

Trials of Raising the Healthy Building Bar:

An Owner's Perspective on WELL Building Certification

NICE TO MEET YOU

FACILITATORS

DAWN SCHWARTZMAN | WELL Faculty

CEO & Owner

Enriching Spaces

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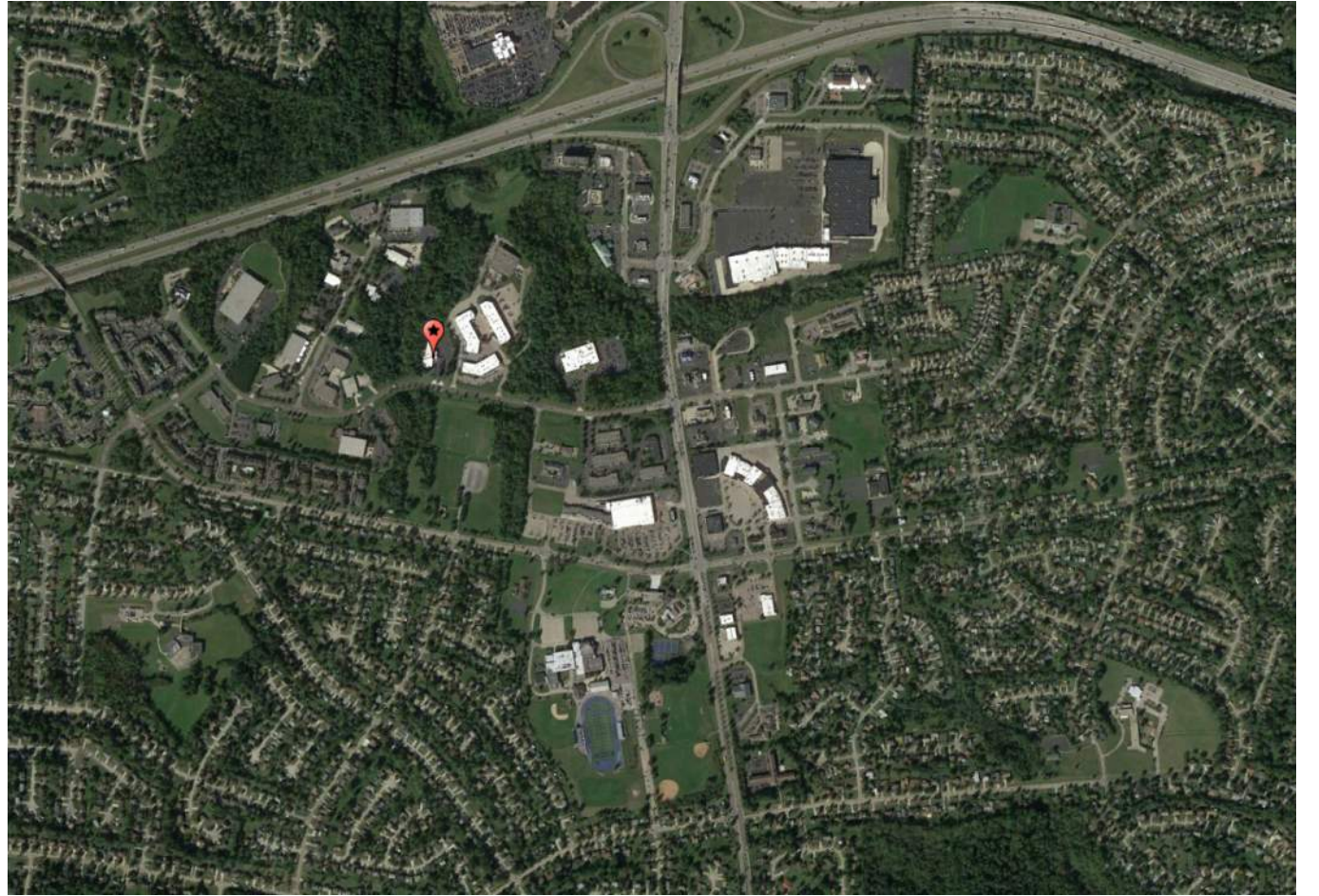
YASHA OGG | WELL AP, WELL Faculty

