

2015 EcoLeadership Best Practices

American Speech-Language-Hearing Association

www.asha.org

Nonprofit

Healthcare, Professional/Trade

More than 250 Employees

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

AstraZeneca/MedImmune

www.medimmune.com

For Profit

Biotechnology

More than 250 Employees

- Our site has earned ISO 50001 and U.S. Department of Energy's Superior Energy Performance (ANSI MSE-50021) certifications for our energy management systems, which provides a roadmap for continual

improvement in energy performance while maintaining competitiveness. • 10% of our energy is produced from renewable resources (RECs). • We have provided 11 electric vehicle charging stations for employees to utilize. • A polystyrene densifier was procured to recycle all polystyrene waste. • A Water Conservation Plan was developed that will reduce our annual water consumption, including: 1. Re-using gray water sources for our cooling towers, resulting in up to 6% potable water reduction 2. Replacing all manual and battery-operated plumbing fixtures (656 faucets, urinals, and commodes) with motion sensing devices 3. Installing soil-moisture sensors in our irrigation system that automatically shut-off when the moisture is adequate and reduce unnecessary watering • A thorough waste stream audit was recently conducted to identify a recycling baseline and opportunities for further reducing waste. This will help us to most effectively expand recycling and other waste reduction measures. • Earth Week events hosted by the Green Team include prescription eyeglasses recycling, tennis shoes recycling, an office supply swap, gently used blanket and towel drive for homeless animals, and multiple environmental education efforts. • The Green Team will host an event in 2015 to collect employee batteries and home electronics. • In order to build a broader coalition for sustainable living, the Green Team has recently partnered with the Wellness Committee for combined events and outreach. • The campus serves as a community Supported Agriculture (CSA) pick-up site for employees. • An environmental communications calendar has been developed to highlight company environmental sustainability goals and achievements. Monthly topics, grouped by theme, include an article on the intranet, a poster for the "Sustainability Wall" in the cafeteria, and information slides displayed on our Medivision screens placed throughout campus. • Our sustainable food offerings include: ground beef from grass-fed cows, eggs from cage-free chickens, milk that is hormone-free, seafood that is sustainably sourced, options for yogurt from grass-fed cows, many vegetarian and vegan dining options, produce and nuts from local farms when available, and coffee options in pantries that are Rainforest Alliance Certified. • Bottled water is not served at catered events. Instead water is served from coolers or jugs with cups. • All of our food clamshells and plates in the cafeteria are compostable. • All employees receive re-usable coffee mugs and beverage cups, as well as a discount in the cafeteria when used. • All employees receive a New Hire Orientation that includes education on our commitment to sustainability and how to implement environmental best practices in the work setting. Additionally, a required computer-based training is being developed to educate all employees on the importance of implementing energy-saving practices at work. • A site-specific strategic plan for environmental sustainability is being developed for 2015 to further reduce the environmental impact of our business operations. • A biodiversity study will be conducted in early 2015 with the goal of minimizing the impact of our company activities on natural habitats and species.

Booz Allen Hamilton, Inc.

www.boozallen.com

For Profit

Consulting/Professional Services

More than 250 Employees

Booz Allen recognizes that sustainability goes well beyond recycling, and incorporates sustainability into all aspects of its business. We are continuously looking to improve efficiencies within our operations through the virtualization of our servers, reducing or eliminating paper files, encouraging virtual meetings, and reducing commute times. The firm makes every effort to locate its offices near public transportation. Our hoteling model has set a standard for other businesses to follow, while creating a better work/life balance, and reducing our carbon footprint. We provide our employees with the latest technology tools needed to be able to perform their jobs wherever they are – allowing them to stay connected virtually and seamlessly. Information and the ability to connect with other employees is as close as a laptop or smart phone. While we provide our employees with all the tools necessary to complete their jobs well, we also encourage them to be sustainable in their personal lives by reminding them to bring their own reusable water bottles and mugs. Booz Allen strongly believes in operating in an ethical manner, which extends to encouraging employees to be involved in their communities, mindful of their impact on resources and the environment. Our employees are passionate about protecting the environment and giving back to their communities through volunteering their time and skills to improve the lives of others. In addition to special volunteer days in support of various environmental or conservation groups, many of our employees serve as board members to environmentally-focused non-profit organizations such as the Smithsonian’s National Zoo, The Nature Generation, and Wolf Trap Performing Arts Center. Our subject matter experts share their extensive knowledge on solving issues such as providing access to clean drinking water through organizations such as Engineers Without Borders, making energy improvements to inner city homes through Rebuilding Together, and cleaning up waterways and oceans through the International Coastal Cleanup. From the grassroots employee Green Office Teams to the CEO, our employees are committed to improving the world around them by using their knowledge, personal time and skills.

