

# Pollution Prevention 2014



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## From the Director

For more than twenty-five years, pollution prevention (P2) has played a key role in the Department of Environmental Quality's (DEQ) mission to protect and enhance Virginia's environment. DEQ's Office of Pollution Prevention (OPP) hosts a number of programs and initiatives that serve as a conduit for non-regulatory assistance to businesses, institutions, and communities. These efforts are aimed at motivating Virginians to minimize their environmental footprint through actions that exceed what is required while enhancing their bottom line. A few of the highlights from 2014 are:

- Sponsoring the "2014 DEQ Environmental Excellence Conference: Enhancing Environmental Management and Stewardship" held in March in Richmond and attended by almost 200 people;
- Creation of the Virginia Green Travel Alliance, a non-profit intended to seek grants and private foundation funding to support the Virginia Green travel program;
- Presenting twelve Governor's Environmental Excellence Awards at the Environment Virginia symposium in April; and,
- Re-establishing the agency's Division of Environmental Enhancement, which includes OPP, the Coastal Zone Management Program, the Office of Environmental Impact Review and the coordination of long term environmental priorities, and is expected to provide new opportunities for collaboration between the programs.

DEQ continues to enjoy a national reputation as a leader in promoting collaborative partnerships and engaging audiences through non-regulatory environmental programs. I am confident that DEQ's successful pollution prevention and sustainability initiatives, in combination with support from Governor McAuliffe and Secretary Ward and our engaged and committed stakeholders, will continue to flourish.

David K. Paylor



Pictured with Director Paylor (far right) at the 2014 Governor's Environmental Excellence Award ceremony are (from left to right) Clyde Cristman, Director of the Department of Conservation and Recreation, the Elizabeth River Project's Robin Dunbar, and Secretary of Natural Resources Molly Joseph Ward. See page 4 for more information on this year's winners.

## Virginia Green Travel

Virginia Green (VG) is the Commonwealth's voluntary initiative to promote pollution prevention practices across all sectors of the tourism industry. Participating tourism businesses and organizations voluntarily commit to engage in P2 practices in the areas of waste reduction, water and energy conservation, and in the support of green events and meetings. VG partners join through a checklist process that also serves as a learning tool for additional green practices and resources. An online profile is created for each partner documenting all of their green practices; consumers can review the list and be part of the process that encourages continuous improvement in environmental performance.



VirginiaGreenTravel.org

The program, which was first launched as a pilot project in 2006, is structured to encompass the entire travel and tourism sector, and includes lodging, restaurants, attractions, conference facilities, convention centers, campgrounds, events and festivals, visitor centers, wineries and breweries, golf courses, transportation facilities, and supporting organizations. Of the twenty-seven states that have green lodging/green tourism programs, Virginia has the largest number of participants



*Employees of Lockheed Martin in Manassas learned about the program at their Earth Day event. Lockheed joined as the first corporate supporting partner.*

at 1,550 and is second only to Florida in lodging (Virginia has nearly 570). OPP oversees development of all programmatic guidance and reviews each submitted application, while DEQ's partners, the Virginia Tourism Corporation and the Virginia Hospitality and Travel Association, coordinate marketing and promotion.

VG does not require annual reporting of environmental results; however, environmental progress data is garnered through technical assistance, the awards program, and voluntary reporting. These data allow for the program to annually determine conservative measures of overall progress. Estimated environmental results for 2014 include reducing solid waste by 16 tons for a savings of more than \$650,000, reducing energy use by 20%, cutting greenhouse gas emissions by 20%, and conserving more than 260 million gallons of water, for a total savings of more than \$11 million.

The Virginia Green Suppliers Network (VGSN) is a fee-based internet directory of green service providers in support of VG. Fees generated are used for enhanced program outreach and marketing. In 2014, OPP

worked with the VGSN to improve the array of benefits offered to participants, including use of the program logo, exhibitor opportunities, and social media features, such as the program newsletter and Facebook posts.

