



Statement of Diversity, Equity, Inclusivity, and Justice

# Parkrose School District, Portland, OR

Submitted by: Ameresco, Inc.

This Proposal contains data and information that has been submitted in response to a request for proposal or similar solicitation and is provided in confidence. The contents includes proprietary information and trade secrets that belong to Ameresco, Inc., ("Confidential Information") and is disclosed to the recipient only for purposes of evaluation. In the event Ameresco is awarded a contract or purchase order as a result of or in connection with the submission of this proposal, Customer shall have a limited right as set forth in the governing contract or purchase order to disclose the data herein, but only to the extent expressly allowed.

# Diversity

## Diversity and Inclusion

### Equal Opportunity & Non-Discrimination Initiatives

As we strive to change the world as the trusted sustainability partner, we welcome, support, and celebrate unique ways of thinking.

The value we place on embracing employee diversity goes beyond gender, racial, ethnic and geographical differences. We take pride in building a workforce with different educational backgrounds, family status, religion, race, gender, color, sexual orientation, gender identity, national origin, age, physical or mental disability, citizenship status, veteran status, and socioeconomic standards. We are dedicated to providing a workplace free from discrimination and harassment, where employees are treated with respect and dignity.

But beyond just promoting a discrimination-free workplace, Ameresco also encourages and promotes the hiring, recruitment, and promotion of underrepresented groups within our firm.

Ameresco is proud to be an equal opportunity workplace and an inclusionary employer; we believe innovation demands diversity of thought, and Ameresco has done well by welcoming and celebrating employees from diverse backgrounds, attracting, retaining, developing and promoting the most qualified employees without regard to their race, gender, color, religion, sexual orientation, gender identity, national origin, age, physical or mental disability, citizenship status, veteran status, or any other characteristic protected by applicable law. We are dedicated to providing a work environment free from discrimination and harassment, and where employees are treated with respect and dignity. Ameresco will provide reasonable accommodations to individuals with disabilities who need an accommodation to fully participate in the application process.

### Recruitment and Hiring

Beyond just promoting a discrimination-free workplace, Ameresco also encourages and promotes the hiring and recruitment of underrepresented groups within our firm.

Recruitment is a key element in our commitment to Diversity, Equity, Inclusion, and Justice. Our recruiting team further focuses on attracting and recruiting a diverse workforce by partnering with the following organizations and reaching out to the following sources:

- National Association of Women in Construction
- American Association of Blacks in Energy (AABE)
- American Freedom Foundation
- Latino STEM Alliance
- Browning the Green Space
- Women of Renewable Industries & Sustainable Energy (WRISE)
- The Society for Hispanic Engineers (SHPE): particularly active in the Portland, Oregon Chapter
- National Society of Black Engineers
- New England Women in Energy and the Environment (NEWIEE)
- Dolce Center for the Advancement of Veterans and Service Members at Northeastern

- Society of Asian Scientists and Engineers
- National Alliance on Mental Illness
- Hire Heroes, USA
- DisabilityIN
- Out in Science, Technology, Engineering, and Mathematics
- National Council for Minorities in Engineering
- Regional Boys and Girls Clubs
- Canadian Council of Aboriginal Business (CCAB)

Investing time, energy, and money in targeted outreach with these organizations, among others, has helped Ameresco engage and gain audience with candidates from underrepresented and protected classes, as well as the opportunity to volunteer and have an impact in these national and local associations. Our efforts have proven successful over the course of the last five years, showing consistent progression across all areas in the diversification of our workforce.

To further facilitate the advancement of women in a traditionally male dominated industry Ameresco has formed a women's mentorship program, in which women in leadership positions are partnered with Ameresco's next generation of female leaders. The objective of this program is to provide support, motivation, and inspiration for the women in our organization who are emerging as our next generation of thought leaders, engineers, project developers, and managers.

## **Ongoing Support and Diversity Training for Employees**

To educate, support, and promote the culture of diversity and inclusion at Ameresco, annual Diversity in the Workplace training is rolled out to all Ameresco employees. This comprehensive training is critical to ensuring we are doing our best in educating all of our teams and fostering a corporate culture that is all-inclusive.

