

ENCAMP

CULTURE
HAND
BOOK



Become a Trailblazer

Think big and start your next adventure

“ Encamp is a diverse team of difference makers, nature lovers, and technology geeks. In the Environmental, Health, and Safety (EHS) industry, we’re also known as trailblazers.”



Luke Jacobs
CEO & Co-Founder



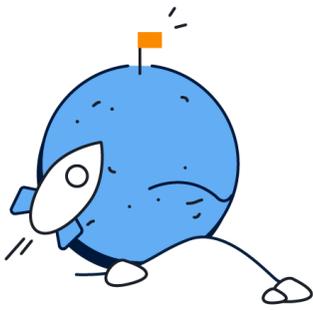
That’s what happens when you create a first of its kind cloud platform to simplify the way businesses comply with environmental regulations. But being “innovative” and “revolutionary” doesn’t happen without people.

Encamp has attracted some of the best and brightest minds from the fields of environmental science, software development, business outreach, and everything in between. **We call ourselves Encampers**, and we work in a culture that values and encourages every one of us.

Together, we imagine, brainstorm, share ideas, try new things, and laugh a lot. We continue to shape the future of environmental compliance and make the process easier for our customers. We’re happy Encampers contributing to something special and celebrating success and growth.

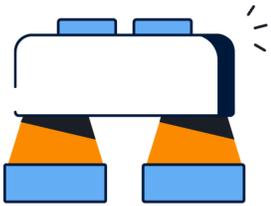
And that’s why we’re always looking for more bright minds to blaze the trail with us.

Cheers,
Luke Jacobs
CEO & Co-Founder



Our Mission

Encamp is on a mission to create a world where good for business equals good for the environment.



Our Vision

By making environmental compliance faster, simpler, and more accurate, we can align incentives between regulated industry, regulators, and the public.

This will result in a healthier and safer environment, while driving down compliance costs and risk for businesses — and providing regulators data critical for effectively achieving public policy goals.

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Why We Started



If there's anything to know about regulations and compliance in the Environmental, Health, and Safety (EHS) sector, it's that agency red tape and reporting can be relentless.

It can also sidetrack EHS professionals from doing what they're truly passionate about and trained to do — making their workplace safer, their community safer, and their company a better steward of the environment.

That's why we started Encamp.

Our thinking was, we could empower EHS professionals to focus on environmental **performance instead of paperwork**. And we could do it by making the compliance process faster, easier, and more accurate.

So we developed a modern software platform to **streamline the process** and automate environmental compliance reporting. We also made our platform cloud based, enabling businesses and their compliance teams to put it to use quickly and virtually.

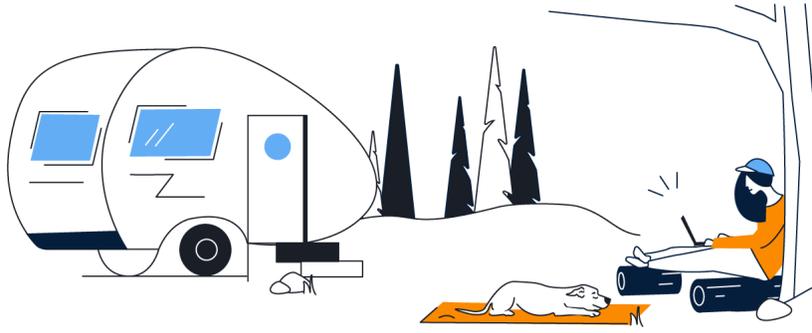


For the EHS industry, the Encamp platform was revolutionary in the way it let companies understand and comply with applicable environmental regulations. Even now there's no other compliance solution that comes close to its sophistication and rapid time to value.

Our platform is what lets Encamp constantly foster sustainability through innovation.



Is Encamp a tech company?



Very much so. But many of us were environmental scientists, compliance managers and EHS consultants before we became Encampers. We've simply merged our EHS expertise with a team of topnotch developers, business minds, sales & marketing gurus and client support specialists. It's a blend of talent that continues to make Encamp an up-and-coming disrupter in the world of environmental compliance.

Think of Encamp this way, too. We **embrace diversity** and **emphasize equality**, a commitment we made the day we envisioned Encamp in 2017. Our dedication to doing good for the environment also drives our corporate giving.

For every EPCRA Tier II compliance report an Encamp customer files using our software, we donate to the non-profit **One Tree Planted** to plant a new tree. We call it planting a forest one Tier II report at a time.

To get to where we are, we've blazed a new trail. Yet there's still more to do. Encamp is a thriving business, and we're committed to growing our team of Encampers. Yes, our roots are in central Indiana, but the ability to work from anywhere lets us expand throughout the U.S.

This is where you come in.



Encamp Culture



Happy Encampers

Our culture is the spark that lights the Encamp fire. Encampers join and grow with us thanks to a culture that promotes ownership, action, and impact.

Together we work hard, laugh harder, and brainstorm nonstop. Yes, you'll encounter some of our storied Midwest niceness. But you'll also find a ruthless commitment to staring down some of the biggest challenges in the EHS industry.

Encampers are constantly encouraged to put their knowledge and creativity to use. They're urged to get out of their comfort zone and tackle challenges of scale and complexity head-on. How they support Encamp's customers and users in the most attentive ways possible is simply who they are.

The intent is to inspire you to expand your own knowledge, share ideas with others, and help achieve the goals we all have as a company. That includes continuing to develop the Encamp platform at a rapid pace, and always working to add more customers to the Encamp fold.



