



Positive Impact Report 2024





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Using Business as a Force for Good



Welcome to The Synergy Company's fourth annual Positive Impact Report!

Within this report, we describe the philosophies, governance systems, decision-making processes, actions taken, and outcomes achieved in the areas of social and environmental responsibility. We are thrilled to share the challenges and opportunities we experienced this year in using our business as a positive force for transforming personal and planetary wellness.

As a relatively small, privately held company based in the United States, The Synergy Company is not obligated to disclose our social and environmental practices or performance. However, we have voluntarily incorporated as a public benefit corporation in the state of Utah and now publish an impact report each year in compliance with the statutory requirements of that business entity type. We believe

transparency fosters trust. By sharing this report with you, we aim to enhance your understanding, trust, and confidence in our business.

The Synergy Company prioritizes creating and delivering long-term value over gaining short-term business advantage. We organize our work to be a dependable resource for you—our customers, employees, suppliers, and community—now and in the future. Thank you for joining us in this journey and contributing to the paradigm shift so badly needed throughout the business world. As we look ahead to 2025 and beyond, The Synergy Company is deepening its focus on the wellness needs and desires of our consumers, minimizing sources of waste in our business operations, and regenerating social-ecological systems around the globe.

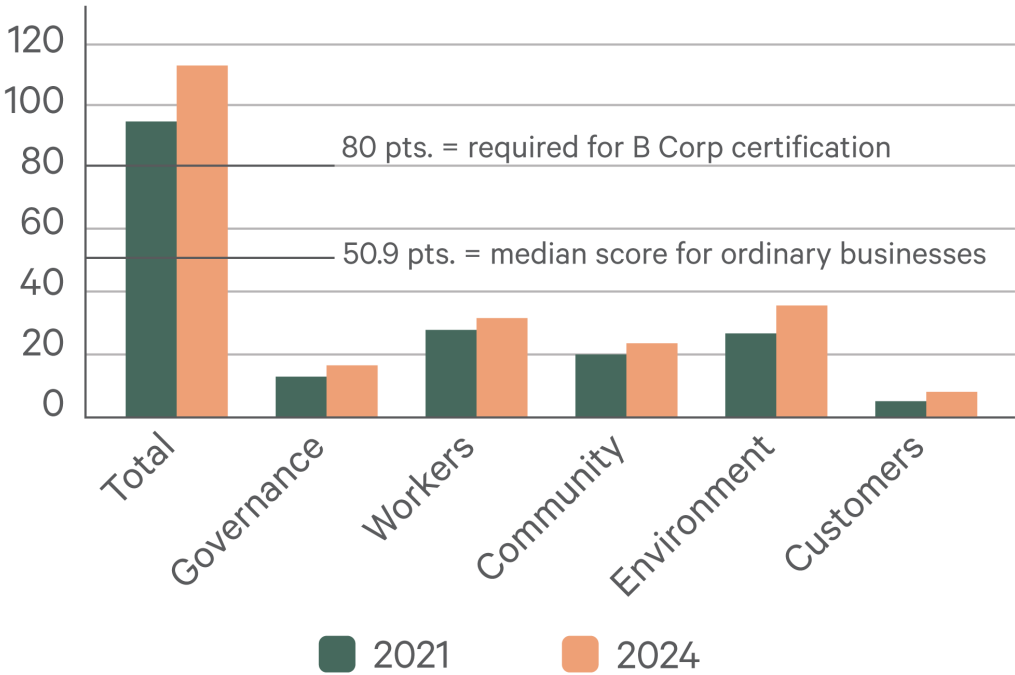


B Corp Recertification

Certified B Corporations are mission-driven businesses that aim to use their business as a force for good, balancing profit with positive social and environmental impact. The rigorous certification process considers impact areas like governance, workers, community, environment, and customers.



The Synergy Company (Pure Synergy)
B Impact Assessment



In 2024, The Synergy Company recertified as a B Corp with a remarkable 19% increase in our B Impact Assessment (BIA) score. Our recertification as a B Corp, alongside this substantial increase in our BIA score, highlights our approach to sustainability, transparency, and ethical business practices as a tool for positive change.

With a score of 111.3, The Synergy Company significantly surpasses the 80 points required for B Corp certification and the 50.9-point median for ordinary businesses. This exceptional achievement solidifies Synergy's leadership in corporate responsibility practices, setting a high standard for what is possible when businesses focus on making a positive impact.

Our success stems from the unwavering support of our owners and executive team, the hard work and dedication of our employees, and the pride our suppliers have for producing high quality, organic ingredients for us to use in our supplements. But we never rest on our laurels. As we continue to evolve and expand our impact, we remain focused on Synergy's mission to nourish and enhance your life experience, cultivating the innate potential within each of us, nourishing the health and well-being of people, place, and planet. The continuous improvement efforts behind Synergy's B Corp recertification demonstrate that we do not just talk about change – we make it happen.

Other Frameworks for Sustainable Development

The Synergy Company weaves sustainability and social impact into every facet of our value network. Linking personal and planetary wellness demands that we take a systems view of our business activities and impacts. In recent decades, several frameworks have been established to help businesses, non-governmental organizations, and nation-states organize their efforts around global sustainability needs. In addition to B Corp Certification and the BIA, some of the frameworks we frequently reference include the United Nations Sustainable Development Goals, Project Drawdown, Science Based Targets initiative, Global Reporting Initiative, International Standards Organization, and others.

The United Nations Sustainable Development Goals (UN SDGs) provide valuable guidance for our social and environmental impact efforts, linking us to global sustainability initiatives. The UN SDGs are a set of 17 interconnected global goals designed to achieve a better and more sustainable future for all. These goals address the global challenges we face, including poverty, inequality, climate change, environmental degradation, peace, and justice. Adopted by all United Nations Member States in 2015, the SDGs are part of the 2030 Agenda for Sustainable Development, which provides a shared blueprint for peace and prosperity for people and the planet.

THE GLOBAL GOALS For Sustainable Development



This report highlights our progress in addressing ten selected SDGs:





Environmental Impact

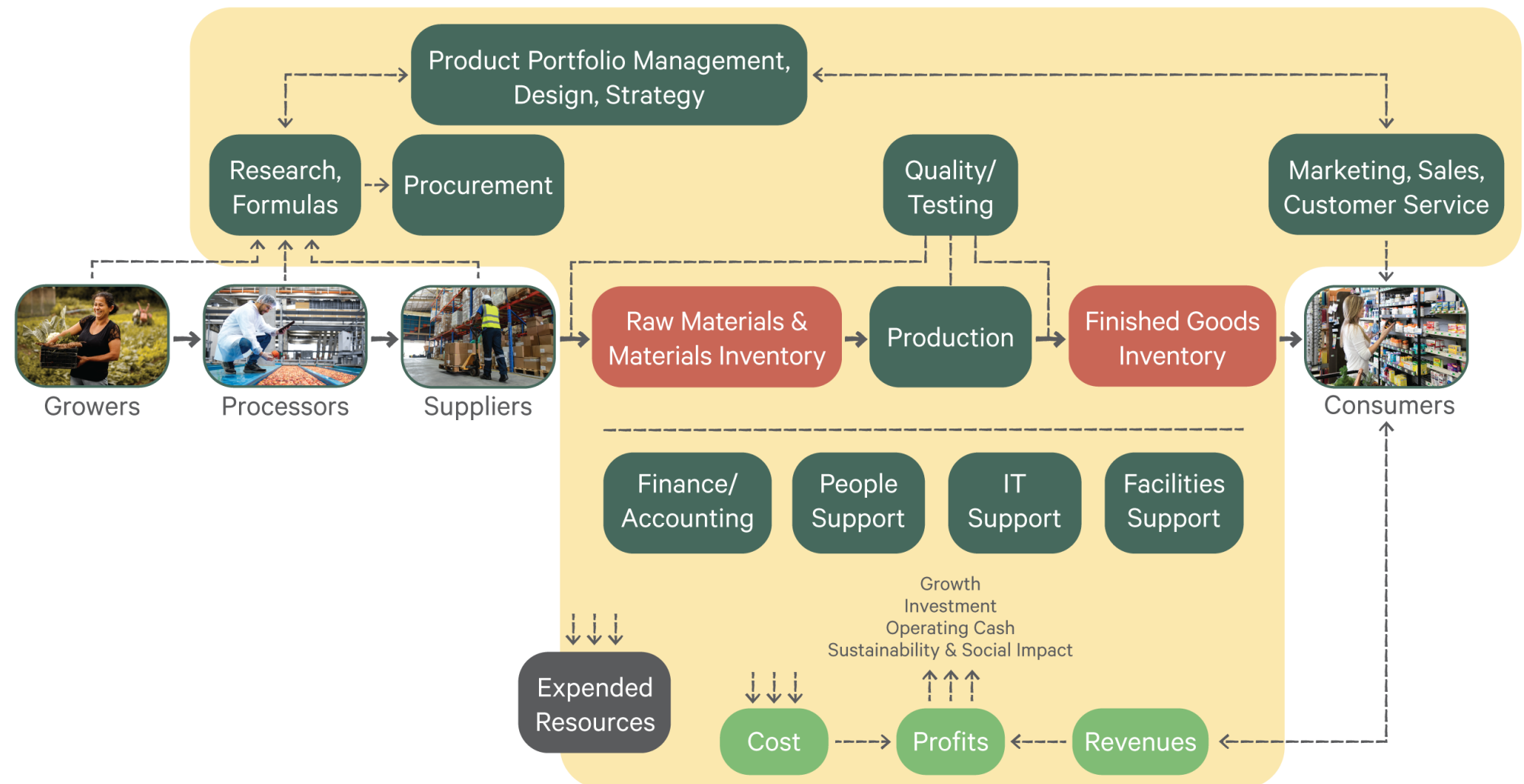


The Synergy Company tracks several metrics to understand how our business activities impact the planet. Chief among them are greenhouse gas emissions (GHGs), waste generation and landfill diversion rates, and natural resource consumption. While we have yet to develop a manageable soil health monitoring program with our key suppliers, The Synergy Company is deeply committed to purchasing botanical ingredients grown using certified organic and regenerative agricultural practices. Several studies have shown the benefits of organic agricultural practices in building and maintaining soil health.

