

# Environmental, Social & Governance Report



Concurrent  
Technologies  
Corporation



Enterprise  
Ventures  
Corporation

# Contents

## Environmental, Social & Governance Report



**Environmental**



CTC's Erica (Lynn) Porta participated in the UN 2023 Water Conference in New York City.



**Social**



Our employees routinely gather as a team to celebrate achievements and special occasions.



**Governance**



CTC and EVC board members help advance technical capabilities and drive strategic business decisions.

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## Dear Colleagues and Friends,

Thank you for reading this Environmental, Social & Governance (ESG) report for Concurrent Technologies Corporation (CTC) and Enterprise Ventures Corporation (EVC). This document is an expression of our culture and the activities that help define us. Our ESG report is a living document, relevant to the way we do business every day.

CTC and EVC do not have investors, but we do have stakeholders, including our clients, business partners, employees, and the public. They all have an expectation that our company will manage risks and opportunities related to environmental, social, and governance criteria. This report is organized into the three broad categories of ESG and highlights the work we do for everyone vested in our success.

We thank and acknowledge all those who support our ESG initiatives, including our Board of Directors; Technical Advisory Board; organizational leadership teams; staff members and their families; business partners; and clients.

Your commitment and teamwork are impressive.



Edward J. Sheehan, Jr.  
CTC President & CEO



George W. Appley  
CTC Executive Vice  
President & COO



Edward D. Peretin  
EVC President

# Our Vision, Mission & Values

Making the World Safer and More Productive



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## Our Vision

Concurrent Technologies Corporation, inclusive of its technology transition affiliate, Enterprise Ventures Corporation, is recognized as one of the top developers of comprehensive solutions that make the world safer and more productive.

## Our Values

- Passionate
- Humble and Respectful
- Relentless
- Not Profit Motivated
- Treat People Like Family

## Our Mission

To offer robust, technical, and innovative solutions that:

- Safeguard our national security
- Retain U.S. technological advantage
- Ensure the primacy of American manufacturing

# Who We Are

We support our clients' core mission objectives with customized, full lifecycle solutions

Concurrent Technologies Corporation (CTC) is an independent, nonprofit, applied scientific research and development professional services organization. CTC collaborates with its technology transition affiliate, Enterprise Ventures Corporation (EVC), to provide transformative, full lifecycle solutions through research, development, test, and evaluation work. To best serve our clients' needs, we offer the ability to fully design, develop, test, prototype, and build. We deliver robust, technical, and innovative solutions that safeguard our national security, retain U.S. technological advantage, and ensure the primacy of American manufacturing. CTC's areas of expertise fall within these broad categories: Engineering & Manufacturing; Information Technology; Readiness Solutions; and Energy, Resilience & Sustainability.

While CTC, a nonprofit organization, specializes in research, development, test, and evaluation, EVC's mission is to transfer advanced technologies designed and created by others to the marketplace and to deliver high-quality, competitively priced products and services to its clients. The synergy of our two companies effectively transfers technology to clients in government, private industry, and the public.

Our facilities, which include 400,000+ square feet of office, laboratory, and high-bay space, meet DoD security requirements. The high-bay spaces are used to develop and demonstrate advanced manufacturing technologies, as well as to fabricate large-scale, first-of-a-kind prototype structures.

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## CTC and EVC work closely for a seamless process from concept to production and beyond

The Carriage, Stream, Tow, and Recovery System (CSTRS) program represents the strong partnership between CTC and EVC. Each company played a role in the development, manufacture, and now sustainment of the organic airborne mine countermeasures capability for the U.S. Navy. Other technology transition examples include Advanced Guard for Information Security (AGIS), specialty coatings, and the H-60 Bridge Tool Deluxe Kit.



# Environmental



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Our experts routinely speak at trade shows and events to share our expertise and connect with others.

## Positive Results

Our internal environmental and safety programs serve as an example to our community and the clients we serve.

### Lighting Replacement Initiative

In 2022, an evaluation of new lighting technologies led to an initiative to replace all of our lighting with LED technology. Approximately 5% of the lighting fixtures were replaced in 2022, with a goal of replacing the remaining lighting fixtures and elements in 2023 and 2024. This is anticipated to reduce electrical consumption for lighting by 2% in 2022, 29% in 2023, and 38% in 2024. This LED upgrade initiative is consistent with our long history of investigating and implementing environmentally beneficial programs and projects to reduce our environmental footprint.

