

2014 EcoLeadership Best Practices

Akridge

www.akridge.com

For Profit

Real Estate

Between 50 - 249 Employees

Akridge is not only dedicated to creating a sustainable workplace for its building Clients and employees, but leads the way for innovation in the city for future workspaces and developments. Akridge supports environmental causes through direct testimony and advocacy on municipal initiatives such as the development of streetcar transit and recycling programs, as well as through financial support of green organizations. As a leader, Akridge understands the value of idea generation and implementation of sustainable initiatives. The company's headquarters and almost all of its past and planned developments are within easy walking distance of Metrorail stations, and farecards can be purchased using pre-tax dollars deducted from employee pay. ZipCar memberships are subsidized by Akridge for employees, and membership in Capital Bikeshare is fully paid. Akridge buildings also incorporate preferred parking for hybrid autos, bike racks for cyclists, and shower and locker facilities for those who bicycle or walk to work. Akridge employees are not provided with free or subsidized parking for private automobiles to dis-incentivize single occupancy commutes. In all Akridge developments, great consideration is given to the materials used in construction as well as how they are delivered to the site. If demolition is required, debris is recycled when possible and salvaged for reuse, or otherwise diverted from landfill. Design specifications include targets to achieve the highest appropriate LEED certification. When a building is complete, Client comfort and satisfaction are the number one objectives. To achieve this, building systems are monitored regularly for efficiency and optimization, and each building applies for an ENERGY STAR rating. Client education is promoted routinely through emails with energy conservation tips, posted flyers about recycling initiatives, and individual desk leave behinds such as reusable shopping bags and microfiber cleaning cloths serve as promotional tools for green habits.

American Speech Language Hearing Association

www.asha.org

Nonprofit

Healthcare, Professional/Trade

More than 250 Employees

Mission: Empowering and supporting audiologists, speech-language pathologists, and speech, language, and hearing scientists through: Advancing science, Setting standards, Fostering excellence in professional practice, and Advocating for members and those they serve. As a not for profit

membership organization representing practicing professionals and researchers in communication sciences and disorders, ASHA promotes the underlying themes of sustainability and excellence in all aspects of its mission and operations. These themes were the guiding force in how we designed our office space, and they characterize how we strive to function in our community now and for the long term. In designing and constructing our new space, we embraced the notion of advancing science by adopting new technologies, materials, and building practices. We made hard decisions to go for the gold-level LEED standard when easier choices could have been made. As the first not for profit organization in Maryland to achieve LEED gold status, we set the bar for others, echoing our commitment to fostering excellence in professional practice. In advocating for our members and for those they serve, we chose to incorporate design cues representing open communication and the advancement of science. For example, the front glass wall of the building was designed to resemble an open book. In addition, we have sculptures and installations—such as a “whisper bench”—on the grounds that further emphasize communication. The walkways, display wall in the lobby, and carpet design all communicate elements of a sine wave representing speaking and hearing. Inside the building, there is a great emphasis on collective, open, and bright spaces, with a conference center, ample conference rooms and work rooms, a fire staircase with a glass wall shared with the elevator lobbies, workspaces on the perimeter of the floor plan to maximize natural light, and artwork and plants throughout. We are committed to good corporate citizenship—through the appealing and inviting visual design of our building as well as by minimizing our impact on the environment—in part because we believe it is the right thing to do, but also because how ASHA is perceived will affect how our members are perceived. We strive to advocate for them and for those they serve in everything we do.

AtSite Inc.

www.atsiteinc.com

For Profit

Consulting/Professional Services, Energy, Real Estate

Less than 50 Employees

AtSite believes a sustainable workplace ultimately results in happy, comfortable and productive employees. -The HQ space continually monitors the internal temperature, humidity and carbon dioxide levels to maintain an optimal environment -Managing carbon dioxide concentrations helps to manage ventilation and direct fresh air internally. -Employees have access to thermostats to override the settings, as appropriate; to further enhance the comfort criteria. -Occupants also have control over their light levels and can adjust them in accordance with their tasks. -Surveys are administered for occupant satisfaction of Thermal Comfort, Lighting, Indoor air Quality, Acoustics and Cleanliness. -The team is provided with varied collaborative spaces to foster creativity and team spirit. This includes a dedicated area and infrastructure to play Ping-Pong. -AtSite is committed to lowering its environmental footprint in the design, construction and operation of its HQ and the building it is located in. -Internal finishes were implemented with occupant health in mind. -The HQ was built to the highest industry standards of sustainability and ACHIEVED LEED Platinum (CI) certification in 2012.

