



# Taking EHS and Sustainability to the Next Level

**2022 Annual Member Meeting**  
**January 25, 2022**

# NAEM's Annual Member Meeting

**Leadership  
Reflections**

**State of the  
Association**

**2022  
Programming**





# Leading the Way

Michael Miller

President

NAEM Board of Directors

*Senior Vice President of EHS,  
Sustainability, Risk Management, Corporate  
and Supply Chain Real Estate  
Advance Auto Parts*



# EHS & Sustainability Leading the Way



- These past few years have shown the tremendous value of EHS & Sustainability
- EHS and Sustainability have a seat at the decision-making table
- Let's optimize this opportunity







# NAEM is.....

## Relevant, Timely and a true Resource

For me, the past two years have demonstrated that:

- NAEM provides essential knowledge and opportunity for connection
- The agility to meet the needs of our members
- Produces a great balance of programming across EHS&S disciplines and for folks at different stages of their careers
- I benefited from timely benchmarking
- Lots of great networking, even though we were not together in person



# NAEM'S Board is here to Serve You

**NAEM President**



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

**1<sup>st</sup> Vice President**



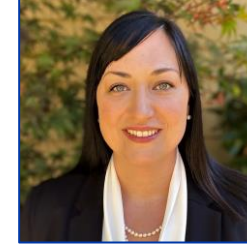
**Nicole Wilkinson**  
*Director, Corporate EHS  
CVS Health*

**2<sup>nd</sup> Vice President**



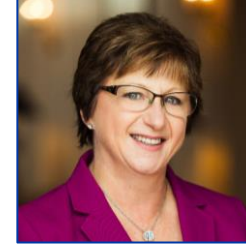
**Marc Juaire**  
*Corporate Director of EHS  
Liberty Diversified International*

**Treasurer**



**Fawn Bergen**  
*Global Sustainability Manager  
Intel*

**Past President**



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



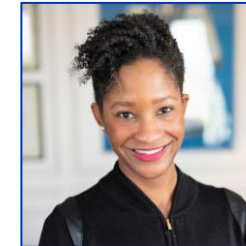
**Deborah Briggs**  
*Vice President, EHS, Security & Facilities  
Polaris Industries*



**Katie Chrisler**  
*EHS Manager  
Bunzl Distribution North America*



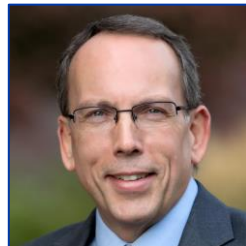
**James Goudreau**  
*Head of Climate  
Novartis*



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



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



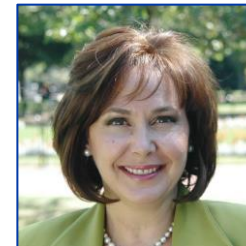
**David Williams**  
*Associate Director, EHS  
Merck & Co. Inc.*



