

# 2025 Sustainability Report

We understand and embrace the global impact of our work



## **EXECUTIVE SUMMARY**

Grumman | Butkus Associates' Sustainability Report is an annual document prepared in the first quarter. GBA has four offices, which are described in this report. However, this report and its content pertain specifically to the business and sustainability efforts of the Evanston, IL (Chicago region) office. Throughout the report, the Evanston GBA office will be referred to simply as GBA.

During the past 52 years, sustainability has remained the guiding principle in GBA's practice and culture. While the firm has historically promoted and engaged in sustainability practices, the founding of the Sustainability Tracking Committee in 2013 represented the first formal effort to benchmark, document, and promote GBA's own practices.

This report, covering the firm's sustainability for calendar year 2025, is modeled on guidelines from the Global Reporting Initiative (GRI). Information on GRI can be found at [www.globalreporting.org](http://www.globalreporting.org). The report will not be registered with GRI and has not been reviewed by an independent committee; it is a collaborative effort of the GBA Sustainability Tracking Committee.

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## ENVIRONMENTAL COMMITMENT STATEMENT

Grumman | Butkus Associates (GBA) is committed to continually working toward a sustainable society and planet through the work we do, the services we offer our clients, and our internal corporate sustainability practices.



### SUSTAINABILITY IN THE WORK WE DO

GBA was founded in 1973 as an energy consulting firm at a time when most saw energy usage and expense as a cost of doing business. Since then, GBA has grown into a full-service engineering firm and has continued to specialize in energy efficient systems design, including infrastructure assessments and upgrades. Energy studies and related analytical work remain a fundamental component of our service offerings and account for approximately 20% of our business. GBA is also an industry leader in commissioning, retro-commissioning, and monitoring-based (ongoing) commissioning services that assist our clients in achieving maximum energy efficiency in systems performance.

Our sustainability commitment to the work we do involves:

- Specializing in engineering services for energy-intensive facilities
- Searching for energy- and water-efficient solutions to all MEP designs
- Striving to help our clients reduce electricity, natural gas, and water usage and costs through a variety of services
- Challenging and helping our clients (building owners) and vendors to strive for more energy efficient policies
- Offering hospitals involvement in our free annual [Hospital Energy and Water Benchmarking Survey](#)

#### SUSTAINABILITY IN OUR CORPORATE ENVIRONMENT

Our corporate environmental policy is supported by all employees. In addition, we have developed a Sustainability Tracking Committee to benchmark and monitor our internal sustainability efforts and to produce our annual Sustainability Report.

Our sustainability commitment to our in-house, corporate environment involves:

- Monitoring and reducing our energy and water usage
- Reducing waste levels and actively recycling waste materials for reuse
- Establishing policies that assist employees in sustainable behaviors
- Raising employee awareness through activities and challenges
- Challenging and helping other GBA stakeholders, including our landlord, to strive for more energy efficient policies
- Providing a safe and enjoyable work environment
- Striving to retain staff and providing continuing education and training
- Supporting the local community through volunteer and advisory efforts

For a complete listing of the services GBA offers and a detailed description of our internal sustainability efforts, visit our website: [grummanbutkus.com](http://grummanbutkus.com).





## ORGANIZATIONAL PROFILE

Grumman | Butkus Associates (GBA) is a nationally recognized professional consulting firm specializing in sustainable design engineering and energy efficiency consulting. Dave Grumman founded the firm in May 1973 as Enercon, Ltd. As a one-person energy consulting firm in Evanston, IL (Chicago region), Enercon offered services to help building owners and managers reduce the operating cost of their buildings through energy conservation at a time when few were thinking about energy. In 1981, Enercon, Ltd. became Grumman | Butkus Associates with the promotion of Al Butkus to principal. That year, GBA opened an office in Wauwatosa, WI (Milwaukee region), which was later augmented by an office in Madison, WI.

The establishment of our Wisconsin-based practice significantly contributed to the firm's growth through the 1980s. During that period, GBA expanded to offer a wide range of specialized consulting services, as well as full mechanical, electrical, plumbing, and fire protection design. In 2013, GBA opened a New York regional office, which specializes in commissioning, retro-commissioning, monitoring-based (ongoing) commissioning, local law and code compliance, and analytical services. Engineering design is a recent offering for the New York regional office.

GBA is an Illinois corporation. The Wisconsin and New York regional offices are separately incorporated in their respective states. GBA Services was formed as a subsidiary company in 2018 to offer construction management services, primarily for the firm's commissioning and retro-commissioning clients. As of December 2025, the current number of employees in the Evanston (Chicago region) office was 94.



**PRIMARY SERVICES**

GBA is a leader in MEP design that is sensitive to sustainability and the efficient use of energy and water. However, a majority of our business consists of our correlative services, including commissioning and retro-commissioning, energy and resource benchmarking, energy conservation studies, MEP infrastructure planning and upgrades, sustainability consulting, computerized building energy modeling, and local law and sustainability code compliance. These services are aimed at improving and maintaining the performance and efficiency of systems throughout the lifetime of a facility.

**ANALYTICAL SERVICES**

Energy studies and related analytical work remain at our firm’s foundation and currently amount to approximately 20% of our business. Our experience in energy efficiency and management has also aided the firm’s technical consulting expertise for sustainable design certification programs such as LEED and Green Globes.

**DESIGN SERVICES**

GBA offers full mechanical, electrical, plumbing, fire protection, and medical/specialty gas design engineering services, including infrastructure assessments and upgrades. While GBA provides state-of-the-art MEP design for large, new construction projects, the majority of our design work is in existing buildings. GBA has extensive experience in designing systems for spaces with demanding environmental requirements, including hospitals, data centers, laboratories and spaces dedicated to medical and animal research, and spaces designed to house environmentally sensitive items, such as museums and library rare book storage. Also critical in design work for existing buildings is our experience with spaces that need to remain occupied during the project.

**COMMISSIONING SERVICES**

Commissioning (Cx) is the process of verifying and optimizing the ability of all or some of a building’s subsystems to achieve the owner’s project requirements (OPR), as intended by the building owner and as designed by the architects and engineers. Commissioned systems can include mechanical, electrical, plumbing, fire/life safety, building enclosures, interior systems, cogeneration, utility plants, sustainable systems, lighting, wastewater, controls, and security. The firm also assists

clients with monitoring-based (ongoing) commissioning, using building data analytics tools to promote persistent energy savings.