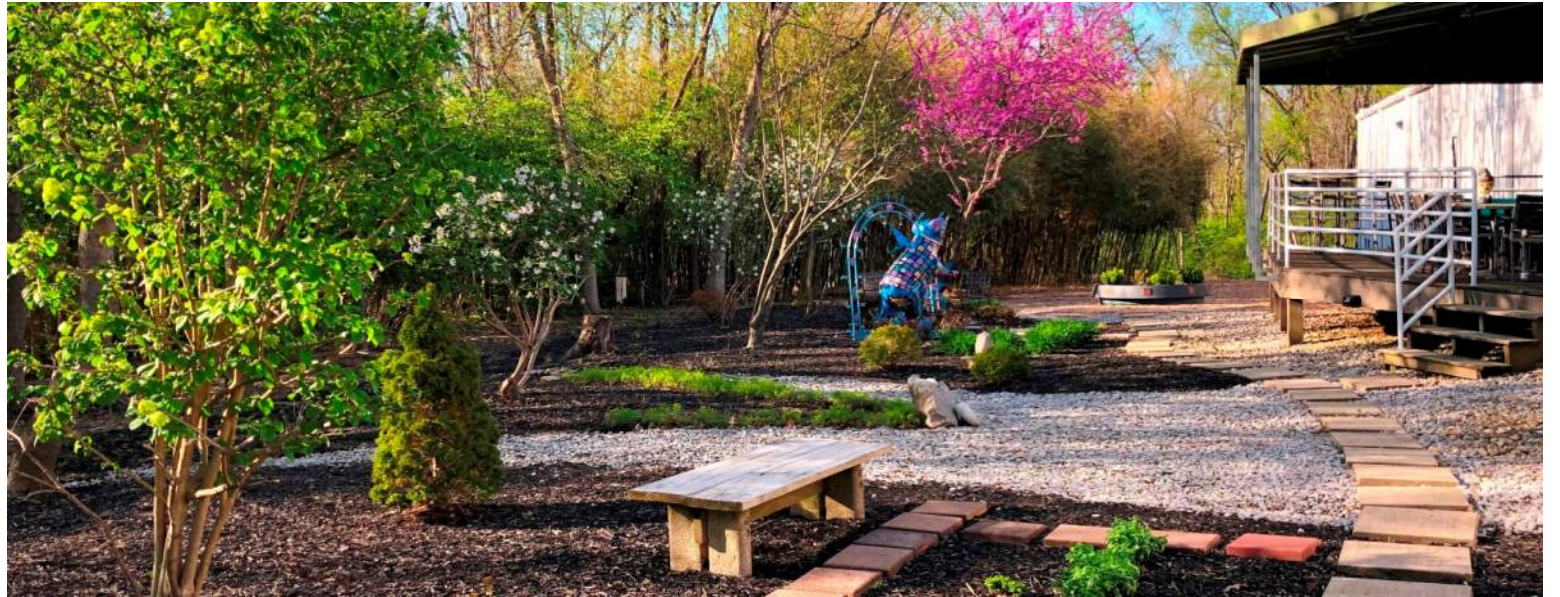
Sustainability & Healthy Bldg Designer

emersion DESIGN

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ENRICHING SPACES

