2015 Corporate Social Responsibility Report
Making Our Code of Ethics and Business Conduct Relevant Every Day

Concurrent Technologies Corporation
Accountability

The activities that help define our corporate culture
Dear Colleagues and Friends,

Welcome to Concurrent Technologies Corporation’s (CTC’s) Corporate Social Responsibility Report, which is an expression of our culture and the activities that help define us.

Many companies have a code of conduct, but CTC’s Code of Ethics and Business Conduct http://www.ctc.com/public/files/CodeofEthics.pdf is a living document, relevant to the way we do business every day, and our Corporate Social Responsibility Report is an extension of our Code. How we do business makes us unique. To clients and employees we are a trusted partner where core values matter. We have a very visible Ethics Program and ensure that our Code guides all of our decisions as a company.

Living CTC’s Core Values

This Corporate Social Responsibility Report captures the spirit of CTC. Stories and photos about the way we do business show how we adhere to our Code of Ethics and Business Conduct and live our core values within and without CTC.

Sustainability, Citizenship and Social Responsibility

This is how we do business. We’ve grouped activities into three categories: sustainability, citizenship and social responsibility. These umbrella categories are of great importance to our board, management, employees and clients. It is our pleasure to thank and acknowledge all of the employees who support these activities, follow our Code of Ethics and Business Conduct, and truly make CTC a great place to work.
Sustainability

Supporting environmental stewardship through results-oriented programs

Positive results from CTC’s own environmental and safety programs serve as an example to the clients we serve.
CTC’s SYLAS-R2™ recycles 90% of greywater generated by large commercial, governmental or institutional users.

Designed for sustainability, SYLAS-R2™ is a first-of-its-kind, energy-efficient, scalable and fully-automated greywater reuse system that requires little-to-no maintenance and uses few consumable inputs or parts.

SYLAS-R2 is designed to significantly reduce water usage by efficiently processing and recycling 90% of greywater generated by large commercial, governmental or institutional users.

Originally developed for the Department of Defense to reduce water resupply needs at forward operating bases, further real-world implementation of SYLAS-R2 across various industries would markedly accelerate compliance with national water reuse standards and mandates.

Our innovative, decentralized system relies upon a three-stage temperature-tolerant filtration sequence. Its uniqueness comes from incorporating separation media not traditionally used in water filtration. In addition, SYLAS-R2 uses customized control logic to optimize backwash recirculation and increase the overall processing rate. Finally, an energy recovery device in the reverse osmosis filtration stage dramatically reduces the system’s overall energy consumption. These features and more make our new system especially useful in drought regions and in disaster relief operations across the U.S. and abroad.

Helping U.S. Park Service Create Sustainable Culture of Safety, Health and Wellness

We were honored to provide a strategy and supporting tools to implement a safety, health and wellness strategy for the U.S. National Park Service. To create a sustainable culture of safety, health, and wellness, CTC worked with the National Park Service to assess its current situation, establish clear goals, develop a comprehensive strategy, and communicate that strategy to all employees.

National Park Service employees safeguard more than 400 places from Yosemite, CA, to Gettysburg, PA, and all employees were invited to provide input about improving safety throughout the organization. CTC then worked with the National Park Service team to create a fully integrated strategy that promotes continuous quality improvement and wellness programs that inspire employees to make healthy life choices. The National Park Service Safety, Health and Wellness Strategy is designed to trigger significant cultural changes in the organization, ultimately resulting in improved safety, health and wellness for all employees.
CTC Earns Patent for Magnesium Carbon Battery

This year, CTC received a patent for the magnesium carbon battery, MagC, that it developed for use with water purification systems. The MagC is an advanced metal-air battery that uses magnesium as a fuel to generate energy. It requires saltwater brine as an electrolyte, which it obtains from the reverse osmosis waste stream. This technical approach defines the uniqueness of the system.

Compared with the most advanced battery technologies commercially available, MagC has approximately four times more energy for the same mass of battery—in terms of water production, it can produce four times the amount of water per unit weight than other rechargeable battery technologies. Deployable in less than 15 minutes, it is nominally designed to provide potable water for a 10-day mission for up to 40 soldiers.

Operating the DoD Safety Management Center of Excellence

CTC is proud to operate the Department of Defense Safety Management Center of Excellence (DoD SMCX). It deploys world-class safety management systems and programs that assist DoD installations and defense agencies in achieving and maintaining certification and recognition such as Occupational Safety and Health Administration (OSHA) Voluntary Protection Programs Star status. Commanders at Star sites are realizing what they note as “a decrease in non-availability,” thus an increase in readiness and sustainability.