### Energy Consumption Reduction

In 1998, CTC embarked on an aggressive Energy Consumption Reduction Plan. The goal was to reduce electrical energy consumption by 10% in our Johnstown, PA, facilities over a five-year period. Initiatives included:

- Lights-out program
- Automating the energy conservation modes for computers, printers, and copiers
- Run-time optimization for process equipment
- Off-hour, weekend, and holiday HVAC temperature setbacks
- Seasonal temperature adjustments—increasing cooling settings in the summer and reducing heating settings in the winter

Results: In the 1998 to 2003 five-year time frame, our Johnstown facilities reduced overall electrical usage by 2.2%, or 171 metric tons of Carbon Dioxide Equivalent (CO<sub>2</sub>e); however, when adjusted for degree days (the mean outdoor temperatures above or below 65 degrees), the reduction increased to 37%, or 2,981 metric tons CO<sub>2</sub>e. In addition, CTC's revenue and number of employees more than doubled. When the kWh usage is normalized for these parameters, CTC reduced electrical consumption by 57% (kWh/employee) and 59% (kWh/revenue) or 4,676 metric tons CO<sub>2</sub>e.

### Waste Management/Recycling

- The volume of paper recycled in 2022 was equivalent to 195 trees, which led to approximately 0.50 metric ton carbon dioxide (CO<sub>2</sub>) sequestered
- Water refilling stations have eliminated 375,000+ plastic bottles since installation
- The amount of solid waste sent to the landfill from production activities was reduced by 22% or 6.4 metric tons CO<sub>2</sub>e.

57%  
reduced electrical  
consumption

195  
trees saved by recycling paper

375,000  
eliminated plastic bottles



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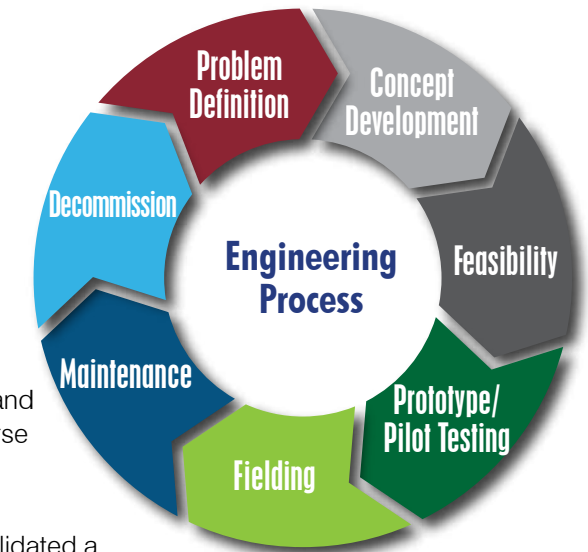
Erica (Lynn) Porta, CTC Energy and Climate Analyst, participated in the UN 2023 Water Conference in New York City, which brought together a total of 10,000 world leaders, civil society, business leaders, young people, scientists, academics, the UN System, and others around a common goal—to urgently address the global water crisis. Porta contributed her expertise in two high-level roundtable side events as a guest speaker and expert. She also spoke as a critical stakeholder during the Interactive Dialogue on Water for Transboundary Cooperation.

Porta attended UN 2023 Water Conference as a representative of her work at the intersections of long-term resilience and readiness policy with water resources security. Outside of CTC, Porta volunteers as the Co-President of the North American Youth Parliament for Water and brought the long-term planning perspective of a young professional to her participation in multiple conference sessions.



## Positive Results

We help our clients with efforts to improve the environment.



### Environmental and Process Engineering Optimizing performance while reducing lifecycle costs

We support the Department of Defense (DoD) and commercial operations in efforts to keep pace with changing business and regulatory environments and technology advances. Our scientists and engineers respond to challenges by delivering high-value solutions to operational and environmental needs through modeling and simulation, reverse engineering, and sustainment support.

**Environmental Impact Minimization** – CTC developed and validated a treatment technology for a million-gallon per day nitrate-laden industrial wastewater stream from an industrial manufacturing facility. The pilot-scale achieved a nitrate removal rate of 99.6%.

**Technology Validation and Transition** – We identified and validated a non-chromium alternative to a sealer used by the Air Force for corrosion and wear protection during maintenance, repair, and overhaul applications.

**Process Modernization and Optimization** – Our team optimized and implemented an alternative test that replaced a method using dangerous mercurous nitrate to determine stress corrosion cracking. This new test reduces hazardous waste costs and eliminates the use of mercury.