OWNER
ENRICHING SPACES

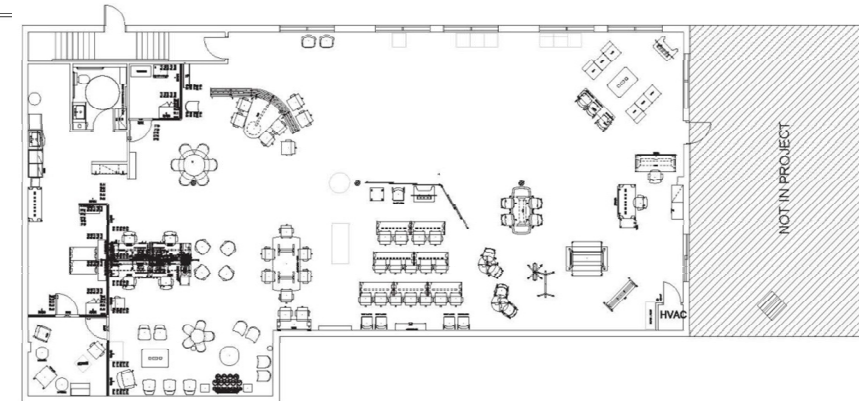
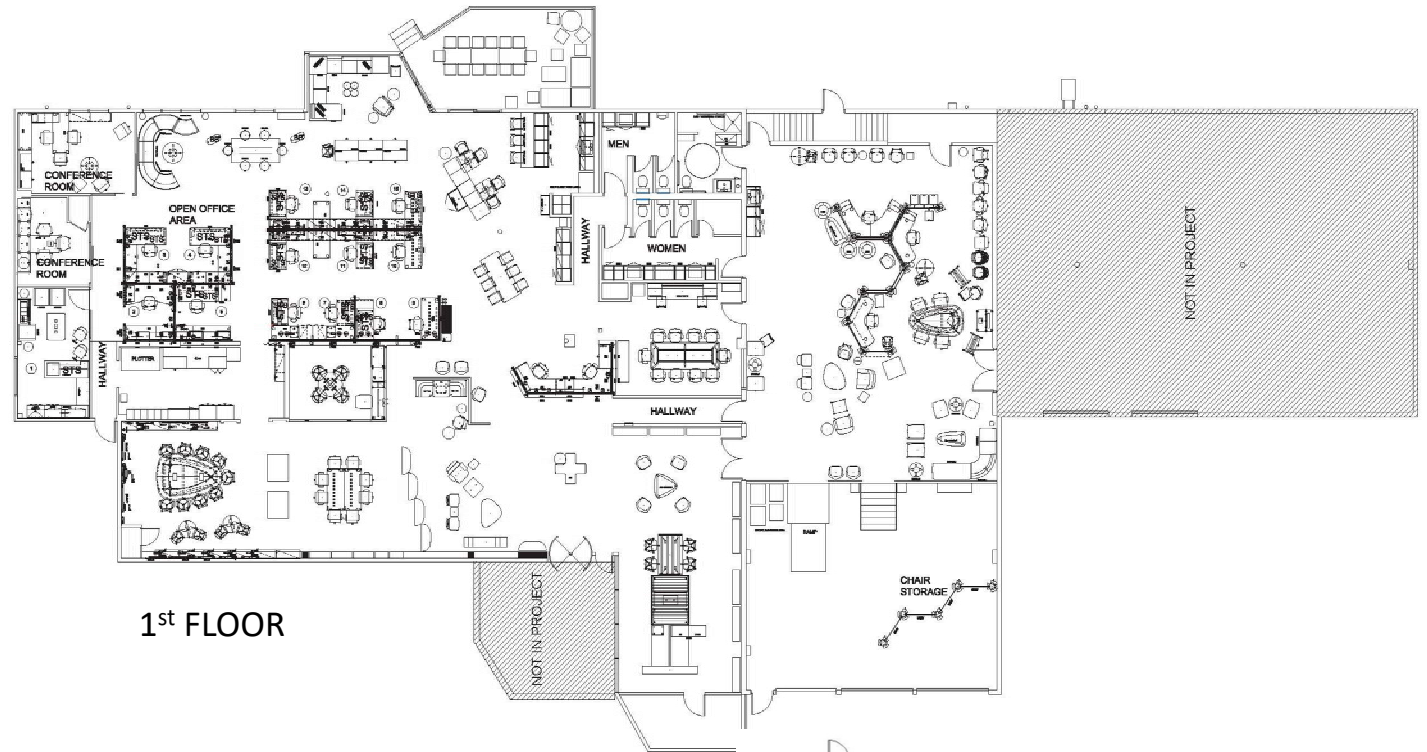
LOCATION
FOREST PARK, OHIO

