

Leadership Gifts

The following individuals and organizations listed below have made generous gifts to Earth Share of Oregon and its member groups in the fiscal year ending June 30, 2004. Thanks also to the 2,977 donors who donated \$1-\$499. Overall, 1,200 more donors gave through Earth Share in FY 2004 than the previous year!

\$10,000+

Earth Share
Hewlett Packard
Norm Thompson
NW Natural
PacifiCorp

\$5,000-\$9,999

John Emrick
Nike, Inc.
PSC, Inc.
Portland General Electric
ZGF Partnership

\$2,500-\$4,999

Eve and Denis Heidtmann
ODS Health Plans

\$1,000-\$2,499

Neal Ause
Susan Bennett
Edwin Case and Janet Lewis
Nancie Fadeley
Arthur Glasfeld
Robert and Pam Howard
Steven Hultberg
Vernon Jones
Philip Knight
Deborah Lawless
April Lawrentz
Kathleen Lehtola
Ross Lienhart
Michael Lippsmeyer
Charles Maggio
Katherine McDowell
Denyse McGriff
Carlton McLeod
Molecular Probes
Gary Oxman
REI
Jon Sanders
Susanne Scharl

Katherine Shaloo Berg
John Shoul
Elaine Smith
John Smith, Jr.
Donald Trunkey
Jeanne Wagenknecht
Scott Weaver and Curvin Carbaugh
Rick and Karen Wilson
Robert Zimmerman

\$500-\$999

Gary Anson
John Baker
Kendall Barker
Lee Barrett
Brett Baylor
Kimberly Beaudet
Terry Bequette and Mary Tegel
Kenneth Bierly
Elaine Biggs
Pamela Birkel
Susan Blake
Carol Blenning
Richard Brandman
Todd Brenneman
A. Sonia Buist
Gloria Candanoza
Chris Cochran
Corson Collet
Stephen Cook
Janice Deardorff
Scott DeLancey
Dan Dover
Paul Droukas
William Eaquinto
Teresa Elliott
Carol Fraley-Johanesen
Deb Furry
Christine Gaare
Christine Garrick
Linda Ginenthal
Janice Griffin
Aloke Gupta

Eleanore Hale
Thomas Hamann
Anita Hampton
Emily Harris
Jeanne Harrison
Florence Hausler
Curtis Heikkinen
Michael Hemelstrand
Ricardo Hevia
Ann Hjembøe
Douglas Hormann
Donald and Lynnette Houghton
Steven Jones
Geoffrey Kaiser
Gregg Kantor
Lee Kilbourn
Glen Kirkpatrick
Patricia Knott
Mark Koble
Leslie Koster
Amy Lee
Curtis Lind
Matthew Long
Robert Lorenzen and Priscilla Elder
Frank MacMurray
David Mann
Mark Manulik
Lynn Martin
William and Teresa Mason
Robert McAnally
Paula McCall
Karen McCune
Lorna McGahan
Ronald Mertens
Larry Meston
Alex Miller
Meg Miller
Betty Montgomery
Charles Muehleck
Stacey Myhrvold
Marguerite Nabeta
Shawna Nichols
Jason Ord

Joseph Orth
Steven Oulman
Michelle Ovando-Arreola
Walter Perry
Peter Petersen
Nick Potts
Steven Price
Richard Ringwald
Nan Robertson
Donna Rohde
Bruce Ronning
David Rowlands
Michael and Lois Scales
Gay Scott-Dale
Peter Sergienko
Stephen Shatter
William and Lauren Shea
John Snyder
Judith Somes
Scott Spettel
Lieuann Starr
Diana Stotz
Rita Thomas
James Throckmorton
Jack Todd
Thea True
Beth Ugoretz
Theresa Valentine
Daniel Wachenheim
Louise Walczak
Terri Warpinski
Ellen Watrous
Robert Weber
David Weber
Manuela Whelan
James Wilson
Scott Wilson
Rebekah Witt
Don and Janet Wolf
Carolyn Wylder
Jan Yuille
Cynthia Zorich

Our Mission and Impact

Earth Share of Oregon (ESOR) is a federation of 68 local and national environmental groups dedicated to providing a convenient way for Oregonians to support groups working for the environment. In fiscal year 2004, ESOR enabled its members to reach new audiences and supporters through workplace giving campaigns in almost 100 public and private organizations in Oregon – that's more than 130,000 employees.

Since beginning in 1989, our revenues have increased by an average of more than 10% each year. ESOR also is invited to join employee giving campaigns at an average of 10 new workplaces each year. As one of the most successful environmental federations in that nation, ESOR's vision to build lasting bridges between businesses and conservation groups is becoming a reality every day.