### Energy, Resilience and Sustainability

#### Providing innovative solutions to complex energy security and climate resiliency issues

Our team is providing clients, including U.S. warfighters, with relevant analysis, creative solutions, and reliable innovations to improve readiness levels. Our work covers water and energy resilience, safety system effectiveness, infrastructure security, and more. We understand critical infrastructure issues and are sought for our ability to develop innovative and sound solutions to address complex energy security and climate resiliency issues.

**Strategic Vision** – We support the Marine Corps' efforts in developing and implementing a strategic vision to address comprehensive energy security and resilience requirements. Tasks include framing policy direction; providing reliability and efficiency metrics; developing Installation Energy Security Plans; collecting, storing, and analyzing energy/utility/climate data; conceptualizing and developing infrastructure upgrades, including energy and microgrid projects; analyzing utility bills and rates; conducting building-level energy audits; improving energy efficiency; and providing technical support for strategy development.



### Travel Program Reduces Fuel Consumption and CO2 Emissions

We established a travel program to reduce the impacts associated with employee commuting and business travel. This program encourages both commuter and business carpooling, combining trips, using mass transit, video conferencing, and using fuel-efficient rental cars. This program has successfully reduced the use of natural resources and the subsequent pollutant emissions.

The combined benefits from this program have led to an estimated:

- Elimination of 5,000–10,000 gallons of fuel consumption (project travel dependent)
- Reduction of CO2 emissions by 3–6 tons annually (project travel dependent)

### Helping Local Residents Dispose of Household Hazardous Waste

The U.S. Environmental Protection Agency reports that an average home can accumulate 100 pounds of Household Hazardous Waste (HHW) annually. Common products include cleaners, paints, stains and varnishes, car batteries, motor oil, pesticides, and other products containing hazardous components.

Each year our Johnstown office hosts a Household Hazardous Waste collection event, which is organized by the Pennsylvania Resources Council in collaboration with the Cambria County Solid Waste Authority. It provides Cambria County residents a means to properly dispose of HHW in a safe and environmentally friendly manner. In 18 years, the event has collected more than 274 tons of HHW.





**Enhancing Resilience** – Our technical professionals help develop the strategies, policies, analyses, strategic communication initiatives, and technical research for installation energy/water, climate, environmental, infrastructure, and safety programs in the Air Force to enhance resilience and improve mission capabilities.

**Improving Mission Capabilities** – We provide technical expertise to develop the strategies, analyses, and technical research necessary to strengthen installation energy and water management throughout the Army and improve mission capabilities.

**Policy Support** – We deliver technical and policy support to the Sustainability and Environmental Compliance Programs for medical treatment facilities (MTFs) within the Army.

### Infrastructure Energy

#### Improving an installation’s energy security through cost-effective renewable energy solutions and energy resilience options

We have an integrated team of diverse disciplines proficient at developing a customized power and energy plan to meet our clients’ needs. Our core focus spans energy efficiency, energy/utility grid security, energy sustainability, and strategies, assessments, and audits.

**Energy Security Assessment (ESA)** – CTC developed an ESA methodology to enhance energy security posture by identifying critical facilities/systems, the energy demand/infrastructure needs of each, and plausible threats/energy security risks. The ESA methodology was demonstrated and validated at 12 Army installations.

**Mission Critical Utility Infrastructure** – CTC developed a Mission Critical Utility Infrastructure Conceptual Design methodology to create a self-sustaining electrical power infrastructure capable of serving all mission critical loads, also known as a microgrid. This methodology was demonstrated at a number of Army and Air Force installations. The microgrid ensures mission continuity during extended commercial electric grid outages and increases an installation’s energy resilience.

**Plug-in Electric Vehicle – Vehicle to Grid** – CTC researched, developed, and engineered PEV V2G systems at Los Angeles Air Force Base (LAAFB), Fort Hood, and Joint Base Andrews. As a result, the Air Force unveiled the DoD’s first non-tactical fleet composed entirely of PEVs. Energy providers pay for V2G services, allowing installations to offset energy costs. Bi-directional PEVs and charging systems with software controls to manage vehicle fleets enable bidding into the energy ancillary services market.