Quality Audit is Successful

We are proud to announce the successful renewal audits of our ISO 9001:2008 and ISO 14001:2004 quality and environmental management standards. ISO, the International Organization for Standardization, develops and publishes international standards by which organizations measure themselves.

ABS Quality Evaluations, Inc. conducted the renewal audits at our Crystal City office in July and at the Johnstown office in August. The scope of these audits included a review of CTC’s Quality Management System (QMS) and Environmental, Health and Safety (EHS) Management System (EMS), and also a full review of the operations within the Crystal City facility.
Providing Industrial Hygiene Support to the U.S. Navy

We announced in May 2015 that CTC earned a $2.2 million task order under the U.S. Navy Bureau of Medicine and Surgery’s (BUMED’s) Industrial Hygiene Indefinite Delivery Indefinite Quantity (IDIQ) Multiple Award Contract to provide Industrial Hygiene (IH) support to the Southeast Region.

This means that CTC will provide direct support to the Navy Industrial Hygiene Program. Central to that work will be IH surveys, workplace monitoring and personal exposure monitoring, along with tracking results in the Department of Defense Occupational and Environmental Health Readiness System (DOEHRS). Our work will help ensure that U.S. Navy personnel are working in the safest and healthiest environments possible.

BUMED is responsible for the management and oversight of comprehensive IH program services for all Navy and Marine Corps commands/activities throughout the continental United States and abroad. CTC will support IH Services in the BUMED Southeast Region locations, consisting of Naval Hospital Jacksonville, Naval Hospital Beaufort, Naval Medical Center Portsmouth, Naval Branch Medical Clinic Mayport, Naval Branch Health Clinic Kings Bay, Naval Branch Medical Clinic Albany, Naval Hospital Lejeune, Naval Health Clinic Corpus Christi, Naval Health Clinic Cherry Point, and Naval Health Clinic Charleston.

National Safety Council Bestows 2 Awards

In March 2015, our employees were recognized by the National Safety Council for two milestone achievements. CTC was presented with the Perfect Record Award for working 3,273,475 hours between March 4, 2013, and December 12, 2014, without a lost-time accident. In addition, the National Safety Council presented CTC with the Million Work Hours Award for the same period and total hours. Both of these awards celebrate the safety culture that CTC employees and management have incorporated into their workplace ethos and project planning. Congratulations to all employees for their safe work practices. We’re proud to have received these two prestigious safety awards!
Citizenship

Workplace well-being: Putting employees first

Citizenship is about doing the right thing. Contributing. Encouraging. Adding value to our workplace and to the communities we serve.
Supporting Education, Charities and the Arts Through CTC Foundation

In Fiscal Year 2015, CTC’s wholly owned affiliate, CTC Foundation, provided more than $325,000 in community support to charitable organizations in locations where CTC maintains a presence to help improve the quality of life of residents. Giving is diverse; $25,000 went to educational institutions, over $50,000 went to the arts, and over $250,000 went to charitable and community service groups throughout the United States.

Town Hall Dedicated to Ethics Exchange

CTC’s President & Chief Executive Officer and Chief Ethics & Compliance Officer spoke with employees, answered employee questions, and updated everyone on the company’s Code and Ethics and Business Conduct as well as our commitment to an ethical corporate culture at a Town Hall. Streamed to all employees in real time, town halls take place in Johnstown, PA, with a live audience, and questions are accepted online from all CTC sites. This popular interactive medium complements the company’s comprehensive internal communications program.

Leadership Initiative Helps Students Access Sports and Science

Employees Kamal Gella, Alan Hrovath, Amy Morrison and Todd Skowron, participated in the Johnstown Chamber of Commerce’s John B. Gunter Community Leadership Initiative in 2015. To hone leadership skills and promote community volunteerism, students take on tasks designed to lift the community in meaningful ways.

Gella and Morrison participated on a team that developed Project PLAY (Promoting Lifelong Active Youth). Project PLAY helps provide needy children who live in Somerset and Cambria Counties in Pennsylvania—where 22% of all youth live below the poverty level.

Hrovath and Skowron’s project, “STEM Career Exploration,” took them to Central Cambria High School, Ebensburg, PA, where they offered a multi-faceted career program that resulted in a tailor learning experience at CTC and $1,000 scholarships for three winning essayists.

