

## 2016 EcoLeadership Best Practices

### Abt Associates

<http://abtassociates.com/>

For Profit

Consulting/Professional Services

More than 250 Employees

In addition to the details offered in this questionnaire, Abt Associates is most proud to have made a public commitment to reduce GHG emissions by more than 25% by 2021, and by more than 80% by 2050 from a 2012 baseline. This science based goal is integrated into Abt's strategic planning process so that major strategic decisions are evaluated against the GHG impact that they result in. The executive-level sustainability governance committee is a critical component of Abt's sustainability strategy as it drives the integration of sustainability across division and department operations - a key aspect of a sustainable business strategy. Because people are Abt's greatest asset, Abt Associates places great emphasis on building a culture of engagement, respect, and accountability. Engaging and educating staff around important sustainability issues and igniting their passion to make a positive difference in the world beyond their desk is a key tenement of Abt's sustainability efforts. Investing in a state of the art social network that incentivizes and rewards this kind of engagement, and explicitly including sustainability in Abt's culture vision statement are important aspects of Abt's efforts. Locating Abt's offices in close proximity to public transit and strongly incentivizing biking has led to great results in terms of reductions in GHG emissions from employee commutes, 21% reduction by 2015 from 2012. Offering staff a bike maintenance subsidy, showers, secured bike racks, and more has led to the doubling of the number of employees that bike to work in just three years. Setting up a office-wide compost program in Cambridge and educating staff around the benefits of compost has yielded tremendous benefits and a great partnership with a local compost company SaveThatStuff. Abt's mission, to improve the quality of life and economic wellbeing of people worldwide, is a 50 year old mission, and one that is inseparable from the concept of sustainability. In fact, striving to be a sustainable business is the way that we live our mission and bring it to life, and it is our goal to advance the field of sustainability so that our planet and its people can thrive for generations to come.

### Booz Allen Hamilton, Inc

[www.boozallen.com](http://www.boozallen.com)

For Profit

Consulting/Professional Services

More than 250 Employees

Booz Allen is committed to protecting the environment, and this is demonstrated by a number of actions we have put in place. We are a management consulting firm where our major product is intellectual capital. Although the firm does not own any of the buildings it occupies, our facilities staff work closely with landlords to ensure our actions reflect our commitment to sustainability. Our operations are guided by an ISO 14001-compliant Environmental Management System (EMS) that we use to guide efforts to increase the efficient use of resources while minimizing waste. We do this by going beyond the required municipal or building management requirements for recycling. Laptops are refurbished and redistributed within the firm as long as they are in working order. All office equipment that reaches its end of life cycle are responsibly recycled. In FY15, 48.4 tons of e-waste was responsibly recycled; 95 tons of paper was securely shredded and recycled; and our Print Shop continues to operate at a near-zero waste level. Over 104 tons of used Flavia beverage packets (4.5 million packets) have been diverted from landfills since FY11, with used packets in the DC metro area converted from waste to energy, generating 43K kWh of energy while reducing our carbon footprint by 71.5 metric tons of CO2. Excess furniture is donated to nonprofit organizations to help in their relief efforts throughout the world. Many of our buildings are LEED-certified and incorporate water saving and energy conservation features, which we encourage our employees to practice. The firm also tries to locate its offices close to public transit wherever possible. In fact, our McLean, Virginia headquarters is located steps away from the Greensboro Silver Line Metro Station, as well as directly across from a major transit bus stop. Employees can take advantage of commuter incentives such as WageWorks and NuRide, as well as a free employee shuttle which runs throughout the day between headquarters and our next largest northern Virginia office in Herndon, Virginia.

## **Calvert Health System**

[www.calverthospital.org](http://www.calverthospital.org)

Nonprofit

Healthcare

More than 250 Employees

MANAGEMENT AND 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, fluorescent tubes, cardboard, formalin and reagent alcohols, computer monitors and other equipment, wooden pallets, and more -Digital radiology implemented; no more chemical radiology waste -Pharmaceutical recycling and waste management ENERGY -Energy efficient bulb replacement -Motion detectors -Renewable energy and voluntary load curtailment TRANSPORTATION -Fuel use reduction with implementation of new gas efficient vehicle

## **Carroll Hospital**

[www.Carrollhospitalcenter.org](http://www.Carrollhospitalcenter.org)

Nonprofit

## Healthcare

More than 250 Employees

Carroll Hospital aggressively 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 32% 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.

