

Meeting the Future of EHS&S



**2023 Annual Member Meeting
January 24, 2023**





*State of
Profession*

*Annual
Report*

*2023
Programming*

Growth in our Profession


Michael Miller

*Senior Vice President of EHS,
Sustainability and Procurement
Advance Auto Parts*

President

NAEM Board of Directors



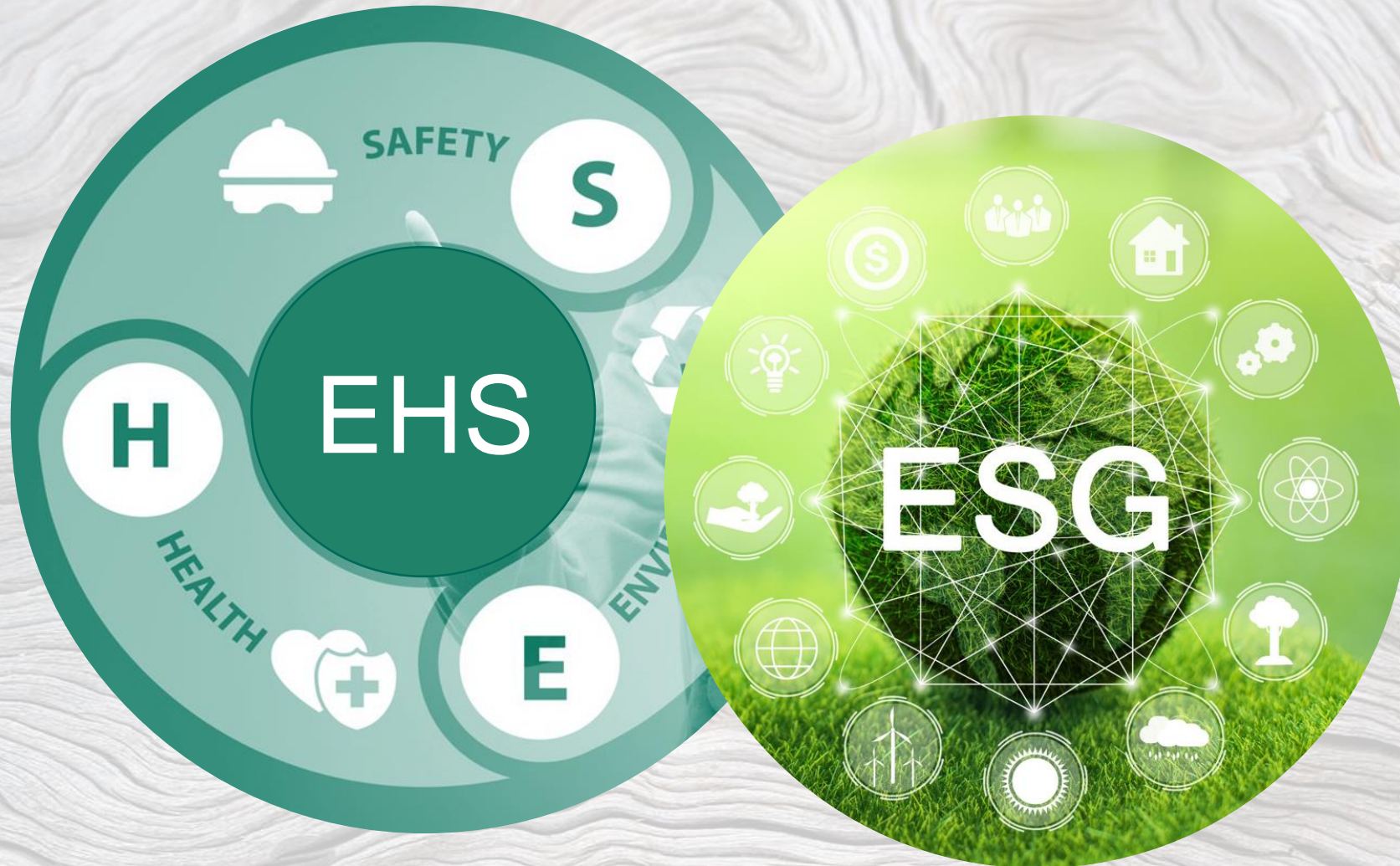
A wooden boardwalk made of light-colored planks winds through a vast, grassy dune landscape. The path curves from the foreground towards the middle ground, leading the eye into the distance. The dunes are covered in tall, green grasses and some purple heather. In the background, there are more dunes and a line of trees under a heavy, overcast sky. The overall mood is contemplative and serene.

