



2022 CORPORATE SOCIAL RESPONSIBILITY REPORT

Prepared By: Group14 Engineering, PBC

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Who Is Group14?



Group14 Engineering, PBC (Group14) is an energy efficiency and sustainability consulting firm committed to personal, societal, and ecological prosperity.



Our mission is to transform the built environment to realize a more resilient future.

Our passion is to use our business for a source of good and to support thriving and inspiring communities.

Executive Summary



Thank you for taking the time to read our 2022 annual impact report!

Group14 Engineering is an energy efficiency and sustainability consultant committed to personal, societal, and ecological prosperity. Our mission is to transform the built environment to realize a more resilient future. We have highlighted several of our current projects that contribute to our mission within this report.

As a Public Benefit Corporation, we strive to create positive impact through our work, our operations, and, throughout our community. While Group14's expertise is in the built environment, our passion is the people for whom and with whom we work.

The work we do would not be possible without our clients, our partners, and of course - our staff. We thank all of you for your ongoing support as we continue to catalyze change in the built environment and use our business as a force for good.

To a more resilient future,

Celeste Cizik
PE, CEM, LEED AP, PMP
Group14 CEO / Existing
Buildings Director



Achievements & Goals

IN 2022 WE

EXPANDED SERVICES

Group14 saw an interest in a multitude of rating systems which resulted in an exciting variety of new work. In the past year we worked on projects pursuing CORE, WELL, SITES, the Living Building Challenge, and more!



CLIENT SUPPORT

We continued to increase the capacity for client support in meeting specific project goals with added expertise. One example is our multifamily housing team, who was able to certify over 1,000 multifamily units to ENERGY STAR and ZERH standards as well as ensure new clients could claim the 45L tax credit with confidence.



DECARBONIZATION

Group14 decided to expand our services related to emissions and electrification. As part of this effort, Group14 established an internal decarbonization task force to identify our value proposition and establish priorities, including conducting public studies, presenting on related topics and expanding the website to include new sources of information on decarbonization.



IN 2023 WE PLAN TO



ENHANCE DECARBONIZATION SERVICES

Group14 will remain an industry leader in decarbonization services by:

- expanding services related to emissions, electrification, and embodied carbon
- perform public studies and presentations to establish our reputation



CLIENT & EMPLOYEE EXPERIENCE

Group14 will enhance experiences through process improvements and relationships by:

- create Standard Operating Procedures (SOPs) across the company
- enhance the on-boarding process and improve team building



TRANSITIONS

Positioning Group14 for success with smooth transitions by:

- transferring ownership successfully and remain a local, woman-owned, small business
- transition key roles and elevate careers

Our Story



OUR MISSION IS TO
TRANSFORM THE
BUILT ENVIRONMENT
TO REALIZE A MORE
RESILIENT FUTURE.



1992

GROUP14 ESTABLISHED AT
1325 E. 16TH AVENUE, IN
UPTOWN DENVER

2008

STARTED REPORTING OUR
IMPACT REGARDING GHG
EMISSIONS & RESPONSE

2015

BECAME A
JUST ORGANIZATION
THROUGH ILFI

2016

CHANGED OUR BYLAWS AND
BECAME A PUBLIC BENEFIT
CORPORATION (PBC)

2018

RENEWED COMMITMENT
TO PBC AND RE-CERTIFIED
AS A BCORP

2020

ESTABLISHED JEDI
COMMITTEE

CERTIFICATIONS



Promoting the Growth & Success of other MWBE/SBE/DBEs:

We make efforts to utilize local M/WBE vendors whenever possible. For example, our promotional apparel vendor is DK Promotions Colorado, a minority-owned, DBE.

Frameworks

B-CORP

In 2016, Group14 changed our bylaws and became a public benefit corporation (PBC). The PBC status demonstrates our dedication to our workforce, our environment, and our greater global community by challenging the convention that the goal of business is profitability above all else. We renewed our commitment by re-certifying as a BCorp and JUST Organization in 2018 and in 2021.

Group14 Engineering has operated as a purpose-driven business long before our awareness of Certified B Corporations.

Our decision to pursue becoming a Certified B Corporation was initially driven by a desire to quantify our past and current modes of operation. While we certainly accomplished that goal, we were also introduced to concepts and tools that have allowed us to expand our social enterprise in ways we simply hadn't envisioned. We are very proud to be a Certified B Corporation, with many exceptionally talented team members working together to transform the built environment to realize a more resilient future.