**Greg Carli**  
*Executive Advisor, ESG &  
Strategic Sustainability  
GHD  
NAEM AC President*



**John Guttman**  
*Principle  
Beveridge & Diamond  
NAEM General Counsel*



**Carol Neuvelt**  
*NAEM  
Executive Director*





# NAEM's Journey

**2020:**

An unprecedented year

**2021:**

Overcoming Challenges

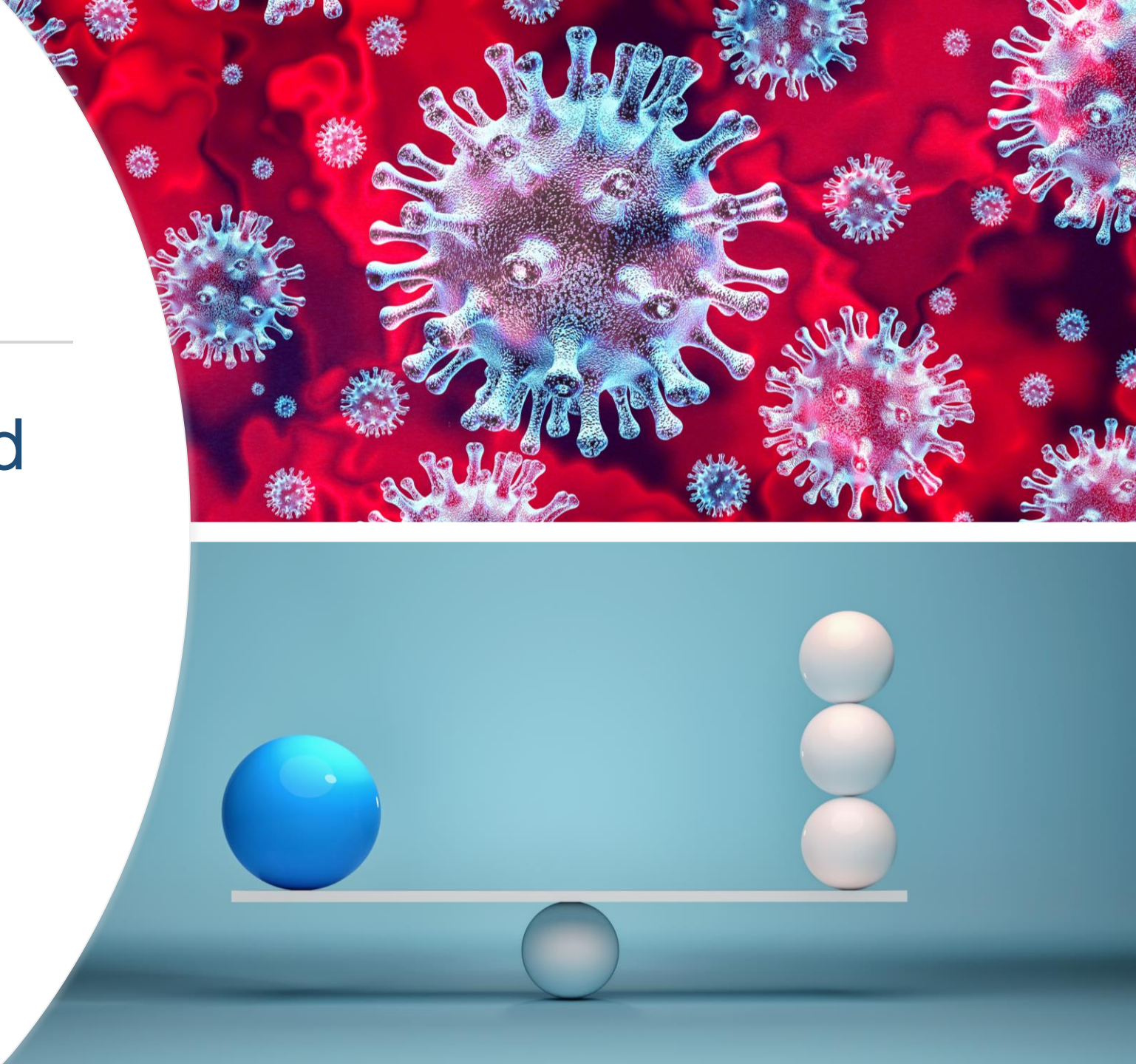
**2022:**

Investing and evolving our strategy to ensure we continue to meet the needs of our profession



2021:

EHS & Professionals  
(and NAEM) balanced  
the Demands of  
COVID with those of  
Advancing the Goals  
of their programs





*Although we (again) could not meet in person,*

***We Deployed more  
opportunities to  
connect online and  
innovated with  
engagement strategies***

# Members Successfully Connected

- Drop-ins
- Webinars
- Conferences
- EHS&S Roundtable
- Solve-Its
- Regent meetings
- Quick Polls & Benchmarking





# We learned and were inspired by all of the voices we heard in our programming

...with a special “shout out to the 2021 Keynote Speakers



**Kelvin Roth**  
*Vice President, Environmental,  
Health, Safety and Quality  
CF Industries Inc*



**Peggy Shepard**  
*Co-Founder and Executive Director  
WE ACT for Environmental Justice*



**Mary D. Nichols**  
*Former Chair  
California Air Resources Board*



**Scott Halford**  
*Keynote, Author and Neuroscientist  
SG Halford Inc.*



**Dr. Stefanie K. Johnson**  
*Associate Professor  
Leeds School of Business at the  
University of Colorado Boulder*



**Jason Schenker**  
*President / Chairman  
Prestige Economics LLC/ The Futurist*



**Dr. Sherry**  
*Licensed Clinical Psychologist,  
Media Personality, Speaker -  
Author – Mental Health Expert*



**Susan Angyal**  
*Regional Chief Executive  
Officer for North America  
Environmental Resources  
Management (ERM)*



# Membership Stayed Strong

- Membership Growth:

- 14 New Corporate Members
- 4 New Affiliates Council Members
- 34 New Individual Members

- Membership Retention

- 91% Renewal Rate



# NAEM's Regent Members

## Corporate, Governmental & Non-Profit



1. 3M
2. Abbott Laboratories
3. Acme Brick
4. Advance Auto Parts
5. Agilent Technologies
6. Air Liquide S.A.
7. Alcon
8. Ameren
9. American Electric Power
10. Amphenol
11. Aptar
12. Ashland Inc.
13. Asplundh Tree Experts
14. ATCO
15. Ball Aerospace
16. Baxter International
17. BNSF Railway
18. Bose
19. Campari Group
20. Cargill
21. Carlex
22. Carrier
23. Caterpillar
24. Cell Signaling Technology
25. CF Industries
26. Charter Steel
27. Chemours
28. Chromalox
29. Colgate-Palmolive
30. Comcast
31. ContourGlobal
32. Corning
33. Cummins
34. CVS Health
35. Danfoss Group
36. Danone North America
37. Dart Container Corporation
38. Delaware River Bay Authority
39. Deere & Co.
40. Duke Energy
41. DuPont
42. Eaton
43. Ecolab
44. Emerson Electric
45. Enerplus
46. Estée Lauder Companies
47. Exelon
48. FUJIFILM Holdings America
49. Gates
50. Genentech
51. General Electric
52. GLOBALFOUNDRIES U.S.
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. Koch Industries
66. Kohler
67. LG Electronics
68. L3Harris
69. Liberty Diversified Intl.
70. Lockheed Martin
71. Los Angeles Department of Water and Power (LADWP)
72. Luxottica
73. Merck
74. Mosaic
75. NCASI
76. NBCUniversal
77. New York Power Authority
78. Novartis International AG
79. Omnicell
80. Pacific Gas & Electric
81. Parker Hannifin
82. Penske Truck Leasing
83. Pfizer
84. Pitney Bowes
85. Polaris Industries
86. PPL
87. Procter & Gamble
88. Raytheon
89. Regeneron
90. Rivian
91. RIT
92. Rockwell Automation
93. Schneider Electric SE
94. Scotts Miracle-Gro
95. Signature Aviation
96. Signature Brands
97. Southern California Edison
98. Southern Company
99. SPX
100. Stanford University
101. Stellantis/FCA
102. Stepan
103. Takeda
104. Target
105. Tate & Lyle
106. Tennessee Valley Authority
107. Toronto Hydro
108. Trane Technologies
109. True Value
110. United Continental Holdings
111. United States Postal Service
112. University of California
113. Valvoline
114. W. L. Gore & Associates
115. Walker Industries
116. Westinghouse Electric
117. WestRock
118. Whirlpool



# Affiliates Council Companies



- |  |  |                                     |
|--|--|-------------------------------------|
| 1. Aarcher Inc.                          | 20. ehsAI                                    | 40. ProcessMAP                      |
| 2. AECOM                                 | 21. Enablon                                  | 41. Ramboll                         |
| 3. AMEC Foster Wheeler/ Wood             | 22. Enhesa                                   | 42. Redinger 360                    |
| 4. Antea Group                           | 23. Environmental Resources Management (ERM) | 43. Red-on-Line                     |
| 5. APEX                                  | 24. EY                                       | 44. Schneider Electric              |
| 6. APTIM                                 | 25. Gannett Fleming                          | 45. SHE Software                    |
| 7. ARCADIS                               | 26. Geosyntec Consultants                    | 46. Specialty Technical Consultants |
| 8. Benchmark Digital Partners (Gensuite) | 27. GHD                                      | 47. STP ComplianceEHS               |
| 9. Beveridge & Diamond                   | 28. Golder Associates                        | 48. Sphera Solutions                |
| 10. BSI                                  | 29. Haley & Aldrich                          | 49. Stantec                         |
| 11. Burns & McDonnell                    | 30. Heritage Environmental Services          | 50. Terracon                        |
| 12. Capitol Environmental Services.      | 31. Hodgson Russ                             | 51. Tetra Tech                      |
| 13. Civil & Environmental Consultants    | 32. HRP Associates                           | 52. The Solution Foundry            |
| 14. Convergence Consulting               | 33. Huco Consulting                          | 53. TRC Companies                   |
| 15. Cority                               | 34. Intelix Technologies                     | 54. Trihydro                        |
| 16. DAI Environmental                    | 35. Jacobs                                   | 55. Trinity Consultants/T3          |
| 17. Dakota Software                      | 36. Libryo                                   | 56. VelocityEHS                     |
| 18. EA Engineering                       | 37. Lisam/Perillon                           | 57. Veolia                          |
| 19. EHS Support                          | 38. McCoy and Associates                     | 58. Weston Solutions                |
|  | 39. Metrio                                   | 59. Woodard & Curran                |
|  |  | 60. WSP USA                         |