As a result of our efforts to encourage the hiring and retention of minority and/or key protected classes, Ameresco has demonstrated meaningful growth over the last five years, as members of these groups currently represent 39% of all employees. In addition, we have a 40% rolling three-year average of promotions for individuals in these categories across the company. In 2020, 17% of all management position promotions were employees in a key protected class.

## **Diversity in Consulting and Procurement**

Ameresco makes every effort to utilize Minority, Woman and Disabled Business Enterprises (M/W/DBE) on every project we undertake, as part of our continuing outreach program. Once the specific elements of a project are identified, Ameresco submits the names of the firms under consideration to prospective clients. In addition to the relationships that we have established, a client may have a list of pre-approved contractors they wish us to consider as participants on the project(s).

In order to retain and maximize project capital costs within the local communities surrounding our clients, project construction is typically subcontracted to local firms with an emphasis on the client's subcontracting requirements for local subcontracting, in addition to small business, small disadvantaged, women-owned, HUBZone, veteran-owned, and service-disabled veteran owned businesses enterprises. Ameresco takes great pride in working with local businesses and suppliers in maximizing project capital construction investments in the communities we serve.

Our commitment to a diversity program is important to our business for several reasons. First and

foremost, our customers generally share our concern and viewpoint on this issue; but beyond this, we care about our supplier diversity program because it adds value to our business. Just as we see the value of diversity across our customer base and employees, so is the value apparent across our supply chain. We continually benefit from diversity suppliers that not only manufacture or supply great products and services, but great ideas.

Ameresco recognizes that providing competitive opportunities for diverse and small businesses supports our national economy and the enterprise system in which we operate. Additionally, broad-based competition contributes to our goal of providing the highest quality services at competitive prices. Ameresco affords minority, diverse, and small and/or disadvantaged concerns ample opportunity to compete for subcontracted work and to supply materials and equipment.

Ameresco will identify and qualify new minority, diverse, small and/or disadvantaged businesses through the following outreach processes:

- Maintain a subcontractor / supplier resource listing
- Participate with select minority, diverse and small and/or disadvantaged business associations to identify and recruit potential new small businesses
- Provide advice and assistance to small, small disadvantaged, and woman-owned small

## Company Makeup

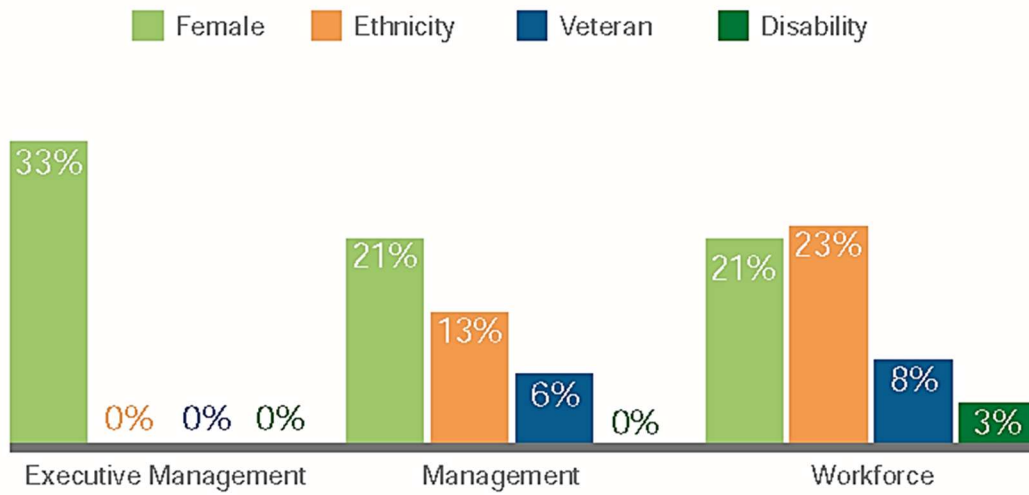
Ameresco has demonstrated meaningful growth over the last five years in the number and percentage of employees from key protected classes, currently representing 39% of all employees. In addition, we have a 43% rolling three-year average of key protected class promotions among all promotions throughout the company: in 2021, over 21% of all management position promotions were employees in a key protected class.

To facilitate the advancement of women in a traditionally male dominated industry, Ameresco has formed a women's mentorship program, in which women in leadership positions are partnered with Ameresco's next generation of female leaders. The objective of this program is to provide support, motivation, and inspiration for the women in our organization who are emerging as our next generation of thought leaders, engineers, project developers, and managers.