Booz Allen Hamilton, Inc.

www.boozallen.com

For Profit

Consulting/Professional Services

More than 250 Employees

Booz Allen Hamilton is a leader in providing sustainable solutions for our clients and within our organization. Our Way We Work hoteling model has reduced our carbon footprint while increasing employees' productivity as they spend less time commuting. Technology tools are readily available to employees to conduct their business seamlessly regardless of where they are physically located. Inclement weather or family obligations no longer automatically disrupt work, but allow our employees to more easily balance their personal and work lives. The firm has implemented efficiencies ranging from virtualization of our servers to encouraging virtual meetings whenever possible rather than wasting time traveling and adding to greenhouse gas emissions. In addition to the technology tools provided to employees to work more efficiently, a network of online resources is readily available to allow our employees to remain connected and to get quick answers to questions they may have. Many of our buildings are located in urban areas with close access to public transit and other expected amenities such as food vendors, day care and other essential services. Most internal processes such as expense reporting, employee assessments, invoicing and others are now done electronically, significantly reducing the volume of copies printed. Employee education starting from new hire orientation has instilled the importance of using resources wisely and taking personal responsibility for minimizing waste. We provide our onsite employees with access to free, filtered municipal water to refill their own reusable bottles and mugs, as well as free hot beverages to enable our employees to work as productively as possible while minimizing wasted time or supplies. Our Green Office Teams spread their passion and enthusiasm about sustainability to others within their offices and community through educational programs, volunteer efforts in the community, and communicating updates to their colleagues. Whether it's cleaning up waterways, employing sustainable solutions to make energy efficient improvements to homes owned by low-income owners or veterans, or bringing clean water sources to impoverished communities, our employees apply their knowledge, skills, and personal time to improve the lives of many.

Calvert Investments Inc.

www.calvert.com

For Profit

Financial Services/Accounting

Between 50 - 249 Employees

Calvert's greatest impact on sustainability stems from our ability to extend our reach to other companies, governments, and international institutions. As investors, we have the opportunity -- and we

believe, the responsibility -- to influence the companies in which we invest. Together, the companies in which we invest own thousands of factories throughout the world, employ hundreds of thousands of workers, contribute many billions of dollars to the global economy, and produce many of the goods and services we rely on in this country and elsewhere. These companies have a profound impact on human rights, the environment, and the communities in which they operate. When we buy stocks and bonds of companies in our sustainable and responsible mutual funds, we look for these companies to be responsible corporate citizens with good governance and sustainable business practices. We influence the companies in which we invest through direct engagement, shareholder resolutions, proxy voting, and other methods. With respect to our tax-exempt funds, we buy many bonds issued for government purposes. The proceeds from these bonds support investment in infrastructure or government services and may include school or hospital construction, transportation, water and sewer, utilities and other kinds of infrastructure. We have also created funds that have explicit environmental, social and governance (ESG) goals. As an organization of committed sustainability experts, we have the opportunity to influence other organizations by collaborating with NGOs and other discussions, and serving on the boards of various organizations. Among other activities, Calvert increased our direct corporate engagement, called for comprehensive disclosure by companies in key industries. In addition, Calvert executives and professionals serve on boards of and in advisory capacities at various organizations that promote objectives consistent with Calvert's values.

