

NEUMANN MONSON ARCHITECTS

2025 SUSTAINABILITY ACTION PLAN





NEUMANN MONSON’S MISSION

To achieve a sustainable and equitable future through design.

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MISSION-DRIVEN BUSINESS PLAN

Neumann Monson's mission is to achieve a sustainable and equitable future through design. We believe design should be beautiful, timeless, durable, and affordable. It should strengthen communities and help everyone reach their potential - because no matter the project type or budget, everyone deserves better.

VISION

We believe everyone deserves better.

MISSION

To achieve a sustainable and equitable future through design.

VALUES

Building Trust: Establishing trust with each other, our collaborators, and our clients. We do not assume trust and believe it must be established to confidently move forward.

Driving Responsible Change: Advancing social responsibility and environmental stewardship through design, community engagement, and advocacy.

Redefining Excellence: Raising expectations and challenging assumptions. We believe excellence is a journey, not a destination, and weaves its path through everything we do.

CLIENT EXPERIENCE

Ethos: Every moment with our brand shapes the client's experience. We approach every interaction with humanity inclusivity and intention. We believe trust is earned, not given - it becomes the foundation for innovation, impact and the realization of our clients' unique visions.

DESIGN EXCELLENCE

Ethos: Inspired by the Midwest's agrarian heritage, we embrace simplicity, practicality, and the beauty of the everyday. We let the rhythms of place and the spirit of authenticity guide our work. Architecture should feel timeless, grounded and deeply connected to its environment and place.

EMPLOYEE EXPERIENCE

Ethos: Our strength lies in the people we attract, prepare, and celebrate. We prioritize learning, collaboration and individual purpose knowing that collective success thrives when each person finds meaning in their unique contributions. For us, growth is always a shared journey.



ACTIONABLE GOALS

- 1. Conduct broad analysis annually of the markets we serve and the potential for growth of sustainable services. Coordinate efforts with our client experience program. Build greater influence as both a resource and partner, expanding our current efforts of leadership and engagement.**
- 2. Review contracts for scope of basic vs. additional services related to sustainability after the market analysis of clients and sustainable services is conducted. Evaluate the past benefit of additional services and the value added.**
- 3. Annually review the opportunities to provide case studies and document actual performance from post-occupancy evaluations.**
- 4. Research and inventory rebates, incentives, and opportunities. Update list annually in Q1 to be shared internally and with clients.**
- 5. Approach to sustainability should be restorative to our communities, not just 'doing less bad'. Host an Ideation on the possibilities for restorative communities before the end of 2025.**
- 6. Provide opportunities and resources to clients for different financing options - PPA's, SPA's, and others.**

SUSTAINABLE DESIGN GOALS

WHAT NEUMANN MONSON DOES

Neumann Monson was an early adopter of sustainable design principles, incorporating many of the strategies you see in today's LEED rating system back in the 1980's and 90's. In its early days, the company worked on revitalizing county courthouses and municipal buildings, preserving Iowa's architectural and cultural heritage. Daylighting and passive solar strategies were viewed as rules of thumb.

In 2001, Neumann Monson began exploring new strategies pushing the envelope and raising the expectations of what was possible in Iowa. The first contemporary green roof on a commercial building was installed at the North Ridge Park Pavilion project in Coralville. In 2004, all architectural staff at Neumann Monson collectively studied and successfully passed the LEED AP exam, and in 2006 certified one of Iowa's first LEED projects, Iowa's first LEED school in North Liberty.

Since that time, Neumann Monson has expanded its growing list of sustainable projects through the lens of LEED, Committee on the Environment (COTE), Passive House, and The Living Building Challenge (LBC). The Stanley Center will be Iowa's first full Living Building Challenge recipient in the state of Iowa in 2025. The Tassinary residence will be Passive House certified in 2025. Our own Iowa City office was Iowa's first LEED Commercial Interior project in 2007, and its second iteration is set to be LBC Core Certified by 2025. Neumann Monson continues to expand our professional expertise with at least one member credentialed in Living Future Accreditation, Passive House, and WELL.

Neumann Monson has also studied and applied the principles AIA Framework for Design Excellence. This has led us to become a signatory to the AIA Materials Pledge, where we have embarked on sharing the pioneering effort to better the world of material responsibility in AEC fields.

The following list of achievements outline a few of the notable 'Firsts' for Neumann Monson in sustainable design in Iowa and the nation. A more complete list may be found in the appendix.

