



IMPACT REPORT 2025



A LETTER FROM OUR FOUNDER AND CEO

MIREN OCA



At Ocaquatics, we believe business can and should be a force for good, for our people, our community, and our planet. As a Florida Public Benefit Corporation and a proud B Corp, we measure our success by the ripples of impact we create, and 2025 has been a year of deepening those ripples in ways we never imagined.

A major milestone of this past year was achieving our B Corp recertification. This rigorous process reaffirmed our commitment to the highest standards of social and environmental performance. It serves as a reminder that our journey toward being a better company is continuous, and we are more energized than ever to lead with purpose.

We are also incredibly proud to be celebrating our second year of employee ownership. This transition has fundamentally changed who we are. Today, Ocaquatics isn't just a swim school; it is a company powered by many owners who live in and represent our vibrant Miami community. We have embraced our role as messengers of employee ownership, traveling across the country to share our experience and inspire other businesses to consider this path of shared prosperity and long-term legacy.

Our heart remains firmly rooted in the South Florida community. We are profoundly grateful to be here, doing the vital work of making families safe around the water. With so many new owners on our team to help represent this community, our connection to our neighbors has never felt stronger.

Through our non-profit, Ripples of Impact, we have seen our reach grow significantly this year. As we continue to expand our efforts, we are serving more families than ever before with tuition assistance right here in Miami. We believe that every child deserves the opportunity to be safer in the water, and we are honored to help remove the financial barriers that stand in the way of that life-saving skill.

As we look toward 2026, we remain dedicated to the idea that a business can be both successful and a force for good in the community. We are grateful for your support as we continue to grow, learn, and create positive change, one swimmer, one owner, and one ripple at a time.

With gratitude,

**Miren Oca
Founder & CEO, Ocaquatics Swim School**



OUR MISSION IS TWOFOLD:

Our Mission to our Families

is to teach our families to love swimming and become safer, more comfortable, and more responsible in, on, and around the water.

Our Mission to our Team Members

is to grow our people within a framework of social and environmental responsibility, so that we grow our school in a sustainable way and make a difference in our community.

OUR CORE VALUES:

We are: Safety-Focused, Service-Oriented, Team Players, Fun and Friendly, Purpose Driven, Always Learning.

OUR PURPOSE:

Our Purpose is to make a Positive Difference for our team, our families, our community, and our planet.



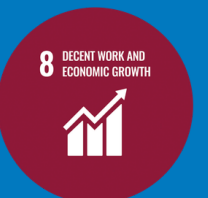


CO-OWNERS

On March 1, 2024, Ocaquatics became a 100% employee-owned company through an Employee Ownership Trust (EOT).

By 2025, we have grown to **56 co-owners**, reflecting our continued commitment to our team.

This milestone allows us to protect our values, invest in our people, and keep building a stronger future together. As co-owners, our team is more motivated than ever to provide outstanding service to the families we proudly serve in Miami.





SWIMMERS

In 2025, we continued strengthening our commitment to water safety and education through every lesson we teach. Each session is an opportunity for children to build confidence in the water, develop essential life-saving skills, and create a foundation for a lifetime of safe swimming.

Through consistent, high-quality instruction, we remain dedicated to making a positive impact in our community, empowering families and promoting a culture of water safety.

2025 Impact:

- 260,047 swim lessons taught
- 11,266 swimmers



SCHOLARSHIP LESSONS

We supported **155 students**, providing a total of **2,790 scholarship lessons**, including 55 through vouchers, 52 through Ripples of Impact, and 48 thanks to Every Child A Swimmer, reinforcing our commitment to creating safer swimmers and making swim education more accessible in our community.

We're excited to continue growing our impact in the future!





HIGHLIGHTS OF THE YEAR

The background image shows a group of approximately 12 people, mostly young women, standing and kneeling in front of a blue wall. They are wearing dark blue t-shirts with the 'Ocaquatics' logo. Some are wearing gold tinsel headbands. In the foreground, a young woman is kneeling, wearing a red t-shirt. To the right, a man is standing, wearing a dark blue t-shirt and a headband with green feathers. The background wall has a banner that partially reads 'Ocaquatics' and 'MILLION'. Above the group, there are five circular inset photos showing children swimming underwater. The entire image has a blue tint.



