

2014 Workplace Excellence Best Practices

Adventist HealthCare

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

Nonprofit

Healthcare

More than 250 Employees

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 an integrated web portal called "My Health Place," which is designed to be the go-to resource for employees to have access to their health plan and Health Risk Assessment information, Employee Assistance Program, and articles to help them 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, monthly Wellness Challenges, and encourage employees to track their fitness minutes to earn cash for exercising. We are in the process of establishing Employee Wellness Committees at each work-site location in order to foster and encourage the culture of wellbeing. 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

www.akridge.com

For Profit

Real Estate

Between 50 - 249 Employees

Great employees are the foundation of a great company. Akridge selects, rewards, and promotes staff 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. 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. Akridge employees have hand-assembled more than 6,000 meals over the last eight years for the ASPAN (Arlington Street People's Assistance Network) homeless program – Akridge purchases, packages, and delivers these meals monthly. 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, an internal company holiday luncheon and employee roast, chartered summer fishing expeditions, and monthly birthday celebrations.

Altarum Institute

<http://altarum.org/>

Nonprofit

Consulting/Professional Services

More than 250 Employees

Altarum Institute offers a variety of programs and benefits to support our employees throughout their careers. We offer highly flexible working arrangements to promote work life balance. These arrangements include flexible working hours, telecommuting and flextime. By supporting and encouraging work life balance, the Institute feels it is an employer of choice for our employees. We also support our employees in giving back to the communities in which we operate through the Charitable Contributions Committees in each office. This program allows monetary donations to be made to local charities of the employees choosing. It is an employee driven and run committee in each office. Employees also take an active role in donating time or goods to charities in their communities through this program. In addition, the Institute supports individual participation in charities through donations when employees actively participate in the charity event. Through its generous tuition reimbursement program, the Institute supports education and learning. All employees are eligible to receive \$5,250 towards ongoing education at colleges and universities. 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. The wellness challenge and other incentive activities foster teamwork and allow employees to support each other in their health goals. Altarum Institute fosters a strong team environment through social gatherings throughout the year. The Institute hosts annual summer gatherings in each region. Each office hosts informal gathering throughout the year for employees to step away from their and relax while getting to know each other.

American Speech Language Hearing Association

www.asha.org

Nonprofit

Healthcare, Professional/Trade

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.

BDO USA, LLP

www.bdo.com

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 of firm-wide initiatives to support a positive work environment: BDO Counts - our national umbrella for corporate volunteerism; BDO Green - initiative to create an 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; BDO-U - 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 L.I.F.E. - firm-wide wellness program; REPLY - employee referral bonus program; CPA perks - reimbursement and certification bonuses;

Booz Allen Hamilton, Inc.

www.boozallen.com

For Profit

Consulting/Professional Services

More than 250 Employees

- Our belief in flexibility applies not only to the time and days our staff work, but also to where in the country they may want to work. We offer relocation support and other resources—such as our Family Ambassador program, which connects relocating employees and their families to Booz Allen family members already living in a new location, easing their transition before packing even begins. We also promote opportunities at some of our other regional offices to appeal to those who may want to move out of their area, highlighting locations across the firm—from Alabama to Arizona—where staff can find new opportunities for career growth.
- Our “Inside First” initiative supports staff in building long-term careers at the firm by encouraging all stakeholders to consider available internal staff with the necessary skill sets for new opportunities before hiring externally.
- The firm decided to gross up imputed income for same-sex domestic partners to relieve the additional tax burden that staff incur for domestic partner health, vision, and dental coverage.
- 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.
- Newly launched, authentically written, opt-in leadership blogs have been popular with staff: Our external-facing corporate blog, “What’s Happening,” penned by various leaders; the internal “Booz Allen Matters” blog by our COO; and “First Stop, the Middle East”—our most frequently read blog—written by our Middle East North Africa General Manager.
- Our “Booz Allen Cares” portal allows staff to post or register for volunteer opportunities nationwide, apply for firm volunteer service grants, donate to nonprofits or firm-wide campaigns via payroll or credit card, track volunteer hours, report on philanthropic efforts, and more. An external companion site streamlines nonprofit support requests.

Calvert Investments Inc.

www.calvert.com

For Profit

Financial Services/Accounting

Between 50 - 249 Employees

Headquartered in Bethesda, MD, Calvert has since our founding in 1976 set industry standards for asset management excellence -- both in 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 16 years, Barbara has always supported Calvert's commitment to work-life 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 and 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

www.calverthospital.org

Nonprofit

Healthcare

More than 250 Employees

Calvert Memorial Hospital has the unique quality of being a community hospital. This gives our employees the opportunity to give back to the community in which they live in. Having the ability to employ those who live in the area we serve, an environment of longevity is established which results in lower turnover rates and sustained employment. Calvert Memorial Hospital is a smaller hospital; therefore, we need to be innovative to ensure we provide the best services available in the DC Metro area. The innovative partnerships with Johns Hopkins, Georgetown, Washington Hospital Center, and University of Maryland have allowed CMH to provide leading specialists to serve members of our community.

Carroll Hospital Center

www.CarrollHospitalCenter.org

Nonprofit

Healthcare

More than 250 Employees

Carroll Hospital Center is committed to being the best place to work. Our SPIRIT values (an acronym for Service, Performance, Innovation, Respect, Integrity and Teamwork), mission and vision are paramount to our organization, guiding our Associates' actions and decisions to provide exceptional care and service. We are extremely focused on providing quality care to our patients. Those Associates and physicians who go above and beyond their normal job duties can be recognized with a WOW Service Award. From those who are nominated to receive WOW Service Awards each month, one Associate of the Month and one Physician of the Month is chosen. Additionally, we honor teams of Associates who have showed special dedication to their job with the Team of the Month designation, and we participate in the DAISY Award program, which recognizes a registered nurse or licensed practical nurse each month for his or her extraordinary efforts in delivering exceptional patient care. Our established wellness program for Associates continues to grow, with monetary incentives given for those who participate and meet their health goals. Throughout the year our management team demonstrates their appreciation for the excellent work our Associates do through hospital-wide celebrations in the cafeteria called Deck Parties, through handwritten thank you notes mailed to the Associate's home and through Spot cards. These cards are worth \$5 each and are given to Associates who are "spotted" upholding our SPIRIT values. Our Multicultural Inclusion Committee, formed in 2011, implements programs, services and activities that expose and strengthen sensitivity in our organization to diverse races, cultures and ethnicities, lifestyles, abilities, backgrounds, genders, ages, and political, religious and intellectual points of view. The work of the Multicultural Inclusion Committee is just another way our hospital creates a welcoming climate and reflects the respect for diverse cultures, backgrounds and needs. In closing, Carroll Hospital Center continues to offer competitive compensation and benefits packages and strives to promote a work/life balance for all employees.

