



# The Evolving Role of EHS & Sustainability

## Making an Impact

## Annual Member Meeting

January 30, 2024







*State of  
Profession*

*Annual  
Report*

*2024  
Programming*

# New Opportunities in an Evolving Profession



**Nicole Wilkinson**

*Executive Director  
Corporate Environmental  
Health & Safety  
CVS Health*

**Chair**

**NAEM Board of Directors**





# Playing a critical role in business continuity and resiliency







**Going beyond  
health and safety,  
towards total  
worker health and  
wellness**





***Building  
Partnerships  
to respond to  
emerging  
responsibilities***



**COMPLIANCE**

**STANDARDS**

**POLICIES**

**REGULATIONS**

**RULES**





**Delivering value through cutting-edge software management solutions and technology applications**





**NAEM offers you trusted  
Resources & Programs**



NAEM's resources are plentiful  
and you can get what you want







**NAEM's community and programming  
Brings value for your entire team**



NAEM is a Valued,  
Trusted Resource to  
help us on our  
Professional  
Journey





# The National Association for EHS&S Management (NAEM) Annual Report







# 2023: Continued Path toward Recovery

Positive areas of growth & innovation amidst marketplace headwinds

- The Association's Revenue stayed consistent with prior year
- Produced a full portfolio of high-value learning events
- Innovative IMPACT "watch parties" re-introduced regional programming
- Brought back the Excellence Awards & Research
- Furthered Governance aspects of the Association







**Members  
Connected  
and Learned from  
Each Other**





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## Innovated & Expanded Programming

- World-class keynotes
- Timely, relevant topics
- Greater utilization of Affiliates Council expertise
- More opportunities to engage virtually







# Welcomed New Members

- 17 new Regent members: Corporate, Non-Profit, Government entities
- 6 new Affiliates Council members
- 5% increase in Individual memberships



# 2023 Financial Report



# 2023 Financials Overview

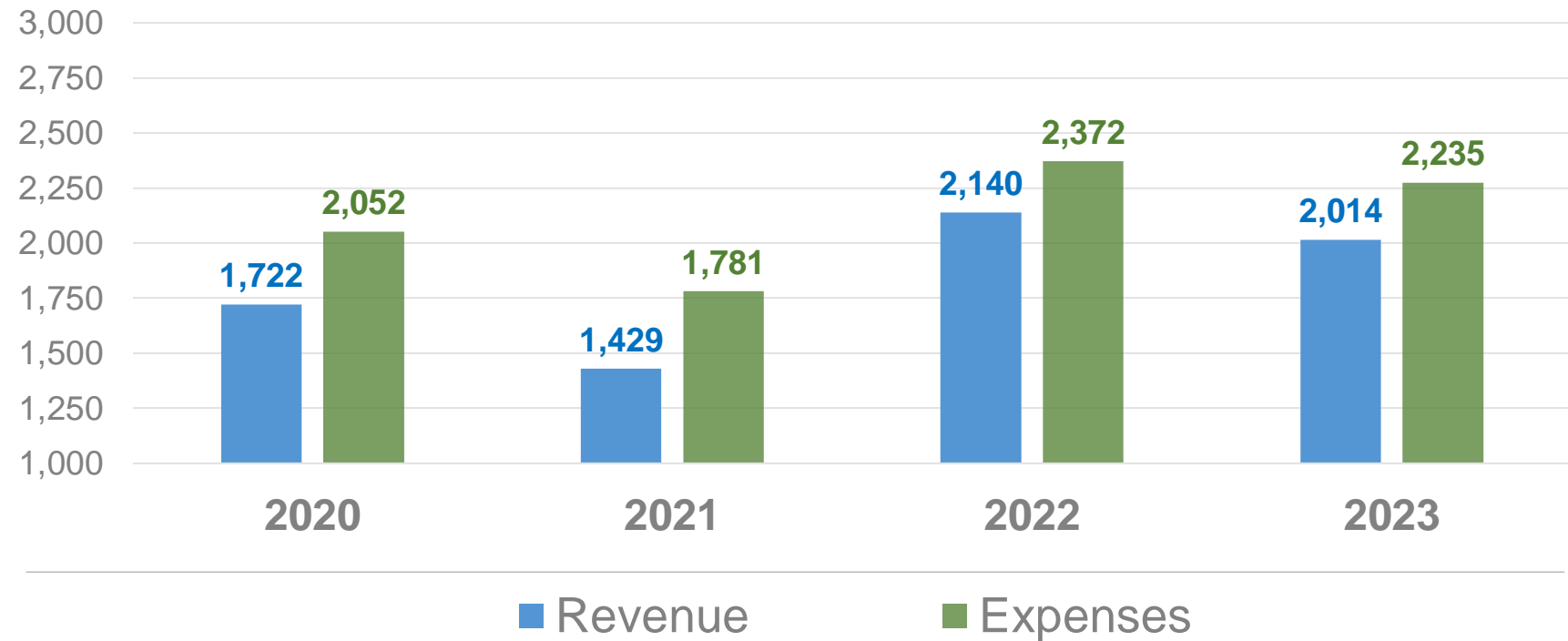
- The Association has not yet returned to pre-pandemic revenue levels
  - New patterns of membership professional development needs & demands
- Modest revenue growth in NAEM Programs
  - Travel restrictions and inflationary cost increases continue
- Another year of strong membership growth
  - Alongside higher than usual member turnover
- The Association's operating expenses were tightly controlled





