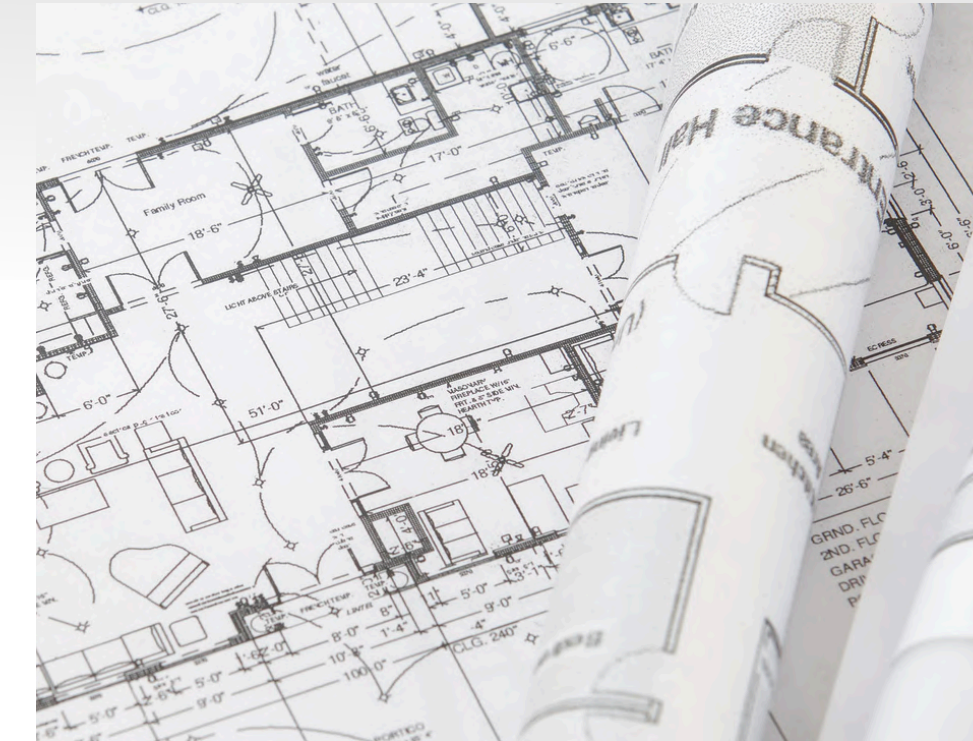
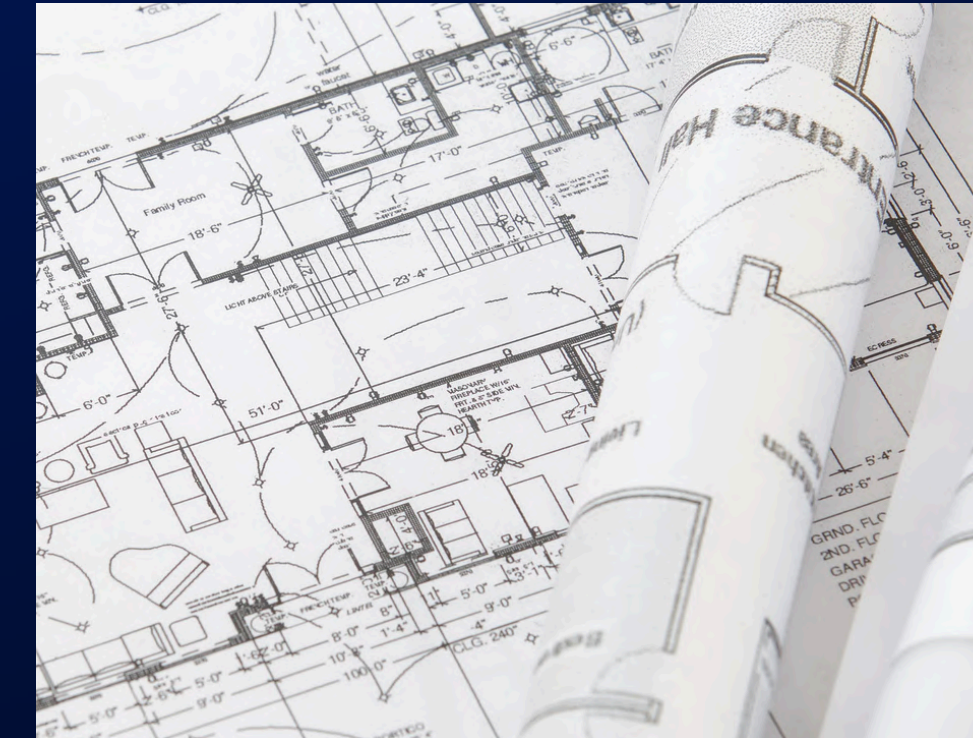