Achievements:

- 29 LEED Certified projects, *see appendix for full list*
- 3 Net-Zero Energy Buildings, *see appendix for full list*
- Iowa's first contemporary green roof, North Ridge Park Pavilion
- Iowa's first LEED school, Van Allen Elementary
- Iowa's first LEED bank, MidWestOne Parkersburg
- Iowa's first LEED municipal building, Davenport Police Facility
- Iowa's first LEED church facility, St. Patrick Catholic Church
- Iowa's first LEED Platinum project, ACT Operations Center
- Iowa's first full Living Building (Pending), Stanley Center for Peace and Security
- Nation's first LEED Platinum data center, ACT Operations Center
- The University of Iowa's first LEED project, Beckwith Boathouse
- Iowa's first LEED certified architectural office, Neumann Monson Architects, Iowa City Office
- AIA COTE Top Ten award winner, Market One
- AIA COTE Top Ten award winner, Iowa City Public Works
- AIA COTE Top Ten award winner, Stanley Center for Peace and Security

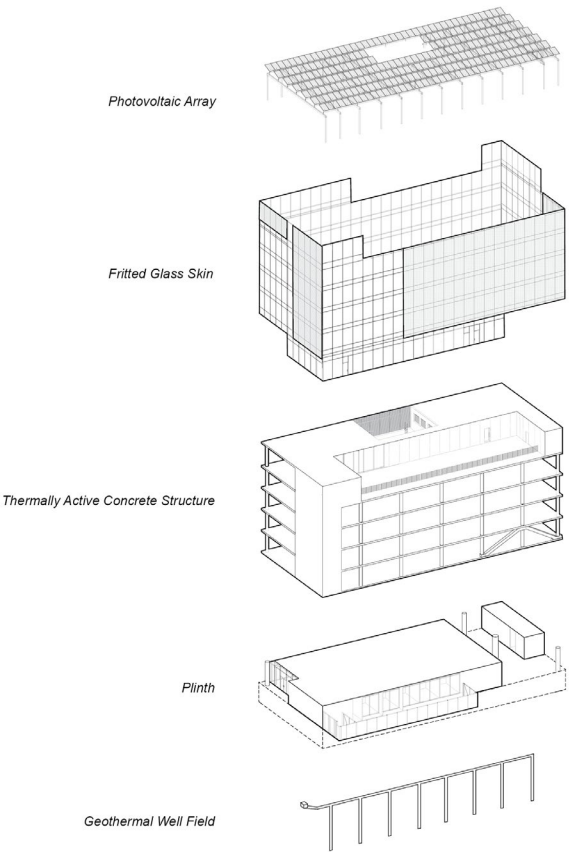


ACTIONABLE GOALS

1. **Enforce Minimum Performance Standards outlined below on all projects as part of our overall design process. Review with Green Team and Quality Assurance Team.**
 - a. Publish minimum standards and voluntary strategies lists to staff, consultants, and clients.
 - b. Educate and train staff on use of lists.
 - c. Educate and train staff on how to find EUI (energy use intensity) through various available analysis tools.
 - d. Educate and train staff on LCA tools.
 - e. Educate and train staff on Post-Occupancy Evaluation surveys.
 - f. Develop reference library for assisting project teams in meeting minimum performance standards. For example, no smoking signs, list of fixtures, appliances, etc.
 - g. Coordinate with QA team during Integrated Project Review to ensure minimum standards are being met on all projects.
 - h. Educate and acclimate project teams to Integrated Project Review process.

Minimum Performance Standards

- i. Conduct an AIA Framework for Design Excellence workshop to align with NM's Integrated Project Review requirements.
- ii. Perform energy modeling and report EUI in the AIA DDx portfolio at the completion of each project phase (PD, SD, DD, CD, and CA). See page 13 for Neumann Monson's overall project portfolio energy performance goals.
- iii. AIA Materials Pledge Reporting.
- iv. Perform Daylighting Analysis prior to completion of SD phase.
- v. Conduct in-house solar study to understand opportunities for renewable energy production. Contact local vendors for more detailed analysis when applicable.
- vi. All appliances and equipment must be Energy Star Certified where applicable - refrigerators, washing machines, dishwashers, office equipment, etc.
- vii. Install "no smoking" signs at all project building entrances (per LEED requirements).
- viii. All projects are designed to enable a recycling process.
- ix. Incorporate biophilia principles into the project design.
- x. Project specifications must include use of the following Division 01 sections:
 - 015719 - Temporary Environmental Controls; best construction management practices.



One Place at Riverfront Crossing, Iowa City

- 016116 - Volatile Organic Compound Content Restrictions; low-emitting materials.
- 017419 - Construction Waste Management and Disposal; waste diversion policies and procedures. Track % diversion on each of the 6 material waste streams: metal, paper and cardboard, soil and biomass, rigid foam, carpet and insulation, demolition waste, other.
- x. All plumbing fixtures must be low flow, WaterSense labeled products or equivalent.
- xi. Lighting Power Density (LPD) shall meet the 2030 targets outlined in the AIA DDx portfolio.
- xii. Perform a Life Cycle Assessment (LCA) of scale applicable to project. This could range from a full-building analysis to a simple material comparison. Metrics should be tracked in Super Spreadsheet document.
- xiii. Incorporate the use of FSC-certified wood in some aspect.
- xiv. Perform a Post-Occupancy Evaluation (POE) applicable to project scope.
- xv. Research, apply, and document 5 EPDs (Environmental Product Declaration). Consult <https://www.environdec.com/library>.

