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Message From The President

Be Nice, Laugh, & Connect

The other day my wife had a hard day at work. When she got home, she announced, "We aren't making dinner tonight, we are going out". We quickly rounded up the kids and headed over to Costa Vida, our favorite "go to" restaurant around the corner. While in line we caught up on the day with the kids. The kids told stories of what is happening in school, and my wife and I shared what was happening in our lives at work. We laughed, joked, listened to one another, it was a very normal family dinner conversation for us. During the family catch up, an older gentleman behind us in line leaned in and asked if he could share something. After a slight hesitation I said sure, and to go ahead. He told us he lived in Eastern Idaho and was a District Court Magistrate Judge. He told us what was happening in our family waiting in line—laughing, sharing, listening—was a joy to hear. He said he oftentimes hears family and marriage-related cases that involve all kinds of unimaginable vitriol, violence, and unkindness. He admonished our teens how lucky they were to have parents who liked each other and were kind and friendly. We enjoyed conversing with him in line and when we got to the register he insisted on buying our family dinner. As I have reflected on this experience during the past week a few things have come to my mind I was hoping to share. 1) Be nice to each other—especially your family. 2) Have fun and laugh, it's contagious and can uplift others. 3) Be sure to take time to get out of the house and the office and connect with others—it's an important part of the human experience we are all sharing.

Scott Galloway
President

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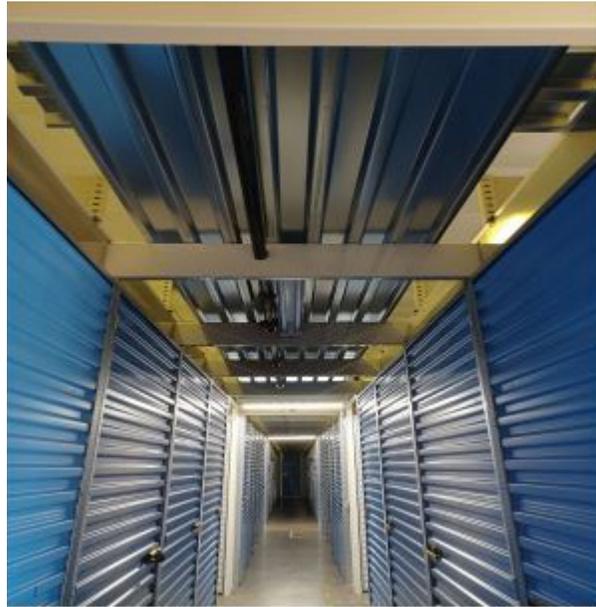
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Teleo Capital
Boise, ID
Steelcase Montara650 Stools



Teleo Capital
Boise, ID
Global Accord Chairs





Wine Bank
Menlo Park, CA
B Decking



Collaboration Space
Allseating Ayles Guest Chairs
& Exchange 3-Seat Sofa
AIS Tall Calibrate Table and
Small Day to Day Table

M3 COMPANIES



Workstations
AIS Divi Linear Panels
Inertia Task Chairs
Desking & Storage

From Phoenix To The Treasure Valley

The Treasure Valley housing market is growing like crazy, and land master-planned community developer M3 Companies is doing its best to help keep up with demand. Founded in Arizona and based out of Phoenix, M3 has recently focused its time and energy on Idaho. "Boise is like Phoenix 20 years ago when Phoenix was growing really fast," says M3 Companies Executive Director of Finance, Tom Cervino. As red tape and prices increased on land in Arizona, the company began to focus its energy on the Treasure Valley. With land readily available and infrastructure already supporting it, all M3 had to do was negotiate with the farmers.

Communities & Builders

Now M3 Companies is responsible for developing local communities, including RedHawk Ridge in Nampa, SpurWing Heights in Meridian, Valor in Kuna, Riverstone in Star, and Boulder Point in the East Boise Foothills to name a few. Many of these communities include amenities like pools, clubhouses, and excellent golf courses.

With so many projects going on at once, working closely with local builders is essential. The builders will often choose a specific number of lots they want to buy. Once all the interested builders have chosen their lots M3 sells the lots through a lottery system to keep the process fair.