Calvert Investments

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

For Profit

Financial Services/Accounting

Between 50 - 249 Employees

Calvert’s greatest impact on sustainability stems from our ability to extend our reach to other companies, governments, and international institutions. As investors, we have the opportunity – and, we believe, the responsibility – to influence the companies in which we invest. Together, the companies in which we invest own thousands of factories throughout the world, employ hundreds of thousands of workers, contribute many billions of dollars to the global economy, and produce many of the goods and services we rely on in this country and elsewhere. These companies have a profound impact on human rights, the environment, and the communities in which they operate. When we buy stocks and bonds of companies in our sustainable and responsible mutual funds, we look for these companies to be responsible corporate citizens with good governance and sustainable business practices. We influence the companies in which we invest through direct engagement, shareholder resolutions, proxy voting, and other methods. With respect to our tax-exempt funds, we buy many bonds issued for government

purposes. The proceeds from these bonds support investment in infrastructure or government services and may include school or hospital construction, transportation, water and sewer, utilities, and other kinds of infrastructure. We have also created funds that have explicit environmental, social, and governance (ESG) goals. As an organization of committed sustainability experts, we have the opportunity to influence other organizations by collaborating with NGOs and other groups that share our concerns, joining initiatives relevant to our priorities, providing input to public policy discussions, and serving on the boards of various organizations. Among other activities, Calvert increased our direct corporate engagement, called for comprehensive disclosure by companies in key industries. In addition, Calvert executives and professionals serve on boards of and in advisory capacities at various organizations that promote objectives consistent with Calvert's values.

Calvert Memorial Hospital

www.calverthospital.org

Nonprofit

Healthcare

More than 250 Employees

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

Carroll Hospital Center

www.carrollhospitalcenter.org

Nonprofit

Healthcare

More than 250 Employees

Carroll Hospital Center actively promotes its business philosophy by leading the way. For example, we were the first hospital in the State of Maryland to purchase a software program which partners with our vendors for entering recyclable data and monitoring energy, water, and hazardous materials. We are able to measure our success not only monetarily but for the carbon footprint to the environment. We purchased new boiler equipment and LED lighting fixtures which resulted in a 30% reduction in natural gas. The hospital promotes a full recycling program and educates Associates to reduce, reuse and

recycle with recycling containers stationed in all areas. To promote responsible recycling the hospital offers Dejunk Days and mass Shredding Days on a biannual basis not only to Associates, but also to the community. Our food service department strives to purchase local sustainable foods to serve to Associates and patients. July through October, we partner with local farmers in Carroll County to host a farmers market to sell local sustainable produce not only to our Associates, but also to the community.

Cartus Corporation

www.cartus.com

For Profit

Consulting/Professional Services, Relocation/Global Mobility

More than 250 Employees

"Earth Day: <http://www.cartusblog.com/cartus-news/what-is-earth-day/> - The annual Earth Day celebration is one of our largest events. This year, we welcomed more than 20 vendors to display their educational environmental initiatives, with some selling eco-friendly items and hosting giveaways. It's always an immensely popular event that serves as an important reminder that we may not be able to fix the world, but we can at least try to leave it a bit better off than when we found it. Ride Sharing: The Danbury office has bi-monthly Transit Days to encourage employees to share a ride and to consider an alternative to driving solo, such as carpooling or taking the bus or train. Cartus invites employees to use CTrides—a family of commuter services developed by The Connecticut Department of Transportation—to help employees find commuting options in Connecticut and New York. The company offers a quarterly NuRide preferred parking space raffle for employees who use the NuRide commuting service that matches employees with other ride sharers. In 2014, employees recorded 69,439 trips through NuRide, reduced 23,623 car trips, 552,372 miles, and 50,604 gallons of gas. The program reduced emissions by 238.7 tons. Cartus also supports an International Ride Share day in October where we encourage all of our employee's worldwide to track ride sharing, cycling, taking the bus or train to work, or just walking. This year we had over 200 employee's taking part in this day:

<http://www.cartusblog.com/cartus-news/2014-international-transit-day/> Company-wide energy conservation initiatives:

- Reduced paper usage approximately five percent since 2009.
- Paper conservation initiatives, including multi-function printers that default to print double-sided for all printing and copying jobs. We also use recycled paper with 50-percent post-consumer waste for proposal submissions when hard copies are requested.
- Recycling programs at all U.S. sites. Bins are located in every workspace, conference room, and cafeteria.
- Shred-it® bins (U.S. offices only), resulting in 1,312 trees saved in 2013.
- Elimination of Styrofoam cups from our global headquarters' cafeterias and discounts for employees using their own cup or mug (headquarters cafeterias). The Danbury office has reduced the use of Styrofoam by 2,400 cups per week.
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Danbury Adopt-A-Street Program: from May through October, employees remove trash once a month from our adopted street.

- Recycled Cartus office supplies program: Cartus' office supply recycling program saves the company an estimated \$25,000 annually.
- Window blinds are systematically closed during days of extreme temperatures.
- Non-essential lighting throughout the facility is turned off during days of extreme temperatures.
- Monitors enter sleep mode after 10

minutes of non-usage. Each monitor only consumes the same amount of electricity as a 75W light bulb.

- Computers, printers, and photocopiers are programmed to switch to power-save mode when they have been idle for a specified period of time.
- All computer monitors are turned off at the end of the business day.
- Overhead lighting is turned off each day at 11:00 p.m."

Chaney Enterprises

www.chaneyenterprises.com

For Profit

Manufacturing, Building Materials and Supplies, Construction

More than 250 Employees

" The National Ready Mix Concrete Association (NRMCA) recognizes Chaney Enterprises for its outstanding environmental principles and management at its concrete mixing plants, granting the company Green-Star Certification at the Hollywood and Queenstown plants. The Green-Star Program was established in collaboration with NRMCA and the Environmental Protection Agency's Green Highways Partnership. "Chaney Enterprises has been proactive in its environmental practices, and the Green-Star Certification validates them," said Jan Holt, chief customer officer, Chaney Enterprises. "The Green-Star Certification's environmental management system will provide a continuous improvement model for the company. It is the first step in a series of green initiatives." To achieve national Green-Star certification, the company must demonstrate rigorous and sustainable actions in reducing environmental impacts and improved plant efficiencies resulting from sound environmental practices. As guidance, Chaney Enterprises must validate practices identified in NRMCA's "10 Guiding Principles of Environmental Stewardship." The review process includes aspects of water quality, air quality, hazardous materials and solid materials management; environmental training and education; community issues; and sustainability related to energy conservation, voluntary reduction of carbon footprint, recycling efforts and the use of pervious concrete. Chaney Enterprises was noted for its conversion from fuel oil to biofuel to heat the boilers at the plants, the maintenance shops use of recycled motor oil to heat the shop and that the company recycles concrete and office paper, supplies, cans, bottles and ink cartridges. All Chaney delivery trucks are cleaned prior to leaving the plant to reduce dust and debris and access roads are maintained throughout daily operations to reduce air pollutants. Plant noise is constantly monitored, and tree berms (raised earth barriers separating two areas) and other landscaping is installed, serving as sound barriers. Mufflers are installed on cement blowers, reducing production noise. Chaney further reduces noise by employing a hydraulic retarder instead of an engine or "jake" break. Pervious concrete has been donated to the Smithsonian Environmental Research Center and the Calvert Marine Museum, whose locations are in access to critical areas. The company also provides tours of its plants to the public, and has hosted various schools and training organizations. "