Cassaday & Company, Inc.

www.cassaday.com

For Profit

Financial Services/Accounting

Less than 50 Employees

Employee Compensation Plan Profit sharing plan contributions Continuing Education Reimbursement Program Early Release Days--during the holiday season Free gym memberships Charitable giving via our donor advised fund - Cassaday & Company matches all employee contributions Flu shots Healthy

Snacks/Beverages provided at no cost to employees Event planning committee--plans company-wide outings and retreats Employee gifts Tenure recognition program

Cetrom Information Technology, Inc.

www.cetrom.net

For Profit

Technology, Cloud Computing

Less than 50 Employees

-Organizational telecommuting model -Yearly company-wide, all expenses paid, 3 day resort trip - Green organization initiatives - "Daily Huddle": daily team meeting for all employees to share updates and ideas

Chaney Enterprises

www.chaneyenterprises.com

For Profit

Manufacturing, Building Materials and Supplies, Construction

More than 250 Employees

Our Wellness Plan gives employees the opportunity to work towards discounted insurance premiums for the plan year up to 50% off. The program works off a point system which offers many ways to gain points. The quickest way to gain points is to obtain a physical exam that includes a screening for cholesterol, glucose and blood pressure and follow the doctor's treatment plan for any abnormal results. Other ways to gain points include eye exams, dental visits, wellness seminars, flu shots, gym memberships, mini workshops. We also have a free program called Walking Spree where employees can receive a free pedometer that will link to the Walking Spree website and track their steps, food intake, and workout schedule. Challenges are created and if the employee finishes the challenge they can win cash and prizes. We offer a gym discount program with LA Fitness for our employees and their family members. We hope to open the program up to other gyms in the future. We have bicycles available on-site at the corporate office for employees to use during the day to run their errands, pick-up lunch, get a little extra exercise, or simply for a stress break. We implemented a new TeamPC Banking program which gives employees the ability to convert their weekly TeamPC (bonus) into an equivalent amount of paid leave to be utilized during our slower business periods. Free webinars are offered to our employees and customers on a variety of company, industry or DIY topics such as Concrete 101, Paver Installation, etc. We have an 'employee leasing program' with another company whose busy and slow seasons are opposite of our busy and slow seasons. This program allows our companies to basically 'share' employees during our busy times and thus keeps the employees of both companies working and reduces the need for us to hire additional staff seasonally.

Chesapeake-Potomac Home Health Agency, Inc.

<http://www.cphha.org/>

Nonprofit

Healthcare

Between 50 - 249 Employees

Our agency is able to attract clinicians by offering flexibility in scheduling so that they may balance the demands of work and personal commitments. Our clinicians enjoy scheduling their patient visits and the ability to work from home on their documentation. This allows our staff to be independent and not spend additional time each day driving back and forth to the office.

Chevo Consulting, LLC

www.chevoconsulting.com

For Profit

Consulting/Professional Services

Less than 50 Employees

"Chevo is committed to creating a workplace environment where employees feel they get more than just a paycheck; we want employees to know that we value their ideas, hard work, and humanity. We utilize the "Pillars of Chevo's Corporate Culture" to guide our consultants in the core values and principles we rely on: Client Satisfaction, Communication, Consultative Approach, Teamwork, Personal Effectiveness, and Leadership. These values encompass a business and personal philosophy that engenders a positive workplace, which in turn presents a united front to clients and delivers high quality results, creating client satisfaction and loyalty. We developed awards to recognize the hard work of our employees in living up to these standards with AACCE: Annual Awards to Celebrate Chevo Excellence. But we don't stop at the office doors: we also recognize that people need and want to give back to their communities. To that end, Chevo and its employees voluntarily donate to at least eight different charities each year, whether through quarterly programs where employees choose a charity or annual ones to which Chevo as a company has committed. Some of Chevo's unique or innovative efforts, activities, programs, or employee benefits include:

- "Pillars of Chevo's Corporate Culture": Booklet educating employees on Chevo's culture
- Jeans for Charity Fridays: Program facilitating donations to various charities throughout the year
- AACCE: Awards acknowledging a years' worth of exceptional work
- Spot Awards: Awards given throughout the year, acknowledging great work on specific projects
- Discretionary Quarterly Bonuses: Earned by employees for a noteworthy quarter
- Flextime and Telecommuting: Promoting a healthy work-life balance for employees
- Semi-Annual All Hands Meetings: Corporate meetings twice a year to meet other Chevo staff and update them on the company, our philosophy, and progress."

CollabraSpace, Inc.

www.collabospace.com

For Profit

Technology

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

<http://www.csmd.edu/>

Nonprofit

Education

Tuition benefit of 100% of the tuition for all credit & continuing education courses offered by the college to eligible full- or part-time employees and dependents of full-time employees, as well as part-time credit & continuing education faculty who are teaching a minimum of 3 credits per semester.

"MoneySmart" sessions on financial topics; Drunk Driver Education Programs; Smoking Cessation Programs; Water Aerobics; Fitness Challenges; employee discounts at all college stores; ticket discounts for all college productions (plays, musical events, etc.); movie theater discounted tickets, etc.

Corporate Network Services

www.cornetser.com

For Profit

Consulting/Professional Services

Less than 50 Employees

Corporate Network Services 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 thriving family-friendly culture and do everything they can to improve it. This year's Innovation theme kicked off with a company field-trip to the Smithsonian Udvar-Hazy Space Museum and our My Day program -a paid day off for each employee to think about or work on innovative concepts or projects; and

culminated with employee donations of supplies to the Delaplaine Visual Arts Center and CNS' \$1500 Grant for the Arts to foster innovation in the Poolesville school cluster. We celebrate our employee's life events with personalized cards for birthdays, new homes, illness and deaths, showers for fathers /mothers-to-be and spouses. CNS strives to accommodate these life events, such as offering a part-time telecommuting position to a returning second time mother who considered resigning and offering a compressed 4-day schedule to a new father. Our Attitude Album captures our employees' view of the CNS culture and enlightens new employees. That culture extends into our community through our Community Counts employee volunteer program supporting Poolesville functions: Holiday Tree Lighting, Poolesville Spring Fest, Fall Fest, Poolesville Day, WUMCO Walk-in-the-Park and Build-a-Scarecrow; WUMCO food collection and support of a needy family through the holidays, Toys for Tots, Delaplaine art supply collection, Manna Food Center (Food sorting) and The Button Farm (built fence and worked garden), Bright Beginnings diaper Fund, match employee donation to Red Cross. • Open-Door Policy • Family-friendly atmosphere • Training and Development programs for all employees • Referral bonus • 401K with company contributions • Financial counseling • Paid life insurance, long /short term disability and optional discounted life insurance, domestic partner coverage • Employee surveyed choice of HMO or PPO insurance- medical, dental and vision • Telecommuting • Personal, vacation, marriage, maternity/paternity leave • Leave pool • Monetary awards: length of service (varies), Employee of Quarter (\$100), President's award (\$500), employee to employee Attitude Awards (\$25). Sales, Year-end Bonuses, Monthly Kudos, 45 employees earn 165 awards • Buy Green and Be Green and Wellness initiatives with Intranet tips. • Healthy food choices at all events • Social events- Winter hike, Welcome/Goodbye Summer cook outs, Holiday Yankee gift swap/healthy recipe pot luck, themed potlucks, Dinner and a Movie night and Semiformal Holiday Party for employees and spouses • Recognize Employee life events- Baby showers for fathers/mothers and spouses, Greetings for returning travelers, \$50 for having a yearly physical and/or health assessment • Onsite scales, BMI monitors, waist tape measures and blood pressure cuffs, Employee subsidy for 5K race • Quarterly meetings: museum trip, antique mystery murder train ride, Picnic, Health Fair, team building activities–tug-of-war, basketball, mini-golf • Wellness activities- holiday weight challenge, free seated massage, free flu shots, blood pressure, ergonomic workstation advice, personal trainer, meditation demo/CD, CPR demo, vision, BP, & BMI testing, winter hike • Quarterly shredding of sensitive documents and yearly recycling/disposal of unusable technology equipment - employees participate • Continue saving with upgraded natural gas HVAC • Replace less efficient fluorescent lights.