Reflections on our Leadership Path

Expanding areas of Responsibility



The Intersection of EHS & ESG





Renewed Attention to Compliance



Greater Integration with Procurement & Supply Chain

**Talent
Development**

DEI

**Wellness &
Mental Health**



NAEM is
Timely, Relevant
and a Trusted
Resource



The National Association for EHS&S Management Annual Report





The Past few Years..

... Have required extraordinary levels of flexibility, fortitude and resilience

As we look to the future, we will embrace new opportunities, innovate and provide high-level, peer-based learning



2 0 2 3



Members
Connected
and Learned from
Each Other



FORUM22
EHS & SUSTAINABILITY MANAGEMENT FORUM





Welcomed New Members

- 20 new Regent members: Corporate, Non-Profit, Government entities
- The Affiliates Council remains full & engaged
- 20% increase in Individual memberships

NAEM's Regent Members

Corporate, Governmental & Non-Profit

1. 3M
2. ABB
3. Abbott Laboratories
4. Advance Auto Parts
5. Agilent Technologies
6. Air Liquide S.A.
7. Ameren
8. American Electric Power
9. Amphenol
10. Aptar
11. Ashland Inc.
12. Asplundh Tree Experts
13. ATCO
14. Ball Aerospace
15. Baxter International
16. BNSF Railway
17. Bose
18. Brady Corp.
19. Bristol Myers Squibb
20. Campari Group
21. Cargill
22. Carlex
23. Carrier
24. Caterpillar
25. Cell Signaling Technology
26. CF Industries
27. Charter Steel
28. Chemours
29. Church of LDS
30. Colgate-Palmolive
31. Comcast
32. ContourGlobal
33. Corning
34. Cummins
35. CVS Health
36. Danfoss Group
37. Danone North America
38. Dart Container Corporation
39. Delaware River Bay Authority
40. Deere & Co.
41. Duke Energy
42. DuPont
43. Eaton
44. Ecolab
45. Emerson Electric
46. Enerplus
47. EssilorLuxottica
48. Estée Lauder Companies
49. FUJIFILM Holdings America
50. Gates
51. Genentech
52. GE Healthcare
53. Global Tungsten
54. Harvard
55. Heico
56. Hydro-Quebec
57. IBM
58. Idaho Power
59. Imerys
60. Innophos
61. Intel
62. J.M. Huber
63. JELD-WEN
64. Juniper Networks
65. Kimberly Clark
66. Koch Industries
67. L3Harris
68. Liberty Diversified Intl.
69. Liberty Tire
70. Linde plc
71. Lindsay Corp.
72. Lockheed Martin
73. Los Angeles Department of Water and Power (LADWP)
74. Mitsubishi Power
75. Mosaic
76. National Grid
77. NCASI
78. NBCUniversal
79. New York Power Authority
80. Novartis International AG
81. Omnicell
82. Organon Pharmaceutical
83. Parker Hannifin
84. Penske Truck Leasing
85. Pfizer
86. Pitney Bowes
87. Polaris Industries
88. PPL
89. Procter & Gamble
90. Raytheon
91. Regeneron
92. Rivian
93. RIT
94. Rockwell Automation
95. Schneider Electric SE
96. Scotts Miracle-Gro
97. Signature Aviation
98. Signature Brands
99. Signode
100. Snohomish Co. Public Utility
101. Solidigm
102. Southern California Edison
103. Southern Company
104. SPX
105. Stanford University
106. Stellantis/FCA
107. Stepan
108. Takeda
109. Target
110. Tate & Lyle
111. Tennessee Valley Authority
112. Toro Co.
113. Toronto Hydro
114. Trane Technologies
115. True Value
116. United Continental Holdings
117. UnitedHealth Group
118. United States Postal Service
119. University of California
120. Valvoline
121. Ventura Foods
122. W. L. Gore & Associates
123. Westinghouse Electric
124. WestRock
125. Whirlpool
126. Yahoo, Inc.