### 2014 Highlights:

- **Creation of the Virginia Green Travel Alliance (VGTA).** A fully-accredited 501(c)(3) non-profit organization was created to help promote VG and its partners. The VGTA will focus on regional partnerships, education, program marketing, and innovative, hands-on green tourism projects. For instance, the VGTA served as the official Green Event Sponsor for the 2014 Richmond Folk Festival and was responsible for all recycling as well as the efforts of the 75 Green Team volunteers for the three-day event.
- **Planning for the 2015 World Road Cycling Championships.** OPP, in partnership with the VGTA and the City of Richmond's Sustainability program, is working to promote the Richmond region and the event itself as a showcase for green tourism practices. The event is expected to attract 450,000 visitors, and it is viewed as Virginia's opportunity to promote itself to the world as a green travel destination.
- **Presenting the Annual Conference and Green Travel Stars Awards Ceremony.** In early December, VG will host its annual conference at the Science Museum of Virginia in Richmond. The conference will feature technical workshops, a Green Vendor Marketplace, and an awards ceremony to honor the winners of the 2014 Virginia Green Travel Star Awards. Workshop topics include food waste composting, recycling, green meetings/conferences, solar, green power, innovative products, electric vehicle charging, and marketing green practices to consumers.

## E3: Economy, Energy and Environment Initiative

The Manufacturing Technology Center (MTC), located at Wytheville Community College, is a long-time OPP partner in promoting pollution prevention throughout the Commonwealth. In August of 2011, the MTC, a partner with GENEDGE ALLIANCE, a National Institute of Standards and Technology Manufacturing Extension Partnership (NIST MEP) affiliate, spearheaded the launch of an E3 (Economy, Energy and the Environment) initiative. Called *E3 Southwest Virginia*, the effort supports sustainable manufacturing in seventeen counties in that region. Joining forces with the local community, the MTC provides manufacturers with hands-on assessments of production processes to reduce energy consumption, minimize their carbon footprint, comply with environmental regulations, prevent pollution, increase productivity, and drive innovation. Over twenty-seven different public and private-sector organizations are participating in the E3 Southwest Virginia project, including OPP (which co-sponsored an energy efficiency and conservation workshop with the MTC), the Virginia Community College System, EPA Region 3, the US Department of Energy, the US Department of Labor, and the US Department of Commerce.

In 2012, a separate E3 project, *E3 Southside Virginia*, was initiated in the Southside Virginia metropolitan area consisting of Danville City and Pittsylvania County by GENEDGE ALLIANCE. This project provides the same services as delivered in the Southwest Virginia project. E3 Southside Virginia was expanded in 2013 to include Martinsville, Patrick County, and Henry County. The expansion has continued, and effective October 1, E3 services will be made available to ten counties and eleven cities of the Shenandoah Valley, Roanoke Valley, and City of Lynchburg. Funding for this expansion was made available by an EPA Source Reduction Grant.

A highlight of the Virginia E3 initiative in 2014 was the inaugural Virginia NASCAR Green/E3 Challenge award, which was presented during a special event at the Martinsville Speedway on October 1. The challenge winner was Blue Ridge Fiberboard of Danville. Also recognized at the event were Kennametal Inc., of Chilhowie (second place) and Woodgrain Millworks of Marion (third place). For more information on Virginia's E3 project, contact Keith Litz at the Manufacturing Technology center at [klitz@wcc.vccs.edu](mailto:klitz@wcc.vccs.edu) or 276-223-4858.



# Governor's Environmental Excellence Awards



On April 8th, the winners of the 2014 Governor's Environmental Excellence Awards were announced at the 25th Environment Virginia Symposium in Lexington. The awards program was co-sponsored by DEQ and the Virginia Department of Conservation and Recreation. Twelve entries were recognized with awards in the categories of Environmental Sustainability and Land Conservation. An additional three applicants were presented Honorable Mention certificates.