But we're not all work and no fun. We have virtual happy hours and holiday parties. We celebrate wins and accomplishments at the end of every week. We have all-hands meetings to spread good news, and one-on-one Zoom chats with coworkers to talk about anything but work.

And with our Core Values Awards, we recognize those Encampers who embody our culture and everything it represents...



Our core values

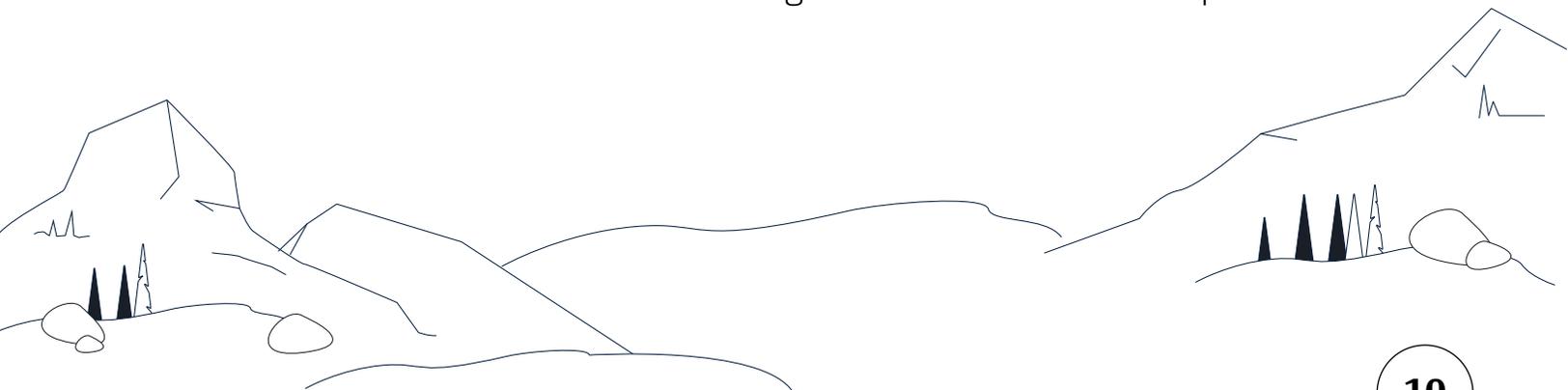
We think big

We aren't a startup selling to startups, or another app to help you schedule pick-up service from your phone. We're working to **completely solve the problem of environmental compliance** for every regulated facility in the United States. In our daily work, we ask ourselves the questions "why this?" and "what if?" to make sure we stay focused on the goal.



We seek truth, not comfort

The truth is neither good nor bad, but we can choose to respond to it in better or worse ways. If we stay silent when a colleague is making a mistake, we rob them of the chance to get better. If we make a bad decision, we all lose, even if our individual opinion won out. **Updating our beliefs when we find new evidence** gives us the chance to adapt.



Our core values

We share early and often

We believe that none of us is as smart as all of us. When we keep our work private until it's "perfect," we deprive ourselves of the opportunity to receive feedback from others and iterate quickly. By **sharing work early and often**, we shorten feedback loops and refine ideas faster.



We bring our own educations

We are a meritocracy of ideas, not status. Being VP of X at a previous job doesn't give you authority — having a deep understanding of X does. For each of us, **our credibility is based on our track record** at Encamp, not our ability to ace a college admittance application or get promoted at a different company.



Our core values

We are customer obsessed

We are obsessed with **helping our customers succeed**. Everything we do is oriented towards making our customers reach a level of ease and effectiveness they did not think was possible. By staying focused on the customer, we ensure our breakthroughs have purpose and our client interactions are always joyful.



We value people above all else

People are at the heart of all our values at Encamp. **We choose to put people first no matter what**, from customers, to team members, to our families. We take time off for life and to connect with one another regularly. Even when people cannot succeed at Encamp and we have to part ways, we prioritize their humanity and work to achieve beneficial outcomes.



Our principles

1 Solve real problems

Few things are more dangerous in a startup than finding a great solution to the wrong problem — it wastes our brainpower and leads to a false sense of progress. We understand that at any point, there are only one or two big problems holding our company back. We relentlessly focus attention on solving these quickly and completely so we can move on to the next challenge.

3 Learn fast and fearlessly

We are limited only by our collective rate of validated learning, and when one of us becomes smarter, we become smarter as a whole. Be curious and driven to learn new skills and information, immediately putting them to use. Make hypotheses, experiment, and measure results to know how to change things the next time.

2 Reason from first principles

We need to understand the fundamental truths of the systems we are dealing with. Analogies fail when solving novel problems — if we can't think through the specifics of how something works, we are bound to make mistakes. Starting from first principles, we can understand the world well enough to actually change it.



4 Use freedom to take ownership

At Encamp, we manage by providing context, rather than control. Each teammate is trusted to use their judgment to help Encamp achieve its goals and to own the outcomes of their work and decisions, good or bad, and deeply think through how those outcomes affect everyone involved.

6 Build the dream team

We believe that high performers deserve to work with high performers. To do the best work of our careers, we each need teammates that can truly challenge and support us, rather than second guess and hold us back. We hold each other to the highest standard, and seek to add people to the team that raise the bar.

5 Communicate clearly and concisely

We're committed to understanding one another and making ourselves understood — a focus that breeds clarity. We summarize with bullet points and tell each other facts, not stories.



