

# Sustainability



**SOUND**  
COMMUNITY BANK

environment.  
community.  
workplace.  
financial stewardship.

Our commitment to ease,  
access, transparency and  
sustainability is at the center  
of all initiatives.



# Sustainability

At Sound Community Bank, we made a strategic commitment to providing sustainable, secure financial services and support for individuals, businesses, communities and employees. We focus on initiatives like excellent financial performance, green products and services, superior client service and employee benefits that enhance employee relations and expand our productivity. In 2013, the Senior Management team led a focused effort to more fully integrate sustainability and corporate social responsibility into our day-to-day operations. We believe these efforts are the right thing to do and that they result in satisfied clients, engaged employees, and sustainable financial performance for years to come. We think you will enjoy learning more about our efforts in 2013.

## **Laura Lee Stewart**

President/Chief Executive Officer  
Sound Financial Bancorp, Inc. and  
Sound Community Bank

## **Matthew P. Deines**

Executive Vice President/Chief Financial Officer  
Sound Financial Bancorp, Inc. and  
Sound Community Bank

## **Matthew F. Moran**

Executive Vice President/Chief Credit Officer  
Sound Community Bank

## **Kelli Nielsen**

Senior Vice President/Retail Banking  
Sound Community Bank

## **Marcus Mann**

Marcus Mann is CEO of his company, Sound Predictions, retained by Sound Community Bank as part-time Senior Executive for Human Resources and Organizational Development.



As a 5 Star Built Green spec home builder, I try to buy locally made products that have the least impact on our environment.

Imagine discovering that I can obtain construction loans from a bank that values sustainability as much as I do! Sound Community Bank meets Martha Rose Construction's criteria for locally owned, socially responsible and caring about the environment.

-Martha Rose,  
Martha Rose Construction



When I first became an employee at Sound Community Bank, I was amazed to learn how many employees had been here for many, many years. After my first year, I understood why employees stay! Sound Community Bank not only values their customers, but employees alike. Through programs like gym reimbursement, tuition reimbursement, yearly bank clothing allowance, and annual parties – plus excellent health benefits – employees feel valued. This is a sustainable business model that keeps employees happy, healthy and here for the long term.

– Eleanore Marave, Asst. Branch Manager



# Financial Stewardship

"Superior" safety & soundness rating from Bauer Financial

Return on Equity ratio of 9.74%, Dividend Payout ratio of 9.85%, & 62.50% Stock Appreciation are proof of responsibility to shareholders

Total Equity to Assets ratio of 67.30% demonstrates commitment to financial strength

16.65% Insider Stock Ownership ratio exhibits commitment by Board of Directors & employees

110.55% Loan to Deposit ratio displays commitment to the communities we serve

67.30% Efficiency ratio makes evident our commitment to preserving resources

# Community

96% employee participation in Corporate Giving Campaign

1,100+ hours volunteered within communities

119 non-profit checking accounts offered free to nonprofit organizations

95.5% average client satisfaction score

Finalist in "Best of the Peninsula" for Best Place to Bank 2013

Nearly \$155,000 given to communities in 2013

317 youth enrolled in Bank-sponsored financial literacy programs

8.47% average market share in communities where we do business

59 charitable events & activities

# Workplace

Two employees retired after 20+ years at the Bank; two former employees returned to work at the Bank

11 promotions, eight officer titles awarded, & two graduates from the Washington Banker's Association Executive Development Program

Subsidized medical premiums as low as \$25 per month

\$95,803 in matched 401K contributions

85% employee participation in the Bank Wellness Program with monthly gym dues reimbursement

Quarterly bonus paid over 100% for three out of four quarters

\$32,500 in awards from the KardioFit Wellness Program

Two employee participants in the Tuition Reimbursement Plan

## Front Cover Photos (L to R)

- Sequim employees work with the Sequim Food Bank
- Employees (and Sounder, our Orca Whale mascot) walk in the Irrigation Festival Parade
- Business Development employees work to stuff 150 backpacks with school supplies for Mountlake Terrace Elementary School

## Back Cover Photos (L to R)

- Employees march in the Brier SeaScare Parade
- Sound Community Bank Foundation granted funds to overhaul the lights and sound system at Sequim High School Auditorium
- Port Angeles employees volunteer at the Clallam County Fair kitchen

We have been working with Sound Community Bank for over 10 years. In this time, the Bank has shown an interest and honest dedication to improving building practices by reusing and re-purposing building materials - coupled with the practice of sourcing local, sustainably manufactured non-toxic materials.

This is considerably healthier for customers and staff alike! Whenever possible we use natural materials that can be recycled at the end of their lifecycle. When there are materials and components from an existing structure that can't be used by the Bank, we've made them available to the community instead of the landfill. The Bank also implemented additional sustainable practices including use of high-efficiency lighting with occupancy sensors, low-water landscaping incorporating native plant species, alternative energy systems, and storm-water retention!

-Aaron Kang-Crosby, Spore Architecture



## Environment

Technology initiatives eliminated over 100,000+ printed pages

Electronic services eliminated 2,000,000+ paper transactions

60% of clients chose electronic statement delivery, eliminating 100,000+ paper statements

Sought & maintained partnerships with environmentally conscious clients - preferential rates for eco-friendly vehicles & homes, funding for solar energy businesses, & environmentally sustainable housing projects

Donations & employee volunteer hours given to ecologically conscious organizations such as the Woodland Park Zoo, the Seattle Aquarium, & The Whale Trail

Took advantage of daily bank operations to reduce, re-use, & recycle - energy efficient servers; computers refurbished, donated, or recycled at the end of their life cycle

Employees encouraged to utilize scanning & email resources, & incited to use public transportation

Every office recycles, & facilities are built & retrofitted to reduce energy use & enhance sustainability efforts

54% of clients utilized online banking & 77% of clients held a debit card for checkless transactions



Recycled paper used for printing this sustainability piece.

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