Affiliates Council Companies

1. Archer Inc.
2. AECOM
3. Antea Group
4. APEX
5. APTIM
6. ARCADIS
7. Benchmark Digital Partners
8. Beveridge & Diamond
9. BSI
10. Burns & McDonnell
11. Capitol Environmental Services.
12. Civil & Environmental Consultants
13. Convergence Consulting
14. Cority
15. DAI Environmental
16. Dakota Software
17. EA Engineering
18. EHS Support
19. ehsAI
20. Enablon
21. Enhesa
22. Environmental Resources Management (ERM)
23. EVOTIX (SHE Software)
24. EY
25. Gannett Fleming
26. Geosyntec Consultants
27. GHD
28. Haley & Aldrich
29. Heritage Interactive Services
30. Hodgson Russ
31. HRP Associates
32. Huco Consulting
33. Impact Recycling
34. Intelex Technologies
35. Jacobs
36. Lisam Systems
37. LRQA
38. McCoy and Associates
39. Metrio
40. ProcessMAP
41. Ramboll
42. Redinger 360
43. Red-on-Line
44. Schneider Electric
45. Specialty Technical Consultants
46. STP ComplianceEHS
47. Sphera Solutions
48. Stantec
49. Terracon
50. Tetra Tech
51. The Solution Foundry
52. TRC Companies
53. Trihydro
54. Trinity Consultants/T3
55. VelocityEHS
56. Veolia
57. Woodard & Curran
58. WSP USA





Prepared for Growth

- Amended NAEM's Governance – Board Tenure & elections cycle
- Conducted a strategic visioning process to realize a new 3-year plan

Deborah Briggs
Polaris Industries Inc



Drena Howard
The Estée Lauder
Companies Inc.



“Community” is NAEM’s Unique Value Proposition

- Networking, networking, networking
- Peer-sharing and peer-learning
- Trusted source of knowledge
- Relevant, useful, leading-edge content

A close-up photograph of a bright blue pushpin with a gold-colored stem, pinned to a vintage-style map. The map features a compass rose and various geographical markings. The image is partially obscured by a white curved shape on the right side of the slide.

Three Strategic Goal Areas

- Advancing Programmatic Excellence
- Accelerate EHS&S Leadership
- Take NAEM to the next level