NAEM had a great programming,  
our membership is expanding and  
are poised for continued growth

***2021: #Overcoming Challenges***



# 2021 Financial Report





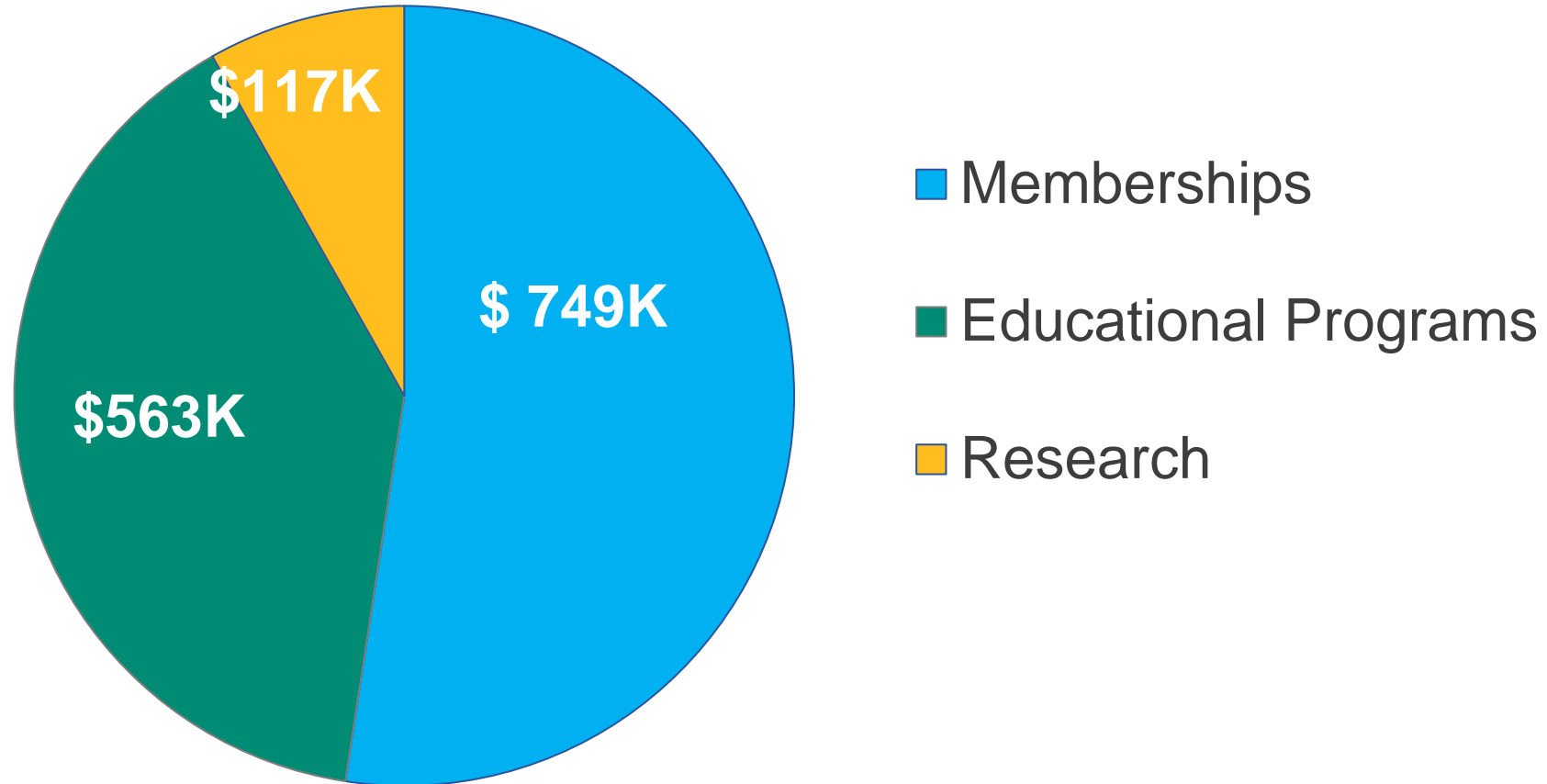
# 2021: Another Challenging Year

- Greater Financial Challenges than the Previous Year
  - Total Revenue was lower in 2021 than in the previous year
    - Reduction driven by conference revenue
  - Operations stabilized
