

2013 Workplace Excellence Best Practices

Adventist HealthCare

Nonprofit

Healthcare

More than 250 Employees

The Adventist HealthCare Vision: Adventist HealthCare will be a high performance integrator of wellness, disease management and health care services, delivering superior health outcomes, extraordinary patient experience and exceptional value to those we serve. With the same passion and focus that we serve our community, we as one of Montgomery County's largest employers, are committed to Workplace Excellence. For many years, we have encouraged employees to be healthy - mind, body and spirit. This past year marked the implementation of some exciting initiatives focused on educating employees about healthy lifestyles and providing employees with tools to be healthy. Employees now have access to "My Health Place," which includes one-on-one support and a website portal that is designed to be the go-to resource for employees to achieve and maintain a healthy lifestyle. At the heart of our approach is a partnership between employees and the organization to create a culture of wellness. We incentivize health plan and non-health plan employees to participate in opportunities such as: Personal Wellness Profile (PWP) risk assessment, biometric screenings, and monthly Wellness Challenges, and encourage employees to track their fitness minutes to earn cash for exercising. We regularly promote use of the EAP, work/life services, wellness coaching and personal health nurse to help employees develop goals and plans specific to their needs. We share co-workers' success stories to motivate others!

Akridge

For Profit

Real Estate

Between 50 - 249 Employees

Great employees are the foundation of a great company. Akridge selects, rewards, and promotes employees based on their desire and ability to provide outstanding service. Careful screening ensures that job candidates are well-matched with their responsibilities and the company, and employee achievement is recognized continuously with individual and team awards based on both peer and management recommendations. The focus on excellence is supported by ongoing training and opportunities for professional growth. New employees attend Akridge Way training, which covers company history, priorities, and guidance in Client service. Continuing education includes both in-house training and generous reimbursement for outside instruction. Led by a management team that includes several 20- to 30-year veterans, Akridge promotes teamwork and a sense of community. New employees are surrounded by colleagues eager to offer support, and are also paired with a dedicated

mentor for their first 90 days. This tenured employee offers everything from company perspective to information about everyday operations, and the practice builds confidence, camaraderie, and relationships between departments. The company also supports more than 35 charitable organizations. To highlight a sample initiative, Akridge employees have hand-assembled more than 6,000 meals over the last eight years for the ASPAN homeless program – Akridge purchases, packages, and delivers these meals monthly. Last year, Akridge employees developed and supported a month-long series of initiatives, including an internal auction, to raise funds and awareness in the fight against breast cancer. Akridge teams participate annually in the Real Estate Games, a fundraiser for the Juvenile Diabetes Research Foundation, and several employees serve the Jubilee Housing Alliance, an organization Akridge contributes to annually. Akridge also promotes a sense of community and boosts morale with frequent special events for employees. The company hosts an Annual Winter Gala as well as an Annual Picnic in the fall, monthly company lunches and happy hours, Verizon Center corporate suite events, the JDRF Real Estate Games, a company-sponsored kickball team, quarterly “Fun Committee” events such as bowling or paint ball, an internal company holiday luncheon and employee roast, chartered summer fishing expeditions, and monthly birthday celebrations.

Altarum Institute

Nonprofit

Consulting/Professional Services

More than 250 Employees

Altarum Institute provides employees with flexible working arrangements to promote work-life balance. These arrangements include flexible working hours, telecommuting and flextime. We believe this motivates employees. We support and encourage employee interests through our Charitable Contributions Committee which makes monetary donations to the charities of our employees own choosing. In addition, the Institute supports individual participation in charities through donations of \$100 per activity. The Institute also supports education and ongoing learning through a generous tuition reimbursement and professional development program. All employees are eligible to receive \$5,250 per calendar year towards higher learning. Through innovative wellness programs, the Institute promotes well-being through annual wellness challenges, health awareness flyers, and wellness corners. Each wellness corner contains health materials, stress management information, scales, and blood pressure machines. Altarum Institute fosters a strong team environment through social gatherings throughout the year. The Institute hosts annual summer gatherings in each region where employees and families get to know each other. The annual holiday parties in each region provide an opportunity for staff to interact with peers and executives. Each summer the employees enjoy an ice cream social where they are able catch up with each other in an informal setting. Throughout the year, there are many opportunities to socialize over lunches and other department gatherings.

American Speech-Language-Hearing Association

Nonprofit

Association

More than 250 Employees

Characteristics of the Desired Organizational Culture

- Managers are seen as coaches and team leaders. They are valued for these skills. Leadership is participative and flexible.
- Organizational structure policies and procedures are developed to help people get the job done and to protect the long-term health of the Association. They are readily reviewed and changed as needed.
- Joint decision making occurs routinely. Information is readily shared. Problem solving is highly pragmatic. People work informally and are not preoccupied with status and territory. Conflicts are dealt with openly.
- Productivity is measured by the results achieved.
- Common objectives are widely shared and energy is channeled toward meeting the objectives. The responsibility is shared.
- Nonconformity is accepted. People are expected to present innovative ideas. People feel free to brainstorm.
- There is a high level of trust that people will do the right thing and policies and procedures reflect this. Problems are dealt with by the supervisors when they occur.
- Collaboration is freely entered into. Competition is fair, open, and in pursuit of a shared goal. Relationships are honest.
- People get on-going feedback about their performance in a constructive, helpful manner. Poor performance is confronted and a resolution-oriented action plan is put into place.
- People are highly motivated. They seize opportunities for personal growth. People view work as important and fun.
- Risk taking is supported as a part of growth and change.
- Mistakes are viewed as opportunities for learning and re-examining the process.
- The organization is future-focused and adapts quickly to changing demands. People can articulate common goals and are aware when organizational goals are achieved. These achievements are celebrated.
- Communication is frequent, informal, interactive, and multi-directional. People feel well informed.
- People experience the organizational culture as being customer service driven. Our commitment to our members is demonstrated in everything that we do. Our structures, processes and interactions are built to assess and fulfill our member needs.
- Strategies are data driven. Member needs and issues are tracked and the wider environment is routinely scanned. The data is collectively analyzed and strategies and operational plans are developed from what is learned. There is a on-going cycle of gathering, analyzing, and making changes as needed.

Asbury Methodist Village

Nonprofit

Continuing Care Retirement Community

More than 250 Employees

Asbury Methodist Village is committed to the health and well being of its residents and associates and encourages both to Anticipate More! Asbury is unique as an employer in that we literally work in the homes of our customers and form lasting and meaningful relationships with those that we serve. In fulfilling our commitments, we have led innovative approaches to service delivery and leadership development. The following describes three initiative that are key to our success: Wellness, Resident Centered Care, and Resilient Leadership.

Wellness Wellness is at the heart of what we do. Senior living is about living your best life and wellness at Asbury is driven by the Healthability program for residents and Working on Wellness (WOW!) for associates. Both provide innovative programming,

support, and education to residents and associates to maintain total person wellness. Total person wellness refers to the balance between the six dimensions of wellness: Social, Physical, Intellectual, Emotional, Spiritual, and Vocational. Planetree: Resident Centered Care The field of senior services is changing. With a recent partnership with Planetree, Asbury is embracing culture change in healthcare and hospitality to focus on resident centered service and the experience of the individual. Planetree is a non-profit organization that provides education and information in a collaborative community of healthcare organizations, facilitating efforts to create patient- centered care in healing environments. Over the last 18 months, we have engaged nearly 600 associates in the retreat process, we have defined an associate driven leadership team, and improved both the resident and associate experience. Resilient Leaders Driving significant organizational and cultural change can raise the anxiety and reduce our ability to respond positively and effectively to challenges. To support leaders through this transition, we have worked tirelessly to provide education and resources to leaders at all levels of the organization. Through formal and ongoing education and coaching, leaders are educated and supported to manage anxiety through change and to lead with conviction. In this way, leaders may be resilient to internal and external sources of anxiety and positively impact those around them.

BDO USA, LLP

For Profit

Consulting/Professional Services, Financial Services/Accounting

More than 250 Employees

At BDO, our goal is not only to attract top talent, but also retrain top talent in a workforce that is diverse in gender, age, ethnicity, and values. BDO offers an extensive compensation package and also offers a variety firm wide initiatives to support a positive work environment: BDO Counts - our national umbrella for corporate volunteerism; BDO Green - initiative to create a eco-friendly work environment; BDO Flex - a flexibility strategy to help employees manage a work+life fit; Secondment program - allows employees to work at BDO International firms; Keys to Success - a program to aid employees in professional development; eBDU - training center where employees can access over 1200 on demand trainings; My Performance - online performance management system that allows employees to request feedback any time of the year; Workplace Feedback - suggestion program where employees can submit anonymous feedback; BDO News - online source for internal news, updated daily; BDO Life - firm wide wellness program; REPLY - employee referral bonus program; CPA perks - reimbursement and certification bonuses; Career Advisors - mentoring program for all employees Women's Initiative - plans networking events and ensures all professionals have equal opportunity to career experiences; Social events - including holiday party Technology - top notch technology and worldwide remote access.

Booz Allen Hamilton, Inc.