**"The desks
are my
favorite
things in the
office."
-Tom
Cervino**

The New Office

M3 can manage their properties with a much smaller team by selling to the builders rather than the end customer. When the company first started developing land in Idaho, most of the staff lived in Arizona. Now things have shifted, with Boise becoming the hub while a few stragglers remain in Arizona. To accommodate the growth, M3 has moved into a larger office. Now they have private offices, a central collaborative space, and a conference room where they can have their lottery meetings with builders. It was also important that their new space is along the Boise

Greenbelt. "When the bosses come into town, they usually stay in a condo nearby and like to ride their bikes along the Greenbelt. It is also a really convenient location for meeting with builders, engineers, designers, and those flying in."

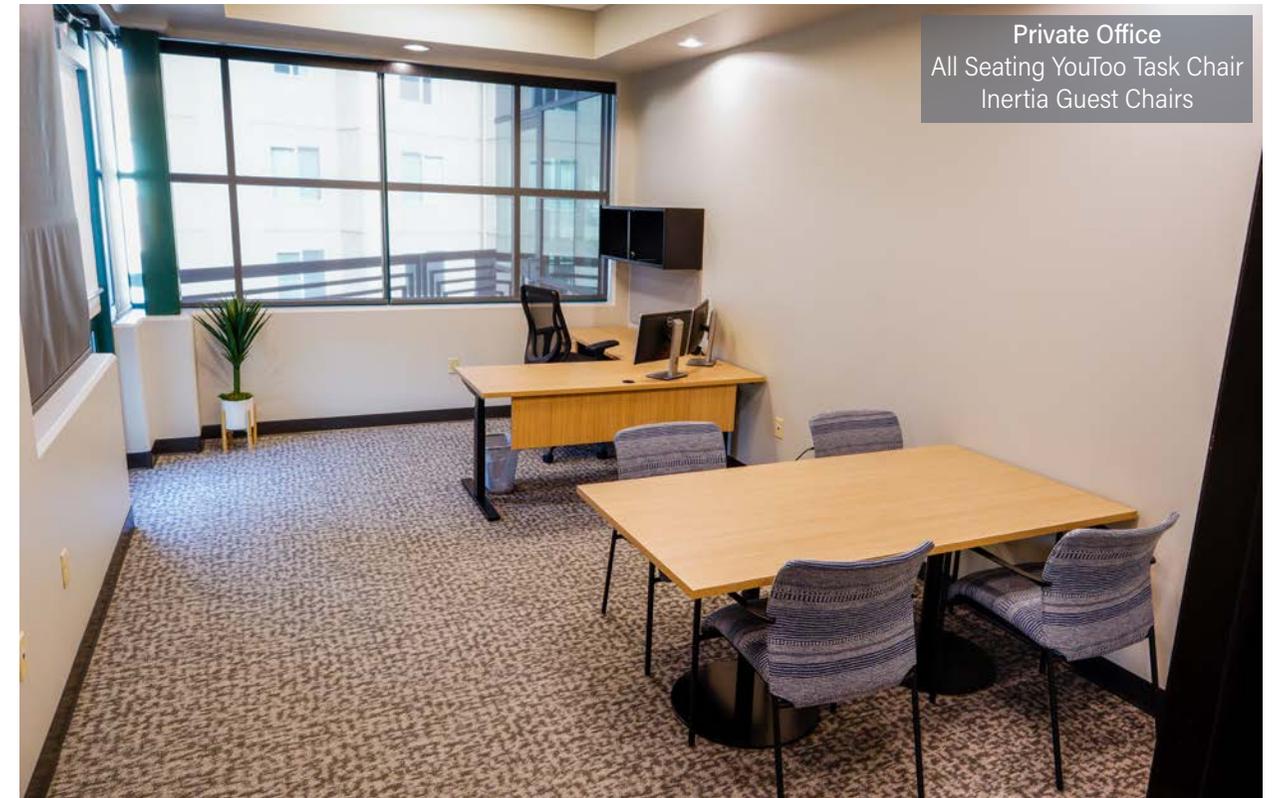
Staying Mobile

As a land developer, it is essential to stay mobile. While many industries shut down for the pandemic, the housing market continued full steam ahead, so the staff needed workstations that could support their needs in both the office and the field. "With our new desks, we can plug in our laptops or take them home with

us. We have also been putting our height-adjustable desks to good use by standing more. Other than the conference room, the desks are my favorite things in the office."

