



2011

# Maryland Green Registry Leadership Award Winner



## E-Structors, Inc.



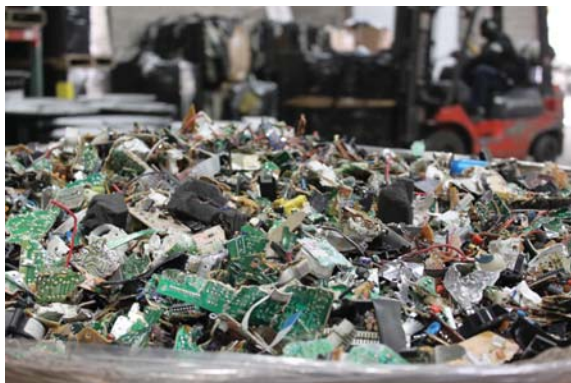
**E-Structors, Inc.**

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*The Maryland Green Registry Leadership Awards recognize organizations that have shown a strong commitment to the implementation of sustainable practices, the demonstration of measurable results, and the continuous improvement of environmental performance. Read here how these award winners achieved their environmental successes and continue to move their organization forward along the path to sustainability.*

### ***What innovation or set of results are you most proud of?***

We are very proud of earning both our ISO:14001:2004 and R2 (Responsible Recycling) Certifications. We are also looking forward to becoming e-Stewards Certified as we are currently in the process of making the changes and taking the steps needed to do so. It has taken determination and effort from everyone in the organization to implement these improvements and changes in policies. By becoming a certified facility, E-Structors is able to provide clients with an ethical recycling service while still maintaining a high level of data security.



### ***How do you measure and ensure continuous improvement in environmental performance? What have you learned from this process?***

Continued improvement is something that our organization strives for. We currently track our companies' progress through the analysis of recycling data, processing volumes, energy usage, and processing efficiency. Having this type of information allows us to ensure that our policies and practices will remain as environmentally friendly as possible.

We have also addressed the need for continued improvement by bringing on a full time environmental specialist. This individual is able to use his knowledge of environmental issues to develop new ways to minimize our company's environmental impact.

Another environmental process that our company has undergone is becoming a 100% landfill free organization. Through a careful evaluation of our organizations waste stream we were able to greatly reduce the amount of waste that the facility produces. With a smaller trash byproduct it became feasible for us to send the unrecyclable waste for energy recovery, making our facility landfill free.



### ***What is the first step you would recommend that someone take when starting to green their organization?***

While "going green" is very possible and also a great thing to do with one's organization, it is definitely something that cannot be achieved overnight. It is rather a step by step process that requires diligence and a positive attitude throughout.

Often, the first steps to becoming green lie within changing the simple things that one does on a daily basis. For example, establishing or improving upon a current recycling program, using cleaning supplies that contain earth friendly elements, and even making sure lights are off when not being used are the beginning steps for an organization to become green.



***What have been your biggest obstacles and how have you overcome them?***

Since our origination in 2003, E-Structors has undergone a large amount of organizational growth. This growth has led to many challenges that we have had to face and overcome. In order to keep up with the growing amount of business, we left the original 18,000 sq.-ft. facility in 2008 and

moved into a new 96,000 sq.-ft. facility, which we then expanded again in 2009 to the present day 187,000 sq.-ft. Our organization hit the 100 employee mark in 2010 and now presently employs 140 people at their facility. This growth in employment has posed several challenges for the management team. First, there was an elaborate restructuring of the company in order to maintain efficiency amongst the company. Secondly, there was a reformatting of the training processes in order to ensure that all new employees have a detailed understanding of the operations at our facility.



***For more information on environmental best practices at E-Structors, Inc., visit the Maryland Green Registry website at [www.green.maryland.gov/registry](http://www.green.maryland.gov/registry) and click on List of Maryland Green Registry Members to view member profiles.***

*The Maryland Green Registry is a voluntary program that promotes and recognizes environmentally sustainable practices in organizations of all types and sizes across the State. Visit the Maryland Green Registry website at [www.green.maryland.gov/registry](http://www.green.maryland.gov/registry) for tips and resources designed to help organizations set and meet their own goals on the path to sustainability.*

