



# 2025 Sustainability & ESG Conference

## Session 6: From Vision to Impact: Peer Lessons in Sustainability Action

Rebecca Zofnass  
EFCG Managing Partner  
Consulting

**Thursday, December 4, 2025**

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**Network: Hotel Clio\_Conference**  
**Password: C!o2025**



**Rebecca Zofnass**  
Managing Partner  
Strategy & Corporate Finance



## Experience

2018-Present

Managing Partner

Strategy & Corporate Finance Lead

**Environmental Financial Consulting Group (EFCG)**

2009-2018

Senior Manager

**Bain & Company**

## Education

M.B.A.

**Harvard Business School**

A.B., Psychology, with Honors

**Harvard University**

# Today's Panelist: Deepa Poduval



## Deepa Poduval

### Experience

Global Sustainability Leader

Global Advisory Leader & Various Positions  
Black and Veatch, 2005–Present

### Education

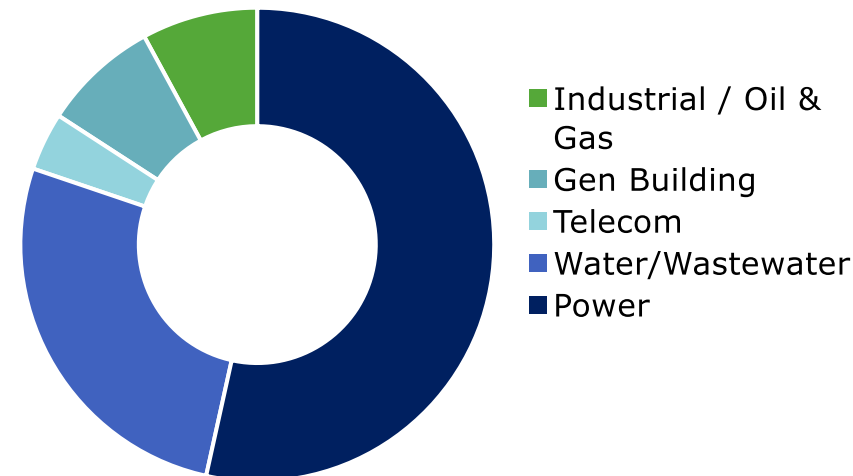
Dartmouth College  
Master of Science, Engineering Management

Birla Institute of Technology & Science  
Master of Science, Economics  
Bachelor of Science, Mechanical Engineering



Ownership Type	Gross Revenues	Total Employees
ESOP	\$5.2B	13,000

### End Markets % Revenues



# Today's Panelist: Carrie Sabin



## Carrie Sabin

### Experience

SVP, Corporate Sustainability  
Stantec, 2016-Present

VP, Corporate Social Responsibility  
VP, Latin American Operations  
Communications Manager  
MWH Global, 2001-2016

### Education

Regis University  
Masters of Business Administration

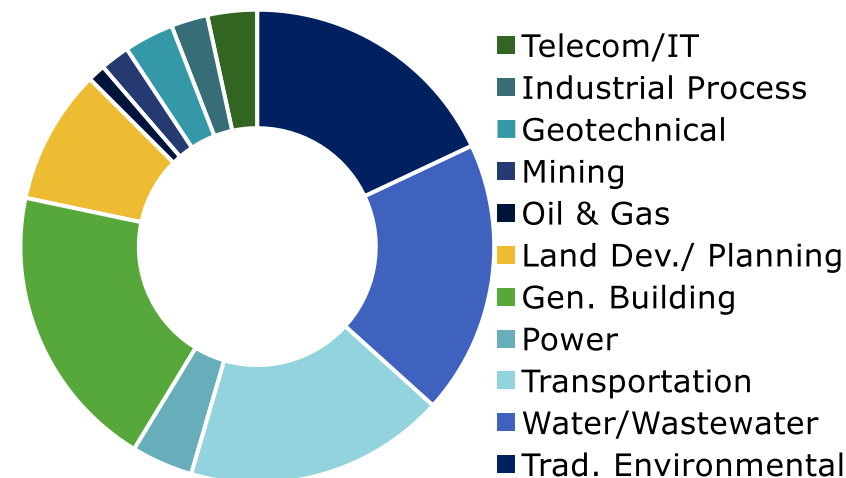
Colorado State University  
Masters Certificate, Sustainability

Brigham Young University  
Bachelor of Arts, Communications



Ownership Type	Gross Revenues	Total Employees
Public	\$5.7B	26,628

### End Markets % Revenues



# Today's Panelist: Heather Unger



## Heather Unger

### Experience

VP, Corporate Sustainability  
 Future Ready and Innovation Team Lead and  
 Sustainability Director  
 Manager, Corporate Sustainability  
 WSP, 2019–Present

Manager, Corporate Sustainability  
 Manager, Transmission  
 Senior Environmental Scientist / Planner  
 Project Scientist, Energy Services  
 Environmental Scientist  
 Louis Berger, 2007-2019

### Education

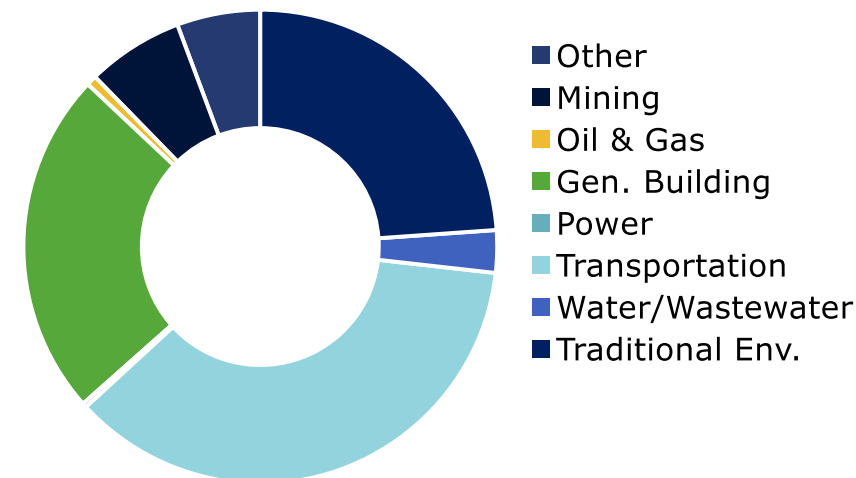
Harvard Extension School  
 MLA, Sustainability and Environmental  
 Management

Penn State University  
 B.S., Environmental Resource Management



Ownership Type	Gross Revenues	Total Employees
Public	\$11.8B	70,526

### End Markets % Revenues



# Today's Panelists



**Deepa  
Poduval**

Global Sustainability Leader  
**Black and Veatch**

**Ownership Type:**  
ESOP

**Gross Revenues:**  
\$5.2B

**Total Employees:**  
13,000

**Primary End Market(s):**  
Power, W/WW



**Carrie  
Sabin**

SVP, Corporate Sustainability  
**Stantec**

**Ownership Type:**  
Public

**Gross Revenues:**  
\$5.7B

**Total Employees:**  
26,628

**Primary End Market(s):**  
Gen. Building, Mining, W/WW,  
Transportation



**Heather  
Unger**

VP, Corporate Sustainability  
**WSP**

**Ownership Type:**  
Public

**Gross Revenues:**  
\$11.8B

**Total Employees:**  
70,526

**Primary End Market(s):**  
Transportation, Gen. Building,  
Traditional Env.



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