



LEASE CRUTCHER
Lewis

EVERYDAY IMPACT.

CORPORATE SOCIAL
RESPONSIBILITY REPORT

2020

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It's my privilege to share Lease Crutcher Lewis' **2020 Corporate Social Responsibility Report**.

With a 135-year history of giving back to the communities we help build, we are committed to making a positive impact with Every Decision, Every Detail, EVERY DAY. Corporate social responsibility requires a concerted effort in order to target critical needs within our communities. Lewis' long history of corporate giving, sponsorships and support of volunteer events show that we don't only build to grow the bottom line, we also build to make our communities better, healthier and stronger.

"Do the right thing" is a mantra at Lewis—handed down through five generations of leadership. This speaks to the honesty, integrity and commitment found in the way we run our business and the way Lewis employees participate in our communities. Our core value of Fulfillment supports this ethic, and our employees often serve as a reminder how this empowered stewardship enriches their lives. Each of our more than 600 employees are personally committed to giving back and take pride in serving their communities.

Lewis' corporate responsibility program focuses on three main areas: supporting impactful nonprofit organizations, promoting diversity and equity within our industry and advancing sustainability. The intent of this report is to elevate awareness among our clients, business partners and employees about corporate responsibility and to provide a means for benchmarking and measuring our collective efforts.

I'm proud of the contributions Lewis and our employees have made to enhance the communities in which we live, work, play and build. In closing, I challenge each of us to ask ourselves:

What can I do to make a positive impact in my community, today...this month...this year?

A handwritten signature in blue ink, reading "Bart D. Ricketts". The signature is stylized with large, flowing letters.

Bart D. Ricketts
Chief Executive Officer



Community Engagement and Outreach

Our Commitment to Our Communities

Since our beginning in 1886, community engagement and outreach have been essential values at Lewis that provide a foundation for who we are. **Our employees take pride in giving back to the communities we help build**—from delivering food items to families in need to yard clean up and home repairs, aiding the local homelessness crisis, corporate giving to employee charitable contributions, Lewis is dedicated to giving back.



Lewis became 100% ESOP in 2018, meaning that every employee is an owner, and that our company is driven from within. As employee owners, engaging with local communities is not just good business, it's personal.

