



HEALTH & WELLNESS IN THE WORKPLACE

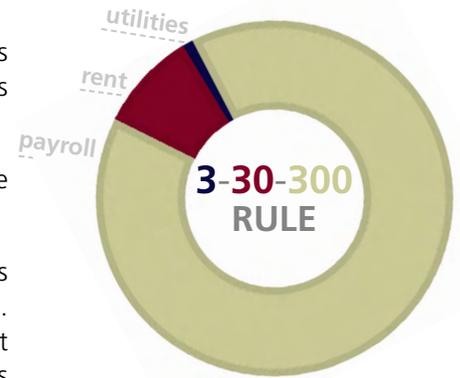
Getting recognized for your healthy building

WHY WE CARE ABOUT HEALTHY BUILDINGS

In the United States, more than 120 million employees spend an average of 8.1 hours within a building each day¹. It is no surprise that health and wellness considerations within a building are a key driver of owner/occupant satisfaction.

Occupant satisfaction has a significant impact on a building's true cost — employee productivity, benefits, salaries, absenteeism, etc.

The “3-30-300 rule” illustrates the average order of magnitude between a company's expense for utilities, rent, and payroll, respectively, in annual dollars per square foot². Using this principle, payroll/personnel cost for a typical workplace represents about 90% of a company's expenses. Investing in features that enhance health and wellness within a building can lead to higher profit gains when compared to cutting utility costs.



BUILDING BLOCKS OF A HEALTHY BUILDING

HUMAN EMERGENCY BEHAVIOR PREPAREDNESS
 DAYLIGHTING AND VIEWS NOISE PEST MANAGEMENT SAFETY & SECURITY
VENTILATION AIR QUALITY
 ACoustics FITNESS WATER QUALITY MOISTURE NUTRITION
LIGHTING THERMAL OPERATIONS & MAINTENANCE
 ACTIVE DESIGN COMFORT PERSONNEL POLICIES & OFFERINGS
 CLEANING & SANITATION

When considering health and wellness in a building, offerings such as fitness programs, healthy eating incentives, or indoor air quality (IAQ) monitoring may automatically come to mind. However, healthy buildings comprise much more and require a thoughtful combination of features to be successful.

HOW WE ACHIEVE CERTIFICATION

The WELL Building Standard and the Fitwel Standard are two globally recognized building certification programs that push the envelope regarding health and wellness. Both were built using a solid foundation of expert-led research and development; the WELL rating system was created based on seven years of research and development, and the Fitwel rating system was built upon expert analysis of more than 5,600

academic research studies. They are designed to provide a focused, holistic framework by targeting health and wellness from multiple angles, providing an opportunity to foster an environment in which employees are happier, healthier, and more productive. These certifications also provide an effective way for building owners to directly and indirectly market and communicate the effort and dedication undertaken to prioritize health and wellbeing in their buildings.

WELL and Fitwel Standards can be applied to many new and existing building types and offer certification roadmaps based on a project's needs. The standards include a menu of features to pursue and are valid for three years after which time, recertification can be pursued. The current version of WELL, WELL v2, comprises 105 features across ten concepts, including mandatory measures a project must achieve to pursue certification. Fitwel separates features into seven health impact categories, which include 55 strategies and no mandatory requirements.



FOCUSES ON BUILDING LOCATION, AMENITIES, FITNESS & NUTRITION


 Impacts Community


 Reduces Morbidity + Absenteeism


 Supports Social Equity


 Increases Physical Activity


 Instills feelings of well-being


 Promotes Occupant Safety


 Provides healthy food options



FOCUSES ON BUILDING DESIGN & PERFORMANCE VERIFICATION


AIR


WATER


NOURISHMENT


LIGHT


MOVEMENT


THERMAL COMFORT


SOUND


MATERIALS


MIND


COMMUNITY

There is a strategic, yet natural, alignment across health and wellbeing-focused rating systems and energy and sustainability-focused rating systems, such as the well-known LEED Green Building rating system. LEED v4.1 Operations + Maintenance focuses primarily on building performance as it relates to energy use, but also includes features that strengthen health and wellness

within a building. These features include indoor air quality monitoring, water quality monitoring, ventilation and filtration considerations, and careful selection of building materials and cleaning products.

HOW WE MEASURE IMPACT

RESET and Arc Platforms focus solely on a building's performance and operations rather than the design and construction.

RESET (Regenerative Ecological, Social, and Economic Targets) International Standard is the world's first sensor-based and performance-driven data standard and certification program. The goal of RESET is to standardize how we measure and communicate a building's air quality performance. It creates an opportunity to use real-time IAQ data, including temperature, relative humidity, carbon monoxide, particulate matter, carbon dioxide, and Total Volatile Organic Compounds (TVOCs), to inform decisions for building improvements. To further ensure the accuracy of air quality measurements and credibility of the Standard, RESET offers accreditation for air quality monitoring devices, software platforms, and data providers. The RESET Air certification is valid for one year; however, to maintain certification, the building must maintain acceptable IAQ levels without exceeding thresholds for three consecutive months or more.

Arc is a technology platform that allows projects to measure, monitor, score, and communicate building performance across five categories:

- . energy
- . water
- . waste
- . transportation
- . human experience

Human experience focuses on optimizing the indoor environment for occupant wellbeing. Avenues of improving human experience include facility management, occupant satisfaction, and IAQ measurements. Arc aggregates data from a variety of sources including meters, utility bills, and occupant surveys. While Arc is not a building certification, all five categories can be used to generate a 0-100 score with detail that

can be shared with occupants via dashboard or other means. This transparency gives occupants comfort in knowing and understanding the efforts that the building owner / property manager are taking to foster a culture of health and safety in the building. Additionally, Arc provides tools to benchmark each building as well as streamline data required for LEED v4.1 Operations and Maintenance (O+M) Certification for Existing Buildings.

COVID-19 RESPONSE

As a result of the 2020 COVID-19 global pandemic, WELL, Fitwel, and RESET each developed a subsidiary framework that addresses health and wellbeing as it relates to the spread of contagious diseases within buildings. The WELL Health-Safety Rating (WELL HSR) and Fitwel Viral Response Module (Fitwel VRM) are rating systems that have very little capital cost and are largely focused on owner policies and operational procedures. They can be implemented and reviewed quickly (when compared to the full rating systems), allowing project owners to more quickly market achievement of the certification.

RESET Index uses data collected from indoor air quality monitors and integrates results into an occupant communication platform that promotes environmental peace of mind.



CONSIDERING CERTIFICATION?

Newcomb & Boyd has Fitwel Ambassadors, WELL APs, RESET APs, and LEED APs on staff that can help optimize the certification process. We would like to partner with you to help achieve your goals.

[CLICK HERE TO REACH OUT TO US TODAY!](#)

RATING SYSTEM	RELEASE DATE	DEVELOPERS	CERTIFICATION BODY
WELL	2014	International WELL Building Institute and Delos	Green Business Certification Institute (GBCI)
Fitwel	2017	CDC and GSA	Center for Active Design (CAD)
LEED v4.1 Operations and Maintenance (LEED O+M)	2017	U.S. Green Building Council	Green Business Certification Institute (GBCI)
RESET	2013	GIGA	GIGA

¹ Green Building Law Update | ² JLL

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