- 2017** Best for the Environment Honoree & Best for Governance Honoree
- 2018** Best for the World Overall Honoree, Best for the Environment Honoree & Best for Governance Honoree
- 2019** Best for the World Overall Honoree, Best for the Environment Honoree & Best for Governance Honoree
- 2020** Best for the World Honors [delayed to 2021 due to COVID]
- 2021** Best for the Environment Honoree
- 2022** Best for the Environment Honoree



In 2022, Group14 was recognized as a Best For The World™ B Corp! To achieve this recognition, organizations need to score in the top 5% in one or more of the five impact areas assessed towards the certification. For the fifth year in a row, Group14 has been recognized for our efforts in the Environment impact area.

JUST

Before we were a BCorp, we were JUST. The International Living Future Institute's JUST label served as one of our first stepping stones towards having a comprehensive CSR program. JUST is a voluntary disclosure program that measures how organizations are performing in terms of their social justice and equity work

The JUST program provides a platform for Group14 to demonstrate transparency in operations, how employees benefit by working at Group14, and where we make our financial and community investments. By earning our JUST label seven years ago, we had our first measuring stick of how we could continuously improve our operations, governance, and financial transparency. We have now recertified our JUST label twice. Group14 experience with the JUST program has resulted in our representation on ILFI Organization Equity Technical Advisory Group for 2022/2023 in order to provide feedback on the direction of the next version of the JUST label.

The goals of the JUST label are:

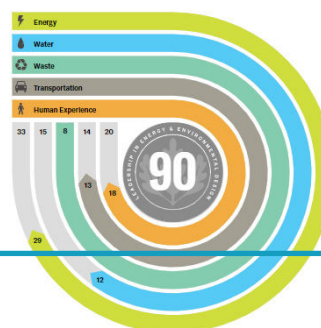
- To elevate the discussion around social justice in all organizations
- To create a common language for social justice issues
- To elevate the causes of those individuals who lead on these issues
- To change the policies and practices of thousands of organizations worldwide
- To make life better for people from all walks of life



LEED PLATINUM

Group14 continues to maintain our LEED New Construction (NC) and LEED Operations and Maintenance (O&M) certifications. Our headquarters, located at 1325 E 16th Ave in Denver CO, achieved LEED for New Construction (v2009) certification at the time of our major renovation in 2008.

The new LEEDv4.1 O&M program is based on actual performance data and reflects our ongoing operations month to month. As of December 2022, Group14 continues to be a leader in green building operations with our LEED Platinum status (achieving 90/100 pts) and maintaining a position in the top 1% of performing buildings in the nation.