Corporate Network Services

www.cornetser.com

For Profit

Technology

Less than 50 Employees

Corporate Network Services' Green message is integral to our corporate culture and the engagement of our employees. Employees add personal items to our company shredding and equipment recycling. Our employees started a recycling program at a government client site that is now policy. Through CNS' Community Counts our employees volunteered at a CSA farm to prepare gardens and plant. Our company intranet and internal newsletter include 'Green' tips. Through CNS' managed services model, MSP Alliance Green IT Provider, our consultants service client computers remotely to fix problems. We have installed boot bars on our client's servers so we can reboot them remotely, eliminating the need to travel onsite. Our VoIP phone system allows more than a third of our employees to telework, allowing some with small children more flexible child care or care for ill relatives, and eliminating 1/3 of our required office space. By virtualizing servers we reduced the need for physical IT equipment and cooling. We have Green policies to recommend at least EPEAT silver equipment, recycle batteries and facilitate recycling of obsolete equipment both internally and for clients. CNS has reduced our paper consumption by making deposits via scanner, online bank accounts and auto-deposited employee e-paystubs and HR accounts, Vendor payments are electronic. Billing is done electronically by email. All CNS event invitations, newsletters, and announcements are sent by email and/or social network. Printing is discouraged and all printers default to duplex. We order office supplies only once-a-month and search for other post-consumer recycled products. We use post-consumer recycled toilet tissue, paper towels, and note cards, post-consumer recycled chair mats, non-toxic soap and cleaning supplies. We painted with low VOC paint. We completed converting to more energy efficient T-8 bulbs and recycle the old bulbs by prepaid container. We have eliminated all paper plates and cups in favor of ceramic models. CNS recycles most of our office mixed paper and co-mingled plastic, glass and metal materials and discourages non-recyclable containers. Employees add their own documents to our client-sensitive waste paper that is locked, picked up quarterly, shredded onsite and recycled. Each year CNS recycles obsolete equipment after offering to employees for reuse. CNS has reduced the need to travel by using the WebEx for online product demonstrations, in-house training, and group meetings. Corporate Network Services installed water-saving aerators on faucets, washes dishes in bulk, blanketed the water heater. Outside planters contain xeriscape plants. Last out, Lights out signs emblazon each switch. Large windows and an open floor plan add natural light to task lighting. Peripherals and computers are turned off at day's end or set to sleep mode. Zoned-programmable-thermostats, a natural-gas furnace and new cooling-cost-cutting roof reduce energy use. Corporate Network Services is a Clean Air Partner and encourages plants in the office. CNS sponsored free shredding for Poolesville and recycled 10,000 pounds of documents. We ask, "Can this be re-purposed, reused, or recycled?" Employees take that message home out of habit.

Federal Realty Investment Trust

<http://www.federalrealty.com>

For Profit

Real Estate

Between 50 - 249 Employees

In the last several years, we have committed over \$1 billion to green growth. Completed Projects - Santana Row (San Jose CA) – 300 Santana Row Office – LEED Certified - Bethesda Row (Bethesda, MD) – Equinox Building – LEED Gold, Core & Shell - Linden Square (Wellesley, MA) – Residential Townhomes – LEED Platinum - Santana Row (San Jose, CA) – Levare Residential – LEED Silver Projects Underway - Pike & Rose (Rockville, MD) Grayfield Redevelopment Master Plan was adopted in 2012 – LEED ND (in process) Transit Oriented Development – Rail and Bus Office Building – LEED Silver Residential Building – LEED Certified - Assembly Row (Somerville, MA) Brownfield Redevelopment Master Plan was adopted in 2011 – LEED ND (in process) Transit Oriented Development – Rail and Bus Office Building – LEED Silver Project Sustainability Guidelines are established - The Pointe (El Segundo, CA) Brownfield Development Site Plan approval anticipated in 2013 LEED and CAL-Green guidelines. We are currently planning an renovation for our corporate office in Rockville, MD in 2015 and are planning for a LEED Silver Certification.

HDR

www.hdrinc.com

For Profit

Consulting/Professional Services

More than 250 Employees

"HDR is committed to creating a sustainable workplace. Our Office of Sustainability is primarily located in Omaha and is made up of five employees whose positions are fully dedicated to continually improving the sustainability of our business practices and increasing the sustainability of our client's projects, with the help of a cross-company team of technical staff. We developed a system of strategies to maximize success: Using our 2011 calculations as a baseline, HDR set a target to reduce our GHG emissions 20 percent by 2020, adjusted for growth. We track Scope 1, 2 and 3 emissions annually and include this information in our Social and Corporate Responsibility Report, which is then submitted to GRI for verification. To help us meet our GHG reduction goal, we developed the Smart Solutions Program, which organizes our internal sustainability initiatives into three categories: Smart Business Travel, Smart Office Environments, and Smart Product Use. From this, our Sustainability Policy sets our 'baseline impacting' sustainability practices, requiring duplex default print settings, and eliminating the purchase of bottled water and single-serve coffee pods. The Policy also includes Waste and Recycling Standards instructing offices to conduct a baseline waste audit, reduce their catering waste and recycle e-waste appropriately. Our Green Teams assist with the implementation of Smart Solutions Program initiatives and with data

gathering in our offices through the Green Team Smart Solutions Project's (GTSSP) base and challenge goals. We strive to make our sustainability resources easily accessible to anyone at HDR. Our Sustainability Portal includes pages specific to Sustainable Business Practices, Sustainability for Client Projects, and the Green Teams. Each page contains HDR-developed resources, guidelines, tools, and external links. The information is regularly communicated through our Sustainability Newsflash and other outlets. Since the introduction of the Smart Solutions Program, the Omaha office has improved:

- Energy Efficiency
 - o Lighting retrofit, approx. 4500 fluorescent light bulbs replaced
 - o Building chillers efficiency and controls
- 13.6% electricity use reduction since 2010
- Water Efficiency
 - o Modified and replaced fixtures in restrooms, which have a calculated water reduction of approx. 790,000 gallons/year, about a 70% reduction for these fixtures
 - o Changing out sprinkler heads to more efficient heads
- Encouraging alternative commute
 - o Secure bike storage rooms
 - o Shower and changing rooms
- Waste Reduction
 - o Diverting waste during renovation projects (re-use, recycling)
 - o Green Team composting study and waste audit; implementation of composting program
 - o Recycling electronic waste
 - o Promoting recycling, composting efforts at external and internal meetings

We have also advanced sustainability efforts in the Omaha community. At a large internal conference this October, we initiated recycling, increased waste minimization efforts, and set up a composting trial at a major public venue that had not previously pursued these practices.. After capturing nearly 1000 lbs.of food waste for composting from a single conference, the center's management expressed interest in continuing to compost."

Hitachi Consulting

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

For Profit

Consulting/Professional Services

More than 250 Employees

Environmental Awareness The Environmental Awareness Initiative (EAI) is a Hitachi Consulting team composed of volunteers throughout the firm working toward improving the sustainability of Hitachi Consulting operations. Supporting Hitachi, Ltd.'s goals of reducing CO2 emissions by 100 million metric tons per year by 2025, conserving resources, and preserving ecosystems, the EAI develops eco-tips, newsletters, and presentations that make employees more aware of their sustainability options and opportunities. The goal of the EAI is to transform each office from the bottom up, increasing environmental awareness and impacting daily actions and decision making.

Environmental Management System (EMS) - HCC is in the process of finalizing its corporate-wide EMS system - In order to maintain our ISO 14001 certification in the Rockville, MD office, we take a detailed inventory of all of our environmental impacts, including all direct and indirect GHG emissions. We then develop policies around trying to minimize these impacts. We have developed an internal training on these policies and our entire EMS that is available to all employees and is mandatory for new hires during onboarding

Community Action - Tidal basin clean-up volunteer effort: Annually, our company joins the Japan-American Society to assist the National Park Service in cleaning the Tidal Basin to get the area

ready for the annual Cherry Blossom Festival. Additional Sustainability Actions - Our offices provide employees several opportunities to reduce their environmental footprint: i. Procurement of healthy snack foods such as apples, bananas, and oranges, that are not only healthier for employees, but help to minimize packaging waste ii. Teleworking and mass transportation opportunities

Holy Cross Health

www.holycrosshealth.org

Nonprofit

Healthcare

More than 250 Employees

Holy Cross Germantown Hospital (HCGH), the first new hospital in Montgomery County in 35 years, is designed with patients' safety, healing and comfort in mind. It is environmentally friendly, featuring green space and state of the art design. Throughout the site selection, design, and build phases of the project, the environment was in the forefront, awarding Holy Cross Germantown Hospital LEED Silver status. From transportation to treatment, HCGH boasts 20 Fuel-efficient preferred parking spaces, 60 bike racks, 90% of the annual rainfall runoff is captured and treated using best management practices. 41% of the hospital's roof is covered with live green roofs and the remaining surface area is covered with highly reflective material. HCGH uses 0 gallons of potable water for landscape and maintains a 36% reduction in water use from low-flow plumbing fixtures, infrared sensors on public bathroom faucets, and low flow shower heads. Energy usage is reduced by allowing 90% of the building occupants individual lighting controls. The construction of the new patient tower at Holy Cross Hospital in Silver Spring continues with the same environmental stewardship principles in mind with an opening scheduled for late summer 2015.