Giving Generously

Two Eugene companies mobilize tremendous number of employee donors

Maybe it's something in the water. Maybe it's the wetlands. Or maybe it's just a long-term corporate commitment to protecting the community's resources. Whatever the inspiration, it translated into a greater than 50 percent increase in giving to Earth Share at two corporations in Eugene. Molecular Probes, Inc., a subsidiary of Invitrogen Corporation, is a biotech company that creates organic tracers used in research and diagnosis. Its neighbor on the periphery of the West Eugene wetlands is PSC, Inc., a developer and manufacturer of bar code scanning devices.

While both companies have offered Earth Share as a giving option since the mid-90s, giving this year took an unprecedented leap, heightened by corporate matches of 50 percent. PSC, Inc. employees increased their support for Earth Share by 51 percent over last year while Invitrogen came through with a whopping 57 percent increase.

"We made a point of offering Earth Share presentations to every staff member in every department," explains Kit Bradley, PSC's director of software engineering and chair of the company's giving campaign. "Many of our employees appreciate the outdoors, whether they go fishing on the weekends or take advantage of the bike trail through the wetlands alongside our campus. So Earth Share's message resonated with them."

At Molecular Probes, the company opted to include a short Earth Share presentation as part of an all-staff meeting, followed by the promise of a more in-depth brownbag discussion for staff members who want to learn more.

"We've always had a strong corporate commitment to environmental conservation," says Allegra Helfenstein, chair of the giving committee and contracts attorney. "But this year, giving surpassed our expectations. I think it made a difference that Charlie Quinn, who talked about his work with ESOR member organization The Nature Conservancy, made a personal connection with our scientists when he talked about using our products in his research."



Earth Share

OF OREGON



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Board of Directors *as of end of fiscal year, June 30th, 2004*

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Cynthia Beckwith, *The Nature Conservancy (term expires 9.05)* • Jane Foreman, *Friends of Trees (term expires 3.06)* • Derek Smith, *Norm Thompson (term expires 2.05)* • David Thorpe, *Northwest Earth Institute (term expires 2.05)* • Betsy Toll, *Friends of the Columbia Gorge (term expires 2.05)* • David Wilkins, *At Large (term expires 2.05)* • Steve Wise, *Friends of Opal Creek (term expires 9.05)* • Diane Zipper, *Renewable Northwest Project (term expires 3.06)* •



Earth Share
OF OREGON

Annual Report 2004

Environmental Choices Paying Off

By Trudy Toliver, Executive Director

What do Kaiser Permanente and Leupold & Stevens have in common? Not much on the surface, but look deeper. They both believe in the power of their employees to make a difference in the world. They act on that belief by offering Earth Share of Oregon (ESOR) as a charitable choice and by supporting ESOR with corporate gifts.

These companies and many more know the value of giving back to their community and the value of helping employees to give as well. Everyday they see the benefits of honoring their employees' giving choices.

In 2004, 26 companies donated matching gifts or corporate contributions to ESOR to keep



drinking water clean, reduce toxins in schools and return wolves to Oregon. By following employees' philanthropic wishes, nearly 20% of ESOR's 2004 revenue will come from corporate gifts. These gifts are either passed directly to conservation groups or allow ESOR to further reduce administrative fees. For example, Kaiser Permanente matched their employees' donations at 50% and they supplied ESOR a Loaned Executive for the fall campaign season.

Participation Growing

More than just the amount of donations, the number of employees choosing payroll contributions grew dramatically at some companies. Oregon Health & Science University increased employee participation in giving to ESOR by 115%. At six other companies the number of employees choosing ESOR went up by 50% or more. When given choices and encouraged to learn about the charities, more employees want to participate.

Partners Around Oregon

With 13 environmental groups and hundreds of donors living and working outside of Portland, ESOR intensified its focus on reaching new business partners in Eugene, Corvallis, and Central Oregon.



In Bend, Brooks Resources chose to offer ESOR, as did Central Oregon Pediatrics. New partners in Corvallis include Benton County, along with First Alternative Co-op and CH2M Hill. Lane Council of Governments also added ESOR as a giving choice for their employees. Each of these organizations cares about keeping people healthy, reducing the effects of global warming and preserving wildlife habitat.

Companies that care about the quality of life enjoyed in Oregon are making the decision to include ESOR in their workplace giving programs. They know it's the right thing to do and they can see the results on the faces of employees.