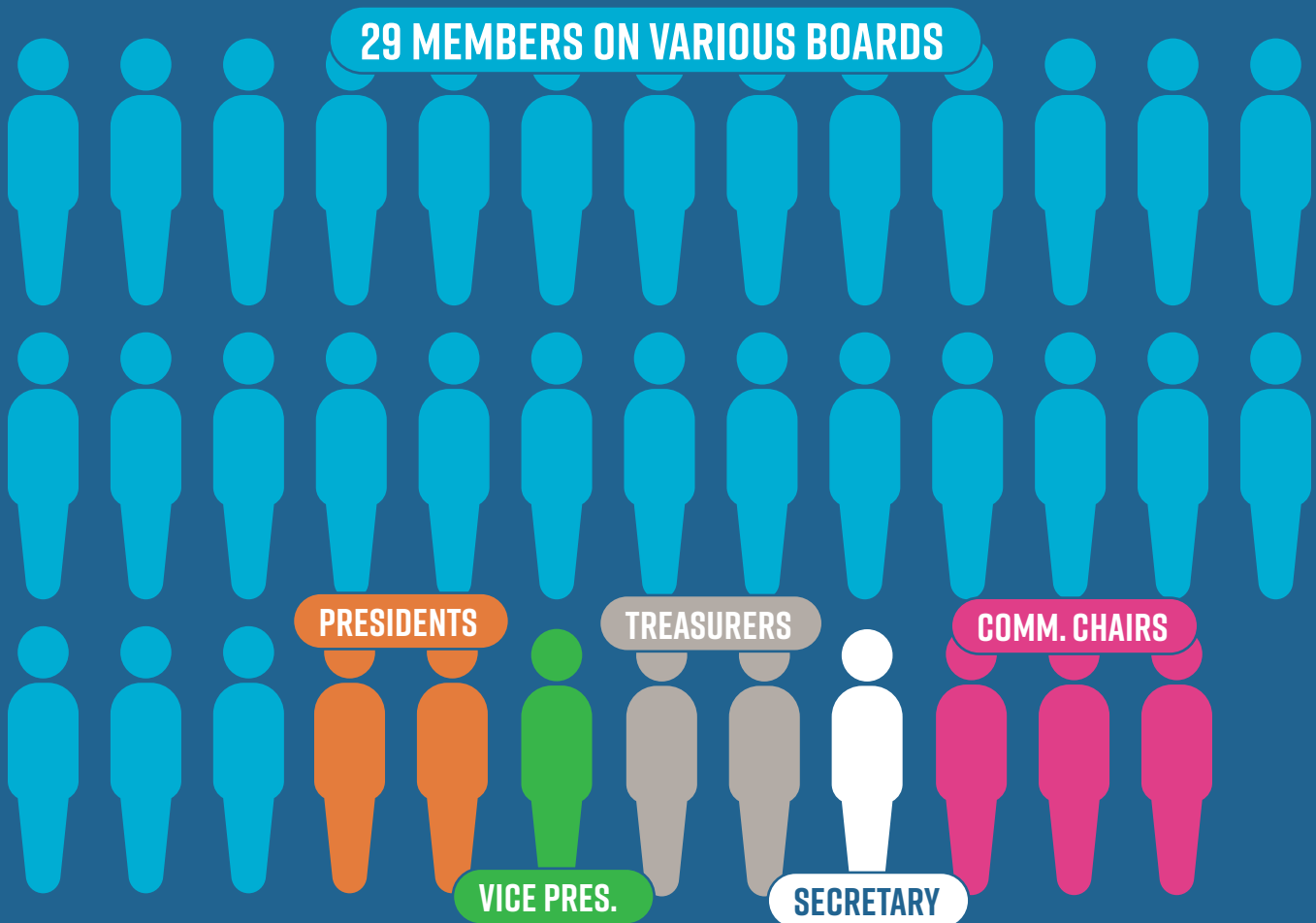
Lewis takes **responsibility for improving the human condition and maximizing the equity in our communities**. Our corporate giving and employee charitable contributions matching programs encourage personal engagement and many of our employees provide volunteer leadership for local non-profit organizations.



Engagement Starts at the Top

Lewis Leaders on Boards

Lewis leaders lend their expertise on boards, industry committees, local task forces and advisory groups. Their involvement has a huge impact on the effectiveness of many organizations and non-profits, which helps further enable our ability to give back.





ACE

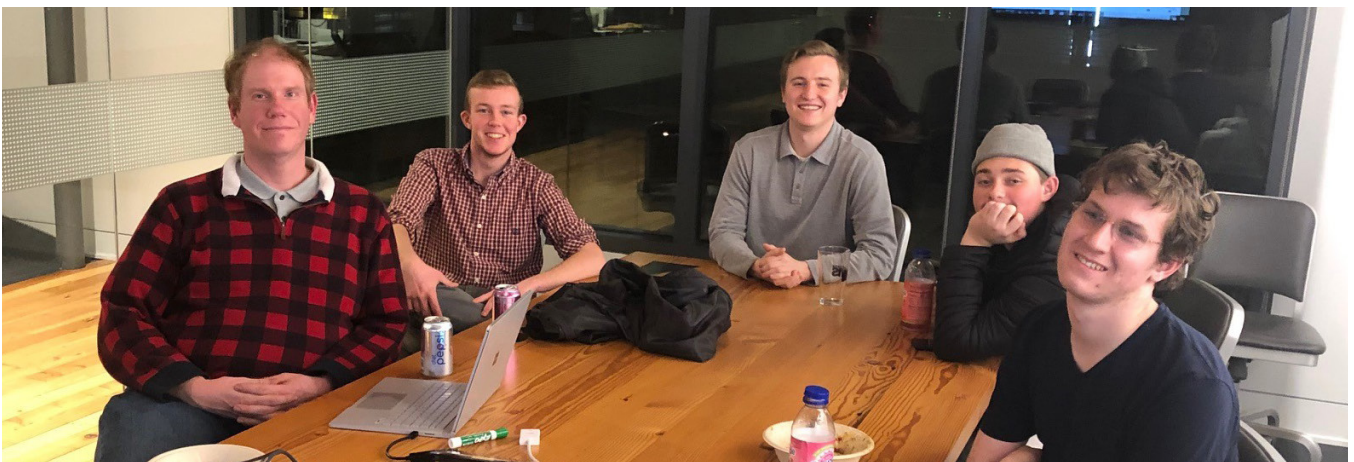
Senior Project Manager **Matt Baker** has been involved with the ACE Mentor Program of Oregon since 2011. He currently serves on the board on various scholarship committees and is especially involved in the organization's fundraising efforts.