  - Continued strong focus on cost cutting & expense management
    - Realized better financial performance in operations from prior year
- There were some bright spots
  - Membership Dues revenue out-performed 2020 by 7%
  - Successfully negotiated away most hotel cancelation liability
  - The Association ended 2021 net positive due to the influx of the PPP money



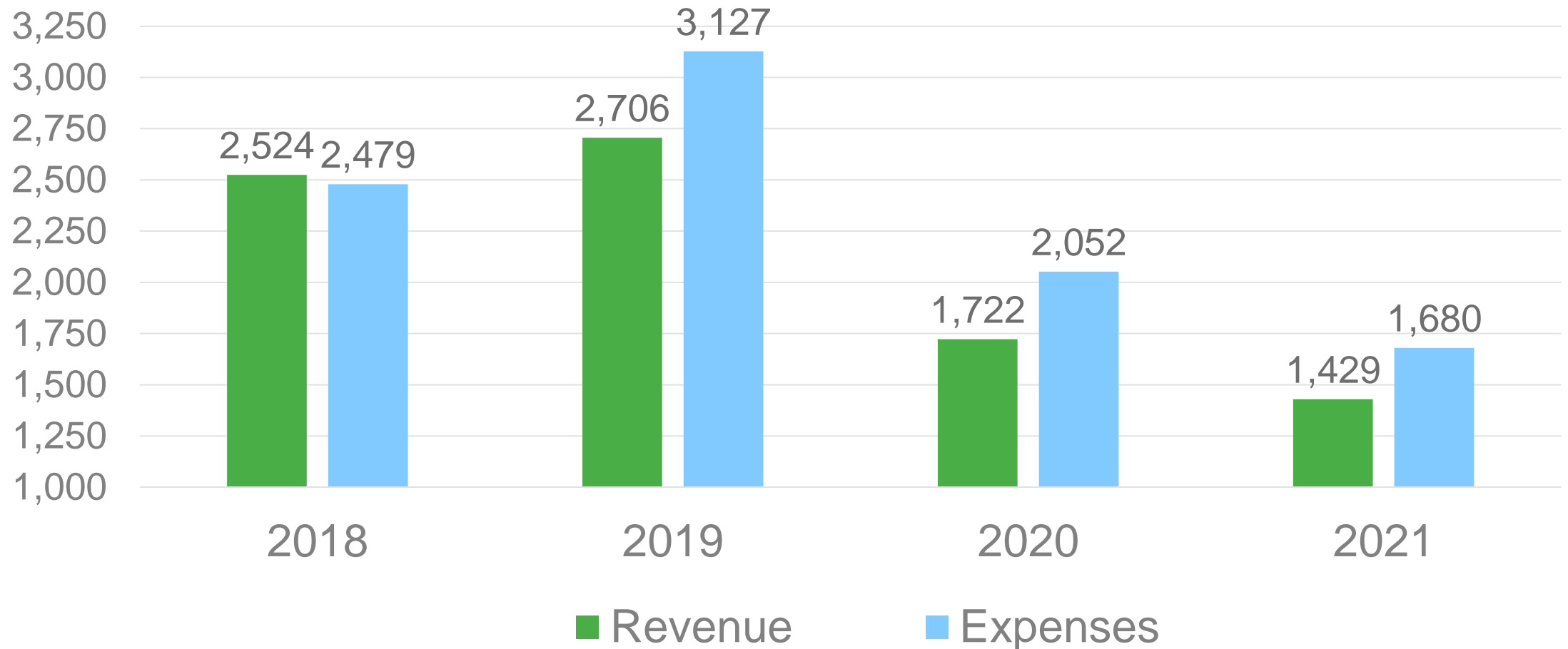
# NAEM Financials: Key Operational Revenue

