In our sixth year at Teleosis, I think it is fair to say we have found our stride, comfortably taking our operations into more appropriate venues such as: completing three community clinic greening projects, hosting over 50 medical professionals in our leadership program, and presenting in over a half a dozen US cities about how we can all contribute to minimizing pharmaceutical waste if we put our hearts and minds to it.

Having reviewed all of what we have done, with a staff of five hard working professionals, I can say I am tremendously proud. Proud of what we have accomplished. Proud of what we started. Best of all, proud in knowing that we can and do make a difference. What started out as a journal, with the publication of Symbiosis in 2003, has grown into a national organization that can take the stage and be the change we want to see. I am proud that others can follow suit and step up to create a healthcare system that is part of the solution to our continuing environmental problems. Although this is a time of difficulty for many, reviewing the accomplishments of our staff, partners, advisors, local and national collaborators brings me great hope that we all can be the change we want the world to be.

I thank you all for your generosity and support for making the work that we do at Teleosis so successful and so rewarding. I look forward to continuing our work together in a healthier new year.

Joel Kreisberg
Senior Director
Teleosis Institute
I am pleased to announce that in 2009 the Teleosis Institute will unite with Practice Greenhealth, the nation’s leading membership and networking organization for institutions committed to sustainable, eco-friendly practices in the health care community. As the executive director, I am excited to welcome Teleosis supporters, members, and staff to our family. I hope you embrace this positive change and our collaborative efforts to transform healthcare into a model for sustainability.

The addition of Teleosis to the Practice Greenhealth family opens up exciting new opportunities for thought leadership and workable solutions. Teleosis brings to Practice Greenhealth the additional focus of providing services for clinics and medical offices, as well as educational opportunities for clinicians and health care leaders. The efforts by Teleosis in working with private practices, group practices, clinics and other smaller health care facilities and health-related businesses have expanded the reach and potential for reductions in environmental footprints and we are extremely pleased to expand our services to these groups.

As we work together to improve the health of patients, staff, and the environment, Practice Greenhealth and Teleosis will be better equipped to support and nurture the growing Green Health Care movement as one membership organization. Teleosis will continue to be based out of Berkeley, California, while Practice Greenhealth’s main office is in Arlington, Virginia.

Take a moment to visit Practice Greenhealth’s website at www.practicegreenhealth.org or come visit us at the CleanMed 2009 conference in Chicago this year (www.cleanmed.org). We will be supporting the largest gathering of environmentally sustainable health care in the world.

I hope to see you there!

Bob Jarboe
Executive Director
Practice Greenhealth
2008 Green Health Care Program

Nurturing Tomorrow’s Environmental Leaders in Today’s Health Care World

2008 Program Review

Teleosis Institute’s Green Health Care program grew significantly in 2008. The online course, *Leadership In Green Health Care*, offered a groundbreaking program providing health care leaders with tools that integrate sustainable strategies into clinical practice. Partnerships with San Francisco Bay Area clinics and the Community Clinics Initiative helped develop innovative approaches for implementing Green Health Care initiatives in clinical settings. Green Health Care alliances broadened the vision of Teleosis and expanded resources offering health care leaders opportunities to green their clinics, strategies for affordable and renewable medical treatments, and promotion of community and environmental health.

2008 Program Accomplishments

- *Leadership In Green Health Care Program* graduated fifty-five Green Health Care providers
- Initiated the Green Health Care Scholarship Fund, awarding two international scholarships
- Provided the Green Health Care Program at three community clinics in Northern California: Lifelong Medical Care, North East Medical Services, and Tiburcio Vasquez Health Center
- Successfully designed a consulting service model for Green Health Care including education in sustainable medicine, workplace assessment, and green pharmacy implementation
- Initiated the greening of three community health centers at Coast Health Alliance in West Marin, CA

### 2008 Green Health Care Graduates

**Acupuncturists**

- Kim Williams-Baptista, L.Ac, D.Ac, *Palm Harbor, FL*

**Chiropractors**

- Lauri Grossman, DC, CCH, *New York, NY*

**Dentists**

- Douglas Halloran, DDS, *Fresno, CA*

**Health Professionals**

- Delsey Austin, Bessemer, AL
- Amanda Haar, Hoosick Falls, NY
- Henk Hadders, Holland
- Janice Gallegos, *Albuquerque, NM*
- Kari Geurts, Denver, CO
- Jennifer Marks, *Tiburon, CA*
- Megan Neyer, PhD, *Decatur, GA*
- Annette Paul, *Mishicot, WI*
- Dennis Phalen, San Diego, CA
- Desiree Rajee, Hillsboro, OR
- David Sudia, RDA, *Oakland, CA*
- Sara Whittern, *Dallas, TX*
- Andrea Worsham, Ocoee, FL