## Gold Medal Winners



**City of Newport News Sustainability Program:** The City of Newport News has been formally engaged in sustainability for many years. In September 2010, the City Council unanimously endorsed "Environmentally Sustainable Local Government Policies" as one of Eight Strategic Priorities to be given special attention by employees throughout the City. The City's award-winning environmental management system (EMS) is a cornerstone of the Sustainability Program and a key component to its success. The City has EMSs implemented at 25 facilities, all recognized by DEQ's Virginia Environmental Excellence Program (VEEP), and leads the program in the number of facilities achieving the highest level of certification.

### Elizabeth River Project's Dominion Virginia Power Learning Barge

About 500,000 people live in the Elizabeth River watershed, one of the most severely impaired rivers in the United States, located in the coastal cities of Chesapeake, Norfolk, Portsmouth, and Virginia Beach. The Elizabeth River Project (ERP) was incorporated in 1993 with a mission to restore the river to the highest level of environmental quality. In 2009, after three years of fundraising, design, and construction, the ERP launched the Learning Barge with the idea of creating a mobile education center for citizens to get a closer look at the river's restoration sites. Now known as the world's first floating wetlands classroom and America's Greenest Vessel, the barge harnesses energy from the sun and wind and gets its fresh water from a rain collecting roof capturing 1,200 gallons for reuse. Designed in conjunction with the University of Virginia's School of Architecture, the barge is intended for river education and recruitment of stewards. To date, over 40,000 people have come aboard the barge to learn.



**Locust Grove Farm Conservation Easement:** Locust Grove has been owned by the same family for approximately 350 years. It is located adjacent to the historic village of Walkerton in King and Queen County and contains open flat farmland and mixed-hardwood/pine forest, with extensive tidal frontage and wetlands on the Mattaponi River and multiple tributaries. It also contains the Fort Mattaponi/Ryefield archeological site, which is on the National Register of Historic Places and the Virginia Landmarks Register. The conservation easement contains approximately 16,530 linear feet of forested/vegetated riparian buffers on the Mattaponi River, Clark Swamp, Nancymansco Creek, and Commodity Creek. These 100-foot-wide buffers prevent livestock from entering streams and protect the water quality from runoff and erosion.



**Luck Companies:** Luck Companies is a private, Virginia-based company with four primary business divisions: Luck Stone, the country's largest family-owned aggregate stone quarry business; Charles Luck Stone Centers, which operates five retail studios, numerous contractor distribution yards, and two fabrication shops; Har-Tru Sports, a leading distributor of clay court tennis aggregates and tennis accessories; and, Luck Development Partners, a real estate development firm focused on creating sustainable environments that embody a unique sense of place. As part of the company's EMS, all sites meet to establish environmental goals for the coming year. Each facility in Luck Stone creates goals to reduce dust

emissions, improve water quality discharge, recycle, and improve community involvement. As members of VEEP, all quarries document their goals and report numerical results each year. Seven quarries are currently at the E3 level, and the remaining quarries are on a path to become E3. Har-Tru Sports has established an EMS and documents similar goals and community projects. The Charles Luck Stone Centers are Charter Members of the VEEP Sustainability Partners program. Results of Luck's many efforts include: recycling over 7,000 tons of steel, manganese and brass; saving 300,000 gallons of water per year with no-flush toilets; conserving 24,300 linear feet of streams and 154 acres of forested buffers through easements; creating 5.4 acres of new wetlands and 1.1 acres of open water; creating the New Kent Wetlands Bank with 470 acres of preserved wetlands and 80 acres of created wetlands; and, installing energy saving techniques such as solar panels and motion detectors.



### Silver Medal Winners



**Chesterfield County Fleet Management:** The Chesterfield County Fleet Management Division's mission is to provide safe, reliable, and dependable automotive vehicles and equipment through to the Chesterfield County Government and Chesterfield County Public Schools in the most effective and efficient manner possible. The Fleet Management Division manages their EMS as a sustainability program. The Division is annually assessed by an outside auditor and has been found in conformance with the ISO 14001:2004 standard, resulting in them being part of a very select group of fleets nationally. One of the key benefits resulting from the Division's EMS is increased awareness of pollution prevention activities by all employees. Significant cost savings have resulted from improved environmental compliance and other EMS-initiated programs. The Division's relationships with regulatory agencies and other departments within the county have vastly improved.

