

2014 RTKL

SUSTAINABILITY REPORT

Performance-
Driven DesignSM

April 22, 2015



AN ARCADIS COMPANY

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Lance Josal FAIA
CEO
Callison RTKL

Welcome to our 2014 Sustainability Report.

This is an exciting time for design at ARCADIS. In 2007, RTKL became the first design, architecture and planning practice to join ARCADIS, the leading global natural and built asset company. In 2014, **ARCADIS acquired Callison**, another global powerhouse, doubling our presence in the design industry. The breadth and depth of our collective intelligence, talent and resources promise to bring our clients tangible, far-reaching benefits. We now have an unprecedented scale and reach to address new challenges and opportunities facing the communities we serve.

During 2015, as the two practices align services and operations, it is my great honor to serve as CEO for both. This historic partnership significantly enhances the reach and sphere of influence of the design practices and ARCADIS in general.

Sustainability is one of ARCADIS' four core values, and we are developing a robust plan to improve all the company's activities. The design of the built environment remains an essential arena in which to promote greater environmental, social and economic value. With Callison and RTKL coming together as one of a handful of the world's largest design companies, **we now have an even greater responsibility and opportunity to ensure that our work has a positive impact.**

With that in mind, we offer this year's sustainability reports—plural. Cousins this year, but a single, unified and comprehensive report for 2015. By sharing our knowledge and being open about our progress, **we hope to encourage greater transparency among other companies**, inside and outside our sphere of influence.

We invite you to review our plans and progress and give us feedback. Help us make the most of our unique leadership position.

Sincerely,

A handwritten signature in black ink, appearing to read 'Lance Josal'. The signature is fluid and cursive, with a large, stylized initial 'L'.



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On Earth Day 2014, RTKL released its first-ever sustainability report. Our intention was to share with the world not just our progress but also where there was room for improvement. In doing so, we hoped to encourage the rest of the design industry to be as open as possible. The response to this effort was overwhelmingly positive—not necessarily because our work stands out as leading the industry, but simply because we were honest about where we stand. The media praised our effort as “brave”: **“RTKL’s effort indicates some serious work going on in the firm”** (*GreenSource*). As gratifying as this is, we believe we are far from where we need to be. RTKL was involved in as much as 50 million square feet of design work in the last year; and now, teamed with Callison, we will rank among the largest design firms in the world. Our reach and footprint are considerable, and we have only just begun to align our results with our responsibilities.

With the creation of our **Performance-Driven DesignSM** initiative, RTKL’s strategy to improve the value of the built environment, our aim is to make our work meet or exceed best-practice standards for performance by focusing on the goals and values of the clients and communities we serve.

This report outlines our progress since last year and lays out our goals for the future.

Performance-Driven DesignSM is RTKL’s strategy to improve the value of the built environment. It applies the greatest available intelligence to create compelling design with measurable benefits.

introduction

2014 Notable Accomplishments

- After launching a new policy requiring most personnel to become LEED-accredited or the equivalent, we now have nearly 500 LEED® (or BREEAM) accredited employees, representing **44% of total employees and 52%** of design professionals. This has more than doubled RTKL's previous numbers and exceeds industry averages.
- Our revenue from projects pursuing **LEED®** and other third-party "green" standards **nearly doubled**, from \$27.9 million in 2013 to \$52.19 million in 2014.
- In 2014, we ranked **#15** among **"green" design** firms in Building Design + Construction.
- We ranked **#21** among **"green" architecture and engineering** firms in Engineering News-Record—up from #36 the previous year.
- We ranked **#3** for **"green" residential design** in Engineering News-Record (ENR).
- We launched a new policy that requires all projects to **track energy performance**, and this has significantly increased the number doing so. Next year, we plan to set minimum performance targets for all projects.
- Over the past year, **sustainable design honors** have included the following: an **AIA/COTE Top Ten Green Projects Award**, a Center for the Built Environment Livable Building Award (finalist), the Chicago Athenaeum "Good Green Design" Award, three Re-Thinking the Future Sustainability Awards and the International Future Health Project award.
- **RTKL employees serve in key leadership positions in sustainability service organizations**, including the national AIA Committee on the Environment Advisory Group, the national USGBC LEED Advisory Group (Chair), the national USGBC Social Equity Working Group (winner of the 2014 USGBC Malcolm Lewis IMPACT! Award), the national AIA Energy Education Working Group, the national AIA Committee on Historic Resources, and the Society of Building Science Educators.



San Antonio Military Medical Center Fort Sam Houston, Texas

The state-of-the-art hospital houses a world-class burn treatment unit. Trellis canopies and terra-cotta screening protect burn patients from direct sun exposure while mitigating heat gain but allowing views of the landscape. Drought-resistant native plantings, a marsh-like retention pond, and planned bioswales and healing garden manage all rainwater on site. Interstitial mechanical spaces accommodate future changes without disrupting patient care or requiring costly, wasteful renovation.

- 100% RAINWATER managed on site
- 90% PATIENT SATISFACTION
- 25% CONSTRUCTION COST SAVINGS
- 23% ENERGY REDUCTION
- 20% POTABLE WATER REDUCTION

AIA COTE
TOP 10
Green Project



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Over the past year, green building has continued to grow and represent a significant market in all sectors across all regions. **In 2014, 676 million square feet of real estate space became LEED-certified**, the largest area ever to do so in a single calendar year.

The international green building market in particular continues to grow at an increasing pace. Over 150 countries and territories are now pursuing more than 69,000 LEED® building projects, and approximately **44% of all square footage pursuing LEED® certification now exists outside the U.S.** The Greater China region is the world's second largest market for LEED®, and the first project to have achieved certification under the latest

version of LEED® (v4) is located in Beijing, China. RTKL has similarly seen growth in international markets, and has added office locations in Toronto and Hong Kong. An increasing number of projects are pursuing regional green building standards such as **Estidama** (Pearl) in the United Arab Emirates or the **Three Star** system in China.

RTKL has a significant presence in every market in every region in the world, so we have a tremendous opportunity to help propel the adoption of green building globally and to encourage quicker, deeper progress. For example, as we reported last year, **40% of our work is in Asia**, and in China the percentage of our work pursuing LEED® and other standards is double the industry average. We plan to use our presence there to influence the entire region toward greater adoption.