- xvii. Research, apply, and document 5 HPDs (Health Product Declaration).
Consult <https://hpdrepository.hpd-collaborative.org/Pages/Results.aspx>.
- xviii. Develop and encourage the use of alternative transportation options.
- xix. Incorporate cement-reduction replacement methods.

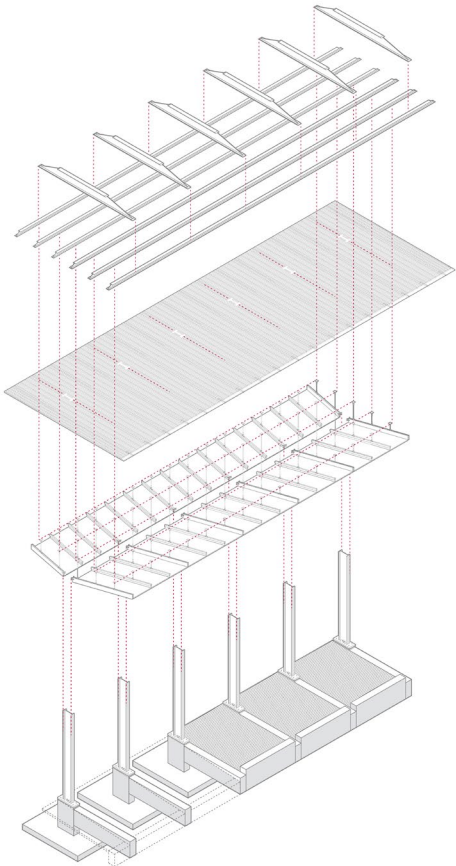
2. Voluntary strategies provide project teams flexibility to incorporate sustainable strategies in alignment with project goals. Every project shall incorporate at least one of the following voluntary strategies.

Voluntary Strategies

Project teams are encouraged to implement multiple voluntary strategies that align with client and project values and goals. Specific examples are included below that align with Neumann Monson's overall project portfolio goals and priorities; however, any credit in the LEED rating system, WELL Building program, COTE Super Spreadsheet, or Living Building Challenge not already listed in the Minimum Performance Standards will be considered.

- i. Perform building systems and/or envelope commissioning.
- ii. Install on-site renewable energy – Solar, Wind, etc
- iii. Purchase Renewable Energy Credits (RECs) and/or carbon offsets to reduce project's carbon footprint to zero.
- iv. Consider Power Purchase Agreement to finance solar array on the project.
- v. Incorporate rainwater and wastewater reuse strategies.
- vi. Incorporate and optimize operable windows.
- vii. Replace PVC piping with cast iron piping.
- viii. Incorporate NSF-compliant roofing material strategies.
- ix. Establish oil-based/epoxy reduction plam from interior finishes from the from the project.
- x. Eliminate combustion fuel sources, e.g. shift to all-electric to decarbonize the project.
- xi. Establish thermoplastic reduction plan from the project.
- xii. Establish a wet-applied-finish-reduction plan for the project.
- xiii. Incorporate at least 1 salvage material into the project.
- xiv. Set minimum thresholds for materials streams waste division.

3. Every project shall innovate at least one category listed within the Minimum Performance Standards or Voluntary Strategies and develop a case study to share with the rest of the company.



Weatherdance Stage, Iowa City

STRETCH GOALS

1. Overall project portfolio meets 2030 Commitment goals - Design for Net Zero Energy by 2030.
2. One project achieves Living Building Certification by the end of 2025.
3. One project achieves Passive House Certification by the end of 2025.
4. Set minimum thresholds for Red List free materials by material system. Update thresholds each year as industry progresses.
5. 20% of projects by the end of 2025 perform a Life-Cycle Analysis (LCA).
6. 10% of projects by the end of 2025 conduct post-occupancy evaluation (10-month) of building performance and occupant comfort.
7. 100% of projects by the end of 2030 perform building systems and envelope commissioning.
8. Incorporate a type of community impact strategy into each project, e.g. donation to a local non-profit, increasing water efficiency in a neighbor's property, install street trees in the neighborhood. Strategies can be identified as part of a community assessment or similar resources.



DESIGN PROCESS

WHAT NEUMANN MONSON DOES

To provide the best service and develop high performance projects, Neumann Monson has developed focus groups called Strategic Teams that help shape our integrated design process and project delivery. The Client Experience (CX), Design Quality (DQ), Quality Assurance (QA), and Green Team (GT) conduct coordinated project reviews at each phase of a project to guide project teams in optimizing the project design.

The **Client Experience (CX) team** provides insights and perspectives on project design through the lens of the client and is primarily focused on the front half of the design phases. The CX team guides project teams through the initial visioning and goal setting workshops, assists with empathy/journey mapping, and sets the project team up for continual feedback through use of the Client Feedback Tool.

The **Design Quality (DQ) team** enhances Neumann Monson's ability to craft thoughtful and relevant design solutions. DQ focuses structured support for the creative process prior to construction documentation.