Honest Tea, Inc.

www.honesttea.com

For Profit

Food and Beverage, Manufacturing

Between 50 - 249 Employees

- In 2014, Honest Tea made the switch from organic sugar to organic, fair trade sugar in its glass bottle line. Honest Tea created a new line of lemonades, Refreshers, which also uses organic, fair trade sugar. This increased commitment to Fair Trade helped us invest in the Paraguayan community from where we source sugar. The additional funds are used to purchase ambulances, improve school computer centers and improve the overall daily life for community members. - In 2014, Honest Tea deepened its relationship with a tea garden in Assam, India by sponsoring an eye care initiative in partnership with Vision Spring. This program screened the vision of 5,127 tea pluckers and community members. 2,400

of those screen were provided a free pair of corrective lenses and glasses. - Honest Tea hosted a twitter celebration of National Compliment Date on January 24th to encourage the act of spreading kindness and spread love to friends. - Our retail programs this year included mission-driven giveaways such as a chance to win an Annual Park Pass and a 30 day supply of Honest Tea in partnership with National Park Foundation. Consumers were also able to enter to win a yoga mat made from sustainably harvested rubber and cooler bags made out of upcycled banners, billboards and recycled plastic. - When participants of our Great Recycle events bring th3eir bottles and cans to recycle they have the option to redeem recycling points for an Honest Tea donation to Trees for the Future. 1 point = \$1 = 10 trees. - All Honest Tea employees volunteer on the same day in September in their local community for a total of 212 hours at 28 organizations across the US. Employees are also provided 2 paid volunteer days each year to make an impact on issues affecting their community. - Honest Tea voluntarily committed to the program, How2Recycle, a program developed to help clarify the recycling process for consumers. Our bottles in 2015 will include How2Recycle guidelines. - Honest Tea joined 1% for the Planet which means we commit to donate the equivalent of at least 1 percent of sales from our glass tea line to organizations within the 1% For the Planet network. - Our wellness coach provides helpful tips in Wednesday's Afternoon Tea newsletter. Employees are able to use the wellness coach at no cost in order to hit goals related to health and wellness. For example: creating a training routine to compete in an Ironman; quit smoking; reduce blood pressure; creating a new routine after becoming a parent; become more organized. - Our team travels frequently so employees receive a quarterly gift card to Whole Foods to encourage the purchase of healthy snacks to sustain them. - Our headquarters staff enjoys fitness classes, yoga and boot camps by certified instructors.

Hughes Network Systems, LLC

www.hughes.com

For Profit

Telecommunications

More than 250 Employees

Hughes is proud of its record of incorporating sustainability into the workplace. Many of the policies and procedures first implemented are now routine and part of the daily work habits of its workforce. Through its company website, management can easily communicate the company's sustainability efforts, as well as engage and educate the entire company. The formation of a Green Committee has created opportunities for employees to actively exchange ideas, discuss current issues and develop hands-on events such as Earth Day celebration week, farmers' market, Adopt-A-Road and fundraisers for Maryland's Tremendous program. Hughes has benefited tremendously from its recycling and energy management practices, receiving close to one million dollars in rebates/energy savings since its 2009 base year. Hughes is equally as proud to be a member of Montgomery County's Green Business certification program. As part of the certification program, Hughes provides leadership and encouragement to other businesses to incorporate sustainable practices into their daily work routine.

JBS International, Inc.

www.jbsinternational.com

For Profit

Consulting/Professional Services

More than 250 Employees

Is a member of the Convene Green Alliance • Has business agreements with local suppliers that promote sustainability • Purchases environmentally friendly cleaning supplies • Purchases energy-efficient computers • Rebuilds older computers and donates those that are no longer viable for our purposes to nonprofit organizations and to computer equipment recycling groups that are environmentally responsible • Uses green caterers • Uses a USDA Organic, Fair Trade Certified green coffee supplier • Encourages staff participation in a local CSA • Supports Green Team efforts to increase sustainability • Composts organic matter in addition to routine recycling of paper, cardboard, newspaper, glass, plastic, aluminum, printer cartridges, and batteries • Participates in the Montgomery County Adopt-a-Road program • Provides reusable tableware for the office and discontinued use of plastic and paper tableware • Uses Forest Stewardship Council-Certified paper and supplies restrooms with recycled paper products • Post blogs with green tips for employees • Presented a session on sustainability during Take Your Child to Work Day • Hosts a booth at the company's annual Health & Wellness Fair on green practices • Recognizes employees through the Green Team Employee Award • Considers vendors' sustainability practices when selecting meeting sites • Provides meeting materials in electronic formats rather than on paper and double-sided printing when paper copies are required • Limits the number of copies staff can print • Hosts in-house seminars on green topics • Participates in community e-cycling events • Requires expense vouchers, time sheets, and most benefits forms to be submitted electronically • Reuses furniture and supplies and donates materials to schools and nonprofit organizations • Uses indoor plants to improve air quality • Installed office-occupancy sensors for all overhead light fixtures • Installed reflective film on all south- and west-facing windows • Used low-VOC paint and installed carpet with low-VOC adhesives • Uses Energy Star multifunction-networked copiers • Uses Energy Star-rated monitors and desktop computers • Purchases EPEAT green electronics • Encourages staff to take the stairs rather than ride elevators • Encourage telecommuting and provide incentives to use public transportation • Enrolled in the ECS Demand Response program • Negotiates with local hotels that are within walking and/or public transportation distance • Sets all desktop/laptop configurations to default power settings that emphasize energy efficiency • In 2012, received Maryland's Green Registry Leadership Award • In the process of applying for Montgomery County's Green Business Certification

