



# MANUFACTURING AND SOCIAL RESPONSIBILITY

2019 REPORT

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# INTRODUCTION

MSR's founder, Larry Penberthy, wasn't just a tech-minded engineer, he was also a passionate outdoorsman. He knew that having respect for the outdoors was one of the best ways to preserve these precious wild places. To him, this meant building his gear to last as long as possible, so that excess resources needn't be used up to replace it. That dedication to conservation is still alive at our company today.

MSR strives to leave an increasingly positive handprint on the world in which we create and use our outdoor products, and this report outlines our responsible actions to date and our path for the future. We are committed to minimizing the social and environmental impacts of our products, suppliers, and operations through better materials, safer chemicals, and smarter packaging.



*Larry Penberthy, MSR Founder*



# ENVIRONMENTAL SUSTAINABILITY

From the materials in our products to how long we keep the lights on, environmental sustainability runs through MSR in a variety of ways. We realize that every decision we make has a positive or negative environmental impact, and the following pages detail the areas we've deemed priorities at MSR.



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## DESIGNING FOR DURABILITY, LONGEVITY, AND REPAIR

We build products to last, offering outdoor enthusiasts more adventures and reducing the amount of goods piling up in landfills.

### **Product Durability**

Our first priority is to design and manufacture durable, long-lasting products. Extensive testing—both in-house and in the field—allows us to ensure that our products will stand up to the wear and tear to which our customers subject their gear.

Our products have stood the test of time, and we often hear stories from customers who are still using their MSR stoves from the 1980s. Because we believe in what we make and stand behind it, we offer a [three-year limited warranty](#) on all of our products.

Worldwide, MSR adheres to the voluntary UIAA standards. The premier international standards for climbing and mountaineering, products that adhere to these standards meet the highest international standards for climbing and mountaineering safety and durability.

# 50

Years of combined experience on our repair and service team.

# 85%+

Of all products received were repaired in 2018.

### Product Care and Repair

The majority of MSR products are repairable by customers or service staff at MSR's Seattle Repair Shop. This helps keep your gear in the field and out of landfills. Furthermore, our repair team shares knowledge with customers to empower them to repair their own gear in the field using one of our service kits.

Our repair and service team has more than 50 years of combined experience, and has been featured in *Outside Magazine* for their work. With their creativity and technical expertise, the number of products that get serviced, repaired, and returned for use has been steadily increasing every year since 2011. In 2018, we repaired more than 85% of all products received. Since we began tracking repair data in 2011, MSR's repair team has repaired more than 70% of all MSR products received, keeping them in use.

### End of Use: Recycling

MSR products are made from durable materials, many of which are recyclable. Check with your local recycling program to determine which parts of your product can be recycled as opposed to discarded in a landfill.

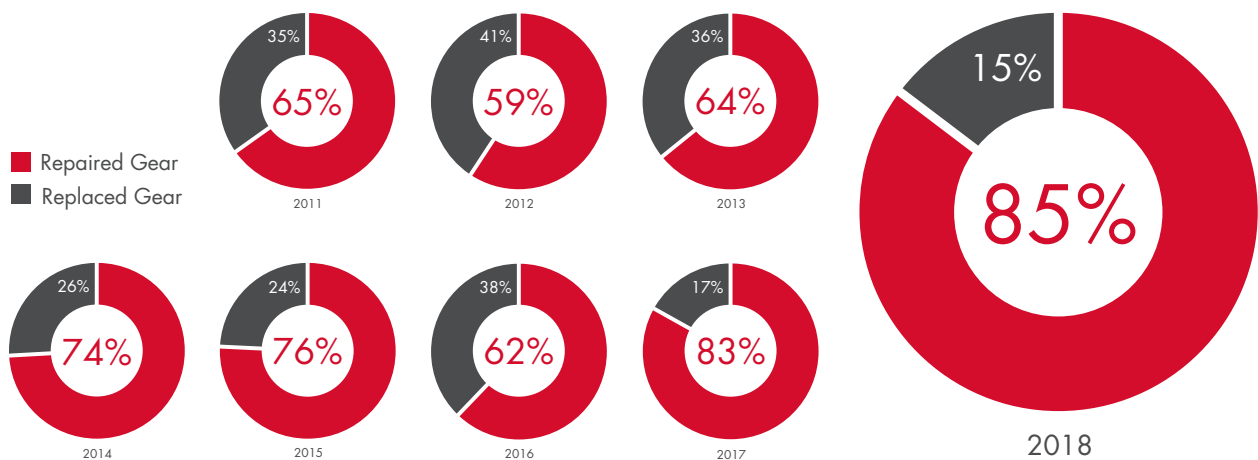
MSR's downtown Seattle repair shop additionally offers a **fuel canister recycling program**. Customers who walk in with empty fuel canisters of any backpacking brand can exchange their empty fuel canisters for a discount on new MSR IsoPro canister fuel.