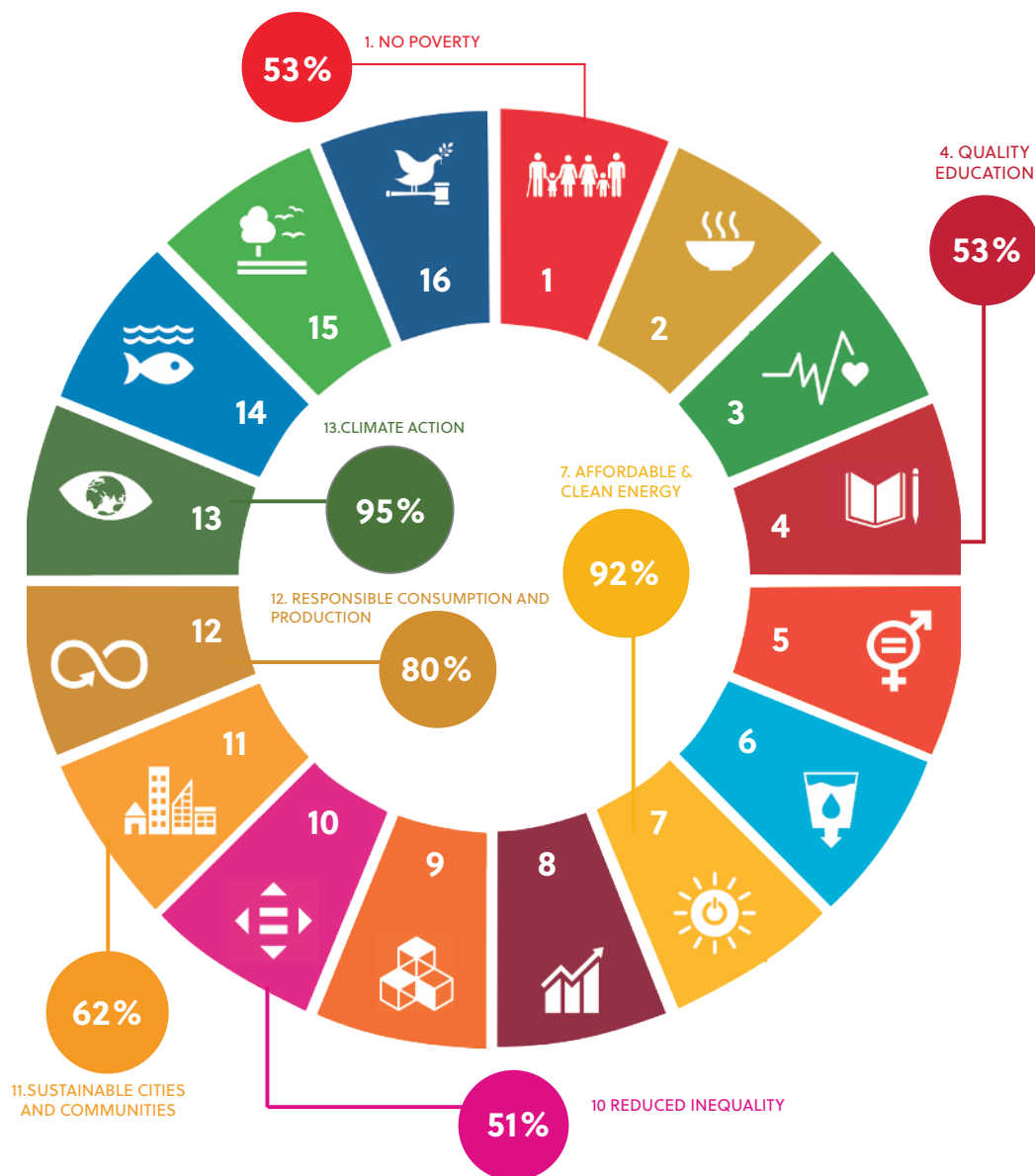


Above: Group14's office is in the top 1% of performing buildings in the nation within the LEED rating system.

UN SUSTAINABLE DEVELOPMENT GOALS

The United Nations Global Compact works with companies everywhere to align their operations and strategies with universal principles in the areas of human rights, labor, environment and anti-corruption.

The United Nations' Sustainable Development Goals (UNSDGs) are a set of commitments made by everyone from world leaders to businesses to end poverty, fight inequality and injustice, and prevent the harmful effects of climate change. While this is not an official certification, we are tracking our progress and impact in 16 areas. The graphic below indicates how we're scoring in the different categories.



Our Programs

When Group14 decides what programs to invest in, we consider our employees, clients, and those directly involved in the day-to-day operations of our projects. We consider our "community" to be local, regional, and global.

We continually work to align our CSR strategies with impacts that bring the greatest benefits to all our stakeholders.



COMMUNITY



EMPLOYEES



ENVIRONMENT

COMMUNITY

1

VOLUNTEERISM

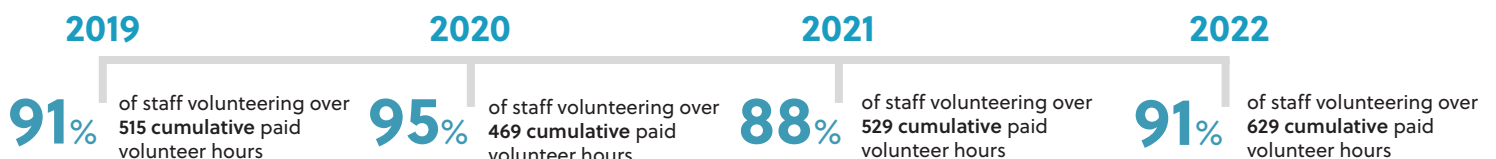
Group14 impacts positive social change in our community through volunteering. Group14 covers 16 hours of paid time each year for full-time employees, and eight hours of paid time each year for part-time employees, to dedicate to a cause of their choice. The success of this program has resulted in maintaining a high percentage of employee participation since the policy was implemented.

Our employees continue to find creative ways to serve the community while involving other Group14'ers in their efforts, like the Extreme Community Makeover Work Day (explained on the following page).



