

BENEFIT CORPORATION
REPORT
2020

MAZZETTI



A MESSAGE FROM OUR CEO:

2020 was a year like no other.

During 2020, like many businesses, Mazzetti faced significant downturns in demand for conventional engineering services. With about 80% of our revenue coming from the healthcare industry, and the healthcare industry staggering under the demands of the COVID situation, many of our clients were unable to move forward with anything other than management of the immediate demands of the virus.

Fortunately for Mazzetti, we were the recipients of one of the PPP loans made available from the Federal government, which gave us the ability to keep great people on staff, even though we did not have the revenues to support them. So, we found unique ways to deploy our people to meet the moment, and to serve the world's needs.

We helped some of our clients in pro bono ways that helped them manage their risks, and their patients.

We managed the international efforts to support the WHO in providing pro bono consulting design services to disadvantaged countries around the world who needed rapid COVID assistance. In addition to serving as the overall project management service, we also provided consulting services for many of these teams.

We re-purposed a grant we had from the NFPA Research Foundation to do critically important research in ways that have never before been available into performance of electrical systems during pandemic events.

We assumed leadership of the ASHRAE Infectious Aerosols Position Document, setting the evidence-based advice for managing threats from airborne pathogens in all buildings, in all resource levels.

We hosted a group of interns from Princeton, when their previously committed positions fell through, and we leveraged their talents to build capacity in our Sextant Foundation.

We wrote the book for the National Academy of Medicine in their new Grand Challenge to de-carbonize the US Healthcare Sector.

We developed and managed one of our workshops on the issue of Racial Justice in Healthcare.

Mazzetti is first and foremost, an employee-owned Benefit Corporation. In 2020, we had ample opportunity to live our vision of making the world a better place by building healthier environments, and by serving both our people and the world.



Walt Vernon, CEO





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VISION:

Mazzetti creates healthier, enduring environments.

Why do we exist?

VALUES:

- Earn Trust
- Team First
- Inspire

What is most important to us?

MISSION:

Thoughtfully connect people, design, and technology to create lasting, positive impact.

What do we do?

* This page is reflecting the updated 'Vision', 'Values', 'Mission', updated as of January 2021 during the overall brand evolution.

IMPACT ASSESSMENT OVERVIEW

In accordance with California Benefit Corporation Law and the Mazzetti Articles of incorporation, our purpose is to create general public benefit. In 2020, our benefit corporation acted in accordance with its general public benefit purpose, and our directors complied with their duty to consider the impact of decisions on stakeholders. Though not required by law, Mazzetti decided to continue pursuing this goal last year specifically through improving: our internal sustainability, wellness, and diversity and inclusion efforts; the energy impact of the healthcare industry; and clean energy and water access in limited resource settings around the world with Sextant.

Mazzetti is first and foremost an employee-owned Benefit Corporation. We are in business to create public benefit – both societal and environmental. This is reflected in the way our company is structured, and how we operate.

IMPACT REPORT

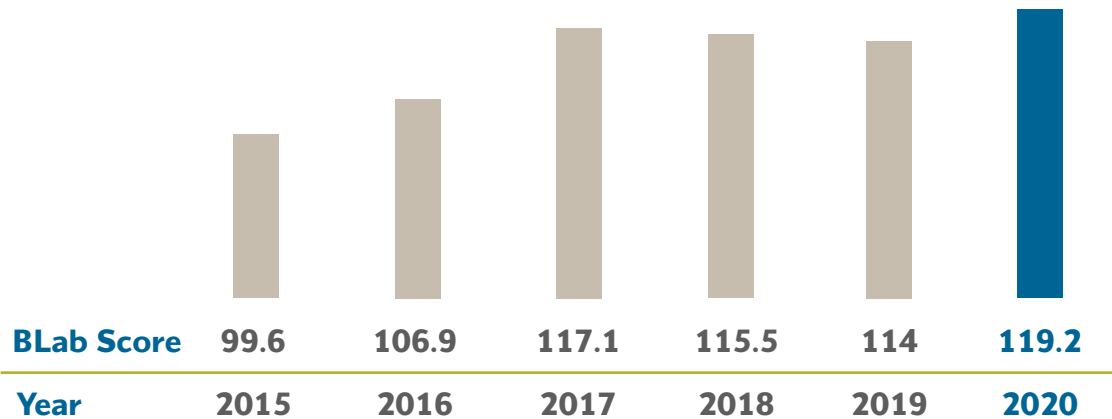
For the sixth consecutive year, we used the B Impact Assessment as the third-party standard for our benefit corporation report. It's a tool

used by over 50,000 businesses around the world, and like us, it aims to continuously improve. We are using Version 6 of the B Impact Assessment.