Growth

With a new office and great communities underway throughout the valley, M3 Companies is determined to keep growing. They plan to follow the same model they started in Arizona, stay on the edges of growth and build there. Together with local builders, they will continue to develop quality communities where people are excited to live.



Private Office
All Seating YouToo Task Chair
Inertia Guest Chairs

Sustainability with TreanorHL, Lombard Conrad Architects, & OEC

At OEC we have been thinking a lot about sustainability. It started when Steelcase took a very strong stance on the importance of implementing sustainable solutions in every aspect of their work. That got us thinking about how we could be better stewards of our resources at OEC. As we have begun implementing our own sustainability initiatives, we started wondering what other companies in the space industry are doing. It is always helpful to have success stories to aspire to and as architect Ryker Belnap says, "It is important to get as many opinions as possible." So we did just that and asked, TreanorHL and Lombard Conrad Architects to share how their companies are approaching sustainability. As you read the following stories, we hope you take a moment to consider what your organization can do to be more sustainable as well.



TREANORHL

Community, Mind & Comfort

TreanorHL has many offices scattered throughout the United States, but their dedication to sustainable practices unites them all. Whether in their own buildings, or their client's projects, TreanorHL introduces sustainability through WELL building practices focusing on community, mind, and comfort.

Sustainability Through Community

What is the best way to help your team invest in the community? Give them specific days to go out and serve. Every Valentine's Day and Juneteenth, TreanorHL gives every employee the day to serve a local charity of their choice. TreanorHL has discovered the vital lesson that where your time and money go, your heart follows. So, by getting to know their community, they can design better, more accessible, and sustainable buildings to serve it.

Sustainability Through Mind

When it comes to sustainability, "mind" can represent a couple of different things. First, it means the ability to think through problems during design. A recent example of this was the Jasper County Courthouse in Joplin, MO, where TreanorHL conducted a life cycle cost analysis on a geothermal heating and cooling system to discover if the system

made economic and long-term sense in the building. The analysis considered all the costs and surmised that while it would cost more, the system would pay for itself in 10-12 years, have minimal maintenance costs, and have a longer life span.

Mind also represents the importance of providing spaces that consider the mental health of occupants to reduce stress, encourage productivity, and contribute socially. Some examples of this include providing restorative spaces easily accessible throughout a building that lend well to social activity, offering great views of nature, and optimizing daylighting. These spaces help keep people connected to nature and one another.

Sustainability Through Comfort

The final piece of sustainability has to do with comfort, specifically how spaces contribute to the users' overall happiness and mental health. TreanorHL is currently working on these principles by designing for thermal comfort with optimized passive solar heating with a double glass façade. They are also creating open work environments with controlled acoustics, wood timber structures to create warmer, more visually comfortable spaces, and exposing the majority of spaces to daylight to assist the body's circadian rhythm.

By following WELL practices, TreanorHL designs longer-lasting buildings where occupants can thrive.



TreanorHL Denver team
volunteering at Habitat for Humanity

**LOMBARD
CONRAD**
ARCHITECTS



LCA Lobby

Sustainable Design

Sustainability is one of Lombard Conrad Architect's (LCA) five tenants. How they achieve sustainability comes in a few different forms that fall into three categories: Efficiency, Resiliency, and the Health and Safety of occupants. Each project begins with a discussion between LCA and the client to discover the client's sustainability goals. While only a few can achieve LEED certification, others can still find ways to improve their building's sustainability. LCA starts by looking at how the building will operate as a unit rather than individual parts. Part of that includes bringing in experts who know the goals and requirements of the project.

"It is important to get as many opinions as possible. There will always be more issues than one person, or our design team can consider. When you have a project team where everyone cares, is invested, and is excited about bringing their opportunities to the table, you can check those boxes exponentially faster."- Ryker Belnap, Architect

Efficiency

LCA often utilizes the U of I's Integrated Design Lab (IDL). LCA will send an initial floor plan concept to IDL, who will then run a year-long location and weather simulation on the building. That gives IDL a baseline number of how the building will perform. Then, LCA can try rotating the structure, shifting the windows to the south side, adding shade, etc. to improve that baseline efficiency number. The goal is to balance the initial investment cost with long-term payback.

