

DIVERSITY ACTION PLAN

May 2015

DIVERSITY STATEMENT

Cascade Energy is committed to a culture valuing diversity and inclusivity. Our people are our most important competitive advantage, and our practices and policies reflect this commitment.

We come to work every day striving for continuous improvement. We are dedicated to making industrial energy efficiency happen in smart, measurable, and sustained ways for our customers. We take our core values seriously and support one another in our collective commitment to:

- Do the right thing
- Put others first
- Seek shared success
- Learn constantly
- Be industrious

Cascade employees are a unique and varied group of talented, intelligent individuals. We respect our differences, and recognize that, in many ways, our differences make Cascade stronger.

We've built a company where people take pride in their work and can take advantage of a rich work environment with many opportunities for both professional and personal growth.

At Cascade Energy, during the hiring process and in our day-to-day interactions, we do not tolerate any acts of discrimination by, or against our team. Our Diversity Action Plan explains in detail about our commitment to diversity and inclusivity.

“At Cascade we strive to maintain an environment characterized by respect, fairness, and inclusion. A diverse workforce is an exceptionally valuable asset to innovation and excellence. We take pride in our collective achievements. Diversity in thinking and experience makes Cascade a BETTER company.”

—Marcus Wilcox, CEO

OUR DIVERSITY ACTION PLAN

At Cascade, we want it all – the best people for the job AND a diverse team. We will always hire the most qualified individual for the job regardless of race, ethnicity, gender, age, disability, veteran status, sexual orientation, social or economic status, and religious or political beliefs. At the same time, we will employ recruiting efforts that ensure a highly diverse pool of qualified applicants. We are confident that diversity and the best person for the job go hand in hand.

Our diversity action plan identifies strategies to:

- Develop a diverse applicant pool by reaching out to organizations that are inclusive of women, minorities, veterans and individuals with disabilities;
- Provide learning and development opportunities for employees to maximize their potential; and
- Continue to build a diverse and inclusive workplace environment and culture.

STRATEGY 1

Recruit for Workforce Diversity, Including Veterans, Women, and Minorities

We strive to recruit from a diverse, qualified group of potential applicants to secure a high-performing workforce reflecting all segments of society, including veterans, women, and minority professionals. Cascade collaborates with professional and academic organizations, local schools, community colleges, and universities in our outreach efforts to hire veterans, women, and minorities. Additionally, we participate in government- and military-sponsored programs strengthening diversity in our workforce. As with all Cascade employees, we encourage veterans, women, and minorities in their career aspirations and offer support so they can achieve their full potential in their careers as professionals, managers, and leaders.

STRATEGY 2

Community Outreach and Internship Opportunities for Minorities and At-Risk Students

Cascade Energy partners with an urban, ethnically diverse school in Portland, Oregon dedicated to supporting students of low-income families who are at, or below 75% of the median income. Their student body is highly diverse with 35% African American, 26% Hispanic, 12% Multiracial, and 5% Asian. We provide internship opportunities motivating students from this school to pursue further education and professional careers in the fields of engineering and energy efficiency, in addition to providing them with exposure to a professional office environment. Even if our interns choose another field, they gain valuable real-world experience working in a professional environment at Cascade.

STRATEGY 3

Contracting with Veteran-, Women-, and Minority-Owned Businesses

Cascade Energy currently partners with a number of veteran-, women-, and/or minority-owned businesses, third parties, and outside contractors. The majority of Cascade's customers value, encourage and (in some cases) require a robust diversity plan and diverse team in their requests for proposals for Cascade's services. We seek partners and customers that share Cascade's values regarding diversity.

STRATEGY 4

Provide Development Opportunities for all Employees, including Veterans, Women, and Minorities

Cascade recognizes that professional development for all employees is essential for the company's continued success, employee satisfaction, and career growth. Our goal is to promote a culture encouraging collaboration, flexibility, and fairness enabling individuals to develop their full potential and encouraging employee retention.

We have implemented a customizable Development Plan to provide growth and advancement opportunities to meet the needs of all employees individually. We recognize the development needs of individual employees may vary. As a result, the Development Plan offers resources, training tools, and cohort learning programs with the intent to identify development strategies, offer opportunities for professional growth, and establish paths for career advancement. Each employee is encouraged to customize a Development Plan to meet their own learning needs.

MOVING FORWARD: OUR GOALS FOR THE FUTURE

By taking a strategic approach to diversity and inclusivity—aligning two-way communication, outreach, hiring, retention, and creating a culture of inclusivity based on our strategic goals and priorities—we are confident we can have a positive impact on the success of our workforce over the long-term.

In order to achieve our goals, we continually track our progress and make adjustments, as needed. We analyze results to assist in assessing best practices. We review our plan annually to assess progress and incorporate revisions as necessary. We continue to engage our entire team to ensure diversity and inclusivity remain an important part of our business model and culture.