Our Value Stream Map

In 2025, The Synergy Company is excited to onboard a new software service to streamline and enhance the data collection, management, analysis, and reporting of environmental, social, and governance data. NorthStar Carbon Management will serve as an effective, centralized system for improving data visibility, generating actionable sustainability insights, and including

more internal and external participation in value-stream sustainability projects. At The Synergy Company, we're moving sustainability from a department-level function to a company-wide lens and approach to business. To this end, we look forward to launching a quarterly sustainability education series for our employees.

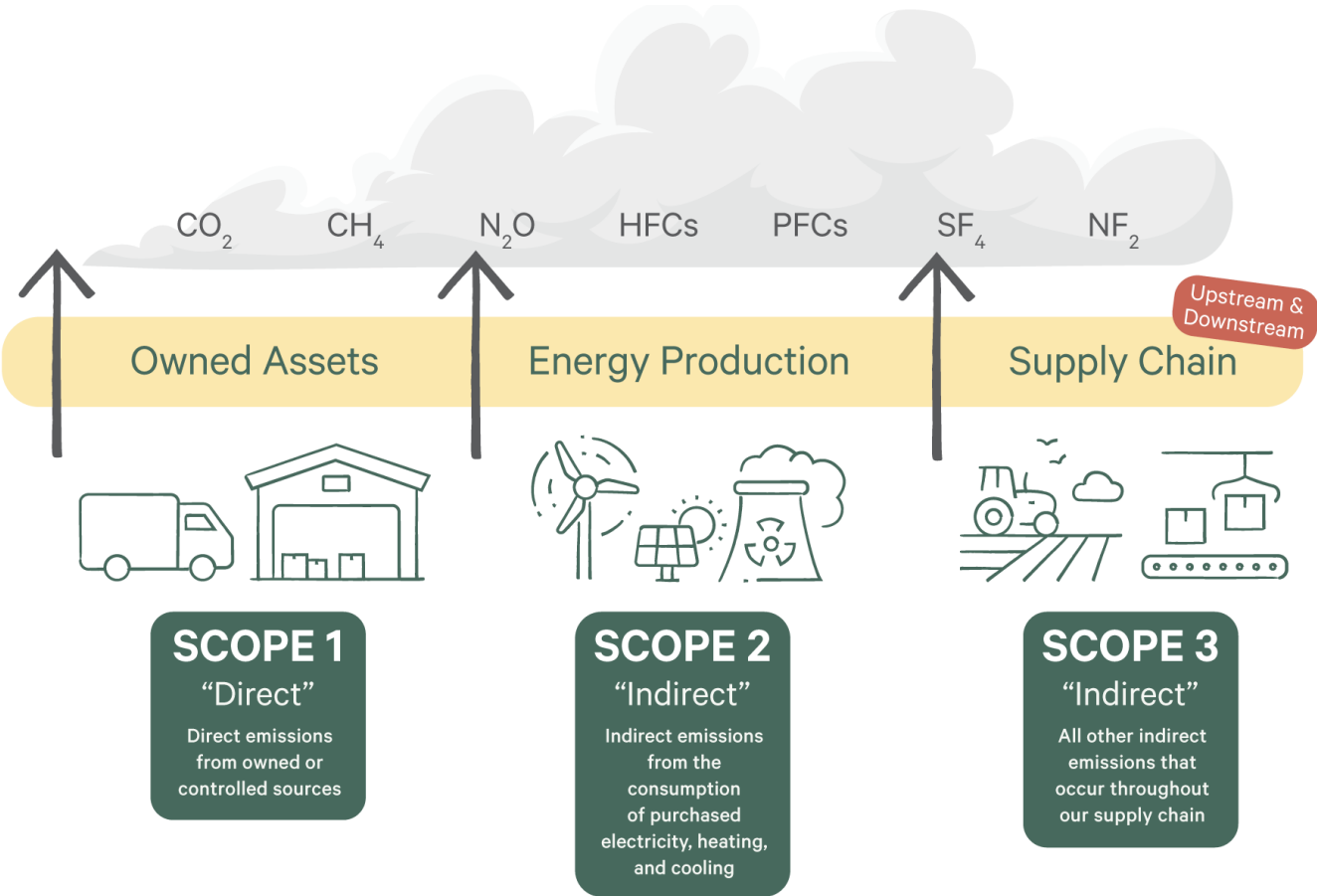


Companywide Greenhouse Gas Emissions

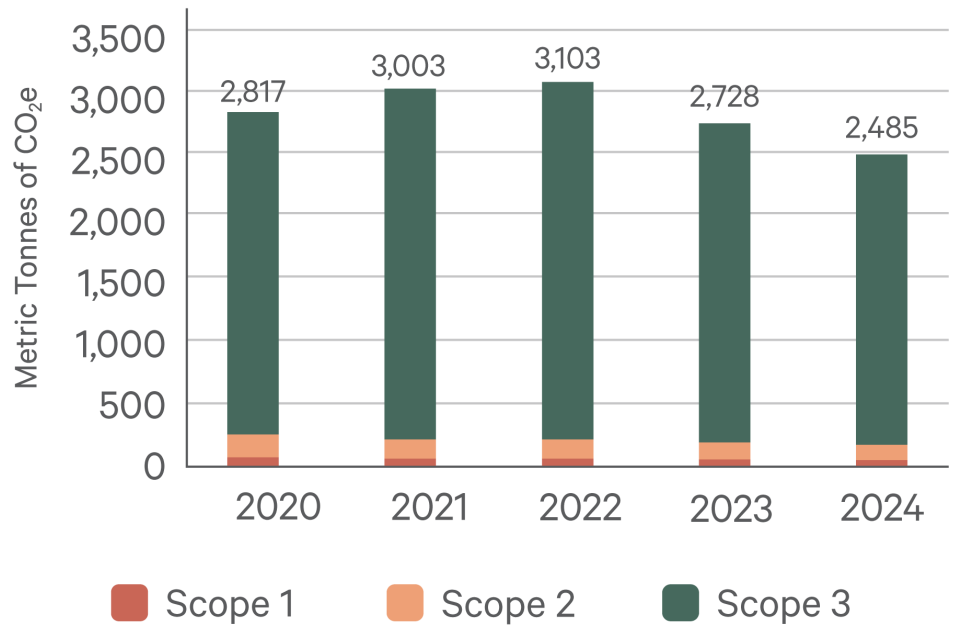
Greenhouse gas (GHG) emissions represent a crucial metric for tracking The Synergy Company’s environmental impact. GHGs are the primary driver of climate change, which represents the most pressing environmental issue of our time. By measuring and reducing our GHG emissions, we aim to mitigate climate change and its associated impacts, such as rising global temperatures, extreme weather events, and sea-level rise.

If unaddressed, these environmental changes could diminish the quality and reliability of our botanical ingredients. Therefore, supporting climate change mitigation efforts also supports our business continuity. Lastly, because climate change impacts disproportionately affect less industrialized and lower income regions, we acknowledge the link between climate action and social responsibility.

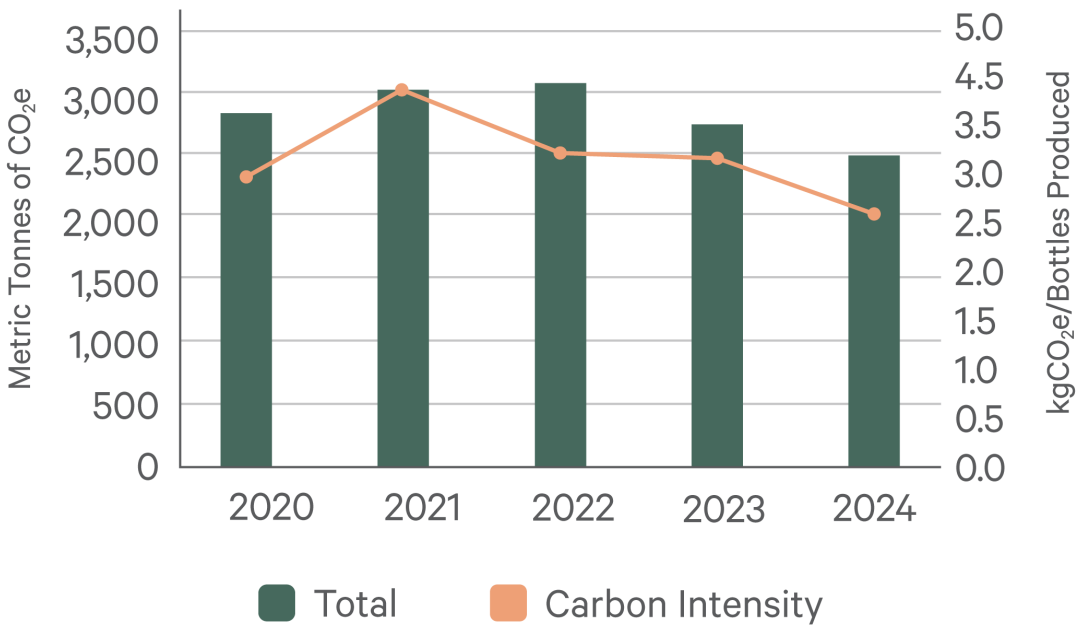
The Synergy Company’s GHG inventories serve as a comprehensive indicator of our business’s overall environmental footprint. This includes:



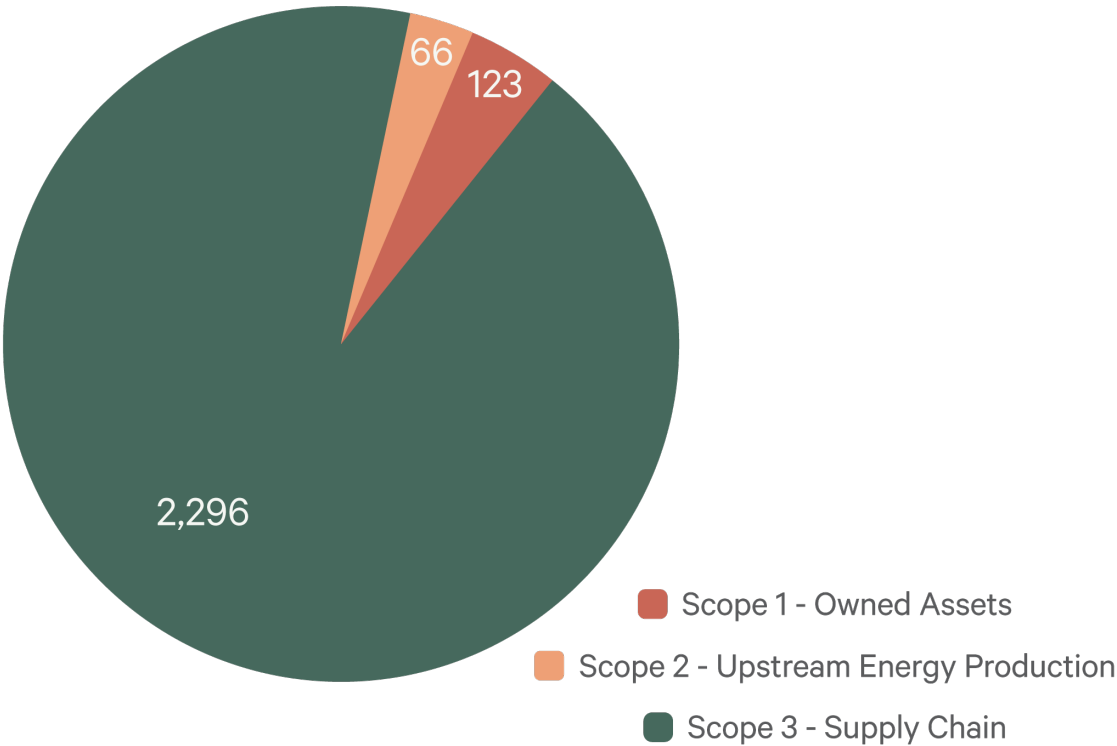
Total GHG Emissions in Metric Tonnes of CO₂e



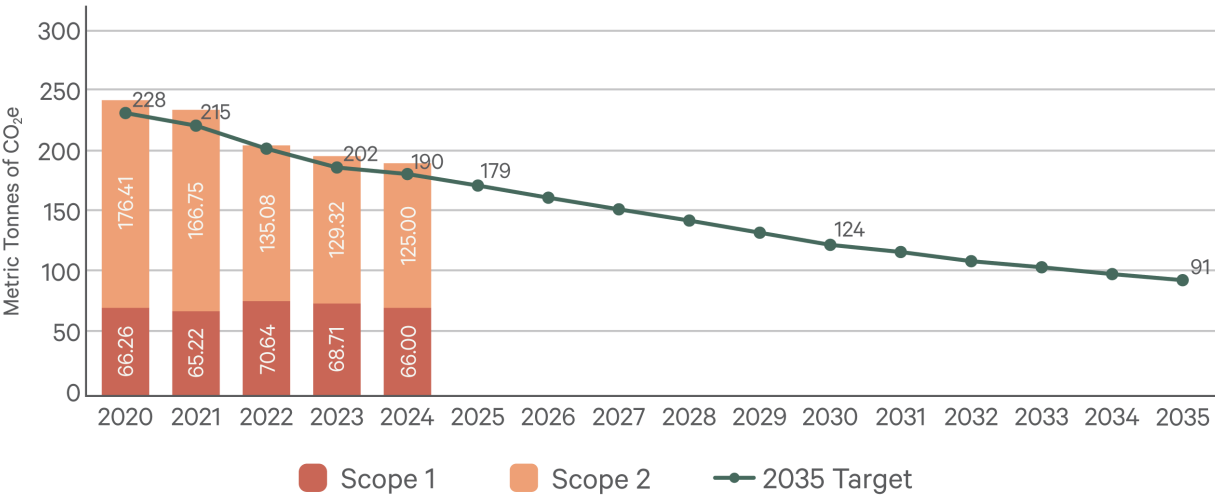
Carbon Intensity



GHG Emissions By Scopes During 2024



Scope 1 & 2 with Reduction Target



By tracking our GHG emissions, we have identified key areas for improvement and set reduction targets. For example, our GHG inventories have highlighted triple-win outcomes associated with secondary packaging changes, fulfillment and logistics changes, and warehouse space utilization. These improvements fully align with our broader goals related to operational efficiency, improved employee experience, and cost savings.

across these Scopes by 4.2% each year, on average. We have made good progress on this reduction effort, as evidenced in the graph above, yet still have more work to do. In 2025, we will look for additional energy efficiency opportunities and further evaluate the installation of rooftop photovoltaic (PV) solar arrays, which could reduce our energy related emissions by up to 85%. Our primary challenge in this endeavor is overcoming the significant capital raise required to fund up-front costs.

We can achieve that goal by reducing our emissions

To do our part in meeting the GHG emissions reductions necessary to maintain global warming to 1.5° C or less, we need to reduce our base year (2020) Scopes 1 and 2 emissions by 63% by the year 2035.

↓ 63%

Ingredient-Level Carbon Footprints

The cultivation, harvesting, processing, and upstream transportation of botanical ingredients we purchase account for The Synergy Company’s largest sources of GHG emissions. Although the figures vary from year to year, our spend on these critical product inputs consistently account for roughly two-thirds of our company’s total emissions. Emissions reductions in this area represent the greatest potential for us to reduce The Synergy Company’s environmental impact.

Mitigating emissions related to our ingredient supply chain falls outside The Synergy Company’s direct control. Therefore, our ability to drive change relies on data visibility and collaborative problem-solving. By establishing a detailed understanding of the activities that generate emissions in our ingredient supply

chain, we can identify the intervention areas with the greatest reduction potential and then work with our supply partners to implement effective solutions. Unfortunately, limited information exists on the highly specialized and relatively low-volume ingredients we source.

In the fall of 2024, we began collecting primary data in our ingredient supply chain by working directly with our key suppliers to measure emissions at each stage of the farm-to-factory process. Because this task can be time-consuming, costly, and require specialized technical knowledge, The Synergy Company joined a pre-competitive collaboration convened by the Sustainable Herbs Initiative to overcome these challenges.



Scope 3 Impact Assessment Areas



The Scope 3 Working Group, as it’s called, operates on the premise that purpose-driven companies can do more together than they can alone. By forging industry partnerships, we can share resources to address shared challenges. While doing so, we also learn, grow, and enhance our collective impact together. Our experience suggests that transparency and trust increase our capacity to identify, share, and apply best practices that improve the global botanical industry.

Our ingredient-level life cycle analysis is ongoing. However, we have already derived many insights that are actively influencing our work and that

of our collaborators. We have identified multiple soil management opportunities related to tillage, composting, and crop residue management. As our ingredients undergo different processing stages that may include freezing, drying, concentration, or extraction, with transport between the different stages, we have identified co-investment opportunities for emissions mitigation projects. Perhaps most importantly, we have developed repeatable and scalable methodology that is more cost-effective and accessible for use throughout the remainder of our supplier network.



Our Natural Resource Consumption

Over the past five years, we've managed to reduce electricity consumption by 21% while continuing to grow the business. This significant achievement is the result of switching to LED lights, updating equipment operating procedures, and increasing the efficiency of our space utilization. While the challenges and costs associated with additional improvements increase, we will maintain our commitment to continuous improvement heading into 2025.

Electricity

Additionally, Synergy continues to offset all our electricity consumption through Rocky Mountain Power's Blue Sky and Subscriber Solar renewable energy credit (REC) programs. Through these programs, we supported the generation of 461,667 kWh of renewable energy resulting in 300 metric tons less of CO₂e. That is equivalent to the energy produced by 700 solar panels in one year. In total we offset 129% of our electricity consumption with clean energy.