Resiliency

With an efficient design in place, the next step is sourcing materials for a resilient building. LCA looks for high-performance and innovative materials that are sourced locally and will stretch the lifespan of the building. After considering the mantra, "Reduce, Reuse, Recycle," LCA chose to "Reduce and Reuse" within their new office by moving into an existing building. Reusing a building is perhaps the most sustainable choice they could have made. Then they reduced the amount of material used to define and isolate rooms by creating a much more minimalistic and flexible environment including movable walls and easily reconfigurable furniture systems.

Health & Safety

The final part of sustainability is providing for human comfort. This encompasses everything from finding the perfect temperature for productivity, creating green spaces within an office, sourcing non-toxic materials, and providing natural views. Employers want efficient and resilient buildings, but they also want healthy employees, and LCA is helping employers create both sustainable buildings and improve the health of employees.

OEC's Long-Term, Sustainable Solution To Waste

At OEC, we go through a lot of cardboard. We are practically swimming in cardboard at the end of each job between the tables, chairs, workstations, and other products we install. As much as we would like to reduce the amount of cardboard used, it serves the important job of getting quality furniture safely from one place to another. While we can't reduce our cardboard use, we can recycle it.

Keeping Cardboard Out Of The Landfill

To create sustainability as a business model, OEC recently acquired a cardboard compactor to help deal with jobsite waste. The compactor works by compressing cardboard so tight that you get bales weighing 600-900 pounds each. Over the last month alone, we have produced five bales of cardboard totaling 3,000 - 4,500 pounds of recyclable materials. What would have gone to the landfill is now being recycled in a manner that we can easily handle and transport.

Enlisting The Help Of Western Recycling

This decision came to fruition as the OEC leadership team discussed a long-term, sustainable solution to waste. We previously relied on a single individual to take cardboard in small amounts to the recycling plant. While this helped deal with the waste, it was not a long-term solution. That is when we connected with Western Recycling to support our sustainability goals. Since 1979 Western Recycling has diverted over 5 billion pounds of material from Idaho landfills. With locations throughout the Treasure Valley and Eastern Idaho, they recycle approximately 20 million pounds of

recyclables per month. They are an excellent partner in our quest for sustainability with an incredible service of picking up the bales and delivering them on our behalf.

Team Buy-In

While sustainability is a great goal, it is only achievable through intentionality. It takes

our team longer to process the cardboard now than to throw it into the trash. But as our Director of Operations, Bryan Spencer, says, "The team buy-in has been phenomenal. Everyone stands behind it. Once you tell someone that over the course of a year, you will keep 36,000 pounds of cardboard out of the landfill, it is an easy initiative to get behind."

OEC President Scott Galloway in front of cardboard bales.



Idaho Fish & Game

How do you turn a city dump into a place that positively impacts the lives of millions of humans and animals? You turn it into the Idaho Department of Fish & Game headquarters.



Steelcase Answer Panel Workstations



Auditorium
Player Chairs & Zori Lectern Tables



Collaboration Space
Maive Coffee Table by OFS
West Elm Work Stump Side Tables



Break Room
Steelcase Nooi Stools
Steelcase Groupwork Tables
River Booths from Global



Private Office
Player Chairs
Steelcase Currency Desking

In 1960, the first Idaho Fish & Game building was built to help preserve, protect, perpetuate, and manage wildlife resources in Idaho. Today a brand-new building sets in its predecessor's place, continuing that mission.

"I see employees walk into the building, and they are excited about it. They tell me how they love walking into the building knowing they get to come work here."
- Hilarie Engle

Since 2008 there has been conversation around rebuilding the outdated Fish & Game Building. While it had served its purpose for many years, the Department quickly outgrew the building and needed more space. It wasn't until 2019 that the Foundation issued tax-exempt bonds for the building so construction could begin in September of 2020. The project was not only completed early, but it also came in under budget. Overseeing the successful project was Hilarie Engle, the Executive Director of

the Idaho Fish and Wildlife Foundation that partners with the department to protect, preserve, perpetuate and manage Idaho's wildlife resources. Along with overseeing the foundation's activities, Hilarie acts as the project manager for constructing new buildings. Thanks to her efforts, the new building houses 170 department staff members once cast to the four winds. "This building is huge for Fish & Game. It brings all the bureaus back together again (some of which were separated for 25 years), and the collaboration from meeting one-on-one is so different than having to do a zoom call or phone call. Seeing everybody come together is one of the coolest parts of this project."

