

GREENING YOUR BUSINESS

A PRIMER FOR SMALLER COMPANIES

This GreenBiz Essential offers tips and resources for smaller and mid-sized companies, though many larger firms will likely benefit, too. The resources cited in this document are culled from the more than 2,000 resources listed within GreenBiz.com. There are many additional useful organizations, tools, and other resources for the topics covered in these pages within GreenBiz.com.

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You're running a small or mid-sized business, and you want to do it right. That means bringing your environmental performance in line for a healthier bottom line. But how to start working sustainably? Or, having started, how to follow through?

Before we begin, a few key fundamentals:

- **First**, make sure you're in compliance with state, local, and federal environmental, health, and safety regulations. This gives your beyond-compliance efforts a solid foundation. You may also gain additional benefits: Some governmental programs offer reduced oversight and paperwork of companies that are in full compliance.
- **Next**, understand how your business affects the environment, from the things you buy, to your relationships with customers and suppliers, to the full life-cycle of your products and services. At each step of the way, there are opportunities to make choices that can help you align environmental responsibility with business success.
- **Then**, begin to make changes where they can be done profitably — or at least in a way that will not decrease profits and productivity for more than a short period. It's important to keep in mind that it isn't possible to do everything right; gradual, incremental progress is a worthy goal.

Now, let's get started. There are dozens of ways companies of all sizes can reduce their environmental footprints, save money, earn consumer trust and stakeholder confidence, comply with government regulations, be ready to snag new market opportunities, and boost efficiency and productivity. Here are some suggestions on getting started, with links to additional resources.

Laying the Groundwork

- **Make sure you're obeying the law.** Staying on top of federal and state environmental, health, and safety requirements is an essential first step toward greening your business. In many cases, this means obtaining applicable operating permits, providing safety training to employees, testing and repairing equipment regularly, and taking the necessary steps to protect the environment and employees from toxic emissions. Understand the rules from federal and local agencies that affect your business. To prepare for inspections or audits, keep detailed records of the measures your business has taken to ensure compliance. There are a number of programs that provide free compliance assistance to small businesses.

For more information:

Compliance Assistance Centers: <http://es.epa.gov/oeca/main/compasst/compcenters.html>

Small Business Assistance Program: http://www.greenbiz.com/reference/government_record.cfm?LinkAdvID=3935

OSHA Consultation Service: http://www.greenbiz.com/reference/mentor_record.cfm?LinkAdvID=11493

Understanding the Hazardous Waste Rules -- A Handbook for Small Business: <http://www.greenbiz.com/resources/smallbiz/tools.cfm?LinkAdvID=8729>

- **Measure and track your waste.** Look at what resources your company consumes — energy, supplies, raw materials — and what it wastes — finished , packaging, raw materials, energy, emis-

sions. Try to measure and quantify this waste: How much do you spend to purchase, handle, store, and dispose of the wasted material? Your audit may be as simple as counting or weighing the trash bags your company disposes of on a weekly or monthly basis, or checking energy utility bills. Or it may involve bringing in professionals to assess your company and make recommendations on how to reduce energy, redesign products or distribution systems, and other efforts to reduce waste and save money.

For more information:

Re-Think Your Bottom Line: <http://www.greenbiz.com/resources/wastereduction/tools.cfm?LINKADVID=3526>

Waste at Work: Prevention Strategies for the Bottom Line: <http://www.greenbiz.com/resources/wastereduction/tools.cfm?LINKADVID=4025>

How to Inventory Your Wastes for Environmental Compliance: http://www.greenbiz.com/toolbox/tools_third.cfm?LinkAdvID=4015

Concise Self-Assessment Guide to Environmentally Sustainable Commerce: http://www.greenbiz.com/toolbox/tools_third.cfm?LinkAdvID=4770

Eco-efficiency: A Guide to Reporting Company Performance: http://www.greenbiz.com/toolbox/tools_third.cfm?LinkAdvID=5702

■ **Write an environmental vision statement.**

It's easier to get behind a vision when all your players know what the company stands for. This foundation will show customers, stakeholders, and your community that your business is invested in the environment. With your team, set an environmental vision statement and goals that

all your employees understand, and your managers will uphold. At minimum, such statements commonly affirm a company's intentions to respect the environment in the design, production, and distribution of its products and services; commit the company to being in full compliance with all laws, and to go beyond compliance whenever possible; and establish an open-book policy whereby employees, community members, and others can be informed of any potential adverse impacts the company might have on the environment.