GBA has extensive experience and expertise providing Cx services for new building systems. Cx is a core service for GBA. The firm has received third-party validation from the Building Commissioning Certification Board as a Certified Commissioning Firm. In 2025, commissioning and retro-commissioning accounted for approximately 30% of the firm’s gross billings.

**RETRO-COMMISSIONING SERVICES**

Retro-commissioning (RCx) is a systematic process for improving an existing building’s performance. Using a whole-building systems approach, RCx seeks to identify operational improvements that will increase occupant comfort and save energy.

GBA is a leader in the RCx industry and has been providing RCx services for more than 20 years on a diverse array of projects. Over a representative three-year period, GBA successfully completed 25 RCx projects resulting in:

- Total energy cost savings of over \$3 million
- Annual electricity savings of over 20 million kWh
- Annual natural gas savings of over 1 million therms

GBA is a qualified service provider under these programs:

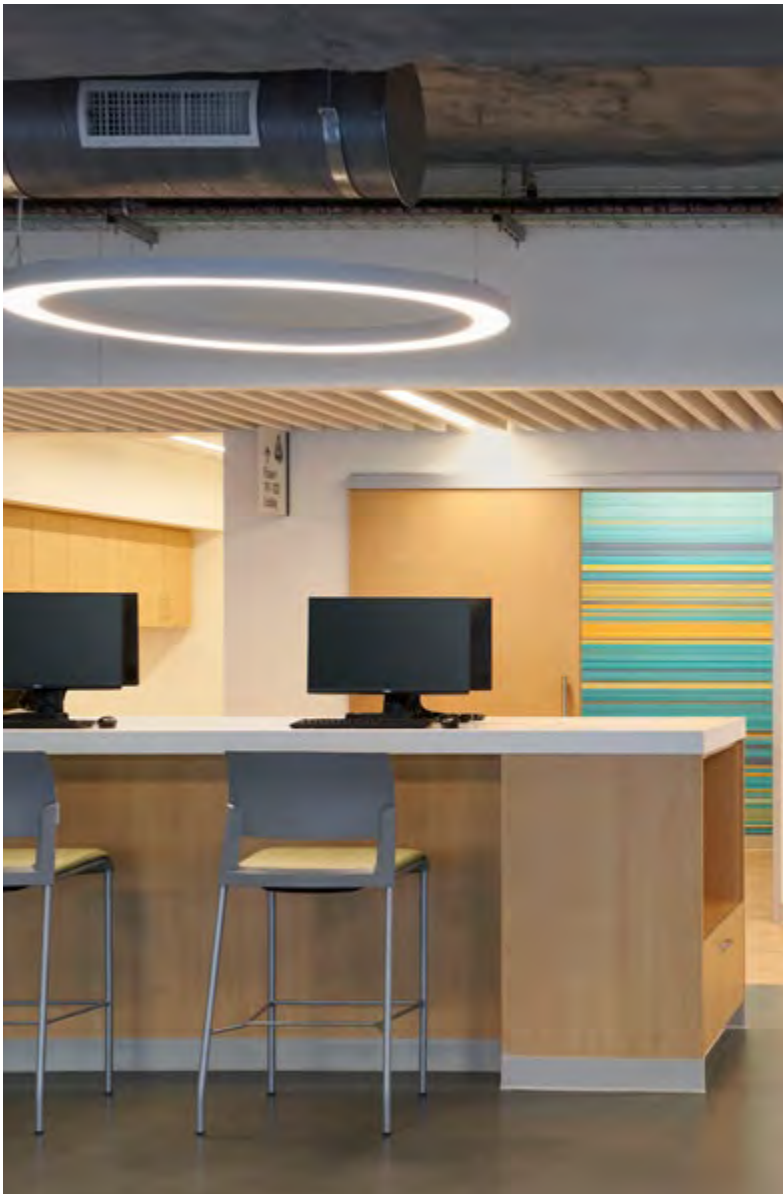
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| • AEP (OH)                             | • National Grid (Upstate NY, MA)           |
| • Ameren (IL, MO)                      | • New Jersey Natural Gas                   |
| • ComEd Energy Efficiency Program (IL) | • NIPSCO (IN)                              |
| • Con Edison (NY)                      | • NVEnergy (NV)                            |
| • Consumers Energy (MI)                | • NYSERDA (NY)                             |
| • DTE Energy (MI)                      | • OG&E (Oklahoma Gas and Electric)         |
| • Energy Trust of Oregon               | • Peoples, North Shore, and Nicor Gas (IL) |
| • Focus on Energy (WI)                 | • PSE&G (NJ, Long Island)                  |
| • Indiana Michigan Power               | • Rochester Gas and Electric (NY)          |
| • Indianapolis Power & Light (IN)      | • Southern California Edison (CA)          |
| • Jersey Central Power & Light (NJ)    | • We Energies (WI)                         |
| • MidAmerican Energy Advantage (IA)    | • Xcel Energy (TX)                         |



## MONITORING-BASED COMMISSIONING SERVICES

GBA works with a variety of third-party software platform providers to support our clients with the benefits of monitoring-based commissioning, or automated fault detection and diagnostics services. Capabilities include collection and analysis of utility usage information, as well as monitoring and analysis of data from equipment and systems.

Our proprietary in-house Trend Sumo® (fault detection and diagnostics) and Energy Sumo® (energy dashboard) platforms, developed by the GBA team, are also available to support our clients and help ensure persistent energy savings, often in conjunction with retro-commissioning projects.



This page: Advocate Illinois Masonic, Sheffield Building, Chicago, IL (LEED Gold).

Opposite page, top: Northwestern University, Schapiro Hall, Evanston, IL (LEED Gold).

Opposite page, bottom: North Park University, Nancy and G. Timothy Johnson Center for Science and Community Life, Chicago, IL (LEED Gold).

## LEED AND OTHER GREEN GUIDELINES



Developed by the U.S. Green Building Council (USGBC), Leadership in Energy & Environmental Design (LEED) is an internationally recognized green building certification system. LEED provides third-party verification that a building or community was designed and built using strategies aimed at improving performance across several metrics, including energy savings, water efficiency, CO<sub>2</sub> emissions reduction, improved indoor environmental quality, and stewardship of resources. To date, GBA has been involved in more than 110 LEED-certified or pending projects, including 11 Platinum certifications, in the capacity of MEP designer, commissioning provider, or LEED consultant.