J S D A Inc. 2025 BENEFIT REPORT



JANICE STEVENOR DALE + ASSOCIATES



J S D A Inc. 2025 BENEFIT REPORT



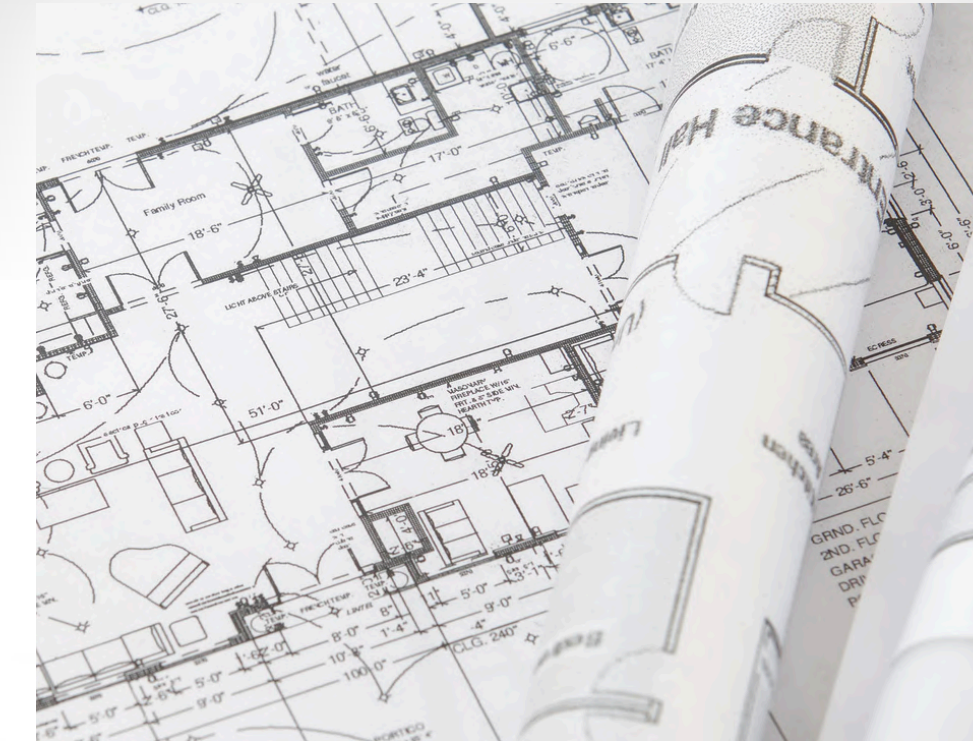
LOS ANGELES
BOISE
CHICAGO
www.JSDA.com



THANK YOU

JSDA Inc operates virtually, both internally and externally to cut greenhouse gas emissions near zero. Digital operation is key, a disciplined practice contributes significantly. Alignment with UN principals with active investment. Nature in every project. Community involvement with strategic initiatives. Together, everyone benefits: our clients choose distinctive designs that advance their role in the spectrum of sustaining work | life. It is transformation upon which our clients can depend.