**Naturopaths**

- Binal Shah, ND, *Berkeley, CA*

**Nurses**

- Linda Davis, RN, *Hillsborough, NC*
- Rebecca Horr, APRN-BC, *Malden, MA*
- Erika Kimball, RN, *San Francisco, CA*
- Daphne Mitchell, RN, MPH, *Chicago, IL*
Published Articles on Green Health Care

- **Blueprint for a Green Practice: Environmentally Aware Dentists**

- **Online Course Helps Nurses ‘Go Green’**
  by Rita Marie Barsella, RN, BSN, MSJ, NursingSpectrum/NurseWeek, March 2008

- **Going Green Doesn’t Have to Break the Bank**
  by Graham Lanktree, National Review of Medicine, Vol 5.5, May 2008

- **Sustainable Healthcare**
  Interview with Joel Kreisberg, DC, CCH, IntegrativePractitioner.com, June 1, 2008

- **Medicine Starts Thinking Green**

- **Medicine Gears Up for a Code Green**
  by Lindsay Minnema, Washington Post, July 22, 2008

- **Doctor Goes Green to Help Kids with Eco-Friendly Office**
  by Linda Washburn, The Record, August 12, 2008

- **Improving Your Patient’s Health Without Hurting The Planet**
  by Stacey Butterfield, American College of Physicians: ACP Internist, September 2008

- **Sustainable Medicine: Green Goes Mainstream**
  by David Goodman, Unique Opportunities, September/October 2008

- **Health Care, Heal Thyself: Green Rx for a Dirty Industry**
  by Sharon Tregaskis, Urbanite Magazine, October 2008

- **How to Make Your Practice More “Green”**
  by Brandon Glenn, Modern Medicine, December 19, 2008

Green Health Care Program Goals for 2009

- Offer continuing education credits for doctors and nurses
- Recognize over 100 new leaders in the Green Health movement
- Offer the first national conference for Green Health Care Leaders and Health Professionals
- Provide additional resources for health care leaders to serve as environmental health advocates by expanding online and live services.
- Strengthen partnerships and offer Green Health Care cohorts at diverse medical facilities
- Expand outreach efforts to health care training institutions and publications

2008 Green Health Care Graduates

**Physicians**
- Kristin B. Bradford, MD, MPH, Willits, CA
- Wendy Buffett, MD, San Francisco, CA
- Amy Collins, MD, Wellesley, MA
- Kathalina Corpus, MD, Hummelstown, PA
- Jason Crane, MD, Calhoun, GA
- Grace Hunter, DO, Irvine, CA
- Gloria Jackson, MD, San Rafael, CA
- Lavanya Rajagopalan, MD, Verona, WI
- Sanjeev Rastogi, MD, India
- Lawrence Rosen, MD, Hackensack, NJ
- Paul Schattauer, MD, Oak Park, IL
- Lauren Spieler, DO, Sebastopol, CA
- Pamela Starnes, MD, Beverly Hills, CA
- Marilyn Syrett, DO, Laguna Beach, CA
- Patrick Yeakey, MD, Phoenix, OR

**Psychiatrists**
- David J. Anick, PhD, MD, Somerville, MA

**Students**
- Denton Shanks, Philadelphia, PA
- Rose Chavez, Albuquerque, NM
- Sasha Grams, Glendale, AZ
Greening Community Health Centers

In 2008, Teleosis worked with three Bay Area community health centers offering our innovative Green Health Care Program. This was made possible with the help of grant money from the Community Clinics Initiative (CCI), which provides the resources to strengthen California’s community clinics and health centers—improving health outcomes in underserved communities. CCI offers programs and grants in technology, capacity building and leadership, ensuring that community clinics remain vital partners in building healthier, greener living communities. (www.communityclinics.org)

LifeLong Over 60 Health Center | www.lifelongmedical.org

For more than 30 years, LifeLong Medical Care has served as a primary safety-net provider for underserved populations in Berkeley and Oakland. LifeLong partnered with Teleosis to offer the innovative Green Health Care Program in an effort to: reduce their environmental footprint by conserving resources and reducing waste, foster ongoing greening efforts throughout the entire organization, and create leaders who serve as strong environmental advocates within the larger healthcare community.