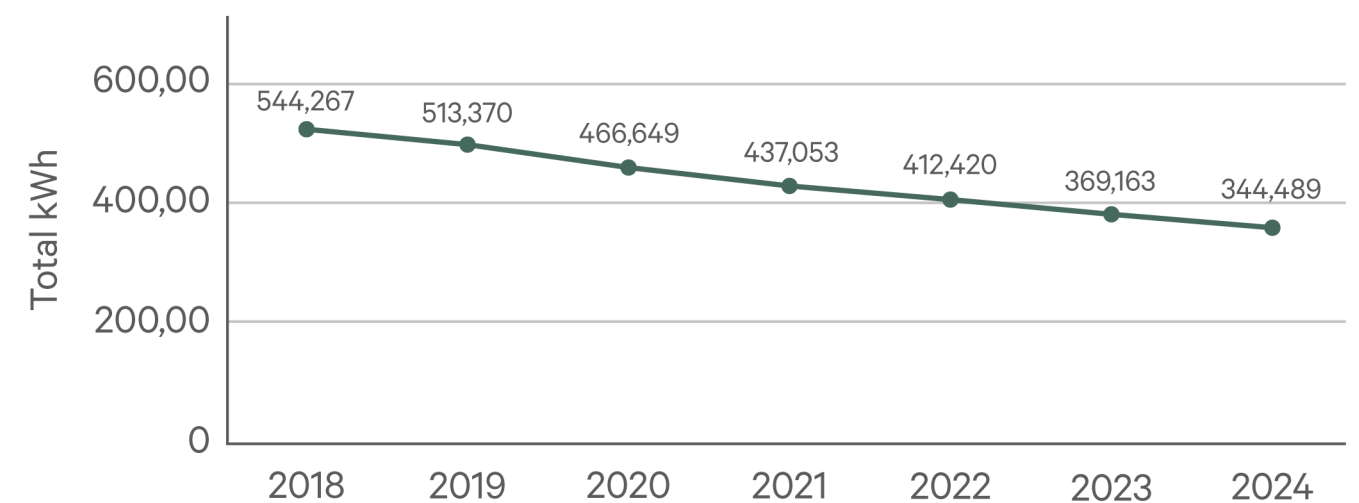
461,667
kWh
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129% of our energy consumption
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Electricity Consumption



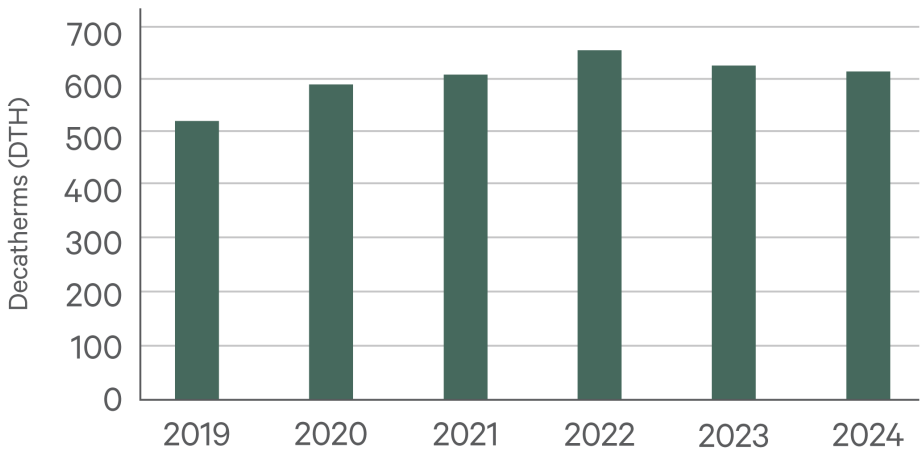
Natural Gas

Our natural gas usage has been almost constant since we began tracking and monitoring it. We primarily use natural gas for the heating systems in our buildings, including hot water heaters. We also use heat pumps to heat and cool our offices, which are more efficient than natural gas systems and lead to fewer greenhouse gas emissions.

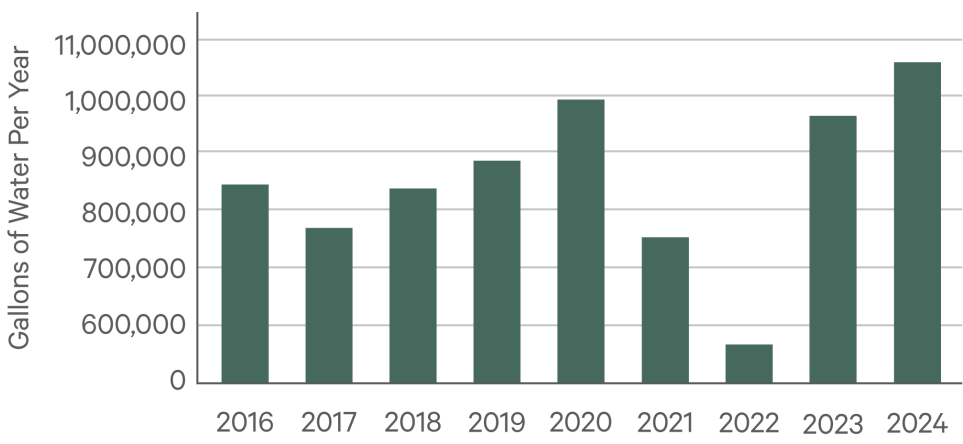
Water

The Synergy Company’s annual water usage has fluctuated in recent years. We believe it varies based on production schedules and seasonal weather patterns. To limit the water, we use for outdoor landscaping, we continue to enhance the low-impact design of our grounds and utilize xeriscaping practices wherever possible. Xeriscaping is a landscaping method that reduces or eliminates the need for irrigation. In 2025, we aim to gain an even better understanding of the sources of variance in our annual water usage figures.

Natural Gas Consumption



Annual Water Consumption





New Sustainable Packaging

In 2024, The Synergy Company committed itself to making a purposeful change to our secondary packaging. Yet finding and adopting sustainable packaging solutions presented several challenges. While looking for alternatives, we had to balance our desire for social and environmental impact reductions with product integrity requirements, consumer experience, and manufacturing operations. Additionally, the availability of packaging materials has evolved significantly, requiring additional due diligence and substantiation

of sustainability claims. Emerging state-level regulations and varying regional infrastructure for recycling and disposal complicated our assessment of the options available to us. In the end, we selected a new packaging regime that met as many of our criteria as possible. Although we view sustainable packaging as a journey rather than a destination, we are thrilled to share the impacts associated with this significant milestone. Consumers will begin to see these changes in 2025.

Goodbye plastic, and welcome FSC certified 100% recycled paper!

We are thrilled to finally, and fully, eliminate the use of bubble bags in protecting our glass bottles during shipment.

Changes in the way we protect our glass bottles during shipment will result in a **46%** reduction in packaging-related carbon emissions.

The **42.41** metric ton reduction in carbon emissions is equivalent to 39 round-trip flights between our corporate headquarters in Moab, UT and New York City,

We also estimate a **41%** reduction in the toxicity impact of our packaging materials.

We will use **40%** less material to fill empty space in our packages, known as void-fill.

We will use **3,362** pounds less cardboard each year by switching to corrugated shipping boxes that are **10% lighter** than our previous version.

This FSC certified, 100% recycled mailer and recycled paper used in our shipping is also fully recyclable in all home- and commercial-recycling systems.



What does FSC certified mean?

The Forest Stewardship Council (FSC) verifies responsible forest management. They certify forests that ensure the protection of biodiversity, wildlife habitats, and carbon sequestration.



Our Journey Towards Zero Waste

Zero waste is one of the most promising climate solutions. Zero waste is a whole-system response to the problem of unsustainable resource flows. In essence, zero waste is about maximizing resource recovery and minimizing waste at every stage—from product creation to disposal. It maximizes diversion from landfills and reduces waste at the source, with the goal of striving for more-sustainable solid waste management practices. Achieving zero waste will require sweeping changes that extend well beyond any one entity’s control.

At The Synergy Company, we are dedicated to advancing the circular economy by embracing zero waste practices. Zero waste is more than just recycling—it’s about finding circular solutions with our business-to-business partners, designing our processes and consumer-facing packaging to minimize waste and toxicity, and advocating for regulatory changes. By reusing, recycling, and repurposing materials, we aim to reduce our environmental impact.