Calvert Memorial Hospital

www.calverthospital.org

Nonprofit

Healthcare

More than 250 Employees

MANAGEMENT & LEADERSHIP - Green Team; active, employees from all areas including Admin - Think tanks and steering committee WASTE - Single stream recycling; so easy to get participation with single stream - Recycling; batteries, toner cartridges, flurescent tubes, cardboard, formalin and reagent alcohols, computer monitors and other equipment, wooden pallets and more - Digital radiology implemented; no more chemical radiology waste - Pharmaceutical recycling and waste management ENERGY - Energy efficient bulb replacement in process - Motion detectors - Renewable energy and voluntary load curtailment TRANSPORTATION - Fuel use reduction with implementation of new gas efficient vehicle

Carroll Hospital Center

www.CarrollHospitalCenter.org

Nonprofit

Healthcare

More than 250 Employees

Carroll Hospital Center actively promotes its business philosophy by leading the way. For example, we were the first hospital in the State of Maryland to purchase a software program which partners with our vendors for entering recyclable data and monitoring energy, water, and hazardous materials. We are able to measure our success not only monetarily but for the carbon footprint to the environment. We purchased new boiler equipment and LED lighting fixtures which resulted in a 30% reduction in natural gas. The hospital promotes a full recycling program and educates Associates to reduce, reuse and recycle with recycling containers stationed in all areas. To promote responsible recycling the hospital offers Dejunk Days and mass Shredding Days on a biannual basis not only to Associates, but also to the community. Our food service department strives to purchase local sustainable foods to serve to Associates and patients. July through October, we partner with local farmers in Carroll County to host a farmers market to sell local sustainable produce not only to our Associates, but also to the community.

Corporate Network Services

www.cornetser.com

For Profit

Consulting/Professional Services

Less than 50 Employees

Corporate Network Services' Green message is infused into our corporate culture and the engagement of our employees. Employees add their own items to our company shredding and equipment recycling. Our employees began a recycling program at a government client site that spread through that facility. Through CNS' Community Counts our employees volunteered at a CSA farm to prepare gardens and plant. Our company intranet and internal newsletter include 'Green' tips. CNS' managed services model, MSP Alliance Green IT Provider, lets our consultants log on to a client's computer remotely to fix problems. We have installed boot bars on our client's servers so we can reboot them remotely, eliminating the need to travel onsite. Our VoIP phone system allows 18 employees to telework, allowing some with small children more flexible child care, and eliminating 1/3 of our required office space. By virtualizing servers for ourselves and clients we reduced the need for physical IT equipment and cooling. We have Green policies to recommend only EPEAT silver or better equipment, recycle batteries and facilitate recycling of obsolete equipment both internally and for clients. CNS has reduced our paper consumption by depositing via scanner from our office. The company bank accounts are online and employee paychecks, viewed by e-paystubs are auto-deposited. Vendor payments are electronic. Billing is done electronically by email. All CNS event invitations, newsletters, and announcements are sent by email and/or social network. Printing is discouraged and all printers default to duplex. We order office supplies only once-a-month and search for other post-consumer recycled products. We use post-consumer recycled toilet tissue, paper towels, and note cards, post-consumer recycled chair mats, non-toxic soap and cleaning supplies. We painted with low VOC paint. We are converting to more energy efficient T-8 bulbs and recycle the old bulbs by prepaid container. We have eliminated all paper plates and cups in favor of ceramic models. CNS recycles most of our office mixed paper and co-mingled plastic, glass and metal materials and discourages non-recyclable containers. Employees add their own

documents to our client-sensitive waste paper that is locked, picked up quarterly, shredded onsite and recycled. This year CNS recycled over 1200 pounds of equipment after offering to employees for reuse. CNS has reduced the need to travel by using the WebEx for online product demonstrations, in-house training, and group meetings. Corporate Network Services installed water-saving aerators on faucets, washes dishes in bulk, blanketed the water heater. Outside planters contain xeriscape plants. Last out, Lights out signs emblazon each switch. Large windows and an open floor plan add natural light to task lighting. Peripherals and computers are turned off at day's end or set to sleep mode. Zoned-programmable-thermostats, a natural-gas furnace and new cooling-cost-cutting roof reduce energy use. Corporate Network Services is a Clean Air Partner and encourages plants in the office. On Earth Day CNS sponsored free shredding and recycling to our entire town for 7800 pounds of documents. We ask, "Can this be re-purposed, reused, or recycled?" Employees take that message home out of habit.