Need a model environmental mission statement? These companies did it right:

The Body Shop: http://www.the-body-shop.com/global/values/planet/pop_believe.aspml

Herman Miller: <http://www.hermanmiller.com/CDA/category/aboutus/0,1243,c31,00.html>

- **Rally the troops.** Employee participation is essential to a successful environmental initiative. Bring together a team of employees to promote environmentalism in the workplace. These troops can head up the recycled-product purchasing effort, educate coworkers on environmental issues, and keep track of environmental accounting for their department. Consider creating incentives, rewards, and recognition for employees who take leadership in your company's environmental efforts. Name a periodic "green champion" in order to single out individual employees' environmental actions.

For more information:

Ten Keys for Educating and Engaging Employees: http://www.greenbiz.com/toolbox/Howto_third.cfm?LinkAdvID=4201

Examples of companies with green teams:

Bank of America's associate programs: http://www.bankofamerica.com/environment/index.cfm?Menu_Sel=associate

and

Starbucks green team: <http://www.starbucks.com/aboutus/envaffairs.asp>

Reducing Waste

- **Reduce office waste.** Use fewer products and use fewer raw materials in the front office and administrative operations. Start with reducing paper use: Establish a company-wide policy of photocopying on both sides of the paper, using the blank side of printed material for creating draft documents, and e-mailing reports instead of making printed copies. Use outdated forms and letterheads for in-house memos, post memos in central locations rather than distributing to all employees, and encourage saving documents on disk rather than on paper. You'll notice financial savings right away.

For more information:

Green Guide on Trimming Office Waste: http://www.greenbiz.com/reference/webguide_record.cfm?LinkAdvID=2639

Waste Prevention Information Exchange: http://www.greenbiz.com/reference/webguide_record.cfm?LinkAdvID=6274

Business Guide to Waste Reduction and Recycling: http://www.greenbiz.com/toolbox/reports_third.cfm?LinkAdvID=7319

Waste at Work: Prevention Strategies for the Bottom Line: http://www.greenbiz.com/toolbox/reports_third.cfm?LinkAdvID=4025

- **Create a reuse and recycling culture.** Set up a workplace recycling system for paper, plastics, aluminum, and glass. Remember that wasted materials are wasted money. Be innovative: Examine manufacturing processes for opportunities to increase materials-use efficiency; rethink product packaging; consider composting food waste; and research recycling programs for unwanted electronic equipment. Encourage all employees to reconsider operations with reducing, reusing, and recycling in mind.

For more information:

Commercial/Office Recycling Factsheet: http://www.greenbiz.com/toolbox/howto_third.cfm?LinkAdvID=6152

Electronics Recycling Consumer Education Initiative: http://www.greenbiz.com/reference/webguide_record.cfm?LinkAdvID=8926

Business Recycling Cost Model: http://www.greenbiz.com/toolbox/tools_third.cfm?LinkAdvID=4776

- **Green your purchasing.** Specify your commitment to seek out environmentally preferable products. Identify opportunities to purchase recycled, refurbished, or reconditioned products where they compete favorably in price, performance, and quality with new ones. Whenever possible, use specific criteria — for example, that paper purchases must contain a minimum 50% post-consumer recycled material. Work with your regular suppliers to identify their willingness to comply with your policy. When appropriate, seek

out alternative suppliers. Let employees and suppliers know you expect materials and products to meet environmental standards.

For more information:

GreenBiz Essential on Buying Recycled: http://www.greenbiz.com/toolbox/essentials_third.cfm?LinkAdvID=4157

U.S. Environmental Protection Agency's Comprehensive Procurement Guidelines: http://www.greenbiz.com/reference/webguide_record.cfm?LinkAdvID=4679

Buy Recycled Guidebook: http://www.greenbiz.com/toolbox/tools_third.cfm?LinkAdvID=4773

■ **Rent or lease equipment instead of buying.**

Consider leasing copiers, computers, and other equipment from manufacturers that will take back and properly recycle their goods at their “end of life.” Make it easy on yourself — let the lessor repair and properly dispose of the equipment. You also could buy equipment used and refurbished. Consider renting equipment that is used only occasionally. Alternatively, consider sharing seldom-used machines or equipment with other businesses in your area.