Note: There is no material connection between Mazzetti and the B Impact Assessment or the organization that established it. Although Mazzetti uses the B Impact Assessment to measure our progress each year, we have not undergone third-party validation of our reporting due to the cost of B Corp certification. We are a benefit corporation by law in the state of California, a designation that awards us additional points in the B Impact Assessment.

TOTAL SCORE

The median Ordinary Business score is 52.4. An overall score of 80 or above qualifies for B Corp certification. The median score of the Best For the World Honorees is 131. For 2020, we are at 119.2



IMPACT ASSESSMENT SCORECARD

OVERALL RATING	MAZZETTI	ORDINARY BUSINESSES	NOTES
TOTAL SCORE (2020)	119.2		Increase from previous year
Governance	20.1	--	Same as previous year
Mission & Engagement	4	0.5	Same as previous year
Ethics & Transparency	6	2.6	Same as previous year
+Mission Locked	10	--	Recognizes corporate forms and amendments that preserve mission and/or considers stakeholders regardless of company ownership
Workers	69.3	--	Increase from previous year
Financial Security	18.9	7.2	Increase from previous year
Health, Wellness, & Safety	7.5	6.9	Decrease from previous year
Career Development	6	3.1	Increase from previous year
Engagement & Satisfaction	6.9	4	Increase from previous year
+Worker Owned	30	--	Recognizes distributive ownership models that empower employees, including cooperatives and ESOPs
Community	18.1	--	Increase from previous year
Diversity, Equity, & Inclusion	6.5	2.5	Increase from previous year
Economic Impact	4.3	4.7	Same as previous year
Civic Engagement & Giving	4	1.5	Increase from previous year
Supply Chain Management	1.9	1	Increase from previous year
Environment	9.1	--	Decrease from previous year
Environmental Management	6.1	1.2	Same as previous year
Air & Climate	0.9	1	Decrease from previous year
Water	0.3	0.3	Same as previous year
Land & Life	1.7	2	Same as previous year
Customers	2.3		Same as previous year
Customer Stewardship	1.5	2	

IMPACT ASSESSMENT UNWRAPPED

From our efforts to improve our own workplace environments, to the impact of our project work, to our local and national global health efforts – we’re committed to making progress.

GOVERNANCE

The Governance Impact Area evaluates your company’s overall mission, ethics, accountability and transparency through topics such as integration of social and environmental goals in employees’ performance evaluation, impact reporting and transparency, stakeholder engagement, and more.

Our score in this category did not change from 2019 to 2020. Mazzetti continues to perform well in this category due to our status as a benefit corporation, environmentally focused mission, and practices in transparency and accountability. As for ethics, we will re-incorporate anti-corruption policy language into our Code of Ethics in 2021. Governance also includes stakeholder engagement, and in 2021, we will be holding “Reimagining Quality” workshops with external stakeholders, which will be a mechanism for gathering feedback on our performance. We will also begin incorporating energy goals into regular performance check-ins for project managers, and explore conducting a materiality assessment to help us identify our most material issues.

WORKERS

The Workers Impact Area evaluates your company’s contribution to its employees’ financial, physical, professional, and social well-being through topics such as payment of a living wage, benefits, employee health and safety, professional development opportunities, and more.

We are a 100% employee-owned company, focused on the holistic well-being of our people. We offer

generous benefits, professional development opportunities, and worker flexibility. We saw an increase to our score in this category in 2020. Positive impacts were due, in part, to the bonuses we were able to provide employees in 2020 and the stipends we made available for the purchase of items to improve home work station ergonomics. Our wellness committee offered more meditation sessions and used a human-centered design workshop to develop and test new ways of supporting our people during the pandemic. We offered life skills training (e.g. financial planning) and cross discipline training in knowledge sharing sessions and at company meetings. We did not use our professional development budget to the same extent that we have in previous years, due to the pandemic and travel restrictions. We know employees took advantage of virtual learning opportunities in 2020, but we did not track these hours. As 2020 was a national election year, executive leadership encouraged employees to vote, reminding them that time off for voting is a benefit (according to our employee manual). Employees were also encouraged to work to ease poll worker shortages, including offering them a job number to which that time could be charged.

We changed our parental leave policy in 2020, to offer men the same amount of paid time off as women (two weeks, previously only one week). For healthcare benefits, we unfortunately do not have equal offerings for our employees. Our Kaiser plans meet the B Lab annual deductible and co-payment thresholds, but our Cigna plans do not (and Kaiser is only available to our CA employees). Our part-

time workers are only eligible for healthcare plans if they work 30 hours, but we are aiming to reduce that number to 24.

COMMUNITY

The Community Impact Area evaluates your company's contribution to the economic and social well-being of the communities in which it operates, through topics such as diversity and inclusion, job creation, civic engagement and philanthropy, supply chain management, and more.