"There is a lot of pride that should go along with having a career in the trades. ACE gives high schoolers a better picture of what they can do."

Bike Works

Project Executive **Patrick McQueen** supports his community through Bike Works, an organization dedicated to empowering and educating Seattle youth through cycling. As a board member for the past two years, Patrick helps guide the mission and values of the organization and provides networking and fundraising support.

"Cycling has a culture of giving back and passing on that knowledge is a great opportunity to step things up. Bike Work's mission is around using the power of the bicycle for the greater good of the community."



Seattle 2020 ACE Mentorship Event

Employee Engagement is Up

Pike Place Market Foundation

For the 2019 holiday season, Lewis Seattle supported the Pike Place Market Foundation. The Foundation has granted more than \$31 million to provide housing, healthcare, health food, childcare and a community of support to our most vulnerable neighbors.

DID YOU KNOW?

10 Seattle jobsites collected more than 1,500 pounds of food for Lewis' 2019 Holiday Drive, with donations going to the Pike Place Market Foundation.

NAIOP Community Enhancement

In 2019, Lewis volunteers teamed up with others in the industry to participate in NAIOP's annual Community Enhancement Project at [Mary's Place](#). **Our team contributed 17 volunteers** working throughout the day on a variety of projects. All told, the day was worth **over \$300,000 in contributions** to the organization.



NAIOP Community Enhancement Project



Lift Urban Portland delivery

Lift Urban Portland

Lift Urban Portland partners with local sponsors to help provide food for **100,000 meals a year for 2,700 Portland residents** through their Adopt a Building program. For the past several years, Lewis has enjoyed supporting the Fairfield Apartments, including these efforts in 2019:



\$5,000

IN SPONSORSHIP
DONATIONS



4,452

MEALS DELIVERED OVERALL
(2,772 MEALS BY LEWIS)



72

HOURS VOLUNTEERED BY
LEWIS



Community Outreach Committees

In Seattle and Portland, Community Outreach Committees are committed to utilizing our generous and dedicated employees to serve the communities and environment where we work.

Annual Gift Drive for Families

Each holiday season, *Lewis* proudly sponsors five local families with a Charitable Gift Drive. In 2019, we provided gifts ranging from toys to kitchenware to winter clothing.

Lewis Community Education Series

Lewis Combats Homelessness Crisis

Lewis has been hosting a series of educational events to inform employees and business partners about key issues facing our community. In 2019, we hosted the third event in the series, "Homelessness in King County," which provided a comprehensive overview of the homelessness crisis in the greater Seattle area. We partnered with Plymouth Housing and Pine Street Group to bring together leaders in the public, private and nonprofit sectors and the experts working closest to the issue.

REACH Community Development

For several years, Lewis has partnered with REACH with home cleanup assistance for low-income and disabled residents. In 2019, our volunteers cleaned up two homes in East Portland and cleaned rain gutters, trimmed tree branches, rebuilt stairs and removed a hefty amount of blackberry bushes.

EDUCATION SERIES
#3
HOMELESSNESS
LEASE CRUTCHER LEWIS

11,199

ISN'T THE NUMBER OF STEPS YOU TOOK YESTERDAY.

IT IS THE NUMBER OF PEOPLE EXPERIENCING HOMELESSNESS IN KING COUNTY.