SIZE
15,585 SF

USE TYPES
OFFICE
SHOWROOM
WAREHOUSE

BUILT
1989

CERTIFICATION
TARGETING WELLv2 PLATINUM





AIR



WATER



NOURISHMENT



LIGHT



MOVEMENT



THERMAL COMFORT



SOUND



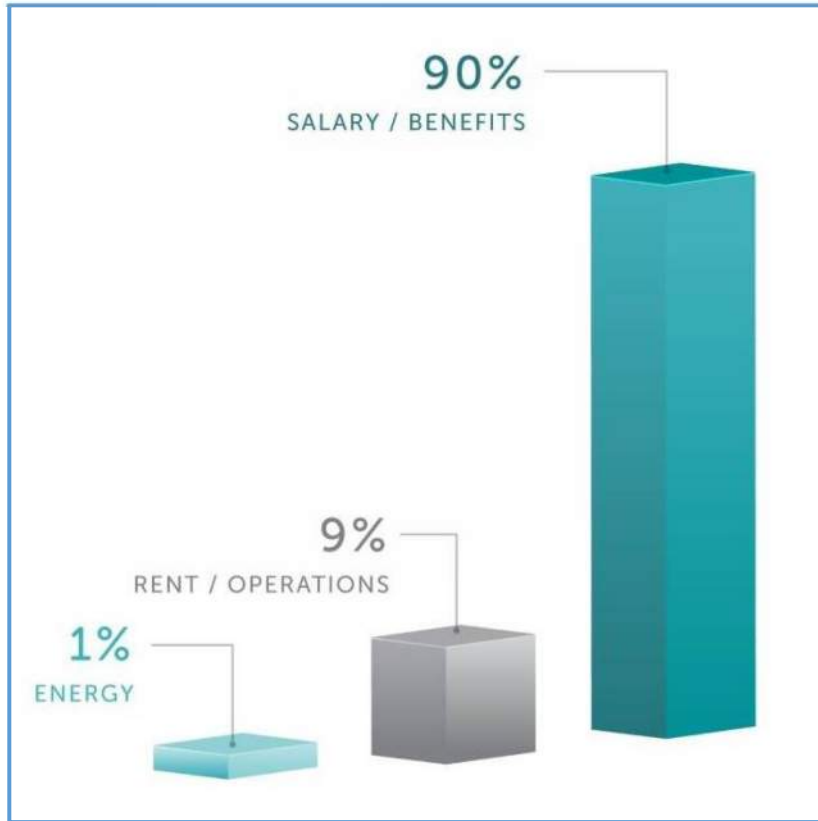
MATERIALS



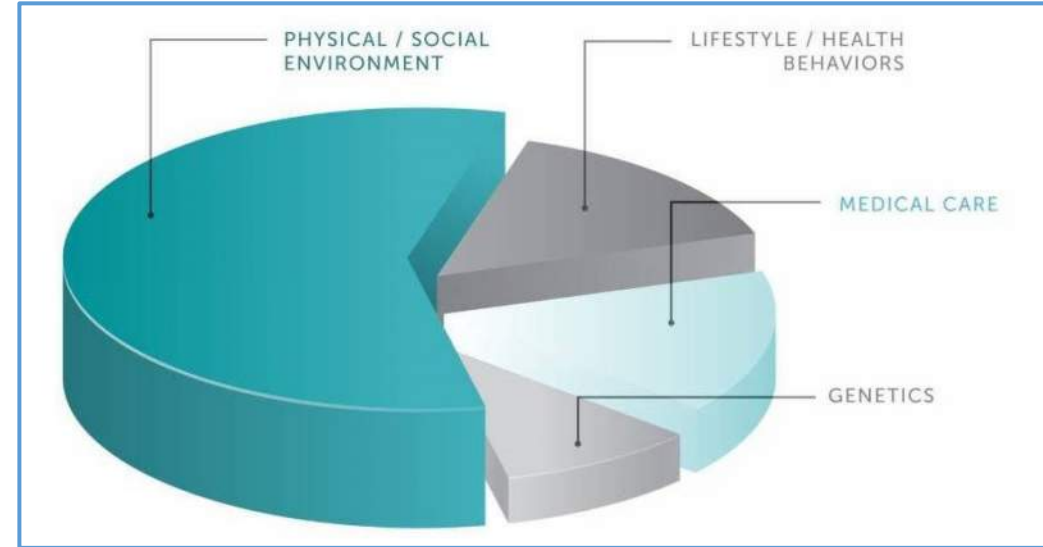
MIND



COMMUNITY



Investing in the health and well-being of the single largest expense of a company makes sense.



