as our clients, our partners, and members of the communities where we work. We have created a welcoming environment where people of all identities, backgrounds, and perspectives feel included. We believe diversity strengthens our firm and our ties to the people we serve.

Creating an inclusive environment where ideas are heard strengthens our employees' sense of belonging. All team members should know their contributions matter.

Encouraging full inclusion of ideas and skill sets from employees with different backgrounds allows us to bring better solutions to our clients and our firm. We keep decision-making related to clients in the hands of those closest to our clients (another one of our firm's tenets).

Increasing diversity strengthens the number of talented people attracted to Olsson. Including different perspectives in decision-making and leadership opportunities helps retain great talent.

Improving diversity in STEM fields will help address the growing shortage of talent in our industry and allows us to better serve our clients.

Diverse perspectives encourage more robust discussions, resulting in better business decisions. Research by McKinsey & Company shows that companies with more diverse leadership experience achieve above-average business results. Value creation is higher in firms with more gender diversity in leadership than firms with lower gender diversity.

Taking Action

Reaching out for guidance – We hired a management consulting and coaching firm to help create our diversity strategy. This firm provided nine months of leadership coaching to our Executive and Senior Leadership teams to develop a common language and promote understanding around diversity, equity, and inclusion (DEI) topics. The firm also supported our DEI Council as a resource for questions and best practices.

Organizing from within – Our DEI Council was formed in 2019 with a goal of empowering employees to foster an environment that promotes, supports, and nurtures diversity, equity, and inclusion through daily practice, training programs, hiring practices, and awareness.

Connecting employees through ERGs – We've formed employee resource groups (ERGs) to provide opportunities for employees to find greater ties, relationships, and support within Olsson. We currently have a women's ERG, an LGBTQIA+ ERG, and a veterans' ERG.

Weaving DEI into the language of Olsson – Words matter, and we've provided resources to employees on inclusive language, trained staff, and updated our firmwide style guide for writers. All employees attended an online training on unconscious bias so they can reflect on their own awareness and learn tools to manage their bias. Pronoun options were introduced for all employees to use on their email signatures and business cards. The keynote speaker at our 2022 Olsson Summit focused on DEI topics, providing further reflection and common language for our employees – and we followed up with localized, small group conversation opportunities in each office.

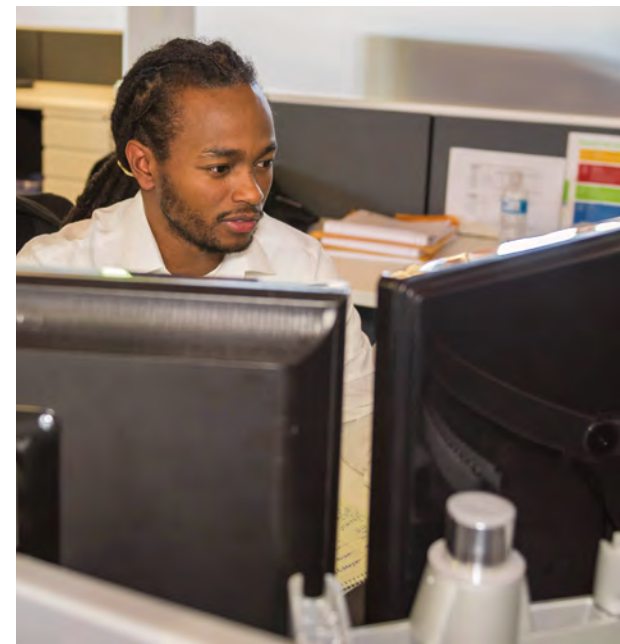
Looking to the numbers – We've reviewed our pay equity during the past three years and have taken steps to ensure fairness to all. We're also regularly analyzing our metrics to set goals to better promote DEI across Olsson's footprint.

Making a difference in our communities – We've expanded our support of the National Action Council for Minorities in Engineering to be involved in its internship-scholarship program.