2022 Financial Report



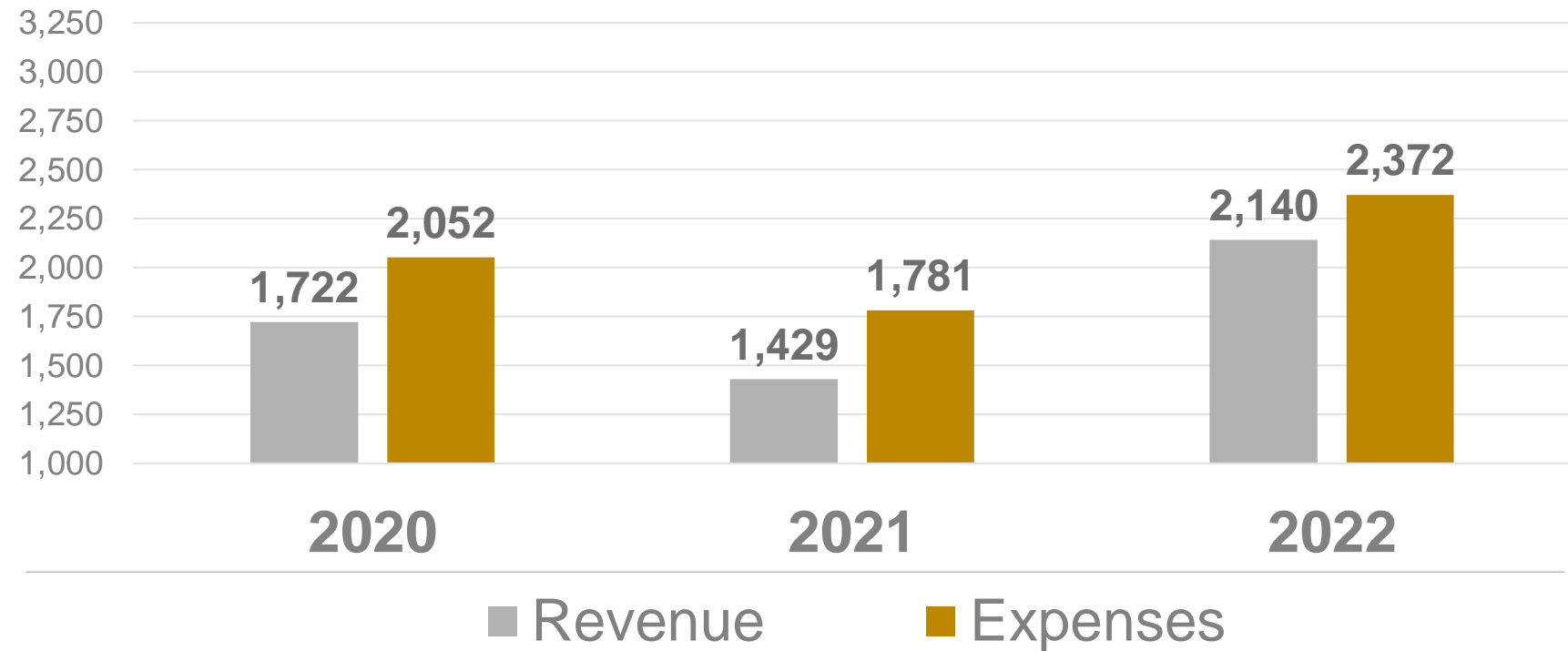
2022 Financials Overview

- Strong revenue recovery after two years of pandemic impacts but the Association has not yet returned to pre-pandemic revenue levels
- Positive revenue growth in NAEM Programs was outpaced by Inflationary Cost Increases
 - Program expenses rose significantly due to 30-40% increased pricing across the event industry due to inflation and other cost measures
- NAEM also had record new corporate dues with new organizations joining
- The Association's Operating expenses were tightly controlled



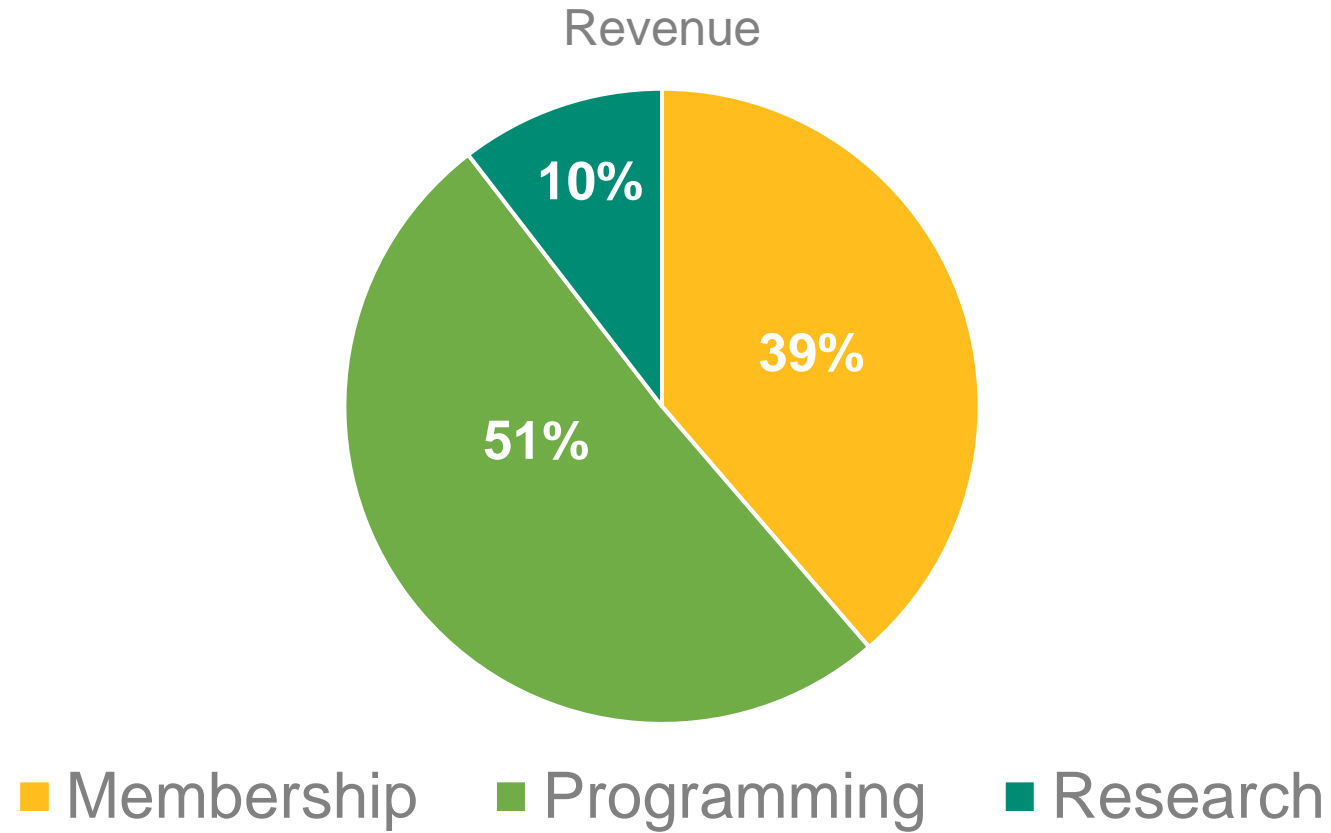
NAEM Financials: Operational Revenue & Expenses