For more information:

Guide to Environmentally Preferable Computer Purchasing: http://www.greenbiz.com/toolbox/tools_third.cfm?LinkAdvID=8503

Leasing: A Step Toward Producer Responsibility: http://www.greenbiz.com/toolbox/reports_third.cfm?LinkAdvID=11633

Energy Efficiency

■ **Conduct an energy audit.** An audit can be free or relatively inexpensive, but can yield considerable energy and financial savings. Contact your energy utility or an energy services company to arrange an energy audit, usually offered at no cost. Consider using energy service companies, which can arrange to make upgrades at no net cost to your company; they earn their money by receiving utility rebates and by sharing a portion of your monthly energy savings.

For more information:

U.S. DOE Industrial Assessment Centers Program: http://www.greenbiz.com/reference/government_record.cfm?LinkAdvID=4720

■ **Lower your energy needs.** Encourage employees, maintenance crews, and others to turn off lights, computers, and other devices when they are not in use, especially after hours and on weekends. Consider installing timers where appropriate to ensure things get turned off.

For more information:

Energy Star Small Business Program: http://www.greenbiz.com/reference/mentor_record.cfm?Data_id=66

Commercial Building Owners and Operators Program: http://www.greenbiz.com/reference/government_record.cfm?LinkAdvID=4704

Hands-on Solutions to Improve Your Profits and Productivity: http://www.greenbiz.com/toolbox/reports_third.cfm?LinkAdvID=6839

Build it Right: Cleaner Energy for Better Buildings:
http://www.greenbiz.com/toolbox/reports_third.cfm?LinkAdvID=8146

GreenBiz Essential on Energy Efficiency: http://www.greenbiz.com/toolbox/essentials_third.cfm?LinkAdvID=8556

- **Equip with efficiency.** Buy energy-efficient equipment. According to the Energy Cost Savings Council, the average building owner can cut energy costs up to 60% by replacing outdated, inefficient electrical equipment with new, high-tech electro-technologies, a potential savings of \$1 per square foot of space.
- **Use energy-efficient lighting.** There are thousands of lighting products available, many of which offer significant energy savings and improved lighting. Examples include occupancy sensors for frequently vacant rooms; ballast upgrades and reflectors for fluorescent fixtures; compact fluorescent lights in place of incandescent bulbs; timers to turn off lighting at fixed times; and energy-efficient exit signs. Many of these can pay for themselves in as little as a few months.

For more information:

Energy Cost Savings Council: http://www.greenbiz.com/reference/organizations_record.cfm?LinkAdvID=7254

Toolbook for Financing Energy Efficiency and Pollution Prevention Technologies: <http://www.greenbiz.com/resources/energy/tools.cfm?LINKADVID=5766>

U.S. Environmental Protection Agency Energy Star

program: http://www.greenbiz.com/reference/government_record.cfm?LinkAdvID=4597

Research and Development for Building Equipment and Appliances: http://www.greenbiz.com/reference/webguide_record.cfm?LINKADVID=10679

Calculate Your Possible Energy Lighting Savings: http://www.greenbiz.com/resources/energy/web_guid.cfm?LinkAdvID=3144

National Lighting Product Information Program: http://www.greenbiz.com/resources/energy/web_guid.cfm?LinkAdvID=7255

Choose Green Report: Energy-Efficient Indoor Lighting:
http://www.greenbiz.com/toolbox/toolbox_gen.cfm?LinkAdvID=1994

- **Be smart with heating and cooling.** Make sure your building has proper insulation and double-paned windows, and fix your building's air leaks. Simply maintaining your heating and cooling systems can reduce your heating and cooling bills. A poorly maintained heating, ventilation, and air-conditioning system uses more energy and wastes money. Systems that are checked annually and kept in good condition use less energy and last longer.

For more information:

Choose Green Report: Room Air Conditioning: http://www.greenbiz.com/toolbox/toolbox_gen.cfm?LinkAdvID=1987

Energy Ideas Clearinghouse: http://www.greenbiz.com/reference/organizations_record.cfm?LinkAdvID=3392

Energy Efficiency: Some HVAC Basics: http://www.greenbiz.com/reference/webguide_record.cfm?LinkAdvID=13748

- **Keep equipment running smoothly.** Your equipment comes with maintenance schedules; follow them rigorously. You'll keep your company's equipment running smoothly and at rated energy efficiency. This means replacing filters, cleaning compressor coils, tuning up burners, lubricating pumps and motors, and keeping your motor fleet tuned and ready for work. As standard operations, recycle your waste oil and solvents, and use biodegradable lubricants and hydraulic fluids. Your equipment will run more efficiently and reliably, and you'll save time, energy, and money.