Related services include energy modeling for new construction projects and energy audits for existing buildings.

GBA has also been involved with projects using other guidelines, including active staff involvement with documentation and assessment for Green Globes. In fact, GBA staff authored the Assessment Guidance sections in the original Green Globes Technical Reference Manual.



## MARKETS SERVED

GBA specializes in energy-intensive, mission critical facilities, and this expertise has led to a leadership position in the higher education, healthcare, pharmaceutical, and laboratory markets. GBA is also a leader in specialized, mission critical work for data centers, whether as stand-alone facilities or as a component of another project. Another significant market is composed of major resorts and hotels. Other commercial facilities, including corporate office buildings, multifamily residential buildings, cultural and religious facilities, retail sites, transportation facilities, and industrial facilities, round out the markets we serve.

Most of the work produced by the Chicago regional office is located in the Midwest, but many other markets are also served. GBA has provided services to clients in a large number of states and a few international locations. For more information about GBA's markets, services, and projects, visit [grummanbutkus.com](http://grummanbutkus.com).

## SIGNIFICANT CHANGES DURING THE REPORTING PERIOD

No significant changes were made to the organization during the reporting period.

## AWARDS

GBA has been nationally recognized for its work, having received Energy Innovation Awards from the United States Department of Energy; Technology Awards from ASHRAE; and an M/E Engineering Achievement Award from *Specifying Engineer* magazine. Since 1981, GBA has received more than 130 awards from ASHRAE at the state, regional, and international levels. In 2010, GBA received the Lab of the Year award from *R&D Magazine* for the Daniel F. and Ada L. Rice Plant Conservation Science Center at Chicago Botanic Garden.

During the 2025 reporting period, GBA received the following award:

- ASHRAE Region VI, Technology Award, First Place (Healthcare Facilities, New), Endeavor Health Glenbrook Hospital, Cardiovascular Institute, Glenview, IL (engineering design). The CVI is shown at right and below.



## GOVERNANCE STRUCTURE

GBA is governed by a Board of Directors and managed by eleven principals. The Board maintains organizational oversight, and the principals set strategy and manage the day-to-day operations. Each principal oversees certain office functions, and all principals are active with specific clients in a principal-in-charge capacity on projects. The principals attend an annual, three-day, strategic planning meeting in the fall. Outcomes of this meeting include analysis of the past year, strategies for the new year's market sector and client focus, and identification of firm needs or changes. The following is a description of the principals and their responsibilities to the firm during the reporting year of 2025.



**Daniel L. Doyle, PE, FASHRAE – Chairman**

Mr. Doyle was responsible for the firm's marketing and recruiting activities. He was also principal-in-charge for numerous designs and studies.

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**T. Chad Luning, PE, LEED AP O+M – President and Chief Financial Officer**

Mr. Luning was responsible for the general management of the firm, as well as management of financial and administrative activities. Project responsibilities included principal-in-charge and/or project manager for numerous designs, including several multimillion-dollar retrofit projects.

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**Gerry Noorts, PE, LEED AP, HFDP – Vice President**

Mr. Noorts was principal-in-charge and project manager for numerous study and design projects and was responsible for the firm's staffing and project scheduling.

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**James C. Shults, PE – Vice President**

Mr. Shults was responsible for maintenance of the firm's technical resources and safety. Project responsibilities included principal-in-charge for numerous projects and studies.

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**John D. Villani, PE, CCP, CEM, LEED AP – Vice President**

Mr. Villani was responsible for the standardization, management oversight, and execution of the firm's commissioning projects, and general management of the New York regional office. Project responsibilities included conducting all phases of commissioning, retro-commissioning, and monitoring-based commissioning with numerous clients.



**John E. Tsingas, PE, LEED AP – Vice President**

Mr. Tsingas was principal-in-charge and project manager on HVAC system design projects for new and existing facilities, energy and feasibility studies, and systems troubleshooting. Mr. Tsingas also managed staff training and continuing education.

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**Jonathan E. Gehrt, PE, LEED AP – Vice President**

Mr. Gehrt was principal-in-charge and project manager for projects including design of mechanical systems for new and existing facilities, facility studies, master planning, and analysis of central plant operating problems. He is also responsible for management of the firm's technical master documents.

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**Habib Shams, PE, LEED AP – Vice President**

Mr. Shams was principal-in-charge and project manager for projects including design of mechanical systems, including technical and quality review of projects. He designs HVAC and medical gas systems for new and existing facilities and also provides construction administration services. He is also responsible for overseeing the firm's quality assurance.

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**Douglas Frey, PE, LEED AP – Vice President**

Mr. Frey was principal-in-charge and project manager for projects including design of mechanical systems for new and existing facilities, facility studies, and master planning. Mr. Frey also oversees resource allocation and backlog tracking in coordination with the principal responsible for maintaining short- and long-term technical staff scheduling.

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**Christopher Jones, PE, LEED AP – Associate Vice President**

Mr. Jones was principal-in-charge and project manager for projects including design of mechanical systems for new and existing facilities, with an emphasis on healthcare facilities. He also serves as technical and project reference archivist for the firm.

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**Todd Soukup, PE, LEED AP – Associate Vice President**

Mr. Soukup was principal-in-charge and project manager for projects including design of mechanical and plumbing systems for new and existing facilities across multiple market sectors. He also oversees the firm's recruiting efforts in collaboration with Mr. Doyle.

## STAKEHOLDER ENGAGEMENT

GBA views its staff as its most important asset. GBA strives to make employment at the firm an exciting and important part of life and not just a job. GBA considers its staff “family.” Official events like the holiday party and summer picnic, as well as unofficial events like office after hours and an annual chili potluck and Earth Day celebration, add to the enjoyment of working at GBA.

GBA strives to create a supportive environment for its employees, helping them to develop in their jobs and empowering them with the ability to make independent decisions. Annual training goals are established for all personnel, including formal out-of-office training sessions, recommended reading lists, and in-house training. GBA maintains an aggressive continuing education program for employees to assist in training goals established with GBA and to provide the continuing education requirements of professional licensure.

GBA believes in teamwork. Process-oriented teams are assigned to all GBA projects. Principal involvement in each project is significant. The project managers, project

engineers, designers, and administrative staff work closely together to ensure the quality of the final product. Weekly scheduling meetings for project managers are held to communicate about efficient use of personnel.