### Building Better Products

Data collected by our repairs team provides a glimpse into how our customers use our products. Our repair shop meets with our product development team regularly to review this data, arming our product developers to continually produce better, higher-quality products.

## REPAIRED AND REPLACED GEAR

Our Seattle repair shop aims to reduce waste by repairing gear instead of replacing it.





## RECYCLING FUEL CANISTERS AT OUR SEATTLE HEADQUARTERS

### How do you recycle fuel canisters?

Isobutane canisters are made of painted steel and plastic valves. Technically they can be recycled as mixed metal, however recycling facilities and policies can vary from one location to the next.

In an effort to increase the number of empty fuel canisters that are properly recycled, MSR launched a fuel canister recycling program at its Seattle headquarters repair shop in 2018, offering the greater Seattle community a location where any brand of backpacking fuel canisters can be dropped off for recycling. Visitors who recycle fuel canisters can purchase new canisters at the shop for 20% off.

Since the program launched in mid-2018, MSR has successfully recycled 425 fuel canisters from various brands, and is now recognized as an official fuel canister recycling drop-off location by the City of Seattle.

MSR recognizes that the program is confined to Seattle-area residents who can access the company's repair shop, and is actively working to expand the program to more communities nationwide. For information on how to recycle fuel canisters at home using your local recycling facility, read [MSR's guide to recycling fuel canisters yourself](#).

*“It has been really exciting to see the momentum grow for our fuel canister recycling program. The word is spreading that we’re offering this service, and people are excited to have an option to safely and effectively recycle the fuel canisters they’ve been holding.”*

*- Iris Diligencia,  
MSR REPAIR SHOP MANAGER*





## MATERIAL SELECTION

Choosing sustainable materials embodies the good stewardship of being in the outdoors, and creates a worthy legacy for future generations. When we decide that a plastic or other petroleum-based material is the best choice for a product, we make sure it is a durable, high-performance material.

### Manufacturing Materials

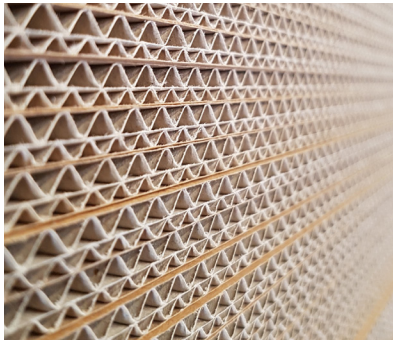
There are a multitude of products across MSR that are recyclable, use environmentally-preferred materials, or limit chemicals and toxic substances. We're committed to increasing the number of products made with durable, sustainable materials.



MSR water storage systems are free of BPA, BPS, and phthalates, additives commonly found in plastics that have been linked to negative health effects.



Our stoves, tents, water treatment devices, cookware and snowshoes feature components that can easily be recycled.



### Packaging Materials

While MSR relies on its packaging to deliver products safely to its customers, the company continues to consider opportunities to reduce packaging materials when possible to reduce the amount of resources used.

We've worked with our packaging suppliers to source materials that can be recycled, reducing the amount of materials that find their way to landfills. Where available, curbside recycling will accept all MSR packaging materials for processing at a local recycling facility.

MSR's packaging materials are locally sourced from northwest suppliers, contributing to local jobs in the United States and reducing unnecessary shipping. All products made in the United States are packaged in materials sourced from local suppliers.





# 98%

of energy used by our **SEATTLE, WA**, facilities is supplied by renewable energy sources.

# 25.8%

of energy used by our **RENO, NV**, facilities is supplied by renewable energy sources.

## Energy Use

### SEATTLE, WA

Our Seattle, WA manufacturing facility and offices are powered by Seattle City Light, with a renewable energy mix of 98%. 100% of MSR's Seattle electricity usage has been carbon neutral since 2005.

ENERGY GENERATION TYPE	PERCENTAGE
Hydroelectric	88%
Nuclear	5%
Wind	4%
Coal	1%
Natural Gas	1%
Biogas	1%

Source: Seattle City Light, 2014

### RENO, NV

In Reno, NV, our manufacturing facilities and distribution center are powered by NV Energy, which has a growing renewable energy portfolio of over 25%.