Dexis Consulting Group

www.dexisonline.com

For Profit

Consulting/Professional Services

Less than 50 Employees

Dexis is constantly seeking new and innovative ways to offer expanded benefits to employees. All suggestions are considered and answered. In 2013 we began offering benefits to part-time employees,

added FSA, Child Care Credit and Transportation Credit programs. We reduced the wait time to join the 401k plan from 1 year to immediately.

Discovery Communications

<http://corporate.discovery.com>

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 - 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, LLC

www.dynaxys.com

For Profit

Financial Services/Accounting, Government, Technology, Hosting Software Applications/Development, Mobile Applications

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. At the same time, Dynaxys has recently decided to contribute a much higher amount for employees to cover other family members on the company plans. Employee-contributions have since dramatically decreased. Participating employees appreciate Dynaxys' commitment to both family and health.

Federal Realty Investment Trust

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

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, employees from the Rockville office spent the day volunteering at Boulder Crest Retreat in Bluemont, Virginia to assist with preparations for their grand opening celebration. Boulder Crest is the first country retreat established to provide free respite, activities and programs for our nation's seriously wounded warriors and their families to reconnect and recover during their recovery and rehabilitation. We work with the Neediest Kids organization 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. We also host various events at our properties that raise awareness and donations for several charitable organizations in the area. 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. Finally, we have been a sponsor of the Breath of Life Gala benefitting the Cystic Fibrosis Foundation for the last eleven 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

www.finra.org

Nonprofit

Financial Services/Accounting

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 program 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 savings programs, and a variety of referrals and educational resources for parents through our Employee Assistance 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.

GANTECH Inc.

www.gantech.net

For Profit

Technology

Between 50 - 249 Employees

The benefits at GANTECH are outstanding! Whether you are single or a family of ten, employees can elect to pay just \$10 a month for medical, dental, and vision coverage. Short Term and Long Term Disability, and Accidental Death Insurance are fully funded by the company. What's even better is employees don't have to wait for coverage; it begins on their first day of employment! A 401k package is offered, with an up to four percent match by the company. In addition, GANTECH offers referral bonuses to encourage and provide incentives for employees to recruit new members to the team. To thank employees for their hard work, year-end bonuses are awarded. Employees are also supported during their educational journey through tuition reimbursement. GANTECH is passionate about professional development. The company continuously invests in training its people to ensure all employees, regardless of their position, are equipped to be a responsive strategic partner delivering secure innovative solutions. In addition to work force training, the annual GANTECH awards recognize and celebrate the company's star performers. Employees are encouraged to nominate colleagues for each award category, and winners are announced at the annual Holiday Party. Recipients receive a monetary bonus in addition to their award. There is a continuity amongst GANTECH employees which is admirable. While many tenured employees sit in high level positions, the company does not hesitate to hire new employees for complementary roles. I love that regardless of employment level, our skills are always recognized. GANTECH is an IT company centered around virtualization. GANTECH strives to give employees what we give our customers: flexibility. We have a BYOD (Bring Your Own Desktop) Policy,

complete with virtual desktops that can be accessed from an iPad, laptop, or a Smartphone. The ability to work from home, especially in this day and age, is spectacular. While I don't have any children, I love that my coworkers can see their kids off to school each morning, and still be home to help with homework in the evening. Management at GANTECH is incredibly understanding that sometimes, things happen. Our flexible scheduling allows all employees the opportunity to succeed in their job, while maintaining a healthy work-life balance. Many companies do not celebrate with their employees the way GANTECH does; whether it is our annual Summer Picnic or Holiday Party, GANTECH knows how to have fun! We host monthly Happy Hours, an annual Halloween Spooktacular Party, Take Your Child to Work Day, and we even have a Wii in the kitchen!

Holy Cross Health

www.holycrosshealth.org

Nonprofit

Healthcare

More than 250 Employees

On January 10, 2013, Holy Cross Hospital reached a milestone, our 50th Year Anniversary. Our theme, "Celebrating a Legacy of Trust Since 1963" was celebrated by the following: 50th Anniversary Reception -We kicked off our celebration on January 9, 2013 with a reception where the hospital's leadership and elected officials reflected on 50 years of our past accomplishments and service to the community. Isiah Leggett, County Executive, proclaimed Thursday, January 10, 2013 as Holy Cross Hospital Day in Montgomery County. Special recognition was given to current members of our workforce with 40 to 50 years of service. 50th Anniversary Mass of Thanksgiving - Giving thanks and paying homage for 50 years of dedicated service from our medical staff, leadership team, volunteers, and talented and dedicated work force, serving in every capacity. 50th Anniversary Memorabilia Collage - A three-dimensional custom artwork was commissioned using 205 miniature photographs, news articles, brochures and commemorative items that represent significant events and key messages during Holy Cross Hospital's 50 year history is on display in our lobby. 50th Anniversary Employee Celebration - Employees were invited to a special 50th Anniversary Open House to: Read stories from employees, patients and community members, to view the commemorative artwork, enter a scavenger hunt quiz/raffle to win limited edition note cards and prints of the hospital, watch a video that took us through the history of the hospital, stop by a videotaping booth to share a story or offer congratulations, sign a commemorative 50th anniversary poster and enjoy refreshments. At midnight, celebratory cakes were delivered to the clinical units. 50th Anniversary Cookbook - The Holy Cross Auxiliary and Volunteer Services compiled a thoughtful and artistic "Family Favorites" 50th anniversary cookbook. Commemorative Book – This book displays a timeline of historical events, paying tribute to the Sisters of the Holy Cross and to the many physicians, employees, volunteers, trustees and Auxiliary members who serve our community. Historical Newsletters - Archived newsletters dating back to the mid-sixties were made available for staff to read. Decades ago, Holy Cross embraced a culture in support of work-life balance initiatives. Many of the articles illustrated the hospital's interest in supporting equal employment opportunities, salary increases, education affiliations with nursing schools, staff

development and training, and employee recognition. As we come close to the end of celebrating our 50th year anniversary, we begin our next chapter by opening the first new hospital in Montgomery County in 35 years. Holy Cross Hospital Germantown is scheduled to open October 2014. We will continue our legacy of providing quality patient care as well as career opportunities for our community.

Honest Tea, Inc.

www.honesttea.com

For Profit

Food and Beverage, Manufacturing

Between 50 - 249 Employees

-Wellness Coach that employees can email, skype, call or meet in person any time they need to. - Care.Com and pay for every employee to have a membership. -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.

