

Achieving Success Together



2021 Annual Member Meeting



NAEM's Annual Member Meeting

Reflections
on 2020

State of the
Association

2021
Programming





Welcome from NAEM's Board President

Michael Miller

***Senior Vice President of EHS,
Sustainability & Risk Mgmt.
Advance Auto Parts***



2021-2020 Board of Directors

NAEM President



Mike Miller
*Senior Vice President of EHS,
Sustainability & Risk Mgmt.
Advance Auto Parts*

1st Vice President



Anne Monine
*Associate Vice President,
Environment, Health & Safety
Cargill*

2nd Vice President



Nicole Wilkinson
*Director, Corporate Environmental
CVS Health*

Treasurer



Fawn Bergen
*Global Sustainability Manager
Intel*

Past President



Sandy Nessing
*Managing Director,
Corporate Sustainability
American Electric Power*



Deborah Briggs
*Vice President, EHS, Security & Facilities
Polaris Industries*



Katie Chrisler
*EHS Manager
Bunzl Distribution North America*



James Goudreau
*Head of Climate
Novartis*



Drena Howard
*Director, Global Retail EHS
The Estée Lauder Companies*



Marc Juaire
*Corporate Director of EHS
Liberty Diversified International*



Kelvin Sanborn
*Director, EHS Strategy & Operations
GE Healthcare*



David Williams
*Associate Director, EHS
Merck & Co. Inc.*



Greg Carli
*Executive Advisor, ESG &
Strategic Sustainability
GHD*

NAEM AC President Elect



John Guttman
*Principle
Beveridge & Diamond
NAEM General Counsel*

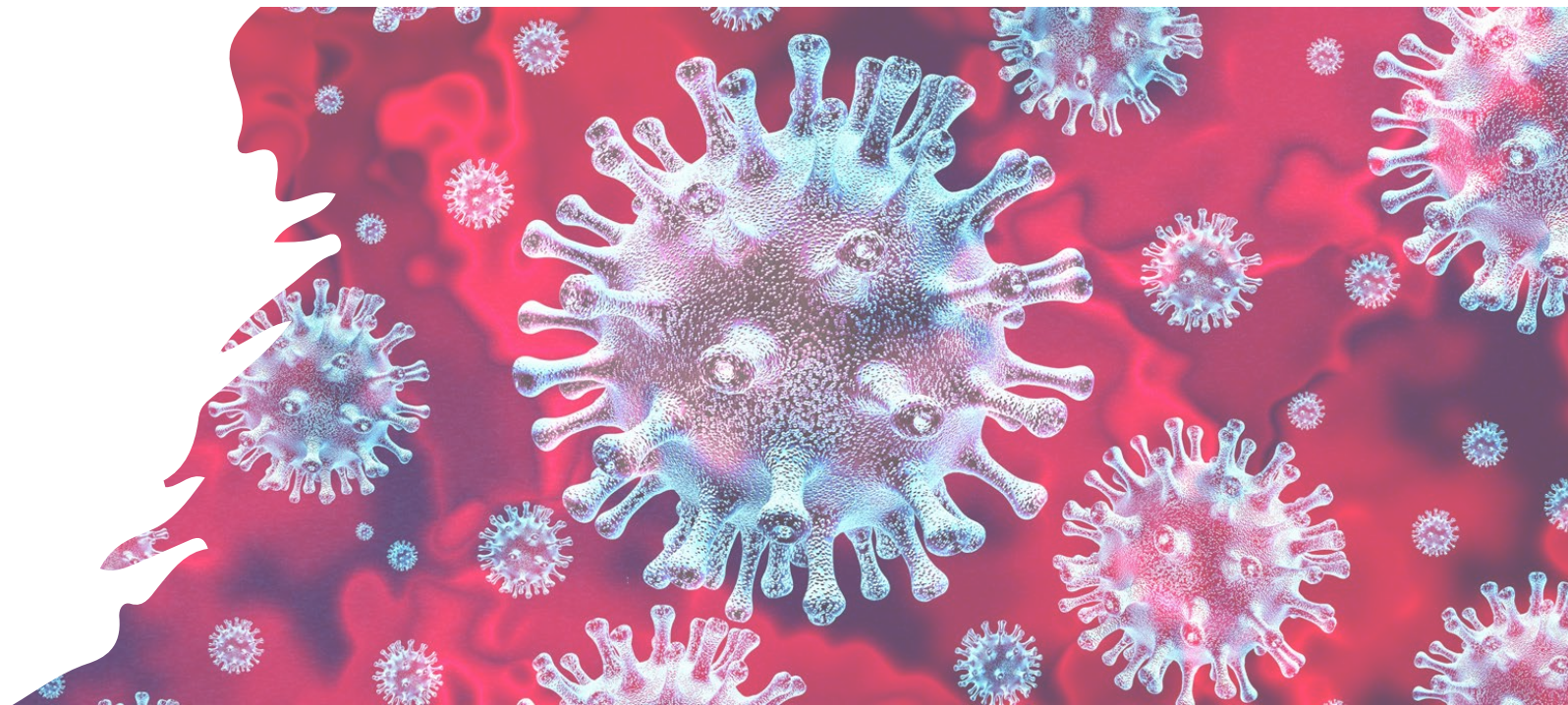
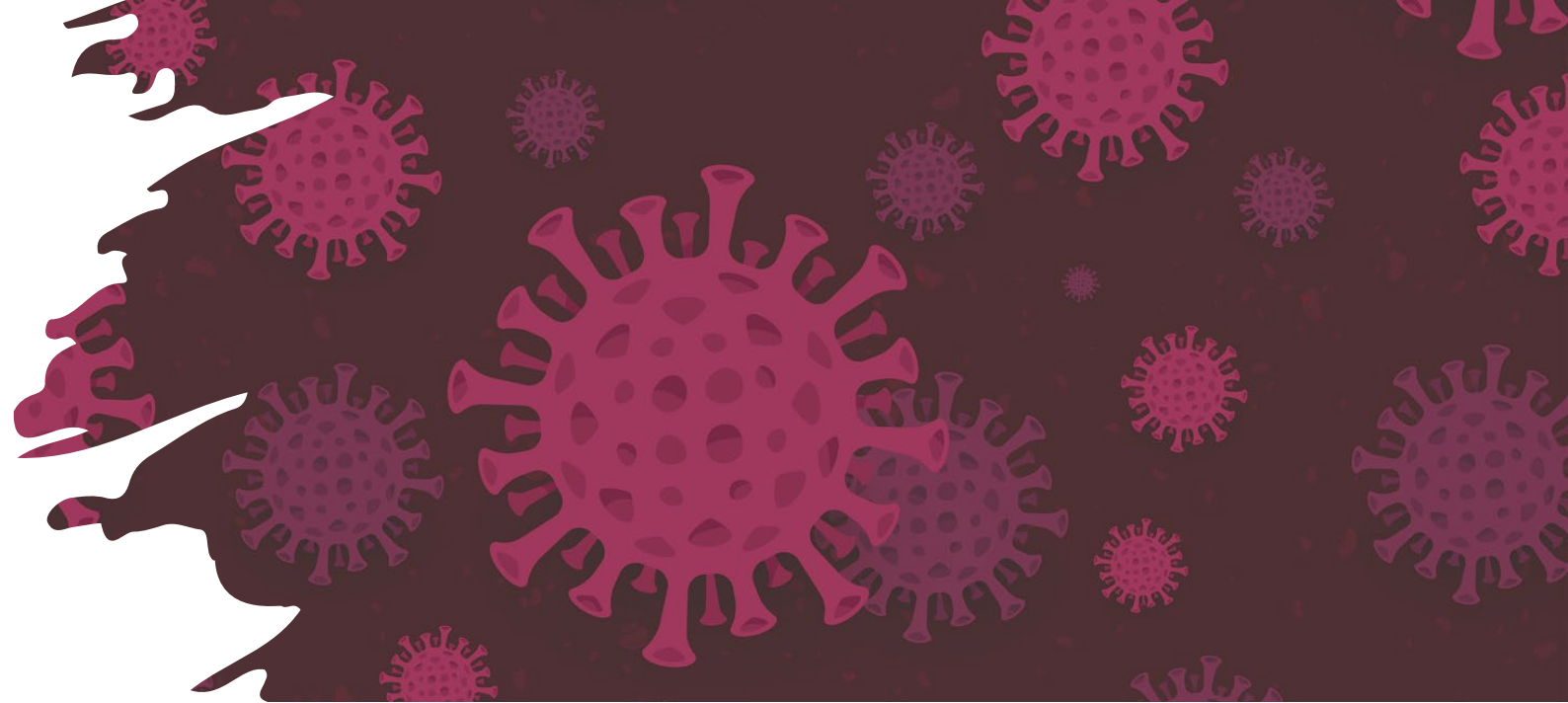


