

Table of Gashouse Gas Equivalencies

January 10, 2017

Equivalency Results	Q-1' 2013	Q-2' 2013	Q-3' 2013	Q-4' 2013	Q-1' 2014	Q-2' 2014	Q-3' 2014	Q-4' 2014	Q-1' 2015	Q-2' 2015	Q-3' 2015	Q-4' 2015	Q-1' 2016	Q-2' 2016	Q-3' 2016	Q-4' 2016
HQ Headcount- Including contractors	193	218	209	201	196	207	194	178	178	188	183	183	183	204	216	219
Scope 2 CO2 Emissions/HC	0.633	0.952	1.53	1.30	1.20	1.30	1.50	1.6	1.4	1.4	1.4	1.5	1.3	1.3	1.4	1.1
Gashouse gas emissions avoided by recycling tons of waste instead of sending it to landfill/HC	0.238	0.398	0.575	0.484	0.431	0.459	0.530	0.583	0.498	0.508	0.513	0.469	0.424	0.416	0.433	0.355

- Footnotes:
- Scope 2 figure is shown in metric tons
 - Q-2'2013 recycling figures impacted due to office space increase of 12,070 square feet