



## Sustainability and Social Responsibility Equal Opportunity Employer (EEO)

nFront Consulting is founded on a business model that, in part, was structured from the beginning of our company to reduce the environmental impact of our work.

We have employed the latest in communication and data storage and sharing technologies to allow our consultants to:

- work from home offices,
- accomplish contracting aspects of our work electronically,
- minimize the production of paper documents,
- communicate effectively with clients with less employee travel, and
- deliver documents to our clients in electronic form.

As a result, as compared to consulting companies doing similar work 10 years ago, we estimate we have achieved the following reductions in environmental costs while enjoying better performance and improved quality of life.

	% Reductions
➤ Travel by employees from home to office	100%
➤ Office space related environmental costs	90%
➤ Paper utilization	80-90%
➤ Document shipping	90%
➤ Travel to clients locations	60-70%

nFront Consulting's Energy Practice provides consulting services to our clients aimed at helping them develop sustainable power supply and demand side resource utilization and development plans. When applicable, our studies include community input and review of societal impacts of the power supply decisions being made by our clients.

nFront encourages flex-time for its employees to provide a work-life balance and encourages personnel to individually and collectively contribute to society. For example, nFront has multiple team members who have hosted foreign exchange students, each multiple times, and permits time off for volunteer activities.

nFront values, celebrates, and recognizes the talents, capabilities, achievements, and perspective of our team members. In all aspects of employment, nFront Consulting provides equal employment opportunities by hiring, recognizing, and advancing our team members, without regard to race, religion, gender, national origin, age, disability or genetic considerations.

nFront Consulting expressly prohibits and will not tolerate any form of workplace harassment based on race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, genetic information, disability, or veteran status.

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