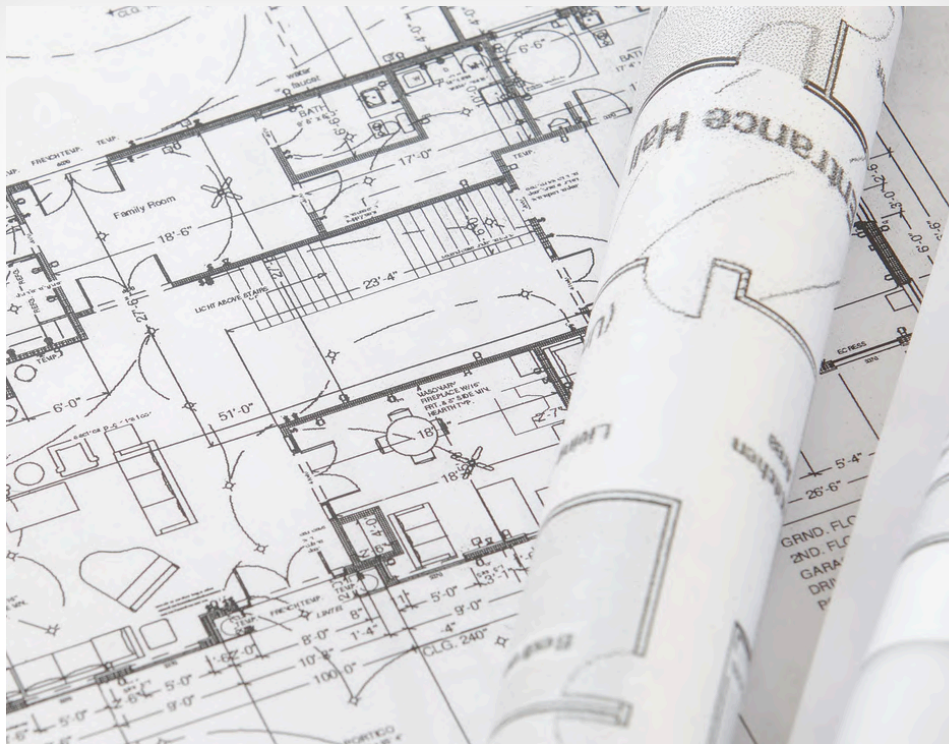
This year marked gains in impact for JSDA Inc., with highlights including advanced design for new commercial housing, multi-family developments, residential remodels inspired by life-changing events, outdoor space design, and property portfolio management projects including real estate advising. We celebrated small but symbolic environmental progress by planting trees and strengthened our civic engagement by connecting with new governmental project portals. Additionally, we delivered community education seminars on “Workplace Anew” and while having a presence at key industry events such as Tech Week, IPPA and Keiretsu.



