

PROVIDING A GREAT WORK ENVIRONMENT

OVERVIEW

It is an honor to have been named a "Best Company to Work for in Texas" by *Texas Monthly Magazine* and a "Best Place to Work" by various local business journals. However, what really matters most is providing a great work environment for our team members. Our guiding principles of teamwork and life balance extend to Transwestern's commitment of providing healthcare insurance and other benefits to our over 1600 team members. Some highlights from our workplace practices include:

WORKPLACE PRACTICES

- **Community Service Hours** - Some of the most rewarding aspects of our lives are to nurture our families, enhance our friendships and build our communities. At Transwestern we live by those important values everyday and we enable our team members to do the same. With this objective in mind, we provide team members up to eight hours of paid time off per calendar year to perform service projects of their choice with a community service organization.
- **Healthy and Happy** - The Healthy and Happy Program highlights publications and wellness materials designed to assist our employees and their family members in taking good care of themselves. The self-care materials provide comprehensive health reference guides on over 300 medical topics. Our monthly Healthy Lifestyle Newsletter provides useful information on self-care, work-life balance and other healthcare topics.
- **Skills Development** - The skill level of Transwestern team members is an important development opportunity for the Company. To capitalize on this opportunity, we have created the Skills Development Center - a centralized web portal that includes training programs for areas such as Management Services, Tenant Advisory Services, Human Resources, IT and Accounting. Over 120 classes are available to choose from and all are available on-line, ready to use 24 hours a day, 7 days a week.
- **Voluntary Benefit Program** - Transwestern has developed a voluntary benefit program, supplementing our broad benefit platform, that encompasses a wide variety of voluntary offerings including home, auto and pet insurance, mortgage services and financial vendors such as H&R Block, Jackson Hewitt Tax Preparation and Turbo Tax. The program also includes many discounts for computers, electronics, travel, entertainment and autos. Team members can select voluntary benefits and pay for them using automatic debits from their payroll.

BEST PLACE TO WORK - AUSTIN, CHICAGO, DALLAS, HOUSTON, LOS ANGELES AND SAN ANTONIO

Nine years running, Transwestern's Houston headquarters has been named to the prestigious *Houston Business Journal's* "Best Places to Work" list. Our Austin, Los Angeles, Dallas and San Antonio offices received recognition this year as well. Our Chicago office was recently named one of "Chicago's 101 Best & Brightest Companies to Work For" and by *Crain's Chicago Business* as #1 in their "20 Best Places to Work".



BEST COMPANY TO WORK FOR IN TEXAS

For the sixth year in a row, Transwestern has been named in *Texas Monthly Magazine* as a "Best Company to Work for in Texas". This award program was designed to identify, recognize and honor the best employers in Texas, benefiting the state's economy, its workforce and businesses. Transwestern is among one hundred Texas companies being recognized in 2012.



REDUCING OUR ENVIRONMENTAL FOOTPRINT

Transwestern has a long-standing commitment to sustainability and has successfully reduced energy usage on projects we manage by over 20%. We are now turning that same trained eye on the spaces we occupy and the other ways in which we do business for the health and welfare of not only the environment, but our team members.

- LEED®-CI - We endeavor to earn LEED-CI certification on regional Transwestern office space. Our Chicago office is currently certified, soon to be followed by our Atlanta office.
- Recycling - Our regional offices are equipped with paper, plastic and aluminium recycling centers.
- Biodegradable Products - We make every effort to stock our kitchens and breakrooms with biodegradable utensils and products.
- Corporate Travel - As part of our Corporate Sustainability program, we are beginning to purchase carbon offsets for flights, recommend stays in ENERGY STAR® labeled hotels, and rental of hybrid cars.