How we approach our work

Autonomy

We give our employees problems to solve rather than solutions to implement. Encamp engineers are part of the team that ultimately determines a feature's full spec, which might change and evolve as they iterate.

Failure is an option

Breaking problems into smaller pieces allows us to identify issues more quickly and keeps us from going down dead-end paths. If something isn't going to work, it's best if we fail fast and learn from it. We're comfortable sharing setbacks.

Everyone has a voice

Forget a suggestion box. If an Encamper has an idea to help improve our products, business, and culture, we want to hear it. Our leaders don't just unilaterally proclaim decisions, they work with their teams to discuss ideas and arrive at the best solution.

Transparency and teamwork

Openness and teamwork matter. Our groups for development, support, sales, marketing, and business development all work in unison to continue enhancing our platform and selling our products and services. When we all know what's going on across the business, the more successful we are.



Social responsibility



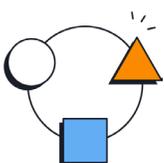
Safety

Safety is our customers' number one priority, and it's no different at Encamp. Though the EHS and software spaces are vastly different, we all have the shared goal of making sure we make it home safely every night. We empower our employees to make their own decisions regarding their personal safety. Encamp supports these decisions with no judgment. We believe in approaching safety in a factual manner but also with compassion and understanding. We are committed to providing the resources necessary to make sure that our employees are successful and safe.



Sustainability

At Encamp, sustainability is important to us. That's why we practice trail etiquette of "leave it better than you found it" and extend it to our daily lives. We have a passion for the environment and understand that, as an EHS software company, we can have a direct impact in making it a cleaner, healthier place to be. As a part of our sustainability mission, we make every effort to find environmentally friendly options in our workplace. To further our efforts, we plant a tree for every Tier II report that's filed through us.



Diversity

At Encamp we are committed to building a culture that is inclusive. This allows our employees to work in an environment that encourages, supports, and celebrates the diverse voices. Our employees are committed to improving every day without the fear of exclusion and discrimination based on race, ethnicity, sexual orientation, age, or physical ability. Equality, diversity, and inclusivity power the innovation that keeps Encamp moving forward.

Equality and inclusion

At Encamp, we believe we are better together — all of us, whatever our race, ethnicity, sexual orientation, age, or physical ability. We strive to create an environment that encourages and celebrates diverse voices, backgrounds, and experiences. A cornerstone of our culture is the ability for Encampers to bring their full, authentic selves to work every day. Encamp is also committed to unbiased hiring practices and achieving minority representation above community averages.

Women of EHS

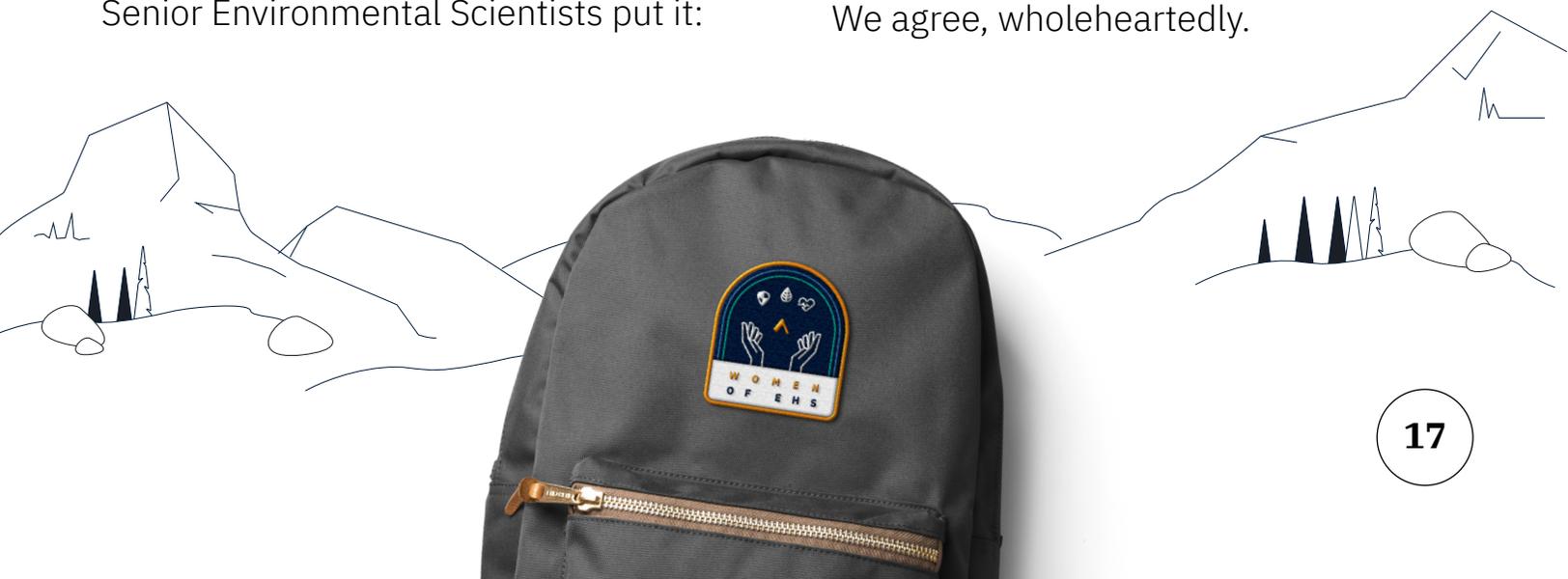
In an industry where women are just 19% of the workforce, Encamp's **Women of EHS** initiative puts women in the spotlight and gives them a stronger voice. It's a forum that lets women throughout the EHS field discuss their lives, their careers, their successes, and other environmental and societal issues they're passionate about.