40-48%

Estimated percentage of 2015 non-residential construction to go green





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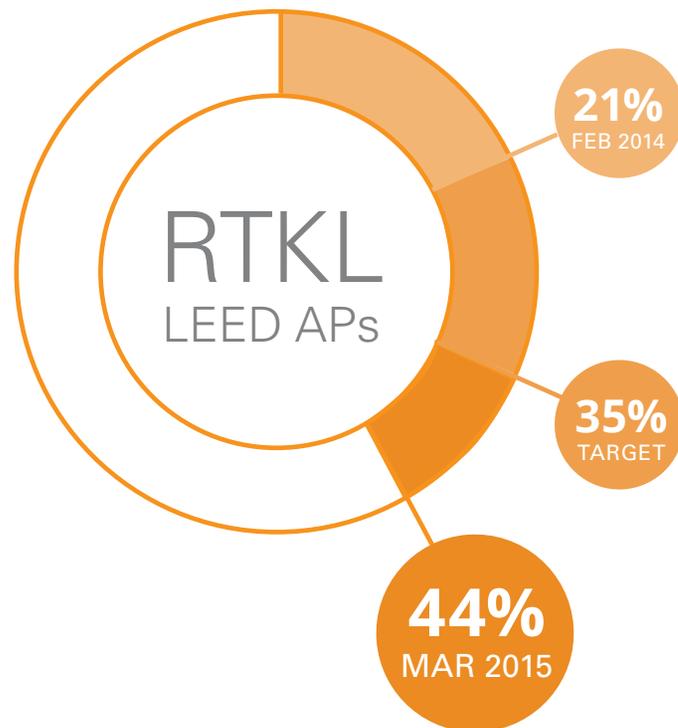
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LEED® & Other Standards

In the past couple of years, RTKL has focused significant attention on increasing our internal knowledge and capabilities surrounding green building market standards. In 2013, we recognized that, while our credentials were strong, there was considerable room for improvement. A comparison of our qualifications to the state of the high-performance design market revealed key areas for progress. For example, in 2013 LEED-Accredited Professionals (APs) represented 21% of our employees,

which lagged behind a 35% industry average. As a direct result of this analysis, **in February 2014 RTKL formally adopted a LEED® accreditation policy** for existing and new employees.

The response exceeded our expectations, and at the time of releasing this report our **LEED APs represent 44% of the total RTKL employees**, including administrative employees.



35%

INDUSTRY AVERAGE
LEED APs
based on 2013 figures

44%

TOTAL RTKL STAFF
LEED APs
based on March 2015

general progress

Within our professional design staff alone, LEED APs account for 52%. This significantly exceeded our target—35%, based on industry averages in 2013—and we did it in half a year instead of 18 months, as planned. This taught us how much we can accomplish if we put a little weight behind our effort.

Along with an increase in LEED® accreditation, we also were able to achieve significant uptake in the number of projects pursuing LEED® and other market standards. Due to strong leadership and employee support, we nearly **doubled our revenue for projects pursuing third-party green standards**—from \$27.9 million in 2013 to \$52.19 million in 2014. As a result, Building Design + Construction ranked RTKL **#15 among “green” design firms**, and Engineering News-Record ranked us **#21** among “green” architecture and engineering firms, up from #36 in 2013—a significant jump in one year. Additionally, prior to 2014, RTKL had only two multifamily residential projects that had completed LEED® certification, and now ENR ranks us **#3 for residential “green” design**.

This progress represents a strong foundation for which we are proud, and our plan is to continue building momentum. For example, doubling the number of staff and projects pursuing third-party standards is one thing, but how quickly can we use this new leverage to ensure a noticeably more positive impact in our work?

**BUILDING DESIGN
+ CONSTRUCTION**

#15
among green
design firms

**ENGINEERING
NEWS-RECORD**

#21
among green
architecture and
engineering firms

general progress

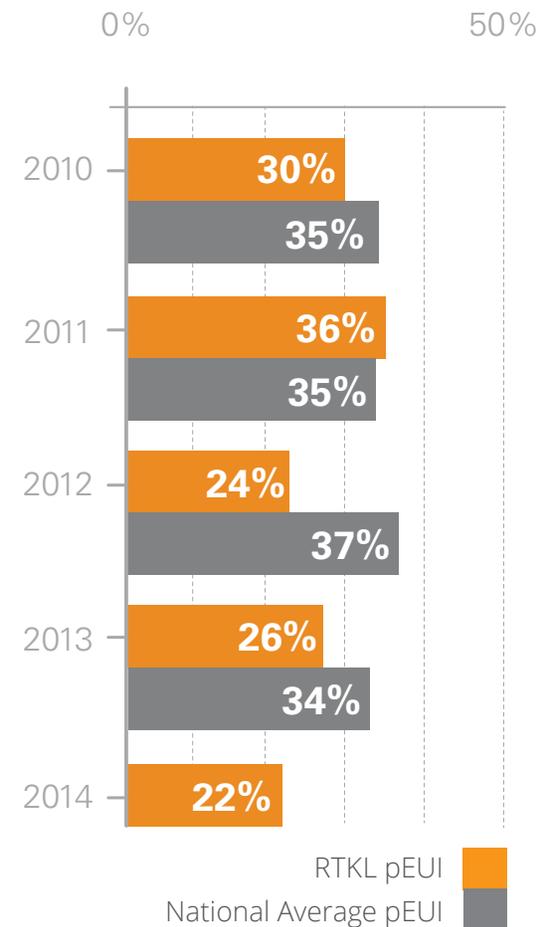
Energy Performance Monitoring

In the US, buildings account for **nearly half** of all energy consumption—almost twice as much as either transportation or industry. Better energy performance benefits the entire triple bottom line of sustainability, since reducing energy consumption can save money, conserve resources, cut greenhouse gas emissions and therefore improve public health. As built-environment professionals, it is our responsibility to improve energy performance through smarter design.

During 2014, RTKL developed a **Energy Tracking Policy** requiring all applicable projects to report predicted energy use, and we implemented the policy on January 1, 2015. We plan to evaluate this year's results in order to set minimum performance targets in 2016.

RTKL is a founding signatory of the **AIA 2030 Commitment**, and we continue to submit project performance statistics annually. Prior to 2015, the 2030 target for energy reduction below the **CBECS** average was 60%; as of 2015, the target is 70%. Although our reporting for last year does not yet represent the full spectrum of the work we do annually, our average **EUI reduction reached 26.1%**, 33% behind the previous 2030 target. We still have significant progress to make if we hope to catch up. That being said, the average pEUI reduction for all firms submitting to the 2030 Commitment in 2013 was only 34%, putting us behind average but only slightly (8%).

RTKL vs. National pEUI Percentage Reduction from Average EUI



general progress

In 2014, we reported **74 projects** to AIA 2030, more than **doubling the number of projects we reported in past years**. This can be attributed to our increased focus on data collection of our projects in order to learn from and improve our work moving forward. These 74 projects represent over **112 million square feet** of designed space, which would account for 7% of the total square footage submitted by all firms to the AIA last year. Still, 74 projects is not indicative of all of RTKL's work from 2014, and we hope to keep increasing the number of projects we are reporting until we have submitted all applicable projects.