EDUCATION SERIES #3

HOMELESSNESS IN KING COUNTY

Program & Panel Discussion on **February 26th, 4 pm to 5:30 pm**
at Union Stables - 2200 Western Avenue, Suite 500, Seattle, WA 98101
Refreshments provided

LEASE CRUTCHER
Lewis

**Plymouth
Housing**

Philanthropy

Corporate Donations

Our philanthropy has deep roots in Lewis culture and goes back to our very beginning. We are thoughtful with our contributions and are proud to financially support many different causes in our Portland and Seattle communities.



Our Partnership with Seattle Children's

Lewis has collaborated with Seattle Children's to maximize the impact of their charitable giving. Each quarter throughout the construction of Building Cure, the project team has invited a key researcher to meet with the entire construction crew during their Monday morning safety huddle and ergo warm up to share information about their research work at Seattle Children's. Lewis has given a \$10,000 donation to each speaker in support of their research.



"It was clear to me that there was a really positive and engaged culture of safety on this site. I'm grateful for the monetary support of my research program."

DR. EMILY KROSHUS

\$50,000

IN DONATIONS
2017-2020

\$10,000 EACH TO

10.2.2017

Ben Danielson
Odessa Brown
Clinic

1.31.18

Dr. Amanda Jones
Discovery Center –
Science Adventure
Lab

7.2.18

Dr. Maia Chan
Vivarium

10.17.18

Dr. Seslar
Heart Center 3D
Printing

4.21.2019

Dr. Emily Kroshus
Concussion Safety



Team Lewis and Friends, Obliteride 2019

Our Partnership with Fred Hutch

Lewis has proudly participated in Obliteride since 2012. In 2019, we **ranked third among corporate fundraisers** thanks to another record year with 84 participants.

"The wonderful support from sponsors like [Lewis] made the orange glow even brighter this year...it was so great to see the Lease Crutcher Lewis team out in full force again and as our Green Team Sponsor! Thank you for being part of this dedicated community that is so passionate about curing cancer faster with Fred Hutch."

LAURIE HAWK SCHMERTZ, ASSOCIATE DIRECTOR
CORPORATE PHILANTHROPY, FRED HUTCH



\$100,000
DONATED IN 2019



\$1.2MIL
RAISED SINCE 2012



GREEN TEAM
SPONSOR IN 2019



82
PARTICIPANTS IN 2019

Employee Giving on the Rise

Community engagement is a core element of Lewis culture, and we're proud of the roles we play as volunteers in the communities we help build. Lewis encourages employees to be active participants in our communities and supports their passion for playing a role in meaningful organizations.

Our employees give back to our communities and organizations of their choosing through donating their own money as well as through Lewis' financial match program. **Lewis matches each employee's charitable contributions, up to \$500 annually, and provides paid time off for volunteer work, up to 20 hours a year.**



**Employee contributions combined with Lewis match*

AIDING THE HOMELESSNESS CRISIS

In 2020, Lewis provided a 2:1 match for employee contributions made to Plymouth Housing in Seattle and Join in Portland. Both organizations provide services to help people experiencing homelessness get into permanent housing.

Why I Give



"I give because I feel fortunate. I have a good job, a strong family, and friends. I understand that not everyone is so lucky, and so I try to do a little to address the inequities in our society."

BRENDA COOPER, DIRECTOR OF INFORMATION TECHNOLOGY



"I have recently supported Plymouth Housing, leveraging Lewis' 2:1 matching program. I chose Plymouth because as a Seattle resident, I see no greater need than to provide safe housing that also offers a wrap-around support structure for individuals."

JIM LALLANNE, PROJECT MANAGER

Employees Respond to COVID-19 Crisis

During the 2020 COVID-19 pandemic, our employees recognized the urgent need to support our communities and quickly jumped into action. Team members in Seattle and Portland made protective face coverings, supported local food banks, gave blood, donated supplies to healthcare facilities and more. We are proud of our employees who continue to give back, even during unprecedented times.