Encamp launched Women of EHS to also encourage more women to explore EHS as a career. As one of our own Senior Environmental Scientists put it:



“ We still need more women and diversity in the industry and in executive roles.”

We agree, wholeheartedly.



The EHS and Environmental Compliance Market



The scope of environmental regulations

Right now there are nearly four million facilities across the United States that must comply with applicable environmental, health, and safety (EHS) regulations.

While some facilities file only a few reports each year, others file a hundred or more each month.

Regulation program areas include:

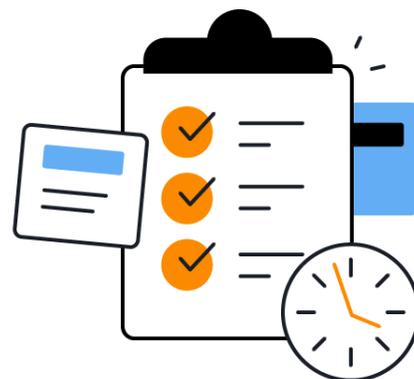
- Air
- Hazardous Materials
- Quality
- Safety
- Sustainability
- Waste
- Water

In turn, these program areas cover broad classes of activity and are regulated under more specific laws, such as:

- EPCRA: Emergency Planning and Community Right-to-Know Act
- RCRA: Resource Conservation and Recovery Act
- CAA: Clean Air Act
- CWA: Clean Water Act
- TRI: Toxics Release Inventory

These laws set federal EHS standards for the United States. Individually, states can implement their own additional regulations, although they can't be less stringent than those at the federal level. Many federal EHS standards are administered by the EPA, OSHA, or other federal agencies; however, states are typically left to administer regulatory compliance.

Encamp focuses on environmental compliance but is continually expanding our focus to other aspects of the EHS compliance market.



EHS industry outlook

If EHS industry forecasts are any kind of crystal ball, these outlooks say Encamp is on the right path.

- Through 2027, environmental health and safety software will see a rapid rise in demand in the U.S., the result of increasingly stringent regulations from the EPA, OSHA, and various states.
- Operational efficiencies and reducing harmful environmental impacts will be the key drivers for organizations in regulated industries to increase their investments in automated EHS solutions.
- The ability to automate and streamline compliance processes will boost the market for EHS services and software significantly, reaching USD \$85 billion in spending by 2027.

Source: 2020-2027 Environment Health & Safety Market Size, Share & Trends Analysis Report, Grand View Research

These outlooks also confirm Encamp was the right idea at the right time in 2017, when our light bulb came on to create a better way of managing environmental compliance.



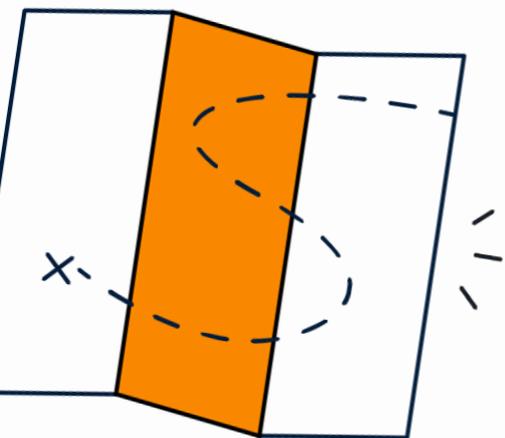
Our competition

Encamp occupies a hybrid space in which we compete with three primary categories, two of which are software and one services:

- Environmental Management Information Systems (EMIS legacy software)
- Microsoft Office tools (Excel, SharePoint, status quo “how we’ve always done it”)
- Environmental consultants

Of these “solutions,” none answers the question of what, where, when, and how to report for environmental compliance. Nor do they provide a true system of record and “single source of truth” for compliance data.

Of note, although Encamp competes against consultants in many cases, we also support them with our **Consultant Partner Program**. The program equips consulting firms and their teams with a partner version of the Encamp platform to make compliance reporting easier for the clients they serve.