Carol Neuvelt
*NAEM
Executive Director*



2020, The Year that No One Expected

*And we all
became more
resilient*





EHS Professionals in organizations, large & small, were challenged with developing new policies & procedures, creating new systems & oversight



*Member's
Needs,
Availability, and
Responsibilities
Changed*

***So, we Changed
to Support our
Members***

Although We Couldn't Be Together in Person



We Could Connect Online





Initiated Member Drop-Ins to facilitate Just-in-Time Knowledge Sharing



 **Virtual EHS Operational Excellence Conference**
KEYNOTES

The Urgent Call for Leaders: Keeping EHS Steady & Effective During Crisis

Rick Taylor
 Vice President EHS
 Parker-Hannifin Corp.

Lessons from the Front Lines: Running a Cross-Functional COVID-19 Task Force

Mike Miller
 Vice President, Risk, EHS & Sustainability
 Advance Auto Parts

 **Virtual Sustainability Impact Conference**
 Operationalize Your Sustainability Strategy. Make an Impact.



 **EHS & Sustainability Management Forum**

Opening Keynote
COVID-19, Climate, and the Clean Economy: Gigatrends Changing the World

Andrew Winston
 Author
The Big Pivot
Green to Gold

Reframed and Retooled Conferences for Virtual Learning



Developed and
Launched a
COVID
Resource
Webpage and
Webinar Series

COVID-19
RISK

COVID-19

BUSINESS
RISK

RISK
BUSINESS

BUSINESS
2020

2020
BUSINESS

RISK

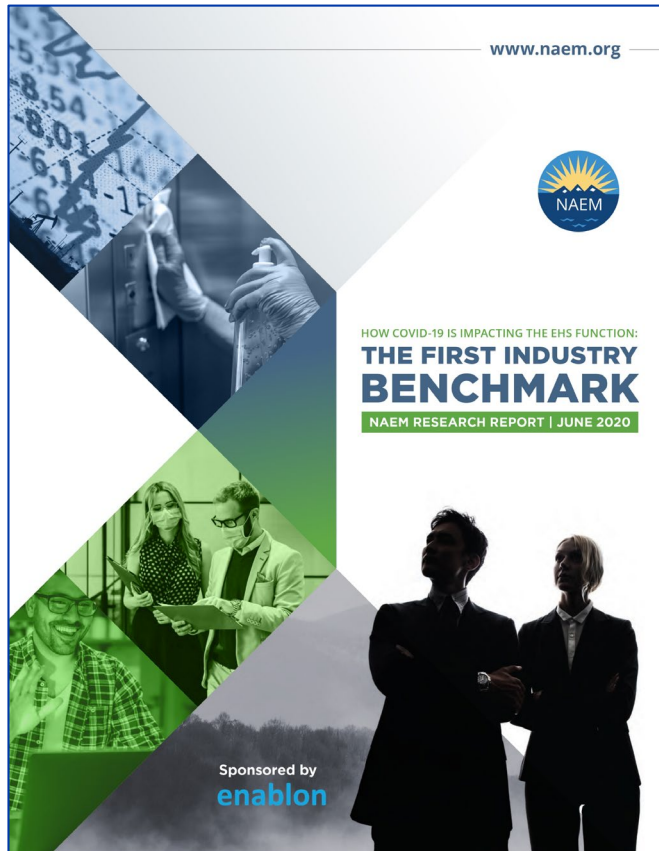
RISK

BUSINESS

RISK



Produced Relevant Benchmarking on the Impact of COVID on EHS&S Goals



...In addition to other Research Publications

A close-up photograph of several hands working together to assemble white puzzle pieces. The puzzle pieces are interlocking and are being held in place by the fingers of the hands. The background is a soft, out-of-focus grey.