Olsson supports several student chapters of the Society of Women Engineers, Society of Hispanic Professional Engineers, Latinos in STEM, and National Society of Black Engineers. We've also attended student networking events hosted by diversity-based student groups during the school year.

We also support several engineering-based programs for students and are involved with community groups throughout Olsson's footprint.

Partnering to add diversity to the industry – We've joined forces with Johnson County (Kansas) Community College through its Drafting and Design Advisory Board to further expand our recruiting outreach. We're working to stimulate and grow new pipelines and pools of diverse candidates into the civil engineering industry.





DEI Council

Our DEI Council is made up of individuals from across Olsson who are interested in advancing DEI at our firm through the implementation of Olsson's DEI strategy.

The council is made up of employees who are passionate about DEI and Olsson's overall success as a business.

The council meets once a month virtually and one or two times in person during the year. Council duties include the following:

- Review and approve ERGs and their events and communications.
- Review and set qualitative and quantitative goals related to DEI topics.
- Work with Shared Services and technical teams to implement goals and activities.
- Communicate to employees about DEI goals, benefits, and the status of activities.
- Identify recommendations for firmwide training and/or events to the DEI co-sponsors.
- Provide annual reports to the Executive Team.

The council includes three committees: (1) programs, (2) recruiting and outreach, and (3) training and mentorship. These committees are tasked with bringing our mission to life through their activities.

Programs Committee

- Guides and collaborates with Olsson teams, initiatives, and efforts to ensure consistency with Olsson's DEI mission.
- Designs and tracks metrics to provide meaningful insights regarding DEI efforts.
- Supports ERG efforts and organization, as needed.

Recruiting & Outreach Committee

- Assists in recruiting and outreach and is focused on reaching a more diverse talent pool and coordinating opportunities for all employees.
- Helps communicate the council's efforts within Olsson and outside the firm.

Training & Mentorship Committee

- Provides information and resources to the firm to enhance the understanding of the value of DEI.
- Provides opportunities for employees to develop (including mentorship opportunities), and advocates for trainings that help create a more diverse, equal, and inclusive corporate environment.

Council *Leadership*



Chair
Amy Cherko

Environmental



Co-chair
Kelly Petersen

Creative



Secretary
Edie Adams

Marketing Operations

Council *Co-sponsors*



Stephanie Rodriguez

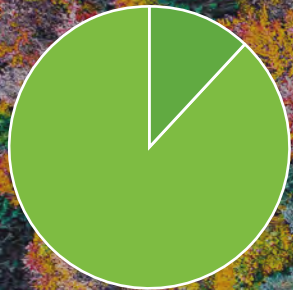
Employee Relations & Legal



Len Swartz

Corporate Site/Civil

Current *Leadership*

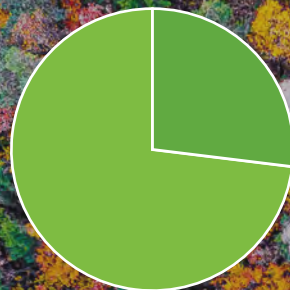


Females 12%
Males 88%

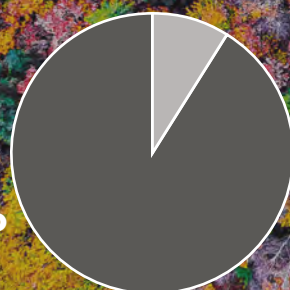


Minority 2%
Nonminority 98%

2022 DEI *Demographics*

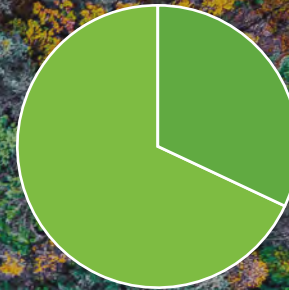


Females 27%
Males 73%

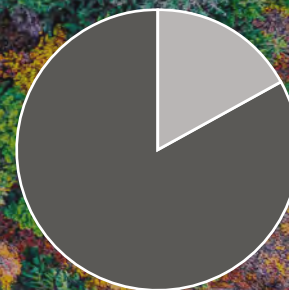


Minority 9%
Nonminority 91%

2022 Hiring *Demographics*



Females 32%
Males 68%



Minority 17%
Nonminority 83%

Learning & Development

We are committed to providing employees with effective resources to help them develop skills and to grow in their careers. We know that excellent employees are the reason for our collective success, so we aim to provide meaningful learning and development opportunities that meet the needs of our people and our business.