The Encamp Platform



A modern, first of its kind compliance technology

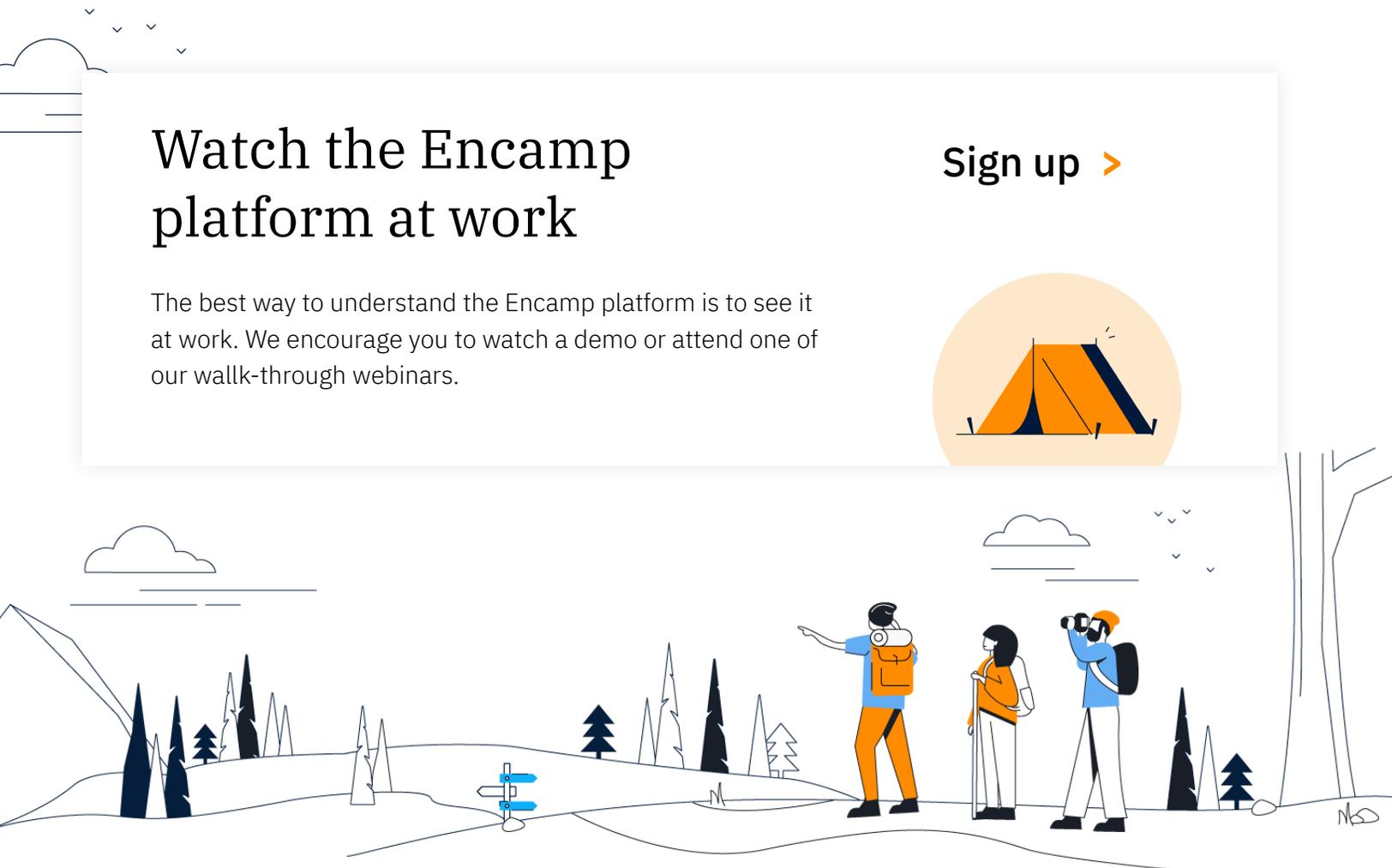
For environmental compliance, companies use our platform to centralize information, understand its applicability, manage the compliance process, and automate reporting.

This has made our technology a first of its kind in the EHS industry. It was created by EHS professionals (our own EHS experts!), and it's loved by EHS professionals. And thus far, it remains unmatched.

Watch the Encamp platform at work

The best way to understand the Encamp platform is to see it at work. We encourage you to watch a demo or attend one of our walk-through webinars.

Sign up >



Transforming how environmental compliance works

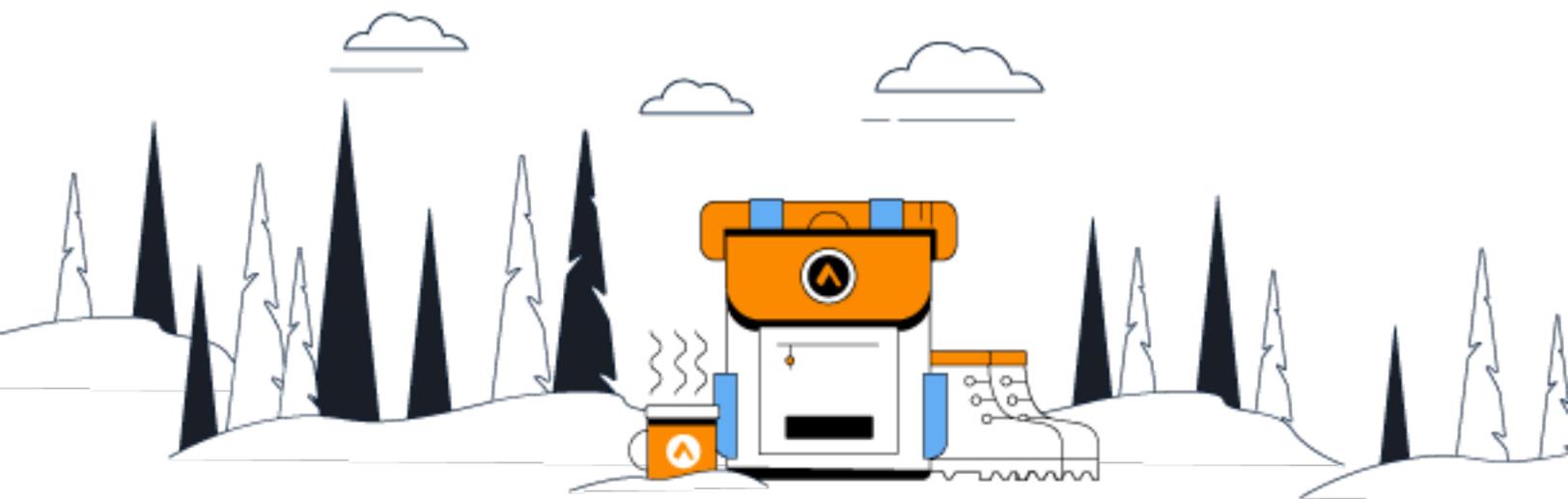
Specifically, the Encamp platform gives businesses and their EHS teams these advantages to ensure sustainable environmental compliance,

Site-specific regulatory compliance profiles pull up-to-date regulations from Encamp's proprietary dataset. EHS teams understand — and verify — regulations and their applicability for every facility, in every state.