Of the 74 projects we submitted, only 2 projects (less than 3%) exceeded the 2030 target, and an additional 3 projects were within a few percentage points. While we remain well behind the 2030 target, it is encouraging that recently we have seen an **uptake in the number of projects that are pursuing high energy-reduction** targets or zero net energy (ZNE). This represents an exciting positive trend for our work.

To ensure that we keep pace with the industry, we hope to meet or exceed the AIA averages by the end of 2016. Our new energy performance policies should help us progress toward that goal.

74 PROJECTS
112 million square feet
7% of total submitted to AIA
2030 Commitment based on 2013 figures

general progress

Sparking Innovation

In 2012, Callison RTKL CEO Lance K. Josal FAIA, challenged us to become “the world’s most creative, innovative design practice.” Since conventional habits created the problems that sustainable design seeks to solve, innovation is the key to sustainable performance. In 2014, RTKL implemented many initiatives to define, promote and develop innovation in our work.

Working toward our goal set forth in the [2013 Sustainability Report](#) of nurturing a culture of innovation, in October of 2014 we released an

internal **“Introduction to Design Innovation”** report that not only defined innovation for RTKL, but also provided step-by-step guidance for how to drive innovation within our company by encouraging us to “Think big. Be bold. Reach for more.” This guide was created by taking key existing research around innovation and applying it to RTKL’s culture and goals. Our Chief Sustainability Officer Lance Hosey, summarized our position in his article, **“Redesigning Innovation”** (*Huffington Post*, October, 2014).

 WHEN TO DO IT Brainstorming sessions can occur at many points during the design process.	 HOW TO DO IT Follow these guidelines during brainstorming and design to promote smarter solutions.
When kicking off projects. What’s the project all about?	Define the challenge clearly and concisely. What problems are you trying to solve?
When identifying a project’s purpose. What are you trying to accomplish? What is the level of ambition?	Set clear, measurable goals. What defines success?
When developing initial ideas. What ideas immediately come to mind? How far can you go?	Agree on those goals. Is everyone on the same page about what you’re trying to accomplish?
When doing research. What’s been done before? How can it be improved?	Research existing solutions. What’s already been done?
When defining strategies. What are the different ways to pursue a project’s goals?	Look for gaps. What’s missing in the existing solutions?
When beginning design. How can ideas begin to take shape?	Practice “flash design.” Bring together agile, diverse thinkers for quick, intensive sessions of idea generation.
When you’re stuck. What are some fresh ideas you haven’t tried? What’s holding you back?	Question habits. Breakthroughs will never happen if we continue to accept old ways of doing things.

 WHAT TO DO During brainstorming, follow these simple rules of thumb.	 WHAT NOT TO DO During brainstorming, avoid the following.
Defer judgment. Creative spaces don’t judge. They let the ideas flow, so that people can build on each other and foster great ideas.	Let the boss speak first. Nothing kills a brainstorming session more than hierarchy. When it comes to idea generation, titles and seniority should be irrelevant.
Have one conversation at a time. Don’t splinter into competing dialogues.	Go off-site. By conducting off-site brainstorming sessions, you reinforce the concept that the workplace isn’t where great ideas come from.
Encourage wild ideas. Wild ideas can often give rise to creative leaps. Think big, think crazy.	No silly stuff. Wild ideas are welcome. Brainstorming should be playful and fun.
Be visual. Nothing gets an idea across faster than drawing it. Don’t be afraid to sketch something, even if you can’t sketch well or don’t know what you’re drawing yet.	Write down everything. Obsessive note taking is toxic to brainstorming. It shifts the focus to the wrong side of the brain. It makes the session feel like History 101. Doodles, sketches, and short phrases are fine.
Build on the ideas of others. Being positive and building on the ideas of others takes some skill. Use “and” instead of “but.”	Give everybody a turn. Insisting that everyone speak the same amount in the same order stifles the natural flow of ideas. The focus should never be on just one person.
Stay focused on the topic. Keep the discussion on target. Don’t diverge beyond the scope of what you’re trying to design for.	Ask the experts only. When it comes to generating truly innovative ideas, deep expertise in a field can actually be a drawback. Brainstorms want breadth, not depth. Cross-pollination from seemingly unrelated fields can lead to authentic breakthroughs.
Go for quantity. Aim for as many new ideas as possible. In a good session, up to 100 ideas are generated in 60 minutes. Crank them out quickly. Each session should have an assigned scribe who records suggestions. That person should not be the group facilitator.	

Excerpts from RTKL’s “Introduction to Design Innovation” guidelines.

general progress

Understanding that **culture is key to innovation**, in November RTKL launched its first annual week-long innovation workshop, called **SPARKWEEK**. Using the “Introduction to Design Innovation” as a guide, SPARKWEEK allowed RTKL employees all across the world to come together and share ideas on pressing issues of mobility. The results were impressive, and many of the ideas that were generated from SPARKWEEK are continuing to be pursued.

This focus on innovation has only just begun, but we are already seeing results in how our work is being designed and how our employees work together.