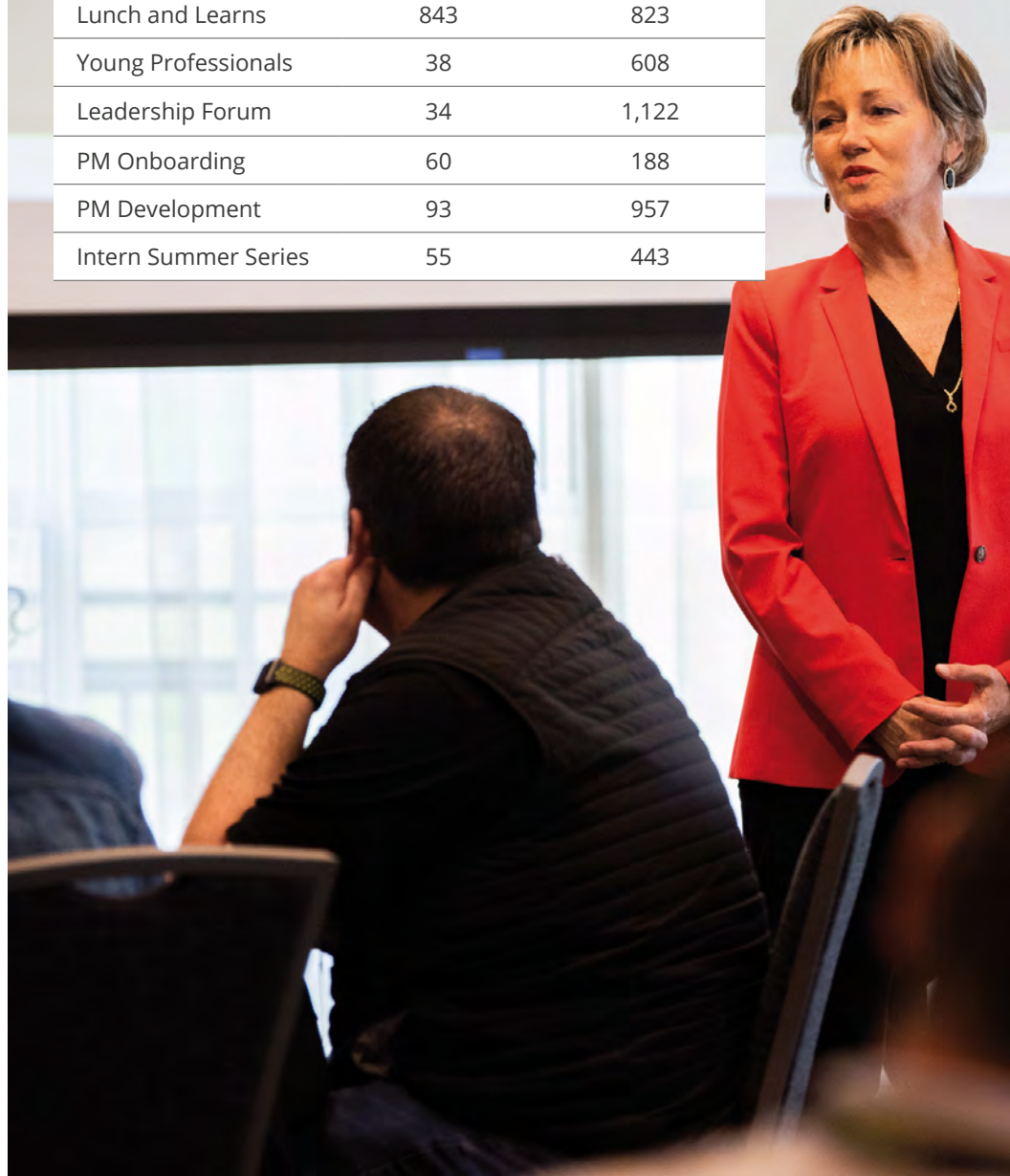
At Olsson, we encourage employees to have a development plan and an understanding of performance expectations that are integral to professional development. Our mentoring program empowers employees to grow and develop their skill sets and career progression through transformational mentoring relationships.