U.S. Air Force photo



U.S. Army photo



### Operational Energy

#### Delivering cost-effective power and energy solutions

We bring together the right scientists, engineers, and subject matter experts to deliver enduring and innovative operational energy solutions whether on the flightline, battlefield, or basecamp. We have decades of experience developing technology solutions, from contributing to the first Hybrid Electric Humvees in the 1990s to today’s Air Force Towbarless Tow Vehicle. CTC’s energy experts are prepared to take on the most current energy challenge in an ever-evolving and more power demanding environment.

**Portable Power Systems** – CTC developed a proof-of-concept engine and generator combination with hybrid and silent watch capabilities. The system can produce 120 volts of Alternating Current (AC) at 2-kilowatt peak power. In addition, the CTC H2000 Hybrid Generator will readily scale-up (2x’s) with near negligible footprint deviation from the demonstrator as it is organically designed to do so. This system is packaged to minimize the volume and weight and represents a significant reduction in footprint in comparison to the legacy 3kW generator system.

**Deployable Power** – CTC successfully designed, built, and demonstrated a deployable syngas-to-hydrogen system capable of producing an average of 4.2 kilograms/day of hydrogen from the syngas generated by the gasification of 5 pounds of biomass per hour in a WTE system. The estimated cost to produce 1 kilogram (Kg) of hydrogen using this CTC-developed technology is \$3.90/Kg of hydrogen, which is less than the cost to generate the same amount of hydrogen from processes like electrolysis and natural gas reforming.



Generating hydrogen fuel through on-site waste conversion potentially eliminates the need to transport fuel/energy sources to the field.

### Flightline of the Future

#### Helping hybridize items for the Air Force

We continue to work with the government to modernize and hybridize items on the Air Force flightline. We’re supporting the Air Force with its goal to replace diesel-powered generators with an electric generator. The change will provide an improved mission range, including reduced fuel consumption, lower lifecycle costs, and an improved work environment for airmen exposed to the exhaust and noise associated with diesel systems.

### Rare Earth Elements from Coal Byproducts

#### Extracting Rare Earth Elements from coal-based sources using innovative patented technology

The Commonwealth of Pennsylvania awarded CTC a grant to advance the concept of extracting and processing rare earth elements (REE) from a byproduct of abandoned coal mines and coal-burning power plants. This innovative process addresses legacy pollution and supports domestic REE supply chain development.



CTC is building on generator prototypes that were successfully demonstrated at Edwards AFB with the 412 Test Wing.

### Operating the DoD Safety Management Center of Excellence

We are proud to operate the Department of Defense (DoD) Safety Management Center of Excellence. It deploys world-class safety management systems and programs that assist DoD installations and defense agencies with developing and implementing effective worksite-based safety and health programs to provide for a safer workplace, which leads to reductions in injuries and illnesses.



# Social



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Our people are the key to our past, present, and future success.

We know that our people are the key to our past, present, and future success. Their steadfast commitment to our clients, the community, and each other define our culture. We are grateful for all they do. We encourage and applaud the spirit of giving and volunteerism that is our trademark. Individual and collective efforts make our communities better places in which to live.

## Employee Engagement

The Employee Engagement Team is comprised of company leaders including CTC's President & CEO as well as representatives from throughout the CTC and EVC organizations. The team meets regularly and collaborates to foster a sense of community among all employees. The group utilizes anonymous pulse surveys to obtain real-time, honest feedback on a wide range of important topics. Senior Executives review suggestions and implement them when feasible.

## Employee Health and Safety

Our Environmental, Health, & Safety (EHS) Committee is dedicated to protecting employees and visitors and has established an EHS program to prevent injuries and illnesses due to hazards. To ensure employee involvement at all levels of the company, this joint employer/employee EHS Committee was established to promote environmental stewardship and health and safety in the workplace. One of the key elements of our safety culture is employee involvement. An example is the number of staff members who volunteer to become CPR certified. Their commitment to good health and the company's agreement to pay for course supplies contribute to creating a safe, injury-free workplace.

## Company Earns Safety Awards/Recognition

Our safety management system actively engages employees to be involved with the safety and health program and encourages employees to conduct self-inspections, report near misses, and submit safety suggestions and hazards. Staff members also have the authority to stop and correct any unsafe action or correct an unsafe condition within their ability. To retain our focus, we continue to provide safety communications and outreach to employees, including messages from Senior Executives.