"OEC's design and install team really shined on this project. They were phenomenal. They worked their tails off and were wonderful to work with." - Hilarie Engle

Not only is the building bringing everyone together, it is also beautiful. Between the colors, animal mounts, and murals, it is a highly welcoming and energizing environment. "I see employees walk into the building, and they are excited about it. They tell me how they love walking into the building knowing they get to come work here." Some spaces the employees especially enjoy are the breakrooms. Coworkers will join each other in the break rooms whereas they used to eat alone at their desks. Others utilize the nearby greenbelt or visit the MK nature center when they need a break and some fresh air before returning to store their items in the bike room or take a shower. Another space making a difference is the large auditorium that the commission uses to formally hold its meetings.

With so many different bureaus under one roof, each floor looks a little different. Some are workstation heavy while others enjoy private offices with great views over Municipal Park. Helping with the furniture installation, move, and animal mounts was the OEC team. With three floors to fill, it was a big project. "OEC's design and install team really shined on this project. They were phenomenal. They worked their tails off and were wonderful to work with. Wendy (OEC designer) showed me things I never would have thought about, and the install team met every single deadline. It was unbelievable everything that they moved, and they were honest about their timelines and really pleasant to work with."

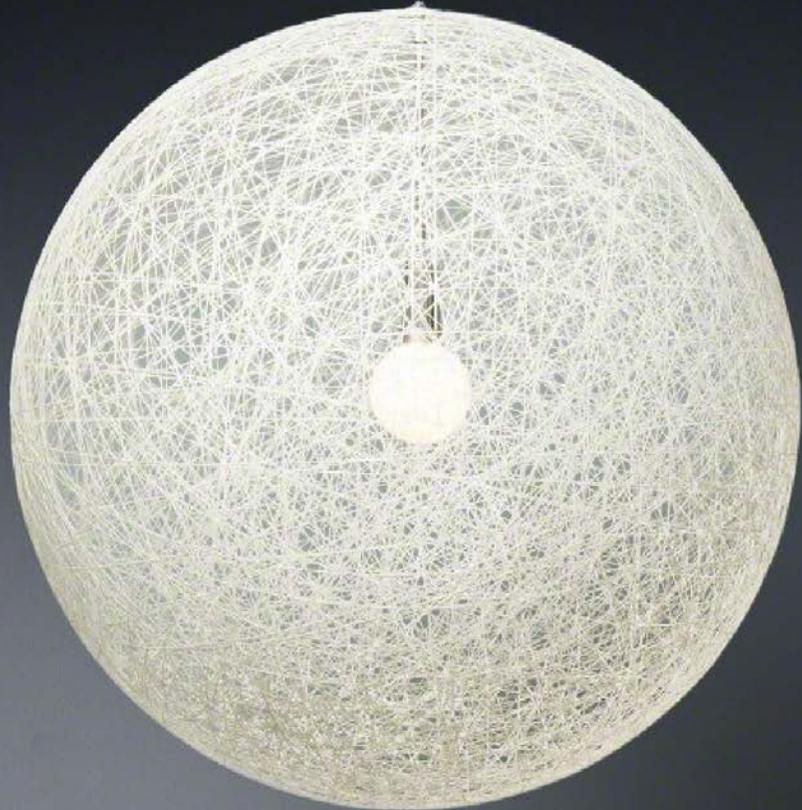
With everyone in and loving the new building, the department is excited to continue working toward its mission of preserving species so that everyone can enjoy them.



Nanimarquina Basket Rug

Open weave. Looking closely at light passing through a woven basket, a mesh pattern emerges with beautiful gaps and variations. Enlarged and slightly faded for a more abstract geometric field, the design of the Nanimarquina Basket Rug explores dark and light natural color combinations. Hand-tufted in 100% new wool.





Random Light
By Moooi

Designed by Bertjan Pot, the Random Light has become a best seller right from the beginning. It transmits a feeling of simplicity, softness, lightness and a touch of magic in contemporary style.



11th & Idaho
Boise, ID
Mecho Shades

We create amazing spaces
where employees love to work



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