We scored higher in this category for 2020, but we still have room for improvement. We increased the number of women on the board and a woman was elected as Chair. We actively recruited individuals to increase participation of underrepresented groups on the board, and

that participation will go into effect in 2021. Our percentage of female workers has increased to 40, but we are still lacking female leadership, as well as leadership from underrepresented groups. We do not currently have programs in place to provide mentorship or internship opportunities for people from underrepresented groups, but this is a goal for 2021. We have not yet identified specific diversity improvement goals, but we are actively working on creating a more inclusive, equitable workplace, with the goal of diversity being an outcome. In 2020, we made salary adjustments based on findings from our pay equity analysis. We also have room for improvement in our purchasing practices, as we don't currently track or have a policy in place for local or diverse suppliers. We could also better manage employee service by tracking hours and setting goals. We are still excelling when it comes to advancement

Not Another COVID-19 Webinar
Tuesday, Sept. 1st 11am - 12:30pm PST

Donna Deckard
The Center for Health Design

Walt Vernon, PE, LEED AP, EDAC, FASHE
Mazzetti

Jim Crabb, PE
Mazzetti

George Tingwald, MC, AIA
Stanford University Medical Center

Clayton Mitchell, PE, CEM
Thomas Jefferson University Hospitals

Mike Wood, CHC, MSM
Medxcel Facilities Management

The poster features six circular headshots of speakers and an illustration of five healthcare workers in full PPE (goggles, masks, gloves, and gowns) at the bottom.

Mazzetti experts offer thought leadership on COVID-19

of environmental performance in our industry, dedicating time and expertise to data collection, thought leadership, and policy work. We also continue to provide free resources such as our M+Energy and M+WasteCare apps.

ENVIRONMENT

The Environment Impact Area evaluates your company's overall environmental stewardship, including how the company manages general environmental impacts as well as specific topics like climate, water use and sustainability, and impacts on land and life.

Mazzetti has a deep history with sustainability, evidenced by both our design and our role in industry thought leadership and policy advocacy. We continue to be a proud supporter of the United Nations Global Compact Ten Principles, guiding our sustainable operations. Our score in this category decreased (by 0.1) in 2020, and many of the questions were not relevant based on our transition out of offices due to COVID-19. When we moved to working from home, our sustainability champions shifted their challenges (e.g. eliminate paper use entirely) and resources (e.g. how to get involved in environmental advocacy) accordingly. We shared ideas for making the home office more environmentally friendly and discussed a corporate travel policy to keep our carbon footprint down when travel begins again. We also began to feature sustainability highlights from our projects at each company meeting, to inspire cross-pollination and expand the impact of our innovations. Our San Francisco office celebrated a decade of green business

certification, and our Denver office was proud to continue to be among the 300 Certified Green Businesses in Denver. In 2021, we are conducting a full greenhouse gas inventory for our scope 1, 2, and 3 emissions.

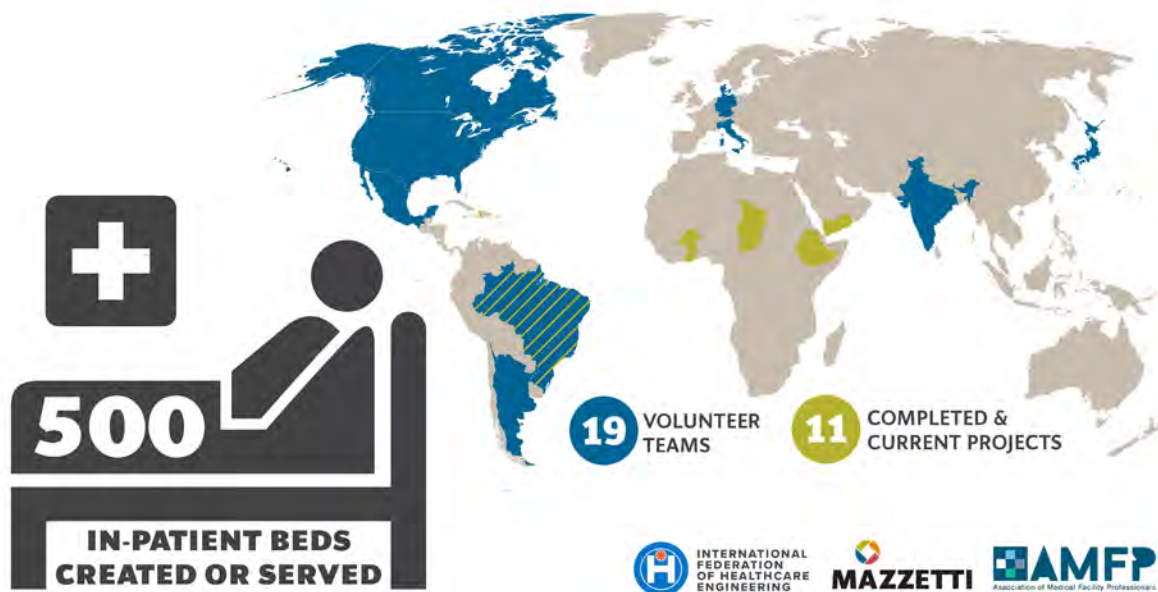
CUSTOMERS

The Customers Impact Area evaluates the value that your company creates for your direct customers and the consumers of your products or services through topics such as ethical and positive marketing, warranty and quality assurance of products and services, data privacy, data security, and more.