Leupold & Stevens Welcomes Earth Share

Two member groups help launch new campaign

Earth Share of Oregon's new campaign at Leupold & Stevens didn't just magically appear – the combined effort of Earth Share, Leupold & Stevens employees, Willamette Riverkeeper and The Wetlands Conservancy made it happen.

Leupold & Stevens (Leupold) manufactures and sells optical equipment, such as spotting scopes and binoculars that are popular with birdwatchers and wildlife enthusiasts. But beyond that connection to the environment, Leupold is a family-owned company with deep roots in Oregon, roots that began growing here more than 100 years ago.

John Riutta, a Leupold employee and friend of The Wetlands Conservancy, first opened the door to adding Earth Share to the company's employee giving campaign after he discovered it would be a good match with the company.

Once that door was open, Travis Williams, the executive director of Willamette Riverkeeper, helped cement the relationship. Travis introduced Earth Share to Angela Malone, who oversees Leupold's employee giving campaign. Travis even spoke to Leupold management about how adding Earth Share would expand their employees' giving options in a way that meshed with Leupold's products and goals.

"Willamette Riverkeeper had a relationship with Leupold & Stevens, and so it made sense to do what I could to bring Leupold's employees into the Earth Share fold," Travis said.

In November and December 2004, Leupold & Stevens employees generously pledged \$3,481 in donations to Earth Share and our member groups. The company's campaign committee also held fundraisers throughout the campaign, which generated \$1,075. In addition, Leupold & Stevens, Inc. also gave a generous corporate gift of \$2,500. In total, Leupold & Stevens and its employees donated an impressive \$7,056 to Earth Share in 2004!

Beyond its employee giving campaign, Leupold & Stevens has other connections with Earth Share member groups, such as the Audubon Society of Portland and Tualatin Riverkeepers. Its corporate headquarters is in the Tualatin River Basin, near wetlands and other natural areas. This urban watershed is being restored, partly through environmental stewardship projects that Leupold has helped foster. For example, Audubon's program to release owls in a nearby wetlands was featured in Leupold's quarterly employee newsletter. Leupold is also a business partner of Tualatin Riverkeepers, which protects the watershed where its corporate headquarters sits.

If you are interested in starting an Earth Share of Oregon campaign at your workplace, start by contacting our New Business Development Manager, Ron Shoals, at 503-223-9015. He can help your company's decisionmakers learn how an Earth Share campaign will work best in your firm.



Financial Statements 2004

For complete audited financial statement, please contact Earth Share of Oregon.

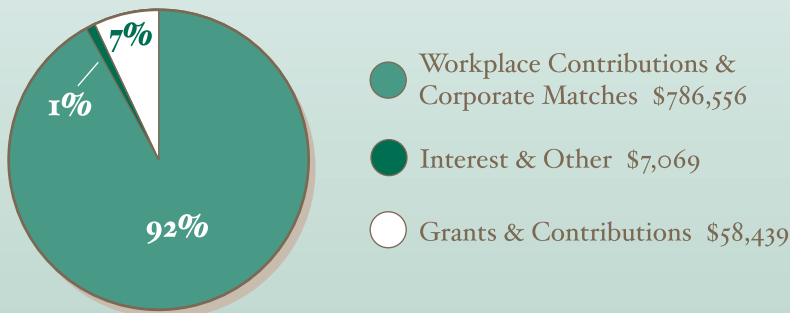
Earth Share of Oregon's (ESOR) dedication to reducing overhead and providing more money to member groups took a giant step in 2004.

ESOR is pleased to announce a reduction in operating expenses from 19% in 2003 to 11% and a subsequent increase in the amount of cash going to member groups from 57% in 2003 to 65% in 2004. This was accomplished with the help of corporate donations to ESOR operations and careful management of expenses. Of the 11% spent on operations, 6.5% was for management and general expenses, while 4.5% went to development and fundraising activities.

In addition to the donations that ESOR raised for member groups, reports show that some ESOR business partners send employee donations directly to our member groups. When those funds are added to the figure below, Cash to Member Groups grows to more than \$600,000.

Rather than spending donor dollars on mailing and fulfilling invoices, ESOR retains fees from revenue then distributes the remaining cash to member groups. ESOR also provides member groups with donor information and opportunities to share their achievements with 130,000 employees at nearly 100 organizations throughout Oregon.

Earth Share of Oregon Revenue 2004



Earth Share of Oregon Expenses 2004



Member Groups

Earth Share of Oregon is proud to represent our state's and our nation's top environmental organizations.