- In coordination with Green Team, early design phases include the use of ideations, or quick charrettes, with project teams utilizing the AIA's Framework for Design Excellence as a facilitation tool.
- As design progresses, DQ and GT host design critiques to address completeness, clarity, and consistency of project material, and also provide informed feedback, suggestions, and resources directly to project teams.
- Resources are continuously generated and updated including historical precedents and studies, research and analysis, presentation guides, and software/best practice wikis on our intranet.

The **Quality Assurance (QA) team** provides guidelines and tools to assure that a certain level of design and documentation quality has been attained on each project and to help the project teams do their work more effectively.

- At the completion of each design phase (SD, DD, CD) project teams submit project documents with completed quality checklists for review by an internal independent team consisting of QA and GT members.
- Require energy modeling and reporting of Energy Use Intensity on the AIA 2030 Commitment DDx portfolio.
- If projects are attempting LEED certification, the LEED checklist is required to be updated and submitted for review.
- Review energy code compliance.
- Review life cycle cost analysis.
- Review life-cycle analysis for overall environmental impact.

The **Green Team**, through the development and implementation of this Sustainability Action Plan, guides Neumann Monson's processes and operations for improvements in the firm's overall environmental impact.

- The Green Team works alongside the CX, DQ, and QA teams as outlined above, providing guidance, input, and critique to project teams through all design and construction phases.
- GT works closely with CX post-construction to facilitate post-occupancy evaluations and surveys with clients to understand actual performance of energy and water systems, and occupant satisfaction of their facilities.

The **Technology Integration (TI) team** supports all strategic teams and projects by researching and testing tools and resources such as the latest modeling and analysis software to further optimize project performance.



ACTIONABLE GOALS

- 1. Continually update the Green Team Calendar on the shared intranet, NEUdle, for ongoing updates and evaluation of sustainable initiatives.**
 - Ensure all deadlines are evenly distributed.
 - Evaluations shall be completed for the following: software, specifications, minimum performance standards, best practices, etc.
- 2. Annually review standard project specifications, coordinating with the QA team on updates to the master specification. Update based on the results of past projects and new research. Review includes sustainability requirements in the Division 01 sections and opportunities in the technical material sections.**
- 3. Utilize the Minimum Project Standards and Voluntary Strategies outlined in Section 2 during the Integrated Project Review process.**
 - Green Team shall annually review the lists of Minimum Performance Standards and Voluntary Strategies for effectiveness, applicability, and modification.
 - Add the lists to the QA Project Checklists.
 - Neumann Monson's overall project energy performance goals are:
 - i. 20% of projects at end of 2024 meet current 2030 goal.
 - ii. 40% of projects at end of 2025 meet current 2030 goal.
 - iii. 60% of projects at end of 2026 meet current 2030 goal.
 - iv. Continued incremental percentage goals until 100% of projects meet the 2030 target goal.
 - Green Team shall develop a project reviewer rotation to ensure that at least one member of the Green Team is present on each Integrated Project Review.
- 4. Develop best practices and incorporate into Neumann Monson's design process:**
 - On a regular basis, Green Team shall research and develop best practices and workflow improvements for sharing with project teams and staff.
 - Research topics shall include: energy/daylight/LCA modeling workflows, AIA Materials Pledge related policies, Red List free products, technology, strategies, grants, and incentives. The TI team and other staff may be identified to assist with some of these items.
 - Conduct annual presentation with the Willdan Group, an energy modeling consultant, on energy code compliance and changes/updates to incentives.

- Annually evaluate best design tools (new and existing) for daylighting and energy analysis and start implementation through pilot projects prior to broader training and use.
- 5. Form client focus groups by the end of 2025 to identify challenges and opportunities in each market segment**
 - Green Team will form client focus groups to identify the challenges and opportunities associated with sustainability for each.
 - Each focus group shall develop a list of potential improvement initiatives by the end of Q3 2026.
 - Identify process for education and alignment of sustainability with client goals early in the design process.

STRETCH GOALS

1. Develop process for reporting actual energy performance post-occupancy on 100% of projects.
2. Conduct a post-occupancy evaluation of occupant comfort and building performance on 100% of projects.
3. Conduct lessons learned on projects post-occupancy and share with all staff.
4. Identify and write case studies on projects to support education and awareness on sustainable strategies implemented or evaluated.

TRAINING & EDUCATION

WHAT NEUMANN MONSON DOES

Seminars and Conferences:

Every year Neumann Monson sends a representative(s) from the Green Team to the Greenbuild Conference and Expo. The individual(s) presents the information gathered to the entire team. Neumann Monson purchases the conference proceedings from every Greenbuild and provides access to all staff.

Credentialing Programs:

Neumann Monson places importance in growing individual and firm-wide knowledge. Approximately 25% of our staff have a credential focused on sustainability including LEED Accredited Professional, WELL Accredited Professional, Living Future Accredited, and CPHC. To encourage greater numbers, Neumann Monson provides paid time off and reimburses employees for completing certifications.