SUPPORTING OUR HEALTHCARE PROVIDERS

When Oregon healthcare providers were in need of supplies and support with containment spaces for COVID-19 patients, our healthcare team stepped up. These efforts included:

- 30 boxes of Nitrile gloves donated to Legacy Health Systems
- Set up of isolation barriers for Providence Seaside Hospital
- Temporary patient spaces set up at Providence St. Vincent
- Sending negative air machines, Edgeguard barriers and Infection Control measures for Providence and PeaceHealth



Pitching in at Mary's Place

In order to accommodate the influx of families in need due to COVID-19, Mary's Place expedited its move-in date to a new location. Several Lewis volunteers stepped up to the plate to lend a helping hand. Our volunteers helped set up bedrooms, clean common areas and stocked toys for children.

SEATTLE COMMUNITY SERVICE OPPORTUNITIES

Thank you for the great ideas on ways we can take care of our community! Giving back during this time of need is so appreciated and can be very fulfilling. Check out the list of ideas for things to do at home or in your community. Let me know how it goes, send me pictures or stories I can share with others for inspiration. I will update this list as new ideas come in. Thank you for supporting our communities!

Carey Smith

carey.smith@lewisbuilds.com

AT HOME

Make face masks. These are in short supply and can help protect yourself and others. Plymouth Housing is in need of homemade masks, so please let me know if you'd like to donate some. Here are some tools for creating masks at home: more [advanced-masks](#) or this [no sewing machine version](#).

Shop for a neighbor in need!

Disinfect the mailboxes in your neighborhood to protect the mailman

Foster a pet waiting for adoption, contact your local animal shelter for details or get more information [here](#).

SEND THANK YOU NOTES

Send *"Thank you notes"* to first responders in your community.

For [Seattle Fire Department](#):

Fire Chief Harold Scoggins, *Seattle Fire Department*
301 Second Avenue South
Seattle, WA 98104

For Swedish Hospital, click [here](#).

For [University of Washington Medical Center](#):

Dr. Tom Staiger, *UWMC Medical Director*

Tina Mankowski, *UW Medicine*

Sr. Director Medical Affairs Spokesperson

UWMC Box 3563301959 NE Pacific St.,

Seattle, WA 98195

IN YOUR COMMUNITY

Donate blood: Please call ahead for [appointment](#).

Volunteer with Mary's Place. Check out our [Volunteer Hub](#) site for the most current volunteer opportunities

Volunteer with Food Lifeline! Please visit our site to learn more details and register. Click [here](#) to volunteer. Please review and adhere to these [Safety Guidelines](#) before volunteering.

CHARITABLE DONATIONS OPPORTUNITIES

Here's a list of local non-profits our company is supporting to help those fighting on the front line of this crisis. Consider using the Lewis charitable matching program to give to one of these causes or feel free to give to a non-profit of your own choice:

[WA Food Fund](#): Three Washington-based organizations working on the frontlines of food insecurity — [Food Lifeline](#), [Northwest Harvest](#) and [Second Harvest](#) — will use these funds to distribute food to hundreds of food banks across the state from our cities to our most rural communities.

[Fred Hutch COVID-19 research](#)

When you donate to [Plymouth Housing](#) in Seattle you will be helping homeless individuals and families find permanent housing. Don't forget our 2:1 match is available and this does not count towards your charitable matching limit.



Diversity, Equity and Inclusion

"Any cultural change has to come from the leadership level all the way down. Working with the DEI Committee has been an impressive experience as this group is personally committed to the effort and wants to move the ball forward. For me, this has been a learning experience and made me really think about our DEI journey. We are all learning and growing together."

JAY SORENSEN, EXECUTIVE SPONSOR SEATTLE DEI COMMITTEE

Building Diversity

Lewis is a Place for Everyone

Lewis is a place for everyone. We welcome people of all races, ethnicities, genders and backgrounds. We know that creating a diverse and equitable workforce is a journey that takes passion and buy-in from everyone. We are working to make Lewis a more diverse, inclusive and equitable workplace. To move toward this vision, we are actively listening, learning and continuing important conversations.

LEWIS COMMITMENT STATEMENT

At Lewis, we are committed to recognizing and honoring all human differences. Through trust and respect, we create a safe, inclusive workplace where people can be their authentic selves and succeed as part of a high performing team. We lead by example through cultivating a culture where unique perspectives are valued, and innovation thrives.