Solve-It Series

Launched New Type of Learning Program

- Collaborative problem-solving among peers
- A deeper look at an issue
- Build a long-term network with fellow leaders
- Offering solutions to your corporate EHS & Sustainability challenges



Membership Stayed Strong



- **Membership Growth:**

- 14 New Corporate Members
- 2 New Affiliates Council Members
- 55 New Individual Members

- **Membership Retention**

- 91% Renewal Rate



NAEM's Regent Members

Corporate, Governmental & Non-Profit

- 3M
- Abbott Laboratories
- Acme Brick
- Advance Auto Parts
- Agilent Technologies
- Air Liquide S.A.
- Alcon
- Allergan
- Ameren
- American Electric Power
- Amphenol
- Aptar
- Ashland Inc.
- ATCO
- Ball Aerospace
- Baxter International
- Biogen
- BNSF Railway
- Bose
- Campari Group
- Cargill
- Carrier
- Caterpillar
- Cell Signaling Technology
- CF Industries
- Charter Steel
- Chemours
- Chromalox
- CIRCOR International
- Colgate-Palmolive
- Comcast
- ContourGlobal
- Cooper Tire & Rubber
- Corning
- Cummins
- CVS Health
- Danfoss Group
- Danone North America
- Delaware River Bay Authority
- Duke Energy
- DuPont
- Eaton
- Ecolab
- Emerson Electric
- Enerplus
- Estée Lauder Companies
- Exelon
- Fiat Chrysler Automobiles NV
- First Energy
- FUJIFILM Holdings America
- Gates
- Genentech
- Generac Power Systems
- General Electric
- General Mills
- Genzyme, a Sanofi Co.
- GLOBALFOUNDRIES U.S.
- Global Tungsten
- Harris
- Harvard
- Hillrom
- Honeywell Aerospace
- IBM
- Idaho Power
- Innophos
- Intel
- J.M. Huber
- Juniper Networks
- Kohler
- LG Electronics
- Lockheed Martin
- Los Angeles Department of Water and Power (LADWP)
- Mars Wrigley Confectionery U.S.
- Merck
- MilliporeSigma
- Mosaic
- NCASI
- NBCUniversal
- New York Power Authority
- Novartis International AG
- Omnicell
- Orlando Utilities Commission
- Pacific Gas & Electric
- Parker Hannifin
- Penske Truck Leasing
- Pfizer
- Pitney Bowes
- Polaris Industries
- PPL
- Procter & Gamble
- Raytheon
- RIT
- Rockwell Automation
- Schneider Electric SE
- Scotts Miracle-Gro
- Signature Aviation
- Southern Company
- SPX
- Stanford University
- Takeda
- Target
- Tate & Lyle
- Tennessee Valley Authority
- Toronto Hydro
- Trane Technologies
- Trident Seafoods
- United Continental Holdings
- United States Postal Service
- United Technologies
- University of California
- Valvoline
- W. L. Gore & Associates
- Walker Industries
- Westinghouse Electric
- Whirlpool





NAEM Affiliates Council

- Archer Inc.
- AECOM
- AMEC Foster Wheeler/ Wood
- Antea Group
- APEX (Bureau Veritas)
- APTIM
- ARCADIS
- Beveridge & Diamond
- BSI
- Burns & McDonnell
- Capitol Environmental Services.
- Civil & Environmental Consultants
- Convergence Consulting
- Cority
- DAI Environmental
- Dakota Software
- EA Engineering
- EHS Support
- ehsAI
- Enablon
- Enhesa
- Environmental Resources Management (ERM)
- EY
- Gannett Fleming
- Gensuite
- Geosyntec Consultants
- GHD
- Golder Associates
- Haley & Aldrich
- Heritage Environmental Services
- Hodgson Russ
- HRP Associates
- Huco Consulting
- Intelx Technologies
- Jacobs
- McCoy and Associates
- Miles & Stockbridge
- ProcessMAP
- Ramboll
- Redinger 360
- Red-on-Line
- Schneider Electric
- SHE Software
- Specialty Technical Consultants
- Specialty Technical Publishers (STP)
- Sphera Solutions
- Stantec
- Terracon
- Tetra Tech
- The Solution Foundry
- TRC Companies
- Trihydro
- Trinity Consultants/T3
- VelocityEHS
- Veolia
- Woodard & Curran
- WorkCare
- WSP USA



The Year 2020 in Summary

- Minimized Disruption and continued to provide high value programming
- Attracted more attendees, and achieved a broader reach
- Revamped conferences as well as reconfigured and launched Solve-Its to meet the needs of the market
- Conducted Elections
- Upgraded Member Web Portal



All of these Successes would
have led to Positive Revenue
growth in a normal year