A strong safety program and culture have led to many recognitions through the years, including:

- Winning the first-ever National Safety Council Safety Committee Award. Our Safety Committee earned first place in this competition's inaugural year. The award is based on the Safety Committee's extensive work creating a world-class safety culture.
- Being selected as a Recipient of the PA Governor's Award for Safety Excellence (GASE).
- CTC's CEO being honored with the National Safety Council's CEOs Who "Get It," an annual recognition of leaders who demonstrate a personal commitment to worker safety and health and ensures that safety remains their organization's top value.
- Earning the Million Work Hours Award, which is bestowed on organizations with more than one million hours without a lost-time incident.
- Garnering the Perfect Record Award, which is given for working more than 807,000 hours without a lost-time accident.
- Being designated an OSHA Voluntary Protection Programs (VPP) Star Site.



*We continue to lead the way in shaping the nation's organizational safety standards. Our company and individual employees contribute to the American National Standards Institute (ANSI) and American Society of Safety Professionals (ASSP). Brandon Hody, Senior Safety and Occupational Health Professional, is the company's primary representative to an ASSP standards committee; and Lori Schroth, Senior Safety and Environmental Professional, is the alternate representative.*



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# Employees say the number one reason they enjoy working here is the people.

Time and again, long-term employees describe their colleagues as “family.” Not only do they respect and enjoy collaborating with their co-workers, they appreciate the rewarding opportunities to apply the latest technologies to safeguard our national security, retain U.S. technological advantage, and ensure the primacy of American manufacturing.

## Benefits, Recognition, and Well-Being

Professional opportunities and competitive benefits help us attract and retain the best and brightest. We enjoy an attrition rate that is substantially below industry averages. A large percentage of staff members have worked at the company for more than 10 years—in fact, some have already celebrated their 30th work anniversary. We recognize both our new employees and our long-term employee milestones on our company social media pages and intranet.

We offer competitive medical, dental, and vision insurance; paid leave; retirement; and tuition reimbursement assistance in an atmosphere where we treat each other like family.

Employee-centered initiatives include a wellness program, service awards, tuition reimbursement, an employee assistance program, celebrations program, Employee Appreciation Day events, holiday parties, picnics, and much more.



We are truly grateful for our employees. We celebrate National Employee Appreciation Day in a variety of ways.



## Handful of Healthy Habits

One recent wellness initiative encouraged employees to track their sleep, water, physical activity, fruits and vegetables, and self care.

## Strengthening Our Connections With Each Other

In addition to celebrating accomplishments and special recognition days, employees enjoy activities that help build camaraderie. Throughout the year, the company finds opportunities for staff to connect outside of the typical workday.



Holiday gatherings are a highlight of the season for our employees at CTC and EVC.



Themed dinners, lunches, and happy hours bring colleagues together for fellowship and fun. This May Mixer “hit the mark” with axe-throwing activities.



A lunchtime Corn Hole League in the high bay area of the Johnstown headquarters brings together employees to unwind and socialize.

## Happy Anniversary!

Congratulations to **Corey Norris** on his 25th work anniversary at Concurrent Technologies Corporation! Corey is Senior Director of Readiness, Continuity, and Preparedness Solutions.

“It’s hard to believe that I’ve been at CTC for 25 years. The time has absolutely flown by. I could not have imagined the opportunities I would have to learn and grow when I started here. I’m very thankful for all the managers and coworkers I’ve had the privilege of working with here at CTC; many of them have become very dear friends. The past 25 years at CTC have truly been a blessing to me and my family.”

Outside of work, Corey enjoys working on his farm, watching the Steelers and Penguins, and spending time with family.



On our social media pages and intranet, we recognize new employees, long-term employee milestones, and those who return to work with us like Darlene Shingler.



We celebrate our team’s talented and dedicated women on International Women’s Day and throughout the year.





## Making a Difference in Our Communities



Our employees routinely give generously throughout the year to make a difference to those in need. During the winter holidays, they volunteer for the Salvation Army's Red Kettle Campaign and donate to other charities.



CTC's Denny Ritko is participating in the John B. Gunter Community Leadership Initiative. His group project is a fundraiser to benefit the construction of a pavilion at the Jim Mayer Riverswalk Trail park in Johnstown, PA.

CTC and EVC employees have a reputation for giving generously to their neighbors in need. Each year, we fully support the United Way, which is known for keeping funds in the towns and cities where they are raised. During the holiday season, CTC, EVC, and employees donate money, gifts, and time to charities in their local communities. Families in need throughout the country benefit. The Salvation Army, Make a Wish Foundation, American Cancer Society, Easterseals, and several food pantries are among the organizations we support.