2025

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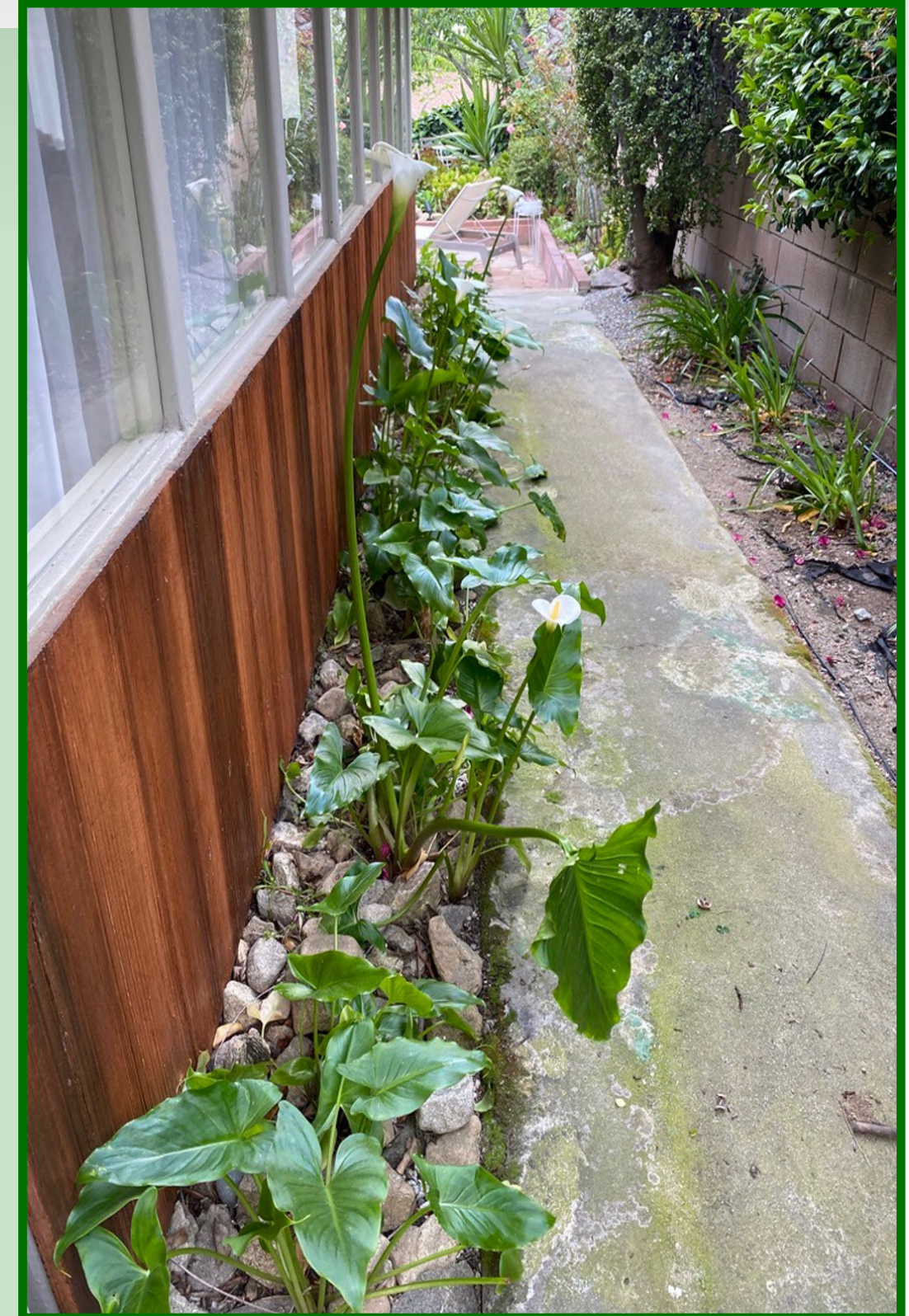
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2025

“

Nature in every project . . .