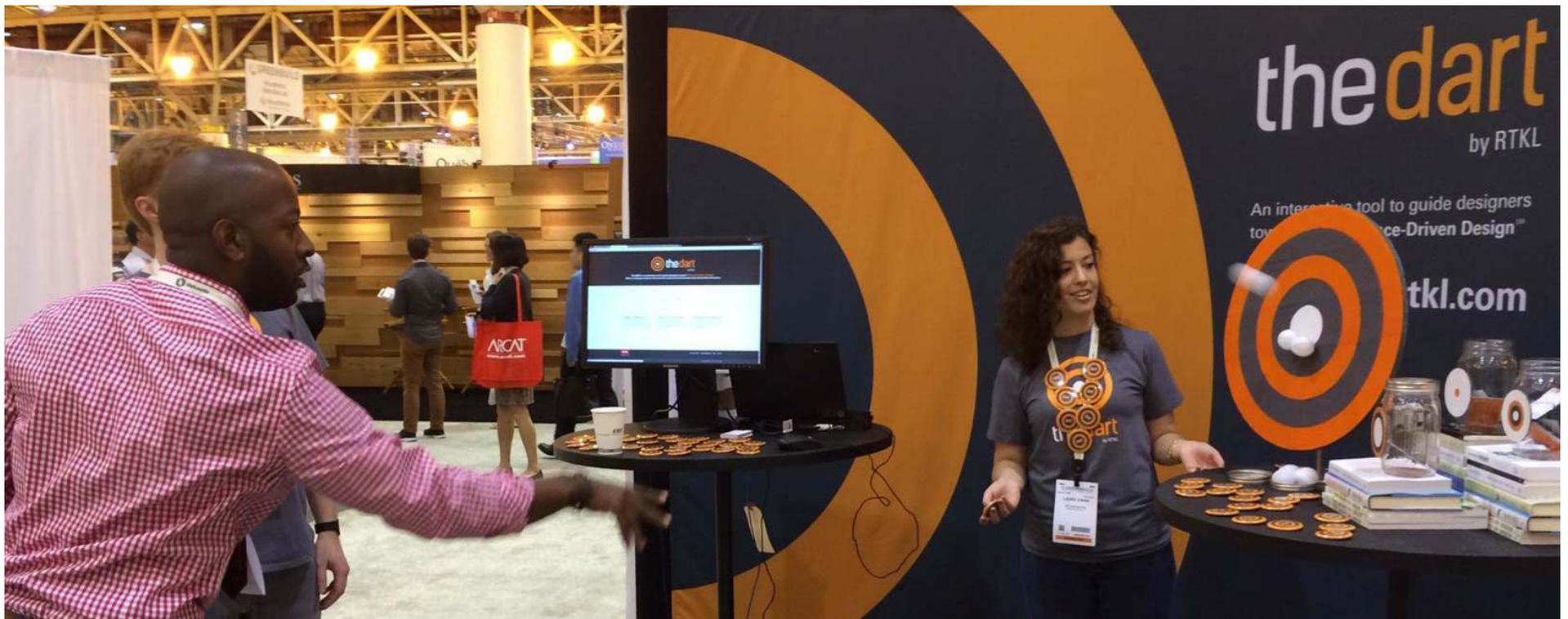


general progress

DART At Greenbuild

In early 2014, we launched an internal toolbox to support our Performance-Driven DesignSM work process. With the release of the 2013 Sustainability Report, we opened up one of these tools, the **DART** (pdd-dart.rtkl.com), for public use. The DART is an interactive tool to guide designers toward Performance-Driven DesignSM by allowing them to identify smart strategies to achieve their projects' goals, beginning with what the client and market value most.

New content is constantly being added to the DART to ensure its continued relevance and to expand upon the value it can provide. Late in 2014, we added climate- and sector-specific pages, and we are working on fleshing those out to allow designers to filter strategies by value, climate and sector.



Best of Greenbuild -Architectural Record

general progress

We released the DART publicly to benefit the whole industry, and in the first year it has had **over 5,000 unique visits**, 80% outside RTKL. The DART has been extensively featured in the media and academic theses and is being included in a book on persuasive sustainability communication. Architectural Record listed our DART booth in its **“Best of Greenbuild”** picks (2014). The DART continues to help us achieve our five-year goal set forth in the 2013 Sustainability Report of enhancing our reputation as thought leaders for high-performance design.

While we have found the DART very useful for client facing conversations, the DART was originally created as a tool that architects could insert into their daily design work to ensure that they are considering smart strategies throughout their process that will deliver the value they desire. Although it is utilized by some internally, we are working on ways to extend the reach of this and ensure its integration in the design process within RTKL.

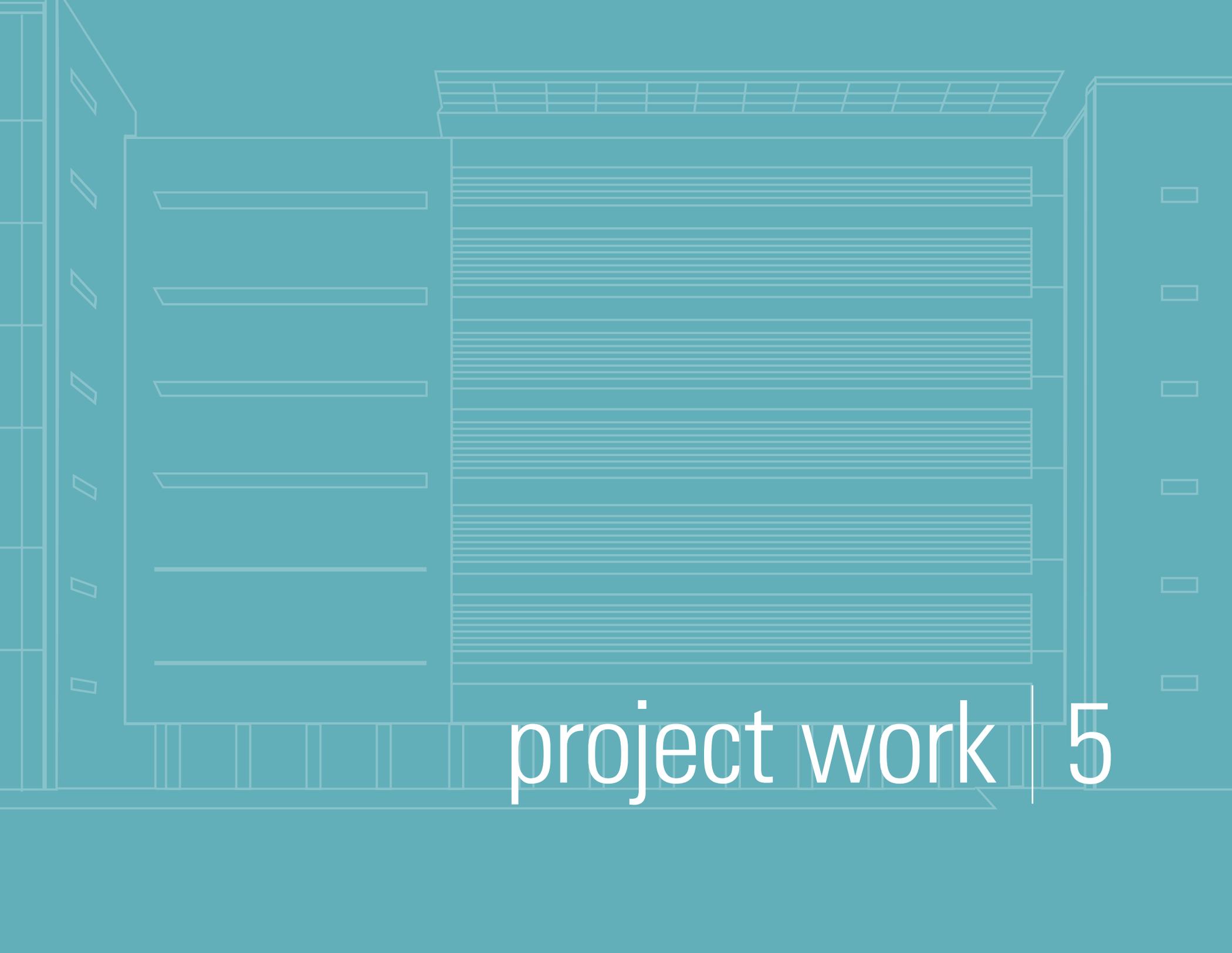


5,000

UNIQUE VISITS TO THE DART
80% OUTSIDE RTKL

“ New ‘DART’ tool helps designers hit the value bullseye. ”