#2020=Unprecedented





2020 Financial Report





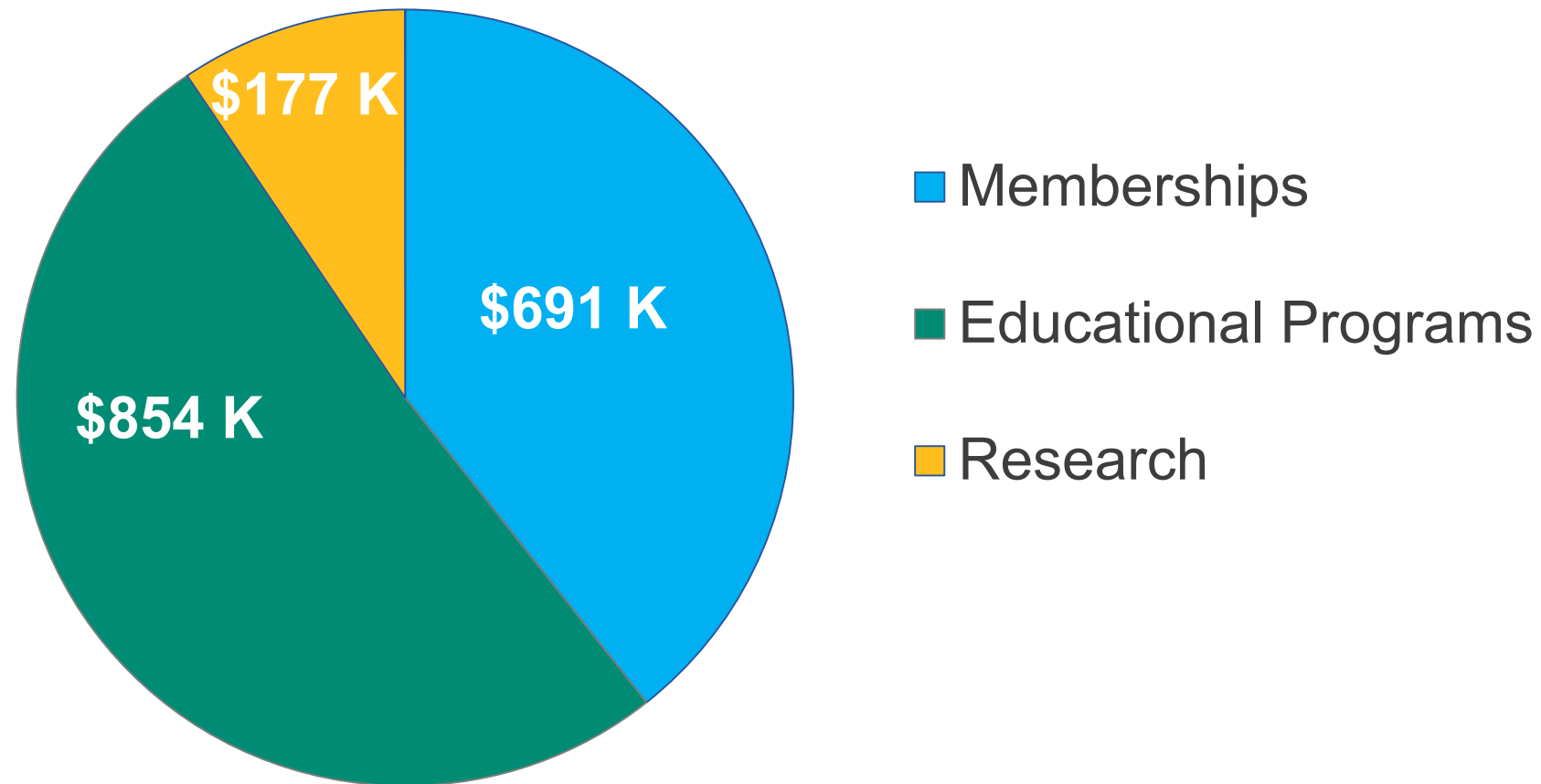
2020 Year-End Financial Performance

- 2020 in Review: A challenging year financially
 - NAEM ended FY2020 with 1/3 less in revenue than the prior year
 - Experienced a 50% reduction of revenue from association conferences
 - Dues revenue was down 15% from 2019
 - Cost cutting measures reduced expenses by \$1.1 million
 - Net cash losses of almost \$400K
 - NAEM took a line of credit for \$250K to preserve cash on hand