Hughes Network Systems, LLC

www.hughes.com

For Profit

Telecommunications

More than 250 Employees

Service awards program with gift, plaque and lapel pin commemorating miles service years Service award reception and photographs Annual Dinner Dance Celebration recognizing diversity within our organization Children's Holiday party with activities, gifts and photographs Organized trips to New York City Company store merchandise at cost Discounted movie tickets, amusement parks, ski tickets, museums, etc Discounts with local restaurants Cell phone discounts Car rental discounts Mileage reimbursement Lifestyle Management Programs including weight management, tobacco cessation, and stress management Cigna Health Advisor Program offering you a single point of contact for your health related questions Subsidized cafeteria at two locations and fax-a-lunch program Adopt-a-road participation with free lunch Discounted employee programs include Dish TV Free Hughesnet service for employees Car discount purchase programs with General Motors and Chrysler Motors State-of-the-art workstations and software to work with

iHire, LLC

www.ihire.com

For Profit

Technology, E-commerce/Job board

Between 50 - 249 Employees

iHire had a radical shift one year ago, 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: --Increase productivity, innovation & efficiency -- Attract and retain talent --Eliminate wasteful processes When we went ROWE and put measurable objectives in place, the employees who were not performing quickly surfaced. These employees were given sufficient time and opportunity to improve and when they didn't, they were performance managed out of the organization. Our voluntary attrition since we went ROWE has remained at ZERO. Potential hires find iHire's culture appealing and we've put in place processes for fostering innovation, with many employees' ideas having made it onto the development roadmap as a result. Overall, the health of the company is good with 10% growth in our primary product line since ROWE implementation.

IntelliDyne, LLC

www.intelldyne-llc.com

For Profit

Management Consulting Services

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

JBS International, Inc.

www.jbsinternational.com

For Profit

Consulting/Professional Services

More than 250 Employees

At the heart of the business decisions made by Co-CEOs Gail Bassin and Jerri Shaw is a focus on maintaining and enhancing the strengths-based corporate culture that has been the core of who JBS is since it was founded in 1985. The JBS culture that they created holds each individual in high regard, values each person's contribution, and emphasizes collaboration, teamwork, and relationship building. At every stage of the company's growth, management has been vigilant about maintaining this vision. Policies and programs are conceived, assessed, developed, and implemented according to these guiding factors. Key features of this commitment include our benefits package, performance-based bonuses, years of service and product awards, telecommuting policies, staff and management forums, community involvement, and environmental initiatives. Our Be Well team (comprised of employees) provides ongoing messages to encourage healthy choices. Be Well and employees throughout the company are involved in the planning and implementation of our annual health and wellness fair. Our case study on using the Fair to promote wellness will be published by the State of Maryland in its November 2013 Healthiest Maryland Businesses newsletter. Employee involvement is very important at JBS and we have always used corporate-wide work groups as a way to ensure that employees' voices are heard (our focus groups helping to inform and shape the development of a competency model is one example). We continually look for new ways to engage and involve employees—on corporate-wide teams, through town hall meetings, and via programs like Emerging Leaders. In 2013, we launched an employee communications portal to allow even more sharing and idea generation. We have found this especially helpful in providing a link for offsite employees to be connected with the company and their in-office colleagues. JBS was among the first in the country to have its employees become certified instructors in mental health first aid, meaning they can teach others in the community how to identify, understand, and respond to signs of mental illness and substance use disorders. The JBS corporate structure and practices reinforce the priority placed on employee engagement. The organizational structure itself is one that supports having decisions reside within each team—instead of them being made at the top. An open-door philosophy is real, and employee engagement is an integral component of the fabric of JBS. In fact, the structure is not presented as a hierarchical pyramid but rather a circle that contains all staff, with the executive and senior leadership at the center, where the goal is for the leadership to draw staff in to decision-making. That way the goal is not to get to the top but to become part of the organization's central driving structure. We continue to examine where we are and what's next — especially in terms of providing a workplace that recognizes and rewards employees' contributions to the company's success.

KPMG

kpmg.com

For Profit

Professional/Trade

More than 250 Employees

KPMG recognizes that our people are our greatest asset and as such also recognizes the individual needs of our people to make their professional and personal life meaningful. KPMG continues to offer programs that bring our people together to celebrate with their friends and family, and each spring provides a fun event to celebrate the work of our people, and includes the ability to bring a family member. This past summer we held an event at the National Zoo with games and fun for the whole family. In addition to recognizing the importance of the whole family to the success of the employee, KPMG's signature community involvement program Family for Literacy, celebrated five years of providing new books into the hands of children who would otherwise not have books at home. Our people recognize our community involvement program in our employee work environment survey with close to 90% agreement in how we give back to our communities. Having the recognition from our people about how we provide our resources to the community is incredibly validating.

Marriott International

www.marriott.com

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 described in the other AWE applications.

- The largest celebration of the year held throughout our company is Marriott's annual Associate Appreciation Week. At our locations around the world, managers and associates show their appreciation to their teams, their co-workers and their communities through a variety of activities each day of the week. They also celebrate our company's heritage, core values and commitment to diversity with our annual Cultural Appreciation and Inclusion Day and Spirit To Serve Our Communities Day during the same week.
- 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 of” 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.

MedStar St. Mary's Hospital

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

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

www.mhamc.org

Nonprofit

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. This past year we have increased the in person sessions to 8, as well as have increased our professional development seminars. 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 Committee" is a great start to bring everyone together.

Mid-Atlantic Federal Credit Union

www.mafcu.org

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 or educational sessions to our employees.

MONTGOMERY COLLEGE

www.montgomerycollege.edu

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

www.montgomerycountymd.gov

Government

Government

More than 250 Employees

*Montgomery County Innovation Program <http://mcinnovationlab.com/> The Montgomery County Innovation Program, lead by the Chief Innovation Officer, is designed to promote, facilitate, and coordinate a variety of activities and new ideas intended to institutionalize and support the culture of innovation in Montgomery County. The Chief Innovation Officer serves as a consultant and/or advisor to departmental directors and their staff, a resource broker and coordinator for cross-departmental