The culture of giving back and volunteering is engrained in the Group14 culture. Beyond simply encouraging us to volunteer, we are given paid time off to volunteer, provided ample opportunities, and it is included in our yearly performance reviews. The team volunteering events also allows G14 team members to grow friendships outside of the office.

FARAH WISSINGER
SUSTAINABILITY PROJECT MANAGER



In 2022

Group14 donated a total of

\$122,052 =

to charitable organizations.

More than

1%

of the company's total
revenue donated

EXTREME COMMUNITY MAKEOVER



Group14 staff participated in a Work Day with Extreme Community Makeover, which coordinates volunteer teams to help Denver neighborhoods clean up shared spaces along alleys. On June 28, 2022, staff members gathered at Set Free Church in east Denver where they worked to clean up two blocks of dilapidated alleys.

The clean up day turned an unwelcoming public space into an area that neighbors could utilize for daily activities. The volunteer team filled up a 30-yard dumpster with debris removed from the alleys. In response to the work completed, a resident near the end of the alley said, "Thank you so much, the work you are doing has a bigger impact than you will ever know."

2 — CHARITABLE GIVING

Group14 recognizes that our firm can achieve a positive social impact through the strategic and generous use of finances. We commit to giving a minimum of 1.1% of our net revenue to charity.

In addition to the company's leadership team and JEDI-committee informed charitable giving allocations, Group14 provides dollars-for-doers matches to provide contributions toward organizations where staff regularly volunteer. Furthermore, employees are encouraged to participate in the Community Shares program. This program allows individuals to donate directly to non-profit organizations of their choice through a payroll deduction, which is then matched by the company at up to \$500/yr.

GROUP14'S GUIDING PRINCIPLES FOR COMPANY-DIRECTED GIVING:

1. Reduce negative impact on the environment and support Group14's mission.
2. Address Justice, Equity, Diversity, and Inclusion in our community, with an emphasis on supporting education and developing a more diverse workforce within the building sustainability and energy fields.
3. Provide a local impact with a focus on Colorado and preference for Denver organizations who support low-income people and improve our community.

The following table summarizes the organizations that Group14 and its employees donated to in 2022:

Organizations	
Amnesty International	CO Association of Black Professional Engineers and Scientists (CABPES)
Colorado Public Radio	ACLU Colorado
The Delores Project	Earthlinks
Groundwork Denver	Senior Assistance Center
Hungry Free Colorado	CAIR Oklahoma
Rocky Mountain Wild	Colorado Mountain Club
Ralston House	Domestic Violence Initiative Serving Women
Denver Academy	Men & Children with disabilities
Conservation Colorado Education Fund	The Delores Project (TDP)
Environmental Learning for Kids	Duwamish Tribal Services
The Denver Indian Center Inc. (DICI)	Denver Bicycle Colorado
The ALS Therapy Development Institute	Educational Opportunity Center
Planned Parenthood	Habitat for Humanity of Metro Denver
Hunger Free Colorado	KUVO Jazz89
Urban Servant Corps	Denver Children's Advocacy Center
The Gathering Place	Project Angel Heart
Women's Bean Project	

FUNDING SCHOLARSHIPS

Group14 works with organizations like the Denver Scholarship Fund (DSF) and the Metro Denver STEM Alliance (MDSA) community college scholarship fund to provide industry exposure via scholarships and mentorships to minority students. Group14 partners with DSF to help minority and women Denver Public Schools graduates seeking degrees in engineering, environmental or social sciences through an annual scholarship of \$10,000.



Group14's employee-directed Justice, Equity, Diversity, and Inclusion (JEDI) committee was formally established in 2020 to provide a focused effort towards addressing inclusivity in the company's policies, practices and community impact. One of the committee's responsibilities is to research and delegate JEDI-focused charitable giving allocations. While many of the organizations that Group14 has historically contributed to positively impact the community and inherently include JEDI components, the subset selected by the JEDI committee were chosen to provide further support towards non-profit organizations and scholarships with racial equity focused missions.