Landfill Diversion Efforts

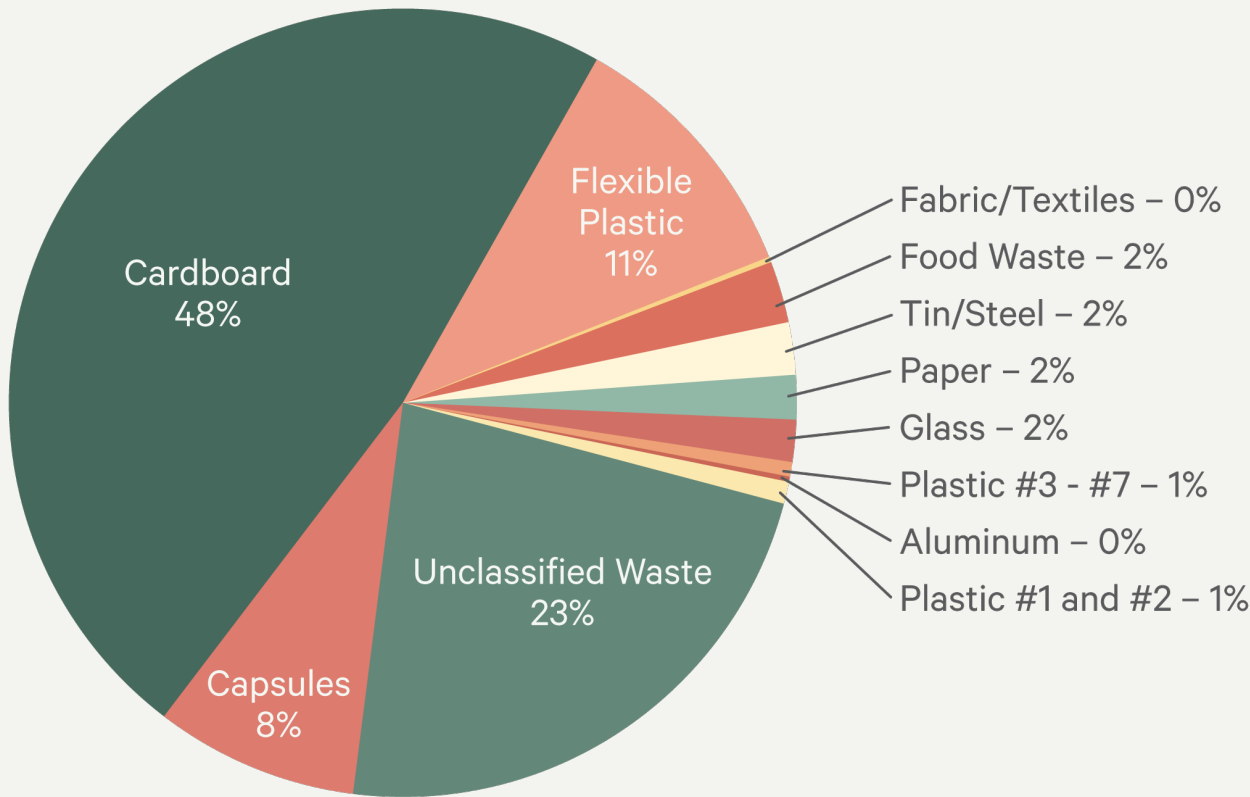
We initiated several zero waste initiatives in 2024.
In October, we completed our second annual Waste Audit.



Afterwards, we established a partnership with some local businesses to collect, consolidate, and recycle thin film plastics that become waste within our manufacturing operations or supply chain activities. We even encourage employees to bring their own plastics that aren't curbside recyclable

to our on-site collection bins. To divert these thin film (e.g. polyethylene) plastics from the landfill, we began testing a recycling partnership with a grocery retailer that already has a program in place:

Waste Material Composition



1

Our thin-film plastic is combined with other plastic packaging used in-store.

2

Once collected, the flexible plastic packaging is cleaned and melted into hard plastic.

3

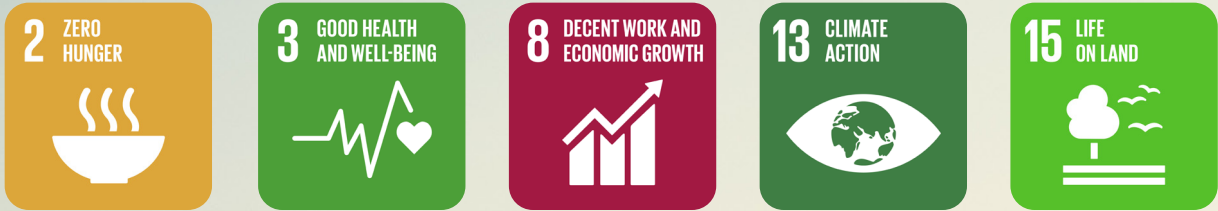
That hard plastic can be remolded to make new recycled products, such as composite decking, park benches, picnic tables, reusable shopping bags, and more.

Polyethylene accounts for about 11% (5,200 lbs.) of the total annual waste we produce, so it's exciting for us to develop a landfill diversion program for this hard-to-recycle material.

Additionally, we collect and recycle glass bottles, a significant effort since Moab's single stream recycling system no longer accepts these materials. Electronic and hazardous waste is also collected at Synergy and recycled at the local recycling center. Electronic waste, or e-waste, refers to discarded electronic devices that often contain hazardous materials such as lead and mercury, which can pose significant environmental

and health risks if not properly managed. Finally, we compost all our organic waste on-site.

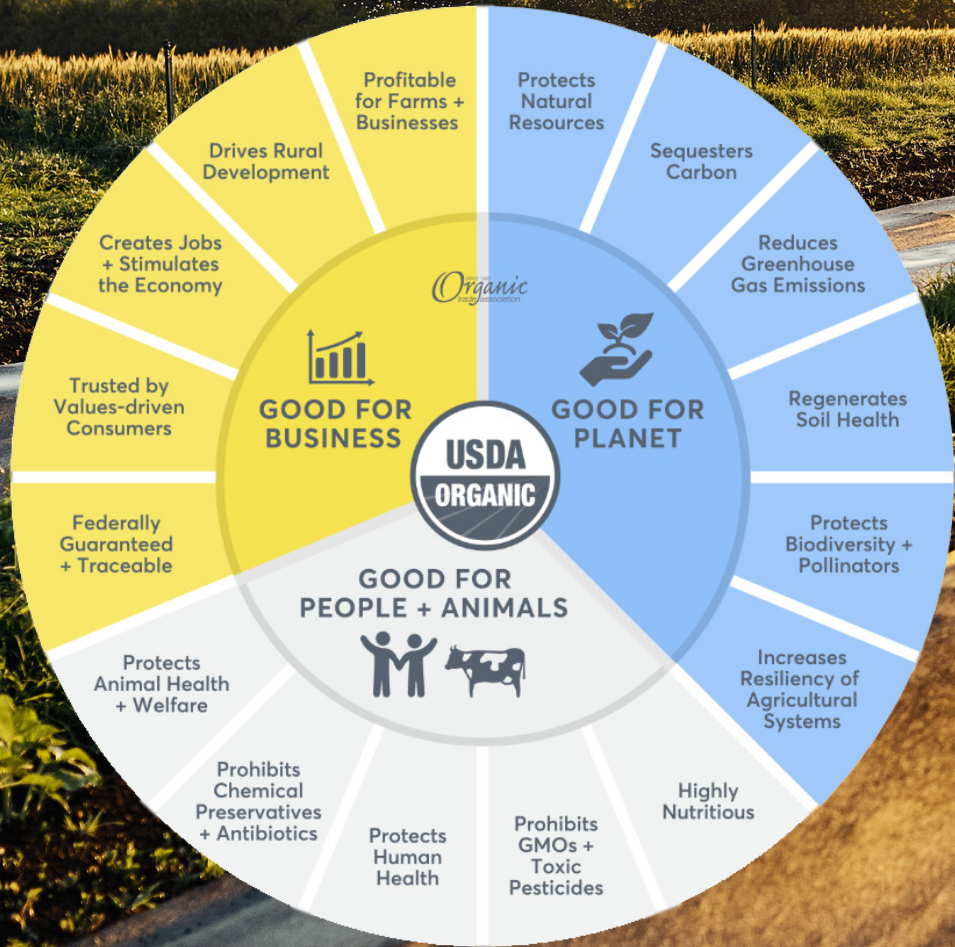
We also recognize the importance of extended producer responsibility (EPR) and support efforts for state-related legislation. Our goal is to become a zero-waste facility, diverting over 90% of our waste from landfills. We have not yet reached this milestone, but every move in the direction of zero waste is meaningful; these initiatives help us save energy, reduce greenhouse gas emissions, and lower waste collection costs, all while supporting our community.



Our Commitment to Organic Ingredients

Organic agriculture is good for people, good for the planet, and good for business.

In 2024, we purchased 389,274 Kg of organic botanical ingredients and 73,070 Kg of conventional ingredients. We prioritize sourcing certified organic ingredients whenever possible, utilizing conventional ingredients only when certified organic options are unavailable. Regardless of the certification status, all ingredients are vetted to strict standards which comply to the US National Organic Program (NOP). We also prioritize the inclusion of fair labor certifications whenever possible.



Number of Finished Goods (2024)	
# FGs w/ Certified Organic + Made with Organic Certification	71
# FGs w/ Organic Certification (95%+)	53
# FGs w/ Made with Organic Certification (70-94%)	18
# FGs w/o Organic Certification (<70%)	7
% FGs w/ Organic Certification (70-100%)	91%
FGs 95% or above Organic (Certified Organic)	68%
FGs Made w/ Organic Certification (70-94%)	23%
% FGs Not Organic (<70%)	9%



Responsible Sourcing

To earn and maintain the trust of our consumers, formulate supplements with as much health supporting value as possible, and create positive impact in the world at large, we dedicate inordinate amounts of time to meeting high standards of social and environmental responsibility in our value chain, specifically via our exceptional supplier relationships.

The Synergy Company works with more than 700 suppliers. We aim to establish and build supplier relationships based on trust, transparency, standards compliance, and a shared commitment to sustainability. We prioritize long-term relationships with suppliers who are equally committed to using business as a force for good by following the highest standards of social and environmental responsibility.