Discovery Communications

<http://corporate.discovery.com>

For Profit

Media, Telecommunications

More than 250 Employees

Below is a snapshot of EcoLeadership best practices employed by Discovery. More detailed information can be required upon request. UTILITIES Electrical • Lighting schedule reductions • HVAC set point / start-time reductions (warmer/summer, cooler/winter) Duty cycle AHU units • Timers on hot water tanks • Mandate occupants to reduce/eliminate personal appliance use • HVAC Equipment and Lighting retrofits • Change out higher wattage bulbs to lesser wattage versions • Install LED lighting in ALL conference rooms • Replaced Discovery Logo (3) Neon hardware with LED illumination hardware Water / Sewer • Utilize sump pump water for landscape irrigation and meter usage • Replace high affinity plantings with low water requirement plants (Sensory Garden, 8th Patio and sidewalk planters) • Limit sidewalk washings • Wash Garage with special water recycling sweeper unit Gas • Regulate warmup mode usage • Carbon off-set program CONSUMER GOODS • Require vendors to purchase recycled paper products (Office supplies, Restroom supplies, Copier supplies) • Request paper recycling manifest • Request Plastic/Glass/Aluminum manifest • Recycle light bulbs • Provide a higher level of waste sorting (communication, audit waste, monitor results) • Recycle special DCI components (CPU's, Tapes, Prop materials) • DCI Green Team networking • Require Contractors to recycle building materials

Federal Realty Investment Trust

<http://www.federalrealty.com/>

For Profit

Real Estate

Between 50 - 249 Employees

In the last several years, we have committed over \$1 billion to green growth. Completed Projects - Santana Row (San Jose CA) – 300 Santana Row Office – LEED Certified - Bethesda Row (Bethesda, MD) – Equinox Building – LEED Gold, Core & Shell - Linden Square (Wellesley, MA) – Residential Townhomes – LEED Platinum - Santana Row (San Jose, CA) – LeVare Residential – LEED Silver Projects Underway - Pike & Rose (Rockville, MD) Grayfield Redevelopment Master Plan was adopted in 2012 – LEED ND (in process) Transit Oriented Development – Rail and Bus Office Building – LEED Silver Residential Building – LEED Certified - Assembly Row (Somerville, MA) Brownfield Redevelopment Master Plan was adopted in 2011 – LEED ND (in process) Transit Oriented Development – Rail and Bus Office Building – LEED Silver Project Sustainability Guidelines are established - The Pointe (El Segundo, CA) Brownfield Development Site Plan approval anticipated in 2013 LEED and CAL-Green guidelines.

Global Environment Fund

www.gefdc.com

For Profit

Financial Services/Accounting

Less than 50 Employees

Established in 1990, the Global Environment Fund (GEF) invests in businesses around the world that provide cost effective solutions to environmental and energy challenges. The firm manages private equity dedicated to clean technology, emerging markets, and sustainable forestry, with approximately \$1 billion in aggregate capital under management. Our mission is to be the premier global private equity firm dedicated to making profitable investments that significantly improve the environment and the quality of life. GEF also strives to live the values we expect to see in the world, holding ourselves and our portfolio companies to the highest standards of corporate governance, ethics, and sustainability.

Holy Cross Health

www.holycrosshealth.org

Nonprofit

Healthcare

More than 250 Employees

Managing our environmental impact during construction continues to be a number one priority for Holy Cross Hospital both in Silver Spring and around the building of our newest hospital in Germantown. We have chosen construction firms that will help us with Leed Silver certification for both Germantown and the Silver Spring Tower. We will continue to engaging Employees and Community through the Green Team website, involvement and partnerships with community organization such as the Silver Spring Garden Club and Friends of Sligo Creek, as well as, our week long Earth Day celebrates. Holy Cross is

also committed to finding innovative ways to reduce waste while keeping our patients. An example of this would be our reprocessing programs for blood pressure cuffs, pulse oximeters and DVT sleeves.