- Environmental Building News

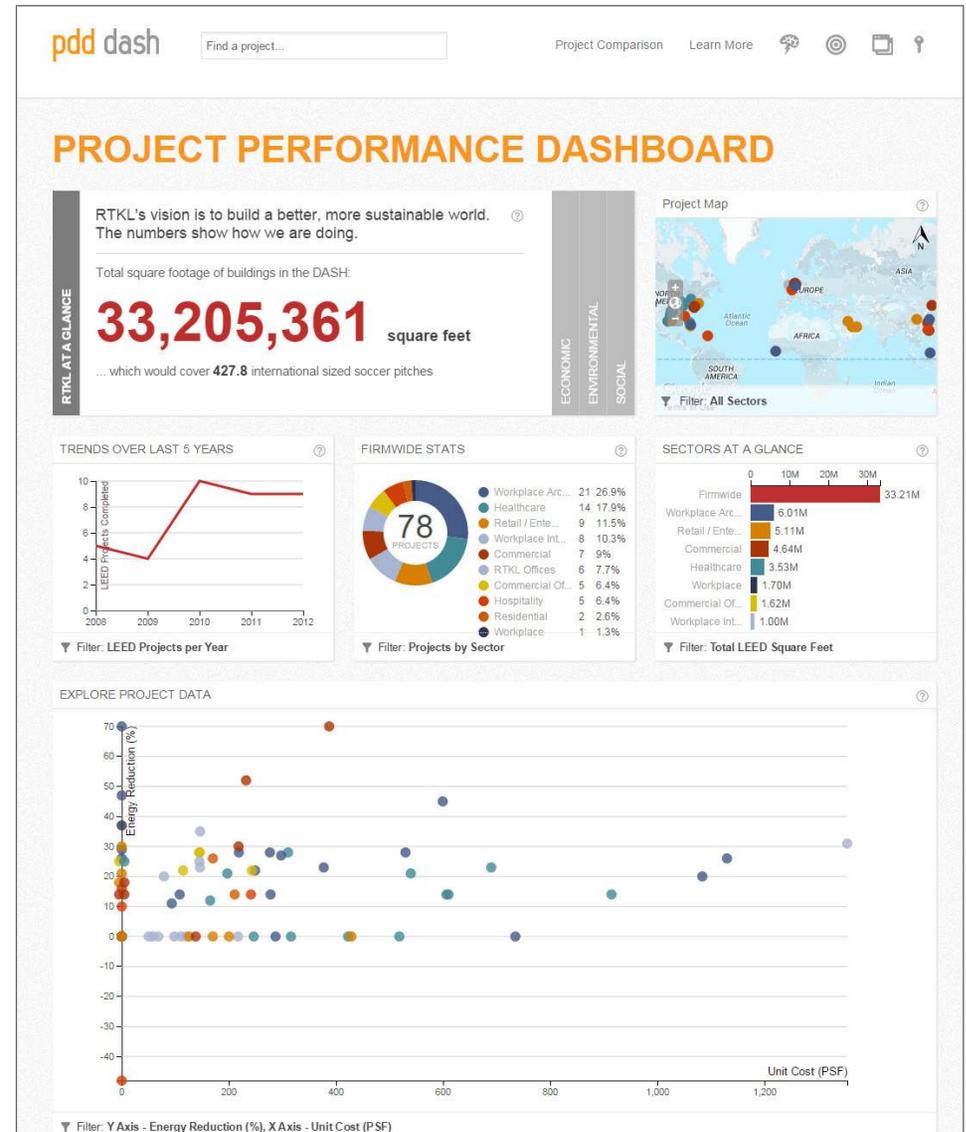


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Project Work | 5

This year we have taken many first steps in project work. Currently underway are **our first handful of LEED® v4 projects**, and we are working on multiple projects attempting to reach **zero net energy**. As an international company that typically works at a significant scale, these projects have the potential to become the first and largest of their kind.

We continue working to collect and enter project performance data in the **DASH**, our internal dashboard that tracks the performance of our work. Currently, over **33 million square feet** are represented in the DASH. These projects combined are estimated to have saved our clients over \$21.5 million through better energy performance, with a combined average energy reduction around 23% from the baseline. With the launch of the new energy policy, we hope that next year these numbers will more accurately portray our entire portfolio of work.