North East Medical Services | www.nems.org

North East Medical Services (NEMS) is a non-profit community health center serving the medically underserved populations of the San Francisco Bay Area for over 35 years. The vision for greening NEMS is to pass down a safe and healthy community to future generations. Through the Teleosis Green Health Care Program, NEMS built a green team, audited the organizational operations, offered clinical and all staff educational seminars, and implemented a number of influential green business practices.

Tiburcio Vasquez Health Center | www.tvhc.org

Tiburcio Vasquez Health Center (TVHC) serves as the primary community health center for over 11,000 members of the San Francisco East Bay Latino community. The Teleosis Green Health Care Program supported TVHC in conducting comprehensive site assessments, initiating the integration of an energy conservation lighting system, developing an organization-wide recycling program, as well as offering various patient and provider education opportunities.

Looking Towards The Future

Coastal Health Alliance | www.coastalhealth.net

After working with Coastal Health Alliance (CHA) for over a year on the Green Pharmacy Program, Teleosis Institute began a new two-year project in 2008 aimed at helping CHA assess its environmental footprint, reduce resource consumption, and improve its green practices. CHA’s goal is to become a center for community health, serving as leaders in the Green Health Care movement. For 27 years, CHA has provided the rural West Marin community with quality, comprehensive primary healthcare services to all people regardless of age, ethnicity, race, gender, orientation, or their ability to pay.
Prevention and the Social Determinants of Health

In 2008, Teleosis published Prevention and the Social Determinants of Health, Vol 5.1 of Symbiosis. This issue focused on physical environmental characteristics and the economic and social conditions under which people live that determines their health. Reviewing the groundbreaking research of the Whitehall II study and the work of Larry Cohen, founder and executive director of the Prevention Institute, a clear relationship between preventative measures and sustainable medicine emerged.

Feature articles from Vol 5.1
• Health, Race and Place: What’s Prevention Got To Do With It?
• Socio-Economic Factors That Impact Health Status
• An Unhealthy America: The Economic Burden Of Chronic Disease
• Review: How Prevention Activities Work To Save Health Care Dollars
• Interview with Larry Cohen, MSW, Executive Director of the Prevention Institute

Green Medicine Page

Integrative Medicine: A Clinician’s Journal

*Integrative Medicine: A Clinician’s Journal* (IMCJ) provides practitioners with a practical and comprehensive approach to integrating alternative therapies with conventional medicine. Initiated in 2007, Dr. Kreisberg successfully developed a bi-monthly column offering clinicians practical hands-on advice for incorporating principles and practices of Green Health Care. IMCJ’s Green Medicine Page is dedicated to exploring effective strategies that facilitate a sustainable future for medicine, physicians, patients, and the environment. ([www.imjournal.com](http://www.imjournal.com))

**Published IMCJ Articles in 2008:**
• **Green Medicine Offers an Integral Approach That Benefits Physicians, Patients, Communities, and the Environment**
  By Joel Kreisberg, DC, Dec 2007/Jan 2008
• **Environmentally Preferable Purchasing**
  By Joel Kreisberg, DC, and Niyati Desai, MA, Feb/Mar 2008
• **Environmental Health Advocacy**
  By Joel Kreisberg, DC, April/May 2008
• **Greening Your Health Clinic With Solid-Waste Reduction and Recycling**
  By Joel Kreisberg, and Niyati Desai, MA, June/July 2008
• **Workplace Stress and Health: Creating a Supportive Work Environment**
  By Joel Kreisberg, DC, and Nina Fry, MA, Aug/Sep 2008
• **Pediatric Environmental Health**
  By Joel Kreisberg, DC, Oct/Nov 2008
• **Call to Action: Drugs in Our Water**
  By Joel Kreisberg, DC, Dec 2008/Jan 2009
Green Pharmacy Program

Helping Communities Safely Dispose of Unused Medicines

2008 Program Review

The Green Pharmacy Program was enormously successful in 2008 and collected over 4,300 pounds of unused consumer medicines, bringing our total to 6,082 pounds since the program was launched in June 2007. Our goal is ZERO pharmaceutical waste in our environment and we place significant importance on educating health care professionals and consumers about the increasing trend of drug consumption, the inevitable waste that is created, and the effects of this waste on environmental and human health. Through these efforts, we continue to minimize waste by reducing over-prescribing, over-consumption, and over-reliance on drugs.