In 2022, Group14's JEDI committee chose to support the following organizations and funds, whose missions support increasing diversity and inclusion, and fighting racial injustice:

- CO Criminal Justice Reform Coalition (CCJRC)
- The Denver Foundation, Black Resilience in CO Fund (BRIC)
- 2023 Group14 Engineering STEM Scholarship, through the Community College of Aurora Foundation and other local community colleges



In addition to supporting students and organizations through charitable giving, actions and initiatives led by the JEDI committee also included:

- Refining hiring and recruiting practices through the continued standardization of interview processes, increased education regarding unconscious biases, and the expansion of our job posting networks
- Strengthening our partnerships and participation in programs and events that provide mentorship to students from underrepresented backgrounds pursuing education or careers in STEM and to increase industry exposure for pathways related to buildings and sustainability
- Organizing and facilitating an annual volunteering "day of service." In 2022, Group14ers supported the cleanup of alleyways in local Denver neighborhoods
- Continued support of The Delores Project, a shelter for women and transgender individuals experiencing homelessness

EMPLOYEES



GROUP14'S POLICIES TO SUPPORT WORK-LIFE BALANCE

1. Maternity & paternity leave
2. Bereavement leave
3. Unlimited PTO
4. Workplace wellness programs
5. Flexible work hours
6. Ability to work from home
7. Paid time for volunteering
8. \$5,000 stipend dedicated to continuing education
9. Yearly retreats for employees and their families paid for by Group14

Central to any successful company is the team, and at Group14 we have the best employees. Our staff includes a diverse group of effective, engaged individuals from a multitude of backgrounds. We continually strive to learn together, make a collective impact together, and grow together.

1

EMPLOYEE SATISFACTION

Group14 understands that employee productivity is directly linked to employee happiness. Group14 was founded on the belief that workers should experience a positive work-life balance in order to thrive and maintain productive self and family relationships.

CONTINUED EDUCATION

Employees receive a yearly stipend to invest in their own career development and engage in topics that interest them.

This stipend can be used for education and training for professional development that aligns with personal and company goals.

Some of the trainings attended in 2022:

- Colorado Resiliency Summit
- Energy Star Portfolio Manager
- Earning WELL AP
- Earning LEED AP
- CHFA Electrification
- Life Cycle Analysis
- Behavioral Health and Lighting
- ASHRAE Tech Conference
- Living Future Conference



Every year, Group14 formally engages staff to understand how working at Group14 is impacting their professional and personal lives, and what the company can do to improve. Group14 is proud to say we achieved a satisfaction rate of over 84% in our most recent staff poll. The feedback provided via anonymous surveys is continually assessed and woven into our ongoing CSR efforts.

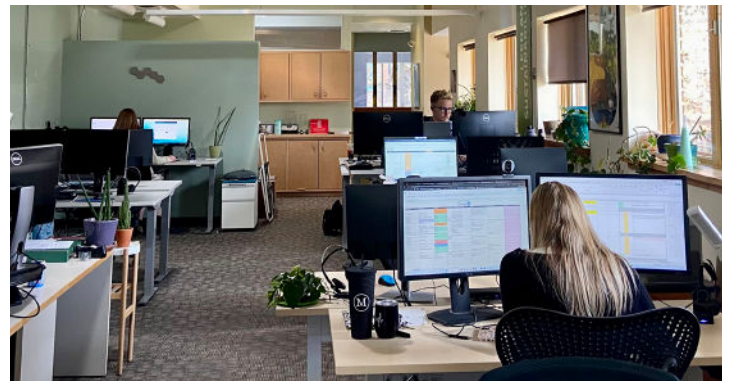
2

WORKPLACE WELLNESS

Group 14 has shown me that you can enjoy the work you do while being in an amazing environment. **The amount of care that has gone into making sure our employees are comfortable and happy is endless.** I have never worked for such a conscious and considerate company before. The leadership and management style encourages teamwork as well as open and honest communication, this creates an overall positive workplace that I am proud to be a part of.



MADDIE GOULET
OFFICE ADMINISTRATOR



Group14 recognizes that **the average American spends 93% of their life indoors** (EPA). Therefore, it's imperative that our work environment contributes to our health and wellbeing.

From the standpoint of the built environment, we have focused on thermal comfort and ergonomics to create an office environment that is enjoyable for our staff and visitors. Our office space has high levels of daylighting, access to outdoor views, abundant plant life, operable windows for the majority of spaces, natural ventilation, and standing desks.

Workplace gender equality is achieved when individuals can access and enjoy the same rewards, compensation, and opportunities regardless of gender. Group14 is committed to gender equality not only because it is the 'fair' and 'right thing to do,' but because it is also linked to our overall economic performance,

worker happiness, and ensures we approach our work with diverse experience and perspective. Group14 is committed to hiring the best talent free of discrimination based on gender for qualified individuals. Group14 is proud to be a majority woman owned business in an industry where that remains too rare.