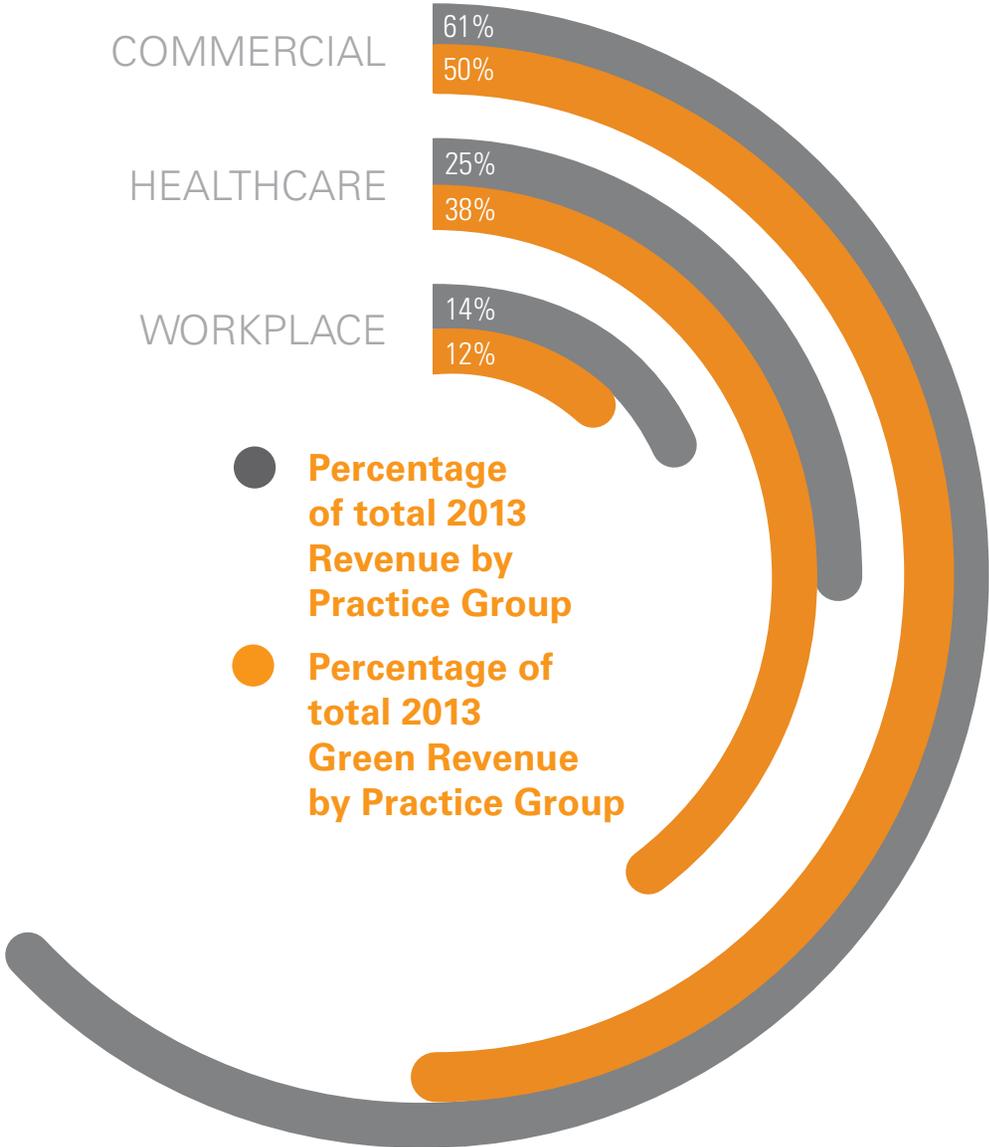


project work

RTKL is organized in three different practice groups: **Commercial** (developer-driven), **Workplace** (owner-driven), and **Healthcare**. In 2013, developer-driven work represented the majority of our total and green revenue.

Based on the **ENR 2014 Report of Top Green Design Firms**, the owner-driven market is currently representing the bulk of green design in the industry, with developer-driven projects lagging behind. However, at RTKL, commercial developer-driven work accounted for the largest portion of our green revenue in 2013. We are **pushing sustainable design in markets that are currently underrepresented in the industry**, including developer-driven retail and multi-family residential, our second and third highest developer-driven sectors for green revenue.

We have seen a great deal of growth in the **green healthcare** market. This past year, we reported more than four times as much green healthcare revenue as the previous year. This appears to have been a trend within the industry as a whole, as many firms reported large jumps in green revenue from healthcare projects.

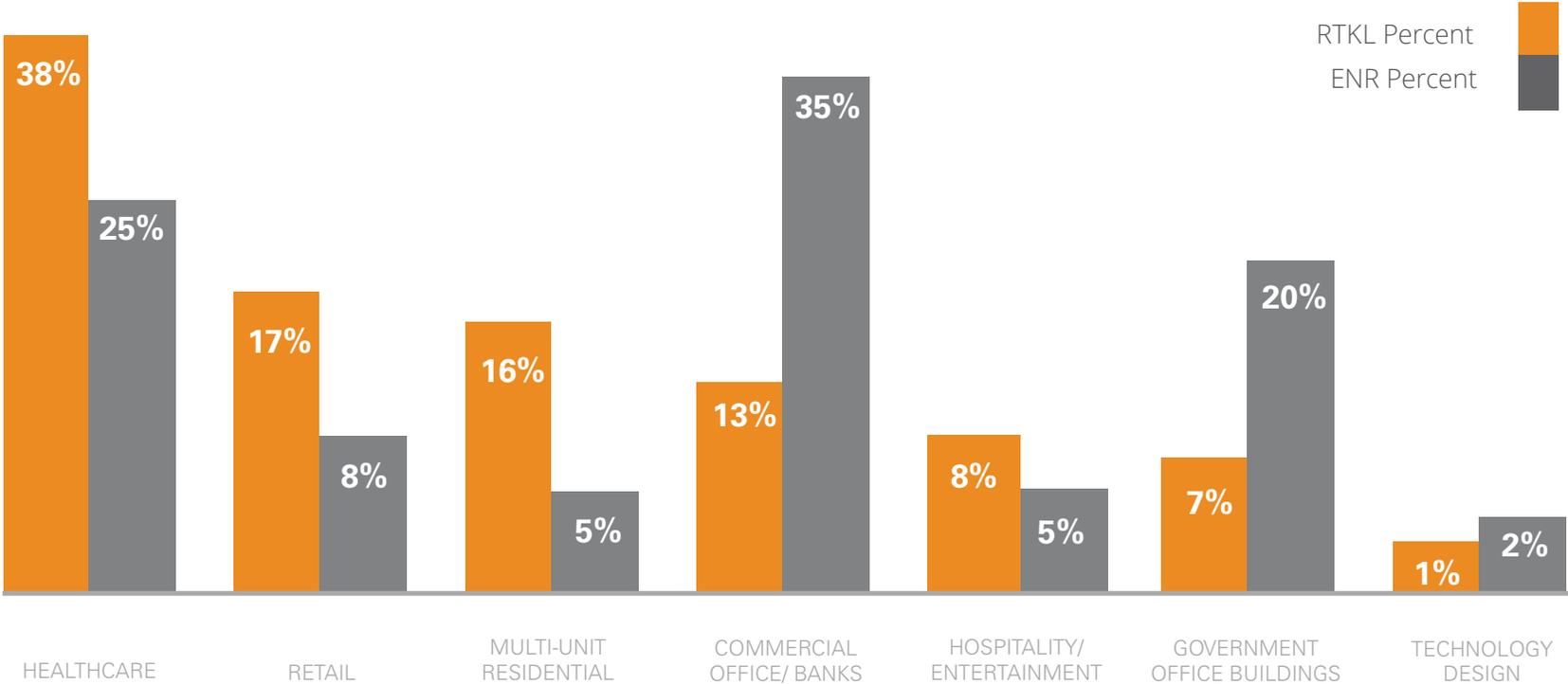


project work

When our three practice groups are split up into smaller sectors and compared with the ENR industry averages, RTKL displays higher than average percentages of green revenue in healthcare, retail and multi-unit residential. This showcases our leadership in green design within these sectors.

This evaluation shows that on a percentage basis we are **ahead of the market in healthcare, retail, hospitality and multi-family residential** projects. We are significantly **behind in office buildings** both owner-occupied and developer-driven—markets that have been early adopters of green building. While we plan to catch up in the office market, we hope to use our opportunities in the other markets to create more aggressive leadership in encouraging those sectors to adopt green practices—especially in Asia.

Distribution of Green Revenue (RTKL vs. Industry Average)



case study

Gualv New City Hospital Guangzhou, China

As part of the biggest hospital chain in Guangdong province of China, Gualv New City Hospital is set to be a state-of-the-art healthcare community focused on sustainability and patient wellness. The design creates an innovative variation on the typical “patient towers on podium” scheme. The V-shaped plans of the three bed towers angle toward the southeast, offering patients both better views and preferred solar orientation, **reducing heat gain by 15-20%** and improving thermal comfort. The patient rooms look down onto a garden roof atop the podium, which houses exam rooms and other diagnostic functions. In a conventional hospital, these spaces would be a rabbit’s warren of seemingly endless corridors and dark, windowless spaces. However, at Gualv New City, the podium becomes a carved landscape that opens the podium to light, views and outdoor gardens. As a result, **95% of the diagnostic spaces receive daylight** an extraordinary achievement among large hospitals. The benefits of this approach include better patient and staff comfort and well-being and lower energy use. In 2014, Gualv New City received the 2014 **International Future Health Project Award** and a **Re-Thinking the Future Sustainability Award**.