For more information:

DOE Motor Challenge: http://www.greenbiz.com/reference/government_record.cfm?LinkAdvID=4738

Industrial Motor Systems Market Opportunities Assessment: http://www.greenbiz.com/toolbox/tools_third.cfm?LinkAdvID=5773

Opportunities for Energy Savings in the Residential and Commercial Sectors with High-Efficiency Electric Motors: http://www.greenbiz.com/toolbox/reports_third.cfm?LinkAdvID=7403

- **Green your energy sources.** Contact local power providers to see if they offer electricity from renewable-energy sources like solar, wind power, and other sources.

For more information:

Financing Solutions for Renewable Energy Projects: http://www.greenbiz.com/reference/webguide_record.cfm?LinkAdvID=8887

Energy Efficiency and Renewable Energy Network: http://www.greenbiz.com/reference/webguide_record.cfm?LinkAdvID=5785

GreenBiz Essential on Alternative Energy: http://www.greenbiz.com/toolbox/essentials_third.cfm?LinkAdvID=7811

Clean Energy Basics: http://www.greenbiz.com/reference/webguide_record.cfm?LinkAdvID=4406

Water Efficiency

- **Reduce and conserve water.** Locate and fix water leaks routinely. Conduct a water audit to find faucets and toilets that leak and have them fixed as soon as possible. Promote water-efficient landscaping, called xeriscaping. Other outdoor water-saving practices include mulching, timed irrigation, and nighttime irrigation.
- **Install water-efficient fixtures.** Consider low-flow aerators for faucets, and "dams" or other devices for toilets. On toilets that use a spring-loaded lever instead of a handle, install water-saving diaphragms. When building or remodeling, seek out low-flow appliances and devices.
- **Reuse water.** Collect rain water for irrigating or other non-potable uses. Reuse water in manufacturing and rinsing procedures: recirculate cooling water; eliminate plenum flushes; convert from continuous flow to intermittent flow; improve control of the use of deionized water.

For more information on all water-efficiency topics:

Water Alliance for Voluntary Efficiency: http://www.greenbiz.com/reference/government_record.cfm?LinkAdvID=4608

Water Efficiency and Management in Commercial Buildings: http://www.greenbiz.com/reference/webguide_record.cfm?LinkAdvID=6219

GreenBiz Essential on Water Conservation: http://www.greenbiz.com/toolbox/essentials_third.cfm?LinkAdvID=4089

Water Efficiency Manual for Commercial, Industrial, and Institutional Facilities: http://www.greenbiz.com/toolbox/tools_third.cfm?LinkAdvID=8607

Facility Manager's Guide to Water Management: http://www.greenbiz.com/toolbox/tools_third.cfm?LinkAdvID=8609

Toxic and Hazardous Substances

- **Find alternatives to toxics.** Even an office operation can use toxic substances in the form of computer or copier toner, cleaning supplies, glues, batteries, and other supplies. Evaluate all parts of your company, from the front office to the loading dock to the factory floor, to identify opportunities to reduce the use of toxic substances. Talk with suppliers about alternatives to solvents, paints, cleaners, and other products that may contain toxic substances.

For more information:

GreenBiz Essential on Cleaning Products: http://www.greenbiz.com/toolbox/essentials_third.cfm?LinkAdvID=4158

U.S. Environmental Protection Agency Cleaning Products Wizard: http://www.greenbiz.com/toolbox/tools_third.cfm?LinkAdvID=4868

- **Properly dispose of toxics.** Create a plan to ensure that all employees safely dispose of toxic substances, including batteries, copier toner, paints, motor oil, dyes, solvents, and other substances. Check with your city or county office to locate hazardous waste disposal facilities in your area.

For more information:

Rechargeable Battery Recycling Corporation: http://www.greenbiz.com/reference/organizations_record.cfm?LinkAdvID=10680

Used Motor Oil Collection and Recycling: http://www.greenbiz.com/reference/webguide_record.cfm?LinkAdvID=10667

- **Green your printing.** Whether you print in-house or contract with outside printers, look into environmentally friendly printing products and processes. Whenever possible, use recycled paper that is bleached without use of chlorine. Seek out printers that use water-based press cleaners and soy- or other vegetable-based inks. When designing printing projects, avoid elements that reduce recyclability, such as foil stamping, adhesives, and plastic bags.