We have room for improvement in this category as well. We do not regularly monitor customer outcomes and well-being, nor do we have a program to incorporate customer feedback into design. We do, however, continue to offer a unique benefit to our clients in the form of “Reimagining Workshops”, and as previously mentioned, we are planning “Reimagining Quality” workshops for 2021. This will create opportunities for us to incorporate customer feedback into our work and ultimately improve quality. When it comes to data security, we still don't collect sensitive information, and we continue to conduct audits both externally and internally.

IFHE COVID-19 International Helpdesk

Updates by the Numbers



Photos: WHO IFHE COVID-19 Response; Work from Home Sustainability Bingo social shareable from Mazzetti's sustainability champions; Green Business Certification for our Denver office.

OUR IMPACT STORIES

In 2020, we continued supporting local and global communities through various employee-led efforts and causes that are important to us.

WOMEN AT MAZZETTI COMMITTEE

“At the beginning of 2020, the Women@Mazzetti committee had planned on focusing on leadership mentoring and ally training. We started the year with strengthening the company’s internal awareness by taking implicit bias assessments, collecting scenarios of gender-related microaggressions, and discussing ways we could address accordingly. As Mazzetti began sheltering in place in early March, we quickly shifted gears to focus on the gender equality impacts of COVID-19. We hosted an internal panel to address any issues Mazzetti-ites came across while managing our new working-from-home (WFH) reality, including working nearby children adjusting to online-learning, safely visiting job sites, etc. We also looked at reports released by the United Nations and McKinsey to understand how the pandemic has been reverting back some of the gender equality accomplishments, and we highlighted the importance of continuing to push gender equality efforts forward especially during the pandemic. In response to prevalent racial inequality and tensions exposed this year, we also organized a virtual Privilege Walk session. Many of our colleagues shared personal accounts and perspectives re both inside and outside of Mazzetti. As a result, a new Diversity and Inclusion (D&I) committee was formed, which W@M looks forward to future collaborations. The two co-chairs for the W@M committee also attended the Society of Women Engineers’ National Conference virtually this year, and learned ways to create a mentorship program and how to communicate digitally when working from home, all ideas we would like to implement within next year’s goals. In early 2021, the Women@Mazzetti committee

will be partnering with various construction and architecture firms in the Bay Area and Sacramento area on a virtual event to encourage high school female students on pursuing careers within the construction industry. Other 2021 W@M plans include: re-focus on leadership mentoring, allyship training, while still providing support for our Mazzetti-ites that are in shelter-in-place. Though remote, in some ways we feel even more connected to our colleagues... And a renewed motivation toward ensuring our culture is welcoming to all,” Angelica Chow, committee co-chair.

JUSTICE EQUITY DIVERSITY INCLUSION COMMITTEE

In 2020, we formed our first committee focused on justice, equity, diversity, and inclusion. Initial goals include: ensuring all employees feel safe and a sense of belonging; being good allies and advocates for each other; creating opportunities for individuals from underrepresented groups; and making a brighter future for the next generation. All employees are invited to join monthly meetings to listen, learn, and contribute ideas. Members have begun attending industry events, sharing resources, and planning initiatives. We look forward to reporting on progress next year.

EMPLOYEE APPRECIATION EVENT

“The San Francisco office hosted a paint night event for our team in November! In an effort to host at least one team event per month, the EAC organized and paid for the event and everyone in our office as well as their spouses, roommates, kids, etc. were

welcome to join us. We spent 2 hours on Zoom led by an instructor from a company called Paint the Town who walked us through painting a Starry Night version of the Golden Gate Bridge. Everyone had a great time and people are already asking when we will do it again!"

-Cassidy Thompson

Our Franklin, TN office held virtual events to celebrate employees, such as baby showers and wedding announcements. Our Portland, Eugene, and Seattle offices held virtual events including bingo night, trivia, family feud, mystery puzzle, family Christmas gift opening, and happy hours to keep our people connected and have fun together.