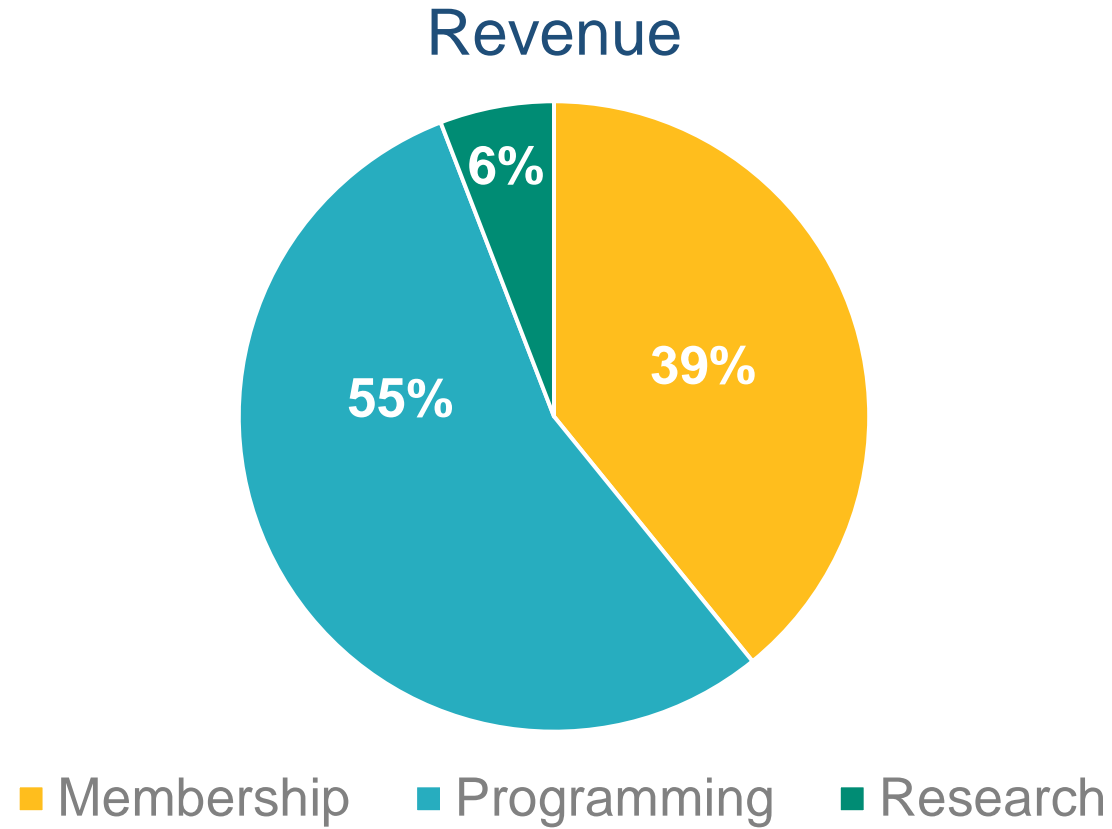
# NAEM Financials: Operational Revenue & Expenses