For more information:

How to Press Printers to Reduce Waste, Emissions, and Costs: http://www.greenbiz.com/toolbox/Howto_third.cfm?LinkAdvID=4204

Conservatree: http://www.greenbiz.com/reference/webguide_record.cfm?LinkAdvID=3297

Pollution Prevention for the Printing Industry: http://www.greenbiz.com/toolbox/tools_third.cfm?LinkAdvID=4815

Printers National Environmental Assistance Center: http://www.greenbiz.com/reference/webguide_record.cfm?LinkAdvID=2646

Travel

- **Encourage alternative transportation.** Your people have to travel, but they don't have to pollute. Get behind an employee vanpool or car pool program, and offer those who don't drive incentives to take mass transit. Also, provide environmentally friendly options for those who drive, such as transit subsidies, preferred parking for carpoolers, and racks or lockers for bicyclists.

For more information:

Employee Transportation Coordinator Handbook: http://www.greenbiz.com/toolbox/reports_third.cfm?LinkAdvID=7812

- **Green your fleet.** Purchase or lease vehicles with the highest possible fuel economy, or those that use alternative-fuel sources, such as electric, hybrid, or fuel-cell vehicles. Whatever vehicles you

use, have them tuned regularly. Keep tire pressures at recommended levels, in order to increase fuel efficiency. When having vehicles serviced, make sure mechanics dispose of used oil, brake fluid, and other substances properly.

For more information:

Alternative Fueled Vehicle Fleet Buyer's Guide: http://www.greenbiz.com/reference/webguide_record.cfm?LinkAdvID=4166

Transportation Choices: http://www.greenbiz.com/reference/webguide_record.cfm?LinkAdvID=6126

Pollution Prevention for Auto Repair and Fleet Maintenance: http://www.greenbiz.com/reference/government_record.cfm?LinkAdvID=4328

Environmental Compliance Assistance Center : http://www.greenbiz.com/reference/webguide_record.cfm?LinkAdvID=11475

Alternative Fuels Data Center: http://www.greenbiz.com/reference/webguide_record.cfm?LinkAdvID=4167

- **Make your meetings matter.** Try to teleconference, rather than travel to a meeting; if you absolutely need the face time, stay in green hotels. Another way to offset the eco-ills of business travel: invest in a program that will plant trees to absorb the carbon dioxide created by your trips. Host environmentally aware meetings and events. While you're at it, reduce your travel and conference budget, and impress on clients and stakeholders your widespread commitment to sustainability.

For more information:

Greening Your Company's Business Travel: http://www.greenbiz.com/toolbox/Howto_third.cfm?LinkAdvID=4207

Trees for Travel: http://www.greenbiz.com/reference/organizations_record.cfm?LinkAdvID=10768

It's Easy Being Green! A Guide to Planning and Conducting Environmentally Aware Meetings and Events: http://www.greenbiz.com/toolbox/reports_third.cfm?LinkAdvID=2392

- **Reduce employees' commutes.** Give your employees the option of telecommuting, putting in a reduced workweek, or working variable hours. Studies show such programs improve employee productivity and retention. When appropriate, allow employees to work at home one day a week. Arrange for computer hookups, extra phone lines, or other low-cost technologies to allow employees to "plug in" to the main office from home.

For more information:

Telecommuting Knowledge Center : http://www.greenbiz.com/reference/webguide_record.cfm?LinkAdvID=13736

Telecommuting Resource Guide for Small Business: http://www.greenbiz.com/toolbox/tools_third.cfm?LinkAdvID=11635

Telework Webguide: http://www.greenbiz.com/reference/webguide_record.cfm?LinkAdvID=6030

Telework/Telecommuting Web Site: http://www.greenbiz.com/reference/webguide_record.cfm?LinkAdvID=7378

Product Life-Cycle

- **Understand your impact.** Conducting a life-cycle assessment looks at the "cradle-to-grave" impacts of your products — from the raw materials to their manufacture, sale, use, and disposal. Life-cycle assessments can help you identify opportunities to improve efficiency, reduce waste, improve quality, save money, and provide products that are more environmentally appealing to customers.

For more information:

Environmental Life-Cycle Management: A Guide to Better Business Decisions: http://www.greenbiz.com/toolbox/tools_third.cfm?LinkAdvID=4772

Extended Product Responsibility Program: http://www.greenbiz.com/reference/government_record.cfm?LinkAdvID=4762

- **Design for the environment.** Sustainable product design is simple. It means you've thought ahead: Your product can be disassembled and recycled easily — it has no toxics, uses few raw materials and packaging materials, has fewer components, and takes less energy, water, and resources to produce than traditional products. Goods designed for the environment also can be less expensive to manufacture, and will keep you ahead of regulations.