Olsson

Olsson provides employees with many opportunities to grow in knowledge and skill. Here is a list of development opportunities for employees in 2022.

Training Type	Participants	Training Hours
Lunch and Learns	843	823
Young Professionals	38	608
Leadership Forum	34	1,122
PM Onboarding	60	188
PM Development	93	957
Intern Summer Series	55	443

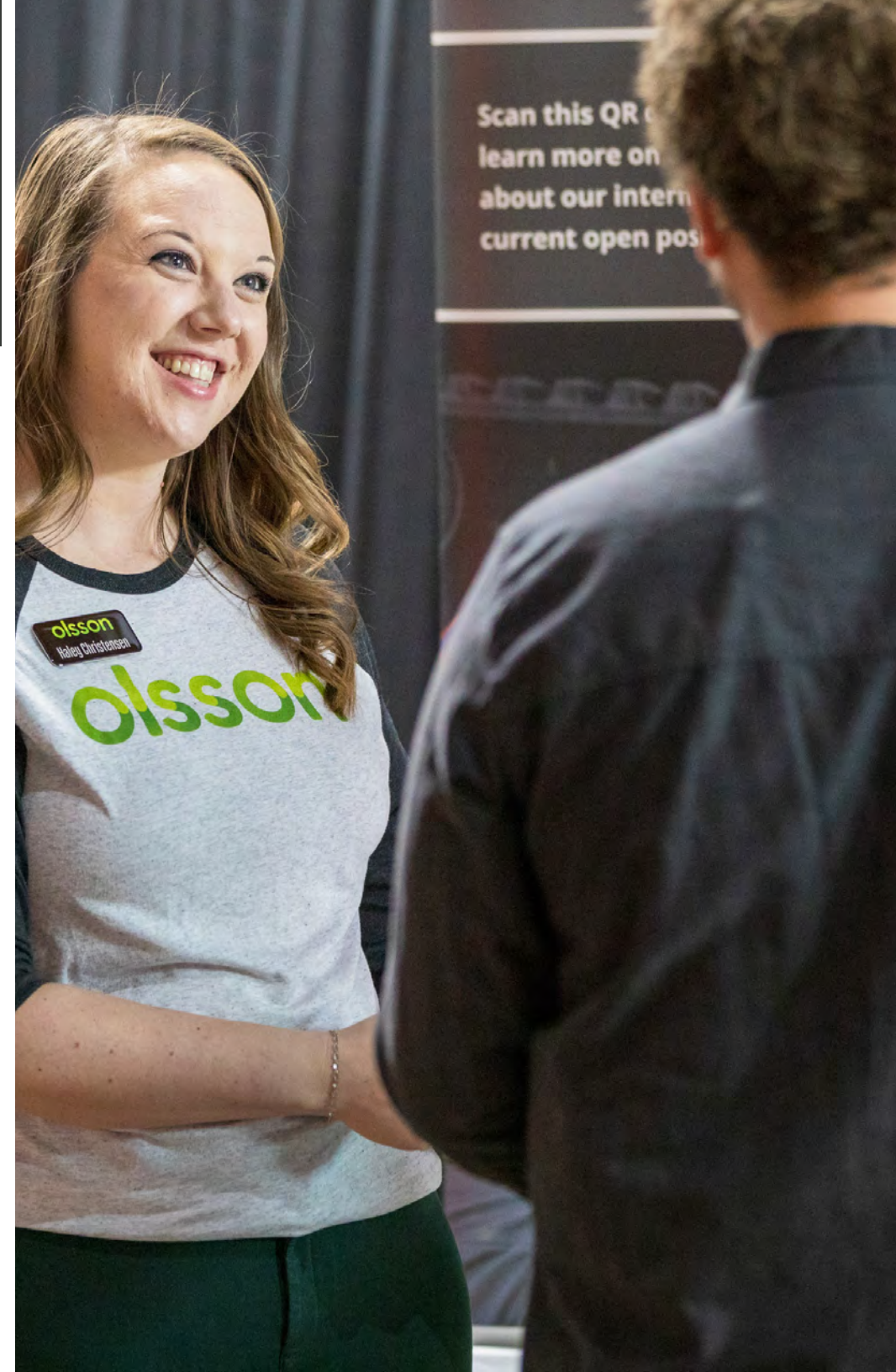


Talent

Olsson provides equal employment opportunities without regard to race, color, creed, sex, age, disability, military service record, religion, national origin, sexual orientation, relationship status, genetic information, gender identification, or any other status unrelated to an individual's ability to perform a job and to promote the full utilization of equal employment opportunity.

This policy applies to all areas of employment including recruitment, hiring, training, development, promotion, transfer, termination, layoff, compensation, and all other conditions and privileges of employment in accordance with applicable federal, state, and local laws and with the basic dictates of human dignity.

Management is fully committed to equal employment and all employees are expected to comply with this policy. Anyone involved in discriminatory practices is subject to termination. All matters concerning discrimination should be discussed with Human Resources.



Compliance & Ethics Program

Integrity is a cornerstone of Olsson's values and guides how we conduct business. Ethical conduct is not only the right thing to do, but it is also good business. We cannot succeed without the trust and confidence instilled within. Olsson professionals are tasked with holding the safety, health, and welfare of the public paramount in their professional duties. Likewise, Olsson expects all employees to serve as exceptional representatives of our firm and of the public good.

At Olsson, we work to leave the world better than we found it. Olsson conducts its business in compliance with federal, state, and other jurisdictions where we operate and according to the highest ethical standards. Employees and consultants of Olsson shall adhere to our standards within our ethics policy.