Main Event Caterers

www.MainEventCaterers.com

For Profit

Food and Beverage

Between 50 - 249 Employees

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

Marstel-Day, LLC

www.marstel-day.com

For Profit

Consulting/Professional Services

Between 50 - 249 Employees

"Marstel-Day staff is heavily involved in all aspects of promoting sustainability both internally and externally. As Marstel-Day's internal sustainability program has matured over the years, the company has looked for new ways to leverage employee knowledge and involvement for the benefit of our surrounding communities. Beginning with our annual Earth Day event, where our employees work with local organizations to help carry out conservation projects, to sharing sustainability practices implemented by our employee-led Green Vision Council with businesses throughout our area, our community outreach has continued to evolve and expand over time. During the past year, Marstel-Day has worked with local government, businesses and organizations, to help jump-start our area's regional climate action planning (CLEAR) initiative. Leveraging the expertise of our staff, we have helped to identify sustainable businesses within the 4 county region, have assisted the City of Fredericksburg to pull together its first GHG inventory, have so-sponsored several community planning and learning events (the Fall Energy Forum, the Trust for Public Lands presentation) and have held conservation fundraising parties open to members of the community (our annual Green Gala and silent auction). While all of these efforts benefit the community and the environment, they also involve and leverage the talents of our staff, allowing them to actively practice the conservation and sustainability strategies that attracted them to the company. By using this holistic approach to sustainability, we have proven our ability to successfully mingle our Corporate Social Responsibility and Green Commitment in a way that is both profitable and beneficial to our employee, client and community stakeholders. The success of this strategy has been evidenced by numerous benchmarks, including: • Company President and CEO, Rebecca R. Rubin was named a White House Champion of Change for her work to prepare the community for the consequences of climate change • Marstel-Day and the Fredericksburg Chamber of Commerce are entering the fourth annual "Green Frontier" award nomination cycle. • For the sixth consecutive year Marstel-Day has been named to Inc. magazine's "Inc. 5000" list. The list recognizes privately-held U.S. firms that have achieved outstanding revenue growth over a three-year period. •

The local Fredericksburg paper recognized Marstel-Day for producing a series of interviews with

green-thinkers. "Vital Voices of the Environment" is a series of interviews that offer insight on the key issues we face now and for the environmental future of our planet. • Marstel-Day President and CEO Rebecca R. Rubin gave the commencement address "Saving Nature" to the University of Mary Washington Class of 2014. • In April of this year, the company celebrated its 13th annual Earth Day by deploying its staff to the Rappahannock River Valley National Wildlife Refuge's Port Royal Unit, to Tree Fredericksburg, to Downtown Greens, to the Friends of Sausal Creek in Oakland, CA, and to the Meadowview Biological Research Station in Woodford, VA to work on conservation projects. • Marstel-Day CEO chairs the Fredericksburg Chamber of Commerce's Green Business Initiatives Committee and uses staff members to help support green events sponsored by the Chamber."

MedStar St. Mary's Hospital

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

Nonprofit

Healthcare

More than 250 Employees

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

Montgomery County Government

www.montgomerycountymd.gov

Government

Local Government

More than 250 Employees

"Montgomery County is constantly evolving its efforts to green County operations, engage employees in sustainability and more. Below is a list of selected innovations: • Launched an Office of Energy and Sustainability to focus on greening the County's portfolio. <http://www.montgomerycountymd.gov/dgs-oes/home.html> • Launched a nation leading Solar Public Private Partnership. The initiative is one of the first in the Country to bring together a comprehensive portfolio of large and small facilities, community care provisions to benefit local economic development and set asides for minority-female-disabled owned business, and premium items (electric vehicle charging, habitat remediation) as part of a comprehensive project. • Requirement that all new County facilities over 10,000 square feet achieve LEED Silver or better. • Programs facing the community such as the County's Green Business Certification and incentives for environmental improvements. • Requirement that all public facilities over 50,000 square feet be benchmarked using Montgomery County's portfolio manager software. • Novel "Green Leasing Questionnaire" to facility green features into County leases. • Centralized control of copiers requiring each employee to use their access badge to print combined with automatic deletion of jobs over 72 hours old. This dramatically reduces the amount of printed but not picked up paper and allows the removal of nearly all personal office printers."