Honest Tea, Inc.

www.honesttea.com

For Profit

Food and Beverage, Manufacturing

Between 50 - 249 Employees

- Created the Great Recycle in New York City, an innovative initiative that encouraged New Yorkers to recycle. The event collected the equivalent of 15,000 plastic bottles. We have replicated this initiative at other cities such as Rochester and Seattle. - In our annual Mission Report, Keeping It Honest, we highlight suppliers' best practices and their sustainable methods used to harvest organic ingredients. - Using Honest Kids pouches, we created 10 bright green bike racks. They can now be found at some of our local retailers. - 116 Honest Tea employees volunteer on the same day around the US for a total of 508 hours and 20 organizations. - Honest Tea reduced the amount of cardboard in its Honest Kids cartons by .56oz. This move conserved approximately 354,322 pounds of material. - Each Wednesday our wellness coach provides a wellness tip for employees. This tip is included in our daily newsletter Afternoon Tea. - Employees receive a quarterly "Healthy Snack Pack." The majority of our employees are on-the-road, so this pack encourages healthier choices and saves employees time. - Our headquarters staff enjoys a bi-weekly lunch yoga/walk with our Wellness Coach.

Hughes Network Systems, LLC

www.hughes.com

For Profit

Telecommunications

More than 250 Employees

Hughes is proud to have incorporated sustainability into the workplace. Many of the policies and procedures first implemented have now become routine and part of our daily work habits. With access to a company website, our management can easily communicate our sustainability efforts, engage and educate as well as announce special events to the entire company. The formation of our company's green committee allows for opportunity to exchange ideas, discuss current issues and develop interesting events such as Earth Day celebration week, farmer's market, annual clean up campaign with fun themes and prize give aways, Adopt a Road and fundraisers for Maryland's Tremendous program. Hughes has benefited tremendously from its recycling and energy management practices receiving close to 1 million dollars in rebates/ energy savings since our 2009 base year. The savings will continue to grow as we complete our 2013 analysis. Hughes is also proud to be a member of Montgomery County's

Green Business certification program. As part of the certification program, Hughes can provide leadership and encourage other businesses to incorporate sustainable practices into their daily workplace.

Main Event Caterers

www.maineventcaterers.com

For Profit

Food and Beverage

Between 50 - 249 Employees

Aside from purchasing wind/carbon offsets or recycling everything possible we believe our efforts go far and beyond what any other catering company in the area is doing and quite possibly most of the businesses in general. To recap here are our efforts. * recycle all glass, plastic, metal, office paper, etc. * eliminated plastics and replaced with compostable disposables * purchase wind power offsets and carbon credits * shred all cardboard for packing material * installed vertical gardens and an aquaponics system * donate used cooking oil to a bio-diesel co-op * compost all non-protein food waste * installed a water purification & filtration system to bottle our own still & sparkling water * installed 1200 gallon rainwater reclamation system

Marstel-Day, LLC

www.marstel-day.com

For Profit

Consulting/Professional Services

Between 50 - 249 Employees

Several years ago, Marstel-Day took steps to ensure that efforts to green its internal operations would not only originate from management, but would become an imbued part of its culture through formal employee engagement and uptake. To do so, it instituted an employee-led Green Vision Council (GVC), which is staffed by a rotating cadre of employees from all areas of the business. Additionally, the company's Chief Sustainability Officer acts as a permanent advisor to the Council while mentoring each new Council Chair. While every employee holds him/herself accountable for helping the company to be green, the GVC takes on the responsibility for improving upon, measuring, monitoring, and communicating the company's green performance. During each six month term, the current GVC initiates and carries out a series of projects that will help drive the company toward a deeper shade of green. Past efforts have included energy conservation, waste management (reducing, recycling and reusing materials), composting, pollution reduction, electronics disposition and green procurement projects, as well as establishing a green scorecard, developing "Greening Your Business" seminars and climate change webinars for small businesses, creating "Green Housekeeping Guides" for employees,

and obtaining the first-ever NSF International platinum-level certification granted to a green service provider within the United States. All of these efforts are documented on a user friendly intranet site, which allows any employee to submit new ideas, check the status of current efforts, and get tips on items of interest, such as eco-printing guidelines, information on electric cars and charging stations, listings of green supplies and vendors, and the company's carbon emission performance. Highlights of each Council's key efforts are also publicized to all employees through the tri-annual e-newsletter: Marstel-Day-to-Day, as well as during staff meetings, new employee orientation, and in as-needed e-memos throughout the year. Overall, the efforts of the Green Vision Council have been instrumental in guiding Marstel-Day toward new opportunities to green its business. By bringing in fresh eyes and a fresh perspective every six months, and with continued management commitment and support, the GVC has boundless opportunities to continue its seminal work of delivering eco-leadership to Marstel-Day's internal operations.