The Fleet Management EMS team has also mentored other county departments and divisions.

**James Madison University – East Campus Hillside Naturalization Project:** James Madison University transformed a traditionally manicured grassy area into a unique naturalized educational landscape. The project consisted of three parts: a 1.6 acre native meadow on a hillside; a 2 acre tree planting area; and, a 1,000 linear foot restored stream channel with riparian buffer. An important goal of the project was reducing the need for chemicals, thereby reducing pollutant runoff into the Chesapeake Bay. Equally important, the naturalization project plays an educational role for a variety of the university's departments and colleges and is an important resource for visitor and outreach programs.



**Joint Base Langley-Eustis – Fort Eustis Conservation Branch:** Fort Eustis is a multifunctional installation that includes office parks, an Army training campus, research and development facilities, as well as other military activities; approximately 12,400 people work and live at the installation. With over twenty miles of shoreline, the installation provides habitat for a multitude of migratory waterfowl and wading birds and is home to six active bald eagle nests. The base has more than 3,600 acres of wetlands and over 2,700 acres of commercial timber, key habitat for wildlife, and a filter system to prevent pollutants from reaching the Chesapeake Bay.

The Conservation Branch uses an ecosystem management approach to maintain environmental compliance, ecosystem viability, sustainability of military training lands, ecological integrity, biological communities including sensitive, rare, threatened, and endangered species, and outdoor recreation opportunities. The Branch also protects, preserves, and promotes 232 archaeological sites.



**Loudoun County Public Schools:** Loudoun County Public Schools (LCPS) is responsible for over ten million square feet of buildings and 68,000 students in 13 high schools, 14 middle schools, 55 elementary schools, as well as a technology center, and an alternative education school. LCPS includes sustainable principles and practices in a wide variety of areas. The school system has been recognized by numerous organizations for its sustainability efforts. LCPS was named ENERGY STAR “Partner of the Year” for 2010 and 2011, and in 2012 and 2013 was given the designation “Sustained Excellence” by the ENERGY STAR program. In addition, LCPS won the Virginia School Boards Association’s Green Schools Challenge and has qualified as a platinum level district for each year

of the competition. Fourteen LCPS schools have been recognized by the Virginia Department of Game and Inland Fisheries as “Virginia Naturally Schools.”

**Novozymes:** Novozymes, a biotech company with a strong focus on enzyme production, requires all parts of the business to be ISO 14001:2004 certified. The Salem plant develops and manufactures environmentally friendly biological solutions based on naturally occurring microorganisms for cleaning, wastewater, aquaculture, and agriculture through fermentation, drying, and formulation processes. Since 2009, the plant has improved productivity through green investments resulting in reductions in energy use by 30%, water use by 43%, waste generation by 64%, and cost by almost \$400,000. Novozymes is also the leading corporate sponsor for greenways development in the Roanoke Valley, providing funds as well as volunteer hours building bridges, clearing trails, planting trees, chairing meetings and volunteering for special events.



### Bronze Medal Winners

**Marstel-Day, LLC:** Marstel-Day, LLC, in Fredericksburg, provides environmental consulting services such as solutions to landscape-scale conservation of natural resources, climate adaptation, energy planning and “net zero” strategies, water security, smart growth and transportation, and the management of issues relating to encroachment pressures on government and private lands, open space, and habitat. By “practicing what they preach,” the company is able to experience and solve many of the same issues that their clients face in their journey toward becoming more sustainable. The company’s “Green Housekeeping Guidance” is a compendium of best practices that employees are expected to follow on a daily basis. It encompasses recycling, printing, purchasing, patio and outdoor gardens, composting, and energy use.

**Steward School - Bryan Innovation Lab:** The Bryan Innovation Lab at the Steward School in Richmond was developed to serve as a “learning lab” to promote student and staff awareness and understanding in the areas of energy and resources, health and wellness, and the interaction of the built and natural environment. To attain these goals, many initiatives in the area of sustainability have been implemented. The Lab has in place a solar-thermal unit, geothermal units, student gardens, and photo-voltaic solar panel systems. These systems are open to the students for study, and the data is collected on energy production and savings on a dashboard application. Two water retention ponds have been created for natural habitats and are connected by a “Blue Bird Sanctuary Trail.”