Local Groups:

1000 Friends of Oregon
Audubon Society of Portland
Bicycle Transportation Alliance
BRING Recycling
Central Oregon Environmental Center
Corvallis Environmental Center
Forest Service Employees for Environmental Ethics
Friends of the Columbia Gorge
Friends of Opal Creek
Friends of Trees
Greenbelt Land Trust, Inc.
Hells Canyon Preservation Council
National Wildlife Federation
Native Plant Society of Oregon
The Nature Conservancy of Oregon
Northwest Coalition for Alternatives to Pesticides
Northwest Earth Institute
Oregon Environmental Council
Oregon Natural Desert Association

Oregon Natural Resources Council Fund
Oregon Trout
OSPIRG Foundation
Pacific Rivers Council
Recycling Advocates
Renewable Northwest Project
reSource
River Network
Siskiyou Regional Education Project
Solar Energy Association of Oregon
The Trust for Public Land
Tualatin Riverkeepers
WaterWatch of Oregon
The Wetlands Conservancy
Willamette Riverkeeper

National Groups:

African Wildlife Foundation
American Farmland Trust
American Forests
American Rivers
Beyond Pesticides
Center for Health, Environment & Justice
Clean Water Fund
The Conservation Fund
Conservation International

Defenders of Wildlife
Earth Day Network
Earthjustice
Environmental and Energy Study Institute
Environmental Defense
Environmental Law Institute
Friends of the Earth
INFORM, Inc.
Izaak Walton League of America
Land Trust Alliance
National Parks Conservation Association
Natural Resources Defense Council
The Peregrine Fund
Pesticide Action Network North America
Rails-to-Trails Conservancy
Rainforest Alliance
Rocky Mountain Institute
Scenic America
Sierra Club Foundation
Student Conservation Association
Surfrider Foundation
Union of Concerned Scientists
The Wilderness Society
Wildlife Conservation Society
World Wildlife Fund

Workplace Partners

Earth Share of Oregon is honored to be welcomed into the employee giving campaigns of these fine organizations.

- Allstate Insurance Co.
- American Airlines
- American Express
- Anthro Corporation
- Applied Materials
- Arrow Electronics
- Ater Wynne
- Aveda
- Beaverton, City of
- Bend, City of
- Bend Metro Parks & Recreation District
- Bend-La Pine Public Schools
- Benton County
- Best Care Treatment Services
- BOORA Architects
- Brooks Resources Corporation
- Bullivant Houser Bailey PC
- Central Oregon Pediatrics
- Combined Federal Campaign
- CH2M Hill
- Clackamas County
- Clean Water Services
- Corvallis, City of
- David Evans & Associates
- Davis Wright Tremaine LLP
- Eddie Bauer
- Electro Scientific Industries
- Emerald Peoples Utility District
- Energy Trust of Oregon
- Entercom
- Eugene, City of
- Eugene Water & Electric Board
- First Alternative Co-op
- Gas Transmission NW
- Green Mountain Energy
- Hanna Andersson
- Hewlett Packard
- High Desert Museum
- Hillsboro, City of
- Housing Authority of Portland
- Kaiser Permanente
- Lake Oswego, City of
- Lane Council of Governments
- Lane County Law & Advocacy Center
- Leupold & Stevens
- Lewis & Clark College
- McKenzie River Broadcasting
- Mercer Human Resource Consulting
- Metro
- Milwaukie, City of
- Molecular Probes
- Multnomah County
- Multnomah Education Service District
- Neil Kelly Company
- Nike
- Norm Thompson
- NW Natural
- ODS Companies
- Oregon Health & Science University
- Oregon Research Institute
- OTAK, Incorporated
- Pacific University
- PacifiCorp
- Parametrix
- PBS Engineering and Environmental
- PCC Structural
- Perkins Coie
- Port of Portland
- Portland, City of
- Portland General Electric
- Portland Public Schools
- PSC Inc.
- RadiSys
- Reed College
- REI
- Schwabe, Williamson & Wyatt
- Sears
- SERA Architects
- ShoreBank Pacific
- Siemens
- State of Oregon CFD
- Stoel Rives LLP
- The Gap
- The Nature Conservancy
- The Trust for Public Land
- TriMet
- Tuality Healthcare
- United Health Group
- URS Corporation
- Washington County
- Wells Fargo
- Xanterra
- Zimmer Gunsul Frasca Partnership

• Indicates new partnerships.

Adding Earth Share to our employee giving campaign this year made it easy for our environmentally aware employees to support the causes they care about. PBS matched those employees' donations because, as a company, we support moving toward a more sustainable future in Oregon."

- Ron Petti, President & CEO, PBS Engineering and Environmental