EVERYONE.

EVERYDAY
PRIDE

Building Pride

At Lewis, we encourage and support our employees to be exactly who they are—on and off the jobsite. As part of this effort, our employees enjoy participating in the annual Pride Parades in Seattle and Portland.

Our team hosted the Portland and Seattle Pride Parades in 2018 and 2019 and represented the only GC in the 2019 Portland Pride Parade.

Portland Pride Parade 2019



Our DEI Journey: 2020 and Beyond

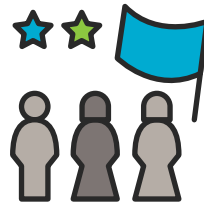
We are currently finalizing our 2020 Action Plan, which includes setting goals, tracking milestones and developing roadmaps to achieve these aspirations.



CONSULTANT AND ASSESSMENT



DEVELOPING A SPEAKER SERIES



SPONSORING PRIDE PARADE



RECRUITMENT AND RETENTION



Supporting Diversity at Lewis

Diversity, Equity and Inclusion Committees

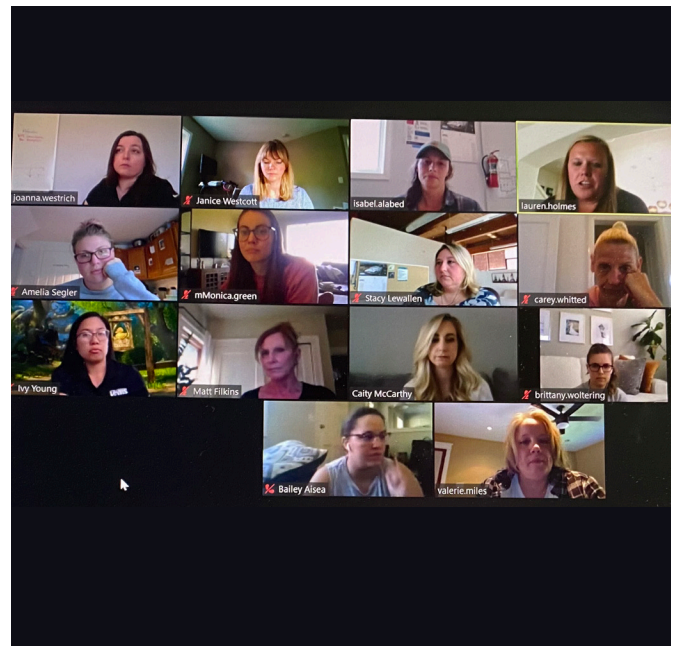
Our DEI committees advocate, educate and help Lewis move forward on our journey to a more inclusive workplace. They have developed an internal educational series, led Lewis' support of diversity organizations, like Pride and ANEW, and continuously instill DEI in our company culture.

Seattle and Portland Women's Development Groups

The Women's Development Groups in both offices meets monthly to provide an avenue for female employees to develop professional relationships with one another and connect on similar challenges they face in the industry.



Seattle Women's Development Group outing, 2019



Portland Women's Development Group

Multicultural Affinity Group

The Multicultural Group provides a dedicated and supportive space for people of color at Lewis to connect on similar experiences, share lessons learned and develop career growth opportunities with one another.

Women in Construction Week

Our growing female workforce helps to make Lewis a better and stronger builder. We are proud of the talented women we employ and enjoy participating in NAWIC's Women in Construction Week to help celebrate their success in the industry. As part of our 2020 celebrations, we partnered with NAWIC to host a jobsite tour at the Oregon Zoo Polar Passage, Primate Forest and Rhino project.





2019 Women in Trades Dream Big Dinner

Engaging MWESB Firms

Lewis actively supports and sponsors several local organizations focused on supporting the MWESB community, including **NAWIC, OAME, BestHQ, NAMCO and Women in Trades** with a goal of fostering the growth of diverse firms within our community.

We participate in year-round programs and minority tradeshows and promote MWESB development, including Portland partnership with Diverse Works in 2019. Lewis hosted a Lean training event for the Port of Portland MWESB subcontractors. .