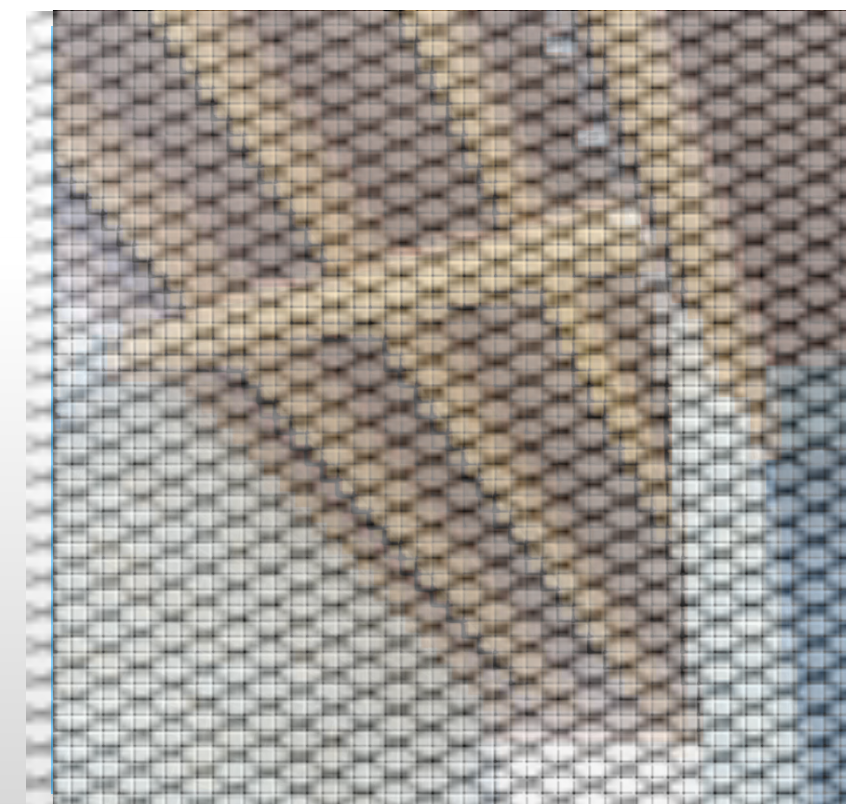




TECHNOLOGY

JSDA Inc. participated in the AI Maturity Index to assess and strategize AI integration, rebuilt our website, and expanded AI capabilities with new subscriptions. We are building a sustainable ecosystem of like-minded partners, including collaborations with a habitat restoration firm, a straw-bale construction firm, and commercial furniture vendors committed to waste diversion among others. As a NetZero practice and a B Corp public benefit corporation since 2019, we remain steadfast in operational sustainability.

In transition to a new way of working and constructing space, our agile ability to adapt to our environment with operational development underscore our commitment to innovation, sustainability, and community engagement in a rapidly evolving industry landscape. Recent exploration on the Lamers Project has led to reduced costs, increased craft, greater reuse and zero waste.



SUSTAINABILITY

- Align with Select UN Goals
- Lower Emissions from Business Travel Each Year
- Increase Our Impacts
- NetZero Projects



2025 SUSTAINABILITY ACTION PLAN





PILOT

Aligning with the movement created by Sharon Prince in her remarkable work at Grace Farms, we have begun to utilize The Design for Freedom International Guidance & Toolkit which provides insights and inspiration from international leaders and experts working in all parts of the built environment.

New tools within, include sample specifications, updated material tracking spreadsheets, relevant certifications, supply chain risk technology platforms, research, and added rigor and alignment with existing global frameworks.

We have submitted as one of the first firms in the West to the 'Designing for Freedom Pilot', for the Skoro Booth project, an extensive remodel featuring FSC wood timbers in a post and beam structural reconstruction.

design for freedom
grace farms

'DESIGNING FOR FREEDOM'



INCREASING IMPACT



In fall 2024, we set out to **expand our impact by creating our own eco-system**. We have added partners who touch all parts of the built environment to create a **sustainable supply chain with like-minded firms**, oriented toward the greater good. Our associates are: ANEW, Habitat Restoration, Second Chance, Earthcraft, and more. We are **committed to making a significant impact upon our collective environment**.

We **transform** spaces, leading with strategic planning and high aesthetic goals. J S D A Inc. has established a **legacy of sustainable projects, impact upon the cultural arts and contributions oriented toward human wellness**.

J S D A creates **3D solutions** for a **diverse group** of clients involving design and architecture. We are a national leader as one of the **first design firms in the US** to become a **certified B Corp**, and a **Public Benefit Corporation**.

EXPANDING ECO SYSTEMS

Increasing our impact is our business

2025 marks our
34th year in business, our
24th year of virtual operation, and
6th year a B Corp

34
24
6

From **1982** to **2025**,
we've led corporate headquarters in relocation and remodel or new
space for over **100+** companies listed on
Dow Jones and **26+** on **NASDAQ**. We remain a **100% Certified Woman-Owned Business**.
Find us at **SAM.gov** and **JSDA.com**

52

From the beginning, we've worked with
over **50 creative team members** from over
five states and **three** countries to date

Annual gathering for
holiday ice-skating for **23** years

10+

We've propelled into existence the first
workspaces for 10+ start-up technology
organizations



We've been a
Certified B Corporation
since December 2019



25%

On average since pandemic, we've donated
25% of our principal time to projects we
admire. We are cause-driven

FIVE+

Strategically positioned more than FIVE
corporations for merger and acquisition (M&A)

3B

Our team transfers about 2B GB of
digital data per month

Since 2022, we have published
19 DesignIDEATE podcasts
on the intersection of all things design