The firm holds semi-annual office meetings at which communication is facilitated between all employees and management. At these meetings, financial information is shared and discussed; the future goals and prospects of the firm are presented and discussed; and employee anniversaries, special achievements, and promotions are recognized.

Life-work balance and healthy living are key company values. In 2025, corporate health support activities included a bike-commuting challenge, provision of an employee bike storage and dressing room, financial support for health and fitness-related expenses and bike commuting, a full range of medical/dental/vision care insurance plans, and company-provided stand-up desks for each employee who desires one.





## BICYCLE FRIENDLY BUSINESS

Expanding upon the firm's commitment to health and wellness, GBA became a League of American Bicyclists recognized Silver Bicycle Friendly Business in 2017, a status that was renewed in 2021, with another renewal pending in 2026. The firm is part of a cutting-edge group of nearly 1,400 Bicycle Friendly companies and local governments across the United States. The League scores organizations according to their activities in cycling-related encouragement, engineering (including equipment accommodations), education, and evaluation and planning. The firm is one of only 26 [Bicycle Friendly Businesses](#) in Illinois listed by [Ride Illinois](#).

In 2025, GBA celebrated safe biking by fielding a team of 13 riders in the Active Transportation Alliance's Bike Commuter Challenge (mid-May through mid-June). The firm ranked an impressive 19th out of 106 teams.

### CLIENTS

GBA has built a reputation of meeting or exceeding our clients' expectations every time. GBA's success is born in the commitment to meeting the needs of clients by providing quality consulting services. By listening closely to our clients and incorporating solutions specific to their needs, we develop long-term relationships based on trust, commitment, and quality. GBA is committed to helping our clients improve operations. This requires working closely with our clients to understand their businesses and the challenges they face so that we can respond knowledgeably to their strategic plans.

### CONSULTANTS

GBA strives for consistency and quality when teaming with subconsultants. We work with a short list of subconsultants in specialties where we do not have in-house staff, such as civil engineering, structural engineering, architecture, acoustical consulting, building enclosure commissioning, and cost estimating. GBA's goal is to offer the client a seamless, unified team whose work is coordinated by the project manager. Sometimes,

GBA serves as a subconsultant to an architecture firm or another engineering firm. We strive to give these firms the same high-level attention and high-quality work that we offer to any other client.

### PRODUCT SUPPLIERS

State-of-the-art engineering demands state-of-the-art product specification. GBA maintains strong relationships with product suppliers. Our suppliers are active in our staff's continuing education efforts to ensure that GBA staff has current knowledge of products and trends. GBA strives to specify products with outstanding performance, stellar reputation, and a good customer support structure.





### PROFESSIONAL ORGANIZATIONS

GBA actively supports participation in professional societies such as ASHRAE, ASPE, ASHE, HESNI, ISPE, BCxA, I2SL, IEEE, GBI, IBPSA, and USGBC. Firm members frequently serve in leadership positions and on technical committees at both the local and higher levels. Among the notable positions held by GBA staff during 2025 were the following:

**Project Manager Ben Andes**, PE, CCP, served on the board of the Building Commissioning Association's Central Chapter.

**Associate Heather Beaudoin**, PE, LEED AP BD+C, CEM, BEMP, GBE, was a voting member of the ASHRAE committee for Standard 209 (Energy Simulation Aided Design for Buildings Except Low Rise Residential Buildings).

**Associate David Cohen**, PE, CCP, DCEP, was active in the Building Commissioning Association's Central Chapter Board as treasurer and was involved with several BCxA committees, including the Professional Development Committee and Conference Planning Committee.

**Associate David Eldridge**, PE, LEED AP BD+C, BEMP, BEAP, HBDP, provided services as a Green Globes Assessor. He was chair of ASHRAE SSPC 211 (Energy Audits and Decarbonization Assessments); a corresponding member of ASHRAE Technical Committee TC 7.6 (Building Energy Performance); and a voting member and chair of TC 9.6 (Health Care Facilities).

**Associate Joe Ficek**, CPD, GPD, FASPE, served as Ambassador and Historian for the ASPE Chicago Chapter.

**Marketing Director Julie Higginbotham** and **Program Manager Mildred Kwan** were members of a volunteer group in the process of revising the Health Facility Commissioning Handbook, a project of the American

Society for Health Care Engineering in cooperation with the Building Commissioning Association.

**Associate Jordan Martin**, PE, LEED AP, served on the board of the Electrical Association's Consulting Electrical Engineers Division.

**Associate Fiona Martin McCarthy**, PE, QCxP, BEAP, LEED AP, served ASHRAE in her local Illinois Chapter as Holiday Party Events Chair, society on the ASHRAE Board of Directors DEI Subcommittee, and was on the planning committee for the 2025 Chicago Decarbonization Conference.

**Associate Jason McDonald**, CPD, ASSE 6060, FASPE, was Society Vice President, Membership for ASPE. He is active with ASPE's Membership Committee, is chair of the International Chapter Development Working Group, and is an Ambassador for the ASPE Chicago Chapter.

**Engineer Parker Suyko**, EIT, served as YEA chair for the ASHRAE Illinois Chapter.

**Associate Kevin Vander Klay**, PE, QCxP, LEED AP, was a member of a volunteer group in the process of revising the Health Facility Commissioning Handbook, a project of the American Society for Health Care Engineering in cooperation with the Building Commissioning Association.

**Vice President John Villani**, PE, CCP, CEM, LEED AP, actively participated in the best practices, training, and education committees of the Building Commissioning Association. He also participated in the Commercial Workforce Credentialing Council through DOE and NIBS. In addition, he led a volunteer group in the process of revising the Health Facility Commissioning Handbook, a project of the American Society for Health Care Engineering in cooperation with the Building Commissioning Association.

## COMMUNITY



GBA was part of the inaugural class of 17 Sustain Evanston businesses in 2019 and was one of only four firms to successfully renew in 2021. The recognition assessed sustainability in the areas of energy, water, resources, and community.

Many GBA firm members have been active in local community and government organizations promoting conservation issues. Of note, Eric Rosenberg has served two four-year terms on the City of Evanston's Utilities Commission. GBA's late founder David Grumman and retired GBA Project Manager Joel Freeman each previously served as Chairman of the Commission.