2008 Program Accomplishments

• Supported 15 medicine take-back sites in the San Francisco Bay Area
• Co-sponsored 13 community take-back events
• Collected over 4,300 pounds of unused and expired medications
• Raised over $40,000 in grants, sponsorships, and donations
• Increased corporate sponsorships
• Partnered with PSI and CPSC on product stewardship initiatives
• Expanded Green Pharmacy Program website and developed map of take-back locations (www.greenpharmacyprogram.com)
• Piloted a pill bottle shredding and recycling program
• Published the Green Pharmacy Toolkit

Champions of Sustainability Award

The Green Pharmacy Program was awarded the Berkeley Champions of Sustainability Award for Innovation. Our program was also endorsed by Health Care Without Harm and Californians Against Waste.

Research on Unwanted and Unused Pharmaceuticals

After completing our pilot study into the nature and quantity of unused pharmaceuticals in the Bay Area in June 2008, Teleosis is in the process of decoding the data and preparing it for publication in a peer-reviewed journal in 2010.
Medicines Found in Drinking Water

In March of 2008, the Associated Press released results of a five-month investigation showing that a vast array of pharmaceuticals—including antibiotics, anti-convulsants, mood stabilizers and sex hormones—were found in the drinking water supplies of at least 46 million Americans. According to the AP inquiry, trace amounts of drugs have been detected in the drinking water supplies of 24 major metropolitan areas—from Southern California to Northern New Jersey, from Detroit to Louisville. The effects on humans being exposed to these drugs at low concentrations is unknown, however research shows that pharmaceutical pollution in waterways is harmful to wildlife. More research is necessary in order to fully understand the total ecological and human health effects of pharmaceutical pollution.

Green Pharmacy Focuses on National Solution

In an effort to develop a national system for managing household pharmaceutical waste, Teleosis joined the Product Stewardship Institute (PSI) of Boston, MA. In 2008, PSI held two dialogue meetings for pharmaceuticals, bringing key stakeholders together to: identify and implement strategies to reduce pharmaceutical waste at the source; develop a nationally coordinated system for collection and disposal that is safe, legal, and environmentally protective; and design a financially sustainable system that incorporates extended producer responsibility. (www.productstewardship.us)

In a product stewardship model all participants involved in the life cycle of a product accept shared responsibility for the final disposal of the product. Using this model and working with the Product Stewardship Institute, Teleosis is advancing our goal of preventing and eliminating pharmaceutical waste in our environment. Teleosis continues to work closely with local California agencies to develop policies and legislation that support safe medicine disposal programs statewide. In 2008, we joined an Ad-Hoc Pharmaceuticals Committee to facilitate the California Integrated Waste Management Board (www.ciwmb.ca.gov) in developing criteria for a pharmaceutical waste management plan (under CA Senate Bill 966). We also participated in the statewide campaign, No Drugs Down the Drain (www.nodrugsdownthedrain.org), and partnered with the California Product Stewardship Council (www.calpsc.org) in supporting extended producer responsibility initiatives for pharmaceuticals.

2008 Community Take-Back Events:

- Elephant Pharm: Rossmoor Senior & Pet Fair, Walnut Creek, CA
- Pharmaca Grand Opening Celebration and Medicine Take-Back, Monterey, CA
- Tamalpais Community Service District Shred-It Day, Mill Valley, CA
- California State Automobile Association Employee Earth Day Event, San Francisco, CA
- Skyline College Earth Day, San Bruno, CA
- Marin County Employee Earth Day Event, San Rafael, CA
- 4th Annual Richmond Community Health Festival, San Francisco, CA
- Unitarian Universalist Society of San Francisco Water Fair, San Francisco, CA
- Livermore Blood Drive & Prescription Take-Back Event, Livermore, CA
- Solano Stroll for Health, Berkeley, CA
- National Estuaries Day, Jack London Square, Oakland, CA
- No Drugs Down the Drain Campaign, California Statewide
- California State Water Boards Event, Oakland, CA
Green Pharmacy Media Coverage