We spend about 90% of our time indoors each week. Investing in the quality and experience of our space largely influences our health and well-being.



08.2018
Registration

09.2018
Remodel Start

01.2019
Remodel End

02.2019
WELL AP brought onboard

04.2019
Water Testing

06.2019
Light Testing

07.2019
Sound Testing, HVAC Balancing

09.2019
Preliminary Review

Review & Verification Period

BUILDING OWNER PERSPECTIVE

- Increased building and property value
- Differentiated qualities from other local building comps
 - high air and water quality
 - enhanced lighting
 - effective sound mapping
 - views of nature
 - enriched landscaping
 - thermal comfort options
- Improved health and well-being of occupants
- Outreach benefits to the Community
 - City of Forest Park
 - Greater Cincinnati



BUSINESS OWNER PERSPECTIVE

- Improved health and well-being of employees
- Attraction and retention of employees
- 100 % of occupants benefit from working in a WELL Certified space vs. 15% average participation in corporate wellness offerings
- WELL Building expertise is value added to our design, project management and installation services
- Full participation of our team.
- Clarification to our Vision.Mission.Values Statement, therefore enhancing our culture.



THE VALUE OF A WELL AP

- WELL AP would provide benefit to guide certification process and documentation.
- Engaged Yasha Ogg, WELL AP in early February as another Team Manager for:
 - Documentation
 - Pre-testing
 - Feature clarification
 - Policy writing
 - Materials analysis
- Technical knowledge to guide team through WELL Building Standard
- Understand synergies between different concepts.



ENGAGING THE INTERNAL TEAM

Project Administrator Dawn Schwartzman

Team Managers Kim Schauf
Jo Hartman
Kayla Peterson
Yasha Ogg, WELL AP

Team Members Pam Diefenbacher
Lauren Schaber
Stephanie Woodard
Anna Pryzbysz
Sandy Bollhauer
Maria Carney
Julia DiRenna



AIR

Promote clean air and minimize human exposure to harmful contaminants in order to optimize productivity, well-being and health.

Challenge

- System rebalancing
- MERV filter upgrades
- Air quality monitoring
- New air intakes for 5/6 furnaces

Discovery

- Recognizable air quality improvement
- No stale air after weekend or early mornings
- Informed about air quality through live monitoring

“ One associate after returning from a 3 month leave, instantly noticed the fresher air quality. ”



WATER

Provide convenient quality hydration for building occupants and reduce health risks due to contaminated water.

Challenges

- Encourage use of glasses over bottled water
- Education on plastic chemical leaching
- Understanding water quality reports
- Reduction in plastic bottle usage

Discovery

- Cincinnati water meets most WELL requirements
- Water Dispensers eliminated additional chlorine, sodium, and minor particulates
- Cincinnati Water Works provides complimentary testing & education



NOURISHMENT

Support healthy eating patterns by increasing access to healthy food and beverage choices. Limit highly processed foods and ingredients.

Challenges

- Eliminate snacks high in trans fats and sugars
- Reduce portion sizes
- Provide nutritional information
- Provide healthy snacks

Discovery

- Provides weekly snack options
- Small can sodas and small portion sweets meet sugar limits
- Employee selected nutritional books and magazines for café bookshelves

“ It’s nice to have a healthy snack option available when a little pick-me-up is needed. ”



LIGHT

Creating lighting environments that are optimal for visual, mental and biological health. Reduce circadian phase disruption, improve sleep quality.