## 2021 Summary



# NAEM Financials: Operational Revenue & Expenses

## 4-Year View



# NAEM Financials: Profit & Loss

## 4-Year View

(in 000's)	2018 Actual (YE)	2019 Actual (YE)	2020 Actual (YE)	2021 Actual (YE)
<b>REVENUE:</b>				
Memberships	759	805	686	749
Forum	983	941	296	286
Programs	672	867	563	277
Research	110	94	177	117
<b>TOTAL REVENUE</b>	<b>2,524</b>	<b>2,706</b>	<b>1,722</b>	<b>1,429</b>
<b>EXPENSES:</b>				
Forum	423	497	217	145
Other Programs	419	739	360	199
Operating	1,637	1,891	1,476	1,311
<b>Subtotal</b>	<b>2,479</b>		<b>2,052</b>	<b>1,655</b>
<i>Hotel Obligations</i>				25
<b>TOTAL EXPENSES</b>		<b>3,127</b>	<b>2,052</b>	<b>1,680</b>
<b>NET</b>	<b>44</b>	<b>(421)</b>	<b>(330)</b>	<b>(251)</b>
<b>OTHER:</b>				
<i>LoC/PPP</i>			250	414
<b>NET INCOME</b>	<b>44</b>	<b>(421)</b>	<b>(80)</b>	<b>163</b>





# Total Assets

Buoyed by the influx of PPP money, NAEM finished the year a cash positive position

- Consistent with our Strategic Plan, 2018 & 2019 were planned investment years to enable growth
- Operational plan & focus was ensuring NAEM maintained its cash reserves

Our total asset picture for 2018-2021 is as follows:

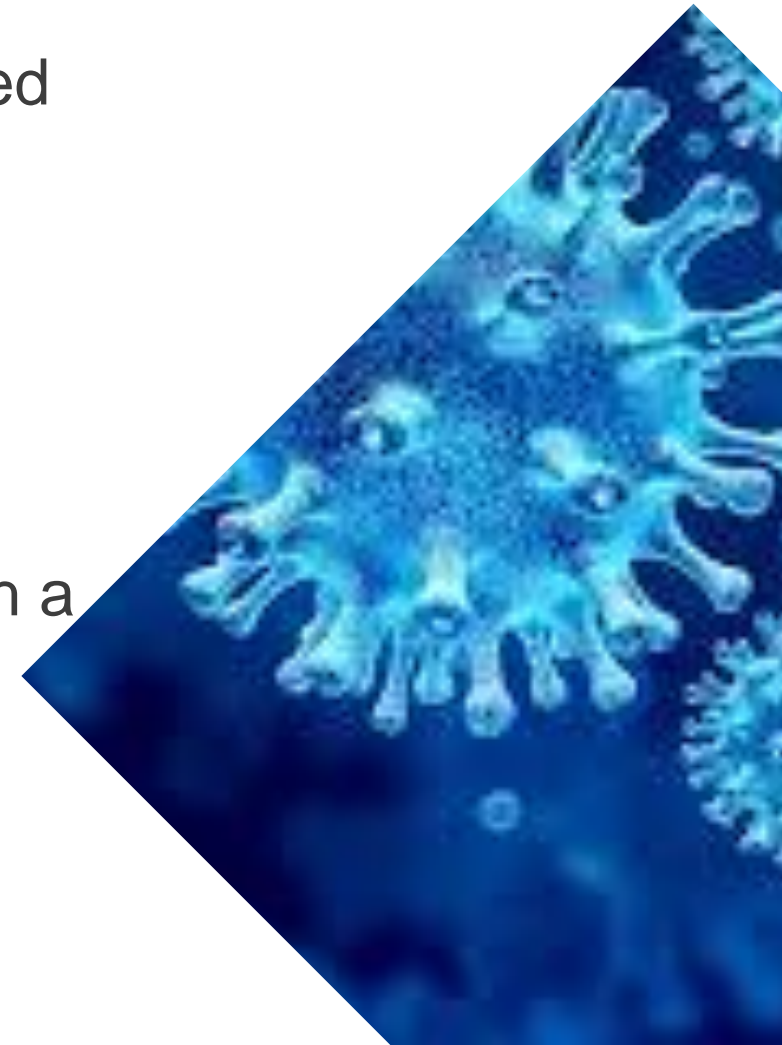
Year Ending	Total Assets
2018	\$1,577,705
2019	\$1,224,534
2020	\$1,014,229
<b>2021</b>	<b>\$1,113,230</b>



