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 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.

Ed Sheehan, Jr.
President and Chief Executive Officer

John Bartholomew,
Chief Ethics and Compliance Officer
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 have provided a safety, health, and wellness strategy and supporting tools for the National Park Services. 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

CTC has 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 Standards Successfully Maintained

CTC’s quality management system is certified to the ISO 9001:2015 and AS9100D:2016; CTC’s environmental management system is certified to 14001:2015. ISO, the International Organization for Standardization, develops and publishes international standards by which organizations measure themselves. CTC was one of the first nonprofit research and development organizations to simultaneously certify to both the ISO 9001 and 14001 international standards, achieving this distinction in 1998. Since that time, CTC has maintained both certifications and all locations conform to ISO practices and procedures.

CTC’s for-profit affiliate, Enterprise Ventures Corporation (EVC), is certified to the AS9100 standard for aerospace activities, Revision D. Only ten percent of companies that are covered by AS9100 have successfully upgraded to Revision D.
Providing Industrial Hygiene Support to the U.S. Navy

Under a $2.2 million task order with the U.S. Navy Bureau of Medicine and Surgery’s (BUMED’s) Industrial Hygiene Indefinite Delivery Indefinite Quantity (IDIQ) Multiple Award Contract, CTC has been providing industrial hygiene support to the Southeast Region.

This means that CTC provides direct support to the Navy Industrial Hygiene Program. Central to that work: industrial hygiene surveys, workplace monitoring and personal exposure monitoring, along with tracking results in the Department of Defense Occupational and Environmental Health Readiness System (DOEHRS). This work helps 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 industrial hygiene program services for all Navy and Marine Corps commands/activities throughout the continental United States and abroad. CTC supports industrial hygiene services in the BUMED Southeast Region locations, which include 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.

Company Earns National Safety Council Awards

Our employees’ exceptional work habits have earned two National Safety Council honors for the past three consecutive years. The first, the Million Work Hours Award, is bestowed for working more than one million hours without a lost-time incident. The second, the Perfect Record Award, is given for working more than 807,000 hours (an entire year) without a lost-time accident.

CTC also won the first-ever National Safety Council Safety Committee Award. Our Safety Committee earned first place in this competition’s inaugural year. The award is based on the Safety Committee’s extensive work creating a world-class safety culture.

Thanks to the employees whose efforts make our Safety Committee visible and engaged. Their work goes a long way toward achieving the most important award: a safe, injury-free working environment for colleagues.
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

CTC Foundation’s mission is to educate about mainstream emerging ideas and technologies while serving as the philanthropic affiliate of Concurrent Technologies Corporation. The Foundation has gifted nearly $5 million since it was formed in 1998. We direct charitable gifts to nonprofit organizations in communities where CTC and affiliate employees work and live. Various initiatives are supported by endowments and grants from the private sector.

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.

Safety and Security Have Their Own Day

CTC and EVC host Safety and Security Day in June each year to promote awareness and compliance. Employees are invited to take a few minutes to refresh their safety and security knowledge and enjoy games, prizes, and snacks—all with the very serious goal of staying sharp on these important issues.

A virtual booth is available to off-site employees who are unable to participate in person.

Our industrial security and safety professionals, along with Safety Committee volunteers, discuss threats, common problems, and best practices. They also provide services such as disposal of sensitive material, foreign travel security training, vehicle registration, and offer hands-on fire extinguisher training.

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 our 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. Classes are offered periodically, and EVC and CTC employees volunteer their time to attend. Supplies are paid for by the company.

Those who complete the course are certified in Adult CPR/AED, learn how to use an automated external defibrillator, and are trained to 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. Colleagues and coworkers are nominated and rewarded for great work and/or great workplace ethics with gift cards or other recognition such as special meals, plaques, and more.
Donating to Charities

CTC and EVC employees have a reputation for giving generously to their neighbors in need. Year-round giving through dress-down days and jersey days (when employees pay for the pride of wearing their favorite team jerseys) are fun ways we choose to raise money and awareness for good causes.