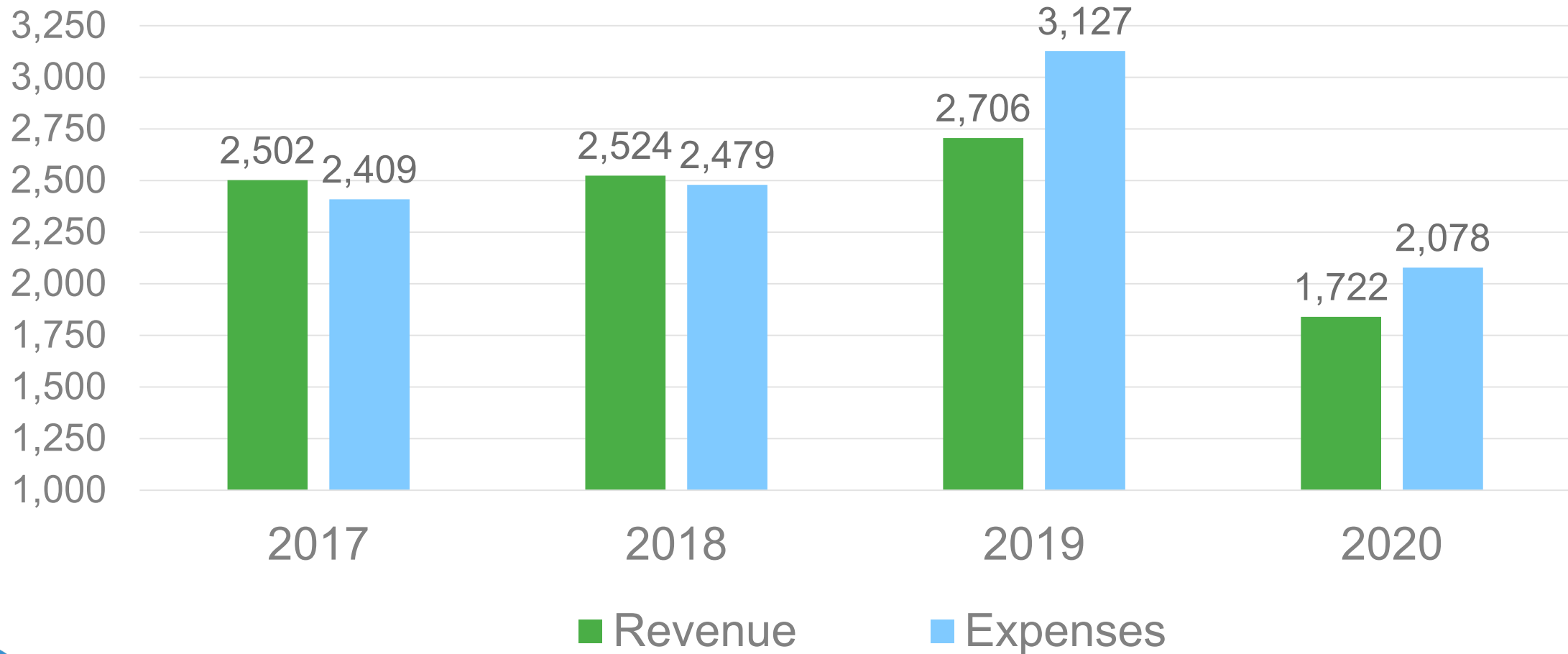
NAEM Financials: Revenue by Source

2020 Summary



NAEM Financials: Revenue & Expenses

4-Year View



4-year look at NAEM P&L

(in 000's)	2017 Actual (YE)	2018 Actual (YE)	2019 Actual (YE)	2020 Actual (YE)
REVENUE:				
Memberships	774	759	805	691
Forum	940	983	941	304
Programs	665	672	867	550
Research	124	110	94	177
Subtotal	2,502	2,524	2,706	1,722
<i>PPP/LoC</i>				250
TOTAL REVENUE	2,502	2,524	2,706	1,972
EXPENSES:				
Forum	442	423	497	218
Other Programs	411	419	739	375
Operating	1,474	1,637	1,891	1,486
<i>Hotel Obligations</i>				0
TOTAL EXPENSES	2,328	2,479	3,127	2,078
NET INCOME	175	44	-421	-106