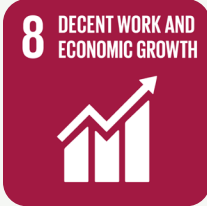


Photos courtesy of our matcha supplier



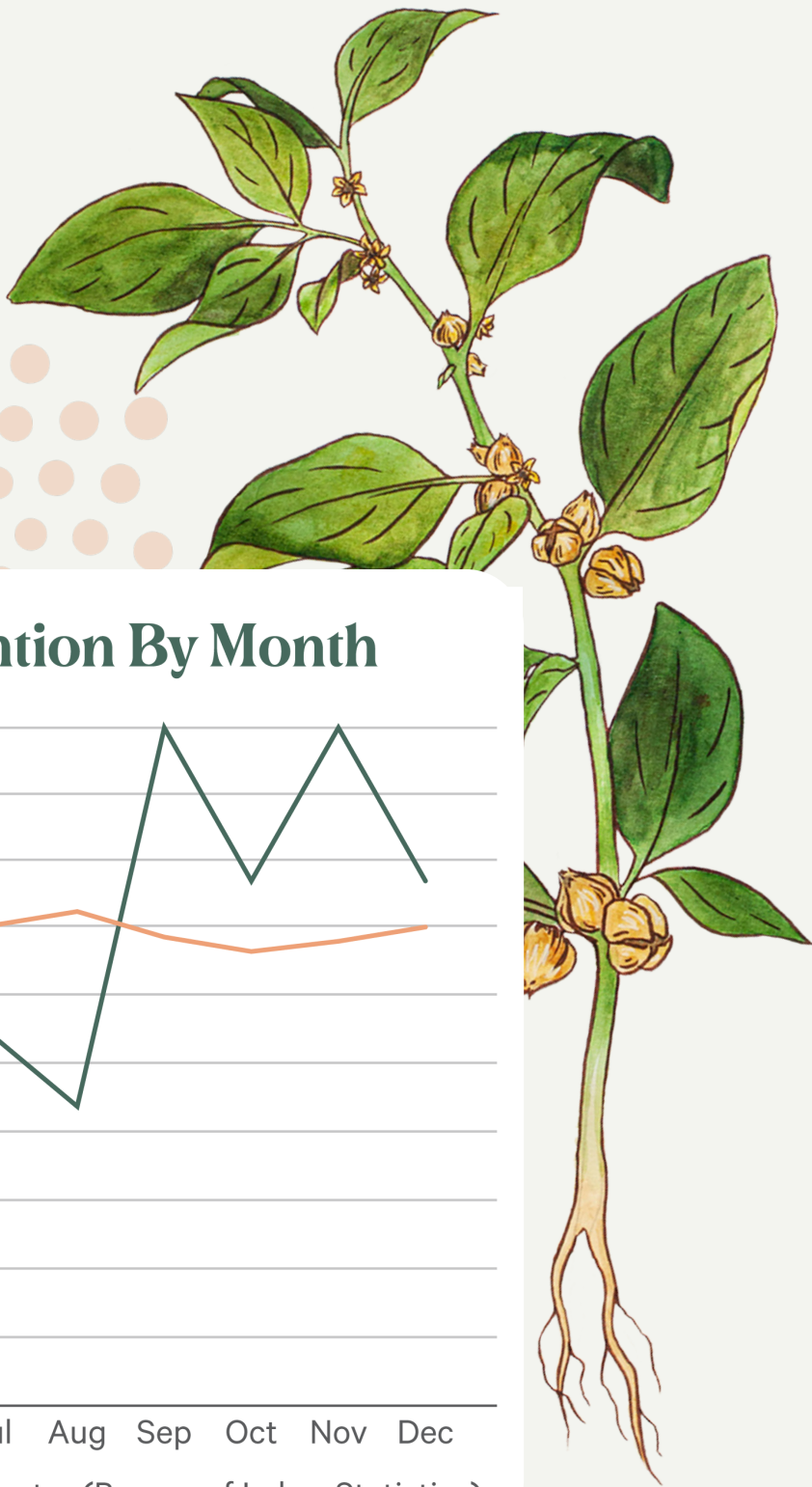


Social Impact- Employees

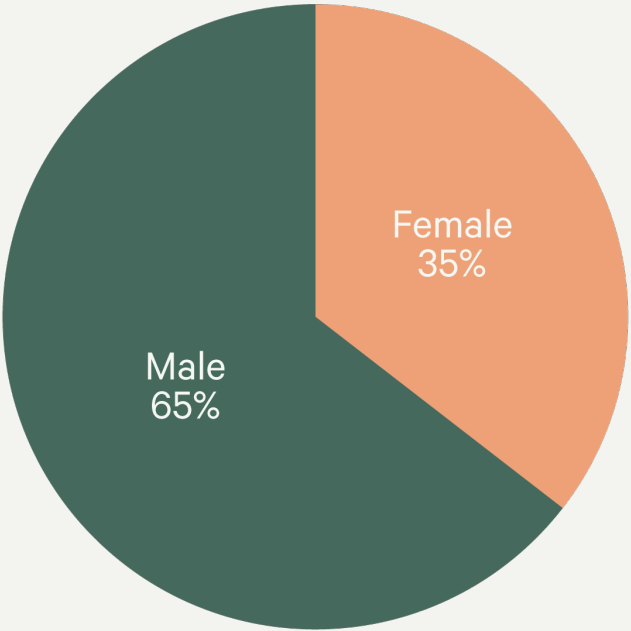


Our employees are the heartbeat of our company. While working towards top-line business objectives, we never forget that our employees are the force that moves us towards fulfilling our purpose and mission. As such, we remain steadfastly committed to fair labor practices, workplace wellness, and employee growth through learning and development.