A compliance reporting event library and templates let EHS teams keep compliance on the right path. So does a dashboard to monitor work and keep details from falling through the cracks.

Workflows and automated compliance reporting introduce efficiency to EHS operations and efforts like Tier II reporting. This frees up EHS resources for other compliance issues, new programs, and so on.

Site-specific compliance validation and record keeping help businesses avoid the fines and reputational harm of non-compliance. Encamp isn't just a system of record. It's a system of intelligence.





Our business and technology awards thus far

It's always good to be recognized for "bests." To date, we've put these trophies on our shelf.

**2020
TOP SAAS
NEWCOMER**

*Awarding &
Consultancy
International*

**2020 BEST
SAAS FOR
AGRICULTURE
AND FARMING**

*Awarding &
Consultancy
International*

**2020 BEST
IN BIZ GOLD
AWARD**

*Most Innovative
Company of
the Year (North
America, SMB)*

**2020 BEST IN
BIZ SILVER
AWARD**

*Best New
Product of the
Year (North
America, SMB)*

**2019 NEW
PRODUCT OF
THE YEAR**

*Occupational
Health & Safety*

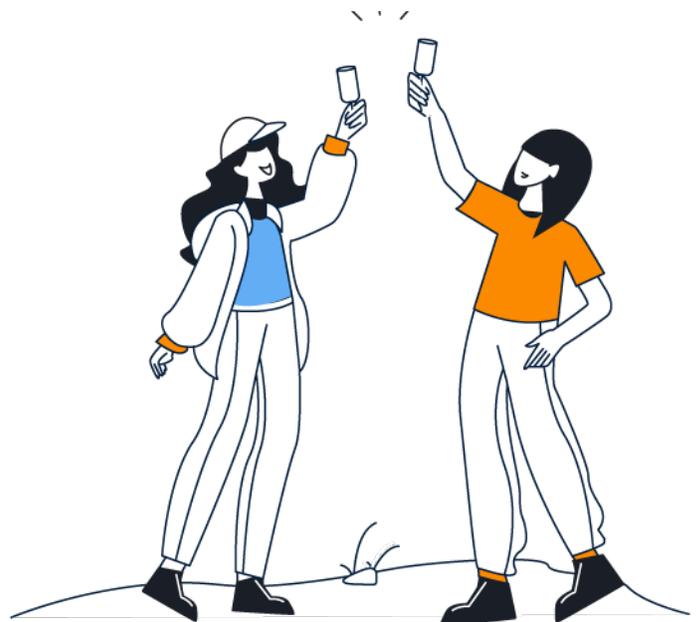
**2019 STARTUP
OF THE YEAR**

TechPoint

Software as a Service

Encamp architected its platform on the cloud-based Software as a Service (SaaS) model. We chose a SaaS approach because it lets organizations avoid installing hardware and software and go live in a matter of days. Solutions from our competitors typically require much longer implementation timeframes.

SaaS also allows organizations using our platform to centralize their compliance operations across dispersed facility locations and easily scale to new sites. In our industry, some businesses maintain hundreds or even thousands of facilities that fall under regulatory compliance guidelines.



Encamp Careers

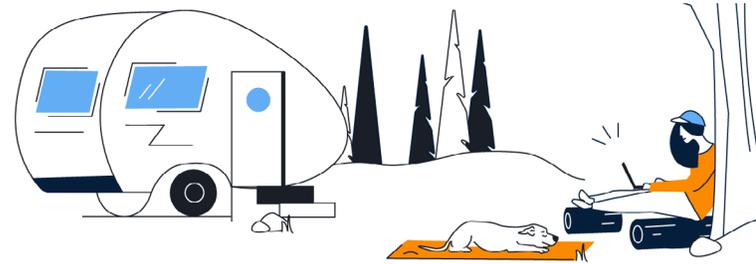


We'll say it again. Encamp is a diverse team of difference makers, nature lovers, and technology geeks.

But more than that, we're trailblazers.

A career at Encamp is more than just a job. It's the chance to do trailblazing work at a fast-paced, industry-changing company.

Perks of being a Happy Encamper



Work where you want



Encamp is a “distributed first” team totally dialed into the world of remote work. Our roots are in Indianapolis, but Encampers log in from home offices across the country.

Competitive compensation



When passion and purpose drive your work, money isn't everything. But it does help. So, you can count on a competitive salary and 401(k) matching contributions.



Work-life balance

We encourage a healthy balance between professional and personal life. There's unlimited PTO to unplug and recharge, and paid parental leave to spend time with baby Encampers.



Wellness

A monthly health and wellness stipend helps Encampers pursue an active lifestyle. Think workout gear, exercise equipment, fitness classes, meditation apps, and more.