For Profit

Consulting/Professional Services

More than 250 Employees

"1) Fewer employees began commuting to and from our headquarters each day as we implemented our Way We Work program and hoteling. Employees still traveling regularly to an office are now commuting to locations closer to their homes, improving work-life balance and reducing our carbon footprint. 2) Our annual Ideas Festival increases junior staff's exposure to and involvement in the firm's thought leadership and business development activities. Individuals or teams submit their ideas to a committee and winning ideas—ranging from cyber security to community service—are discussed in an open forum and considered for funding. 3) Our award-winning Functional Belting program is being executed within each of our major operating units. Criteria for achieving each belt include a combination of external certifications, internal and external training, and demonstration of functional expertise across three proficiency levels: specialist, expert, and fellow. Employees are eligible for belt achievement recognition. 4) Our new invitation-only Leadership Excellence programs for Senior Associates and Principals help build the leadership skills of our high-potential leaders and won an American Society of Training and Development (ASTD) Excellence in Practice citation in 2011. 5) Our Women's Agenda has had a significant impact on the recruitment, retention, development, and promotion of women at Booz Allen. The Women's Agenda's unique approach to increasing the number of women within the firm won an ASTD Excellence in Practice citation in 2011."

Calvert Investments, Inc.

For Profit

Financial Services/Accounting

Between 50 - 249 Employees

Calvert, headquartered in Bethesda, MD, has, since our founding in 1976, set industry standards for asset management excellence - in both the way we select companies for our portfolios and how we serve our clients' interests. Calvert offers associates more than just traditional rewards. Our culture is characterized by a shared sense of commitment to our mission, our customers, our fellow associates, and our communities. Our benefits are designed to allow associates to balance every important aspect of their lives. Our associates make valuable contributions to the success of our business. By recognizing and supporting the needs of our working mothers, fathers and all our associates, we are investing in our own future. Barbara J. Krumsiek, President and CEO of Calvert Investments, Inc. states, "We strive to create a positive working environment for our associates because we believe that they are the most important component of our success." Leading this team of associates for the past nearly 15 years, Barbara has always supported Calvert's commitment to worklife strategies, from her unending encouragement of Calvert's continued community involvement efforts to her full support of Calvert's sometimes unconventional associate benefits. Calvert offers a full range of benefits, offering associates options regarding choices that meet their personal needs. In addition to medical, dental, vision, short & long term disability coverage, life insurance, flexible spending accounts, domestic partner benefits and an employee assistance program, Calvert's benefits are continuously expanding and changing based on our employees needs and preferences.

Calvert Memorial Hospital

Nonprofit

Healthcare

More than 250 Employees

Through the Calvert Memorial Hospital Intranet, we have a hyperlink for employees to submit innovative ideas that will help CMH progress. The program is called "Bright Ideas". Employees can submit ideas, no matter how big or small, and if they will help our organization in anyway, the ideas will be implemented. CMH has also developed partnerships with larger hospitals such as Johns Hopkins and University of Maryland so members of our community can receive treatment from specialists without having to leave our community to receive the treatment. CMH is committed to serving the community with the best, cost-efficient service possible.

Carroll Hospital Center

Nonprofit

Healthcare

More than 250 Employees

At Carroll Hospital Center, we are committed to being the best place to work. Over the past year we have continued to develop our retention and recognition practices. Our SPIRIT values, mission and vision are woven into our organizational fabric, guiding our Associate's actions and decisions each day as they provide exceptional care and service ALWAYS. This past fiscal year we have developed the Multicultural Inclusion Committee to promote Multicultural Inclusion through awareness, understanding, and appreciation of equity and diversity in all of our interactions with Associates, families, patients, medical staff, volunteers, visitors, vendors, etc. We are committed to creating a welcoming climate that supports the rights of individuals and reflects respect for diverse cultures, backgrounds, ideas, and needs. Carroll Hospital Center continues to develop the Carroll Learning Institute to help develop, train and educate leadership. We also continue to review compensation and benefits to ensure that we are competitive and providing our Associates and their families with comprehensive benefits to promote a work/life balance.

Chaney Enterprises

For Profit

Manufacturing, Building Materials and Supplies, Construction

More than 250 Employees

"• On August 1, 2012, we went Smoke-Free in Company cars and pick-up trucks and only allowed smoking fifty (50) feet from facilities. Chaney Enterprises will be entirely smoke/tobacco free effective

January 1, 2013, and smoking and/or the use of tobacco will not be permitted anywhere on Chaney Enterprises' property at any time. The definition of Chaney Enterprises' property for the purpose of this policy includes all land, buildings, structures, parking lots, and means of transportation owned by or leased to Chaney Enterprises and any area, including customer property, where a staff member is engaged in Chaney Enterprises' business. • New Wellness Plan Introduced: Beginning September 1, 2012, employees could begin working towards discounted insurance premiums for the plan year beginning September 1, 2013. There are several ways to gain points in our new Wellness Program. The quickest way to gain points is to obtain a physical exam with your primary care doctor that includes a screening for cholesterol, glucose and blood pressure and follow the doctor's treatment plan for any abnormal results. An Employee can also gain points by taking wellness seminars, being an active member with a fitness club/gym, participating in a group sports league, getting routine dental and eye exams, getting a flu shot, participating with "Walking Spree" – just to name a few. The more points you gain, the higher your discount will be - up to 50%."

Chesapeake-Potomac Home Health Agency, Inc.

Nonprofit

Healthcare

Between 50 - 249 Employees

The demand for qualified nurses and therapists in the Southern Maryland region is high. Clinicians are attracted to organizations that offer flexibility in scheduling so they can better balance the demands of work and personal commitments. The majority of our staff is comprised of Part Time clinicians, who have young families. The clinicians enjoy the flexibility of self-scheduling their patient visits and the ability to work from home on their documentation. This allows our staff to be more independent and not have to spend additional time each day driving back and forth to the office to work on documentaion/paperwork.

Chevo Consulting, LLC

For Profit

Consulting/Professional Services

Between 1 - 49 Employees

- Flexible work arrangements, including flex-time and telecommuting - Professional but relaxed atmosphere - Employee morale events - company picnics, holiday parties, breakfast every Friday - Continuing education and professional development programs that Chevo may help pay for - Regional focus of work to minimize the disruption of work-life balance by company travel - Subsidized public transportation - Emphasis on effective planning to avoid over-work and burn-out - Continued focus on supporting local, national, and international charities and one-time events (disaster-relief, etc,)

Civista Medical Center

Nonprofit

Healthcare

Between 1 - 49 Employees

Civista Health, Inc. understands that for an employee to be fully engaged and committed the work environment has to support needs on every level. Based on employee feedback and other best practice data we developed and implemented a strategy that offers programs that address work, life, health, and community concerns for our employees. We have programs that offer greater flexibility, professional growth, and a comprehensive total compensation program. In addition to creating a workplace excellence environment we have implemented a wide-range of health and wellness programs that offers on-site wellness and life-issues seminars and programs, workplace excellence community resources and referrals, and an environmentally conscious program that looks at everything from recycling to sustainable food. Our employees serve on state committees, Governor's Councils and community boards such as Partnerships for a Healthier Charles County, The American Red Cross, Teen Drug Court, Hospice of Charles County, Leadership Southern Maryland and the United Way. Civista employees teach classes for the community such as CPR, Safe Sitter®, proper hand washing, and facilitate support groups for people with Parkinson's disease and breast cancer. They volunteer to provide screening and education in our community for conditions such as prostate cancer, stroke and diabetes. Every year, in celebration of Thanksgiving, our employees collect items for gift baskets which are given to families in need. At Christmas, employees provide gifts in support of Christmas Connection for children in need. These are just a few examples of our commitment to improve the health of the community we live in and serve.

CollabraSpace, Inc.

For Profit

Technology, Computer Engineering

Between 50 - 249 Employees

Since 2000, CollabraSpace has been an award winning, proven leader in real-time processing, collection systems, GUI development, mission management systems, collaboration and enterprise software development to both government and private industry. CollabraSpace offers excellent company culture that is team-oriented with a supportive work environment. With our excellent benefits package, CollabraSpace contributes 100% premiums, annual bonuses, health club memberships, and much more.

College of Southern Maryland

Nonprofit

Education

Between 1 - 49 Employees

Drunk Driver Education Programs; Water Aerobics; Fitness Challenges: "MoneySmart" sessions on various financial issues; Benefits Open Forums at all campuses for employees Q & A; Employee discount at the College Store. Tuition benefit of 100% of the tuition for all credit and continuing education courses offered by the college to eligible full or part-time employees, spouses, dependents of eligible full-time employees, and part-time temporary credit and continuing education faculty who are teaching a minimum of 3 credits during the semester.

