



Case Study: Commercial Interior Space

HDR

Fitwel Rating: ★★ ★



Photo Credit: HDR

HDR

Fitwel Champion



HDR earns a Fitwel 3 Star Rating for its Arlington office

Why HDR Became a Fitwel Champion

After achieving a Fitwel 3 Star Rating for its Arlington office, HDR built upon its success by becoming a Fitwel Champion and committing to apply Fitwel across its national portfolio. While employee wellness has always been a high priority for HDR, adopting Fitwel has allowed for a more complete integration of strategies designed to promote health across the company's policies and practices.

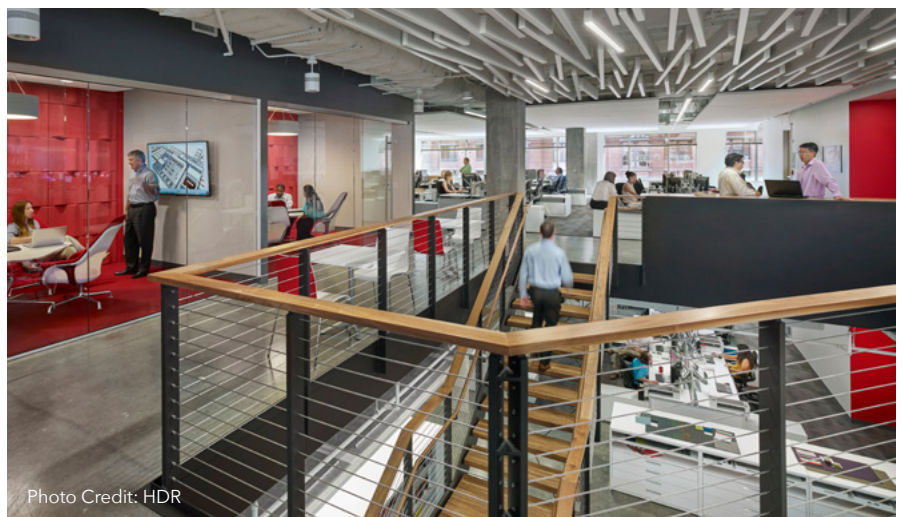


Photo Credit: HDR

HDR Arlington Office

HDR's Arlington office is a two-level collaborative environment designed to promote transparency, light and interconnected space, housing a team of nearly 150 architects, designers, and engineers. HDR's Sustainability team, who are also Fitwel Ambassadors, led the certification process and received their 3 Star Fitwel Rating in February 2018. The office's interior space is organized around an open staircase that physically and visually connects the two floors, while fostering spontaneous interaction and discovery. The staircase links four staff neighborhoods, two on each level, and descends into a central library. Along with increased collaboration among team members, the design of the office has also been credited with improving staff recruitment and business development. The LEED Platinum and Fitwel 3 Star certified space is located in a LEED Gold commercial office building in the heart of a transit-oriented community in Arlington, Virginia.

Applying Fitwel to Support Development of a Healthier Office Food Environment

Using Fitwel as a guide, HDR has reevaluated the food and beverages offered within its Arlington office, ultimately developing and implementing a standard policy for office catering orders. This policy is designed to improve the nutrition of the options offered. HDR employees are also encouraged to opt for water throughout the day thanks to the placement of a water bottle refilling station on the third floor, in a highly-trafficked area of the office. Fitwel provided HDR with the tools necessary to integrate nutrition considerations into regular business operations, and it seems to be working with employees already reporting healthier eating habits.

Estimated Costs in Fitwel Certification

The HDR Arlington office estimates that going through the certification process cost approximately \$12,600 (excluding Fitwel certification fees). The HDR team spent \$1,000 to add water bottle refilling station designs onto the 3rd floor and \$300 for required elevator point-of-direction and bathroom signage to achieve Fitwel points. Additionally, it took HDR staff approximately 100 hours to develop documentation required for certification.



Steve Manlove
Managing Principal at HDR

"Achieving sustainability goals requires an uncompromising commitment on the part of both leadership and the staff. It has required each of us in the office to change our behaviors in specific ways – changes that speak to design, to our own and our colleagues' well-being and to our commitment to environmental stewardship. We set an ambitious goal that aligned with our commitment to how we serve our clients, treat our colleagues and evolve our culture, and we're proud to have achieved it."



Photo Credit: HDR

Key Milestones in the Certification Process

- **February 2016:** HDR moves to its new design studio, a collaborative space in a LEED Gold office building, located in an urbanized neighborhood of Arlington, VA equipped with fitness facilities, bicycle parking, and a range of other employee accessible amenities.
- **November 2017:** Leadership sees the potential of their new space and the value in earning a Fitwel Star Rating and decides to pursue Fitwel Certification. A number of HDR staff become Fitwel Ambassadors.
- **December 2017:** The three-person certification team at HDR, which already had a strong relationship with the landlord and support from the building management, begins to engage these key stakeholders who aid in assessing and documenting credits related to the base building.
- **January 2018:** The collaboration in pursuit of Fitwel Certification extends to local office leadership and the operations team, graphic design professionals, design leaders, architects, and additional staff invested in the mission of creating a healthier office space.
- **February 2018:** HDR earns a Fitwel 3 Star Rating and shares the news with nearly 10,000 employees during its annual employee meeting.
- **April 10, 2018:** Building on this successful certification process, HDR becomes a Fitwel Champion.

How HDR is Meeting Fitwel's Health Impact Categories



100% of selected strategies
Impacts Community Health



87% of selected strategies
Reduces Morbidity + Absenteeism



87% of selected strategies
Supports Social Equity



83% of selected strategies
Instills Feelings of Well-Being



72% of selected strategies
Provides Healthy Food Options



94% of selected strategies
Promotes Occupant Safety



92% of selected strategies
Increases Physical Activity

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