Challenges

- Provide options for employee control
- Evening light level pre-testing
- Upgrade foot candles and color rendering
- Documenting specs on existing building light fixtures and lamps

Discovery

- Large variance in how team members select preferred work areas based on daylight and lighting adjustability
- Adding more lighting adjustments was impactful to employee satisfaction

“ We had the unique opportunity to educate and analyze the existing lighting and assess it against the requirements of WELL. -King Lighting ”



MOVEMENT

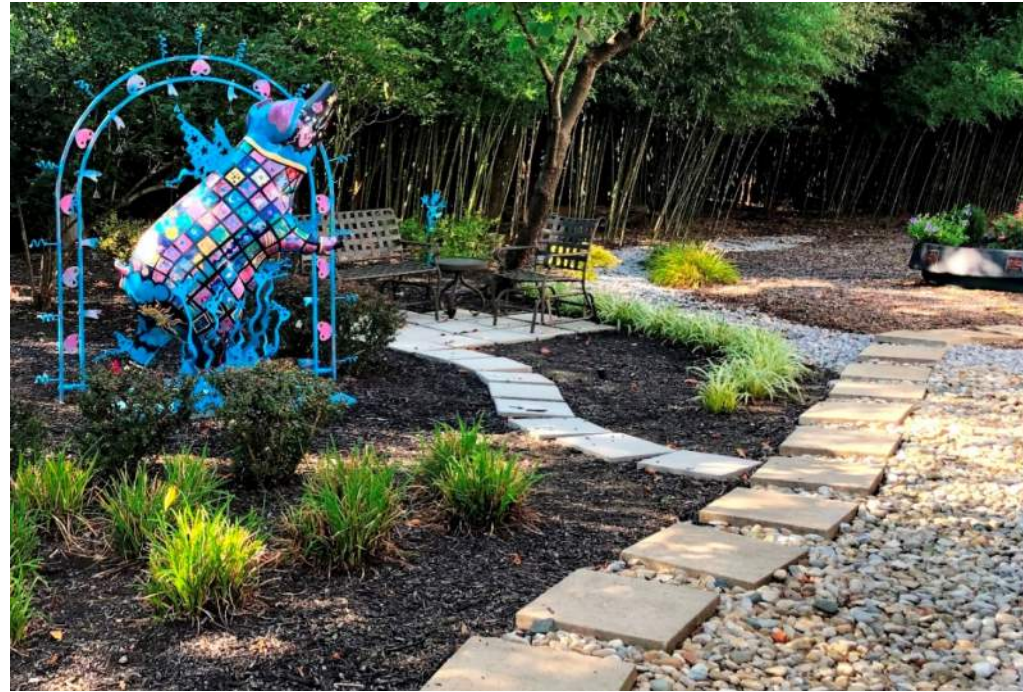
Promote movement and discourage sedentary behavior through active work stations, dedicated activity spaces and nature-inspired interior and exterior circulation paths.

Challenges

- Providing nature inspired interior and exterior circulation paths
- Individualizing active work stations
- Finding facilitator for onsite yoga

Discovery

- Increased micro-break walks after outdoor walking path was extended around the exterior of the building
- Onsite bi-weekly yoga is extremely popular



“The new walking trail around the building is a popular lunchtime or breaktime activity to get a little movement in.”



THERMAL COMFORT

Provide a combination of research-based interventions to address individual thermal discomfort, therefore supporting human health, well-being and productivity.

Challenges

- Establishing thermostat range for group agreed adjustments
- Providing flexibility of work locations
- Meeting the challenges of having diverse individual needs for warmth and cooling

Discovery

- Provide flexibility on thermostat adjustments
- Options for company standardized desk fans, blankets, floor heaters
- Team appreciates ability to work in cooler/warmer indoor/outdoor areas.



SOUND

Identify and manage the acoustical comfort parameters that influence occupant experiences in the interior built environment.

Challenges

- Affordable pre-testing acoustician
- Sound Mapping
- Interior perf exposed ceiling / hard roof
- Studio ceilings failing reverberation tests

Discovery

- Testing process uses very loud speakers for sound transmission testing
- Balloons used to test reverberation time
- Many more acoustic sales people than acoustic testers



MATERIALS

Identify and manage toxic ingredients across building materials, waste, cleaning products, outdoor spaces and landscaping, in order to reduce risk of exposure.

Challenges

- Furnishings, fabrics, and finishes needing extensive documentation
- Cleaning products and protocols needed complete overhaul
- Pesticide and protocols needed changing

Discovery

- Mindful in ordering materials, specifications met requirements
- Purged some materials from library that do not met requirements
- Educated in material ingredients



MIND

Implement nature inspired design, create restorative spaces and promote resources supporting mental health, sleep support, substance abuse and emotional well-being.