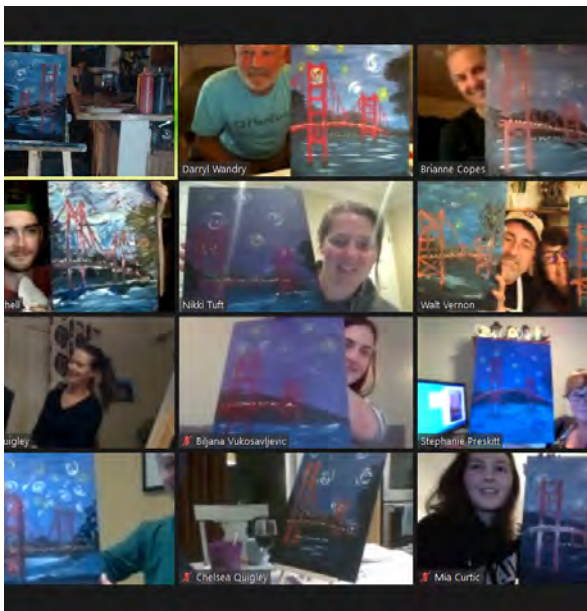
PANDEMIC METERING STUDY

We embarked to install circuit level and panel level meters at US hospitals as they were preparing to respond to the COVID-19 outbreak. During this incredibly challenging time, seven hospitals in four states across the country agreed to have meters installed. While data has been collected already, the meters remain in place and will continue to record for a full year. Since the National Electrical Code (NEC) applies demand factors for non-dwelling receptacle loads, it is most advantageous to consider loads at the panel level. The NEC Demand load requires that the first 10kVA apply a demand factor of 100% and the remainder over 10kVA apply at demand factor of 50% of these values. The electrical system for hospitals is designed based on the NEC Demand load. Therefore, the NEC demand load drives sizing of feeders, services, equipment, etc. Because we will have a better sense of hospital electrical demand during what is likely a worse-case scenario, we

will have a better basis for right sizing hospital demand factors. This should ultimately result in less expensive, safer hospitals.

WHO COVID-19 RESPONSE

When the world was faced with a global pandemic, the response necessitated an equally global response. In March 2020, the World Health Organization (WHO) established an International Help Desk to assist countries with limited resources in setting up Severe Acute Respiratory Infection (SARI) Treatment centers. The Help Desk sourced credible resources from the International Federation of Hospital Engineering (IFHE) for architectural and engineering teams to provide consulting and design services. Mazzetti volunteers organized the IFHE response, recruiting 19 design teams, matching teams with projects, and mentoring each team – in addition to completing five of our own projects. The first assignment was to help the small African country of Burkina Faso convert a clinic under construction to treat COVID-19 patients. The team (Mazzetti & LS3P Architects) adapted the facility using a WHO guide, planning for both mild and severe patients, addressing ventilation, patient and staff flow, protection of staff, laundry, and medical waste disposal. This same team became the advisor to other international teams, with the goals of multiplying the capabilities of WHO staff and sharing experience to shorten the design process for new teams. This kind of technical volunteer opportunity is unique, and we are grateful to be involved and to see the design community coming together to help hospitals fight against coronavirus around the world.



Photos (clockwise): Employees in the field during COVID-19, International Women's Day campaign, Employee appreciation paint night event.

OUR IMPACT STORIES

“This project is important to me because it represents the coming together of people to help the global community and to share knowledge for the betterment of those asking for help. This project team is uniquely aligned around a common goal, with equal voices, resulting in a robust product for this community in need.”

– Dustin Smith
2019 Scholarship Recipient.

MAKING COVID FACEMASKS

At the start of the pandemic, two Mazzetti employees, Megan Cruzen and Karen Lange, began making and distributing masks to those who needed them.

“I did it because I know how to sew and it was the right thing to do when no one could find masks. I made about a hundred for fellow Mazzettites and their families. I had fun doing it. What else does one do during a lock down,”

– Karen Lange.

IFHE GLOBAL HEALTHCARE ENERGY AWARDS PROGRAM

In 2020, it was announced that our M+Energy would serve as the International Federation of Healthcare Engineering (IFHE) platform for their first global healthcare energy awards program. The awards aim to encourage healthcare facilities around the world to commit to a reduction in energy use that will ultimately lessen the entire global health system’s intensive carbon footprint,

all through a simple energy tracking process. Any healthcare facility with a 5% or greater energy reduction, measured from 2019 as the energy usage baseline and 2021 as the performance year, will be eligible for recognition as a Global Healthcare Energy Winner. “Best in Country” winners and the “Best in World” winner will be recognized during IFHE’s Annual Congress in Toronto, Canada in 2022.

“We’ve designed the process (and tools) to be as simple as possible to help more healthcare facilities better understand their available energy data and the value it offers,”

– Walt Vernon, CEO, Mazzetti.