MedStar St. Mary's Hospital

<https://www.medstarhealth.org/st-marys/pages/default.aspx>

Nonprofit

Healthcare

More than 250 Employees

MedStar St. Mary's Hospital has actively grown a Green Team for the past five years. The team's successes early on were plentiful, picking low hanging fruits. Over more recent years, the team has truly dug down to find the more difficult projects that remain needing attention. This is what we have been able to achieve keeping in mind that we are a rural hospital within the largest health care system along the region. * 100% compostable corn, recycled material and paper cafeteria disposable dishware products. * Promotion and sales of local grown produce; Amish grown produce and products * Frontline staff owns the reduction of regulated medical wastes - department-to-department * Frontline staff leads the green team * Provided staff with reusable drinking containers * Open houses to train employees on current green initiatives and invited other local green companies to share their products and services * Actively investigated solar power through a vendor seeking a Maryland grant * We report our environmental progress and success to the corporate entity * Reduce energy consumption in peak times through a variety of efforts * Control environmental run-off through a storm water management program * Promoting health in our employees by providing a bike rack and a walking path * Motion sensors in all new construction * Purchased lanyards made from bamboo fabric materials * Maintain a large percentage of green space on the campus, including original trees to the property.

MONTGOMERY COLLEGE

www.montgomerycollege.edu

Nonprofit

Education

More than 250 Employees

- Active Resource Conservation Program since the early 1980s. See Montgomery College Facilities Web Pages, Energy Conservation. <http://cms.montgomerycollege.edu/facilities/> - Award Winning Recycling and Waste Stream Management Program since the 1980s. See Resource Conservation Plan: <http://cms.montgomerycollege.edu/EDU/Department2.aspx?id=31372> - Integrated Life Cycle Management(ILM) Program for Facilities Management. - College-wide MC Green Team and MC Green Student Club. Energy and Efficiency contest with cash prizes and scholarships awarded to winners. See MC Green Team Blog: <http://montgomerycollegesustainability.wordpress.com/> - Active Transportation Management Program with Student and Employee Public Transportation Benefits. - Private, Public Partnerships that support sustainability programs. - Coursework, certificate programs and other sustainability training offerings. - Mission, vision and values statement: <http://cms.montgomerycollege.edu/edu/plain.aspx?id=30225>

Montgomery County Government

www.montgomerycountymd.gov

Government

More than 250 Employees

The Department of Environment Protection has an outstanding web page devoted to addressing community concerns, engaging employees, and business partners....to view it click: <http://www.montgomerycountymd.gov/dep/> Information on Local Green News, How to Get Involved with local environmental protection efforts, a listing of local environmental protection events, and ways to connect with the Department of Environmental Staff (including Twitter feeds) are just a few of the ways that DEP reaches out to the local community, businesses, and County employees. Montgomery County Launched Mentoring Program to Train Green Entrepreneurs-- The William James Foundation (WJF), Bethesda Green, Montgomery County Department of Economic Development (DED) and Montgomery Business Development Corporation (MBDC) are partnering to support the growth of local green businesses. The newly launched Mentor Capital Network program will accelerate entrepreneurial growth and expand our green industry cluster in the region. Building on WJF's global Sustainable Business Plan Competition, local green businesses in the Mentor Capital Network program will participate in one-on-one mentoring, receive expert advice on creating investment-ready business plans, engage in peer educational events and pitch to investors. County Executive Ike Leggett traveled to New York City on December 9 at the invitation of the United Nations to participate in a leadership dialogue on "Accelerating Action towards Sustainable Urbanization: The Role of Private Urban Partnerships in Catalyzing Change." County Executive Leggett spoke as part of a panel to private sector, urban, and United Nations leaders intended "to provide a high-level platform for an exchange of critical thinking, insights, and innovations." The panel was part of UN Habitat's "For A Better Urban Future" effort designed to feed input and ideas into next year's UN World Urban Forum in Colombia. In 2013, the Department of General Services won a National Association of Counties (NACo) Award for its efforts to measure and report on millions of dollars in costs savings due to Facilities Lighting Fixtures Energy