Challenges

- Establishing resources for mental health consultation and regular education .
- Create interior restorative space.
- Tobacco prevention signage inside and outside on property.

Discovery

- Created restorative space for meditation, power nap, or mother's room
- Increased library on mindfulness, meditation, circadian rhythm and sleep support
- Formalized mental health curriculum



COMMUNITY

Design buildings that are inclusive, accessible, healthy and safe. Create policies and programs that support the needs, health and wellness of all individuals and families.

Challenges

- Adding an 'Everyone Restroom' on each floor - ADA, family, unisex, single user
- Administer Occupant Survey
- Promote Health and Wellness
- Develop emergency preparedness plans.

Discovery

- Additional restrooms were well received
- Created customized occupant survey
- Became engaged with City of Forest Park for safe walking routes, emergency plans and community WELL education events



Jayne Ritter, emersion Design
Ken Wingate, Wingate HVAC
Ray Fischer, Fischer Engineering Services
Jeff Swertfeger, Gr. Cincinnati Water Works
Patricia Klonicki, Gr. Cincinnati Water Works
Scott Siebert, Quench Water Service
Tim Carr, Carr Electric
Megan Blaney, King Lighting
Richard Lemker, Spectra Tech
Monty Gillespie, Armstrong Commercial
JJ Perez, Davey Tree
Luis Ojeda, Ojeda Brothers Painting

Donna Banks, Donna's Cleaning
Darrell Bickford, ACE Exterminating
Herman Miller
OFS
Exemplis
Interface

Joseph Faessler, Interpersonal Comm. Assoc.
Meredith Amann, Work Flow Yoga

Jen Schill, CSU Institute for Built Environment
Katie Linenberger, CSU Sustainability Assoc.

Paul Brehm, Forest Park Economic Dev. Dir.
Donnie Jones, Forest Park City Manager
Jim Smith, Forest Park Fire Marshall
Jermaine Hill, Forest Park Assistant Fire Chief

Consulting Registered Architect
HVAC upgrades and improvements
HVAC MEP
Water pre-testing
Water pre-testing
Specifications of drinking water systems
Wiring and Lighting applications
Light level testing and specifications
Sound pre-testing
Drop ceiling specs and analysis
Trees and landscape
Materials and process

Materials and operations changes
Materials and operations changes
Materials
Materials
Materials
Materials

Team and Personal coach
Health coach and Yoga teacher

WELL Building Occupant Survey
WELL Building Occupant Survey

Nourishment, Movement, Community
Nourishment, Movement, Community
Safety and Emergency, Community
Safety and Emergency, Community

COMMUNITY STAKEHOLDERS



Enriching Spaces celebrates our culture

- by prioritizing health and wellbeing for each other, our families, friends and associates.
- by valuing our individual differences and our individual strengths.
- by creating a nurturing and safe work environment.
- by creating engaging and meaningful experiences for ourselves and our customers.
- by partnering with vendors and associates who share our common goals in developing sustainable human-centered products and solutions.



Dawn Schwartzman
President / CEO



Kim Schauf
Director of Project
Management & Design



Pam Diefenbacher
Corporate Support
Specialist



Kirsten Light
Controller



Jo Hartman
Accounting &
Operations Manager



Sandy Bollhauer
Purchasing Manager



Lauren Schaber
Sr. Project Manager
Interior Designer



Julia DiRenna
Interior Designer



Maria Carney
Interior Designer



Stephanie Woodward
Sr. Interior Designer
Project Manager



Anna Przybysz
Sr. Project Manager
Interior Designer



Kayla Peterson
Project Assistant



Sean Byrdwell
Installation Manager



Darryl Scheidt
Installation Manager

THANK YOU.

QUESTIONS?

"City officials have been quite impressed with the innovative approach taken by Enriching Spaces and their partner Emersion Design at the company's Forest Park headquarters. They put together an impressive strategy that is a model for other businesses. Indeed their success has encouraged us to look at the development of community-wide WELL standards for the City of Forest Park . We are excited to work with Dawn, Yasha and their team to explore how best to implement this ambitious strategy for our city."

***Paul Brehm, Economic Development Director
City of Forest Park, Ohio***

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