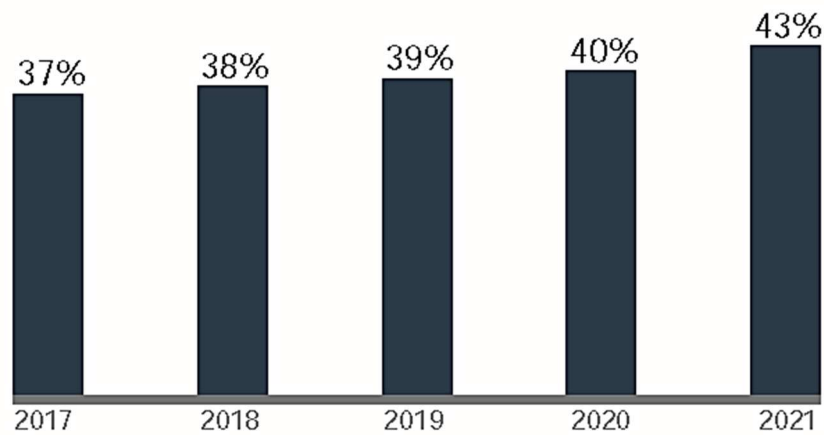
Our general workforce makeup is as follows:

- Disability – 3%
- Veteran – 8%
- Female – 21%
- Ethnicity – 23%

## Organization Totals (as of 09/30/21)<sup>(3)</sup>



## % Cumulative Employee Diversity (2017-2021)<sup>(1,2)</sup>



*(1,2,3) Note: Data 1/1/2021 through 9/30/2021, and 1/1/2020 through 12/31/2020 respectively. Key diversity groups include women, people of color, veterans, and individuals with disabilities. Data represents US employees only due to personal information privacy regulations in Canada and Europe.*

A chart detailing Ameresco's demographics can be found on the page immediately following



## Ownership and Senior Management

Led by our President and Chief Executive Officer, George Sakellaris, Ameresco's Executive Management Team (EMT) is comprised of twelve senior leaders with decades of combined experience in cleantech, sustainability, energy efficiency, renewable energy, and other distributed energy generation technologies.

With 33% female leadership, the EMT oversees the day-to-day running of the company and meets monthly to focus on Ameresco's strategic initiatives.

As of March 2022, Ameresco's Executive Management Team includes four (4) women:

**George P. Sakellaris**, P.E Chairman, President & Chief Executive Officer

**Michael Bakas**, Executive Vice President (EVP), Distributed Energy Systems

**Nicole Bulgarino, P.E., EVP and General Manager (GM), Federal Solutions**

**Mark Chiplock**, Vice President (VP) and Chief Accounting Officer

**Peter Christakis**, SVP, Construction & Operations

**David Corrsin**, EVP, General Counsel, Corporate Secretary and Director

**Leila Dillon, SVP, Marketing Communications**

**Robert Georgeoff**, Executive VP

**Doran Hole**, Senior Vice President (SVP), Chief Financial Officer

**Britta MacIntosh, SVP, Western Region & London Operations**

**Louis Maltezos**, Executive Vice President

**Lauren Todd, SVP, Human Resources & Operations**

As of March 2022, Ameresco's Governing Board includes two (2) women:

**George P. Sakellaris**, P.E Chairman, President & CEO, Ameresco

**David J. Corrsin**, Executive Vice President, General Counsel, Secretary, Ameresco

**Douglas I. Foy**, President, Serrafix Corporation; Chair of Nominating and Corporate Governance Committee

**Claire Hughes Johnson, Chief Operating Officer, Stripe**

**Jennifer L. Miller, Chief Business Sustainability Officer (Retired), Sappi North America**

**Thomas S. Murley**, Principal, Two Lights Energy Advisors LLC

**Nickolas Stavropoulos**, President and Chief Operating Officer (Retired), Pacific Gas and Electric Company

**Joseph W. Sutton**, Chief Executive Officer, Sutton Ventures Group; Chair of Compensation Committee

**Frank V. Wisneski**, Partner (Retired), Wellington Management

## Ameresco's Social Responsibility Efforts

To learn more about Ameresco's Social Responsibility efforts, please view our Environmental, Social & Governance Report for 2021 here: [Ameresco 2021 ESG Report](#).