President’s Message

2008 has indeed been a historic year. The generosity of our North American employees soared to yet another record level and grants awarded since inception topped $1.5 million! I am proud of the accomplishments and progress we have made, truly inspired by your generosity of time and treasure, and awed by your dedication. Thank you for choosing to Give Back.

Over the past year, the Foundation’s global presence has grown dramatically. Charitable activity and volunteer enthusiasm is sprouting up from New Delhi to Brazil, from South Africa to China and around the ERM world. A Global Council, which includes several representatives from across North America, has been established to shepherd these efforts. The result will be exciting new opportunities for employee involvement at both the local and global level. As worldwide Foundation activities grow, be assured that the employee-governed fundraising and grant awards programs here in North America will remain the cornerstone of our regional identity.

In the coming year, the NA Foundation is preparing to respond to the challenging times ahead. We are working to “green” the traditional fundraising and grants programs thus reducing our carbon footprint and supporting the economic goals of the company. We are also striving to bring more volunteer activities to your local areas, to be more strategic in how we select candidate projects for funding and to augment year-round communication and employee engagement. By Giving Back, each of us has personally contributed to the success of the ERM Foundation-North America. With your continued support, the Foundation family will grow and strengthen for years to come.

Debbie Lind
President, Board of Directors
ERM Foundation - North America

ERM Offices are Giving Back

ERM Foundation salutes these and all employees who are committed to Giving Back to their communities.

Richmond office employees endure 100° temperatures to lend their time and talents to benefit Habitat for Humanity.

Pittsburgh office employees participate in four household hazardous waste collection events organized by the PA Resources Council, an ERM Foundation grant recipient.
North American Employees Giving Back to the World

Grants awarded in December 2007 deliver results in 2008

“Being a grant reader helps you to see ERM as a multi-layered, dynamic company that works very well from within.”

Olivia Williams, Information Solutions
Greenwood Village, CO
2008 Volunteer Grant Reader

Youth Science Experiences: $4,500
Aquarium of the Pacific

Wetlands Education Programs: $2,500
Outdoor Discovery Center of Wildlife Unlimited

Environmental Education Camp: $3,000
Cuyahoga Valley National Park Association

Youth Environmental Science Programs: $7,400
Rocking the Boat

Land and Water Science Book Series: $4,730
The Einstein Project

Watershed Restoration: $4,600
MA Corporate Wetlands Restoration Partnership

Youth Environmental Leadership Programs: $3,000
PA Horticultural Society

Youth Conservation Program: $12,500
United Neighborhood Houses

Youth Conservation Program: $12,500
International Youth Education: $6,000
EarthCorps

Community Watershed Education: $500
Green Valleys Association of Southeast PA

Youth Environmental Science Programs: $7,400
Rocking the Boat

Wetlands Education Programs: $2,500
Outdoor Discovery Center of Wildlife Unlimited

Hands-on Science Programs: $5,000
RiverQuest

Land and Water Science Book Series: $4,730
The Einstein Project

Plant Nursery for Prairie Restoration: $7,500
Katy Prairie Conservancy

Watershed Education: $6,000
Alliance for the Chesapeake Bay

Children's Science Programs: $6,000
Archbold Biological Station

Household Hazardous Waste Program: $7,500
PA Resources Council

Watershed Protection: $8,000
Chesapeake Rivers Association

Environmental Programs for K-3 Students: $5,000
San Francisco Nature Education

Watershed Protection: $5,000
Center for Watershed Protection

Youth Science Experiences: $4,500
Aquarium of the Pacific

Watershed Protection: $5,000
Center for Watershed Protection
“As a grant reader, I learned about the difference ERM as a company is making across the US and the world.”