Freeman also previously served on the working group that developed an energy and water benchmarking ordinance for the city; Evanston is one of 56 cities and states nationwide with such a policy. GBA staff have since assisted the city and several local businesses and nonprofits in achieving compliance with the ordinance.

Freeman also served as co-chair of the Mayor's Climate Action Resilience Plan (CARP) Working Group and Mayor's Wind Farm Committee.



During 2025, GBA continued an ongoing collaboration with Evanston Township High School to introduce students to engineering topics and careers as part of the [ACE Mentor Program](#). GBA Senior Project Engineer Abigail Steimel and Engineer Parker Suyko were lead mentors in 2025, with additional mentor participation by President Chad Luning, Associate Fiona Martin McCarthy, and Engineer Toby Bradshaw.



2025 also marked the 10th year of the firm's Winter Clothing Drive for Evanston nonprofit [Connections for the Homeless](#), which serves clients who need assistance in maintaining safe, stable housing in Evanston and Northern Cook County. In addition, staff members worked to provide bagged lunches for Connections clients on two separate occasions (February and August).

Other community activities by GBA members include participation with [Climate Action Evanston](#) (formerly Citizens' Greener Evanston) for events, advocacy, and sustainability assistance with others in the community and with the City of Evanston.



## ECONOMIC VALUE GENERATED AND DISTRIBUTED

As a private company, GBA does not reveal its financial information publicly. Cash contributions for calendar year 2025 are estimated at \$50,000, including sponsorships of events, as well as various other charity efforts.

## RISKS AND OPPORTUNITIES DUE TO CLIMATE CHANGE

As an energy consulting company, many of GBA's activities are closely aligned with reducing climate change through energy consumption reduction. Growing awareness of the implications of climate change present an opportunity for GBA to assist more building owners by analyzing their energy consumption and providing engineering solutions to help reduce their impact on climate change.

Of course, climate change also poses a risk to overall financial health of the national and global economy, which tends to have an accentuated impact on the construction industry and could greatly reduce demand for GBA's engineering services that are not directly related to energy conservation.



## RETIREMENT PLAN COVERAGE

GBA does not offer a defined benefit plan. Employees have the option to participate in a 401(k) plan, for which the firm makes a discretionary matching contribution. An annual discretionary profit sharing contribution is also usually made, depending on firm performance.

## GOVERNMENT ASSISTANCE

GBA has not directly received financial assistance from any government entity.

## WAGE COMPARISON

GBA maintains competitive compensation practices, with both hourly and salaried entry-level employees receiving total compensation packages well above local and U.S. federal minimum wage requirements.

## LOCAL PURCHASING

As a professional services company, GBA does not purchase large quantities of consumable goods. To the extent possible, local sources are preferred for our purchases, which mostly consist of office supplies, technology equipment, and food/catering for events. Our office supplies are sourced through a family-owned business in Chicago, founded in 1979.

The firm also uses a vendor that supplies locally roasted coffee, except when supplies are not available.

We also select locally based services firms, including our banking and accounting providers.

## GREENHOUSE GAS (GHG) EMISSIONS

### SCOPE 1

Scope 1 emissions are emissions produced by on-site combustion of fuels for heating and cooling; combustion of fuels to power fleet vehicles; off-gassing of fertilizers; and fugitive release of refrigerants and chemicals that are greenhouse gases. GBA uses no direct energy in its facility operations. Natural gas is not available for use at the building in which GBA's leased office space is located. The building also does not have any associated fleet vehicles or landscaping that may use fertilizers. Refrigerants are used in the building cooling equipment, but this is not currently tracked.

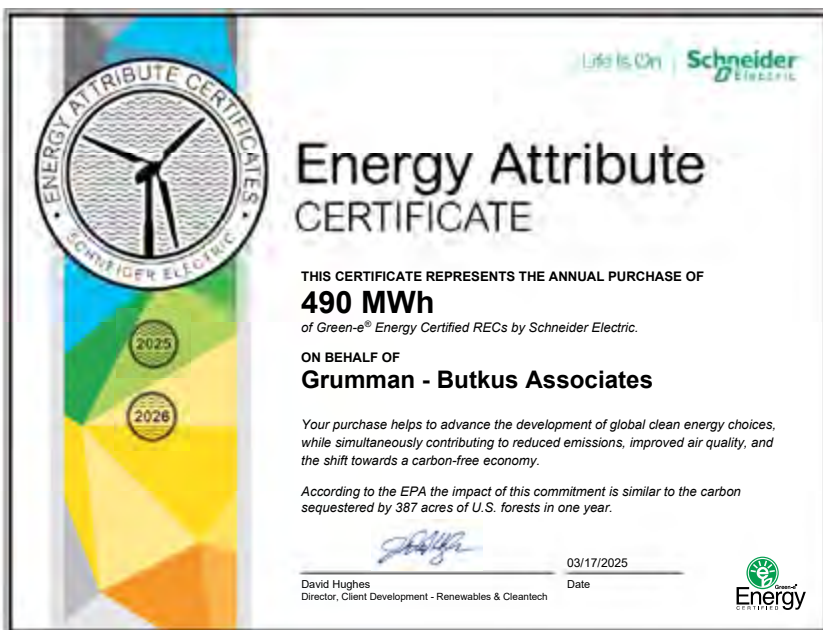
### SCOPE 2

Scope 2 emissions are emissions produced by the combustion of fuels to produce electricity. GBA's GHG emissions are for electricity use and are based on EPA's eGrid conversion to show equivalent CO<sub>2</sub> emissions for purchased electricity from the RFC West eGRID subregion including ComEd territory.



All of GBA's facility energy consumption is indirect and consists of electric energy. The building in which GBA's leased office space is located is an all-electric building. When the facility was originally constructed, ComEd's electric heat rate offered a significant discount on the cost of electric service charges. All building electric energy costs are allocated among the tenants, as tenant submetering does not currently exist.

Electric energy consumption attributable to GBA's office activities for 2025 is estimated to be approximately 458,232 kWh. This quantity is based on our percentage of the total building square footage; our third and fourth-floor spaces occupy an estimated 30% of the total.