“IFHE is thrilled to celebrate its members success on this global platform. With every entry, we hope to inspire more organizations to join this movement toward creating a healthier, more sustainable future for us all,”

–Darryl Pitcher, President, IFHE

CEC DECARBONIZING HEALTHCARE GRANT

In May 2020, Mazzetti was awarded a grant from the California Energy Commission (CEC) to create a guidebook exploring ways to decarbonize healthcare facilities and large commercial buildings. The grant funding will be used for the R&D and deployment of innovative approaches and technologies that support decarbonization. The focus is to reduce the carbon intensity on HVAC and hot water systems. In recent years, Mazzetti has seen more healthcare clients lay out roadmaps to carbon neutrality, and has helped a few clients

determine strategies to do so along the way. This grant will further what is possible to support our clients' visions and to drive more widespread adoption of energy efficient solutions for natural gas end uses.

NATIONAL ACADEMY OF MEDICINE CLIMATE FOOTPRINT REDUCTION

We were asked to prepare a background paper on “developing strategies to reduce the carbon footprint of the US healthcare sector” for the National Academy of Medicine in the summer of 2020. The paper provided background on the issue of healthcare’s carbon footprint and explored interventions that the National Academies of Sciences, Engineering, and Medicine (NASEM) could make to accelerate change. To prepare the paper, we quickly assembled three cohorts of 100 healthcare leaders – sustainability professionals, clinical experts, and finance experts. Each group participated in three, two-hour brainstorming sessions. The sessions focused on the current state and barriers, opportunities for improvement, and actions that would create change. We made specific recommendations in each area, with the overarching recommendation of reducing the healthcare sector’s carbon emissions by 50% by 2030 and 100% by 2050. This foundational work contributed to the launch of NASEM’s Grand Challenge on Climate and Health. In 2021, we will continue to support the next steps and recommended actions, with the development of an Action Collaborative.

KAISER SOUTH BAY VENTILATION & IAQ RESEARCH

Hospitals are among the most energy-intensive facilities in the US and especially large consumers of natural gas in California. Hospitals in California rely on legacy mechanical ventilation methodologies requiring “air changes per hour” (ACH), resulting in energy inefficiency from over-ventilation. As a result, a tremendous amount of unnecessary natural gas for heating and cooling is used. Specifically, hospitals are using ~40% more natural gas than is necessary to meet Indoor Air Quality (IAQ) standards for safety and occupant comfort and have seen very little improvement in overall energy efficiency over the last four decades! The CEC issued a grant solicitation in June 2016 to research the larger issue of natural gas efficiency for Healthcare buildings, specifically in hospitals (in CA). Upon being awarded the grant, Mazzetti partnered with Kaiser Permanente to start the research. (Kaiser is recognized as one of America’s leading health care providers and not-for-profit health plans, serving 12.4 million members in 8 states and the District of Columbia.) The project took place at the Kaiser Permanente South Bay Medical Center in Harbor City, California, in the North Tower building. The North Tower is four-story, 280,000 sf, opened to patients in February, 2015. Our premise was that hospitals have high ventilation rate requirements. We suspected over-ventilation of many zones, much of the time. If ventilation could be reduced, while maintaining safety and comfort to occupants, energy was saved at fans, chiller plant, and boiler plant. We set out to design a system where indoor air quality (IAQ) sensors installed throughout the facility would trend and analyze real-time air quality data to reduce ventilation rates for each space.

OUR IMPACT STORIES (CONT'D)

The Kaiser South Bay North Tower is a 140-bed patient tower with administration offices, a full cafeteria, and an emergency department. Any space considered “high risk” was excluded from the scope. The team made no modifications to Operating Rooms, Procedure Suites, Interventional Radiology, High-Level Intensive Care Units, Protective Environments, or Airborne Isolation Units. We excluded all airborne isolation rooms, the second-floor emergency department, and the imaging suite.

We conducted research to identify an IAQ sensor product that could be both cost effective and non-invasive when installed. We installed sensors in 76 locations throughout the facility as well as one roof sensor to monitor outdoor air conditions. The contaminants that were being monitored included particulates (PN1+), carbon dioxide (CO₂), total volatile organic compounds (TVOCs), ozone (O₃), temperature, and humidity. We performed a constant air volume (CAV) to variable air volume (VAV) conversion which allows the terminal units to modulate the airflow based on heat load in the space. This was done primarily by reprogramming the terminal units’ supply ventilation setpoints. Lastly, we implemented a dynamic sequence of operations that enabled those terminal units to further reduce their minimum ventilation rates based on real-time IAQ data readings and pre-determined thresholds. AGAIN, the industry has been lacking evidence to push code changes for a more resilient and sustainable future. While wearing our engineer hats, we dually wore our research cap and glasses to seek the real data needed to drive needed-change. The results were impressive! The IAQ results were in line with Mazzetti’s theory. The data indicated no definitive correlation between IAQ and ventilation rates.

i.e. The data set did not follow the theoretical relationship of particles or carbon dioxide increasing with lower ventilation rates. Even further, the results proved that the air quality in a hospital is extremely clean compared to that of outside conditions, even at 2 ACH or less. As a result of the lower ACH rate, the energy savings are significant. Based on the calculated North Tower energy baseline, we are projecting a 50% reduction in fan energy, a 36% reduction in cooling energy, and a 29% reduction in heating energy on an annual basis.