Efficiency Upgrades and Operating and Maintenance Cost Reduction. The Department of General Services,, Division of Building Design and Construction is committed to providing leadership which will foster conservation, protection and improvement of the environment by planning, designing, constructing and maintaining buildings that are energy efficient, environmentally friendly and resource-efficient. All County buildings built effective March 1, 2007, must follow the Montgomery County Green Buildings Law. Montgomery County Green Buildings Law In April 25, 2006 a bill was introduced, enacted Nov. 28, 2006 and become effective March 1, 2007 that requires the following for County built or funded buildings: Achieve at least a LEED-certified rating, or the equivalent, if its design is initially funded in the capital budget in Fiscal Year 2008. If its design is initially funded in Fiscal Year 2009 or later, a County-built or -funded building must achieve a LEED-silver or equivalent rating. If a County-built or -funded building is not included in the capital budget, the building must achieve a LEED-silver rating or the equivalent if its building permit application is filed on or after either one year after the Council approves the implementing regulations; or September 1, 2008, whichever occurs first. The LEED (Leadership in Energy and Environmental Design) Green Building Rating System was developed by the United State Green Buildings Council (USGBC). It identifies criteria that positively impact the energy and environmental characteristics of a building, including sustainability of a site, water efficiency, energy efficiency, materials and resources, and indoor environmental quality. *The Department of General Services has developed marketing campaigns to inform employees and increase awareness about the costs associated with maintaining a sustainable office environment. The goal of this marketing campaign has been achieved in reducing overall facilities costs during the past several years while balancing a healthy living environment for all staff.

Social & Scientific Systems, Inc.

<http://www.s-3.com>

For Profit

Consulting/Professional Services

More than 250 Employees

SSS would like to be recognized as a business leader that carries a responsibility to the community at large and the environment. As an industry leader, SSS is committed to the following on an ongoing basis:

- Keep inventory of current SSS activities that support environmental consciousness.
- Amass a list of possible short- and long-term goals that could be undertaken by the company, its vendors, or its partners to support environmental consciousness.
- Continuous updates from the Directors of Facilities and ITS regarding current practices.
- Continue communications with appropriate governmental agencies in the locations of SSS offices to learn of programs that may be of support to this initiative.
- Perform other research, as appropriate, including identifying the costs associated with each recommendation.
- Increase conservation practices and use of biodegradable, non-toxic, recycled products, and the use of energy rated products.
- Increase awareness that, through personal choice of healthier eco-friendly products at work and at home, we can reduce pollution, conserve resources, and positively affect our health.
- Define SSS' green business-practices profile and include it as part of marketing, promotional, and technical (as relevant) materials. We will continue to look for ways to

reduce waste. This year, we changed our paper request for paid leave to an electronic process through Outlook, we moved to an electronic version of our Annual Report and we sent Holiday Season cards electronically versus paper form.

SRA International, Inc.