collaboration, and an advocate and point-of-contact for County employees, residents, and businesses with new ideas. The Innovation Program's four primary objectives include: (1.) building organizational capacity; (2) leveraging ongoing initiatives and resources; (3) facilitating continuous improvement; and (4) communicating ideas and lessons learned. The Innovation Program has been working with many departments and has some projects already underway. This is a vehicle for all County departments to try out new ideas in a safe, coordinated manner. For additional information including a list of current activities and projects go the Innovation Web Site. <http://mcinnovationlab.com/> *openMontgomery <http://montgomerycountymd.gov/open/> openMontgomery is Montgomery County Maryland's Digital Government Strategy Building a 21st century program to better serve our residents, employees, and other partners. accessMontgomery. Initiatives aimed at providing direct on-line access to critical county information and publications related to County government performance, including mc311, CountyStat, internal audits, Inspector General audits, and spending disclosures. Also, contracts, open solicitations, County budgets, and locations where the County offers free wifi. dataMontgomery Direct access to County datasets in consumable formats is available here, offering 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 better connect them to County government services. A wide variety of raw data including employee salaries, employee tuition assistance participation, health inspection reports, and budgets. engageMontgomery Public participation is strongly encouraged in Montgomery County, and this site offers access to the places where you can offer feedback and good ideas, voice concerns, participate in live online discussions, and participate in social media. Share your ideas to help make Montgomery County, Maryland an even better place to live, work, and do business. mobileMontgomery Here are the County's mobile sites and apps for use anytime and anywhere. County services and information while you're on the go. *Many Members of the First Graduating Class of Project Search Interns Land County Positions After successfully completing a one-year internship with the County last fall, eight of the 11 graduates of the Project Search internship program landed jobs in County government departments, and one graduate is currently volunteering. Project Search, a program that has gained national attention, places young adults with cognitive and developmental disabilities in unpaid internships in a variety of workplace settings. The program is unique because it totally immerses interns in the workplace and focus on the needs of both the interns and the workplace, with the goal being competitive employment. More than 50 percent of last year's graduating class was hired by Montgomery County. One intern is currently volunteering with the Department of Recreation with hopes of a part-time job in the future. In 2013, Montgomery County Government montgomery County Government Wellness Program—MC Vitality- <http://www.montgomerycountymd.gov/ohr/benefits/wellness/wellness.html> *MCG Vitality!, the County's Employee Wellness Program, is developing programs to assist employees in embodying vitality as an essential value through an integrated, data-driven wellness initiative that supports optimal health, happiness and productivity. An important component of vitality is work-life balance. Receive assistance with work-life balance through the County's Employee Assistance Program (EAP)! Our new Wellness Coordinator is tracking utilization rates of benefits and employee programs to enable us to tie our wellness initiatives to data-driven results.

MorganFranklin Consulting

www.morganfranklin.com

For Profit

Consulting/Professional Services, Financial Services/Accounting

More than 250 Employees

The MorganFranklin Women's Initiative. In 2008, MorganFranklin Consulting founded the Women's Initiative with the vision to create a strong base of connected women leaders within the organization and the community. The program provides an effective avenue for the mentoring, development, and advancement of professional women. Through educational forums, networking events, and community involvement, the Women's Initiative cultivates the success that we desire for all MorganFranklin team members. Women can discuss and discover solutions to their unique work-life balance concerns while enjoying camaraderie in a congenial atmosphere. CSR Program MorganFranklin Consulting is committed to strengthening the communities where we live and work. We have created a workplace where investing time and energy to make a positive impact on the community, environment, and overall quality of life is encouraged. Many MorganFranklin employees are actively involved in community programs and charitable organizations, serving as volunteers on committees and as board members. This year our very own Jeana Foster, Senior Manager of CSR became The Leukemia & Lymphoma Society's, 2013 Woman of the Year. The Man & Woman of the Year campaign takes place annually in communities across the country where dynamic, passionate candidates engage in a spirited competition to earn The Leukemia & Lymphoma Society's Man & Woman of the Year titles by raising funds for blood cancer research. Every dollar counts as one vote, and the titles are awarded to the man and woman with the most votes at the end of 10 weeks.

Optimal Networks, Inc.

www.optimalnetworks.com

For Profit

Consulting/Professional Services, Professional/Trade, Technology

Less than 50 Employees

"Optimal Networks fosters a tremendous culture of teamwork and compassion. The company operates on the basis of three guiding values: (1) Tell the Truth (2) Do the Right Thing (3) Everyone Benefits. These values guide every interaction, transaction, and operational decision. This, when combined with Optimal's commitment to top-tier service delivery, is how Optimal Networks stands out from competitors in an increasingly competitive field. Here are some additional reasons Optimal Networks should be recognized:

- Open Door Policy: Both the CEO and COO have an open door policy for all employees. For the good of the organization, financials, growth goals, acquisition plans, etc. are shared throughout the company.
- Beyond Benefits: Optimal maintains a family-friendly workplace and offers many more benefits than are required including multiple healthcare plan options,

maternity/paternity leave, and flexible leave policies. • Friday Breakfasts: Every Friday, the COO cooks breakfasts for employees and we gather in the CEO's office to eat and enjoy casual conversation •

Open House: An annual event during which Optimal employees, clients, vendors, and partners gather to learn about new technologies, eat, drink, and celebrate each other's successes • Bi-

annual Spirit Days: Fun, internal activity that builds community followed by goal setting, organizational updates, planning, and more • spotON: a core content arena that focuses on technology trends that non-technical executives need to be thinking about now. Quarterly, Optimal executives meet with executives at client organizations to present the three tech trends and their implications. •

Innovative bonus plan that aligns and incentivizes individual, team, and organizational efforts •

"Path to Partnership" program that allows employees who have met certain criteria to own a piece of Optimal • Catalytic Coaching process is used to ensure, and help drive, professional and personal development across all employees • Diversity: Members of the Optimal family are Native American, Hispanic, African American, Christian, Muslim, Jewish, gay, straight, Democrat, Republican, vegetarian, and carnivore. We celebrate our individuality and promote a progressive corporate mindset. • PTO to vote and volunteer"

Ryan LLC

<http://www.ryan.com>

For Profit

Corporate Tax Advisory Services

More than 250 Employees

Ryan is committed to enhancing the total well-being of our employees by listening and continuously developing and improving our benefits, our employee development and community outreach opportunities, and other programs including myRyan and myHealth (now HumanaVitality). At Ryan, employee feedback and suggestions have reinforced a number of key decisions with respect to Workplace Excellence including the introduction and/or enhancement of the following programs, benefits, and processes: • Revised Talent Review and Promotion Cycle. Promotions are now based solely on merit. There are no minimum revenue or Ryan Success Measure requirements. Promotion recommendations are based on the totality of all available performance data. • Career Pathing. Human Resources is currently working on a Career Path initiative to define the competencies, critical development experiences, and education necessary to advance to each position within Ryan, as well as other credentials that may be beneficial for each position. • Improved communication practices including Town Hall meetings, surveys, transparency with GPTW and other survey data, all-employee strategy sessions, Culture Council, redefining - Purpose Statement and Core Values, RyanTV. • Improved benefits. Wellness program incentives, paid sabbaticals, generous leaves of absence, membership to Care.com, tuition reimbursement, revised 401k to tie to Firm Profitability. • Enhanced existing management and leadership development training programs. We have a fully deployed Leadership Development Program and Senior Consultant Learning Plan that employee feedback confirms we are on the right track with, and more recently employee suggestions have led to the creation and implementation of a Senior Development Program. As referenced earlier, a targeted Manager "Boot-

Camp” curriculum is being designed, based on exit interview and 360 feedback. • Team allowances, celebrations, Money Cube. Employee feedback on increasing camaraderie led to the establishment our monthly team allowance. This allowance is to be used for team celebrations and can be used for team meals, outings, or similar events for the entire team. We also held a milestone award winning year celebration in 2012 and a Money Cube was set up at our AFM meeting where employees could win cash.