CEU opportunities:

Neumann Monson hosts and participates in frequent lunch and learn programs from both outside providers and internally-assembled learning sessions. Neumann Monson is an approved AIA CES provider.

NEUdle:

Neumann Monson utilizes an open-source intranet to which employees share knowledge and discourse in all areas of architecture, design, and our communities.

ACTIONABLE GOALS

1. **Implement a monthly in-house lunch and learn program:**

a. Specialized topics will be "championed" by selected staff of intrinsic interest.

b. Topics include but are not limited to:

• 2030 Commitment information, DDx portfolio reporting, and other net zero energy topics

• Components of EUI, energy analysis, LCA, daylighting

• Tax credits, working knowledge for client discussion

• Energy codes and compliance software

• QA checklist knowledge and means of supporting them

• Green building certification programs

• Sustainable strategies for different building types
2. **Host mandatory training seminars in primary energy modeling and LCA tools annually.**

a. All design staff will have operational knowledge of the firm's selected energy modeling software by 2025.

b. At least 3 design staff will have operational knowledge in at least 2 sources by 2025.
3. **Share specialized knowledge though NEUdle, presentations, trainings, etc.**

a. Green Team will develop wiki pages on items addressed in this Sustainability Action Plan.



- b. Through collected topics, Green Team will provide a quarterly blog through NEUdle on sustainability to provide base knowledge, encourage discussion and invite grounds for innovation.
- c. Collaborate with the Technology Integrations team to research and vet energy modeling software/ resources.
- d. Create a sustainability onboarding module to introduce new team members on internal sustainability initiatives, processes, and goals.

4. **Incentivize study groups & lectures for LEED AP / GA exams, Passive House, LFA, WELL AP, and other sustainability-related accreditation programs.**
5. **Launch internal sustainability challenges with incentives to engage and motivate team members.**

STRETCH GOALS

1. 50% of staff accredited in sustainability-related certifications (LEED, LFA, WELL, CPHC, and more) by the end of 2025.
2. Encourage greater research and development with current and upcoming methods related to sustainability.
3. Become a known resource within the field. Expand our footprint of influence through speaking engagements, work in other states or regions, connection to other experts, and more.

OPERATIONS

WHAT NEUMANN MONSON DOES

Neumann Monson prefers to practice what it preaches. When our Iowa City office relocated to a new Neumann Monson-designed building in 2006, we achieved LEED Gold Certification in Commercial Interiors – the first for any architectural office in the State of Iowa. The LEED rating system is a holistic approach to sustainability including site selection, water and energy efficiency, materials and resources, and indoor environmental quality. We recently renovated our current office using the Living Building Challenge Core Certification and are anticipating we'll be the first to achieve this designation in Iowa. Additionally, we biannually update and renew our JUST Label – a voluntary disclosure tool from the International Living Future Institute that highlights our commitment to social justice and equity.

Office Energy Use:

1. Track annual energy consumption and compare to previous years use for evaluation. Have tested work stations and appliances with watt-meter to better understand opportunities for further reductions.
2. Lighting fixtures are replaced with all-LED fixtures.
3. Equipment and appliances are Energy Star certified.

Waste Reduction and Supplies:

1. Recycling in communal locations. Recycled goods include paper, cardboard, plastics, metals, and glass.
2. Composting in the IC studio.
3. Centralized printers allow for duplex printing and settings on individual computers default to this option.
4. Document check-sets and quality reviews are managed electronically.
5. HR policies, vacation requests, and staff communications are managed electronically.
6. Office furniture and storage were reused from previous location.
7. Kitchen/dining supplies are all reusable – flatware, utensils, glasses, and mugs.

Transportation:

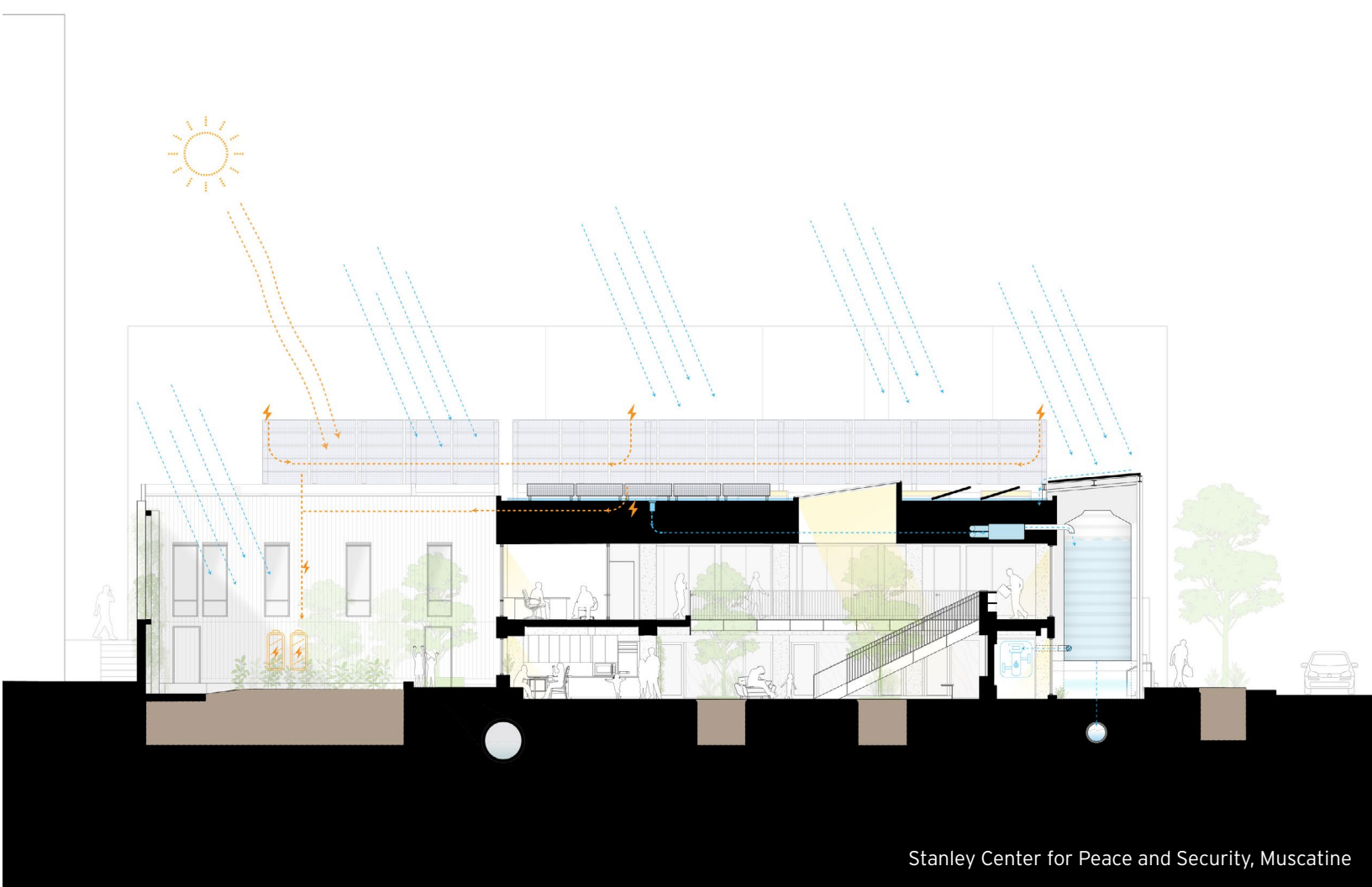
1. Employees can use pre-tax dollars for alternative transportation allocations including bus/ transit tickets and ride-sharing carpool services.
2. Annually participate in Bike To Work Week. Sponsored and served breakfast for all area riders.
3. Neumann Monson subsidizes employee annual fitness and wellness memberships.
4. Offices are located in Central Business Districts with easy and close access to multiple bus transit system lines and stops.
5. Provide bike racks in the studio.

Meeting Procedures:

1. Meeting agendas, minutes, presentations, and scheduling are managed electronically.
2. Use of web-conferencing accounts encouraged in lieu of face-to-face meetings with consulting partners.

ACTIONABLE GOALS

There are many opportunities for Neumann Monson to improve our operational performance. Past barriers to improvement have included accountability and continued actions. To achieve our goals, each will have a specific metric and will be assigned to specific individuals responsible for them. The assignments will then be discussed at the employee's semi-annual performance reviews as part of our "say-do ratio" and measure of integrity.



Stanley Center for Peace and Security, Muscatine

Office Energy Use:

1. Reduce Neumann Monson's CO2 footprint. Conduct study in 2025 to identify existing footprint then reduce it in alignment with Architecture 2030's "Existing Building Actions." The following initiatives will assist in this effort:
 - Track and report energy use in each studio on a quarterly basis, comparing past years and past months of data.
 - Train staff on what behaviors impact carbon footprint in the office and in their daily lives. Host a webinars on the topic in 2025 and provide information on the company intranet.
 - Reduce office energy use through pilot projects to identify best options and highlight examples already implemented. Awareness of this effort will be posted on the company intranet and highlighted through educational opportunities and/or all staff office meetings.
 - Survey staff for best seating locations based on personal thermal comfort to minimize adjustments to thermostats and eliminate use of personal electric heaters. Review types of personal heating/ cooling devices and best options.

- Develop and implement an environmentally-preferred purchasing program for all office equipment by the end of 2026.

Waste Reduction and Supplies:

1. In 2026, conduct a study on quantity of paper purchased per year in the last 3 years and reduce that quantity by 10% each year for the next 5 years.
2. Conduct an annual waste audit event in each office location for evaluating the types of waste generated, promoting change and adoption of greater recycling and composting strategies. Verify current recycling and composting services are meeting goals and identify any potential improvements.
3. Implement composting and waste collection strategies for DM studio.
4. Develop and implement an environmentally-preferred purchasing program for general office supplies by the end of 2026.