“REIMAGINING” VOLUNTEERS

Ten college students whose summer plans were put on hold due to COVID-19 were provided a volunteer opportunity with the Sextant Foundation. We quickly formed the Reimagining Volunteers, a volunteer program for students to provide meaningful opportunity to support the work of Sextant in accordance with their interests, learning path and career aspirations. The volunteers were split into three primary teams. One team helped support writing a paper on climate change and healthcare for the National Academy of Medicine. A second team helped support and develop Reimagining Workshops, including developing a logo and advertising materials, creating a development pathway for workshop ideas and spearheading Reimagining+ Racial Justice, a virtual workshop held over the summer. A third team focused on the Sextant Foundation’s development including creation of a new website and volunteer handbook, and exploration of impact models. Volunteers also worked on secondary projects of their choosing including considering urban spaces in the post COVID world, race in the AEC community, and

updating the WasteCare Calculator. Professional and personal development for these students was also an important part of the volunteer process. They met regularly with supervisors to explore and discuss their learning and career paths. The primary teams met daily with one another to support their work and reflect on the works' overall meaning. The volunteers shared some of their experience on the website they created. This can be found here: <https://www.sextantfoundation.org/volunteer-stories>.

“REIMAGINING” WORKSHOPS

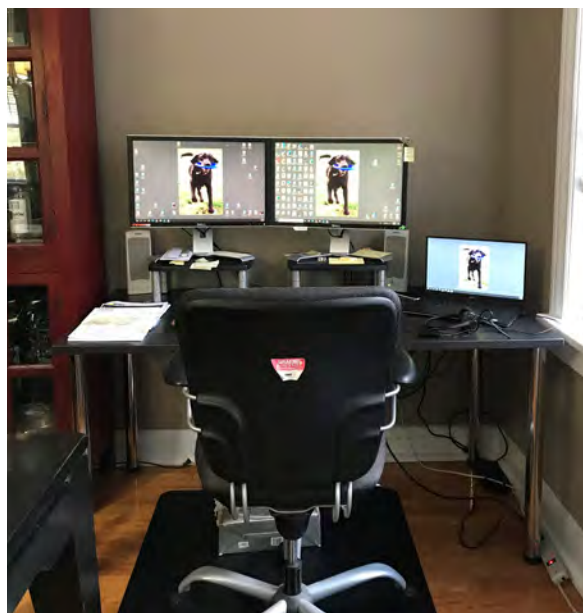
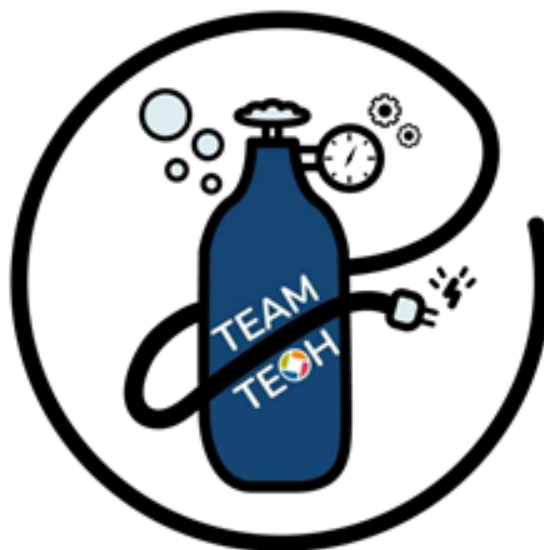
The Sextant Foundation continues to host Reimagining Workshops. These workshops bring together clinicians and designers (engineer, architects, others) and use a human centered design infused process to identify and propose solutions to the challenges faced by clinicians and their patients in these spaces. The workshops serve as a source of suggested revisions for the Facility Guidelines Institute (FGI) Guidelines for Design and Construction revision process. They also provide a great educational opportunity for all participants.

Reimagining the OR (organized in association with the AORN foundation) was scheduled for March 2020 but was cancelled due to COVID-19.

Reimagining+ Racial Justice in Healthcare was held in August. This Reimagining+ virtual workshop brought together participants around a topic (Racial Justice) as opposed to the traditional Reimagining workshops that bring participants together around a particular clinical space. The Reimagining Volunteers helped develop and run this workshop.