- Peer-to-peer recognition. RyanPRIDE (Peer Recognition for Innovation, Dedication and Excellence) is a program developed to empower employees to recognize co-workers for excellent performance, contribution, and support throughout the year. Additionally, a team is currently analyzing a contemporary approach to recognition that will allow recognition that is visible to all (similar to Facebook) and that will allow recipients to accumulate “points” that can be exchanged for items featured on a robust website that houses everything from gift cards to trips.
- Mandatory PTO for exempt employees
- The introduction of new wellness program, called HumanaVitality, which offers employees a more contemporary and robust approach to wellness, where employees are rewarded for being accountable for making healthy choices.

Sandy Spring Bank

www.sandyspringbank.com

For Profit

Financial Services/Accounting

More than 250 Employees

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 2013 SSB was named #6 on Washington Business Journal’s 2013 Book of Lists for the number of employee volunteer hours.

Sapient Government Services

www.sapientgov.com

For Profit

Consulting/Professional Services, Technology

More than 250 Employees

"Sapient Government Services has a continuous effort in innovative programs and benefits, including but not limited to the following: • Our dedication to corporate social responsibility can be seen on every level. Each person receives paid time off to volunteer and the opportunity to find others who are passionate about similar community issues. • We formally acknowledge individuals twice a year who exemplify our six core values: people growth, openness, relationships, leadership, creativity, and client-focused delivery. • This year, we have shaped our holiday season with this in mind. “Shake for

Goodness Sake”, which can be easily found at www.shakeforgoodnesssake.com, is our Sapient-wide commitment to giving back. Each person is invited to make a pledge of their choice, from donating blood to volunteering at a homeless shelter, in order to shake up the season. • We continuously review employee benefits and rewards programs and take action according to feedback. Recently, this has led to longer maternity and paternity leave. • SGS is committed to a number of in-kind relationships in which we provide pro-bono services. We have long-term partnerships with two nonprofit organizations whose missions are closely aligned to our own CSR mission – enabling human potential. • From the day new hires join our community, they have a mentor and a continuously evolving on-boarding process to welcome them. • We provide a sustainable corporate framework for individual social philanthropy that continues to shape a company-wide dedication to giving back. Sapient Gives Back is an ongoing initiative to connect individuals with community volunteer opportunities. Every person in our office has the opportunity to utilize 8 paid volunteer hours. • Our crisis management team (CMT) has developed a plan to help people remain safe and accounted for in the event of an emergency. • Sapient prides itself on its flexible work environment, which includes flexible work hours, optional telework, and accommodating schedules. • We hold sessions almost every Friday with a provided lunch to offer our people the opportunity to expose themselves to new ideas and discussions. These are on-going information “TAP” sessions moderated by our own people that cover work-life balance, client work, work place best practices, diversity initiatives, and more. • Through both exit interviews and ongoing feedback, we identified ways to improve our onboarding process to help new hires quickly get acclimated to our culture and workplace, and find all the information they need, when they need it. Previously, when a candidate was hired, their only point of contact was their supervisor. Now, there is a main onboarding point of contact for each capability who reaches out with new hire information as well as a welcome kit. If new hires need help or have questions, they can reach out to this person at any time."

SAPNS2

www.sapns2.com

For Profit

Technology

More than 250 Employees

We have adopted a classroom through the NFTE program and it is at Coolidge High School which is a great program for low income families within the DC area. We are also starting a training program for Veterans that should be continual throughout the year where we put through 20-25 Veterans and certify them as Assoc SAP Consultants and then hire them or find other jobs for them within the area. Both of these programs give back to the community and we are proud to be working for a company that has these 2 great programs.

Smartronix

www.smartronix.com

For Profit

Consulting/Professional Services

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. Six 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. Vendor growth in the wellness arena has helped to continue that evolution. From a fiscal standpoint, while we can’t offer everything, we are constantly monitoring the vendors and industry to ensure our employees are offered the best and most effective programs available. We firmly believe that there is a soft dollar ROI in that our employees know we truly care about their health, and there is a hard dollar ROI in that our medical plan claims utilization has not increased as expected. The hard things – business decisions are hard since they most often times involved people and money and we know there are real families and real mortgages behind our employees. When we need to make decisions that impact people and their jobs and their livelihood, we evaluate the decisions painstakingly and our CEO is at the center of the communications with the impacted individuals. Recently, we did a right-sizing and eight individuals were impacted. We provided them with a two month notification period, worked directly with them to help them located other employment (two maintained a position within the company), and treated them as individuals. We held off on this decision as long as we could but we knew that financially we needed to invest in other areas of the company that will be our future, rather than try and sustain and former business competency focus area. Flexible work and family environment – though we have a policy that says we have flex time, the policy is not needed. Flexibility and family is just the way we do business. Children are always in the office, people regularly adjust schedules to work from home, and others enjoy a compressed work schedule. We know each others’ children – the good stories and the sharing the challenges of teenager stories. When a child is sick, we expect the mom or dad to stay home with them. Certainly, there is a bit of give and take. When we are in a work crunch mode – extra hours and sometimes into the early morning – are spent at the office. While on vacation, a manager may still be reading email to stay engaged on a high-intensity project, but they are doing on while on vacation with their family rather than staying back at the office. Family. Flexibility. Smartronix.

Social & Scientific Systems, Inc.

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

For Profit

Consulting/Professional Services

More than 250 Employees

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 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).) Our COO hosts monthly meetings with current and upcoming project managers to enhance their skills by presentations and having dialogue. SSS also purchased access to online courses that qualified staff towards meeting the educational requirements of the certification. SSS continues to require 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.

Soltesz, Inc.

www.solteszco.com

For Profit

Consulting/Professional Services

Between 50 - 249 Employees

Soltesz, 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, Soltesz 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 provides formal training from an external professional resource four times a year. 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, Soltesz 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 Soltesz is a great resource for recruitment of quality applicants.

Southern Maryland Electric Cooperative

www.smeco.coop

Nonprofit

Utilities

More than 250 Employees

SMECO has implemented several programs that make it an employer of choice in the Southern Maryland Region. We offer a very robust benefits package that includes a wellness program and 401(k) plan. The Wellness Program, Wired for Wellness, not only touches the lives of our employees, but is geared towards the health and wellness of our dependents and retirees. As a new hire employees experience the New Hire Mentor program. This provides the new employees with a long-term employee to ask questions, learn more about the company and develop a relationship with someone outside of their department. In addition to tuition reimbursement, we offer college classes onsite allowing employees to take these courses partly on their time and partly on company time. We have also partnered with the College of Southern Maryland to establish an Associate's Degree specifically for our Journeyman Lineman that promotes continued learning and promotion opportunities. Part of the collaboration process was reaching out to an educational accreditation agency to have our Apprentice Lineman Program accredited.