Social & Scientific Systems, Inc.

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

For Profit

Consulting/Professional Services

More than 250 Employees

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

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

The Humane Society of the United States

www.humanesociety.org

Nonprofit

Animal Protection

More than 250 Employees

In listing the efforts made by the HSUS for creating a sustainable workplace the list is completely influenced by our mission statement of celebrating animals and confronting cruelty. Our also work toward a healthy planet for all living things. Below are a few specific efforts more specific to our office environments. 1. Electric Vehicle (EV) charging stations at designated spaces for EV parking. 2. Strict internal recycling program which strives for lower waste totals yearly. 3. Zero pesticide/herbicide landscaping with a large portion of the property returned to natural meadow. 4. Yearly upgrades to more efficient lighting and electrical systems. 5. Yearly air quality sampling with well above average air quality results. 6. Employee ergonomics program offering custom standing station options and ergonomic set up support. 7. Outdoor work areas and green space to reduce the use of energy during work hours within the facility. 8. Healthy snack kitchens with brought from home dishware. 9. Vegan/Vegetarian vending options in all vending machines. 10. Preferred business relationships for any purchasing from environmentally aware organizations.

World Resources Institute

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

Nonprofit

Research

Between 50 - 249 Employees

The role of sustainability at the World Resources Institute (WRI) is two-fold. As an Institute dedicated to solving the world's critical environment and development issues, we have a responsibility to manage our own operations in ways that reflect our values and mission. Additionally, integrating sustainability into WRI's operations and managements provides an opportunity for WRI to serve as a living laboratory for our own research, and to provide our own experiences to the collective knowledge on these topics. Within WRI, our Sustainability Initiative and Sustainability Champions act as a bridge between our administrative and programmatic staff, in order to identify opportunities and potential solutions to sustainability management challenges. To reduce consumption and emissions, WRI:

- Placed a real value on carbon internally by charging a carbon tax to our programs for staff business travel, electricity consumption, and employee commuting (<http://www.wri.org/sustainability-wri>)
- Engaged staff through a dedicated sustainability team and volunteers in order to create awareness, host educational events, and encourage better behavior through competition
- Implemented a plant-based catering policy and created environmental and social criteria to vet DC-based caterers, in order to reduce the impacts of our events
- Implemented sustainable paper procurement principles to

ensure that the paper used in WRI's DC office meets the recommendations for sustainability from WRI's Forest team (<http://www.wri.org/blog/2013/05/walking-talk-wri-uses-fiber-analysis-test-office-paper-products>)

- Created guidance for setting annual performance goals around sustainable behavior
- Created guidance and tools to help staff identify changes to business travel decisions that will help reduce WRI's total travel footprint through the Better Business Travel Guide, including steps everyone can take to reduce the emission of a trip during booking (book buses, trains, or direct flights, use virtual communications for short meetings, work with colleagues to come up with lower-carbon options such as sending a staff member already in the region or combining multiple responsibilities into one trip)
- Developed guidance for teleconferencing to increase the success of virtual communication

To engage beyond our own operations and scale up our impact, WRI:

- Internalized the principles and approaches of WRI's Greenhouse Gas Protocol, the most widely used global standards to measure emissions, into our own approach, engaging within the Institute and outside of it to increase the use of the standards.
- Piloted greenhouse gas accounting training and tools with key partners (<http://www.wri.org/2012-greenhouse-gas-inventory-sustainability-report>)
- Regularly converses with sustainability staff at other NGOs on sustainability management issues and solutions through the Sustainability Managers Round Table
- Collaborated with DC partners to provide information on renewable energy purchasing to property owners in WRI's neighborhood
- Developed a forum for forward-thinking companies on sustainability, the Corporate Consultative Group (<http://www.wri.org/our-work/project/wri-corporate-consultative-group>) to share experiences and responses, as part of WRI's external efforts on sustainability.