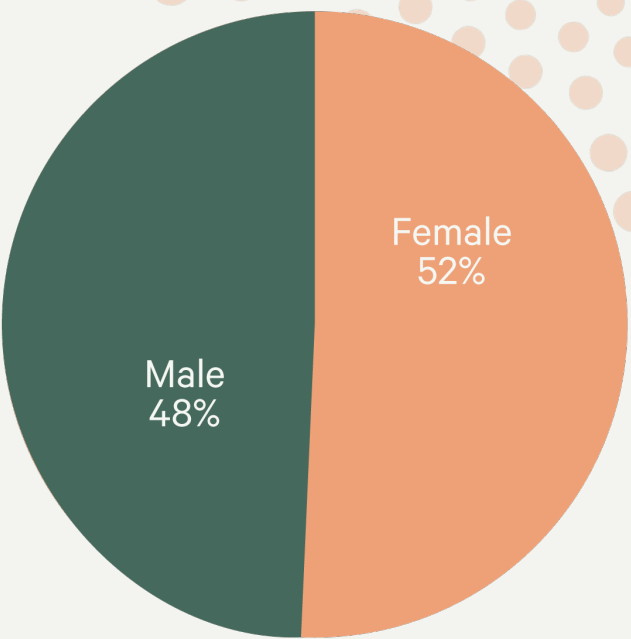
Employee Profile Metrics at a Glance



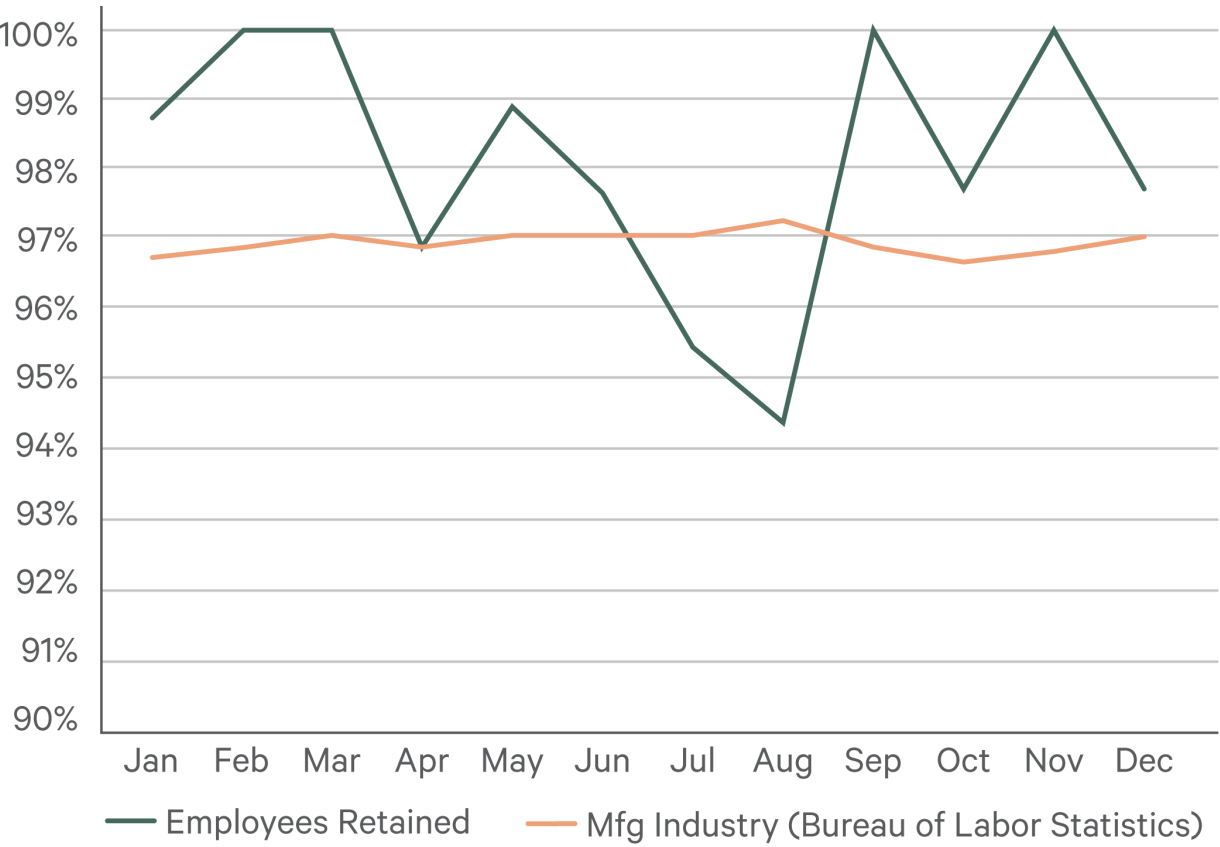
People



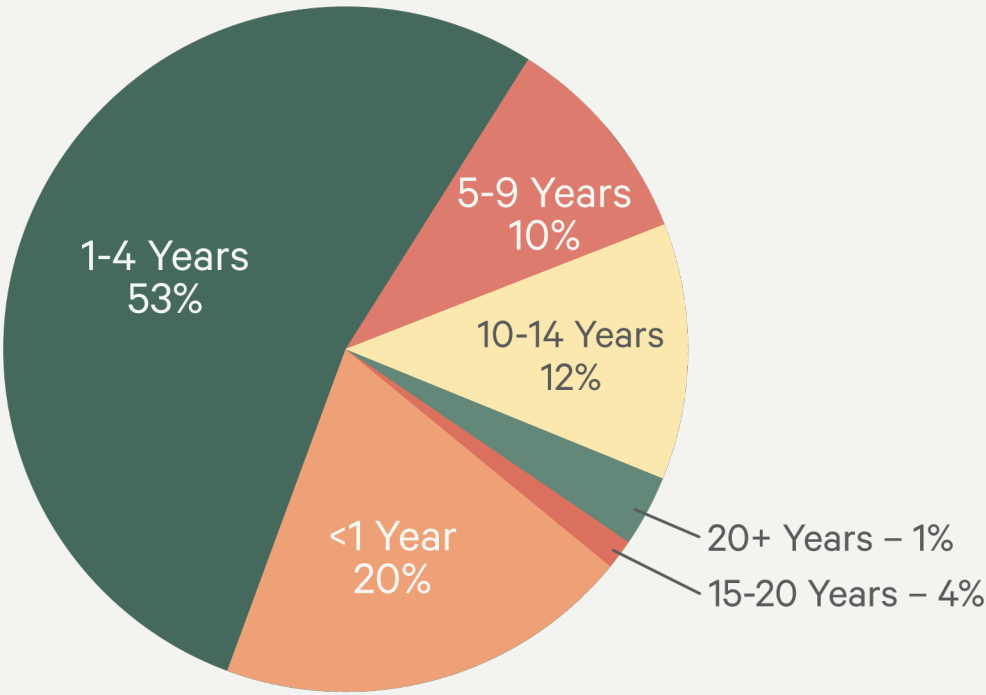
Management

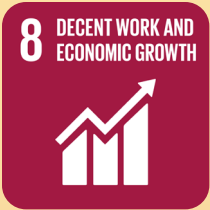


2024 Employee Retention By Month



Employees by Tenure





Fair Labor Practice

The Synergy Company continues to make strides in promoting fair and equitable pay. Last year, we completed a comprehensive pay equity analysis ahead of a planned update to The Synergy Company’s compensation structure. The analysis revealed the need for only modest adjustments rather than systemic changes. Additionally, our pay analysis indicated that 100% of employees

earned above the individual living wage, and 90% earned above the family living wage as established by the Massachusetts Institute of Technology. Our Board and executive leadership team are incredibly proud of this achievement as we work to achieve and advocate for greater equity in the business arena.

The Synergy Company adopted a new employee handbook and several new personnel policies to advance our mission and values.

Key changes included:

- Strengthening our substance free workplace policies and bolstering our support for tobacco cessation.
- Updating our guidelines on nepotism to ensure The Synergy Company remains a family-friendly work environment without compromising fairness and professionalism.
- Adding a whistleblower policy and anonymous reporting system.
- Expanding accommodations for pregnancy, childbirth, breastfeeding, and related conditions.
- Expanding several leave policies, including paid parental leave and wellness time off, to be more generous and reflective of current work-life realities.

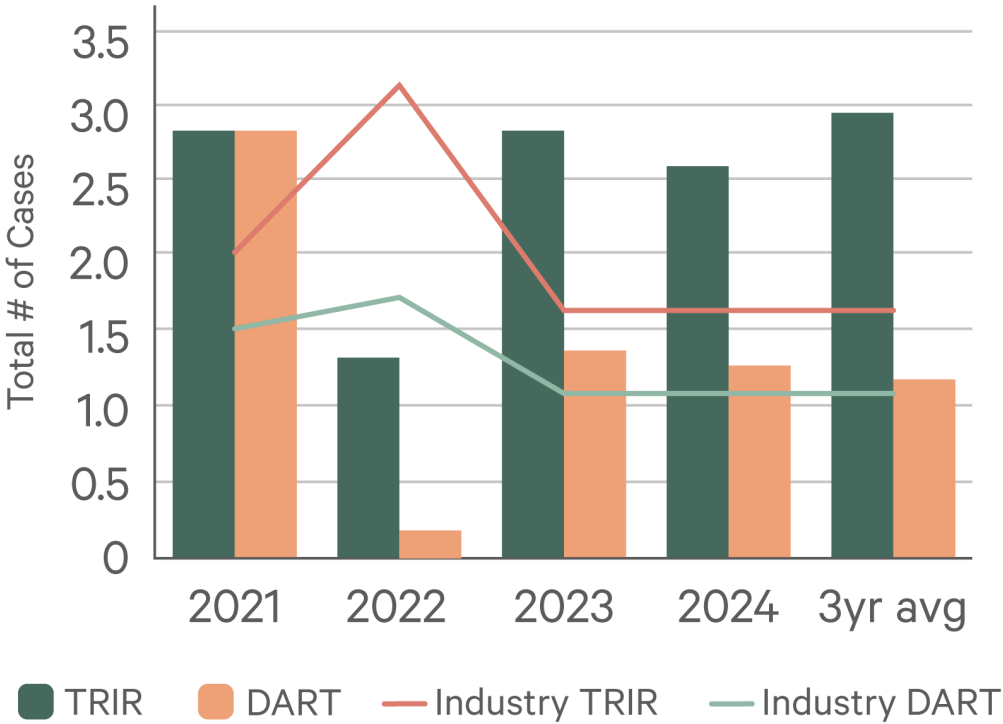


Safety

As a company with in-house manufacturing facilities, safety is a cornerstone of our operations, critical to the health and well-being of our employees, and essential to the continuity of our business. Last year, we hired our first full-time employee dedicated to environmental, health, safety and training (EHST). This individual is actively developing new programs and policies to reflect best practices for modern manufacturing facilities. Looking ahead to 2025, we have plans

to update the safety and training plans for new employee onboarding and seek acceptance to OSHA’s prestigious Voluntary Protection Program. Altogether, we aim to see our investments in EHST ensure our two key performance metrics—Total Recordable Injury Rate (TRIR) and Days Away, Restricted, or Transferred (DART)—approach zero, respectively, and, at a minimum, remain below current industry averages.

TRIR (Total Recordable Injury Rate) and Dart (Days Away, Restricted, or Transferred)





3 GOOD HEALTH AND WELL-BEING



8 DECENT WORK AND ECONOMIC GROWTH

Wellness Initiatives

At Synergy, we firmly believe in the transformative power of individualized pro-health behaviors. By prioritizing the health and well-being of our employees through comprehensive wellness programs, we not only boost productivity and workplace attachment but also effectively manage long-term healthcare costs. Our commitment to fostering a supportive and health-conscious work environment underscores the integral connection between employee wellness and the overall success and sustainability of our business.

In 2024, we supported more than **3,000 hours of paid, employee wellness time off**. Nearly

every employee at Synergy enjoyed 40 hours of paid time off to prevent burnout, address mental health needs, take care of family members, and enjoy time away from work. To further elevate the business case for pro-health behaviors, we paid out more than **\$10,000 in wellness incentives**, hosted multiple on-site wellness events, including chair massages, and provided free, fresh, organic food items in employee break rooms. In June, we hosted a summer wellness event that featured hiking and river rafting. In December, we hosted a two-day wellness event that featured financial education and empowerment, nutrition guidance, yoga, mindfulness, and hiking.



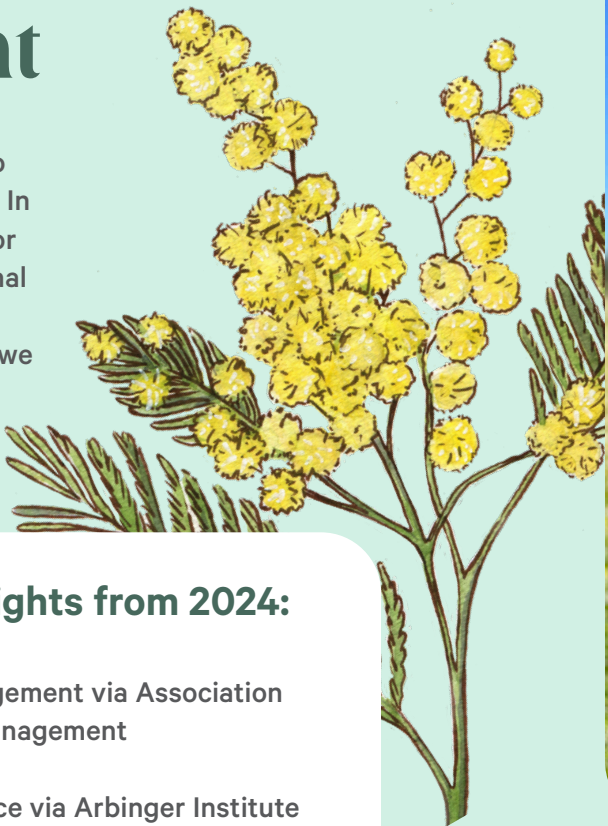
Although it doesn't serve as our motivation, receiving recognition for our workplace wellness efforts is appreciated. Last year, The Synergy Company received the Community Innovation Award and a Gold-Star Rating from the Utah Worksite Wellness Council. We also maintained our status as a Utah Top 100 Company Championing Women in the Workplace and earned a Period Positive Workplace designation. In 2025, we have plans to also become a Menopause Friendly Workplace. Given the prevalence of mental illness in our world, Synergy also plans to continue its support for education and training related to suicide awareness and prevention.