ENERGY GENERATION TYPE	PERCENTAGE
Natural Gas	69%
Non-Hydroelectric Renewable Sources	20.6%
Coal	5.2%
Hydroelectric	5.2%

Source: Energy Information Administration, 2017

## Waste Reduction

We're always looking for new and creative ways to minimize and repurpose waste from our products. For example, a number of MSR product pieces are stamped by machine or laser-cut from a single sheet of material. Product pieces are cut in a specific arrangement that yields the greatest quantity of pieces, and the remaining sheet is recycled.

MSR aspires to be a zero waste facility, and is exploring how to achieve this goal. Future objectives include the development of a waste-to-energy program and ways for our suppliers to reuse excess raw materials.

## CHEMICALS

### Flame Retardants

We know that customers have concerns around flame retardants (FRs) in products. That is why we actively participate in the Outdoor Industry Association (OIA) Chemical Management Working Group (CMWG). Our team participates in the Flame Retardant Task Force, which focuses on disseminating knowledge to other OIA members as well as to regulatory agencies and the general public.

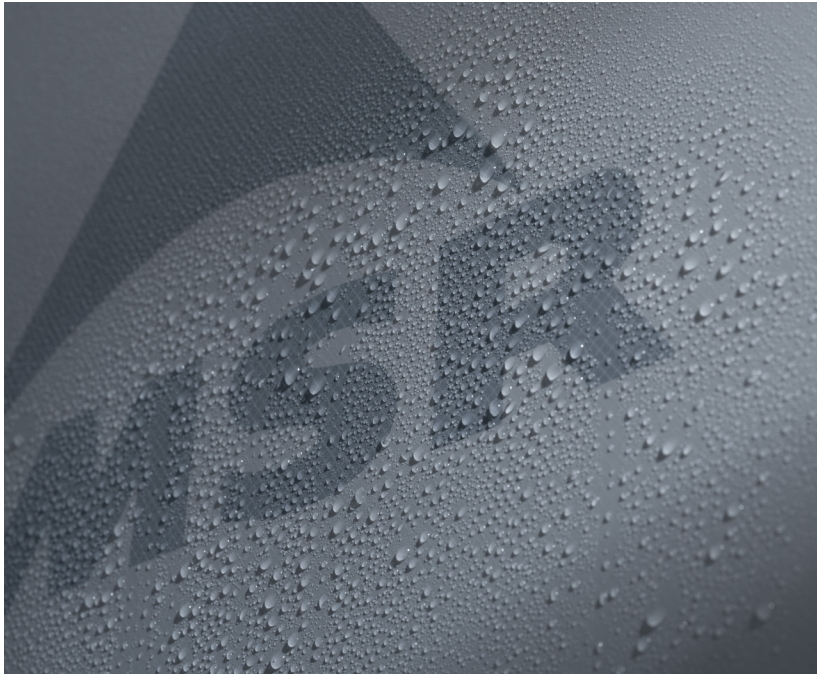
We also have MSR Shelter Category Manager Terry Breaux on the Canadian General Standards Board (CGBS) Committee on Tents, a federal government organization focused on developing a national standard for flammability and labeling requirements for tents. As a voting committee member representing a consumer product brand, Terry is helping to update the Canadian standard for flame resistance for tents sold in the Canadian market.

As part of these organizations, we are working with government and industry organizations to find better solutions to FRs within markets that require them, working to remove FRs from markets that don't, and changing regulations so that we can continue to design the best and safest gear available.

Read more about our work around flame retardants [here](#).



*Terry Breaux, MSR Shelter  
Category Manager*



*“MSR’s Restricted Substance Lists (RSL) help us protect our customers, employees and the environment from harmful substances.”*

**Restricted Substance Lists**

Developed in alignment with Bluesign and OEKO-TEX, MSR’s Restricted Substance Lists (RSL) help us protect our customers, employees and the environment from hundreds of harmful substances. We require our suppliers to comply with our restricted chemicals list and audit in order to ensure compliance. The following Restricted Substance Lists are constantly evolving as we engage with new toxicology research and regulations.

**RESTRICTED SUBSTANCE LISTS**

- Durable Water Repellents

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- Tent Flame Retardants

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- Water Filtration and Hydration Systems

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- Cleaning and Maintenance Materials for Employee Safety

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- BPA Policy

**Material Family and Material Type Database**

MSR’s thorough database cataloging all chemical materials used in its products contains information on chemical sources, identification, and how these materials are ranked by the Higg Index Material Sustainability Index (MSI). This database provides product developers with visibility on the relative environmental impact of materials that are selected for current and future products.

The database also contains Material Safety Data Sheets (MSDS) for each material, used to evaluate the safety of materials handled by MSR’s employees.

# RESPONSIBLE MANUFACTURING

Building the majority of what we make in-house and using local suppliers allows us greater control over product quality and the environmental impacts of our manufacturing processes.