**Virginia Tech Dining Services:** Virginia Tech’s Dining Services serves approximately 7.1 million meals per year in twelve dining facilities and has been ranked within the top four nationally by The Princeton Review for the last eight years. They focus on three major themes in order to meet their goal: sustainability in what you eat; sustainability in where it goes; and sustainability in what you use. The Dining Services Garden at Kentland Farm grows fruits, vegetables, and herbs, and milk harvested from the campus dairy herd is served as well. All dining halls compost their pre- and post-consumer waste, resulting in the diversion of 1,700 tons of waste from the landfill. Reusable to-go containers were introduced last year and have gained positive attention throughout the campus community.

### Honorable Mention Winners

- Clem Family Farm Conservation Easement
- DNC Parks & Resorts at Shenandoah
- Jackson Ferry Farm Conservation Easement



# Virginia Environmental Excellence Program

*The Virginia Environmental Excellence Program (VEEP) is intended to recognize facilities that have demonstrated a commitment to enhanced environmental performance and to encourage innovations in environmental protection.*

Since 2000, DEQ has promoted the non-regulatory Virginia Environmental Excellence Program (VEEP) as a mechanism to encourage “beyond-compliance” environmental results. VEEP provides recognition and incentives to those facilities meeting the program requirements. There are four types of participation options for interested facilities:

- E2 (Environmental Enterprise) for facilities that have made significant progress toward the development of an environmental management system (EMS), have made a commitment to pollution prevention and have a record of sustained compliance with environmental regulations.
- E3 (Exemplary Environmental Enterprise) for facilities that have exceeded the E2 requirements and have a fully implemented EMS.
- E4 (Extraordinary Environmental Enterprise) for facilities that have exceeded the E3 requirements, have completed at least one full cycle of an EMS as verified by a third-party auditor and have demonstrated a commitment to continuous and sustainable environmental progress and community involvement.
- SP (Sustainability Partners), the newest VEEP track, which is designed to encourage organizations to make environmental sustainability part of their culture through leadership, innovation, and continual improvement.

OPP administers VEEP, which includes reviewing applications and renewals, performing site visits, coordinating compliance reviews and recognition events.

**Membership.** The program has approximately 400 participating facilities. This year 110 of those facilities joined or renewed participation in VEEP. Prior to 2014 only ‘facilities’ were eligible to participate in VEEP, but this year SKW Constructors submitted three ‘projects’ at the E4 level; all of them were accepted. Expanding VEEP eligibility to include projects has the potential to both grow the program and improve environmental performance in a new sector.

## Highlights from 2014

**Outreach.** As in previous years, DEQ continued to employ multiple types of outreach intended to keep current program participants up-to-date as well as to reach potential new members, such as workshops, e-newsletters, webinars, and updates via social media.

- **Presentations and Conferences:** The “2014 DEQ Environmental Excellence Conference: Enhancing Environmental Management and Stewardship” in March was attended by almost 200 environmental professionals. Agenda topics ranged from VEEP Sustainability Innovations to Fleet Management and Strategies for Climate Change. The conference provided an opportunity for VEEP members to learn ways to strengthen their current programs and expand their sustainability efforts into new areas such as composting and community involvement. VEEP staff also participated in a webinar on environmental metrics for the National Pollution Prevention Roundtable and participated in the General Electric Intelligent Platforms Safety Fair in Charlottesville. General Electric Intelligent Platforms went on to join VEEP at the E2 level.
- **Site Visits:** As part of the application process for E3 and E4 facilities DEQ staff conducts on-site visits. Eleven visits were conducted in 2014.
- **Stormwater Pollution Prevention Outreach:** Last year, DEQ staff researched and developed web-based resources to help promote sustainable stormwater solutions for participants in VEEP. These resources were promoted at the March conference, which included sessions on stormwater management and a regulatory update focused on stormwater.