## Chaney Enterprises

[www.chaneyenterprises.com](http://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. Previous 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. "

## **Dynaxys LLC**

<https://www.dynaxys.com>

For Profit

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

Between 50 - 249 Employees

We installed an EVSE-RS Home Charging Dock for charging electric vehicles and hybrid models. This charging service is available free to all employees. We have 2-3 employees who take advantage of this service on a daily basis. Employees are required to use the office recyclable bins and encouraged to use the bins for their own personal recyclable materials. We worked with our property management company to implement a successful upgraded landscaping system that included the implementation of a rain garden and conservation landscaping techniques. In Dynaxys' ongoing efforts to reduce paper waste, we implemented a document management system that maintains scanned copies only, eliminating the need for printed copies. We have also adjusted toilets, bathroom sinks and lighting to follow "green" guidelines. Additionally, in 2015, we made renovation improvements to administration area of our building. The renovations included new paint, wallpaper, and carpet replacement. To safeguard the health of our employees, we used non-VOC environmentally friendly paint and eco-wallpaper which was much safer for our employees. We also replaced the old carpet with commercial low-emitting carpet tiles that are made with recycled nylon and backing. A benefit of the tiles is that it has the potential to reduce waste. That is, if a tile is damaged, it can be easily replaced vs. replacing an entire room of carpet. During the renovation process, we engaged the staff in our selection process and got input from them on color & carpet samples. The renovation process went smoothly, there were no ill effects from the new products, and employee morale improved. We think that using environmentally friendly products demonstrated our commitment to sustainability and the continued welfare of our staff.

## **Federal Realty Investment Trust**

<http://www.federalrealty.com>

For Profit

Real Estate

## More than 250 Employees

In the last several years, we have committed over \$1 billion to green grow. 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 Townhouses - LEED Platinum -Levare Residential - LEED Silver Projects Underway - Pike & Rose (Rockville, MD) Grayfield Redevelopment Master Plan was adopted in 2011 - LEED ND(in process) Transit Oriented Redevelopment - Rail & Bus office building - LEED Silver project Sustainability anticipated in 2013 LEED and CAL-Green guidelines. Our commitment within the last 5 years to the development of brownfield, greyfield, and urban infill projects has resulted in over \$1 Billion investment. FRIT enhances and drives increased value through development projects that support and create more sustainable communities

## HDR

[www.hdrinc.com](http://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 o 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 Implementation of composting  
program o Waste Prevention and Recycling Plan Standard 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, 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 Corporation**

<http://www.hitachiconsulting.com>

For Profit

Professional/Trade, Technology

More than 250 Employees

Environmental Awareness Initiative – HCC's internal grassroots group that volunteers its time and energy to help HCC become more sustainable and eco-aware. This group has four workstreams that support the organization nationwide. Eco-awareness Training – HCC requires its employees to participate in an Eco-Awareness Training every year. Additionally, new-hires must participate in this training as well as attend a week-long, in-person new hire training that highlights HCC's environmental initiatives. HCC EMS – For the last three years, members of the Sustainability Practice have worked closely with HCC leadership to take on the large task of creating an organization-wide EMS. This includes setting realistic goals and refining the measuring and reporting of HCC's GHG inventory.

## **Holy Cross Health**

[www.holycrosshealth.org](http://www.holycrosshealth.org)

Nonprofit

Healthcare

More than 250 Employees

As Holy Cross Health celebrated its second opening of a new facility in as many years, our commitment to the environment remains a vital part of our mission. During the design of the South Patient Building, many of the same principles and concepts used to achieve LEED Gold status in Germantown, were incorporated. From materials selection to infrared, low flow fixtures in the bathrooms, energy usage is greatly reduced across all of our campuses. Over the past year, the Environment of Care groups have focused on improving the efficiency of the waste stream. Working with our consultants, we have

identified best practices in separation of waste, placement of receptacles, and an overall focus on reducing our overall waste stream. This effort will continue as part of the management plan for 2016.

## **Honest Tea, Inc.**

[www.honesttea.com](http://www.honesttea.com)

For Profit

Food and Beverage, Manufacturing

Less than 50 Employees

Employees are engaged throughout the year by giving them ownership of their sustainability impact. Our in-store marketing programs include mission-driven products and eco-themed partners whenever possible. One of our major marketing campaigns is the Great Recycle, which offers participants rewards in exchange for recycling empty beverage containers; our office fully participates in recycling our own empty beverage containers as well! Also, we donate all money collected from our National Honesty Index to FoodCorps, which helps Fellows teach hands-on nutrition education to nearly 1,000 kids as well as plant and maintain school gardens. Our Operations team works closely with Coca-Cola operations members and our co-packers to use innovative line equipment. This equipment creates greater efficiencies reducing water usage, line time, and overall plant emissions. We highlight these partners in our Mission Report so that we elevate their impact to readers, hoping to inspire more conscientious purchasing decisions. We have increased our company-wide community service opportunities, which usually focus on environmental opportunities such as cleaning up nearby parks or helping at a local DC farm.