# 100s

**HUNDREDS OF JOBS**  
in Seattle & Reno, USA  
& Midleton, Ireland

# 100%

**OF PRODUCTS**  
designed, engineered,  
and tested in Seattle, WA

## OUR FACTORY HEADQUARTERS

We're incredibly proud of the fact that across all of MSR's product categories, the majority of our products, by dollars of sales, are designed, engineered, tested, and/or manufactured in-house at our downtown Seattle factory headquarters. Domestic production in our owned factories in Seattle, USA, Reno, USA, and Midleton, Ireland provides hundreds of jobs in market.

Many MSR products are still hand-made on manufacturing lines in our Seattle factory, in the same neighborhood where we've operated since 1969. Built around our manufacturing facility, our marketing and operations offices, microbiology lab, and research and development lab employ hundreds of Seattle-based employees.

### SEE HOW SOME OF OUR SIGNATURE PRODUCTS ARE MADE IN SEATTLE, RENO, AND IRELAND:



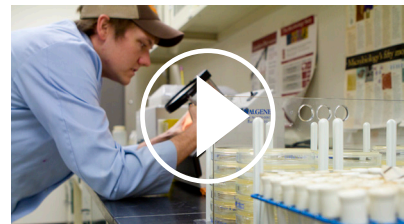
MSR Timeless Quality



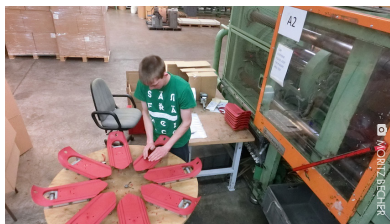
Building the MSR WhisperLite Stove



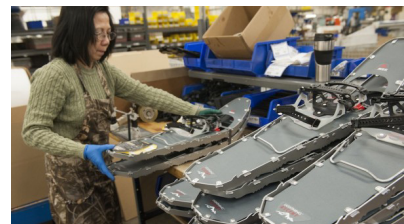
MSR WindBurner Research and Development



Behind the Scenes at MSR's Seattle Water Lab



Building MSR Snowshoes in Ireland



MSR Snowshoes: Bred in the Mountains,  
Made in Seattle



### Sustainable Manufacturing

With our own production facilities in Seattle, WA, Reno, NV, and Cork, Ireland, MSR holds itself to strict standards for how it manages and disposes of water and waste resulting from the company's manufacturing processes.

In Seattle, these standards include:

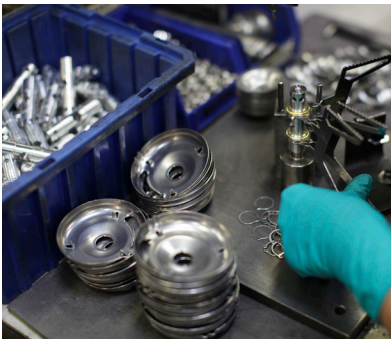
- US DOT: 49 CFR 107-180 (Hazardous Materials Regulations)
- US EPA: 40 CFR 262 (Small Quantity Hazardous Waste Generator)
- US EPA 33 USC 1251 (Clean Water Act)
- Globally Harmonized System of Classification and Labeling of Chemicals (GHS):
- WAC 296-901 & 29 CFR 1910.1200
- WA Department of Ecology: WAC 173-303 (Dangerous Waste Regulations)
- King County Title 28.84.060 (Wastewater)
- King County Surface Water Design Manual (Stormwater)
- City of Seattle SMC 22.800-22.808 (Stormwater)
- City of Seattle SMC 25.09 (Environmentally Critical Areas)
- US EPA 7 USC 136 (Federal Insecticide, Fungicide, and Rodenticide Act)

### Manufacturing Code of Conduct

Ever since MSR was founded, the company has striven to adhere to higher manufacturing standards to ensure the quality of our products. Today, many MSR products are still built by hand on manufacturing lines just a floor beneath where we concept them.

*“MSR products are still built by hand on manufacturing lines just a floor beneath where we concept them.”*

Furthermore, our company provides a work environment for its manufacturing employees that is safe, fair, non-discriminatory and continuously improving. Our employees are an essential contributor to the success of our company, and we believe it's important to set basic expectations on how our employees are regarded.



### Supplier Tracking

Responsible manufacturing at MSR extends far beyond what happens at our Seattle, Reno, and Ireland factories, and includes not only our own practices, but the practices of our materials suppliers. MSR believes that the key to responsible manufacturing includes the social, economic and environmental impacts of our suppliers, and expects that our suppliers share our commitment to sustainability.

To ensure that MSR's supplier values are aligned with our own, we have created a Supplier Code of Conduct outlining basic expectations of our business partners. Many of MSR's suppliers go above and beyond these basic expectations.