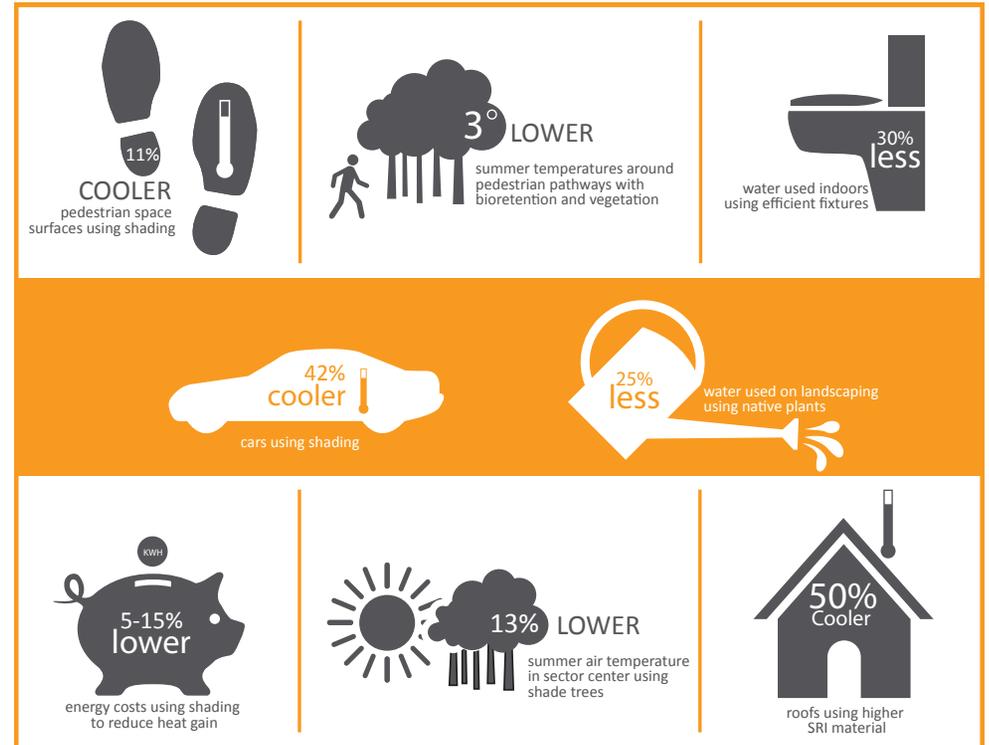
95%
diagnostic spaces
receive daylight

case study

Al Reggah District Master Plan

Al-Jubail, Saudi Arabia

This 2,150-acre, LEED® mixed-use community, Jubail Industrial City, is developed to attract a skilled and talented workforce and their families to the region. The Al Reggah District Master Plan is the first district plan to integrate engineering systems into the master plan stage, allowing for collaboration and coordination of the infrastructure systems at an earlier stage within the design of the community plan. The plan respects the Saudi community-driven aspects of living and incorporates advances in technology and engineering to deliver a distinct community design plan. The main deliverables of the project focus on three main scales of intervention: district, sector and neighborhood. As a result, RTKL is delivering an extensive study including not only the master plan, but also development design guidelines and implementation strategies for the plan. Design strategies will **save 30% water and 15% energy costs and lower public-space temperatures by nearly 15%.**



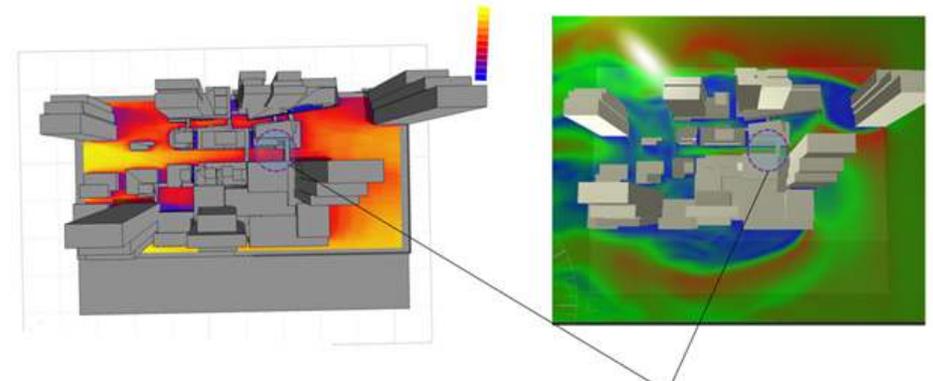
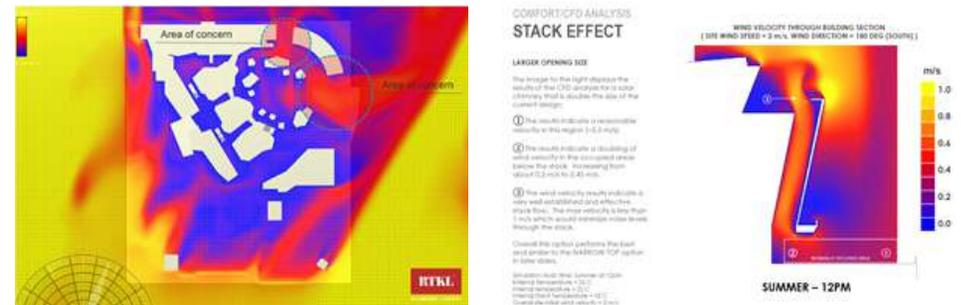
case study

Green Retail Design

As a global leader in retail design, RTKL constantly seeks opportunities to improve that market. Retail traditionally has not been at the leading edge of sustainable design, accounting for only **12-13% of all LEED-certified projects**. One reason could be that standard green retail design strategies are misaligned with retail business priorities. For example, our research shows that **energy efficiency and waste reduction are prioritized among retail operators**. As important as these cost-reduction measures are, they overlook the strategies with **the highest value proposition for retail projects—improving the quality of the indoor and exterior environment**. Indoor Environmental Quality (IEQ) encompasses good daylight, fresh air, positive views and connection to the outdoors. All of these conditions can be extremely beneficial in a retail environment.