Hockeyville USA Challenge

CTC employees hosted a pep rally with the Johnstown Tomahawk’s Hockey Team to promote the Kraft Hockeyville USA Challenge.
Employees Volunteer for CPR Training

One of the key elements of the Voluntary Protection Program (VPP) is employee involvement. We not only have passed the stringent tests to become a VPP STAR site, but CTC industrial hygienists work with businesses and U.S. Government sites to help them become certified as VPP STAR sites—locations that have demonstrated exceptional occupational safety and health performance through a rigorous OSHA (Occupational Safety and Health Administration) evaluation.

Our Adult First Aid / cardiopulmonary resuscitation (CPR) / automated external defibrillator (AED) Course is a great example of employees’ ongoing spirit of volunteerism and commitment to good health. Sue Soltis, CTC University Training Administrator and a Certified American Red Cross Instructor, teaches the classes, and the company pays for everything except employees’ time to attend.

Those who complete the course are certified in Adult CPR/AED and learn how to use an automated external defibrillator. They are trained to recognize and care for life-threatening respiratory or cardiac emergencies in adults.

Ongoing Enthusiasm for a program that says “Thank You”

CTC Celebrates! was created several years ago and is overseen by CTC’s Human Resources Department to acknowledge and thank those who go above and beyond. The numbers tell the story. We are a company of about 800 employees, and in fiscal year 2015 (from June 2014 through July 2015) 782 incidents of recognition occurred. These incidents involve rewarding great work and/or great workplace ethics with gift cards or other recognition such as special meals, plaques and more.
During the 2014 holiday season, CTC, its affiliates and employees once again donated money, gifts, and time to charities in their local communities. 2014 proved to be a record year with more than $10,000 donated to charities and families in need across the country!

Employees located at offices throughout the country chose various organizations that they wanted to support. In total, 15 charities in nine different states benefited this holiday season. The Salvation Army, Make a Wish Foundation, Maryland Food Bank’s Pack to Give Back event, and several food pantries were among the organizations who received holiday contributions.

### Family Friendly Event has a Learning Slant

Dozens of school-age children came to work with Mom and Dad in observance of national Take Our Daughters and Sons to Work Day. Our scientists, engineers and business professionals planned activities in laboratories, video studios and more to give our special guests a good educational experience as well as the opportunity to see what their parents do at CTC each day. We have celebrated in this way for more than a decade and look forward to doing so each year.

Ken Sabo, CTC’s Senior Director, Advanced Concepts, talks to students about additive manufacturing concepts during Take Our Children to Work Day 2015.
Social Responsibility

CTC’s employee commitment extends beyond the workplace into the communities we serve.

We encourage and applaud the individual spirit of giving and volunteerism that is our trademark. These individual and collective efforts make our communities better places to live.
Employees Achieve Great Results in Environmental and Safety Programs

In FY15, the company’s environmental programs attained the following metrics at CTC office locations.

- Water Refilling Stations have eliminated 195,000+ plastic water bottles since the program’s inception; 30,000 bottles were eliminated in FY15.
- CTC reduced paper towel usage by 19%, paper cups by 7% and copier paper by 6% and has reduced usage each of the past 5 years.
- The volume of paper recycled in FY15 was equivalent to 674 trees, which brings the five-year total to more than 3,078 trees. This equates to approximately 10 acres of trees.
- CTC’s Johnstown office hosted the Household Hazardous Waste Collection that was organized by the Pennsylvania Resources Council in collaboration with the Cambria County Solid Waste Authority, and the event collected 13.4 tons of waste. The eleven-year total: > 130 tons
- Business Carpooling: A total of 1,057 employees carpooled on 452 trips, which eliminated 178,200 travel miles and saved 6,600 gallons of gasoline.
- Commuter Carpooling: In FY15, employees who participated in commuter carpooling saved 3,268 travel miles per week and approximately 121 gallons of gas per week.

Over the past five years, CTC’s Travel Program has saved 86,285 gallons of gasoline, which is the equivalent of about 13 tanker trucks.

Safety

- CTC had two separate streaks of five consecutive months without a recordable injury and achieved rates that were more than 50% below the national industry average.
- CTC Employees completed 865 safety self-inspections and submitted 130 Safety Suggestions.

School Earns $1,000 with Our Recycling Help

St. Andrew’s School in Johnstown, PA, participates in the PepsiCo Recycle Rally, a national program that’s getting students at more than 1,500 schools excited about and involved in recycling. This year, St. Andrew’s ranked tenth in their category nationally by collecting 54,951 plastic containers and won $1,000 from the Rally!