## LIFE CYCLE ASSESSMENT

When considering the manufacturing process of any MSR product, whether it's a stove, snowshoe or other piece of gear, our team thinks of that product as the sum of hundreds of unique inputs, such as raw materials, shipping and processing. Each input has its own environmental impact that can be quantified. When the inputs are aggregated, they create the total environmental impact of that finished product.

As we work to reduce our environmental footprint at MSR, this is valuable data. By mapping it, we can identify hot spots—areas that offer the greatest opportunity to reduce that impact. With that knowledge, we can make informed decisions about the manufacturing process of new and existing products.

In 2017, MSR partnered with Yale University to conduct our first full life cycle assessment on our packaged Lightning Ascent 22" snowshoes, providing a cradle-to-gate review. This study informs future environmental performance strategy and priorities at MSR, and we continue to complete a life cycle assessments for additional products.

Key learnings from the assessment include:

- Because they're manufactured domestically, our snowshoes' environmental footprint is much lower than that of snowshoes made in China. In fact, the LCA revealed that snowshoes built of the exact same materials made in China contribute an estimated 77% more CO<sub>2</sub>e emissions than those made in the U.S., due in part to reduced transportation emissions.
- The amount of CO<sub>2</sub>e emissions produced by this line of packaged snowshoes is just 10% the estimated CO<sub>2</sub>e emissions produced by manufacturing a bicycle.
- Transportation of materials accounts for a minuscule percentage of our total CO<sub>2</sub>e emissions.
- The greatest opportunity for the reduction of CO<sub>2</sub>e emissions lies in MSR's materials choices for frames, specifically aluminum production. Because of this, MSR uses recycled aluminum to further reduce the CO<sub>2</sub>e emissions.

Read the full report [here](#) to learn how MSR snowshoes measure up.

## PRODUCT TESTING

Our founder Larry Penberthy's crusade to improve the safety of mountain equipment is still alive at MSR today, and is perhaps most visible in the company's product testing process. From our in-house water research lab to burn-testing stoves before shipping, MSR has a history of holding itself to a higher standard for quality and safety.

### Water Research Lab

Behind every MSR water treatment and hydration product is a team of scientists dedicated to researching, developing and testing the latest in water treatment solutions. Established in Seattle in 1997, this on-site microbiology lab is crucial to MSR's water program and the safety and reliability of our products. Initially founded to ensure quality control, today the lab's world-class efforts stretch into research of new technologies, testing and development for the U.S. military, and contracts with nonprofit organizations working in developing nations.

### Product Testing

Product testing has been in MSR's DNA since Larry Penberthy published the first *Mountain Safety Research* newsletter, a bulletin focused on testing and improving mountaineering gear.

These are just some examples of product testing conducted at MSR:

- Quality testing every water filter
- Burn testing every Reactor & WindBurner Stove System, and WhisperLite, XGK EX, Dragonfly, WindPro 2, and SuperFly stove
- Rigorous and real-use field testing
- Durability testing
- Stress and water column fabric testing for tents
- UV exposure simulation
- Bubble testing
- CO2 emissions testing







SafiStation Chlorine Generator

## RESEARCH AND DEVELOPMENT LAB

MSR's goal is to bring transformative innovations to life. Each year, NGOs, government organizations, and private foundations provide grants to advance our exploration of technologies that can improve the lives of the people these partners support. At any given time, our R&D team is working on a dozen of these grant-funded projects. These are three products that have resulted from those efforts.

### Guardian Purifier

The Guardian purifier was developed for the U.S. military to allow service members to safely drink from contaminated sources while on the move. After six years of extensive R&D, which included the design of a revolutionary hollow fiber membrane, the result became this rugged pump that quickly transforms even the most challenging backcountry water sources into safe drinking water. Today the Guardian purifier is sold in the global outdoor market, where it's received over a dozen innovation awards.

### DayOne Response Waterbag and Filter

The DayOne Response Waterbag has brought safe drinking water to thousands of victims of natural disasters. Utilizing P&G™ Purifier of Water packets and a turbidity filter, the simple treatment bag enables users to purify very dirty drinking water using a single vessel. Supported by a grant from the Office of Naval Research, MSR worked with DayOne Response to improve the durability, usability and manufacturability of the bag. In addition, we engineered a refined turbidity filter, which we continue to manufacture and co-brand as the OEM partner.

### SafiStation Chlorine Generator

Developed in partnership with PATH, the SafiStation is an innovative, easy-to-use, and cost-effective chlorine generator for low-resource settings. The device uses the commonly available consumables of salt, water, and electricity to produce a 1% chlorine solution for infection prevention and control in health facilities. The device also has applications in water treatment, disaster relief, and entrepreneurial models.