## **Hughes Network Systems, LLC**

[www.hughes.com](http://www.hughes.com)

For Profit

Telecommunications

More than 250 Employees

Hughes Network Systems, LLC 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 our employees. Through our intranet site, management can easily communicate the company's sustainability efforts as well as engage and educate employees. The formation of the 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, Adopt-a-Road and Maryland Tremendous program. The company has benefited from its recycling and energy management practices by receiving rebates and energy savings. We are equally proud to be a member of the Montgomery County's Green

Certification program. Through this program, we become leaders in Green initiatives and we encourage other businesses to incorporate sustainable practice into their workplaces.

## **Main Event Caterers**

[www.MainEventCaterers.com](http://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**

<http://www.marstel-day.com/>

For Profit

Consulting/Professional Services

Between 50 - 249 Employees

"Since the company's inception in 2002, Marstel-Day has cultivated a grassroots sustainability culture that internally and externally integrates economic, environmental, and social considerations to best serve its clients and to benefit its communities. Marstel-Day's internal sustainability program has matured and evolved over the years, and the company remains dedicated to developing innovative ways to leverage employee knowledge and involvement with that of its stakeholders. At the beginning of the year, Marstel-Day launched the #StandWithWildlife campaign to shine a light on major wildlife conservation issues by hosting monthly talks with leading conservationists. From its annual Earth Day event, where the company works with local organizations to carry out conservation projects, to addressing complex environmental challenges and sharing sustainability practices through stakeholder engagement and public events, Marstel-Day models its commitment to sustainability while acting as a change agent within its communities. These efforts help provide lasting and wide-reaching benefits and enables the staff to apply its skills to the conservation challenges that attracted them to the company. Through its holistic approach, Marstel-Day has developed a company-wide culture of sustainability that promotes a sustainable future for its clients, communities, and future generations. The success of this



strategy has been evidenced by numerous achievements and milestones, including:

- Marstel-Day has been named to Inc. magazine's "Inc. 5000" list for seven consecutive years, recognizing privately-held U.S. firms that have achieved outstanding revenue growth over a three-year period.
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Marstel-Day earned the highest level of certification from NSF International as a platinum-level sustainability service provider for the third consecutive year.

- The local Fredericksburg paper recognized Marstel-Day for partnering with the Jane Goodall Institute to teach elementary school students about wildlife conservation, and the Institute's community conservation and environmental education programs, as part of Marstel-Day's #StandWithWildlife wildlife conservation awareness campaign.
- Adopting Lentili, a young African elephant rescued by the Kenya-based David Sheldrick Wildlife Trust as part of its #StandWithWildlife campaign.
- Conducting its 14th annual Earth Day by deploying its staff to conservation projects across eight states and in Cambridge, UK.
- Co-hosting the Solarize (solar power) initiative in May of 2015, to reduce the cost and complexity of using solar power for homes and businesses.
- Publishing a sustainability report in October of 2015 to share Marstel-Day's sustainability lessons with other companies.
- Chairing the Fredericksburg Chamber of Commerce's Green Business Initiatives Committee and using staff members to help support green events sponsored by the Chamber.
- Entering the fifth annual "Green Frontier" award nomination cycle in partnership with the Fredericksburg Chamber of Commerce.
- Holding its third annual Green Gala to raise money for conservation charities.

## MedImmune

<https://www.medimmune.com/>

For Profit

Biotechnology, Research, Pharmaceutical

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 system, which provides a roadmap for continual improvement in energy performance while maintaining competitiveness.
- We have two LEED Gold buildings and have committed to LEED Gold or higher for all new construction.
- We purchase wind RECs for 100% of the electricity used on site.
- Construction is underway for a 2.5MW Combined Heat and Power (CHP) system that will improve the efficiency of the site's energy use by utilizing a single fuel source for heating and power.
- We have provided 11 electric vehicle charging stations for employees to utilize, and will be adding more in 2016
- An ASHRAE level II audit is currently being conducted to assess opportunities for energy efficiency for all major energy using systems. The findings will inform the energy improvement strategy over the next two years.
- AstraZeneca/MedImmune hosted the first regional Biosciences Materials Recovery Roundtable to develop partnerships with local industry facing similar waste diversion challenges.
- A polystyrene densifier was procured to recycle all polystyrene waste.
- A thorough waste stream audit was conducted to identify a recycling baseline and opportunities for further reducing waste. Additionally, a employee recycle survey was conducted to assess employee beliefs and barriers to waste diversion. These have helped us most effectively expand recycling and other waste reduction measures.
- 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