Corporate Network Services

For Profit

Technology

Between 1 - 49 Employees

"Corporate Network Services is more than where we work each day. CNS was founded 20 years ago on the principle that a company should value its employees as much as its clients. The executive leadership and the employees see CNS as a culture and do everything they can to foster and improve that family-friendly CNS culture. Our employee's life events are celebrated by the company with announcements personalized cards, showers and gifts. CNS does its best to accommodate these life events by adding programs and benefits. This year we added a leave pool and invested in a new VoIP phone system that allows users to have calls routed through our office main number for seamless interaction with our client from any internet connection. Twelve employees are now telecommuting every day and we vacated 1/3 of our office space. The phones had other unexpected benefits allowing two employees to make extended family visits to Ghana and Poland while continuing to work part time. Of those employees who responded to a recent employee survey, 100% stated that they were happy to come to work each day. Our culture extends to our community through our Community Counts employee volunteer program supporting WUMCO (food collection, holiday food and gifts for needy family, donations), Toys for Tots, Manna Food Center (food collection, sorting, stacking), Stop Hunger Now (assembling food kits), Bright Beginnings (collecting books and USB drives) , and Toys-for-Tots. We support town functions, ex.- Halloween WUMCO Walk-in-the-Park, Build-a-Scare-Crow, Holiday Tree Lighting, Poolesville Spring Fest, Business Fair and Poolesville Day 5K, free document shredding for town at business fair. • Management Open-Door Policy • Family-friendly atmosphere. • Training and Development programs for all employees. • 401K, offer financial counseling. • Paid life insurance, long /short term disability and optional additional discounted life insurance. • Employee input on medical plans. • Telecommuting. • Personal, vacation, marriage, maternity/paternity leave. • Leave share program. • Referral bonus. • Monetary awards: length of service (varies), 4 Employee of Quarter (\$100), 3 President's award (\$500), employee to employee Attitude Awards (\$25 – 13 of these awards were subsequently donated to WUMCO). Sales, Year-end Bonuses, Monthly Kudos, • Non-monetary awards 37 employees awarded 159 Kudos from Management. • Social events-Free First- Friday lunch, Bowling, Welcome/Goodbye Summer cook outs, Family picnics, Holiday Yankee gift swap/healthy recipe pot luck, themed potlucks, Dinner and a Movie night, Semiformal Holiday Party for employees and spouses. • Healthy food choices at

all events with calorie count when available. • Recognize Employee life events- Baby showers for fathers/mothers and spouses, Greetings for returning travelers, etc. • Wellness Counts Program, \$50 for having a yearly physical, \$50 for taking Insurance company Health Risk Assessment. •

Quarterly meetings team building activities–bowling and volunteer activities food collection for WUMCO – Wellness activities- Free seated massage, flu shots, dance demo, blood pressure, ergonomic workstation advice, healthy cooking demo, pedometers, vision & BMI testing. •Holiday weight challenge -Onsite scales, BMI monitors and blood pressure cuffs- Subsidize employees for Poolesville 5K race. •Quarterly shredding of sensitive office/employee documents. • Yearly recycling/disposal of office/employee technology equipment. • Work with landlord on operations efficiencies."

CoStar Realty Information, Inc.

For Profit

Real Estate, Technology

More than 250 Employees

CoStar Group works hard to provide its employees with an outstanding work environment. To help achieve that, CoStar strives to maintain a culture of excellence with programs, processes and services that supports employee achievement and team morale. These include: Outstanding Benefits • CoStar's health care plan is rated among the top 10% of all US employers according to Towers Watson. • Company-Paid Insurance Plans. Employee's receive basic life insurance equivalent to their base annual pay plus commissions, up to \$300,000 and short- and long-term disability insurance plans. Optional supplemental coverage is also made available. • Relocation Assistance Program. • CoStar aggressively supports the use of public transportation, such as the DC Metro rail system and commuter bus services through a generous employee subsidy program. • Free Apple iPad Award Program. Employees commuting beyond 20 miles from our HQ office and utilizing mass transit were eligible for a complimentary Apple iPad at the time of our relocation to our new DC HQ office. • Tuition reimbursement for qualified continuing education programs and ongoing training for industry conferences, workshops, subscriptions and webinars. • CoStar's offers overseas opportunities which give select outstanding employees the opportunity to work at our Glasgow or London Research Centers, all expenses paid. • Lunchroom Video Stations. CoStar employees in other centers may chat with teammates in our HQ during lunch and personal time through a pair of always-on video kiosks in our staff lunchroom. • CoStar HQ employees and visitors are free to help themselves to an assortment of complimentary healthy snacks and drinks • DC based and visiting staff are entitled to use the in-house fitness center, which offers a full complement of the latest fitness technology. The adjacent locker room offers privacy showers and towels. • DC based and visiting CoStar employees are eligible to attend various events in CoStar's private suite at the Verizon Center. • DC based and visiting CoStar employees are invited to use high-performance city bicycles and Segway's from our HQ transportation locker. Helmets and backpacks are also included. An hour-long Segway safety training class is provided free to interested staff. • DC based and visiting CoStar employees have access to a green rooftop terrace that includes shaded table seating. • Philanthropy. CoStar strongly encourages staff to actively support charities through their time, talents and donations. CoStar centers support homeless shelters, toy and

coat drives, healthcare research, disaster assistance and similar causes. The company routinely offers 2-for-1 matching gift programs for disaster relief (i.e., Super storm Sandy).

Decision Lens

For Profit

Software

Between 1 - 49 Employees

Employees are encouraged to participate in outside pursuits of interest. We have several employees who teach fitness courses; Decision Lens pays for “teams” of employees in various sports including soccer and bocce ball, among other incentives. We take pride in doing unique activities to build bonds between employees. We work with a lot of clients in the Department of Defense and thought a fun trip to an aircraft carrier would inspire and ignite the imagination of everyone at Decision Lens. We continue to think outside of the box to create a fun and productive culture that everyone can be proud of.

Devon Energy Corporation

For Profit

Energy

More than 250 Employees

"Devon's operating practices are governed by the following set of core values: - Hire the right people - Always do the right thing - Deliver results - Be a team player - Be a good neighbor These core values guide interactions within the company, community and vendors with whom Devon partners. Devon's environmental, health and safety practices are governed by two corporate values: Always do the right thing, and be a good neighbor. These simple, yet profound ideals guide the company's unceasing search to reduce emissions and minimize the impact on land and roads. This environmental philosophy has helped Devon become a water-conservation leader. Doing the right thing also means the company uses whatever means necessary to keep employees and the public safe. Devon strives to create thriving communities wherever they operate. They do this through charitable giving as well as through the corporate and individual support and volunteer efforts. In 2011, Devon employees logged more than 25,000 volunteer hours in addition to the hundreds of thousands of dollars Devon has donated to education, the food bank, United Way and local civil service organizations. Devon strives to support both their employees and communities. Any executive within Devon will say that a large part of the company's success is due to the employees, their dedication and suggestions. Their suggestions went into building the new 50-story headquarters for the company in Oklahoma City that includes an on-site eatery managed by Guckenheimer that offers 20% discount for all healthy items purchased by Devon employees. The building obtained the LEED (Leadership in Energy and Environmental Design) certification and 90% of the waste material generated during the building's construction was recycled. Employees also enjoy a generous compensation and benefits package, on-

site wellness centers, subsidized gym memberships and flexible work schedules. For the past two years, a corporate-wide goal has been to keep turnover below the industry average, and this goal has been met in those two years. Employee health and wellness is a large part of what makes Devon unique. Their wellness efforts focus on preventative benefits. This includes a \$1,000 wellness benefit that can be used toward any preventive service, including visits with a registered dietitian. Devon has wellness centers, called "The Well," at all corporate locations and extends preventive programming efforts to the field sites with a special team of Field Site Fitness Specialists. Since the implementation of the wellness efforts, health care costs decreased by 6.6% and there was an improvement in 8 out of 10 health risk factors from 2010 to 2011. There was also a company-wide decrease in average risk factors of .67. It was found that those employees who attend the Well 5 or more times per month had .98 less average risk factors than other employees."

Dexis Consulting Group

Government

Consulting/Professional Services

Between 1 - 49 Employees

Dexis Interactive Inc, DBA Dexis Consulting group, has recently expanded its employee benefits package to include Short-term and Long-term disability, accidental death & dismemberment insurance, Flex spending, and Life insurance with no additional cost to the employee. Dexis has also implemented an Employee Assistance Program, which includes legal and financial consultations to the employees and their families. With significant growth in the company, going from roughly 7-10 employees in early 2012 to 24 to date, Dexis is continually working on developing further benefits and services as the company continues forward in its 12th year of business.

Discovery Communications, Inc.

For Profit

Media, Telecommunications

More than 250 Employees

Below is a snapshot of Workplace Excellence best practices employed by Discovery. More detailed information can be required upon request. - Onsite medical clinics - Onsite daycare - Support for new and expecting mothers - 10 days of subsidized backup care - Mental health first aid - Onsite health and exercise classes - Quarterly fitness reimbursements - Flexible work options - Summer hours program - Concierge service - Corporate discount program - Onsite dry cleaning - Onsite meal delivery - Onsite carwashing - Mentoring programs - Cultural celebrations - Food cart events - Creative speaker series - Creative workspaces - Social media integration - Numerous philanthropic events/causes - Employee Assistance Program - Employee Resource Groups - Employee stock purchase program - Recognition

programs - Employee ethics hotline - Quarterly newsletter - Biennial employee opinion survey - Online learning management system - Tuition reimbursement and much, much more...

Dynaxys

For Profit

Financial Services/Accounting, Government, Technology

Between 50 - 249 Employees

Dynaxys welcomes all employees to participate in our health insurance program, however some employees opt out in favor a plan offered by the employer of their spouse. For these employees, Dynaxys has developed an option of a pre-tax spending account of up to \$2,000 to cover deductible and extraneous healthcare costs not covered under the plan of the employer of their spouse. Participating employees appreciate Dynaxys' commitment to both family and health.