*DEQ's Morgan Goodman and Keith Boisvert (second and third from left) with Norfolk Paving's (left to right) Ron Burton, Christine Vineski, and Chris Houghtaling.*

- **Success Stories:** OPP began a new project to develop and maintain a database of Virginia P2 case studies. The purpose of the database is to encourage companies across Virginia to adopt P2 practices by showing real world examples. The success stories identify technologies and techniques that were successful; showcase the effectiveness of P2 projects by quantifying pollution reduction, cost savings, and other benefits; and promote environmental performance beyond the industry standard. OPP has developed five of them into detailed case studies which are on the agency's website (see Resources on page 10 for more information). The organizations and companies highlighted vary from industry, to tourism, and local government.
- **Member Recognition:** Upon request, DEQ recognizes new and renewing VEEP facilities at ceremonies throughout the Commonwealth. In 2014, DEQ conducted six of these ceremonies. These events focus attention on the members' efforts to improve the environment by minimizing their footprint. The ceremonies also emphasize the positive partnership shared by DEQ and its VEEP members and highlight the individuals who commit to reduce their facility's impact, as well as the administrators and managers who support them.



Dustin Tippins, Hopewell Cogeneration, with DEQ's Morgan Goodman.

**VEEP Data Management Improvements.** In 2012, OPP received a grant from US EPA Region 3 to enhance the VEEP program by integrating the program's database into DEQ's primary database, the Comprehensive Environmental Data System (CEDS). This project will improve VEEP data management capabilities as well as make VEEP facility and environmental results information available in real-time to the rest of the agency. The integrated database resulting from the project will provide inspectors, monitoring staff, and permit writers with a more complete profile of facilities that are part of VEEP, including EMS and pollution prevention projects. During 2014, OPP staff continued to work with the DEQ information management staff to develop the programming requirements. Once complete this integration should streamline VEEP operations and promote internal support for the program.

**Annual Permit Fee Discounts for VEEP Facilities.** When legislation establishing annual permit fees for facilities was put in place, the General Assembly acknowledged that VEEP members "go beyond" compliance and determined that their improved environmental performance merited permit fee discounts: hazardous waste (potentially 5% for E2 facilities and 10% for E3 and E4 facilities); solid waste (potentially 10% for E2 facilities and 20% for E3 and E4 facilities); and water (potentially 2% for E2 and 5% for E3 and E4 facilities). In 2014, the discounts totaled in excess of \$197,000.

**Environmental Results.** To remain in good standing, all VEEP facilities must submit an annual progress report. Several years ago, DEQ instituted an online reporting system that emphasizes the reporting of measurable results rather than descriptive updates. When applying for and renewing participation, facilities select from a list of more than 35 environmental indicators that they then use as the basis of their results tracking and VEEP annual reporting. Facilities report results in both actual and normalized quantities (i.e., results based on product, number of employees, etc.). Normalized results allow facilities to better track year-to-year performance.

2014 Aggregate VEEP Results*	
•	288,748 tons of non-hazardous waste recycled
•	Reduced non-hazardous waste disposed by 975,025 tons
•	Reduced hazardous waste disposed by 1935 tons
•	Reduced hazardous material use by 84 tons
•	Reduced virgin water use by 37,082,905 million gallons
•	Increased recycled water use by 184,528,625 million gallons
•	Reduced SOx emissions by 157 tons
•	Preserved 320 acres of land
•	Total cost savings of \$77 million

\*Results reported in 2014 are based on calendar year 2013 accomplishments. The overall program results as presented above should only be considered a general indication of VEEP facility performance because: (1) the program is voluntary and data is submitted by the facilities; (2) many facilities still have limited experience tracking environmental results data; and, (3) the aggregate results are a snapshot from one year and may not reflect overall reduction trends.

# DEQ Environmental Management System

In 2014 DEQ reinvigorated its Environmental Management System (EMS) with a new team, new manual, and new policy. This was completed by a cross-functional team from DEQ Central and Regional Offices and with the support of DEQ's leadership. The goal of this initiative is for DEQ to lead by example for other state agencies and implement a program that will not only reduce DEQ's environmental footprint, but also engage employees in the day-to-day decision making that is a cornerstone of environmental management.