CTC helped. Stan Gordon, Skilled Trades Journeyman, is a member of the Knights of Columbus at St. Andrew’s. He knew how many plastic bottles CTC recycles each year and introduced a fellow Knight’s member to Jeff Pitera, CTC Facility Operations Coordinator. As a result, the Knights have been picking up CTC’s plastic bottles every week and taking them to St. Andrew’s. Thanks to Stan, Jeff and everyone at CTC who recycles. Your stewardship paid off for deserving students!
Funding Advanced Scientific Projects for the Public Interest

During these times of U.S. Government budget uncertainty resulting in program cuts, CTC has provided its own resources to fund important projects that deliver advanced scientific products and solutions in the public interest. For example, government cuts caused 8,500 clients to lose the services of RaSOR-EM, a sophisticated application CTC created for the National Guard Bureau that was successfully used during the Boston Marathon bombing response, a Super Bowl and many other high-level national and regional events. RaSOR-EM was used in all 54 states and territories by numerous federal agencies for planning and response activities.

To accommodate clients’ needs, we funded the technology refresh of RaSOR-EM. Following a complete application rewrite, our new service, TrackerEM™, is now available to fill the void and assist situational planning efforts. We are proud that not only U.S. Government agencies, but fire departments, trauma centers, law enforcement, airports, Civil Air Patrol, schools, hospitals and many other users can now benefit from TrackerEM.

In another example, on the current Navy Metalworking Center (NMC) contract, CTC created a Manufacturing Technology Advancement Program (MTAP) where a portion of fee earned on the contract was used to fund the advancement of promising manufacturing technology concepts. To date, CTC has completed a number of fee-funded MTAP projects. The projects have spanned several technology areas including improved corrosion resistance of aluminum alloys, friction stir welding (FSW) of steel and FSW tool enhancement, plasma arc welding as an alternative to hybrid laser arc welding for metallic sandwich panel applications, ultraviolet curable coatings and sprayable damping material development.

College Students Intern

CTC offers qualifying college students an intense summer Participative Internship Program (PIP) that combines real-world job experience with mentorship, leadership, subject-matter expertise and competency development opportunities. This year, CTC offered technically focused collaborative experiences in two fields: additive manufacturing and immersive environments. Parameters are defined, timelines established and milestones are achieved as college students learn alongside industry experts. The educational experience concludes with a white paper and oral presentation delivered to CTC’s top leaders, including our President and Chief Executive Officer. Former PIP graduates note that the experience not only augmented but accelerated their career aspirations.
A Best for Vets Employer Awardee

For the fifth time, *Military Times* has named CTC as a Best for Vets Employer—a prestigious distinction that recognizes companies that are a good fit for military veterans, reservists, and their families. Following a rigorous, competitive review process, *Military Times* (comprised of *Army Times*, *Navy Times*, *Air Force Times*, and *Marine Corps Times*) bestowed the honor on just 74 companies in 2015; CTC ranked number 25.

“We place a high value on attracting and retaining exceptional employees, and we are especially pleased that our team of professionals includes many current and former members of the U.S. Armed Forces,” said Ed Sheehan, Jr. “These individuals have earned our nation’s respect and admiration, and CTC has and will continue to benefit from hiring veterans. Their work ethic is second to none, and their hands-on experience and leadership bring incredible value to the projects we do for the U.S. military, the Department of Defense, and U.S. Government agencies, as well as non-government clients.”

Planting Trees at Flight 93 Memorial

An all-volunteer group from Concurrent Technologies Corporation (CTC) was among the volunteers on April 18, 2015, who helped seedlings at the Flight 93 Memorial. The memorial honors the 40 passengers and crew of Flight 93 who successfully fought terrorists’ attempts to crash the commercial jet in our nation’s capital on September 11, 2001. Instead, the plane was downed in a peaceful field in Somerset County, PA, that became the final resting place for those brave men and women.

Employees Mark Parseghian, Traci Moore and Sue Soltis have participated each of the three years that Plant a Tree at Flight 93 has been in existence. Joining them this year was Mark’s wife, Kathy Parseghian; CTC employee Brenda Balon; Traci’s daughter, Gracie, and her niece, Kendra.

“This is the third consecutive year that the National Park Service has invited Friends of Flight 93 to participate in what will become the memorial, which includes about 200 acres,” says Mark Parseghian, CTC’s Principal Risk Management Lead. “It’s a way to participate in the creation of the memorial and to honor those who sacrificed so much to keep others safe. It gives you a sense of ownership in the park, and it’s fun,” Mark says.

CTC Foundation is a contributor to the Flight 93 Memorial.
Awards:

Over the past year, CTC has been the recipient of these awards:

- World’s Most Ethical Company 2015 from Ethisphere Institute
- Best for Vets Employer from Military Times
- National Safety Council Perfect Record Award
- National Safety Council Million Work Hours Award