WE HELP GREAT ORGANIZATIONS DO GREATER THINGS

Snowflake LLC is a Certified B Corporation® collaborative strategy firm. Drawing on a high-end, global consultancy heritage, we’re making the benefits of our innovative perspectives, diverse experiences, and unparalleled professionalism accessible across sectors and industries, at affordable costs. When they team with us, our clients achieve sustainable success—and then do even more.

Founded in 2014 by a former senior-level “Big 4” consulting professional, we have a simple goal: To recognize potential, work as a team, and accomplish great things together. We share our clients’ missions and goals, leverage each other’s knowledge, and “co-create” vibrant futures with “bottom line,” cost-effective outcomes. Our people have helped C-level and other executive teams in more than 75 public, private, and non-profit sector organizations over 20 years, and have significant breadth and depth of both industry and subject matter expertise. We know our stuff, and our clients know theirs. When we think and act as a collective, the results are extraordinary.

OUR FOCUS AREAS

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<tr>
<th>STRATEGY</th>
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<td>Sound strategies leverage great ideas and make successful futures possible, creating foundations for sustainable service delivery and expansion. We help our clients envision what they want to be, create paths forward, develop realistic plans, and act with purpose and to achieve goals. From “spark” to plan to execution and adaptation, we work with clients translate raw aspirations into real results.</td>
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<th>ORGANIZATIONS</th>
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<td>Organizations—structures, workflows, technologies, etc.—are key to cost-effectiveness. We help clients design integrated, flexible organizations that make the most sense for their what they do, so they get the necessary results while minimizing total costs. Through a co-creative, case-based approach, teams identify, develop, test, and refine concepts, resulting in “best fit” designs that drive sustainable outcomes.</td>
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<td>No organization succeeds without the right people to lead, make good decisions, and do the work. From executives to line staff, the workforce is often the difference between success and failure. We work with our clients to define needs, acquire key people, develop essential skills, and keep the best around. We work across the talent life cycle to ensure continuous access to a workforce that delivers.</td>
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<td>Regardless of sector, organizations need to engage the people in their “markets.” From initial contact to desired outcomes, it’s about the ability to build lasting relationships. We help clients get to know their key audiences on a personal level, whether customers, constituents, or donors. We work together to define segment attributes and “journeys,” and craft targeted strategies that resonate and generate results.</td>
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OUR CLIENTS

Since our 2014 launch, we’ve collaborated with 30 public, private, and non-profit sector clients. Our collective efforts have improved organizational outcomes through cost-effective mission delivery support, and smart growth. Examples of our clients include:

► US Department of Energy (DOE)
► State of Vermont, InvestEAP
► Non-profit Alliance of the Northern Shenandoah Valley
► SJ Technologies, Inc.
► Encore Elite Partners
► US Department of Agriculture (USDA)
► Susquehanna River Basin Commission
► Blue Ridge Education Center
► AE Strategies, LLC
► Catholic Charities of the Diocese of Arlington
► Virginia Association of Free and Charitable Clinics
► Sinclair Health Clinic
► Virginia Museum of Fine Arts
► Project Horse Empowerment Center
► Highland Food Pantry
► Large Real Estate Company¹
► ProEventa, Inc. (subsidiary of Grafton IHN)

A CLOSER LOOK

We’re helping the US Department of Energy with its Project Management Career Development Program (PMCDP), which trains and certifies DOE’s capital asset project and program managers. Working with program leadership and SMEs, we defined Critical Success Factors, built a certification competency model and behavioral indicators, and aligned the PMCDP curriculum to prepare the workforce to effectively manage complex multi-million dollar construction, cleanup, and related projects critical to the DOE mission. We’re now expanding our efforts into other types of projects and programs, which will enable the Department to be successful in all of its various initiatives.

CLIENT FEEDBACK

“We bring the kind of leadership and solutions... that effectively support, grow, and sustain healthy communities.”

APRIL STROSNIDER, EXECUTIVE DIRECTOR
BLUE RIDGE EDUCATION CENTER

“We were essential to our efforts to grow our business designing an effective strategy, structure, and workforce.”

MARTY GLANTZ, PRESIDENT²
SJ TECHNOLOGIES, INC.

CERTIFIED B CORPORATION

We’re a Certified B Corporation®, along with nearly 2,500 other companies worldwide that exist to use business as a force for good. We have a responsibility to employ our talents to benefit society. We do that by helping organizations that contribute to human dignity and socio-economic well-being through their products, services, and/or business models. As a member of the B Corps, we embrace the message that businesses should “B the Change,” and we’re a leader in promoting sustainability and social good.

¹ Due to contract restrictions, we are unable to identify this organization by name.
² Former. Mr. Glantz left SJ in 2018 and is now with another company.