Beyond our regular giving, our company and its employees are ready to lend a hand in a crisis. In early 2022, CTC matched individual employee contributions to help provide aid to war-damaged Ukraine; together donating \$5,000. The money was given through DTCare, the humanitarian arm of the integrated logistics provider DTGruelle.



A team of employees had a great time while raising money at the 35th Easterseals Western and Central Pennsylvania "Office Olympix."

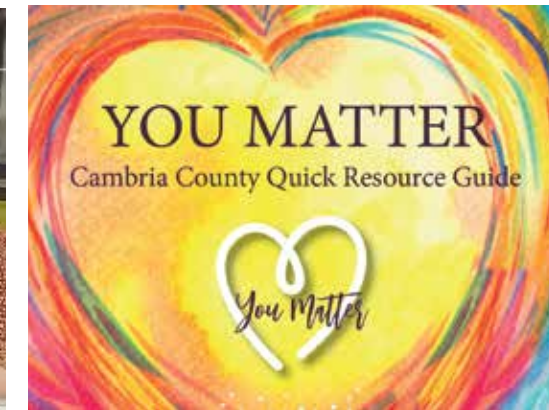


Nearly 100 employees submitted photos in a pet photo contest, with donations given to pet shelters where employees live and work.

## Philanthropy and Volunteering



The company supports and many employees participate in the John B. Gunter Community Leadership Initiative, which develops leadership skills and promotes community volunteerism. Pictured is EVC's Scott Emerson working with a teammate on a project designed to spread awareness about various social service agencies to those in need. CTC donated its services and materials to produce informational cards and pamphlets.



A strong and vibrant community is good for everyone, including CTC, EVC, and our employees. It's important for us to show our appreciation to the places where we live and work by directing charitable gifts to a variety of nonprofit organizations.

### Planting Trees at Flight 93 Memorial

Our employees were among the volunteers who helped plant seedlings at the Flight 93 Memorial, which honors the flight's 40 passengers and crew who successfully fought terrorists' attempts to crash the commercial jet in our nation's capital on September 11, 2001. Instead, the plane was downed in a peaceful field in Somerset County, PA, which is about 20 miles from our company's headquarters in Johnstown.

The National Park Service invited Friends of Flight 93 to participate by planting trees at the memorial, which comprises about 200 acres. Spending time planting trees in the hallowed ground gave people a sense of ownership in the park and is one way to honor those who sacrificed so much to keep others safe.



The Flight 93 National Memorial located near Shanksville, PA, honors the heroic victims of Flight 93 who, on September 11, 2001, gave their lives while stopping terrorists from reaching their target in our nation's capital.

### Supporting STEM Careers

Through The Challenge Program, Inc., high school sophomores, juniors, and seniors are introduced to careers in their own communities and challenged to compete in five award categories that are directly linked with academic and workforce success: attendance; STEM (Science, Technology, Engineering, and Math); academic improvement; academic excellence; and community service.



Student interns participate in CTC's "Technology: Behind the Scenes," where they research technology topics, write a white paper, and present it to company executives. Pictured are Information Technology interns Anthony Walters and David Truscello.



# Awards & Recognition

We're honored to be recognized for our accomplishments.

Over the years, we have received many awards, including:

- Innovation Award, Cambria Regional Chamber
- Top 100 Organizations, Pennsylvania Business Central
- Best Places to Work in PA, Best Companies Group
- Top Veteran-Friendly Companies, U.S. Veterans Magazine
- Best for Vets Employer, Military Times
- Soaring Eagle Award, Pennsylvania Employer Support of the Guard and Reserve (ESGR)
- James S. Cogswell Outstanding Industrial Security Achievement Award, Defense Security Service
- World's Most Ethical Company
- Winning "W" Company, 2020 Women on Boards
- Million Work Hours Award, National Safety Council
- Perfect Record Award, National Safety Council
- National Safety Council Safety Committee Award
- PA Governor's Award for Environmental Excellence
- PA Governor's Award for Safety Excellence
- OSHA VPP Star Site



The company was honored to accept the Cambria Regional Chamber's Innovation Award. CTC Executive Vice President and COO George Appley accepted the award on the entire company's behalf,

## Best Places to Work in PA



According to the Best Places to Work in PA competition, CTC is the 25th best large company to work for in the state and EVC is the 17th best small company.