Olsson is committed to maintaining high ethical standards, protecting human rights, and acting with honesty and integrity in everything we do. We do not tolerate any form of modern slavery, forced labor, or human trafficking in any part of our business.

Building Trust and Credibility

The success of our business depends on the trust and confidence we earn from our employees, clients, and shareholders. We gain credibility by adhering to our commitments, displaying honesty and integrity, and reaching company goals solely through honorable conduct. It is easy to say what we must do, but the proof of our intentions shows in our actions. Ultimately, we will be judged by what we do.

When considering any action, it is wise to ask, "Will this build trust and credibility for Olsson? Will it help create a working environment where Olsson can succeed over the long term? Is the commitment I am making one I can follow through?" The only way we will maximize trust and credibility is by answering "yes" to these questions.

We intend to provide quality projects that meet or exceed our clients' expectations. We will attend to our clients' needs with enthusiasm, concern, professionalism, honesty, and integrity.

Respect

We all deserve to work in an environment where we are treated with dignity and respect. Olsson is committed to creating such an environment to bring out the full potential in each of us, which contributes directly to our business success.





National Rankings

#74

Engineering-News Record

Top 500 Design Firms

#13

Building Design+Construction
2022 Giant 400 Report

Largest Engineering Firm for Data Centers

Best Places to Work

#1

Woods & Aitken LLP/Lincoln Human
Resources Management Association

Best Places to Work in Lincoln, Nebraska – Extra-Large Company

Sustained
Excellence
Award

Baird Holm LLP/Greater Omaha Chamber

Best Places to Work in Omaha, Nebraska –
Companies with More Than 250 Employees

#7

The Oklahoma Journal Record

Best Places to Work in Oklahoma – Large Category

Honoree

Denver Business Journal

Best Places to Work in Denver, Colorado

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