SRA International, Inc.

www.sra.com

For Profit

Consulting/Professional Services, Technology

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, is to extend beyond financial success and give back to the global community. The following programs and initiatives support our commitment to corporate and community best practices are described below: •

SRA supports a diverse range of community service initiatives through our SRA CARES Committee. The program supports employees who are passionate about and dedicated to volunteer activities in communities nationwide. Key initiatives include:

- o Education - Committed to nurturing, supporting and coaching youth.
- o Environmental Protection and Beautification - Promoting beautification, conservation and awareness programs.
- o Health - Supporting events and issues

critical to the health and well-being of the community. o Housing - Helping to provide shelter and housing for those in need. o Information Technology - Answering the call to bring information technology to children. o Law Enforcement/Justice - Supporting law enforcement initiatives to empower family advocacy programs. o Disaster Relief - Rallying behind regional, national and international events that support declared states of emergencies. Recently, SRA CARES announced matching donations of up to \$25,000 for contributions to provide relief to victims of to provide relief to victims of Typhoon Haiyan in the Philippines. o U.S. Military - Aiding servicemen and women and their families. • 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: Designed to link employees in similar situations where they can leverage their collective experiences to develop connections and foster an effective network and voice within SRA. We currently have 8 ERGs: African-American, Early Career, Faith-Based, Latin-American, Lesbian, Gay, Bisexual, and Transgender-Straight Alliance, Caregivers, Veterans, and Women in Leadership. • Inclusion Council: Provides pathways that enable SRA's employees to achieve success on all possible levels. 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 the parts. • Volunteerism: SRA provides volunteers to the DC Central Kitchen, which, since its founding in 1989, has prepared and distributed 25 million meals for low-income and at-risk residents of Washington, D.C. These meals go out to homeless shelters, transitional homes, and nonprofit organizations, saving them money while nourishing their clients. • Easy Giving: SRA's Give an Hour campaign encourages employees to donate to a charity of their choice (must be 501(c) (3)) via payroll deduction through our Giving Station on SRANet"

The Humane Society of the United States

<http://www.humanesociety.org>

Nonprofit

Animal Protection

More than 250 Employees

At The Humane Society of the United States, we work to reduce suffering and to create meaningful social change for animals by advocating for sensible public policies, investigating cruelty and working to enforce existing laws, educating the public about animal issues, joining with corporations on behalf of animal-friendly policies, and conducting hands-on programs that make ours a more humane world. We celebrate our employees by providing them with the following opportunities for personal and professional advancement: * All staff meetings are held twice a year and a new company intranet has been revamped to help ensure more transparent levels of communication across the organization. * A revised Employee Recognition Program to include Service Anniversaries has been developed to recognize employees throughout the year. * A number of organization-wide activities are held

throughout the year to encourage staff interactions that include pet photo contests, vegan cooking contests, and craft shows. * We offer performance-based compensation, a strong benefits package, and training and career growth based on equal opportunity and merit. * Our Pets in the Workplace Program allows employees to bring their pets to work with them reducing employee stress while advancing the animals well being. * We offer a blood drive and first aid training for employees and animals. *Educational opportunities are encouraged through Tuition Reimbursement.

The Maryland-National Capital Park and Planning Commission

www.mncppc.org

Government

Recreation, Park and Planning

More than 250 Employees

M-NCPPC is proud to have been recognized in 2013 as an excellent place to work. We are pleased to offer many different types of employee-friendly and work-life programs, which include: several flexible work arrangement options, Employee Assistance Program (EAP), 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. M-NCPPC's reflects its commitment to diversity by 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 and administrative leave is given to employees to attend the various diversity celebrations. M-NCPPC is also committed to employee training and development, and providing a learning environment for all employees. One of M-NCPPC's core values is to have skilled and knowledgeable employees who 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.

The National Center for Children and Families

www.nccf-cares.org

Nonprofit

Social Services

Between 50 - 249 Employees

The National Center for Children and Families (NCCF) consists of a family of more than 1000 staff and volunteers, bonded through a mission "to create total, healthy living environments for vulnerable children, youth, and families, and the quality of life which empowers their ability to thrive and demonstrate responsibility." Working at NCCF is a very rewarding experience and those individuals who apply for employment with us have an opportunity to play a leadership role in changing lives, nurturing children and youth who have been abused and neglected, empowering women who have victimized by domestic violence, rebuilding families that have been torn down by homelessness and poverty, and strengthening our community as a whole. Our compensation structure and employee benefit plans are reviewed and assessed annually to ensure that we are competitive. Our Executive Director is a leader in her field of social work and sets the very positive tone and philosophy of fairness. For the past two years, the Executive Director has added to our generous leave package by closing the Agency during the week between Christmas and New Years so that everyone can spend time with family and recharge for the upcoming year.

United Educators

www.ue.org

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.

University of Maryland Charles Regional Medical Center

www.charlesregional.org

Nonprofit

Healthcare

More than 250 Employees

- Healthy Cooking Day – including cooking demonstrations and nutritional information
- Fitness Fair – Featuring blood pressure screenings; hand hygiene booth; weight loss information; nutritional supplements/products; health club fitness demonstration; zumba sessions
- Walking Campaigns
- Take

Care of Yourself – provide healthy snacks and yoga sessions • Have Lunch of Us – provide healthy lunch selections • Bi-weekly Farmer’s Market • Locally grown produce served in employee cafeteria and prepared for patients • Health Screenings annually • Provide discounts on health insurance if participate in Wellness initiatives

Vaco Richmond, LLC

www.vacorichmond.com

For Profit

Consulting/Professional Services

Less than 50 Employees

Vaco Richmond makes it a priority to concentrate on the abilities and hardworking 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

"At Verizon Wireless something happens that transcends policies and practices. The company doesn't just focus on perks and benefits while they are important, it looks to inspire the passion of its employees and unleash their talent; the company looks at the entire value proposition for employees. Basically, the company values their employees and they show them through their actions. Verizon Wireless employees have told us what is most valuable to them: Trust, Credibility, Fairness, Pride, Respect, and Camaraderie. How do we do this? It took an extraordinary step toward becoming a participative workplace. By reaching out and making available to all employees a forum to give input and suggestions into key business practices and policies. Voice of the Employee: Powerful Ideas. Powerful Employees. Powerful Answers. Now is an opportune time to work in technology, with innovations happening every day. Here at Verizon, we're harnessing the power of mobile technology to solve the world's biggest challenges in energy management, healthcare, education, public safety and just about anything else you can imagine, to deliver Powerful Answers. To provide the world with these Powerful Answers, we need the ideas, suggestions and innovation of our talented and knowledgeable workforce. That's why – using the best technology available – we created a unique and comprehensive tool to do just that. We call it – simply – Powerful Answers Getting Started The new Powerful Answers employee idea engine provides a platform for new ideas to be submitted and collaborated on. Through this tool, employees can focus on refining and enhancing their ideas to ensure that their submission is fully thought out. Big or small employee ideas matter. Powerful Answers is the resource to submit innovative ideas, collaborate with colleagues and help solve Verizon's greatest business challenges. We provided an easy training guide to employees to give an overview of our new Powerful Answers employee idea engine. Employees can learn tips to developing a powerful idea, sharing their idea, giving input and feedback on other's idea, and even solving a challenge presented by the leaders of our business. How it Works Submit a New Idea It's easy to submit your powerful answer. Just fill out a few required fields and you've started down the road that could lead you from idea all the way to implementation. Collaborate on Ideas Be part of Verizon's amazing human network, and work with your peers to promote ideas, provide input and lend your expertise. You don't have to have a million dollar idea to be part of a powerful answer. Respond to a Challenge The leaders of our business are asking Employees to help solve some of the biggest challenges we face as a company, to get involved and become part of Verizon's transformation. Challenge Overview The Challenge section is a tool for our leaders where they can ask employees for solutions to the toughest challenges our company faces. Verizon wireless makes its employees feel valued through the types of rewards and recognition they receive as well. Verizon Wireless has created a work place that engages and inspires employees. Success depends on