The EMS has been added to DEQ's strategic plan, committing the agency to enhancing environmentally sound practices; increasing environmental awareness, increasing communication of mutually beneficial knowledge; and encouraging innovative environmental solutions. These efforts go hand-in-hand with our mission of protecting and enhancing Virginia's environment, and promoting the health and well-being of the citizens of the Commonwealth.

On July 1st, 2014, Director David Paylor signed DEQ Agency Policy Statement No. 5-2014 on the Agency EMS. This policy set the foundation for DEQ to build and maintain a strong EMS and it is the basis for which DEQ will set internal objectives and targets to improve our own environmental performance. The policy commits DEQ to ensuring our compliance with applicable laws and requirements, identifying environmentally sound practices, communicating the policy and programs to employees and the public, and collaborating with stakeholders on opportunities for environmental stewardship.

In the year that the EMS Team has been in place it has conducted a risk assessment of the agency's environmental aspects and begun implementing objectives and targets to address those risks. In 2015, when DEQ's Virginia Environmental Excellence Program (VEEP) membership is due for renewal, the Team plans to move from an E2 (Environmental Enterprise) membership to an E3 (Exemplary Environmental Enterprise) membership, becoming the first state agency at the E3 level of the program.



*The set-up of bins and trash bags for the Central Office Waste Audit.*

The Team developed an EMS Awareness Training for all DEQ employees. The training was rolled out in mid-October and all employees are expected to take it by December 1. The training will go into more detail on what an EMS is and what every employee can do to make environmentally friendly decisions a part of their day-to-day activities. Each Regional Office will also conduct site-specific training to remind their employees of the initiatives in place at their offices.

The program has been well received across the agency and employees have started reaching out to the EMS Team with ideas for recycling programs and other environmental enhancements for the EMS Team to consider. The EMS Team has already begun addressing some of these initiatives through implementation of Objectives and Targets. Waste disposal and recycling was one of the first areas addressed, with an Objective and Target developed to research the current status and effectiveness of DEQ recycling efforts. As a part of that effort five DEQ staff conducted a waste audit of the DEQ Central Office in September 2014. Using the data collected during the waste audit DEQ will be able to identify ways to reduce waste and enhance recycling efforts.



*An employee-run plastic bag recycling effort at DEQ Central Office.*

## Resources

### General Information

[www.deq.virginia.gov/Programs/PollutionPrevention.aspx](http://www.deq.virginia.gov/Programs/PollutionPrevention.aspx)

### Virginia Green Tourism Program

[www.deq.virginia.gov/Programs/PollutionPrevention/VirginiaGreen.aspx](http://www.deq.virginia.gov/Programs/PollutionPrevention/VirginiaGreen.aspx)

[www.virginia.org/green/](http://www.virginia.org/green/)

### Governor's Environmental Excellence Awards Program

[www.deq.virginia.gov/Programs/PollutionPrevention/GovernorsEnvironmentalExcellenceAwards.aspx](http://www.deq.virginia.gov/Programs/PollutionPrevention/GovernorsEnvironmentalExcellenceAwards.aspx)

### Pollution Prevention Case Studies

[www.deq.virginia.gov/Programs/PollutionPrevention/PollutionPreventionCaseStudies.aspx](http://www.deq.virginia.gov/Programs/PollutionPrevention/PollutionPreventionCaseStudies.aspx)

### Virginia Environmental Excellence Program

[www.deq.virginia.gov/VirginiaEnvironmentalExcellenceProgram.aspx](http://www.deq.virginia.gov/VirginiaEnvironmentalExcellenceProgram.aspx)

### Virginia Information Source for Energy

[www.deq.virginia.gov/Programs/PollutionPrevention/VirginiaInformationSourceforEnergy.aspx](http://www.deq.virginia.gov/Programs/PollutionPrevention/VirginiaInformationSourceforEnergy.aspx)