Guardian Purifier



# GLOBAL HEALTH

At MSR, we believe our products can create lasting, positive impact on our local and global communities.

MSR Global Health was launched in order to produce innovative products that meet the basic human needs of those living in developing countries and rebuilding after natural disasters. We believe that the same level of engineering that creates gear to keep explorers safe in some of the world's most challenging environments can be leveraged to improve the lives of those struggling with access to safe water, food, and shelter.



## ADDRESSING HEALTH THREATS AT THE SOURCE

Greater access to safe drinking water is crucial – it improves health, empowers women, and supports economic growth in rural communities. But it's just one of three tactics in MSR Global Health's overarching, strategic approach to reducing deaths attributed to waterborne diseases.

While safe drinking water is life's most vital need, at the root of waterborne diseases is the contamination of water from human waste. That's why MSR's strategic approach to preventing waterborne illness includes enhancing sanitation facilities and improving the hygiene of communities.

## GLOBAL HEALTH PRODUCTS

As a division of MSR, the team of in-house engineers, water treatment scientists, product developers, and production leads that make up MSR Global Health share a dedication to high quality products and sustainable models that can impact the lives of many.

To date, MSR Global Health has made safe drinking water a reality for more than half a million people worldwide.

### Community Chlorine Maker

In 2015, MSR Global Health launched the SE200 Community Chlorine Maker, changing how citizens in low-resource communities around the world are able to create safe drinking water. The small device, co-developed with PATH, produces chlorine using just water, salt, and electricity from a rechargeable car battery - resources that are available in even the most remote places, where the means to treat drinking water are hard to obtain and waterborne illnesses are a fact of life. Each batch produces enough chlorine to create 200 liters of safe drinking water. A chlorine supply chain innovation, the chlorine maker lets users treat water on the spot at wells, water trucks, and other common sources.

Most importantly, the Community Chlorine Maker empowers families, community leaders, and entrepreneurs all over the world to create their own supplies of safe drinking water.



SE200 Community Chlorine Maker

### Povu Poa Handwashing Station

Handwashing with soap can eliminate disease-causing bacteria and viruses, yet many low resource communities lack access to proper handwashing stations. When a handwashing station is available, the soap is susceptible to theft.

The Povu Poa is a low-cost, water frugal handwashing station that improves handwashing for low resource communities around the world. Developed with Tufts University, USAID, and Innovations for Poverty Action, the system incorporates a secured, foaming hand soap dispenser and a water efficient tap to drastically reduce the ongoing costs of water and soap, improving consistent handwashing.



Povu Poa Handwashing Station



# MSR IMPACT PROJECT

Launched in 2018, MSR's Impact Project is a nonprofit fund that accelerates the work MSR and our partners have been doing since the inception of MSR's Global Health work, improving access to innovative technologies that advance global health and improve quality of life around the globe.

The MSR Impact Project invites the public to get engaged and support projects they believe in through fundraising efforts. Using the funds raised, MSR issues grants to partner organizations for the implementation of life-saving global health technologies. Grants issued by MSR are typically used to fund water projects, supplies, training, behavior change, monitoring, and evaluation.

### THREE WAYS TO PARTICIPATE

#### Support Safe Water Projects Around the Globe

From hand-washing stations at schools to safe water in the wake of natural disasters, you can support the MSR Impact Project's efforts. The fund will disburse grants to partners for supplies, training, monitoring, evaluation, and distribution of sustainable projects. All donations are held and managed by Global Impact, our fiscal sponsor and a third-party registered 501(c)(3) nonprofit.



#### Adventures for Impact

Join an MSR-curated trip to an incredible destination, and combine a spectacular adventure with the opportunity to provide long-term solutions to safe water access in local communities. Participants fundraise for water and hygiene projects in the locations they elect to visit, and then take part in the implementation of those projects on the ground to leave the destinations better than they found them.



#### Fundraise for Safe Water

Host your own fundraiser for global safe water and hygiene projects, turning your passions into actions that empower communities with a healthier future.

# GLOBALLY PROVEN



## PARTNERS IN GLOBAL HEALTH

It takes the hard work and collaboration of many to make a global impact. MSR works with NGOs, government entities and private institutions to deliver products that serve communities in need. The following is a selection of MSR's valued partnerships in Global Health.

### PATH

PATH is the world leader in driving global health innovation. A key development partner for MSR, PATH provides our team with critical field expertise and channels for product testing and implementation within the communities we strive to help. PATH is also a founding member of the Safe Water Product Development Alliance, along with MSR.