3-Year View



NAEM Financials: Key Operational Revenue

2022 Summary



NAEM Financials:

Profit & Loss

3-Year View

(in 000's)	2020 Actual (YE)	2021 Actual (YE)	2022 Actual (YE)
REVENUE:			
Memberships	686	749	789
Forum	296	286	662
Programs	563	277	475
Research	177	117	213
TOTAL REVENUE	1,722	1,429	2,140
EXPENSES:			
Forum	217	145	403
Other Programs	374	199	379
Operating	1,483	1,412	1,591
Subtotal	2,073	1,756	2,372
Hotel Obligations		25	0
TOTAL EXPENSES	2,073	1,781	2,370
NET INCOME	(351)	(352)	(232)
OTHER:			
PPP/LoC/ERT	250	511	0
NET INCOME (with PPP)	(101)	159	(232)



Overall Financial Health

NAEM is financially solvent despite planned investment prior to COVID and the ensuing losses realized from the pandemic

Our total assets for 2020-2022 are as follows:

Year Ending	Total Assets
2020	\$1,019,222
2021	\$1,115,846
2022	\$ 813,511



NAEM Financials: Summary

- Despite the challenges of the pandemic and net revenue losses in 2020 and 2022, NAEM is financially solvent
- NAEM continues to have strong financial management, with close oversight to budget and successful forecasting
- NAEM is acutely focused on returning to a net positive revenue budgetary position



What's Ahead



2023 Initiatives

Programs & Initiatives:

- Develop and host full portfolio of learning conferences
- Enhance NAEM's virtual programming
- Pilot Community-based event (watch party)
- Resurrect Research Program
- Bring back Awards Program

Internally

- Reinvent NAEM Executive Newsletter
- Publish more educational content on-line
- Create additional opportunities for NAEM Affiliates to share knowledge & expertise
- Conduct Elections

Enhancements and Innovations Underway

Insights and Direction developed in the Strategic Plan

- Tailored programming for different roles and levels in organizations
- A focus on talent and greater inclusion of junior staff/Next Gen Leaders
- Experiment with program delivery and new services
- New areas: training and leadership



2023 Programming

Learning
Networking
Problem-Solving
Showcasing

In-Person and On-Line





Objective:

- To “unpack” complex sustainability & ESG topics, provide practical learning and connect through the peer-to-peer break out discussions
 - Q1: Sustainability Updates & Takeaways from COP27
 - Q2: Advancing Zero-Waste and the Circular Economy Efforts
 - Q3: Tools and Strategies to Accelerate your Climate Action Plan
 - Q4: Critical Issues in Corporate Sustainability and ESG Reporting

Audience:

- Sustainability professionals tasked with developing and advancing their operational initiatives and reporting practices





Objective:

- To gain a broader understanding of how digital strategy and technology tools are being used to achieve compliance, sustainability goals and ESG reporting
- To meet with leading software and technology providers and view live demonstrations in the exhibit hall

Audience:

- EHS, Sustainability, ESG, and related IT professionals seeking to advance their organization's digital strategy, data management and ESG reporting





OPEX²³

EHS Operational Excellence

VIRTUAL EVENT
MAY 17-18, 2023

Objective:

- Provide high value EHS and leadership development sessions that support your whole EHS team
- Showcase EHS peers and content experts, focus on EHS excellence and continuous program improvement

Audience (2 tracks):

- EHS leaders responsible for core environmental, health and safety management
- Established EHS leaders who are looking to drive continuous improvement and innovation



The Virtual Format offers you a Great Way to:

- Gain insights from experts and thought leaders for you and your team
- Efficiently share knowledge with your team and create a team building experience with the interactive break-out discussions
- Access valuable content from wherever and whenever is convenient for you



***Special Team Access and
Enterprise-level Registration***





FORUM²³

EHS & Sustainability Management Forum

CLEVELAND, OHIO
OCTOBER 24-27, 2023



Rodney Canada
Executive Director, Health and
Safety Comcast

2023 Forum Program Chair

“I am thrilled to serve as the 2023 Forum Program Committee chair. As an EHS leader and longtime NAEM member, I can attest that the Forum is the best source of peer-developed content, designed to help EHS and sustainability professionals meet the challenges of conducting business today.