Beginning in 2014, GBA has purchased Renewable Energy Certificates (RECs) to cover its estimated portion of the building electric energy consumption. These RECs are Green-e Certified and represent wind generation with high carbon power displacement in the Midwest (MN, IA, Dakotas, NE, KS, MO). RECs are understood to claim the clean energy generating benefits of renewable power generation. Costs provide a supportive revenue stream to renewable power generators that helps foster growth of the renewable power generating industry. The firm's current certificate covers 2025 and 2026 and will be renewed for the 2027-28 period.

GBA's electric energy consumption consists of the following categories:

- HVAC: Supply and return fan motor energy, mechanical cooling, and electric reheat energy for zone terminals. A single air-handling system and associated air-conditioning system serves the entire building. Our usage also includes an allocated share of energy used by unit heaters and cabinet heaters in unleased spaces, such as the loading dock and stairwells.
- Lighting: General lighting, emergency lighting, and task lighting.
- Computers: Desktop computers and network equipment.
- Kitchen appliances: Refrigerators, dishwashers, coffee makers, microwave ovens, and toasters located in break room kitchens.
- Domestic water heating: Used for sinks in restrooms (one domestic water heater serves the entire building). GBA has installed instantaneous water heaters in its third- and fourth-floor kitchen/break rooms. This equipment reduces standby losses attributable to domestic water heating.
- Office equipment: Plain paper printer/copiers and drawing plotter/printers.
- Miscellaneous occupant power receptacles.
- Miscellaneous core services: Allocated share of energy use attributed to elevators, lighting in unleased spaces, exterior lighting, temperature control air compressor, unleased receptacles, and so on.

GBA's estimated 2025 Scope 2 greenhouse gas emissions from electric energy consumption are 190.4 tons CO<sub>2</sub>e.

GBA GREENHOUSE GAS EMISSIONS 2025

SCOPE	GHG EMISSIONS (TON CO <sub>2</sub> e)
Scope 1	Not Tracked
Scope 2	190.4
Scope 3	Not Tracked

### SCOPE 3

Scope 3 emissions include purchased goods/services; business travel; employee commuting; water treatment and disposal; solid (landfilled) waste; and Scope 2 transmission and distribution losses. GBA does not track Scope 3 emissions, however GBA has programs in place to actively divert waste from landfills such as recycling and composting. Staff are also incentivized to commute by public transit. Sustainable attributes are considered in purchasing decisions, such as paper recycled content.

### CONSUMPTION DETAILS BY CATEGORY

#### LIGHTING

As part of a major 2023-24 renovation of both the third- and fourth-floor office areas, existing fluorescent lighting was completely replaced with LED fixtures incorporating daylighting, output trimming, and occupancy control to limit and track electrical usage. Estimated lighting energy consumption is 25,000 kWh.

#### COMPUTERS

Annual desktop computer energy consumption is estimated to be 82,000 kWh/yr. Users can power on, and log into, their computers from off-site. Network equipment energy use is estimated at 10,000 kWh/yr.

#### OFFICE EQUIPMENT

Annual energy consumption by office equipment is estimated to be 4,000 kWh/yr.

#### KITCHEN EQUIPMENT

Annual energy consumption by kitchen equipment is estimated to be 5,000 kWh/yr.

## ENERGY CONSERVATION AND EFFICIENCY IMPROVEMENTS

### LIGHTING

As part of a major 2023-24 renovation of both the third- and fourth-floor office areas, existing fluorescent lighting was completely replaced with LED fixtures incorporating daylighting, output trimming, and occupancy control to limit and track electrical usage.

### HVAC

As part of a major 2023-24 renovation of both the third- and fourth-floor office areas, a new DDC HVAC system with full modulation of air and heating elements replaced the existing pneumatic system with failed modulation.

## OFFICE EQUIPMENT

Pursuant to our Sustainability Policies, the workstation printers are ENERGY STAR and Ecologo CCD 035 certified. Additionally, all personal computers are custom-made by our in-house IT staff, and, although they cannot achieve certification, we have confirmed that they meet all of the ENERGY STAR guidelines.

The two third-floor main scanner/copier/printers have energy efficiency modes that have been adjusted to best allow for efficient use of the equipment. Annual energy savings from this office equipment improvement is expected to be about 1,000 kWh/yr, with a CO<sub>2</sub> reduction of approximately 0.96 MTCO<sub>2</sub>e.





**KITCHEN AND RESTROOM EQUIPMENT**



Efficiency improvements for kitchen appliances are prioritized when appliance replacements are necessary. The three refrigerators and three dishwashers in the third- and fourth-floor break rooms are ENERGY STAR rated.

The third-floor men’s and women’s restrooms have a electric hand dryers, reducing paper towel waste. (The fourth-floor office uses restrooms that are outside the GBA suite.) Toilet flush valves in the third-floor restrooms have a reduced-flow option to save 30% of water per flush.



## SUSTAINABILITY STRATEGIES: RECYCLED AND SUSTAINABLE MATERIALS

Sustainability was a key consideration in the 2023-24 renovation of our office suite (third and fourth floor). Highlights of our furnishings, finishes, and equipment selections (made in collaboration with Wright Heerema Architects) include:

- Reception branding wall: Wallcovering manufactured using recycled newspapers
- Paint: Low-VOC for all paint used (Sherwin Williams ECO spec)
- Carpet: Multiple carpet tile patterns were used, containing 50% or more recycled content and meeting several standards (Green Label Plus, NSF/ANSI 140 Gold, GreenCircle Certified Recycled)
- Cubicle acoustic/tackable panels: Xorel by Carnegie. Manufactured using 25% bio-based content derived from rapidly renewable resources; Cradle to Cradle Certified Silver; LEED and Living Product Certified; USDA Certified Biobased Product

- Atrium acoustic panels: Unika Vaev's Ecooustic Panels, manufactured using 100% PET, which is 100% recyclable; Greentag Level A Certified.

All small-format office paper used in 2025 contained at least 30% post-consumer recycled content. This paper is chlorine-free. Plotter paper is provided by our plotter supplier; we do not have control of plotter paper purchasing. However, our technical staff is increasingly using digital files rather than printed plans with its clients. When paper copies are desirable for in-house reviews, staff members are encouraged to output in smaller sizes rather than using the plotter.

Coffee service is provided as a benefit to GBA staff. The firm purchases caffeinated coffee blends that are organic, Fair-Trade Certified, or Rainforest Alliance Certified. Decaffeinated coffee may be certified through other programs, including the Enveritas verification system and Starbucks' ethical sourcing measures.