### World Vision

World Vision is a humanitarian organization that tackles the causes of poverty and injustice by working with children and families worldwide to reach their full potential. An important mentor to MSR's Global Health work, World Vision helps our team facilitate in-country field trials and pilot programs through WASH initiatives, and remains a key partner in current projects.

### Operation Blessing International

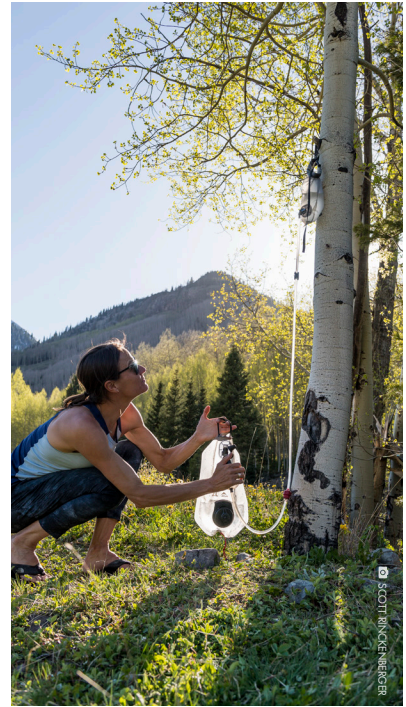
One of the largest nonprofits in America, Operation Blessing International provides a broad range of humanitarian and disaster relief efforts—from hunger to health issues—in over 37 countries. The organization was an early adopter of MSR's Chlorine Maker for disaster relief efforts, and it continues to participate in design review meetings for products currently in development.



# OUTDOOR INDUSTRY LEADERSHIP

MSR is proud to be a founding member of the [Outdoor Industry Association Sustainability Working Group](#), a coalition of more than 300 outdoor brands, suppliers and manufacturers dedicated to addressing our most important sustainability challenges. As one of the first hard-good brands to voluntarily use the Higg Index to examine our practices in material traceability, chemical management, social responsibility and other core competencies, MSR is proud to continually advance this work as a member of the outdoor industry.

SCOTT RINCEBERGER



### The Higg Index

Founded by the Outdoor Industry Association Sustainability Working Group, the Higg Index is the outdoor industry's first suite of sustainability measurement tools. The Higg Index empowers brands of all sizes and at every stage of their sustainability journey to accurately measure and score their products' sustainability performance.

In addition to being one of the founding members of the group that launched this valuable tool, MSR is one of the first hard-good brands to voluntarily use the Higg Index to examine our practices.



# COMMUNITY AND CONSERVATION

MSR is proud to partner with organizations committed to educating on safe and respectful recreation in our backcountries while empowering people to challenge themselves within these wild places that move us.





### Alpine Mentors

Alpine Mentors pairs proficient young climbers with highly experienced climbing mentors to foster the next generation of great alpinists. Over the course of two years, under the tutelage of their guides, the young alpinists learn critical skills and sound judgment in complex environments, as they strive to complete technical routes in the high mountains. A longtime sponsor, MSR provides monetary support to the nonprofit and gear to the mentees.



### The American Alpine Club / Craggin' Classic Tour

At 16,000 members strong, The American Alpine Club is the voice of America's climbers. Through its deep history of conservation, education, grants and policy work, it has protected pristine climbing landscapes, advanced research projects and promoted many of climbing's pioneering feats. MSR supports Craggin' Classics climbing festivals across the United States.



### Backpacker Magazine's Get Out More Tour

MSR is proud to be Backpacker Magazine's exclusive stove sponsor for their Get Out More Tour, a nationally traveling series of 75-minute interactive seminars aimed to unite outdoor enthusiasts across the nation with trail-tested tips, regional trip advice and outdoor gear. The tour's mission is to give people the tools and inspiration to get out more and to live an adventurous life. Through MSR's sponsorship, attendees learn about the wide variety of outdoor products.



### Conservation Alliance

The Conservation Alliance is a group of outdoor businesses that collectively disburses funding to grassroots environmental organizations to protect wild places. Since its inception, the alliance has funded more than \$18 million in conservation grants throughout North America. MSR employees participate in the regular voting process that disburses funding to environmental organizations.



### European Outdoor Group

The European Outdoor Group is an association that represents the common interests of the European outdoor industry. Areas of focus for the European Outdoor Group include market research, coordination and promotion of responsible industry practices, workshops, networking events, trade shows, cooperation with trade associations, and promotion of best practices for the whole European outdoor industry.



### Northwest Avalanche Center (NWAC)

The leading avalanche forecasting, safety and education center for the Pacific Northwest, NWAC's mission is to save lives and reduce the impacts of avalanches on the region. The center maintains one of the most comprehensive weather data networks of its kind. It also offers public avalanche awareness clinics. MSR sponsors its Going Deep Avalanche Workshops, and provides the center with financial support that promotes everything from its forecasting apps to its fundraisers and its annual SnowBash and Splitfest events.