Our company strives to promote diversity of all forms within our workplace and business practices. Fostering and embracing diversity impacts our organization's success and competitiveness by enhancing our ability to better serve our clients, community, and employees.

Group14 provides equal opportunities amongst all employees or prospective employees by practicing promotion and hiring policies based on merit and skill. Group14 also maintains non-discrimination standards and a commitment to anti-racism in our company policy and culture. Beyond diversity, Group14 aims to cultivate an inclusive environment where individuals from all backgrounds are welcomed, respected, and provided opportunities to grow and share their ideas or concerns.

Over the past year, some of Group14's efforts to promote diversity and inclusivity involved increasing our cross-cultural awareness and sharing of traditions and the ongoing refinement of our recruiting and hiring practices. Group14 works to provide its employees the knowledge and tools to be allies and advocates for others throughout all aspects of life. This not only entails resources for addressing grievances or resolving conflicts in business-related settings such as conference calls or site visits, but also includes skills and values that stretch beyond the workplace into our community and personal interactions. Furthermore, our philanthropic and volunteering initiatives align with our values of increasing diversity within our industry by providing scholarships, mentorship, and representation to students of various backgrounds.

This upcoming year, Group14 plans to continue promoting diversity and inclusivity within our company by improving our data collection and analyses surrounding employee satisfaction and demographics, and through the development of internal mentorship programs. Group14 understands that even as a small business we are exposed to many demographics. We believe that by encouraging diversity and inclusivity within the workplace we not only have the chance to develop future business opportunities and improve operations, but are also taking on our responsibility to ensure our employees are safe and happy, and leveraging our power to positively impact our industry and community.



ENVIRONMENT

A critical part of our mission at Group14 is to preserve the environment and conserve resources. This goal is central to every one of our projects, as well as how we operate our business. For this reason, we assess our impact on both a local and global scale and work to make a healthier, more resilient place for all of life. Group14 assesses our impact in terms of carbon emissions, energy and water consumption, waste reduction, land use and preservation, ethical consumption, and awareness building/education.

1 GREENHOUSE GAS EMISSIONS

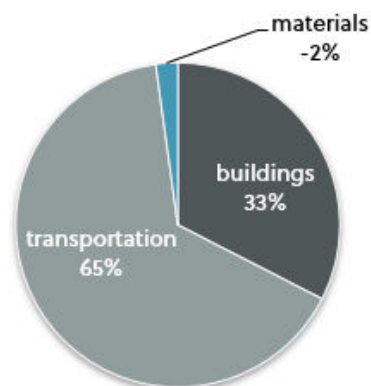
Group14 began tracking our Greenhouse gas (GHG) emissions in 2008. Since that time, Group14 has pursued several strategies to address our emissions and put us on the path toward carbon neutrality. As identified in the tables below, Group14 accounts for Scopes 1-3, including sectors such as energy, water, waste, purchasing, and transportation. Calculations are made in alliance with WRI GHG Protocol.

2022	Scope	Source	mT CO2e
	Scope 1	Natural gas	14.18
	Scope 2	Electricity	19.34
	scope 3	Water	0.22
		Waste water	0.02
		Paper	-2.49
		Airline travel	23.80
		Work VMT	19.06
		Commuter travel	24.39
			98.52

Group14's per capita emissions is 1.67 mT per person

The amount of GHG emitted from Group14's electricity use is equivalent to GHG emissions from **4** gasoline powered passenger vehicles driven for one year.

SECTOR AS PORTION OF TOTAL EMISSIONS



The amount of GHG emitted from Group14's natural gas use is equivalent to CO2 emissions from **3.5** homes' energy use for one year.

2

FURTHERING OUR IMPACT

Group14 engages in a number of other programs and initiatives to not only lessen our impact but to actually create positive change, including:

- Our Waste Diversion program that includes advanced recycling opportunities and composting. In 2022, our waste diversion from the landfill was 86%
- Group14 offsets 100% of their scope 1-3 greenhouse gas emission through One-Tree Planted.
- Sustainable Purchasing Policy where we prioritize Group14's purchases to be from local suppliers that provide eco-friendly products. These companies are also transparent about their products social and environmental impact.