The firm also purchases sustainable cleaning products.



## ENVIRONMENTAL PERFORMANCE MATERIALS AND UTILITY USAGE

In 2025, the firm purchased 47,500 sheets of paper for our small-format workstations, compared with approximately 161,000 sheets as recently as 2019. Because numerous employees continued to telecommute at least part-time in the wake of the Covid-19 pandemic, it is not possible to accurately assess how many sheets were actually used during 2025, since many workers used their own printers and paper supplies.

GBA's printers all default to double-sided printing, and the firm continues to emphasize digital documents for communication with both internal and external clients.

## BENCHMARKING OUR CARBON FOOTPRINT

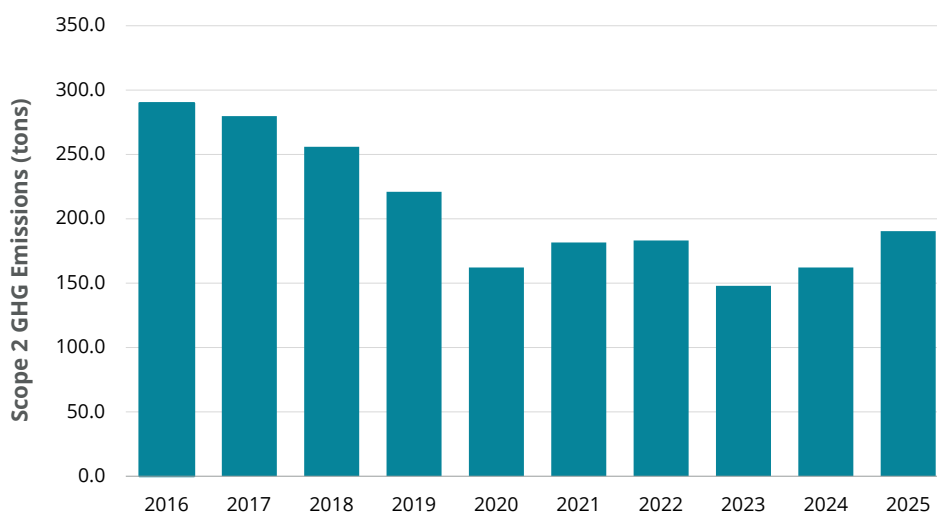
2025 was the 13th year in which GBA tracked data related to our corporate carbon footprint. Due to restrictions in our office building, we are presently only able to estimate our utility usage. Energy usage is based on our percentage (based on square footage) of the overall building's actual electricity use. Our office building is 100% electric. In future years, we hope to be able to track emissions sources such as employee work-related travel, employee commuting travel, and waste (including recycling).

The table at top right and the chart below show GBA's carbon footprint (Scope 2 emissions only) for the last decade.

GBA CARBON FOOTPRINT: 10-YEAR DETAIL

YEAR	ESTIMATED GBA ELECTRICITY USAGE (KWH/YR)	EMISSIONS FACTOR (KG/MWH)	GHG EMISSIONS (TONS/YR)
2016	510,443	567.8	289.8
2017	492,643	567.8	279.7
2018	480,630	532.7	256.0
2019	453,591	487.5	221.1
2020	360,686	449.5	162.1
2021	404,310	449.5	181.8
2022	407,591	449.5	183.2
2023	356,036	415.5	147.9
2024	390,376	415.5	162.2
2025	458,232	415.5	190.4

GBA CARBON FOOTPRINT: 10-YEAR OVERVIEW



## OFFICE WASTE & WATER MANAGEMENT

In addition to promoting the use and purchase of sustainably-produced goods, GBA encourages the recycling of waste whenever possible. In 2013, GBA initiated a building-wide recycling program for non-paper goods (metal, plastic, glass, cardboard) to supplement the existing paper recycling program already in place; this program has remained in place.

All of our e-waste is disposed of through trusted services or given away to our employees in periodic raffles.



In May 2017, GBA contracted with Evanston firm Collective Resource for commercial composting services. This firm was recently purchased by The Urban Canopy, which picks up and delivers the compostable materials to a commercial facility, which can handle "anything that was once alive." Weekly delivery and pickup of a 35-gallon tote is provided. Some of the resulting compost is used for dense vegetable production on a two-acre farm in Chicago's Englewood neighborhood.

Calculations for the Sustain Evanston program in 2019 indicate that, in a "typical" year, GBA composts about 10% of its total waste stream and recycles more than 55% of the total.

GBA also strives to reduce the amount of waste we generate. Double-sided printing is the default setting for all of our in-house printing, and we have encouraged the digital transmission of documents using cloud-based services wherever possible to reduce the amount of paper required.





Third-floor restrooms both have hand dryers that reduce paper towel use. (The fourth-floor office uses restrooms that are outside the GBA suite.) Receptacles are provided in bathrooms to separate paper towel waste from other waste. Paper towels are composted through our commercial composting program (described above).

To reduce water consumption, we have worked with our landlord in providing low-flow fixtures in third-floor restrooms. We also purchase water-conserving and energy-efficient dishwashers.

All new employees were issued a company-provided water bottle in 2025 (continuing employees had already received them), complementing filtered water dispensers in our break rooms and a hallway bottle-filling station offering chilled, filtered water. These amenities are part of our ongoing effort to discourage employees from buying bottled water.



## WORKFORCE SIZE AND DEMOGRAPHICS

GBA strives to hire, train, develop, promote, and retain minority and female staff. As of the end of 2025, we had 21 women on our Evanston (Chicago region) staff, including engineers and technical and administrative support staff.

At the end of 2025, the Evanston office had 94 total employees. The firm enjoys a culturally diverse staff with people from a variety of ethnic backgrounds.

## NEW HIRE AND TURNOVER RATE

In 2025, GBA Evanston hired five new full-time staff. During the year, we also employed three college interns. GBA successfully retains our staff and typically enjoys a low turnover rate. In 2025, eight employees left the Evanston office.

## CONTINUING EDUCATION

GBA seeks to create a supportive environment for its employees that develops them in their jobs and empowers them with the ability to make independent decisions.