Federal Realty Investment Trust

For Profit

Real Estate

Between 50 - 249 Employees

The culture at the Trust combines the energy and excitement of a start-up organization with the stability of a successful operating company. We work in a primarily team oriented environment where our employees share a passion for real estate and a strong motivation to succeed. The Trust provides a stimulating environment for employees by providing high levels of motivation, empowerment and recognition. And we work hard to remove any obstacles that hinder creativity. Passion. Team spirit. High energy. Empowerment. These are words that our employees use to describe the environment at Federal Realty in recent surveys. We are committed to diversity and believe strongly that an environment of inclusion allows us to attract and retain the very best talent. Importantly, we reflect that diversity throughout all levels of the organization - nearly half of our senior executive team are women and/or ethnic minorities as are three of our seven Trustees. We also are committed as a company to giving back to the communities in which we live and work. Each year, the Trust partners with several charitable organizations in our communities. For example, we organized a food drive to benefit Manna and donated huge quantities of food. In addition, we host various events at our properties to benefit charitable organizations, including holiday horse and carriage rides and ice skating fundraiser benefiting Juvenile Diabetes Research Foundation at Pentagon Row in Arlington, Virginia. Each holiday season, we choose a local nonprofit group and hold a charity raffle for employee donations. The Trust matches all donations and presents a check at our annual holiday party. We have worked with Neediest Kids to give local low-income students the basic essentials they need to get the education they deserve, including eyeglasses, coats, clothes, uniforms, school supplies, food, personal care items, and other essential goods and services. Finally, we have been a sponsor of the Breath of Life Gala benefitting the

Cystic Fibrosis Foundation for the last ten years, raising millions of dollars for research for a cure. We remain focused on being a place where talented people can build meaningful careers.

FINRA

Nonprofit

Financial Services/Accounting

More than 250 Employees

Whether our employees are working, caring for their families, staying fit or continuing their education, FINRA has programs to help them find the right balance between life at work and outside of work. A tuition reimbursement program, on-site fitness facilities and discounts on gym memberships, and generous benefits programs are among the resources that FINRA offers to help employees manage the many responsibilities in their lives. Our back-up family care program has proven to be especially valuable, as it gives our employees an affordable alternative to missing work when their regular child or elder care arrangements fall through. Through our program, FINRA employees can connect with a national network of licensed child or elder care providers, often in two hours or less, and with modest co-pays. Supporting parents is a key component of our dedication to help employees with their family and work balance. We offer a generous 13 weeks of paid leave for new parents, financial assistance and additional support resources for adoptions, college saving programs, and a variety of referrals and educational resources for parents through our Employee Assistant Program. Our formal Flexible Work Arrangement program allows employees to work with their managers to determine a schedule that fits both the employees' professional and personal demands. Community outreach is important to FINRA and we know that it is important to our employees as well, which is why we offer employees paid days off each year to spend time volunteering in their community. We have forged partnership with Operation HOPE and Junior Achievement to teach financial literacy in schools through our volunteer program.

Glassman Wealth Services

For Profit

Financial Services/Accounting

Between 1 - 49 Employees

Glassman Wealth Services has created a caring culture that rewards its employees and strives to develop their potential both professionally and personally. We know that our team is most productive when their skills, passion and the company's needs intersect and so we foster an environment that values and provides access to continuous learning. We reward the hard work and dedication our employees. It's through our collective efforts that we will grow our revenue and become more profitable, so we provide all full-time employees a quarterly bonus that is based on a percentage of the top-line revenue of the firm. We are proud that they can participate in the success they helped to

create. We offer unlimited vacation/days off so that employees can take the time they need when they need it. This can only be successful if we work as a team. We all work together so that each of us has the time off they need for vacation, sickness, to care for family members, charitable/community work, etc. Once a quarter, we have a Thinking Day, a day out of the office and away from our daily routines where we can explore new ideas, engage in creative problem solving and other activities that enrich our professional and personal lives. We come together in a half-day retreat to share our experiences and ideas with the team. We believe in celebrating successes and having fun. When we reached a company milestone, all employees were rewarded with a trip to the BMW plant in Greenville, SC. We toured the impressive plant with an BMW efficiency expert, then raced BMWs on their closed circuit course. The next day we went to the US Whitewater facility in Charlotte, NC where we enjoyed a day of canopy ziplining and whitewater rafting. The firm plans several outings to sports and other events, as well as dinner, theater shows, etc. It is not uncommon to receive gift certificates for massages, or to our favorite stores on our birthdays or to celebrate other personal or professional achievements.

Holy Cross Hospital

Nonprofit

Healthcare

More than 250 Employees

This past year, Holy Cross Hospital engaged in a renewed focus on service excellence and accountability to provide a superior patient care experience. We integrated our service excellence, just culture and employee engagement initiatives around the single organizing principle of Every Patient Safe, Every Patient Satisfied and Every Employee Engaged.

- Service Excellence - Every staff member signed a Staff Agreement to Service Excellence that committed them to being held accountable to certain skills and behaviors identified for their specific roles within Holy Cross Hospital. In addition, a training course was designed to provide hands-on simulation scenarios specific to those service excellence behaviors. The course was required for all staff to attend.
- Just Culture - This methodology supports a learning culture and focuses on proactive management of system design and management of behavioral choices. Our entire leadership team was trained in May 2012. Training for all employees is scheduled for Winter/Spring, 2012-2013.
- Employee Engagement initiatives - 1.Exceptional Contributions towards Patient Satisfaction (ECPS) – Employees are recognized and rewarded financially for their exceptional contributions with special emphasis on activities that promote our goals of satisfying the expectations of our patients. 2.Pulse Survey (A Culture of Safety & Employee Engagement survey). This five minute, fifteen-question survey covers safety, engagement, and three yes/no questions related to staff’s knowledge of the results from our last Employee Engagement and Patient Safety Surveys. 3.Voice Organization Incidents, Concerns and Events (VOICE Implementation) – Voice is an online event reporting system that allows event reporting by employees in real-time and provides a standardized picture of what’s happening throughout the hospital. Communication and greater transparency are keys to the hospital’s commitment to increasing employee engagement, patient safety and quality. Our efforts have led to these distinguished awards & recognitions received in 2012: •2011 Top Performer on Key Quality Measures recognition, one of only 405 out of 3,099 U.S. hospitals and the only hospital in

Maryland and the greater Washington region to earn this distinction from The Joint Commission, the main accreditation organization for U.S. hospitals. On September 19, 2012, for the second year in a row, Holy Cross Hospital was the only hospital in Maryland and in the Greater Washington, D.C. area to be recognized as a "Top Performer on Key Quality Measures" from the Joint Commission. •2011 Leadership Award from the Delmarva Foundation for Medical Care, the sole recipient. •2011 Excellence Award for Quality Improvement in Hospitals from the Delmarva Foundation for Medical Care, which recognizes the hospital's commitment to quality and ability to achieve and sustain performance improvement on four national inpatient clinical areas - heart attack, heart failure, surgical care and pneumonia. •2011 Get With the Guidelines-Stroke Gold Plus Performance Achievement Award from the American Heart Association. •2011 Association of Community Cancer Centers Innovator Award for the Holy Cross Hospital Cancer Institute's creation of an innovative model of Virtual Care

Honest Tea

For Profit

Food and Beverage, Manufacturing

Between 50 - 249 Employees

-Hired a Wellness Coach that employees can email, skype, call or meet in person. -In January, we will launch Care.Com and pay for every employee to have a membership. -We added an additional medical insurance option for employees in 2013. -Financial Wellness Program, Emerge--an employee benefit company that offers a workplace-based financial wellness program, partnering with employers to help their workers plan their financial future, build real credit, and save money. -Don Bosco Christo Rey Corporate Work Study Program.

iHire, LLC

For Profit

Human Resources/Job Board

Between 1 - 49 Employees

"iHire had a radical culture shift in 2012, when it became a ROWE -- Results Only Work Environment. In a ROWE, employees work when they want, where they want, as long or as little as they want, as long as the work gets done. This is not a flexible schedule or a telecommuting arrangement, but a culture and mindset that aims to accomplish the following:

- Create a foundation that will level the playing field. Everyone will have the same opportunity to approach work in the most productive, efficient manner.
- Ensure leaders are focused on managing the work, not the people.
- Provide the ultimate intrinsic motivator for employees to want to work for iHire, to say "This isn't just a job for me. This is where I choose to be."
- View the office building as a tool that might be utilized to achieve results vs. the default location that people show up to every day; therefore, setting the foundation to reduce space or utilize current space more effectively.
- Attract and retain the best talent with

THE 21st century competitive advantage: Control over time. • Set a clear, scalable, well-understood foundation for the culture that will allow unproductive tools and processes to be quickly and easily rejected. • Drive productivity increases and higher levels of customer satisfaction by making sure each person is completely clear about what their goals and expectations are and how they will be measured. • Shift the focus from completing activities/tasks to reaching outcomes – paving the way for innovation and creativity. • Set the foundation for productive turnover: Decrease the voluntary turnover rate by keeping employees that are performing; increase the involuntary turnover rate by removing those that are simply “putting in time”. • Manage performance, not flexibility. In the short time since we have become a ROWE, employees have reported increased productivity, higher engagement levels, better job satisfaction, enhanced ability to collaborate against defined outcomes, and reduced stress levels."

IntelliDyne, LLC

For Profit

Technology

Between 50 - 249 Employees

Health and Welfare: • Major medical • Dental • Vision Retirement • 401(k) with company match Wellness • Monthly health club subsidy • Corporate fitness challenges, biometric screenings, flu shots, and more • Employee assistance program Life and Disability • Company paid basic life and AD&D • Voluntary employee, spouse, and child life insurance • Long term care Leave Benefits • Paid time off • Paid holidays • Paid Military leave • Paid Jury duty • Volunteer time off • Major life event leave • Employee leave donation program Professional Development • Tuition reimbursement • Access to virtual on-demand IT training • Managers Training Program Additional Benefits • Employee referral bonus • Pet discount program • Legal resources • Transportation subsidy Flexible spending account Employee Focus • Employee celebration • Formal employee recognition program • Ice cream social • Employee survey

Intelsat Corporation

For Profit

Telecommunications

More than 250 Employees

We care about our employees. Intelsat has invested in: 1. a FREE on-site medical unit, staffed daily by an occupations nurse, and twice a week by a physician. 2. a FREE on-site fitness center that is open 24x7 and staffed during regular work hours. Personal fitness plans can be requested, and at least 7 group fitness classes are held weekly. 3. Our extraordinary CEO Awards is like an academy awards ceremony for the employees. There is a call for award nominations in a set of key categories, an afternoon ceremony, with entertainment, where the nominees are announced and winners named. Plus, there is

an awards dinner for the winners and guests. Honoree's receive cash prizes. 4. The Intelsat Leadership Academy provides a highly innovative approach to leadership development. Based on the principles of transformational leadership, this unique blend of customized courses and learning experiences has driven measurable improvements in leadership capability. The design of the leadership academy grew out of feedback from the company-wide engagement survey and information collected during succession planning.