You're covered

Choose from four health insurance plans to meet the needs of you and your family. We also offer big-company-like benefits, including dental, vision, life, and disability insurance.



Top-notch tech

You'll receive a high-end Dell, Lenovo, or Apple laptop — your pick. Kit out your office with a headset, monster monitor, or comfy chair with a \$1,200/year remote work stipend.



Positions

These are the kinds of positions we're constantly opening and the skills we're looking for. Visit our [Careers page](#) to see the current positions we need to fill.

Engineering

We're always looking for accomplished software engineers, especially at a senior level. The Encamp platform runs on a serverless stack within AWS, and the tools and frameworks we use include React, GraphQL, NodeJS, relational and non-relational databases, Git, Github, AWS, and Jest and Cypress for testing.

If you're accustomed to building with a JAM-stack philosophy and have experience at a growth-stage startup, you're exactly what we need.

“ I love working with smart, friendly people to solve real world problems.”



Ben Jacobs
VP of Engineering



Compliance

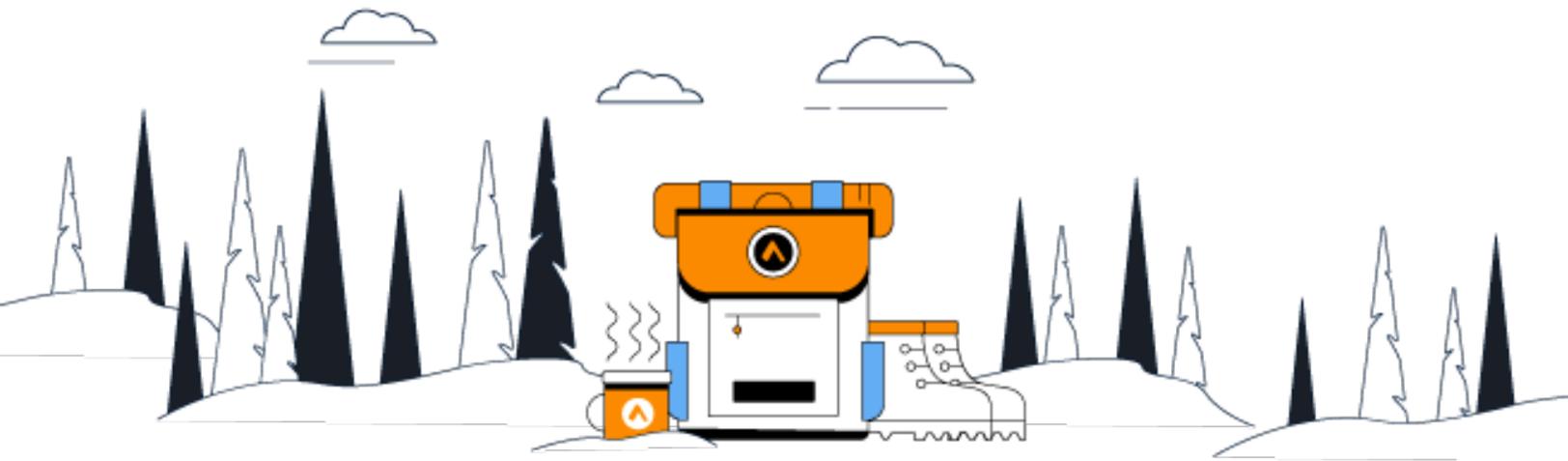
The Encampers on our Circle of Excellence (CoE) compliance team have backgrounds as environmental scientists, environmental managers, compliance directors, and enforcement coordinators. Other Encampers have been EHS consultants and came from some of the most recognized firms in the EHS industry.

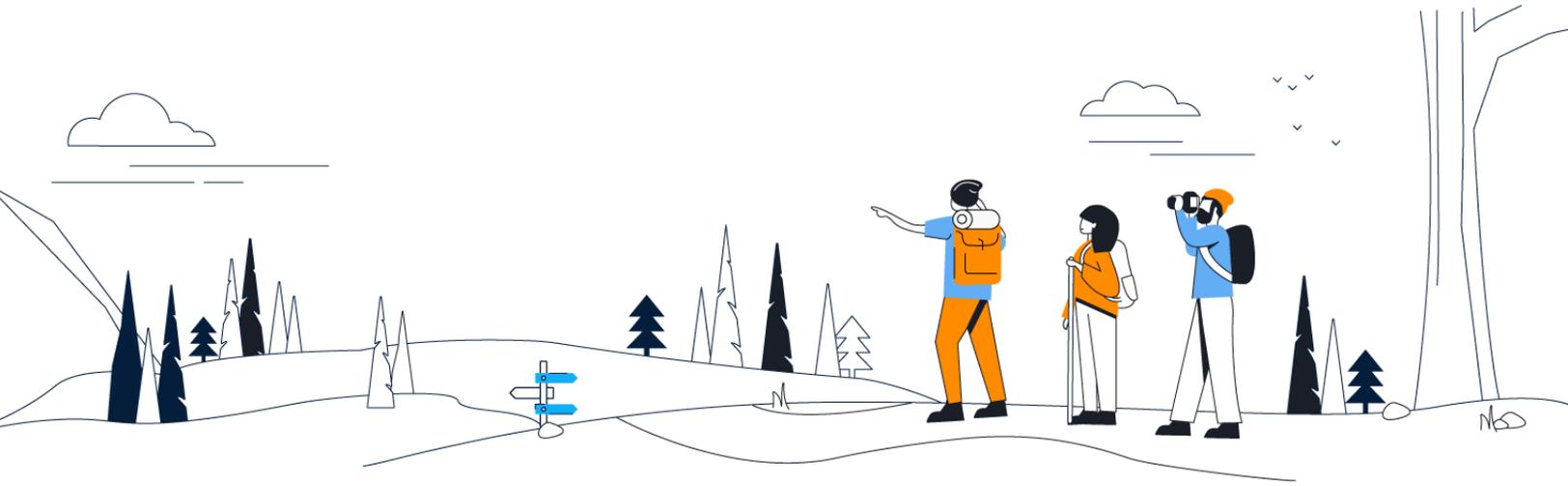
If you know the in's and out's of environmental regulations, their applicability, and compliance reporting — and realize that non-compliance is never an option — let's talk.