Attending the ceremony that was held in Lancaster on December 8, 2022 were, left to right: Kathy Jones, Branden Millard, Rob Homyak, Ed Connor, Leanne DeBias, Mary Kaseler, Brian Sendzik, Ed Peretin, Brett Wilmotte, Kevin Pudliner, George Appley, Sharon Paterson, Greg Jablunovsky, Clarissa George, Patrick Callahan, and photographer Mary Bevan (not pictured).



Alan Briggs (center) accepted an Employer Support of the Guard and Reserve (ESGR) award on behalf of CTC and thanked Bryan Groves (left) for his service as well as the company for all it does for our military employees. ESGR representative Bill Peters is also pictured.



Kevin Hillegas nominated CTC President and CEO Ed Sheehan for an ESGR Patriot Award, which he received. Kevin is an electrical engineer at CTC and has served several roles in the U.S. Army National Guard.

CTC is pleased to be recognized, not just as an advanced technology leader, but as a company that is a good corporate citizen and an outstanding employer for military veterans, reservists, and their families. It is inherent in our corporate culture to uphold the rights of uniformed employees and go above and beyond to support their families, especially during deployment. As a result, in addition to being named a Best for Vets employer for many years, CTC has earned the Patriotic Service Award, Association of the United States Army, Fort Pitt Chapter; Missouri Flag of Freedom Award; Most Valuable Employers for Military distinction; Employer Support of the Guard and Reserve (ESGR): Soaring Eagle Award; Extraordinary Employer Support Award; Pro Patria Award; Liberty Bell Award; Patriot Award; Seven Seals Award; and Above & Beyond Awards (from the Pennsylvania and Maryland ESGR).

"We place a high value on attracting and retaining exceptional employees, and we are especially pleased that our team of professionals includes many current and former members of the U.S. Armed Forces," said Edward J. Sheehan, Jr. "These individuals have earned our nation's respect and admiration, and CTC has and will continue to benefit from hiring veterans. Their work ethic is second to none, and their hands-on experience and leadership bring incredible value to the projects we do for the U.S. military, the Department of Defense, and U.S. Government agencies, as well as non-government clients."



## Military Recognition



# Governance



Long-term success takes vision, careful planning, and effective execution.

We recruit and attract talented board members to help us advance our technical capabilities and drive our strategic business decisions. Our board members have distinguished themselves in military, industry, finance, and government service.

## CTC Board of Directors



The Honorable  
Jeffrey K. Harris  
Chair



Dale M. Mosier  
Vice Chair



Edward J. Sheehan, Jr.  
President & CEO



Dawn R. Eilenberger



Retired U.S. Army  
Maj. Gen.  
Camille M. Nichols



Daniel T. Perkins



Sean P. Roche



Gary C. Slack



Linda R. Thomson



Retired U.S. Army  
Lt. Gen.  
Joseph Yakovac

## EVC Board of Directors



Edward J. Sheehan, Jr.  
Chair



Retired National  
Guard Lt. Gen.  
Russell C. Davis



The Honorable  
Kevin M. Fahey



Deborah J. Fox



Dale M. Mosier



Gary C. Slack



John G. Tile



## Senior Executive Leaders

Our senior executive leaders oversee the innovative technology successes at CTC and EVC and contribute to industry and community organizations through board memberships and volunteerism. They are routinely recognized in the region and industry for their outstanding performance.

For years, CTC President Ed Sheehan, EVC President Ed Peretin, and CTC Executive Vice President and Chief Operating Officer George Appley have been included in the Top 100 People list by the Pennsylvania Business Central.

In 2021, Sheehan was named in the Pittsburgh Smart 50 publication as one of the region's top leaders. And in 2022, our senior executives were interviewed for the cover story of *Smart Business Pittsburgh* magazine. The article describes how CTC and EVC recruit, retain, and engage a dedicated team of specialists to cohesively execute cutting-edge innovations.



## Leadership's Commitment to Transparency and Accountability

Since 2016, CTC and EVC leaders have been sharing company updates and important information with employees via Town Hall meetings on a regular basis. All employees can attend the sessions via video conferencing, where they have an opportunity to make comments or ask questions. Town Halls, as well as Employee Bulletins, videos, blogs, and "Good Morning, CTC" voice messages, illustrate leadership's commitment to transparency and accountability.