WE REACHED 3 MILLION SWIM LESSONS

We reached **3 million swim lessons** taught. Each lesson provided children with essential water safety skills, boosted their confidence, and fostered a love for being in the water. Beyond teaching swimming, every lesson created a meaningful and lasting impact for the children and families we serve, helping them stay safer, stronger, and more confident in, on, and around the water.



RECOGNITIONS

Ocaquatics has been recognized as a **Top Workplace in South Florida, awarded GOLD for Best Swim School in the Miami-Dade Favorites competition, and honored as a Best Place to Work in Miami.** These achievements reflect the dedication of our team and the positive difference we make every day in the lives of the children and families who participate in our programs.





SMALL ACTIONS **BIG IMPACT**

PLASTIC BOTTLES SAVED

We saved 21,324 plastic bottles by providing water bottle refilling stations at our locations. This helps reduce plastic waste, promotes reusable bottles, and gives our families a healthier, eco-friendly way to stay hydrated.



VOLUNTEER HOURS

We contributed 210 volunteer hours, supporting our community and helping make a meaningful difference. Every hour spent strengthens connections and creates a positive impact for the community we serve.



GARBAGE COLLECTED

We collected 1,087.53 pounds of garbage through our clean-up initiatives, showing our commitment to protecting the environment. By hosting monthly clean-ups and partnering with local events, we remove waste and inspire the community to take action.



CARBON OFFSETTING

In partnership with WE ARE NEUTRAL, a 1% for the Planet Partner, Ocaquatics offset 365.14 tCO₂e of its Scope 1 and 2 carbon emissions with verified environmental projects.







1% FOR THE PLANET PARTNERS

We proudly donated a total of **\$87,915** to our 1% for the Planet partners, supporting impactful environmental initiatives and reinforcing our commitment to sustainability.

Ocaquatics also gives \$10 for each work anniversary and \$1 for every year of a team member's birthday, with the option to direct the funds to the non-profits they care about.



RECYCLING





SHOES

127 sneakers



ELECTRONICS

745.4 lbs

DONATIONS





FOOD

814 lbs



BOOKS

1730



KEY INITIATIVES



TEAM BENEFITS FINANCIAL

Earned Wage Access:

Through our partnership with Payactiv, a fellow B Corp, team members can access up to 50% of their earned wages early, offering added financial flexibility when needed.

Family Discounts:

We support our team by offering complimentary group swim lessons for immediate family members of full time employees.





Financial Literacy Education:

In collaboration with PNC Financial Wellness, we provide access to digital resources that help team members plan, save, and strengthen their financial well being.

Employee Ownership:

As co-owners, our team shares in annual profits, with 50% contributed to their 401k and 50% distributed directly through their paycheck.



TEAM BENEFITS WELLNESS

MyGroup:

We provide confidential support for mental health, wellness, and personal matters, available to both team members and their families.

Mentorship Program:

Our mentorship program is designed to build a stronger, more resilient team, encourage knowledge sharing, and help new team members feel confident in their roles. Each team member is paired with a mentor after their first 30 days.





THANK YOU!

We are incredibly thankful to our amazing team and supportive community. Your passion, dedication, and daily efforts make it possible for Ocaquatics to create lasting, positive change in and out of the water.

With your continued support, we will keep growing, reaching more children, building confidence, and promoting water safety. Every lesson, every contribution, and every moment we share together strengthens the impact we have on the families and communities we serve.

Together, we'll continue making waves of positive impact, one child, one family, and one lesson at a time!

STAY CONNECTED WITH US



305-969-SWIM



Ocaquatics.com



Swiminfo@ocaquatics.com

Dive into the fun! Follow **@Ocaquatics** for the latest updates, swim tips, and a splash of excitement you won't want to miss!





**IN
2026**

**WE'RE READY TO KEEP
GROWING, MOVING FORWARD,
AND EMPOWERING**

**MORE CHILDREN TO GAIN
CONFIDENCE, STAY SAFER IN
THE WATER, AND THRIVE!**