



2025 Sustainability & ESG Conference

Session 5: Defining the "Why": Mission, Commitments & Business Value

Julie Hasiba
EFCG Managing Partner
Talent & Compensation

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Network: Hotel Clio_Conference
Password: C!o2025



Julie Hasiba

Experience

Managing Partner

Talent & Compensation Practice Lead

Environmental Financial Consulting Group (EFCG)

Talent & Organization Strategy Consultant, Client Lead

Focus: talent strategy, organizational design, and post-merger integration among other things

Accenture

Education

M.B.A.

University of Chicago Booth School of Business

B.A. with Honors

Northwestern University

EFCG Talent & Compensation Strategy Expertise

Annual EFCG Talent Surveys

CEO Survey (with Talent data)

Executive Compensation Survey

Non-Executive / Professionals

Compensation Survey

HR Survey

HR & Compensation Consulting

Compensation Benchmarking

Benefits Benchmarking

Salary Disclosure Reporting

Organizational Design Benchmarking

Employee Experience Assessments

Today's Panelist: Sarah Deslauriers



Sarah Deslauriers, PE, ENV SP

Experience

Director of Air, Climate, & Energy Programs
California Association of Sanitation Agencies
(CASA), 2024-Present

Chief Technologist & VP, Sustainability
Director, Resilience & Sustainability Practice
Environmental Engineer/Atmospheric Scientist
Carollo Engineers, 2005-2024

Education

University of Michigan
BS, Atmospheric, Oceanic, & Space Science
MS, Atmospheric & Space Science
MSE, Environmental Engineering
Certificate of Graduate Studies, Industrial
Ecology



Ownership Type

501(c)(6) organization

Membership

- 144 agency members
- 95 associate members

About

- CASA represents >90 percent of California's sewered population, engaged in collection and treatment of wastewater and resource recovery.
- CASA engages with Congress, State Legislature, federal/state/local regulators on behalf of members.
- CASA's advocacy preserved >\$1.5B in state funding for clean water agency use in 2023-2025.

Today's Panelist: Anthony Kane



Anthony Kane

Experience

President and CEO
Institute for Sustainable Infrastructure, 2019-
Present

Managing Director
Institute for Sustainable Infrastructure, 2014-
2019

Research Associate
Harvard University, 2009-2014

Education

Virginia Tech
BArch, Architecture

Harvard University Graduate School of Design
MDesS, Design Technology



Today's Panelist: Candice Mountz, JD



Candice Mountz, JD

Experience

General Counsel
Qualus, 2018–Present

Education

Grand Valley State University
B.S., Legal Studies

Florida A&M University
Juris Doctorate



Ownership Type	Gross Revenues	Total Employees
PE-Backed	\$531M	1,648

End Markets % Revenues



Today's Panelists



**Sarah
Deslauriers**

Director of Air, Climate,
& Energy Programs

CASA



**Anthony
Kane**

President
and CEO

**Institute for
Sustainable
Infrastructure**



**Candice
Mountz, JD**

General
Counsel

Qualus



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