# In Summary:

## 2021 was a Year of Adaptation & Resilience

- Year of Refinement and Innovation amidst Challenges
- Increased member-focused programming and produced full portfolio of events
- Capitalized on lessons-learned to advance and evolve Virtual Conference Experience and Solve-It Execution
- Managed NAEM's human and financial resources to achieve the best possible outcomes
- Buoyed by the PPP money, NAEM ended the year with a positive cash position





# Going Forward into 2022

NAEM will continue to:

- Meet the marketplace challenges with a renewed focus on strategy & innovation
- Focus on the needs of the ESH&S professional with high value, relevant and actionable learning
- Find innovative ways to networking and peer engagement in both the in-person and virtual environments

# Overview of 2022

- Conduct full portfolio of programs
- Evaluate membership category and member dues structure
- Assess Governance Structure
- Conduct Elections





# 2022 Programming

## **EHS&S Learning Events**

- Producing 3 Conferences In-Person
- Hosting 2 conferences On-Line
- Monthly Webinars throughout the Year

## **Networking & Problem Solving**

- Monthly Drop-Ins for Members
- Facilitating 3 Solve-It Topics
- Hosting Quarterly EHS&S Executive Roundtables



# 2021 Program Themes EHS TECH22

COMPLIANCE, REPORTING & DIGITAL STRATEGY

FORT WORTH, TEXAS  
APRIL 5-7, 2022



- Introduce new tools, platforms and software systems to help achieve EHS & ESG performance gains
- Gain strategies and resources for overcoming the most pressing business and data management challenges
- Sessions focused on building a data and reporting infrastructure for ESG and integrating data across organizational silos
- Networking opportunities to meet with software providers, thought leaders and session speakers





- The Power of Inclusive Leadership
- Operationalizing Environmental Justice programs into sustainability goals
- Developing Diversity, Equality and Inclusion metrics
- Focusing on your Leadership Skills and Attributes
- Mentorship and Strategies to maximize your Human Capital





**Megan Lum**

*Global Director, Environmental Programs  
& Sustainability,  
Baxter International*  
**2022 Forum Program Chair**

*“The Forum has been the mainstay in my development as an EHS&S leader for years.*

*I’m grateful and honored to be asked to be the committee lead and to shape the event that I’ve relied on many times in my career.*

*I’m very excited about working with a fantastic team of EHS&S colleagues to develop the program for what will hopefully be a memorable 30th anniversary Forum.”*



- Sessions on best practices for a variety of evergreen EHS management topics
- Onboarding and training of talent with a wide variety of backgrounds
- How the pandemic has changed the role of the EHS&S professionals
- Exploring how the pandemic permanently changed the way we work as well as benchmarking how processes and programs evolved to become more streamlined and efficient
- Great virtual networking with other EHS leaders



- Practical discussions surrounding the latest sustainability trends, approaches, tools and partnerships
- Taking a deeper look into energy, water reduction initiatives as well as understanding an organization's overall footprint
- Focusing on the link between Sustainability programs and business risk

## ***This 2-day conference has transitioned to a Quarterly program***

- *The four learning modules were developed as a whole, but each program will have a distinct focus*
- *You can register for all 4 programs or participate in an individual module*





# The Virtual Format offers you a Great Way to:

- Access valuable content from where-ever and whenever is convenient for you
- Gain insights from experts and thought leaders who are unlikely to travel
- Efficiently share Knowledge with your team and create a team building experience

***Special Team Access and  
Enterprise-wide Registration  
Pricing for all of NAEM's Virtual  
programming***





## Member Drop-Ins

The 2nd Wednesday of every month offers you the opportunity for Just-in-Time Knowledge Sharing





## **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:

## Maximizing the knowledge of our EHS&S community

- A blend of lecture-based instruction, case studies, peer learning, and interaction
- Gain peer insights & wisdom focused on your unique challenge
- Learn from experts in NAEM's Affiliates Council
- Build a long-term network with fellow participants





# NAEM's EHS&S Executive Roundtable



- Content and Conversation for EHS&S executives
- Focus on the challenges of leading a Business Function
- Connecting with key influencers and engaging with peers for contextual insights about existing and emerging business risks

*Quarterly on-line meetings*

A photograph of a person's hand raised in the air, with a ring on the ring finger. The hand is positioned in front of a large, circular blue logo featuring a yellow sunburst and the letters "NAEM". The background is blurred, showing other people and a cityscape. A teal banner with white text is overlaid at the bottom.