Transportation:

1. Support sustainable transportation by providing access to and awareness of public transit routes, nearby trails, bike racks or secure storage, and showers—either in-office or within a two-block radius.
2. Develop and implement a policy for fuel-efficient rental cars for company travel.
3. Develop and implement a policy for carpooling to company events and meetings. Facilitate employee carpooling to work.

Meeting Procedures:

1. Continue the use of environmentally-preferred platforms (Microsoft Teams or Zoom) to share with venues, reps, vendors, and attendees for meetings that includes the following:
 - Paperless agendas, handouts, and presentations.
 - Require catered food to follow healthy and sustainable practices. Provide at least 50% plant-based options for internal events.
 - Direct lunch and learn reps to order food from environmentally-preferred vendors, including plant-based options; refer to list of preferred vendors.

Other:

1. Update and renew JUST Label biannually.
2. Create a curated list of environmentally-preferred vendors for easy reference by team members and product representatives.
3. Partner with a sustainable apparel company to produce branded, eco-friendly clothing.
4. Utilize eco-friendly cleaning supplies.

STRETCH GOALS

1. Purchase carbon offsets to cover Neumann Monson's total CO2 footprint every year starting in 2026.
2. Purchase green power Renewable Energy Credits every year to 'offset' Neumann Monson's energy use starting in 2026 to assist in meeting the 2030 targets identified above.
3. Explore going paperless by hosting a Paperless Week. Develop and implement a telecommuting policy for employees based on situation/role by the end of 2026.
4. Evaluate the purchase of 1 hybrid or electric car for each office location by the end of year 2028.
5. Develop and implement a policy for carpooling to company events, meetings, and travel between studios to optimize transportation emissions.



Lone Tree Wellness Center, Lone Tree

OUTREACH & ADVOCACY

WHAT NEUMANN MONSON DOES

Neumann Monson and our team of dedicated staff drive positive change in our communities every day. Whether through design solutions with our clients, partnerships with local businesses, or through our volunteer activities, we believe service to our communities is our responsibility and our mission. Of special note are the many community service events hosted in 2017 as part of our firm's 40th anniversary celebration. 40Forward was an initiative in which all our staff rallied to volunteer over 2,800 hours for the benefit of the communities we serve.

1. Environmental and Green Building Issues

- Iowa City Climate Action Commission – Employee representation on committee developing climate action plan for the City of Iowa City.
- USGBC Iowa Chapter – Neumann Monson pays individual employee membership fees to the chapter. Employee participation in chapter events and activities. Past employee representation and chairmanship on governing board.
- Annual Earth Day/Week volunteer service projects.
- Participate in legislative advocacy at the Iowa Capitol through Design Day on the Hill in February each year and contact legislators on green building issues when they arise. Contact local city councils on sustainability issues including urban chickens, bicycling policies and trails, and LEED certification requirements for public financing.
- Advocate for historic preservation and adaptive reuse in our communities such as Old Brick, an historic church and event center in downtown Iowa City.
- Stanley Center for Peace and Security has allowed Neumann Monson to gain experience in pursuing and certifying a building under the Living Building Challenge (LBC) standard. This reinforces the point above, in addition to designing a building that gives back energy, water, food, etc.
- Employees active in the COTE Leadership Group.

2. Philanthropic / Social Justice / Housing Issue

- Habitat for Humanity - Neumann Monson sponsors volunteer build days and has employee representation on the local affiliate Board of Directors.
- Neumann Monson has provided pro bono design services for a new homeless shelter in our community, The Shelter House, and for a new concept homeless housing facility called FUSE or Housing First.
- Neumann Monson sponsors many worthy organizations and events in our communities including but not limited

to the United Way and their employee giving campaign, the Salvation Army and their holiday adopt-a-family campaign, the Susan G. Komen Race for the Cure, Des Moines Public Art Foundation, and youth sport leagues.

- Neumann Monson has also partnered with local animal shelters for new facilities and our employees serve of those organizations' Board of Directors.

3. Business and Community Growth/Opportunity issues

- Greater Iowa City, Inc. – Neumann Monson has past representation on Board of Directors, employees participate in Ambassador Programs, partnered with the organization to develop their new office space.
- ICDD (Iowa City Downtown District) - employees volunteer at local events and Neumann Monson partnered with the organization to develop their new office space.
- Employees participate in community leadership programs – Iowa City CLP (Community Leadership Program), Cedar Rapids Leadership for Five Seasons (LFS), Greater Des Moines Leadership Institute (GDMLI).
- Iowa City Rotary – employee members.
- Des Moines Leadership Academy.
- West Des Moines Leadership Academy.
- Architectural industry professional groups – iaWia (Iowa Women in Architecture), AIA (American Institute of Architects), ACE Mentor programs (Architecture, Construction Engineering, National Organization of Minority Architects (NOMAS).
- Paid Time for employees to do volunteer work and community service activities.
- Visit Neumann Monson's Facebook page and search #40FORWARD for other employee volunteer service events.