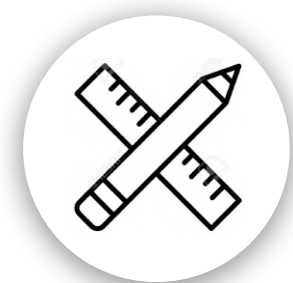
RESOURCE IMPACT



- GREENHOUSE GASES SAVED: **602 TONS**



- GALLONS OF WATER SAVED: **49260**



- SQ FT DESIGNED: **9.07M**



- LED'S SPECIFIED: **1806**



- PETROLEUM BARRELS SAVED: **3860**



- RANDOM ACTS OF KINDNESS: INCALCULABLE



FUTURE OF WORK | WORKPLACE



- CEU LEARNING UNITS SURPASSED NATIONAL STANDARDS
- ATTENDED 14+ HRS ON SIP CONSTRUCTION SEMINAR
- BIFMA THINKLAB US INDUSTRY BENCHMARK SURVEY



- CONTINUED WITH [OPEN ASSEMBLY CENTER FOR TRANSFORMATION OF WORK](#) LED BY JOHN WINSOR,
- CONSULTED WITH JOE ROGERS, WORKDONE AI



- MADE STRIDES TOWARD MORE INCLUSIVE CULTURE BY INCREASING COMMITMENT TO INDEPENDENT CONTRACTORS AND INITIATING RECRUITMENT FROM LEADING UNIVERSITIES AND OTHER ORGS



- MAINTAINED A STRONG COMMUNITY GIVE BACK AS A COMPANY BY VOLUNTEERING AND MENTORING, OFFERING NEW COMMUNITY EDUCATIONAL SESSIONS ON HOUSING INITIATIVES AND ADAPTIVE REUSE; PUBLISH OPINIONS ON LINKEDIN TO ENCOURAGE CHANGE.

COMMUNITY

- Mentored Interior Design Students with [IIDA](#), iMentor
- Further discussions on NW aquifer and encouraged elected officials and water attorneys to further their pursuit of knowledge to shape water use locally. City of Boise
- Donated guidance to Code Committee, associated with California Council of Interior Design Certification [CCIDC](#)
- Donated counsel to Advocacy Committee, maintained IDEAL for Idaho.
- ProBono Projects included those for Hanscome
- Increased donation to [Farmlink](#)
- Increased carbon offsets through C/Naught
- Continued [Conscious Capitalism LA](#)
- Community contributions to: Boise Art Museum, IWCF, YMCA, Climate Club.



GLOBAL WELLNESS
INSTITUTE™
EMPOWERING WELLNESS WORLDWIDE





YMCA DOWNTOWN CHILDCARE CENTER

CLIMATE CONTROL

An uninhabited storage space with a large attic above became an opportunity for a complex sustainable solution, with goal of achieving significantly lowered interior temperatures and a passive air circulation system without much reconstruction. The design strategy included mitigating heat build up, opening and closing at specific time intervals existing doors and windows, activating and installing a new fan-based air circulation system, providing additional high-level insulation and creating a cool to warm upward air movement within the space, without alteration of existing exterior. The south facing large openings were found to be insulated R-7. New batt insulation R-39 and R-21 at the south wall were installed. New fans, including a Broan 700 CFM exhaust system on an automated timer was added, and the existing south facing attic fan was replaced and placed on timer. A new screen opening at the north face was specified with operable upper and lower window closure. The existing concrete floor assisted in providing a baseline temperature of 55 degrees. South facing exhaust louver was replaced with a fire resistant metal.



ENVIRONMENT



**CARBON
NEUTRAL
BY 2050**

cityofboise.org/climate



- Up-cycled building materials from Habitat, Second Chance into projects
- Achieved ZeroWaste on Construction Projects
- Significantly reduced air travel
- Idaho Power Green Power Program Business
- City of Boise Carbon Neutral 2050
- AIA 2030 Pledge
- Reinvented sustainability through construction methods and passive design
- Climate Club participation
- Continued Annual donation 1% for the Planet
- We planted four more trees at the Jefferson Project!

