



Two Bears Environmental Consulting, LLC

Annual Benefit Report

2024

Introduction

Two Bears Environmental Consulting, LLC has been empowering and serving communities affected by climate change since 2015. We work with anyone facing climate dangers, from remote villages to large bustling cities, specializing in underrepresented groups in Alaska. Amongst a wide array of avenues to help with environmental hazards, we also help communities write and obtain grants for areas of concern. We have made it our mission to understand one of the greatest challenges of our time: climate change. We dedicate our time to assisting others toward global resilience, sustainability, and a secure future. We are an 8(a) certified Economically Disadvantaged Woman-Owned Small Business headquartered in Alaska, and we say change is not a threat, it's an opportunity.

TBEC has been a certified Benefit Corporation since 2023 with Benefit Corporations for Good.

Mission

TBEC stands at the forefront of a changing world. Our mission is to help those effected by climate change and work towards building a sustainable future.

MISSION STATEMENT Building Global Resilience One Community at a Time.

VISION STATEMENT To increase environmental, economic, social, and cultural climate resilience, empowering communities to move from reactive to proactive climate resilient strategies.

CORE VALUES Integrity, professionalism, transparency, innovation, customer commitment, quality, teamwork, respect for people, good citizenship, a will to lead, personal accountability, sustainability, for benefit.



Summary Review of Year

TBEC started the year with our annual Vision Meeting where all employees got to share their desired direction for their role in the company and any ideas they had to contribute to our mission and goals. We held a company wide Productivity Presentation, which taught deeply on home office setup for remote workers, safety factors for home offices and best practices for gaining a healthy work life/home life balance. We have continued to tackle our changing climate, helping those who have been facing its realities head on. We assisted villages in being awarded \$5.9 million in grant funds in the areas of Community Development, Sustainable Energy and Energy Grid Systems, Transportation, Flood Prevention, Parks and Recreation and Public Health and Food Security. TBEC also partnered with regions in Alaska to incorporate local knowledge into complex data and display it in ways that are immediately actionable and useful to communities, giving voice to their observations and concerns. We gave 136H 45M in pro bono work to communities in Alaska. We wrapped up our year with a company wide DEI training where we focused on how to cultivate a DEI lifestyle amongst our team in all we do each day. We continue to focus on giving back to our planet and reducing our carbon footprint as a company and as individuals. Another way we have continued to build a strong work culture and atmosphere in the midst of remote work is by adding team chat groups where we can communicate throughout the work week on topics such as world news, cooking and gardening.

Key Metrics

People:

- We close for the holiday break of Christmas to New Years, giving our employees a week of paid time off. This year we were able to give our employees 2 weeks of paid time off for an extended holiday break.
- Began monthly Coffee Talks for the whole company to join in an online meeting where there is no agenda but team building and connection.

Planet:

- TBEC provides remote work opportunities to cut down on emissions being released into the atmosphere from commuting by car
- Provide employees with reMarkable's for note taking to cut down on paper usage
- Provide all announcements and memos via email to save on paper usage



Profit:

- We dedicated 136H 45M of pro bono work for economically disadvantaged communities in Alaska, supporting their local sustainability, capacity development and climate adaptation efforts.
- With profit made, we use a portion to fund training desires of our employees to keep them learning and growing in their interests.

Coming Year

In the coming year, TBEC plans to expand our company even further by adding agricultural hazard plans and resource modeling. We plan to expand our services to reach more clients in more states in the US and internationally, with contacts already made in many countries including Oceania, New Zealand and Canada. We also plan to continue doing pro bono work for communities in Alaska, and in other areas for other underrepresented groups. We are working to expand into the title renewable energy sector. We will be holding company wide presentations on the topics of client communications, cultural education and working with Alaska native communities. We are also excited to announce that we are adding 401k plan for all our employees.

Closing

Throughout 2024, TBEC has used our cutting edge technology to help those facing climate dangers. We have gleaned so much from this past year and look to grow so much more in the coming year as well as we expand to more areas around the globe.