

## TriplerHR



### RECRUIT AND RETAIN THE BEST TALENT, SUSTAINABLY.

As you focus on **Profit and Planet**, are you sure you're not leaving your **People** behind? Green and Sustainable practices can **increase employee productivity up to 16%**.<sup>1</sup> Being able to demonstrate a commitment to the **triple bottom line** is a powerful tool, but just having that focus isn't enough to recruit and retain the top talent you need. A sustainable workforce is one where morale and careers are robust and dynamic. **TriplerHR can help you attain that goal.**

### A Complete Solution

TriplerHR was developed as a benefits and recruiting solution focused on sustainable and gender equitable practices. We create a reciprocal system in which people build up your organization through hard work and dedication, and the firm engages them via work-life balance, innovative benefits, professional development, and volunteerism. Whether you're a startup or an established business, TriplerHR can help you recruit and retain the top talent you need to succeed.

### TriplerHR Green Benefits

Our signature, turn-key plan empowers your employees to pursue green behaviors with benefits such as in-office bike maintenance, fitness and commuter benefits, and sustainability coaching. We offer individualized solutions for the Triple Bottom Line.

<sup>1</sup> Delmas, M. A. and Pekovic, S. (2013), Environmental standards and labor productivity: Understanding the mechanisms that sustain sustainability. *J. Organiz. Behav.*, 34: 230–252. doi:10.1002/job.1827

### SERVICES

- Recruitment Strategy
- Retention Strategy
- Innovative Green Benefits
- Compensation and Benefits Analysis & Planning
- Career Path Mapping
- Volunteer & Community Engagement Programs
- Internship and Mentorship Programs
- 360° Review Implementation
- Employee Engagement
- JUST Certification
- Employment Policies
- Gender Mainstreaming Training

### MEET MARIA BERTA: DIRECTOR, RECRUITING & GREEN HR

Maria has vast experience building firm structure and culture from the ground up. She co-founded and built two energy efficient, green engineering startups into thriving, robust firms, and developed systems that led to significant industry awards including being named "Top AEC Firm to Work For" by Building Design + Construction Magazine and "Top 50 Engineering Companies" by Inc. Magazine. She also pioneered the use of the JUST Label, ILFI's reporting and transparency program.