### **Outdoor Industry Association (OIA)**

Founded in 1989 by a group of 14 visionary outdoor industry pioneers, the Outdoor Industry Association is a unified, collaborative, and pre-competitive voice to help guide the outdoor industry. With more than 1,200 members, the OIA leads industry collaboration to achieve meaningful change in recreation and trade policy, sustainable business innovation, and increasing outdoor participation.



### **Utah Avalanche Center**

The Utah Avalanche Center provides high-quality mountain weather and avalanche forecasting for backcountry recreationalists and industry professionals in the state of Utah. Through its educational workshops, the center promotes avalanche awareness and safety, ensuring that backcountry travelers have the tools they need to stay safe while recreating in winter terrain. MSR's financial contributions support the center's operations, forecasting resources and its public safety efforts.



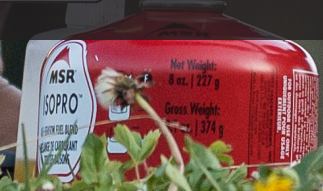
### **Winter Wildlands Alliance SnowSchool**

Winter Wildlands Alliance is a nonprofit organization committed to promoting and preserving winter wildlands and the enjoyment of human-powered snowsports on public lands. Through its SnowSchool program, it has introduced thousands of underserved youth to their local winter environments. These exploratory field trips teach students about snow science and winter ecology. Each year, MSR provides discounted snowshoes and snow tools to SnowSchool, and our financial support has helped establish new SnowSchool sites across the country.



# EMPLOYEE PROGRAMS AND BENEFITS

At MSR, employee compensation goes above and beyond a paycheck. From traditional benefits like 401k contribution matching to a gear closet program, our employee perks make MSR a great place to work. Due to the variety of positions available at MSR, benefits vary by employee department and position.





### **Bike Commuter Benefits**

To reduce vehicle emissions, we offer a variety of amenities for our employees that choose to commute by bike, including lockers, showers, and bike storage. MSR participates in the annual commuter challenge and bike-to-work month.

### **Public Transportation**

MSR's Seattle headquarters is conveniently located on a number of mass transit lines, including bus and train, and all employees are eligible for a discounted mass transit pass. MSR's commute options program includes full access to Seattle Metro Transit on weekdays and weekends, offers 8 Home Free Guarantee emergency ride home service passes, vanpool fare subsidies, carpool incentives, and customized ride-matching services.

### **"Get Outside and Play" Holidays**

Salaried employees are allowed two paid holidays in addition to their regular paid time off, established to encourage MSR employees to enjoy the Pacific Northwest's natural beauty.

### **401k Savings and Investment Plan Contributions**

All regular full-time and eligible part-time employees are automatically enrolled in MSR's 401k savings and investment plan, and may elect to contribute any percentage of their salary to this program up to the IRS contribution limits. MSR matches a percentage of contributions starting one year after the eligible employee's hire date.



### **Profit Sharing Discretionary Bonus**

Every employee at MSR plays an important role in contributing to the overall success of the company. To celebrate and acknowledge employee contributions, MSR offers all employees the opportunity to share in the profitability of the company when specific financial goals are met.

### **Service Awards**

The spirit of MSR service awards is to recognize an employee's contribution and tenure with the company. These awards are recognized at regular intervals with the company, with incentives such as bonuses or paid time off.

### **Wellness Program**

Employees at MSR have the option to participate in a wellness program to receive substantial discounts on their monthly health insurance premium.

### **Flex Time**

The Flex Time program at MSR permits salaried employees that work above and beyond to take the time off they desire to recharge. With approval from their supervisor, employees are rewarded with additional time off by request.



### **Employee Assistance and Counseling**

MSR sponsors an Employee Assistance Program (EAP) that provides referrals for confidential employee assistance and professional counseling services. Employees and their families are encouraged to utilize these services whenever necessary to resolve personal or family issues.

### **Shared Gear Closet**

From kayaks to tents, MSR provides its employees with shared outdoor products that can be borrowed at no charge, reducing the amount of individual products owned by employees.



### **Volunteer Programs**

Many employees choose to get involved with their local community through MSR-sponsored volunteer events with local partners. After approval by a supervisor, employees are paid for volunteer work done during business hours.

### **Work from Home Policy**

MSR offers employees the ability to work from home as appropriate, reducing vehicle emissions and traffic congestion.

### **Dog-Friendly Office Policy**

As part of its commitment to a fun and unique work environment, MSR allows employees working in its offices to bring their dogs to work.