IN THE LAST

3 YRS

WE HAVE AWARDED
MORE THAN

\$122 MIL

IN CONSTRUCTION DOLLARS TO
MWESB TRADE PARTNERS

AND UTILIZED OVER

**200
FIRMS**

2017-19 PAYMENTS TO DISADVANTAGED
ENTERPRISE: **\$127,133,614**

**In Portland alone*





Sustainability

Sustainability

Thinking Outside the Fence

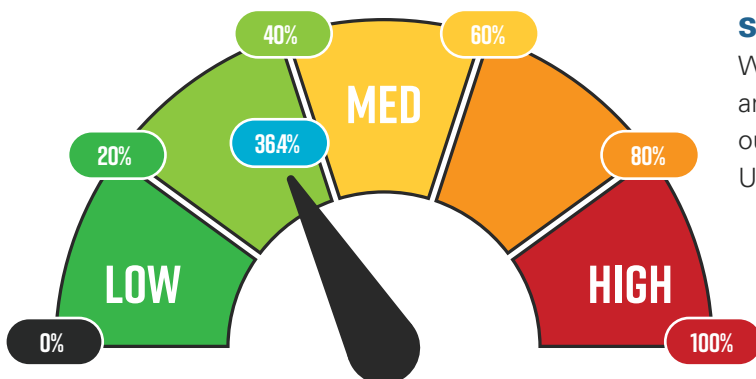
Lewis is passionate about sustainability on our jobsites and in our workplaces. Our offices in Seattle and Portland support conservation and have both achieved **LEED certification and incorporate sustainable systems** including green roofs, daylight sensors, energy saving controls and salvaged recycled materials.



Union Stables, Seattle



Culver Building, Portland



Seattle Energy Dashboard

We monitor consumption with an energy dashboard and are currently tracking an EUI of 36.4, better than our goal of 40. Additionally, our headquarters offices at Union Stables scored a 95 Energy Star score for 2019.



Our Conservation Efforts

At Lewis, building quality structures not only means a having a positive impact on our environment today, but buildings that make an impact on our community for generations to come.

400 Westlake

Lewis is proud to be a part of the 400 Westlake project, which will be the world's greenest office building of its size, located in downtown Seattle. The project is following the [20 by 2020 Challenge](#) as well as Seattle's [Living Building Pilot Program](#).

85% of our jobsite administration is paperless and 95-97% of construction waste is recycled on our jobs.

Reducing Our Carbon Footprint on the Road

Lewis provides a transit subsidy allowing our staff the flexibility to use TriMet, Zipcar and other shared transportation to reduce the carbon footprint of employees commuting to work. Ample bike storage is offered in both offices.



46 EMPLOYEES
USED ORCA OR TRIMET
CARDS



1,374 TRIPS
TAKEN MONTHLY



230,000 MILES
SAVED ON THE ROAD

Seattle Bike Everywhere Month

Our annual participation in Cascade Bicycle Club's Bike Everywhere Month has been highly anticipated by our employees every year for the past decade. Additionally, our Union Stables office has received Silver certification from Cascade Bicycle Club as a bike-friendly workplace.



"We have a core group of cyclists who participate and encourage others to become bike riders. It's really the perfect way to get exercise, reduce the number of cars on the road and connect with the environment."

PATRICK MCQUEEN, PROJECT EXECUTIVE

14,485 MILES
RIDDEN (2017-2019)

WITH 2019 RECORD OF
18 RIDERS >>> 3,000 MILES

2030 District Vision Award

The Seattle 2030 District is committed to helping Seattle become more sustainable and reach a goal of carbon neutrality by 2030. In 2017, we won a [Vision Award](#) from the Seattle 2030 District for our Seattle office by meeting all goals set by the 2030 District, which includes:



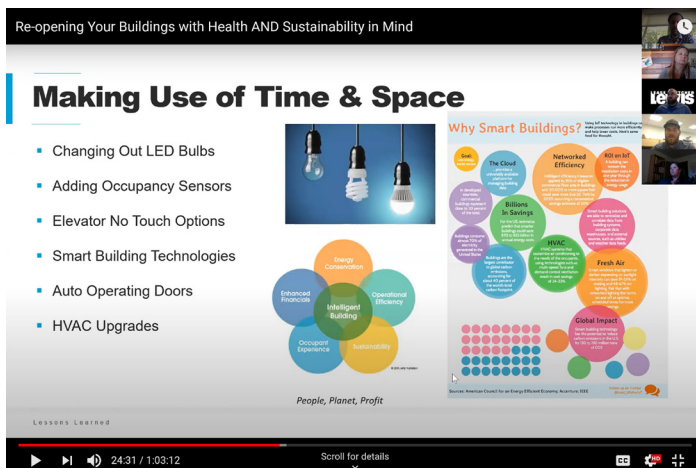
**70% REDUCTION
IN ENERGY USE
BELOW NATIONAL
BASELINE**



**52% IN WATER REDUCTION
FROM ANNUAL STORM-
WATER RUNOFF AND
POTABLE WATER USE**



**SIGNIFICANT
REDUCTION IN
TRANSPORTATION
EMISSIONS**



2030 District Educational Webinar

In response to the COVID-19 pandemic, Lewis sustainability experts participated in the 2030 District education forum entitled “Reopening Your Buildings with Health and Sustainability in Mind.” Our team offered advice on proper safety precautions in order to keep building occupants safe and healthy during the transition back to on-site work.



LEWIS LEED STATS

42 LEED Accredited Professionals
6 million square feet LEED Gold + Platinum facilities in the PNW
100+ LEED Projects

“For projects that don’t pursue LEED certifications, we still try to find the best practices. So many simple things can make a big difference—it’s all about making the right choices.”

VISHNU JHAVERI, PROJECT MANAGER





Appendix

Appendix

Since 2017, Lewis has donated over **\$900,000** to more than **140 organizations** in the *Pacific Northwest* including:

Ace Mentor Program Of America	Lift Urban
Advance Gender Equity In Arts	Market Foundation
Agc Of Washington	Marys Place Seattle
Alliance For Pioneer Square	Nome
American Heart Association	Oregon Humane Society
Anew - Apprenticeship & Non-Trad Emp For Women	Pacific Science Center
Architecture Foundation Of Oregon	Partnership For Learning
Big Brothers Big Sisters	Path
Bike Works Seattle	Pike Place Market Foundation
Cancer Pathways	Playworks Corporate Kickball
Cascade Bicycle Club Education	Plymouth Housing Group
Catholic Charities - Sleeping Pod	Portland Community College
Ccc Foundation	Portland State University Foundation
Children's Book Bank	Pps Lincoln Foundation
Childrens Hospital Foundation	Pride Northwest
Construction For Change	Providence Childrens Health
De La Salle Catholic High School	Providence Creating Hope Dinner
Economic Development Council	Providence Health & Services
Evergreen Health Foundation	Providence Portland Medical
Fifth Ave Theatre Association	Seattle 2030 District
Fred Hutchinson Cancer Research Center	Seattle Aquarium Society
Girls Inc Of The Pacific Nw	Seattle Architecture Foundation
Historic Seattle	Seattle Childrens Hospital
In Kind Donation To Pica	Seattle Children's Hospital Guild
Lambert House	Seattle Opera

Seattle University Albers Alum
Seattle University Gala
Self Enhancement Inc
Serendipity Center
Social Venture Partners
Sound Mental Health
Swim Across America
Taste For Equity
The Seattle Aquarium Society
The Seattle Opera
Thomas Edison High School
Timbers Stand Together Open
U Of O Foundation
Uli Urban Land Institute
University Of Washington
Urban Land Institute
Uw Const Mgmt Hall Of Fame
Uw Foundation
Uw Runstad Ctr Leadership Dinner
Virginia Mason Foundation
Washington Round Table
Westsound Youth Basketball
Woodland Park Zoo
Ymca Of Greater Seattle



Continue to Give Back

A special thank you to the contributors of this report and to all of our employees who continue to support Lewis' culture of giving back. We look forward to updating this report as our efforts continue to expand and grow in the years to come.

Stay up to date on our community engagement efforts by following us on social media.





LEASE CRUTCHER
Lewis

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