KPMG LLP

For Profit

Financial Services/Accounting

More than 250 Employees

KPMG is committed to being a Great Place to Work and a Great Place to Build A Career. One of the firm's strategic priority goals is "People". Central to that is creating an environment that enables all our people to connect, network, and learn from each other. An innovative program that we have recently launched is Parents Who Know, a parent mentoring program that connects parents at all stages of this important life event with parent mentors who are willing to share their time and experiences to help the new mom or dad manage all the excitement and challenges that impact today's working families. The program provides ongoing seminars and activities to help all parents be successful at work life integration.

LifeWork Strategies

Nonprofit

Healthcare

Between 1 - 49 Employees

LifeWork Strategies recognizes that our staff of caring professionals is our greatest asset. We provide resources to employees so that they can think healthy, act healthy and stay healthy! We help employees achieve and maintain optimal health, and, in turn, they help us fulfill our mission to deliver comprehensive behavioral health and wellness programs to employers in our region and nationally.

Loiederman Soltesz Associates, Inc.

For Profit

Consulting/Professional Services

Between 50 - 249 Employees

Loiederman Soltesz Associates, Inc. concentrates on providing complete support to employees with regard to benefits: building morale and doing our best to make sure employees are satisfied; providing

and supporting professional and technical training; and tapping into many resources to recruit and find top talent. From a Human Resources perspective, Loiederman Soltesz Associates, Inc. recognizes that all employees are its clients, and as such, we are focused on providing the best customer service we can when it comes to benefits. Employees know that if there is a question regarding coverage or an issue regarding any kind of claim, HR will directly contact the appropriate person and deal with the issue to help come to resolution as quickly as possible. As an organization, we are continually looking for ways to increase employee morale. We promote and support spot awards; have periodic employee raffles in which we give away tickets to local sports teams or local events; consistently evaluate our employee benefits package and compare with our competitors; and promote an environment where ideas are encouraged and rewarded. From a training perspective, internally we provide technical training to all employees. We have also established a professional development series that this year focused on public speaking, negotiation skills and communication skills training, and has in the past focused on contract administration, project financial management, business development and client services. Additionally, we focus on recent issues that are relevant to our business and provide training to employees in important areas such as LEED, Stormwater Management, Sediment Erosion Control and EPA. With regard to recruitment, LSA exhausts all resources to be sure to find the best qualified candidates to join our team, including an internal job posting policy as well as a generous employee referral bonus. We believe the staff of LSA is a great resource for recruitment of quality applicants.

Marriott International, Inc.

For Profit

Hospitality

More than 250 Employees

Marriott is honored to be recognized as an employer of choice and a leader in investing in and taking care of our associates. Below are a few examples of innovative workplace excellence initiatives, in addition to those in our H&W Trailblazer application.

- The largest celebration of the year held throughout our company is Associate Appreciation Week, kicked off with a letter of appreciation to all associates from Messrs. Marriott and Sorenson. This year their remarks included, “Thank you for all you do every day to embody [our] core values. Your hard work, commitment and dedication to our business and its people keep our operations running smoothly, our guests coming back, and the communities we serve better places.” Associate Appreciation Week in 2012 was a great success. At Marriott locations around the world, managers and associates showed their appreciation to their teams, their co-workers and their communities through a variety of activities each day of the week. They also celebrated our company’s heritage, core values and commitment to diversity with our annual Cultural Appreciation Day and Spirit To Serve Our Communities Day.
- Free 24/7 access to counselors who can assist associates and family members with virtually any life issue in the areas of child care, parenting, elder care, financial and legal matters, education, community resources, health and wellness, addictions, relationships, etc.
- Leave Sharing Donation Program where associates donate unused Paid Time Off (PTO) to help colleagues who have depleted their PTO during times of crisis, such as illness or a family emergency.
- Hotel room discounts for associates, family and friends; additional associate discounts at Marriott properties for food & beverage, retail stores, spas, golf equipment and tee times, and vacation

packages. • Flex Coupons available to associates in our reservations centers. They can log into an automated system and sign up for time off—in one to three hour increments, a ½ day block, or a full day—either on the “day off” or a future date. • Friday “Quiet” Work Days from May through September at corporate headquarters. Associates are encouraged to avoid scheduling meetings and conference calls on Fridays, enabling the use of PTO to start summer weekends early. • Associates are also encouraged to participate in cross-training – gaining experience across disciplines – to increase teamwork, help associates develop a greater appreciation for the job responsibilities of colleagues, and provide them with opportunities to explore career options. • Child care and elder care directories and discounts. • EPA SmartWay® certified cars available at Marriott headquarters 24/7 through Connect by Hertz program.

Maryland-National Capital Park & Planning Commission (M-NCPPC)

Government

Recreation, Parks and Planning

More than 250 Employees

M-NCPPC is proud to have been recognized in the past as an excellent place to work. We are pleased to offer many different types of employee-friendly and work-life programs, just some of those include: several flexible work arrangement options, Employee Assistance Program, sick leave banks/short term disability, free wellness screenings, and tuition assistance. M-NCPPC is also committed to being an employer of choice by offering a comprehensive and outstanding health benefits and a generous leave package. M-NCPPC also strives to be a workplace of excellence by our dedication to equal employment opportunity and the celebration of employee diversity. Just some of the things M-NCPPC does to rejoice in our commitment to diversity is hosting various activities in correlation to various heritage celebrations (i.e., Black History Month, Asian-Pacific Heritage Month, Women's History Month, and Hispanic Heritage Month). Employee attendance at many of these diversity celebrations is very popular. M-NCPPC is also committed to employee training and development, and providing a learning environment for all employees. A core value of M-NCPPC is to have skilled and knowledgeable employees that provide quality service to all customers. This requires keeping staff up-to-date on essential workplace issues and by promoting learning and development. M-NCPPC offers a wide array of training and learning opportunities to keep employees up-to-date on essential workplace issues, career development, personal enrichment, wellness, and more. These are just some of the things that we believe make M-NCPPC a great place to work.

MedStar St. Mary's Hospital

Nonprofit

Healthcare

More than 250 Employees

Leading edge employee wellness program tied into our medical/health insurance program. Incentives for role model performers. Associate engagement committees to capitalize on associate engagement. Robust training and development program to develop our employees. Nurse Practitioner program for our associates' illnesses. Onsite pharmacy and steep discounts for cafe services.

Mental Health Association of Montgomery County

Nonprofit

Consulting/Professional Services, Education, Healthcare, Social Services

Between 50 - 249 Employees

We have an EAP program that can specifically help our employees with personal situations that they are going through. Our organization is committed to our EAP and providing our employees with as many services as possible. We know that finding Dependent and Elder care is a very time consuming process, so we have enriched our benefits to provide our employees with those services. Our employees were interested in some specific topics for training, so we have developed a training schedule to help make those trainings available to all staff. Our employees are working out of various locations and we have been focusing on how to bring them all together. Our new "One MHA Committe" is a great start to bring everyone together.

Mid-Atlantic Federal Credit Union

Nonprofit

Financial Services/Accounting

Between 50 - 249 Employees

We promote physical and mental wellness for our employees and their families. We post wellness newsletters on our Intranet that provide tips on living well and disease prevention. We hold a wellness fair annually where employees learn about a variety of health and wellness resources available here in their own community or send wellness packs to them. We also promote financial wellness by working with various financial educators to bring seminars and educational sessions to our employees.

Montgomery College

Nonprofit

Education

More than 250 Employees

Our best practices support our mission to empower students to change their lives and to enrich the life of our community. As members of a teaching community, Montgomery College employees are also

empowered to change their lives through personal growth and countless learning opportunities. Professional development is not only abundant within the institution, but it is also supported by funding educational assistance outside of the institution. Our Employees are valued and celebrated for their talents and diversity and are rewarded with generous benefits and work/life balance opportunities.