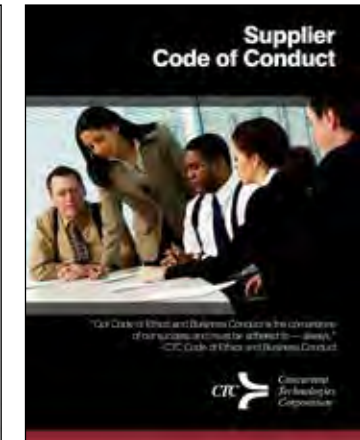
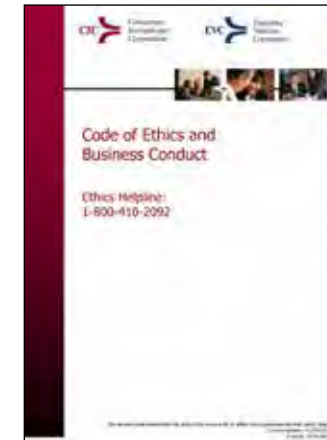
Town Hall meetings cover a wide variety of important topics—from factory tours, to benefits, to ethics resources.

## Ethics and the Way We Do Business

In our day-to-day work with government, industry, and academia, we are responsible business partners, employers, and community citizens.

In 2023, the company reinvigorated its Ethics program to ensure new employees are aware of the resources available to them. In addition to updating information, the program's re-boot was designed to make it easier for employees to access resources and encourage them to re-read documents and strengthen their commitment to our ethical culture.

Anonymity and confidentiality are the cornerstones of our Ethics Helpline reporting system. Employees can report an ethics violation by filing a report online or by calling a helpline representative.



Our Code of Ethics and Business Conduct guides all our company decisions. We measure success not only by what we do but how we do it. In addition, we expect our suppliers to support compliance with applicable laws, regulations, and our Supplier Code of Conduct.



### Ethics, Values, and the Way We Do Business

In our day-to-day work with government, industry, and academia, Concurrent Technologies Corporation (CTC) and its technology transition affiliate, Enterprise Ventures Corporation (EVC), are responsible business partners, employers, and community citizens. When you work with CTC or EVC, you can expect to encounter the highest code of ethics and business conduct.

#### Ethics Helpline

Anonymity and confidentiality are the cornerstones of our Ethics Helpline reporting system. Employees can report an ethics violation in two ways:

- Call a Helpline representative: 1-800-410-2092
- Copy and paste this URL to file a report online: [www.ctceethics.ethicspoint.com](http://www.ctceethics.ethicspoint.com)

#### Code of Conduct, Social Responsibility Report, and Supplier Code

Our Code of Ethics and Business Conduct guides all our decisions as a company. We measure success not only by what we do but how we do it. One of our core values is to be a trusted partner, and our commitment to the highest ethics and business conduct and Corporate Social Responsibility is unwavering. In addition, we expect our suppliers to support compliance with applicable laws, regulations, and the expectations in our Supplier Code of Conduct.

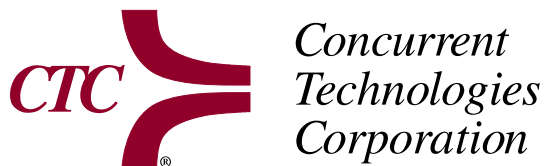
SEND A MESSAGE



**John Bartholomew**  
Chief Ethics and Compliance Officer

The CTC and EVC websites include ethics webpages for quick and easy access to important information. In addition, an Ethics Resource Center is available on the company intranet for employee use.





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Ventures  
Corporation*

Concurrent Technologies Corporation (CTC) is an independent, nonprofit, applied scientific research and development professional services organization. CTC collaborates with its technology transition affiliate, Enterprise Ventures Corporation, to leverage research, development, test and evaluation work to provide transformative, full lifecycle solutions. To best serve our clients' needs, we offer the complete ability to fully design, develop, test, prototype, and build. We deliver robust, technical, and innovative solutions that safeguard our national security, retain U.S. technological advantage, and ensure the primacy of American manufacturing.

CTC's quality management systems are certified to the ISO 9001:2015 (Quality) and 14001:2015 (Environmental) standards, and to AS9100D:2016 (Quality-Aerospace-Related Products).

EVC is certified to the AS9100D:2016 standard for aerospace activities, Revision D.

[www.ctc.com](http://www.ctc.com)

[www.evc.ctc.com](http://www.evc.ctc.com)



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A publication of CTC Corporate Communications.

100 CTC Drive • Johnstown, PA 15904 • Phone: 1-800-282-4392

Printed on recyclable paper.