ACTIONABLE GOALS

1. Continue to strengthen our connections between existing employee volunteer network and our community - annually review participation and initiatives and identify opportunities for increased engagement. Educate all staff on options through the company intranet and provide a presentation during Earth week in April.
2. Encourage each team member to perform an average of six hours of volunteer work each quarter. Neumann Monson will contribute paid time off for this effort.
3. Submit an employee application to each community leadership program each year.



4. Develop an outlet on our website by the end of 2025 for people seeking sustainability information to connect with our Green Team.

5. Green Team shall provide at least one social media post to our marketing team each quarter on a sustainability issue.

6. Support employees annually to participate in Design Day on the Hill to advocate for state-wide environmental issues. Share information on company intranet about legislative bills that impact environment and green building industry. Support employees to contact local city councils on sustainability issues and be a local leader on these topics.

7. Develop one outreach project each year that helps others in the community understand WHY being sustainable is a necessity.

8. Host a one-time community Open House at every net zero energy project. Provide information on how each project achieved its goals and submit press release to increase community awareness.

9. Collaborate with other AEC firms and organizations participating in Architecture 2030 to share/gain insights on sustainability initiatives.

10. Partner with local schools to educate and spread awareness about sustainability in architecture.

STRETCH GOALS

1. Hold a Green Summit in Iowa City and Des Moines by 2026 to educate local constituents and communities and gain useful feedback on the public view of sustainability.
2. By the year 2026, provide content to EnvIowa Podcast or IPR each year to promote community and environmental sustainability.
3. Present a case study at Greenbuild by the end of 2026.
4. Take a leadership role in advocating on a specific environmental issue and bill in the Iowa Legislature by the end of 2027.
5. Write case studies on projects and/or office initiatives and publish on our website. Send to Architectural Journals to be published.
6. Make use of unused lots for community benefits like pop-up parks.

APPENDIX

ACHIEVEMENTS & RECOGNITION

LEED Platinum

- Market One - 2017, Des Moines, IA
- ACT Operations Center - 2009, Iowa City

LEED Gold

- Des Moines U.S. Courthouse - 2025, Des Moines; In addition to SITES Silver Certification
- East College Street Development - 2024, Iowa City
- Iowa City Public Works Phase 1 - 2024, Iowa City
- One Place at Riverfront Crossings - 2019, Iowa City
- University of Iowa School of Music - 2017, Iowa City
- Wydown Middle School - 2015, Clayton, MO
- Coralville Operations Facility - 2014, Coralville
- University of Iowa Carver-Hawkeye Arena Addition and Renovation - 2013, Iowa City
- Western Iowa Tech Community College Recreation Center - 2012, Sioux City
- Johnson County Joint Emergency Communications Center - 2012, Iowa City
- Trinity Episcopal Church - 2011, Iowa City
- St. Patrick Catholic Church - 2011, Iowa City
- Coralville North Fire Station - 2010, Coralville
- University of Iowa Beckwith Boathouse - 2010, Iowa City
- Willowwind School - 2009, Iowa City
- Davenport Police Facility - 2008, Davenport
- Neumann Monson Architects Office - 2007, Iowa City

LEED Silver

- Des Moines Municipal Services Center: Phase 1 - 2017, Des Moines
- University of Iowa Health Care, Iowa River Landing - 2015, Coralville
- Northwest Iowa Community College Recreation Center - 2011, Sheldon
- St. Elizabeth Ann Seton Catholic Church - 2011, Iowa City
- ICCSD Van Allen Elementary - 2005, North Liberty

LEED Certified

- Cedar Rapids City Services Center - 2017, Cedar Rapids
- Ames Intermodal - 2013, Ames
- St. Thomas More Catholic Church - 2011, Coralville
- MidWestOne Bank - 2010, Parkersburg
- One University Place - 2019, Iowa City

LEED Registered Projects

- Iowa City Equipment and Transit - anticipating LEED Gold

Living Building Challenge

- Stanley Center for Peace and Security - anticipating Living Certification
- Neumann Monson Iowa City Studio - anticipating CORE Certification

Net-Zero Energy Projects

- Unitarian Universalists Society - 2017, seeking Net-Zero Energy Building Certification from the Living Futures Institute, Coralville
- 328 Koser, Private Residence - 2016, University Heights
- Stanley Center for Peace and Security - 2023, Muscatine

COTE Top Ten

- Market One - 2021, Des Moines
- Iowa City Public Works - 2022, Iowa City
- Stanley Center for Peace and Security - 2023, Muscatine



NEUMANN MONSON ARCHITECTS

221 E. College Street, Suite 303
Iowa City, Iowa 52240
p. 319.338.7878

111 East Grand Avenue, Suite 105
Des Moines, Iowa 50309
p. 515.339.7800

www.neumannmonson.com