3

CARBON REDUCED COMMUTING



I choose to bike to work because it is not only good for the environment, it also benefits my mental health. Having time at the beginning and end of the day to reflect puts me in a noticeably better mood at the office and when I get home. The fact that Group14 financially incentivizes my bike commute is amazing, as **it reaffirms my commitment to something that is good for me and the world.**

MICHAEL HARRIS
ENERGY PROJECT
MANAGER



GROUP14 REDUCED CARBON COMMUTING

Group14 is committed to low carbon and sustainable operations, thus offers a reimbursement incentive for employees that use alternative commutes to the office such as:

- on foot
- bicycle
- skateboard
- public transportation
- carpooling
- or other modes of carbon-free transportation



In 2022, Group14 logged over **2,100** miles of alternative commutes to/from the office, saving the equivalent of carbon found in **1 acre** of US forest!

Our Impact

The scope of our impact continues to grow, and we are excited about the future of creating a sustainable built environment with our partners. Our work at Group14 focuses on reducing emissions, resilient designs, sustainable materials, net-zero energy and water, affordable housing, and healthy communities.

NREL RESEARCH AND INNOVATION LABORATORY



Group14 provided energy modeling, sustainability consulting and commissioning for NREL's 15,700 SF Research and Innovation Laboratory (RAIL) building. The new facility provides multipurpose lab space for cross-disciplinary research at the intersection of chemistry, materials science, bioscience, and engineering.

The high-performance design of the RAIL building is achieving 30% energy cost savings over ASHRAE 90.1-2019 and a 60% EUI reduction from the PCI baseline.

Energy-efficient measures such as heat recovery evaporative cooling and infrastructure to support future renewable technologies were utilized. The other main energy savings design features included high performance low SHGC glazing, a 50% reduction in lighting power density utilizing LED lighting and high temperature supply air to labs. These measures reduced the non-plug load energy consumption of the building by 74% compared to the PCI baseline. The electrical infrastructure also accommodates a future microgrid, allowing the building to run from completely renewable sources in the future. Group14 also helped NREL meet Federal Sustainability Guidelines, conducted a Climate Hazard Risk Assessment, and provided consulting around Resilient Design.

The project, which was completed in September 2022, met the requirements of the Energy Efficient Buildings program, receiving a rebate from Xcel.

PROJECT DATA

SIZE:
15,700 SF



LOCATION:
GOLDEN, CO



SERVICES:
SUSTAINABILITY,
ENERGY, COMMISSIONING



VOA CADENCE



Built by Volunteers of America and designed by Shopworks, Cadence is a 55-unit low-income, senior housing complex in Fort Collins, CO. Group14 provided Enterprise Green Communities (EGC) consulting, IECC code compliance, and Energy Star for Homes + Zero Energy Ready Homes (ZERH) certification for the 56,670 SF new construction project.

Our team also provided LIHTC application assistance around the project’s sustainability approach. This effort included an extensive review of the certification programs available and an analysis of the best possible fits. As a result of the process, VOA opted to obtain EGC certification under the 2020 Criteria – making it one of the first affordable housing developments in the country to do so.

Under EGC 2020, projects receive joint certification with the WELL Building Standard. VOA’s committed to the health of its senior residents was a natural fit for the WELL framework, which focuses on the impact of the built environment on human health and well-being. As one of the first adopters of the new joint certification program, Enterprise Green Communities is spotlighting Cadence in its “First 20” cohort campaign.

As if that wasn’t impressive enough, Cadence achieved an EGC “Plus” level certification, which recognizes significant achievement for projects that meet all requirements and have invested in significant energy efficiency measures.

Cadence achieved ZERH certification through high efficiency mechanical systems paired with an airtight and well insulated envelope. Built during COVID, special attention was also paid to improving indoor air quality with a Dedicated Outdoor Air System (DOAS).

The project was designed with a focus on promoting an active and healthy lifestyle for its residents. The site features a courtyard with an outdoor kitchen, raised garden, bike storage, and connections to public transportation & nearby trails.