- Royal Smith, Ewing, NJ
2008 Volunteer Grant Reader

Water wells supply clean water for a community in rural Honduras: $7,500
Heart for Honduras, Tomball, TX

Rainwater-harvesting tanks, corrective surgeries and medical transport bikes for Tanzanian children deformed by high fluoride levels in water: $15,900
Mwangaza, Chicago, IL

Reactors disinfect drinking water for 2,000 people of Eldoret, Kenya: $15,000
Aqua Clara Foundation, Holland, MI

Water collection tank supplies clean drinking water to 4,000 people in three villages in Kenya: $8,225
A Prepared Place, Malvern, PA

Water reservoir provides water to 500 farm families in rural Bolivia: $15,500
Mano a Manos, Mendota Heights, MN

7,000 textbooks sent to 105,000 students at 3 schools in Africa: $10,000
Books2Africa, Davis, CA

60 Water pump installations and repairs to benefit 30,000 people in 38 communities in southern Mozambique: $20,145
Lifewater International, San Luis Obispo, CA

“The true meaning of life is to plant trees, under whose shade you do not expect to sit.”

- Nelson Henderson
Environmental Guarantors: Gifts $250 & Above
Anonymous Donors: 5
Susan Anguiller
John Beath
Jonathan Behrens
Jeffrey Bickert
Terry Black
Mark Bradford
Richard Crochet
Karen Burns
Barret Sitwell
Ross Clarke
Jay Dablow
Shawn Dablos
Cris Domincak
Scott Dorris
Malcolm Dott
Suzie Drennen
David Dunn
Scott Dorris
James Fitzgerald
Kevin Flowers
Peter Gregson
Andrew Gillam
Mark Gough
Henry Goyette
Lisa Gray
Bill Harris
Rebecca Heideman
Fran Hebert
Andrew Hughes
Kevin Johnson
Matthew Kaffer
Robert Kenney
John Kuhn
Kim Lally
Debbie Lind
Tracy Lowery
Donald Madile
John Markel
Paul Mau
Michael McKelven
David Mathis
Steven McAdoo
Michael Shaughnessy
Aaron Padilla
Elke Palack
Jim Pastene
Philip Penrose
Julia Ross
Derek Ross
Hunt Sartain
Mark Seaman
Edmund Simke
Patricia Sorenson
Michael Starks
Geri Stevens
Svetlana Truskowsk
Jeffrey Twaddle
David Way
Herbert Weidemann
Carla Weinhardt
Kathleen Welsh
Michael Williams
Barbara Witlen-Watson
Paul & Marca Woolf
Robi Young
Michael Zissman
Environmental Guarantors: Gifts $250 to $499
Anonymous Donors: 21
Susan Aronoff
Michael Arnold
Adele Assaf
Janet Ausim
Greg Arani
Jonathan Baker
Bria Ball
Jennifer Barrett
Angela Behner
Randy Biyolik
Deever Bradley
Patrick Brennan
Karen Brody
Cindy Builglo
Lawrence Cahill
Cristina Calvano
Cheryl Cardoza
Victoria Conley
Alan Cork
Byran Corr
Theodore Cota
Dana Dehn
Jeannie Delville
Greg Demers
James Desmarches
Timothy Desselle
Tina Duff
David Dunn
Mike Edwards
Janet Egl
Alex Engler
Michael Eversman
Dan Feldbaum
John Fillo
Karen Fletcher
Scott Finocchi
Paul Giess
Murphy Good
Sandra Gorses
Stephanie Gough
Alson Grish
Ted Holl
Michele Harnon
Sien Hurlow
Fred Hursley
Fred Hursley
Dietrich Hinter
Dari Hinz
Beau Hodge
David Jordan
Theresa Kennedy
Kathy Kidd
Edward Kilman-Keup
Mike Kline
Peter Kozlo
Linda Kode
Danny Kravitz
Prashant Krishnan
Usha Lacy
Maureen Leathy
Benjamin Leslie-Bale
Jeanne Levine
Steven Lewandowski
Bruce Lewis
Shirley Logan
William Lucier
John Lucio
Erick Malecek
Sarah Masson
Gregory Mazik
Lynn McGuire
Gregory Merritt
Michelle Meyer
Sally Miller
David Minot
John Max
John Mahin
Laura Moody
James Morrison
Gregory Murphy
Beate Newson
Edward Osei
Bruolo Pikman
Sarah Piper
Pittsfield Office
Philip Ponebach