Montgomery County Government

Government

More than 250 Employees

Ask the Technology Services Director On-Line Chats for County employees. The "on-line" chat provides an opportunity for employees to ask questions regarding workplace technologies as well as emerging consumer technology issues and trends. The Technology Services Director has field questions from office software and voicemail issues to asking what his personnel recommendations was for purchasing iPads and personal computers. He even handled a question asking how to become more savvy about using social network sites. Employees can go to the page and submit their questions to the CIO. Employees may continue to submit questions anytime prior to, or during, the discussion. Answered questions will be available at the beginning of the session. Topics can range from workplace technologies to emerging technology trends and issues. * Montgomery County has taken another significant step forward in its open government efforts, launching a new openMontgomery website that will significantly improve government transparency, accessibility and efficiency. The site includes four distinct portals: *accessMontgomery *dataMontgomery *engageMontgomery *mobileMontgomery In 2012, Montgomery County launced "Data Montgomery" which provides direct access to County datasets in consumable formats offering employees and the public an opportunity to review and analyze raw data, and the opportunity to use it for a variety of purposes. Included is the opportunity to use datasets in the development of Smartphone apps that create value for residents and employees and better connect them to County government services. <https://data.montgomerycountymd.gov/> Access Montgomery <http://montgomerycountymd.gov/open/access.html> Initiatives aimed at providing direct on-line access to critical county information and publications related to County government performance. This includes, but is not limited to: MC311 CountyStat reports on departmental and program performance Internal audit reports Inspector general audits and reports County budgets Spending disclosures Open solicitations for proposals and contracts Search County contracts County and other public facilities where free Wi-Fi access is available Collectively, this information offers residents information that will enable them to hold their elected officials and local government leaders and employees accountable for decision-making and performance. Engage Montgomery http://engage.montgomerycountymd.gov/#3_2,2_0_95ec7b78846b2 Suggest, share and second ideas to help make Montgomery County, Maryland an even better place to live, work, and do business. Your posts will be reviewed to help shape decision making across the County. Diversity-- The Montgomery County Office of Human Rights, in collaboration with Montgomery County Public Libraries, the African American Employees Association, the Lincoln Park Historical Foundation and the Southern Christian Leadership Conference, is again this year hosting a civil rights historic bus tour that retraces the steps of Dr. Martin Luther King Jr. and other civil rights heroes. The tour will travel to Greensboro, NC; Atlanta, GA; Selma, Tuskegee, Montgomery and Birmingham, AL; Cincinnati, OH; and Memphis, TN. Green

Business Forum—Hosted by MCCC and MCG Dept of Environmental Protection and Montgomery College
The Montgomery County Chamber of Commerce (MCCC), the Montgomery County Department of Environmental Protection and Montgomery College sponsored a Green Business Forum on “Greening Government Procurement: It’s Coming!” Featured panelists include David Dise, director, Montgomery County Department of General Services; Nancy Gillis, director, Federal Supply Chain Emissions PMO, U.S. General Services Administration; and Maribeth Malloy, director, Environmental Sustainability & Governance, Lockheed Martin Corporation. The Montgomery County Green Business Forum is free and open to the public and is held four times a year. Each forum features experts offering unique perspectives on the advantages of being a green business. The Green Business Certification Program helps County businesses by providing them with a “greenprint” for introducing sustainability into their day-to-day operations and supply chain decisions. Organizations that embrace green practices enhance environmental quality while promoting economic development.

Near Infinity

For Profit

Technology

Between 50 - 249 Employees

Near Infinity offers several innovative benefits, programs and activities to its employees: Training: The NIC-U training program is one of our most effective and popular benefits. It includes an employee self-managed training budget of \$5,000 and 6 days to take any type of software development training. We encourage our developers to “cross-train” in technologies they don’t use every day in order to expand our corporate resume and maintain a wide range of skills. In addition, the NIC-U program includes a \$500 per-employee book and software allowance, free monthly in-house technical sessions and a bi-annual technical conference. When a new technology is of interest to a large number of NIC developers, we bring top instructors to our site for custom training courses. Culture: To maintain our small-company feel as we grow, we hold monthly all-employee meetings where we discuss current issues and initiatives within the company as well as cutting-edge technology topics. We include dinner and alcohol after each meeting, providing an opportunity for employees to chat and meet new members of the company. We give project managers budgets for team lunches and events, host a festive holiday party and summer picnic, and sponsor sports including soccer, volleyball, running and mountain biking. Work-life balance: Workplace flexibility is another area where Near Infinity consistently shines. Over 20 percent of our employees work part-time or flex-time schedules, enabling them to care for children or parents, avoid horrific commutes, or transition gradually into retirement.

Nutricia North America

For Profit

Medical foods

Between 50 - 249 Employees

Purple Culture - We build leaders for tomorrow & deliver business results through innovative thinking & daring practices. - Forum Meetings: The intent of the meeting is to challenge our existing thought patterns and create new ones...there is no hierarchy in this meeting...everyone's opinion goes into the pot and we will see what we create together. Agenda is around workshops, so no sitting and just listening and is held off-site. The Forum Meeting is a session for us to have fun...fun creating the future of Nutricia and fun getting to know each other better. - Breakfast with Our CEO - We invite a cross functional team to sit down with our CEO to engage in open dialogue in an informal breakfast setting. This breakfast event provides a forum for mutual learning through an open dialogue. The results from events such as this breakfast often enhance our ability to clarify issues, to solve problems, to build trust and a stronger organization. - Forum Meetings: The entire Nutricia NA team comes together to share the business and have some fun. Our CEO shares the future vision for the business and unveils the company's theme for the upcoming year. Employees also take part in spirited team building exercises. - Danone Leadership College: The training is designed to develop a common and distinctive culture of leadership and ways of working that support both business and individual growth. The sessions focus on 3 themes - understanding your personal motivation and how that impacts those around you; understanding and building the business strategy and priorities; and turning a motivating business future into concrete actions. - All Company Meeting: We get the entire Nutricia NA team together for sharing of business and some fun. The most recent meeting provided an opportunity for each one of us to have an impact on a local organization. We created crafts for the Children's Inn and care packages for new residents of Eden Home. - Nutricia Dances On!: We used the entire Nutricia NA team's energy, talent, and creativity to create dance video inspired by the Pink Glove video. The video was revealed at the most recent All Company Meeting.

Optimal Networks, Inc.

For Profit

Consulting/Professional Services, Technology

Between 1 - 49 Employees

Optimal's values drive every interaction, transaction, and operational decision: (1) Tell the Truth (2) Do the Right Thing (3) Everyone Benefits. When combined with their commitment to top-tier service delivery and a unique and sustainable corporate culture, Optimal Networks stands out among competitors in an increasingly competitive field. Plus, they deserve to be recognized for the following: --Friday Breakfasts--every Friday, the COO cooks breakfast for all employees and we gather in the CEO's office to eat and enjoy casual conversation --Thursday all-company twice a month meetings --Open House--annual event during which employees and clients come together to learn about new technologies, eat, drink, and celebrate each other --Bi-annual Spirit Days--Fun activity that builds community followed by goal setting, organizational updates, planning, and more --Human Resources Partner--HRi allows us to offer superior benefits to employees for an organization of our size. -- Innovative bonus plan that aligns and incentivizes individual, team, and organizational efforts --Career ladder program allows employees who have met certain criteria to own a piece of Optimal --Food Day-- a celebration of cultures, recipes and deliciousness that takes place once a year --Our commitment to a fun and supportive culture and an ethical workplace help us to value and honor each person's

individuality and strengths. Members of the Optimal family are Asian, Native American, Hispanic, African American, gay, straight, Democrat, Republican, vegetarian, and carnivore

PRIZIM Inc., a subsidiary of Hitachi Consulting

For Profit

Consulting/Professional Services

Between 1 - 49 Employees

Since its founding in 1996, PRIZIM Inc. has fostered a sustainable work-life balance for all of its employees. By allowing staff to create their own flexible work arrangements, such as regular teleworking and shifting to part-time employment to accommodate family priorities, PRIZIM helps its employees maintain their overall well-being while staying productive and reducing environmental impacts. All staff are provided with generous benefit packages that include health coverage, 401(k) company matches, professional development compensation, annual leave, and other paid time off such as maternity/paternity leave and sabbaticals. Staff are encouraged to participate in community programs and to offer pro bono work to worthy causes. PRIZIM's office is in an environmentally friendly building, located in close proximity to public transportation, and its layout helps staff to communicate and collaborate to the maximum extent practicable. PRIZIM is now a wholly-owned subsidiary of the Hitachi Consulting Corporation, but its staff and spirit are continuing on. In fact, the merger of PRIZIM and Hitachi values, programs, and resources have made this organization an even more excellent place to work.

QIAGEN

For Profit

Biotechnology

More than 250 Employees

Our mission statement says that "employees are key to QIAGEN's excellence, success, and value. The company backs this up from health perspective by offering robust health benefit programs. Additionally, the company makes available our products for employee use. Each employee in the company is able to obtain HPV diagnostic testing (one of our products) at a subsidized rate or at no cost at all regardless of the employee work location around the world. As stated in our mission statement, we are making "improvements in life possible" not only for our customers, but for our employees.