PROJECT DATA	
SIZE: 56,670 SF	
LOCATION: FORT COLLINS, CO	
SERVICES: SUSTAINABILITY, ENERGY CODE COMPLIANCE	
OF NOTE: NATIONAL RECOGNITION EGC 2020	

GROWTH



Our hope is to continue growing and expanding our firm's capability. Detailed below are some noteworthy initiatives:

45L TAX CREDIT

- Our home energy certification practice grew after amended legislation provided a tax credit for all eligible new or reconstructed homes meeting ENERGY STAR or ZERH program requirements.
- Group14 certified over 1,000 multifamily units to ENERGY STAR and ZERH standards.
- Our certification process has ensured that dozens of new clients are able to claim the 45L Tax Credit with confidence.

TECHNICAL SUPPORT

- In 2022, Group14 provided support to jurisdictions on the development of all-electric building initiatives.
- We provided technical support for the City of Longmont's Building Electrification Plan and the City of Lafayette, conducting a building stock analysis and developing recommendations around electrification for both cities.
- We continued to support the City and County of Denver by developing a Building Performance Policy Tool for the Energize Denver Task Force. We also developed an electrification evaluation of 14 Denver Public Schools.

EXPANDED STAFF

Group14 hired **19 new staff members** over 2022 to support expanded service offerings across the following teams:

- Administration
- Building Enclosure
- Commissioning
- Energy
- Existing Buildings
- Marketing
- Multifamily Housing
- Sustainability

OF NOTE

Our Cx Team worked on both CSU's SPUR campus and National Western Center Central Utility Plant (over **369,000 SF** between the two).

Our Energy Team worked with the City and County of Denver to develop resources for their Net Zero Hub in order to support their goal of **achieving net zero for new construction by 2030**.

Group14 has worked on over **3.5 million SF** of WELL projects, in Colorado and beyond.

Our Sustainability Team worked on its **second Living Building Challenge** project and **first CORE** project.

CONFERENCES AND RESEARCH

Group14 supports our team members, offering a wide range of professional development opportunities and encouraging staff to share their expertise. Our staff members are frequent speakers on panels and at conferences, presenting on various topics related to sustainability, energy, and building efficiency. In 2022, company leadership also invested funds in thought leadership and research around core initiatives.

CONFERENCES ATTENDED IN 2022:

- USGBC Green Schools
- Rocky Mountain Utility Exchange
- AIA Practice + Design Conference
- ESG and Decarbonization
- CREJ Real Estate Outlook
- SWEEP Regional Utility Workshop
- CREJ Multifamily Conference
- CREJ Affordable Housing Conference

DECARBONIZATION

Group14 has been helping clients design projects to meet net zero energy and carbon emissions. To certify the net zero performance, we researched the current net zero energy and net zero carbon certification programs. There are significant differences between the certifications, including how onsite and offsite renewables can be used to meet net zero, whether natural gas use is allowed, and whether the design meets mandatory requirements. We looked in depth at LEED Zero, International Living Futures Institute Zero Energy and Zero Carbon certifications.

TRAUMA-INFORMED DESIGN

Group14, along with our research partners at Shopworks Architecture and University of Denver's Center for Housing and Homelessness Research, received two grants in 2022. One from the Sozosei Foundation focused on the potential for trauma-informed design (TID) to reduce the criminalization of previously unhoused individuals living in permanent supportive housing; and the other from Kaiser to study the feasibility of our four-phase Trauma-Informed Design process and framework. Group14 is also working with housing providers, schools, and medical facilities throughout Colorado and the US to integrate trauma-informed processes and design elements into their buildings. Group14 continues to be committed to a holistic approach to sustainability - ensuring the spaces we work on have positive social impact and address cultural resiliency, health, and equity.

ENERGY TEAM AND THE CITY OF DENVER

Our Energy Team helped the City of Denver develop resources (like fact sheets, web pages, and on-demand and live trainings) for their new Net Zero Hub. The Hub is compiled by CCD's Community Planning and Development and Climate Action Sustainability and Resilient Departments and was created to inform the community about the 2022 Denver Energy Code in order to align with the city's net zero goals. For new construction projects, CCD aims to achieve net zero by 2030, and by 2040 for existing buildings.

I utilize my training budget to attend the Living Future Conference annually to learn from fellow thought leaders in regenerative building practices. Since the Living Building Challenge sets the ultimate bar for sustainability, the conference brings together a community of like-minded individuals dedicated to decarbonization, climate justice, and human health. Attending Living Future **ensures I can provide the best guidance to our clients** that are pursuing aggressive goals, like the Living Building Challenge, by staying ahead of industry trends and tools.



LAUREN MCNEILL
SR SUSTAINABILITY
PROJECT MANAGER