It’s also a great opportunity to network with peers in other industries and meet leading EHS services providers in the Forum exhibition hall.

I hope you will join us in Cleveland!”



Knowledge Sharing by NAEM Affiliates

Webinars are always:

- Free to NAEM members
- Scheduled at 2:00PM ET
- Archived and Accessible on Demand from Anywhere



- **Unleashing Universal Data – from Reporting to Decarbonization**
- **Developing an Environmental Justice Policy and Community Engagement Strategy**
- **Managing PFAS Risks Under Increasingly Stringent Regulations**
- **Using ISO Management Systems to Reach ESG Goals**
- **Severe Risks of Climate Change on Worker Health**
- **ESG Data Management: Challenges and Solutions**





Member Drop-Ins

Just-in-Time Knowledge Sharing

The 3rd Thursday of the month

February 23rd

March 23rd

April 20th

June 15th

July 20th

August 24th

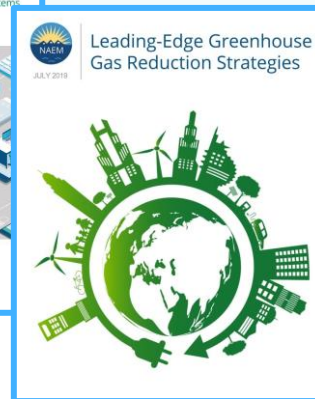
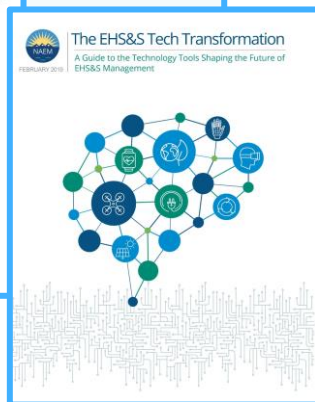
September 21st

November 16th

Research & Online Resources

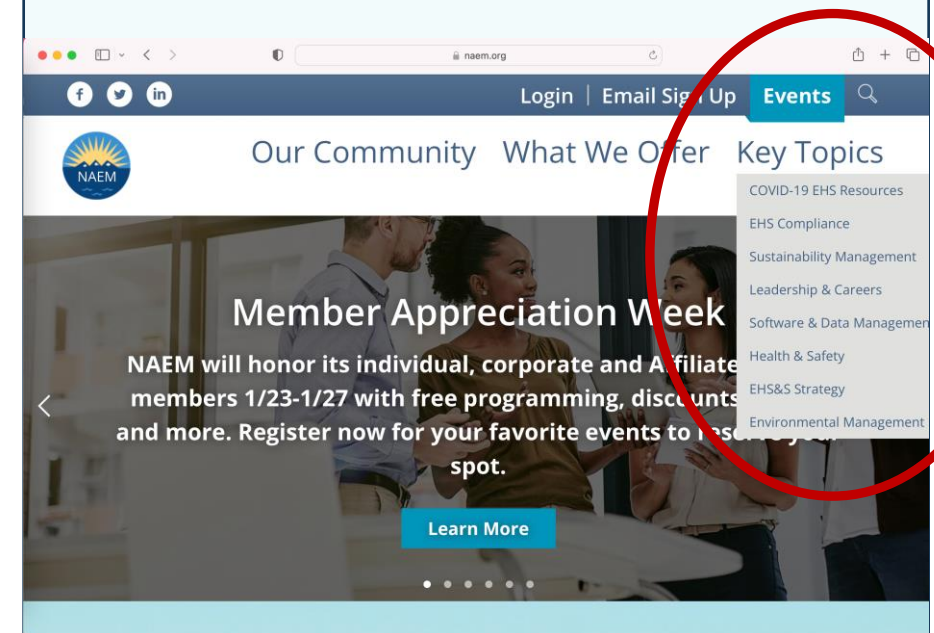
Get Ready for several planned Benchmarks, including:

- ESH/ESG Technology
- Business Resiliency
- EHS & Compensation
- Regent Spring Benchmark



Searchable and free to members:

Find research, articles, conference presentations in the “Key Topics”



Corporate Board of Regents

Join the us next week for a 30-minute corporate member meeting

- Quick Poll Update
- Upcoming Regents Meeting Benchmark

Two opportunities to provide feedback:

Wednesday, February 1st

1:00-1:30 PM ET

4:00-4:30 PM ET



Mark Hause
DuPont



Allen Stegman
BNSF

**Benchmark Committee
Co-Chairs**



2023 Excellence Awards

Nominate a Peer!