Ryan LLC

For Profit

Healthcare, Corporate Tax Advisory Services

More than 250 Employees

Ryan is committed to enhancing the total well-being of its employees. We continue to make great progress with myRyan, our flexible work environment, as we strive to create a culture that supports overall employee work-life and professional success. As a result of our participation in a national workplace flexibility study last year, Ryan developed two customized myRyan training modules for Ryan managers and individual contributors. Both sessions are highly interactive and focus heavily on sharing lessons learned and best practices, helping our managers and employees work out a flexible schedule that works for everyone on the team. We are also in the process of establishing a formal Culture Council made up of a cross-functional team of Ryan employees to consistently review internal and external employee feedback data from multiple sources and make recommendations for change and improvement that will benefit employees as well as the business. Our Community Outreach program is thriving, with the Ryan Foundation Ryan donating almost \$250,000 to 67 discreet charitable organizations so far this year. All Ryan offices are busy organizing activities including food and toy drives, casual days, walks and bike rides, etc. to raise cash and donate items for causes including the American Heart Association, Make-A-Wish, Ronald McDonald, Habitat for Humanity as well as local food banks and donation centers to help single moms, homeless children, the elderly and other less fortunate members of our communities. Our comprehensive, global wellness program myHealth is being widely adopted by our employees as more take advantage of our educational programs, fitness challenges, medical premium stabilization credits, and online tools and resources. To date 76 percent have completed both the biometric screening and member health assessments making them eligible for the \$40 per month medical credit, 130+ employees have signed up for challenges, and there have been 9,000 log-in instances into the MyViverae portal! Employees are also taking advantage our new Care.com membership referral service with 98 percent of existing members taking advantage of local childcare resources and 46 percent accessing housekeeping services. 2012 has been an incredible year for award wins. So far, Ryan has won 47 corporate awards including the esteemed 2012 "Great Place to Work Best Small & Medium Workplaces", published by FORTUNE magazine. Other awards include the "Work-Life Seal of Distinction" award, the "50 Most Engaged Workplaces" award for the U.S. and Canada, "Companies that Care" honor roll, and the "ASTD BEST" award for our exceptional learning and development programs. Additionally 17 Ryan offices won the Sloan "Workplace Flexibility" award, while many other Ryan offices across the U.S. have picked up a "Best Places", "Best and Brightest" and "Top Workplace" awards. This year we have seen a significant increase in our wellness awards including making the "Healthiest Employer" lists in 10 cities and the American Heart Association Fit-Friendly Gold Certifications in 8 offices. In summary, Ryan continues to do an excellent job of honoring the stewardship it has to care for its clients, its employees, and its community.

Sandy Spring Bank

For Profit

Financial Services/Accounting

More than 250 Employees

SSB offers multiple wellness programs that provide something for all employees and their family members. Programs that help members identify potential health risk factors, stop smoking, and lose weight, as well as a \$200 annual program for employees that allows reimbursement for anything related to skill enhancement or wellness. In 2012 Sandy Spring Bank offered employees and their spouses the 5th annual Health Risk Assessment Program. This program provides participants with a personalized health report that they can share with their doctor. In addition they may be contacted by our Medical Management Company if certain triggers are met for health risk. SSB pays full-time employees \$20 per pay for completion of this assessment. This program has become a tradition for many employees and they look forward to comparing their results to the previous years to see how they have improved. Community is one of the core values of Sandy Spring Bank. Employees are encouraged to volunteer at community events either sponsored by or supported by the company or those that they support personally. In 2011 SSB was named #4 on Washington Business Journal's 2011 Book of Lists for the number of employee volunteer hours.

SAP NS2

For Profit

Technology

Between 50 - 249 Employees

*Flu vaccinations *Pay up to \$10,000 towards adoption *Up to 5 weeks vacation (pending years of service) *Flexible work schedules *Pet insurance *Long term care insurance *Up to 10 X salary for life insurance up to max of \$2m *HSA accounts offered 2 years ago

Sapient Government Services

For Profit

Consulting/Professional Services, Government, Technology

More than 250 Employees

Sapient's values-based culture fuels our business strategy, not vice versa. While many organizations point to having company values, we believe (as well as regularly hear from people outside Sapient) that our six Core Values are truly unique, not for what they are but for how we live them. Without them we would not be the company we are. Sapient's Six Core Values: o Client-focused Delivery o Creativity o Leadership o Openness o People Growth o Relationships Each office has a dedicated "party" budget for fun and team building at the local level. These funds allow offices to tailor their celebrations to the local preferences. Sapient holds two annual parties – an informal all-family Summer Outing and a formal Holiday event – as well as office connection activities, sports teams, and participation in local philanthropies. Having dedicated funds for local connection helps encourage camaraderie and friendships, which is essential for folks who may travel or work at client sites often. Sapient people attribute our track record of growth, our record-breaking client win rates and our industry leadership

and growth to our Core Values. One of the best validations we received that our culture has, in fact, significantly contributed to our continued success was being selected by two major business schools, Harvard and Yale, who have incorporated our model into their business course curriculum for organizational success.

Smartronix, Inc.

For Profit

Consulting/Professional Services, Technology

More than 250 Employees

Smartronix has evolved the culture of the company that was a shared dream by the three founders and current co-owners to some of the best practices highlighted below: Emphasis on Wellness – we consider ourselves truly “trailblazers” in the area of wellness. Five years ago, when wellness was being tossed about in business as merely a buzzword, Smartronix focused on the resources, vendors and staff at hand and developed an initial wellness program. Our smoke-free company owned campus, one of the first in the community, is a way that we do our part to encourage healthy behaviors of our employees and visitors. The little things – like receiving a picture from a new parent with Dad and baby which features the personalized pink or blue baby blanket we send are priceless. We want to ensure that while our work is very important, the employee and family are vitally important too. Allowing flexible working arrangements to potentially lessen the stress in their family lives is key. Having the owners announce a tenure anniversary on the Public Announcement system or better yet “the ice-cream truck is here and I am buying”, that defines workplace excellence. And then there was the “all company snow ball fight” or Halloween costume potluck lunch. Reaching out to the communities in which our employees work and live to offer assistance in the time of need - that is what Smartronix does. We also encourage employees to invest their own time and effort to make a difference in their community and we often provide a financial matching donation. During these very challenging Government financial times, we have held strong to one of our core values that “all profit is not cash”. Budget cuts and delays in contract awards absolutely stretch our resources but we have always found a way to not only maintain benefits, but to find cost-effective additional benefits. We have kept pace with ourselves and our company history. We remain focused on our priorities: Client – Employee – Company. A quote from one of our employees for the 2013 Vault Top IT Consulting Firms represents us well: "Our ethos 'not all profit is cash' sums it up: sometimes you do things just because its the right thing to do."

Social & Scientific Systems, Inc.

For Profit

Consulting/Professional Services

More than 250 Employees

Leadership Development:: At SSS we continue to see leadership development as an ongoing journey. After our leadership development attendees complete our core training program, they are broken up into diverse groups called Mind Trust Groups. These groups meet at least quarterly, so that its members can provide each other with the guidance and support needed to encourage each member to achieve the leadership development goal that each member is working on. We are also continuing our Project Management Initiatives as follows. Project Management Initiative: SSS incentivized staff that had project management responsibilities to (1) further develop their project management skills and (2) work towards obtaining a Project Management Professional (PMP) certification. (A PMP certification is the most desirable and marketable internationally recognized credential for project managers—awarded by the Project Management Institute (PMI).) SSS purchased access to online courses that qualified staff towards meeting the educational requirements of the certification. SSS required that selected individuals complete the first 5 of the 25 course series—and paid for up to 16 hours of training time. All other individuals were encouraged to take the courses on their own time. This approach to staff development allowed SSS to strengthen SSS' project management capabilities while investing in our staff.

SRA International, Inc.

For Profit

Consulting/Professional Services

More than 250 Employees

SRA aspires to be the world's best company in everything we do, guided by our unwavering commitment to Honesty and Service®. The company has been grounded in this ethic since being founded in 1978. The direction of SRA, outlined by SRA Founder and current Chairman Ernst Volgenau, was to stand for something greater than a financial success, which is important, but even more important is to give back to the global community. We strive to be a great place to work for our employees while giving back to our communities. Some programs and initiatives to support our mission -

- Wounded Warrior Program: Provides a successful transition from military service to the civilian workforce. Our program is open to all qualified veterans as well as their spouses or partners (for those vets unable to work or who paid the ultimate sacrifice). At SRA, every warrior is supported by a network that includes the Wounded Warrior program manager, our wellwithin™ nurse care managers, the individual's supervisor and an independent mentor from our Veterans Employee Resource Group.
- Employee Resource Groups: Employee Resource Groups are designed to link employees in similar situations where they can leverage their collective experiences to foster an effective network and voice within SRA. Whether you're a new parent, come from a certain area of the world, or like to be involved in certain types of activities, there are almost certainly others at SRA who share that same facet of your life, and could benefit from being connected. We currently have 10 ERGs: African-American, Asian-Pacific Islanders, Caregivers, International, Early Career, Latin-American, Lesbian, Gay, Bisexual, and Transgender, Parents, Veterans and Women in Leadership. The Caregivers and International employee resource groups were added this year. The Caregivers employee resource group is for our growing group of employees that take care of children, spouses, and/or parents. The International employee resource group allows for employees who are assigned to work outside of the United States to stay connected to

what's happening at SRA. -Inclusion Council: Provides pathways that enable SRA's employees to achieve success on all possible levels. We work together to ensure that OneSRA is more than just a marketing approach. Rather, beyond our individual differences, our unique strengths and distinct perspectives come together to create a single SRA that as one achieves more than the sum of it's parts. -SRA Amazing Race and SRA On the Move: Team-based and individual-based challenges physical activity challenges that encouraged employees to move more and compete for great prizes. -Give an Hour campaign: a campaign to encourage employees to donate to a charity of their choice (must be 501(c)(3)) via payroll deduction through our Giving Station on the SRA portal.

The Humane Society of the United States

Nonprofit

Animal Protection

More than 250 Employees

We enjoy a workforce comprised of individuals who are dedicated to the mission of the organization: celebrating animals, confronting cruelty. We offer everyone opportunities to pursue their passions and encourage their dedication to the field of animal protection. Work/life balance is integral to the goals of the organization and to the welfare of our staff. We offer a number of unique opportunities that they might not otherwise realize with any other employer. Some examples include: 1. Participation in rallies in Washington DC and other states to promote animal protection; 2. Fundraising events at animal shelters and wildlife sanctuaries; 3. In-house learning opportunities and television screening on topics of interest to include Saving the Serengeti, Animal Planet's captive hunting series, international wildlife protection and trade, nutrition; CPR Training (pets and humans); blood donation events (both human and dogs); 4. The opportunity to bring their dog(s) or small pet(s) to work; 5. Office gatherings where staff can show off their talents/interests outside the office (i.e., vegan cooking contests, craft shows, pet photo contests); 6. free enrollment in Humane Society University.