Learning and Development

In 2024, we expanded and enhanced on-the-job learning, professional development, and career advancement opportunities for staff at all levels of the organization. On average, we invested more than \$1,000 in training for every employee. We pride ourselves in being a “learning company” and celebrate the

investments our employees make into furthering their knowledge and skills. In addition to fueling internal mobility for our employees, supporting professional development enables us to create additional value for the stakeholders we touch through business activities.



Here are a few of our professional development highlights from 2024:

- Lean 101 training for all Operations employees via iImpact Utah
- Immersive, experiential “Learning Journeys” in Oregon and Nicaragua via the Sustainable Herbs Initiative
- People Manager Qualification certificate program for all people managers via Society for Human Resource Management
- Green Purchasing for Sustainability via American Purchasing Society
- Supply Chain Management via Association for Supply Chain Management
- Outward Performance via Arbinger Institute
- Mastering Product Development via Pragmatic Design Institute
- Open Book Management via ZingTrain and GRITT Business Coaching

Internal Mobility Rate





In 2024, The Synergy Company supported 41 different non-governmental organizations through monetary and in-kind contributions, Pure Synergy product donations, and employer-paid volunteer time off. In total, we donated:

\$145,776 in direct and in-kind monetary contributions

2,532 of Pure Synergy supplements equivalent to **\$91,826**

903 hours of employer-paid volunteer time

100 pairs of shoes, more than **50 coats**, and over **500 pounds of non-perishable food**

Social Impact- Community

2
ZERO
HUNGER

3
GOOD HEALTH
AND WELL-BEING

8
DECENT WORK AND
ECONOMIC GROWTH

10
REDUCED
INEQUALITIES

11
SUSTAINABLE CITIES
AND COMMUNITIES

15
LIFE
ON LAND

16
PEACE, JUSTICE
AND STRONG
INSTITUTIONS

17
PARTNERSHIPS
FOR THE GOALS

Community Partners

Here is a summary of the non-profit organizations Synergy supported in 2024 and the issues they work to address:

Moab Community Childcare and Red Rock Tots

Moab Community Childcare provides essential services to families in Moab, ensuring that children receive quality care while their parents’ work. This support helps to alleviate the financial burden on families and allows parents to pursue their careers, contributing to the local economy. Through our partnership with Red Rock Tots, Synergy provides highly subsidized childcare to its employees based in Moab.



BEACON Afterschool

BEACON Afterschool offers affordable and accessible after-school care and extracurricular learning opportunities for children in Moab. These programs provide a safe and supportive environment for children to engage in educational and recreational activities, promoting their overall development and well-being.

Grand County Fair, Moab Music Festival, and Moab Free Concert Series

The Grand County Fair, Moab Music Festival, and Moab Free Concert Series play a vital role in promoting rural community development in Moab. By providing a platform for local businesses, farmers, and artisans to showcase their products, the Fair fosters economic growth, strengthens community ties, promotes multicultural understanding, and honors longstanding cultural traditions in the region.



Moab Valley Multicultural Center

The Moab Valley Multicultural Center supports the diverse population of Moab by offering translation services, community development programs, and assistance to low-income households. The center plays a crucial role in destigmatizing the differences between sociocultural groups.

Wish for Wheels

Wish for Wheels focuses on making bicycling safe and accessible for students in economically distressed school districts (e.g. Title 1 Schools). We led the regional fundraising campaign and build event to provide a free bicycle to 225 second-grade students in southeastern Utah, helping make significant strides in advancing physical activity and mobility for the young recipients.



Seekhaven Family Crisis and Resource Center and Children’s Justice Center

Seekhaven Family Crisis and Resource Center provides critical support to individuals and families affected by domestic violence and substance abuse in Moab. The Center offers shelter, counseling, and resources to help victims rebuild their lives and achieve stability. The Children’s Justice Center operates in a similar domain while directing its support to minors. In 2024, our contributions supported general programming, burnout prevention for staff, and financial education and empowerment for clients.

Grand Area Mentoring

Grand Area Mentoring offers mentorship programs for youth in Moab, providing them with positive role models and support to achieve better behavior, self-confidence, and social development. The program helps young people develop essential life skills and fosters their personal and academic growth.

Moab Free Health Clinic and Hope Alliance

The Moab Free Health Clinic (MFHC) provides essential healthcare services to low-income individuals and families in Moab. Hope Alliance partners with the MFHC to provide low-to-no-cost vision clinics in Moab. By offering free or low-cost medical care, MFHC and Hope Alliance address healthcare disparities and support the overall health and well-being of the community.

Wellness Collective Moab

Wellness Collective Moab offers free and reduced-cost education and practitioner services to the Moab community. The organization promotes holistic health and well-being through various programs and initiatives.

Grand County School District

The Synergy Company supports several programs organized and administered by the Grand County School District:

The Health Services team offers medical services, including vaccinations, to children of low-income households. The program helps ensure that all children have access to necessary healthcare.

Extracurricular support for students offered through the Student Career and Success Center is essential for helping them develop interests, skills, and experience to pursue careers after high school.

The Sundwall preschool provides free early childhood education, which is crucial for fostering children’s cognitive and social development.

We also funded a new program that supports teachers who are pursuing credentials and professional development. This program improves the quality of education provided to youth by ensuring an adequate supply of credentialed instructors exposed to current best practices in pedagogy.

Cal-Wood Education Center and Canyonlands Field Institute

Cal-Wood Education Center and Canyonlands Field Institute offer programs throughout Utah and Colorado that promote environmental stewardship and support children’s overall development through nature-based excursions and education.

Moab Healthcare Foundation

Financial support for programs that enhance the quality of life for elderly individuals is essential for promoting social inclusion and well-being. The Moab Healthcare Foundation supports the “Magic Bus” program, which takes elderly individuals at the Canyonlands Care Center on social outings.



Moab Solutions

Moab Solutions has a two-pronged mission. They support vulnerable and unhoused populations by addressing unforeseen life emergencies promoting long-term stability. Breaking out of homelessness is incredibly challenging due to a lack of affordable housing, employment barriers, and limited access to healthcare and support services. Addressing these urgent needs can help pave the way for a more stable and resilient society.

Moab Solutions also plays a significant role in promoting local recycling efforts, especially in the popular tourist destinations throughout Moab. By encouraging recycling and providing accessible recycling options, they help reduce environmental impact and foster a culture of sustainability within the community. These initiatives are essential for maintaining the natural beauty and ecological health of Moab.

Youth Garden Project

The Youth Garden Project in Moab offers youth programming and education focused on community agriculture and organic produce. The project engages young people in hands-on learning experiences, offers on-the-job learning opportunities to high school students, contributes to local farm-to-table restaurant practices, and offers summer-camps for children of working parents.

Utah Support Advocates for Recovery Awareness (USARA) and Moab Regional Recovery Center

Supporting individuals and families on their journeys to recovery from substance abuse and addiction is critical for promoting health and well-being. Comprehensive recovery programs provide the necessary resources and support for individuals to achieve long-term recovery.

USARA prioritizes a connection-based approach to recovery from substance use disorders, while also leveraging models with proven effectiveness. In some cases, clinical treatment is necessary to treat the causes and symptoms of addiction. We support the healthy lifestyle program administered by Moab Regional Recovery Center. The center provides counseling, resources, and programs to help individuals achieve and maintain sobriety.

Wabi Sabi

Wabi Sabi supports the circular economy in Moab by promoting recycling and providing resources to local non-profits. The organization’s flagship operation – a second-hand retail store – generates profits that are immediately funneled into other organizations. Wabi Sabi therefore helps reduce waste and supports community initiatives, contributing to a more sustainable and resilient community.

Rim to Rim Restoration

Rim to Rim Restoration works to regenerate and repair damaged landscapes in Moab. The organization implements restoration projects that enhance the health of local ecosystems and support the community’s environmental stewardship efforts.



Mountain Projects Emergency Fund

Emergency relief for communities and victims of natural disasters is crucial for promoting recovery and resilience. Providing immediate support helps communities rebuild and recover from disasters. While climate-related natural disasters are increasing in frequency and impact, rapid relief and aid are essential for mitigating the effects of these disasters. Synergy provided financial support to the Mountain Projects Emergency Fund to help communities recover and rebuild after Hurricane Helene caused extensive damage in many areas of Appalachia.



Governance



Leadership



Mitchell M. May
-Owner



Jayne May
-Advisor



Eric Davis
-Advisor



Camille Cannon
-Advisor



Thatcher Vagts
-Chief Executive Officer



Julie Albrecht
-Chief Financial Officer



Simla Somturb
-Chief Marketing Officer



Craig Gygi
-Chief Operating Officer

Ownership:

Mitchell M. May Living Trust

Non-Fiduciary Board of Advisors:

- Mitchell M. May
- Jayne May
- Eric Davis
- Camille Cannon
- Thatcher Vagts

Executive Leadership Team:

- Thatcher Vagts, Chief Executive Officer
- Julie Albrecht, Chief Financial Officer
- Simla Somturb, Chief Marketing Officer
- Craig Gygi, Chief Operating Officer

Thank You!