## 3-Year View



# NAEM Financials: Key Operational Revenue

## 2023 Summary





# NAEM Financials: Summary

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

Our total assets for 2021-2023 are as follows:

Year Ending	Total Assets
2021	\$1,115,846
2022	\$ 810,315
2023	\$ 579,157



# NAEM Financials:

- 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
- Going forward, 2024 will be a pivotal year for the Association





# What's Ahead



# Welcome 2024-2026 Board

*President*



**Nicole Wilkinson**  
Executive Director of HSE  
CVS Health

*First Vice President*



**Rodney Canada**  
Executive Director,  
Occupational Health &  
Safety  
Comcast

*Second Vice President*



**Fawn Bergen**  
Manager, Corporate  
Sustainability Group  
Intel Corp.

*Treasurer*



**Katie Fox**  
BNA Sustainability  
Program Manager  
Bunzl Distribution North  
America

*Past President*



**Mike Miller**  
Senior VP of EHS&S,  
Risk and Procurement  
Advance Auto Parts

*General Counsel*



**John Guttman**  
Principal  
Beveridge & Diamond

*Affiliates Council President*

*Executive Director*



**Erin Donovan**  
Senior Manager, Health,  
Safety, Sustainability &  
Environment  
ATCO



**Laura Eckert**  
Global Environmental  
Compliance Manager  
Tate & Lyle



**Heather Ingraham**  
Manager, EHSQ Audit  
CF Industries Inc.



**Chris Milici**  
Director, Environmental  
Health & Safety  
FM Global



**David Ocamb**  
Director, Global  
Environmental Programs  
Trane Technologies plc



**Kelvin Sanborn**  
ESG Program Leader  
GE Healthcare



**Jacquelyn Seth**  
Emergency Preparedness  
& Life Safety Advisor  
Fannie Mae



**Melissa Tominack**  
Director, Corporate  
Sustainability  
American Electric Power  
Co. Inc.



**Mary Linn Leonards**  
Chief Revenue Officer  
Impact Recycling



**Carol Neuvelt**  
NAEM





# Continue High-Value Programming for the EHS&S Community

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Insights and Direction developed in the Strategic Plan

- Tailored programming for different roles and levels in organizations
- A focus on Research
- Further innovation with program delivery and new services