- **Lifetime Achievement**

- Recognizing an accomplished EHS&S executive whose vision and commitment positively shaped the fields of environment, health & safety, and/or sustainability within a corporate management role

- **30 Over 30**

- Showcasing thirty EHS&S professionals whose leadership resulted in achieving a critical business objective within their organization

➤ *Details to Follow*





How You Can Get Involved



NAEM'S Board of Directors

NAEM President



Mike Miller

*Senior Vice President of EHS,
Sustainability & Procurement
Advance Auto Parts*

1st Vice President



Nicole Wilkinson

*Executive Director, EHS
CVS Health*

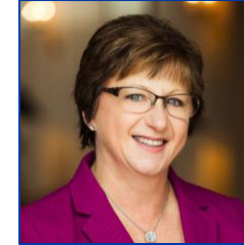
Treasurer



Fawn Bergen

*Global Sustainability Manager
Intel*

Past President



Sandy Nessing

*Chief Sustainability Officer
American Electric Power*



Deborah Briggs

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



Katie Chrisler

*Sustainability Manager
Bunzl Distribution North America*



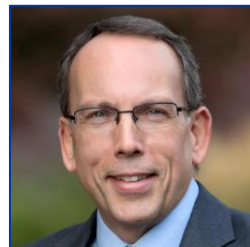
James Goudreau

*Vice President ESG
CVS Health*



Kelvin Sanborn

*Director, EHS Strategy & Operations
GE Healthcare*



David Williams

*Associate Director, EHS
Organon*



Greg Carli

*Executive Advisor, ESG &
Strategic Sustainability
GHD*

NAEM AC President



John Guttman

*Principle
Beveridge & Diamond
NAEM General Counsel*



Carol Neuvelt

*NAEM
Executive Director*



Run for a Position on the NAEM Board of Directors

- Elections for the 2024-2026 Board of Directors will occur this year
 - Three-year Board commitment
 - The nomination process begins in the Spring for all open board positions:
 - Vice President, Treasurer, and Director-at-Large positions
 - Individual Members are eligible for Director-at-Large Positions
- Timeline
 - April- May: Call for Governance Committee Volunteers and Nominees
 - June- August: Nominee Interviews are conducted with the Governance Committee
 - September: Slate of Officers and Slate of Directors at Large are created and presented
 - October: Board of Regents votes on the slates at October Regents Meeting
 - January 2024: 3 Year Term for the new Board of Directors begins



Get Involved

- **Run for Board Position**
- **Participate in a monthly Drop-In**
- **Help shape a NAEM Program Agenda**
- **Present your Case Study at a NAEM program**
- **Attend a Regent Meeting**
- **Participate in the Quick Polls & Benchmarking**
- **Engage on NAEM's LinkedIn Page**



Share your Experience and Insights

Feedback... Questions?





Member Appreciation Week

SPECIAL MEMBERS-ONLY EVENTS | JAN. 23-27, 2023

Activities Daily
Opportunities to Connect

Learn more @ naem.org



WEDNESDAY, JANUARY 25TH

Learn at IMPACT

*Sustainability Updates &
Takeaways from COP27*

11:30am – 1:30pm ET



IMPACT²³

Sustainability Impact Quarterly Series





THURSDAY, JANUARY 26TH

Discount Day

Save big with once-a-year discounts on NAEM's upcoming conferences on Discount Day

Jan. 26th from 8am-12am ET

Go to www.naem.org
to make your purchase



FRIDAY, JANUARY 27TH

Raffle Day

Enter NAEM's raffle to win
free registrations to NAEM's
2023 conferences and
the best-selling research:
*EHS&S Staffing, Structure &
Budget report*



Stay Connected to Your Community



Professional Support is just one Member Away

www.naem.org

www.linkedin.com/naem

www.facebook.com/NAEM.org



Thank you

Thank you for
Being Part of
the NAEM
Community