- Earth Week events hosted by the Green Team include prescription eyeglasses recycling, tennis shoes recycling, an office supply swap, a CD/DVD recycle drive, and multiple environmental education efforts.
- In 2015, the Green Team hosted a large home electronics recycling event for employees, which collected over 6 tons of electronics. They also hosted a winter coat drive for a local community non-profit and blanket and towel drive for a local animal shelter. In 2016, the Green Team has committed to Maryland's Adopt-a-Road campaign and will organize road clean up efforts at least 4 times in the year.
- An Office Supply Swap room was opened for all employees, 24/7 on site. This allows employees to drop off office supplies they no longer need and pick up gently used items that they do need, thereby reducing the amount being thrown out and purchased new.
- The campus serves as a community Supported Agriculture (CSA) pick-up site for employees.
- A community garden was installed in 2015 for employees to use, food grown in the garden can be taken home by employees or donated to a local food shelter.
- 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 Medlvision 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 has launched to educate all employees on the importance of implementing energy-saving practices at work.
- A site-specific strategic plan for environmental sustainability was developed for 2015 to further reduce the environmental impact of our business operations.
- A biodiversity study and action plan was conducted in 2015 with the goal of minimizing the impact of our company activities on natural habitats and species.

## **MedStar St. Mary's Hospital**

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

Nonprofit

Healthcare

More than 250 Employees

MedStar St. Mary's Hospital has actively established and sustained a Green Team for the past few years. The team's successes early on were plentiful, picking small wins with obvious choices to conservation.

Over these last few years, though, the team has embraced a culture of planet-friendly initiatives that require a deeper commitment to the environment. The details shared in this application 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 dishes are products. \* Promotion and sales of local grown produce; Amish grown produce and products \* Frontline staff owns the reduction of regulated medical wastes - department-to-department \* Frontline staff leads the green team \* Provided staff with reusable drinking containers \* Open houses to train employees on current green initiatives and invited other local green companies to share their products and services \* Actively investigated solar power through a vendor seeking a Maryland grant \* We report our environmental progress and success to the corporate entity \* Reduce energy consumption in peak times through a variety of efforts \* Control environmental run-off through a storm water management program \* Promoting health in our employees by providing a bike rack and a walking path \* Motion sensors in all new construction \* Purchased lanyards made from bamboo fabric materials \* Maintain a large percentage of green space on the campus, including original trees to the property.

## **MONTGOMERY COLLEGE**

[www.montgomerycollege.edu](http://www.montgomerycollege.edu)

Nonprofit

Education

More than 250 Employees

- Active Resource Conservation and Sustainability Program since the early 1980s. - Award Winning Recycling and Waste Stream Management Program since the 1980s. - Integrated Life Cycle Management (ILM) Program for Facilities Management. - College-wide MC Green Team and MC Green Student Club. - Active Transportation Management Program with Student and Employee Public Transportation Benefits. - Private, Public Partnerships that support sustainability programs. - Coursework, certificate programs and other sustainability training offerings. - 2015, First Community College in country to earn certification under Green Seal GS-42 standard for Commercial and Institutional Cleaning Services.

## **Montgomery County Government**

<http://www.montgomerycountymd.gov/home.aspx>

Government

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. See <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 facilitate 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. "

## **National Recreation and Park Association**

[www.nrpa.org](http://www.nrpa.org)

Nonprofit

Association

Between 50 - 249 Employees

NRPA created three pillars that position our organization to make the biggest impact by supporting parks and recreation. The Three Pillars are Conservation, Health and Wellness and Social Equity. We encourage our agencies to use these to talk about the impact they have on the population they serve. We want to do the same for our staff when it comes to Conservation. We have a Green Team dedicated to coming up with ideas that can benefit the organization as well as reduce our foot print. Full time staff enjoy a very rich benefit package that includes 403(b) matched at 6% and fully vested upon hire, group Health, Dental, and Vision for employee and family paid 80+% by the employer; Life insurance, Short Term Disability and Long Term Disability paid 100% by the employer; accrue 26 Paid days off per year plus 13 paid holidays, eligibility in the first month of employment and Length of Service Awards. NRPA is committed to promoting an environment of work-life balance. To promote healthy lifestyles, at work and away, we have established programs like Teleworking, FlexTime Schedules, 37.5 hour work-week, Employee Assistance Programs, and Educational Assistance Programs. In 2014 and 2015 NRPA won the Loudoun County Chamber of Commerce Green Business Challenge award. We also partnered with an Eagle Scout to introduce a Monarch Butterfly garden as part of the NRPA commitment to habitat restoration. We provided opportunities to our park agencies to receive free milkweed and grants. We also created a buffer around our water sheds to limit the amount of runoff. All staff have access to indoor & outdoor eating areas, as well as indoor & outdoor fitness opportunities. Our facility has an air-