# 2024 Programming

- Learning
- Showcasing
- Benchmarking
- Problem-Solving
- Networking

*In-Person and On-Line*





# 2024 NAEM Conferences

## In-Person Conferences

ALEXANDRIA, VA  
APRIL 30 – MAY 2, 2024



**TECH24**  
EHS + ESG DATA & REPORTING CONFERENCE



PROVIDENCE, RI  
JULY 23 – 25, 2024



**WOMENLEAD24**  
EHS+S WOMEN'S LEADERSHIP CONFERENCE



FORT WORTH, TX  
OCTOBER 27 – 30, 2024



**FORUM24**  
EHS & SUSTAINABILITY MANAGEMENT FORUM



## Virtual Events

VIRTUAL EVENT  
JANUARY 31, 2024  
SEPTEMBER 18, 2024  
DECEMBER 4, 2024



**IMPACT24**  
SUSTAINABILITY IMPACT SERIES



VIRTUAL EVENT  
MARCH 20 – 21, 2024



**OPEX24**  
EHS OPERATIONAL EXCELLENCE CONFERENCE



VIRTUAL EVENT

JANUARY 31, 2024  
SEPTEMBER 18, 2024  
DECEMBER 4, 2024



# IMPACT24

SUSTAINABILITY IMPACT SERIES



## Objective:

- Explore complex sustainability & ESG topics, provide practical learning and engage through the peer-to-peer break out discussions, and connect regionally or virtually
- Three Sessions:
  - ***Understanding ESG Shareholder Activism Risk***
  - ***Circularity and Waste Reduction Best Practices and Innovations***
  - ***Preparing ESG Reporting Requirements on Biodiversity and Human Capital Management***

## Audience:

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





**VIRTUAL EVENT**  
**MARCH 20 – 21, 2024**



# OPEX24

**EHS OPERATIONAL EXCELLENCE CONFERENCE**



## 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:

- EHS leaders responsible for core EHS management and those looking to drive continuous improvement and innovation

## Keynote



**2023 NAEM  
Excellence Award Recipient**

**Todd Brady**  
Vice President, Global Public Affairs  
& Chief Sustainability Officer  
Intel Corp



ALEXANDRIA, VA

APRIL 30 – MAY 2, 2024



# TECH24

EHS + ESG DATA & REPORTING CONFERENCE



## Objective:

- Hear how digital strategy and technology tools are being used to achieve compliance, sustainability goals and ESG reporting. This year's focus:
  - Preparing for ESG Reporting Regulations
  - Carbon Accounting and GHG Management
  - EHS Management and Compliance
- 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





FORT WORTH, TX  
OCTOBER 27 – 30, 2024



# FORUM24

EHS & SUSTAINABILITY MANAGEMENT FORUM



## Objective:

- Support EHS&S Leaders at all career levels to develop their business acumen, get peer-tested strategies for addressing critical management challenges, expand their network and improve their organization's EHS&S performance

## Audience:

- Established as well as NexGen EHS, Sustainability and ESG professionals seeking to advance their organization's EHS&S initiatives

Let us know if you'd like to participate on the Forum Program committee and/or speak at the conference. Contact Virginia Hoekenga ([virginia@naem.org](mailto:virginia@naem.org))



PROVIDENCE, RI  
JULY 23 – 25, 2024



# WOMENLEAD<sup>24</sup>

EHS & S WOMEN'S LEADERSHIP CONFERENCE



## Objective & Audience:

- To empower women working in corporate EHS & Sustainability become better business leaders, communicators and influencers and advance their career and business objectives

### Opening Keynote



**Karen Abramson**  
CEO-Corporate Performance  
& ESG Division  
Wolters Kluwer

### Keynote Panel



**Monica Alston**  
VP - SHE and Risk  
& Compliance  
National Grid



**Victoria Emerick**  
Executive Director &  
Global Head of Corporate  
Sustainability Strategy & Operations  
Bristol-Myers Squibb



**Jana Gessner**  
Global VP - EHS  
PepsiCo





# 2024 NAEM Webinars

February 20



Operationalizing Sustainability Through EHS Management Systems

March 4



Integrating EHS into Sustainability Strategy and Reporting

April 2



Solar Energy Feasibility Assessments & One Company's Solar Journey

May 21



Best Practices: Digitizing Your Chemical Inventory Tracking

June 11



Creating a sustainable future with generative AI

August 13



Circular Economy and Reframing How We Get to Zero



*Free to NAEM members • Scheduled at 2:00PM ET • Archived & Accessible on Demand*

# Member Drop-Ins

Peer Learning Sessions  
on Timely Topics

February 22<sup>nd</sup>

April 18<sup>th</sup>

May 16<sup>th</sup>

June 20<sup>th</sup>

August 22<sup>nd</sup>

September 26<sup>th</sup>

November 21<sup>st</sup>



*For Regent & Individual Members* • *Scheduled Thursdays at 4:00PM ET* • *Facilitated by Members*