Total Assets

Despite planned net losses, NAEM finished the year in a stable financial state

- NAEM realized net revenue amounts in 2015-2018
- 2019 - 2021 were expected to be investment years to enable growth

Our total asset picture for 2017-2020 is as follows:

Year Ending	Total Assets
2017	\$1,533,318
2018	\$1,577,705
2019	\$1,224,534
2020	\$1,014,229



*Going forward
in the
“New Normal”*

2021

COVID-19

2019

2018

2017

2016





Continued Resilience in 2021

- Despite significant financial constraints, NAEM will continue to meet the challenges of the current business environment
 - Maintaining rigorous cost controls with a reduced Staff size
 - Offering new ways to generate revenue from programming and sponsorships
- We are dedicated to finding innovating ways to meet the professional development needs of our members in a virtual environment
- NAEM needs the participation and support from our members more than ever



2021 Programming



- EHS&S Learning Events
 - Producing 4 Conferences Virtually
 - Annual EHS&S Management Forum in Person
 - Monthly+ Webinars throughout the Year
- Networking & Problem Solving
 - Monthly Drop-Ins for Members
 - Facilitating 6 Solve-It cohorts
 - Hosting Quarterly EHS&S Executive Roundtables
- Content & Research
 - Two Publications in Q1
 - More Topics under development
- Recognizing EHS&S Leadership
 - Conduct limited Awards Program



OPEX21

EHS Operational Excellence Conference

VIRTUAL CONFERENCE | MARCH 10, 2021



- A special focus on successful strategies and tools for supporting environmental, health & safety professionals during this demanding time
- Sessions on best practices for a variety of evergreen EHS management topics
- Great virtual networking with other EHS leaders
- Facilitated peer-to-peer sessions to benchmark with EHS leaders on COVID-19 topics





EHSTECH21

Software, Innovation & Technology Showcase

VIRTUAL CONFERENCE | MAY 25 - 27, 2021

- Introduce you to new tools, platforms and software systems to help achieve EHS&S performance gains
- Sessions focused on strategies to increase the maturity of your data collection and management, improve user engagement and to accurately plan for implementing new technology
- Networking opportunities to meet with software providers, thought leaders and session speakers





WOMENLEAD21

Women's Leadership Roundtable

VIRTUAL CONFERENCE | JULY 13 - 15, 2021



- A chance to evaluate your career path and build a new set of skills that will strengthen your leadership effectiveness, no matter where you are in your career
- Sessions designed to develop your communication & business skills
- Networking opportunities aiming to provide meaningful connections between EHS&S leaders





IMPACT21

Sustainability Impact Conference

VIRTUAL CONFERENCE | AUGUST 25-26, 2021



- Practical discussions surrounding the latest sustainability trends, approaches, tools and partnerships
- Sessions focused on business-critical initiatives and strategies on how to incorporate these initiatives into your sustainability programs
- Deep Dive discussions and benchmarking opportunities with sustainability leaders
- On-site interactive benchmarking



The Virtual Format also is a Great Way to Share Knowledge with your Team



Special Team & Enterprise-wide Registration Pricing this year





FORUM21

EHS & Sustainability Management Forum

TUCSON, ARIZONA | OCTOBER 19 - 22, 2021



Kelvin Sanborn

Director, EHS Strategy and Operations
GE Healthcare

2021 Forum Program Chair

“I’m excited to be leading the Forum Committee this year.

The Forum is the premier event for EHS&S professionals to come together and learn from one another and I’m honored to work with a diverse group of colleagues to shape the event for our community.”



A man with a beard, wearing a light blue button-down shirt, is sitting at a desk and writing in a notebook with a pen. The background is a blurred indoor setting with warm lighting and a vase of flowers.

Monthly Webinars:

- **Free to NAEM members**
- **Add value to you and your Team**
- **Showcase expertise from NAEM Affiliates and other consultancies**
- **Archived and Accessible on Demand from Anywhere**

SOLVE-ITs

- **COVID Return to Work Strategies**
- **Executing Effective Virtual Audits**
- **Sustainability Reporting Bootcamp**

Collaborating with Peers & Industry Experts to Solve EHS&S Management Challenges



NAEM's EHS&S Executive Roundtable



- Join Us Quarterly online
- Content for EHS&S executives who want contextual insights about existing and emerging business risks
- Discounted pricing for NAEM members