How You Can Get Involved in 2022

# Share your Experience and Insights

*Active, intentional knowledge sharing creates Robust Networking*

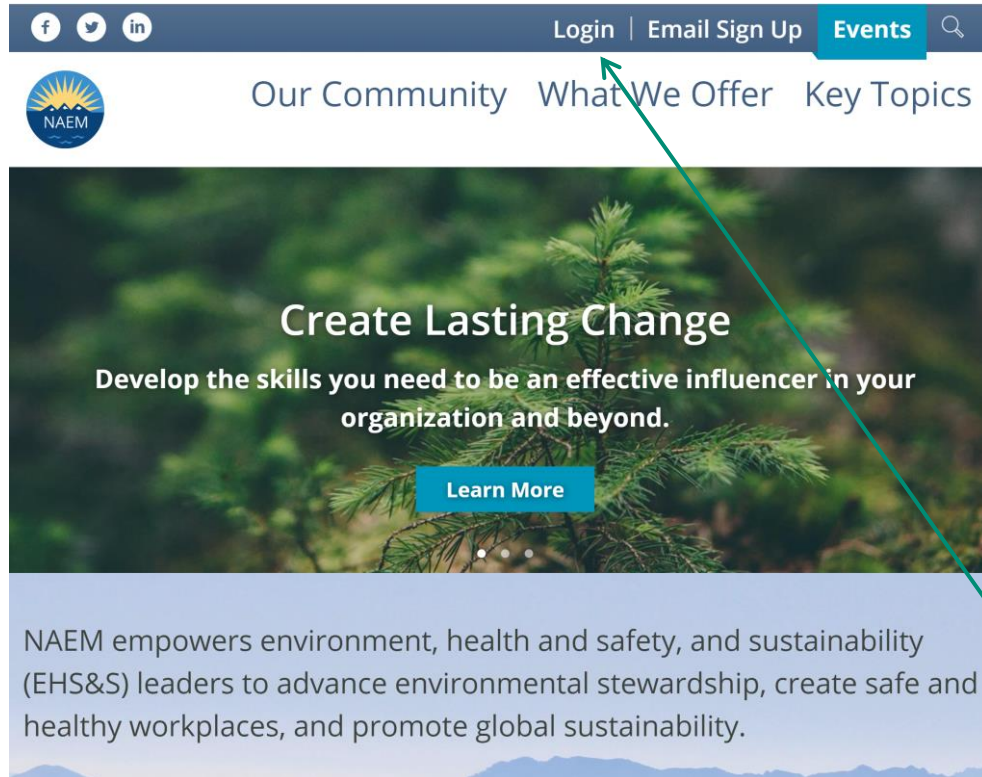
- Participate in a monthly Drop-In
- Help shape a NAEM Program Agenda
- Present your Case Study at a NAEM program
- Attend a Regent Meeting
- Participate in the Quick Polls & Benchmarking
- Share the latest news about your career and/or company programs on the NAEM LinkedIn Page

*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”





The background features a light blue sky with several blue hexagons of varying sizes. Overlaid on these are multiple hands of different skin tones giving thumbs up. A dark grey hexagonal box with a white border is positioned on the right side, containing white text and a list of activities.

## Take Advantage of Member Appreciation Week Activities

- **Wednesday:** FREE webinar, *Creating Change Through Influence*
- **Thursday:** Connect with your community through with our innovative networking
- **Friday:** Enter to win FREE registrations to our top learning programs
- **DISCOUNT DAY EXTENDED:** Deadline is Thursday at Midnight

## Win Free Registrations to:

- 2022 Conferences
- Solve-It Series
- Executive Roundtable

# How to Enter the Raffle

1. Follow NAEM on LinkedIn, Twitter or Facebook.
2. Tag NAEM in public post on social media.
3. Write a testimonial on how your membership has helped your professional EHS&S career.
4. Download a resource from NAEM's website such as a webinar or free report.

To qualify, must entries must be between  
Monday, Jan. 26 and  
12:00 p.m. ET on Friday, Jan. 28





QUESTIONS?

# Stay Connected to Your Community

Professional Support is just one Member Away

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

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







# Our Core Values

- Facilitate a robust professional community for EHS&S leaders
- Remain flexible and adaptable, pivoting to meet your needs and those of the profession(s) we serve
- Provide high-value timely, relevant educational content that is actionable to the participant
- Demonstrate a commitment to excellence in programming and customer service

Thank you for  
Being Part of the  
NAEM Community

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Thank  
You!