GBA has an aggressive continuing education program for employees. Employees are encouraged to attend seminars and technical training sessions and to join technical and professional organizations and attend their meetings. Licensed professional engineers are required to maintain bi-annual Professional Development Units (PDUs). GBA and its suppliers provide ample in-house seminars to assist the engineering staff in maintaining this continuing education requirement. GBA also has a tuition reimbursement program for employees who wish to pursue additional formal educational training. All GBA training and educational policies are spelled out and available to all staff through the Employee Handbook.

## PERFORMANCE REVIEWS

All GBA staff receive an annual performance review. The review is an interactive event in which the employee can discuss job performance and goals with a GBA principal. The principal has the opportunity to identify effective performance, address work-related problems, and establish goals for future performance, growth, and career development. A confidential peer-feedback component is also part of the performance review process, bringing broader understanding to employees and their supervising principals.

## HOSPITAL ENERGY AND WATER BENCHMARKING SURVEY

Since 1995, GBA has compiled annual data for its annual Hospital Energy and Water Benchmarking Survey (HES). Hospitals are invited to participate in the survey by submitting responses to a short list of questions regarding their usage of electricity, natural gas, oil, purchased steam, purchased chilled water, and domestic water/sewer.

GBA provides this benchmarking service free of charge to aid the healthcare market in evaluating performance. The HES has helped hundreds of hospitals benchmark their energy performance against others in an anonymous format. Participants are provided with graphic comparisons to all hospitals in the survey as well as numeric comparisons to their facility's overall average usage and costs. The data graphed in the survey includes:

- Fossil fuel energy consumption in Btu/sf/yr
- Fossil fuel energy cost in \$/sf/yr
- Average fossil fuel energy cost in \$/therm
- Electric energy consumption in Btu/sf/yr
- Electric energy cost in \$/sf/yr
- Average electric energy cost in \$/kWh
- Total energy consumption in Btu/sf/yr
- Total energy cost in \$/sf/yr
- Average water and sewer cost in \$/thousand gallon
- Carbon footprint in lbs/sf/yr

GBA is able to assist the participating facilities in analyzing the data and determining measures to reduce energy consumption, and ultimately, carbon footprint.

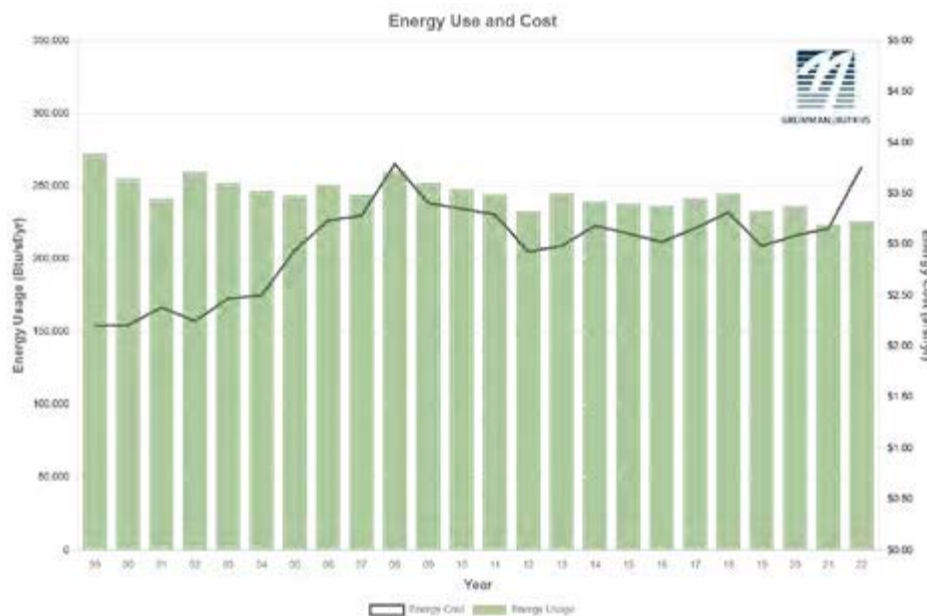
Results of the survey are also available free to the public at [grummanbutkus.com/HES](http://grummanbutkus.com/HES).

## ADHERENCE TO CODES

Professional engineering services must adhere to a number of codes, including building codes and energy codes. Also, engineering work in hospitals includes regulations established by the Illinois Department of Public Health and other states' health departments. GBA views all codes, especially the energy codes, as a minimum requirement and strives to design systems that exceed the requirements.

## CUSTOMER SATISFACTION

GBA's quality management program consists of four key elements: ensuring client satisfaction, creating a supportive environment, developing a team concept, and using effective procedures. Not only does our quality management program help to ensure the highest standards of engineering product output and client satisfaction, but our employees are also invested in the process, and their longevity with GBA attests to their satisfaction.



## THE GBA SUSTAINABILITY TRACKING COMMITTEE

GBA started our in-house Sustainability Tracking Committee in 2013, and the group has remained active. The committee engaged staff in events throughout the year to promote in-house sustainability efforts and to make the efforts fun.

The Committee sponsored a January 2025 drive to collect and recycle styrofoam and holiday lights (combined with a "mocktails" happy hour); an April textiles collection drive through Simple Recycling; and a May plant swap and happy hour.

On April 22, 2025, GBA celebrated Earth Day with a number of festivities. The day included a potluck lunch with a presentation by Nate Kipnis, founder and principal of Kipnis Architecture+Planning, focused on the design of Evanston's first Passive House. That afternoon, a sustainable happy hour featured local/sustainable wines, craft beers, and snacks. We also staged a poetry-writing competition related to the holiday, as well as a bingo competition with environmentally themed prizes.



The committee also sponsored employee participation in the annual Bike to Work Challenge, sponsored by the Active Transportation Alliance, from mid-May through mid-June, 2025. Thirteen staff members signed up to log rides during the challenge period, riding a combined 1,586 miles and placing GBA 19th of a total of 109 teams.

The Sustainability Tracking Committee was responsible for benchmarking and tracking our sustainability efforts. Members of the committee compiled this report. In 2026, GBA and the Sustainability Tracking Committee plan to continue exploring and supporting sustainability and community involvement initiatives. As a leader in energy consulting, GBA is also "walking the walk."





GBA acknowledges the 2025  
Sustainability Tracking Committee (Illinois)  
for their efforts:

Heather Beaudoin (chair)

David Cohen

David Eldridge

Julie Higginbotham

Mildred Kwan

Jordan Martin

Fiona Martin McCarthy

Michaela Prall

Elizabeth White