SWE TEAM TECH PROJECT

“Mazzetti was chosen to sponsor the Cal Poly SWE Team Tech committee. The project scope involves designing a smaller scale oxygen generator system that requires minimal maintenance, inexpensive parts, is easily serviceable, and will run on clean energy. This project will be designed for use in developing countries, specifically Malawi, where a reliable, constant power source is not readily available, along with enough trained staff who know how to maintain or repair the system when needed. This project scope was inspired by Walt Vernon, Shannon Bunsen, and Brian Hageman. When this project is successfully completed, it could possibly lead to another opportunity with Sextant to continue to mentor the Team Tech group and aid in installation and training for locals in Malawi! The Mazzetti volunteers involved in this mentorship include Brian Hans, Keisha Thomas, Sue Rossberg, and myself, along with many other employees who have volunteered their time to share their experience and expertise on certain topics. This showcases the diverse knowledge that our company can provide. Individuals who were interviewed include Brian Hageman who has much expertise in oxygen concentrators, Shannon Bunsen, Lauren Schwade, and Sextant volunteers Angelica Chow, Troy Savage, Brennan Schumacher, Jeff Rodriguez, and Kait Mendenhall. They also interviewed a local hospital in San Luis Obispo. As mentors, we meet with the group every week along with subgroup meetings that occur when needed. We provide them with the resources they need and direct them to others for help. This project is mostly mechanically and electrically focused, so Keisha Thomas leads the electrical group, while Brian Hans, Brian Hageman, and I lead the mechanical group. Mazzetti is also providing



Photos (clockwise): Face masks sewn by Mazzetti employees, Team Tech logo, Medi Mazzetti invitation, at-home work station refresh.

OUR IMPACT STORIES (CONT'D)

a fund for the group to spend on any materials or resources they may need for the project. So far it has been a great pleasure working with the Team Tech group. I can tell they are driven with passion and genuinely excited about the project! It is also a great learning experience for myself because I am learning more about this issue and oxygen concentrators since the concept is new to me. It seems like a very meaningful project that could make a major difference in the healthcare setting in developing countries if this project is implemented. This is also my first time being involved in project management, so this is great practice,”

– Karina Hong.

“The experience is impressive so far, and personally, I learned more about how I can further improve in project development and management in this process as I witnessed the internal coordination of such a challenging project. The Cal Poly team are eager, persistent and diligent, following our advice through the process so far. I commend their desire to make an impact in Sustainability and to help the disadvantaged in our world,”

-Keisha Thomas.

“I think the experience has renewed my energy! To be working with a young dynamic team has been really exciting for me. Being able to mentor them and see how quickly they adapt and grow has been really impressive. Their choice on project

is great to see and how they really want to make an impact on the world at large is exemplary! They do a great job on follow up and thanking people for input!”

– Brian Hans

“Working with the Mazzetti Team has helped me become a better engineer and leader. My overall management and verbal and written communication skills have grown enormously. Ultimately, I am very appreciative to have the support of such talented engineers from Mazzetti and to be able to contribute to a meaningful project,” – Bonnie Brown (Team Tech Director)

“Getting guidance and feedback from Mazzetti throughout our project has been immensely helpful. Working with Mazzetti has taught me a lot about technical aspects of our project, as well as soft skills in professional communication, effective project management, etc. All in all, I’ve learned a lot from them and been very inspired along the way,”

– Claire Franz (Team Tech Treasurer)

“The support from Mazzetti has been effective, meaningful, and a true learning experience. Each meeting there was knowledge to gain, whether technical advice on constraints and industry standards or tips on encouraging teamwork and engaging members’ participation on the project. Overall,

Mazzetti helped me discover new ways to improve my management of the team and my understanding of what it takes to undergo a year-long project,”

– Julianna Caballero (Team Tech Co-director)

SEXTANT PROJECTS – PUERTO RICO, BAHAMAS, CAMEROON

In 2020, we continued working on meaningful causes with Sextant, the nonprofit founded by Mazzetti. Sextant completed the last of the cold chain projects in Puerto Rico with four volunteers from Mazzetti. After our volunteers completed their post-Hurricane Dorian assessments in the Bahamas, plans were made to install reverse osmosis systems, rainwater catchment systems, and solar and battery backup systems at a hospital, several clinics, a primary school, and a children’s home. These systems will ensure reliable, sustainable sources of energy and water for these facilities and the communities they serve in the event of another hurricane or natural disaster. Sextant also began collaborating with a nonprofit called COREDA in Cameroon in an effort to solarize their women and children’s empowerment center. In 2021, we aim to secure grant funding to complete the project with COREDA. Overall, Mazzetti employees contributed more than 400 hours to Sextant projects and development work in 2020.

SEXTANT PROJECTS



Photos: Damage to the Children's Home in the Bahamas after Hurricane Dorian (top); After the rebuild by volunteers(bottom).
Sextant is designing the solar panel system for the Children's Home. Photos provided by SBP



Photos: Sextant volunteers installing solar at Hospital San Cristobal in Puerto Rico

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