Studies have found that for every **rise in visitor “dwell time,” there is a 1.3% increase in sales**: the longer people linger, the more they buy, and at more than a one-to-one ratio. The goal, then, is to create an environment that people enjoy and that makes them comfortable—in other words, a high IEQ. Designing for the most pleasing environment through optimal IEQ strategies could significantly boost sales well above average.

Our recent focus with multi-tenant retail environments has been to create indoor and outdoor spaces with **high-quality daylight, fresh air, positive views and connection to the outdoors**. Many of our projects have focused on sophisticated analysis of outdoor thermal comfort in order to increase the amount of time when people are physically comfortable, the theory being that better comfort will lead to longer dwell times and higher sales. We continue to research more evidence to support these connections to benefit the entire green retail market.



Sunny & windy (4.5 m/s): 34.7 C Hot, strong heat stress
Shaded & windy (4.5 m/s): 32 C Slightly warm, moderate heat stress



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Capacity & Knowledge

One of the industry's most significant struggles continues to be the education of both designers and clients. In the upcoming year, we plan to implement new training programs that focus on further educating our designers both on the principles of sustainable design, as well as how to discuss RTKL's Performance-Driven DesignSM approach with clients. In addition to assuring that all of our designers have a foundational understanding of sustainable principles, we will identify and train specialists in each office. The goal of these efforts is to ensure a consistent message and provide the resources and support needed to design and build exceptional work.



Jodi Williams

Thought Leadership

In a continuing effort to move our entire industry forward to a more sustainable future, we have devoted ourselves over this past year to thought leadership. Many of our employees have participated in and presented RTKL's sustainability initiatives at a variety of conferences throughout the year, including **Greenbuild, Living Future (master speaker), the AIA National Conference, the ULI Meeting, the Center for the Built Environment Conference (keynote), the GreenBiz Innovation Forum, Dwell on Design, Design DC, Gulf Coast Green** and many more. The topics we have presented on include resiliency, big data, green retail, the evolution of green building, aesthetics and sustainability, material health and others. We also have published many essays, in our own blog **"You Are Here,"** as well as the Huffington Post, GreenSource, Metropolis magazine, GreenBiz and other venues.

We also continue to expand our expertise through involvement in competitions that strive to push the envelope. Currently we are participating in a competition to design an affordable housing community to meet the Living Building Challenge Standard. It's not an easy task, but we hope to apply what we learn from these volunteer experiences to the betterment of our work and the world. Moving forward in 2015, we will continue to increase our thought leadership through continued participation in important conferences, blogs, white papers, competitions and committee leadership.

actions

Service

RTKL has a strong commitment to local service. We are a global firm, but it is very important for us to maintain our local connection. Here are just some of the ways we have provided service to the local community in the past year:

- JDRF Real Estate Games
- Architecture in the Schools
- Park(ing) Day
- ZeroLandfill
- CANstruction
- Beach Cleaning
- Make a Wish
- Give a Dog a Bone
- Design Mix
- FIU Mentor Program
- Rebuilding Together
- Habitat for Humanity
- Wreath Laying at ANC
- Fabric
- DCBIA Community Improvement
- Angel Tree Program
- Race for Hope
- St. Agnes Gala
- A Place to Go
- Casey Trees Volunteer
- Burnham Prize
- CRE8
- Furniture 4 Kids
- Artists V. Architects
- F* Cancer
- Downtown Mission
- Angeles Forest Trail Repair
- YMCA Stair Climb
- A&D Museum
- Herman Miller Cat House
- DesignCosmo Couture
- We Care
- Catholic University Charrettes
- IIDA Lavish
- AIA Retrospect
- Form Follows Fitness 5K
- Little Free Libraries
- Latinos in Architecture
- University Tours of the Dallas Office
- ACE Mentoring
- Sandcastle Competition for Heal the Bay Foundation
- Festival of the Trees
- Children's Educational Charity
- Lighthouse for the Blind
- Autism Speaks
- RTKL Toy Drives
- Medical Foster Care Program
- Women of Tomorrow
- ReFortify
- Dubai Cares: Rebuild the School
- The Sameness Project
- Open Source Architecture



actions

In addition, RTKL employees hold key leadership positions in sustainability organizations and programs:

- National AIA/COTE Advisory Group
- National USGBC LEED® Advisory Group (Chair)
- National USGBC Market Advisory Group
- National USGBC Social Equity Working Group, winner of the 2014 USGBC Malcolm Lewis IMPACT! Award
- National AIA Energy Education Working Group
- National AIA Committee on Historic Resources
- Society of Building Science Educators

JUST Organizations. Additionally, we are pursuing the **JUST label** for our company, beginning with one office location as a starting point. The JUST label was developed by the International Living Future Institute (ILFI) to encourage organizations to transparently work on creating a more equitable organization.

Health Product Declarations. RTKL was one of just two dozen founding sponsors of the **Health Product Declaration (HPD)** Collaborative, which created the first open-source method for manufacturers to disclose the chemical ingredients of their products. In 2013, along with several other leading design firms, we issued a letter to all our vendors to encourage them to create HPDs. Over the past year, more and more product makers have committed to greater transparency, and we are proud that many of them attribute their efforts to the influence of RTKL and other firms. To date, nearly a thousand HPDs have been completed.





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ARCADIS is the leading global natural and built asset design & consultancy firm working in partnership with our clients to deliver exceptional and sustainable outcomes through the application of design, consultancy, engineering, project and management services. ARCADIS differentiates through its talented and passionate people and its unique combination of capabilities covering the whole asset life cycle, its deep market sector

insights and its ability to integrate health & safety and sustainability into the design and delivery of solutions across the globe. We are 28,000 people that generate €3 billion in revenues. We support UN-Habitat with knowledge and expertise to improve the quality of life in rapidly growing cities around the world.

www.arcadis.com



Founded in 1975, Callison is a global architecture firm with a leadership position in retail stores and mixed-use development, corporate, hospitality, healthcare, multi-family residential, mission critical and high-rise markets worldwide. With more than 1,000 employees and eleven offices on three continents, Callison is one of the largest design firms based in the United States. In 2014 the company was ranked #15 out of 300 top firms by Architectural Record and #1 in retail by Building Design + Construction. Callison offers a comprehensive sustainable design tool for commercial and retail projects, **Matrix by Callison**, which is now free to the public.

www.callison.com



AN ARCADIS COMPANY

RTKL is a worldwide architecture, engineering, planning and creative services organization. Part of the ARCADIS global network since 2007, RTKL has over 1,000 employees in 14 offices around the globe and specializes in providing its multi-disciplinary services across the full development cycle. Our commitment to creating a better, more sustainable world is evident in our **Performance-Driven DesignSM** strategy which aims to improve the economic, social and environmental value of the built environment. RTKL works with commercial, workplace, public and healthcare clients to create places of distinction and designs of lasting value.

www.rtkl.com

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