Bring a new level of insight to your organization





The State of Virtual Auditing



Corporate Travel Policies

Upcoming Research



Nominate a Peer for an Excellence Award

- Unique opportunity to recognize outstanding achievement
- This Year's Focus will be on Excellence is meeting the challenges of the global pandemic
- Details to be Announced in March





How You Can Get Involved in 2021

Share your Experience and Insights

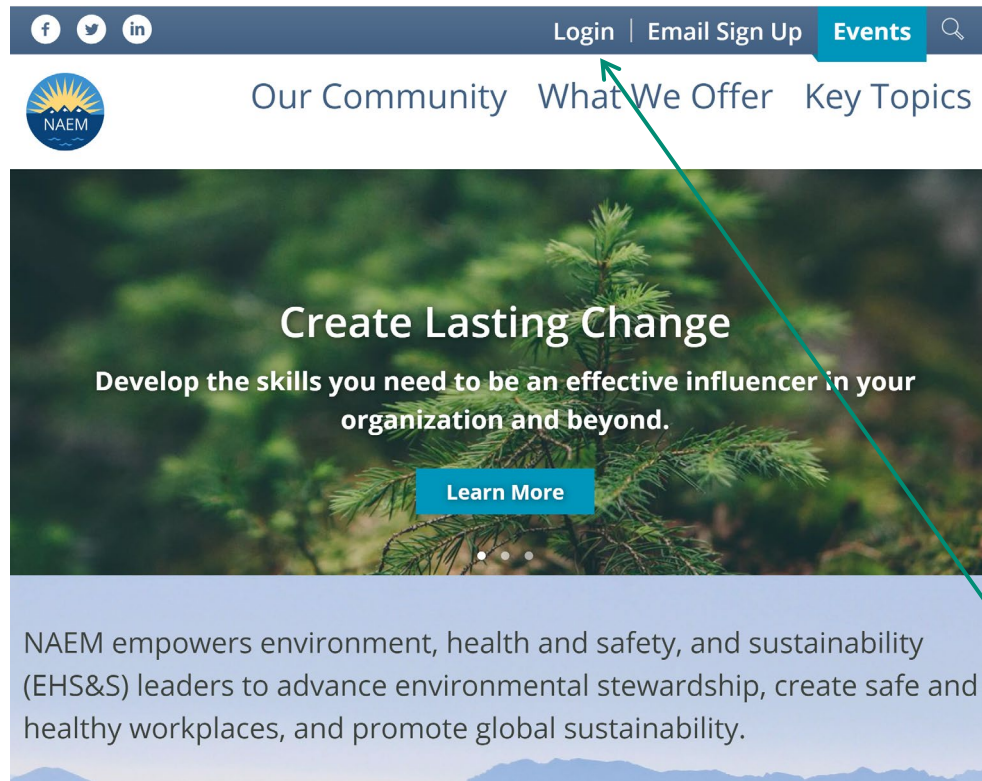
Active, intentional knowledge sharing creates Robust Networking

- Participate in a monthly Drop-In
- Help shape a NAEM Program Agenda
- Present your Case Study at a conference or Member Meeting
- Share the latest news about your career and/or company programs on the NAEM LinkedIn Page

***Your contributions are what make
NAEM's content unique!***



Build Your Network



The NAEM network is key to Your Professional Success

Update your NAEM Profile:

- Add contact information so members can connect with you
- Identify key areas of interest to facilitate information sharing and benchmarking

Located in “My Profile” at the top of the page.

“My Profile”





QUESTIONS?



Core Values of NAEM Remain the Same

- Focused on creating a robust professional community for EHS&S leaders
- Remain flexible and adaptable, pivoting to meet your needs in this reality
- Committed to a standard of excellence in programming and customer service



**We believe the NAEM community matters!
You are making your organizations, and the planet
healthier, safer and more sustainable.**


Stay Connected to Your Community

Professional Support is just one Member Away

www.naem.org

- LinkedIn: <https://www.linkedin.com/naem>
- Twitter: @NAEMorg
- YouTube: www.youtube.com/NAEMorgTV
- Facebook: www.facebook.com/NAEM.org





Thank you for Being Part of the NAEM Community

Take Advantage of Member Appreciation Week Activities

- **Wednesday:** FREE webinar, *Maintaining Leadership Presence When Not Present*
- **Thursday:** Get deep discounts on 2021 NAEM registrations
- **Friday:** Enter to win FREE registrations and research reports

Thank
You!