Gregory Poremba
Thomas Powell
Jill Quilu
Valerie Ramondell
Daniel Reiner
Eve Rosario
Ann Rosenthal
Scott Sanderson
Maureen Schorr
David Schorfheide
Asha Shekhar
Ronald Shek
Harriet Snavely
Gregory Smith
Ann Smith
Jared Stearn
Charlie Stewart
Pamela Stiles
Malcolm Stimpson
Sherry Strickland
Sue Thayer
Nancy Tice
Gale Ullrich
Robb Underwood
Lori Van Holten
Mary Varsho
Anthony Varvara
Sharon Varvara
Jimmy Vash
Laura Veldman
Glenn Voss
Andrew Vos
David Voss
Lisona Wade
Michele Waxman
Amber Weinstock
Rudy Wouloff
Martin Wolf
William Woller
Jordan Wesler
Juliet Wereley
Cheryl White
Robert Wickstrom
Jeffrey Wickers
Kristina Williams
Donald Williams
Emily Williams
Andrea Winter
Jill Wood
William Wright
Sharon Yanone
Cindy Ying
Nancy Yuziel
Suzanne Yang
Amy Yezzi
Sue Zander
Kevin Zera
Vanessa Zera
Alison Zuckerman
Environmental Guarantors: Gifts $249
Anonymous Donors - RI
David Abramovic
Nancy Adam
Robert Adams
Gray Adams
Loren Aigli
Christine Aigner
Linda Alm
Michele Amato
Frank Amy	
James Anderson
Leah Anderson
Marina Andrade-Grace
Michael Apell
Tommy Armstrong
Mary Amstid
Rebecca Adams
Carol Aubrey
Steven Avadik
Lady Bagby
Stephen Bagdon
Michael Baker
Karen Baker
Joel Barlow
Dane Basile
Christopher Battlad
Bar Barista
Jeffrey Baugus
Medha Bedarka
Ezia Benjamin
Brian Bennett
Nanu Benola
Martha Beni
Michele Biond
Randy Bishop
John Blackman
Dave Blas
Megan Blaney
Tim Bledsoe
Bob Bliikum
Mary Boerner
Anne-Marie Bonneville
Geoffrey Booth
Craig Borgan
Boston Office
Norbert Bota
Carrie Boshak
Ethan Bowerm
Robert Bowles
Jennifer Broderick
Jeanne Brakel
Margaret Bresad
Benny Brestler
Nathan Brough
Kevin Bryan
Sheila Bums
Sara Bunson
Lisa Bush
William Butler
John Butow
Casey Callahan
Guerrin Carmelita
Brett Carmy
Mike Carr
Cerina Ceres
Simon Chang
Patricia Chang
Lieto Chyn
John Chy
Henry Clancy
William Clark
James Clement
Keri Clayton
Kristin Clark
John Torrence
Christopher Underwood
Luis Velazquez
Adrian Velozquez
Ronald Venable
James Viola
Christopher Weggeman
Olivia Williams
Christina Windsor
Andrew Woerner
Sue Wright
Mary Wyant
Scott Yanover
Randy York
Colin Young
Nancy Young
Sharon Zeller
Susan Zeller
Robert Zeller
Zane Zielen
Yi Zhang
John Ziegler

The Board of Directors sincerely thanks the 769 employees, alumni and friends who gave generously to the 2008 campaign, and gratefully acknowledges the commitment and philanthropic support of its corporate donors. Together, we are achieving lasting results. The Board of Directors extends special thanks to ERM Group for its year-round endowment and support.

The Spirit of Voluntuum
Since its creation in 1994, the North American Foundation has allocated over $1.5 million to organizations whose projects have spanned the globe. But what makes this Foundation unique is the intense employee involvement in all levels of fundraising, fund distribution and voluntuum. During 2008:

- 96 spirited fundraising volunteers undertook outstanding campaign efforts.
- 67 dedicated recipients reviewed grant applications and recommended funding support.
- 26 individuals from around the country have committed to year-long LORs to grant recipient programs.

- 16 passionate individuals served
- 26 individuals from around the
during 2008:

20 passionate individuals served
26 individuals from around the