“ I work with some incredible people at Encamp! I've never felt more empowered than I do now.”



Lesley Jones,
CHMM
Senior Environmental Scientist





“ I know I’m surrounded by the best, because I walk in and know that I will be appropriately challenged to grow with this company and my career!”



Owen Smith
Account Executive

Sales

Encamp is a growing company, so our ongoing mission is to sustain, and accelerate, that growth. Our sales force ranges from results-driven sales development representatives to consummate sales professionals who know the importance of hitting revenue targets.

Nice hases naturally are experience in the EHS industry and familiarity with environmental services. Must hases are being a people person, being a great communicator (particularly listening), being sympathetic (to understand customer’s pain points), staying environmentally curious, and always thinking BIG.

Marketing

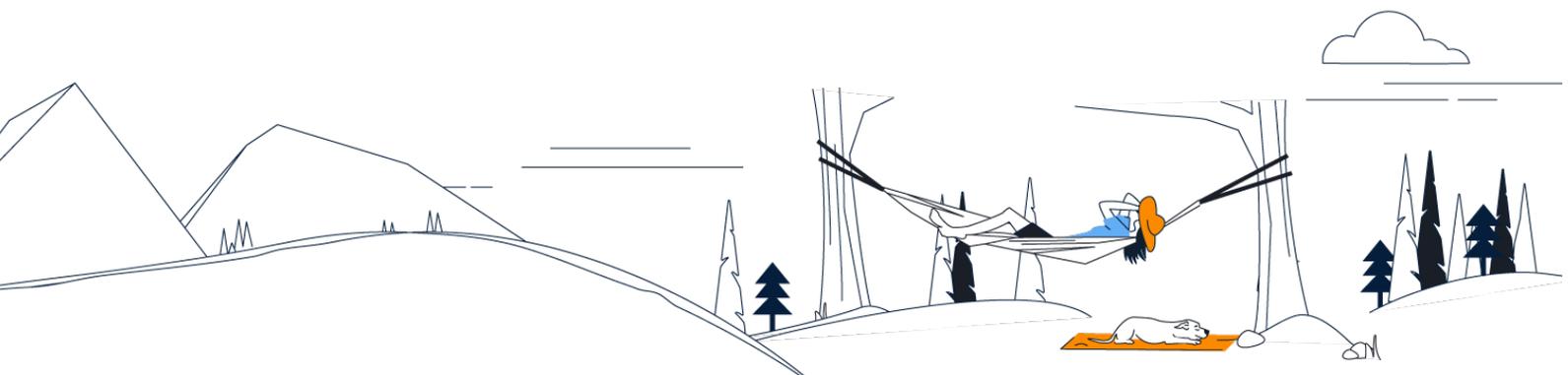
Marketing at Encamp is all about being creative. You know, thinking a little differently than the mainstream. We write, design, blog, plan campaigns, and make sure our website and marketing assets convey Encamp's story and all our platform does to simplify environmental compliance.

Behind the scenes, members of our team also focus on things like marketing automation, conversion optimization, email marketing, paid media, social media, and SEO. It's all to optimize marketing efforts across multiple channels, generate pipeline, and keep Encamp in the brightest light possible.

“ We all care about sustainability and doing what we can to protect our planet at Encamp. The software that we sell is a giant step in that direction.”



Anna Zimmerman
Senior Brand Designer



Equal opportunity employer

Encamp is an equal opportunity employer, and we value diversity at our company. We don't discriminate on the basis of race, religion, color, national origin, gender, sexual orientation, age, marital status, veteran status, or disability status.

Get to know Encamp



[Read up on our purpose >](#)

[Dig into our environmental cause >](#)



Scale in a sustainable way

Just like the Encamp platform has let us blaze a new trail, it has also paved a path for Encamp's growth as a company. As we scale, we plan to do it in a carefully measured and sustainable way. We'll continue to improve our platform and introduce new capabilities. We'll build our team to build our base of customers. And we'll always ensure the resources our customers need to meet their environmental compliance obligations.

At the same time, we understand our culture must uphold our core values and how we work. While we'll expand and nurture our culture to welcome new Encampers, our values simply can't be compromised. Nor should they be. More than just environmental compliance, innovation, and our continued vision for the future, Encamp's culture will be what steers us through new phases of growth and new generations of trailblazers.

Encamp will always make sure we attract the best and brightest people and put them in roles that let them grow with us. We'll let them take ownership, learn, expand their skills, and impact our company's success.

We'll make sure they're Happy Encampers in the truest sense!

ENCAMP

[CAREERS](#)

[LINKEDIN](#)

[GLASSDOOR](#)