United Educators

For Profit

Insurance

Between 50 - 249 Employees

UE's strong commitment to mission, flexible work schedules, and collegial atmosphere have made us an excellent place to work. In our most recent employee survey, we scored in the 90th percentile for employee engagement. This is due to: --A robust supervisory training program which ensures that supervisors have the tools and knowledge to make their staff successful --A shared understanding of company values which are modeled from the top --Regular communication at all levels about company strategy and performance --Engaging social events conducted monthly --Respect for work-life balance,

evidenced through a generous leave program and flexible work options. As the company continues to grow, we value the highly engaged staff who will ensure the future success of UE.

Vaco Richmond LLC.

For Profit

Consulting/Professional Services

Between 1 - 49 Employees

Vaco Richmond makes it a priority to concentrate on the abilities and hard working drive of our employees. For Vaco, the answer is easy, somewhat of a cliché, but motivating for our crew nonetheless. We work hard to play hard! In recent years, the entire office has participated in competitions where each Vaco division set sales goals. These goals are displayed on a large chart for everyone to see every day. Updated weekly, each division is able to see their progress and for the competitive spirits in the office, they are able to compare other divisions in a race to the finish. Vaco Richmond also believes in promoting a flexible working environment that not only involves increased technology and ample vacation days, but expresses a mindset encouraged for everyone in that workplace. Vaco Richmond exemplifies this state of mind. Providing employees with a unique work environment and unifying coworkers while maintaining a high standard for performance, are vital to Vaco's success. With all levels of employees sitting in an open cubicle setting, open communication, equality, and teamwork are not only encouraged but readily visible every day. Vaco Richmond also believes in the expression of individual passions. In recent years, Vaco Richmond has participated in multiple charity events, supporting illnesses and organizations directly related to individual employees and their families. Vaco Richmond has participated in Alzheimer's Association walks, Comfort Zone Camp, Angel Tree charities, donating clothes to needy children in the Richmond area, and made efforts towards going green in response to other individual passions. Vaco's growth as a company is directly related to our cohesive office environment. Recognizing the relationship between employee flexibility and success, Vaco Richmond creates an open environment both physically and mentally. A large part of our business is networking through social activities throughout the day. Being present for eight hour workdays may happen in a variety of ways. Whether it involves various Vaco Technology Recruiters, walking and talking to consultants on their headsets or client visits from the friendly faces of our staffing team with Starbucks coffee, Vaco gets it done. This is due to the implementation of events and policies that give our employees feelings of independence and entrepreneurship, further embedding a sense of freedom and trust. In addition, Vaco has annual sales incentive trips for all account executives and recruiters. In recent years they have traveled to Punta Cana, Las Vegas, Panama, Costa Rica, and Cabo San Lucas! These trips motivate Vaco employees personally as well as reach out to their families. Vaco Richmond takes the extra step in making sure everyone knows their position is valued within the company. Annual training for all employees provides both a working and social outlet, getting everyone oriented with Vaco and other valued employees. Every year, Vaco Richmond employees let their true competitive spirits show in the Innsbrook corporate games. Teamwork, good old fashioned competition, and joking around with one another are all a part of getting to know each other on a personal level. Incorporating a hard working professional environment with the friendships created in extracurricular activities such as this are key characteristics of our company's success.

Verizon Wireless

For Profit

Technology, Telecommunications

More than 250 Employees

The leaders of Verizon Wireless recognize the value of this company begins with each and every employee. Our employees can stand very proud knowing they are an instrumental part of the success of this company who has revolutionized the telecommunication industry. "Our network quality, our ownership of the industry, our management, our employees' pride of ownership are competitive differentiators we have. It's not just enough to seek out and hire the most talented professionals, offer them competitive pay and provide great benefits. Verizon Wireless enables a culture and work environment that sets the foundation for successful careers. We recognize what we have in our employees and have created a culture to support them in every aspect of their work/life is why Verizon Wireless is a great place to work. Our Company At Verizon Wireless, we're leading tomorrow's technology, today. From our expansive global IP backbone to our lightning-fast wireless devices and services, we're directing the future of information, communications and entertainment for businesses and individuals alike. Keeping the nation's largest wireless network running for millions of customers across the nation—that's what we do. We do all of this by harnessing the knowledge and skills of each and every one of our talented team members. At Verizon, we're bringing powerful technology to people all over the world. From transforming the way businesses operate to revolutionizing the way individuals communicate and access data, our innovative solutions are making an impact on a global scale. And that's why with the talented and driven employees, we can continue to put our values into action and create a better world. Our work culture provides for collaboration, diverse perspectives, and a commitment to excellence—one that's recognized and rewarded for the incredible work they do around the world. Our employees' unparalleled expertise and unrelenting determination are the heart of our success and a constant source of inspiration in our quest to achieve the extraordinary. Where diverse perspectives create rewarding opportunities. At Verizon Wireless, we foster an environment that thrives on different perspectives. Here, you'll be surrounded by people whose work has been recognized for making sure that our differences are our source of strength; a company with steadfast values and personal commitments.

"Our commitment to our employees' success inspires our employees to work hard and to take their career wherever they want it to go. It's a commitment that extends into everything we do as a company. Corporate Responsibility Employees can build a future at a company that inspires you to be a driving force for change every day. At Verizon Wireless, you'll contribute to making our world greener, safer and smarter. Most importantly, our employees leverage our technology to make it a reality as they rally to volunteer where needed.. Employees are part of a team that works hard to contribute countless hours giving back to the community through their volunteer efforts. The Verizon Foundation mobilizes our philanthropic resources to address the needs of the communities we serve around the world. The focus is on using our technology to solve critical social issues in the areas of education, sustainability and health care. Increasingly, the Foundation serves as a laboratory for social innovation -- supporting new approaches to community problems, breaking down barriers of cost and accessibility and helping to

bring these solutions to underserved populations. Over the last 10 years, the Foundation has invested approximately \$650 million in our communities, and our employees have donated more than 6.2 million volunteer hours to improve the communities where we work and live. In 2012, the Foundation awarded \$66 million in grants and employees volunteered more than 670,000 hours. We have employees who don't think twice about helping when disasters strike our communities; this is just second nature to them.

Benefits For all their hard work and commitment we offer a competitive salary and rewards package to facilitate our employees professional and personal goals - we call it Total Rewards, and it includes:

- Financial Rewards
- Competitive salaries
- Incentives based on individual and company performance, including commissions for our Sales team
- 401(k) savings plan with excellent company matching contributions
- Corporate discounts for attractions and key vendors (travel, technology and gifts)
- Health and dependent care spending accounts
- Life and AD&D insurance for employees and family members
- Commuter spending accounts

- Emergency Military leave, which provides the difference between an employee's base pay and the military base pay for up to 36 months of active duty.
- Health and Well-Being
- Medical, including prescription drug and vision care
- Dental
- Disability
- Long-term care insurance
- Over 32 locations with fitness centers, \$15.00 a month payment
- Immediate access to dedicated personal trainer support
- State of the art exercise equipment
- Convenience of being able to use the facility when it is convenient for you
- plus discounts to other gyms for those employees who can't get to the onsite locations.
- Cafeteria staffed with employees who will focus on preparing and providing Healthy meal choices for our employees
- Vending machines are stocked with healthy choices.
- Time Off / Vacation
- Paid vacation
- Personal days
- Holidays
- Discounts to Verizon products and services
- Family
- Employee assistance
- Home , auto and oh yes Pet insurance discounts
- Adoption expense reimbursement up to \$10,000 for each child adopted.
- Education and Training
- Tuition assistance
- On-the-job-training
- Online development tools
- Training curriculums

Our employees are at the core of our success. They are so very important to the company. Here are a few direct quotes from them. Our employees tell us: "I wanted to build a career, not just take a job. Verizon Wireless cares about its employees. It cares about what's going on in the world. I like the idea of a culture that is welcoming and allows you to share your ideas." "I don't believe there's one day that I've been at Verizon where I haven't learned something." "Verizon Wireless is a good corporate citizen. They push integrity, and they want you to do your very best, and I like being in that type of environment" "It's a great feeling working for a large company like Verizon Wireless, because I get to work for something that's bigger than me." "It's amazing how they prepare us to be successful. The program gave me the tools to see the bigger picture, and seeing the bigger picture allows me to say, ""I want to be at the top."" "

Washington Real Estate Investment Trust

For Profit

Real Estate

More than 250 Employees

Our best practices can all be summed up with our core values: The first 50 years that WRIT has been in business have provided a strong and stable foundation for our success. We have learned that we cannot rest on our laurels, and we must constantly seek to raise the bar, because good is the enemy of great. The following core values reflect what is truly important to our organization and are rooted in our culture: Dedication and Respect: We strongly believe if we focus on our customers, all else will follow. Integrity and Ethics: We continuously pursue distinguished financial performance through open and ethical business practices. Excellence and Commitment: We strive to always make a difference in our communities and work place – through our innovative and strategic thinking, community service programs and respect for the environment. Collaboration and Passion: We create value and synergy through local real estate expertise and the teamwork of our dedicated employees – who are our greatest asset. For our next 50 years, we shall diligently continue our quest for excellence and our focus on these core values. We are committed to our employees, our shareholders, our tenants and our local community. We are WRIT – We are Washington!