conditioned fitness room with access to showers, as well as foot trails. We reduced the water pressure to decrease the chance of leaks and consumption. Our irrigation schedule is also based on the weather.

## **Social & Scientific Systems, Inc.**

<https://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 American Speech-Language-Hearing Association**

[www.asha.org](http://www.asha.org)

Nonprofit

Association, 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.

## **The Humane Society of the United States**

[www.humanesociety.org](http://www.humanesociety.org)

Nonprofit

Animal Protection

More than 250 Employees

Since 2009 the HSUS has been making consistent and gradual improvements to addressing sustainability in our workplace. Some of our highlights include the following: 1) Ongoing management of a broad recycling program aimed at a constant reductions of waste though informed purchasing and reuse/recycling option. We offer used furniture to our staff before considering donations and recycling as final options. 2) We have installed electric vehicle charging spaces for our staff who own such vehicles. 3) We have installed soy and silicone roof sealants on all facilities to reduce heat-island effect and energy used to cool our buildings. Installing the sealants on our roof has prevented a roof replacement which would produce a significant amount of waste and other toxins. 4) We will have a 320 light fixture LED retrofit approved by Pepco for rebate to be installed early in 2016. This project will be in addition to a previous effort that completed a similar retrofit of older fluorescent light fixtures. We expect the total number of upgraded fixtures to reach over 600.

## **The Maryland-National Capital Park and Planning Commission**

[http://www.mncppc.org/commission\\_home.html](http://www.mncppc.org/commission_home.html)

Government

Government, Recreation, Parks and Planning

More than 250 Employees

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

## **United Solutions, LLC**

unitedsolutions.biz

For Profit

Consulting/Professional Services, Technology

Less than 50 Employees

" United Solutions has always been in the habit of practicing new Green initiatives. Our mission statement, strategic goals, corporate values, and business philosophy all revolve around the concept of doing extraordinary things with technology and doing more with less. We have recently decided to pursue a Green Business Certification through Montgomery County, Maryland. Our commitment to a sustainable workplace has led to the creation of our new Green Team, Environmental Sustainability Policies, and sustainability metrics to track our progress and improvements, and new resources/ training provided to our employees. United Solutions developed a comprehensive set of environmental policies and guidelines covering waste reduction and recycling, environmentally preferable purchasing, energy and water use, and transportation/travel. We recently implemented a Continuous Improvement Plan (CIP) that sets three-year goals and establishes a set of sustainability metrics to monitor our performance. We focus on educating employees and customers about our organization's recycling and waste reduction programs as well as our efforts to buy recycled supplies and materials. United Solutions provides containers for recyclable materials and collection areas for storage of recyclable materials as well as clear information about what can and cannot be recycled. We have donated computers in the past and plans to continue recycle and upcycle any technology we don't plan on continuing to use. We engages our organization and employees in our sustainability program through our Green Team events, training, resources, and meetings. To encourage our business partners, consumers/clients, and the community, we host an annual event with others to share our Green practices, progress, and ideas.

For drafts and internal documents, we print on previously printed paper and have a designated draft printer tray; we also reuse office paper as scratch pads. We also have a designated sharing and

reuse area for office supplies such as binders, folders and staplers. We ensure that energy saving features on office equipment are enabled and, where applicable, use network controls to regulate power use. We use and regularly maintain lighting controls such as occupancy sensors and bypass/delay timers in all of our office space. United Solutions assigned a point person to turn off shared office equipment (e.g. printers, copiers, etc.) at the end of the day, and we also placed work station computers and peripherals on powerstrips that are easy to access and turn off at the end of the day. United Solutions uses the dishwasher only when it is full and post signage to remind employees of this practice. We only use water efficient faucets. Our company does not use much water at all and we do not own or manage landscaped property. United Solutions only uses low or no VOC products such as paint and cleaning products. We have eliminated all toxic and hazardous substances from our workplace."