www.sra.com

For Profit

Consulting/Professional Services, Technology

More than 250 Employees

SRA continues to develop and implement innovative approaches to integrate sustainability into our business strategies and day-to-day operations. We'd like to highlight three significant efforts as best practices this year. 1. We have worked very closely with our property managers and their waste/recycling vendors to enhance our recycling programs. Because recycling rules vary by office and municipality this can take substantial time, we started with our three largest offices and then made similar enhancements in all our other offices. We developed an overall new look and feel for the waste and recycling bins and signs with several key features – always keep pairs together (i.e., one waste, one recycling), use consistent coloring (blue for recycling, black for waste), use universal openings for recycling bins, and improve signage with photos and text. We worked with the property managers and disposal vendors at each office to understand what is recyclable at each office and to develop tailored signs and outreach materials for each office. As we rolled out the new bins and signs we also conducted awareness campaigns. 2. We made substantial changes to our commuter benefits program this year by equalizing the subsidies for parking and transit. We now offer employees the same subsidy of up to \$100 per month – for parking or transit. We continue to offer the biking commute benefit at the IRS authorized level of \$20 per month. We also launched a pilot project by partnering with the Capital BikeShare program to provide a corporate discount for any employees who sign up for an annual membership (i.e., \$35 through the corporate discount versus \$75 without). 3. We continue to monitor and aggressively manage the amount of space we lease to ensure it is appropriate to serve our business needs. In addition to moving towards more collaborative work space for all future spaces, we are retrofitting several of our existing offices. These efforts result in fewer square foot per employee so that we can house more people in fewer buildings and less space and provide work environments with increased natural lighting. These efforts will reduce our environmental impacts. For example, in 2013 we returned two floors (of five) at our Arlington office back to the landlord. We retrofitted the remaining three floors so that they can accommodate the same number of employees as before. Overall, we will still house about the same number of staff at that office, but provide more accommodations for flexible and telework schedules. Also in 2013, we signed a lease for a new Headquarters office with a move date scheduled for 2015. The new Headquarters office will house the same number of employees with approximately 50% less square footage. These real estate strategies also improve our energy efficiency and other resource usage.

The Humane Society of the United States

<http://www.humanesociety.org>

Nonprofit

Animal Protection

More than 250 Employees

The HSUS began by addressing environmental and energy conservation by identifying the most effective and low cost improvements to our processes, policies and products to tackle the easiest and most obvious problems at hand. Things such as recycling stations, low flow faucets, automatic flush toilets and high efficiency lighting are some recent improvements. It was not long before these small efforts added up and provided a clearer view of larger energy savings. We are now using thermal cameras to identify areas of the building which require more insulation or replacement of equipment to greatly reduce overall energy use and increase efficiencies. Naturally landscaped meadows and wildlife sanctuaries with native planting help blend nature with business. Environmentally friendly ice melt, bird friendly coffee products and composting programs help polish off a wonderful organizational effort.

The Maryland-National Capital Park and Planning Commission

www.mncppc.org

Government

Recreation, Park and Planning

More than 250 Employees

M-NCPPC is committed to stewardship of the environment, our community, and the workplace through the implementation of sustainable practices that preserve natural and economic resources, reduce waste and consumption, reduce the carbon footprint, promote green practices in our facilities and programs, and support the wellness of our employees and community. Our policy is that sustainability efforts shall increase the value or longevity of services while reducing reliance on resources and the negative effect on health or the environment. The goal of our agency is to lead and implement meaningful sustainability initiatives, which include but are not limited to: utility/energy conservation, including: utility measurement and monitoring, conservation of electricity and natural gas, conservation of water, management of HVAC systems, fleet management and use of alternative community resources; sustainable acquisition and use of agency supplies, including: office supplies and furniture, printing and copying, procurement; recycling and solid waste management; sustainable infrastructure and natural areas, including: sustainable buildings, sustainable site work, nature resource management, community planning and development; promote safety, health and wellness throughout our workplace, programs and services; employee education and training on sustainability goals.

Washington Real Estate Investment Trust

www.writ.com

For Profit

Real Estate

More than 250 Employees

WRIT is at the forefront of sustainable practices. We purchase wind energy, we have a state of the art energy system that includes lighting controls and building automation and energy management controls. We can measure our energy consumption in real time so we can manage it. We were one of the first commercial building owners to participate in demand response programs to reduce demand on the national electric grid. We push to have our buildings energy star, LEED or LEED Gold certified. We have a lighting recycling program to reduce mercury in our landfills, hosted electronic recycling drives at various properties and added recycling initiatives and use of sustainable materials in our construction procedures as well as in the operations of our buildings. All in all we heading down the right path for our company, employees, and our tenants.