valuing each employee's satisfaction, motivation, well-being and development. People have a basic human need to feel appreciated. Recognition programs help meet that need as well as generate behavior in alignment with organizational goals and standards. Recognition beyond reproach. The "Recognizing You!" program rewards employees nominated by managers for exemplary performance, with awards ranging from \$25 to \$1,000 in the form of gift certificates to more than 350 service providers nationwide, including restaurants and retail establishments. The "Cheers for Peers" program provides a forum for employees to recognize their colleagues for actions that support the company's core values. A patent awards program encourages employees to submit their innovative ideas for patent applications. Employees are awarded on initial patent filing, and again once a U.S. patent certificate is issued. Short and Long Term Incentives, 401K Match, Profit Sharing. Training frenzy. Verizon Wireless provides employees with the best opportunities for achievement and learning. Many of our employees value learning and development above any other aspect of work. Verizon has a long-standing tradition of creating personal and professional opportunities for our employees. Over the past several years, we have invested over \$3 billion in the development, education and training of Verizon employees. Career Training and Development Own Your Career, Plan Your Career Ranked #2 in 2013 by Training Magazine for top 125 training companies in the country. Verizon Wireless offers \$8000/year in tuition assistance with no lifetime cap. Mix of training styles including classroom, offsite and e-learning. There are Career progression opportunities as early as 6-9 months. Online virtual university with courses including Customer Service, Management Skills, Information Technology, Sales, etc is available as well the company partners with Strayer University to offer on site classes for BA and Master Degree programs. The Professional Retail Sales and Management (PRSM) and Call Center Operations & Management (CCOM) programs are here for our employees. What a great way to get credit towards a degree for a subject matter they are already experts in. Program Details

- Both are accredited college degree programs customized for Verizon Wireless employees and taught by professors from Bellevue University.
- Both qualify employees for a certificate and can lead to a bachelor's degree, if desired.
 - o PRSM: certificate or bachelor's degree in Professional Retail Sales & Management
 - o CCOM: certificate or bachelor's degree in Call Center Operations & Management
- Both are college programs that fit with your lifestyle and work hours because they are offered ONLINE.
- Both are designed for all Verizon Wireless employees in all locations, whether or not you are currently working in our retail or customer service channels.
- Both are learning programs whose costs are fully-covered by the LearningLINK tuition assistance program!

Benefits Bonanza

- Comprehensive health and wellness benefits include medical, prescription drug and vision coverage; dental plan options; basic life insurance coverage; and the choice of flexible spending accounts -- all beginning on the date of hire with the company contributing to 90% of the premium cost.
- Employees receive competitive salaries and an industry-leading total rewards package
 - (401K, tuition assistance, health benefits, maternity and adoption leave and monetary assistance, wellness programs, vacation and personal days).
- Education -
 - Tuition assistance (up to \$8,000 annually) is available to each employee. In 2013, Verizon spent more than \$116 million in tuition assistance for 14% of its employees. Free tutoring services through Tutor.com also available to Verizon employees and their dependents from kindergarten to college introductory courses, with English and Spanish-speaking tutors.
 - Verizon also offers hundreds of on-line classes designed to prepare employees for advancement.
 - In partnership with Strayer university, classes are conducted on the Verizon Wireless premises for the convenience of its employees for BA and Master Degree programs.
 - We are piloting Virtual training for our new hires where the training organization can touch new hires right at their work location with

their Mentor along side of them. Other benefits

- Access to work-life specialists and Employee Discounts for over 80 national vendors.
- Verizon's extensive employee assistance program
- Volunteerism programs, and charitable community and educational initiatives sponsored by the Verizon Foundation where employees are provided up to \$750 to be donated to their charitable organization based on the number of volunteer hours clocked.
- Verizon also has 44 Health and Wellness Centers with paid employee coaches. Dozens of wellness services for employees include nutrition plans, on-site mammograms, weight watcher and smoking cessation programs and hundreds of community-based wellness activities.
- Preventive care is the cornerstone of Verizon's health and wellness initiatives. In 2013, Verizon extended its outreach to women with more mammography screenings and breast cancer awareness programs. A few examples are: a) onsite mammography screenings at >10 locations reached 300+ women; b) breast health information distributed at three onsite Care Fairs; c) Breast Cancer Awareness Campaign that reached 37,000 Verizon HealthZone users; and d) information on mammography screens and pap tests sent to 75,000 Verizon Anthem Blue Cross Blue Shield members.
- Support for new mothers also expanded this year with onsite lactation rooms, maternity exercise classes at onsite wellness centers,
- and a "future Mom's" webinar on prenatal care that reached more than 400 women and men. For employees returning from childbirth or child adoption leaves, Verizon has a generous Gradual Return to Work Program, which enables employees to return to work on a reduced work schedule while maintaining full coverage for all Verizon benefits. Verizon's adoption assistance program provides up to \$10,000 for expenses incurred during the adoption of a child.

Community Outreach Domestic Violence Prevention through The Verizon Foundation rose to the upper echelon of corporate supporters of this cause by investing more than \$6 million on domestic violence programs. Highlights include:

- Partnering with PBS to produce *Telling Amy's Story*, a gripping documentary about the murder of a young Pennsylvania mother—and Verizon employee—by her abusive husband. It aired on 296 local public television stations, reaching 4.5 million viewers.
- Technology grants awarded to the Family Justice Center Alliance, the Safety Net Program and the National Network to End Domestic Violence.
- Verizon's HopeLine continues to be one of the most enduring domestic violence prevention programs. Through a recycling and re-use initiative that gives consumers an environmentally sound way to dispose of cell phones, HopeLine provides a simple way to make a difference in the lives of domestic violence victims. HopeLine Statistics: Phones Collected 1,101,756, Phones Refurbished 862,370, Phones Donated to Shelters 25,392, and Cash Donated from HopeLine Funds \$2.18M.
-

In partnership with the NFL Players Association and "A Call to Men," Verizon also is participating in "Training Camps for Life" (TCFL) to bring the message of respect for women and girls to boys in high schools. In addition, >7,000 Verizon managers have received a 1-hour Domestic Violence Awareness training course.

Communication Verizon has a wide-variety of tools to deliver our messages which gives us the opportunity to have multiple touch points with our employees. Delivery of our messages through technology is our most common vehicle. The intranet portal, health partner portals, email, company webcasts, VZTV, text messaging and phone applications provide the means for delivering quality, personalized and timely messages. Our most powerful communication channel is the award-winning "About You" intranet portal. Accessible from work or home, the site empowers employees and their families to take control of nearly every aspect of their professional and personal lives."

Washington Real Estate Investment Trust

www.writ.com

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!