For more information:

Design for Environment Toolkit: http://www.greenbiz.com/reference/webguide_record.cfm?LinkAdvID=5982

Design for Environment Guide: http://www.greenbiz.com/reference/webguide_record.cfm?LinkAdvID=5981

GreenBiz Essential on Green Product Design: http://www.greenbiz.com/toolbox/essentials_third.cfm?LinkAdvID=7588

- **Reuse manufacturing excesses.** Find uses for manufacturing by-products, either in internal processes, or by selling the by-products to another industrial user.

For more information:

How Companies Gain Value from Surplus Assets: http://www.greenbiz.com/toolbox/Howto_third.cfm?LinkAdvID=4199

Waste Exchange Resource Directory: <http://www.greenbiz.com/resources/exchange>

Building Design and Construction

- **Green your building.** Environmentally conscious design and construction can reduce a building's life-cycle costs — the total cost of building, owning, and maintaining the structure. Techniques begin with the building's siting — its relationship to the sun, trees, and other things — and can include all of the building's materials and systems. There are literally thousands of environ-

mentally preferable building items to choose from, ranging from structural products made from recycled materials to flooring made from nontoxic or renewable materials.

For more information:

Greening the Building and the Bottom Line: Increasing Productivity Through Energy-Efficient Design: <http://www.greenbiz.com/resources/greenbuild/tools.cfm?LINKADVID=8527>

GreenBiz Essential on Green Building: http://www.greenbiz.com/toolbox/essentials_third.cfm?LinkAdvID=4162

Green Building Design and Construction: http://www.greenbiz.com/reference/webguide_record.cfm?LinkAdvID=6272

U.S. Green Building Council: <http://www.greenbiz.com/resources/greenbuild/organization.cfm?LINKADVID=519>

Sustainable Building Technical Manual: <http://www.greenbiz.com/resources/greenbuild/tools.cfm?LINKADVID=8900>

Environmental Office Design: http://www.greenbiz.com/resources/greenbuild/web_guid.cfm?LinkAdvID=4282

Taking the Next Step

- **Seek recognition for your environmental efforts.** Apply for corporate environmental awards to benchmark your successful sustainability efforts.

For more information:

GreenBiz.com Awards Directory: <http://www.greenbiz.com/reference/awards.cfm>

National Environmental Performance Track: http://www.greenbiz.com/reference/awards_record.cfm?LinkAdvID=7430

- **Offset environmental impacts.** Calculate your carbon emissions and work to offset them through tree planting, forest protection efforts, energy-efficiency projects, and other offset projects.

For more information:

GreenBiz Essential on Climate Change: http://www.greenbiz.com/toolbox/essentials_third.cfm?LinkAdvID=7840

Business and Climate Change: http://www.greenbiz.com/reference/webguide_record.cfm?LinkAdvID=5382

Emissions Marketing Association: http://www.greenbiz.com/reference/organizations_record.cfm?LinkAdvID=3368

Climate Neutral Network: http://www.greenbiz.com/reference/organizations_record.cfm?LinkAdvID=7138

- **Take advantage of financial incentives.** Investigate state and local initiatives that provide financial incentives for environmental efforts.

Other programs might offer extensive hands-on assistance for corporate environmental efforts.

For more information:

Financial Incentives for Business to Invest in Renewable Energy Systems: http://www.greenbiz.com/reference/webguide_record.cfm?LinkAdvID=8813

Compliance Incentives for Business: http://www.greenbiz.com/reference/webguide_record.cfm?LinkAdvID=8523

- **Share your experience with other companies.** If you've gotten this far, chances are you and your business are a useful resource on how to work cleaner, leaner, and greener. Put your knowledge and experience to work by developing or participating in a corporate environmental mentoring program. Mentoring will help reinvigorate your company's environmental efforts, encourage the growth of new ideas, and provide opportunities for effective networking.

For more information:

Put Mentoring to Work for Your Company: http://www.greenbiz.com/toolbox/toolbox_gen.cfm?LinkAdvID=4203

Mentor Center: <http://www.greenbiz.com/reference/mentor.cfm>

Mentoring Handbook: http://www.greenbiz.com/toolbox/tools_third.cfm?LinkAdvID=4796

Send Us Your Suggestions!

We welcome your ideas about strategies that have worked for your company, so that we can share them with others.

Please e-mail us at editor@greenbiz.com.