ARTICLES:
• Disposing of Expired Drugs and Chemicals: New Options for Compounders
• Don’t Flush: What To Do With Your Unused Pharmaceuticals
  by Bethany Halford, Chemical & Engineering News, February 25, 2008
• Pharmacy Edges Toward Medication Returns
  by Fred Gebhart, Drug Topics Magazine, March 10, 2008
• No Clear Rx For Disposing Of Drugs: Local Groups Start Take-Back Programs
  by Victoria Colliver, San Francisco Chronicle, April 23, 2008
• Reduce, Reuse, Recycle . . . Drugs?
  by Victoria Everman, Greenopia, June 2008
• The Green Bin: Medicine Cabinet
  by Judith M. Gallman, Oakland Magazine, July 2008
• Rx Quandry: Drug Disposal Dilemma
  by Ryan Buchan and Rasa Gustaitis, California Coast & Ocean, Summer 2008
• Personal Dilemma May Inspire U.S. Water Fix: Drug Dropboxes
  by Martha Mendoza, USA Today, August 15, 2008
• Call to Action: Drugs in Our Water
  by Joel Kreisberg and Nina Fry, Integrative Medicine Journal, December 2008

TV/VIDEO:
• Rx for Medicine Disposal: Why it Matters
  by Laurie Udesky and David Dudley, Consumer Health Interactive Video,
  June 20, 2008
• How to Dispose of Expired Medicines
  ABC 7 On Your Side, ABC News, September 8, 2008

RADIO:
• How Green is Your Medicine Cabinet?
  Living Green hosted by Connie McCullah, February 14, 2008
• NPR: Medicines Tainting World’s Water
  Marketplace with Sarah Gardner, February 20, 2008
• KQED: Drugs in the Water
  Quest hosted by Andrea Kissack, July 14, 2008
• WAMC: Chronic Meds For Everyone & This Is Your Tap Water On Drugs
  The Health Show on Northeast Public Radio, November 13, 2008
Green Pharmacy Toolkit

A Guide to Creating an Environmentally Safe Medicine Disposal Program

In December 2008, Teleosis published the Green Pharmacy Toolkit offering a step-by-step guide for pharmacists, doctors and municipal leaders interested in establishing take-back programs for household pharmaceutical waste. The Green Pharmacy Toolkit offers communities a safe and secure method for collecting and properly disposing of unwanted medicines—significantly reducing pharmaceutical pollution while promoting health and safety for people and the environment.

With more than 50 pages of information, the handbook is the first of its kind to offer instructions for developing, operating, and maintaining a permanent pharmaceutical take-back program. The toolkit includes extensive staff training and outreach materials as well as posters, brochures and access to the most up-to-date information on the ongoing research efforts of the Teleosis Institute’s Green Pharmacy Program. The Toolkit can be purchased online at www.greenpharmacyprogram.com.

Green Pharmacy Coalition

In 2009, Teleosis is initiating the Bay Area Green Pharmacy Coalition to foster collaborative relationships in order to promote pollution prevention strategies specifically within the healthcare sector. The coalition will convene key stakeholders in a series of dialogue meetings to identify responsibilities and commitments regarding the emerging issue of pharmaceuticals in the environment. Stakeholder groups include: hospitals, long-term care facilities, hospice, primary care clinics, public health agencies, veterinarian facilities, local and regional governmental agencies, pharmaceutical manufacturers, pharmacies, medical waste haulers, environmental health agencies, environmental NGOs, and consumer health promotion organizations.

The goals of the Bay Area Green Pharmacy Coalition are to:

• Engage multi-stakeholders in healthcare to increase awareness in their professional communities and maximize source reduction strategies that advance the goal of preventing and eliminating pharmaceutical waste.
• Increase safe, legal and environmentally sound collection and disposal methods to protect Bay Area waterways.
• Make it easier for all constituencies, including the consumer, to identify, measure and understand the benefits of proper health and proper disposal of pharmaceuticals.
Dr. Joel Kreisberg gave the following presentations:

- **Voices from the Grassroots: Working for Health and Environmental Justice**, Health Care (R)evolution, AMSA Annual Conference Houston, TX, March 2008
- **Green Health Care, HEART: Humanistic Elective in Alternative Medicine, Activism and Reflective, Transformation**, Ben Lomond, CA, April 2008
- **Health Care, Water and Environmental Consequences of Pharmaceutical Consumption**, Converging Environmental Crisis, Ohio State University College of Public Health, April 2008
- **Data Collection from Green Pharmacy Campaign**, Pharmaceutical Dialogue Meeting, Product Stewardship Institute, Sacramento, CA, June 2008
- **Green Pharmacy Campaign: Helping Communities Safely Dispose of Unused Medicines**, California Resource Recovery Association, Burlingame, CA, August 2008
- **Green Pharmacy Campaign: Helping Communities Safely Dispose of Unused Medicines**
  - Idaho Department of Environmental Quality, Boise Idaho, September 2008
- **Creating Healthy Buildings**, Creating Environmentally-Sustainable Medicine, Strategies for Green Health Care, Green Healthcare Audiocconference, September 2008
- **Environments for Health**, Planting the Seeds of Health, Healthy Silicon Valley, San Jose, CA, October 2008
- **The Greening of Medicine: Leading-Edge Models of Health Care**
  - 19th Bioneers Conference, San Rafael, CA, October 2008
- **Green Pharmacy Campaign: Helping Communities Safely Dispose of Unused Medicines**, Western PP regional conference, Monterey, CA, October 2008
- **The Environment: Greening Children’s Health with Deirdre Imus**, Pangea Conference New York, NY, November 2008

Dr. Calista Hunter gave the following presentations:

- **Pharmaceutical Pollution**, San Ramon Regional Medical Center, San Ramon, CA - June 2008
- **Pharmaceutical Pollution**, John Muir Medical Center, Concord, CA - November 2008

**Information Technology and Web News**

- Teleosis.org had 20,000 unique visitors in 2008.
- Most visited page is the Green Pharmacy Take Back Locations, which includes a Google Map feature.
- Symbiosis is now available to purchase online through Paypal.
- Green Pharmacy Toolkit is available to purchase online as a multi-media CD package for easy distribution.
2008 Board, Staff, Interns & Volunteers

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Public Health Institute
Quinn, MD Aesthetic Science and Laser Medicine
Washington Wellness Institute
Whole Health & Healing

$1000 and up
Susan Buffet
Jeanine Saperstein

$100-999
Anonymous
Forrest Batz
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Michael Zimmerman
In 2009, we hope you continue to be a part of the movement for Green Health Care. We ask for your financial support in promoting a vision of sustainable medicine that advocates for environmental stewardship in the healthcare community. Your past support and encouragement are greatly appreciated.

The Teleosis Institute is a 501(c)3 tax exempt organization, IRS Section 170(b)(2)(iii) for both federal and state tax purposes. All contributions are tax deductible. Our federal tax identification number is 94-3400328.
Our Mission

The Teleosis Institute is devoted to developing effective, sustainable healthcare provided by professionals who serve as environmental health stewards.

Teleosis is a program of Practice Greenhealth, the nation’s leading membership and networking organization for institutions in the healthcare community that have made a commitment to sustainable, eco-friendly practices. Practice Greenhealth members include hospitals, healthcare systems, businesses and other stakeholders engaged in the greening of healthcare to improve the health of patients, staff and the environment.

Our Vision

Telesosis is dedicated to reducing healthcare’s footprint while broadening its ecological vision. We believe in a healthcare system that conserves natural resources, promotes personal wellness, and begins with precaution. At the forefront of this sustainable medical system are health providers who take an active role in greening healthcare through example, education and advocacy.

Our Goals

The Institute has three specific goals directed toward promoting high quality, cost-effective, sustainable medical services benefiting underserved populations and the environment in which we live:

• Provide Education in the principles and practices of Green Health Care
• Provide a Forum for continued learning, discussion and collaboration on Green Health Care practices and strategies for change
• Provide Tools for implementing Green Health Care practices

Our Green Practices

Telesosis is dedicated to continuously reducing our environmental footprint. These are some of the greening efforts we made in 2008:

• Switched to a paperless payroll and billing system.
• Participated in Commuter Checks program for employee public transportation passes.
• Pledged to Take Back the Tap instead of buying bottled water for the office.
• Purchased carbon offsets for executive director’s airline travel.
• Composted all of our food waste.
• Recycled over 75% of all of our waste, including 45 pounds of batteries and ink cartridges.

In 2009, our goal is to invest in new energy efficient computer equipment and technology that allows us to better manage our power use.