Each year, we fully support the United Way, which is known for keeping funds in the towns and cities where they are raised.

During the holiday season, CTC, its affiliates, and employees donate money, gifts, and time to charities in their local communities. Families in need throughout the country benefit. The Salvation Army, Make a Wish Foundation, American Cancer Society, Easter Seals, Maryland Food Bank’s Pack to Give Back event, and several food pantries are among the organizations we support.

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 plan 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 and EVC each day. We have celebrated in this way for more than a decade and look forward to doing so each year.
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

The company’s environmental programs attained the following one-year metrics at CTC office locations.

**Waste Management/Recycling**

- Volume of paper recycled was equivalent to 225 trees
- Water refilling stations have eliminated 305,000+ bottles

**Travel**

- Employees carpooled on 363 trips. This resulted in 436 fewer rental cars, which saved the company $17,440 in rental fees.
- By carpooling, employees saved 160,884 miles at 27 miles per gallon (average), resulting in 5,959 fewer gallons of gas, or $14,000 cost savings.

**Safety Voluntary Protection Programs**

In addition to being awarded the National Safety Council’s Million Work Hours and Perfect Record Awards for the third year in a row, CTC completed the five-year VPP Recertification Audit conducted by the Office of Safety and Health Administration (OSHA) to become fully recertified. CTC’s Safety Committee:

- Hosted a fire safety station that included a BullEx digital fire extinguisher trainer for Take Our Kids to Work Day.
- Participated in Safety and Security Day, which had over 200 participants and the largest online participation in the history of the event.

**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. 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.

Supporting STEM Careers

Through The Challenge Program, Inc., high school sophomores, juniors, and seniors are introduced to careers in their own communities and challenged to compete in five award categories that are directly linked with academic and workforce success: attendance; STEM (Science, Technology, Engineering, and Math); academic improvement; academic excellence; and community service.

CTC joined with other companies in Cambria County, Pennsylvania, who collectively donated $90,500 to help 15 schools.

Partnerships between schools and businesses contribute to the workforce and economic development by motivating students to succeed in academics and in their future careers. CTC supports the Challenge Program’s drive to develop good habits, behaviors, and attitudes in students so they will be better prepared for challenges, competition, and rewards of the workforce.
A Best for Vets Employer Awardee

CTC is pleased to be recognized, not just as an advanced technology leader, but as a company that is a good corporate citizen and an outstanding employer for military veterans, reservists, and their families. It is inherent in our corporate culture to uphold the rights of uniformed employees and go above and beyond to support their families, especially during deployment. As a result, in addition to being named a Best for Vets employer for many years, CTC has earned the Patriotic Service Award, Association of the United States Army, Fort Pitt Chapter; Missouri Flag of Freedom Award; Most Valuable Employers for Military distinction; Employer Support of the Guard and Reserve (ESGR): Soaring Eagle Award; Extraordinary Employer Support Award; Pro Patria Award; Liberty Bell Award; Patriot Award; Seven Seals Award; and Above & Beyond Awards (from the PA and MD ESGR).

“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

Our employees were among the volunteers who helped plant 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.

“The National Park Service has invited Friends of Flight 93 to participate by planting trees at the memorial, which includes about 200 acres,” says Mark Parseghian, CTC’s Principal Risk Management Lead. “Spending time planting trees at the memorial gives you a sense of ownership in the park and is one way to honor those who sacrificed so much to keep others safe.”

CTC Foundation is a contributor to the Flight 93 Memorial, and Ed Sheehan, Jr, CTC’s President and CEO, is a member of the Flight 93 Board of Directors.
Awards:

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

- James S. Cogswell Outstanding Industrial Security Achievement Award, Defense Security Service
- Best for Vets Employer, Military Times
- Soaring Eagle Award, Pennsylvania Employer Support of the Guard and Reserve (ESGR)
- World’s Most Ethical Company
- Winning “W” Company, 2020 Women on Boards
- Million Work Hours Award, National Safety Council
- Perfect Record Award, National Safety Council
- National Safety Council Safety Committee Award