VOLUNTEERING TIME + TALENT

- Strategic planning and capital budget review for YMCA Campuses (partial year)
- Contributed significant time to the YMCA
- Volunteered pro bono for multiple clients
- Mentored students from various universities and high school about the profession pursuits
- Continued service on the Code Committee for CCIDC
- Active service on Licensing for Interior Design Idaho
- Idaho Partners for Good (IP4G) Events
- Worked on Voter Registration Campaigns
- Donated to IWCF for Grant funding for Area Non-Profits
- Created New Podcasts featuring Sustainability Experts
- Organized Historic Tour for Sunland Tujunga Historical Organization



GOVERNANCE

- J S D A Inc. became a California Public Benefit Corporation in 2020. Janice Stevenor Dale + Associates, Inc. acted in accordance with its general public benefit purpose and any specific public benefit purpose in all material respects during the period covered by the report.
- The directors and officers have complied with California Code. The benefit corporation did not dispense with or restrict the discretion or powers of the board of directors.
- Founder and President Janice Stevenor Dale, FIIDA, CID, NCIDQ serves as benefit director and officer of the company and exercises the powers, duties, rights, and has the immunities of the board of directors and the benefit director.
- There is no connection between our benefit corporation director and the organization that established the third-party standard (B Lab) or its directors, officers or any holder of five percent or more of the governance interests in the organization that might materially affect the credibility of the use of the third-party standard.

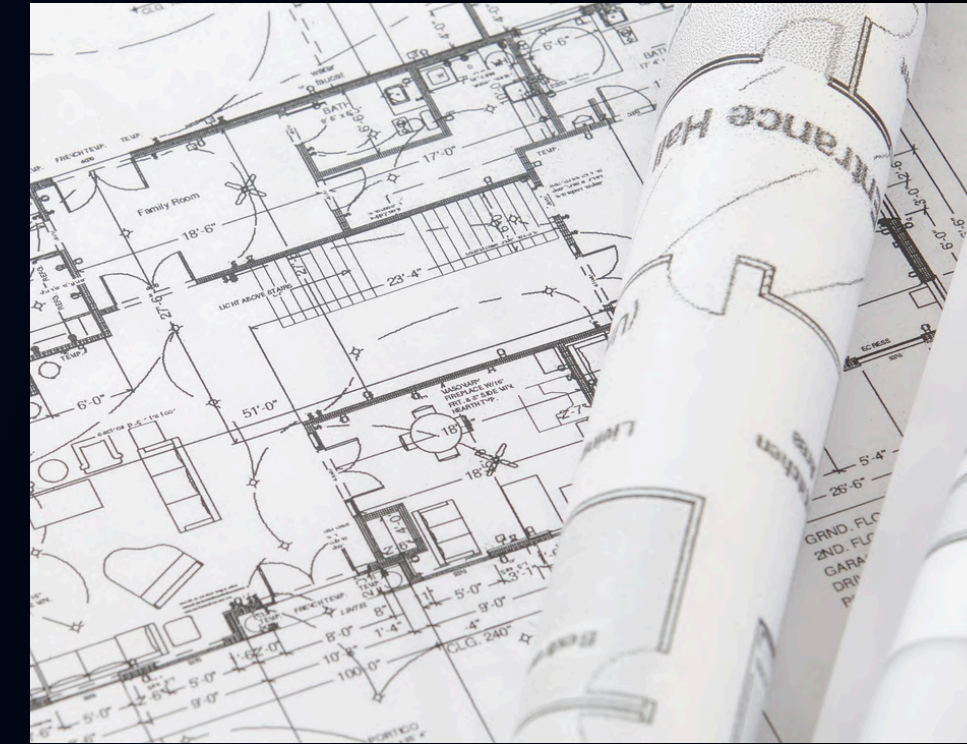


WALKING WITH DEVELOPMENT PROJECT WITH LAND OWNER

THIS IS US

We are dedicated to
increasing our IMPACT

The good work
continues in 2026



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THIS IS US