# Utilize the Power of Peers

## Drop-Ins provide NAEM members:

- Just in Time Benchmarking
- Candid conversations and insights with Peers
  - Operationalizing concepts
  - Advancing programs
  - Sharing lessons-learned
- Facilitated by Peers
- Formats: Live polling, Structured Discussion, Presentations



## Next Drop-in

### *Creating a Climate Transition Action Plan*

Thursday, February 22<sup>nd</sup>

4-5 PM ET

- How Intel approached the process and created their CTAP including the major steps involved.
- Supply chain integration & stakeholder engagement
- Scenario analysis and Lessons-learned



**Rachel Cavanagh**  
Global Climate Change  
Program Manager  
Intel



**Fawn Bergen**  
Global Sustainability  
Director  
Intel



**Natasha Hodas**  
Environmental Supply  
Chain Program Manager  
Intel

# Research & Online Resources

## Get Ready for several planned Benchmarks, including:

- EHS&S Staffing, Structure and Budget
- ESH/ESG Technology
- 2024 EHS & Compensation
- Regent Spring & Fall Benchmarks





# 2024 Excellence Awards

## Nominate:

Yourself, a Peer, a Colleague, a Client!

- **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 be  
Announced in April*



# Feedback... Questions?



## Here's how you can get involved:

- Attend a virtual or in-person conference
- Facilitate and/or Participate in a Drop-In
- Attend or invite a peer to join a webinar
- Join a Committee (Research, Program, Regional Membership, etc)
- Host a Regional IMPACT24 event
- Respond to upcoming Benchmark Research
- Connect with fellow NAEM'ers



VIRTUAL EVENT

JAN. 29 - FEB. 2, 2024



# NAEM MEMBER APPRECIATION WEEK 24



**Monday, Jan. 29, 2024**

**Meet NAEM's Board & Shape Future Programming**



**Tuesday, Jan. 30, 2024 | 1:00 – 2:00 p.m. ET | online**

**NAEM's 2024 Annual Member Meeting**



**Wednesday, Jan. 31, 2024 | 1:00 – 2:45 p.m. ET | online**

**NAEM's IMPACT Virtual Series Session**



**Thursday, Feb. 1, 2024**

**Discount Day**



**Friday, Feb. 2, 2024**

**Raffle Day**







# IMPACT24

SUSTAINABILITY IMPACT SERIES

## Understanding Shareholder Activism Risk

WEDNESDAY, JANUARY 31<sup>ST</sup>  
1:00-2:45 PM ET



VIRTUAL EVENT

JAN. 29 - FEB. 2, 2024



# NAEM MEMBER APPRECIATION WEEK 24







THURSDAY, FEBRUARY 1<sup>ST</sup>

## Discount Day

One Day Only! Save big with once-a-year discounts on NAEM's upcoming conferences

Go to [www.naem.org](http://www.naem.org) to make your purchase

**Feb. 1<sup>st</sup> from 8am-12am ET**

VIRTUAL EVENT

JAN. 29 - FEB. 2, 2024



**NAEM MEMBER  
APPRECIATION WEEK 24**





FRIDAY, FEBRUARY 2<sup>ND</sup>

# Raffle Day

Enter NAEM's raffle to win free registrations to NAEM's 2024 conferences and the best-selling research: *EHS&S Salary report*

VIRTUAL EVENT

JAN. 29 - FEB. 2, 2024



**NAEM MEMBER**  
**APPRECIATION WEEK** 24





# Stay Connected!



Professional Support is just one Member Away

[www.naem.org](http://www.naem.org)

[www.linkedin.com/naem](http://www.linkedin.com/naem)

[www.facebook.com/NAEM.org](http://www.facebook.com/NAEM.org)

Thank you for Being Part  
of the NAEM Community